

## **2018 INTERNAL AFFAIRS INVESTIGATION SUMMARY**

### ***Introduction***

Between January 1<sup>st</sup>, 2018, and December 31<sup>st</sup>, 2018, the Smithfield Police Department Internal Affairs Officer received a total of four (4) formal complaints, two (2) less than in 2017. 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 2018:

Two (2) complaints involved sworn officers, and two (2) complaint involved a full-time, civilian employee. Of the four (4) employee complaints investigated, four (4) different employees were involved.

Month	Rank	Age	Experience (Years)	Nature of Violation(s)	Substantiated	Unsubstantiated	Other
January	ACW	62	23	Duty to Obey Department Orders	X		
April	Lt.	53	26	Special Detail Assignment Violation	X		
April	Clerk	65	17	SPD Standard Operating Procedures	X		
November	Sgt.	42	19	Required Conduct Courtesy Towards the Public		X	

### ***Employee Typology***

In 2018, the most experienced officer/employee, at the time of the investigation, had 23 years of service, while the least experienced officer/employee had 17 years of service. The ages of officers/employees involved in these investigations ranged from 65 to 42 years old. Averages were not calculated due to the low number of occurrences.

### ***Outcomes/Discipline***

Three (3) of the four (4) investigations resulted in findings of *Substantiated*. Disciplinary action included a fourteen-day (14) Suspension from the special detail assignments, a thirty (30) day Letter of Reprimand and formal training and review of department procedures.

### ***Conclusion***

There were very few internal affairs cases opened in 2018, consistent with the past several years. This year's summary of Internal Affairs Investigations has not revealed any general patterns or trends. 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,

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E. Eric Dolan  
Deputy Chief of Police  
Internal Affairs Officer