

INTERNAL AFFAIRS

2022 ANNUAL REPORT

A black Tulsa Police patrol car is shown from a side profile, parked in front of a modern building with a grid-like facade. The car features a light bar on the roof and a side mirror. The words "TULSA" and "POLICE" are prominently displayed on the side door in large, white, stylized lettering. The background is a clear blue sky.

TULSA
POLICE



TABLE OF CONTENTS

1	MESSAGE FROM THE COMMANDER
2	MISSION STATEMENT
4	ABOUT INTERNAL AFFAIRS
5	COMPLAINT PROCESS
8	INVESTIGATION PROCESS
11	EXCESSIVE FORCE INVESTIGATIONS
16	DEADLY FORCE INVESTIGATIONS

A MESSAGE FROM *CAPTAIN JILLIAN PHIPPEN*

As members of law enforcement, it is our duty to uphold the law and protect the community we serve. The Tulsa Police Department understands that this responsibility comes with a great deal of trust, and we take that trust very seriously. We want to assure you that we are committed to maintaining the highest standards of professionalism and ethical conduct.

One of the ways we ensure this is through our internal affairs process. This process is in place to investigate any allegations of officer misconduct, officer involved shooting incidents, and perform audits and inspections. Complaints come from anyone, including members of the public, other officers, and even within the department itself.

We are committed to transparency, professionalism, and ethical conduct in all our interactions with the public. This annual report will provide insight into the internal affairs process and how the Department handles citizen complaints and misconduct allegations.

Sincerely,

Jillian Phippen

Commander and Captain, Internal Affairs





INTERNAL AFFAIRS **MISSION STATEMENT**

The Tulsa Police Department's Internal Affairs Unit will uphold the public trust by performing unbiased, thorough investigations of alleged employee misconduct while seeking the truth, safeguarding the rights of employees and citizens, and ensuring that all persons involved are treated with respect.



TULSA POLICE CLASS 2022-122

TULSA POLICE DEPARTMENT	
Employees	1007
Sworn	811
Non-Sworn	196
Male Sworn	84%
Female Sworn	16%
African American	7.3%
Asian	1.7%
Caucasian	72.8%
Hispanic / Latino	6.2%
Native American	9.8%
Other	2.2%

CITY OF TULSA	
Citizenship	411,401
Jurisdiction	186.8 miles
Males	48.8%
Females	51.2%
African American	14.8%
Asian	3.5%
Caucasian	53.2%
Hispanic / Latino	17.1%
Native American	4.5%
Other	6.9%

ABOUT INTERNAL AFFAIRS

With a goal of upholding public trust in the Tulsa Police Department and ensuring continued confidence in our organization, the Internal Affairs Unit performs many key functions including:

- Investigates allegations of misconduct and violations of policies and procedures of involved police personnel, as directed by the Chief of Police.
- Responds to and administratively investigates Officer-involved shooting incidents.
- Assists City Legal with police-related Tort claims.
- Facilitates the random drug testing program.
- Process subpoenas for court overtime.
- Performs audits and inspections and provides needed proofs required to maintain the Tulsa Police Department's national accreditation status with the Commission on Accreditation for Law Enforcement Agencies (CALEA).
- It is also the unit's responsibility to help safeguard employee rights during investigations.

IA's primary function of handling citizen complaints is accomplished by performing thorough, unbiased investigations, which are forwarded upon completion to the employee's chain of command for review and recommendations.

Although Internal Affairs personnel remain available for clarification during the review process, it is up to the employee's chain of command, and ultimately the Chief of Police, to determine final adjudication of the alleged misconduct.

The Internal Affairs Unit consists of five Lieutenants, one Sergeant and the IA Commander, who reports directly to the Chief of Police.

The Tulsa Police Department believes the best way to provide high-caliber police service to the citizens of Tulsa is by requiring a high standard of its employees. In addition to the bachelor's degree college education requirement, a 6-month intensive training curriculum and 16-week police apprenticeship is required by all sworn personnel. IA investigators further their skills by completing additional investigative training. Currently, IA Investigators attend a Disciplinary and Internal Investigative Training Course taught by Americans for Effective Law Enforcement or by the Southern Police Institute.

Internal Affairs also tracks and reports a variety of other incidents such as Uses of Force, Property Damage, Collisions (Officer-involved), Pursuits, Records Requests, and secondary employment.

COMPLAINT PROCESS

Complaints may be initiated externally by citizens, other agencies, or internally by any police employee. Depending on personal preference, complaints can be initiated by any following manner:

- Visiting or contacting any patrol division during operating hours
- Completing the online form at www.tulsapolice.org/internalaffairs
- Emailing documentation to TPDInternalAffairs@cityoftulsa.org
- Contacting Internal Affairs main line 918-596-9379
- Faxing a request to Internal Affairs at 918-596-9217
- Contacting the anonymous tip line at 918-596-1355
- Contacting any Tulsa Police employee, by requesting to speak with a supervisor
- Contacting the city's Ethics Hotline at 877-888-0002, or online at www.tnwin.com/webreport
- Contacting the Mayor's Action Center at 918-596-2100
- Contacting the Dispatch Non-Emergency line at 918-596-9222
- Sending correspondence directly to:

Tulsa Police Department
C/O Internal Affairs
600 Civic Center Ste. 305
Tulsa, Ok 74103

Once received, complaints are reviewed to determine appropriate assignment. Depending on the nature of the allegation, a complaint may be assigned to an employee's supervisor or an Internal Affairs investigator. At the conclusion of the investigation, the findings are reviewed by the employee's chain of command to determine a recommendation. Finally, the Chief of Police reviews all allegations, findings, and recommendations, and makes a final determination on the disposition and, if applicable, resulting discipline. Unless filed anonymously, the citizen is then notified by the Chief's Office of the outcome of the investigation.

COMPLAINT CLASSIFICATIONS

Internal Investigations are classified with one of the following dispositions:

Unfounded - The allegation has no merit; evidence exists to either disprove or discredit the allegation.

Exonerated - The incident did occur, and the officer acted within established policies, procedures, and/or operating guidelines.

Not Sustained - Insufficient evidence exists to either prove or disprove the allegation.

Sustained - The incident did occur, and the officer was found to be in violation.

Withdrawn - The officer's actions were explainable and the citizen chose of his/her own accord to withdraw the complaint.

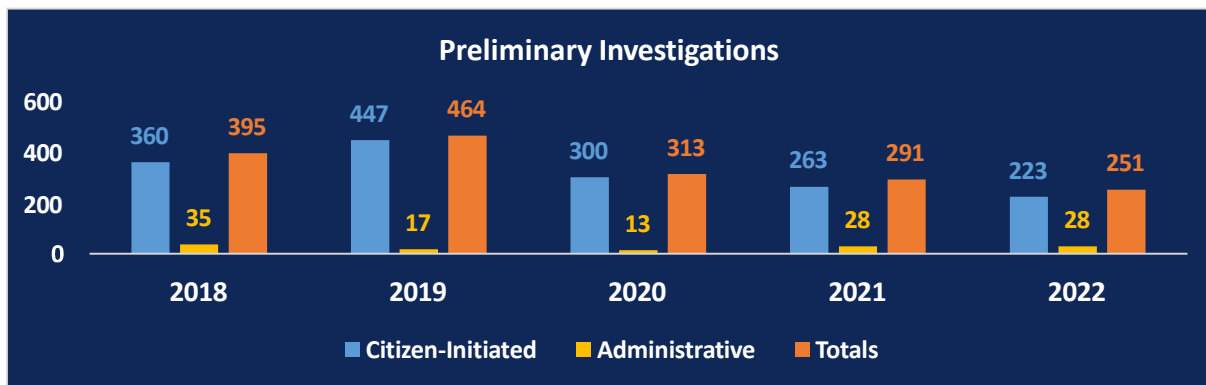
Closed – No allegations against known personnel exists and/or no reasonable means of identifying the subject(s) of the allegation exists.

Citizens often make allegations based on their own perceptions of police procedures or of state/federal laws and city ordinance violations. Since it is in everyone's best interest to educate all involved parties, the Citizen's Complaint Resolution Process (CCRP) was created. This process entails a formal meeting with the complainant, the involved officer, and the officer's supervisor to discuss the incident in question. Since these types of complaints do not rise to the level of a policy violation or a conduct issue, they result in a disposition of "Resolved."

PRELIMINARY INVESTIGATIONS

All complaints receive a preliminary investigation to determine facts, allegations, establish involved parties and identify potential policy violations not listed in the initial complaint.

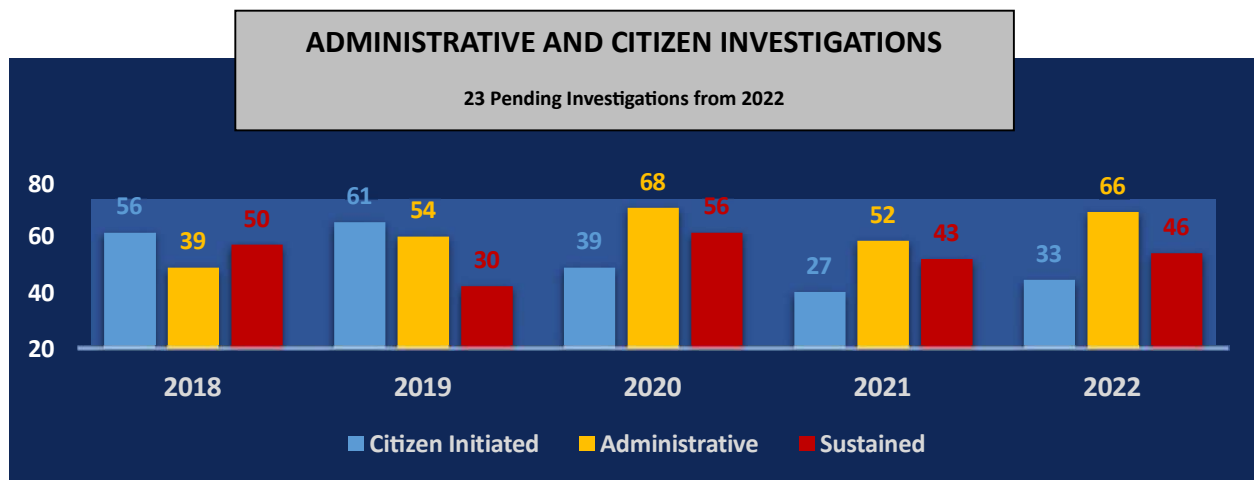
The totals below do not include cases that were converted from a preliminary to a formal investigation.



INVESTIGATION PROCESS

Once received, complaints are reviewed to determine an appropriate assignment. Depending on the nature of the allegation, a complaint may be assigned to an employee's supervisor or an Internal Affairs investigator. At the conclusion of the investigation, the findings are reviewed by the employee's chain of command to determine a recommendation. Finally, the Chief of Police reviews all allegations, findings, and recommendations, and makes a final determination on the disposition and, if applicable, resulting discipline. Unless filed anonymously, the citizen is then notified by the Chief's Office of the outcome of the investigation.

The Graph below displays the total number of complaints investigated categorized by Citizen and Administrative as well as the number of sustained dispositions.



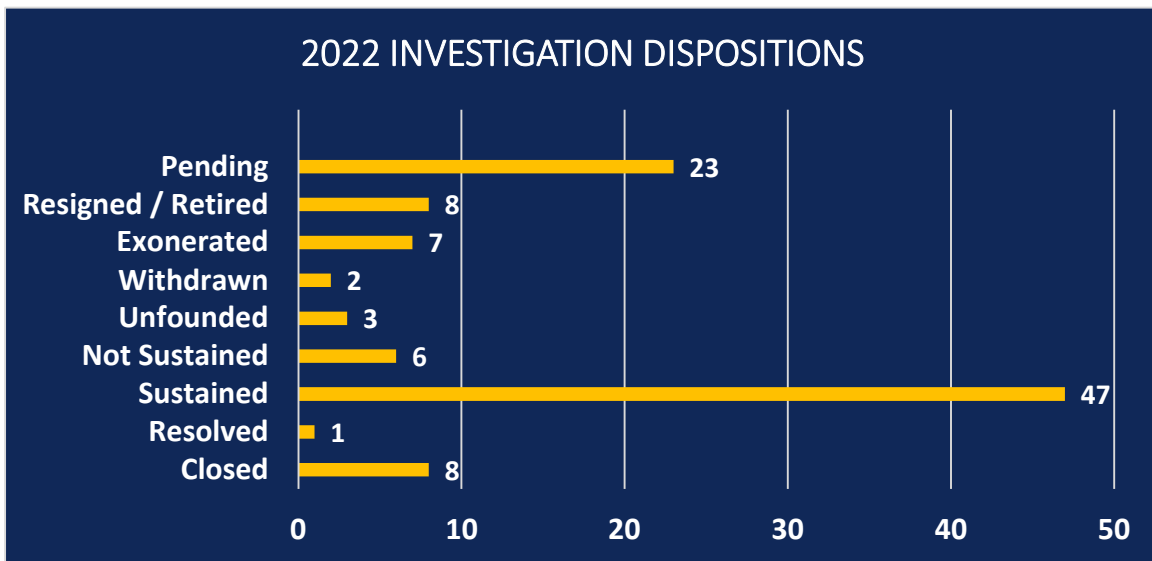
*Data as of March 2023 in relation to pending cases

The Table and graph below provide a breakdown of the dispositions of the investigations.

INVESTIGATION DISPOSITIONS

Closed	Resolved	Sustained	Not Sustained	Unfounded	Withdrawn	Exonerated	Resigned or Retired	Pending	Total
8	1	47	6	3	2	7	8	23	105

*Some resignations and retirements are related to cases from previous years.



CRIMINAL VERSUS ADMINISTRATIVE

Allegations against police personnel can involve issues of misconduct, policy violations, or violations of laws and ordinances. If the allegation involves evidence of the latter, a criminal investigation is conducted first. An officer’s required participation in an administrative interview does not impede on Civil Rights.

Alleged Civil Rights violations are an example of a criminal allegation. Although Oklahoma State law does not require both criminal and administrative reviews for allegations of Civil Rights violations, administrative issues can arise from criminal proceedings, and the Tulsa Police Department reserves the right to work an additional administrative investigation at the conclusion of a criminal investigation.

DISCIPLINARY ACTIONS

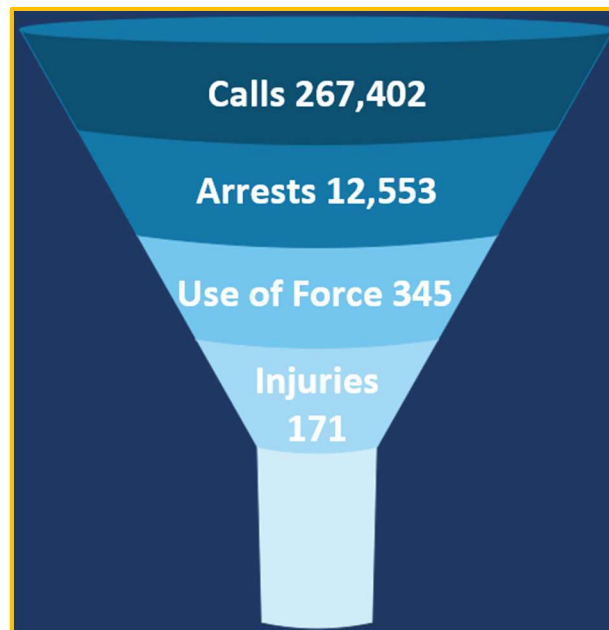
The Tulsa Police Department holds its employees accountable to an extensive list of Rules and Regulations, Policies and Procedures, and Departmental Orders, as well as the City of Tulsa Policies and Procedures. To administer reprimands fairly, the Department practices a philosophy of progressive discipline, meaning that reprimands can increase in severity with repeat infractions.

The disciplinary actions table is a 5-year comparison of disciplinary actions resulting from investigations.

Disciplinary Actions (23 Cases Still Pending for 2022)					
	2018	2019	2020	2021	2022
Counseling	28	18	17	13	18
Reprimand	15	32	62	48	29
Loss of Vehicle	0	0	0	1	0
Suspension	6	7	9	2	3
Demotion	0	0	1	0	0
Termination	4	3	2	2	1
Total	53	60	91	66	51

CITIZEN COMPLAINTS BY CALLS FOR SERVICE AND ARRESTS

	2018		2019		2020		2021		2022	
Citizen Complaints	46	Rate	59	Rate	39	Rate	23	Rate	33	Rate
Calls for Service	274,853	1.7 per 10,000	288,764	2.0 per 10,000	269,114	1.44 per 10,000	275,923	.83 per 10,000	267,402	1.23 per 10,000
Total Arrests	14,550	3.2 per 1,000	15,798	3.7 per 1,000	12,034	3.24 per 1,000	11,445	2.01 per 1,000	12,553	2.63 per 1,000



EXCESSIVE FORCE INVESTIGATIONS

Internal Affairs investigated 5 excessive force cases involving 8 officers. The following table represents the departmental disposition of these cases.

Excessive Force Case Disposition	
Exonerated	1
Sustained	2
Not Sustained	0
Unfounded	1
Pending	1
Closed	0

USE OF FORCE POLICY

Officers encourage voluntary compliance using low-level force techniques such as verbal commands and command presence. However, circumstances and subject responses can compel officers to use physical force.

The Tulsa Police Department creates additional, internal directives to detail the circumstances under which an officer may use force on another person. Reasonable force occurs when officers perceive that force is necessary to discharge their duties, or to defend themselves or someone else from imminent danger.

When officers are required to use physical force to overcome resistance, they are required to complete a report detailing the incident. The officer's chain of command then reviews the incident and forwards it to the Use of Force Review Board if appropriate. The Use of Force Review Board determines adherence to policy and identifies potential training issues or areas of improvement in the officer's response, after which a final review is performed by the Chief of Police. A finding of Out of Policy may result in an administrative investigation and discipline or additional training to improve performance or decision making.

USE OF FORCE CONTINUUM

DEADLY FORCE		
All Deadly Force Applications	Likely to produce great bodily injury or death	Calculated to Incapacitate (STOP)
ADVANCED FORCE		
Police Canine Bite, Launched Chemical Agents, 37/40mm Launcher, 12-Gauge Flexible Baton, Personal Impact Strikes to Head, Conducted Electrical Weapon, Impact Weapons, Flash Sound Diver sionary Devices, Direct Impact Pepper Ball,	Low expectation of great bodily injury or death, some possibility of injury, involves some pain compliance techniques	Calculated to Control and/or Overcome
INTERMEDIATE FORCE		
Personal Impact Strikes, Physical Control Holds, Area Saturation Pepper Ball, Vehicle Containment, Chemical Agents, OC Spray	Less possibility of injury than Advanced Force, involves some pain compliance techniques	Calculated to Control and/or Overcome
LOW FORCE		
Firm Grip or Gesture, Verbal Commands, Uniform Presence	Little to no expectation of injury, low visual impact	Calculated to Gain Compliant Behavior

DE-ESCALATION

Whenever possible and when such delay will not compromise the safety of the officer or another and will not result in the destruction of evidence, escape of a suspect, or commission of a crime, an officer shall allow an individual time and opportunity to submit to verbal commands before force is used. An officer shall use de-escalation techniques and other alternatives to higher levels of force consistent with his or her training whenever possible and appropriate before resorting to force and to reduce the need for force. Officers or employees shall not use tactics solely to justify the escalation of force when such escalation of force would not otherwise be appropriate (e.g., it would not be appropriate for personnel to step in the path of a moving vehicle solely to justify the use of great or deadly force as self-defense).

In 2022, Tulsa Police Officers made 12,553 arrests. Officers effectively made 11,514 arrests or 92% without utilizing any degree of force.

Arrests Requiring Any Degree of Force	
Physical Control Hold No Injury	694
Use of Force	345
Total Reports	1039
Total Arrests	12,553

Of the 345 reported non-lethal uses of force, 332 were found to be in-policy & 7 out of policy with 6 pending.

Officers applied use of force options with the following frequency from most to least:

- Physical Control Holds
- Electronic Control Device (ECD/Taser)
- Personal Impact Strikes
- Takedown
- PepperBall Launcher
- OC Spray and Chemical Munitions
- K9
- Vehicle Containment
- Baton 12 Gauge Launcher
- Pain Compliance
- Other
- Impact Weapon

Use of Force by Type Utilized											
Physical Control Holds	ECD (Taser)	Impact Strike	Take Down	Pepperball	OC / Chemical Munitions	K9	Vehicle Containment	Baton 12 Gauge Flex	Pain Compliance	Other	Impact Weapon
223	103	87	71	62	34	24	14	13	8	3	2

*Tulsa Police did not utilize any Carotid Restraint Control Holds (Neck Restraint) in 2022.

USE OF FORCE REPORTS

UOF Reports by Service Rendered Highest to Lowest	Total	Percentage
Traffic Stop	36	10.4%
Domestic	22	6.4%
Warrant Service	22	6.4%
Assault With a Deadly Weapon	21	6.1%
Burglary	21	6.1%
Disturbance	19	5.5%
EOD / Suicidal	16	4.6%
Wanted Subject	16	4.6%
Trespassing	14	4.1%
Auto Theft	13	3.9%
Disturbance with a Weapon	13	3.9%
Assault / Battery	12	3.6%
DUI / Public Intoxication	12	3.6%
Assist Other Agency	11	3.2%
Pedestrian Check	10	2.9%
Larceny	9	2.6%
PDW	9	2.6%
Pursuit	8	2.4%
Robbery	8	2.4%
Suspicious Vehicle / Subject	8	2.4%
Other	7	2.0%
Disturbance Intoxicated	6	1.7%
Shots Fired	5	1.5%
COWB / Man Down	4	1.2%
Protective Order Violation	4	1.2%
Trouble Unknown	4	1.2%
Vandalism	3	0.8%
Fight in Progress	2	0.5%
Shooting w Intent (SWIK)	2	0.5%
Threats	2	0.5%
Alarm	1	0.2%
Bomb Threat	1	0.2%
Bomb Threat	1	0.2%
Fraud / Forgery	1	0.2%
Indecent Exposure	1	0.2%
Undercover / Investigative	1	0.2%
Total	345	100.0%

Use of Force by Race		
African American	143	41%
Asian	0	0
Caucasian	148	43%
Hispanic	23	7%
Native American	27	8%
Other	4	1%
Total	345	100%

Use of Force by Gender	
Female	50
Male	293
Unknown	2

Use of Force Reported Injuries				
	Citizen	%	Officer	%
Injured	171	50.50%	50	14.50%
Not Injured	174	49.50%	295	85.50%
Total	345	100.00%	345	100.00%

Weapons Discharge Excluding Deadly Force	
Accidental	2
Euthanized Animal	20

DEADLY FORCE INVESTIGATIONS

In part policy 101A Use of Force states, deadly force may be used if the officer has probable cause to believe that the suspect poses an imminent threat of serious physical harm, either to the officer or others, to defend an officer or others from the threat of immediate physical harm from a dangerous animal, or to destroy a seriously injured animal when other dispositions are impractical and when approved by a supervisor.

An officer may use deadly force when making an arrest or preventing an escape from custody following an arrest. The officer must reasonably believe that such force is necessary to prevent the arrest from being defeated by resistance or escape, there is probable cause to believe that the person to be arrested has committed a crime involving the infliction or threatened infliction of serious physical harm, and the escape of the subject poses an imminent threat to the officer or others. Deadly force may also be used if the person to be arrested is attempting to escape by use of a deadly weapon (21 O.S. 732). When feasible, a verbal warning will be given to the offender prior to the use of deadly force.

The use of deadly force is not authorized when its use would constitute a greater threat to innocent human lives than the actions of the suspect. Officers or employees must always be aware of the probable and possible result of their use of force. Officers or employees are never justified in using deadly force in a reckless manner disregarding the safety of themselves, other officers, or innocent bystanders. Officers or employees must identify and acquire the specific threat before using deadly force.

DEADLY FORCE REVIEW

The Detective Division will conduct a criminal investigation into any use of deadly force. The District Attorney having jurisdiction in the county where the deadly force occurred or in the case of tribal citizens the US Attorney's Office, will review the criminal investigation and officers' actions for potential criminal liability.

The Deadly Force Review Board will review all uses of deadly force referred to it by the Chief of Police. The Board reviews the administrative and criminal investigations, as well as testimony from officers and witnesses, when necessary.

DEADLY FORCE STATISTICS

The Tulsa Police Department was involved in 10 deadly force incidents in 2022. Please reference the tables below for additional information.

Deadly Force Comparison by Year				
2018	2019	2020	2021	2022
5	7	10	9	10

Deadly Force by Injuries			
Subjects	Non-Injury	Injury	Fatal
10	2	2	6

Deadly Force by Division		
Gilcrease	Mingo Valley	Riverside
6	1	3

Deadly Force by Days of the Week						
Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
2	1	2	1	0	3	1

Deadly Force by Time of Day		
7:00AM – 3:00PM	3:00PM – 11:00PM	11:00PM – 7:00AM
3	4	3

Deadly Force by Subjects Gender	
Female	1
Male	9
Total	10

Deadly Force by Race	
African American	2
Caucasian	5
Hispanic	1
Native American	2

Deadly Force In / Out of Policy			
In	Out	Pending	Total
7	0	3	10

Deadly Force by Armed Subject		
Gun	Sword / Knife	Use Vehicle as a Weapon
6	1	3

Deadly Force by Officer's Weapons		
Officers	Handgun	Rifle
18	12	6

Deadly Force by Subjects Age				
>17	18-29	30-39	40-49	50+
1	4	3	0	2

TULSA POLICE DEPARTMENT INTERNAL AFFAIRS

COMMANDER

Captain Jillian Phippen

INVESTIGATORS

Lieutenant Aaron Tallman

Lieutenant Clay Asbill

Lieutenant August Terbrock

Lieutenant Heather Weakley

Lieutenant Brandon Smith

Sergeant Troy Sappington

The data presented in this report are accurate at the time of this report

TULSA POLICE DEPARTMENT INTERNAL AFFAIRS

600 Civic Center

Suite 305

Tulsa, OK

TulsaPolice.org