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2018



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 2018-December 2018.



CONTENTS

ADMINISTRATIVE INVESTIGATIONS (AD)	3
STATEWIDE DISTRIBUTION OF ADMINISTRATIVE INVESTIGATIONS BY UNIT	4
DISPOSITION OF ADMINISTRATIVE INVESTIGATION CASES	5
2016-2018 ADMINISTRATIVE CASE TREND ANALYSIS	6
CITIZEN COMPLAINTS (CC) BY THP BUREAUS & DRIVER SERVICES (DS)	7
STATEWIDE DISTRIBUTION OF CITIZEN COMPLAINTS	8
DISPOSITION OF CITIZEN COMPLAINT INVESTIGATIONS	9
2017-2018 CITIZEN COMPLAINT CASE TREND ANALYSIS	10
DISTRIBUTION OF THP CASE BY DISTRICT	11-12
DISTRIBUTION OF DRIVER SERVICES CASES BY DISTRICT	13-14
COMBINED OVERVIEW OF AD-CC CASE DISTRIBUTION & DISPOSITIONS	15
SUSPENSIONS: STATEWIDE DISTRIBUTION	16
DISTRIBUTION OF SUSPENSIONS BY UNIT/DISTRICT	17
TERMINATION, RESIGNATION, DEMOTION, DISCRETIONARY LEAVE & APPEAL DATA	18
A. Terminations, Resignations & Demotions:	18
B. Discretionary Leave 2017-2018 Comparison:	19
C. Appeal Hearings:	20
D. Written Warning Reviews:	21
OTHER DISCIPLINARY ACTIONS	22-24
INFORMATION ONLY CASES	25
DEPARTMENTAL PURSUIT DATA BY DISTRICT	26

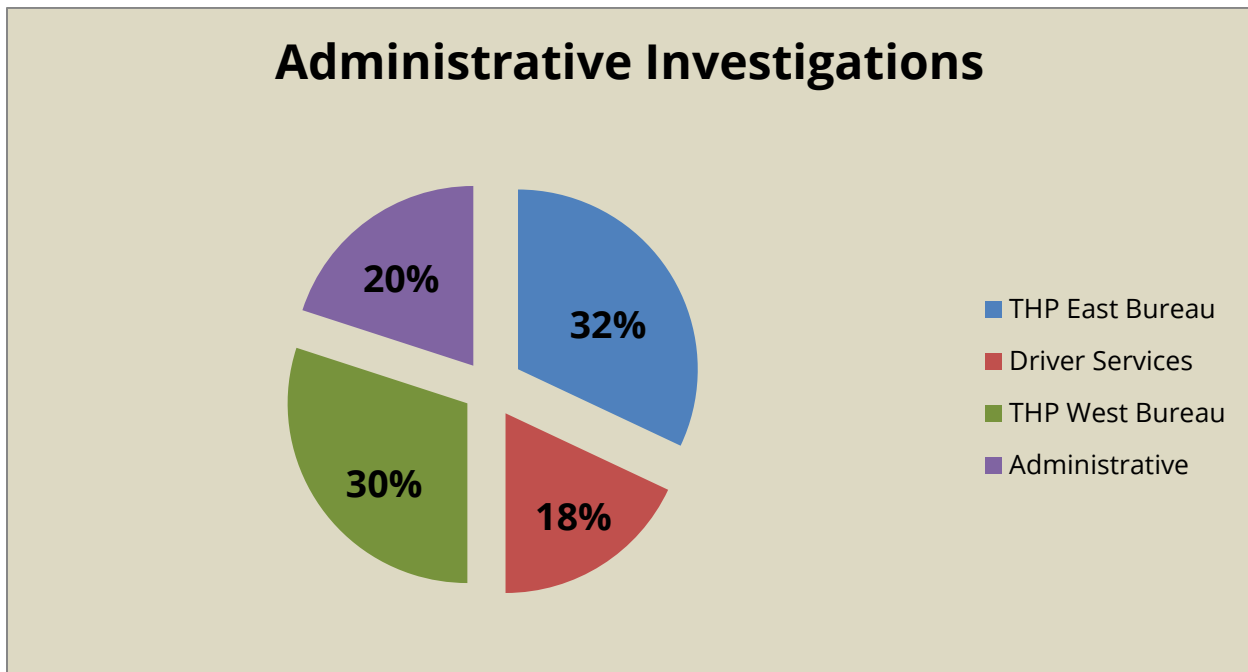


PURSUIT DISPOSITIONS BY DISTRICT	27
DEPARTMENTAL CRASH DATA	28
DEPARTMENTAL CRASH DISCIPLINARY ACTIONS BY DISTRICT	29
USE OF FORCE INCIDENTS	30
FIREARM DISCHARGES	31
EARLY INTERVENTION ALERTS BY DISTRICT	32
WORKPLACE HARASSMENT COMPLAINTS	33



Administrative Investigations (AD)

The Inspectional Services Bureau processed 260 Administrative Investigations (AD) in 2018. The distributions of AD cases are as follows: THP East Bureau 32%, THP West Bureau 30%, Driver Services 18%, and Administrative 20%. Of the 260 cases, the Inspectional Services Bureau completed 50 (19%) investigations and the Field completed 210 (81%) investigations. Refer to the below graph and the following pages for a breakdown of the distribution and disposition of all AD cases.



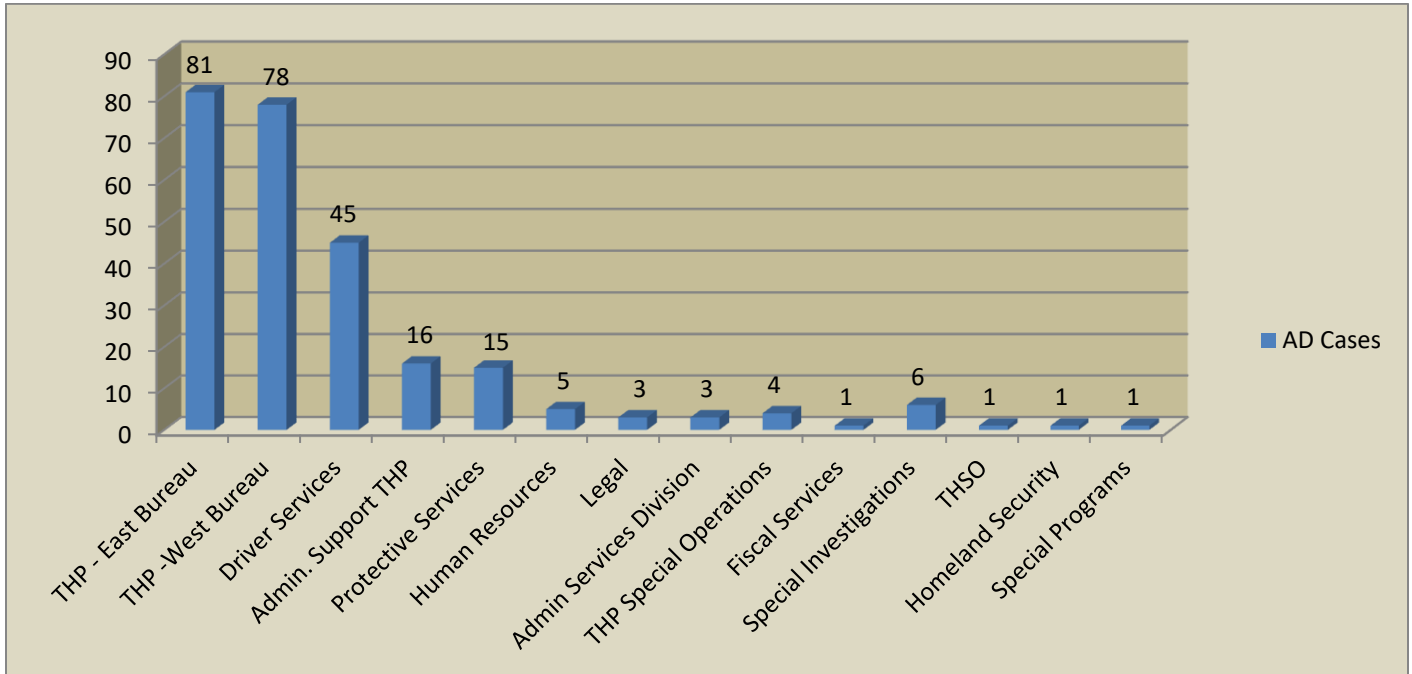
For reporting purposes in this section, “Administrative” consists of the following: Admin. Support THP, Protective Services, THP Special Operations, Admin Services Division, Legal, Technology Systems, Special Investigations, Homeland Security, Fiscal Services, Human Resources, Internal Audit, Financial Responsibility, Special Programs, and THSO.

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.



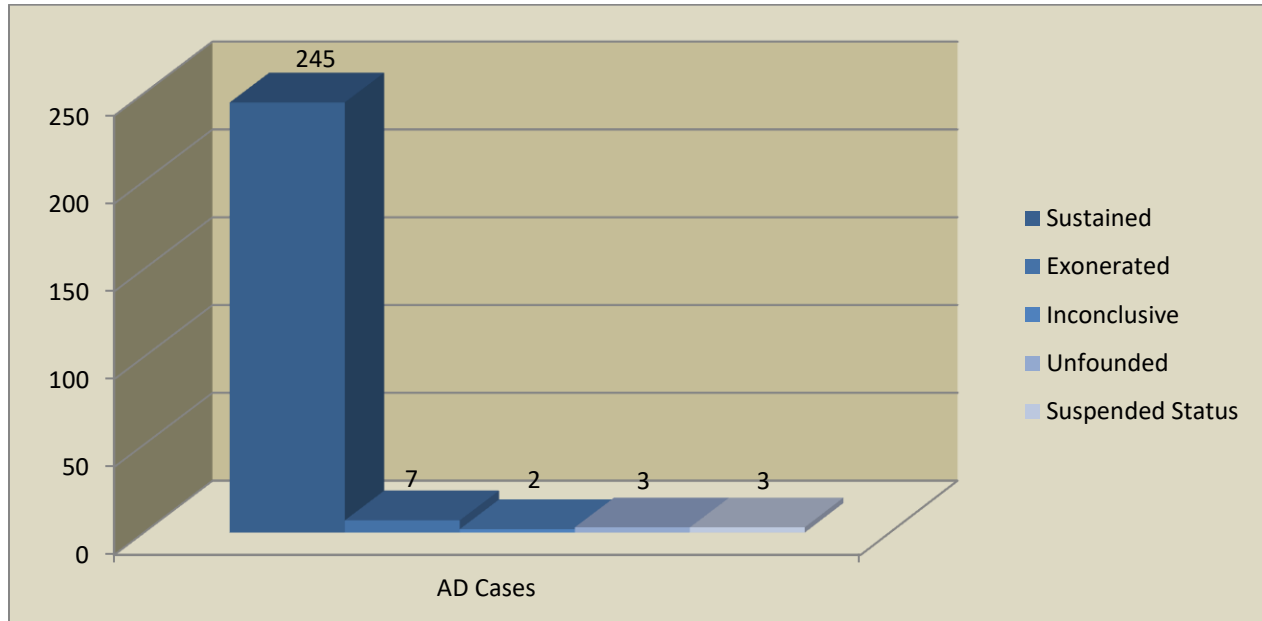
Statewide Distribution of Administrative Investigations by Unit



THP - East Bureau	81	31.15%
THP -West Bureau	78	30%
Driver Services	45	17.31%
Admin. Support THP	16	6.15%
Protective Services	15	5.77%
Human Resources	5	1.92%
Legal	3	1.15%
Admin Services Division	3	1.15%
THSO	1	0.38%
THP Special Operations	4	1.54%
Fiscal Services	1	0.38%
Special Investigations	6	2.32%
Homeland Security	1	0.39%
Special Programs	1	0.39%
Total	260	100.0%



Disposition of Administrative Investigation Cases



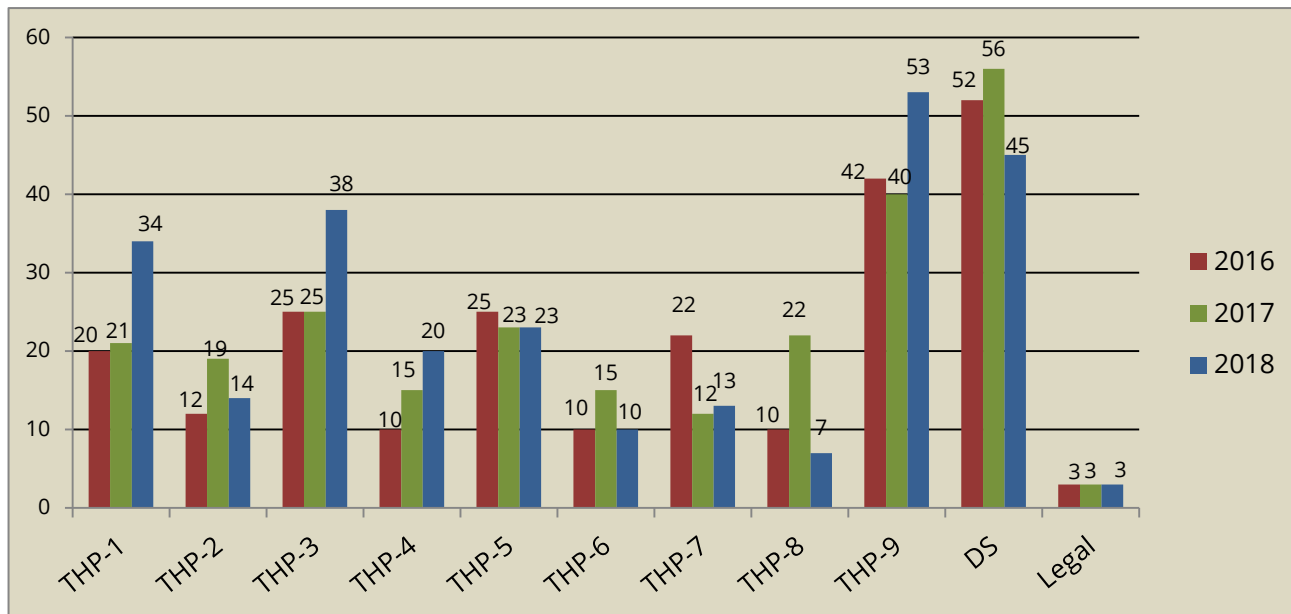
AD Case Disposition	AD Cases	Percent
Sustained	245	94.23%
Exonerated	7	2.69%
Inconclusive	2	.77%
Unfounded	3	.77%
Suspended Status	3	1.15%
Total	260	100.0%

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



2016-2018 Administrative Case Trend Analysis

During 2018, the Department saw a 3.59% increase in Administrative Cases when compared to 2017. Refer to the below graph for a breakdown of the distribution and disposition of all Administrative Investigation cases.



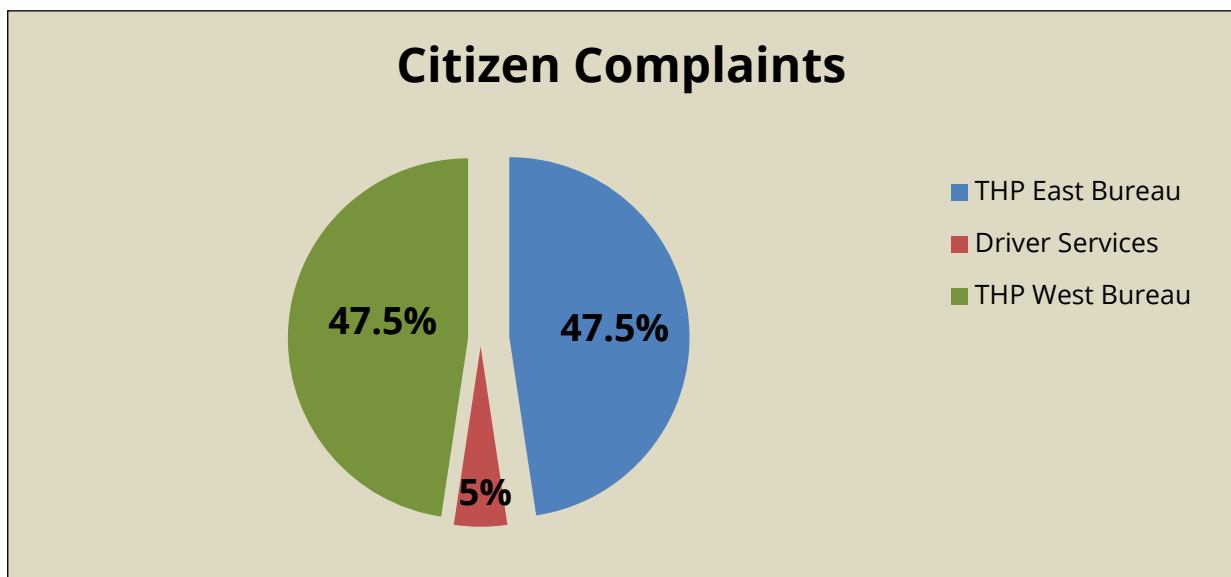
District	2016 AD Cases	2016 % of AD Cases per District	2017 AD Cases	2017 % of AD Cases per District	2018 AD Cases	2018 % of AD Cases per District	2016/2017 +/- Change Number of Cases	2016/2017 Percentage Difference	2017/2018 +/- Change Number of Cases	2017/2018 Percentage Difference
THP-1	20	8.7%	21	8.37%	34	13.07%	+1	+5.0%	+13	+61.90%
THP-2	12	5.3%	19	7.57%	14	5.40%	+7	+58.33%	-5	-26.31%
THP-3	25	10.8%	25	9.96%	38	14.62%	0	+0.0%	+13	+52.00%
THP-4	10	4.3%	15	5.98%	20	7.70%	+5	+50.00%	+5	+33.33%
THP-5	25	10.8%	23	9.16%	23	8.8%	-2	-8.00%	0	0.00%
THP-6	10	4.3%	15	5.98%	10	3.85%	+5	+50.00%	-5	-33.33%
THP-7	22	9.5%	12	4.78%	13	5.00%	-10	-45.45%	+1	+8.33%
THP-8	10	4.3%	22	8.76%	7	2.70%	+12	+120.00%	-15	-68.18%
THP-9	42	18.2%	40	15.94%	53	20.40%	-2	-4.76%	+13	+32.50%
DS	52	22.5%	56	22.31%	45	17.31%	+4	+7.69%	-11	-19.64%
Legal	3	1.3%	3	1.20%	3	1.15%	0	+0%	0	0.00%
Totals	231	100.0%	251	100.0%	260	100%	+20	+8.66%	+9	+3.59%

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



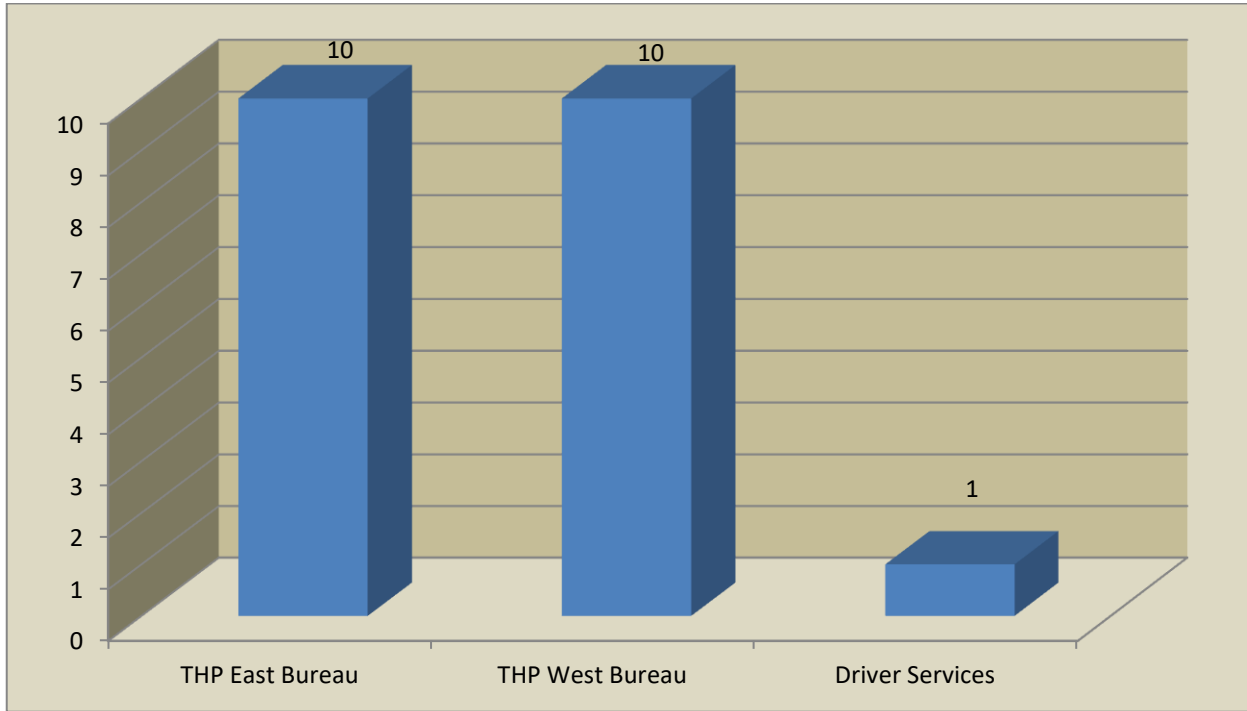
Citizen Complaints (CC) by THP Bureau & Driver Services (DS)

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 21 Citizen Complaints during 2018. Of the 21 cases, the Inspectional Services Bureau completed 9 (42.86%) investigations, and the Field completed 12 (57.14%) investigations. During 2018, the Department saw a 4.55% decrease in Citizen Complaints when compared to 2017. Refer to the below graph and the following pages for a breakdown of the distribution and disposition of all Citizen Complaint cases.





Statewide Distribution of Citizen Complaints

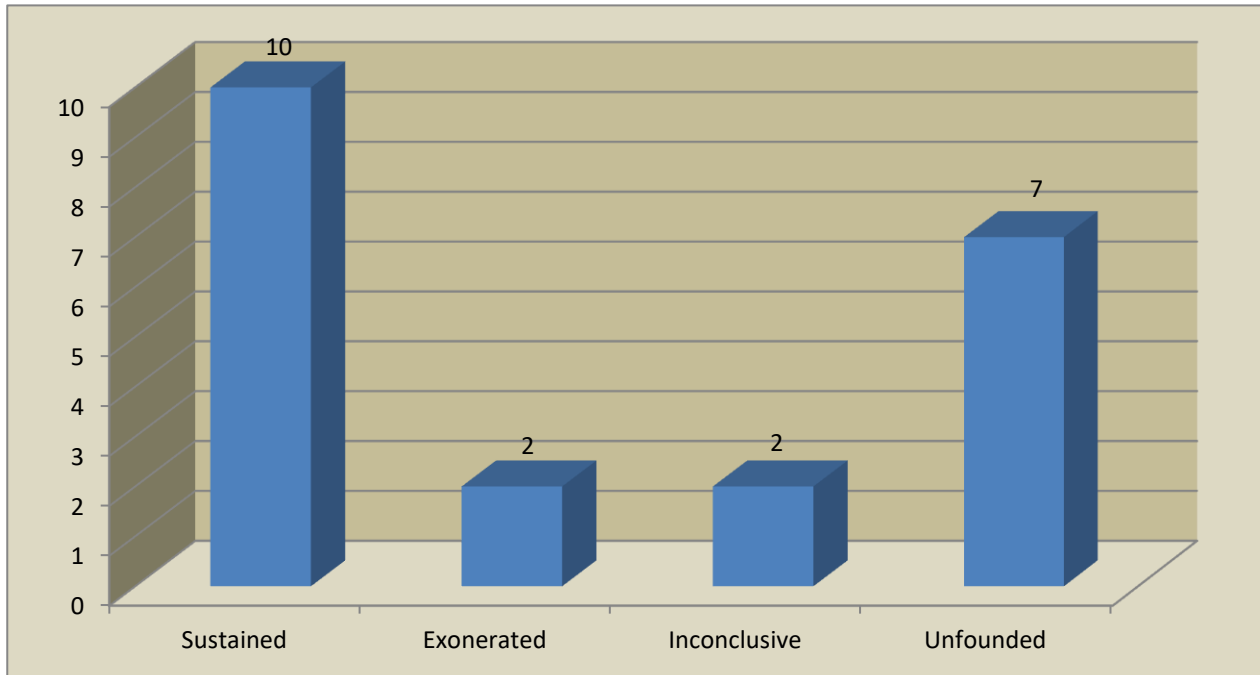


THP East Bureau	10	47.62%
THP West Bureau	10	47.62%
Drivers Services	1	4.76%
Total	21	100.0%

Divisions not mentioned within the chart had no Citizen Complaint Investigations in 2018.



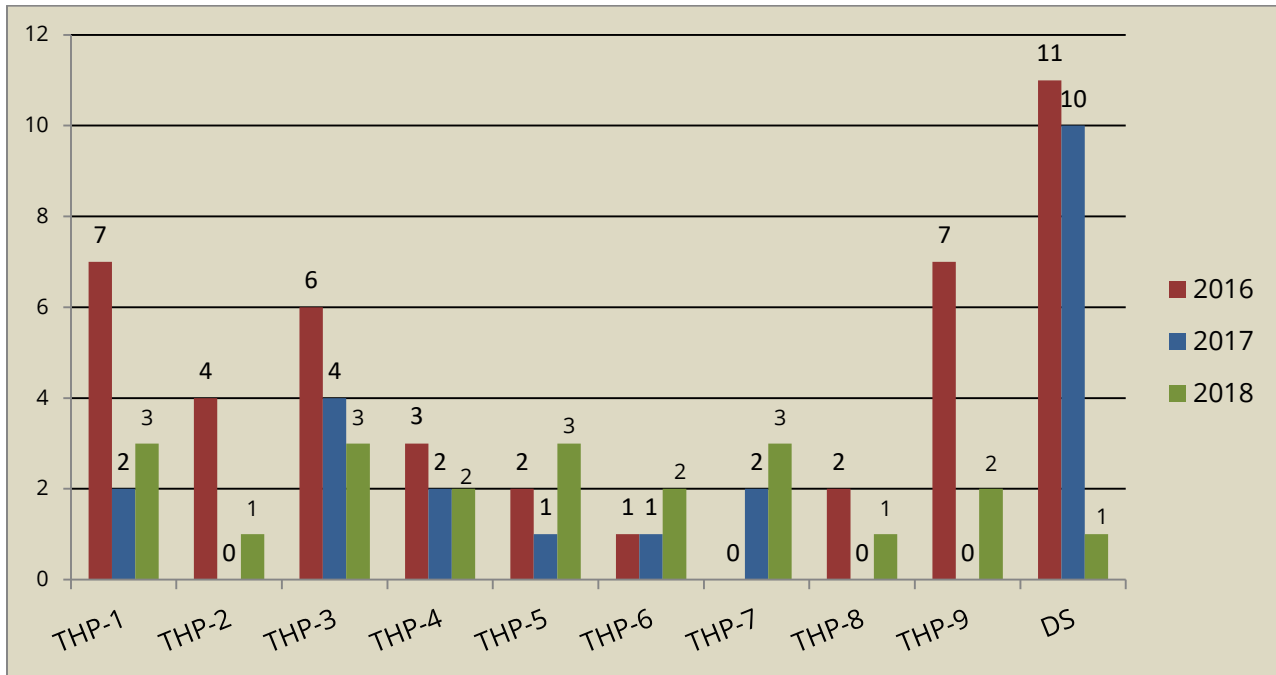
Disposition of Citizen Complaint Investigations



CC Case Disposition	CC Cases	CC Percentage
Sustained	10	47.63%
Exonerated	2	9.52%
Inconclusive	2	9.52%
Unfounded	7	33.33%
Totals	21	100.0%



2017-2018 Citizen Complaint Case Trend Analysis

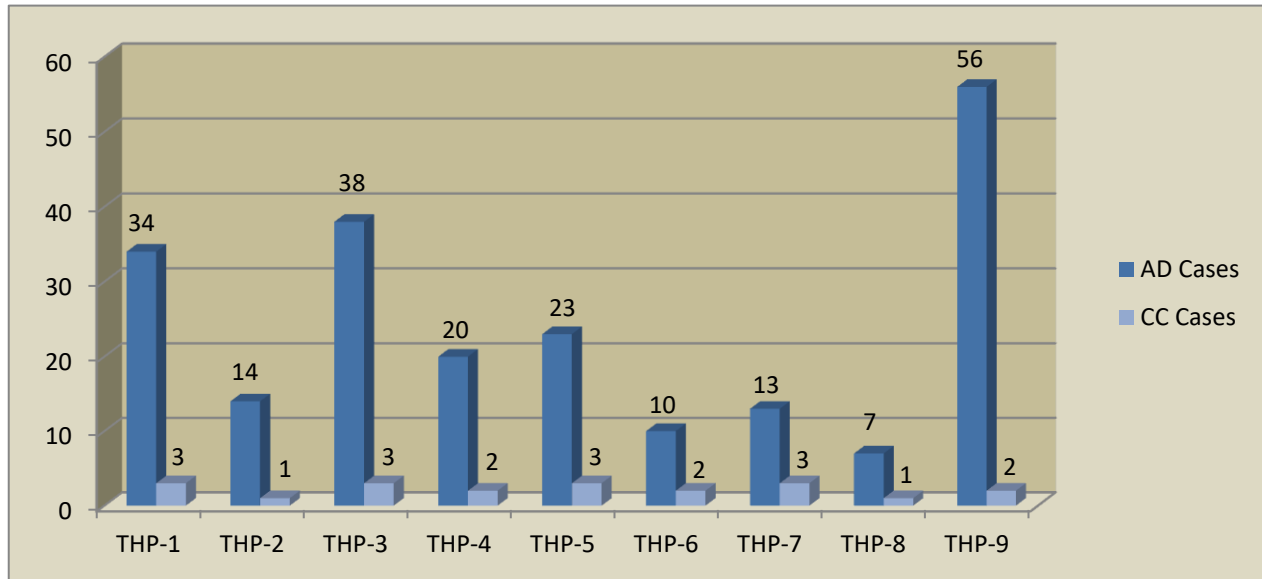


District	2016 CC Cases	2016 % of CC Cases per District	2017 CC Cases	2017 % of CC Cases per District	2018 CC Cases	2018 % of CC Cases per District	2016/2017 +/- Change Number of Cases	2016/2017 Percentage Difference	2017/2018 +/- Change Number of Cases	2017/2018 Percentage Difference
THP-1	7	16.3%	2	9.09%	3	14.29%	-5	-71.4%	+1	+50%
THP-2	4	9.3%	0	0.0%	1	4.76%	-4	-100.0%	+1	+100%
THP-3	6	13.9%	4	18.18%	3	14.29%	-2	-33.3%	-1	-25%
THP-4	3	6.9%	2	9.09%	2	9.52%	-1	-33.3%	0	0
THP-5	2	4.7%	1	4.55%	3	14.29%	-1	-50.0%	+2	+200%
THP-6	1	2.3%	1	4.55%	2	9.52%	0	0.0%	+1	+100%
THP-7	0	0.0%	2	9.09%	3	14.29%	+2	+200.0%	+1	+50%
THP-8	2	4.7%	0	0.0%	1	4.76%	-2	-100.0%	+1	+100%
THP-9	7	16.3%	0	0.0%	2	9.52%	-7	-100.0%	+2	+200%
DS	11	25.6%	10	45.45%	1	4.76%	-1	-9.09%	-9	-90%
Totals	43	100.0%	22	100.0%	21	100%	-21	-48.84%	-1	-4.54%

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, THSO, and Internal Audit.



Distribution of THP Case by District



District	AD Cases	% AD by District	CC Cases	% CC by District	Total AD & CC Cases
THP-1	34	15.81%	3	15.00%	37
THP-2	14	6.51%	1	5.00%	15
THP-3	38	17.67%	3	15.00%	41
THP-4	20	9.30%	2	9.52%	22
THP-5	23	10.70%	3	15.00%	26
THP-6	10	4.65%	2	9.52%	12
THP-7	13	6.05%	3	15.00%	16
THP-8	7	3.26%	1	5.00%	8
THP-9	56	26.05%	2	9.52%	58
Total	215	100.0%	20	100.0%	235

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

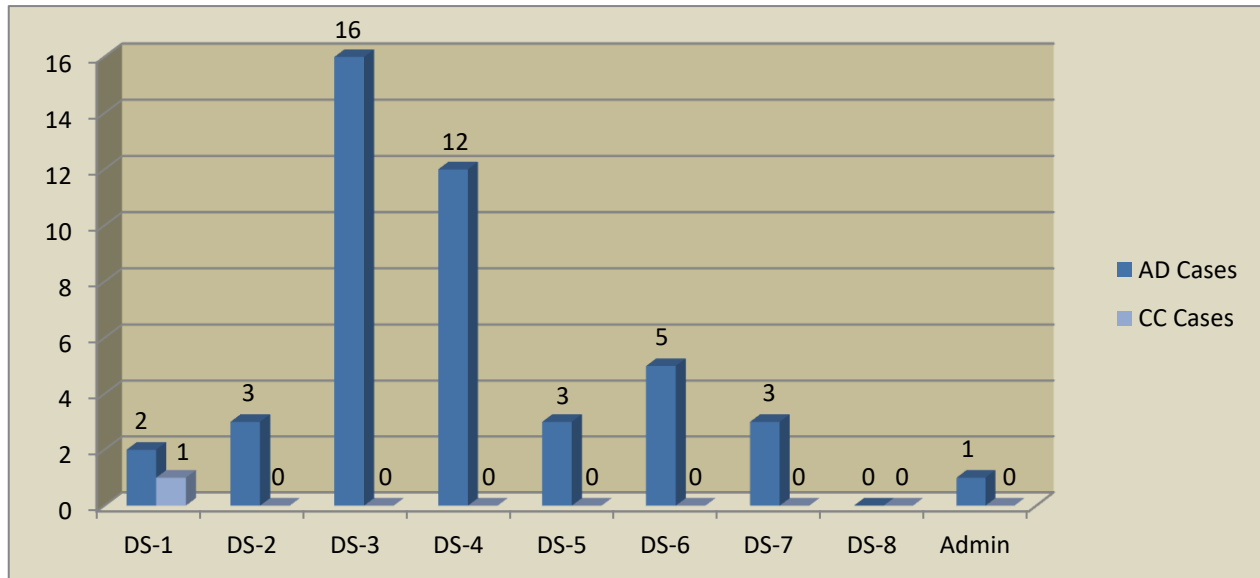


During 2018, THP saw an increase of 72.22% in Behavioral /Conduct cases, an increase of 24.51% in Job Performance cases, and a 13.89% decrease in Departmental Crash violations when compared to 2017.

Administrative Violation Types	# of AD Cases 2017	# of AD Cases 2018	% for 2018 Total
Behavioral/Conduct	18	31	14.09%
Job Performance	102	127	57.73%
Departmental Crash	72	62	28.18%
Totals	192	220	100.0%



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	2.33%	1	100.00%	3
DS-2	3	6.98%	0	0.0%	3
DS-3	16	37.20%	0	0.0%	16
DS-4	12	27.90%	0	0.0%	12
DS-5	3	6.98%	0	0.0%	3
DS-6	5	11.63%	0	0.0%	5
DS-7	3	6.98%	0	0.0%	3
DS-8	0	0.0%	0	0.0%	0
Admin	1	2.2%	0	0.0%	1
Total	45	100.0%	1	100.0%	46



22 of the Administrative Investigation cases for Driver Services in 2018 were for unsatisfactory job performance; a decrease of 33.3% from 2017. Behavioral/Conduct issues accounted for 15.56% of Administrative Investigation cases, down 33.3% from 2017.

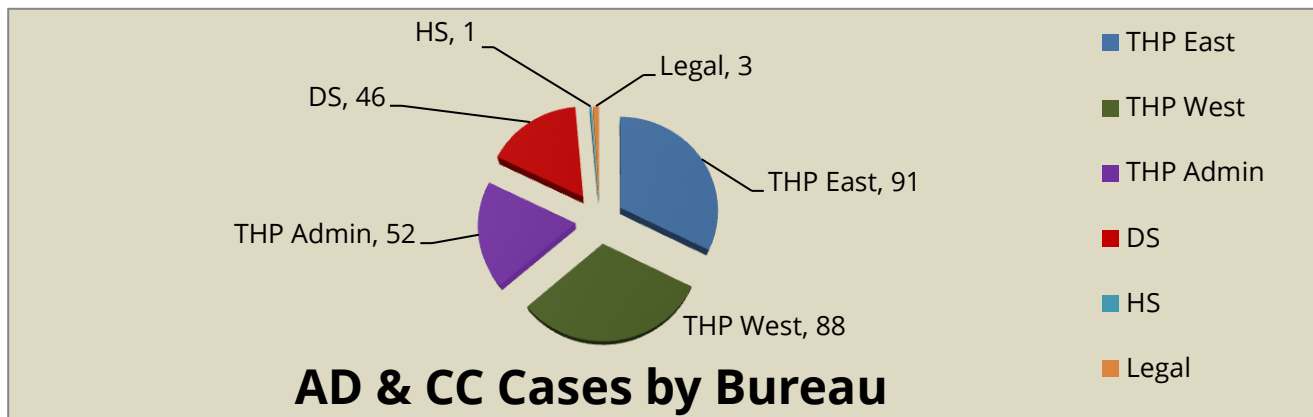
Administrative Violation Types	# of AD Cases 2017	# of AD Cases 2018	2018% of Total
Violation of Rules	3	15	33.33%
Behavioral/Conduct	17	7	15.56%
Job Performance	33	22	48.89%
Departmental Crash	0	0	0.0%
Funds Management	3	1	2.30%
Totals	56	45	100.0%



Combined Overview of AD-CC Case Distribution & Dispositions

Bureau	AD Cases	CC Cases	Total AD & CC Cases
THP East	81	10	91
THP West	78	10	88
*THP Admin	52	0	52
DS	45	1	46
Legal	3	0	3
HS	1	0	1
Totals	260	21	281

*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, Communications, THSO, Special Programs, and Internal Audit & Technology Systems.



Case Disposition	AD Cases	AD Percentage	CC Cases	CC Percentage	AD & CC Total	Percentage Total
Sustained	245	93.84%	10	47.62%	255	90.39%
Exonerated	8	3.08%	2	9.53%	10	3.56%
Inconclusive	2	0.77%	2	9.52%	4	1.42%
Unfounded	2	0.77%	7	33.33%	9	3.21%
Suspended Status	3	1.15%	0	0.0%	3	1.42%
Totals	260	100.0%	21	100.0%	281	100.0%



Suspensions: Statewide Distribution

The statewide distribution of suspensions charted below illustrates a total of 64 suspensions during the calendar year of 2018. 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 2018	Grand Total 2017	2017/2018 +/- Change Number of Cases	2017/2018 Percentage Difference
1 Day	4	10	11	7	0	32	30	+2	+6.67%
2 Days	1	2	4	2	0	9	14	-5	-35.71%
3 Days	1	2	3	3	1	10	2	+8	+400.00%
4 Days	0	1	0	0	0	1	0	+1	+100.0%
5 Days	1	2	3	2	0	8	0	+8	+100.0%
7 Days	0	0	0	0	0	0	1	-1	-100.0%
10 Days	0	0	0	1	0	1	1	0	0.0%
15 Days	0	1	1	0	0	2	0	+2	+100.00%
20 Days	0	0	1	0	0	1	0	+1	+100.0%
30 Days	0	0	0	0	0	0	0	0	0.0%
Totals	7	18	23	15	1	64	48	+16	+33.33%
% of Suspensions	10.94%	28.12%	35.94%	23.43%	1.57%	100.0%			

The Department suspended 64 employees in 2018, compared to suspending 48 employees in 2017. This represents a 33.33% increase in suspensions.



Distribution of Suspensions by Unit/District

The below table illustrates a breakdown by Unit/District for the 64 suspensions received within the Department.

Suspensions by Unit/District	1 Day	2 Days	3 Days	4 Days	5 Days	10 Days	15 Days	20 Days	30 Days	Total Suspension	Total Percentage Suspension
DS-1	0	0	0	0	0	0	0	0	0	0	0.0%
DS-2	1	0	0	0	0	0	0	0	0	1	1.52%
DS-3	1	0	0	0	0	0	0	0	0	1	1.54%
DS-4	2	0	2	0	1	0	0	0	0	5	7.69%
DS-7	0	1	0	0	0	0	0	0	0	1	1.54%
THP-1	4	0	1	0	0	0	1	0	0	6	12.30%
THP-2	2	1	0	1	2	0	0	0	0	6	6.15%
THP-3	4	1	2	0	2	0	1	0	0	10	15.38%
THP-4	6	3	0	0	1	0	0	1	0	11	16.90%
THP-5	4	1	0	0	0	0	0	0	0	5	7.90%
THP-6	0	0	1	0	0	0	0	0	0	1	1.54%
THP-7	0	0	0	0	0	0	0	0	0	0	0.0%
THP-8	1	0	1	0	0	0	0	0	0	2	3.00%
Admin. Support THP	7	2	3	0	1	1	0	0	0	14	23.00%
Fiscal Services	0	0	0	0	1	0	0	0	0	1	1.54%
TOTALS	32	9	10	1	8	1	2	1	0	64	100.0%

In reference to this report, Admin Support THP consists of the following: Dispatch, Training Center, Support Services, Handgun Permits, the Colonel's Office, Protective Services, Special Investigations, Fiscal Services, THP Special Operations, Admin Services Division, Field Operations, Human Resources, Communications, THSO, Special Programs, and Internal Audit & Technology Systems.



Termination, Resignation, Demotion, Discretionary Leave & Appeal Data

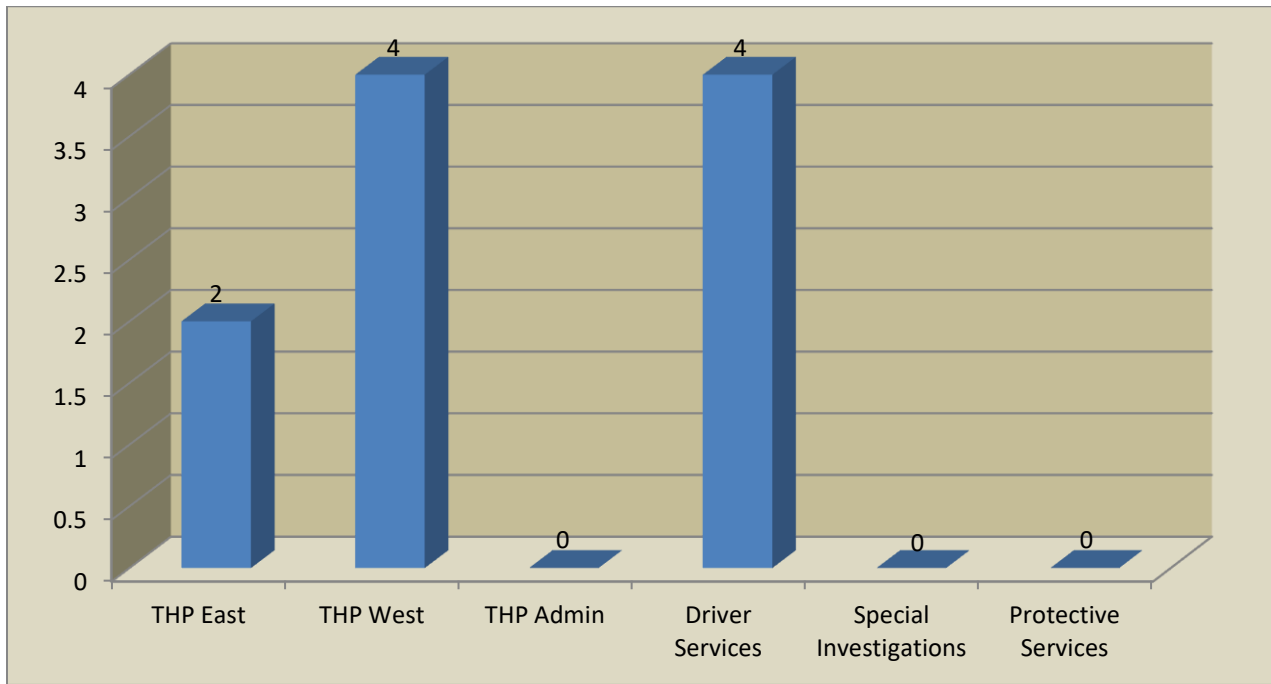
A. Terminations, Resignations & Demotions:

Bureau	Terminated	Probationary & Part-Time Terminations	Resigned In Lieu of Termination	Demoted	Totals
THP East	0	0	1	1	2
THP West	2	2	0	2	6
Admin. Support THP	0	4	0	0	4
Driver Services	6	5	1	0	12
Homeland Security	0	0	0	0	0
Protective Services	0	0	1	1	2
Legal	0	1	0	0	1
Admin Services Division	0	0	0	1	1
Human Resources	0	0	1	0	1
Financial Responsibility	1	0	0	0	1
Totals	9	12	4	5	30

Comparing 2017 to 2018, the Department had a decrease of 25.00% in Terminations (12 to 9), 100% increase in Resignations (2 to 4), 400% Increase in Demotions (1 to 5), and a 33% increase in Probationary / Part-Time Terminations (9 to 12).



B. Discretionary Leave 2017-2018 Comparison:



During 2018, there was an increase in the number of employees placed on Discretionary Leave with Pay. Ten (10) employees were placed on Discretionary Leave with Pay in 2018, compared to eight (8) employees during 2017, which represents a 25.00% increase.



C. Appeal Hearings:

During the calendar year 2018, of the 302 cases processed by the Inspectional Services Bureau, 262 cases were sustained or corroborated and the employee received disciplinary action. The Inspectional Services Bureau (ISB) received ten (10) appeals in the calendar year of 2018. Upon consultation with the Department’s Legal, and Human Resource Divisions, it was determined all of the appeals were valid. Subsequently, ten (10) of the eighty-five (85) appealable disciplinary actions were appealed to Step I. The original disciplinary action taken by the Department was upheld in seven (7) of the ten (10) Step 1 appeal hearings. One (1) Appeal request was withdrawn by the employee prior to a Step I Appeal. Two (2) disciplinary actions were overturned or reduced at Step 1. Of the seven (7) actions upheld at Step 1, all seven (7) were appealed to Step II. At Step II, five (5) disciplinary actions were upheld and two (2) were reduced. Of the ten (10) cases, seven (7) were appealable to the Step III. Of the four (4) employees appealing to Step III, one (1) was upheld and three (3) are pending a Step III hearing.

See chart below for a detailed description of employee appeals.

District	Final Appeal Decisions
Fiscal Services	Five Day Suspension was reduced to a 2- Day Suspension at the Step II Appeal
Human Resources	Three Day Suspension reduced to written warning at the Step I Appeal
DS-4	Two Terminations upheld at Step II Appeal – Pending Step III Appeal
THP-3	<ol style="list-style-type: none"> 1. One Day Suspension upheld at the Step I Appeal 2. Termination upheld at the Step III Appeal
THP – 4	20-Day Suspension upheld at the Step II Appeal – Pending Step III Appeal
THP – 9	<ol style="list-style-type: none"> 1. Two Day Suspension reduced to a written warning at the Step II Appeal 2. Demotion upheld at Step II Appeal – Pending Step III Appeal



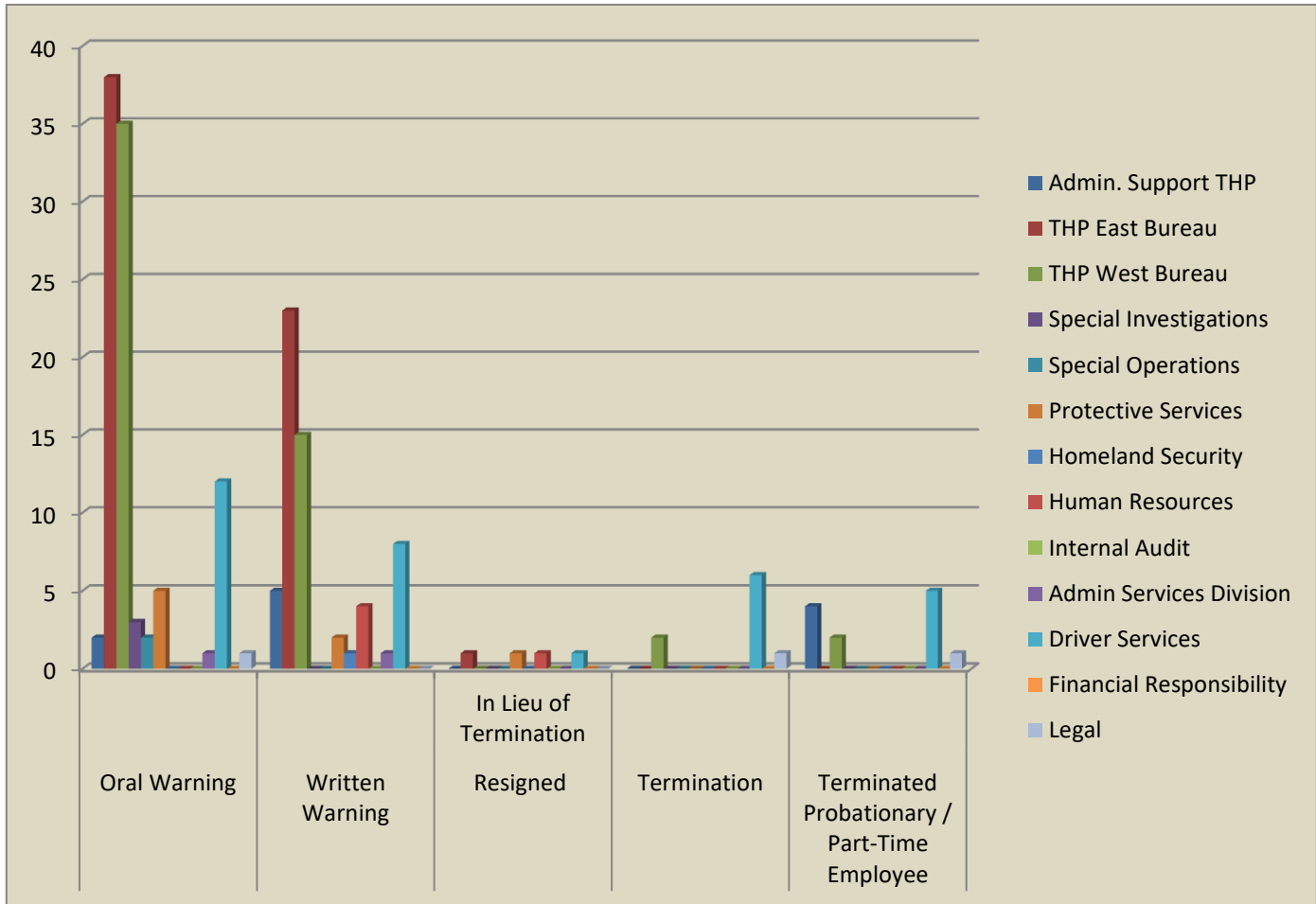
D. Written Warning Reviews:

During 2018, fifty-nine (59) written warnings were processed by the Inspectional Services Bureau. Three (3) employees' submitted a request for a written warning review and all three (3) were upheld.



Other Disciplinary Actions

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





	Oral Warning	Written Warning	Resigned In Lieu of Termination	Termination	Terminated Probationary / Part-Time Employee	Total
Admin. Support THP	2	5	0	0	4	11
THP East Bureau	38	23	1	0	0	62
THP West Bureau	35	15	0	2	2	54
Special Investigations	3	0	0	0	0	3
Special Operations	2	0	0	0	0	2
Protective Services	5	2	1	0	0	8
Homeland Security	0	1	0	0	0	1
Human Resources	0	4	1	0	0	5
Internal Audit	0	0	0	0	0	0
Admin Services Division	1	1	0	0	0	2
Driver Services	12	8	1	6	5	32
Financial Responsibility	0	0	0	0	0	0
Legal	1	0	0	1	1	3
Totals	99	59	4	9	12	183



Oral Warning Distribution

Admin. Support THP	2	2.02%
THP East Bureau	38	38.38%
THP West Bureau	35	35.35%
Special Investigations	3	3.03%
Admin. Services Division	1	1.01%
Special Operations	2	2.02%
Legal	1	1.01%
Protective Services	5	5.05%
Driver Services	12	12.12%
Total	99	100.0%

Written Warning Distribution

THP East Bureau	23	39.66%
THP West Bureau	15	25.86%
Homeland Security	1	1.72%
Admin. Services Division	1	1.72%
Protective Services	2	3.45%
Admin. Support THP	5	8.62%
Driver Services	8	13.79%
Human Resources	4	6.90%
Totals	59	100.0%

Resigned In Lieu of Termination

Protective Services	1	25.00%
THP West Bureau	1	25.00%
Human Resources	1	25.00%
Driver Services	1	25.00%
Totals	4	100.0%

Termination Distribution

THP West Bureau	2	22.22%
Driver Services	7	77.78%
Totals	9	100.0%

Terminated Probationary / Part-Time Employee

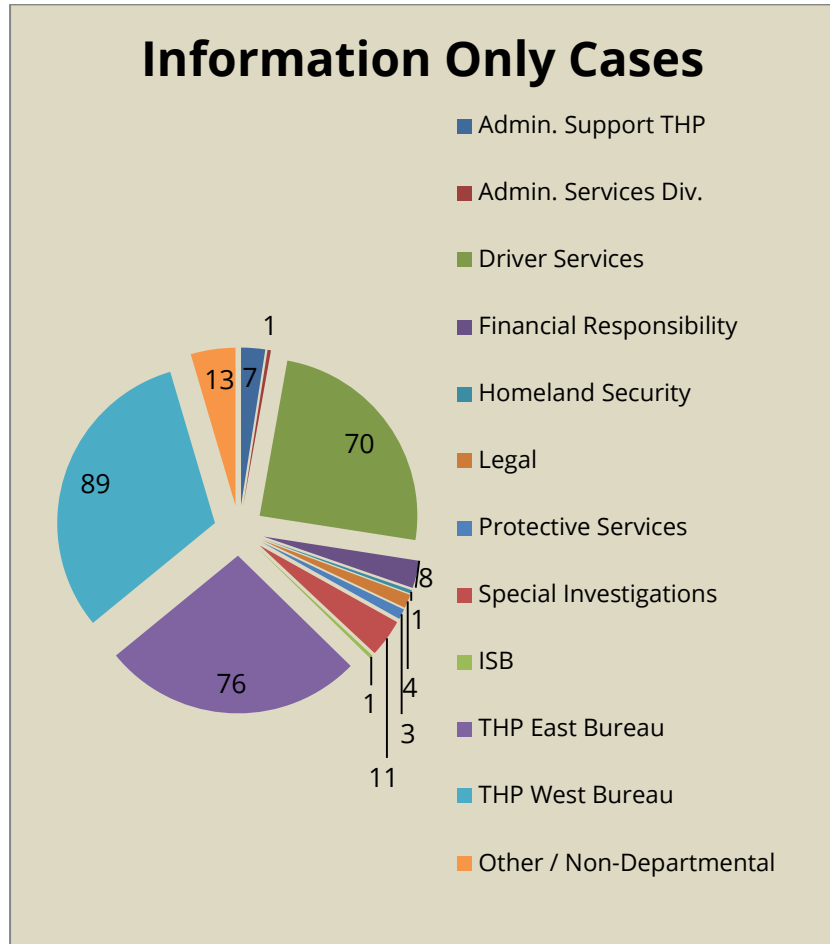
Admin. Support THP	4	33.33%
THP West Bureau	2	16.67%
Legal	1	8.33%
Driver Services	5	41.67%
Totals	12	100.0%



Information Only Cases

The Inspectional Services Bureau processed 284 Information Only (IO) cases in 2018. 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	7
Financial Responsibility	8
Homeland Security	1
Legal	4
Protective Services	3
Special Investigations	11
ISB	1
THP East Bureau	76
THP West Bureau	89
Admin Services Div.	1
Driver Services	70
Other / Non-Departmental	13
Total	284



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 2017 to 2018, Driver Services decreased by 15.22%, Highway Patrol increased by 22.22%, and Other/Non-Departmental decreased by 69.77%. Total IO cases decreased 2.07% in comparison to the previous year.



Departmental Pursuit Data by District

During 2018, the Department had 277 pursuits compared to 208 pursuits in 2017 which represents a 33.17% increase. The following chart illustrates the number of vehicle pursuits by District that were initiated by either a misdemeanor or felony.

District	Misdemeanor Pursuits	Felony Pursuits	Total Pursuits	Percentage
THP-1	48	6	54	19.5%
THP-2	24	1	25	9.02%
THP-3	39	3	42	15.16%
THP-4	6	0	6	2.16%
THP-5	68	5	73	26.35%
THP-6	31	3	34	12.27%
THP-7	8	0	8	2.9%
THP-8	16	2	18	6.5%
THP-9	14	3	17	6.14%
Total	254	23	277	100.00%

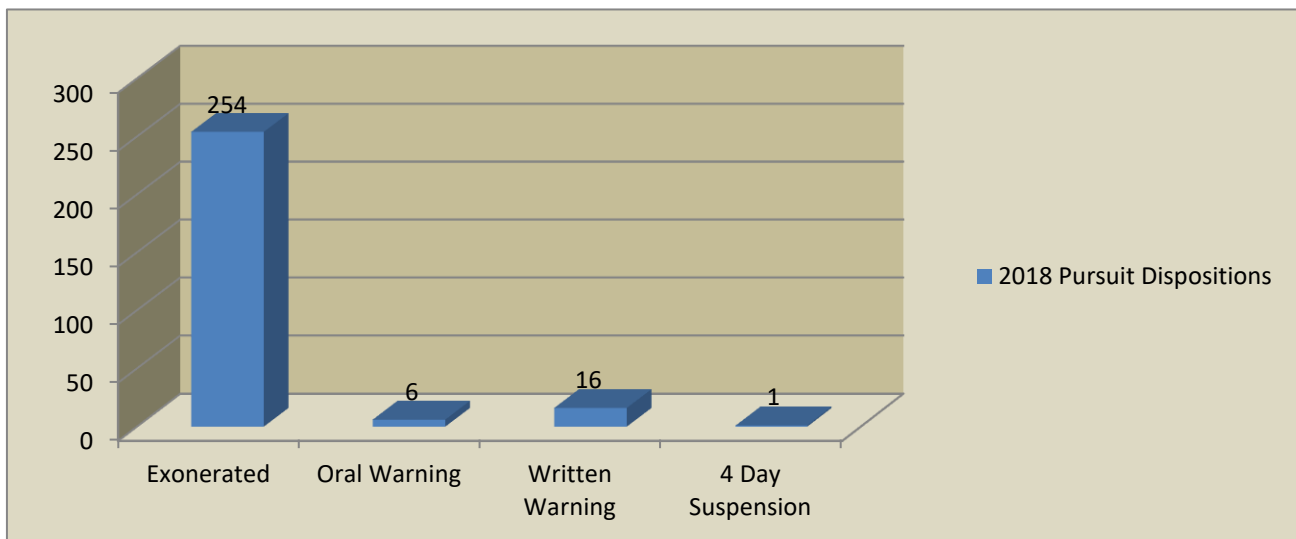
Initiated Due To	Number	Percentage
Felony BOLO	21	7.59%
Misdemeanor BOLO	21	7.58%
Erratic Driving / DUI	32	11.55%
Speeding	120	43.32%
Other Traffic Offenses	83	29.96%
Total	277	100%



Pursuit Dispositions by District

During 2018, there were 277 pursuits statewide. The chart below illustrates the disposition of those pursuits by District. Of the total pursuits, 254 were exonerated, and 23 received disciplinary action.

The following are the disciplinary actions taken as a result of the pursuits: (6) oral warnings, (16) written warnings, and one (1) four-day suspension.

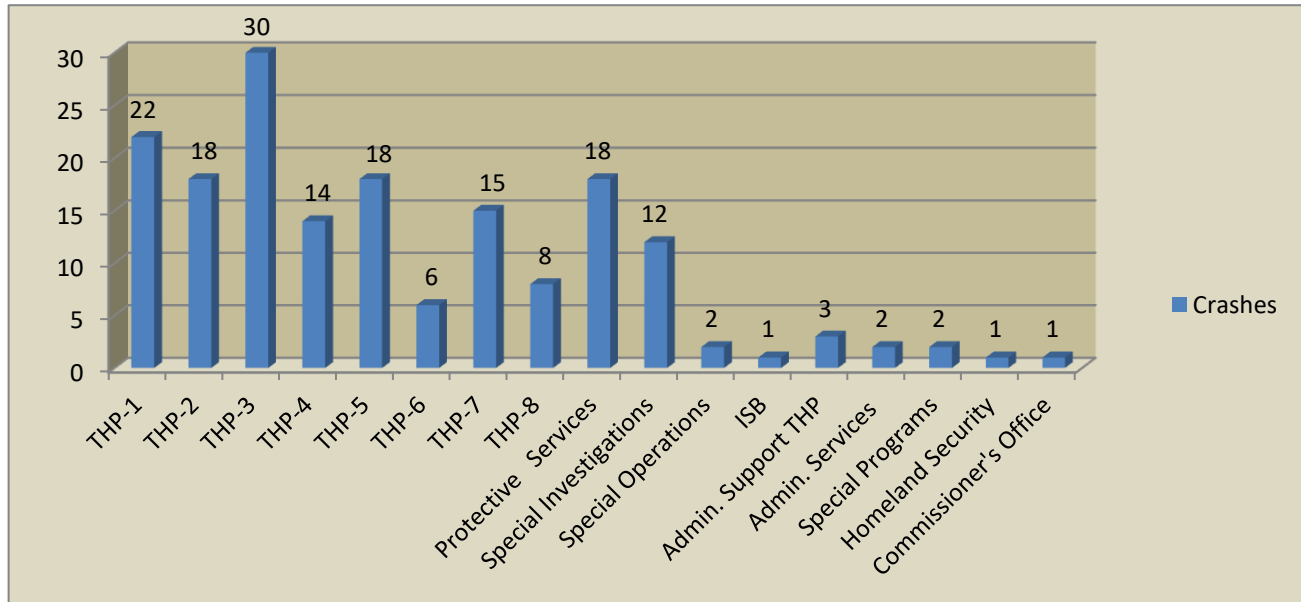


District	Exonerated	Oral Warning	Written Warning	1 Day Suspension	2 Day Suspension	4 Day Suspension	Total Pursuits
Special Investigations	15	0	1	0	0	0	16
Admin Support THP	0	0	0	0	0	0	0
Protective Services	1	0	0	0	0	0	1
THP-1	52	2	0	0	0	0	54
THP-2	24	0	0	0	0	1	25
THP-3	35	1	6	0	0	0	42
THP-4	3	1	2	0	0	0	6
THP-5	69	1	3	0	0	0	73
THP-6	33	0	1	0	0	0	34
THP-7	6	1	1	0	0	0	8
THP-8	16	0	2	0	0	0	18
Total	254	6	16	0	0	1	277



Departmental Crash Data

The Department had 172 patrol car crashes in 2018 compared to 161 patrol car crashes in 2017. This represents a 6.83% increase in crashes from the previous year. The following chart illustrates a breakdown of crashes by Districts.

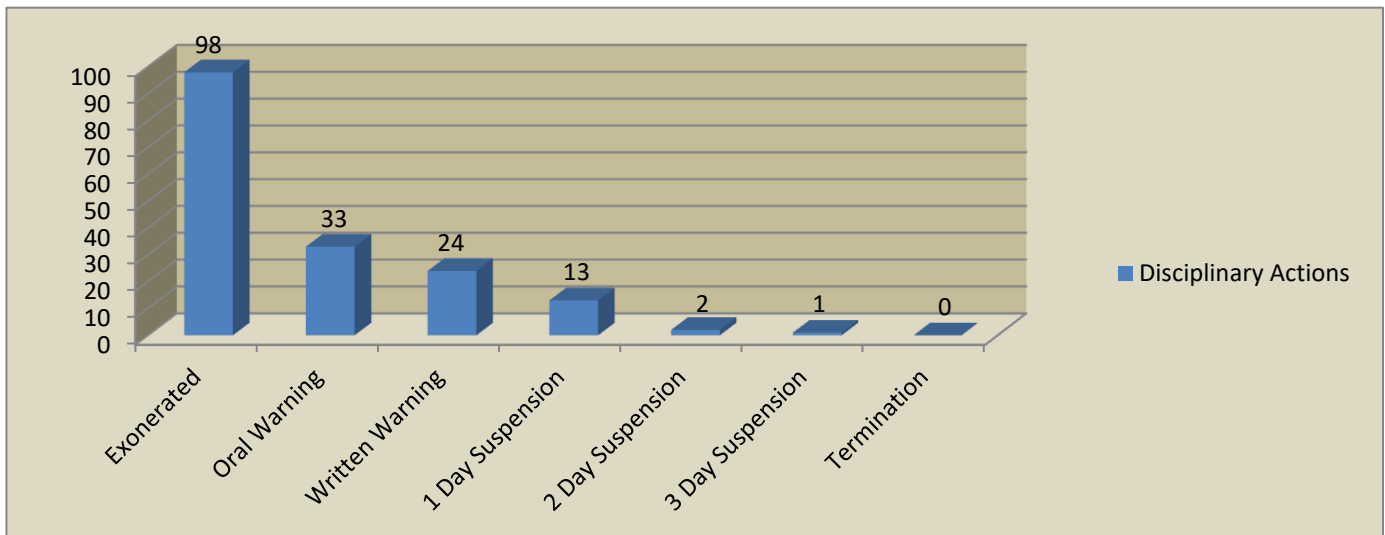


District	Total Crashes	% of Total
THP-1	22	12.79%
THP-2	18	10.47%
THP-3	30	17.44%
THP-4	14	8.14%
THP-5	18	10.47%
THP-6	6	3.49%
THP-7	15	8.72%
THP-8	8	4.65%
Protective Services	18	10.47%
Special Investigations	12	6.98%
Special Operations	2	1.16%
Inspectional Services Bureau	1	.58%
Admin. Support THP	3	1.74%
Admin. Services Division	2	1.16%
Special Programs	2	1.16%
Homeland Security	1	.58%
Commissioner's Office	1	.58%
Total	172	100.0%



Departmental Crash Disciplinary Actions by District

During 2018, there were 172 car crashes statewide. The chart below illustrates the disposition of those crashes by District.



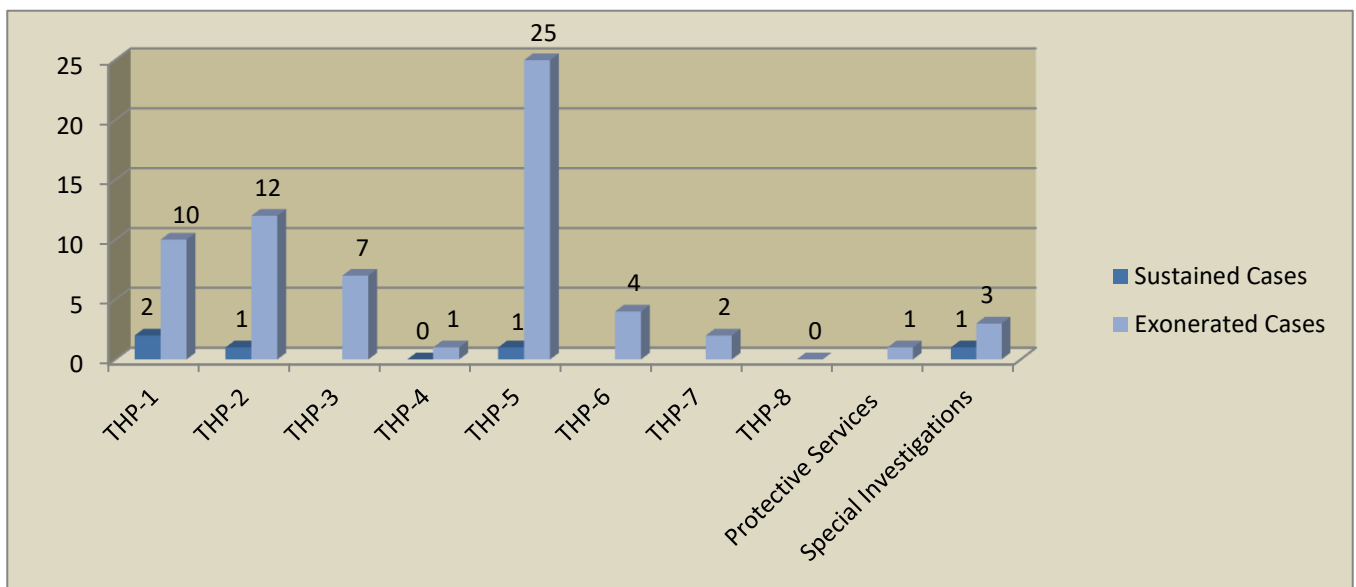
District	Exonerated	Oral Warning	Written Warning	1 Day Suspension	2 Day Suspension	3 Day Suspension	Terminated	Total Crashes
THP-1	13	5	4	0	0	0	0	22
THP-2	9	5	2	2	0	0	0	18
THP-3	14	7	5	3	0	1	0	30
THP-4	3	3	2	4	2	0	0	14
THP-5	12	2	3	1	0	0	0	18
THP-6	0	3	3	0	0	0	0	6
THP-7	9	4	1	1	0	0	0	15
THP-8	7	0	0	0	0	1	0	8
Special Investigations	10	1	0	0	0	0	0	11
Admin. Support THP	2	0	0	0	0	0	0	2
Admin. Services Division	2	0	0	0	0	0	0	2
Protective Services	12	1	3	2	0	0	0	18
Special Programs	2	0	0	0	0	0	0	2
Special Operations	0	1	1	0	0	0	0	2
ISB	1	0	0	0	0	0	0	1
Homeland Security	0	0	1	0	0	0	0	1
Commissioner's Office	1	0	0	0	0	0	0	1
Total	98	33	24	13	2	1	0	171

*One (1) Special Investigations employee was required to attend remedial training for an at-fault crash that makes a total of 172 crashes.



Use of Force Incidents

During 2018, there were 70 Use of Force (UF) incidents. This represents a 66.67% Increase compared to the 42 Use of Force (UF) incidents that occurred in 2017. Five (5) of the 70 did not comply with departmental policies and procedures. The following are disciplinary actions which resulted from those incidents: Two (2) oral warnings, one (1) written warning, one (1) four-day suspension, and one (1) requirement to attend use of force refresher training.

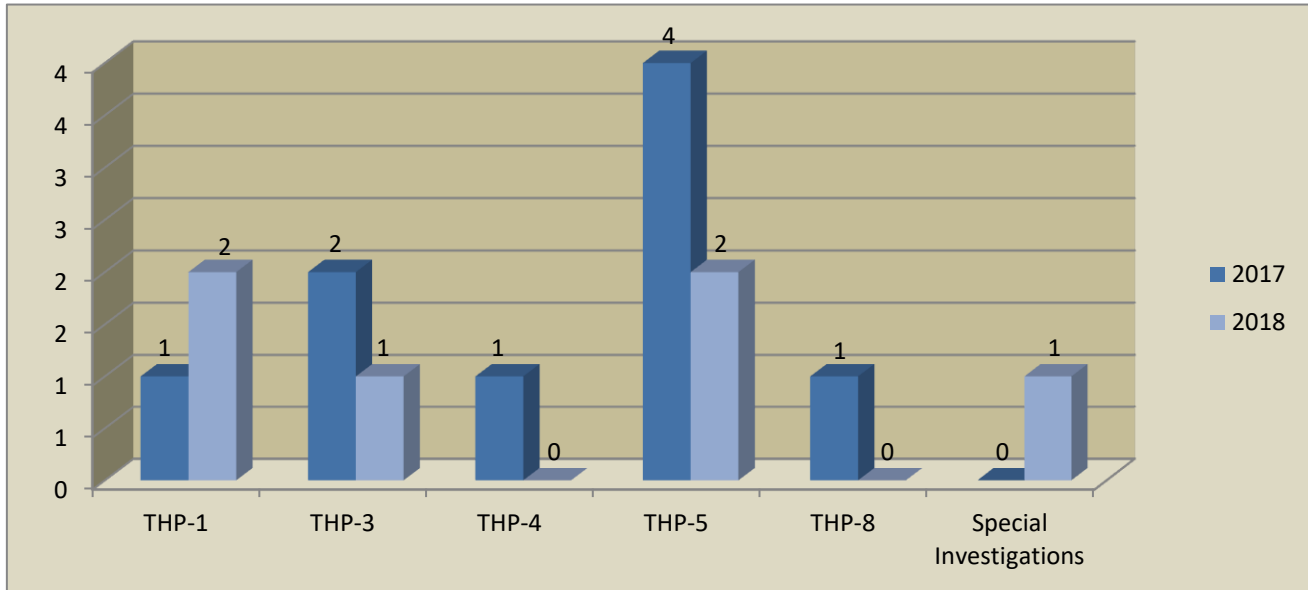


District	2017 Exonerated Cases	2017 Sustained Cases	2017 Total	2018 Exonerated Cases	2018 Sustained Cases	2018 Total	2018 % per District	2017/2018 +/- Change Number of Cases	2017/2018 % Difference
THP-1	5	0	5	10	2	12	17.14%	+7	+140%
THP-2	2	0	2	12	1	13	18.57%	+11	+550%
THP-3	5	0	5	7	0	7	10.00%	+2	+40%
THP-4	2	0	2	1	0	1	1.43%	-1	-50%
THP-5	16	0	16	25	1	26	37.14%	+10	+62.50%
THP-6	6	0	6	4	0	4	5.71%	-2	-33.33%
THP-7	0	1	1	2	0	2	2.86%	+1	+100.00%
THP-8	5	0	5	0	0	0	0.0%	-5	-100%
Special Investigations	0	0	0	3	1	4	5.71%	+4	+100%
Protective Services	0	0	0	1	0	1	1.43%	+1	+100%
Totals	41	1	42	65	5	70	100%	+28	+66.67%



Firearm Discharges

During 2018, there were a total of six (6) firearm discharge incidents and all employees were exonerated. Of the incidents, one (1) involved an animal and five (5) were justified officer involved shootings. The graph below illustrates the statewide distribution of firearm discharge incidents.



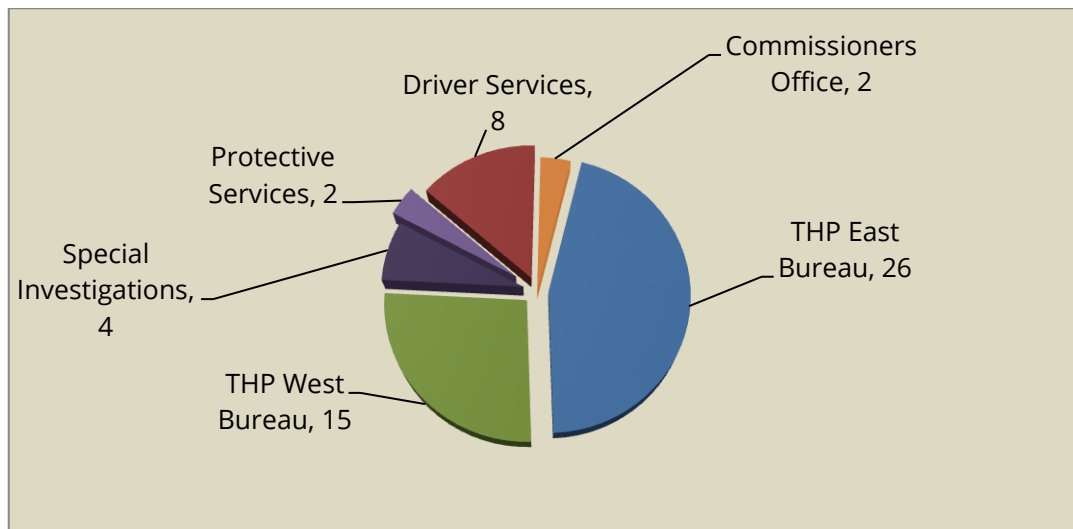
For calendar years 2017 and 2018, there were no firearms discharge incidents in Districts 2, 6, and 7. During 2018, there were no firearms discharge incidents in Districts 4 and 8.

District	Total Firearm Discharges	% Firearm Discharges
THP-1	2	33.3%
THP-3	1	16.6%
THP-5	2	33.3%
THP-9	1	16.6%
Total	6	100%

During 2018, firearm discharges decreased 40% from 2017. 16.6% of the firearm discharges occurred in THP West Bureau, 66.7% in THP East Bureau, and 16.6% in the Administrative Bureau (I-Plus).



Early Intervention Alerts by District



In 2018, Early Intervention Alerts (57) decreased 28.75% when compared to 2017. Of all Early Intervention Alerts, 41 (71.93%) occurred in the Tennessee Highway Patrol, 4 (3.51%) in Special Investigations THP, 2 (3.51%) occurred in Protective Services, 8 (14.04%) in Driver Services and 2 (3.5%) in the Commissioner’s Office.

District	Alerts	% of Alerts
THP-1	16	28.07%
THP-2	1	1.75%
THP-3	5	8.77%
THP-4	4	7.02%
THP-5	7	12.28%
THP-6	2	3.51%
THP-7	1	1.75%
THP-8	5	8.77%
Special Investigations	4	7.02%
Protective Services	2	3.51%
Driver Services	8	14.04%
Commissioner’s Office	2	3.51%
Total Alerts	57	100%



Workplace Harassment Complaints

During the calendar year of 2018, the Inspectional Service Bureau received 21 Workplace Harassment and Illegal Discrimination complaints. This was a 40% increase when compared to the 15 complaints the Department received in 2017. After consulting with the Department's Legal and Human Resource Divisions, it was determined that all of 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 of the complaints received this year:

- Fourteen (14) were categorized as *Not Corroborated*.
- Seven (7) were categorized as *Corroborated* and their results are below.
 - A One (1) day suspension and respectful workplace training
 - A Three (3) day suspension and respectful workplace training
 - Two (2) written warnings along with respectful workplace training
 - One (1) termination
 - One (1) demotion
 - One (1) mandated training requirements