



Police Department
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CY2020 ANNUAL REPORT

STAFFING:

Authorized Sworn Staff: 112
 Actual Sworn Staff as of 12/31/20: 103

Authorized Civilian Staff: 7 Full Time, 3 Part Time
 Actual Civilian Staff as of 12/31/20: 7 Full Time, 1 Part Time

CALLS FOR SERVICE:

2016	2017	2018	2019	2020	Average
58,817	56,184	56,153	55,695	53,445	56,059

PART 1 CRIMES:

Performance Measures	CY12	CY13	CY14*	CY15	CY16	CY17	CY18	CY19	CY20	Avg.	CY20%	CY20%	CY20%
											Over/Under CY19	Over/Under Average	Over/Under Peak Year
No. of Crimes Against Persons	186	208	220	265	243	203	190	190	267	219	40.5%	21.9%	0.00%
Murder	2	0	0	5	1	2	1	0	1	1	100.0%	-25.0%	-80.0%
Sexual Assault	43	38	61	80	98	90	75	91	105	76	15.4%	38.8%	0.0%
Robbery	21	32	20	27	26	16	29	14	26	23	85.7%	10.9%	-18.8%
Aggravated Assault	120	138	139	153	118	95	85	85	135	119	58.8%	13.8%	-11.8%
No. of Crimes Against Property	1,992	1,791	1,662	1,953	1,875	1,667	1,543	1,319	1,245	1,672	-5.6%	-25.5%	-37.5%
Burglary	583	431	416	548	420	331	299	205	219	384	6.8%	-42.9%	-62.4%
Burglary to Motor Vehicle	298	231	168	106	144	157	145	88	148	165	68.2%	-10.3%	-50.3%
Theft	1,080	1,103	1,035	1,245	1,235	1,116	1,036	945	808	1,067	-14.5%	-24.3%	-35.1%
Theft of Motor Vehicle	31	26	43	54	76	63	63	81	70	56	-13.6%	24.3%	-7.9%
Total	2,178	1,999	1,882	2,218	2,118	1,870	1,733	1,509	1,512	1,938	0.2%	-22.0%	-31.8%

* Records software switched in August 2014

ACCIDENTS:

	2016	2017	2018	2019	2020	Average
Property Damage	2,328	2,241	2,292	2,602	1,894	2,271
Personal Injury	322	270	298	259	276	285

TRAFFIC ENFORCEMENT:

2016	2017	2018	2019	2020	Average
9,869	10,434	10,673	10,280	8,189	9,889

The above total per year includes written citations, warnings, OWI's, and equipment retests.

PURSUIITS:

2016	2017	2018	2019	2020	Average
17	14	34	16	20	20

The Dubuque Police Department has a restrictive pursuit policy. Of the twenty pursuits in 2020, twelve were for misdemeanor traffic violations, and eight were for felonies. Pursuing officers terminated the pursuits four times, and supervisors terminated pursuits eight times. Eight of the pursuits ended when the driver crashed either during the pursuit or after police terminated the pursuit. "Stop Sticks" were successfully deployed on three occasions to stop the pursuits. A total of twelve of the twenty drivers were apprehended or otherwise charged.

ARRESTS:

2016	2017	2018	2019	2020	Average
3,544	3,239	3,698	3,208	2,534	3,245

This would include arrests that led to custodial arrest, as well as arrests where suspects were cited and released.

USE OF FORCE:

	2016	2017	2018	2019	2020	Avg.
Use of Force Incidents	221	208	209	164	188	198
Personal Defense Spray (PDS)	44	27	23	24	29	25
Weapon Display	76	85	70	70	87	78
Firearm Used	0	0	0	0	0	0
Excessive Force Complaints	6	5	3	4	2	4
Ex. Force # of Officers	9	8	5	5	2	6
Complaints That Became Formal	1	0	0	1	0	.4
Founded Complaints	1	0	0	0	0	.2

Officers are required to file a Use of Force report anytime force is used beyond simple hands-on. This would include holds, takedowns, PDS (Personal Defense Spray/pepper spray), strikes, up to and including the use of firearms. Based on five-year averages, officers used reportable force on 198 of the 3,245 arrests, or 6.1% of arrests, meaning 93.9% of arrests are completed with verbal commands or minimal hands-on guidance.

Weapon display would be incidents when an officer displayed a firearm at a suspect to facilitate an arrest. Firearm Used would denote weapons discharged as a Use of Force. The Dubuque Police Department has not had a weapons discharge Use of Force incident since 2009.

Excessive force complaints can be initiated by citizen complaint or internally generated. Some complaints are directed to more than one officer involved in the arrest. All complaints are investigated, but any complaint that appears potentially serious may become a Formal Investigation. A Founded Complaint would be one where policy violations were found.

INTERNAL AFFAIRS:

	2016	2017	2018	2019	2020	Average
Formal Investigations	4	1	4	2	3	2.8
Founded Complaints	4	1	4	1	3	2.6
Suspensions	1	0	1	1	1	.8
Resignation/Termination	1	0	0	0	1	.4

All allegations of employee misconduct or complaints made against the Department, including anonymous complaints, are appropriately received, recorded and investigated.

Complaints which are less serious in nature, such as alleged rudeness, tardiness, etc. are referred to and investigated by the employee's immediate supervisor, and would not be reflected above.

Complaints of a serious nature, such as, allegations of criminal misconduct, corruption, excessive force, breach of civil rights, or ongoing negative behavior by an employee are referred to the Police Chief, Assistant Chief, or Professional Standards Supervisor for formal investigation.

Disciplinary action is intended to be corrective and progressive in nature. The degree of severity is determined on an individual basis, taking into account the seriousness of the offense and the employee's record of service with the Department.

All complaints, regardless of the degree of seriousness, are forwarded to the Professional Standards Supervisor for review. The Assistant Chief and Professional Standards Supervisor are responsible to ensure that the Chief of Police is notified of all complaints, regardless of the degree of seriousness.

PERSONNEL EARLY WARNING SYSTEM (PEWS):

Dubuque Police Department supervisors monitor patterns of behavior to include job performance, complaints, use of force, discipline, and other incidents that may be predictors of potential improper behavior.

Throughout the year, supervisors look for any patterns or indicators that warrant personal contact with the officers. These patterns or indicators may include excessive sick leave use, interpersonal conflicts with peers, work production issues, and behavioral changes. If a concerning pattern or indicator is noted, the officers are contacted individually to determine the root cause and to determine what role the department could have in assisting the officer. Most

of these situations are handled through personal contacts, but some could lead to further professional review such as a Professional Standards assessment or referral to EAP.

Because of the relatively small size of the department, and its individual divisions and shifts, supervisors have the advantage of consistent contact with their subordinates. This allows for frequent interaction as well as a consistent review of work production and behaviors. To this end, our current system of early warning is effective in recognizing concerning behaviors or actions.

Additionally, the Dubuque Police Department's records management system (RMS) computer software is designed to capture data from multiple different report forms which are part of our PEWS program. Included are Citizen Complaints, Use of Force Reports (UFR's), Pursuit Reports, and Fleet Vehicle Accident Reports. The computer system identifies this data as early intervention warnings. The department sets the parameters/thresholds for this warning system and an Early Warning Threshold Report is sent to Professional Standards once these parameters/thresholds are reached. The current PEWS parameters are as follows:

- 5 UFR's within the last 60 days.
- 2 vehicle pursuit events in the last 60 days.
- 2 citizen complaints within the last 30 days.
- 2 fleet vehicle accidents within the last 60 days.
- Or a combination of 10 events of any type (listed above) within the last 90 days.

In the event a PEWS Early Warning Threshold Report is received, a notification memo is sent by Professional Standards to the Chief and Assistant Chief identifying the officer involved and the events that triggered the PEWS notice. Each call for service referenced in the threshold report is reviewed. This includes reviewing all reports and camera footage associated with each case. Discussions with the officer's command staff and a review of the officer's Personnel Management System file (PMS) is conducted. Lastly, the involved officer is interviewed. A synopsis memo is completed detailing the findings of the review. The synopsis is submitted to the Chief, Assistant Chief, and the Commander associated with that officer.

There were five formal PEWS reviews conducted in 2020 involving four officers. Additionally, there were two informal reviews conducted after officers reached a PEWS threshold, but further review found that one of the events should not have qualified (essential display of weapon documented in a UOF report and pursuit involvement as a secondary officer). An informal review consists of an analysis of reports and available camera footage but stops short of interviewing commanders and officers or reviewing PMS files.



Mark M. Dalsing
Chief of Police
Dubuque Police Department