

CONWAY POLICE DEPARTMENT

MEMORANDUM

TO: Command Staff
FROM: Sgt. Mike Welsh
DATE: 01/02/2018
SUBJECT: 2017 Internal Discipline Analysis

- There were 14 internal investigations for 2017 (involving 13 officers and 1 civilian employee). This number is down 30% from 2016 in which there were 20 internal investigations. There were 21 in 2015 and 22 in 2014.
- All complaints were internally initiated.
- Only 2 investigations involved multiple officers.
- 1 officer was exonerated
- 2 Form 219's were issued
- 7 Written Reprimands were issued
- 1 officer resigned in lieu of termination
- 1 officer was terminated
- 4 officers were suspended without pay

The table on page 2 represents the types of investigations performed. It should be noted that a single investigation may include multiple violations.

Type of Investigations

Unsatisfactory Performance	
Sworn	4
Non-Sworn	0
Conduct Unbecoming	
Sworn	2
Non-Sworn	0
Use of Force	
Sworn	0
Non-Sworn	0
At Fault Accident	
Sworn	6
Non-Sworn	1
Pursuit Violation	
Sworn	1
Non-Sworn	0
Property / Evidence Control	
Sworn	3
Non-Sworn	0
Insubordination	
Sworn	1
Non-Sworn	0
Respect for Fellow Employees	
Sworn	1
Non-Sworn	0
Truthfulness	
Sworn	1
Non-Sworn	0
Total Violations	20

Summary

Consistent with the drop in the number of investigations, the number of violations investigated also dropped (17%) from 24 to 20. There was an increase in the number of suspension hours from 2016 (102 hours) to 2017 (126 hours). These hours were divided

between 4 officers, one of which received a 104 hour suspension. Written reprimands decreased from 9 to 7 and Form 219's were cut in half from 4 to 2. The decrease in investigations, violations, reprimands and 219's can be contributed to a higher level of professional performance by our officers.

This level of professionalism can be maintained by continued training in suspect de-escalation, use of force issues and our commitment to build community rapport.

I do not see any investigative results that indicate a need for change to any directives or standard operating procedures.