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## **2020 Annual Internal Discipline Analysis**

For 2020 from January 1<sup>st</sup> to July 31<sup>st</sup>, there have been 9 Administrative Inquiries. This is compared to 11 inquiries as of the same time in 2019 and 18 for the entire 2019 Calendar year. Of the 9 investigations so far in 2020, all involved Sworn Officers. Here are the stats compared to previous years:

2018 – 19 investigations for the year

2017 – 18 investigations for the year

2016 – 14 investigations for the year

2015 – 20 investigations for the year

Although there is a slight decrease from 2018, the overall number of investigations over the past five years is staying consistent.

Of the 9 Administrative Inquiry investigations for 2020 so far; two were generated from formal complaints outside of the police department and one was generated by information received from outside sources. One was generated from an Officer reported accidental discharge of a firearm. Three were from CPD employees reporting behavior to their Supervisor that needed to be investigated further. The other two investigations were generated internally because of the actions of CPD personnel that required additional investigation. These were generated during post incident reviews, notifications through Chain of Command, or as a result of serious incidents occurring.

Following the 9 Administrative Inquiries, the below information was compiled:

- 3 involved unprofessional behavior
- 1 involved operating emergency vehicles
- 1 involved unsatisfactory performance
- 1 involved an accidental discharge of a firearm
- 1 involved the use of a discriminatory slur
- 1 involved an in custody death
- 1 involved harassment
  
- 6 investigations were found to be substantiated
- 1 investigation was found to be unsubstantiated
- 1 investigation exonerated the accused
- 1 investigation is still pending
  
- 2 Officers were released from employment while still on probation
- 1 Officer was suspended for 80 hours
- 3 Form 219's\* were issued to Officers
- 1 of the above Officers was also placed on the Early Warning System

Additionally, there were 14 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 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 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.

- 4 separate complaints that Officers did not handle an investigation properly
- 3 complaints were that Officers were rude or unprofessional

- 2 complaints of profiling by Officers
- 2 complaints of unfair treatment by Officers
- 1 complaint that an Officer did not have a justified reason for a vehicle stop
- 1 complaint that an Officer was not truthful at court
- 1 complaint of improper detention by an Officer
- 1 complaint that an Officer lost an arrestee's property
- 1 accusation that an Officer stepped on her during protests
- All of the complaints listed above were classified as either unfounded, unsubstantiated, or exonerated the Officer of any wrong doing

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.

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Office of Professional Responsibility