



SERGIO G DIAZ
CHIEF OF POLICE

Riverside Police Department

Internal Affairs Bureau

Community Police Review
Commission

December 14, 2011



Riverside Police Department

Discussion Items

- Chain of command and staffing
- Purpose and functions of Internal Affairs
- Personnel complaint investigations
- CPRC
- Questions



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Chain of Command

- Deputy Chief Michael J. Blakely
- Captain Michael Perea
- Lieutenant Michael Cook
- Three sergeants
- Two administrative assistants



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New Location

Magnolia Station

10540 Magnolia Ave., Suite "B"

Riverside, CA 92505

(951) 353-7260



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Values

- While accomplishing our mission, we must maintain exemplary professional standards in both conduct and performance.
- We value and respect the ideas and opinions of all employees and all members of the community.
- We achieve excellence through courteous, respectful and consistent treatment of others.
- We earn the trust of one another and the community by holding ourselves accountable to our principles and our commitment to excellence.



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Functions of Internal Affairs

- Investigate complaints of serious misconduct
- Review of uses of force, pursuits, canine bites, property damage, civil liability cases
- Identify areas where training or policy modifications are needed
- Administrative review of officer-involved shootings and critical incidents



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Functions of Internal Affairs

- Respond to claims and lawsuits against the City
- Coordinate disciplinary arbitrations
- Provide training for new supervisors and orientation for new officers
- Manage the Early Warning System



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Personnel Complaint Investigations

- Personnel Complaint Policy:
 - Establishes a sound procedure to investigate complaints of poor service or misconduct against members of the Department.
 - Supervisors shall accept complaints in writing, in person, by telephone, or from anonymous persons.
 - The investigation must be thorough and impartial to protect rights of employee and to maintain public trust.
 - Maintains Department's high level of integrity and efficiency.



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External/Internal Complaints

- EXTERNAL COMPLAINTS

Personnel Complaints made by members of the public (received in person or via front counter, telephone, mail, or CPRC).

- INTERNAL INVESTIGATIONS/COMPLAINTS

Investigations of misconduct initiated by Department personnel.



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Personnel Complaint Categories

- Category one
 - Excessive force
 - False arrest
 - Discrimination/harassment
 - Criminal conduct (felony/misdemeanor)



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Personnel Complaint Categories

- Category two
 - Poor service
 - Discourtesy
 - Improper procedure
 - Conduct unbecoming (CUBO)
 - Infractions, traffic violations and RMC code violations
 - Other



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Suggested Investigation Timelines

- Category one
 - Complaints due within sixty (60) days
- Category two
 - Complaints due within thirty (30) days



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Allegation Findings

- **Unfounded**—the alleged act did not occur.
- **Exonerated**—the alleged act occurred but was justified, legal and proper.
- **Not sustained**—the investigation produced insufficient information to prove or disprove the allegation.
- **Sustained**—the Department member committed all or part of the alleged acts of misconduct or poor service.
- **Misconduct noted**—the Department member violated a section of the Department policies, rules, or regulations not originally alleged in the complaint.



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Inquiry

- A complaint can be closed as an INQUIRY:
 - If a complainant is merely requesting a clarification of a policy or procedure, or
 - If an allegation of misconduct or improper job performance, even if true, would not constitute a violation of law or Department policy.



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Notification of Findings

- The complainant is notified of a finding within thirty (30) days after completion of the investigation. Notification is made by the city manager or the Internal Affairs lieutenant.
- The complainant is not allowed to know the level of discipline imposed, if any.



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Community Police Review Commission

- Department and CPRC Relationship
 - Healthy, professional relationship
 - Internal Affairs lieutenant communicates regularly with CPRC executive director
 - Personnel Division lieutenant serves as liaison to the Commission and attends monthly meetings



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QUESTIONS?