

**Chairperson**  
Ellen Shemitz

**Vice-chairperson**  
Elizabeth O'Callahan

**Clerk**  
[vacant]



## Human Rights Commission

**Members:**  
Robert Bilotta  
Guillermo Creamer Jr.  
Randy Feldman  
Charles Hopkins  
LaToya Lewis  
Jamaine Ortiz  
Bernard Reese  
Jacqueline Yang

### Monday August 7, 2023, 6:00pm Meeting Minutes

- **The Chair called meeting to order at 6:00 and informed the public of the purpose and goals of the board, including addressing institutional racism.**
- **The Chair read a statement regarding the work of the Human Rights Commission:**
  - The Human Rights Commission was established to promote the city's human rights policies. It is the policy of the City to assure equal access, for every individual, to and benefit from all public services, to protect every individual in the enjoyment and exercise of civil rights and to encourage and bring about mutual understanding and respect among all individuals in the city. It is the goal of HRC to ensure that all City residents are treated fairly and equally by eliminating bigotry, discrimination, intolerance, and prejudice. Our work requires us to address institutional racism so that as a community we can achieve racial equity. Our work also requires us to make visible the unheard, unearned, and unquestioned privilege enjoyed by some member of our community to the detriment of others. We take time to make this acknowledgment, to educate so a path can be cleared for healing.
  - The term "institutional racism" refers specifically to the ways in which institutional policies create different outcomes for different racial groups. The institutional policies may never mention any racial group, but their effect is to create advantages for whites and the oppression and disadvantage for people from groups classified as people of color. The term "racial equity" is the active state in which race does not determine one's livelihood or success. It is achieved through proactive work to address root causes of inequalities to improve outcomes for all individuals. That is, through the elimination or shifting of policies, practices, attitudes, and cultural messages that reinforce differential outcomes by race or fail to eliminate them. The term "privilege" describes the unearned social power and informal institutions of society to all members of a dominant group. For example: "white privilege" and "male privilege." Privilege is usually invisible to those who have it because we are trained to not see it but nevertheless it puts them at an advantage against those who do not have it.
- **The Chair read a statement honoring the Nipmuc People:**
  - We acknowledge the traditional and ancestral territory of the Nipmuc, the first people of Massachusetts and those whose lands we are convening on tonight. While the Nipmuc history predates written history, records from the 1600's inform us that the original inhabitants of Worcester dwelled principally in three locations: Pakachoag, Tatesset (Tatnuck) and Wigwam Hill (N. Lake Ave). It is important to make this acknowledgement and to honor the ancestors that have come before us. It is all too easy to live in a land without ever hearing the traditional names and the history of the people who first resided and prospered in these lands and continue to reside and prosper.

- **Introductions of board members and guests:**
  - Present from the board: Chairperson Ellen Shemitz, Vice Chairperson Elizabeth O’Callahan, Robert Bilotta, Guillermo Creamer Jr., Dr. Bernard Reese, Jamaine Ortiz
- **Introduction of WPD Diversity Officers:**
  - Sgt. Angel Miranda and Officer Casey Onuigbo have been assigned to the Diversity Unit for the Department.
  - They will serve as new point of contact for all HRC requests
- **Introduction of new Interim Executive Director for the Office of Human Rights and Accessibility:**
  - Victor Perez, Esq. serving as the Lead Investigation and Interim Executive Director for Human Rights and Accessibility Offices. His background is in discrimination law, and he worked at MCAD, the state civil rights agency, which enforces Massachusetts civil rights laws and partners with the federal government to enforce related laws. He has been doing this work for about a decade, is passionate about it and looking forward to working with the Human Rights Office and doing this good work.
- **Approval of meeting minutes from June 12, 2023, and July 10, 2023**
  - Board approved meeting minutes from July 10, 2023, but did not have a quorum for the June 12, 2023, minutes and will be tabled until the next meeting.
  - Board unanimously approved July 10, 2023, minutes with roll call vote.
- **Annual meeting with the Worcester Police Department (Continued from July 10, 2023) TABLED to September 11, 2023, Meeting**
  - Follow up questions from July 10 conversation is tabled until next meetings as officers were not able to attend this meeting. Chair shared disappointment that the officers won’t be at this meeting to follow up from last meeting, but is hopeful they will finish next meeting. The Board has hopes and expectations that they will be able to finish the questions with Captain D’Andrea and Officer Doherty at the September meeting. The Board also hopes to follow up with questions pending with WPD, as listed in July meeting agenda. The Diversity Office will be the new point of contact for all information requests, and this will hopefully streamline the process.
- **Welcome to Sgt. Angel Miranda and Officer Casey Onuigbo**
  - Sgt. Miranda clarified their roles; they will be in support of the HRC, but the personal contact will not be them but will be higher command staff. They stated they were there in support, but not to answer the questions. The department heads will answer the questions.
  - Chair asked for clarification on what they meant by “support.” Sgt. Miranda said the Officers have been in their new roles for 3 months, and this is all new to them. They wanted to come and introduce themselves as the Diversity Officers for the WPD. They will be working on retention and recruiting diverse populations to be officers. They are not privy to answering the board’s questions regarding anything that does not pertain to the diversity work they do. Questions would be referred to the Chief.
  - Commissioner Creamer said HRC wants to open lines of communication with HRC and the Chief of Police. Would like to strengthen the pipeline between WPD and the board. There was a time when the Chief was at the table with them. As residents in the role, they have now, the Board

only wants to help build on the work the Diversity Officers are trying to do and close the gap between the residents and the WPD. Commissioner Creamer expressed frustration because information being requested is somewhat routine and there has been ample time to get them together. His hope is to strengthen the pipeline between WPD and the HRC because so many residents are looking for this. He hoped this is reiterated up the chain of command.

- The Chair sent document a few months ago, Section 10, Article 10 of the City Ordinances organizing the Human Rights Commission and the rights and responsibilities. Primary among the listed rights and responsibilities is reviewing departmental policy and reviewing department disciplinary actions and ensuring policies and actions are not depriving any city resident of civil rights or human rights. The work that the HRC does with the WPD is essential to their core mission and is fully authorized by the City Ordinances. The HRC wants to ensure that they work in partnership with the police and ensure the voices of residents are heard.
- Mr. Perez clarified some points based on communications involving the WPD since the HRC agenda was posted. The Diversity Officers will be 2 of 3 points of contact for information, the other will be Captain Davenport from the Bureau of Professional Standards. The Diversity Officers will be answering questions that pertain to their work and Capt. Davenport will respond to questions relative to his work.
- The Chair stated that there were outstanding questions pertaining to the Diversity Office. The board had asked Captain D'Andrea for promotional civil service tests. They asked for information on the Civil Promotional exam; the relative pass rates by gender, ethnic and race and all the HRC received was the percentage of people who passed who identified as women, various ethnicities etc. This is inadequate and the HRC asked for the relative passage rate for gender, race, ethnicity. HRC was told they would have it today.
- Sgt. Miranda reported that Nina Galica in HR sent the request to HRD in Boston, and they were waiting to get it back. The information should be available for next meeting.
- The Vice Chair expressed hope that Diversity Officers could provide information next meeting and that Captain Davenport would be joining as well.
- The Chair asked for information about complaints that were lodged against police officers and asked for it broken down by gender, race, and ethnicity but the information is not available. She asked if they could address that or describe what might be preventing WPD from collecting that data. Sgt. Miranda said Diversity Officers are not privy to this information, it falls under Bureau of Professional Standards.
- Commissioner Creamer asked Diversity Officers if they were included in policy making in regarding to DEI when it comes to functioning of the WPD. Sgt. Miranda stated that they talk to the Chief when it comes to inter-departmental issues and any type of discrimination. They have an open-door policy with the Chief. If there is an issue in the Department, the Diversity Officers handle it. The Chief has zero tolerance policy for any type of discrimination and there is something the Diversity Officers worked on with Sgt. Leto and they are continuing with the Chief. There is a chain of command to follow but they have the blessing to go directly to the Chief and bring anything related to discrimination to him.
- Commissioner Creamer asked if there were limitations that affect their work, and what they hoped to get to advance the DEI agenda for WPD. Sgt. Miranda is hoping to change the culture and get everyone on the same page, which he felt might be difficult. The Department's structure is unique and there is chain of command to follow, but he is hoping to get everyone on the same page. Zero tolerance is something they are trying to promote.
- Officer Onuigbo stated that from a recruiting aspect, they are trying to make sure the

Department looks like the communities they serve. It's hard to reach out to the parts of the community who do not have a positive outlook on the police department. He tries to reach out to people he sees in church and the community and on patrols, and to do the research and to have them see what is really happening rather than listen to media. He felt this to be a challenge for him.

- The Chair asked about the Citizen Police Academy, which did not resume after COVID. Sgt. Miranda said the Diversity Officers did not know about the Citizen Police Academy, they have been working with the cadet program, a recruiting program for individuals between 19 and 23. The Cadet program hires them to work in WPD for 2 years with certain administrative duties and if they take the Civil Service exam they are catapulted up. All 5 of the Cadets are going forward to be police officers. The WPD will be recruiting 10 more for January. In response to a question from the Chair, the Diversity Officers stated that out of the 5 Cadets, 3 are female and 4 are a minority status. Officer Onuigbo said they were wrapping up the cadet program and beginning the Police Academy, and suggested there might be a relationship between the two causing the delay. He offered that the Diversity Officers could look into that.
- Commissioner Creamer asked Diversity Officers about racist texts messages that recently came to light, and asked if this was brought to them and was in their purview. Sgt. Miranda said it was not. Commissioner Creamer asked if this issue was on their docket, and Sgt. Miranda said he did not know what the text was. The Chair referred to an article in the paper about a custodian. The Diversity Officer said he could not comment on an open investigation. Commissioner Creamer asked whether the matter is on the Diversity Officers' docket now that the matter is public. Sgt. Miranda said no and the custodian does not work for WPD.
- The Chair asked if Sgt. Miranda read anything in the paper about the matter that surprised him in regards to WPD culture. Sgt. Miranda said he did not read the article.
- Board members referred to an article about a racist text and asked Sgt. Miranda if this was on his docket. Sgt. Miranda stated he cannot speak to this matter.
- The Vice Chair stated that she thought if a formal complaint came Captain Davenport would be able to speak to it. If it was the Bureau of Professional Standards, it may be handed up to another department. Regarding the racial breakdown of complaints, Capt. Davenport came before the board in July 2018 meeting minutes. Chris Robarge from ACLU was present and said the WPD was way behind on capturing that data for the vast majority of police encounters. The HRC had questions regarding breakdown of demographic complaints so they can make data driven policy recommendations. Capt. Davenport said that if a resident makes a complaint by email or phone, they are not able to capture the demographic information and going on there were pieces that would capture this information in the complaint process. The HRC had this conversation prior, and the Vice Chair wanted to keep going and trying to get this information.
- Chair stated that Jayna Turchek had many emails going back to WPD on use of force complaints still had no demographic information and that was problematic. In 2018, the board made the request for breakdown of gender, ethnicity, and race of resident complaints so they can look at trends and make policy recommendations.
- The Chair requested that Mr. Perez will affirm Capt. Davenport's attendance next meeting and for information on the breakdown of use of force and other resident complaints prior to next meeting so HRC can discuss with him. Capt. Davenport also said in response to information requests that is not the policy of the department to release disciplinary information, however, this inconsistent with prior agreements.

- **Chair opened questions from board members and the public, however there were no further questions or comments.**
  - The Chair thanked Sgt. Miranda and Officer Onuigbo for their time and looks forward to working with them.
  - The Chair stated she has had numerous conversations with Mr. Perez and hopes to have Captain Davenport attend the next meeting and send the requested information in advance of the next meeting so commissioners would have time to review prior to the September meeting so they can be informed and ask questions.
  
- **Meeting with City Manager Eric Batista:**
  - On July 28, 2023, Jayna Turchek along with Chair Shemitz, Vice Chair O’Callahan, Commissioner Creamer met with City Manager Eric Batista, Asst. City Manager Hung Nguyen, and Victor Perez. It was a multi fold purpose meeting to discuss the smooth functioning of the HRC with Ms. Turchek leaving, and to clarify the status of the reorganization of the DEI office and to discuss the length of time it takes to get requested data from the Police Department. The City Manager stated that Mr. Perez is the interim Executive Director for the Human Rights. The City Manager said the hiring of the new Director of Human Rights and Accessibility, in the best world he expects to have a Director on board in 4-8 weeks, however it could take longer. He also stated that there would be a new job description, however, it has not been created yet. The Chair stated this could have implications on the hiring of the new Director. He also is not going to wait to hire the new CEO of DEI. The reality is Mr. Perez already has a full-time job and more demands have been placed on him so there is some sense of urgency to make the commission is fully staffed and the City Manager heard that and committed to moving forward with all due diligence. Board members said they wanted to make sure the work HRC are doing are aligned with the priorities that he sets particularly in DEI and if he had particular areas he wanted them to focus on.
  - The Chair indicated that ensuring that the obvious focus was to ensure Police Dept was advancing Race and Equity because it is the biggest public facing department in the city and they wanted to make sure it consistent with HRC’s goals of diversity, and eliminate racial discrimination.
  - The HRC also told the City Manager they wanted to go deeper into homelessness and housing and expressed frustration that the new Homelessness Commission named by City Ordinance has not been created yet but has been on the books for 10 years. City Manager Batista said he would look into it.
  - Participants talked a little bit about the timeline for hiring the new director and the reorganization, and the City Manager said they were six months into an 18-month timeline but that there is a subgroup in his office meeting regularly to increase the pace of the reorganization.
  - Finally, participants talked to him about outstanding data requests with WPD so that HRC could do their work and advance their mission. The City Manager said he would be meeting coming up with the Chief of Police and push to make ensure the data is provided. He also said he would talk about setting a date for the next Citizen Academy and opening posting for police ride alongs. Participants reiterated that leadership of the HRC meeting quarterly with an officer of the City Manager, and he was amenable to that. Mr. Perez is working to get those on the books on a regular basis.
  - Commissioner Creamer stated that the City Manager and office that Commission staffing

support was not what it should be and there was not the support for more. Participants asked what a civilian review board would look like. The HRC has the complete skeleton of what a civilian review board would be like, and this is the direction what we are heading to. They discussed identifying people with specific skills, what it means for recruiting going forward, and some being timed out soon. The manager was taking this into consideration.

- The Vice Chair discussed that this is a time to evaluate HRC work and even though there is reorganization going on and the work of this commission has been going on for years. There are number of things over the years that the commission has done to support members of the public. HRC should identify what is working and what HRC should continue. She wants to highlight some of the work they completed with the City Manager. The Chair stated that the Vice Chair will be putting together a memo of HRC accomplishments to help build upon success and work towards fulfilling the HRC's mission.
- Commissioner Bilotta raised the issue of not losing sight of the Accessibility Commission and citizens with disabilities, and to keep them first as well.

#### **The City Manager asked for volunteers to help with the search for new Chief Diversity and Equity Officer:**

- Mr. Perez said the idea is to have one representative/stakeholder from Accessibility Commission and the HRC to exchange information and ideas with the contract company regarding the new position of Chief Diversity Officer. The Chairperson on the Accessibility Commission has already been selected.
- Nominations for a volunteer to represent the HRC and Commissioner Creamer was nominated by Commissioner Reese. Motion was taken for a vote, and Commissioner Creamer was selected by unanimous note, with Commissioner Creamer abstaining.

#### **Discussion of How to Move Forward:**

- In the past there was a set schedule of meetings with different topics with new speaker discussing issues from human trafficking to police issue to fair housing, etc. HRC leadership has been discussing how the scope of issues HRC covers is very broad. If they try to cover all issues in the city, the risk is being well informed, but not necessarily affecting change. There was discussion of in the next 1-3 years trying to set a narrower focus where HRC makes dedicated dive and holds itself accountable with taking actions and executing follow up. The Chair referenced a 2018 agreement regarding demographic information with police department. The Chair asked whether narrowing the scope to address specific areas going forward.
- Commissioner Creamer pointed out that the hope is that HRC advances the interest of the City Manager. HRC has received marching order with a strong focus on WPD and investigations, which is new to HRC. Commissioner Creamer wants to make sure nothing is lost along the way. For example, he wants to make sure that the work the HRC did related to homelessness is actually addressed and taken up by the homelessness commission. He thinks that narrowing scope to matters such as WPD and human rights, not tapping into homelessness, is the direction the manager wants them to head in as a Commission.
- The Chair identified 2 topics of importance she would like to see 1) the transparency and accountability to ensure the protection of residents with their interactions with the WPD, and 2)

ensuring the City is protective of the human rights with the unhoused. Until the new commission gets formed, she feels the HRC should keep a close eye on the issue. She referenced a report from the AMA regarding the detrimental impact of homeless during homeless sweeps including morbidity and health concerns. The policy is to conduct homeless sweeps and that is in direct conflict with best research coming out of the AMA. HRC should be providing forums for those voices.

- A third issue she identified: the continued struggle with disengage residents regarding voting rates of 11% during non-presidential elections. The Chair said it was concerning to ensure the work of the city is reflective of the needs and desires of all residents.
- The Chair encouraged members to think about where they would like to focus on and put on a future agenda so that there are more intentional planning sessions and identified outcomes that members wish to see.
- Officer Onuigbo asked about homeless sweeps. The Chair described sweeps as including homeless camps being broken down and residents losing their possessions. Officer Onuigbo stated that outside agencies come in and do help the unhoused with services and housing, but sometimes the homeless person can't stay in housing and is back to being homeless. The Chair said that current sweeps are not best practice. The reality is that is sometimes a retractable problem with a myriad of complications. The Chair said she knows that current sweeps being conducted are not best practice when it comes to the long-term health and wellbeing of these individuals. The HRC does not have the resources to come up with a comprehensive policy, it can be a voice against a policy that is not consistent with best practices. In terms of mental health, sweeps like this can exacerbate the issues.
- The Vice-Chair highlighted the poor state of the mental health system and HRC hope is to support what experts in this area are recommending. In the past, HRC has discussed these issues and highlighted resources within their posted minutes.
- The Vice-Chair reference outside conversation with the Chair and three other Commissioners. She expressed excitement in addressing the third issues mentioned earlier.
- Commissioners attending the hearing on Wednesday with the Elections Commissions are Commissioners Shemitz, O'Callahan, and Reese.
- There was no public comment on this topic.

**The meeting was adjourned at 7:13 PM by a unanimous vote.**

HRC Members would attend the Elections Meeting on Wednesday. The next monthly meeting of the Human Rights Commission is Monday, September 11, 2023 at 6:00 pm.

From: Davenport, Kenneth J.

Sent: Friday, August 4, 2023 10:58 AM

To: Perez, Victor

Subject: FW: HRC annual mtg w/WPD

Vic,

Please review the response below. The disciplinary questions are still being discussed.

- Please detail every WPD BOPS internal investigation that has been conducted over the past five years and the disposition of such investigation.

I have forwarded the past 5 years' Annual Report to the Commission each year. I've attached them all to this email.

- Please detail every disciplinary action against any policy officer for the use of excessive force, including the name of the police officer, over the past five years. Please indicate for each such case whether criminal prosecution against the officer(s) ensued and the result of any such prosecution.

It has been our policy not to disclose disciplinary action imposed. There have been no sustained findings of Unnecessary Force.

- Please detail every disciplinary action against any policy officer for the filing of a false report, including the name of the police officer, over the past five years. Please indicate for each such case whether criminal prosecution against the officer(s) ensued and the result of any such prosecution.

It has been our policy not to disclose disciplinary action imposed. See case number 2019-0044 within the 2019 BOPS Annual Report for a sustained finding of Submitting reports that pertain to inaccurate reporting. No criminal prosecution.

Follow up questions on HRC Agenda:

- a. 17 hate crime investigations resulted in charges, what were the results of those cases in court?
  - i. The Detective Bureau covers the hate crimes. DC Saucier and Capt. D'Andrea have been Cc'd on this email.
- b. Re: professional conduct complaints against officers. How does the sustained rate of 13% compare to the prior 4 years?
  - i. The previous 4 year average is 10.2 % sustain rate.
- c. What were the specific outcomes/disciplinary measures imposed in sustained complaints alleging criminal conduct and/or unnecessary force and /or bias free policing?
  - i. It has been our policy not to disclose disciplinary action imposed. All allegations are listed in the annual reports.



d. Has the addition of body cameras made it quicker/ easier for the bureau to conduct/ conclude investigations into complaints?

i. There has not been a significant measurable number of complaints that include BWC footage to answer this question.

Respectfully,

Captain Kenneth J. Davenport

Bureau of Professional Standards

**Bureau of Professional Standards  
BOPS Demographics Report 2018**

Case #	Date Opened	Date Closed	Incident Type	Allegation	Disposition	Ethnicity	M/F	Police Route
2018-0001	1/10/2018	2/23/2018	Citizen Comp.	1516.1	Not Sustained	unk	F	19
2018-0002	12/18/2017	2/26/2018	Citizen Comp.	1406.11	Not Sustained	unk	F	3
2018-0003	1/19/2018	4/19/2018	Deputy Chief Init.	1406.11	Exonerated	H	M	3
2018-0004	1/25/2018	3/29/2018	Citizen Comp.	1406.11	Exonerated	w	F	4
2018-0005	1/8/2018	4/30/2019	Law Suit	1406.11	Exceptionally Cleared	H	F	6
				1403.1	Exceptionally Cleared			
				1503.1	Exceptionally Cleared			
2018-0006	2/15/2018	4/26/2018	Citizen Comp.	1508.1	Exonerated	H	M	11
				1406.11	Exonerated			
				1505.1	Exonerated			
				1508.1	Exonerated			
				1406.11	Exonerated			
				1505.1	Exonerated			
				1613.1	Unfounded			
				1613.1	Unfounded			
				1504.1	Not Sustained			
2018-0007	2/16/2018	2/16/2018	Citizen Comp.	n/a	incorrect dep.	unk	F	n/a
2018-0008	3/9/2018	4/13/2018	Citizen Comp.	1504.1	Not Sustained	W	F	19
2018-0009	3/15/2018	3/20/2018	Commander Init.	1503.1	Resolved at intake	W	M	2
2018-0010	2/20/2018	3/20/2018	Citizen Comp.	1502.1	Exceptionally Cleared	W	F	Unknown
2018-0011	4/19/2018	10/31/2018	Law Suit	1406.11	Exonerated	unk	F	12
				1406.11	Exonerated			
				1406.11	Exonerated			
				1406.11	Exonerated			
				1406.11	Exonerated			
				1406.11	Exonerated			
				1406.11	Exonerated			
				1406.11	Exonerated			
				1406.11	Exonerated			
				1504.1	Exceptionally Cleared			
				1504.1	Exceptionally Cleared			
				1504.1	Exceptionally Cleared			
				1504.1	Exceptionally Cleared			
				1504.1	Exceptionally Cleared			
				1504.1	Exceptionally Cleared			
				1504.1	Exceptionally Cleared			
				1504.1	Exceptionally Cleared			
				1504.1	Exceptionally Cleared			
				1503.1	Exonerated			
				1503.1	Exonerated			
				1503.1	Exonerated			
2018-0012	4/27/2018	2/8/2019	Citizen Comp.	1403.1	Exceptionally Cleared	H	M	4
				1402.11	Exceptionally Cleared			
				1406.11	Exonerated			
				1519.1	Exceptionally Cleared			
2018-0013	4/27/2018	10/3/2018	Citizen Comp.	1406.11	Exonerated	B	M	11
2018-0014	4/27/2018	2/8/2019	Citizen Comp.	1406.11	Exonerated	B	M	18
				1406.11	Exonerated			
				1406.11	Exonerated			
				1503.1	Exceptionally Cleared			
2018-0015	4/27/2018	2/8/2019	Citizen Comp.	1403.1	Exonerated	H	M	12
				1403.1	Exonerated			
Case #	Date Opened	Date Closed	Incident Type	Allegation	Disposition	Ethnicity	M/F	Police Route

A-Asian, B-Black or African American

W-White, H-Hispanic or Latino

I-American Indian Alaskan Native

P-Pacific Islander or Native Hawaiian

**Bureau of Professional Standards  
BOPS Demographics Report 2018**

				1403.1	Exceptionally Cleared			
				1519.1	Exceptionally Cleared			
2018-0016	5/2/2018	5/4/2018	Commander Init.	1406.11	Sustained	n/a	n/a	n/a
2018-0017	5/9/2018	5/17/2019	Law Suit	1406.11	Exonerated	W	M	
2018-0018	5/15/2018	5/15/2018	Citizen Comp.	1406.11	Resolved at Intake	unk	M	2
2018-0019	5/23/2018	10/25/2018	Citizen Comp.	1514.1	Exceptionally Cleared	unk	F	5
2018-0020	6/5/2018	10/26/2018	Citizen Comp.	1503.1	Exonerated	W	M	14
				1503.1	Exonerated			
				1503.1	Exonerated			
				1504.1	Exonerated			
				1504.1	Exonerated			
				1504.1	Exonerated			
				1504.1	Exonerated			
				1406.11	Exonerated			
				1406.11	Exonerated			
				1406.11	Exonerated			
2018-0021	6/6/2018	8/8/208	Citizen Comp.	1504.1	Exonerated	W	M	Outside the City
2018-0022	6/14/2018	10/29/2018	Citizen Comp.	1504.1	Not Sustained	W	F	18
2018-0023	6/12/2018	11/9/2018	Chief Init.	1503.1	Exonerated	n/a	n/a	12
				1503.1	Exonerated			
				1503.1	Exonerated			
				1503.1	Exonerated			
				1503.1	Exonerated			
				1503.1	Exonerated			
2018-0024	6/28/2018	6/29/2018	Citizen Comp.	1406.11	Resolved at intake	H	F	20
				1504.1	Resolved at intake			
2018-0025	7/2/2018	8/30/2018	Chief Init.	1502.1	Sustained	n/a	n/a	n/a
				1504.1	Sustained			
				1515.1	Sustained			
				1514.1	Sustained			
2018-0026	7/18/2018	10/3/2018	Citizen Comp.	1504.1	Not Sustained	B	F	3
2018-0027	7/23/2018	9/27/2018	Citizen Comp.	Pol. 675	Not Sustained	H	M	6
2018-0028	8/2/2018	9/25/2018	Citizen Comp.	1406.1	Exonerated	W	F	2
				1504.1	Exonerated			
2018-0029	8/9/2018	8/9/2018	Commander Init.	Pol. 900	Sustained	n/a	n/a	n/a
2018-0030	7/24/2018	8/9/2018	Citizen Comp.	Pol. 522	Resolved at intake	H	M	4
2018-0031	8/15/2018	4/12/2019	Citizen Comp.	1514.1	Exceptionally Cleared	W	F	10
				1514.1	Exonerated			
2018-0032	8/29/2018	2/13/2019	Citizen Comp.	1504.1	Not Sustained	B	M	5
				1410.1	Not Sustained			
				1402.1	Exonerated			
2018-0033	8/29/2018	11/9/2018	Citizen Comp.	1502.1	Exonerated	unk	unk	n/a
				1502.1	Exonerated			
				1512.1	Exonerated			
				1512.1	Exonerated			
				1512.1	Exonerated			
				1512.1	Exonerated			
				1505.1	Policy Failure			
				1505.1	Policy Failure			
				1505.1	Policy Failure			
				1405.1	Exonerated			
<b>Case #</b>	<b>Date Opened</b>	<b>Date Closed</b>	<b>Incident Type</b>	<b>Allegation</b>	<b>Disposition</b>	<b>Ethnicity</b>	<b>M/F</b>	<b>Police Route</b>
				1405.1	Exonerated			

A-Asian, B-Black or African American

W-White, H-Hispanic or Latino  
P-Pacific Islander or Native Hawaiian

I-American Indian Alaskan Native

**Bureau of Professional Standards  
BOPS Demographics Report 2018**

				1405.1	Exonerated			
				1517.1	Exonerated			
				1517.1	Exonerated			
				900	Sustained			
2018-0034	9/4/2018	12/13/2018	Citizen Comp.	1406.11	Exonerated	unk	F	5
				1504.1	Not Sustained			
2018-0035	10/4/2018	11/9/2018	Citizen Comp.	1504.1	Not Sustained	W	M	18
2018-0036	10/9/2018	12/14/2018	Citizen Comp.	1406.11	Unfounded	B	M	7
2018-0037	10/16/2018	10/27/2018	Citizen Comp.	1504.1	Resolved at intake	W	F	14
2018-0038	10/23/2018	4/2/2019	Law Suit	1503.1	Exceptionally Cleared	W	M	4
				1403.1	Exceptionally Cleared			
2018-0039	10/22/2018	10/25/2018	Citizen Comp.	1406.11	Resolved at intake	W	M	10
2018-0040	11/7/2018	1/23/2019	Citizen Comp.	1504.1	Exonerated	Unk	M	14
2018-0041	11/17/2018	12/14/2018	Citizen Comp.	1504.1	Exonerated	W	M	5
2018-0042	11/15/2018	1/18/2019	Citizen Comp.	1406.11	Exceptionally Cleared	W	F	14
2018-0043	11/21/2018	1/28/2019	Citizen Comp.	1504.1	Sustained	W	M	14
2018-0044	12/13/2018	4/4/2019	Citizen Comp.	1504.1	Exonerated	W	M	12
2018-0045	12/31/2018	3/7/2019	Citizen Comp.	1502.1	Sustained	W	M	5

**Allegations**

1402.1	Truthfulness	2
1403.1	Submitting Reports	6
1405.1	Reporting For Duty	3
1406.11	Awareness of Activities: Knowledge of Laws, Rules, and Regulations, etc....	31
1410.1	Giving Identification	1
1502.1	Criminal Conduct	5
1503.1	Unnecessary Force	16
1504.1	Discourtesy	27
1505.1	Conducting Personal Business While on Duty	5
1508.1	Improper Dissemination of Information	2
1512.1	Improper Obligations and Favored or Biased Treatment	4
1514.1	Conduct Unbecoming	4
1515.1	Insubordination	1
1516.1	Neglect of Duty	1
1517.1	Incompetence	2
1519.1	Mishandling of Evidence	2
1613.1	Seeking or Accepting Gifts, Gratuities, Loans...	2
Pol. 522	Seized Money and Investigative Funds	1
Pol. 675	Motor Vehicle Crashes: Response, Investigation, & Reporting	1
Pol. 900	Governing Work Schedules	2
		118

**Dispositions**

Unfounded	2.54%
Resolved @ intake	5.93%
Exonerated	52.54%
Not Sustained	9.32%
Sustained	7.63%
Policy Failure	2.54%
Exceptionally Cleared	19.49%

**118 Total Allegations**

A-Asian, B-Black or African American

W-White, H-Hispanic or Latino  
P-Pacific Islander or Native Hawaiian

I-American Indian Alaskan Native

44 Complaints

10 Comments

**Demographics of Worcester**<sup>1</sup>

**2017 Population Estimates**

**185,677**

Source: *Vintage 2017 Population Estimates, US Census Bureau*

(male/female is *about* 50/50)

City of Worcester Ethnicity/Race

White – 57 %

Asian – 7%

Hispanic or Latino – 21%

Black or African American – 12 %

Two or more races – 2%

Some other race – 1 % (Middle Eastern, i.e.)

**Complainant's Ethnicity/Race:**<sup>2</sup>

White 19 = 43.18%

Unknown 8 = 18.18%

Hispanic or Latino 8 = 18.18%

Black or African American 5 = 11.36%

Asian 0 = 0 %

16 female complainants

23 male complainants

1 unknown (anonymous)

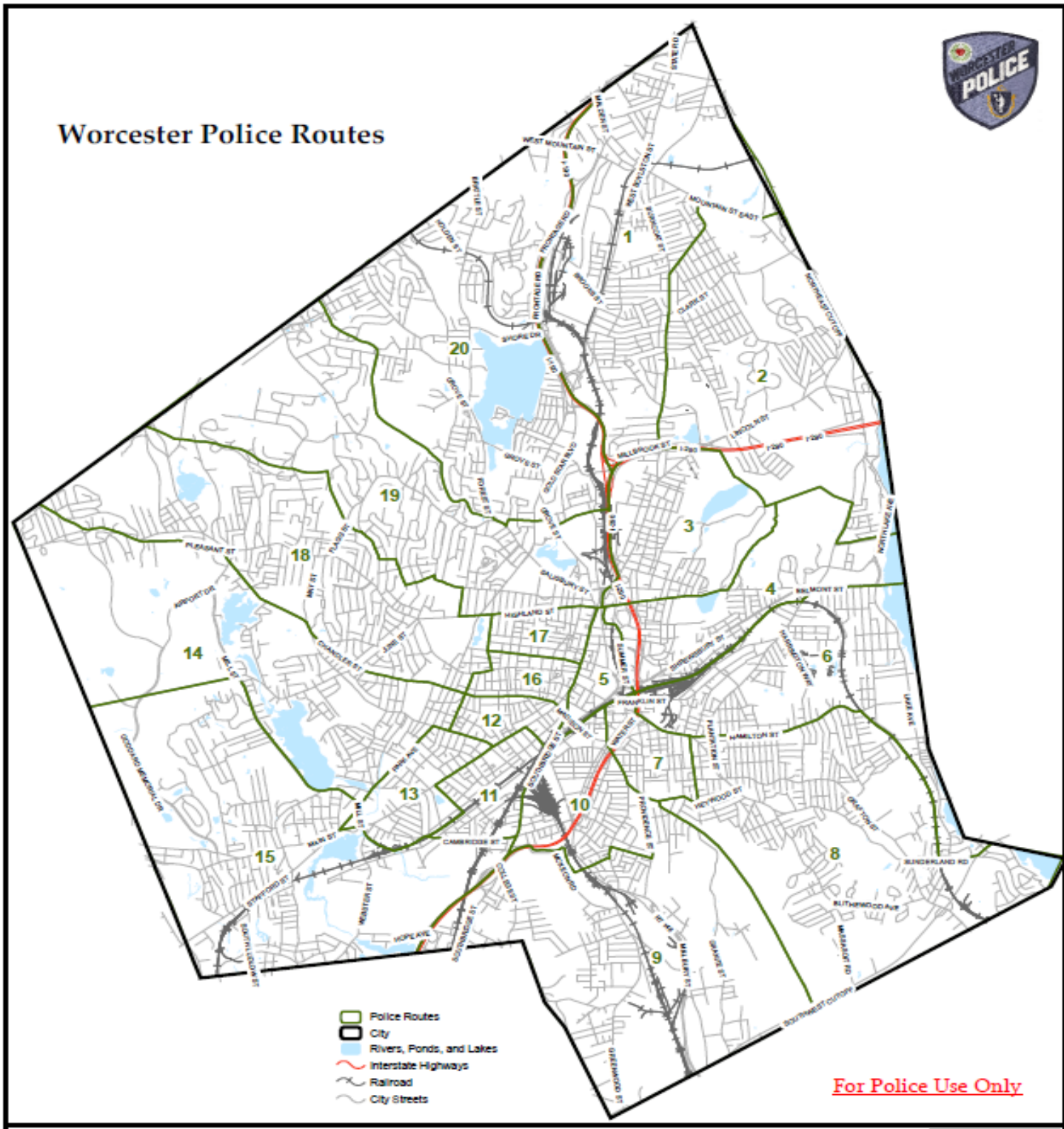
4 complaints were generated within the department that did not involve citizens

<sup>1</sup> Information gleaned from The Research Bureau & U.S. Census Bureau

<sup>2</sup> Facts from Worcester Police Department BOPS System

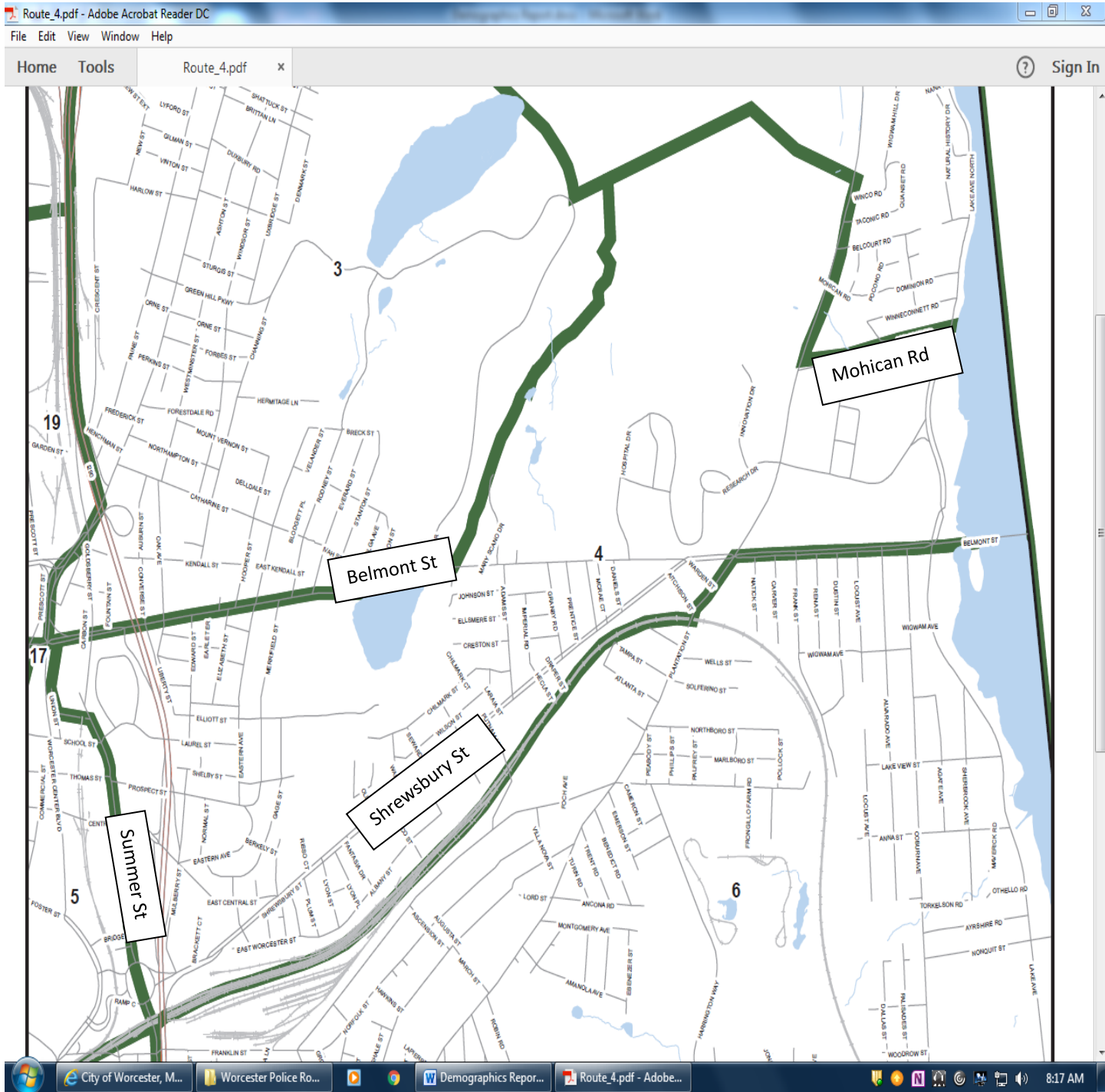
Geographic Location of Complaints

The City of Worcester is divided into 20 patrol routes. RT.'s 4, 5, and 14 had the most complaints.



RT. 4 – 4 complaints

This route travels from Lincoln Sq. to the railroad that runs parallel to Shrewsbury St., out to Quinsigamond Lake north to Mohican Rd. West on Mohican Rd then north on Plantation St. It then circles back around to Belmont St to Lincoln Sq.



Rt. 5 – 5 Complaints

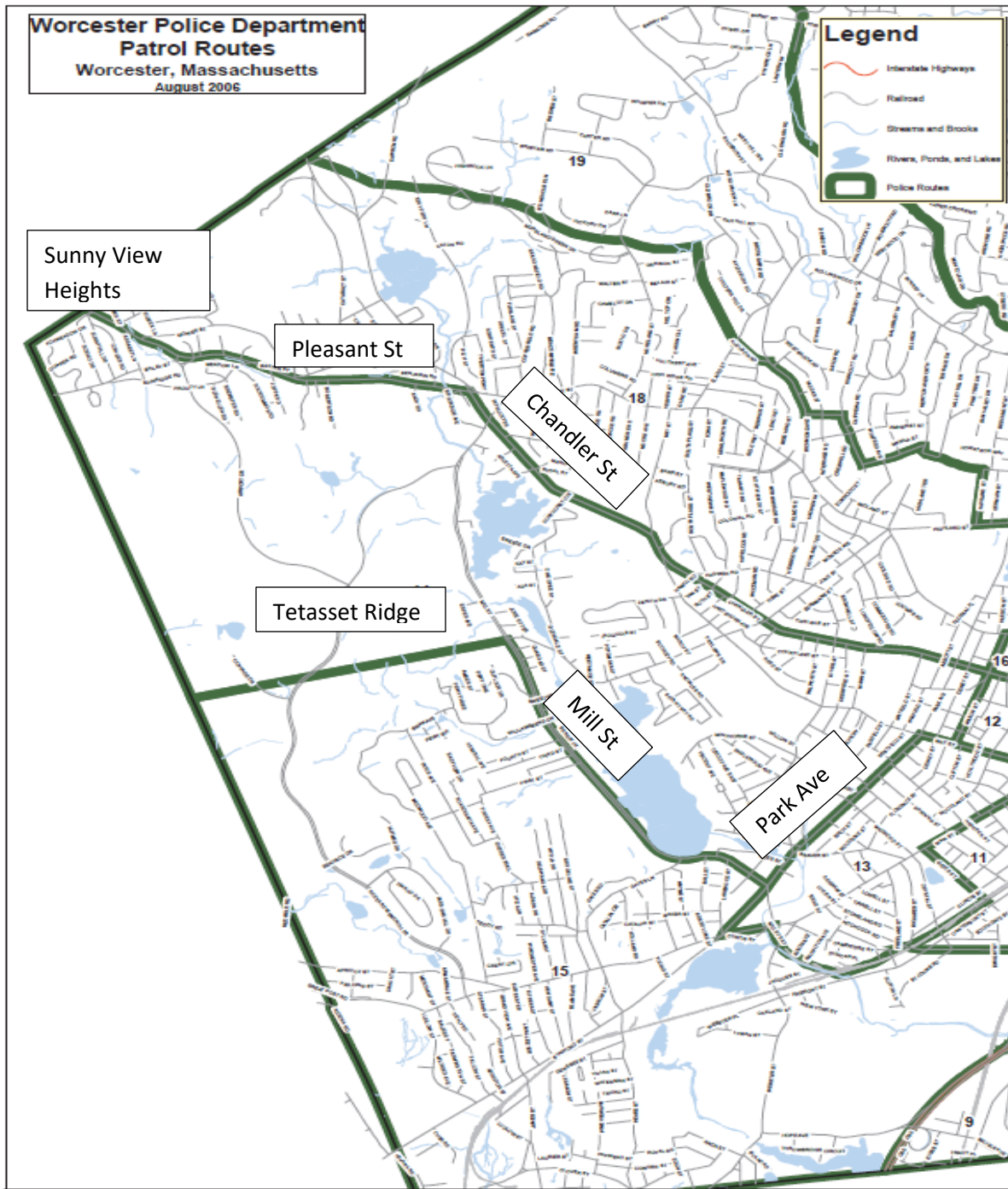
This RT. runs east on Belmont St from Highland St, south on Union St to Market St, south on Summer St to Washington Sq., southeast along the railroad to Southbridge St, north to Main St, north to Highland St.





RT. 14 – 5 Complaints

This RT. runs east on Pleasant St from Sunny View Heights to Chandler St, southeast to Mason St, south to May St, east to Park Ave, southwest to Mill St, west over Tetasset Ridge to Coppage Dr, north to Foxmeadow Dr.



## USE OF FORCE 2018

MONTH	U OC(B)	D OC(A)	U BATON(F)	D BATON(E)	U TASER(H)	D TASER(G)	U FIREARM(J)	D FIREARM(I)	PW(K)	TOIO(L)
JAN	1	1	1	0	2	3	0	22	12	2
FEB	2	0	1	1	1	7	1	20	12	2
MAR	1	0	3	0	2	3	0	23	13	2
APR	2	0	1	2	3	4	0	19	10	1
MAY	0	0	2	1	0	2	0	18	10	2
JUN	4	0	2	2	2	6	0	12	14	1
JUL	4	2	1	1	4	5	0	24	9	1
AUG	0	0	0	1	0	3	0	18	6	0
SEPT	1	0	0	0	1	7	0	6	2	0
OCT	1	0	0	1	0	6	0	8	3	2
NOV	1	0	0	0	5	4	0	11	10	3
DEC	0	1	1	0	6	8	0	23	9	3
<b>TOTAL</b>	17	4	12	9	26	58	1	204	110	19

460 Uses of Force - 16 Allegations of Unnecessary Force = Only 3.48% was an allegation generated

U – Use

D – Display

OC – Oleoresin Capsicum (pepper spray)

PW – Personal Weapons (hands, feet, elbows, knees...)

TOIO – Tools of Immediate Opportunity

Worcester Police Department Use of Force Statistics Prepared by the Bureau of Professional Standards								
	Previous 7 Years							Change 2017 to 2018
	2012	2013	2014	2015	2016	2017	2018	
Incidents	120,910	126,945	134,649	130,298	136,335	139,779	145,038	3.76%
Arrests	6,875	7,385	8,124	6,254	5,964	6,084	5,358	-11.93%
Complaints	60	77	100	83	68	71	44	-38.03%
Unnecessary Force Allegations	38	27	38	76	17	25	16	-36.00%
Use of OC	20	8	18	14	17	21	17	-19.05%
Display of OC	0	0	0	7	2	1	4	300.00%
Use of Baton	21	18	17	13	21	22	12	-45.45%
Display of Baton	0	0	0	14	21	16	9	-43.75%
Use of Electronic Control Device	13	6	13	21	21	19	26	36.84%
Display of Electronic Control Device	0	0	0	36	39	60	58	-3.33%
Use of Firearm	2	1	5	3	1	2	1	-50.00%
Display of Firearm	16	24	44	82	151	186	204	9.68%
Personal Weapons	13	3	2	94	182	178	110	-38.20%
Tool of Immediate Means	7	0	0	1	3	11	19	72.73%

**Items to Note:**

**Averages:**

- 72 Avg. Complaints over 7 yrs. / CY 2018 had 44 complaints
- 33.86 Avg. Unnecessary Force (UF) Allegations over 7 years/ CY 2018 had 16 UF allegations

**Percentages:**

- 5358 Arrests/16 Unnecessary Force Allegations = .29% resulted in an UF Allegation out of the arrest encounters in CY 2018
- 145,038 incidents and 44 complaints = .03% of the incidents generated a complaint
- Out of the 44 complaints for 2018, 38 (86.36%) were generated by citizen complaints and 6 (13.63%) were generated within the dep. by the Chief, Deputy Chief, or a Commander.
- 7.63 % of the allegations were sustained.



Captain Kenneth J. Davenport

Bureau of Professional Standards

**Bureau of Professional Standards  
Demographics Report 2019**

Officer Name	Case #	Date Opened	Date Closed	Incident Type	Allegation	Disposition	Race	M/F	Police Route
Capt. Kenneth Davenport	2019-0001	1/17/2019	6/17/2019	Citizen Complaint	1503.1	Exonerated	B	M	13
PO Ronald Remillard					1503.1	Exonerated			
PO Terrence Cahill					1503.1	Exonerated			
PO Sean Riley					1503.1	Exonerated			
PO Daniel Sullivan					1503.1	Exonerated			
PO Elias Baez					1503.1	Exonerated			
Capt. Kenneth Davenport					1504.1	Exonerated			
PO Ronald Remillard					1504.1	Exonerated			
PO Terrence Cahill					1504.1	Exonerated			
PO Sean Riley					1504.1	Exonerated			
PO Daniel Sullivan					1504.1	Exonerated			
PO Elias Baez					1504.1	Exonerated			
Sgt. Shawn Barbale	2019-0002	1/1/2019	6/13/2019	Citizen Complaint	1503.1	Exonerated	B	M	15
Sgt. Jeffrey Carlson					1504.1	Exonerated			
Sgt. Andrew Cravedi					1503.1	Exonerated			
PO Diony Nunez	2019-0003	10/18/18*	5/17/2019	Citizen Complaint	1504.1	Exceptionally Cleared	H	F	12
PO Rocky Ductan					1406.11	Exceptionally Cleared			
PO Casey Onuigbo	2019-0004	1/16/2019	4/22/2019	Citizen Complaint	1406.11	Unfounded	H	F	12
PO Ryan Joyal	2019-0005	1/23/2019	3/1/2019	Citizen Complaint	1403.1	Resolved	H	F	12
PO James D'Andrea	2019-0006	1/30/2019	6/13/2019	Chief Init.	1502.1	Not Sustained	W	F	14
PO Timothy Foley	2019-0007	1/29/2019	3/14/2019	Citizen Complaint	1403.1	Resolved	H	F	3
PO Patrick Harrington	2019-0008	2/11/2019	4/8/2019	Citizen Complaint	1406.11	Exonerated	B	M	5
PO Patrick Harrington					1503.1	Exonerated			
PO Patrick Harrington					1514.1	Exonerated			
PO Ilirjan Jano	2019-0009	2/12/2019	3/15/2019	Citizen Complaint	1403.1	Exonerated	H	F	3
PO Ilirjan Jano					1406.11	Exonerated			
n/a	2019-0010	2/11/2019	2/13/2019	Citizen Complaint	n/a	Resolved @ intake	unk	F	unk
PO Michael T. Foley	2019-0011	2/14/2019	3/14/2019	Citizen Complaint	1406.11	Exonerated	W	M	8
Sgt. Armando Garcia					1406.11	Exonerated			
n/a	2019-0012	2/14/2019	3/7/2019	Citizen Complaint	n/a	Resolved	unk	M	15
PO Robert Belsito	2019-0013	2/28/2019	6/12/2019	Citizen Complaint	1410.1	Sustained	W	M	5
PO Robert Belsito					1504.1	Not Sustained			
PO Robert Belsito					1406.11	Sustained			
Sgt. Keith Robert	2019-0014	3/5/2019	12/31/2019	Chief Init.	1515.1	Sustained	n/a	n/a	n/a
Lt. Donna Brissette	2019-0015	3/8/2019	4/30/2019	Citizen Complaint	1410.1	Unfounded	W	F	3
PO Tyler Collette					1410.1	Unfounded			
PO Cristin Chabot					1410.1	Unfounded			
PO Dyan Patient					1410.1	Unfounded			
Lt. Donna Brissette					1406.11	Exonerated			
PO Tyler Collette					1406.11	Exonerated			
PO Cristin Chabot					1406.11	Exonerated			
PO Dyan Patient					1406.11	Exonerated			
Lt. Donna Brissette					1403.1	Unfounded			
Sgt. Thomas Dowd	2019-0016	4/1/2019	10/28/2019	Citizen Complaint	1503.1	Exonerated	B	M	15
PO David Mita	2019-0017	4/17/2019	6/14/2019	Citizen Complaint	1504.1	Resolved	H	M	5
PO Matthew Piscitelli	2019-0018	4/30/2019	9/16/2019	Citizen Complaint	1504.1	Exonerated	W	F	5
PO John Smalanskas	2019-0019	5/15/2019	9/16/2019	Citizen Complaint	1504.1	Not Sustained	W	F	17
PO John Smalanskas					1406.11	Exonerated			
PO Michael Sacco	2019-0020	5/23/2019	8/20/2019	Citizen Complaint	1406.11	Exonerated	H	M	5
Officer Name	Case #	Date Opened	Date Closed	Incident Type	Allegation	Disposition	Ethnicity	M/F	Police Route

A-Asian, B-Black or African American

W-White, H-Hispanic or Latino  
P-Pacific Islander or Native Hawaiian

I-American Indian Alaskan Native

**Bureau of Professional Standards  
Demographics Report 2019**

PO Nicholas Riggieri	2019-0021	6/12/2019	8/10/2019	Citizen Complaint	1403.1	Exonerated	unk	M	8
PO Nicholas Riggieri					1406.11	Exonerated			
PO Thomas Hastings	2019-0022	6/12/2019	9/19/2019	Citizen Complaint	1407.1	Exonerated	unk	F	5
PO Daniel Chviruk					1504.1	Exonerated			
PO Brian Gerardi					1504.1	Exonerated			
Sgt. Lauren Voellings	2019-0023	6/20/2019	10/9/2019	Chief Init.	1503.1	Exonerated	Wx2	M&F	5
PO Douglas Farber					1503.1	Exonerated			
PO Andrei Cimpan					1503.1	Exonerated			
PO Kofi Twumasi					1503.1	Exonerated			
PO William Warken					1503.1	Exonerated			
PO Timothy Reynolds	2019-0024	7/6/2019	8/10/2019	Citizen Complaint	1504.1	Not Sustained	W	F	5
PO Timothy Reynolds					1406.11	Exonerated			
PO Peter Bissonnette	2019-0025	7/3/2019	9/26/2019	Citizen Complaint	1504.1	Sustained	H	F	17
PO Peter Bissonnette					1406.11	Exonerated			
PO Nicholas Bishop	2019-0026	8/3/2019	10/12/2019	Citizen Complaint	1406.11	Exonerated	H	F	2
PO Nicholas Bishop					1504.1	Exonerated			
PO Michael Tarckini	2019-0027	8/5/2019	8/5/2019	Citizen Complaint	1406.11	Resolved @ intake	W	M	N/A
PO George Turpin					1406.11	Resolved @ intake			
Unknown	2019-0028	7/31/2019	8/17/2019	Citizen Complaint	1504.1	Exceptionally Cleared	Unk	unk	19
Patrol Division	2019-0029	8/16/2019	10/28/2019	Citizen Complaint	1407.1	Policy Failure	W	F	14
Patrol Division					1407.1	Policy Failure			
PO Keith Klucznik	2019-0030	8/6/2019	9/19/2019	Citizen Complaint	1403.1	Exonerated	Unk	M	2
PO Keith Klucznik					1407.1	Unfounded			
Sgt. Keith Robert	2019-0031	8/28/2019	1/14/2020	Chief Init.	1402.1	Exceptionally Cleared	W	F	5
PO Daniel Dyson	2019-0032	9/7/2019	11/2/2019	Citizen Complaint	1504.1	Not Sustained	B	M	13
PO Devin Jordan					1504.1	Not Sustained			
PO Patrick Moran	2019-0033	9/9/2019	11/1/2019	Citizen Complaint	1406.11	Exonerated	W	M	4
PO Patrick Moran					1503.1	Exonerated			
n/a	2019-0034	9/13/2019	9/13/2019	Citizen Complaint	n/a	Resolved @ intake	H	F	8
PO William Auger	2019-0035	9/14/2019	11/26/2019	Citizen Complaint	1504.1	Exonerated	H	M	20
PO Michael McGrath					1504.1	Exonerated			
PO Seth Nagle					1504.1	Exonerated			
PO Casey Onuigbo					1504.1	Exonerated			
PO Michael Freidhoff	2019-0036	9/3/2019	11/25/2019	Citizen Complaint	1402.1	Exonerated	H	F	20
PO Michael Freidhoff					1502.1	Exonerated			
PO Michael Freidhoff					1406.11	Exonerated			
PO Michael Freidhoff					1402.1	Unfounded			
Unknown					1504.1	Not Sustained			
PO Michael Freidhoff					1502.1	Exonerated			
PO Michael Montiverdi, Jr	2019-0037	9/25/2019	11/12/2019	Chief Init.	1502.1	Exonerated	W	F	5
PO Michael Montiverdi, Jr					1517.1	Exonerated			
PO Michael Montiverdi, Jr					1405.1	Exonerated			
PO Michael Montiverdi, Jr					1514.1	Exonerated			
PO Michael Montiverdi, Jr					900	Exonerated			
PO Rodrigo Oliveira	2019-0038	10/5/2019	1/10/2020	Citizen Complaint	1406.11	Exonerated	B	M	1
PO Rodrigo Oliveira					1504.1	Exonerated			
n/a	2019-0039	10/10/2019	10/18/2019	Citizen Complaint	n/a	Resolve @ intake	H	F	5
PO Joseph Mitchell	2019-0040	10/16/2019	11/14/2019	Citizen Complaint	1502.1	Exceptionally Cleared	W	F	9
PO Joseph Mitchell					1503.1	Exceptionally Cleared			
PO Ngoc Vo	2019-0041	10/21/2019	11/25/2019	Citizen Complaint	1504.1	Not Sustained	W	M	16
Officer Name	Case #	Date Opened	Date Closed	Incident Type	Allegation	Disposition	Ethnicity	M/F	Police Route
PO Michael Higgins	2019-0042	10/22/2019	12/24/2019	Citizen Complaint	1410.1	Exonerated	W	M	12

A-Asian, B-Black or African American

W-White, H-Hispanic or Latino  
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I-American Indian Alaskan Native

**Bureau of Professional Standards  
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PO Neftali Batista					1410.1	Exonerated			
PO Michael Higgins					1406.11	Exonerated			
PO Neftali Batista					1406.11	Exonerated			
PO Jason Powers	2019-0043	10/18/2019	1/14/2020	Citizen Complaint	1504.1	Not Sustained	H	M	13
PO Jason Powers					1406.11	Exonerated			
PO Shawn Tivnan	2019-0044	10/26/2019		Citizen Complaint	1503.1		W	M	5
PO Brett Kubiak					1503.1				
PO Kenneth Carville					1503.1				
PO Michael Prizio					1503.1				
PO Brett Kubiak					1504.1				
PO Shawn Tivnan					Pol. 401				
PO Shawn Tivnan					1403.1				
PO John Power	2019-0045	11/8/2019	12/17/2019	Citizen Complaint	1403.1	Exonerated	B	F	18
PO Michael Hurley	2019-0046	11/14/2019	11/26/2019	Chief Init.	1406.11	Sustained	W	M	5
PO Michael Hurley					1504.1	Sustained			
PO Kenneth Carville	2019-0047	11/25/2019	1/3/2020	Citizen Complaint	1403.1	Exonerated	H	F	11
PO Nicola Salerno	2019-0048	11/26/2019	1/6/2020	Citizen Complaint	1503.1	Exonerated	W	M	6
PO Irving Rosario	2019-0049	11/26/2019	1/2/2020	Chief Init.	1407.1	Exonerated	H	M	16
PO Irving Rosario					1513.1	Exonerated			
PO Domenic Sacco	2019-0050	11/29/2019	7/2/2020	Chief Init.	1502.1	Unfounded	unk	F	Outside the city
Sgt. Christopher George	2019-0051	11/25/2019	3/2/2020	Citizen Complaint	1406.11	Exonerated	W	F	4
PO Justin Manzello					1406.11	Exonerated			
PO Jason Chaves					1406.11	Exonerated			
PO Jason Chaves					1503.1	Exonerated			
PO Nathan LaFleche	2019-0052	12/6/2019	4/15/2020	Citizen Complaint	1503.1	Not Sustained	H	M	17
civilian-Deborah Kachadoorian	2019-0053	12/12/2019	7/2/2020	Employee Init	1504.1	Not Sustained	H	F	5
civilian-Deborah Kachadoorian					1514.1	Not Sustained			

Allegations	Total
401 K9 Guidelines	1
900 Governing Work Schedules	1
1402.1 Truthfulness	3
1403.1 Submitting Reports	9
1405.1 Reporting for Duty	1
1406.11 Awareness of Activities: Knowledge of Laws, Rules, and Regulations, etc	29
1407.1 Action to be Taken on Requests for Services	5
1410.1 Giving Identification	7
1502.1 Criminal Conduct	6
1503.1 Unnecessary Force	24
1504.1 Discourtesy	31
1513.1 Improper Associations and Dealings	1
1514.1 Conduct Unbecoming	3
1515.1 Insubordination	1
1517.1 Incompetence	1
n/a Not Applicable	4
<b>Total Allegations</b>	<b>127</b>

**Dispositions**  
Unfounded

**127 Total Allegations**  
7.09%

9

A-Asian, B-Black or African American

W-White, H-Hispanic or Latino  
P-Pacific Islander or Native Hawaiian

I-American Indian Alaskan Native

**Bureau of Professional Standards  
Demographics Report 2019**

Resolved @ intake	7.09%	9
Exonerated	59.84%	76
Not Sustained	9.45%	12
Sustained	4.72%	6
Policy Failure	1.57%	2
Exceptionally Cleared	4.72%	6

1 open case resulting in 7 allegations awaiting disposition = 5.51% of the 127 allegations

**Bureau of Professional Standards  
Demographics Report 2019**

Officer Name	Case #	Date Opened	Date Closed	Incident Type	Allegation	Disposition	Race	M/F	Police Route
Capt. Kenneth Davenport	2019-0001	1/17/2019	6/17/2019	Citizen Complaint	1503.1	Exonerated	B	M	13
PO Ronald Remillard					1503.1	Exonerated			
PO Terrence Cahill					1503.1	Exonerated			
PO Sean Riley					1503.1	Exonerated			
PO Daniel Sullivan					1503.1	Exonerated			
PO Elias Baez					1503.1	Exonerated			
Capt. Kenneth Davenport					1504.1	Exonerated			
PO Ronald Remillard					1504.1	Exonerated			
PO Terrence Cahill					1504.1	Exonerated			
PO Sean Riley					1504.1	Exonerated			
PO Daniel Sullivan					1504.1	Exonerated			
PO Elias Baez					1504.1	Exonerated			
Sgt. Shawn Barbale	2019-0002	1/1/2019	6/13/2019	Citizen Complaint	1503.1	Exonerated	B	M	15
Sgt. Jeffrey Carlson					1504.1	Exonerated			
Sgt. Andrew Cravedi					1503.1	Exonerated			
PO Diony Nunez	2019-0003	10/18/18*	5/17/2019	Citizen Complaint	1504.1	Exceptionally Cleared	H	F	12
PO Rocky Ductan					1406.11	Exceptionally Cleared			
PO Casey Onuigbo	2019-0004	1/16/2019	4/22/2019	Citizen Complaint	1406.11	Unfounded	H	F	12
PO Ryan Joyal	2019-0005	1/23/2019	3/1/2019	Citizen Complaint	1403.1	Resolved	H	F	12
PO James D'Andrea	2019-0006	1/30/2019	6/13/2019	Chief Init.	1502.1	Not Sustained	W	F	14
PO Timothy Foley	2019-0007	1/29/2019	3/14/2019	Citizen Complaint	1403.1	Resolved	H	F	3
PO Patrick Harrington	2019-0008	2/11/2019	4/8/2019	Citizen Complaint	1406.11	Exonerated	B	M	5
PO Patrick Harrington					1503.1	Exonerated			
PO Patrick Harrington					1514.1	Exonerated			
PO Ilirjan Jano	2019-0009	2/12/2019	3/15/2019	Citizen Complaint	1403.1	Exonerated	H	F	3
PO Ilirjan Jano					1406.11	Exonerated			
n/a	2019-0010	2/11/2019	2/13/2019	Citizen Complaint	n/a	Resolved @ intake	unk	F	unk
PO Michael T. Foley	2019-0011	2/14/2019	3/14/2019	Citizen Complaint	1406.11	Exonerated	W	M	8
Sgt. Armando Garcia					1406.11	Exonerated			
n/a	2019-0012	2/14/2019	3/7/2019	Citizen Complaint	n/a	Resolved	unk	M	15
PO Robert Belsito	2019-0013	2/28/2019	6/12/2019	Citizen Complaint	1410.1	Sustained	W	M	5
PO Robert Belsito					1504.1	Not Sustained			
PO Robert Belsito					1406.11	Sustained			
Sgt. Keith Robert	2019-0014	3/5/2019	12/31/2019	Chief Init.	1515.1	Sustained	n/a	n/a	n/a
Lt. Donna Brissette	2019-0015	3/8/2019	4/30/2019	Citizen Complaint	1410.1	Unfounded	W	F	3
PO Tyler Collette					1410.1	Unfounded			
PO Cristin Chabot					1410.1	Unfounded			
PO Dyan Patient					1410.1	Unfounded			
Lt. Donna Brissette					1406.11	Exonerated			
PO Tyler Collette					1406.11	Exonerated			
PO Cristin Chabot					1406.11	Exonerated			
PO Dyan Patient					1406.11	Exonerated			
Lt. Donna Brissette					1403.1	Unfounded			
Sgt. Thomas Dowd	2019-0016	4/1/2019	10/28/2019	Citizen Complaint	1503.1	Exonerated	B	M	15
PO David Mita	2019-0017	4/17/2019	6/14/2019	Citizen Complaint	1504.1	Resolved	H	M	5
PO Matthew Piscitelli	2019-0018	4/30/2019	9/16/2019	Citizen Complaint	1504.1	Exonerated	W	F	5
PO John Smalanskas	2019-0019	5/15/2019	9/16/2019	Citizen Complaint	1504.1	Not Sustained	W	F	17
PO John Smalanskas					1406.11	Exonerated			
PO Michael Sacco	2019-0020	5/23/2019	8/20/2019	Citizen Complaint	1406.11	Exonerated	H	M	5
Officer Name	Case #	Date Opened	Date Closed	Incident Type	Allegation	Disposition	Ethnicity	M/F	Police Route

A-Asian, B-Black or African American

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**Bureau of Professional Standards  
Demographics Report 2019**

PO Nicholas Riggieri	2019-0021	6/12/2019	8/10/2019	Citizen Complaint	1403.1	Exonerated	unk	M	8
PO Nicholas Riggieri					1406.11	Exonerated			
PO Thomas Hastings	2019-0022	6/12/2019	9/19/2019	Citizen Complaint	1407.1	Exonerated	unk	F	5
PO Daniel Chviruk					1504.1	Exonerated			
PO Brian Gerardi					1504.1	Exonerated			
Sgt. Lauren Voellings	2019-0023	6/20/2019	10/9/2019	Chief Init.	1503.1	Exonerated	Wx2	M&F	5
PO Douglas Farber					1503.1	Exonerated			
PO Andrei Cimpan					1503.1	Exonerated			
PO Kofi Twumasi					1503.1	Exonerated			
PO William Warken					1503.1	Exonerated			
PO Timothy Reynolds	2019-0024	7/6/2019	8/10/2019	Citizen Complaint	1504.1	Not Sustained	W	F	5
PO Timothy Reynolds					1406.11	Exonerated			
PO Peter Bissonnette	2019-0025	7/3/2019	9/26/2019	Citizen Complaint	1504.1	Sustained	H	F	17
PO Peter Bissonnette					1406.11	Exonerated			
PO Nicholas Bishop	2019-0026	8/3/2019	10/12/2019	Citizen Complaint	1406.11	Exonerated	H	F	2
PO Nicholas Bishop					1504.1	Exonerated			
PO Michael Tarckini	2019-0027	8/5/2019	8/5/2019	Citizen Complaint	1406.11	Resolved @ intake	W	M	N/A
PO George Turpin					1406.11	Resolved @ intake			
Unknown	2019-0028	7/31/2019	8/17/2019	Citizen Complaint	1504.1	Exceptionally Cleared	Unk	unk	19
Patrol Division	2019-0029	8/16/2019	10/28/2019	Citizen Complaint	1407.1	Policy Failure	W	F	14
Patrol Division					1407.1	Policy Failure			
PO Keith Klucznik	2019-0030	8/6/2019	9/19/2019	Citizen Complaint	1403.1	Exonerated	Unk	M	2
PO Keith Klucznik					1407.1	Unfounded			
Sgt. Keith Robert	2019-0031	8/28/2019	1/14/2020	Chief Init.	1402.1	Exceptionally Cleared	W	F	5
PO Daniel Dyson	2019-0032	9/7/2019	11/2/2019	Citizen Complaint	1504.1	Not Sustained	B	M	13
PO Devin Jordan					1504.1	Not Sustained			
PO Patrick Moran	2019-0033	9/9/2019	11/1/2019	Citizen Complaint	1406.11	Exonerated	W	M	4
PO Patrick Moran					1503.1	Exonerated			
n/a	2019-0034	9/13/2019	9/13/2019	Citizen Complaint	n/a	Resolved @ intake	H	F	8
PO William Auger	2019-0035	9/14/2019	11/26/2019	Citizen Complaint	1504.1	Exonerated	H	M	20
PO Michael McGrath					1504.1	Exonerated			
PO Seth Nagle					1504.1	Exonerated			
PO Casey Onuigbo					1504.1	Exonerated			
PO Michael Freidhoff	2019-0036	9/3/2019	11/25/2019	Citizen Complaint	1402.1	Exonerated	H	F	20
PO Michael Freidhoff					1502.1	Exonerated			
PO Michael Freidhoff					1406.11	Exonerated			
PO Michael Freidhoff					1402.1	Unfounded			
Unknown					1504.1	Not Sustained			
PO Michael Freidhoff					1502.1	Exonerated			
PO Michael Montiverdi, Jr	2019-0037	9/25/2019	11/12/2019	Chief Init.	1502.1	Exonerated	W	F	5
PO Michael Montiverdi, Jr					1517.1	Exonerated			
PO Michael Montiverdi, Jr					1405.1	Exonerated			
PO Michael Montiverdi, Jr					1514.1	Exonerated			
PO Michael Montiverdi, Jr					900	Exonerated			
PO Rodrigo Oliveira	2019-0038	10/5/2019	1/10/2020	Citizen Complaint	1406.11	Exonerated	B	M	1
PO Rodrigo Oliveira					1504.1	Exonerated			
n/a	2019-0039	10/10/2019	10/18/2019	Citizen Complaint	n/a	Resolve @ intake	H	F	5
PO Joseph Mitchell	2019-0040	10/16/2019	11/14/2019	Citizen Complaint	1502.1	Exceptionally Cleared	W	F	9
PO Joseph Mitchell					1503.1	Exceptionally Cleared			
PO Ngoc Vo	2019-0041	10/21/2019	11/25/2019	Citizen Complaint	1504.1	Not Sustained	W	M	16
Officer Name	Case #	Date Opened	Date Closed	Incident Type	Allegation	Disposition	Ethnicity	M/F	Police Route
PO Michael Higgins	2019-0042	10/22/2019	12/24/2019	Citizen Complaint	1410.1	Exonerated	W	M	12

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**Bureau of Professional Standards  
Demographics Report 2019**

PO Neftali Batista					1410.1	Exonerated			
PO Michael Higgins					1406.11	Exonerated			
PO Neftali Batista					1406.11	Exonerated			
PO Jason Powers	2019-0043	10/18/2019	1/14/2020	Citizen Complaint	1504.1	Not Sustained	H	M	13
PO Jason Powers					1406.11	Exonerated			
PO Shawn Tivnan	2019-0044	10/26/2019		Citizen Complaint	1503.1		W	M	5
PO Brett Kubiak					1503.1				
PO Kenneth Carville					1503.1				
PO Michael Prizio					1503.1				
PO Brett Kubiak					1504.1				
PO Shawn Tivnan					Pol. 401				
PO Shawn Tivnan					1403.1				
PO John Power	2019-0045	11/8/2019	12/17/2019	Citizen Complaint	1403.1	Exonerated	B	F	18
PO Michael Hurley	2019-0046	11/14/2019	11/26/2019	Chief Init.	1406.11	Sustained	W	M	5
PO Michael Hurley					1504.1	Sustained			
PO Kenneth Carville	2019-0047	11/25/2019	1/3/2020	Citizen Complaint	1403.1	Exonerated	H	F	11
PO Nicola Salerno	2019-0048	11/26/2019	1/6/2020	Citizen Complaint	1503.1	Exonerated	W	M	6
PO Irving Rosario	2019-0049	11/26/2019	1/2/2020	Chief Init.	1407.1	Exonerated	H	M	16
PO Irving Rosario					1513.1	Exonerated			
PO Domenic Sacco	2019-0050	11/29/2019	7/2/2020	Chief Init.	1502.1	Unfounded	unk	F	Outside the city
Sgt. Christopher George	2019-0051	11/25/2019	3/2/2020	Citizen Complaint	1406.11	Exonerated	W	F	4
PO Justin Manzello					1406.11	Exonerated			
PO Jason Chaves					1406.11	Exonerated			
PO Jason Chaves					1503.1	Exonerated			
PO Nathan LaFleche	2019-0052	12/6/2019	4/15/2020	Citizen Complaint	1503.1	Not Sustained	H	M	17
civilian-Deborah Kachadoorian	2019-0053	12/12/2019	7/2/2020	Employee Init	1504.1	Not Sustained	H	F	5
civilian-Deborah Kachadoorian					1514.1	Not Sustained			

Allegations		Total
401	K9 Guidelines	1
900	Governing Work Schedules	1
1402.1	Truthfulness	3
1403.1	Submitting Reports	9
1405.1	Reporting for Duty	1
1406.11	Awareness of Activities: Knowledge of Laws, Rules, and Regulations, etc	29
1407.1	Action to be Taken on Requests for Services	5
1410.1	Giving Identification	7
1502.1	Criminal Conduct	6
1503.1	Unnecessary Force	24
1504.1	Discourtesy	31
1513.1	Improper Associations and Dealings	1
1514.1	Conduct Unbecoming	3
1515.1	Insubordination	1
1517.1	Incompetence	1
n/a	Not Applicable	4
Total Allegations		127

**Dispositions**  
Unfounded

**127 Total Allegations**  
7.09%

9

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Demographics Report 2019**

Resolved @ intake	7.09%	9
Exonerated	59.84%	76
Not Sustained	9.45%	12
Sustained	4.72%	6
Policy Failure	1.57%	2
Exceptionally Cleared	4.72%	6

1 open case resulting in 7 allegations awaiting disposition = 5.51% of the 127 allegations

53 Complaints

9 Comments

**Demographics of Worcester**<sup>1</sup>

**2017 Population Estimates**

**185,677**

Source: Vintage 2017 Population Estimates, US Census Bureau

(male/female is about 50/50)

City of Worcester Ethnicity/Race

White – 57 %

Asian – 7%

Hispanic or Latino – 21%

Black or African American – 12 %

Two or more races – 2%

Some other race – 1 % (Middle Eastern, i.e.)

**Complainant's Ethnicity/Race:**<sup>2,3</sup>

White 20 = 37.74%

Unknown 8 = 15.09%

Hispanic or Latino 18 = 33.96%

Black or African American 7 = 13.21%

Asian 0 = 0 %

27 female complainants

25 male complainants

1 complaint did not involve citizens - it was generated within the department

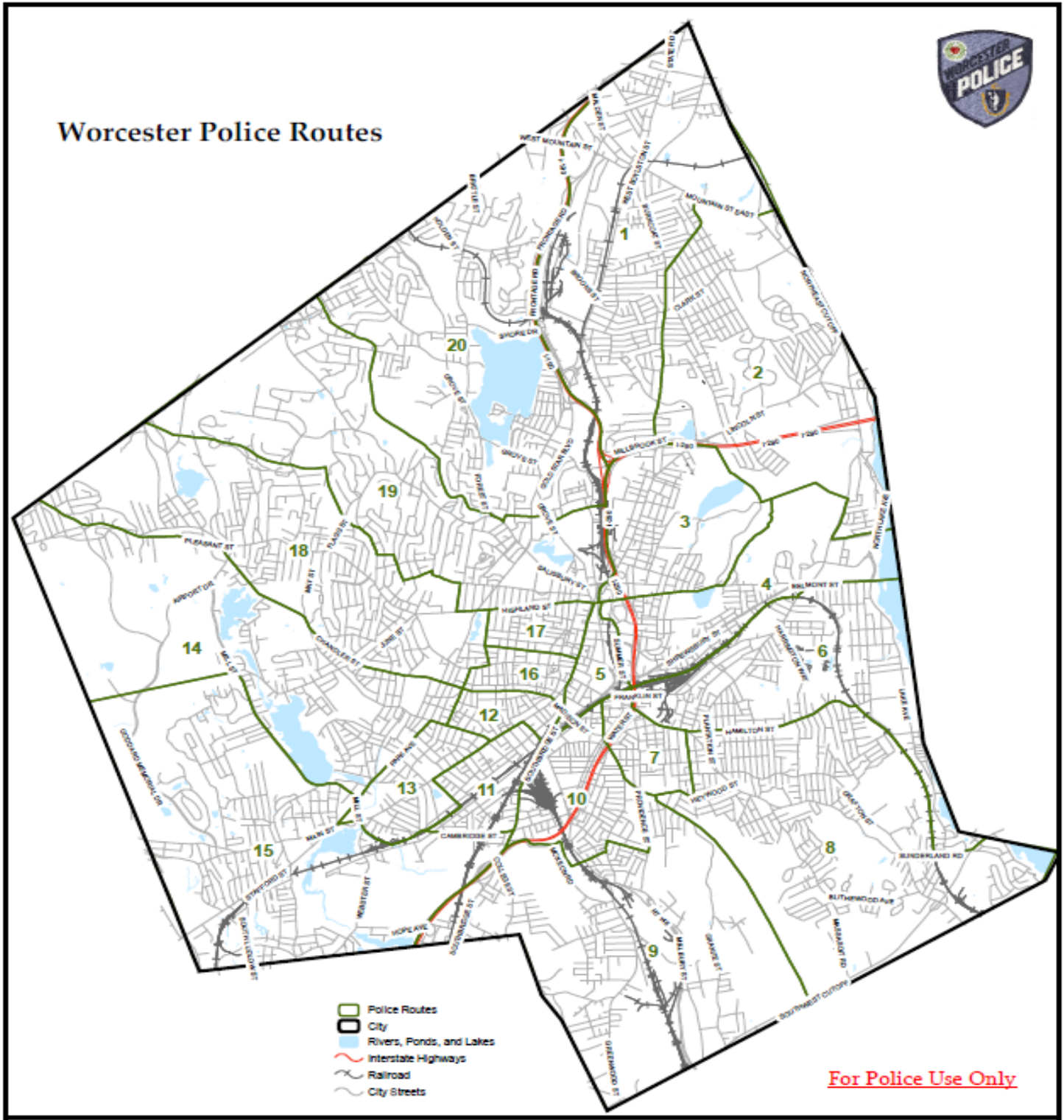
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Geographic Location of Complaints

The City of Worcester is divided into 20 patrol routes. RT.'s 5 & 12 had the most complaints.



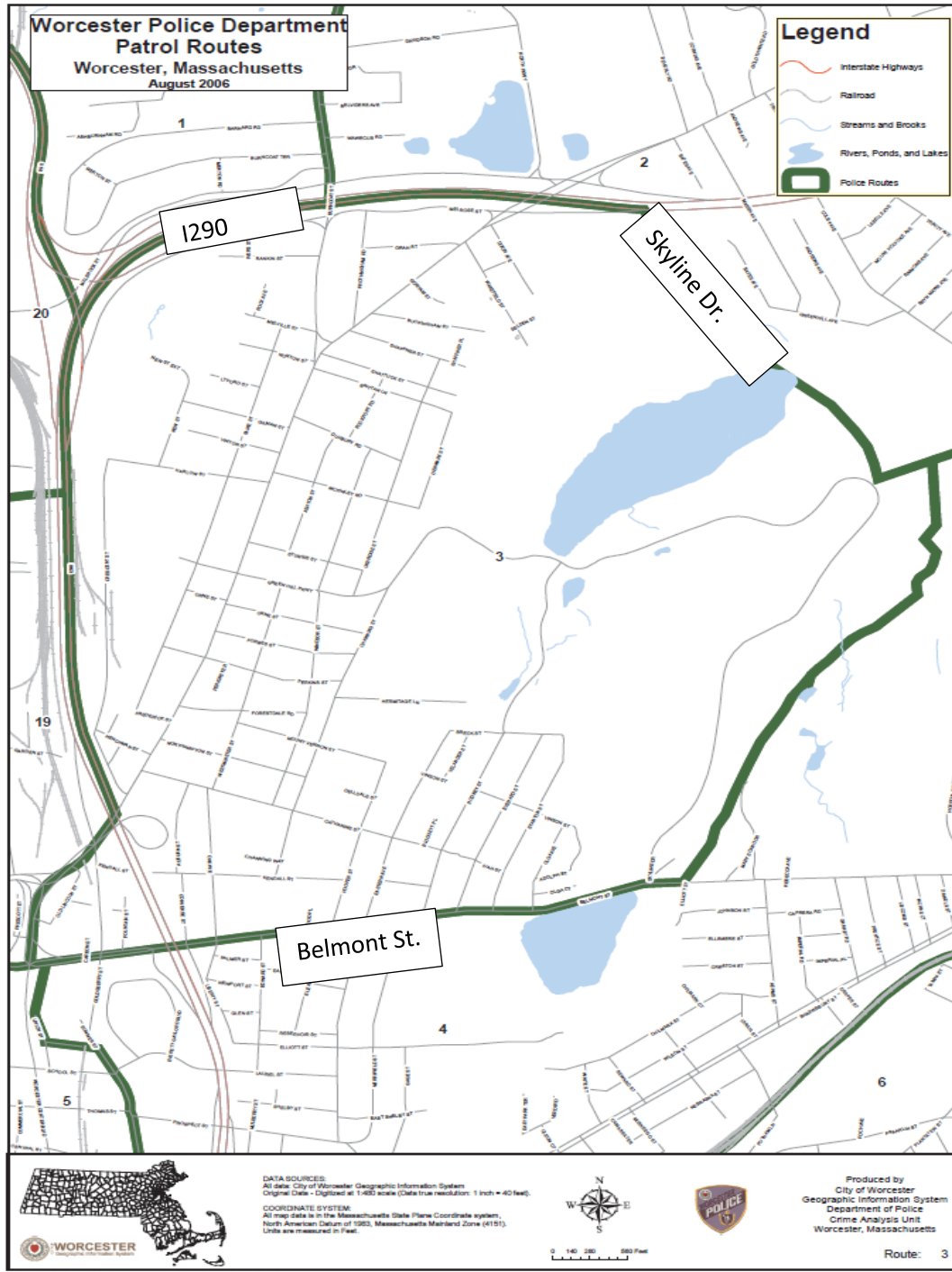
**Rt. 5 – 14 Complaints** (This number is high due to the complaints occurring at Worcester Police HQ)

This RT. runs east on Belmont St from Highland St, south on Union St to Market St, south on Summer St to Washington Sq., southeast along the railroad to Southbridge St, north to Main St, north to Highland St.



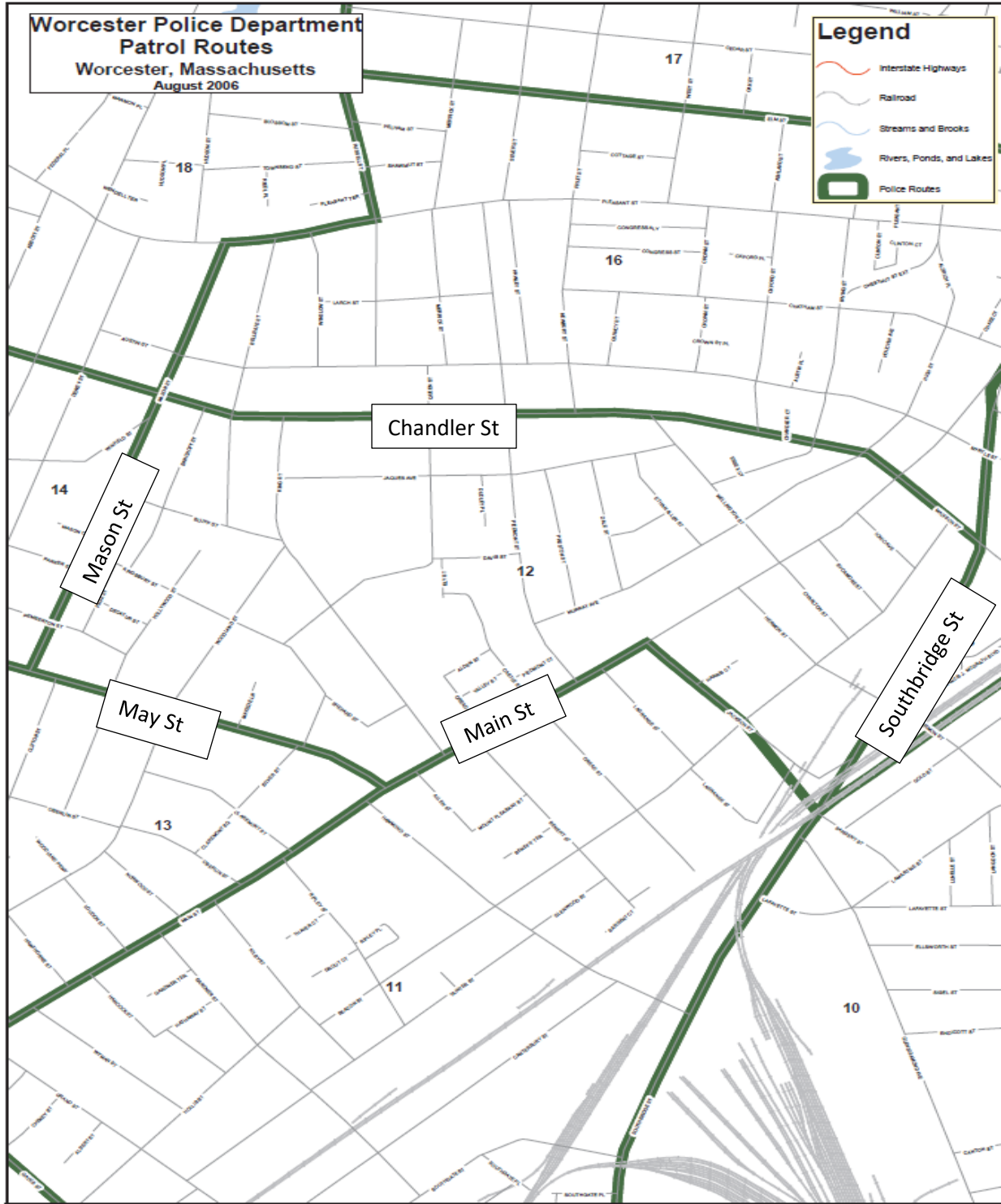
RT 3 – 3 Complaints

This RT begins near New St. and travels east along I290. Then south to Skyline Dr. South just east of Skyline Dr. to Belmont St. West on Belmont St. to Lincoln St. North on Lincoln St. until it meets I290. North along I290.



RT 12 – 4 Complaints

This RT travels east on Chandler St from Mason St. onto Madison St. to Southbridge St. South on Southbridge St. to Jackson St. North on Jackson St. to Main St. South on Main St. to May St. West on May St. to Mason St. North on Mason St. back to Chandler St.





**BUREAU OF PROFESSIONAL STANDARDS**
**USE OF FORCE 2019**

MONTH	U OC(B)	D OC(A)	U BATON(F)	D BATON(E)	U TASER(H)	D TASER(G)	U FIREARM(I)	D FIREARM(I)	PW(K)	U K9(N)	D K9(M)	TOIO(L)
JAN	0	0	0	0	2	1	0	6	10	0	3	0
FEB	1	0	0	0	0	5	0	11	8	0	0	0
MAR	1	0	1	3	2	8	0	19	15	1	0	0
APR	1	1	1	0	4	5	0	12	15	1	0	0
MAY	3	1	0	1	7	5	2	28	11	0	0	0
JUN	0	0	1	1	2	7	1	12	5	0	0	0
JUL	2	0	0	1	1	3	0	8	9	0	3	0
AUG	0	1	0	0	1	3	0	13	6	0	0	0
SEPT	0	0	1	1	3	4	0	12	14	1	0	0
OCT	1	2	2	0	1	6	0	11	7	0	0	0
NOV	2	0	3	2	1	0	0	10	5	0	0	0
DEC	0	0	0	1	2	2	0	17	3	0	1	0
<b>TOTAL</b>	<b>11</b>	<b>5</b>	<b>9</b>	<b>10</b>	<b>26</b>	<b>49</b>	<b>3</b>	<b>159</b>	<b>108</b>	<b>3</b>	<b>7</b>	<b>0</b>

390 Uses of Force – 24 Allegations of Unnecessary Force = Only 6.15% was an allegation generated

U – Use

D – Display

OC – Oleoresin Capsicum (pepper spray)

PW – Personal Weapons (hands, feet, elbows, knees...)

TOIO – Tools of Immediate Opportunity

Worcester Police Department									
Use of Force Statistics									
Prepared by the Bureau of Professional Standards									
Previous 7 Years								Change 2018 to 2019	
	2013	2014	2015	2016	2017	2018	2019		
Incidents	126,945	134,649	130,298	136,335	139,779	145,038	141,883	-2.18%	
Arrests	7,385	8,124	6,254	5,964	6,084	5,358	4,910	-8.36%	
Complaints	77	100	83	68	71	44	53	20.45%	
Unnecessary Force Allegations	27	38	76	17	25	16	24	50.00%	
Use of OC	8	18	14	17	21	17	11	-35.29%	
Display of OC	0	0	7	2	1	4	5	25.00%	
Use of Baton	18	17	13	21	22	12	9	-25.00%	
Display of Baton	0	0	14	21	16	9	10	11.11%	
Use of Electronic Control Device	6	13	21	21	19	26	26	0.00%	
Display of Electronic Control Device	0	0	36	39	60	58	49	-15.52%	
Use of Firearm	1	5	3	1	2	1	3	200.00%	
Display of Firearm	24	44	82	151	186	204	159	-22.06%	
Personal Weapons	3	2	94	182	178	110	108	-1.82%	
Tool of Immediate Means	0	0	1	3	11	19	9	-52.63%	
Use of K9	New statistical item for CY 2019							3	
Display of K9	New statistical item for CY 2019							7	

**Items to Note:**

## Averages:

- 70 Avg. Complaints over 7 yrs. (2019 complaints were 24% below the 7 year avg.)
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## Percentages:

- 4,910 Arrests/24 Unnecessary Force Allegations for CY 2019 = 0.49% arrest encounter resulted in an Unnecessary Force allegation
- 141,883 incidents/ 24 Unnecessary Force allegations for CY 2019 = 0.02% encounters resulted in an Unnecessary Force allegation
- 141,883 incidents/53 Complaints for CY 2019 = 0.04% incident encounters w/police resulted in a complaint
- Out of the 53 complaints for 2019, 44 (83.02%) were generated by citizen complaints and 9 (17.00%) were generated within the dep. by an Official, Officer, or other employee.
- 4.72 % of the allegations were sustained.

The 24 Unnecessary Force allegations demographics where 13 White, 10 Black and 1 Hispanic. (Total of 11 complaints that contained Unnecessary Force allegations, 6 White, 4 Black, and 1 Hispanic)



Captain Kenneth J. Davenport

Bureau of Professional Standards

53 Complaints

9 Comments

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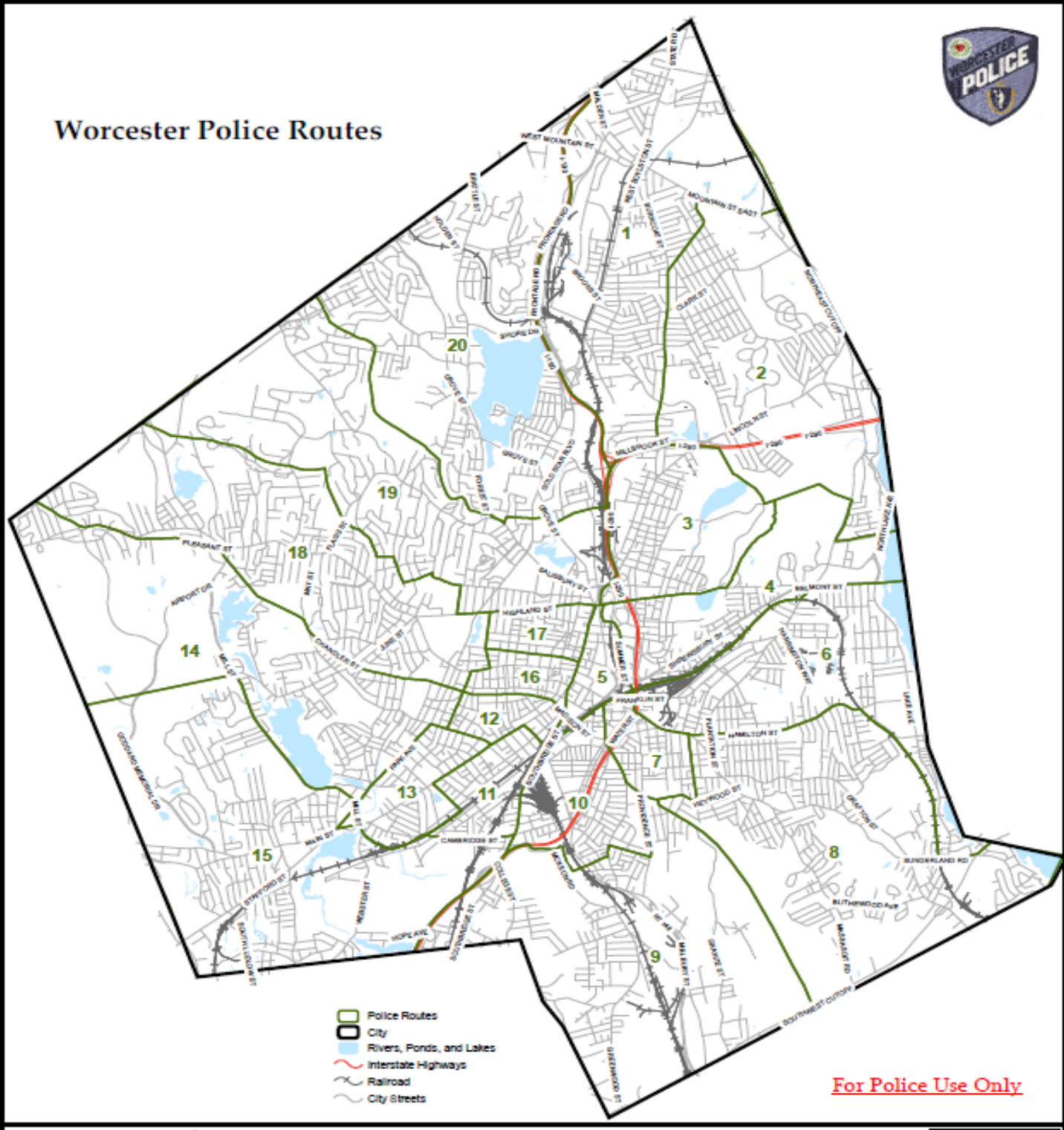
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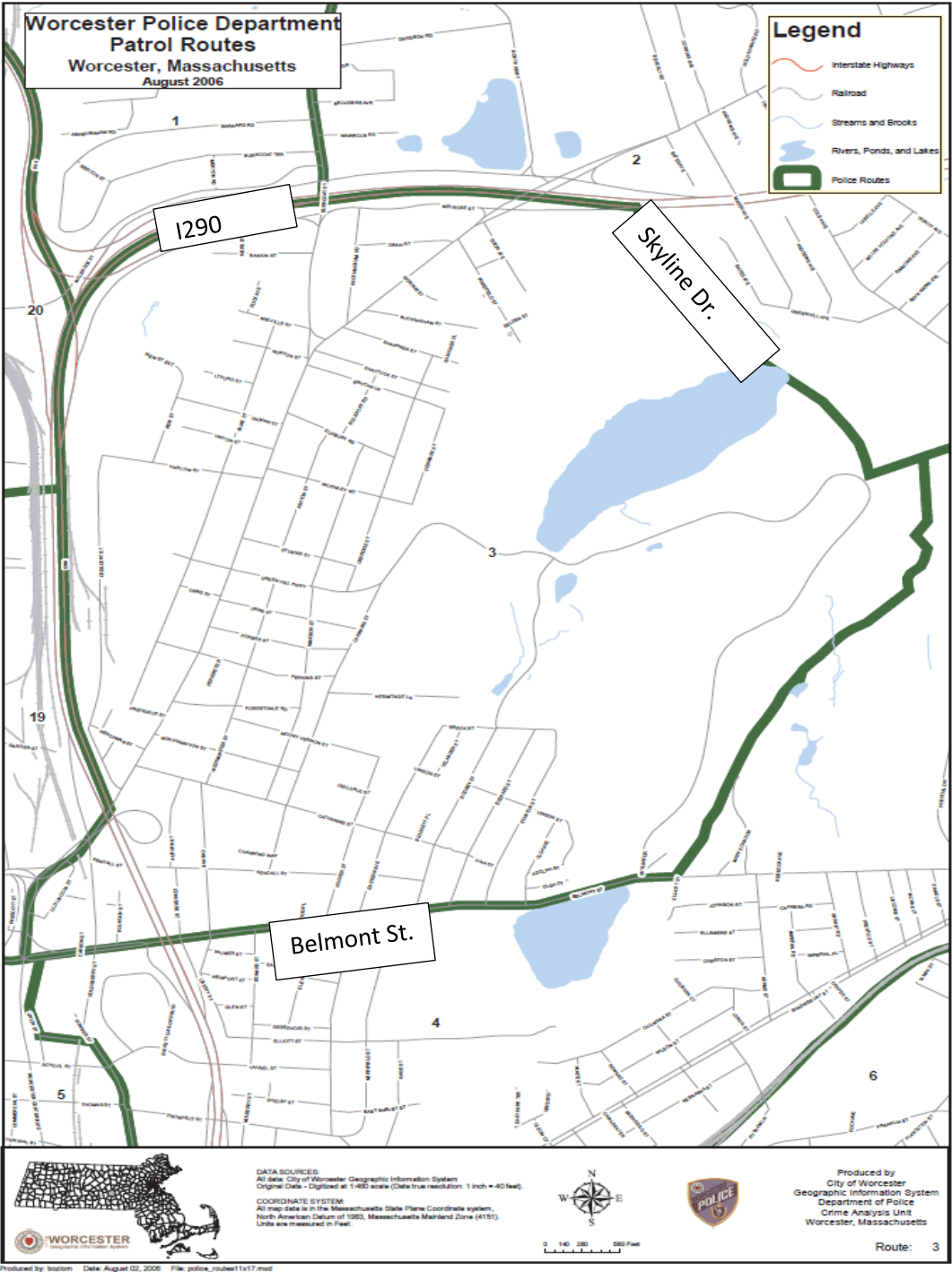
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Bureau of Professional Standards

**Bureau of Professional Standards  
Demographics Report 2020**

Officer Name	Case #	Date Opened	Date Closed	Incident Type	Allegation	Disposition	Race	M/F	Police Route
PO Jeffrey Carlson	2020-0001	1/3/2020	5/1/2020	Citizen Complaint	1503.1	Exonerated	B	M	17
PO Shawn Frigon					1503.1	Exonerated			
PO Anthony Lombardozi	2020-0002	1/6/2020	3/11/2020	Citizen Complaint	Pol. 700	Exonerated	H	M	16
Rosemary Connor					Pol. 700	Exonerated			
n/a	2020-0003	1/7/2020	1/9/2020	Citizen Complaint	n/a	Resolved @ Intake	W	F	8
PO Michael Escobar	2020-0004	1/20/2020	3/16/2020	Chief Initiated	1502.1	Sustained	n/a	n/a	4
PO Michael Escobar					1502.1	Sustained			
PO Michael Escobar					1502.1	Sustained			
PO Michael Escobar					1514.1	Sustained			
PO D'Angelo Fernandez	2020-0005	1/30/2020	3/6/2020	Citizen Complaint	1504.1	Exonerated	W	F	13
PO James Bates	2020-0006	2/4/2020	4/16/2020	Citizen Complaint	1504.1	Not Sustained	H	F	3
n/a	2020-0007	2/17/2020	2/18/2020	Citizen Complaint	n/a	Resolved @ Intake	W	F	2
PO Joseph Ford	2020-0008	2/28/2020	5/12/2020	Citizen Complaint	1403.1	Exonerated	W	F	5
PO Richard Boulette					1403.1	Exonerated			
PO Joseph Ford					1406.11	Exonerated			
PO Richard Boulette					1406.11	Exonerated			
PO Daniel Dyson	2020-0009	3/3/2020	5/6/2020	Citizen Complaint	1503.1	Exonerated	H	M	6
PO Noel Ortiz					1503.1	Exonerated			
PO Nicola Salerno					1503.1	Exonerated			
PO George Smith					1503.1	Exonerated			
PO Devin Jordan	2020-0010	3/6/2020	4/27/2020	Citizen Complaint	1406.11	Exonerated	Unk	F	15
Civilian Employee	2020-0011	3/10/2020	3/10/2020	Deputy Chief Init.	1517.1	Sustained	W	M	5
Civilian Employee	Complaint against civilian employee (all 3 allegations)				1515.1	Sustained			
Civilian Employee					1504.1	Sustained			
Civilian Employee	2020-0012	3/10/2020	3/10/2020	Deputy Chief Init.	1504.1	Sustained	W	M	5
Civilian Employee	Complaint against civilian employee (Both allegations)				1514.1	Sustained			
PO Diony Nunez	2020-0013	3/18/2020	5/28/2020	Citizen Complaint	1503.1	Exonerated	W	M	4
PO William Warnken	2020-0014	3/16/2020	5/7/2020	Citizen Complaint	1516.1	Exonerated	W	M	8
Capt. Michael McKiernan	2020-0015	1/17/2020	10/1/2020	Law Suit	n/a	n/a	H	M	12
PO Santo Dell'Aquila	2020-0016	4/12/2020	10/18/2020	Citizen Complaint	1406.11	Exonerated	W	F	15
PO Devin Jordan					1406.11	Exonerated			
PO Matthew Piscitelli	2020-0017	4/22/2020	8/28/2020	Citizen Complaint	1504.1	Exonerated	W	M	4
Sgt. Allan Burnes					1504.1	Exonerated			
PO Matthew Piscitelli					1516.1	Unfounded			
Sgt. Allan Burnes					1516.1	Unfounded			
PO Thomas B. Duffy	2020-0018	4/24/2020	6/2/2020	Citizen Complaint	1504.1	Exonerated	W	M	6
PO Michael Cappabianca Jr	2020-0019	4/28/2020	6/25/2020	Citizen Complaint	1406.11	Exonerated	W	M	8
PO Anthony Correa	2020-0020	5/1/2020	7/7/2020	Citizen Complaint	1503.1	Exonerated	W	M	5
PO Rodrigo Oliveira					1503.1	Exonerated			
n/a	2020-0021	5/12/2020	5/12/2020	Citizen Complaint	1504.1	Resolved @ Intake	B	M	7
PO Anthony Lombardozi	2020-0022	6/11/2020	8/26/2020	Citizen Complaint	1503.1	Exonerated	B	M	15
PO Joseph Hearn	2020-0023	6/4/2020	8/27/2020	Citizen Complaint	1504.1	Exonerated	H	F	10
PO Colby Turner	2020-0024	6/12/2020	10/5/2020	Deputy Chief Init.	1403.1	Unfounded	W	M	3
PO Anthony Lombardozi	2020-0025	6/19/2020	10/27/2020	Citizen Complaint	Pol. 700	Exonerated	H	M	12
PO Michael Hall					Pol. 700	Exonerated			
PO Patricia Carpino	2020-0026	6/16/2020	8/11/2020	Citizen Complaint	1504.1	Exonerated	Unk	M	18
PO Alexander Maracallo	2020-0027	5/26/2020	8/25/2020	Citizen Complaint	1403.1	Exonerated	H	M	8
PO Thomas B. Duffy	2020-0028	6/18/2020	1/21/2021	Citizen Complaint	1406.11	Exonerated	B	M	19
PO Matthew Anderson	2020-0029	6/26/2020	10/5/2020	Citizen Complaint	1504.1	Exonerated	W	F	9
PO Jason Chaves	2020-0030	7/1/2020	8/26/2020	Citizen Complaint	1406.11	Exonerated	Unk	M	2
	<b>Case #</b>	<b>Date Opened</b>	<b>Date Closed</b>	<b>Incident Type</b>	<b>Allegation</b>	<b>Disposition</b>	<b>Ethnicity</b>	<b>M/F</b>	<b>Police Route</b>

A-Asian, B-Black or African American

W-White, H-Hispanic or Latino  
P-Pacific Islander or Native Hawaiian

I-American Indian Alaskan Native

**Bureau of Professional Standards  
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PO Michael T. Foley					1406.11	Exonerated			
PO Casey Onuigbo	2020-0031	6/26/2020	8/20/2020	Citizen Complaint	1516.1	Exonerated	W	F	17
PO Casey Onuigbo					1403.1	Exonerated			
PO Joel Arce	2020-0032	6/24/2020	10/1/2020	Citizen Complaint	1410.1	Exonerated	H	M	1
PO Joel Arce					1406.11	Exonerated			
PO Angel Rodriguez	2020-0033	7/8/2020	8/28/2020	Citizen Complaint	1407.1	Sustained	B	F	6
PO Shawn Frigon	2020-0034	7/15/20120	8/6/2021	Citizen Complaint	1403.1	Exonerated	W	F	11
Lt. David Doherty					1403.1	Policy Failure			
Sgt. Ryan Maher					1403.1	Policy Failure			
Lt. David Doherty					1403.1	Policy Failure			
PO David Green					1503.1	Exonerated			
PO David Green					Pol. 700	Exonerated	H	M	13
PO Shawn Frigon					Pol. 700	Exonerated			
PO Arjol Islamaj	2020-0035	7/1/2020	8/25/2020	Citizen Complaint	1504.1	Exonerated	W	F	19
PO Mary Moroski	2020-0036	7/10/2020	1/5/2021	Citizen Complaint	1504.1	Exonerated	B	F	4
PO Mary Moroski					1516.1	Exonerated			
PO Casey Onuigbo					1407.1	Sustained			
PO Casey Onuigbo					1403.1	Not Sustained			
PO Ryan Joyal	2020-0037	7/22/2020	1/29/2021	Chief Initiated	1503.1	Exonerated	W	M	11
PO Ryan Joyal					1406.11	Sustained			
PO Ryan Joyal					Pol. 400	Sustained			
PO Ryan Joyal					1403.1	Exonerated			
PO Noel Ortiz	2020-0038	7/25/2020	8/31/2020	Citizen Complaint	1406.11	Resolved @ Intake	W	M	10
Sgt. Anthony Maddox	2020-0039	7/27/2020	10/1/2020	Citizen Complaint	1406.11	Exonerated	W	M	11
PO Ngoc Vo					1516.1	Unfounded			
PO Thomas Bishop	2020-0040	8/17/2020	10/20/2020	Citizen Complaint	Pol. 401	Exonerated	W	F	12
PO Joseph Mitchell	2020-0041	8/20/2020	9/23/2020	Citizen Complaint	1406.11	Exonerated	B	M	18
PO Joseph itchell					1504.1	Exonerated			
PO Steven Guercio	2020-0042	7/17/2020	5/21/2021	Citizen Complaint	1403.1	Exonerated	H	M	8
PO Steven Guercio					1410.1	Exonerated			
PO Daniel Dyson					1410.1	Exonerated			
PO Daniel Dyson					1403.1	Exonerated			
PO Steven Guercio					1503.1	Exonerated			
PO Daniel Dyson					1503.1	Exonerated			
PO Peter Bissonnette	2020-0043	8/21/2020	10/1/2020	Citizen Complaint	1406.11	Exonerated	B	M	12
PO Rodrigo Oliveira	2020-0044	9/18/2020	1/19/2021	Citizen Complaint	1503.1	Exonerated	W	F	4
PO Sean Lovely	2020-0045	9/17/2020	1/21/2021	Citizen Complaint	1406.11	Exonerated	W	M	3
PO Brian Tebo					1406.11	Exonerated			
PO Sean Lovely					1403.1	Exonerated			
PO Brian Tebo					1403.1	Exonerated			
PO David McAtee	2020-0046	10/9/2020	3/17/2021	Citizen Complaint	1504.1	Exonerated	W	M	15
PO Mark Jolin	2020-0047	10/15/2020	2/4/2021	Citizen Complaint	1504.1	Exonerated		M	1
PO Mark Jolin					1410.1	Exonerated			
PO Joseph Mitchell	2020-0048	10/25/2020	7/1/2021	Citizen Complaint	1406.11	Sustained	B	M	10
PO Joseph Mitchell					1503.1	Exonerated			
PO Joseph Mitchell					Pol. 601	Exonerated			
Capt. Aaron Theodoss	2020-0049	10/26/2020	2/1/2021	Citizen Complaint	1406.11	Exonerated	B	F	5
PO Domenic Sacco					1406.11	Exonerated			
PO Michael Tarckini	2020-0050	10/20/2020	3/17/2021	Citizen Complaint	1406.11	Exonerated	H	F	5
PO Michael Tarckini					1503.1	Exonerated			
	<b>Case #</b>	<b>Date Opened</b>	<b>Date Closed</b>	<b>Incident Type</b>	<b>Allegation</b>	<b>Disposition</b>	<b>Ethnicity</b>	<b>M/F</b>	<b>Police Route</b>
PO John Denio					1504.1	Exonerated			

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**Bureau of Professional Standards  
Demographics Report 2020**

PO John Denio					1406.11	Exonerated			
PO John Denio					1503.1	Exonerated			
PO Michael Tarckini					1504.1	Exonerated			
PO Keith Garlick	2020-0051	11/1/2020	3/5/2021	Citizen Complaint	1514.1	Exceptionally Cleared	W	M	1
PO Michael Cappabianca Sr					1514.1	Exceptionally Cleared			
PO Kegan Cline	2020-0052	11/11/2020	3/19/2021	Citizen Complaint	1406.11	Not Sustained	W	F	5
PO Kegan Cline					Pol. 451	Sustained			
PO Mariah Kaplan	2020-0053	11/12/2020	1/19/2021	Citizen Complaint	1406.11	Exonerated	W	M	13
PO Mariah Kaplan					1514.1	Exonerated			
PO Nicholas Bishop	2020-0054	11/18/2020	1/31/2021	Citizen Complaint	1504.1	Exonerated	W	M	3
PO Nicholas Bishop					1410.1	Exonerated			
PO William Donahue	2020-0055	12/3/2020	7/13/2021	Chief Initiated	1503.1	Exonerated	W	M	3
PO William Donahue					1403.1	Sustained			
PO Timothy Foley					1403.1	Exonerated			
PO Noel Ortiz					1403.1	Exonerated			
PO Hungria Ortiz					1403.1	Exonerated			
PO Duy Chau					1403.1	Exonerated			
PO William Donahue					Pol. 400	Sustained			
PO William Donahue					1406.11	Exonerated			

**Allegations**

1403.1	Submitting Reports			21
1406.11	Awareness of Activities: Knowledge of Laws, Rules, and Regulations, etc....			25
1407.1	Action to be Taken on Requests for Services			2
1410.1	Giving Identification			5
1502.1	Criminal Conduct			3
1503.1	Unnecessary Force			18
1504.1	Discourtesy			19
1514.1	Conduct Unbecoming			5
1515.1	Insubordination			1
1516.1	Neglect of Duty			6
1517.1	Incompetence			1
Pol. 400	Use of Force			2
Pol. 401	K9 Guidelines			1
Pol. 451	Domestic Violence			1
Pol. 601	Racial Profiling			1
Pol. 700	Handling of Prisoners			6
n/a	2 resolved @ intake	1 resolved in lawsuit		3
			<b>Total</b>	<b>120</b>

**Dispositions**

Unfounded	3.33%	4
Resolved @ intake	3.33%	4

**120 Total Allegations**

A-Asian, B-Black or African American

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## Bureau of Professional Standards

### Demographics Report 2020

Exonerated	71.67%	86
Not Sustained	2.50%	3
Sustained	14.17%	17
Policy Failure	2.50%	3
Exceptionally Cleared	1.67%	2
		119

1 allegation (lawsuit) was n/a which brings the total to 120

55 Complaints

27 Comments

**Demographics of Worcester**<sup>1</sup>

**2017 Population Estimates**

**185,677**

Source: *Vintage 2017 Population Estimates, US Census Bureau*

(male/female is *about* 50/50)

City of Worcester Ethnicity/Race

White – 57 %

Asian – 7%

Hispanic or Latino – 21%

Black or African American – 12 %

Two or more races – 2%

Some other race – 1 % (Middle Eastern, i.e.)

**Complainant's Ethnicity/Race:**<sup>2,3</sup>

White 30 = 54.55%

Unknown 3 = 5.45%

Hispanic or Latino 11 = 20%

Black or African American 10 = 18.18%

Asian 0 = 0 %

n/a 1 = 1.82%

19 female complainants  
36 male complainants  
1 complaint involved more than one complainant

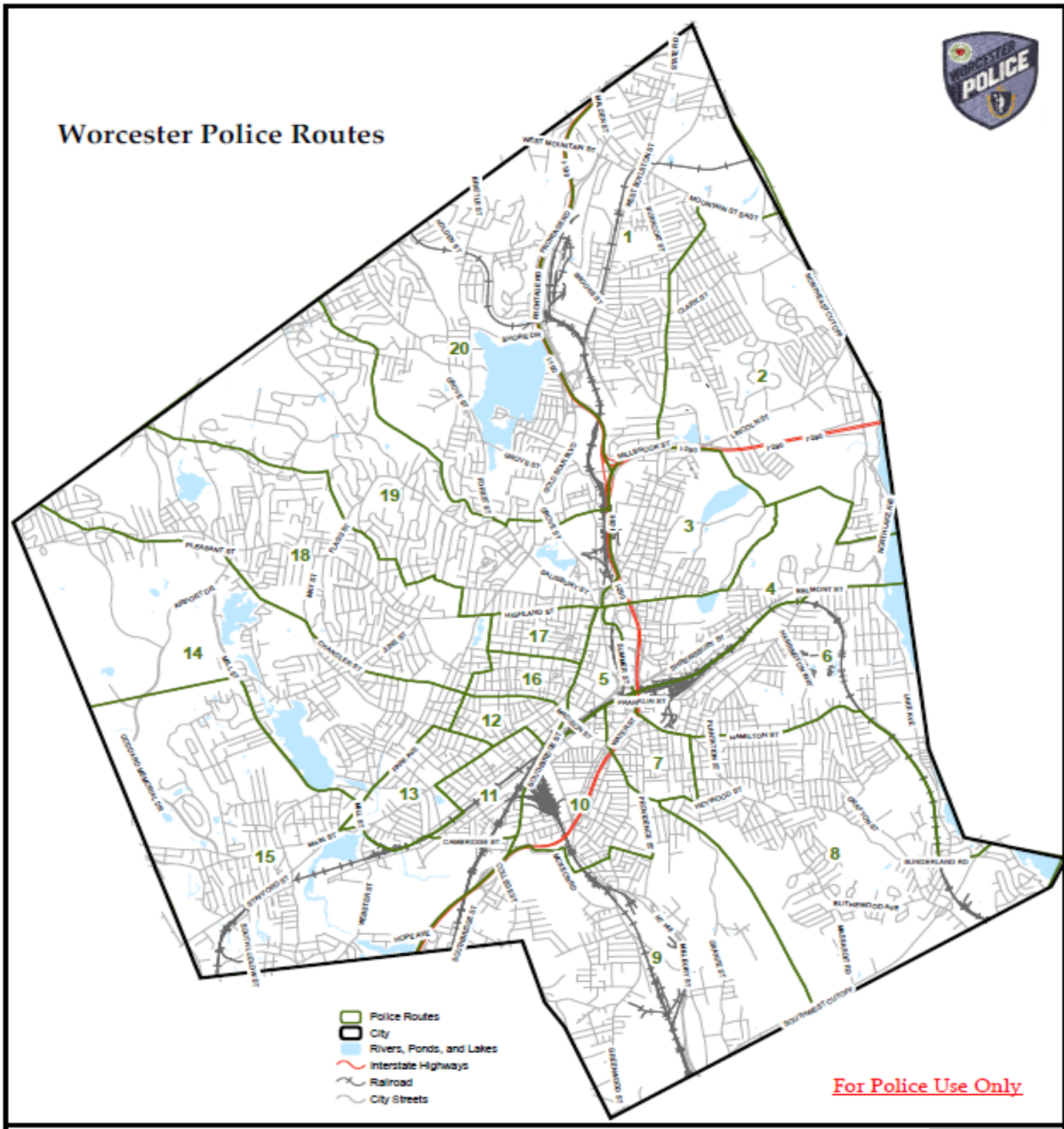
<sup>1</sup> Information gleaned from The Research Bureau & U.S. Census Bureau

<sup>2</sup> Facts from Worcester Police Department BOPS System

<sup>3</sup> 1 complaint was non-applicable to the demographic stats due to it only involving procedure not involving a citizen

Geographic Location of Complaints

The City of Worcester is divided into 20 patrol routes. RT.'s 3, 5, & 8 had the most complaints.



Rt. 5 – 7 Complaints

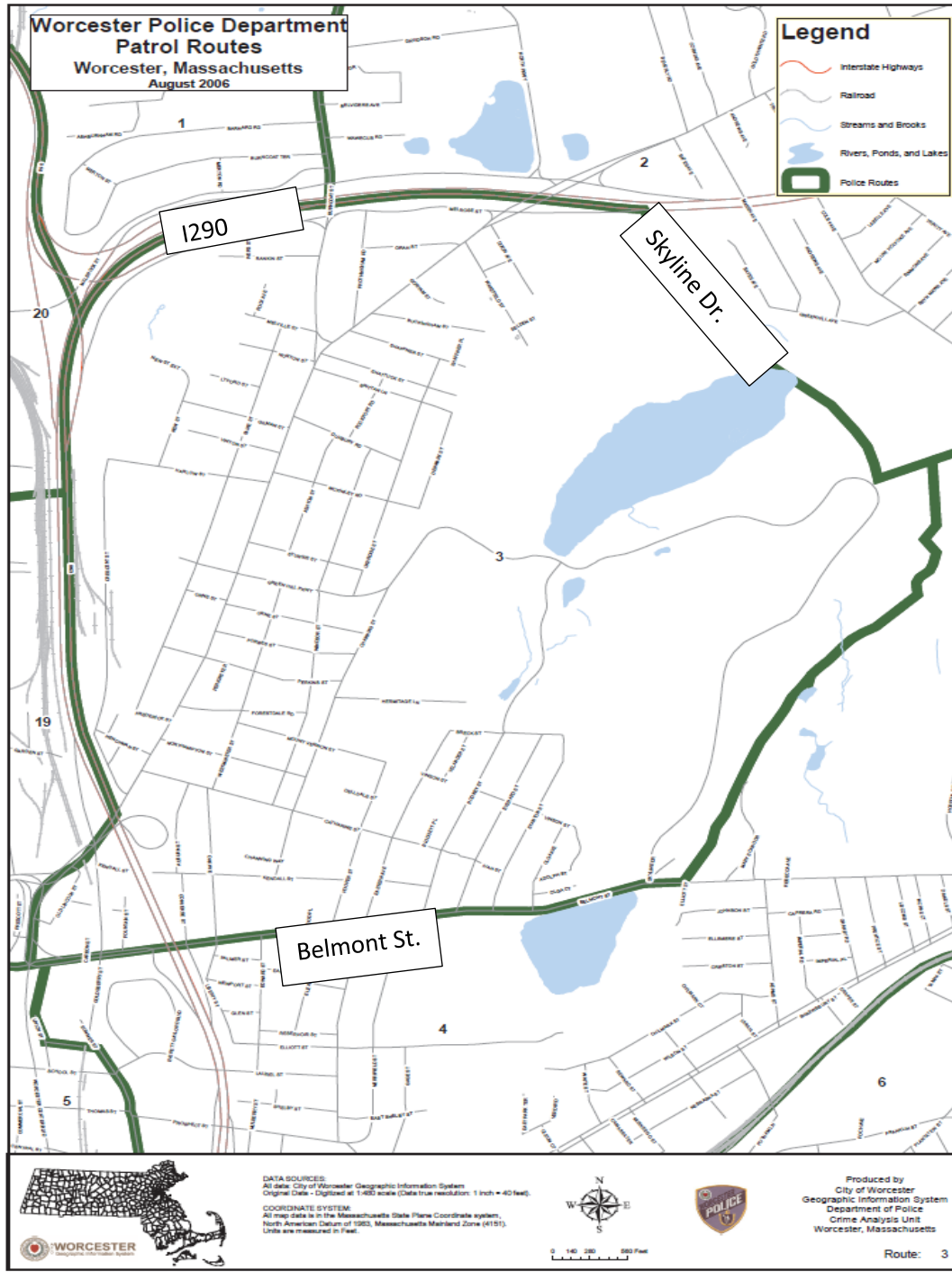
This RT. runs east on Belmont St from Highland St, south on Union St to Market St, south on Summer St to Washington Sq., southeast along the railroad to Southbridge St, north to Main St, north to Highland St.





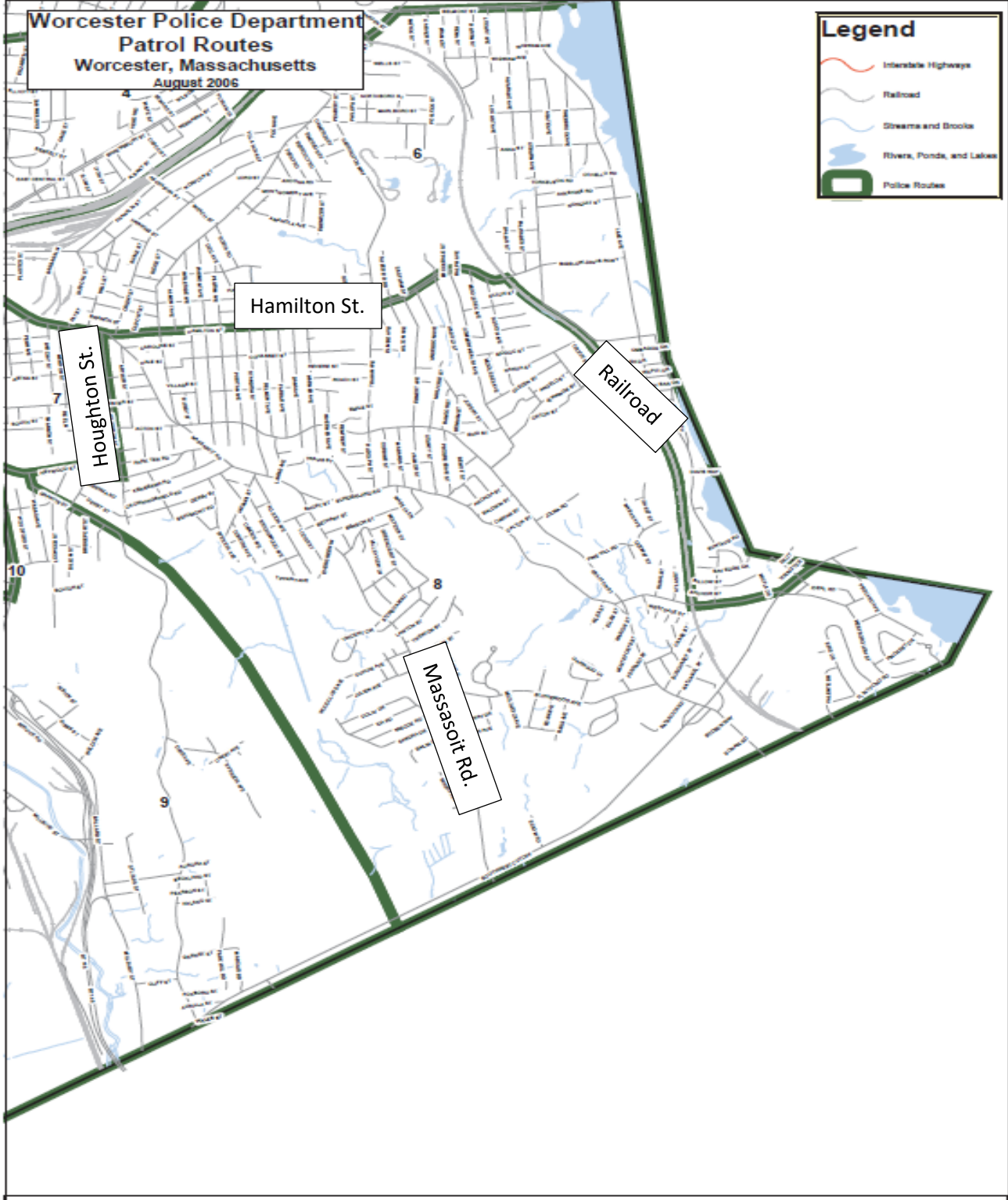
RT 3 – 5 Complaints

This RT begins near New St. and travels east along I290. Then south to Skyline Dr. South just east of Skyline Dr. to Belmont St. West on Belmont St. to Lincoln St. North on Lincoln St. until it meets I290. North along I290.



RT 8 – 5 Complaints

This RT travels east on Hamilton St from Houghton St to P&W railroad line. South along the RR to Southwest cutoff. West along Southwest Cutoff approximately ¼ mile past Massasoit Rd. North back to Houghton St.



## BUREAU OF PROFESSIONAL STANDARDS

## USE OF FORCE 2020

MONTH	U OC <sup>(B)</sup>	D OC <sup>(A)</sup>	U BATON <sup>(F)</sup>	D BATON <sup>(E)</sup>	U TASER <sup>(H)</sup>	D TASER <sup>(G)</sup>	U FIREARM <sup>(I)</sup>	D FIREARM <sup>(I)</sup>	PW <sup>(K)</sup>	U K9 <sup>(N)</sup>	D K9 <sup>(M)</sup>	TOIO <sup>(L)</sup>	U Pepperball <sup>(D)</sup>	D Pepperball <sup>(D)</sup>
JAN	0	0	0	0	1	2	0	3	8	0	2	1	0	0
FEB	0	1	0	0	2	4	0	3	13	0	0	0	0	0
MAR	2	0	0	0	4	4	0	8	12	1	0	0	0	0
APR	1	0	3	1	5	2	0	9	11	0	1	0	0	0
MAY	1	1	1	0	3	7	0	20	5	0	4	0	0	0
JUN	3	0	1	1	0	4	0	10	6	1	4	0	6	1
JUL	0	0	0	0	1	2	0	6	10	0	2	0	0	0
AUG	1	0	2	1	2	4	0	11	1	1	1	1	0	0
SEPT	0	0	0	2	2	1	0	15	6	1	2	0	0	0
OCT	0	0	0	0	2	1	0	25	6	1	3	0	0	0
NOV	0	0	0	0	1	4	1	6	4	0	1	0	0	0
DEC	1	0	0	0	2	0	0	17	6	0	3	0	0	0
TOTAL	9	2	7	5	25	35	1	133	88	5	23	2	6	1

342 Uses of Force – 18 Allegations of Unnecessary Force = Only 5.26% was an allegation generated

U – Use

D – Display

OC – Oleoresin Capsicum (pepper spray)

PW – Personal Weapons (hands, feet, elbows, knees...)

TOIO – Tools of Immediate Opportunity

Worcester Police Department									
Use of Force Statistics									
Prepared by the Bureau of Professional Standards									
	Previous 7 Years							Change 2019 to 2020	
	2014	2015	2016	2017	2018	2019	2020		
Incidents	134649	130298	136335	139779	145038	141883	127,589	-10.07%	
Arrests	8124	6254	5964	6084	5358	4910	2,688	-45.25%	
Complaints	100	83	68	71	44	53	55	3.73%	
Unnecessary Force Allegations	38	76	17	25	16	24	18	-25.00%	
Use of OC	18	14	17	21	17	11	9	-18.18%	
Display of OC	0	7	2	1	4	5	2	-60.00%	
Use of Baton	17	13	21	22	12	9	5	-44.44%	
Display of Baton	0	14	21	16	9	10	5	-50.00%	
Use of Electronic Control Device	13	21	21	19	26	26	25	-3.85%	
Display of Electronic Control Device	0	36	39	60	58	49	35	-28.57%	
Use of Firearm	5	3	1	2	1	3	1	-66.66%	
Display of Firearm	44	82	151	186	204	159	133	-16.35%	
Personal Weapons	2	94	182	178	110	108	88	-18.51%	
Tool of Immediate Means	0	1	3	11	19	9	2	-77.77%	
Use of K9	New statistical item for CY 2019						3	5	66.66%
Display of K9	New statistical item for CY 2019						7	23	228.57%

**Items to Note:**

## Averages:

- 67 Average complaints over 7 years (Past 3 years have been trending downward from the average)
- 30.57 Average Unnecessary Force allegations over 7 years (Still trending downward from the average)

## Percentages:

- 2688 Arrests/18 Unnecessary Force allegations for CY 2020 = 0.67% arrest encounters resulted in an Unnecessary Force allegation
- 127589 incidents/ 18 Unnecessary Force allegations for CY 2020 = 0.01% encounters resulted in an Unnecessary Force allegation
- 141,883 incidents/53 Complaints for CY 2019 = 0.04% incident encounters w/police resulted in a complaint
- Out of the 55 complaints for 2020, 49 (89.09%) were generated by citizen complaints and 6 (10.09%) were generated within the dep. by an Official, Officer, or other employee.
- 14.17% of the allegations were sustained.

The 18 Unnecessary Force allegations' demographics were 7 White, 3 Black and 5 Hispanic<sup>4</sup>. In this statistic, there may have been only one complainant that alleged unnecessary force against all officers present. Therefore, each allegation was counted against the ethnicity statistic in turn, it increased the total ethnicity count. (Total of 11 complaints that contained Unnecessary Force allegations, 6 White, 2 Black, and 3 Hispanic)



Captain Kenneth J. Davenport

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<sup>4</sup> 1 complaint of Hispanic ethnicity contained 4 allegations of unnecessary force due to 4 officers being present at the incident.

**Bureau of Professional Standards  
Demographics Report 2021**

Officer Name	Case #	Date Opened	Date Closed	Incident Type	Allegation	Disposition	R/E	F	R/E	M	Police Rte.
Sgt. Jarrett Watkins	2021-0001	1/7/2021	3/17/2021	Citizen Complaint	1504.1	Resolved	W	F			5
Sgt. Ryan Maher	2021-0002	1/12/2021	8/26/2021	Citizen Complaint	1403.1	Policy Failure			W	M	11
Sgt. Ryan Maher					1503.1	Exonerated					
Lt. Michael Girouard					1403.1	Sustained					
Lt. Michael Girouard					1503.1	Exonerated					
PO Brian Piskator	2021-0003	1/11/2021	5/26/2021	Citizen Complaint	1503.1	Exonerated			H	M	11
PO Brian Piskator					1403.1	Exonerated					
PO Brian Piskator					Pol. 700	Not Sustained					
Lt. David Doherty	2021-0004	1/14/2021	8/6/2021	Citizen Complaint	1403.1	Policy Failure			W	M	13
Sgt. Shawn Barbale					1514.1	Exonerated					
Unknown	2021-0005	1/4/2021	1/19/2021	Citizen Complaint	1406.11	Resolved			B	M	1
					1406.11	Resolved					
PO Jesse Bonardi	2021-0006	2/16/2021	5/14/2021	Chief Init.	Pol. 453	Exonerated			W	M	4
PO Alex Maracallo					Pol. 453	Exonerated					
PO Devin Davenport	2021-0007	1/30/2021	2/23/2021	Citizen Complaint	1503.1	Exonerated			W	M	4
PO James Conway, Jr	2021-0008	2/16/2021	5/11/2022	Chief Init.	1611.1	Not Sustained			n/a	n/a	5
PO Anthony Correa					1611.1	Not Sustained					
PO Brandon Fleming					1611.1	Not Sustained					
PO Brian Gerardi					1611.1	Not Sustained					
PO Stephen Germain					1611.1	Not Sustained					
PO Patrick Hanlon					1611.1	Not Sustained					
PO Keith Klucznik					1611.1	Not Sustained					
PO Kevin McCarthy					1611.1	Not Sustained					
PO Diony Nunez					1611.1	Not Sustained					
PO John Power					1611.1	Not Sustained					
PO Brian Powers					1611.1	Not Sustained					
PO Marc Quitadamo					1611.1	Not Sustained					
PO Anthony Vega					1611.1	Not Sustained					
PO Stephen Germain					1406.11	Not Sustained					
Capt. John Ryder					1406.11	Not Sustained					
Capt. John Ryder					1510.1	Not Sustained					
Capt. John Ryder					1515.1	Not Sustained					
PO Scott Calhoun	2021-0009	2/22/2021	9/9/2021	Citizen Complaint	1403.1	Exonerated			B	M	13
PO Scott Calhoun					1503.1	Exonerated					
PO Michael Ryder					1403.1	Exonerated					
PO Michael Ryder					1503.1	Exonerated					
PO Michael McGrath					1504.1	Exonerated					
PO Kyle Cortis					Pol. 410	Sustained					
PO Kyle Cortis					1403.1	Sustained					
Sgt. Eric Boss	2021-0010	3/19/2021	2/11/2022	Citizen Complaint	1504.1	Not Sustained	W	F			5
Sgt. Daniel Lopopolo	2021-0011	3/19/2021	8/9/2021	Citizen Complaint	1403.1	Exonerated	W	F	W	M	11
Sgt. Daniel Lopopolo					1503.1	Exonerated					
PO Nathan LaFleche					1403.1	Exonerated					
PO Nathan LaFleche					1503.1	Exonerated					
PO William Donahue	2021-0012	3/30/2021	5/21/2021	Citizen Complaint	1407.1	Exonerated	W	F			9
					1504.1	Exonerated					
PO Jeffrey Dunn	2021-0013	4/13/2021	8/19/2021	Citizen Complaint	1508.1	Sustained			W	M	4
PO Steven Pignataro	2021-0014	4/15/2021	8/8/2021	Citizen Complaint	1504.1	Not Sustained			W	M	19
					1504.1	Not Sustained					
					1406.11	Exonerated					
					1406.11	Exonerated					

A-Asian, B-Black or African American  
I-American Indian Alaskan Native

W-White, H-Hispanic or Latino  
P-Pacific Islander or Native Hawaiian

TM- Two or more  
SR-Some other race

**Bureau of Professional Standards  
Demographics Report 2021**

Officer Name	Case #	Date Opened	Date Closed	Incident Type	Allegation	Disposition	R/E	F.	R/E	M.	Police Rte.
PO Joseph Mitchell	2021-0015	5/10/2021	7/9/2021	Citizen Complaint	1406.11	Exonerated	W	F			10
PO Patrick Hanlon	2021-0016	5/10/2021	5/18/2021	Citizen Complaint	n/a	Resolved	A	F			15
PO Matthew Anderson	2021-0017	5/18/2021	10/14/2021	Citizen Complaint	1503.1	Exonerated			W	M	7
n/a	2021-0018	5/20/2021	10/4/2021	Citizen Complaint	n/a	Resolved			B	M	16
PO John Power	2021-0019	5/28/2021	9/13/2021	Citizen Complaint	1406.11	Exonerated			W	M	18
Sgt. Stephen Roche	2021-0020	6/21/2021	10/4/2021	Citizen Complaint	1504.1	Not Sustained			W	M	5
PO Rodrigo Oliveira	2021-0021	6/25/2021	1/27/2022	Chief Init.	1514.1	Sustained			n/a	n/a	n/a
PO Santo Dell'Aquilla					1514.1	Sustained					
PO Peter Bissonnette	2021-0022	7/1/2021	10/16/2021	Citizen Complaint	1503.1	Exonerated	W	F			5
					1410.1	Exonerated					
PO Kofi Twumasi	2021-0023	8/14/2021	11/29/2021	Citizen Complaint	1503.1	Exonerated			W	M	1
PO Domenic Sacco					1503.1	Exonerated					
PO Brandon Fleming					1503.1	Exonerated					
PO Matthew Cantwell	2021-0024	8/5/2021	9/14/2021	Citizen Complaint	1406.11	Exonerated	H	F			16
PO Jacqueline Lapierre	2021-0025	8/13/2021	9/14/2021	Citizen Complaint	1403.1	Exonerated	B	F			6
Capt. John Ryder	2021-0026	8/16/2021	2/15/2022	Citizen Complaint	1406.11	Sustained			Unk	Unk	5
Capt. John Ryder					1504.1	Exonerated					
Lt. Michael Girouard					1406.11	Sustained					
Lt. Michael Girouard					1504.1	Exonerated					
Sgt. Jarrett Watkins					1504.1	Exonerated					
Sgt. Jarrett Watkins					1406.11	Exonerated					
PO Patrick Moran					1503.1	Exonerated					
PO David Rutherford	2021-0027	8/17/2021	10/7/2021	Citizen Complaint	1504.1	Sustained			W	M	10
Sgt. Peter Towler	2021-0028	8/19/2021	9/13/2021	Citizen Complaint	1504.1	Not Sustained	Unk	F			19
Sgt. Shane Marcotte	2021-0029	9/3/2021	11/5/2021	Citizen Complaint	1403.1	Exonerated			Unk	Unk	14
Sgt. Shane Marcotte					1516.1	Exceptionally Cleared					
PO David Roche	2021-0030	8/26/2021	12/21/2021	Citizen Complaint	1502.1	Exonerated			H	M	outside city
PO Paul Cyr	2021-0031	4/20/2021	9/1/2021	Chief Init.	MR	Justified			A	M	6
Capt. Matthew D'Andrea	2021-0032	9/16/2021	10/4/2021	Anonymous	0.1	Exonerated			Unk	Unk	5
Capt. Matthew D'Andrea					1505.1	Exonerated					
PO Brandon Fleming	2021-0033	9/28/2021	1/27//2022	Citizen Complaint	1504.1	Exonerated	W	F			4
PO Brandon Fleming					1406.11	Exonerated					
PO Rodrigo Oliveira					1406.11	Exonerated					
PO Rodrigo Oliveira					1504.1	Exonerated					
PO Paul Lawrence	2021-0034	9/29/2021	12/1/2021	Citizen Complaint	1514.1	Sustained			W	M	Outside city
					Pol. 905	Sustained					
PO Brian Foley	2021-0035	9/1/2021	12/23/2021	Citizen Complaint	1406.11	Exonerated			Unk	M	15
					Pol. 444	Sustained					
PO Joseph Tolson	2021-0036	10/5/2021	11/5/2021	Citizen Complaint	1516.1	Sustained			Unk	M	2
PO Nicholas DeProspro	2021-0037	10/19/2021	12/21/2021	Chief Init.	1504.1	Exonerated	W	F	W	M	6
PO Matthew Troiano	2021-0038	10/20/2021	2/10/2022	DC Init.	1503.1	Exonerated	W	F			5
PO Alexander Maracallo	2021-0039	10/15/2021	1/6/2022	Citizen Complaint	1406.11	Exonerated	H	F			16
PO Michael Holder	2021-0040	10/19/2021	12/23/2021	Citizen Complaint	1403.1	Sustained	Unk	F			16
PO Matthew Troiano	2021-0041	10/13/2021	2/1/2022	Citizen Complaint	1504.1	Exonerated			W	M	7
PO Thomas Naughton	2021-0042	11/29/2021	1/20/2022	Citizen Complaint	1514.1	Not Sustained	Unk	F			15
PO Robert Turgeon	2021-0043	11/30/2021	1/27/2022	Citizen Complaint	1514.1	Exonerated	W	F			outside city
PO Kenneth Carville	2021-0044	12/8/2021	3/9/2022	Citizen Complaint	1504.1	Exonerated			Unk	M	5
					1516.1	Unfounded					

**Allegations**

**Route Totals**

A-Asian, B-Black or African American  
I-American Indian Alaskan Native

W-White, H-Hispanic or Latino  
P-Pacific Islander or Native Hawaiian

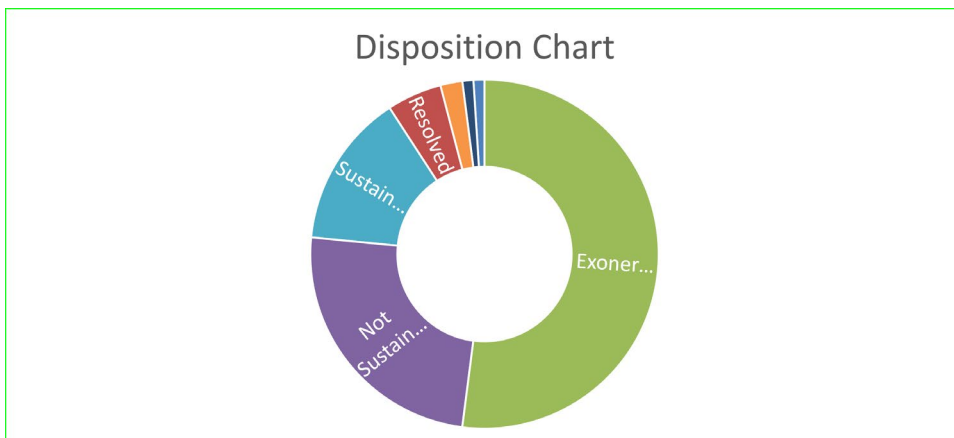
TM- Two or more  
SR-Some other race

## Bureau of Professional Standards Demographics Report 2021

0.1	Other (City of Worcester Sick Time Use Pol.)	1
1403.1	Submitting Reports	12
1406.11	Awareness of Activities: Knowledge of Laws, Rules, and Regulations, etc....	16
1407.1	Action to be Taken on Requests for Services	1
1410.1	Giving Identification	1
1502.1	Criminal Conduct	1
1503.1	Unnecessary Force	15
1504.1	Discourtesy	17
1505.1	Conducting Personal Business While on Duty	1
1508.1	Improper Dissemination of Information	1
1510.1	Detrimental Criticism	1
1514.1	Conduct Unbecoming	6
1515.1	Insubordination	1
1516.1	Neglect of Duty	3
1517.1	Incompetence	0
1611.1	Labor Activities	13
Pol. 400	Use of Force	0
Pol. 401	K9 Guidelines	0
Pol. 410	Handling Evidence and Property	1
Pol. 444	Priority Level Dispatching	1
Pol. 451	Domestic Violence	0
Pol. 453	Domestic Violence Handling for Employees	2
Pol. 601	Racial Profiling	0
Pol. 700	Handling of Prisoners	1
Pol. 905	Computer Usage Policy	1
n/a	not applicable - resolved	2
MR	Mandated Review	1
Total		99

RT.	Comp. Totals	
1	2	4.55%
2	1	2.27%
3	0	0.00%
4	4	9.09%
5	9	20.45%
6	3	6.82%
7	2	4.55%
8	0	0.00%
9	1	2.27%
10	2	4.55%
11	3	6.82%
12	0	0.00%
13	2	4.55%
14	1	2.27%
15	3	6.82%
16	4	9.09%
17	0	0.00%
18	1	2.27%
19	2	4.55%
20	0	0.00%
OC	3	6.82%
n/a	1	2.27%
Total	44	100.00%

Dispositions	Percentage	98 Total Allegations*
Unfounded	1.02%	1
Resolved	5.10%	5
Exonerated	52.04%	51
Not Sustained	24.49%	24
Sustained	14.29%	14
Policy Failure	2.04%	2
Exceptionally Cleared	1.02%	1
100.00%		<b>98</b>



\*The Total Allegations number is reduced by 1 due to the Mandated Review for an Officer Involved Shooting.

### Gender Totals

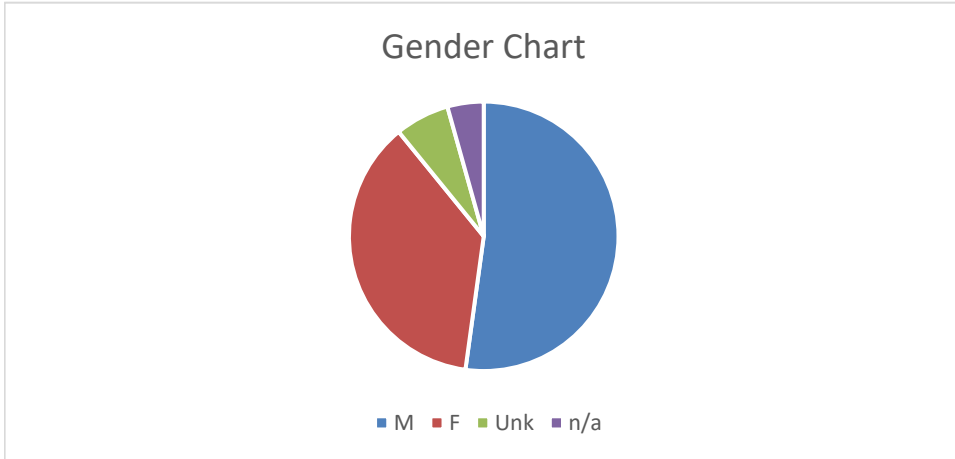
A-Asian, B-Black or African American  
I-American Indian Alaskan Native

W-White, H-Hispanic or Latino  
P-Pacific Islander or Native Hawaiian

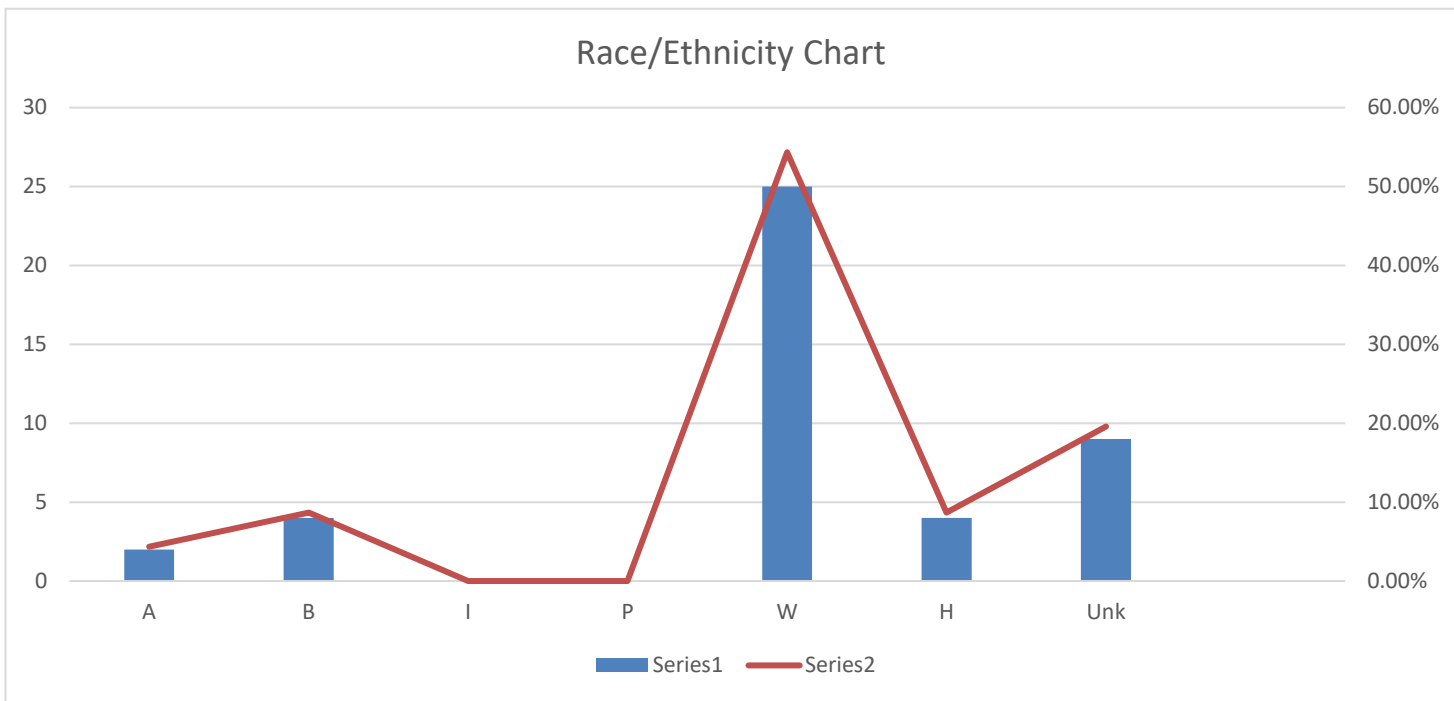
TM- Two or more  
SR-Some other race

## Bureau of Professional Standards Demographics Report 2021

M	F	Unk	n/a	Total*
24	17	3	2	46
52.17%	36.96%	6.52%	4.35%	100.00%



Race/Ethnicity Totals								
A	B	I	P	W	H	Unk	n/a	Total*
2	4	0	0	25	4	9	2	46
4.35%	8.70%	0.00%	0.00%	54.35%	8.70%	19.57%	4.35%	100.00%



Citizen Complaint	37
Police Initiated Comp.	6
Anonymous	1

\*Total # of complainants are 44+2 due to 2 complaints with both a male and female complainant

A-Asian, B-Black or African American  
I-American Indian Alaskan Native

W-White, H-Hispanic or Latino  
P-Pacific Islander or Native Hawaiian

TM- Two or more  
SR-Some other race



44 Complaints

11 Comments

**Demographics of Worcester**<sup>1</sup>

**2020 Population Estimates**

**206,518**

Source: 2020 Census

(male/female is about 50/50)

**City of Worcester Race/Ethnicity Population**

White – 55.2%

Asian – 7.4%

Hispanic or Latino – 21.9%

Black or African American – 12.2 %

American Indian and Alaskan Native-0.4%

Native Hawaiian and Other Pacific Islander-0.1%

Two or more races – 2.3%

Some other race – 0.6% (Middle Eastern, i.e.)

**Complainant's Race/Ethnicity:**<sup>2</sup>

White 25 = 54.35%

Unknown 9 = 19.57%

Hispanic or Latino 4 = 8.70%

Black or African American 4 = 8.70%

Asian 2 = 4.35%

n/a 2 = 4.35%

17 female complainants

24 male complainants

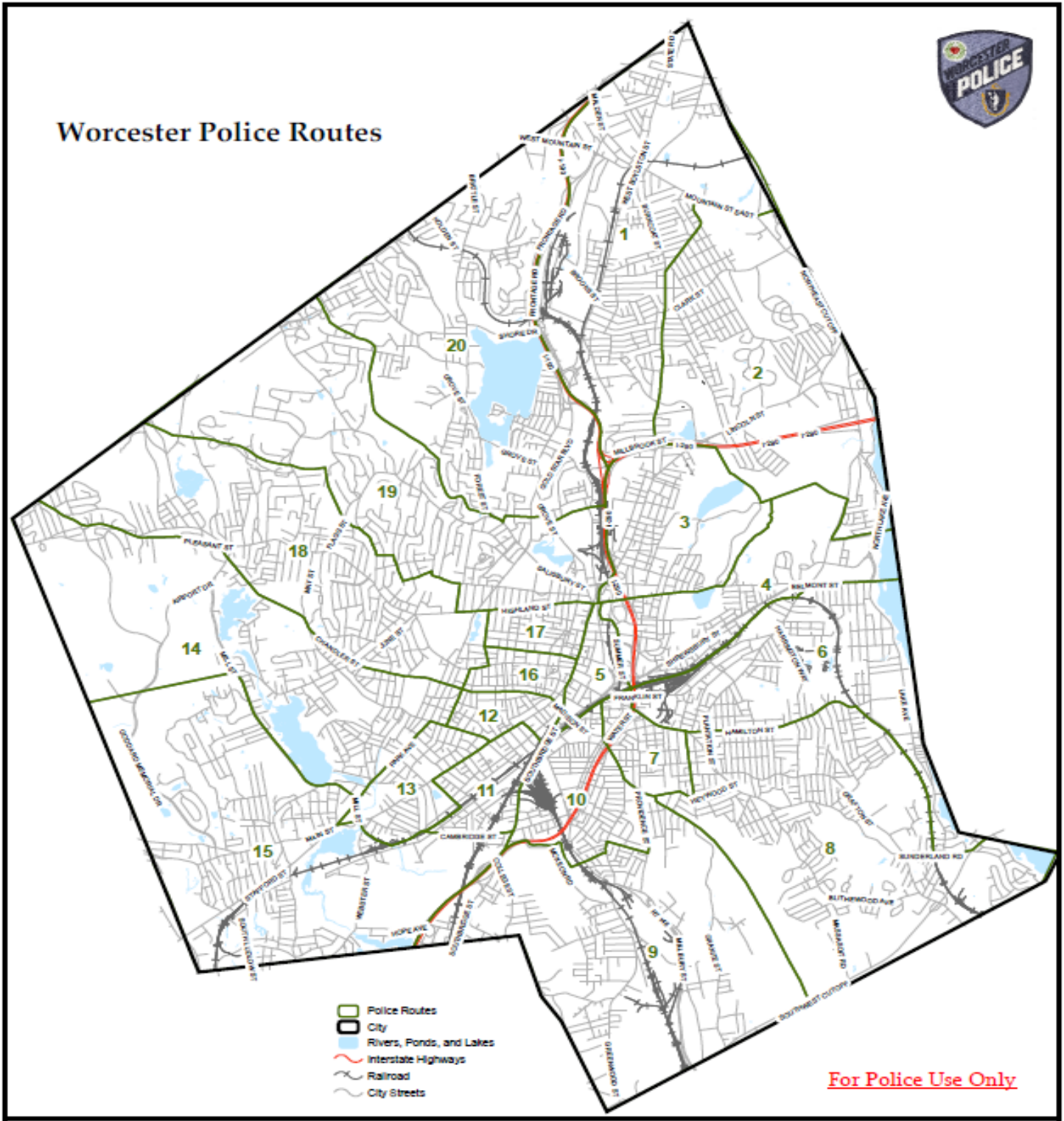
2 complaints involved more than one complainant

<sup>1</sup> Information gleaned from The Research Bureau & U.S. Census Bureau 2021

<sup>2</sup> Facts from Worcester Police Department BOPS System

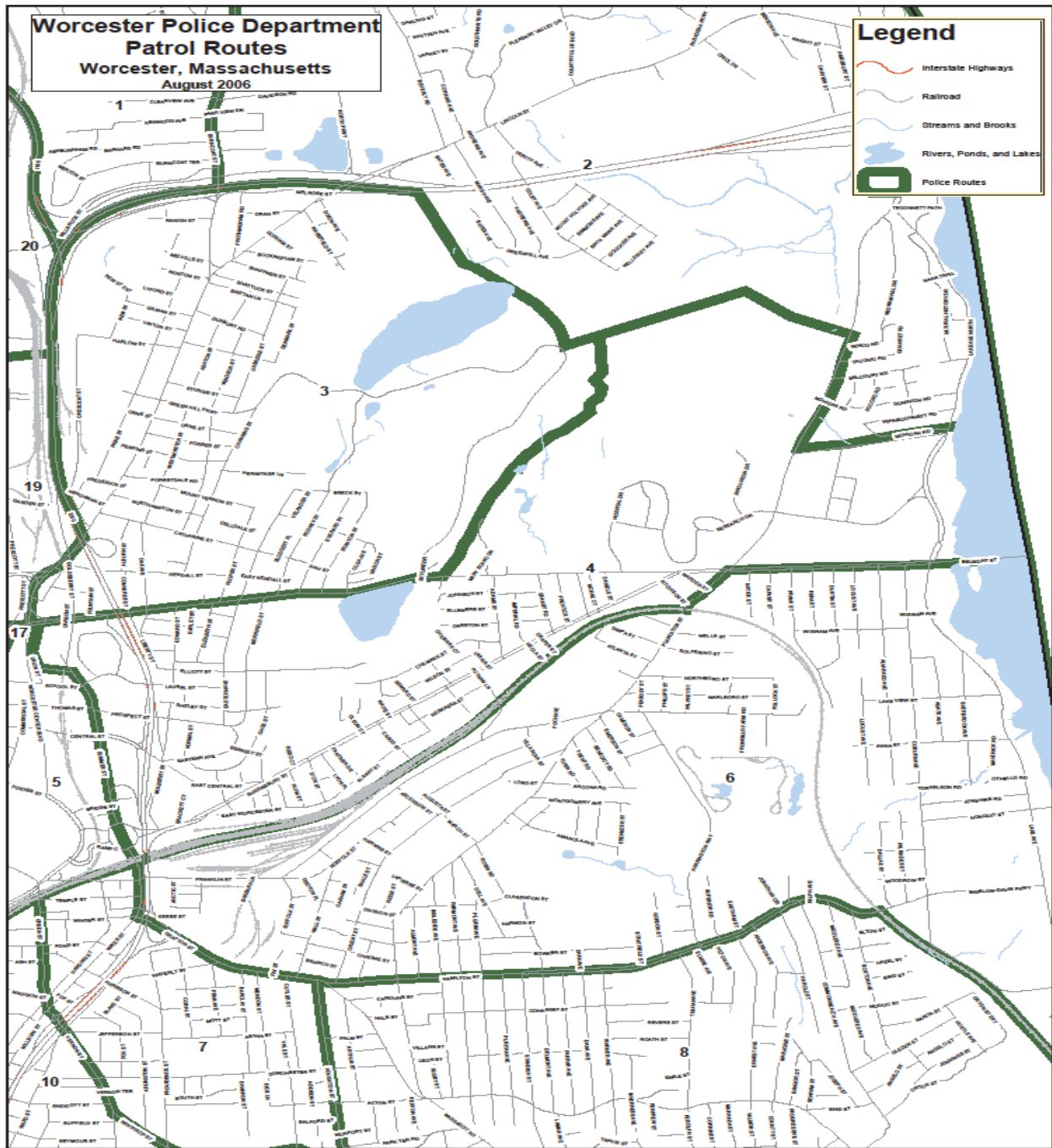
Geographic Location of Complaints

The City of Worcester is divided into 20 patrol routes. RT.'s 4, 5, & 16 had the most complaints.



RT. 4 – 4 complaints

This route travels from Lincoln Sq. to the railroad that runs parallel to Shrewsbury St., out to Quinsigamond Lake north to Mohican Rd. West on Mohican Rd then north on Plantation St. It then circles back around to Belmont St to Lincoln Sq



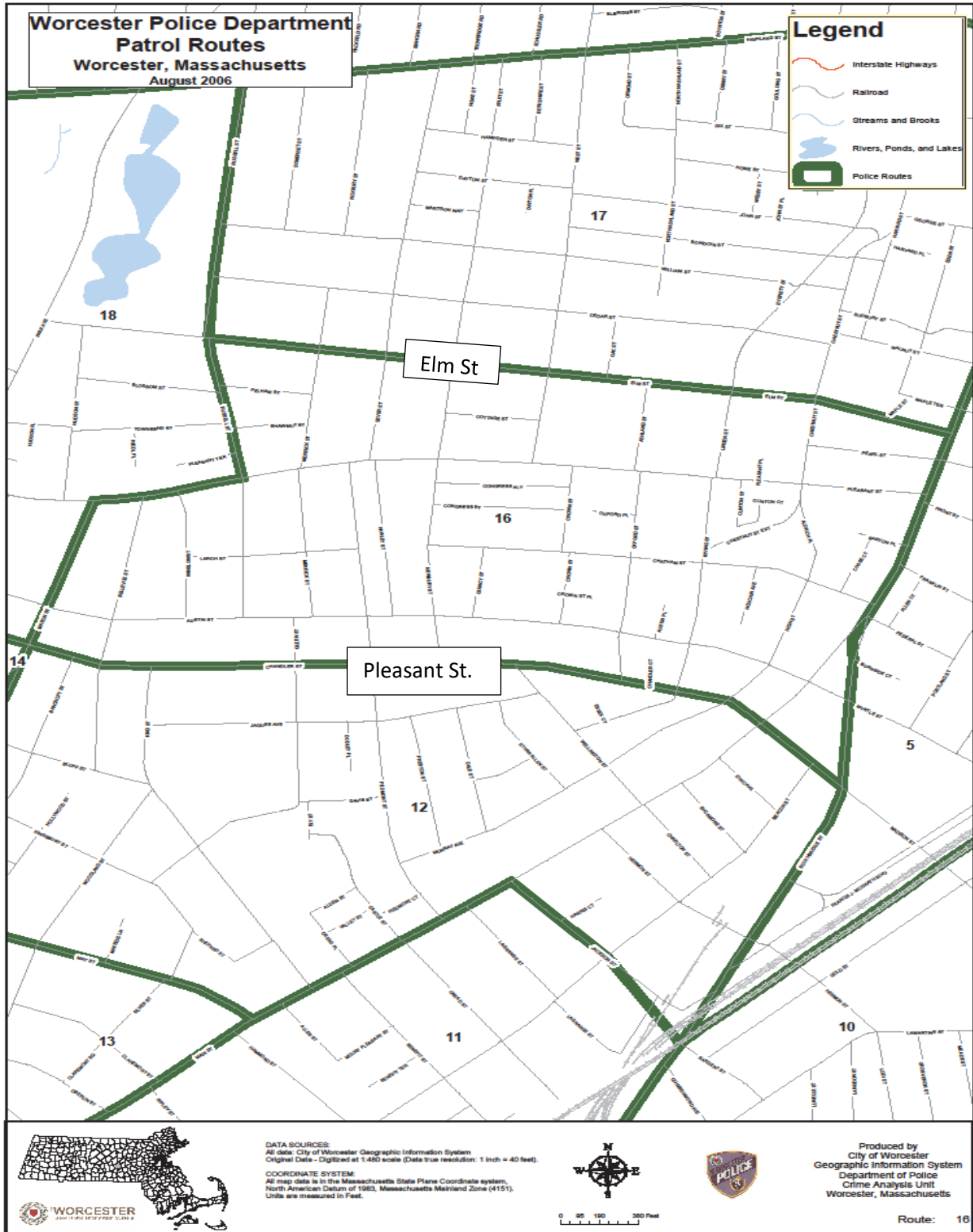
Rt. 5 – 9 Complaints

This RT. runs east on Belmont St from Highland St, south on Union St to Market St, south on Summer St to Washington Sq., southeast along the railroad to Southbridge St, north to Main St, north to Highland St.



RT 16 – 4 Complaints

This RT begins at Main St/Elm St. Travels south on Main St to Southbridge St. South on Southbridge St to Madison St. West on Madison St. to Chandler St. continuing to Mason St. North to Pleasant St. East on Pleasant St. to Russell St. North on Russell St. to Elm St. East on Elm St. back to Main St.



**BUREAU OF PROFESSIONAL STANDARDS**
**USE OF FORCE 2021**

MONTH	U OC(B)	D OC(A)	U BATON(F)	D BATON(E)	U TASER(H)	D TASER(G)	U FIREARM(I)	D FIREARM(I)	PW(K)	U K9(N)	D K9(M)	TOIO(L)	U Pepperball(D)	D Pepperball©
JAN	0	0	0	0	1	3	0	17	3	0	1	0	0	0
FEB	2	0	0	1	0	5	0	10	4	0	2	1	0	0
MAR	0	1	2	0	1	1	0	12	9	0	0	1	0	0
APR	0	0	0	0	1	5	1	15	4	1	3	0	0	0
MAY	1	0	0	0	0	5	0	5	8	0	2	0	0	0
JUN	0	1	0	1	2	5	0	3	6	0	1	0	0	0
JUL	1	1	2	1	2	4	0	23	10	0	1	1	0	0
AUG	1	0	1	0	1	5	0	17	9	0	3	0	0	0
SEPT	0	0	1	0	1	2	0	8	9	1	0	0	0	0
OCT	1	1	0	0	1	1	0	7	2	0	0	0	0	0
NOV	0	0	1	0	1	6	0	7	2	0	3	0	0	0
DEC	0	1	0	0	1	3	0	1	6	0	1	0	0	0
<b>TOTAL</b>	<b>6</b>	<b>5</b>	<b>7</b>	<b>3</b>	<b>12</b>	<b>45</b>	<b>1</b>	<b>125</b>	<b>72</b>	<b>2</b>	<b>17</b>	<b>3</b>	<b>0</b>	<b>0</b>

298 Uses of Force – 15 Allegations of Unnecessary Force = Only 5.03% was an allegation generated per Use of Force

U – Use

D – Display

OC – Oleoresin Capsicum (pepper spray)

PW – Personal Weapons (hands, feet, elbows, knees...)

TOIO – Tools of Immediate Opportunity

Worcester Police Department						
Use of Force Statistics						
Prepared by the Bureau of Professional Standards						
	Previous 5 Years					Change 2020 to 2021
	2017	2018	2019	2020	2021	
Incidents	139779	145038	141883	127,589	134,996	5.81%
Arrests	6084	5358	4910	2,688	2,481	-7.70%
Complaints	71	44	53	55	44	-20.00%
Unnecessary Force Allegations	25	16	24	18	15	-16.67%
Use of OC	21	17	11	9	6	-33.33%
Display of OC	1	4	5	2	5	150.00%
Use of Baton	22	12	9	5	7	40.00%
Display of Baton	16	9	10	5	3	-40.00%
Use of Electronic Control Device	19	26	26	25	12	-52.00%
Display of Electronic Control Device	60	58	49	35	45	28.57%
Use of Firearm	2	1	3	1	1	0.00%
Display of Firearm	186	204	159	133	125	-6.02%
Personal Weapons	178	110	108	88	72	-18.18%
Tool of Immediate Means	11	19	9	2	3	50.00%
Use of K9			3	5	2	-60.00%
Display of K9			7	23	17	-26.09%
Use of Pepperball				0	0	0.00%
Display of Pepperball				0	0	0.00%

**Items to Note:**

## Averages:

- 53.4 Average complaints over 5 years (Past 3 years have been trending downward from the average)
- 19.6 Average Unnecessary Force allegations over 5 years (Still trending downward from the average)

## Percentages:

- 2,481 Arrests - 15 Unnecessary Force allegations for CY 2021 = 0.60% arrest encounters resulted in an Unnecessary Force allegation
- 134,996 incidents - 15 Unnecessary Force allegations for CY 2021 = 0.01% encounters resulted in an Unnecessary Force allegation
- 134,996 incidents/44 Complaints for CY 2021 = 0.03% incident encounters w/police resulted in a complaint
- Out of the 44 complaints for 2021, 37 (84.09%) were generated by citizen complaints and 6 (13.64%) were generated within the dep. by an Official, Officer, or other employee.
- 14.29% of the allegations were sustained.

The 15 Unnecessary Force allegations' demographics were 11 White, 2 Black, 1 Hispanic, 1 unknown. In this statistic, there may have been only one complainant that alleged unnecessary force against all officers present. Therefore, each allegation was counted against the race/ethnicity statistic in turn, it increased the total race/ethnicity count. (Total of 10 complaints that contained Unnecessary Force allegations, 7 White, 1 Black, 1 Hispanic, 1 unknown)

Each complaint may contain multiple allegations against multiple officers.



Captain Kenneth J. Davenport

**Bureau of Professional Standards  
Demographics Report 2022**

Officer Name	Case #	Date Opened	Date Closed	Incident Type	Allegation	Disposition	Race	F	Race	M	Police Rte.
PO Solomon Obeng	2022-0001	1/4/2022	5/11/2022	Citizen Complaint	1504.1	Resolved			H	M	5
PO Michael Sullivan	2022-0002	1/5/2022	3/15/2022	Citizen Complaint	1403.1	Exonerated			W	M	14
PO Bruce Carter	2022-0003	1/20/2022	3/21/2022	Citizen Complaint	1503.1	Exonerated	H	F			12
PO Bruce Carter					Pol. 211	Exonerated					
PO Bruce Carter					1514.1	Exonerated					
PO Lisa Carlson					1503.1	Exonerated					
PO Lisa Carlson					Pol. 211	Exonerated					
PO Lisa Carlson					1514.1	Exonerated					
PO Ngoc Vo	2022-0004	12/28/2021	3/20/2022	Citizen Complaint	1504.1	Exonerated			W	M	5
Det. 2022Jon Kachadoorian	2022-0005	2/8/2022	5/2/2023	Citizen Complaint	1502.1	Sustained	W	F			OC
					1514.1	Sustained					
PO Jensen Martinez	2022-0006	2/16/2022	3/31/2022	Citizen Complaint	1504.1	Exonerated			H	M	10
					1406.11	Exonerated					
PO Matthew Cantwell	2022-0007	2/23/2022	3/30/2022	Citizen Complaint	Pol. 410	Exonerated			B	M	12
PO David McAtee	2022-0008	3/10/2022	5/4/2023	Citizen Complaint	Pol. 400.1	Sustained			B	M	15
PO Justin Martin					Pol. 400.1	Sustained					
					Pol. 400	Unfounded					
PO Brian Foley					Pol. 400.1	Unfounded					
PO Dominic Mazzone	2022-0009	3/11/2022	5/9/2022	Citizen Complaint	1514.1	Exonerated	Unk	F			11
PO Sean O'Rourke	2022-0010	3/11/2022	1/2/2023	Citizen Complaint	1403.1	Unfounded	H	F			14
PO Daniel Pennellatore	2022-0011	3/11/2022	10/3/2022	Citizen Complaint	1503.1	Exonerated			H	M	7
					1403.1	Not Sustained					
PO Paul Alward					1503.1	Exonerated					
					1403.1	Not Sustained					
PO Thomas Bishop					1503.1	Exonerated					
					1403.1	Not Sustained					
PO Kevin McCarthy					1403.1	Exonerated					
PO Daniel Pennellatore	2022-0012	4/13/2022	6/30/2022	Citizen Complaint	1410.1	Unfounded	Unk	F	Unk	M	8
					1504.1	Exonerated					
					1503.1	Unfounded					
					1406.11	Exonerated					
					1403.1	Exonerated					
PO Shawn Tivnan					1410.1	Unfounded					
					1504.1	Exonerated					
					1503.1	Unfounded					
					1406.11	Exonerated					
					1403.1	Exonerated					
PO Justin Martin	2022-0013	4/18/2022	7/15/2022	Citizen Complaint	1514.1	Exonerated	W	F	W	M	11
					1514.1	Sustained					
Det. Peter Roberge	2022-0014	5/4/2022	9/15/2022	Chief Init.	Pol. 205	Sustained	n/a	n/a			n/a
PO Patrick Hanlon	2022-0015	5/10/2022	1/2/2023	Citizen Complaint	1403.1	Exonerated	B	F			11
PO Michael J. Foley	2022-0016	5/16/2022	6/30/2022	Chief Init.	1520.1	Sustained	n/a	n/a			5
PO Ngoc Vo	2022-0017	5/26/2022	8/16/2022	Citizen Complaint	1504.1	Exceptionally Cleared	Unk	F			20
PO James Dalton	2022-0018	6/13/2022	1/10/2023	Citizen Complaint	1504.1	Exonerated	W	F			12
PO Thomas Hurley	2022-0019	6/21/2022	12/23/2022	Citizen Complaint	1504.1	Not Sustained	Unk	F			20
PO Michael Prizio	2022-0020	7/11/2022	9/2/2022	Citizen Complaint	1504.1	Exonerated			W	M	5
PO Paul Keyes	2022-0021	7/5/2022	9/27/2022	Citizen Complaint	1504.1	Exonerated			W	M	4
PO Joseph Wilmot	2022-0022	7/19/2022	10/11/2022	Citizen Complaint	1513.1	Exonerated	n/a	n/a			n/a
					1514.1	Exonerated					
PO Anthony Lombardo	2022-0023	7/21/2022	9/23/2022	Citizen Complaint	1503.1	Exonerated			B	M	14

A-Asian, B-Black or African American

W-White, H-Hispanic or Latino  
P-Pacific Islander or Native Hawaiian

I-American Indian Alaskan Native



**Bureau of Professional Standards  
Demographics Report 2022**

PO Hungria Ortiz	2022-0024	7/22/2022	9/23/2022	Citizen Complaint	1504.1	Unfounded			Unk	M	2
PO Shauna McGuirk					1504.1	Unfounded					
PO Colby Turner	2022-0025	7/25/2022		Chief Init.	1502.1		n/a	n/a			n/a
					1402.1						
					1514.1						
					1403.1						
PO Stephen Germain	2022-0026	8/16/2022	9/30/2022	Official Init.	1515.1	Sustained	n/a	n/a			n/a
					1504.1	Sustained					
PO Brian Piskator	2022-0027	8/2/2022	8/22/2022	Citizen Complaint	1503.1	Exonerated			H	M	5
					1514.1	Exonerated					
PO D'Angelo Fernandez	2022-0028	9/6/2022	10/12/2022	Chief Init.	1712.1	Sustained	n/a	n/a			n/a
PO Brian Piskator	2022-0029	9/2/2022	12/29/2022	Citizen Complaint	1403.1	Exonerated			B	M	5
					1406.11	Exonerated					
PO Nicholas Bishop	2022-0030	9/12/2022	12/7/2022	Citizen Complaint	1410.1	Exonerated			Unk	M	1
					1701.1	Exonerated					
PO Thomas Hurley	2022-0031	9/15/2022	12/22/2022	Citizen Complaint	1504.1	Not Sustained	H	F			15
Det. Michael Gingerelli	2022-0032	9/12/2022	4/4/2023	Citizen Complaint	1403.1	Sustained			W	M	16
PO Brandon Fleming	2022-0033	9/23/2022	12/7/2022	Citizen Complaint	1407.1	Exonerated	Unk	Unk			2
PO William Donahue	2022-0034	10/14/2022	11/30/2022	Citizen Complaint	1504.1	Exonerated			Unk	M	18
PO Paul Lawrence	2022-0035	10/17/2022	12/22/2022	Citizen Complaint	1504.1	Not Sustained	Unk	F			19
PO Jesus Candelaria	2022-0036	10/27/2022	1/11/2023	Citizen Complaint	1508.1	Not Sustained			W	M	5
PO Nicholas DeProspro	2022-0037	11/4/2022	2/15/2023	Citizen Complaint	1410.1	Unfounded			Unk	M	11
PO Michael Mason, Jr.					1410.1	Unfounded					
PO George Kelly					1613.1	Unfounded					
					1406.11	Exonerated					
PO Thomas Duffy	2022-0038	11/14/2022	3/1/2023	Citizen Complaint	1406.11	Exonerated			B	M	8
					1403.1	Not Sustained					
					Pol. 211	Not Sustained					
Sgt. Brendan Tivnan					1406.11	Sustained					
					1403.1	Not Sustained					
					Pol. 211	Not Sustained					
PO Nicholas Riggieri	2022-0039	11/14/2022		Citizen Complaint	1406.11	Exonerated			B	M	5
					1403.1	Not Sustained					
					1503.1	Exonerated					
PO Anthony Lombardozzi					1403.1	Exonerated					
					1503.1	Unfounded					
PO Lisa Carlson	2022-0040	11/24/2022	2/16/2023	Citizen Complaint	1504.1	Not Sustained			W	M	7
PO Nicholas Riggieri					1406.11	Exonerated					
Sgt. Donald LaRange	2022-0041	12/20/2022	2/9/2023	Citizen Complaint	1403.1	Unfounded			W	M	5
					1503.1	Unfounded					
PO Sean Lovely					1403.1	Exonerated					
					1503.1	Unfounded					
PO Christopher Cutcliffe	2022-0042	12/21/2022	3/7/2023	Citizen Complaint	1514.1	Exonerated			W	M	15
PO Joseph Riley	2022-0043	12/26/2022	2/28/2023	DC Initiated	1403.1	Exonerated			B	M	8
PO Leon Ngo					1403.1	Exonerated					
PO David McAtee					1403.1	Exonerated					

**Allegations**

0.1 Other (City of Worcester Sick Time Use Pol.) 0 Route Totals

## Bureau of Professional Standards Demographics Report 2022

1402.1	Truthfulness	1	1	1	2.33%
1403.1	Submitting Reports	21	2	2	4.65%
1406.11	Awareness of Activities: Knowledge of Laws, Rules, and Regulat	9	3	0	0.00%
1407.1	Action to be Taken on Requests for Services	1	4	1	2.33%
1410.1	Giving Identification	5	5	9	20.93%
1502.1	Criminal Conduct	2	6	0	0.00%
1503.1	Unnecessary Force	13	7	2	4.65%
1504.1	Discourtesy	17	8	3	6.98%
1505.1	Conducting Personal Business While on Duty	0	9	0	0.00%
1508.1	Improper Dissemination of Information	1	10	1	2.33%
1513.1	Improper Associations and Dealings	1	11	4	9.30%
1514.1	Conduct Unbecoming	10	12	3	6.98%
1515.1	Insubordination	1	13	0	0.00%
1516.1	Neglect of Duty	0	14	3	6.98%
1517.1	Incompetence	0	15	3	6.98%
1520.1	Voluntary Intoxication	1	16	1	2.33%
1611.1	Labor Activities	0	17	0	0.00%
1613.1	Seeking or Accepting Gifts, Gratuities, Loans, Transactions...	1	18	1	2.33%
1701.1	Uniform and Appearance	1	19	1	2.33%
1712.1	Departmental Vehicles	1	20	2	4.65%
Pol. 205	Code of Ethics	1	OC	1	2.33%
Pol. 211	Bias Free Policing	4	n/a	5	11.63%
Pol. 400	Use of Force	1		43	100.00%
Pol. 400.1	Handcuffs and Restraints Guidelines	3			
Pol. 401	K9 Guidelines	0			
Pol. 410	Handling Evidence and Property	1			
Pol. 444	Priority Level Dispatching	0			
Pol. 451	Domestic Violence	0			
Pol. 453	Domestic Violence Handling for Employees	0			
Pol. 601	Racial Profiling	0			
Pol. 700	Handling of Prisoners	0			
Pol. 905	Computer Usage Policy	0			
n/a	not applicable - resolved	0			
MR	Mandated Review	0			
	Total	96			

Dispositons	Percentage	96 Total Allegations
Unfounded	17.39%	16
Resolved	1.09%	1
Exonerated	53.26%	49
Not Sustained	14.13%	13
Sustained	13.04%	12
Policy Failure	0.00%	0
Exceptionally Cleared	1.09%	1
		92

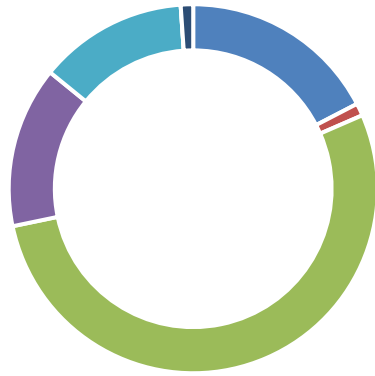
Chart Title

A-Asian, B-Black or African American

W-White, H-Hispanic or Latino  
P-Pacific Islander or Native Hawaiian

I-American Indian Alaskan Native

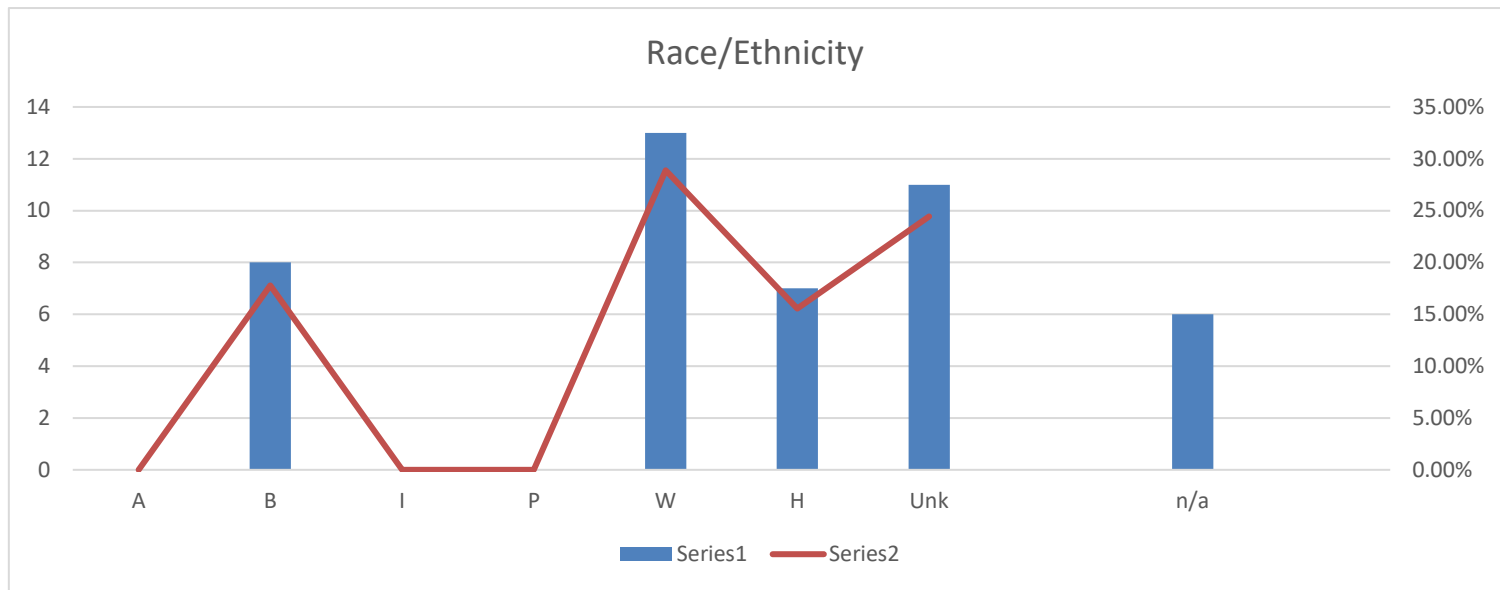
## Bureau of Professional Standards Demographics Report 2022



- Unfounded
- Resolved
- Exonerated
- Not Sustained
- Sustained
- Policy Failure
- Exceptionally Cleared
- 

Gender Totals				
M	F	Unk	n/a	Total
26	12	1	6	45
57.78%	26.67%	2.22%	13.33%	100.00%

Race Totals									
A	B	I	P	W	H	Unk	n/a	Total	
0	8	0	0	13	7	11	6	45	
0.00%	17.78%	0.00%	0.00%	28.89%	15.56%	24.44%	13.33%	100.00%	



Citizen Complaint

37

43 Complaints

8 Comments

**Demographics of Worcester**<sup>1</sup>

**2020 Population Estimates**

**206,518**

Source: 2020 Census

(male/female is about 50/50)

**City of Worcester Race/Ethnicity Population**

White – 54.4%

Asian – 7.2%

Hispanic or Latino – 23.1%

Black or African American – 12.2 %

American Indian and Alaskan Native-0.3%

Native Hawaiian and Other Pacific Islander-0.1%

Two or more races – 2.7%

Some other race – 0.4% (Middle Eastern, i.e.)

**Complainant's Race/Ethnicity:**<sup>2</sup>

White 13 = 28.89%

Unknown 11 = 24.44%

Hispanic or Latino 7 = 15.56%

Black or African American 8 = 17.78%

Asian 0 = 0%

n/a 6 = 13.33%

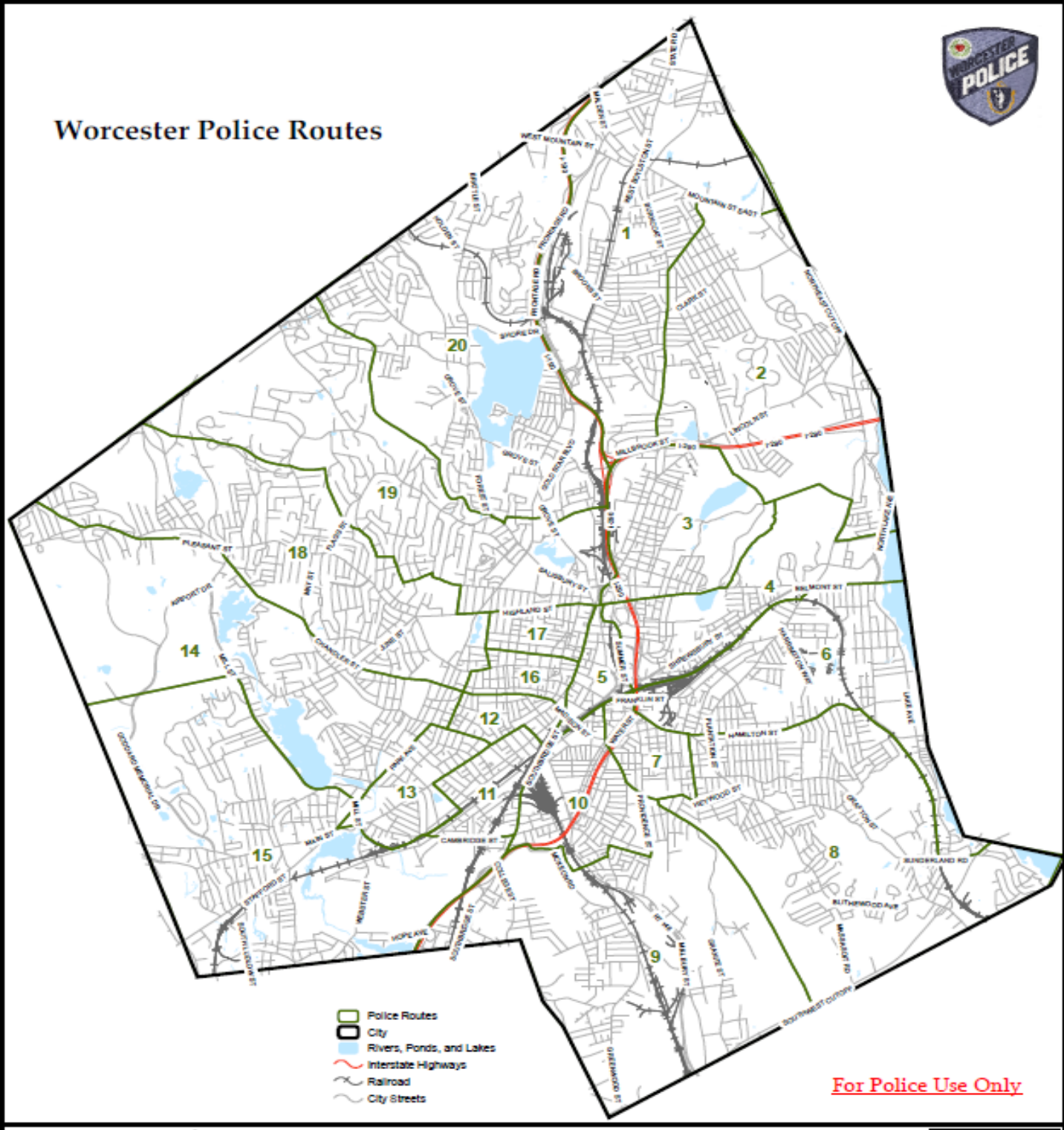
12 female complainants
26 male complainants
1 unknown
6 n/a

<sup>1</sup> Information gleaned from The Research Bureau & U.S. Census Bureau 2022

<sup>2</sup> Facts from Worcester Police Department BOPS System

Geographic Location of Complaints

The City of Worcester is divided into 20 patrol routes. RT.'s 5, 11 & 12 had the most complaints.



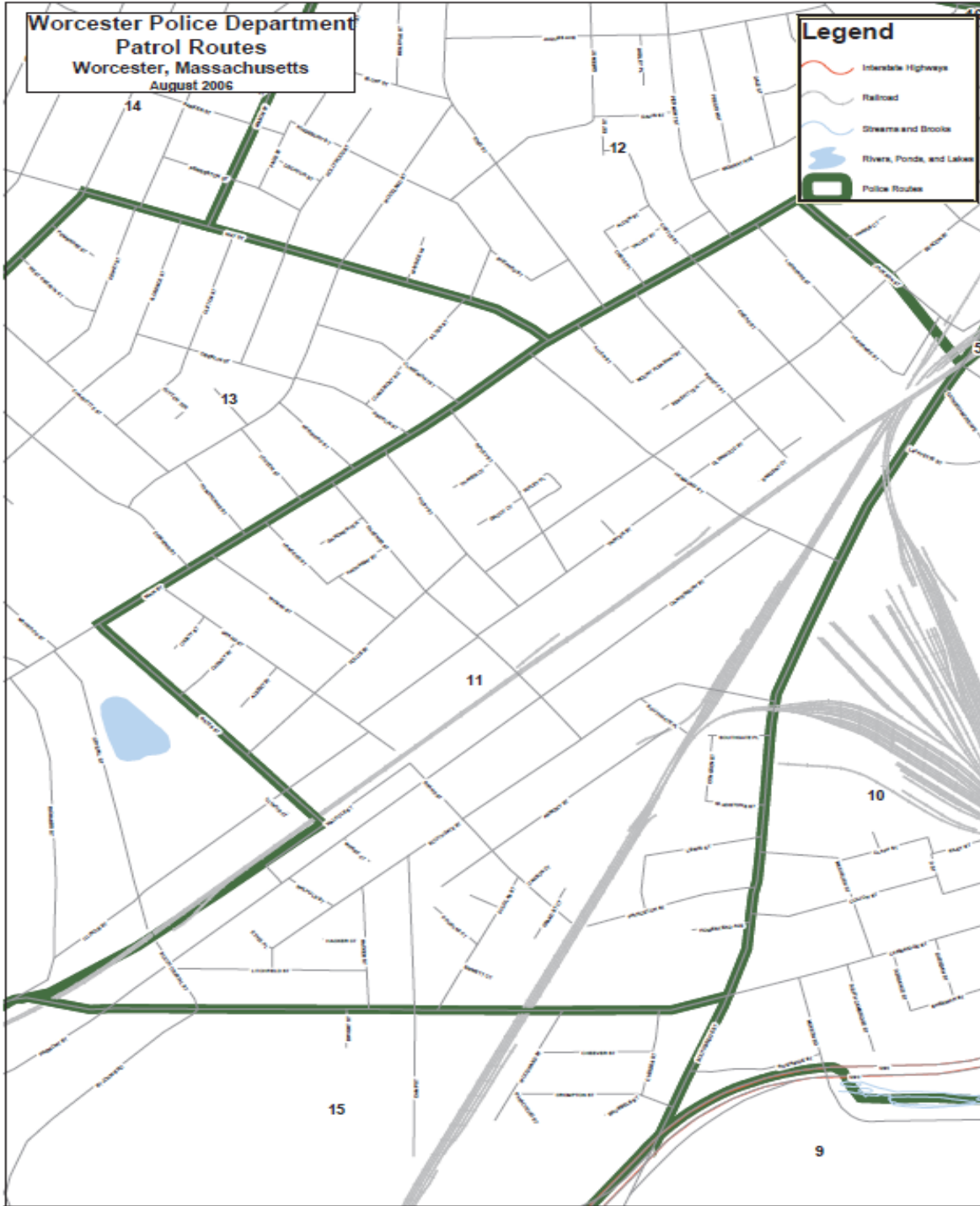
Rt. 5 – 9 Complaints (no change)

This RT. runs east on Belmont St from Highland St, south on Union St to Market St, south on Summer St to Washington Sq., southeast along the railroad to Southbridge St, north to Main St, north to Highland St.



RT 11 – 4 Complaints

This RT begins at Main St/Jackson St. Travels south on Main St to Gate St. South on Gate St to the railroad. Southwest along the railroad to Cambridge St. East on Cambridge St. to Southbridge St. North on Southbridge St. to Jackson St.



RT 12 – 3 Complaints

This RT travels east on Chandler St from Mason St. onto Madison St. to Southbridge St. South on Southbridge St. to Jackson St. North on Jackson St. to Main St. South on Main St. to May St. West on May St. to Mason St. North on Mason St. back to Chandler St.





USE OF FORCE 2022														
MONTH	U OC(B)	DOC(A)	U BATON(F)	D BATON(E)	U TASER(H)	D TASER(G)	U FIREARM(I)	D FIREARM(I)	PW(K)	U K9(N)	D K9(M)	TOIO(L)	U Pepperball(D)	D Pepperball©
JAN	0	1	0	0	1	6	0	9	5		1	0	0	0
FEB	2	0	0	0	1	7	0	20	9	1	2	0	0	0
MAR	0	1	0	0	0	3	1	15	3	0	1	0	0	0
APR	1	1	0	0	1	10	0	14	3	1	3	0	0	0
MAY	1	0	0	0	0	1	0	3	2	0	1	0	0	0
JUN	1	1	0	0	4	5	0	19	10	0	3	0	0	0
JUL	2	4	1	0	1	2	0	14	8	0	3	0	0	0
AUG	0	1	0	0	3	3	0	14	2	0	2	0	0	0
SEPT	1	1	0	0	6	5	0	7	8	1	1	0	0	0
OCT	1	1	0	0	3	5	0	6	7	1	0	0	0	0
NOV	0	0	0	0	1	8	0	9	6	0	1	0	0	0
DEC	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	9	11	1	0	21	55	1	130	63	4	18	0	0	0

313 Uses of Force – 13 Allegations of Unnecessary Force = Only 4.15% was an allegation generated per Use of Force

U – Use

D – Display

OC – Oleoresin Capsicum (pepper spray)

PW – Personal Weapons (hands, feet, elbows, knees...)

TOIO – Tools of Immediate Opportunity

Worcester Police Department						
Use of Force Statistics						
Prepared by the Bureau of Professional Standards						
	Previous 5 Years					Change 2021 to 2022
	2018	2019	2020	2021	2022	
Incidents	145038	141883	127,589	134,996	128,813	-4.58%
Arrests	5358	4910	2,688	2,481	2,597	4.68%
Complaints	44	53	55	44	43	-2.27%
Unnecessary Force Allegations	16	24	18	15	13	-13.33%
Use of OC	17	11	9	6	9	50.00%
Display of OC	4	5	2	5	11	120.00%
Use of Baton	12	9	5	7	1	-85.71%
Display of Baton	9	10	5	3	0	-100.00%
Use of Electronic Control Device	26	26	25	12	21	75.00%
Display of Electronic Control Device	58	49	35	45	55	22.22%
Use of Firearm	1	3	1	1	1	0.00%
Display of Firearm	204	159	133	125	130	4.00%
Personal Weapons	110	108	88	72	63	-12.50%
Tool of Immediate Means	19	9	2	3	0	-100.00%
Use of K9		3	5	2	4	100.00%
Display of K9		7	23	17	18	5.88%
Use of Pepperball			0	0	0	0.00%
Display of Pepperball			0	0	0	0.00%

**Items to Note:**

## Averages:

- 47.8 Average complaints over 5 years (Past 4 years have been trending downward from the average)
- 17.2 Average Unnecessary Force allegations over 5 years (Still trending downward from the average)

## Percentages:

- 2,597 Arrests - 13 Unnecessary Force allegations for CY 2022 = 0.50% arrest encounters resulted in an Unnecessary Force allegation
- 128,813 incidents - 13 Unnecessary Force allegations for CY 2022 = 0.01% encounters resulted in an Unnecessary Force allegation
- 128,813 incidents/43 Complaints for CY 2022 = 0.03% incident encounters w/police resulted in a complaint
- Out of the 43 complaints for 2022, 37 (86.05%) were generated by citizen complaints and 6 (13.95%) were generated within the dep. by an Official, Officer, or other employee.
- 13.04% of the allegations were sustained.

Total of 7 complainants that alleged Unnecessary Force allegations were 1 White, 2 Black, 3 Hispanic, and 1 unknown.

Each complaint may contain multiple allegations against multiple officers.



Captain Kenneth J. Davenport