

## 2014 INTERNAL AFFAIRS INVESTIGATION SUMMARY

### *Introduction*

Between January 1<sup>st</sup>, 2014, and December 31<sup>st</sup>, 2014, the Smithfield Police Department Internal Affairs Officer investigated a total of three (3) formal complaints, as compared to five (5) complaints in 2013. All three (3) complaints involved sworn officers, and no (0) complaints involved non-sworn employees. Of the three (3) employee complaints investigated, five (5) different employees were involved.

Two (2) of the complaints were “informally” initiated by citizens, but then “formally” initiated by the Police Chief. In each case, a citizen e-mailed the Police Chief to “make him aware” of a specific situation. The Internal Affairs Officer then contacted each citizen and advised each of his/her opportunity to file a formal complaint; however, both declined. Based on the information provided, the Police Chief initiated each complaint. One (1) complaint was initiated by the Uniform Commander pursuant to policy violations.

None (0) of the complaints in 2014 involved *Uses of Force* or *Biased-Based Profiling*, as was the case in 2012 and 2013.

The following is an outline of complaints investigated in 2014:

| Month     | Rank | Age                            | Experience (Years)             | Nature of Violation(s)                            | Substantiated | Unsubstantiated | Other |
|-----------|------|--------------------------------|--------------------------------|---|---------------|-----------------|-------|
| June      | Sgt. | 50 <sup>3</sup> / <sub>4</sub> | 24 <sup>3</sup> / <sub>4</sub> | Calls for Service Response Codes (Driving Habits) |               | X               |       |
|           | Ptl. | 30                             | 5                              |   | X             |                 |       |
|           | Ptl. | 29 <sup>3</sup> / <sub>4</sub> | 3 <sup>1</sup> / <sub>2</sub>  |   | X             |                 |       |
| September | Sgt. | 51                             | 25                             | Uniform Standards & Specifications (Body Armor)   | X             |                 |       |
|           | Ptl. | 37 <sup>1</sup> / <sub>4</sub> | 13                             |   | X             |                 |       |
| November  | Ptl. | 37 <sup>1</sup> / <sub>2</sub> | 12 <sup>3</sup> / <sub>4</sub> | Rules & Regulations (Moral Conduct)               | X             |                 |       |

### *Officer Typology*

In 2014, the most experienced officer/employee, at the time of the investigation, had 25 years of service, while the least experienced officer/employee had 3<sup>1</sup>/<sub>2</sub> years of service. The ages of officers/employees involved in these investigations ranged from 29<sup>3</sup>/<sub>4</sub> to 51 years old. Averages were not calculated due to the low number of occurrences.

## *Discipline*

As noted above, two (2) of the three (3) investigations resulted in findings of *Substantiated* for a total of three (3) officers. Disciplinary action for all included 30-Day Letters of Reprimand.

The following is an outline of the disciplinary action taken in 2014:

| Description of disciplinary action | Number of times action taken |
|------------------------------------|------------------------------|
| 30-Day Letter of Reprimand         | 3                            |
| <b>Total</b>                       | <b>3</b>                     |

## *Conclusion*

Consistent with the past few years, there were very few internal affairs cases opened in 2014. This year's analysis of Internal Affairs Investigations has not revealed any general patterns or trends. The analysis once again showed a lack of externally-initiated (citizen), formal complaints, despite the posting of Citizen Complaint Procedures on the Department website and in the station lobby. Two (2) complaints were received via e-mail, but in both cases, the complainants did not wish to submit "formal" complaints, and did not wish to be apprised of any follow-up information. In both cases, the incidents were none-the-less investigated pursuant to administrative review, and one (1) of the two (2) was 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.