



# **Clackamas County Sheriff's Office**

## **Professional Standards Unit 2021 Annual Report**

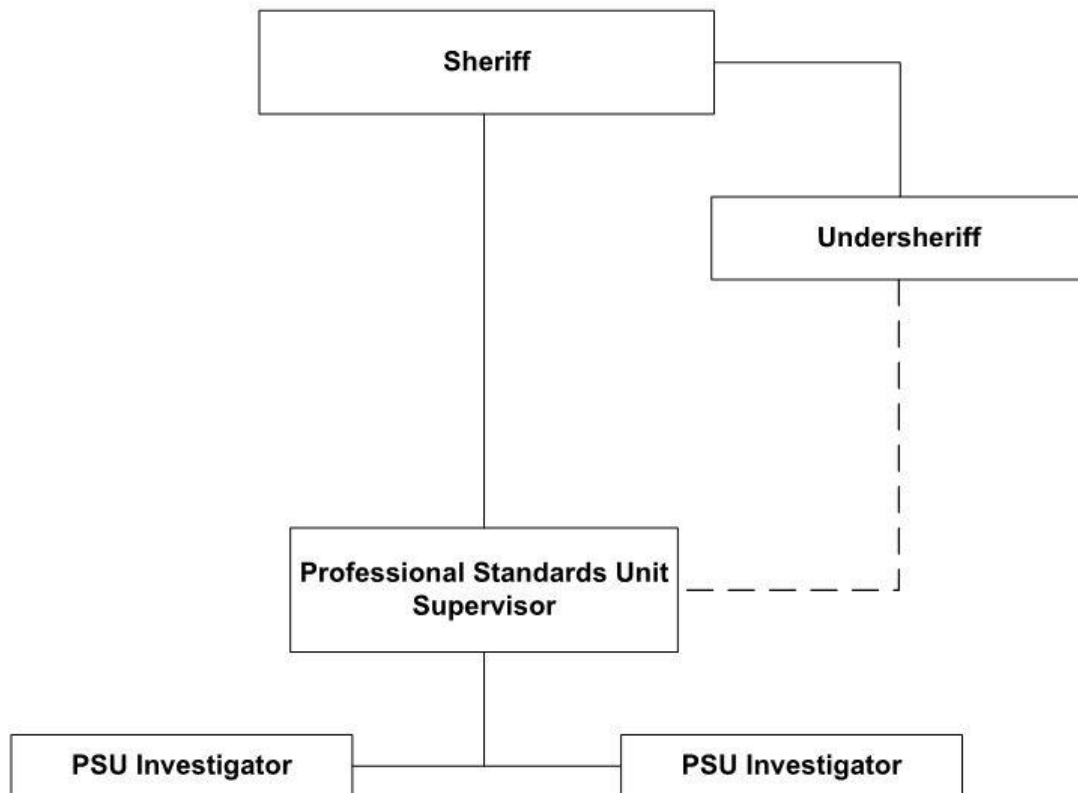
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## Overview

Professionalism and accountability are fundamental values of the Clackamas County Sheriff's Office and are essential in maintaining public confidence and trust in our services. A comprehensive internal procedure for a thorough and impartial investigation of alleged misconduct is critical when promoting public trust and is important to each member of our agency. Any person may make a complaint, in any form, regarding an employee of the Sheriff's Office who is alleged to have violated policy, procedure, or law.

Complaints are overseen by our Professional Standards Unit (PSU), which is comprised of two investigators who conduct administrative investigations into alleged misconduct. The supervisor of the unit reports directly to the Sheriff, with daily operations overseen by the Undersheriff. PSU investigations are timely, thorough, and impartial to ensure the highest standards of professional conduct are maintained. PSU activities are guided by [Sheriff's Office Policy 18, Professional Standards](#).

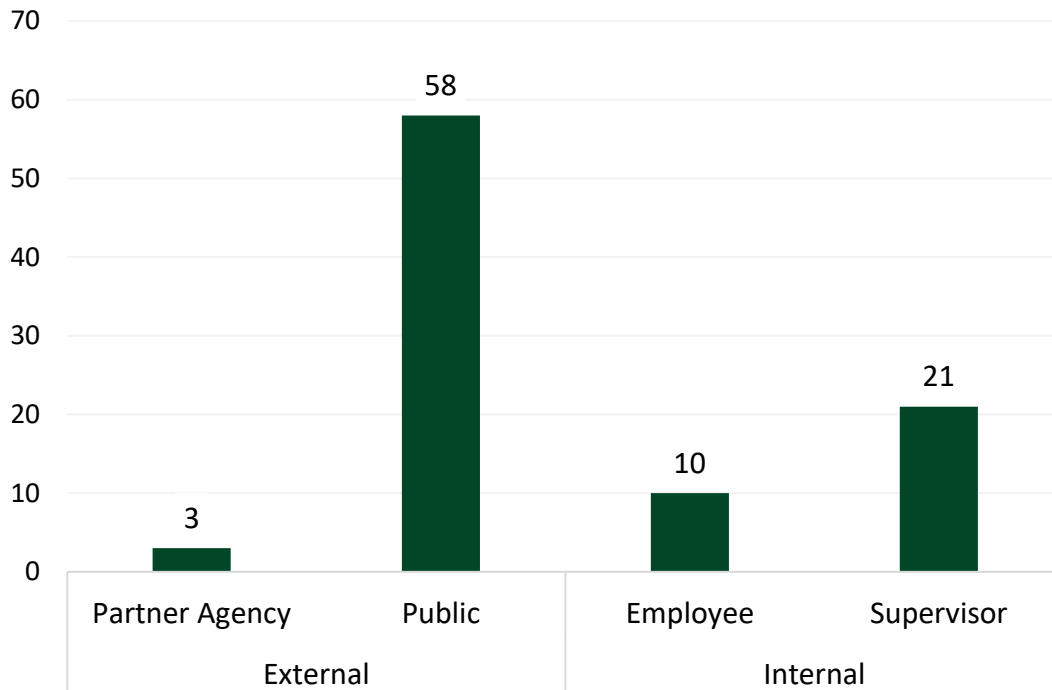
### Professional Standards Unit (PSU) Chain of Command



## Complaints

In 2021, PSU received 92 complaints. About 63% of complaints were submitted by the public and nearly 34% of complaints were originated by CCSO staff.

### Source of Complaints



## Investigations

Of the 92 complaints received, 23 were determined to be non-actionable<sup>1</sup> after an initial assessment. The 69 actionable complaints resulted in 72 investigations. The total number of complaints and investigations may differ because multiple employees involved in a single complaint result in separate investigations for each employee. Conversely, multiple complaints related to a unique event result in one investigation per implicated employee.

Of the 72 investigations, 23 were Level 1 investigations and 49 were Level 2 investigations.<sup>2</sup>

### Investigation Type by Division

	# of Level 1 Investigations	# of Level 2 Investigations	% of Total
Administration	1	1	2.8%
Civil	0	1	1.4%
Investigations	3	2	6.9%
Jail	4	7	15.3%
Patrol	15	38	73.6%
<b>Totals</b>	<b>72</b>		<b>100%</b>

The 72 investigations included 83 alleged policy violations. Just two policies accounted for over 56% of the alleged violations.

### Most Frequently Alleged Policy Violations

	# of Occurrences	% of Alleged Violations (n=83)
Professional Conduct	25	30.1%
Performance of Duties in a Competent Manner	22	26.5%
<b>Totals</b>	<b>47</b>	<b>56.6%</b>

<sup>1</sup> Review [Policy 18](#), section 2 for the definition of a non-actionable complaint.

<sup>2</sup> Level 1 investigations are conducted by the Professional Standards Unit and Level 2 investigations are generally conducted by the implicated employee's chain of command. For more information see [Policy 18](#), sections 12-14.

## Investigations

At the end of 2021, two of the 72 investigations were pending an outcome. Forty percent of the 70 completed investigations resulted in at least one sustained policy violation.

### Dispositions<sup>3</sup>

	# of Occurrences	% of Total
Cleared by Exception	4	5.7%
Exonerated	16	22.9%
Not Sustained	8	11.4%
Sustained	28	40.0%
Unfounded	14	20.0%
<b>Totals</b>	<b>70</b>	<b>100%</b>

Corrective actions for the 28 investigations resulting in a sustained disposition are listed below, with the exception of one case in which the employee retired before discipline could be administered.

### Corrective Actions

	# of Occurrences	% of Total
Command Counseling	14	51.9%
Resigned in Lieu of Termination	1	3.7%
Suspension	2	7.4%
Temporary Pay Reduction	2	7.4%
Written Reprimand	8	29.6%
<b>Totals</b>	<b>27</b>	<b>100%</b>

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<sup>3</sup> Per CCSO policy, a disposition is assigned to each alleged policy violation. In this table, the highest level disposition in each investigation is counted.