

## MEMORANDUM

**TO:** CALEA File

**FROM:** Sgt Zanin

**DATE:** 2 Jan 2015

**SUBJECT:** 2014 Internal Discipline Analysis

- There were 22 internal investigations in 2014 down from 23 in 2013
- 1 complaint that originated outside the PD were investigated while 21 (95%) were initiated internally.
- 1 complaints was exonerated
- 1 complaint was unfounded
- 2 complaints received form 219
- 9 complaints received letters of reprimand
- 3 complaints received suspensions (16hr, 24hr, and 80hr)
- 3 Officers resigned before IA/Disciplinary process was completed.
- 2 Officers were terminated after IA.

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

**Types of Investigations**

|                                    |                  |          |
|------------------------------------|------------------|----------|
| <b>Unsatisfactory Performance:</b> |                  |          |
|                                    | <b>Sworn</b>     | <b>5</b> |
|                                    | <b>Non-Sworn</b> | <b>0</b> |
| <b>Conduct Unbecoming:</b>         |                  |          |
|                                    | <b>Sworn</b>     | <b>2</b> |
|                                    | <b>Non-Sworn</b> | <b>3</b> |
| <b>Use of Force</b>                |                  |          |
|                                    |                  | <b>1</b> |
| <b>Harassment</b>                  |                  |          |
|                                    | <b>Sworn</b>     | <b>2</b> |
| <b>Respect Insubordination</b>     |                  |          |
|                                    | <b>Sworn</b>     | <b>2</b> |

**Summary**

**In comparison to 2013, we have not experienced any “spikes” in discipline handed out. 3 Officers resigned and 2 were terminated this period. Our hours of suspension are down from 76 in 2014 from 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. Conway Police Department self-initiated investigations of itself 21 out of 22 times .**