

PALM BAY POLICE DEPARTMENT

PROFESSIONAL STANDARDS ANNUAL REPORT

2020

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DEPARTMENT PERSONNEL

By the end of 2020 the Police Department consisted of 172 Sworn Officers, 72 Full-Time Civilians, 42 Part-Time Civilians for a total of 292 Employees.

UCR DATA

Since 1930 the Uniform Crime Reporting (UCR) Program compiles official data from law enforcement agencies across the nation in a single location housed within the Federal Bureau of Investigation (FBI). However, starting in 2021 reporting will migrate to the National Incident – Based Reporting System (NIBRS) which will improve the overall quality of crime data collected in detailed single crimes and those with multiple offense in the same incident.

The UCR is broken down between violent offenses and property offense which include.

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| <ul style="list-style-type: none">• Violent Offenses<ul style="list-style-type: none">– Murder– Rape– Robbery– Aggravated Assault | <ul style="list-style-type: none">• Property Offenses<ul style="list-style-type: none">– Burglary– Larceny– Motor Vehicle Theft |
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The data collected is compared to that of the previous year to show the percentage of change in each crime category and overall crime index.

For violent offenses in **2019** the Palm Bay Police Department had; **8** murders, **71** rapes, **59** robberies and **258** aggravated assaults for a total of **396** incidents. For property offenses there were **334** burglaries, **1,499** larcenies, and **148** motor vehicle thefts for a total **1,981** incidents.

For violent offenses in **2020** The Palm Bay Police Department had; three **3** murders, fifty-nine **59** rapes, thirty-nine **39** robberies and two hundred and twenty-seven **227** aggravated assaults for a total of three hundred and twenty-eight **328** incidents. For property offenses there were **241** burglaries, **1,380** larcenies, and **149** motor vehicle thefts for a total of **1,770** incidents.

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In comparing **2019** and **2020** numbers the percentage of change is as follows:

- Murder, **decrease of 62.5%**
- Rape, **decrease of 16.9%**
- Robbery, **decrease of 33.9%**
- Aggravated Assault, **decrease of 12%**
- Burglary, **decrease of 27.8%**
- Larceny, **decrease of 7.9%**
- Motor Vehicle Theft, **increase of .7%**
- Total Violent Crime Index, **decrease of 17.2%**
- Total Property Crime Index, **decrease of 10.7%**
- **Total Index Offenses, decrease of 11.7%**

POPULATION DEMOGRAPHICS

The 2020 census count for the City of Palm Bay resulted in a population of **122,645** residents. **60% are White, 18% Black, 19% Hispanic and 3% Asian/Other.**

TRAFFIC STOPS - DEMOGRAPHICAL DATA

In 2020, officers conducted a total of **10,997** traffic stops. Of those, **1,648** citations were written, and **9,349** verbal warnings were issued. As a result, only **15%** of all traffic stops resulted in a written citation and the other **85%** were warnings.

White motorists were stopped **5,914** times, or **54%** of the total stops. Of those, **938** citations were issued, and **4,976**, or **84%**, resulted in verbal warnings.

Black motorists were stopped **3,216** times, or **29%** of the total stops. Of those, **409** citations were issued, and **2,807**, or **87%**, resulted in verbal warnings.

Hispanic motorists were stopped **1,449**, or **13%** of the total stops. Of those, **244** citations were issued, and **1,205**, or **83%**, resulted in verbal warnings.

Asian motorists were stopped **93** times, or **1%** of the total stops. Of those, **11** citations were issued, and **82**, or **88%**, resulted in verbal warnings.

Arabic, Native, Pacific Islander and other nationalities are reported under the “Other” category. Motorists in this category were stopped **322** times, or **2%** of the total stops. Of those **46**, citations were issued, and **276**, or **86%**, resulted in verbal warnings.

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ARREST DATA COMPARISONS (2019-2020)

For 2019 there was a total of **3240** arrests made. Of those, **2127** were white (**65.6%**), **1093** were black (**33.8%**), **279** were Hispanic (**8.6%**), and **20** were Asian or 'Other' (**.6%**). Other are those identified as Arabic, Native, Pacific Islander and other nationalities are combined. **2334 (72%)** were male and **895 (28%)** were female.

For 2020 there was a total of **2370** arrests made of those; **1571** were white (**66%**), **788** were black (**33%**), **12** were Asian or 'Other' (**1%**), **169** were Hispanic (**7%**). **1646 (69%)** were male and **723 (31%)** were female.

RESPONSE TO RESISTANCE REPORTING

Officers are expected to resolve situations with the least amount of force necessary. Verbal communication and de-escalation techniques often will defuse many volatile situations. Sometimes, however, officers must apply force in response to resistance.

Any time an officer uses force on a subject they are required to complete a Response to Resistance Form which outlines the type of force used, the purpose for the use of force, subject's resistance level and supervisory review. This form is then forwarded to the Internal Affairs Unit for review.

Out of the **82,633** calls for service in 2020 there were **2370 (3%)** arrests made. Of those, **105 (4%)** resulted in Response to Resistance. Below is the demographical data for Response to Resistance incidents.

Race

Of the **105** Response to Resistance reports, **54 (51%)** were White, **41 (39%)** were Black, **10 (10%)** were Hispanic.

Gender

Of the **105** Response to Resistance reports, **89 (85%)** were male, and **16 (15%)** were female.

Age

Of the **105** Response to Resistance reports, **10** were for those under 18 years of age, **26** were those 18 to 28 years old, **30** were those aged 29 to 38, **26** were those aged 39 to 50, and **13** were those over the age of 50.

Resistance Type

There are four types of resistance; passive, active, aggressive, and deadly physical which are outlined as escalating levels of resistance:

- 1. Passive Physical Resistance:** A subject physically refuses to comply or respond. They do not make any attempt to physically defeat the actions of the officer but forces the officer to employ physical maneuvers to establish control.
- 2. Active Physical Resistance:** A subject makes physically evasive movements to defeat an officer's attempt at control. This may be in the form of bracing or tensing, attempts to push or pull away, or not allowing the officer to get close to them.

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3. **Aggressive Physical Resistance:** A subject makes overt, hostile, attacking movements, which may cause injury, but are not likely to cause death or great bodily harm to the officer or others.
4. **Deadly Physical Resistance:** A subject makes overt, hostile, attacking movements with or without a weapon with the intent and apparent ability to cause death or great bodily harm to the officer or others.

Of the **105** Response to Resistance incidents, **6** were passive physical aggressive (**6%**), **70** were active resistance (**66%**), **29** were aggressive resistance (**28%**), and **0** deadly physical resistance

INTERNAL AFFAIRS DISCIPLINARY INVESTIGATIONS

The Agency has maintained procedures to implement discipline in cases where an employee is negligent in their duties or engages in misconduct.

Internal Investigations are formal investigations conducted by the Internal Affairs Unit on complaints which allege serious violations of policy regulations, procedures, criminal acts, corruption, or consideration of progressive discipline which would result in employee suspension or greater if sustained. Only the Chief or his designee can authorize an Internal Investigation.

The Internal Affairs Unit will forward the results of an Internal Investigation to the Police Chief with recommended findings as outlined below:

- **Sustained** - The allegation has been investigated and the facts show that the allegation is true, and the action taken was not consistent with agency policy.
- **Not Sustained** - The allegation has been investigated and there is insufficient proof to confirm or refute the allegation.
- **Unfounded** - The allegation has been investigated and either the allegation is demonstrably false or there is no credible evidence to support it.
- **Exonerated** - The allegation has been investigated and the facts indicate that the action taken was consistent with agency policy or a violation of policy has occurred but was justified due to exigent circumstances.

Division Inquiries are complaints, which allege minor violations or improper use of procedure. Division Inquiries are informal in nature, and they are investigated by the employee's chain of command. These inquiries do not involve the administration of corrective action greater than a written letter of counseling. Only the Chief or his designee can authorize a Division Inquiry. Divisional Inquiries have the same disposition categories as Internal Investigations.

In 2020 there were **17** Formal Internal Investigations which consisted of **22** charges; **16** were sustained, **1** not sustained and **5** exonerated. There was a total of **38** Division Inquires **36** were sustained and **2** not sustained.

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BIASED BASED POLICING COMPLAINTS

Biased based profiling is the selection of individuals based solely on a common trait of a group. This includes, but is not limited to race, ethnic background, gender, sexual orientation, religion, economic status, age, cultural group, or any other identifiable groups. The Palm Bay Police Department is committed to unbiased policing in clarifying the circumstances in which officers can consider race/ethnicity when making law enforcement decisions, and to reinforce procedures that serve to assure the public that we are providing service and enforcing laws in an equitable manner. It is the policy of this department to enforce the law in a fair and impartial manner. This policy prohibits members from engaging in any manner of bias-based profiling, including, but not limited to traffic contacts, field contacts, and asset seizure and forfeiture efforts.

There were **3** biased based complaints made in 2020, after being investigated by the Internal Affairs Unit, all were determined to be unfounded.

OFFICER INVOLVED VEHICLE ACCIDENTS

There was a total of **38** officer involved accidents in 2020, **4** involved injuries and **24** were preventable which resulted in sustained Division Inquires.

VEHICLE PURSUITS

There was **1** vehicle pursuit in 2020 which was found to be within department guidelines.

PERFORMANCE REVIEW AND ASSESSMENT SYSTEM (PARS)

The Performance Assessment and Review System (PARS) is designed to reflect the agency's commitment to the integrity and accountability of its employees. The system is established to track and review incidents or behavior, as defined by the agency. This system has been implemented to identify and assess employee performance involved in potential risk incidents and intervene when appropriate. The goal of intervention is to formulate an action plan to assist the employee in improving performance and/or correct potential behaviors as identified by the agency.

- **Criteria Threshold** – The PARS System activates when one of the following criteria are met.
 - 2 allegations of misconduct within 90 days; or
 - 2 Response to Resistance incidents within 90 days; or
 - 2 Traffic crashes within 90 days; or
 - 2 Disciplinary actions within 90 days; or
 - 2 Vehicle pursuits within 90 days; or
 - 2 lawsuits or claims within 180 days; or
 - Any combination 3 targeted incidents within 180 days.

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There was a total of **60** officers who met the PARS threshold criteria in 2020. All incidents were thoroughly reviewed by the employees' supervisors. Of those, none resulted in Employee Action Plans under General Order 224 Performance Assessment and Review System (PARS).

THIS CONCLUDES THE 2020 PROFESSIONAL STANDARDS ANNUAL REPORT