

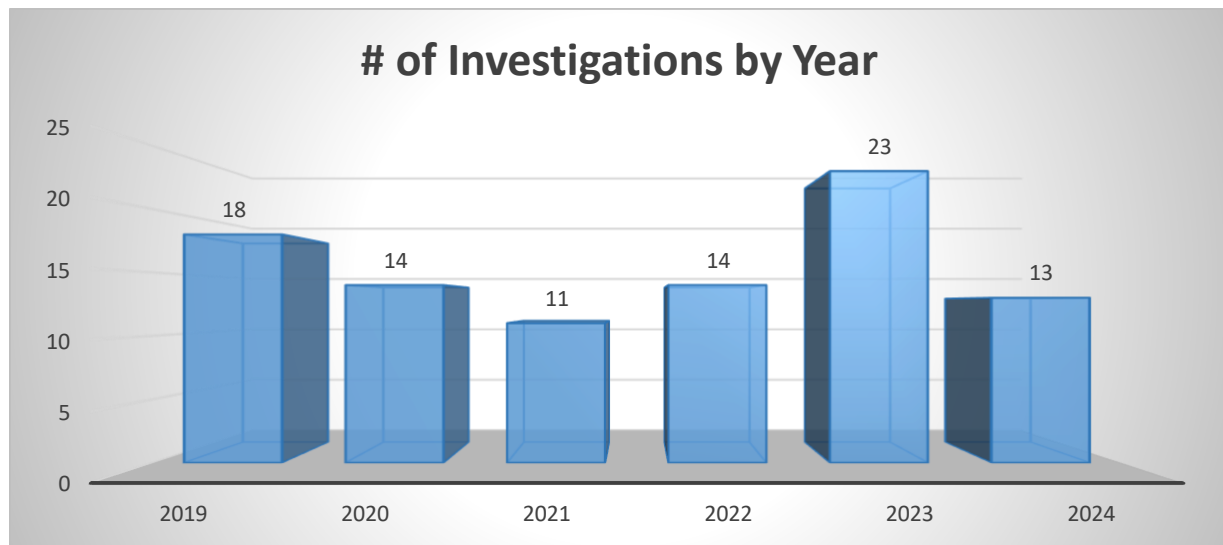


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2024 Annual Internal Discipline Analysis

For 2024, there were 13 Administrative Inquiries. This is compared to 23 inquiries for 2023 and 14 in 2022. Of the 13 investigations, all but one involved Sworn Officers. Here are the stats compared to previous years:



Of the 13 Administrative Inquiry investigations for 2023:

- Four investigations were conducted for Internal Conduct
- Two investigations were conducted for Alcohol related incidents
- Two investigations were conducted for Use of Force
- One investigation was for Evidence Processing and Control
- One investigation was for driving related conduct
- One investigation was for Unsatisfactory Performance
- One investigation was for alleged harassment
- One investigation was a result of reporting for duty issues

Continuing:

- 1 investigations was closed as Exonerated
- 1 investigation was closed as Unsubstantiated
- 9 investigations were closed as Substantiated
- 1 investigation was closed as Unfounded
- 4 Letters of Reprimand were issued
- 2 Officers were suspended for a total of 72 hours
- 1 Civilian was demoted
- 1 Officer was terminated
- 4 Officers received a write up (form 219)

Additionally, there were 62 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.

- 2 complaints were for Officers not being courteous
- 9 complaints alleged improperly conduct by an Officer
- 1 complaint alleged harassment by Officers
- 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