



Conway Police Department
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2019 Annual Internal Discipline Analysis

For 2019, there were 18 Administrative Inquiries. This is the same number of investigation as in 2018. Of the 18 investigations, 14 involved Sworn Officers and 4 involved civilian personnel. Here are the stats compared to previous years:

2018 – 18 investigations

2017 – 14 investigations

2016 – 20 investigations

2015 – 21 investigations

Although there is a 28.5% increase from 2017, the overall number of investigations over the past five years is still decreasing.

Of the 18 Administrative Inquiry investigations for 2019, none were generated from formal complainant outside of the police department but three were generated by information received from outside sources. Two more were generated because of information brought to our attention by outside sources but no formal complaint was provided by a citizen. One was a Facebook post regarding an AWU Officer's demeanor/attitude during a citizen interaction, the second was generated as a result of an unhappy citizen because of an accident, and the third was an allegation that an Officer behaved inappropriately around some students. The other investigations were generated in house as a result of the actions by CPD personnel that required additional investigation. These were generated during post incident reviews, notifications through Chain of Command, or as a result of serious incidents occurring.

Following the 18 Administrative Inquiries, the below information was compiled:

- 4 involved operating emergency vehicles
- 4 involved conduct unbecoming
- 2 involved unprofessional behavior
- 2 involved reporting for duty
- 1 involved unsatisfactory performance
- 1 involved an accidental discharge of a firearm
- 1 involved the use of a discriminatory slur
- 1 involved an in custody death
- 1 involved use of force
- 1 involved harassment

- 14 investigations were found to be substantiated
- 2 investigations were found to be unsubstantiated
- 2 investigations exonerated the accused

- 2 Officer's and 1 Dispatcher resigned in lieu of termination
- 4 Officers were suspended for a combined total of 192 hours
- 4 Officers and 2 Civilian employees received a Letter of Reprimand
- 11 Form 219's* were issued to Officers and 1 Form 219* was issued to a civilian employee
- 1 Civilian Employee was placed on the Early Warning System
- 3 Officers were given a verbal counseling

In addition, one Officer received a Letter of Reprimand without the need for an Administrative Inquiry. There were 50 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 reporting for duty.

Some complaints are received by the Police Department and provided to the Office of Professional Responsibility but do not rise to the need 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.

- 6 involved accusing Officers of wrongful actions
- 6 complaints were that Officers were rude or unprofessional
- 2 complaints regarding illegal stops by Officers
- 1 complaints blackmail by an Officer by a person who was clearly dealing with a mental illness
- 1 complaint that an Officer refused to take a report
- 1 complaint of mistreating a prisoner that was actually FCSO not Conway PD
- 1 complaint of an Officer mishandling items during a search of a vehicle
- 1 accusation that Records was not including all accidents to the public
- All of the complaints listed above were classified as either unfounded, unsubstantiated, or exonerated the Officer of any wrong doing

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