

2015 INTERNAL AFFAIRS INVESTIGATION SUMMARY

Introduction

Between January 1st, 2015, and December 31st, 2015, the Smithfield Police Department Internal Affairs Officer investigated a total of three (3) formal complaints, the same number as in 2014. All three (3) complaints involved sworn officers, and no (0) complaints involved non-sworn employees. Of the three (3) employee complaints investigated, three (3) different employees were involved.

All three (3) complaints were initiated internally; that is, no (0) formal complaints were received from citizens or other, non-employees. None (0) of the complaints in 2015 involved *Uses of Force* or *Biased-Based Profiling*, as was the case in 2012, 2013, and 2014.

The following is an outline of complaints investigated in 2015:

Month	Rank	Age	Experience (Years)	Nature of Violation(s)	Substantiated	Unsubstantiated	Other
January	Lt.	43	15.5	Special Detail Punctuality	X		
February	Ptl.	30	4.5	On-Duty Collision Procedures		X	
August	Ptl.	38	13.5	Duty to Obey Superior Officer	X		

Officer Typology

In 2015, the most experienced officer/employee, at the time of the investigation, had 15.5 years of service, while the least experienced officer/employee had 4.5 years of service. The ages of officers/employees involved in these investigations ranged from 30 to 43 years old. Averages were not calculated due to the low number of occurrences.

Outcomes/Discipline

Two (2) of the three (3) investigations resulted in findings of *Substantiated*. Disciplinary action included a Seven (7) Day Suspension from The Detail List, and Verbal Warning/Counseling. One (1) investigation resulted in a finding of *Unsubstantiated*. In this case, it was determined that Department policy was lacking clear language regarding the alleged violation. As a result, the applicable policy was revised to include a clear procedure for similar situations.

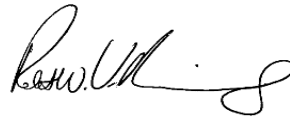
Conclusion

Consistent with the past several years, there were very few internal affairs cases opened in 2015. Consequently, this year's analysis of Internal Affairs Investigations has not revealed any

general patterns or trends. The analysis once again showed a lack of externally-initiated (citizen), formal complaints, despite the posting of Citizen Complaint Procedures on the Department website and in the station lobby.

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.

Respectfully,

A handwritten signature in black ink, appearing to read "R.W. VanNieuwenhuyze". The signature is fluid and cursive, with a prominent initial "R" and a long, sweeping tail.

Robert W. VanNieuwenhuyze
Deputy Chief of Police
Internal Affairs Officer