

MEMORANDUM

TO: CALEA File

FROM: LT T Glen Cooper

DATE: 2 Jan 2016

SUBJECT: 2015 Internal Discipline Analysis

- There were 21 internal investigations in 2015 down from 22 in 2014 and 23 in 2013
 - 1 complaint that originated outside the PD was investigated while 20 (95%) were initiated internally.
 - 2 complaints involved two officers each
 - 1 complaint was exonerated
 - 5 complaints received form 219
 - 1 complaint received a form 219 and remedial training (EVOC)
 - 10 complaints received letters of reprimand
 - 2 complaints received suspensions (24hr, and 84hr)
 - 1 Officer resigned before IA/Disciplinary process was completed.
 - 2 Officers resigned on the completion of the IA/Disciplinary process
 - 2 Officers were terminated after IA.
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- **Note: The above is a list is for informational purposes only and does not indicate how the investigations were adjudicated.**

Types of Investigations

| | | |
|------------------------------------|-----------|----|
| Unsatisfactory Performance: | | |
| | Sworn | 2 |
| | Non-Sworn | 0 |
| Conduct Unbecoming: | | |
| | Sworn | 4 |
| | Non-Sworn | 3 |
| Use of Force | | |
| | | 0 |
| At Fault Accident | | |
| | Sworn | 10 |
| ACIC Violation | | |
| | Sworn | 2 |
| | Non-Sworn | 1 |
| Reporting for Duty | | |
| | Sworn | 1 |
| Reporting for Duty | | |
| | Sworn | 1 |
| | Non-Sworn | 0 |
| Pursuit Violation | | |
| | Sworn | 1 |

Summary

In comparison to 2014, we have not experienced any “spikes” in discipline handed out. One officer resigned prior to the IA being initiated (unrelated to the IA). Two officers resigned at the completion of the IA, and two officers were terminated at the completion of the investigation. Our hours of suspension are up from 76 in 2014 to 108 in 2015. These hours were split between two officers, one received 24 hours, the other 84 hours of suspension. Our use of 219s increased from 2 in 2014 to 5 in 2015.

Our supervisors need to continue to model professional behavior. Additionally we will continue to hold all officers accountable for their actions or inactions, through fair, impartial, and thorough investigations of alleged infractions. We will continue

to model progressive discipline, when we are able, in order to imprint positive behavior department wide.

At this time, I don't foresee a need in modifying any of our policies relating to our disciplinary procedures. The Conway Police Department self-initiated investigations 20 out of 21 times.