**Hungry Hornets Checkpoint 4 Findings**

**Question 1: Among officers who have drug and alcohol abuse or medical allegations against them, how often are they co-accused? How does this co-accusal pattern vary based on whether officers earn below or above the average annual salary across the full department?**

In terms of all officers with drug and alcohol abuse and medical (DAM) allegations, the highest triangle count, a reflection of extent of involvement in co-accusal “cliques,” is 2933. The highest pagerank, which represents the officer (s) with the highest co-accusal interconnectedness, is 8.53. These values are also exhibited in the table below.

When filtered according to salary, those officers with DAM allegations who earned below the average salary had a peak triangle count of 105, while those earning above the average salary had a peak triangle count of 91 (shown below). The highest pagerank for each sub-cohort is comparable. The higher peak triangle count, or indication of involvement in co-accusal cliques, among lower-earning officers is highly fascinating. This could suggest that those more often engaged in co-offenses are not able to perform sufficiently well in order to earn a pay raise, or perhaps they are more often of a lower-earning rank. Their involvement with these cliques could reflect poorly on their reputation in the department, making it more difficult to earn awards. Conversely, perhaps a lower salary translates into disenfranchisement or stress for an officer, which could serve as a precipitant for co-substance abuse behavior, in addition to engagement in other offenses within their co-accusal cliques, thus resulting in other allegations.

**Base Triangle Counts:**

**Table

Description automatically generated**

**Base Pageranks:**

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**Highest-Earning Officer Triangle Counts:**

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**Highest-Earning Officer Pageranks:**

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**Lowest-Earning Officer Triangle Counts:**

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**Lowest-Earning Officer Pageranks:**

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**Question 2: Among officers who have drug & alcohol abuse and medical allegations against them, how does the co-accusal pattern compare between more and less decorated officers? Specifically, how does the co-accusal pattern compare between those with more and less than the average number of awards won, respectively?**

When filtered according to awards received, those officers with DAM allegations who earned below the average number of awards had a peak pagerank of 2.08, while those earning above the average number of awards had a peak pagerank of 1.67 (shown below). The highest triangle count for each sub-cohort is comparable. The higher peak pagerank, or indication of co-accusal interconnectedness, among officers that are less decorated, parallels the trend observed for triangle counts among lower and higher-salaried officers with DAM allegations. Again, it is possible that those who more often engage in co-offenses are not able to achieve the performance that would warrant an award. Again, a lower number of awards earned could be disenfranchising for officers, which could serve as a precipitant for co-substance abuse behavior, in addition to co-committal of other offenses resulting in allegations.

Also, as the distribution of awards can be dictated by politics and/or how well-connected an officer is with the department administration, or officer seniority, those officers associated with more co-accusal cliques may not interact with these figures as much, or they may not remain in the department long enough to prompt an award being given to them.

**Most-Decorated Officer Pageranks:**

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**Least-Decorated Officer Pageranks:**

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