

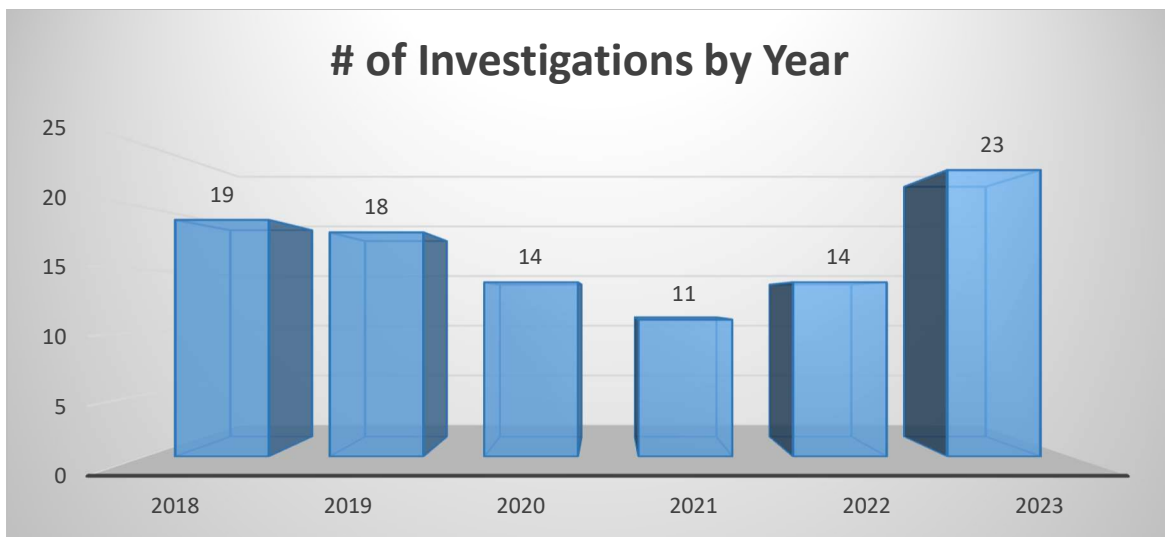


Conway Police Department
1105 Prairie Street
Conway, AR 72032
501-450-6120
www.conwaypd.org



2023 Annual Internal Discipline Analysis

For 2023, there were 23 Administrative Inquiries. This is compared to 11 inquiries for 2021 and 14 in 2022. Of the 23 investigations, all but two involved Sworn Officers. Here are the stats compared to previous years:



Of the 23 Administrative Inquiry investigations for 2023:

- Eleven investigation were conducted due to unsatisfactory performance
- Four investigations were conducted due to alleged harassment
- Two investigations were conducted for conduct unbecoming
- Two investigations were conducted for use of force
- Two investigations were for in custody deaths
- One investigation was a result of an at fault accident
- One investigation was for truthfulness following an accident

Continuing:

- 2 investigations were closed as Exonerated
- 2 investigation was closed as Unsubstantiated
- 16 investigations were closed as Substantiated
- 3 investigations are pending completion
- 5 Letters of Reprimand were issued
- 6 Officers were suspended for a total of 288 hours
- 1 Civilian was terminated
- 1 Officer was released from probation
- 4 Officers received a write up (form 219)

Additionally, there were 82 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 level 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.

- 6 complaints were for Officers not being courteous
- 6 complaints alleged improperly conduct by an Officer
- 2 complaint alleged harassment by an Officer
- 1 complaint alleged assault by an Officer
- All of the complaints listed above were classified as either unfounded, unsubstantiated, or exonerated the Officer of any wrong doing. Most were resolved by explaining procedures.

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.

Sgt. Jeremy Holliman
Office of Professional Responsibility