

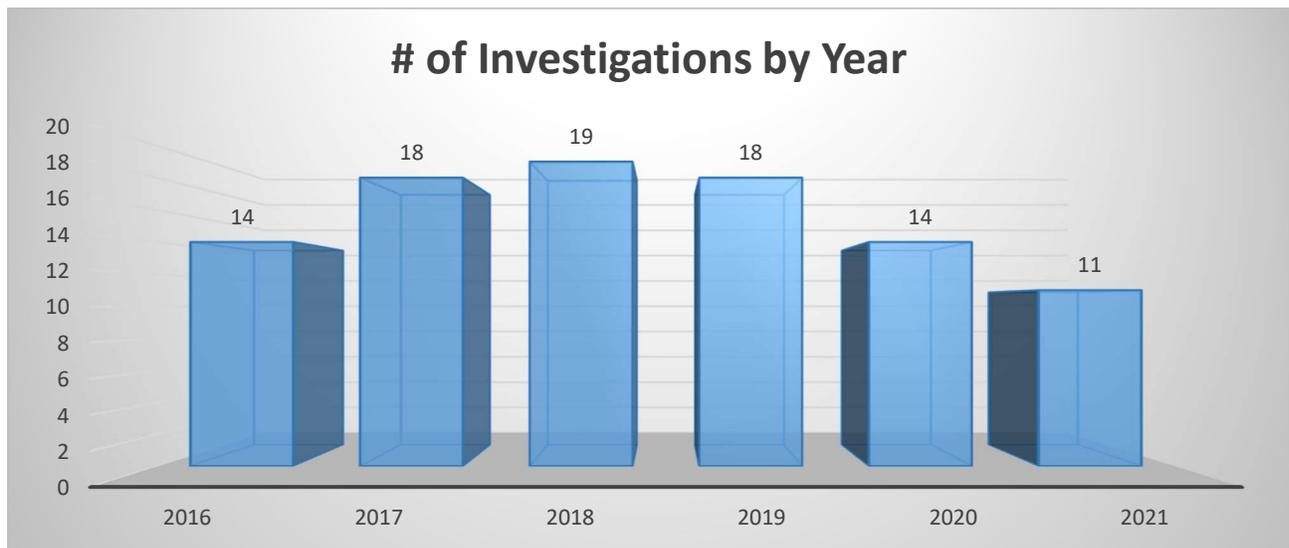


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2021 Annual Internal Discipline Analysis

For 2021, there were 11 Administrative Inquiries. This is compared to 14 inquiries for 2020. Of the 11 investigations, all but one involved Sworn Officers. Here are the stats compared to previous years:



Of the 11 Administrative Inquiry investigations for 2021:

- Three were generated as a result of at fault motor vehicle accidents
- Two were from CPD employees reporting behavior to their Supervisor that needed to be investigated further.
- One investigation was generated due to an allegation of domestic violence.
- One investigation was generated due to issues with vehicle operation during a pursuit.
- One investigation was generated due to an outside complaint of courtesy and unsatisfactory performance
- Two investigation were generated from an outside agencies notifying of improper conduct
- One investigation was conducted due to use of force

Continuing:

- 1 investigation closed as Exonerated
- 1 investigation was closed as Unfounded
- 1 investigation was closed as Unsubstantiated
- 1 investigation was closed due to a resignation during investigation
- 6 Letters of Reprimand were issued
- 1 Officer was suspended for 80 hours
- 3 Officers were terminated

Additionally, there were 19 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.

- 4 complaints were for Officers not being courteous
- 1 complaint alleged an Officer improperly conducted an accident investigation
- 1 complaint alleged harassment by an Officer
- 1 complaint was a result of miscommunication
- 1 complaint alleged improper assistance by Officers
- 1 complaint alleged improper dissemination of information
- 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