

2012 INTERNAL AFFAIRS INVESTIGATION SUMMARY

Introduction

Between January 1st, 2012, and December 31st, 2012, the Smithfield Police Department Internal Affairs Officer investigated four (4) complaints related to employee misconduct and/or violations of Department policy (*a decrease of three (3) complaints when compared to 2011*). Three (3) complaints involved sworn officers, while one (1) complaint involved an auxiliary employee. Of the four (4) complaints investigated, four (4) different employees were involved. All complaints were generated from *within* the Department. In 2011, six (6) of the seven (7) total complaints were generated from within the Department.

None (0) of the complaints in 2012 involved *Uses of Force* or *Biased-Based Profiling*.

Listed below is additional information on complaints investigated in 2012:

Month	Rank	Age	Years' Experience	Nature of Violation	Substantiated	Unsubstantiated	Other
April	Sgt	42	19 ³ / ₄	R&R: Reporting for Duty	X		
July	Aux	46	25	Dept Policy: Special Detail Attire	X		
July	Ptl	37	8	R&R: Reporting for Duty	X		
November	Ptl	52 ¹ / ₂	18 ³ / ₄	Dept Policy: Training Attendance	X		

R&R = Rules and Regulations

Dept Policy = Department Policy

Officer Typology

In 2012, the most experienced officer/employee, at the time of the investigation, had 25 years of service (Auxiliary employee including years of previous, full-time service), while the least experienced officer/employee had 8 years of service. The average number of years' experience was 18 years, compared with 11 years in 2011. The ages of officers/employees involved in these investigations ranged from 37 to 52 ¹/₂ years old. The average age of officers/employees, at the time of the investigation, was 44 ¹/₂ years, compared to 37 ³/₄ in 2011.

Discipline

As indicated in the table shown earlier in this analysis, all four (4) investigations resulted in findings of *Substantiated*. Disciplinary action ranged from a 2-Week Suspension from the Detail List, to a 30-Day Letter of Reprimand.

Listed below is a description of the disciplinary action taken in 2011.

Description of disciplinary action	Number of times action taken
14-day suspension from detail list	1
30-day letter of reprimand	1
60-day letter of reprimand	1
90-day letter of reprimand	1
Total	4

Conclusion

As can be seen from this analysis, there were very few internal affairs cases opened in 2012. Of those that were, three (3) involved attendance violations, and one (1) involved a clothing (uniform) violation. This analysis of Internal Affairs Investigations has not revealed any general patterns or trends suggesting that additional training is needed. In addition, this analysis has not identified any employee or group of employees whose actions in 2012 resulted in a disproportionate number of internal affairs investigations.

The Smithfield Police Department is committed to monitoring the performance of its employees, as well as investigating complaints forwarded by the general public, to ensure that all employees are providing its citizenry with a service that is professional and consistent with Department Policies, General Orders, Special Order, Rules and Regulations.

Respectfully,

Robert W. VanNieuwenhuyze
Deputy Chief of Police