

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 2023, there were two (2) internal affairs investigations. The circumstances of the two investigations were as follows:

- 1) Violation of Policy and Procedure 101.01 (Oath of Office, Code of Ethics, Mission, and Core Values), 107.06 (Code of Conduct), and 507.01 Property Control and Security
- 2) Violation of Core Values/Code of Conduct Policy 107.06

Thorough investigations were conducted with the following results:

- 1) Violation of Policy and Procedure: 101.01 - Insufficient Evidence; 107.06 - Insufficient Evidence; and 507.01 - Improper Conduct – Oral Reprimand
- 2) Improper Conduct – Counseling and Oral Reprimand

Analysis and Conclusions:

Compared to 2022, there were two (2) internal affairs investigations conducted by our agency with no identifiable pattern of employee or circumstance. In 2023, there was no identifiable pattern of employee. Any findings of improper conduct, as a result of the policy and procedure violations, resulted in oral reprimand and in one instance additional counseling.

Complaints

In 2023, there were zero (0) formal complaints and four (4) informal complaints filed against employees. The circumstances surrounding the informal complaints were as follows:

- 1) Demeanor
- 2) Demeanor
- 3) Cruiser Operation
- 4) Demeanor

Thorough investigations were conducted with the following results:

- 1) Proper Conduct – Officer Exonerated
- 2) Insufficient Evidence (although not related to the initial complaint, the officer received counseling on body camera usage)

Internal Affairs Investigations by Employee Status:

January – December 2023

Sworn: 1 Civilian: 1

Complaints by Employee Status:

Formal Complaints

January – December 2023

Sworn: 0 Civilian: 0

Informal Complaints

January – December 2023

Sworn: 3 Civilian: 1

- 3) Insufficient Evidence
- 4) Improper Conduct – Counseling

In 2023, Demeanor was indicated in three of the four informal complaints and one employee was named in two instances but with different nature of complaints (demeanor and cruiser operation) both resulting in findings of insufficient evidence. It should be noted that this same employee was the subject of internal affairs investigation #1 listed above.

Analysis and Conclusions:

Compared to 2022, there was one (1) informal complaint filed against personnel of the police department for Demeanor with a result of Improper Conduct - Counseling. Additionally, a review of the informal complaints did not indicate a pattern of employee but a similar nature of complaint being Demeanor.