

Annual Review of Internal Investigations and Complaints

The internal affairs function will record, register, and control the investigation of complaints against personnel; will supervise and control the investigation of alleged or suspected misconduct within the agency; and will maintain the confidentiality of the internal affairs investigation and records. Types of Complaints include, Internal Affairs - the investigation of alleged or suspected misconduct within the Agency; Formal Complaint - a known complainant wishes to pursue a formal complaint; and Informal Complaint - a known complainant refuses to formally pursue an allegation or complaint.

All complaints shall have a disposition of one of the following: Improper Conduct - the allegation is true and the actions of the department or the member or employee were inconsistent with policy and the complainant suffered harm; Insufficient Evidence - there is insufficient evidence to confirm or refute the allegation; Policy Failure-Officer Exonerated - the allegation is true and although the actions of the member or employee were not inconsistent with policy, the complainant suffered harm. The officer acted in good faith and within existing department guidelines, rules and regulations; Proper Conduct-Officer Exonerated - the allegation is true, but the action of the department or the member or employee was consistent with policy and the complainant suffered no harm; Unfounded Complaint-Officer Exonerated - the allegation is demonstrably false; Unfounded-No Further Investigation Possible - no investigation was conducted due to lack of information, contractual obligations or other events.

Internal Affairs Investigations

In 2022, there were two (2) internal affairs investigations. At the time of this report, the investigations are currently in process.

In 2021, there were six (6) internal affairs investigations conducted by the agency. The circumstances surrounding the investigations were as follows: 1) Violation of Policy and Procedure; 2) Violation of Policy and Procedure; 3) Violation of Policy and Procedure; 4) Violation of Policy and Procedure; 5) Violation of A.O. 3.13; and 6) Violation of Policy and Procedure. Thorough investigations were conducted resulting in the following findings: 1) Improper Conduct – 5-Day Suspension and successful completion of retraining; 2) Improper Conduct – Written Reprimand; 3) Improper Conduct – 5-Day Suspension and successful completion of retraining; 4) Improper Conduct - 7-Day Suspension with 2 days withheld until 12/13/2023 with no similar conduct; 5) 3-Day Suspension; 6) Proper Conduct-Employee Exonerated. Compared to 2020, there were zero (0) internal affairs investigations conducted by our agency.

Internal Affairs Investigations by Employee Status:

January – December 2022

Sworn: 2 Civilian: 0

Analysis and Conclusions:

In 2021, there was no identifiable pattern of employee and as a result of the policy and procedure violations, employees successfully completed retraining. No comparison to identify a pattern of employee or misconduct to the previous year can be conducted due to the fact there were no internal affairs investigations in 2020.

Complaints

In 2022, there was one (1) informal complaint filed against personnel of the police department. The circumstance surrounding the informal complaint was fore: 1) Violation of Core Value Respect (Demeanor). A thorough investigation was conducted into the informal complaint with the following result: 1) Improper Conduct - Counseling.

Analysis and Conclusions:

A review of complaints both formal and informal for 2021 indicated that there was one employee named in one (1) informal complaint in 2021 who was also named in 2020. The nature of complaints were not similar thus there was no identifiable pattern of misconduct.

Complaints by Employee Status:

Formal Complaints

January – December 2022

Sworn: 0 Civilian: 0

Informal Complaints

January – December 2022

Sworn: 1 Civilian: 0

In 2021, there were two (2) formal complaints and one (1) informal complaint filed against personnel of the police department. The circumstances surrounding the formal complaints were as follows: 1) Failure to Conduct Thorough Investigation and Take Incident Report; and 2) Failure to Conduct Thorough Investigation and Take Incident Report. Thorough investigations were conducted resulting in the following findings: 1) Improper Conduct – Counseling; and 2) Improper Conduct – Counseling.