

2016



**INSPECTIONAL SERVICES BUREAU**  
**INTERNAL INVESTIGATIONS UNIT**

## **ISB ANNUAL REPORT**

This report provides statistical data regarding administrative investigations, citizen complaints, vehicle pursuits, patrol crashes, use of force incidents, and firearm discharge incidents, etc. within the Department of Safety and Homeland Security from January 2016-December 2016.



**TABLE OF CONTENTS**

**ADMINISTRATIVE INVESTIGATIONS (AD).....3**

**STATEWIDE DISTRIBUTION OF ADMINISTRATIVE INVESTIGATIONS BY UNIT .....4**

**DISPOSITION OF ADMINISTRATIVE INVESTIGATION CASES .....5**

**2014-2016 ADMINISTRATIVE CASE TREND ANALYSIS.....6**

**CITIZEN COMPLAINTS (CC).....7**

**STATEWIDE DISTRIBUTION OF CITIZEN COMPLAINTS .....8**

**DISPOSITION OF CITIZEN COMPLAINT INVESTIGATIONS.....9**

**2014-2016 CITIZEN COMPLAINT CASE TREND ANALYSIS.....10**

**DISTRIBUTION OF THP CASES BY DISTRICT.....11**

**DISPOSITION OF DRIVER SERVICES CASES BY DISTRICT .....12**

**COMBINED OVERVIEW OF AD-CC CASE DISTRIBUTION & DISPOSITIONS.....13**

**SUSPENSIONS: STATEWIDE DISTRIBUTION.....14**

**DISTRIBUTION OF SUSPENSIONS BY UNIT/DISTRICT.....15**

**TERMINATION, RESIGNATION, DEMOTION, DISCRETIONARY LEAVE & APPEAL DATA ..16**



**A. TERMINATIONS, RESIGNATIONS, & DEMOTIONS: .....16**

**B. DISCRETIONARY LEAVE:.....16**

**C. APPEAL DATA.....17-18**

**D. WRITTEN WARNING REVIEWS .....18**

**OTHER DISCIPLINARY ACTIONS .....19-20**

**INFORMATION ONLY CASES .....21**

**DEPARTMENTAL PURSUIT DATA BY DISTRICT .....22**

**PURSUIT DISPOSITIONS BY DISTRICT.....23**

**DEPARTMENTAL CRASH DATA.....24**

**DEPARTMENTAL CRASH DISCIPLINARY ACTIONS BY DISTRICT.....25**

**USE OF FORCE INCIDENTS.....26**

**FIREARM DISCHARGES .....27**

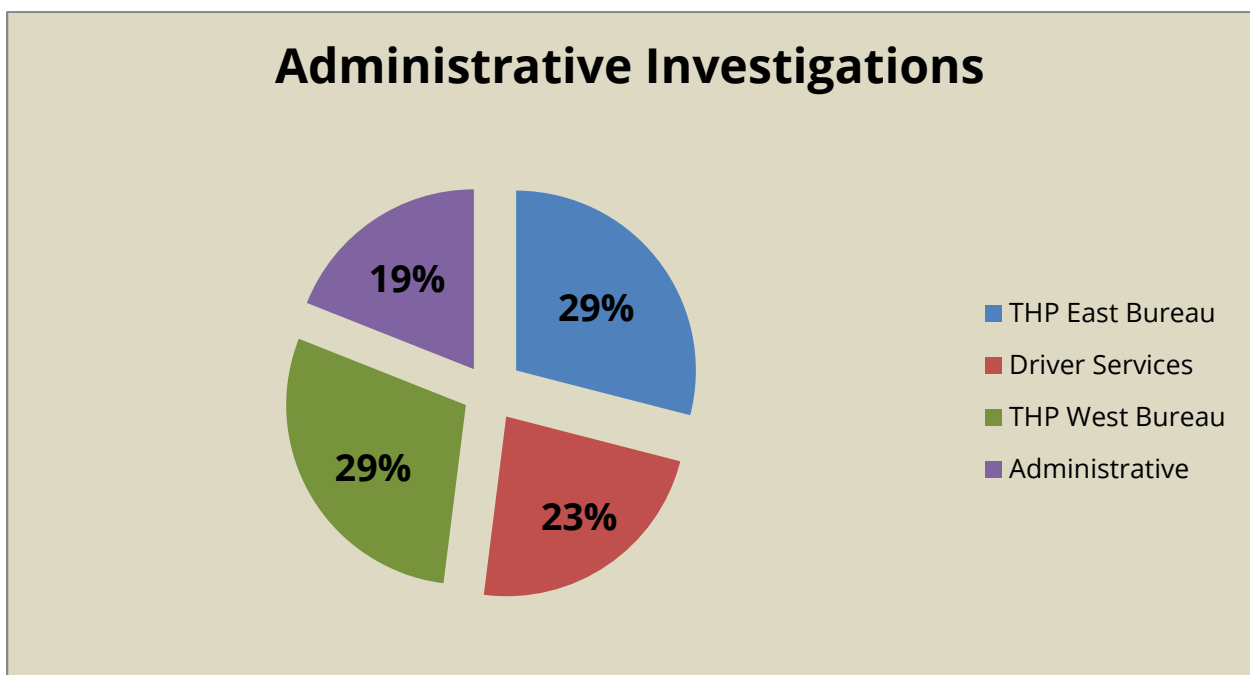
**EARLY INTERVENTION ALERTS BY DISTRICT.....28**

**WORKPLACE HARASSMENT COMPLAINTS.....29**



## ADMINISTRATIVE INVESTIGATIONS (AD)

The Inspectional Services Bureau processed 231 Administrative Investigations (AD) in 2016. The distributions of the AD cases per Bureau are as follows: THP East Bureau 29%, THP West Bureau 29%, Driver Services 23%, and Administrative 19%. Out of the 231 cases, the Inspectional Services Bureau completed 61 (26.4%) investigations and the Field completed 170 (73.6%) investigations. Refer to the below graph and the following pages for a breakdown of the distribution and disposition of all AD cases.



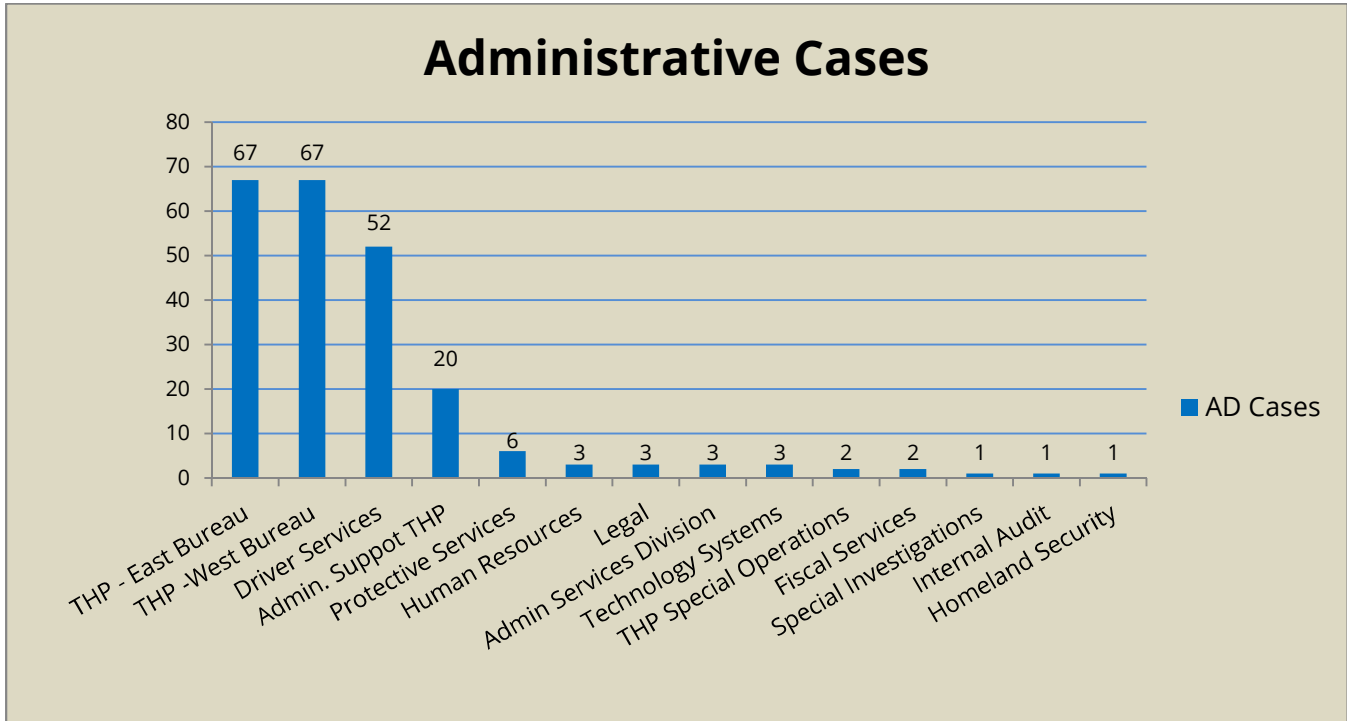
*For reporting purposes in this section, Administrative consists of the following: Admin. Support THP, Protective Services, THP Special Operations, Admin Services Division, Legal, Technology Systems, Special Investigations, Homeland Security, Fiscal Services, Human Resources, & Internal Audit.*

*In reference to this report, Admin Support THP consists of the following: Dispatch, Training Center, Support Services, Handgun Permits, and the Colonel's Office.*

*In reference to this report, Admin Services Division consists of the following: Research Planning & Development*



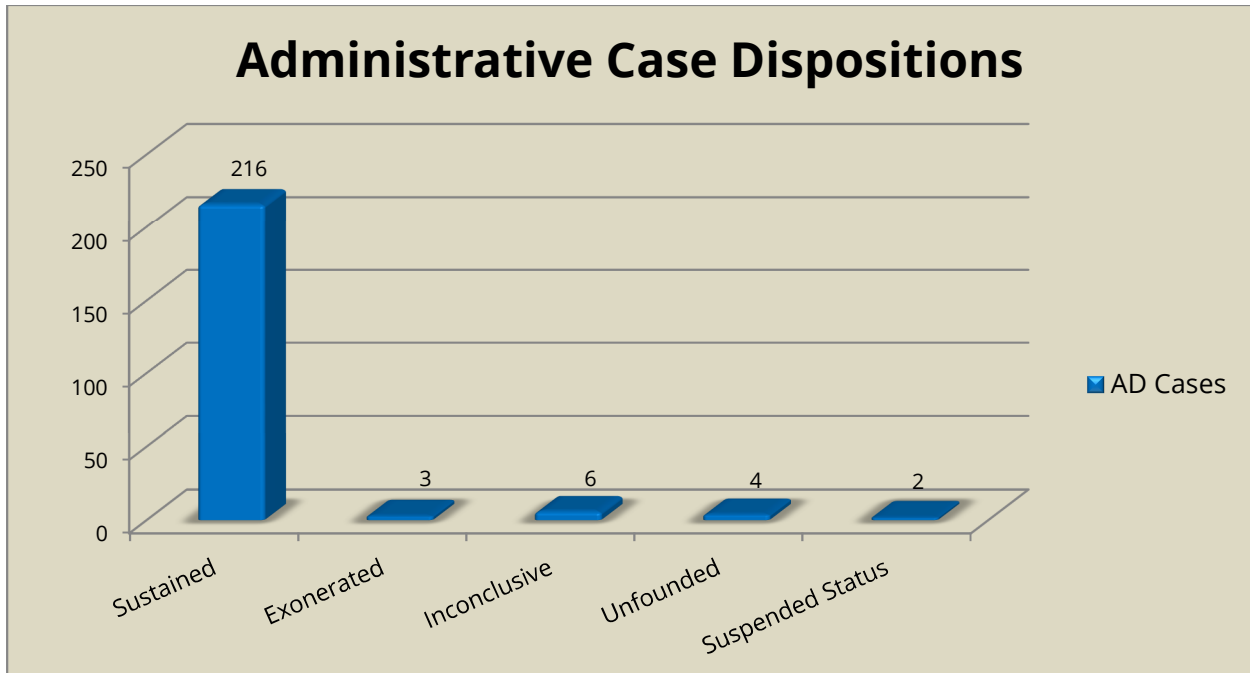
## Statewide Distribution of Administrative Investigations by Unit



THP – East Bureau	67	29.0%
THP -West Bureau	67	29.0%
Driver Services	52	22.6%
Admin. Support THP	20	8.6%
Protective Services	6	2.6%
Human Resources	3	1.3%
Legal	3	1.3%
Admin Services Division	3	1.3%
Technology Systems	3	1.3%
THP Special Operations	2	0.9%
Fiscal Services	2	0.9%
Special Investigations	1	0.4%
Internal Audit	1	0.4%
Homeland Security	1	0.4%
<b>Total</b>	<b>231</b>	<b>100.0%</b>



## Disposition of Administrative Investigation Cases

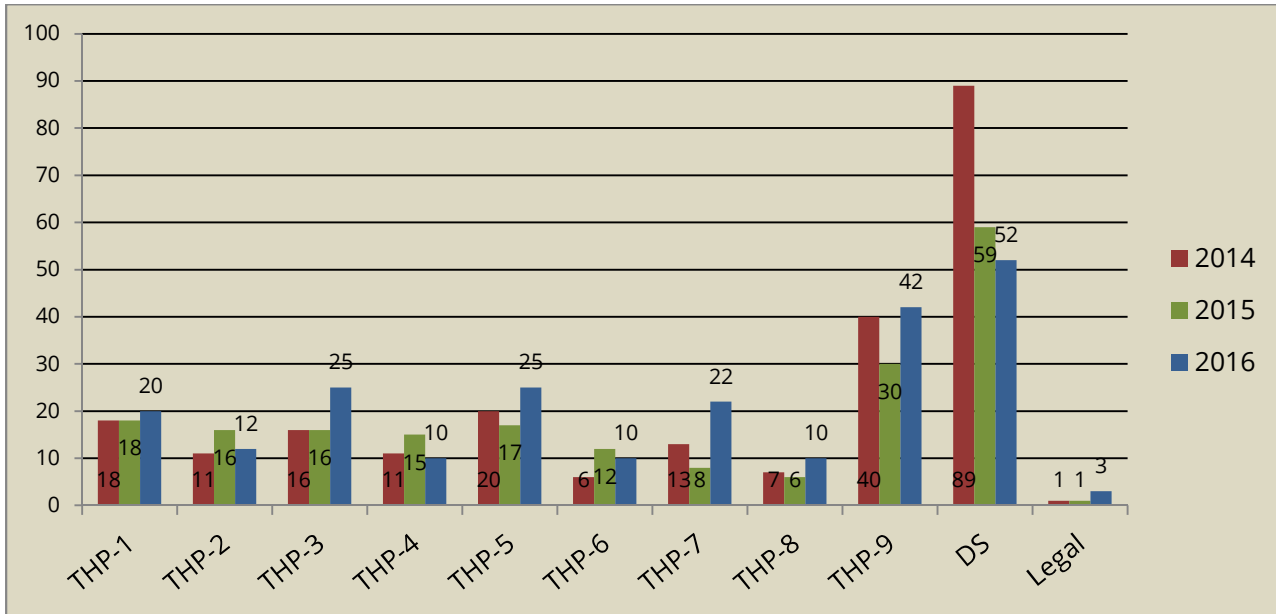


AD Case Disposition	AD Cases	Percent
Sustained	216	93.4%
Exonerated	3	1.3%
Inconclusive	6	2.6%
Unfounded	4	1.8%
Suspended Status	2	0.9%
<b>Total</b>	<b>231</b>	<b>100.0%</b>

2 cases are in a suspended status due to the employees being on extended leave.



## 2014-2016 Administrative Case Trend Analysis



District	2014 AD Cases	2014 % of AD Cases per District	2015 AD Cases	2015 % of AD Cases per District	2016 AD Cases	2016 % of AD Cases per District	2014/2015 +/- Change Number of Cases	2014/2015 Percentage Difference	2015/2016 +/- Change Number of Cases	2015/2016 Percentage Difference
THP-1	18	7.8%	18	9.1%	20	8.7%	0	0.0%	+2	+11.1%
THP-2	11	4.7%	16	8.6%	12	5.3%	+5	+45.4%	-4	-25.0%
THP-3	16	6.9%	16	8.1%	25	10.8%	0	0.0%	+9	+56.3%
THP-4	11	4.7%	15	7.6%	10	4.3%	+4	36.4%	-5	-33.3%
THP-5	20	8.6%	17	8.6%	25	10.8%	-3	-15.0%	+8	+47.1%
THP-6	6	2.6%	12	6.1%	10	4.3%	+6	+100%	-2	-16.7%
THP-7	13	5.6%	8	4.0%	22	9.5%	-5	-38.5%	+14	+175.0%
THP-8	7	3.1%	6	3.0%	10	4.3%	-1	-14.3%	+4	+66.7%
THP-9	40	17.2%	30	15.2%	42	18.2%	-10	-25.0%	+12	+40.0%
DS	89	38.4%	59	27.8%	52	22.5%	-30	-33.7%	-7	-11.9%
Legal	1	0.4%	1	0.5%	3	1.3%	0	0.0%	+2	+200.0%
<b>Totals</b>	<b>232</b>	<b>100.0%</b>	<b>198</b>	<b>100.0%</b>	<b>231</b>	<b>100%</b>	<b>-34</b>	<b>-14.7%</b>	<b>+33</b>	<b>+16.7%</b>

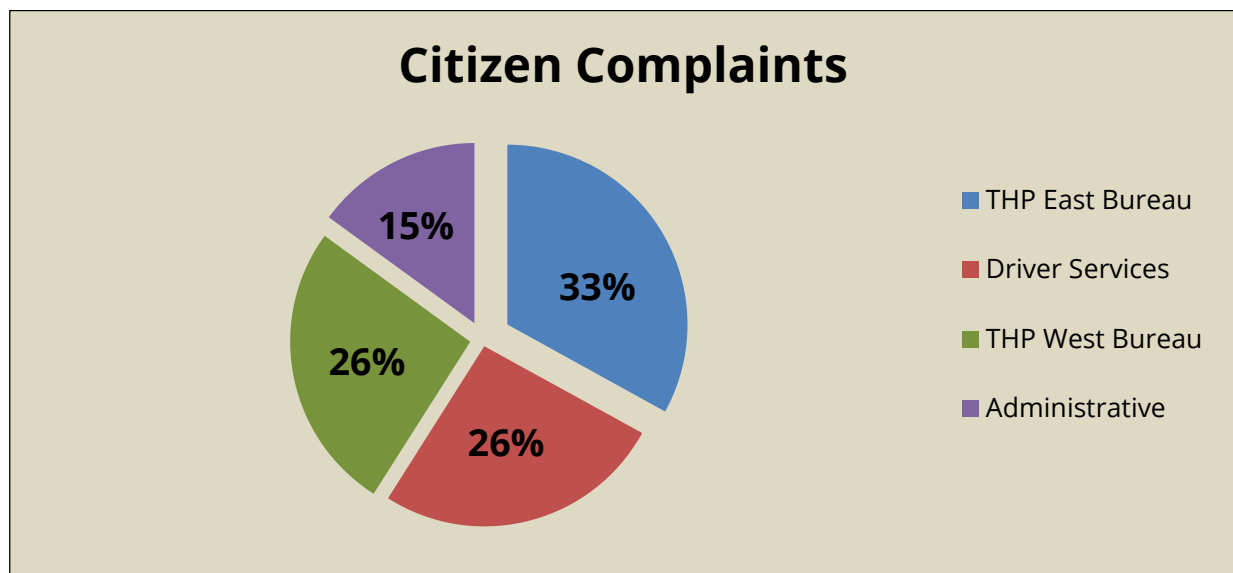
*THP-9 consists of the following: Admin. Support THP, Protective Services, THP Special Operations, Admin Services Division, Technology Systems, Special Investigations, Homeland Security, Human Resources, Fiscal Services, and Internal Audit.*

During 2016, the Department saw a 16.7% increase in Administrative Cases when compared to 2015.



## Citizen Complaints (CC) by THP Bureaus & Driver Services (DS)

Citizen Complaints (CC) are complaints made by the general public that allege an employee of the Department has violated a rule, policy, or procedure. ISB began tracking Citizen Complaints in 2013. The Department received 43 Citizen Complaints during 2016. Out of the 43 cases, the Inspectional Services Bureau completed 15 (34.9%) investigations and the Field completed 28 (65.1%) investigations. Refer to the below graph and the following pages for a breakdown of the distribution and disposition of all Citizen Complaint cases.

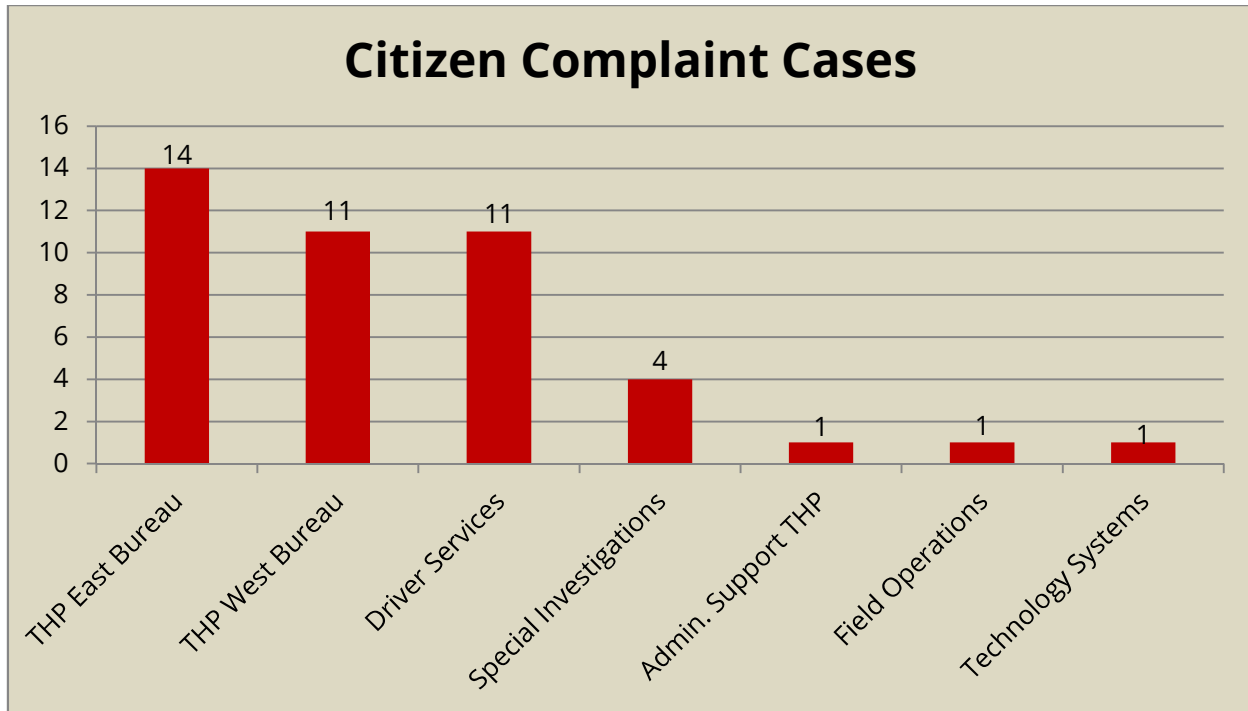


*For reporting purposes in this section, Administrative consists of the following: Admin. Support THP, Special Investigations, Field Operations, and Technology Systems.*





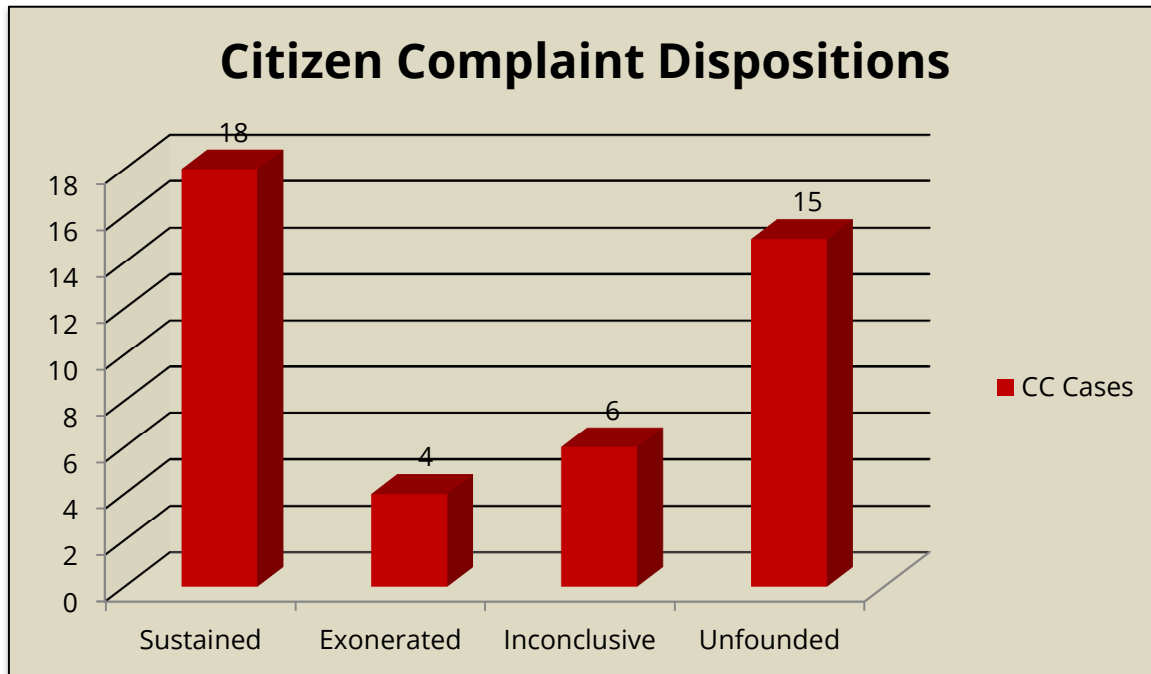
## Statewide Distribution of Citizen Complaints



THP East Bureau	14	32.5%
THP West Bureau	11	25.6%
Drivers Services	11	25.6%
Special Investigations	4	9.4%
Admin. Support THP	1	2.3%
Field Operations	1	2.3%
Technology Systems	1	2.3%
<b>Total</b>	<b>43</b>	<b>100.0%</b>



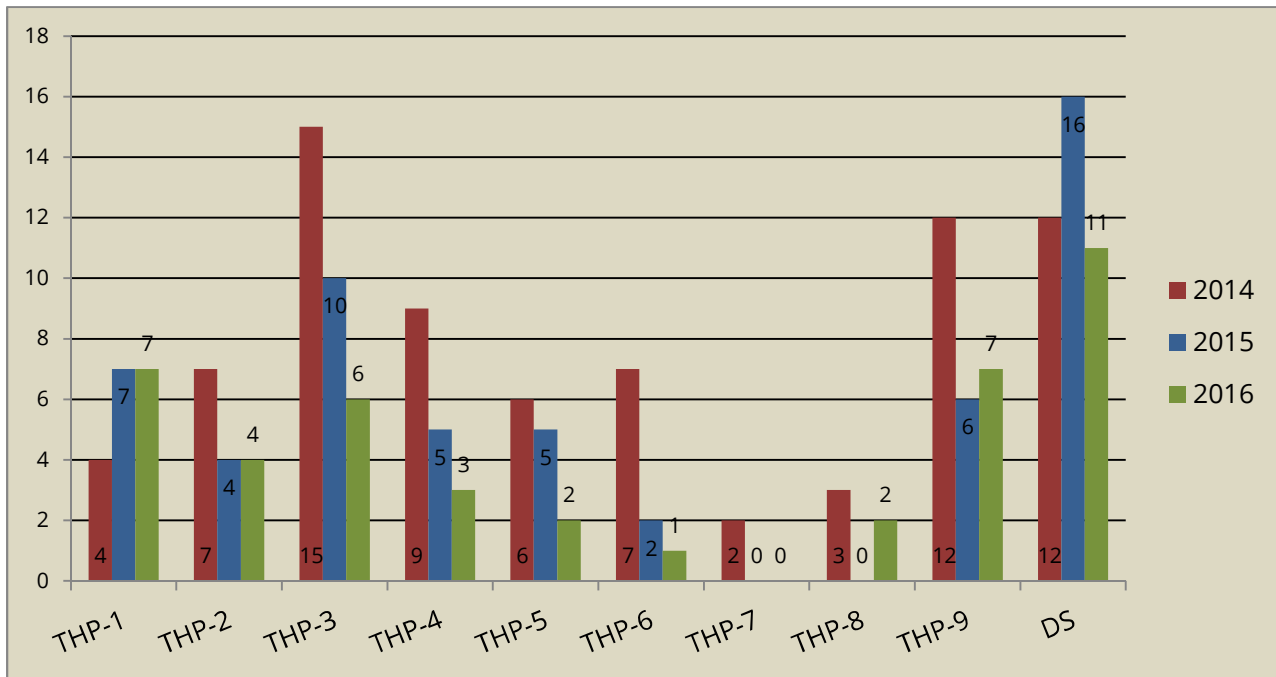
## Disposition of Citizen Complaint Investigations



CC Case Disposition	CC Cases	CC Percentage
Sustained	18	41.9%
Exonerated	4	9.3%
Inconclusive	6	13.9%
Unfounded	15	34.9%
<b>Totals</b>	<b>43</b>	<b>100.0%</b>



## 2014-2016 Citizen Complaint Case Trend Analysis



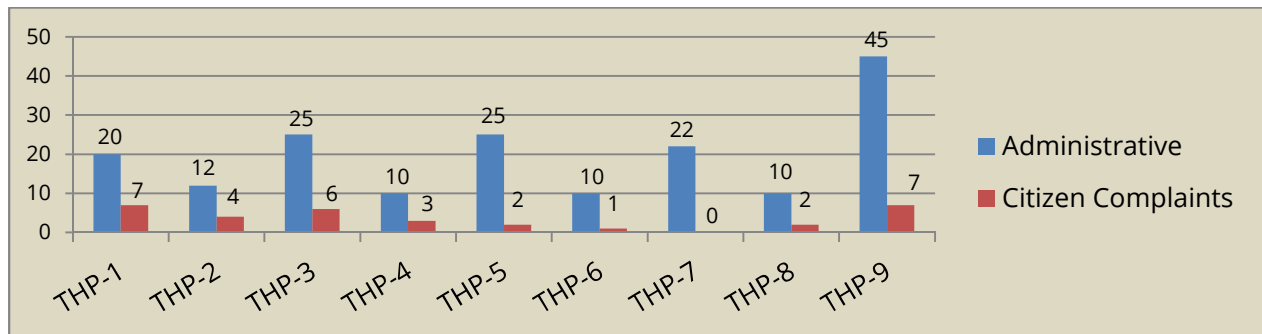
District	2014 CC Cases	2014 % of CC Cases per District	2015 CC Cases	2015 % of CC Cases per District	2016 CC Cases	2016 % of CC Cases per District	2014/2015 +/- Change Number of Cases	2014/2015 Percentage Difference	2015/2016 +/- Change Number of Cases	2015/2016 Percentage Difference
THP-1	4	5.2%	7	12.7%	7	16.3%	+3	+75.0%	0	0.0%
THP-2	7	9.1%	4	7.3%	4	9.3%	-3	-42.9%	0	0.0%
THP-3	15	19.5%	10	18.2%	6	13.9%	-5	-33.3%	-4	-40%
THP-4	9	11.6%	5	9.1%	3	6.9%	-4	-44.4%	-2	-40%
THP-5	6	7.8%	5	9.1%	2	4.7%	-1	-16.7%	-3	-60%
THP-6	7	9.1%	2	3.6%	1	2.3%	-5	-71.4%	-1	-50%
THP-7	2	2.6%	0	0.0%	0	0.0%	-2	-100%	0	0.0%
THP-8	3	3.9%	0	0.0%	2	4.7%	-3	-100%	+2	+200%
THP-9	12	15.6%	6	10.9%	7	16.3%	-6	-50.0%	+1	+16.7%
DS	12	15.6%	16	29.1%	11	25.6%	+4	+33.3%	+5	-31.3%
<b>Totals</b>	<b>77</b>	<b>100.0%</b>	<b>55</b>	<b>100.0%</b>	<b>43</b>	<b>100%</b>	<b>-22</b>	<b>-28.6%</b>	<b>-12</b>	<b>-21.8%</b>

*THP-9 consists of the following: Admin. Support THP, Protective Services, THP Special Operations, Special Programs, Admin Services Division, Technology Systems, Special Investigations, Homeland Security, Support Services, and Internal Audit.*

During 2016, the Department saw a 21.8% decrease in Citizen Complaints when compared to 2015.



## Distribution of THP Cases by District



District	AD Cases	% AD by District	CC Cases	% CC by District	Total AD & CC Cases
THP-1	20	11.3%	7	21.9%	27
THP-2	12	6.7%	4	12.5%	16
THP-3	25	13.7%	6	18.8%	31
THP-4	10	5.7%	3	9.4%	13
THP-5	25	13.7%	2	6.2%	27
THP-6	10	5.7%	1	3.1%	11
THP-7	22	12.3%	0	0.0%	22
THP-8	10	5.7%	2	6.2%	12
THP-9	45	25.2%	7	21.9%	52
<b>Total</b>	<b>179</b>	<b>100.0%</b>	<b>32</b>	<b>100.0%</b>	<b>211</b>

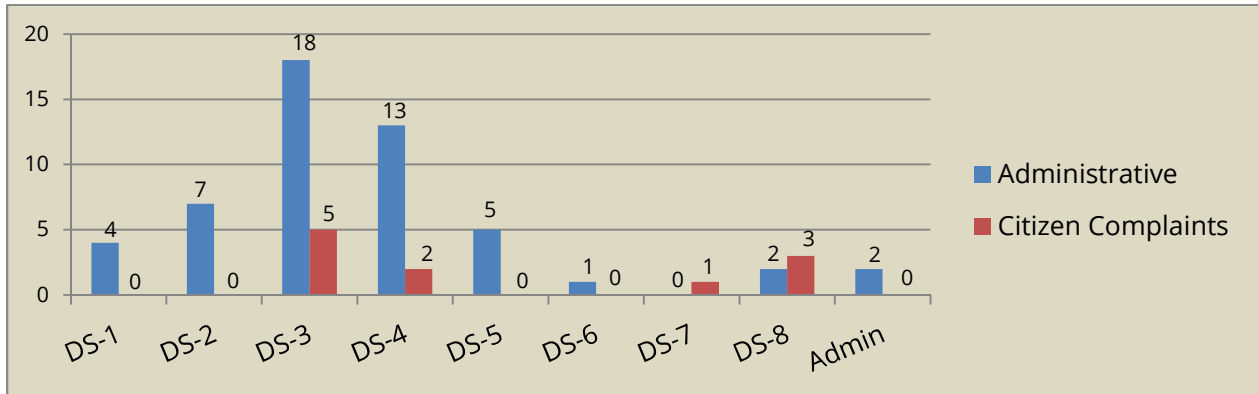
**THP-9** consists of the following: Admin. Support THP, Protective Services, THP Special Operations, Admin Services Division, Technology Systems, Special Investigations, Homeland Security, Human Resources, Fiscal Services, Legal, and Internal Audit.

- During 2016, THP saw an increase of 57% in Behavioral /Conduct cases, an increase of 25% in Job Performance cases, and 2% increase in Departmental Crash violations when compared to 2015.

Administrative Violation Types	# of AD Cases 2015	# of AD Cases 2016	% for 2016 Total
Behavioral/Conduct	20	25	14%
Job Performance	67	105	59%
Departmental Crash	48	49	27%
<b>Totals</b>	<b>135</b>	<b>179</b>	<b>100.0%</b>



## Distribution of Driver Services Cases by District



District	AD Cases	% AD by District	CC Cases	% CC by District	Total AD & CC Cases
DS-1	4	7.7%	0	0.0%	4
DS-2	7	13.5%	0	0.0%	7
DS-3	18	34.6%	5	45.5%	23
DS-4	13	25.1%	2	18.2%	15
DS-5	5	9.6%	0	0.0%	5
DS-6	1	1.9%	0	0.0%	1
DS-7	0	0%	1	9.1%	1
DS-8	2	3.8%	3	27.3%	5
Admin	2	3.8%	0	0.0%	2
<b>Total</b>	<b>52</b>	<b>100.0%</b>	<b>11</b>	<b>100.0%</b>	<b>75</b>

- 30.8% of the Administrative Investigation cases for Driver Services were for unsatisfactory job performance; down 21.7% from 2015. Behavioral/Conduct issues accounted for 28.8% of Administrative Investigation cases, up 5.1% from 2015.

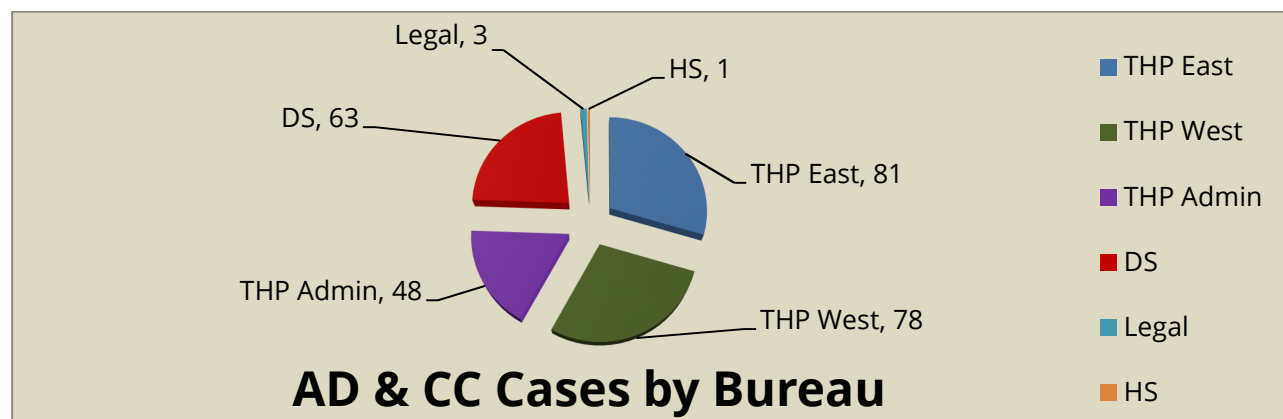
Administrative Violation Types	# of AD Cases 2015	# of AD Cases 2016	% of Total
Violation of Rules	3	10	19.2%
Behavioral/Conduct	14	15	28.8%
Job Performance	31	16	30.8%
Departmental Crash	1	4	7.7%
Funds Management	10	7	13.5%
<b>Totals</b>	<b>75</b>	<b>52</b>	<b>100.0%</b>



## Combined Overview of AD-CC Case Distribution & Dispositions

Bureau	AD Cases	CC Cases	Total AD & CC Cases
THP East	67	14	81
THP West	67	11	78
*THP Admin	41	7	48
DS	52	11	63
Legal	3	0	3
HS	1	0	1
<b>Totals</b>	<b>231</b>	<b>43</b>	<b>274</b>

\*THP Admin consists of the following: Admin. Support THP, Protective Services, Special Investigations, Fiscal Services, THP Special Operations, Admin Services Division, Field Operations, Human Resources, Internal Audit & Technology Systems.



Case Disposition	AD Cases	AD Percentage	CC Cases	CC Percentage	AD & CC Total	Percentage Total
Sustained	216	93.4%	18	41.9%	234	85.5%
Exonerated	3	1.3%	4	9.3%	7	2.6%
Inconclusive	6	2.6%	6	13.9%	12	4.4%
Unfounded	4	1.8%	15	34.9%	19	6.9%
Suspended Status	2	0.9%	0	0.0%	2	0.7%
<b>Totals</b>	<b>231</b>	<b>100.0%</b>	<b>43</b>	<b>100.0%</b>	<b>274</b>	<b>100.0%</b>

## Suspensions: Statewide Distribution



The statewide distribution of suspensions charted below, illustrates a total of 54 suspensions during the calendar year of 2016. The distribution of these suspensions by sections and number of days suspended is shown in the table below.

Suspensions	Driver Services	THP East Bureau	THP West Bureau	THP Admin.	Human Resources	Grand Total 2016	Grand Total 2015	2015/2016 +/- Change Number of Cases	2015/2016 Percentage Difference
<b>1 Day</b>	8	6	11	3	1	<b>29</b>	26	+3	+11.5%
<b>2 Days</b>	1	5	2	2	0	<b>10</b>	11	-1	-9.1%
<b>3 Days</b>	1	3	2	0	0	<b>6</b>	3	+3	+100.0%
<b>4 Days</b>	1	0	0	0	0	<b>1</b>	1	0	0.0%
<b>5 Days</b>	0	0	1	1	0	<b>2</b>	5	-3	-60.0%
<b>7 Days</b>	0	1	0	0	0	<b>1</b>	0	+1	+100.0%
<b>10 Days</b>	1	0	2	0	0	<b>3</b>	2	+1	+50.0%
<b>20 Days</b>	0	1	0	0	0	<b>1</b>	0	+1	+100.0%
<b>30 Days</b>	1	0	0	0	0	<b>1</b>	0	+1	+100.0%
<b>Totals</b>	<b>13</b>	<b>16</b>	<b>18</b>	<b>6</b>	<b>1</b>	<b>54</b>	<b>48</b>	<b>+5</b>	<b>+10.4%</b>
<b>% of Suspensions</b>	<b>24.1%</b>	<b>29.6%</b>	<b>33.3%</b>	<b>11.1%</b>	<b>1.9%</b>	<b>100.0%</b>			

The Department suspended 54 employees in 2016, compared to suspending 48 employees in 2015. This represents a 12.5% increase in suspensions.



## Distribution of Suspensions by Unit/District

The below table illustrates a breakdown by Unit/District for the 54 suspensions received within the Department.

Suspensions by Unit/District	1 Day	2 Days	3 Days	4 Days	5 Days	7 Days	10 Days	20 Days	30 Days	Total Suspension	Total Percentage Suspension
DS-1	0	0	0	0	0	0	0	0	1	1	1.9%
DS-2	0	0	0	0	0	0	1	0	0	1	1.9%
DS-3	3	1	0	1	0	0	0	0	0	5	9.3%
DS-4	3	0	1	0	0	0	0	0	0	4	7.4%
DS-8	2	0	0	0	0	0	0	0	0	2	3.7%
THP-1	2	2	3	0	0	0	0	0	0	7	13.0%
THP-2	1	2	0	0	0	0	0	1	0	4	7.4%
THP-3	4	2	1	0	1	0	0	0	0	8	14.8%
THP-4	2	0	0	0	0	0	0	0	0	2	3.7%
THP-5	1	1	0	0	0	1	0	0	0	3	5.6%
THP-6	2	0	0	0	0	0	0	0	0	2	3.7%
THP-7	3	0	1	0	0	0	1	0	0	5	9.3%
THP-8	2	0	0	0	0	0	1	0	0	3	5.6%
Admin. Support THP	3	2	0	0	1	0	0	0	0	6	11.1%
Human Resources	1	0	0	0	0	0	0	0	0	1	1.9%
<b>TOTALS</b>	<b>29</b>	<b>10</b>	<b>6</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>54</b>	<b>100.0%</b>





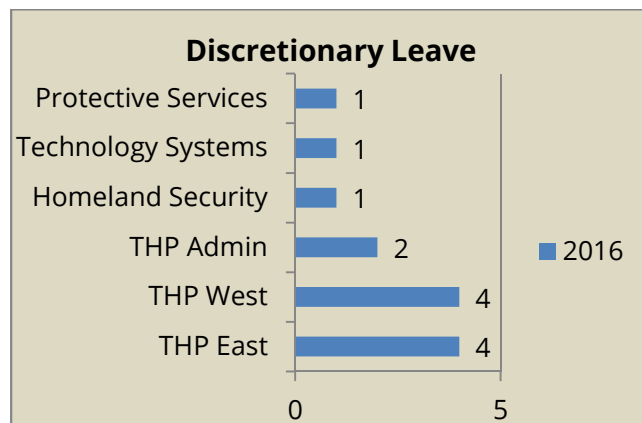
## Termination, Resignation, Demotion, Discretionary Leave & Appeal Data

### A. Terminations, Resignations & Demotions:

Bureau	Terminated	Probationary & Part-Time Terminations	Resigned In Lieu of Termination	Demoted	Totals
THP East	1	0	2	2	5
THP West	1	0	1	1	3
Admin. Support THP	0	5	0	2	7
Driver Services	5	7	0	1	13
Homeland Security	1	0	0	0	1
Internal Audit	0	1	0	0	1
Legal	0	3	0	0	3
Technology Systems	0	2	0	0	2
Human Resources	0	1	0	0	1
Financial Responsibility	0	1	0	0	1
<b>Totals</b>	<b>8</b>	<b>20</b>	<b>3</b>	<b>6</b>	<b>37</b>

Comparing 2015 to 2016, the Department saw no change in Terminations, a 33% decrease in Resignations: 4 to 3, a 600% increase in Demotions: 0 to 6, and a 67% increase in Probationary / Part-Time Terminations: 12 to 20.

### B. Discretionary Leave 2016-2015 Comparison:



During 2016, there was an increase in the number of employees placed on Discretionary Leave with Pay. 13 employees were placed on Discretionary Leave with Pay in 2016, compared to 10 employees during 2015, which represents a 30% increase.



### C. Appeal Hearings:

Of the 274 cases processed by the Inspectional Services Bureau, 233 cases were sustained and the employee received disciplinary action. Of these disciplinary actions, 85 were appealable. Subsequently, 9 employees appealed their disciplinary action to Step I. Of those appealed, 3 submitted an invalid appeal form; therefore, no appeal was approved. 5 disciplinary actions were upheld and 1 disciplinary action was reduced at the Step I Appeal level. Of the 6 actions appealed, 2 employees appealed to Step II; 1 of these disciplinary actions was upheld and upgraded. In the other case, the disciplinary action was reduced. Of the 9 cases, 3 were appealable to the Step III level. However, only 1 employee appealed to the Step III, Board of Appeals. The Board of Appeals upheld the disciplinary action in this case.

See chart below for a detailed description of employee appeals.

District	Final Appeal Decisions
Admin. Support THP	2-Day Suspension was upheld at the Step I Appeal Level
DS-1	Termination reduced to 30-Day Suspension at the Step I Appeal Level
DS-3	Demotion was upheld at the Step I Appeal Level
DS-4	1-Day Suspension was upgraded to 3-Day Suspension at the Step II Appeal Level and Upheld at the Step III Appeal Level.
THP-6	1-Day Suspension reduced to a Written Warning at the Step II Appeal Level.
THP-2	Step I Appeal request deemed invalid due to no rule or policy violation identified



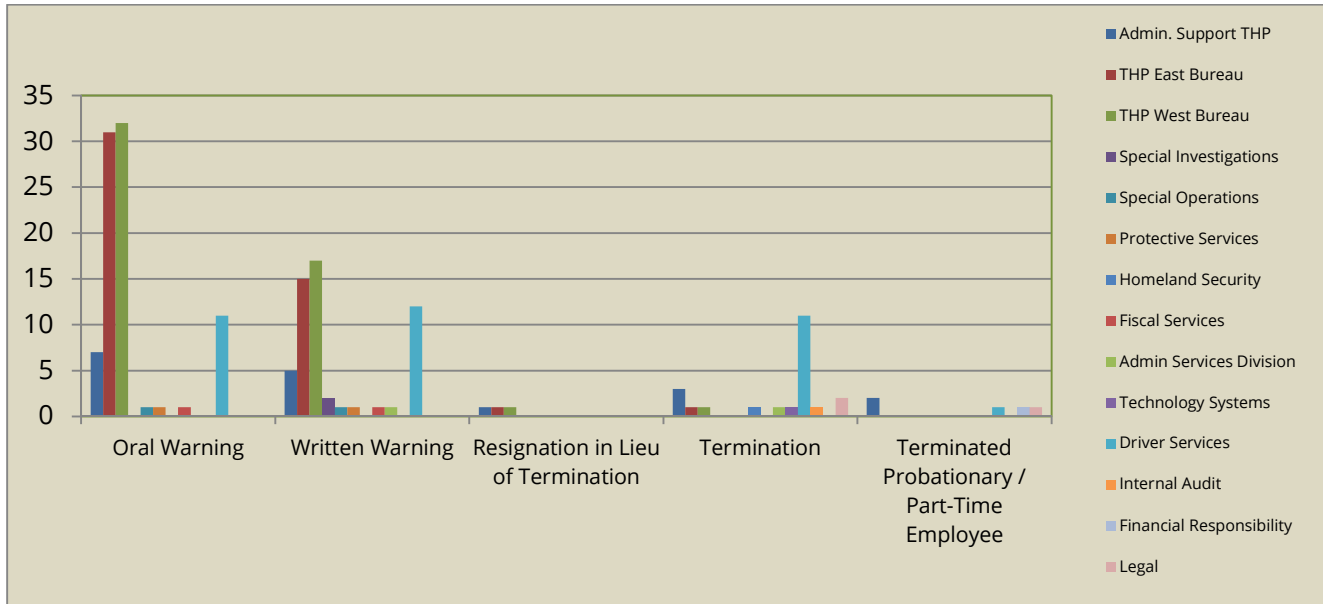
District	Final Appeal Decisions
THP-2	Step I Appeal request deemed invalid due to no rule or policy violation identified
THP-6	1-Day Suspension upheld at the Step I Appeal
DS-4	Step I Appeal request deemed invalid due to no rule or policy violation identified

#### D. Written Warning Reviews:

During 2016, 35 written warnings were processed by the Inspectional Services Bureau. 1 employee submitted a request for a written warning review and it was upheld.



## Other Disciplinary Actions



	Oral Warning	Written Warning	Resigned In Lieu of Termination	Termination	Terminated Probationary / Part-Time Employee	Total
Admin. Support THP	7	5	1	3	2	18
THP East Bureau	31	15	1	1	0	48
THP West Bureau	32	17	1	1	0	51
Special Investigations	0	2	0	0	0	2
Special Operations	1	1	0	0	0	2
Protective Services	1	1	0	0	0	2
Homeland Security	0	0	0	1	0	1
Human Resources	1	0	0	0	1	2
Fiscal Services	1	1	0	0	0	2
Internal Audit	0	0	0	1	0	1
Admin Services Division	0	0	0	1	0	1
Technology Systems	0	0	0	1	0	1
Driver Services	10	12	0	11	1	34
Financial Responsibility	0	0	0	0	1	1
Legal	0	0	0	2	1	3
<b>Totals</b>	<b>84</b>	<b>54</b>	<b>3</b>	<b>22</b>	<b>6</b>	<b>169</b>



### Oral Warning Distribution

Admin. Support THP	7	8.2%
THP East Bureau	31	37.0%
THP West Bureau	32	38.1%
Special Operations	1	1.2%
Protective Services	1	1.2%
Human Resources	1	1.2%
Fiscal Services	1	1.2%
Driver Services	10	11.9%
<b>Total</b>	<b>84</b>	<b>100.0%</b>

### Written Warning Distribution

THP East Bureau	15	27.7%
THP West Bureau	17	31.4%
Special Investigations	2	3.7%
Special Operations	1	1.9%
Protective Services	1	1.9%
Admin. Support THP	5	9.3%
Driver Services	12	22.2%
Fiscal Services	1	1.9%
<b>Totals</b>	<b>54</b>	<b>100.0%</b>

### Resigned In Lieu of Termination

THP East Bureau	1	33.3%
THP West Bureau	1	33.3%
Admin. Support THP	1	33.3%
<b>Totals</b>	<b>3</b>	<b>100.0%</b>

### Termination Distribution

THP East Bureau	1	4.5%
THP West Bureau	1	4.5%
Admin. Support THP	3	13.8%
Homeland Security	1	4.5%
Internal Audit	1	4.5%
Admin Services Division	1	4.5%
Legal	2	9.2%
Technology Systems	1	4.5%
Driver Services	11	50.0%
<b>Totals</b>	<b>22</b>	<b>100.0%</b>

### Terminated Probationary / Part-Time Employee

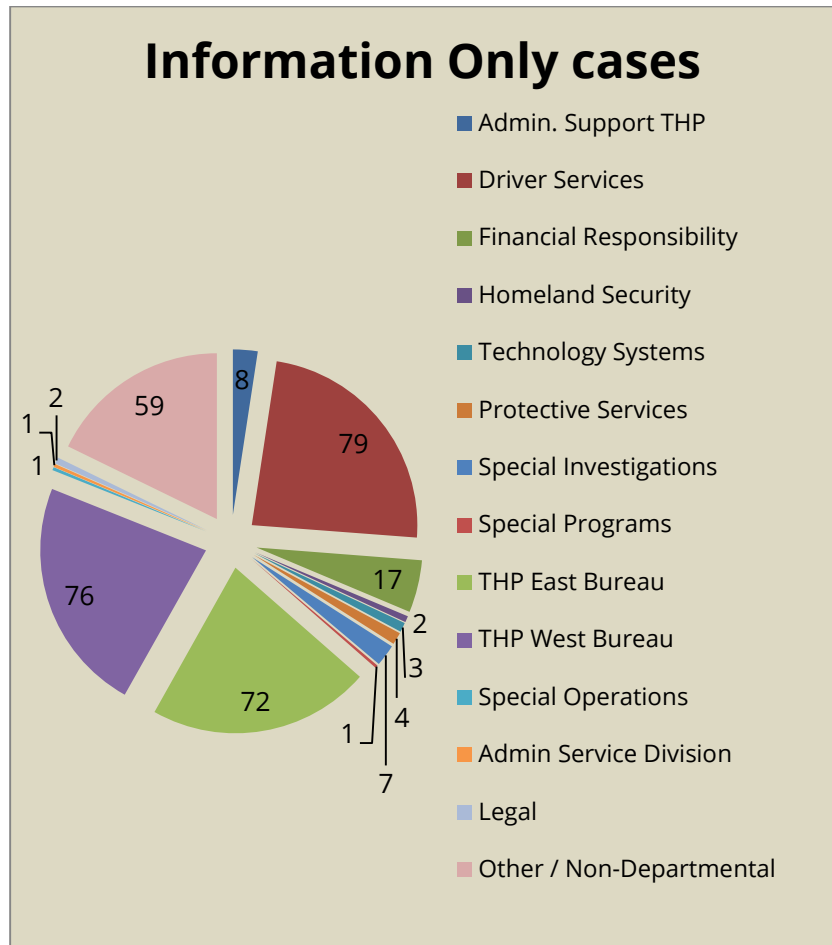
Admin. Support THP	2	33.2%
Human Resources	1	16.7%
Financial Responsibility	1	16.7%
Legal	1	16.7%
Driver Services	1	16.7%
<b>Totals</b>	<b>6</b>	<b>100.0%</b>



## Information Only Cases

The Inspectional Services Bureau processed 332 Information Only (IO) cases in 2016. Cases categorized as an IO involve complaints that are minor in nature, requests for information, and complaints that are non-departmental but for informational purposes are tracked by the Department.

Unit Assigned	Amount
Admin. Support THP	8
Driver Services	79
Financial Responsibility	17
Homeland Security	2
Technology Systems	3
Protective Services	4
Special Investigations	7
Special Programs	1
THP East Bureau	72
THP West Bureau	76
Special Operations	1
THP Admin Service	1
Legal	2
Other / Non-Departmental	59
<b>Total</b>	<b>332</b>



The data in the Other / Non-Departmental category includes requests for information, customer comments, and complaints that are outside the jurisdiction of the Department. Comparing 2015 to 2016, Driver Services decreased by 32%, Highway Patrol increased by 18%, and Other/Non-Departmental stayed the same. Total IO cases have decreased 6% in comparison to the previous year.



## Departmental Pursuit Data by District

During 2016, the Department had 182 pursuits compared to 168 pursuits in 2015, representing an 8.3% increase. The following chart illustrates the number of vehicle pursuits by District. Departmental pursuits have increased 28.2% since 2014.

District	Misdemeanor Pursuits	Felony Pursuits	Total Pursuits	Percentage
THP-1	20	8	28	15.4%
THP-2	16	2	18	9.9%
THP-3	31	7	38	20.9%
THP-4	10	3	13	7.1%
THP-5	22	6	28	15.4%
THP-6	14	7	21	11.5%
THP-7	11	1	12	6.6%
THP-8	14	3	17	9.3%
CID/I-Plus	7	0	7	3.9%
<b>Total</b>	<b>145</b>	<b>37</b>	<b>182</b>	<b>100%</b>

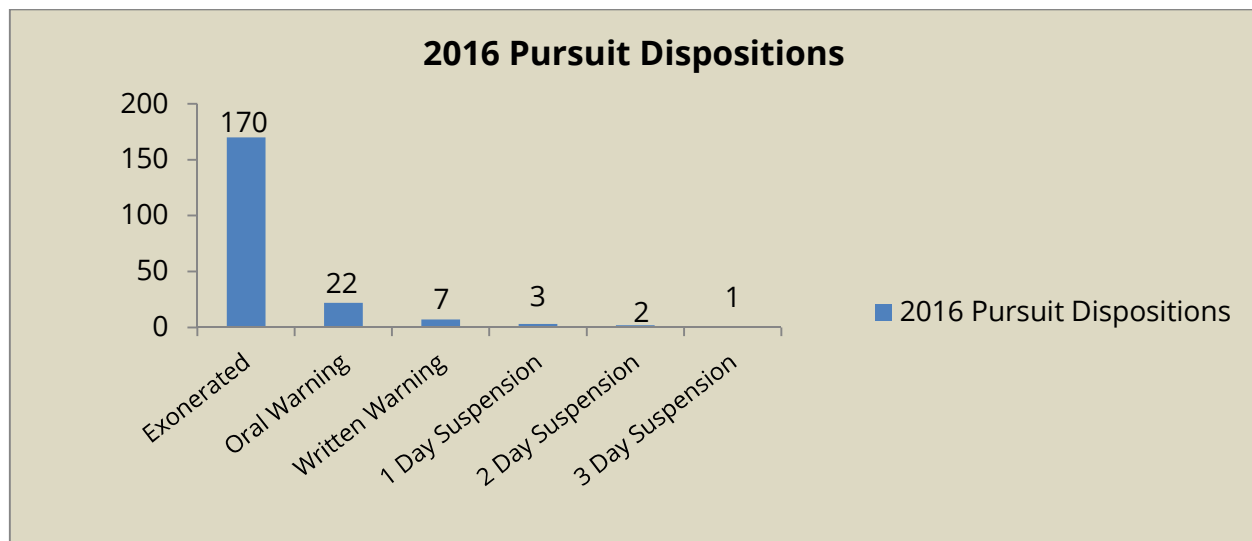
Initiated Due To	Number	Percentage
Felony BOLO	13	7.1%
Misdemeanor BOLO	10	5.5%
Erratic Driving / DUI	31	17.0%
Speeding	76	41.8%
Other Traffic Offenses	42	23.1%
Assisting Another Agency	10	5.5%
<b>Total</b>	<b>182</b>	<b>100%</b>



## Pursuit Dispositions by District

During 2016, there were 182 pursuits statewide involving 205 Troopers. The chart below illustrates the disposition of those pursuits by District. Out of the 205 Troopers involved, 170 were exonerated and 35 received disciplinary action.

The following are the disciplinary actions taken as a result of the pursuits: (22) oral warnings, (7) written warnings, (3) one-day suspensions, (2) two-day suspensions, and (1) three-day suspension.



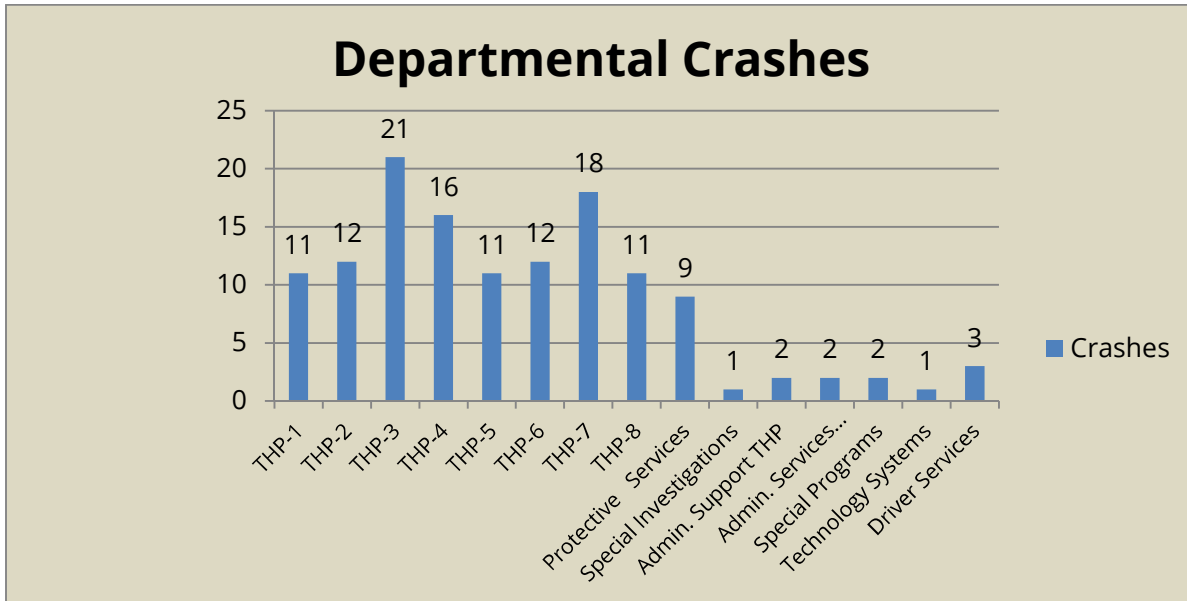
District	Exonerated	Oral Warning	Written Warning	1 Day Suspension	2 Day Suspension	3 Day Suspension	Total Pursuits
<b>Special Investigations</b>	7	0	0	0	0	0	7
<b>THP-1</b>	23	3	2	0	0	0	28
<b>THP-2</b>	16	0	0	1	1	0	18
<b>THP-3</b>	34	1	1	0	1	1	38
<b>THP-4</b>	9	3	1	0	0	0	13
<b>THP-5</b>	20	6	2	0	0	0	28
<b>THP-6</b>	18	2	0	1	0	0	21
<b>THP-7</b>	7	4	0	1	0	0	12
<b>THP-8</b>	13	3	1	0	0	0	17
<b>Total</b>	<b>147</b>	<b>22</b>	<b>7</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>182</b>





## Departmental Crash Data

The Department had 132 car crashes in 2016 compared to 154 car crashes in 2015. This represents a 14.3% decrease in crashes from the previous year. The following chart illustrates a breakdown of crashes by Districts.

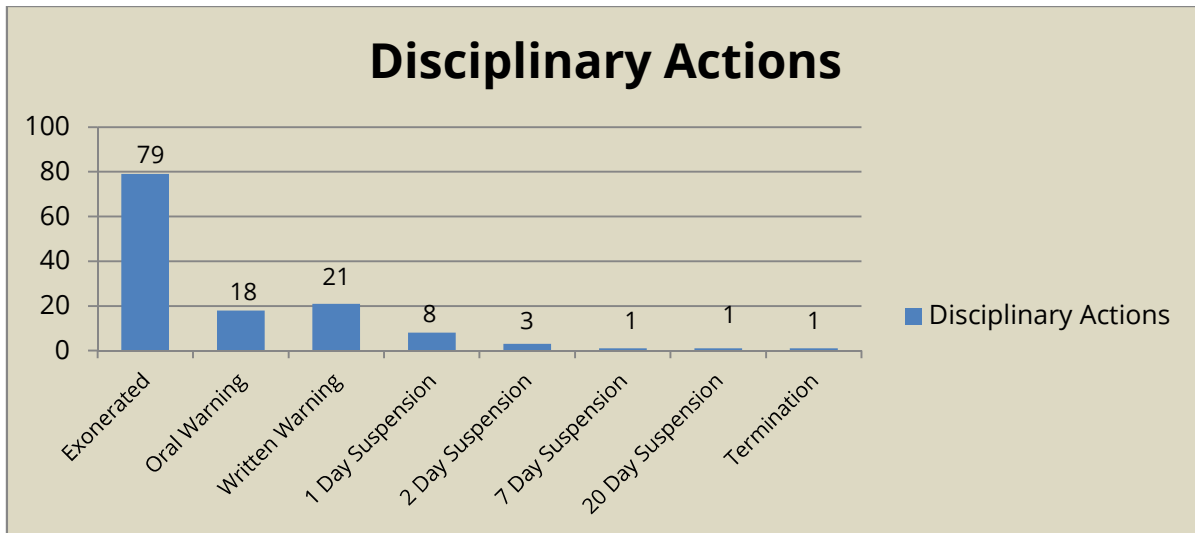


District	Total Crashes	% of Total
THP-1	11	8.3%
THP-2	12	9.1%
THP-3	21	15.9%
THP-4	16	12.1%
THP-5	11	8.3%
THP-6	12	9.1%
THP-7	18	13.6%
THP-9	11	8.3%
Protective Services	9	6.8%
Special Investigations	1	0.8%
Admin. Support THP	2	1.5%
Admin. Services Division	2	1.5%
Special Programs	2	1.5%
Technology Systems	1	0.8%
Driver Services	3	2.4%
<b>Total</b>	<b>132</b>	<b>100.0%</b>



## Departmental Crash Disciplinary Actions by District

During 2016, there were 132 car crashes statewide. The chart below illustrates the disposition of those crashes by District.

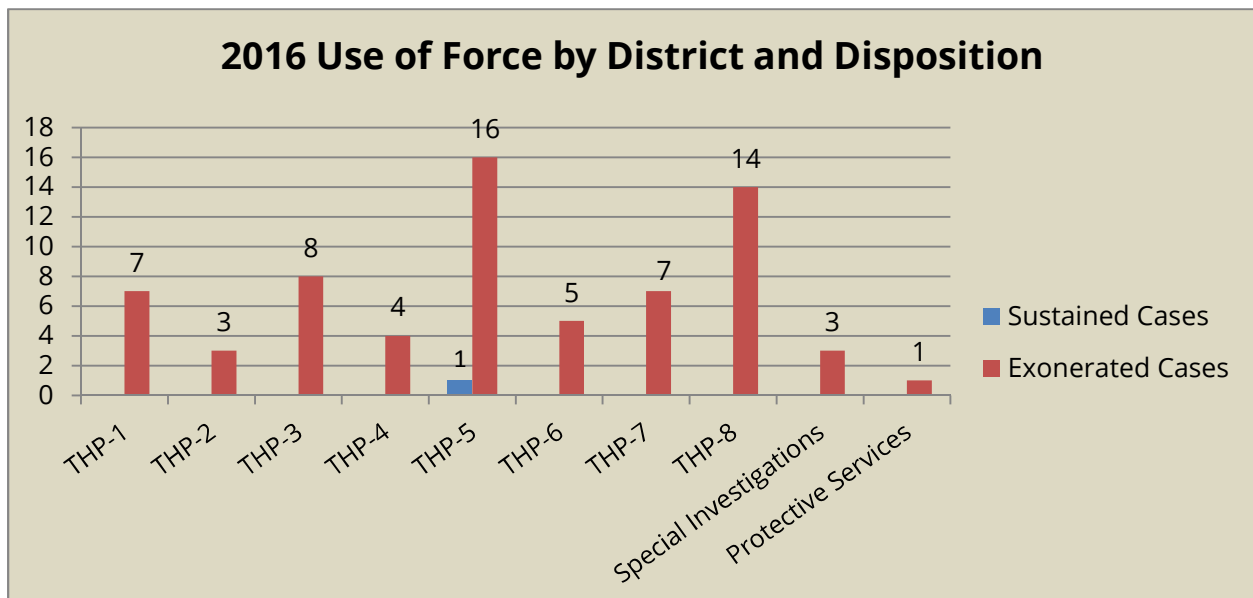


District	Exonerated	Oral Warning	Written Warning	1 Day Suspend	2 Day Suspend	7 Day Suspend	20 Day Suspend	Terminated	Total Crashes
THP-1	8	1	1	0	1	0	0	0	11
THP-2	8	1	2	0	0	0	1	0	12
THP-3	10	4	3	3	1	0	0	0	21
THP-4	11	2	3	0	0	0	0	0	16
THP-5	5	2	3	0	0	1	0	0	11
THP-6	8	1	2	1	0	0	0	0	12
THP-7	10	3	3	2	0	0	0	0	18
THP-8	8	1	0	1	1	0	0	0	11
Special Investigations	1	0	0	0	0	0	0	0	1
Admin. Support THP	1	0	0	1	0	0	0	0	2
Admin. Services Division	1	0	1	0	0	0	0	0	2
Protective Services	5	3	1	0	0	0	0	0	9
Special Programs	2	0	0	0	0	0	0	0	2
Technology Systems	1	0	0	0	0	0	0	0	1
Driver Services	0	0	2	0	0	0	0	1	3
<b>Total</b>	<b>79</b>	<b>18</b>	<b>21</b>	<b>8</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>132</b>



## Use of Force Incidents

During 2016, there were 69 Use of Force (UF) incidents. This represents a 10.4% decrease compared to the 77 Use of Force (UF) incidents that occurred in 2015. All complied with Departmental policies and procedures except for 1 Trooper being issued a written warning.

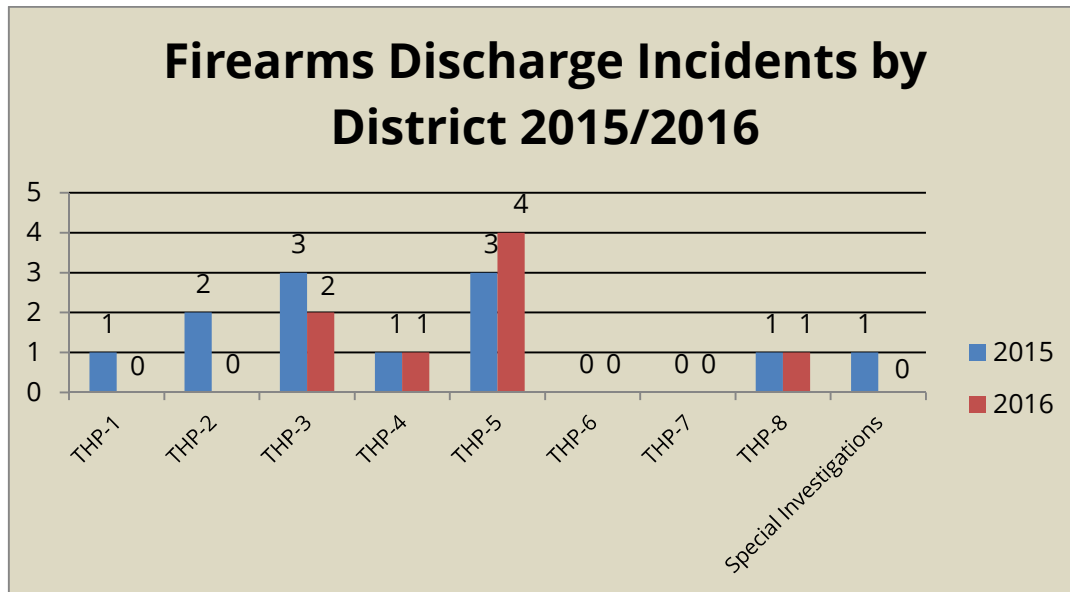


District	2015 Exonerated Cases	2015 Sustained Cases	2015 Total	2016 Exonerated Cases	2016 Sustained Cases	2016 Total	2016 % per District	2015/2016 +/- Change Number of Cases	2015/2016 % Difference
THP-1	14	1	15	7	0	7	10.1%	-8	-53.3%
THP-2	9	0	9	3	0	3	4.4%	-6	-66.7%
THP-3	4	0	4	8	0	8	11.6%	+4	+100.0%
THP-4	5	0	5	4	0	4	5.8%	-1	-20.0%
THP-5	23	0	23	16	1	17	24.5%	-6	-26.1%
THP-6	8	0	8	5	0	5	7.3%	-3	-37.5%
THP-7	0	1	1	7	0	7	10.1%	+6	+600.0%
THP-8	8	0	8	14	0	14	20.3%	+6	+75.0%
Special Investigations	4	0	4	3	0	3	4.4%	-1	-25.0%
Protective Services	0	0	0	1	0	1	1.5%	+1	100%
<b>Totals</b>	<b>75</b>	<b>2</b>	<b>77</b>	<b>68</b>	<b>1</b>	<b>69</b>	<b>100%</b>	<b>-8</b>	<b>+57%</b>



## Firearm Discharges

During 2016, there were a total of 8 firearm discharge incidents. All employees were exonerated except for 1, which resulted in a written warning. Of the incidents, 7 involved animals and 1 involved an accidental discharge. The graph below illustrates the statewide distribution of firearm discharge incidents.



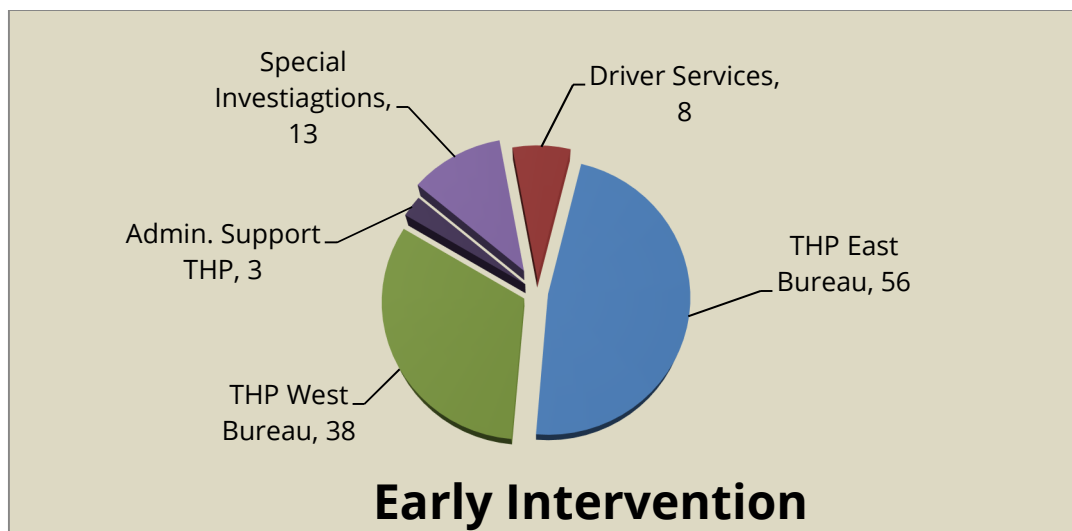
*During 2016, there were no firearms discharge incidents in Districts 1, 2, 7, and 8.*

District	Total Firearm Discharges	% Firearm Discharges
THP-3	2	25.0%
THP-4	1	12.5%
THP-5	4	50.0%
THP-8	1	12.5%
<b>Total</b>	<b>8</b>	<b>100%</b>

During 2016, firearm discharges decreased 33.3% from 2015. 50% of the firearm discharges occurred in THP West Bureau and 50 % of the firearm discharges occurred in THP East Bureau.



## Early Intervention Alerts by District



In 2016, Early Intervention Alerts (118) increased 34.1% when compared to 2015. Of all Early Intervention Alerts, 107 (90.7%) occurred in the Tennessee Highway Patrol, 3 (2.5%) Admin. Support THP, and 8 (6.8%) occurred in Driver Services.

District	Alerts	% of Alerts
<b>THP-1</b>	19	16.1%
<b>THP-2</b>	16	13.6%
<b>THP-3</b>	3	2.5%
<b>THP-4</b>	12	10.2%
<b>THP-5</b>	19	16.1%
<b>THP-6</b>	2	1.7%
<b>THP-7</b>	6	5.1%
<b>THP-8</b>	17	14.4%
<b>Admin. Support THP</b>	3	2.5%
<b>Special Investigations</b>	13	11.1%
<b>DS-3</b>	3	2.5%
<b>DS-4</b>	5	4.2%
<b>Total Alerts</b>	<b>118</b>	<b>100%</b>



## Workplace Harassment Complaints

During 2016, the Department received 22 allegations of workplace harassment/hostile work environment. This amount increased by 9 compared to complaints the Department received in 2015. The following data provides the disposition of the complaints received this year:

- 13 complaints were determined to be *Not Corroborated*.
- 5 complaints were *Corroborated* and resulted in disciplinary action of a Written Warning and Respectful Workplace remedial training.
- 4 complaints were determined to be Employee Relations and therefore not investigated.