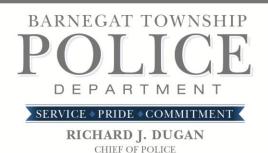
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Inter – Departmental Memo

This agency investigated a total of eleven (11) officer complaints in 2015. These complaints were lodged by either citizens or other police officers concerned by the actions of their colleagues. Five (5) of the eleven (11) complaints were brought forth by citizens and were as follows; one (1) involving domestic violence harassment, two (2) alleging unprofessionalism by officers, one (1) involving the alleged falsification of police reports and the other alleging excessive use of force. The remaining six (6) complaints were supervisory in nature and were brought forth by agency supervisors and/or fellow employees. Each complaint can result in departmental discipline ranging in punishment from a negative performance notice and/or a counseling session to dismissal from the agency.

In each case, Professional Standards initiated an investigation to determine whether each complaint was valid. The outcome of each investigation was documented as follows; the domestic violence complaint was not sustained, one of the unprofessional conduct complaints was sustained, meaning that there was clear evidence to prove that the incident did occur and the other not sustained, the alleged falsifying of police documents resulted in the officer being cleared (exonerated), the excessive use of force investigation was administratively closed because the complaint was withdrawn. All of the supervisory complaints were sustained. All sustained complaints resulted in some form of departmental discipline in accordance with agency policy. Discipline ranged from a counseling session and/or oral reprimand to a suspension from duty without pay.

We also received one hundred-five (105) compliments in 2015 from citizens and police supervisors pleased with officer performance.