



Memorandum

TO: Chief Doug Stephens *Doug Stephens* 10-29-24
FROM: Commander Steve Skundberg
DATE: October 25, 2024
SUBJECT: 2024 Third Quarter (July 1 – September 30) Disciplinary Investigations

In the third quarter of 2024 there were a total of four disciplinary investigations, involving a total of seven officers. The details are as follows.

- One Internal Affairs Investigation was completed stemming from an internal complaint for improper computer use. The violation was sustained, and the officer received a written reprimand.
- One internal complaint of an officer for insubordination which was dealt with at the supervisor level. The officer received oral counseling.
- Three external complaints.
 1. One for rudeness which was sustained, however, the officer resigned before receiving any disciplinary actions.
 2. A second for rudeness involving three officers, all of whom were exonerated.
 3. The final external complaint was for harassment; however, this investigation has been suspended due to the complainant not responding to the investigator’s attempts to follow up with them.

The below chart shows the total number of officers and civilian employees investigated with the associated dispositions through the third quarter of each year. When there are multiple policy violations in the same investigation, the most serious dispositions are used in the chart.

Findings	2021	2022	2023	2024
Sustained	3	6	5	4
Not Sustained	13	5	5	2
Exonerated	4	7	8	9
Unfounded	0	3	1	1
Open	0	0	0	1
Policy Failure	1	0	0	0
Total	21	21	19	17

