



NORTH KINGSTOWN POLICE DEPARTMENT

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CHIEF OF POLICE
Patrick Flanagan

January 12, 2017

2016 ANNUAL INTERNAL AFFAIRS SUMMARY

COMPLAINTS:

Between January 1, 2016 and December 31, 2016, the North Kingstown Police Department's Internal Affairs Division investigated eleven (11) complaints of employee misconduct.

Four (4) of the cases originated from citizen complaints. Of those four (4) citizen complaints, the four (4) complainants did not file a formal complaint form. All four (4) of the alleged complaints were for Conduct Unbecoming an Officer. The complaints were investigated without the formal complaints being filed. Three (3) of the complaints were not substantiated, one (1) complaint was substantiated.

The North Kingstown Police Department initiated eight (8) separate internal investigations. Of those eight separate investigations, four (4) were for multiple charges; Truthfulness, Duty to Report Information, Rendering Assistance, Conduct Unbecoming an Officer, Neglect of Duty, use of Intoxicants, Abusive Treatment, Conduct Prejudicial to Public Peace or Welfare, and Safe Driving of a Police Vehicle. Five (5) officers were suspended without pay in separate investigations. One of those officers took their matter to a Law Enforcement Officers Hearing Board where they were found guilty of all charges but one, Truthfulness. Two (2) separate internal investigations for Conduct Unbecoming an Officer and Neglect of Duty were sustained with each officer receiving a Letter of Reprimand. One (1) internal investigation involved a department part-time employee (Community Service Officer) where the employee was found guilty of Conduct Unbecoming an Officer. The employee was suspended from per diem work for three (3) months.

The following chart depicts the time frame of when the complaints were received, by whom they were initiated, and whether they were substantiated or not.

| MONTH INVESTIGATION BEGAN | SUBSTANTIATED | UNSUBSTANTIATED | GENERATED WITHIN DEPARTMENT | CITIZEN'S COMPLAINT |
|---------------------------------|---------------|-----------------|-----------------------------------|------------------------|
| January | 3 | | 3 | |
| February | 1 | | 1 | |
| March | | | | |
| April | | | | |
| May | 1 | 1 | | 1 |
| June | | | | |
| July | | | | |
| August | | 1 | | 1 |
| September | | | | |
| October | | 1 | | 1 |
| November | 2 | | 2 | |
| December | 1 | 1 | 1 | 1 |

The Following is a breakdown of the types of complaints investigated:

| BREAKDOWN | NUMBER OF INCIDENTS |
|----------------------------------|---------------------|
| Criminal Act | 0 |
| Excessive Force | 0 |
| Civil Rights | 0 |
| Rendering Assistance | 1 |
| Conduct Unbecoming an Officer | 6 |
| Neglect of Duty | 4 |
| Truthfulness | 1 |
| Safe Driving of a Police Vehicle | 1 |
| Harassment | 1 |
| Duty to Report Information | 1 |

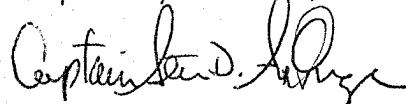
DISCIPLINE:

| DESCRIPTION OF DISCIPLINARY ACTION | ACTION TAKEN |
|---|--------------|
| Verbal Reprimands, Counseling or Training | 1 |
| Written Reprimand | 2 |
| Administrative Leave | 0 |
| Suspension Without Pay | 6 |
| Demotion | 0 |
| Dismissal | 0 |

One of the civilian employees disciplined resigned from employment with the Town. One of the officers suspended also received re-training as part of their discipline.

The North Kingstown Police Department is committed to monitoring the performance of sworn and civilian department employees. The residents of North Kingstown delegate considerable authority to the police and expect service that is professional and consistent with department policies, rules and regulations. The North Kingstown Police Department will initiate complaints as well as investigate citizen complaints to include those complaints received anonymously. The goal of the North Kingstown Police Department is to build professionalism and improve the trust of the citizens of North Kingstown.

Respectfully submitted,



Captain Steven D. St. Onge
Internal Affairs Division