

2013 INTERNAL AFFAIRS INVESTIGATION SUMMARY

Introduction

Between January 1st, 2013, and December 31st, 2013, the Smithfield Police Department Internal Affairs Officer investigated a total of five (5) complaints. Four (4) complaints were related to employee misconduct and/or violations of Department policy (*same amount as in 2012*), while one (1) additional and unsubstantiated complaint may or may not have involved employee misconduct and/or policy violations.

Three (3) complaints involved sworn officers, while one (1) complaint involved a full-time, civilian employee. Of the four (4) employee complaints investigated, four (4) different employees were involved. All complaints were generated from *within* the Department, although one (1) complaint was “informally” initiated by a citizen then “formally” initiated by the Internal Affairs Officer. In 2012, all complaints were also generated from within the Department.

None (0) of the complaints in 2013 involved *Uses of Force* or *Biased-Based Profiling*, as was the case in 2012.

Listed below is additional information on complaints investigated in 2013:

Month	Rank	Age	Experience (Years)	Nature of Violation(s)	Substantiated	Unsubstantiated	Other
Diverse	Sgt	43	21	Rules & Regulations: Conduct Unbecoming Officer; Incompetence	X		
July	Ptl	40	9 ½	Rules & Regulations: Reporting for Duty	X		
August	Disp	55 ¼	16 ½	Department Policy: Communications	X		
September	N/A	N/A	N/A	Larceny under \$500		X	
October	Ptl	39 ¼	9 ¼	Rules & Regulations: Duty to Obey; Insubordination; Discourtesy	X		

Officer Typology

In 2013, the most experienced officer/employee, at the time of the investigation, had 21 years of service, while the least experienced officer/employee had just over 9 years of service. The average number of years’ experience was 14 years, compared with 18 years in 2012. The ages of officers/employees involved in these investigations ranged from 39 ¼ to 55 ¼ years old. The average age of officers/employees, at the time of the investigation, was 44 ¼ years, roughly the same as in 2012.

Discipline

As indicated in the table shown earlier in this analysis, all four (4) “employee-specific” investigations resulted in findings of *Substantiated*. Disciplinary action ranged from a 30-Day Letter of Reprimand up to a Voluntary Resignation.

Listed below is a description of the disciplinary action taken in 2012.

Description of disciplinary action	Number of times action taken
30-Day Letter of Reprimand	1
Permanent Letter of Reprimand	1
2-Day Suspension	1
Voluntary Resignation	1
Total	4

Conclusion

Consistent with the past few years, there were very few internal affairs cases opened in 2013. It should be noted that the “Voluntary Resignation” disposition was the result of an agreement, made consistent with the RI Law Officers’ Bill of Rights, between the Department and an officer who was disciplined several times in the recent past. Aside from this officer’s recent history, this year’s analysis of Internal Affairs Investigations has not revealed any general patterns or trends. In fact, the analysis once again showed a lack of externally-initiated (citizen) complaints, despite the posting of Citizen Complaint Procedures on the Department website and in the station lobby. Only one (1) such complaint was received via e-mail, but the complainant did not wish to submit a “formal” complaint. In this case, the incident was fully investigated pursuant to an administrative review, and subsequent charges were substantiated.

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.