

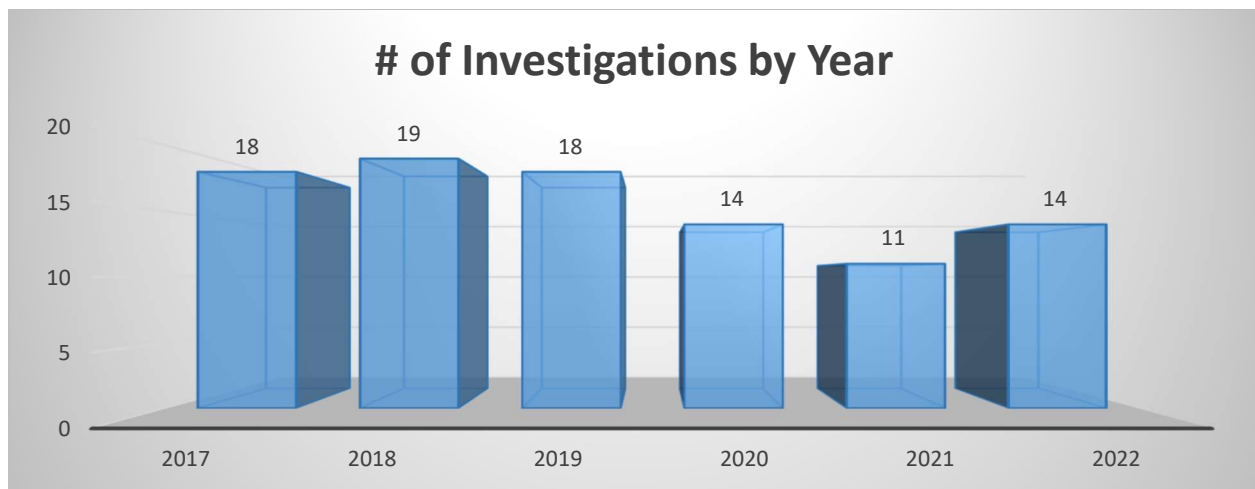


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2022 Annual Internal Discipline Analysis

For 2022, there were 14 Administrative Inquiries. This is compared to 14 inquiries for 2020 and 11 in 2021. Of the 14 investigations, all but two involved Sworn Officers. Here are the stats compared to previous years:



Of the 14 Administrative Inquiry investigations for 2022:

- Two investigations were generated from outside agencies notifying of possible improper conduct
- Three investigations were conducted due to use of force
- Two investigations were conducted for reporting for duty
- Four investigations were conducted from reports of citizens involving driving, unsatisfactory performance, or social media usage
- Two investigations were for allegations of harassment
- One investigation was a result of an allegation of improper conduct

Continuing:

- 4 investigations were closed as Exonerated
- 1 investigation was closed as Unfounded
- 1 investigation was closed as Unsubstantiated
- 1 investigation was closed due to a resignation during investigation
- 1 investigation is pending completion
- 4 Letters of Reprimand were issued
- 4 Officers/employees were suspended for a total of 292 hours
- 1 Officer was terminated
- 1 Officer received a verbal counselling

Additionally, there were 35 Form 219's* issued by various supervisors (both Officer and Civilian Employees) for violations that included; at fault accidents, unsatisfactory performance, operation of motor vehicles, and insubordination.

Some complaints are received by the Police Department and provided to the Office of Professional Responsibility but do not rise to the level of a formal Administrative Inquiry. These are minor violations or a citizen's desire to simply make the department aware of their concern. These complaints are sometimes handled by the OPR's Office and others by the Officer's immediate supervisor. The following is a list of additional complaints received by the OPR and their outcome.

- 6 complaints were for Officers not being courteous
- 9 complaints alleged improperly conduct by an Officer
- 2 complaint alleged harassment by an Officer
- 1 complaint alleged assault by an Officer
- All of the complaints listed above were classified as either unfounded, unsubstantiated, or exonerated the Officer of any wrong doing. Most were resolved by explaining procedures.

There are many other calls given directly to Supervisors by Dispatchers and Records Personnel for minor violations that are not recorded for statistical purposes or forwarded to the OPR.

*A Form 219 is a non-punitive action that documents formal disciplinary action. The completed form is placed in the employee's file, which is maintained by their immediate supervisor, to be used for their next performance evaluation.

Sgt. Jeremy Holliman
Office of Professional Responsibility