

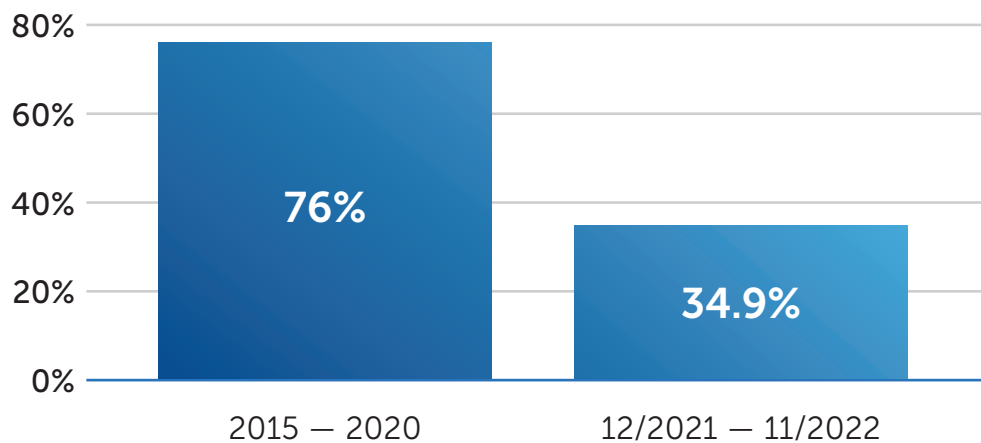
PBI Charging: What has changed?

Training and counseling is a non-disciplinary outcome that is used to resolve some types of sustained misconduct. As opposed to formal discipline, training and counseling is a process that consists of a formal meeting between an officer and their commanding officer(s) in which they discuss the officer's conduct and counsel them about it.

Since PBI Part I:

- **THE USE OF TRAINING AND COUNSELING AS AN OUTCOME FOR SUSTAINED MISCONDUCT HAS SIGNIFICANTLY DECREASED.**
- Training and counseling reduced from its use in 76% of cases (2015 to 2020) to 34.9% of cases (December 2021 to November 2022).

Use of Training and Counseling Over Time



- PPD has developed informal guidelines which narrow the circumstances in which training and counseling can be used: (1) If the accused officer has no prior similar offenses and the infraction is minor. (2) If an officer is being held responsible for not preventing an action of their partner. (3) Mitigating factors related to the circumstances of the incident are sometimes considered. (4) Officers who violate the PPD's body-worn camera policy receive training and counseling for their first violation only.
- Training and counseling memos are now more detailed & comprehensive. Keeping a more complete record of the officer's problematic conduct and exactly what the officer was instructed to do to modify their behavior will help monitor officer misconduct over time and allow appropriate charges for future misconduct.

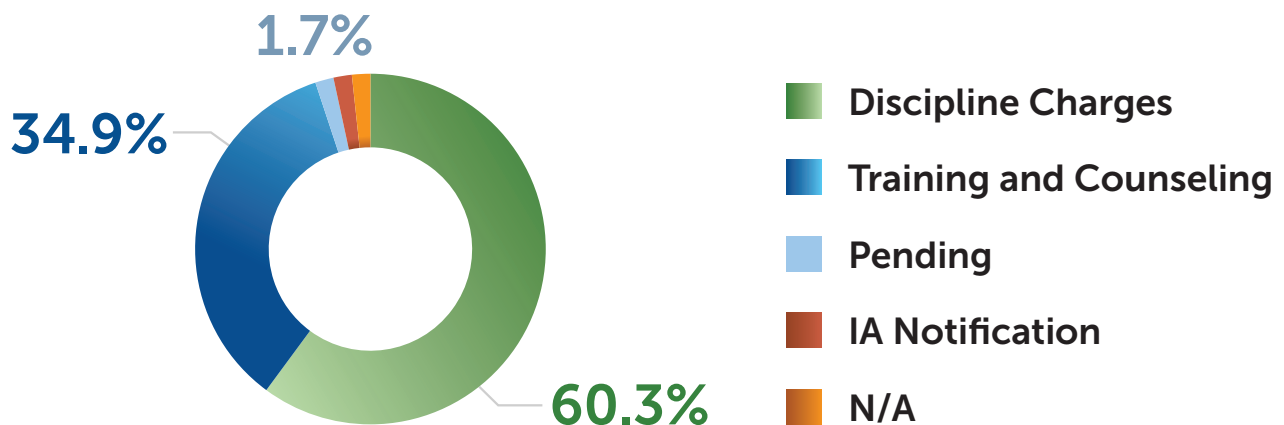
- **A CPOC STAFF MEMBER NOW REVIEWS THE DISCIPLINE CHARGES IN ALL CITIZEN COMPLAINTS AGAINST POLICE FOR COMPLETENESS AND ACCURACY BEFORE THEY ARE DELIVERED TO AN OFFICER.**

- This change was made by negotiating an amendment to the FOP contract. Civilian review strengthens the cases before they reach PBI hearings and ensures that the proper discipline can be imposed. Previously, some officers were found "not guilty" at hearings just because of problems with charging.

PBI Charging Reviews at a Glance



Breakdown of All Discipline Outcomes for CAPS Reviewed



- Discipline charges can be amended or added at the PBI hearing on the record if the panel believes a different or additional charge will best cover the officer's misconduct. Previously, charges could be dropped during plea negotiations prior to the hearing.

- Now that charges can be amended at the PBI hearing, fewer cases are delayed by a mandatory return to the charging unit just to revise charges.