

2020



Office of Professional Accountability

OPA 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 2020 – December 2020.



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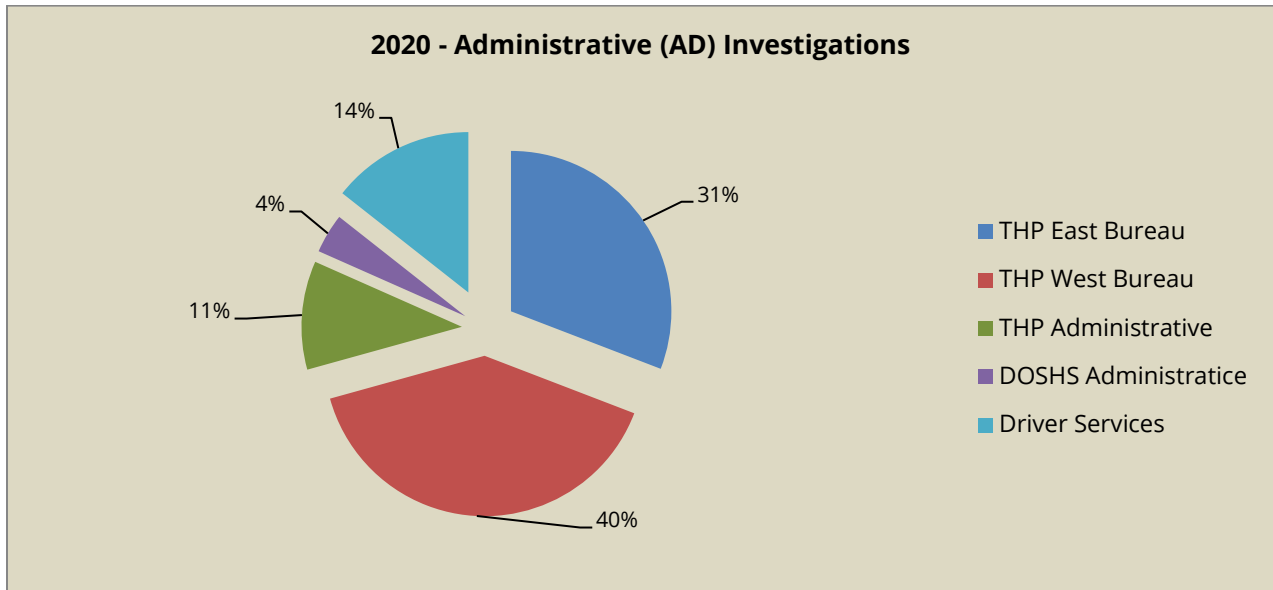
Reference Notes:

- In reference to this report, “THP Administrative” consists of the following: Admin. Support THP (Training Center, Support Services, OPA, and the Colonel’s Office), Protective Services (Capitol Protection, Executive Protection, and Facility Protection), THP Special Operations, Admin Services Division (Research Planning & Development), Special Investigations, and Special Programs.
- In reference to this report, “DOSHS Administrative” consists of the following: Legal, Technology Systems, Homeland Security, Handgun Permits, Fiscal Services, TACN, Support Services, Human Resources, Internal Audit, and THSO.
- In reference to this report, “Admin” consists of the following: THP Administrative and DOSHS Administrative.
- In reference to this report, “Driver Services” consists of the following: Driver Services and Financial Responsibility.

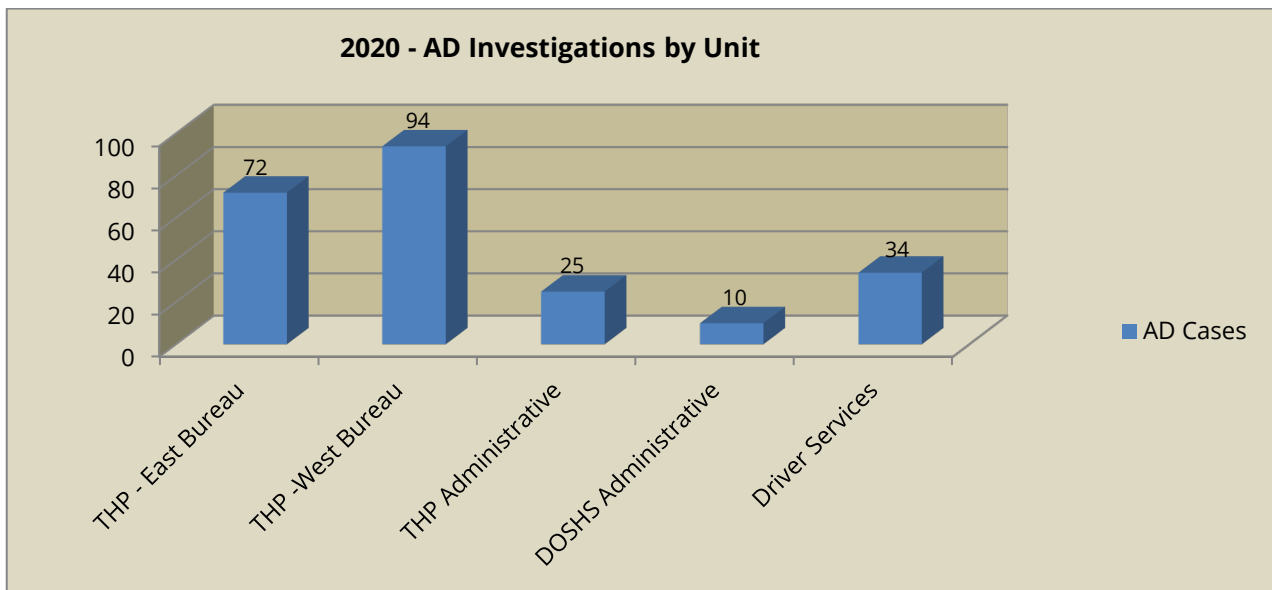


Administrative Investigations (AD)

The Office of Professional Accountability (OPA) processed 235 Administrative Investigations (AD) in 2020. The distributions of AD cases are as follows: THP East Bureau 31%, THP West Bureau 40%, THP Administrative 11%, DOSHS Administrative 4%, and Driver Services 14%. Of the 235 cases, the OPA completed 41 (17%) investigations and the field completed 194 (83%) investigations. Refer to the below chart, graphs, and tables on the following pages for a breakdown of the distribution and disposition of all AD cases.



Statewide Distribution of Administrative Investigations by Unit



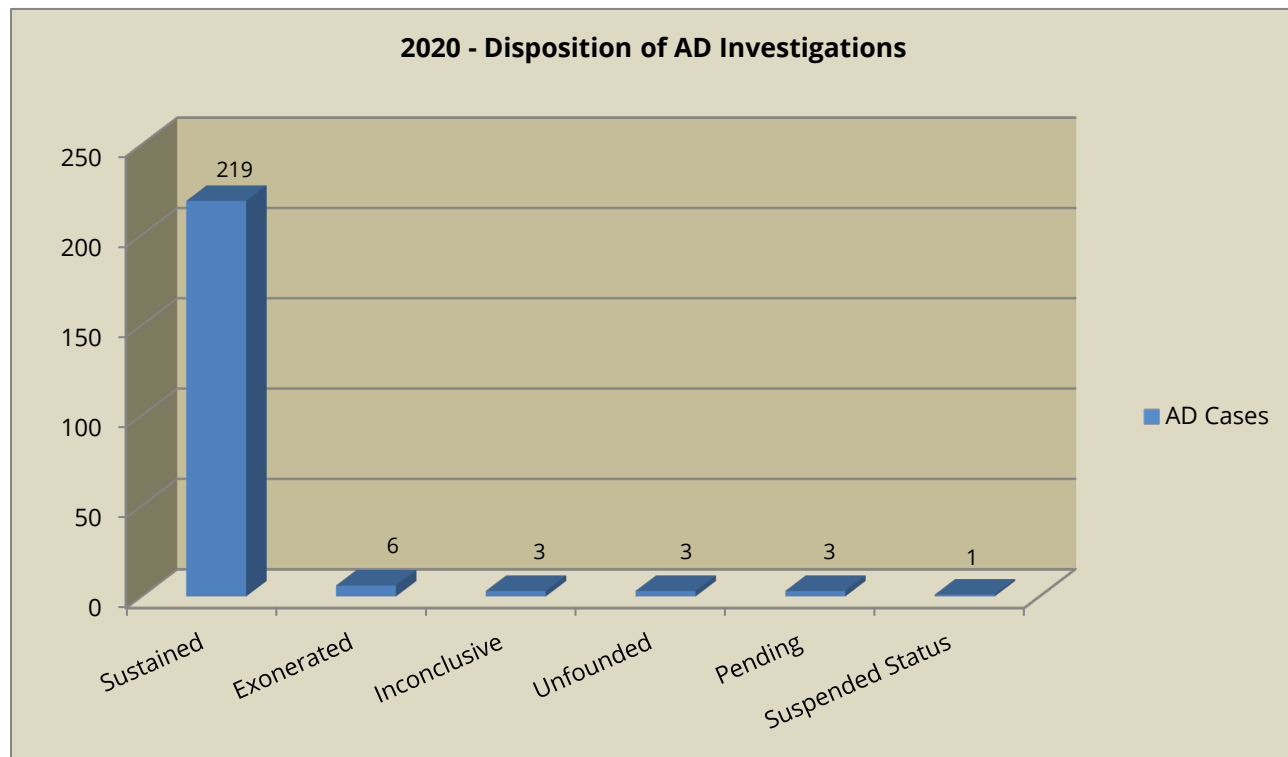


AD Investigations by Unit		
THP - East Bureau	72	31%
THP -West Bureau	94	40%
THP Administrative	25	11%
DOSHS Administrative	10	4%
Driver Services	34	14%
Total	235	100.0%

AD - THP Administrative Unit		
Admin Support	13	52%
Protective Services	4	16%
THP Special Operations	0	0%
Admin Services Division	1	4%
Special Investigations	7	28%
Special Programs	0	0%
Total	25	100.0%

AD - DOSHS Administrative Unit		
Legal	0	0%
Technology Systems	0	0%
Homeland Security	0	0%
Handgun Permits	0	0%
Fiscal Services	1	10%
TACN	9	90%
Support Services	0	0%
Human Resources	0	0%
Internal Audit	0	0%
THSO	0	0%
Total	10	100.0%

Disposition of Administrative Investigation Cases



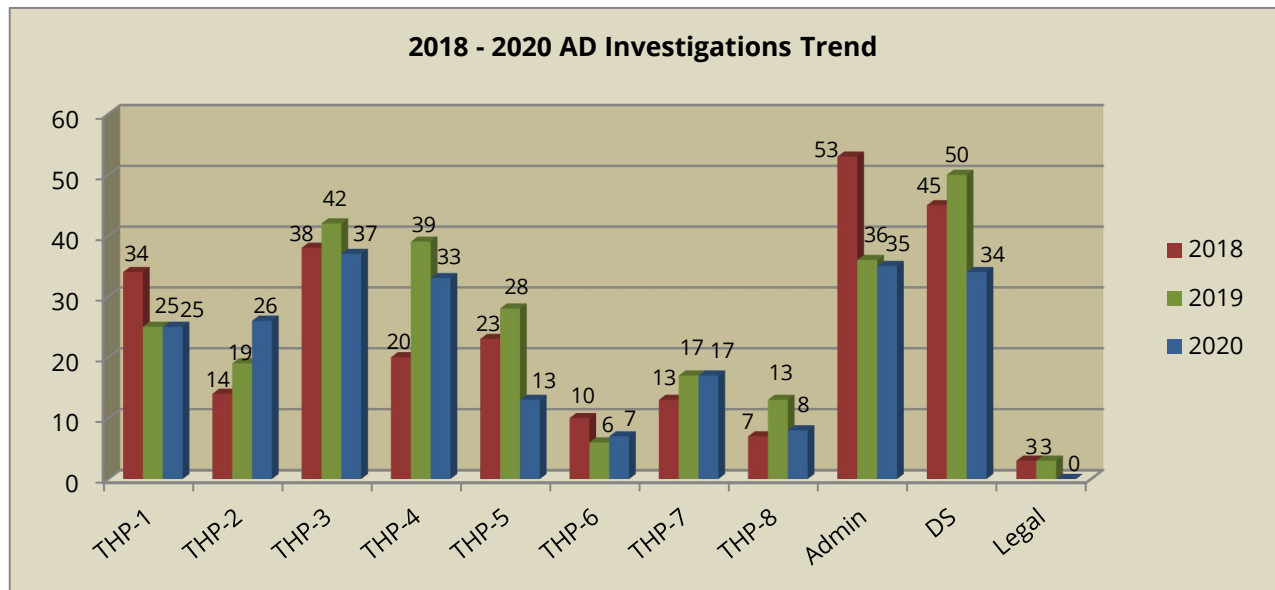


AD Case Disposition	AD Cases	Percent
Sustained	219	93.2%
Exonerated	6	2.5%
Inconclusive	3	1.3%
Unfounded	3	1.3%
Pending	3	1.3%
Suspended Status	1	0.4%
Total	235	100%

One (1) case is in a suspended status due to the employee completing a HR job work agreement.

2018-2020 Administrative Case Trend Analysis

During 2020, the Department saw a 15.47% decrease in Administrative Cases when compared to 2019. Refer to the below graph for a breakdown of the distribution and disposition of all Administrative Investigation cases.

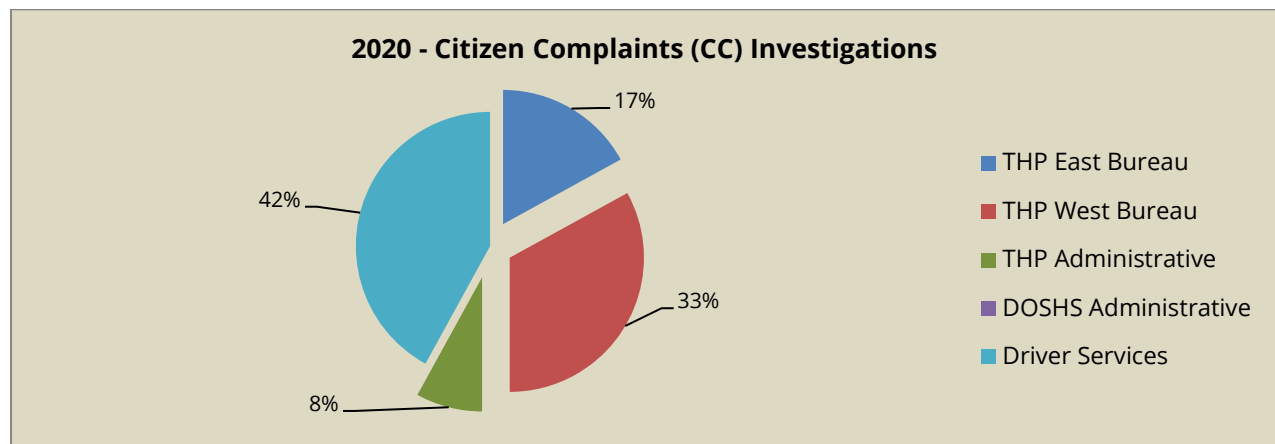




District	2018 AD Cases	2018 % of AD Cases per District	2019 AD Cases	2019 % of AD Cases per District	2020 AD Cases	2020 % of AD Cases per District	2018/2019 +/- Change Number of Cases	2018/2019 Percent Difference	2019/2020 +/- Change Number of Cases	2019/2020 Percent Difference
THP-1	34	13.07%	25	8.99	25	10.64%	-9	-26.47%	0	0.00%
THP-2	14	5.40%	19	6.83	26	11.06%	+5	+35.71%	+7	36.84%
THP-3	38	14.62%	42	15.11	37	15.75%	+4	+10.52%	-5	-11.90%
THP-4	20	7.70%	39	14.03	33	14.04%	+19	+95.00%	-6	-15.38%
THP-5	23	8.80%	28	10.07	13	5.53%	+5	+21.73%	-15	-53.57%
THP-6	10	3.85%	6	2.16	7	2.98%	-4	-40.00%	+1	16.66%
THP-7	13	5.00%	17	6.12	17	7.23%	+4	+30.76%	0	0.00%
THP-8	7	2.70%	13	4.68	8	3.41%	+6	+85.71%	-5	-38.46%
Admin	53	20.40%	36	12.95	35	14.89%	-17	-32.07%	-1	-2.77%
DS	45	17.31%	50	17.98	34	14.47%	+5	+11.11%	-16	-32.00%
Legal	3	1.15%	3	1.08	0	0.00%	0	0.00%	-3	-100.00%
Totals	260	100%	278	100%	235	100%	+18	+6.92%	-43	-15.47%

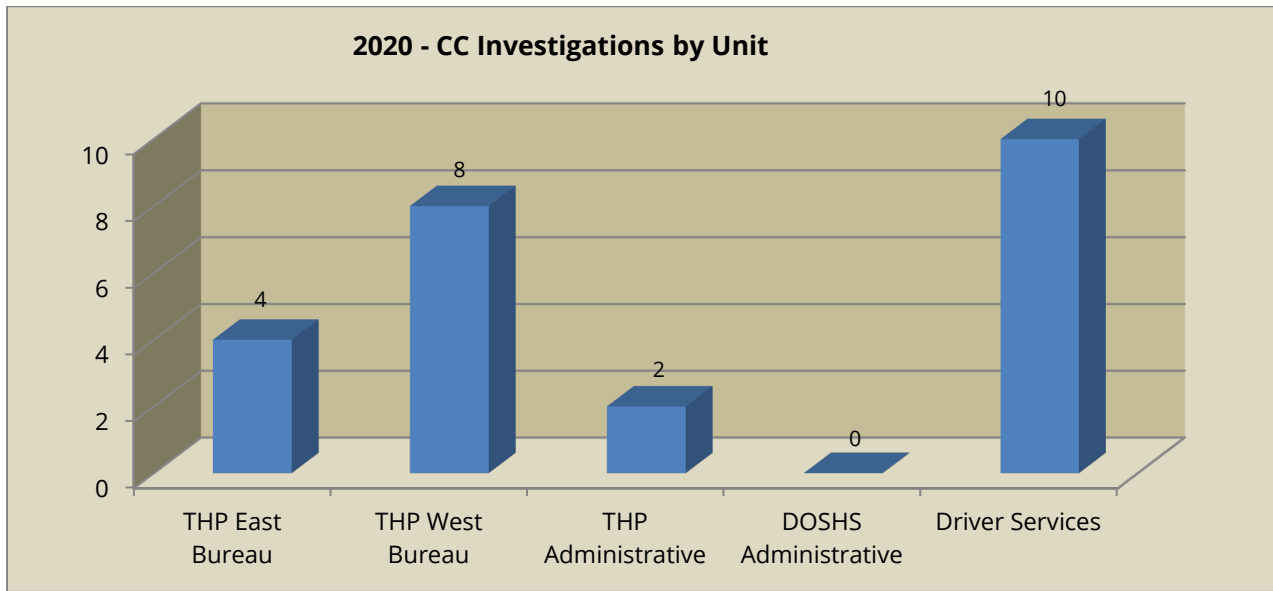
Citizen Complaints (CC) Investigations

Citizen Complaints (CC) are complaints made by the general public that allege an employee of the Department has violated a rule, policy, or procedure. OPA began tracking Citizen Complaints in 2013. The Office of Professional Accountability (OPA) processed 24 Citizen Complaints (CC) in 2020. The distributions of CC cases are as follows: THP East Bureau 17%, THP West Bureau 33%, THP Administrative 8%, and Driver Services 42%. DOSHS Administrative did not have any citizen complaint investigations during this reporting period. Of the 24 cases, the OPA completed 14 (58%) investigations and the field completed 10 (42%) investigations. During 2020, the Department saw a 42.85% decrease in Citizen Complaints when compared to 2019. Refer to the below chart, graphs, and tables on the following pages for a breakdown of the distribution and disposition of all Citizen Complaint cases.





Statewide Distribution of Citizen Complaints by Unit



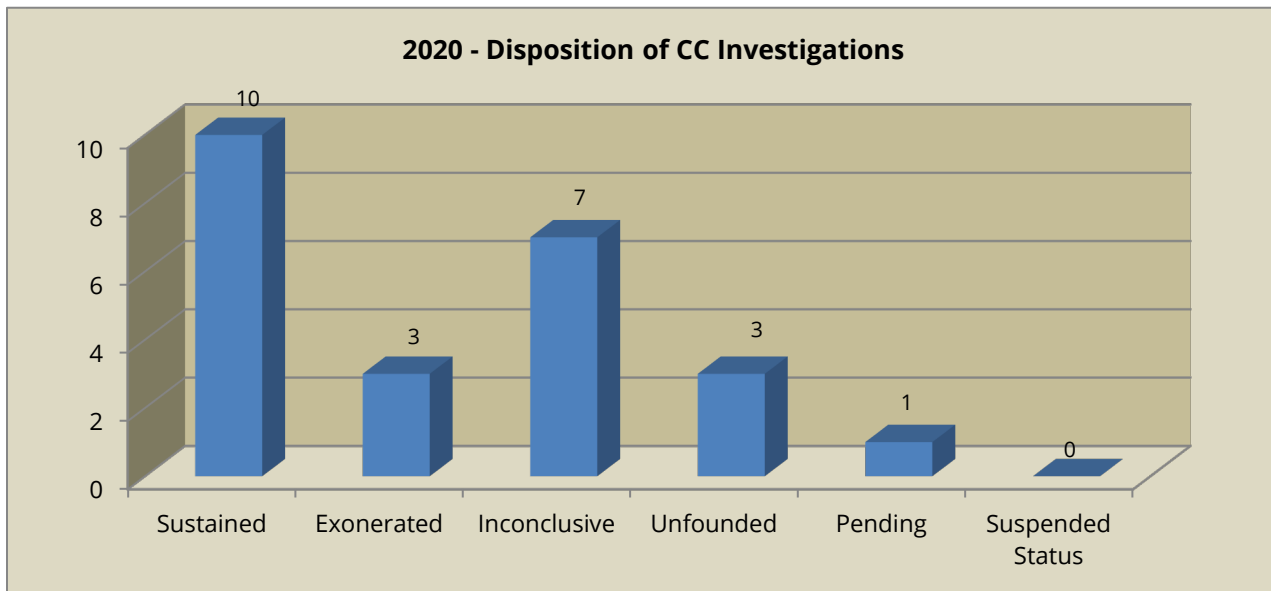
CC Investigations by Unit		
THP - East Bureau	4	17%
THP - West Bureau	8	33%
THP Administrative	2	8%
DOSHS Administrative	0	0%
Driver Services	10	42%
Total	24	100.0%

CC - THP Administrative Unit		
Admin Support	0	0%
Protective Services	1	50%
THP Special Operations	0	0%
Admin Services Division	0	0%
Special Investigations	1	50%
Special Programs	0	0%
Total	2	100.0%

CC - DOSHS Administrative Unit		
Legal	0	0%
Technology Systems	0	0%
Homeland Security	0	0%
Handgun Permits	0	0%
Fiscal Services	0	0%
TACN	0	0%
Support Services	0	0%
Human Resources	0	0%
Internal Audit	0	0%
THSO	0	0%
Total	0	0%

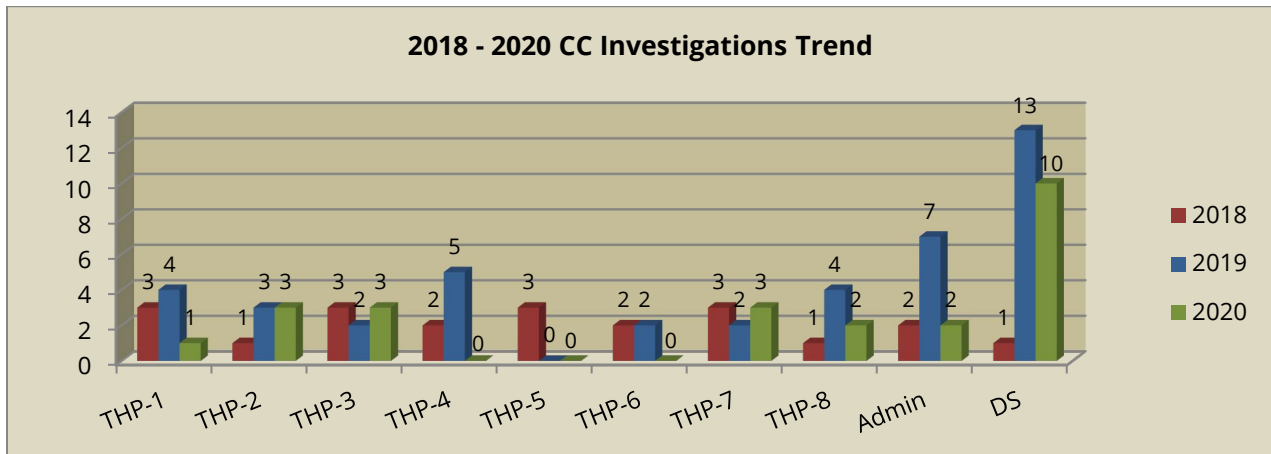


Disposition of Citizen Complaint Investigations



CC Case Disposition	CC Cases	Percent
Sustained	10	42%
Exonerated	3	12.5%
Inconclusive	7	29%
Unfounded	3	12.5%
Pending	1	4%
Suspended Status	0	0%
Total	24	100%

2018 - 2020 Citizen Complaint Case Trend Analysis



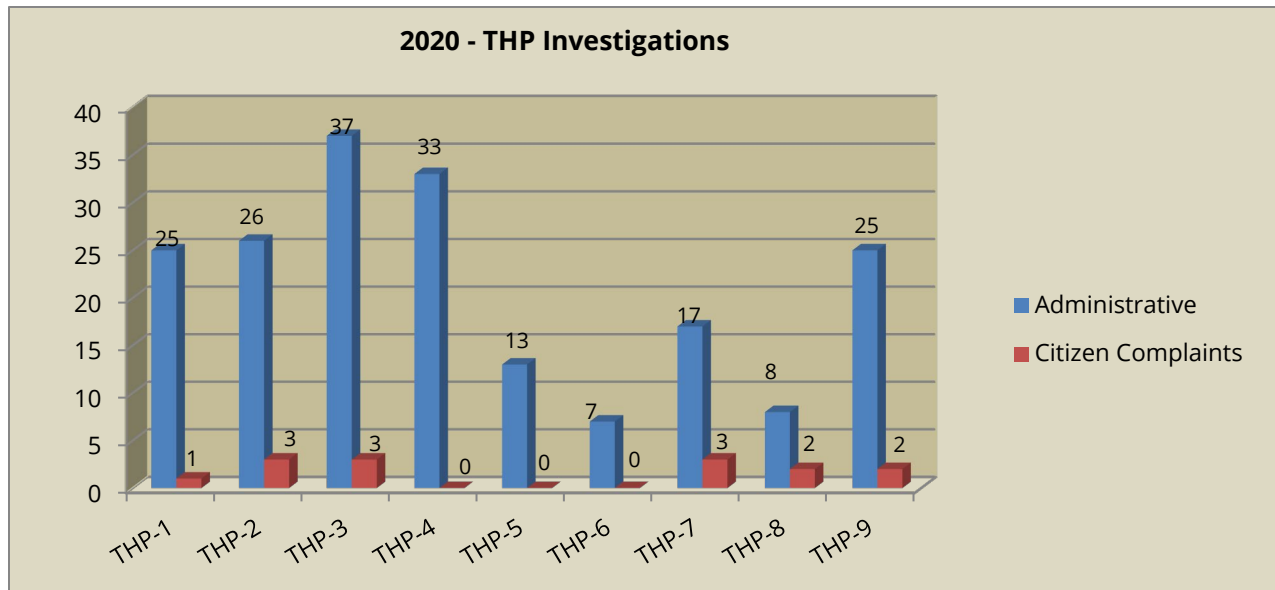


District	2018 CC Cases	2018 % of CC Cases per District	2019 CC Cases	2019 % of CC Cases per District	2020 CC Cases	2020 % of CC Cases per District	2018/2019 +/- Change Number of Cases	2018/2019 Percent Difference	2019/2020 +/- Change Number of Cases	2019/2020 Percent Difference
THP-1	3	14.29%	4	9.53%	1	4.17%	+1	+33.33%	-3	-75.00%
THP-2	1	4.76%	3	7.14%	3	12.50%	+2	+200.00%	0	0.00%
THP-3	3	14.29%	2	4.76%	3	12.50%	-1	-33.33%	+1	50.00%
THP-4	2	9.52%	5	11.90%	0	0.00%	+3	+150.00%	-5	-100.00%
THP-5	3	14.29%	0	0.00%	0	0.00%	-3	-100.00%	0	0.00%
THP-6	2	9.52%	2	4.76%	0	0.00%	0	0.00%	-2	-100.00%
THP-7	3	14.29%	2	4.76%	3	12.50%	-1	-33.33%	+1	50.00%
THP-8	1	4.76%	4	9.53%	2	8.33%	+3	+300.00%	-2	-50.00%
Admin	2	9.52%	7	16.67%	2	8.33%	+5	+250.00%	-5	-71.42%
DS	1	4.76%	13	16.67%	10	41.67%	+12	+1200.00%	-3	-23.07%
Totals	21	100.0%	42	100%	24	100%	+21	+100%	-18	-42.85%

Note:

The significant increase in Citizen Complaints for 2019 can be attributed to a change in the way complaints were categorized.

Distribution of THP Case by District



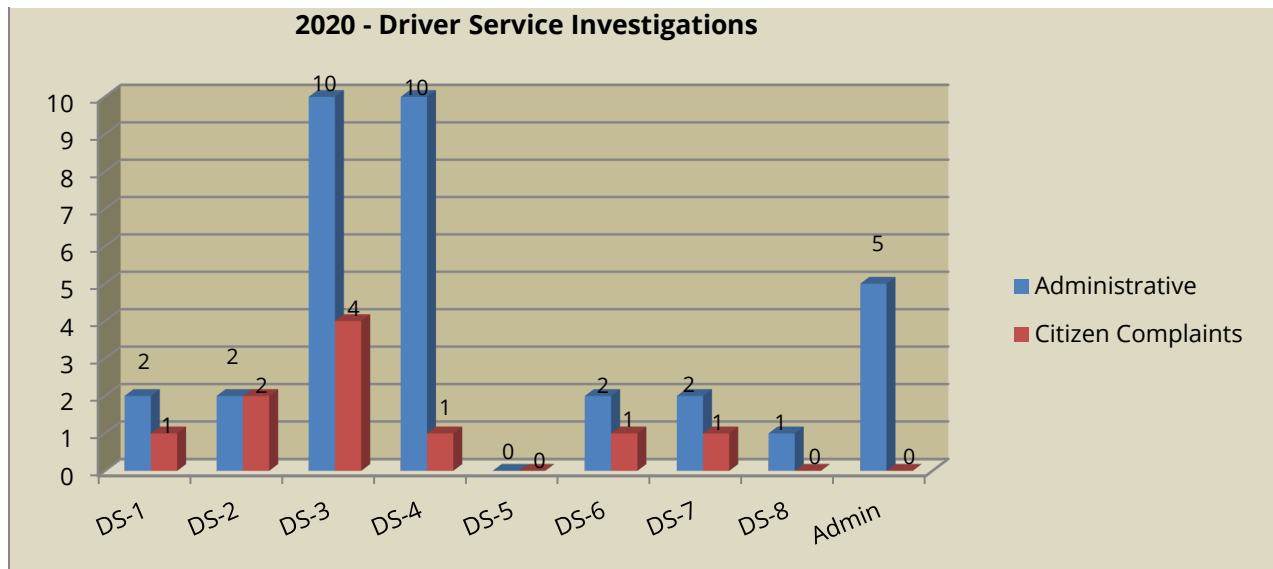


District	AD Cases	% AD by District	CC Cases	% CC by District	Total AD & CC Cases
THP-1	25	13.09%	1	7.13%	26
THP-2	26	13.61%	3	21.43%	29
THP-3	37	19.37%	3	21.43%	40
THP-4	33	17.28%	0	0.00%	33
THP-5	13	6.81%	0	0.00%	13
THP-6	7	3.66%	0	0.00%	7
THP-7	17	8.90%	3	21.43%	20
THP-8	8	4.19%	2	14.29%	10
THP Administrative	25	13.09%	2	14.29%	27
Total	191	100%	14	100%	205

During 2020, THP saw a decrease of 37.14% in Behavioral/Conduct cases, and a decrease of 12.44% in Job Performance cases.

Administrative Violation Types	# of AD Cases 2019	# of AD Cases 2020	% for 2020 Total
Behavior/Conduct	35	22	11.52%
Job Performance	193	169	88.48%
Totals	228	191	100%

Distribution of Driver Services Cases by District



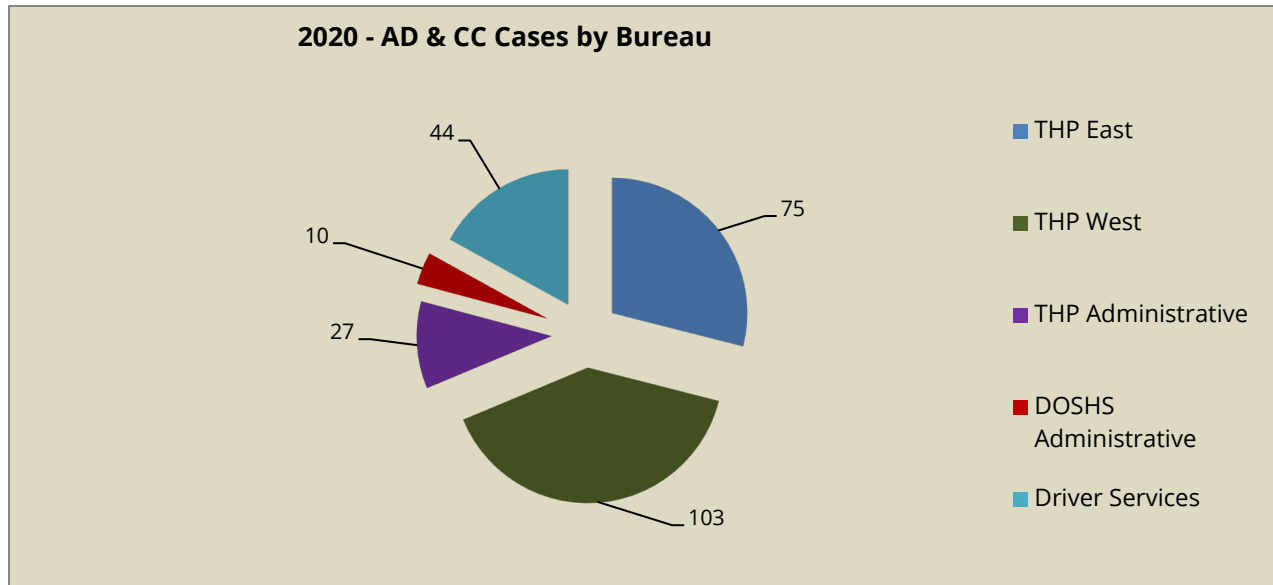


District	AD Cases	% AD by District	CC Cases	% CC by District	Total AD & CC Cases
DS-1	2	5.88%	1	10.00%	3
DS-2	2	5.88%	2	20.00%	4
DS-3	10	29.41%	4	40.00%	14
DS-4	10	29.41%	1	10.00%	11
DS-5	0	0.00%	0	0.00%	0
DS-6	2	5.88%	1	10.00%	3
DS-7	2	5.88%	1	10.00%	3
DS-8	1	2.95%	0	0.00%	1
Admin	5	14.71%	0	0.00%	5
Total	34	100%	10	100%	44

During 2020, Driver Services saw a decrease of 80.00% in Behavioral/Conduct cases, and an increase of 40.00% in Job Performance cases.

Administrative Violation Types	# of AD Cases 2019	# of AD Cases 2020	2020 % of Total
Behavioral/Conduct	30	6	17.65%
Job Performance	20	28	82.35%
Totals	50	34	100%

Combined Overview of AD-CC Case Distribution & Dispositions





Bureau	AD Cases	CC Cases	Total AD & CC Cases
THP East	71	4	75
THP West	95	8	103
THP Administrative	25	2	27
DOSHS Administrative	10	0	10
Driver Services	34	10	44
Totals	235	24	259

Case Disposition	AD Cases	AD Percent	CC Cases	CC Percent	AD & CC Total	Percent Total
Sustained	219	93.19%	10	41.67%	229	88.42%
Exonerated	6	2.55%	3	12.50%	9	3.47%
Inconclusive	3	1.28%	7	29.17%	10	3.86%
Unfounded	3	1.28%	3	12.50%	6	2.32%
Pending	4	1.70%	1	4.16%	5	1.93%
Totals	235	100%	24	100%	259	100%

Suspensions: Statewide Distribution

The statewide distribution of suspensions charted below illustrates a total of 52 suspensions during the calendar year of 2020. The distribution of these suspensions by sections and the number of days suspended is shown in the table below.

Suspensions	THP East Bureau	THP West Bureau	THP Admin.	DOSHS Admin.	Driver Service	Grand Total 2020	Grand Total 2019	2019/2020 +/- Change Number of Cases	2019/2020 Percent Difference
1 Day	12	14	1	0	3	30	46	-16	-34.78%
2 Days	3	5	3	2	0	13	15	-2	-13.33%
3 Days	1	2	0	1	2	6	3	+3	+100.00%
5 Days	0	1	0	0	2	3	6	-3	-50.00%
6 Days	0	0	0	0	0	0	1	-1	-100.00%
10 Days	0	0	0	0	0	0	4	-4	-100.00%
30 Days	0	0	0	0	0	0	2	-2	-100.00%
Totals	16	22	4	3	7	52	77	-25	-32.47%
% of Suspensions	30.77	42.31	7.69	5.77	13.46	100%			

The Department suspended 52 employees in 2020, compared to suspending 77 employees in 2019. This represents a 32.47% decrease in suspensions.



Distribution of Suspensions by Unit/District

The below table illustrates a breakdown by Unit/District for the 52 suspensions received within the Department.

Suspensions by Unit/District	1 Day	2 Days	3 Days	5 Days	6 Days	10 Days	30 Days	Total Suspension	Total Percentage Suspension
DS-1	1	0	0	0	0	0	0	1	1.92
DS-2	0	0	0	0	0	0	0	0	0.00%
DS-3	2	0	0	0	0	0	0	2	3.85
DS-4	0	0	2	2	0	0	0	4	7.69
DS-5	0	0	0	0	0	0	0	0	0.00%
DS-6	0	0	0	0	0	0	0	0	0.00%
DS-7	0	0	0	0	0	0	0	0	0.00%
DS-8	0	1	0	0	0	0	0	1	1.92
DS - Financial Responsibility	0	0	0	0	0	0	0	0	0.00%
THP-1	5	2	0	0	0	0	0	7	13.46
THP-2	6	0	1	0	0	0	0	7	13.46
THP-3	4	2	1	0	0	0	0	7	13.46
THP-4	7	1	1	0	0	0	0	9	17.32
THP-5	1	0	0	0	0	0	0	1	1.92
THP-6	0	1	0	0	0	0	0	1	1.92
THP-7	1	1	0	1	0	0	0	3	5.77
THP-8	2	0	0	0	0	0	0	2	3.85
THP Admin	1	3	0	0	0	0	0	4	7.69
DOSHS Admin	0	2	1	0	0	0	0	3	5.77
TOTALS	30	13	6	3	0	0	0	52	100.0%

Termination, Resignation, Demotion, Discretionary Leave & Appeal Data

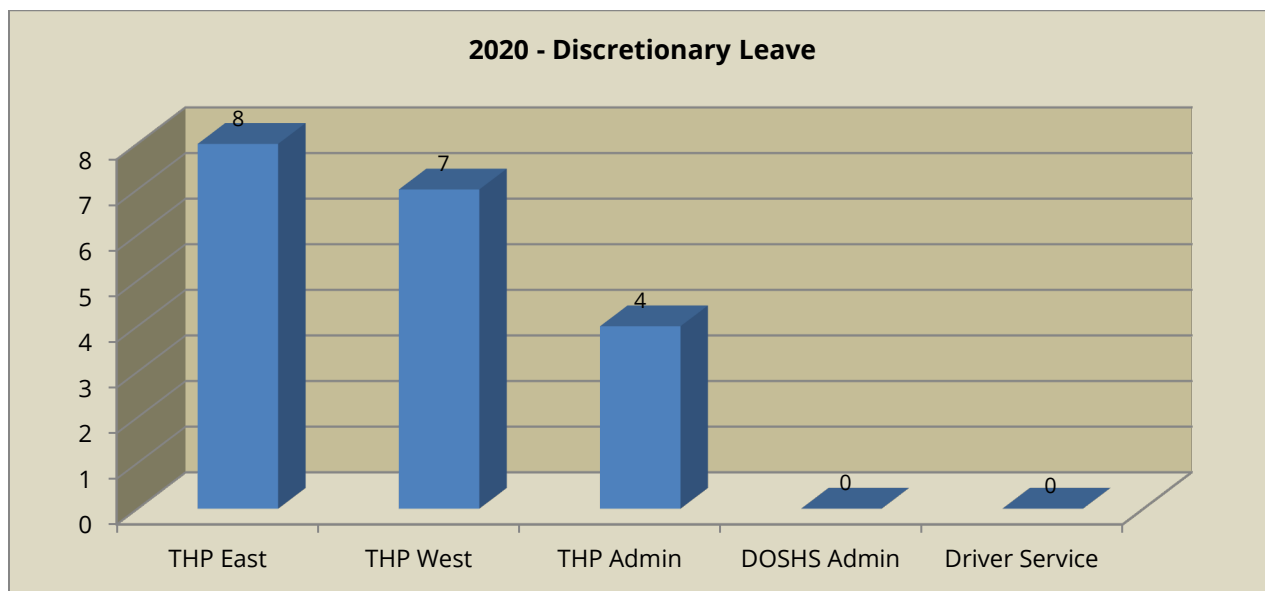
A. Terminations, Resignations & Demotions:

Bureau	Terminated	Probationary & Part-Time Terminations	Resigned In Lieu of Termination	Demoted	Totals
THP East	2	0	1	0	3
THP West	6	1	0	1	8
THP Admin	2	2	0	0	8
DOSHS Admin	2	2	2	1	4
Driver Services	5	13	0	0	18
Totals	17	18	3	2	40

Comparing 2019 to 2020, the Department had an increase of 112.5% in Terminations (8 to 17), a 125% increase in Probationary / Part-Time Terminations (8 to 18), 50% decrease in Resignations (6 to 3), and no increase/decrease in Demotions (2 to 2).



B. Discretionary Leave 2019-2020 Comparison:



During 2020, there was a 90% increase in the number of employees placed on Discretionary Leave with Pay. 19 employees were placed on Discretionary Leave with Pay in 2020, compared to ten (10) employees during 2019.

C. Appeal Hearings:

During calendar year 2020, there were a combined total of two hundred seventy-four (274) Administrative Investigation, Citizen Complaint, and Workplace Harassment cases processed by the Office of Professional Accountability. Of the 274, two hundred thirty-two (232) cases were sustained or corroborated, and the employee received disciplinary action. Seventy (70) of the disciplinary actions were appealable. The Office of Professional Accountability (OPA) received fifteen (15) Step I Disciplinary Appeal Requests in calendar year 2020. Upon consultation with the Department's Legal and Human Resource Divisions, it was determined that fourteen (14) were valid. Subsequently, fourteen (14) Step I Appeal Discussions were held. The original disciplinary action taken by the Department was upheld in all fourteen (14) of these discussions. Eleven (11) of the fourteen (14) were then appealed to Step II. At Step II, ten (10) disciplinary actions were upheld, and one (1) was reduced. At the time of this report, seven (7) of the ten (10) upheld at Step II were appealed to Step III. At Step III, two (2) employees withdrew their appeal requests prior to the hearing, and five (5) of the disciplinary actions were upheld.



During calendar year 2020, there was a 14.7% decrease in disciplinary actions issued from the previous year. During calendar year 2019, the Department issued two hundred seventy-two (272) disciplinary actions. Of the two hundred seventy-two (272) in calendar year 2019, eleven (11) employees appealed their disciplinary action.

See the chart below for a detailed description of employee appeals for calendar year 2020.

District	Final Appeal Decisions
THP East – 1	1. Termination was upheld at the Step III Appeal.
THP East – 5	1. Termination was upheld at the Step III Appeal. 2. Step I Appeal request was not valid.
THP West – 3	1. Termination was upheld at the Step I and Step II Appeals.
THP West – 7	1. Termination was upheld at the Step II Appeal. The employee withdrew their Step III Appeal prior to the Step III Appeal hearing. 2. Termination was upheld at the Step I and Step II Appeals.
THP West – 8	1. Termination was upheld at the Step I Appeal, and was reduced to a ten (10) day suspension at Step II. The Department has appealed to Step III.
THP Admin	1. Termination was upheld at the Step III Appeal.
DOSHS Admin	1. Termination was upheld at the Step II Appeal. The former employee failed to show up for the Step III Appeal hearing.
DS – 4	1. Three (3) day suspension was upheld at the Step I Appeal. The employee did not file a Step II Appeal request. 2. Five (5) day suspension was upheld at the Step II Appeal. The employee did not file a Step III Appeal request. 3. Five (5) day suspension was upheld at the Step I Appeal. The employee did not file a Step II Appeal request. 4. Three (3) day suspension was upheld at the Step II Appeal. The employee withdrew their Step III Appeal request prior to the Step III hearing.
DS – 5	1. Termination was upheld at the Step I Appeal. The employee did not file a Step II Appeal request.
DS – FR	1. Termination was upheld at the Step III Appeal.

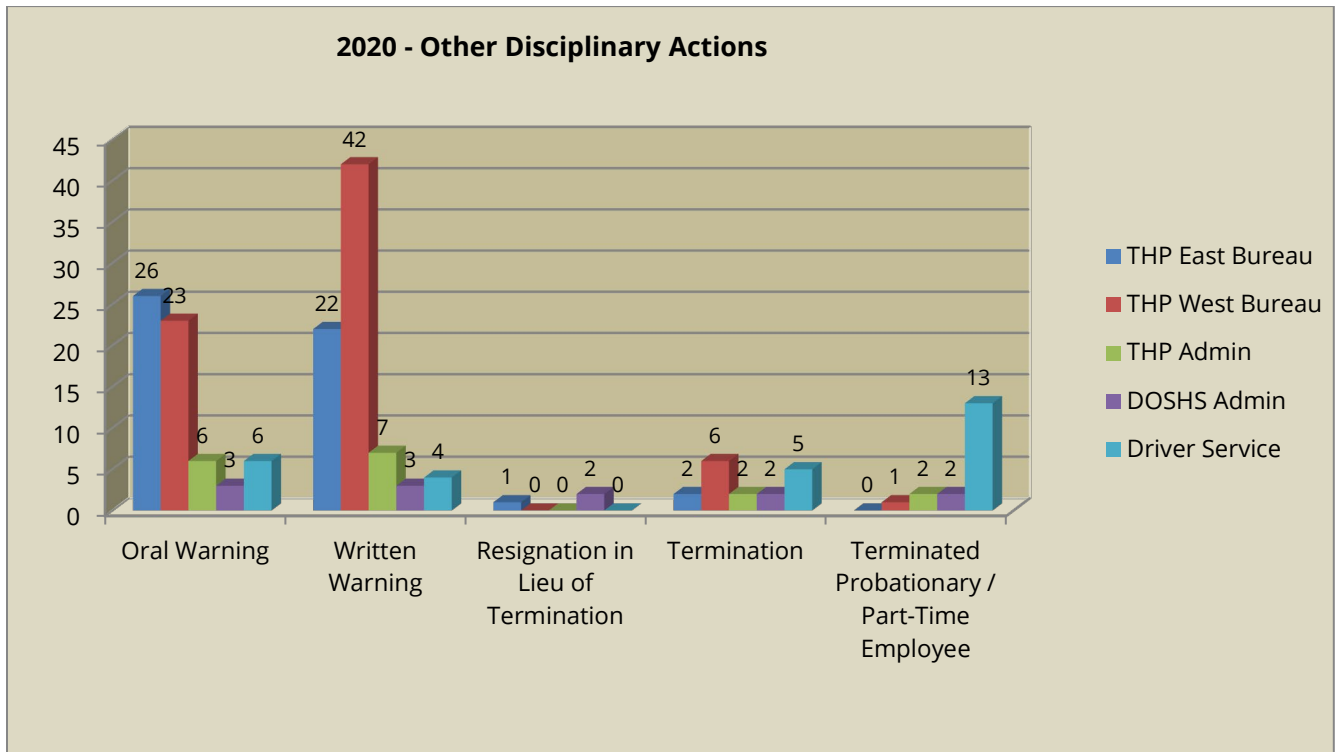


D. Written Warning Reviews:

During 2020, 77 written warnings were processed by the Office of Professional Accountability. One (1) employee submitted a request for a written warning review. The written warning was upheld after the review.

Other Disciplinary Actions

See the following chart along with the table on the following page for other disciplinary actions.



Bureau	Oral Warning	Written Warning	Resigned In Lieu of Termination	Termination	Terminated Probationary / Part-Time Employee	Total
THP East Bureau	26	22	1	2	0	51
THP West Bureau	23	42	0	6	1	72
THP Admin	6	7	0	2	2	17
DOSHS Admin	3	3	2	2	2	12
Driver Services	6	4	0	5	13	28
Totals	64	78	3	17	18	180



Oral Warning Distribution		
THP – East Bureau	26	40.63%
THP – West Bureau	23	35.94%
THP Administrative	6	9.37%
DOSHS Administrative	3	4.69%
Driver Services	6	9.37%
Total	64	100.0%

Written Warning Distribution		
THP – East Bureau	22	28.20%
THP – West Bureau	42	53.85%
THP Administrative	7	8.97%
DOSHS Administrative	3	3.85%
Driver Services	4	5.13%
Total	78	100.0%

Resign in Lieu of Termination Distribution		
THP – East Bureau	1	33.33%
THP – West Bureau	0	0.00%
THP Administrative	0	0.00%
DOSHS Administrative	2	66.67%
Driver Services	0	0.00%
Total	3	100.0%

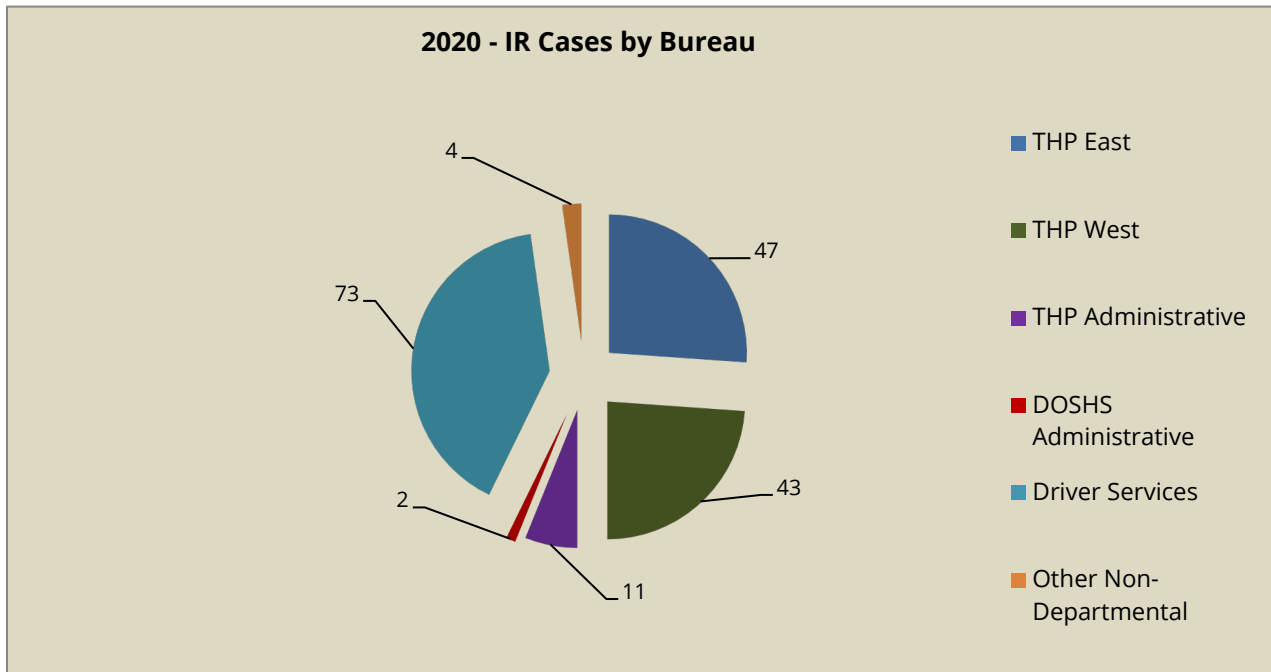
Termination Distribution		
THP – East Bureau	2	11.76%
THP – West Bureau	6	35.30%
THP Administrative	2	11.76%
DOSHS Administrative	2	11.76%
Driver Services	5	29.42%
Total	17	100.0%

Probationary/Part-Time Termination Distribution		
THP – East Bureau	0	0.00%
THP – West Bureau	1	5.56%
THP Administrative	2	11.11%
DOSHS Administrative	2	11.11%
Driver Services	13	72.22%
Total	18	100.0%



Information Review (IR) Cases

The Office of Professional Accountability processed 180 Information Review (IR) cases in 2020. Cases categorized as an IR involve minor complaints, requests for information, and complaints that are non-departmental, but for informational purposes are tracked by the Department.



IR Cases by Unit			
Unit Assigned	2019	2020	2020 Percent
THP – East Bureau	77	47	26.11%
THP -West Bureau	91	43	23.89%
THP Administrative	16	11	6.11%
DOSHS Administrative	2	2	1.11%
Driver Services	98	73	40.56%
Other / Non-Departmental	14	4	2.22%
Total	298	180	100%

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 2019 to 2020, Highway Patrol decreased by 45.11%, DOSHS Administrative did not decrease nor increase, Driver Services decreased by 25.51%, and Other/Non-Departmental decreased by 71.43%. Total IR reviews decreased by 39.6% in comparison to the previous year.



Departmental Pursuit Data by District

During 2020, the Department had 281 pursuits compared to 272 pursuits in 2019 which represents a 3.31% increase. The following chart illustrates the number of vehicle pursuits by District that were initiated by either a misdemeanor or a felony.

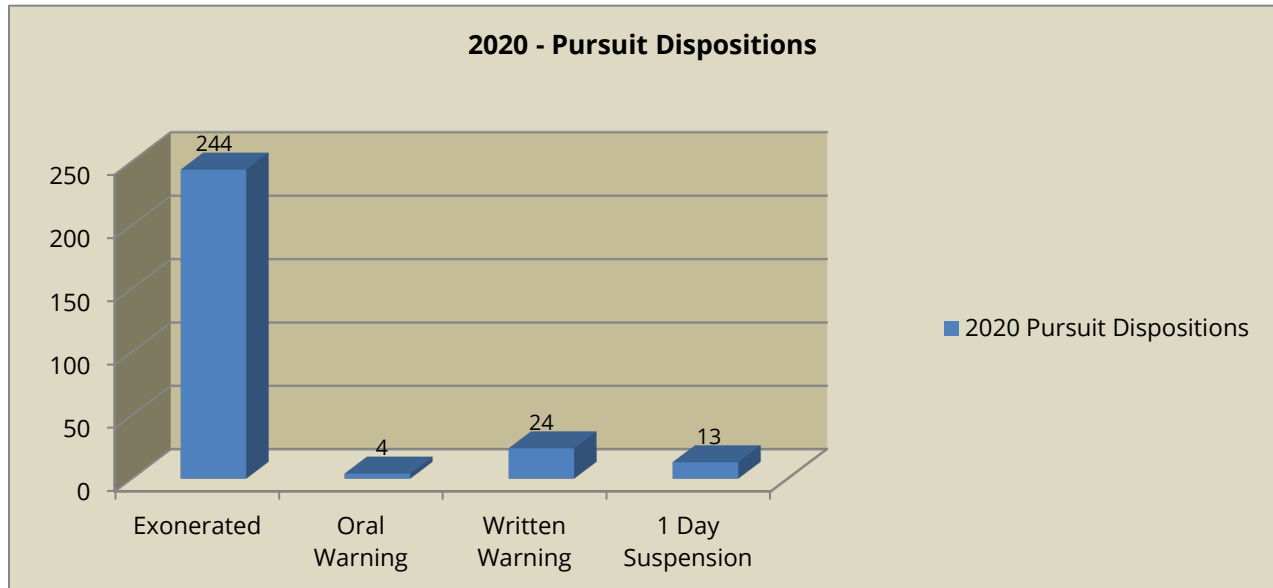
District	Misdemeanor Initiated	Felony Initiated	Total Pursuits	Percentage
THP-1	40	4	44	15.66%
THP-2	28	13	41	14.59%
THP-3	54	7	61	21.71%
THP-4	10	7	17	6.05%
THP-5	34	8	42	14.95%
THP-6	20	5	25	8.89%
THP-7	12	2	14	4.98%
THP-8	16	6	22	7.83%
THP-9	11	4	15	5.34%
Total	225	56	281	100.00%

Initiated Due To	Number	Percentage
Felony / BOLO	33	11.74%
Felony / Stolen Vehicle	14	4.98%
Felony / Other (Criminal Offenses)	9	3.20%
Misdemeanor / BOLO	10	3.56%
Misdemeanor / Erratic Driving / DUI	39	13.88%
Misdemeanor / Other (Criminal Offenses)	1	0.36%
Misdemeanor / Other Traffic Offenses	52	18.51%
Misdemeanor / Speeding	123	43.77%
Total	281	100%



Pursuit Dispositions by District

During 2020, there were 281 pursuits statewide. The chart below illustrates the disposition of those pursuits by District. Of the total pursuits, 244 were within policy, and 37 were not within policy. 41 employees received discipline regarding the pursuits that were not within policy.



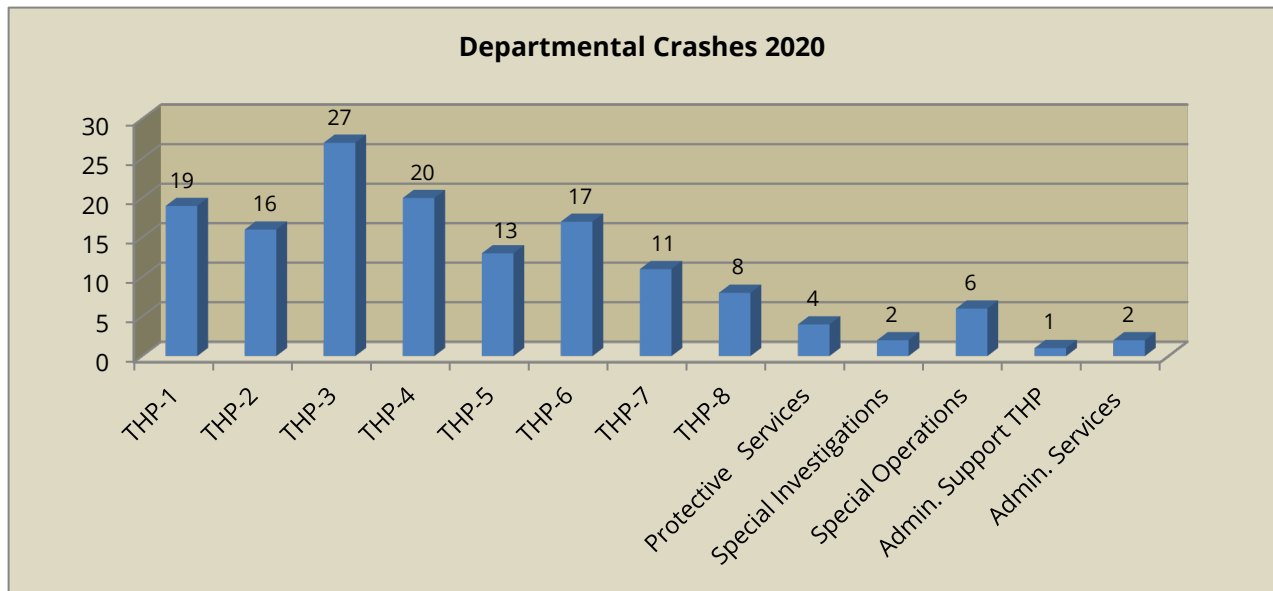
The following are the disciplinary actions taken because of the pursuits not within policy: (4) oral warnings, (24) written warnings, and thirteen (13) one-day suspensions.

District	Exonerated Pursuit	Coaching Session	Oral Warning	Written Warning	1 Day Suspension	Total Discipline
SIB	10	0	0	0	0	0
Admin Sup THP	3	0	0	0	0	0
Prot. Serv.	2	0	0	0	0	0
Special Ops	0	0	0	0	0	0
THP-1	38	1	1	3	2	7
THP-2	36	0	0	3	2	5
THP-3	54	0	0	6	4	10
THP-4	12	0	0	4	2	6
THP-5	39	0	1	1	1	3
THP-6	24	0	1	0	0	1
THP-7	7	0	0	6	1	7
THP-8	19	0	1	1	1	3
Total	244	1	4	24	13	42



Departmental Crash Data

The Department had 146 patrol car crashes in 2020, compared to 159 patrol car crashes in 2019. This represents an 8.18% decrease in crashes from the previous year. The following chart illustrates the breakdown of crashes by Districts.

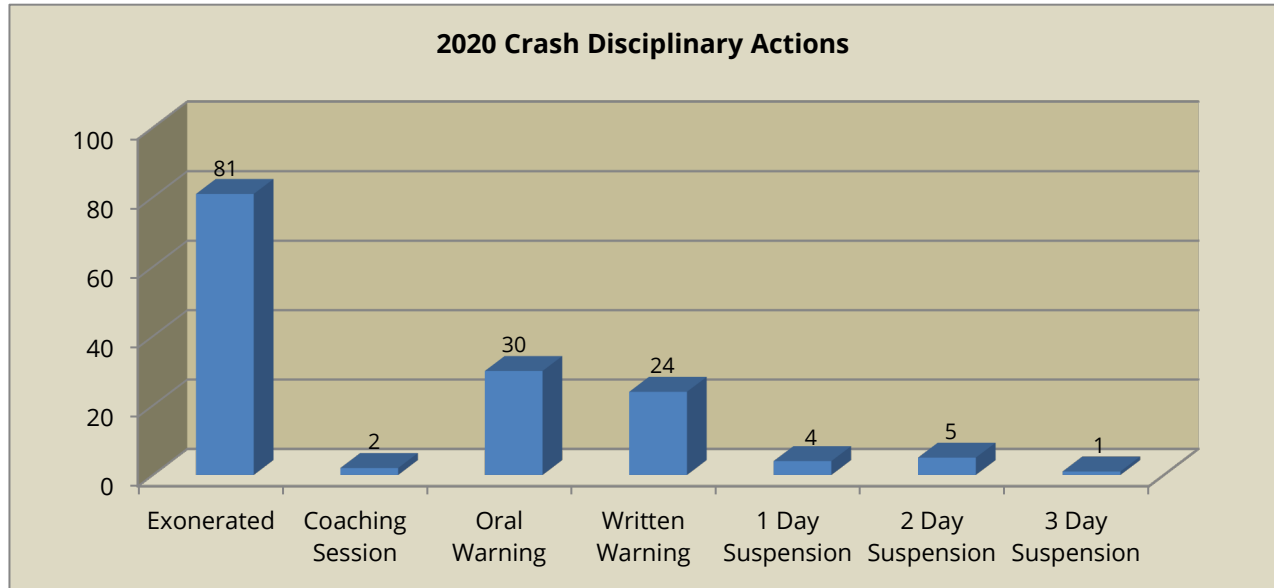


District	Total Crashes	% of Total
THP-1	19	13.01%
THP-2	16	10.96%
THP-3	27	18.49%
THP-4	20	13.70%
THP-5	13	8.91%
THP-6	17	11.64%
THP-7	11	7.54%
THP-8	8	5.48%
Protective Services	4	2.74%
Special Investigations	2	1.37%
Special Operations	6	4.11%
Admin. Support THP	1	0.68%
Admin. Services Division	2	1.37%
Total	146	100%



Departmental Crash Disciplinary Actions by District

During 2020, there were 146 car crashes statewide. The chart below illustrates the disposition of those crashes that were not within policy and the disciplinary action issued for each crash.

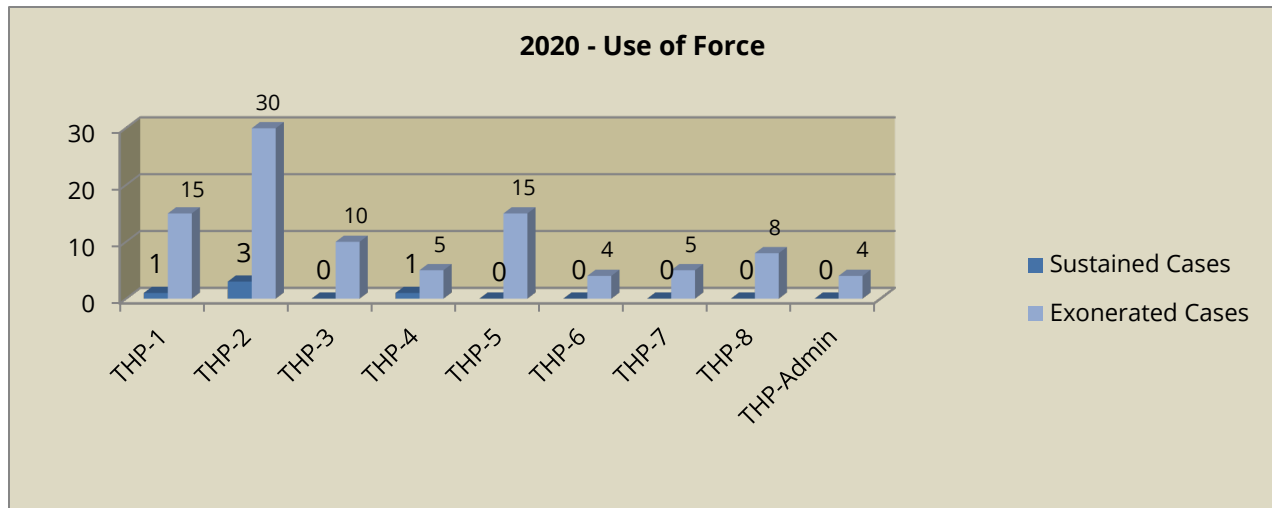


District	Exonerated	Coaching Session	Oral Warning	Written Warning	1 Day Suspension	2 Day Suspension	3 Day Suspension	Total Discipline
SIB	2	0	0	0	0	0	0	0
Admin. Support	1	0	0	0	0	0	0	0
Admin. Services	1	0	0	0	0	1	0	1
Protective Services	3	0	0	1	0	0	0	1
Special Ops.	3	0	3	0	0	0	0	3
THP-1	9	0	4	3	2	1	0	10
THP-2	10	0	4	1	0	0	1	6
THP-3	11	1	9	5	1	1	0	17
THP-4	10	1	2	6	1	0	0	10
THP-5	8	0	2	3	0	0	0	5
THP-6	12	0	3	1	0	1	0	5
THP-7	5	0	1	4	0	1	0	6
THP-8	6	0	2	0	0	0	0	2
Total	81	2	30	24	4	5	1	66



Use of Force Incidents

During 2020, there were 101 Use of Force (UF) incidents. This represents a 65.57% increase compared to the 61 Use of Force (UF) incidents that occurred in 2019. Five (5) of the 101 did not comply with departmental policies and procedures. The following are disciplinary actions that resulted from those incidents: two (2) oral warnings, one (1) written warning, two (2) one-day suspensions, and one (1) requirement to attend remedial training.

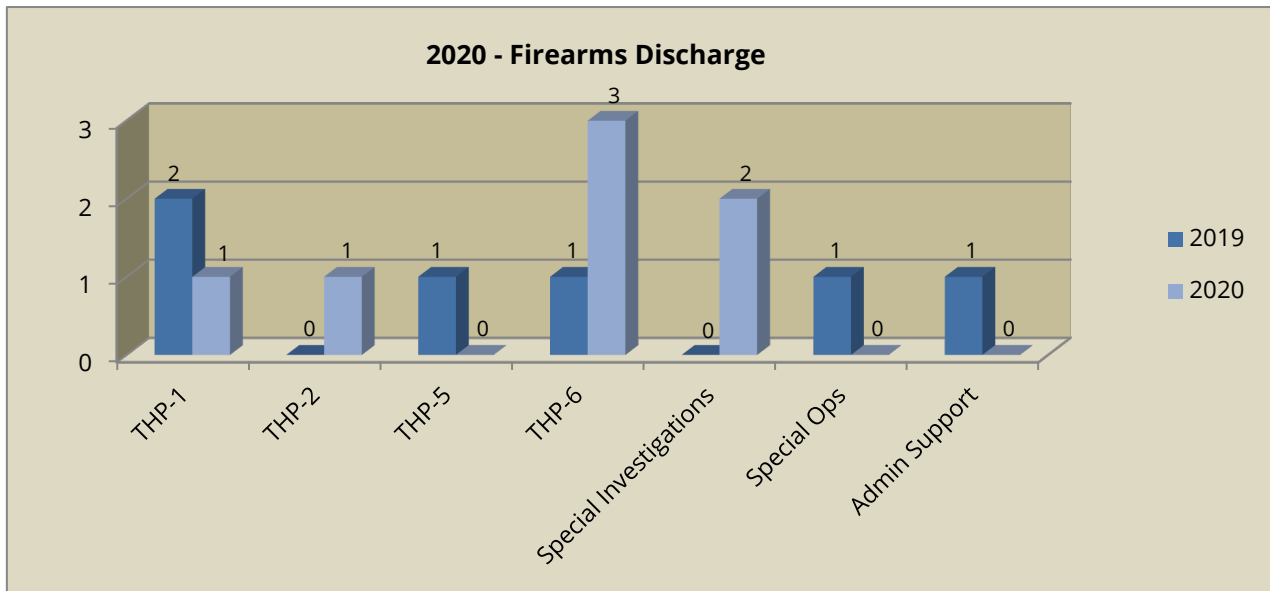


District	2019 Exonerated Cases	2019 Sustained Cases	2019 Total	2020 Exonerated Cases	2020 Sustained Cases	2020 Total	2020 % per District	2019/2020 +/- Change Number of Cases	2019/2020 Percent Difference
THP-1	8	0	8	15	1	16	15.84%	+8	+100.00%
THP-2	12	3	15	30	3	33	32.67%	+18	+120.00%
THP-3	11	0	11	10	0	10	9.91%	-1	-9.09%
THP-4	1	0	1	5	1	6	5.94%	+5	+500.00%
THP-5	9	0	9	15	0	15	14.85%	+6	+66.67%
THP-6	6	0	6	4	0	4	3.96%	-2	-33.33%
THP-7	3	0	3	5	0	5	4.95%	+2	+66.67%
THP-8	7	0	7	8	0	8	7.92%	+1	+14.29%
SIB	1	0	1	2	0	2	1.98%	+1	+100.00%
Special Programs	0	0	0	1	0	1	0.99%	+1	+100.00%
Special Operations	0	0	0	1	0	1	0.99%	+1	+100.00%
Totals	58	3	61	96	5	101	100%	+40	+65.57%



Firearm Discharges

During 2020, there were a total of seven (7) firearm discharge incidents. Of the incidents, three (3) involved an animal, and four (4) were justified officer-involved shootings. The graph below illustrates the statewide distribution of firearm discharge incidents.

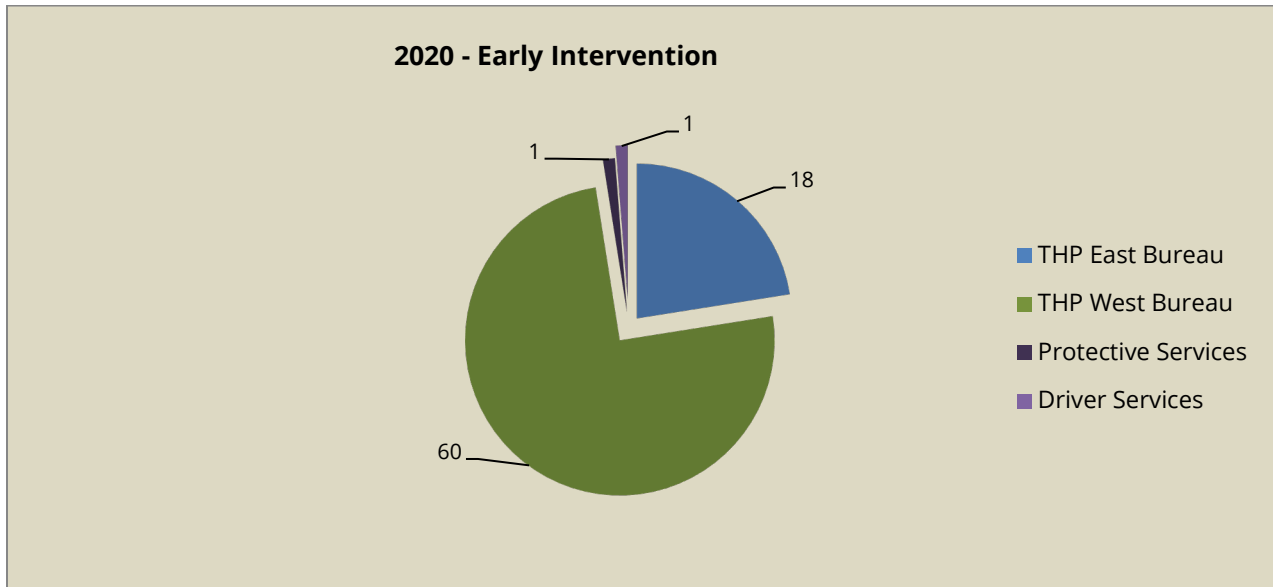


District	2019 Firearm Discharges	% Firearm Discharges	2020 Firearm Discharges	% Firearm Discharges
THP-1	2	33.32%	1	14.29%
THP-2	0	0.00%	1	14.29%
THP-5	1	16.67%	0	0.00%
THP-6	1	16.67%	3	42.85%
Special Investigations	0	0.00%	2	28.57%
Special Operations	1	16.67%	0	0.00%
Admin Support	1	16.67%	0	0.00%
Total	6	100%	7	100%



In 2020, Firearm Discharges increased by 16.67% when compared to 2019. There were seven (7) firearm discharges in 2020 and six (6) in 2019. 71.43% of the firearm discharges occurred in THP's East Bureau, and the remaining 28.57% occurred in the THP's Administrative Bureau. There were no firearm discharges in the THP's West Bureau.

Early Intervention Alerts by District



In 2020, there were 80 Early Intervention Alerts, which is a 11.11% decrease when compared to 2019. Of all Early Intervention Alerts, 22.5% occurred in the THP's East Bureau, 75% occurred in the THP's West Bureau, 1.25% occurred in the THP's Administrative Bureau, and 1.25% occurred in Driver Services.

District	2019 Alerts	% of Alerts	2020 Alerts	% of Alerts
THP-1	10	11.11%	8	10.00%
THP-2	7	7.78%	5	6.25%
THP-3	17	18.89%	23	28.75%
THP-4	18	20.00%	24	30.00%
THP-5	17	18.89%	5	6.25%
THP-6	0	0.00%	0	0.00%
THP-7	3	3.33%	10	12.50%
THP-8	3	3.33%	3	3.75%
Protective Services	3	3.33%	1	1.25%
Driver Services	12	13.33%	1	1.25%
Total Alerts	90	100%	80	100%



Workplace Harassment Complaints

In July 2019, the Department entered a Memorandum of Understanding (MOU) with the Tennessee Department of Human Resources (DOHR), to investigate Employee Workplace Harassment and Illegal Discrimination allegations. All WH complaints received by the OPA after July 1, 2019, have been referred to the DOHR for review/investigation.

During the calendar year of 2020, the Office of Professional Accountability received 15 Workplace Harassment and Illegal Discrimination complaints. This was a 40% decrease when compared to the 25 complaints the Department received in 2019. After consulting with the Department's Legal, Human Resource Divisions, and DOHR, it was determined that all these complaints met the criteria to be investigated under the Department's Workplace Harassment and Illegal Discrimination policy or legislation covering bullying. The following data provides the disposition and corrective measures taken for the complaints received in 2020:

- Ten (10) were categorized as *Not Corroborated*.
- Five (5) were categorized as *Corroborated* and the corrective measures taken are below.
 - One-day suspension and Respectful Workplace training
 - Two-day suspension and Respectful Workplace training
 - Three-day suspension and Respectful Workplace training
 - Respectful Workplace training
 - Two (2) terminations