



Police Department



Memorandum

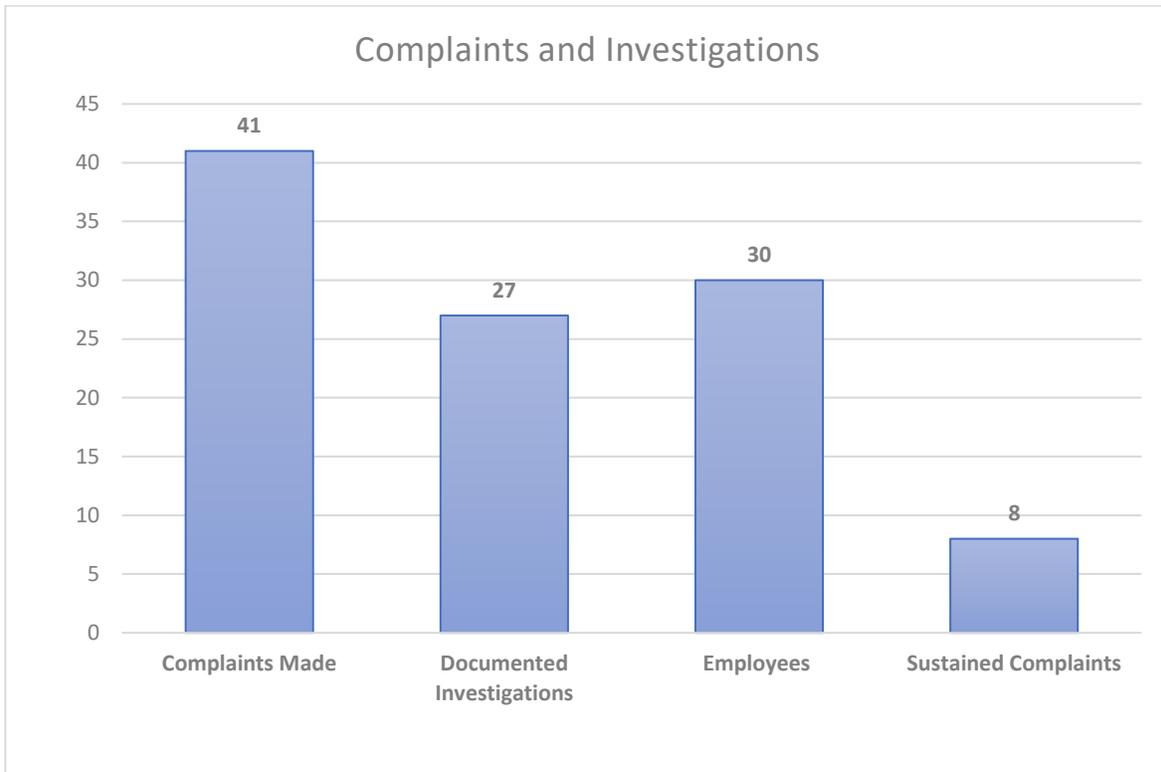
To: Billy Cordell, Chief of Police

From: Randy Crum, Support Bureau Captain

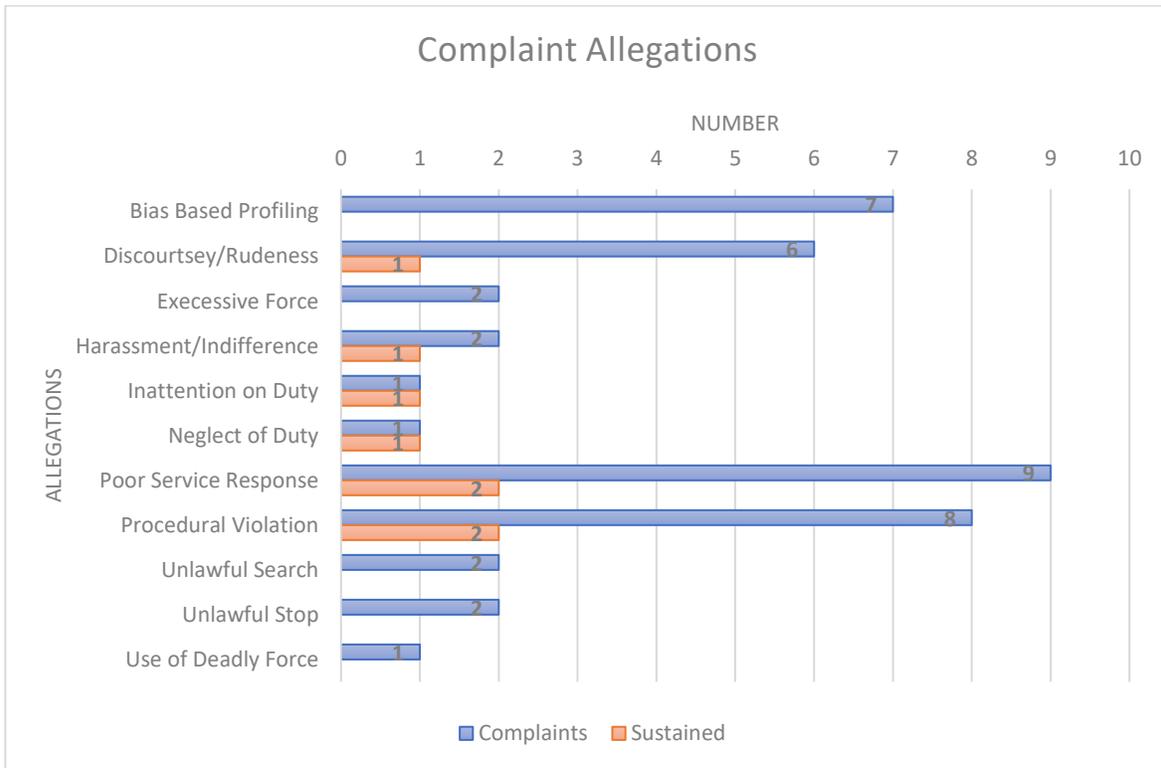
Date: July 19, 2022

Subject: 2021 Internal Affairs Investigations Annual Summary

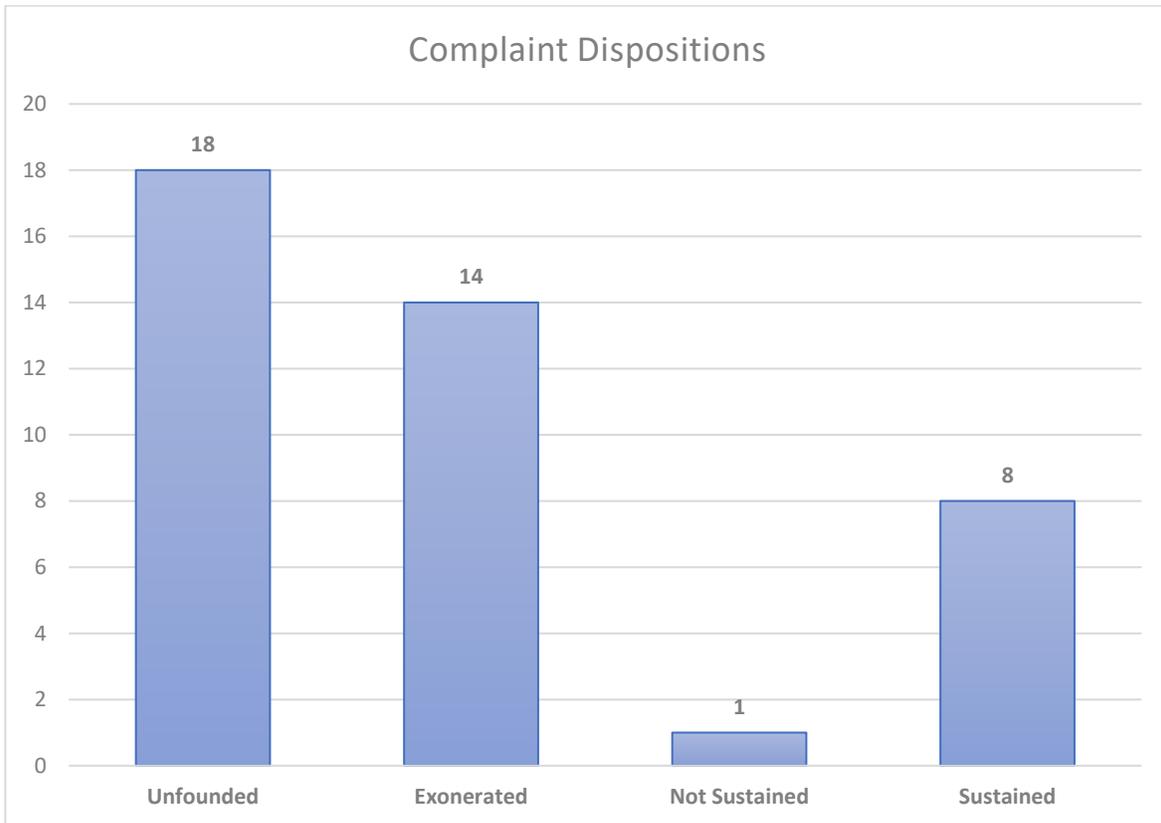
In 2021, there were forty-one complaints (allegations of wrongdoing or policy/procedural violations) alleged against thirty employees that resulted in twenty-seven documented investigations. Some of the employees were involved in more than one investigation and/or multiple allegations. Of the forty-one complaints, eight allegations (19.5%) were sustained. The eight sustained complaints were against eight different sworn employees and resulted in one two-day suspension, one resignation prior to completion of investigation, one written reprimand, and five verbal counseling sessions. The two-day suspension was for neglect of duty and the resignation prior to completion of investigation was for an allegation of harassment or indifference. The written reprimand was for inattention on duty and the verbal counseling sessions were for poor service response, procedural violations, and rudeness. Two additional written reprimands were issued for misconduct not based on complaint against two sworn employees for failing to document an incident properly.



Thirty of the forty-one complaints (73%) in 2021 centered on rudeness (6), bias-based profiling (7), procedural violations (8), and poor customer service response (9). Of these thirty, five (16.7%) were sustained for rudeness (1), procedural violations (2), and poor service response (2). Overall, complaints dropped from forty-six in 2020 to forty-one in 2021. The change equates to a 10.9% decrease year over year. Below is a summary of all 2021 complaints against employees along with the number of sustained allegations.



Of the twenty-seven documented investigations, five were from internal sources while the remaining twenty-two originated from external (outside) sources. With regards to the forty-one complaints contained within the twenty-seven documented investigations, one was not sustained (2.4%), eight were sustained (19.5%), fourteen were exonerated (34.1%), and eighteen were unfounded (43.9%). Exonerated, unfounded, and not sustained combined for 80.5% of all dispositions compared to 19.5% for sustained. The table below summarizes the data.



For the year 2021, no complaints were filed against non-sworn employees. The forty-one complaints were all against sworn personnel. Forty-one allegations were directed towards thirty officers, with one officer receiving four complaints from four separate investigations (none sustained) and eight officers receiving two complaints apiece. Of the eight officers that received two complaints, only one complaint in sixteen was sustained. A summary chart is provided below.

Complaint Breakdown by Employee Groups

