



Auburn Police Department

Jason D. Moen | Chief of Police

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MEMORANDUM

Date: January 9, 2024
To: Chief D. Moen
From: Deputy Chief Timothy A. Cogle

RE: 2023 INTERNAL AFFAIRS SUMMARY AND REVIEW

The Auburn Police Department received seven citizen complaints. Citizen complaints often involve minor rule or policy violations and are typically reviewed and investigated by the involved officer's Watch Commander. Seven complaints represent an increase of two complaints from 2022 and four complaints from 2021, when the department received only three complaints. Of these seven complaints, four were closed with the officer being "exonerated", two were closed as "unfounded". One complaint was "sustained", meaning the officer was found in violation of a department policy. In each case, the complainant and the officers were advised in writing of the outcome.

BodyWorn video is a tremendous aid in providing swift and judicious resolution of citizen complaints. Six of the of the seven citizen complaints received during 2023 were quickly resolved through the review of body worn footage and or GPS data collected from the BodyWorn camera system without further investigation. In one of the seven complaints, the officer's body worn camera was not utilized due to a low battery at the start of the officers' shift. This complaint also would have been easily resolved with camera footage, had it been available. In this case the officer was counseled about the need to charge the battery prior to his shift or obtain a backup camera from his supervisor.

During 2023 the agency conducted one Internal Affairs Investigation. This is a reduction in IA investigations. Four IAs had been conducted in both 2022 and 2021.

IAs are initiated upon receipt of a formal complaint from a citizen, or when the department receives a notice of claim filed in court. IAs can also be initiated when the department learns of a serious violation of policy, department rules or when criminal activity is alleged to have occurred. A formal complaint is not necessary for an IA to be started.

All IAs are conducted by command staff members who have received advanced specialized training in Internal Affairs Investigations.

The IA that was conducted in 2023 involved the following circumstances:

1. A new officer who was hired from out of state with 7 years full time experience was involved in a domestic violence incident at his home with his live-in partner. The incident took place in a neighboring jurisdiction. The officer involved was arrested and charged criminally.

The Internal Affairs Investigation determined there were policy violations as well as probable cause that criminal activity had taken place. The conclusion of this investigation determined that the allegations were “sustained”. The officer involved was terminated at the completion of the IA.

During 2023, supervisors issued seven written warnings and six written reprimands to officers or staff members for various policy or rule violations. In addition, eighteen Blue Team Watch Log entries were completed. Watch Log entries are not discipline but entries made to document incidents where staff members have been coached or advised of a performance concern that does not rise to the level of formal discipline. During this same period, forty-four Employee Commendations were issued to officers and staff members recognizing their positive contributions and excellent work (Note: twenty-nine commendations were generated from one large incident).

While formal discipline remains consistent from year to year, Watch Logs entries did increase significantly, from eight issued in 2022 to eighteen issued during 2023. The agency has experienced a significant turnover in staff during the past year but has also brought in several new officers. This is true with both lateral officers and officers who are new to the profession. Patrol teams, especially the two-night shifts, have a majority of their team members who are still on probation and learning their job. I believe the number of new officers serving in the agency is the primary reason for the increase in Watch Log entries. This demonstrates that supervisors are mentoring, coaching, and working with new staff members to bring them up to speed on department policy and overall job performance while continuing to document deficiencies.

	IAs	Citizen Complaint(CC)	IA Dispo	CC Dispo
2020	3	8	2-sustained, 1-termination	5-unfounded,1- exceptionally cleared, 2 sustained
2021	4	3	1- sustained, 2-unfounded,1-exonerated	2-unfounded, 1- exonerated, 1-sustained
2022	4	5	1-sustained, 3-exonerated	3-unfounded, 2 exonerated
2023	1	7	1-sustained,	4-exonerated, 2-unfounded, 1 sustained

