

## 2016 INTERNAL AFFAIRS INVESTIGATION SUMMARY

### *Introduction*

Between January 1<sup>st</sup>, 2016, and December 31<sup>st</sup>, 2016, the Smithfield Police Department Internal Affairs Officer received a total of four (4) formal complaints, one more than in 2015. Two (2) complaints were initiated internally, while two (2) complaints were received from citizens. The following is an outline of complaints investigated by the Internal Affairs Officer in 2016:

Month	Rank	Age	Experience (Years)	Nature of Violation(s)	Substantiated	Unsubstantiated	Other
April	Ptl.	38	14	Duty to Obey Superior Officer	X		
May	Ptl.	38	14	Sleeping on Duty/Conduct Unbecoming an Officer	X		
May	Sgt.	39	16.5	Discourtesy/Use of Force		X	
June	N/A	N/A	N/A	VIN Inspection Policy			X

### *Employee Typology*

In 2016, the most experienced officer/employee, at the time of the investigation, had 16.5 years of service, while the least experienced officer/employee had 14 years of service. The ages of officers/employees involved in these investigations ranged from 38 to 39 years old. Averages were not calculated due to the low number of occurrences.

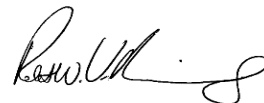
### *Outcomes/Discipline*

Two (2) of the four (4) investigations resulted in findings of *Substantiated*. Disciplinary action included a Two (2) Day Suspension without Pay and an Eighteen (18) Day Suspension without Pay. One (1) investigation resulted in a finding of *Unsubstantiated*. Another investigation determined that Department policy was lacking clear language, and as a result, the applicable policy was revised to include a clear procedure for similar situations.

### *Conclusion*

There were very few internal affairs cases opened in 2016, consistent with the past several years. Although this year's summary of Internal Affairs Investigations has not revealed any general patterns or trends, it was noted that two (2) investigations involved the same employee. 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. The Department continues to post Citizen Complaint Procedures on the Department website and in the station lobby.

Respectfully,



Robert W. VanNieuwenhuyze  
Deputy Chief of Police  
Internal Affairs Officer