



Conway Police Department
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2018 Internal Discipline Analysis and Review

For 2018, there were 18 Administrative Inquiries. This is an increase of 28.5% over 2017. Of the 18 investigations, 14 involved sworn officers and 4 involved civilian personnel. Here are the stats compared to previous years:

2016 – 20 investigations

2015 – 21 investigations

2014 – 22 investigations

Although there is a 28.5% increase from 2017, the overall number of investigations over the past five years is still decreasing.

Of the 18 Administrative Inquiry investigations for 2018, only one was generated from a complainant outside of the police department. Two more were generated because of information brought to our attention by outside sources but no formal complaint was provided by a citizen. One was a Facebook post regarding an officer's demeanor during a traffic stop and a second was generated as a result of an unhappy customer at the Animal Welfare Unit who met with Major Tapley and Director Osborne. Some investigations are initiated without a formal outside complainant because the nature of the issue requires investigating. Several other less formal inquiries were made throughout the year that did not rise to the level of a formal Administrative Inquiry but required some attention to determine if there was any misconduct by the

employee, training issues or need for policy changes. This approach of initiating an investigation without a formal complaint can increase the number of investigations conducted. 2017 was my first full year in the Office of Professional Responsibility and my approach to handling complaints, investigations and inquiries is different from my predecessors. This type of change can be an influence on the variables in the statistics.

As a result of 18 Administrative Inquiries, the following information was compiled:

- 9 involved some form of Unsatisfactory Performance issue
- 3 involved operating emergency vehicles (pursuit or call response)
- 1 involved an accusation of discrimination based on sexual orientation (unsubstantiated)
- 2 involved respect for fellow employees, respect for command, and criticism of the department
- 1 involved the use of deadly force (officer involved shooting)
- 1 involved the use of a discriminatory joke or slur
- 1 involved an accusation of assisting a criminal
- 2 investigations were found to be exonerated
- 12 investigations were found to be substantiated
- 3 investigations were found to be unsubstantiated
- 1 investigation was stopped due to the officer retiring before the investigation process was completed.
- 3 officers resigned in lieu of termination (one officer was involved in two simultaneous investigations)
- 2 officers were suspended for a combined total of 64 hours, compared to 4 officers in 2017.
- 3 officers received a Letters of Reprimand
- 1 officer and 1 civilian employee were terminated
- 1 officer was placed on the Early Warning System
- 1 civilian employee was given a verbal counseling

In addition, one officer received a Letter of Reprimand without the need for an Administrative Inquiry. There were 31 Form 219's issued by various supervisors for violations that included; reporting for duty, minor accidents, and insubordination.

Some complaints are received by the police department and provided to the Office of Professional Responsibility but do not rise to the need 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 me and others by the officer's immediate supervisor. The following is a list of additional complaints received by the OPR and their outcome.

- 8 complaints Rudeness
- 4 disputes over issuance of a ticket
- 1 dispute of improper arrest
- 2 complaints regarding a towed vehicle
- 3 complaints of racial profiling
- 4 disagreements on officer's handling of accident/incident
- 1 complaint of damaged property
- 5 complainants refused contact regarding their issue
- 5 complaints were handled by the officer's immediate supervisor
- 12 complaints were handled by the OPR to the satisfaction of the complainant

There are many other calls given directly to supervisors by dispatchers and records personnel for complaints of minor violations that are not recorded for statistical purposes or forwarded to the OPR.

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Office of Professional Responsibility