

2024
Annual Report of
Internal Affairs Investigations



January 1, 2024 – December 31, 2024

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Office of Professional Standards



OVERVIEW

During the 2024 calendar year, eighteen (18) internal affairs investigations were processed by the Professional Standards Office. The investigation into one incident is still pending. The investigations involved thirteen (13) different sworn employees and three (3) non-sworn employees. External sources accounted for five (5) investigations, while thirteen (13) were initiated from an internal source. External sources generally include complaints from a citizen about an employee's conduct or a concern with Departmental procedure.

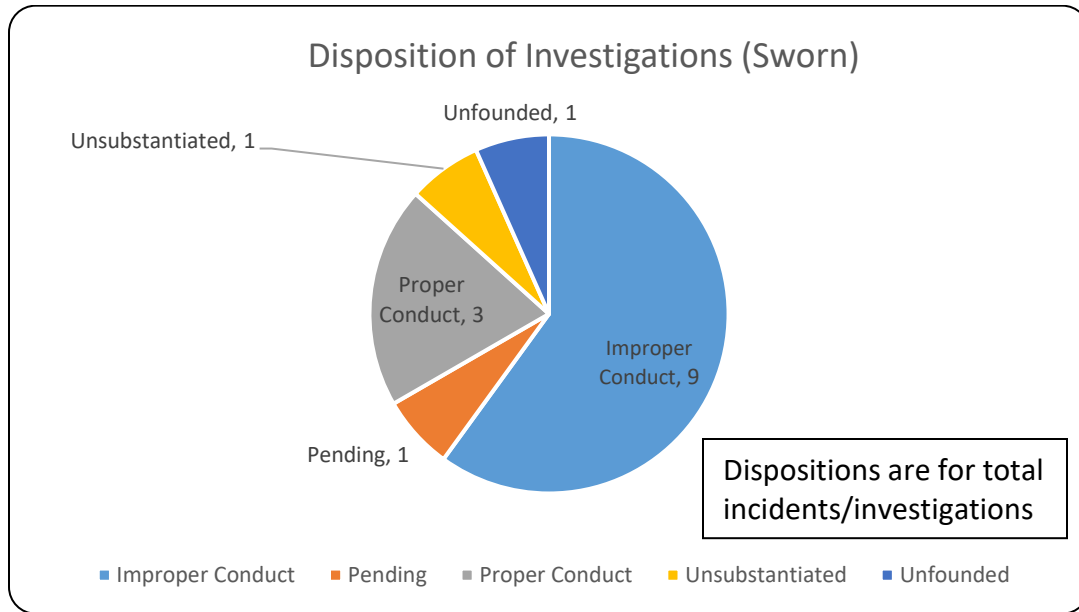
* Note – Each single incident/investigation may involve multiple officers and charges, but is counted as one incident.

Types of Allegations & Disposition (All Employees):

Incident Type	Improper Conduct	Pending	Proper Conduct	Policy Failure	Un-substantiated	Unfounded Complaint	Withdrawn	TOTAL
Body Worn Camera Violation	4	0	0	0	0	0	0	4
City Personnel Manual Violation	0	0	0	0	1	0	0	1
Conduct Towards Public	0	0	4	0	1	0	0	5
Conduct Unbecoming	1	0	0	0	0	0	0	1
Court Appearances	1	0	0	0	0	0	0	1
Feigning Illness	0	0	0	0	0	0	1	1
General Order Violation	1	0	0	0	0	1	0	2
Processing Evidence	1	0	0	0	0	0	0	1
Reporting for Duty	0	0	0	0	0	0	0	0
Rules of Conduct and Duty	2	0	0	0	0	0	0	2
Use of Force	1	0	0	0	0	0	0	1
Other	0	0	0	0	1	0	0	1

Totals relate to all investigated charges and not total number of incidents

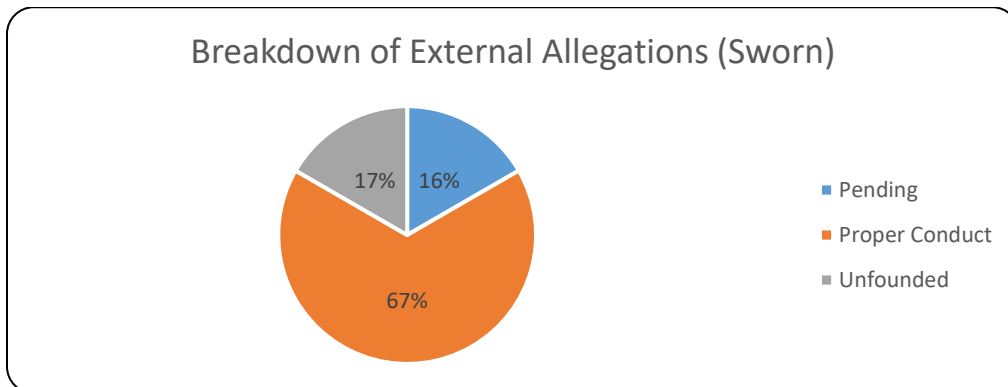
Fifteen (15) Total Investigations of Misconduct (Sworn):



Five (5) Allegations of Misconduct from External Sources (Sworn):

Improper Conduct	Pending	Proper Conduct	Policy Failure	Unsubstantiated	Unfounded	Withdrawn
0	1	4	0	0	1	0

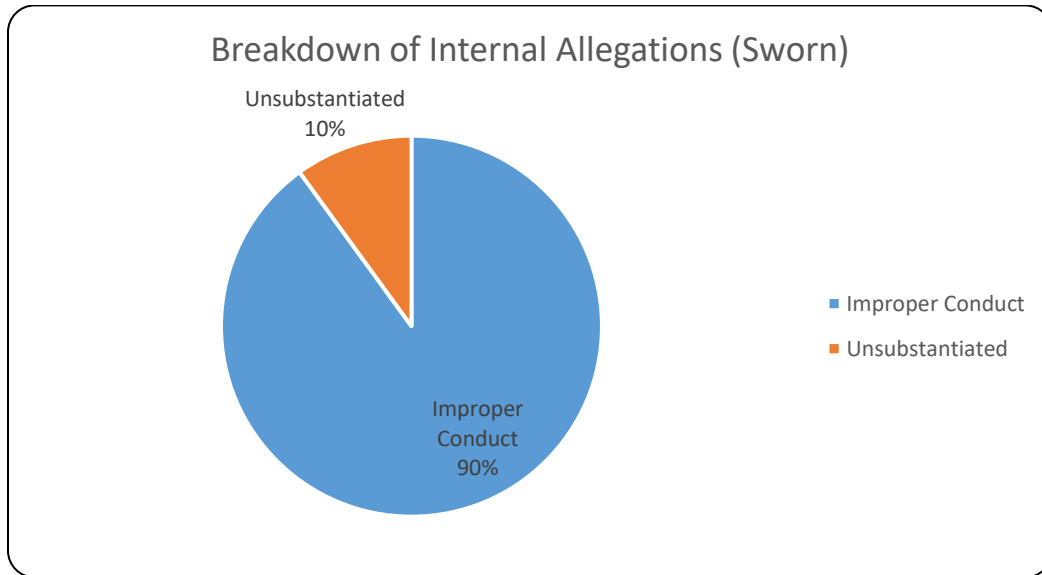
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Ten (10) Allegations of Misconduct (total charges) from Internal Sources (Sworn):

Improper Conduct	Pending	Proper Conduct	Policy Failure	Unsubstantiated	Unfounded Complaint	Withdrawn
9	0	0	0	1	0	0



Totals relate to all investigated charges and not total number of incidents

SUMMARY OF IMPOSED DISCIPLINE (Sworn)

(Does not include discipline as a result of a crash)

<u>Discipline Type</u>	<u>Number Issued</u>
Verbal Reprimand	5
Written Reprimand	4
Suspension	1
Demotion	0
Dismissal	0

Types of Allegations & Disposition (Civilian Employee):

Incident Type	Improper Conduct	Pending	Proper Conduct	Policy Failure	Un-substantiated	Unfounded Complaint	Withdrawn	TOTAL
City Personnel Manual Violation	0	0	0	0	1	0	0	1
Feigning Illness	0	0	0	0	0	0	1	1
Rules of Conduct and Duty	1	0	0	0	1	0	0	2

Source of Allegation (Civilian):

	External	Internal
Source of Complaint	0	3

SUMMARY OF IMPOSED DISCIPLINE (Civilian)

(Does not include discipline as a result of a crash)

<u>Discipline Type</u>	<u>Number Issued</u>
Verbal Reprimand	0
Written Reprimand	1
Suspension	0
Demotion	0
Dismissal	0

Definitions:

Improper Conduct: The allegation of misconduct is true, and the employee's action was inconsistent with Department policy.

Proper Conduct: The allegation is true, but the officer's action was consistent with Department policy.

Policy Failure: The allegation is true, but the officer's action was consistent with Department policy; however, the policy was unclear or inappropriate.

Unsubstantiated: There is insufficient evidence to determine conclusively whether the allegation was true or untrue.

Unfounded Complaint: The allegation is either demonstrably untrue or there is not credible evidence to support it.