

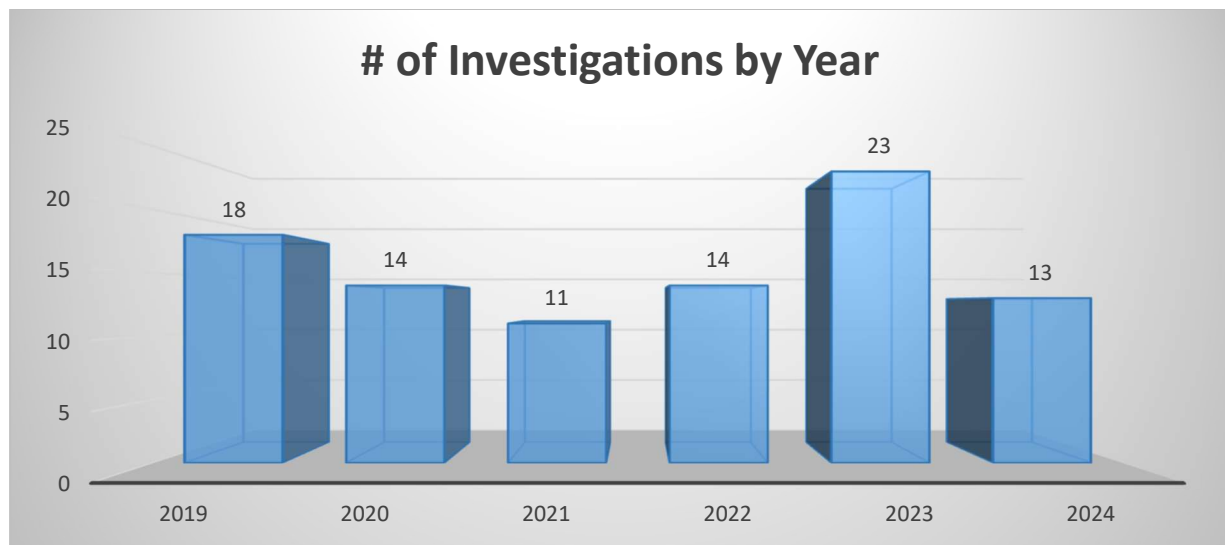


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2025 Annual Internal Discipline Analysis

For 2025, there were 6 Administrative Inquiries. This is compared to 13 inquiries for 2024 and 23 in 2023. Of the 6 investigations, all involved Sworn Officers. Here are the stats compared to previous years:



Of the 6 Administrative Inquiry investigations for 2025:

- One investigation was conducted for Internal Conduct
- One investigation was conducted for Use of Force
- One investigation was for a Missing K9
- One investigation was for a Major Incident (5th Avenue Park Shooting)
- One investigation was for Unsatisfactory Performance
- One investigation was a result of reporting for duty issues

Continuing:

- 1 investigation was closed as Unsubstantiated
- 5 investigations were closed as Substantiated
- 2 Letters of Reprimand were issued
- 1 Officers were suspended for a total of 24 hours
- 2 Officers were terminated
- 1 Officers received a write up (form 219)

Additionally, there were 47 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. Included in this, three (3) Letters of Reprimand (LOR) were issued that did not rise to the level of an Administrative Inquiry. Two of the LOR's were issued for negligent discharge of a weapon, and one for 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
- 11 complaints alleged improper conduct by an Officer
- 1 complaint was for the destruction of property by evidence
- All of the complaints listed above were classified as either unfounded, unsubstantiated, or exonerated the Officer of any wrong doing. Most were resolved by explaining procedures.

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. Phillip Sweet
Office of Professional Responsibility