



**Conway Police Department**  
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## **2020 Annual Internal Discipline Analysis**

For 2020, there have been 14 Administrative Inquiries. This is compared to 18 inquiries for 2019. Of the 14 investigations, all but one involved Sworn Officers. Here are the stats compared to previous years:

2018 – 19 investigations for the year

2017 – 18 investigations for the year

2016 – 14 investigations for the year

2015 – 20 investigations for the year

Of the 14 Administrative Inquiry investigations for 2020:

- Three were generated from formal complaints outside of the police department.
- One was generated from an Officer reported accidental discharge of a firearm.
- Three were from CPD employees reporting behavior to their Supervisor that needed to be investigated further.
- One investigation was generated due to an in-custody death.
- One investigation was generated due to issues with vehicle operations.
- The remaining five investigations were generated due to conduct issues.

Continuing:

- 1 investigation closed as Exonerated
- 1 investigation was closed as Unfounded
- 1 investigation was closed as Unsubstantiated
- 2 Letters of Reprimand were issued
- 3 Form 219's (Personnel Evaluation Documentation Form) \*
- 2 officers were suspended for 80 hours
- 1 employee was terminated
- 1 employee resigned in lieu of termination
- 1 supervisor was demoted
- 2 officers were released during their probationary period

One investigation is still pending

Additionally, there were 23 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 separate complaints that Officers did not handle an investigation properly
- 4 complaints were that Officers were rude or unprofessional
- 2 complaints of profiling by Officers
- 2 complaints of unfair treatment by Officers
- 1 complaint that an Officer did not have a justified reason for a vehicle stop
- 1 complaint that an Officer was not truthful at court
- 1 complaint of improper detention by an Officer
- 1 complaint that an Officer lost an arrestees property
- 1 accusation that an Officer stepped on her during protests
- 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.

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