



The In-sighter

LVMPD Office of Internal Affairs Newsletter

November 2005 ♦ 7221 West Charleston, Las Vegas, Nevada, 89146 ♦ 702-229-3422 ♦ Professional Standards Division

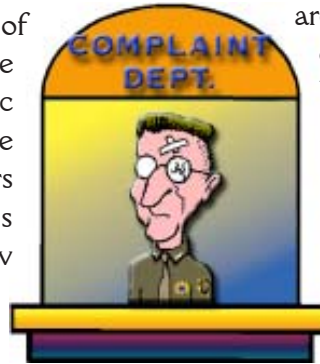
IA Lieutenant's Corner

Lt. Karen Hughes: Valley District
 Lt. Richard Colins: Central District

LVMPD receives and investigates ALL complaints of employee misconduct to assure public trust. The complaint acceptance process must be as foolproof as possible. Our failure to take a complaint or any unnecessary obstruction to filing a complaint can only tarnish our reputation with the citizens we serve

and reduce the professional reputation of our agency. Individual employee accountability is essential to preserve our integrity.

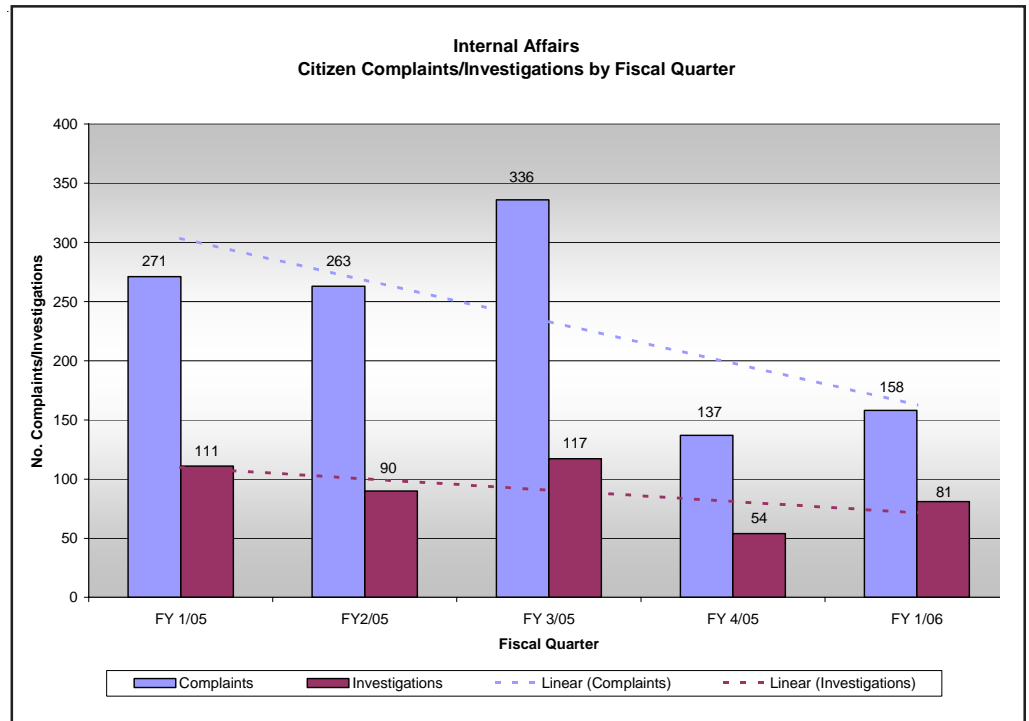
Law enforcement is a public service organization. When you consider the nature of the police task and the volume of arrests, traffic citations and adverse situations police officers regularly confront, it's surprising that so few persons actually file complaints.



Interestingly enough, the accurate rule of thumb is that a large police agency such as ours, can expect to receive about one complaint per year for every five commissioned officers. How these complainants are treated upon receipt is critical and can end up benefitting everyone - the complainant, subject employee and our agency. LVMPD may not change a complainants perception that they were wronged, but
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IA Citizen Complaint and Investigation Statistics

There were 158 citizen complaints received during FY 1/06 of which 81 (51%) resulted in a full Internal Affairs investigation. This represents a 15% increase in complaints and a 50% increase in investigations over the previous quarter. However, citizen complaints and resulting investigations decreased 42% and 27% respectively from the same quarter last year. The overall trend in citizen complaints and investigations has remained downwards over the past five fiscal quarters. (See adjacent chart.)



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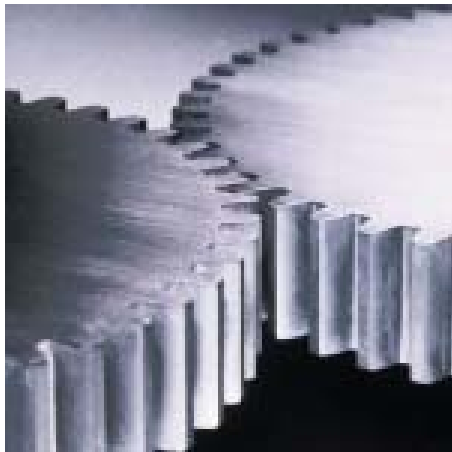
more than likely they won't leave feeling hostile against the entire Department.

The overall trend in investigation of citizen complaints has been steadily downwards over the past several years. This does not mean, however, that Internal Affairs does not receive and conduct a thorough "preliminary investigation" to determine whether a policy violation has occurred. Routinely, IA is able to gather and review department generated reports, statements and other relevant evidence in order to

determine the merit of the complaint. Frequently, the allegation of misconduct is summarily dismissed because the employee violated no policies and was merely doing their job. Under these circumstances, the employee may never know they were a subject to an internal complaint.

The investigators assigned to Internal Affairs are committed to EXCELLENCE, but even when we are functioning at our best, attention must be paid to the processes of developing employees. That development takes place

through the quality of the department's administrative direction, its training, its supervision, and then finally the manner in which it reactively deals with those employees who fall short of the expected conduct. LVMPD does not minimize its devotion to the development of our employees through these stages, but instead an emphasis is made to prepare us to make the right decisions, at the right time, at the right place, and for the right reasons. In this respect, we continue to be "simply the best." ¶



Labor Relations Report

In cases where allegations of misconduct are sustained, a disposition containing the findings of the investigation is distributed to the subject employee's chain of command, and the case is considered "completed" by IA. Within 21 days a supervisor's review of the IA file is done and Labor Relations is consulted to determine the appropriate level of discipline.

Discipline may take the form of a Written Reprimand, Minor Suspension (40 hours or less), Major

Suspension (over 40 hours), Demotion/Reduction in Grade or Termination. In these cases, an Adjudication of Complaint (AOC) is done and the case is considered "closed."

For the first quarter of FY2005-2006 (July 1 - September 30, 2005), the Department administered the following disciplinary actions:

Written Reprimands	37
Minor Suspensions	12
Major Suspensions	7
Demotions	2
Terminations/Resignations in Lieu of Termination/Pending Terminations	4

Sustained misconduct that is minor in nature and correctable with training and/or counseling through the form of a Contact Report is considered "Supervisory Intervention." This type of corrective action is not considered discipline and therefore, is not made a part of the employee's personnel file. ¶

IA Tip of the Quarter



A part of the Professional Standards Division objectives deal with IA looking at trends. These trends include UOF complaints or other allegations of employee misconduct which seems to repeat itself. Allegations of lost/stolen personal property associated to a suspect or inmate who is in police custody has come up several times during this year and are taken seriously. To prevent these types of allegations, simply follow systematic and thorough pat down /search procedures by recovering, accounting for and safeguarding that personal property the suspect will be incarcerated with. NEVER intentionally place yourself in a position to have to defend why a suspects personal property never made it to the jail. It's just not worth it! ¶