

INTERNAL AFFAIRS
2007
Statistical Summary

Introduction

Between January 1st and December 31st, 2007, the Smithfield Police Department investigated fifteen (15) complaints related to employee misconduct. Thirteen (13) complaints involved sworn officers. One (1) complaint involved a reserve officer. One (1) complaint involved a non-sworn employee. Additionally, the fifteen (15) complaints investigated involved thirteen (13) different employees.

Sources of Complaints

Source	Number of Complaints
Generated within Department	11
Citizen Complaint	4
Total	15

None of the four (4) complaints received from citizens were related to racial profiling or motor vehicle searches conducted in a disparate manner.

Internal Affairs Investigations and Dispositions

Month Investigation Began	Employees' Age	Employees' Years of Experience	Substantiated	Unsubstantiated	Other
January	41 ½ 28 ¾ 24 ¼	15 4 ¾ 1 ½			Withdrawn Withdrawn Withdrawn
February	41 ¼	16 ¾	X		
March	29	5	X		
May	29 ¾	1 ¾	X		
June	49	10 ½	X		
June	39 ½	17			Pending
June	41 ¼	19		X	
July	35 ¼	10		X	
September	31	5		X	
September	33 ¼	3 ¼	X		
September	29 ½	5 ½	X		
October	41 ½	18 ½			Pending
December	31 ¼	5 ¼	X		
December	41 ¾	16 ¾	X		
December	41 ¾	16 ¾		X	

Officer Typology

In 2007, the most experienced officer/employee, at the time of the investigation, had nineteen (19) years of service, while the least experienced officer/employee had one and one half (1 ½) years of service. The average number of years experience was 10.1 years. The ages of officers/employees involved in these investigations ranged from 24 ¼ to 49. The average age of officers/employees, at the time of the investigation, was 35.9 years.

Discipline

Eight (8) investigations resulted in a finding of *Substantiated*. Of the eight (8) investigations substantiated, seven (7) involved sworn officers, while one (1) involved a non-sworn employee. One (1) investigation was filed after the complainant withdrew her complaint. Two (2) investigations remain active and could not be completed by the end of the 2007 calendar year.

Disciplinary Action

Description of Disciplinary Action	Number of Times Action Taken
1-Day Suspension	1
14-Day Suspension From Detail List	2
1-Year Letter of Reprimand	2
6-Month Letter of Reprimand	2
30-Day Letter of Reprimand	1
Total	8

Conclusion

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.