Memorandum

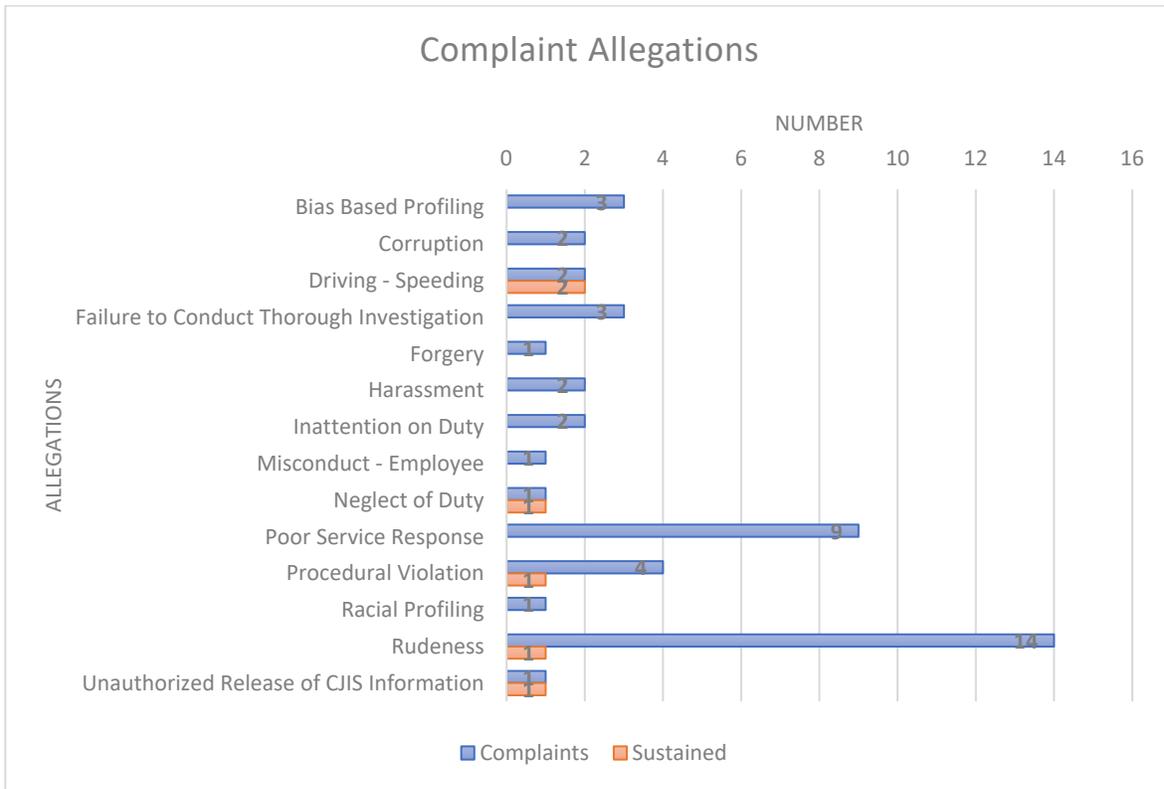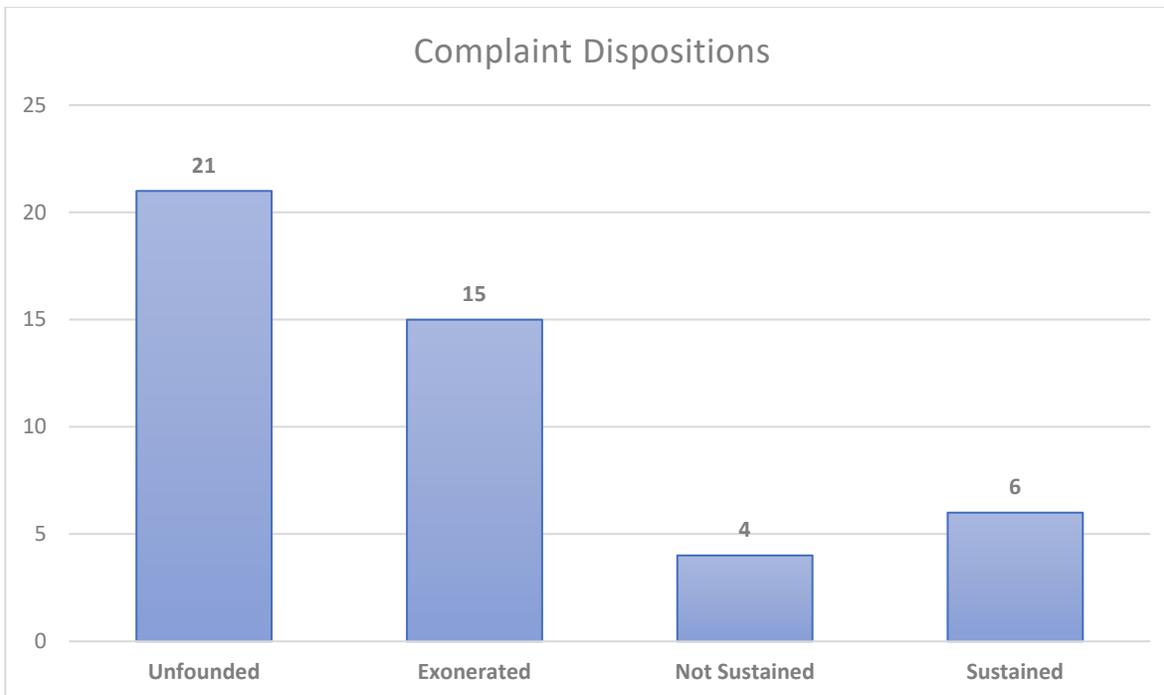|	
To:	Billy Cordell, Chief of Police
From:	Randy Crum, Support Bureau Captain
Date:	April 15, 2021
Subject:	2020 Internal Affairs Investigations Annual Summary

In 2020, there were forty-six allegations of wrongdoing or policy/procedural violations alleged against thirty employees. This included minor infractions handled at the first-line supervisor level. Some of the employees were involved in more than one incident and/or multiple allegations. Of those allegations, six were sustained (13%) that lead to two non-sworn employee terminations, one written reprimand (non-sworn employee), and three verbal counseling sessions (sworn employees). The terminations were for unauthorized release of CJIS information and neglect of duty while the written reprimand was for rudeness. The verbal counseling sessions were for driving behavior (speeding) and one procedural violation.

Sixty-three percent (63%) of all allegations in 2020 centered on driving behavior (2), procedural violations (4), poor customer service response (9), and rudeness (14). Below is a summary of all 2020 complaints against employees along with the number of sustained allegations.

Complaint Allegations

NUMBER

Allegation	Complaints	Sustained
Bias Based Profiling	3	
Corruption	2	
Driving - Speeding	2	2
Failure to Conduct Thorough Investigation	3	
Forgery	1	
Harassment	2	
Inattention on Duty	2	
Misconduct - Employee	1	
Neglect of Duty	1	1
Poor Service Response	9	
Procedural Violation	4	1
Racial Profiling	1	
Rudeness	14	1
Unauthorized Release of CJIS Information	1	1

ALLEGATIONS

■ Complaints ■ Sustained

With regards to the forty-six allegations, four were not sustained (8.7%), six were sustained (13.0%), fifteen were exonerated (32.6%), and twenty-one were unfounded (45.7%). Both exonerated and unfounded combined for 78% of all dispositions compared to 13% for sustained. The table below summarizes the data.

Complaint Dispositions

Disposition	Number
Unfounded	21
Exonerated	15
Not Sustained	4
Sustained	6

The forty-six complaints were predominantly against sworn personnel. Thirty-nine allegations (85%) were directed towards twenty-four officers, while seven complaints (15%) were towards six non-sworn personnel. Within the non-sworn category, five allegations were directed towards five communications personnel (dispatchers) with two complaints directed towards one clerical position employee. The clerical employee and one communications employee were terminated as a result of the subsequent investigations. A summary chart is provided below.

Complaint Breakdown by Employee Groups

	Sworn	Non-Sworn
Complaints	39	7
Employees	24	6
Sustained	3	3