

MEMORANDUM

TO: CALEA File

FROM: Sgt Zanin

DATE: 2 Jan 2014

SUBJECT: 2013 Internal Discipline Analysis

- There were 23 internal investigations in 2013
- 6 (26%) complaints that originated outside the PD were investigated while 17 (73%) were initiated internally.
- 4 complaints were exonerated
- 1 complaint was unsubstantiated
- 8 complaints received form 219
- 4 complaints received letters of reprimand
- 3 complaints received suspensions (16hr, 24hr, and 80hr)
- 1 complaint resulted in a demotion (dispatcher)
- 2 Officers resigned before IA/Disciplinary process was completed in 2 investigations.

Types of Investigations						
Unsatisfactory Performance:						
	Sworn	7				
	Non-Sworn	3				
Conduct Unbecoming:						
	Sworn	5				
	Non-Sworn	2				
Conduct during Pursuit						
		1				
Use of Force						
		2				
Harassment						
	Sworn	1				
Criminal Procedure Violation						
		1				
Weapons Storage Issue						
		1				
Emergency Operations						
		2				

- **Note: The above is a list is for informational purposes only and does not indicate how the investigations were adjudicated.**

Summary

In comparison to 2012, we have not experienced any “spikes” in discipline handed out. 2012 we terminated 4 employees. 2013 We had two resign during investigations. Our hours of suspension are down from 232 in 2012 to 140 in 2013. Our use of 219s remained the same both years.

Our supervision model will need to continue to showcase our leadership from top down. We will also need to continue to hold leaders accountable to ensure their subordinates are following rules and regulations.

At this time, I don't foresee a need in modifying any of our policies. I am encouraged that we are taking an aggressive stance as policing ourselves before the public gets involved as evidence of our 1:3 citizen to internal ratio.