

CITY OF COLUMBUS, OHIO  
DIVISION OF POLICE



INTERNAL AFFAIRS BUREAU  
2022 ANNUAL REPORT

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## Mission Statement of the Internal Affairs Bureau

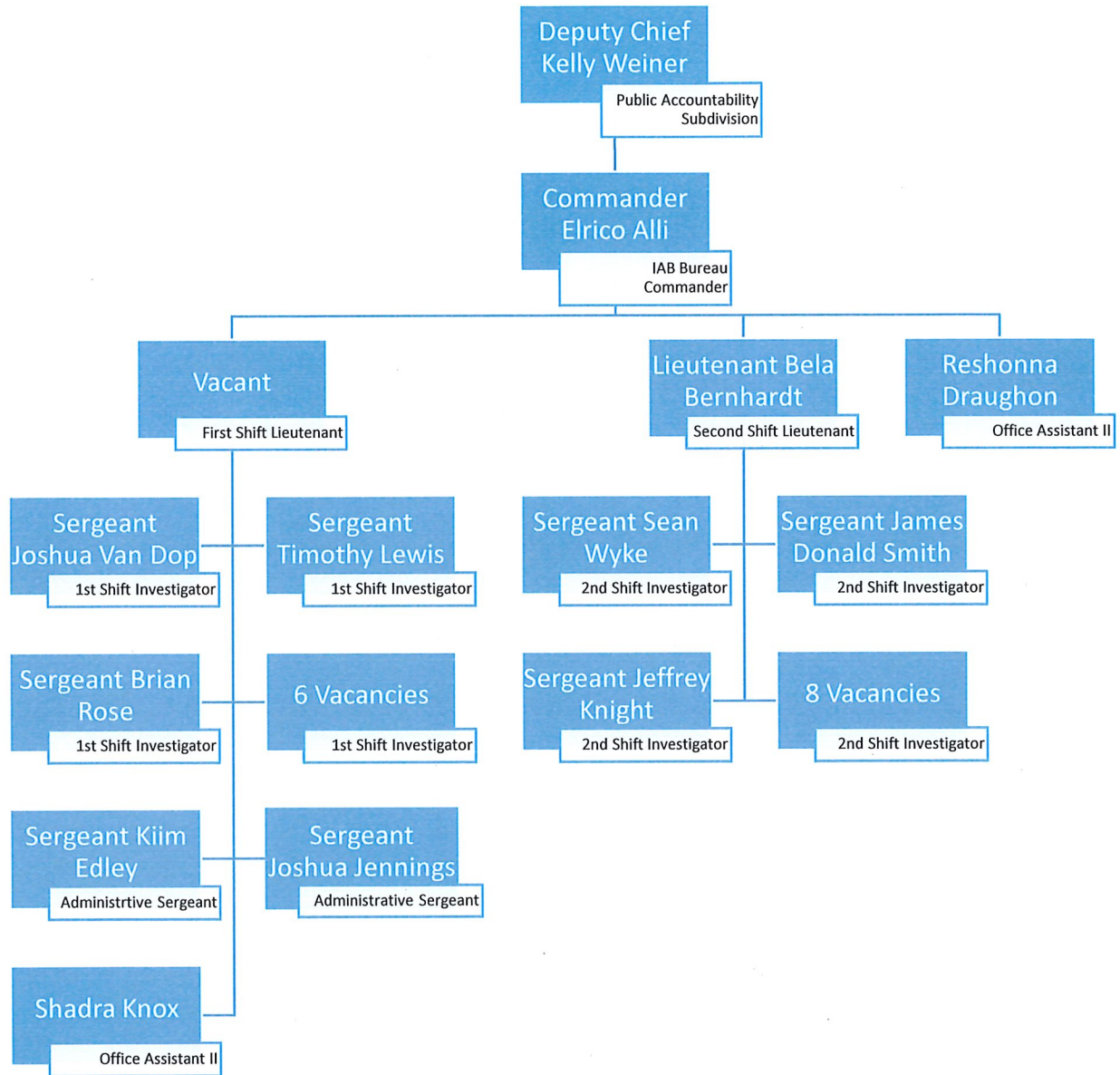
Internal Affairs Bureau personnel will uphold the integrity of the Columbus Division of Police by conducting unbiased, thorough investigations of alleged employee misconduct while seeking the truth, safeguarding rights and ensuring all persons involved are treated with dignity and respect.

## Vision Statement

The Internal Affairs Bureau serves as a foundation for building transparency, accountability, and public trust within the community. Through continuous growth and innovative practices, Internal Affairs Bureau personnel strive to exemplify the highest standards of fairness, objectivity, and professionalism.



# Organizational Structure



## 2022 Major Events

In July 2022, the duties of receiving and investigating sworn citizen complaints were transferred from the Internal Affairs Bureau to the Department of Inspector General (DIG).

In 2022, one IAB lieutenant and four IAB sergeants retired from the Division of Police. Each were long-standing and respected members of the bureau. The Internal Affairs Bureau congratulates the following retirees:

- Lieutenant William Laff
- Sergeant Carrie Hollis
- Sergeant Tyrone Hollis
- Sergeant Rebecca Houston
- Sergeant Shane Keckley

Also in 2022, three IAB sergeants were promoted to the rank of lieutenant. Upon promotion, they were assigned to other areas of the Division. The Internal Affairs Bureau congratulates the following lieutenants and wishes them great success in their new roles:

- Lieutenant James Cummings
- Lieutenant Christopher Graham
- Lieutenant Shannon Stephens

## SOP Review

The Standard Operating Procedures (SOP) for the Internal Affairs Bureau are currently being updated to reflect the transfer of some bureau responsibilities to the Department of Inspector General in July 2022.

## Facilities and Equipment Review

In following recommended best practices, the Internal Affairs Bureau is separated from the operational components of the Columbus Division of Police. In April 2022, the Division of Police moved IAB from 750 East Long Street to a new facility located at 1185 East Broad Street. This building is in excellent shape and it provides sufficient space for IAB personnel. This location is also convenient to public transportation, has ample parking, and is easily accessible to the public.

IAB has sufficient equipment to meet its current operational needs. The bureau fleet is adequate and it provides personnel with the ability to conduct interviews, respond to scenes, appear at hearings, and attend meetings.



## Staffing Analysis

The Internal Affairs Bureau consists of dedicated men and women who work within the mission statement to achieve the bureau's vision while exemplifying the highest standards of fairness, objectivity, and professionalism. At the end of 2022, the Internal Affairs Bureau was staffed as follows:

- One commander
- One first shift lieutenant (vacant)
- Three first shift investigative sergeants (six vacancies)
- One first shift administrative sergeant (one vacancy)
- One second shift lieutenant
- Three second shift investigative sergeants (eight vacancies)
- One second shift administrative sergeant (one vacancy)
- Two Office Assistant IIs

The investigative sergeants have variable hour assignments and the lieutenant has multi-shift responsibilities. Therefore, the overtime related to the completion and review of investigations remains relatively low.

The two administrative sergeant positions have fixed-hour assignments that are designed to maximize coverage at the intake desk. The intake desk is staffed from 6:00 AM until 10:00 PM Monday through Friday. These duty hours overlap with the operating hours of the Department of the Inspector General. During these hours, the administrative sergeants are able to communicate with DIG investigators, complete DIG records requests, and answer questions in a prompt and efficient manner.

Sworn overtime in 2022 was \$76,008.24 as compared to \$101,612.20 in 2021, which was a decrease of \$25,603.96. The reduction in overtime can primarily be attributed to the responsibilities of receiving and investigating citizen complaints being shifted from the Internal Affairs Bureau to the Department of the Inspector General in July 2022. Overtime reductions also occurred when staffing levels in the bureau were significantly reduced due to retirements and promotions. It is too early to determine if IAB staffing is now at an appropriate level to be able to properly handle the adjusted workload that occurred with the implementation of the DIG.

Civilian overtime in 2022 was \$3,396.63 as compared to \$500.98 in 2021. The \$2895.65 increase is attributed to an increase in the workload of civilian personnel. In 2022, IAB received several complex cases that required civilian personnel to create lengthy transcripts and complete other administrative tasks.

The Bureau Recommendations section below will discuss recommendations related to staffing issues.

## Bureau Recommendations

As we move forward into 2023, there are two recommendations for the Internal Affairs Bureau:

- Staffing – It is recommended the Division fill the vacant first shift IAB lieutenant assignment. The IAB lieutenant positions are extremely important. These positions are responsible for management of day-to-day bureau operations and for overall case management. Filling the vacancy would reduce the span of control and ensure there is sufficient supervisory oversight.
- Staffing – It is recommended the Division maintain staffing levels for the remaining IAB assignments (investigative sergeant, administrative sergeant, and OAI). Uncertainty remains regarding the evolution of the role of IAB as it relates to the DIG.

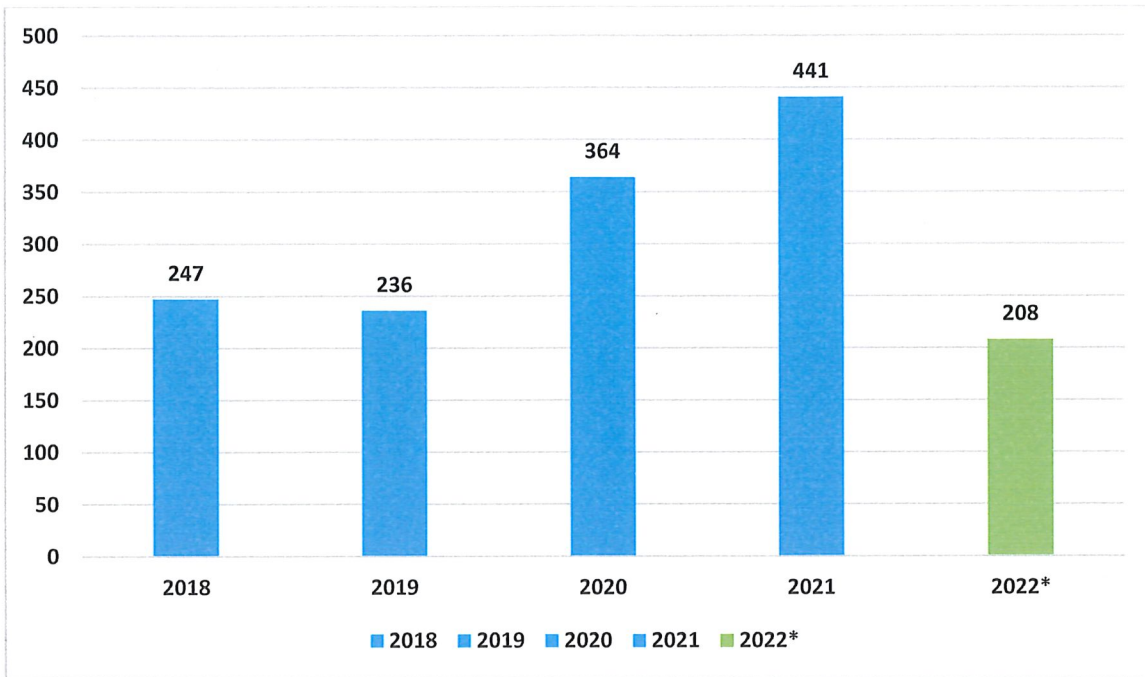
## 2023 Projects and Goals

In addition to our ever-present goal of preserving the integrity of the Division of Police and preparing high quality investigations, we seek the following goals:

1. Upgrade the current Internal Affairs Bureau (IAB) records management system (RMS) to one that is user-friendly and adaptable. The current RMS is antiquated and it does not meet the current needs of IAB.
2. Seek more outside training opportunities for IAB personnel in order to maintain a highly-trained group of investigators who use current “best practices” while conducting investigations.
3. Work in collaboration with the Department of Inspector General to streamline communication between that office and the Division of Police.



## Workload Assessment: Citizen Complaints Received by Internal Affairs



From 2018 to 2019 there was a nominal decrease in citizen complaints (from 247 to 236).

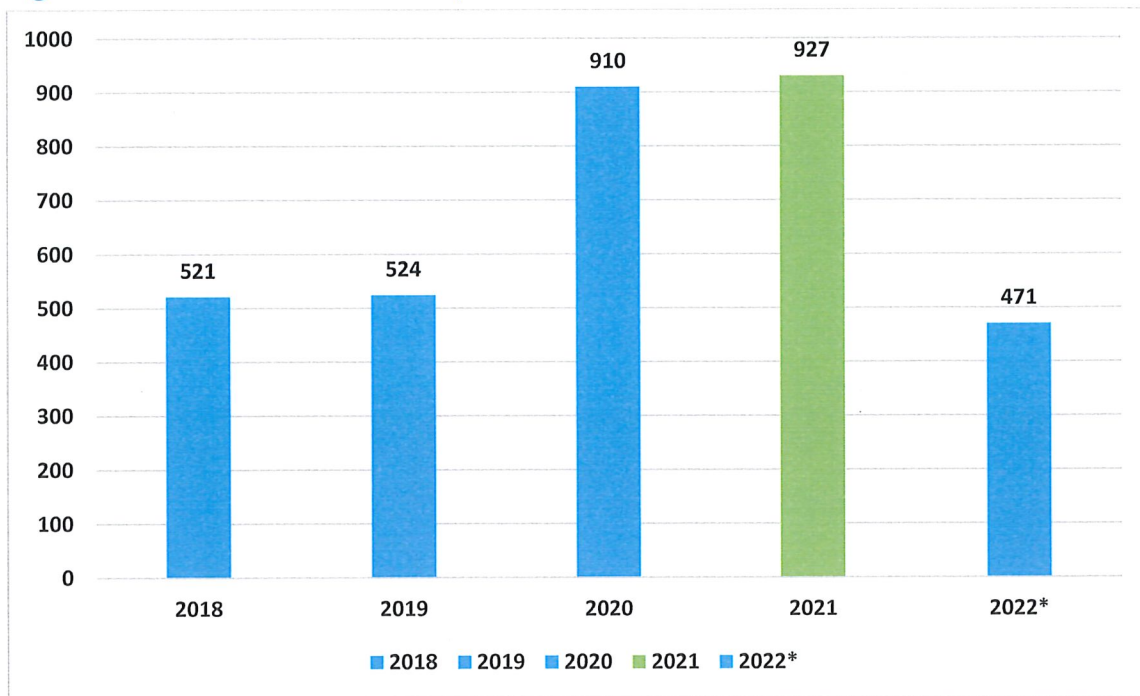
From 2019 to 2021 there was an 86% **increase** in citizen complaints (from 236 to 441).

In 2022 the number of citizen complaints through July 10<sup>th</sup> (208) was on track to equal that of 2021. \*On July 11, 2022, the Department of Inspector General took over the receiving and investigating of citizen complaints against sworn personnel.

## Total Citizen Complaints Received in 2022

1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Year to Date
79	114	12	3	208

## Allegations in Citizen Complaints



A single complaint can have multiple allegations of misconduct. This is why there are more allegations of misconduct than there are total number of complaints.

From 2018 to 2019 the number of allegations of misconduct against Division Personnel remained consistent (521 and 524 respectively).

From 2019 to 2021 the number of allegations rose dramatically, *increasing* by 77% (from 524 to 927).

In 2022 the number of allegations through July 10<sup>th</sup> (471) was on track to equal that of 2021. \*On July 11, 2022, the Department of Inspector General took over the receiving and investigating of citizen complaints against sworn personnel.

## Total Allegations in Citizen Complaints 2022

1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Year to Date
176	272	11	3	471

## Most Frequent Type or Nature of Allegations in Citizen Complaints

<b>2022</b>	<b>#</b>	<b>%</b>
Investigative Actions	130	27.6%
Actions Taken / Not Taken	73	15.5%
Rude / Discourteous Language / Actions	68	14.4%
Search / Seizure	51	10.8%
Force	30	6.4%

*These five categories represent **74.7%** of all citizen complaint allegations received in 2022.*

<b>2021</b>	<b>#</b>	<b>%</b>
Actions Taken / Not Taken	243	26.2%
Investigative Actions	200	21.6%
Rude / Discourteous Language / Actions	141	15.2%
Search / Seizure	59	6.4%
Force	56	6.0%

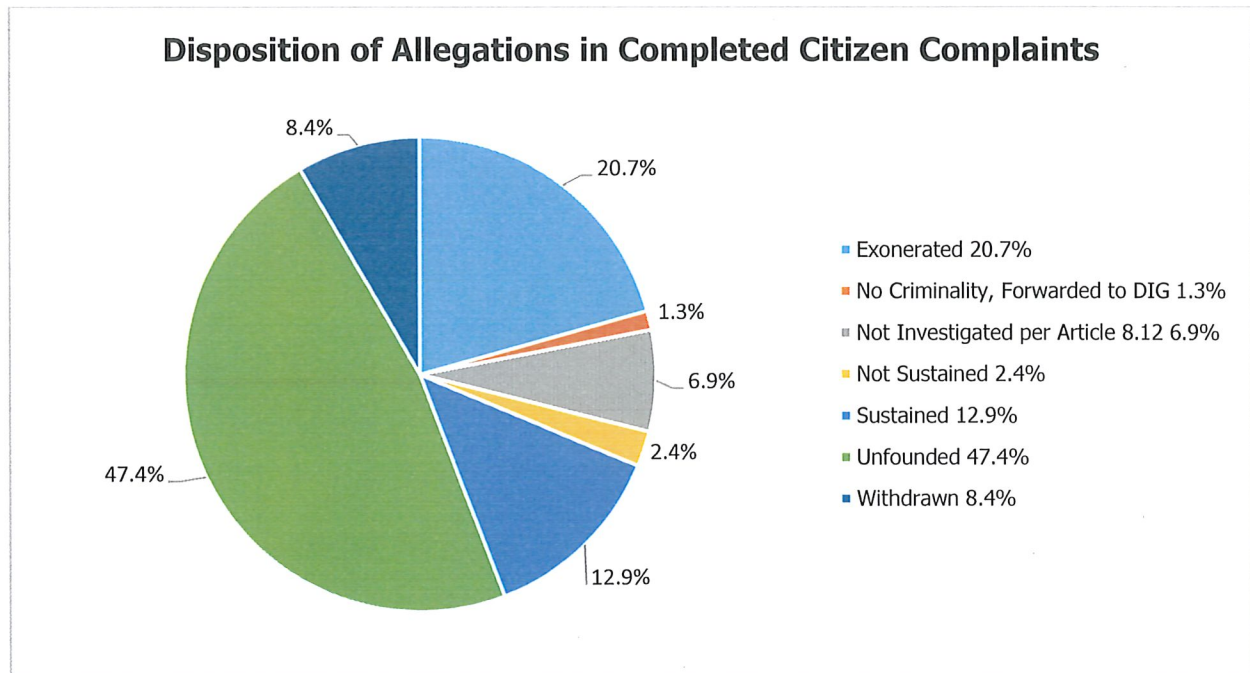
*These five categories represent **75.4%** of all citizen complaint allegations received in 2021.*

## Nature of Allegations in all Citizen Complaints

Nature of Allegations	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Year to Date
Actions Taken / Not Taken	31	38	4	0	73
Arrest	2	0	0	0	2
BWC Usage	1	1	0	0	2
Criminal Charge	0	0	3	0	3
Discretion	8	0	0	0	8
Discriminatory Actions	2	3	0	0	5
Display/Use of Firearms	2	4	0	0	6
Fail To Provide Name and/or Badge Number	3	7	1	0	11
Force	11	19	0	0	30
Handling of Property	8	4	0	0	12
Investigative Actions - Accident	11	20	2	0	33
Investigative Actions - Criminal	38	59	0	0	97
LEADS Usage	0	1	0	0	1
Missing or Damage Property	10	5	0	0	15
OHLEG Usage	0	0	0	2	2
Operation of Vehicle	2	9	0	0	11
Other	1	0	1	0	2
OVI	0	1	0	0	1
Racial Profiling	1	3	0	0	4
Response Time	0	7	0	0	7
Rude or Discourteous Language or Actions	23	36	4	0	63
Rude or Discourteous Profanity	1	4	0	0	5
Search/Seizure	15	33	2	1	51
Threats or Harassment	0	3	0	0	3
Unbecoming Conduct	2	2	0	0	4
Use of Authority or Position	1	0	0	0	1
Violation of City Work Rules	0	0	0	3	3
Violation of Police Rules, Orders, Etc.	3	13	0	0	16
<b>Total</b>	<b>176</b>	<b>272</b>	<b>17</b>	<b>6</b>	<b>471</b>

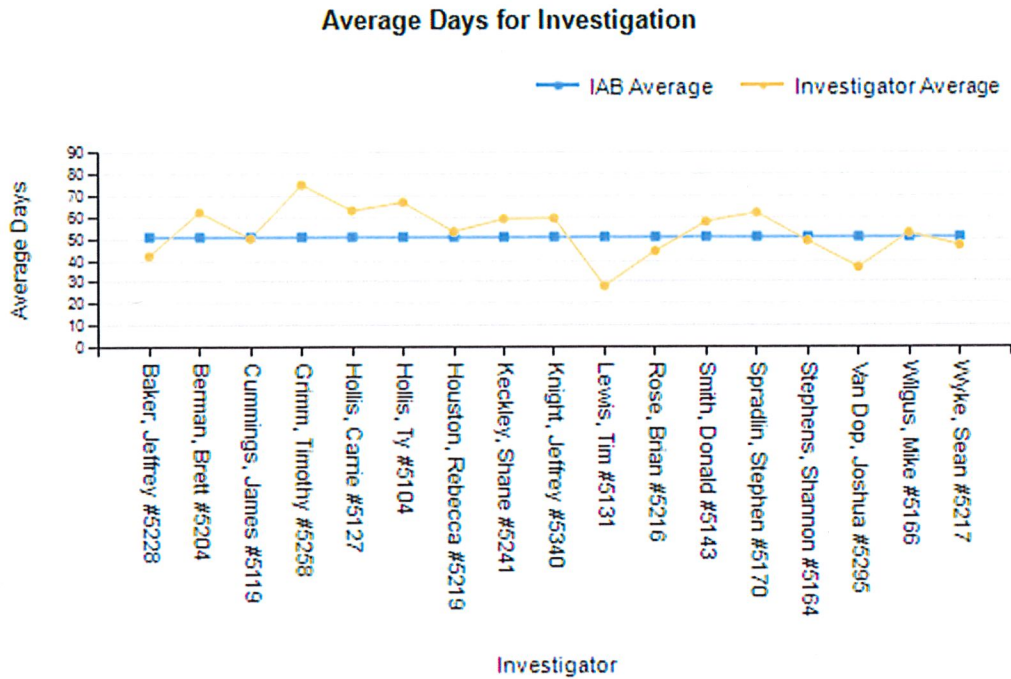
## Dispositions of Allegations in Completed Citizen Complaints

Disposition	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Year to Date
Exonerated	41	52	3	0	96
No Criminality, Forwarded To DIG	0	0	3	3	6
Not Investigated per Article 8.12	4	28	0	0	32
Not Sustained	5	6	0	0	11
Sustained	27	33	0	0	60
Unfounded	76	132	9	3	220
Withdrawn	21	17	1	0	39
<b>Total</b>	<b>174</b>	<b>268</b>	<b>16</b>	<b>6</b>	<b>464</b>



## Citizen Complaint Case Completion

In 2022, the average days to complete a citizen complaint was 54 days, compared to 55 days in 2021.



### 2022: Contractual Compliancy for Completed Citizen Complaints

Article 8 of the collective bargaining agreement (CBA) between the City of Columbus and Fraternal Order of Police Capital City Lodge No. 9 provides the contractual timelines for completion of citizen complaints. Article 8.14 states in part, “The investigation of citizen complaints shall be concluded within ninety (90) days after the date the complaint was received by the City. This deadline may be extended by the Lodge upon written request from the City. Such request will set forth rationale for the City’s inability to meet the ninety (90) day deadline and include an estimated time of completion. An agreement to extend an investigation beyond the ninety (90) days will not be unreasonably withheld by the Lodge.” Article 8.14 further states, “An arbitrator shall consider the result of the applicable time limit not being met, or if the investigation otherwise exceeds one-hundred eighty (180) days, as part of his/her analysis related to any discipline arising out of the investigation of such citizen complaint.”

#### 2022

- Number of Citizen Complaints Completed 270
- Number Completed in 90 Days 268
- Percentage Completed in 90 Days 99.3%

## 2021

▪ Number of Citizen Complaints Completed	476
▪ Number Completed in 90 Days	475
▪ Percentage Completed in 90 Days	99.8%

## Internal Investigations

Internal administrative investigations, which have no contractual timelines for completion, are completed in timelines delineated in the Standard Operating Procedures (SOP) Manual.

The SOP evaluates cases based on specified criteria, and cases are assigned a level which establishes recommended target completion dates. Internal investigations continue to require significant investigative effort and completion times are often contingent on outside factors beyond the control of the investigator, such as scheduled leave time and new information. Due to the various external factors impacting the time needed to complete internal investigations, those investigations held in abeyance as the result of a corresponding criminal investigation are often delayed for several months pending a criminal outcome. Additionally, the adjudication of an internal administrative investigation may be further delayed once forwarded to the chain of command for several reasons including (1) chains of command review and evaluate investigations at different rates, and (2) a chain of command review often requires review by numerous supervisors and multiple chains of command.

While the dynamics of an investigation can alter the anticipated completion times for administrative investigations, the following are the identified case levels and target completion dates:

### Level 0

Level 0 investigations are those that are investigated by a unit outside IAB and are sent to IAB for filing only. They do not require any further investigation or processing by IAB.

### Level I

Level I investigations place emphasis on expediency, accuracy, and conciseness. The recommended target completion date is 45 days to allow for additional review and further investigation, while still remaining within contractual timelines of 90 days for citizen complaints. The expected completion date is 90 days. Level I investigations normally include:

- Most Citizen Complaints
- Internal Investigations designated by IAB supervision as capable of being completed within these timelines

- Citizen complaints against Division civilian personnel will be completed within timelines in the collective bargaining agreement

### **Level II**

Level II investigations are more detailed and involved than Level I investigations. The recommended **target completion date is 60 days** to allow for additional review and further investigation, while still remaining within contractual timelines of 90 days for citizen complaints. The **expected completion date is 120 days**, unless delayed due to a criminal investigation. Level II investigations normally include:

- Citizen complaints requiring more investigation
- Allegations by Division personnel against other Division personnel
- Joint investigations with other agencies
- Investigations involving sexual harassment, discrimination, or EEO
- Use of Force investigations forwarded to IAB for further investigation

### **Level III**

Level III investigations are investigated by a unit outside of IAB, but assigned to IAB only for the preparation and processing of Departmental Charges. The completion dates are established by the applicable contract(s).

### **Level IV**

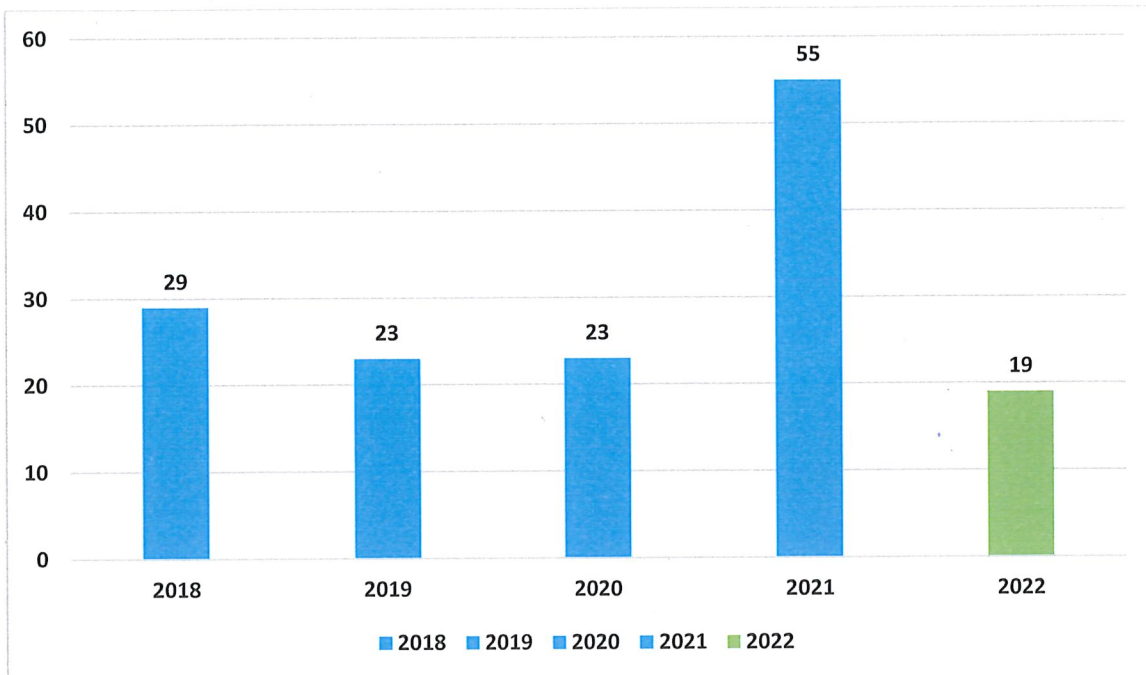
Level IV investigations are Citizen Complaints against civilian personnel. Timelines are established by the applicable contract (within 50 days investigation must be completed, reviewed by COC, and outcome determined).

### **Criminal**

Criminal investigations are those that involve allegations that, if true, would be a violation of law. Criminal investigations will be completed within 120 days unless otherwise approved by the IAB Commander.

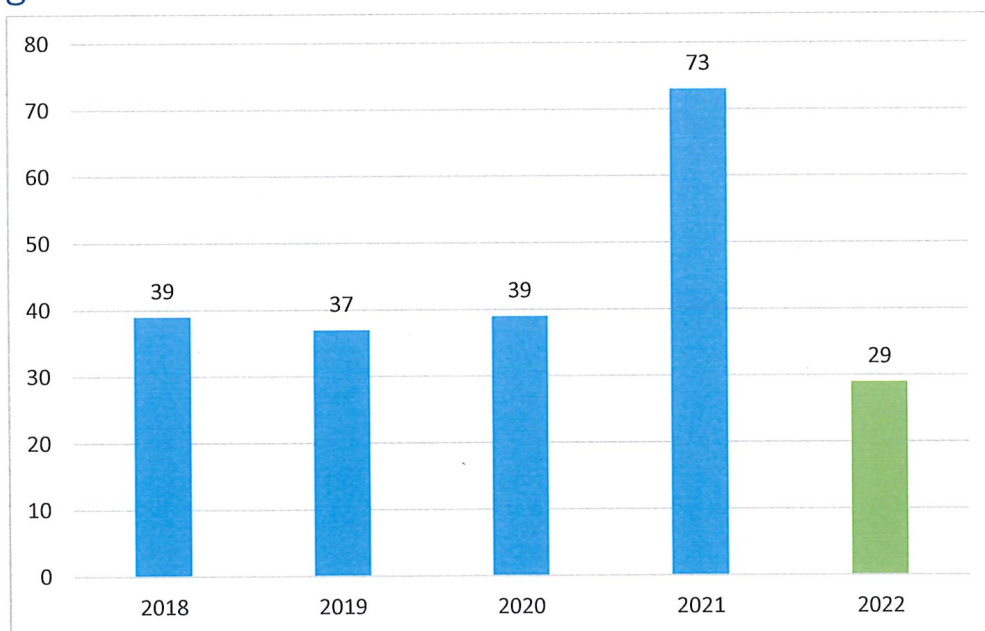


## Internal Complaints



In 2022 the number of internal complaints investigated by the Internal Affairs Bureau returned to standard levels.

## 2022 Level 2 and Criminal Investigations Assigned for Investigation



# Complainant and Employee Analysis

Complainant Sex	Total
F - Female	127
M - Male	89
U - Unknown	2
<b>Total</b>	<b>218</b>

Complainant Race	Total
B - Black or African American	95
U - Unknown	40
W - White	83
<b>Total</b>	<b>218</b>

Complainant Ethnicity	Total
U - Unknown	218
<b>Total</b>	<b>218</b>

<b>Complainant Age</b>	<b>Total</b>
1 - 17	2
18 - 20	4
21 - 25	10
26 - 30	17
31 - 35	42
36 - 40	32
41 - 45	20
46 - 50	19
51 - 55	21
56 - 60	16
61 - 65	10
66 - 70	2
71 - 75	5
Unk	18
<b>Total</b>	<b>218</b>

How Complaint Received	Total
E-Mail / Internet	25
In Person	7
Internal Memo	1
Other	6
Telephone	163
U.S. Mail	6
<b>Total</b>	<b>208</b>

Complainant Cooperate	Total
N - No	64
Y - Yes	139
Pending	5
<b>Total</b>	<b>208</b>

Incident Location	Total
Bar	2
Business Building or Property	15
Hospital	2
Other	3
Police Headquarters	3
Police Substation	1
Private Residence or Property	114
Public Building or Property	4
Street / Alley	57
Unknown	7
<b>Total</b>	<b>208</b>

Precinct of Occurrence	Total
Unknown	15
1 - 1 Pct	11
2 - 2 Pct	12
3 - 3 Pct	6
4 - 4 Pct	8
5 - 5 Pct	11
6 - 6 Pct	9
7 - 7 Pct	12
8 - 8 Pct	10
9 - 9 Pct	12
10 - 10 Pct	3
11 - 11 Pct	17
12 - 12 Pct	8
13 - 13 Pct	15
14 - 14 Pct	11
15 - 15 Pct	9
16 - 16 Pct	9
17 - 17 Pct	10
18 - 18 Pct	4
19 - 19 Pct	12
20 - 20 Pct	4
<b>Total</b>	<b>208</b>

Employee Sex	Total
F - Female	45
M - Male	339
U - Unknown	3
<b>Total</b>	<b>387</b>

Employee Race	Total
A - Asian	2
B - Black or African American	29
H - Hispanic or Latino	6
I - American Indian or Alaskan Native	5
U - Unknown	21
W - White	324
<b>Total</b>	<b>387</b>

Employee Ethnicity	Total
Unknown	387
<b>Total</b>	<b>387</b>

Sworn / Civilian	Total
Civ	2
Sworn	376
Unk	9
<b>Total</b>	<b>387</b>

<b>Employee Rank / Classification</b>	<b>Total</b>
Unknown	9
Deputy Chief	2
Lieutenant	3
Sergeant	23
Officer	342
Unidentified	6
RTS	1
Non-Sworn	1
<b>Total</b>	<b>387</b>

<b>Duty Status</b>	<b>Total</b>
Off Duty	9
On Duty	351
Special Duty	4
Unknown	23
<b>Total</b>	<b>387</b>



# Facility/Equipment Report

## Columbus Division of Police

Bureau: Internal Affairs Bureau

Date	Facility/Equipment Reviewed	Person Assigned	Condition	Maintenance Problems/ General Requests	Actions Taken
3/1/2023	Internal Affairs Bureau Second Floor 1185 E. Broad St.	IAB personnel	<input checked="" type="checkbox"/> Acceptable <input type="checkbox"/> Unacceptable	New facility. First occupied by IAB in April 2022. No issues with facility due to its excellent condition.	N/A
3/1/2023	Intake Office First Floor 1185 E. Broad St.	IAB administrative sergeants	<input checked="" type="checkbox"/> Acceptable <input type="checkbox"/> Unacceptable	New facility. First occupied by IAB in April 2022. No issues with facility due to its excellent condition.	N/A
			<input type="checkbox"/> Acceptable <input type="checkbox"/> Unacceptable		
			<input type="checkbox"/> Acceptable <input type="checkbox"/> Unacceptable		
			<input type="checkbox"/> Acceptable <input type="checkbox"/> Unacceptable		
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