

MEMORANDUM

TO: Command Staff

FROM: LT T Glen Cooper

DATE: 5 Jan 2017

SUBJECT: 2016 Internal Discipline Analysis

- There were 20 internal investigations in 2016 (involving 26 employees), down from 21 in 2015, and 22 in 2014.
 - 3 complaints that originated outside the PD were investigated while 17 (85%) were initiated internally.
 - 4 complaints involved multiple officers/employees.
 - 1 complaint was exonerated
 - 4 complaints received form 219
 - 2 complaints were unfounded
 - 4 complaints were unsubstantiated
 - 1 complaint resulted in a Letter of Reprimand and Early Warning System (EWS)
 - 2 complaints resulted in Letters of Reprimand, Suspension, and EWS
 - 1 complaint resulted in a Letter of Reprimand and Suspension
 - 5 additional Letters of Reprimand were issued during investigations
 - 3 Officers resigned on the completion of the IA/Disciplinary process
 - 1 investigation is still pending completion
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- **Note: The above is a list is for informational purposes only and does not indicate how the investigations were adjudicated.**

The following table represents the types of investigations performed. It should be noted that a single investigation may include multiple violations.

Types of Investigations		
Unsatisfactory Performance:		
	Sworn	7
	Non-Sworn	1
Conduct Unbecoming:		
	Sworn	3
	Non-Sworn	
Use of Force		
	Sworn	1
At Fault Accident		
	Sworn	2
Courtesy		
	Sworn	1
	Non-Sworn	
Use of Weapons/Accidental Discharge		
	Sworn	2
Operation of Vehicles		
	Sworn	2
	Non-Sworn	0
Pursuit Violation		
	Sworn	1
Harassment		
	Sworn	1
	Non-Sworn	
Responsibility for Private Property		
	Sworn	1
	Non-Sworn	
Property and Evidence Control		
	Sworn	1
	Non-Sworn	
Social Media		
	Sworn	1
	Non-Sworn	

Summary

In comparison to 2015, we have not experienced any “spikes” in discipline handed out. Three officers resigned at the completion of the Administrative Inquiry, and no officers were officially terminated. Our hours of suspension are down slightly from 108 hours in 2015 to 102 hours in 2016. These hours were split between three employees with 6, 12, and 84 hour suspensions. Our use of 219’s remained consistent with 4 in 2016 compared to 5 in 2015.

Our supervisors need to continue to exemplify professional behavior and demand the same from their subordinates. As we go forward, we will continue to hold all our personnel accountable for their actions or inactions, through fair, impartial, and thorough investigations of alleged infractions. By modeling progressive discipline, implementing the Early Warning System where warranted, and seeking training/retraining for any found deficiencies, the Conway Police Department will continue to demonstrate professionalism to our employees and the citizenry we serve.

At this time, I don’t foresee a need in modifying any of our policies relating to our disciplinary procedures.