



Police Department
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CY2021 ANNUAL REPORT

STAFFING:

Authorized Sworn Staff: 113
 Actual Sworn Staff as of 12/31/21: 99

Authorized Civilian Staff: 7 Full Time, 8 Part Time (part time includes paid internships)
 Actual Civilian Staff as of 12/31/21: 7 Full Time, 3 Part Time (includes paid internships)

CALLS FOR SERVICE:

2017	2018	2019	2020	2021	Average
56,184	56,153	55,695	53,445	54,367	55,169

PART 1 CRIMES:

Performance Measures	CY13	CY14*	CY15	CY16	CY17	CY18	CY19	CY20	CY21	Avg.	CY20 to CY21 % Difference	CY21 Clearance %	CY19 Nat'l Clearance %
No. of Crimes Against Pe	208	220	265	243	203	190	190	267	226	224	-15.4	84.8	45.5
Murder	0	0	5	1	2	1	0	1	5	2	500.0	80	
Sexual Assault	38	61	80	98	90	75	91	105	95	81	-11.6	88	
Robbery	32	20	27	26	16	29	14	26	22	24	-15.4	77	
Aggravated Assault	138	139	153	118	95	85	85	135	104	117	-23.0	94	
No. of Crimes Against Pro	1,791	1,662	1,953	1,875	1,667	1,543	1,319	1,245	1,244	1,589	0.0	89.9	17.2
Burglary	431	416	548	420	331	299	205	219	240	345	9.6	83.8	
Burglary to Motor Vehicle	231	168	106	144	157	145	88	148	96	143	-35.2	90	
Theft	1,103	1,035	1,245	1,235	1,116	1,036	945	808	823	1,038	1.8	89.7	
Theft of Motor Vehicle	26	43	54	76	63	63	81	70	85	62	21.4	96	
Total	1,999	1,882	2,218	2,118	1,870	1,733	1,509	1,512	1,470	1,812	-2.8		

*switch to new public safety software
 ** yellow denotes high number

ACCIDENTS:

	2017	2018	2019	2020	2021	Average
Property Damage	2,241	2,292	2,602	1,894	1,508	2,107
Personal Injury	270	298	259	276	66	234

TRAFFIC ENFORCEMENT:

2017	2018	2019	2020	2021	Average
10,434	10,673	10,280	8,189	6,589	9,233

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

PURSUIITS:

2017	2018	2019	2020	2021	Average
14	34	16	20	28	22.4

The Dubuque Police Department has a restrictive pursuit policy. Of the twenty-eight pursuits in 2021, twenty-two pursuits resulted in misdemeanor violations, and six resulted in felony charges. Pursuing officers terminated one pursuit, and supervisors terminated twelve pursuits. Three 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. Twenty-six pursuit cases resulted in an apprehension or criminal charges being filed on drivers who were later identified.

ARRESTS:

2017	2018	2019	2020	2021	Average
3,239	3,698	3,208	2,534	2,465	3,029

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

USE OF FORCE:

	2017	2018	2019	2020	2021	Avg.
Use of Force Incidents	208	209	164	188	226	199
Personal Defense Spray (PDS)	27	23	24	29	24	25.4
Weapon Display	85	70	70	87	115	85.4
Firearm Used (Non-animal)	0	0	0	0	0	0
Excessive Force Complaints	5	3	4	2	6	4
Ex. Force # of Officers	8	5	5	2	11	6.2
Use of Force Complaints That Became Formal	0	0	1	0	1	0.4
Founded Use of Force Complaints	0	0	0	0	0	0

Officers are required to file a Use of Force report anytime force is used beyond simple hands-on. "Force" would include holds, takedowns, PDS (Personal Defense Spray/pepper spray), strikes, batons and the use of firearms. Based on five-year averages, officers used reportable force on 199 of the 3,027 arrests, or 6.5% of arrests, meaning 93.5% of arrests are completed with verbal commands or minimal hands-on guidance.

Weapon display are 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. The number between complaints and number of officers reflects this. All complaints are investigated, but any complaint that appears potentially serious, may become a Formal Investigation. A Founded Complaint is where policy violations were identified.

INTERNAL AFFAIRS:

	2017	2018	2019	2020	2021	Average
Formal Investigations	1	4	2	3	3	2.6
Founded Complaints	1	4	1	3	2	2.2
Suspensions	0	1	1	1	2	1
Resignation/Termination	0	0	0	1	0	0.2

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, considering 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 the Employee Assistance Program (EAP).

Because of the size of the Department, and its individual divisions and shifts, supervisors have the advantage of consistent contact with individual officers. 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) are 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 officer's supervisor.

There were six formal PEWS reviews conducted in 2021 involving six officers. Additionally, there was one informal review conducted after an officer reached a PEWS threshold, but further review found that the case should not have qualified. 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.

Jeremy Jensen
Interim Chief of Police
Dubuque Police Department