



## POLICE DEPARTMENT

350 South Highway 74 | Peachtree City, Ga 30269 | 770-487-8866 | Fax: 770-631-2512  
www.peachtree-city.org/police



Janet L. Moon  
Chief of Police

**TO: JANET L. MOON, CHIEF OF POLICE**

**FROM: STAN PYE, ASSISTANT CHIEF OF POLICE**

**FROM: BRAD WILLIAMS, INTERNAL AFFAIRS LIEUTENANT**

**DATE: FEBRUARY 11<sup>th</sup>, 2020**

**SUBJECT: ANALYSIS OF COMPLAINTS AND INTERNAL AFFAIRS REVIEW 2019**

Internal Affairs oversees the actions of the agency's employees to ensure that they display personal integrity, honesty and discipline at all times. Employees, supervisors, and citizens are notified of the outcome of complaints to ensure that the process is educational and informative. All complaints are archived in the Guardian Tracking system with the results of the investigations. When a complaint is sustained, some corrective behavior will be taken to remediate the identified issue.

Some of the many goals of the Internal Affairs Function are as follows:

- ✓ Encourage a positive public image.
- ✓ Monitor employee compliance with departmental directives.
- ✓ Protect employees from malicious or unwarranted complaints.
- ✓ Identify potential problem employees through early warning systems.
- ✓ Identify the validity of each citizen complaint.
- ✓ Identify the potential for biased based profiling.
- ✓ Help ensure the integrity of the police department, as well as its employees.
- ✓ Identify the need for revision or modification.

All complaints are investigated, and given one of the following dispositions:

- Exonerated: An incident occurred, but the employee's actions were lawful and proper.
- Sustained: The allegation or complaint is supported by sufficient evidence.
- Not Sustained: The investigation failed to disclose sufficient evidence to prove or disprove the allegation.
- Unfounded: The allegation or complaint was demonstrably false, or there was no credible evidence to support the complaint.



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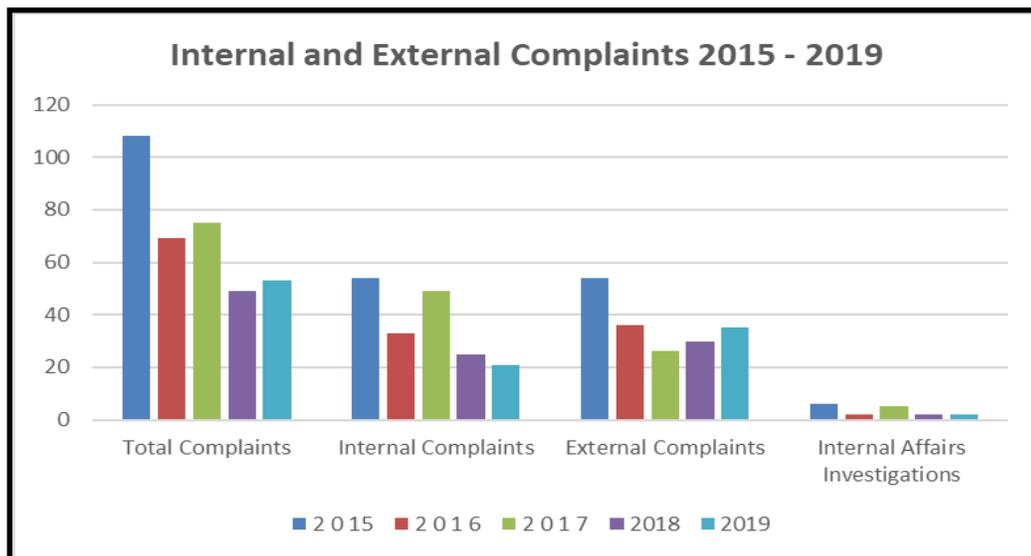


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A vital part of Internal Affairs process is management of citizen complaints. The complaint process provides an avenue for citizens to express their concerns and complaints against employees, and allows the department to respond to the community's needs through the investigation of these complaints. As complaints are received, it is determined if they are formal or informal in nature. This depends on the gravity of the allegation and the method by which the citizen voices their concerns. However, the Internal Affairs Investigator may determine that an informal complaint should be upgraded. Through the investigation of all complaints, employees and citizens gain a better understanding of what is expected of them. Whenever possible and appropriate, first line supervisors investigate complaints against members of their team. Once the supervisor has concluded their investigation, the completed complaint is forwarded to the Chief of Police. Once the investigation and conclusion has been approved, the complaints are returned to the Internal Affairs office for review and tracking. The system of checks and balances provided by our process allows for fair and equitable treatment of our citizens and employees alike.

## Analysis of Complaints in 2019:

The Internal Affairs Section processed **56** total complaints in 2019, **35** external and **21** internal. The number of external complaints did rise slightly by **5** complaints, but the internal complaints continued to decrease (**3** less internal complaints). **2** complaints were investigated by Internal Affairs in 2019 as compared to **3** in 2018. Only **8** external complaints were sustained in 2019 (**23%**) after internal investigation.





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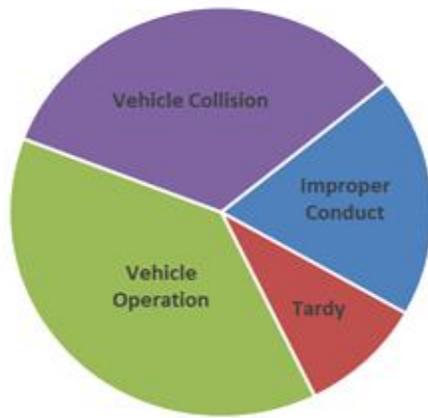
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The nature of the complaints is shown below, organized by internal versus external.

**Nature of Internal Complaints 2019**



**Nature of External Complaints 2019**



## Summary of complaints and dispositions in 2019:

External		Internal	
<b>Biased Based Profiling</b>		<b>Vehicle Operation</b>	
Unfounded	1	Sustained	8
<b>Failure to take appropriate action</b>		<b>Improper Conduct</b>	
Exonerated	2	Sustained	4
Not Sustained	1	<b>Performance of Duty</b>	
<b>Improper Conduct</b>		Sustained	7
Exonerated	5	<b>Tardy</b>	
Unfounded	4	Sustained	2
Sustained	2		
<b>Performance of Duty</b>			
Exonerated	6	<b>Discipline from Complaints 2019</b>	
Unfounded	1	<b>Coaching Moment</b>	9
Sustained	5	<b>Level 1</b>	9
<b>Rudeness</b>		<b>Level 2</b>	5
Exonerated	2	<b>Level 3</b>	1
Unfounded	1	<b>Level 4</b>	2
<b>Vehicle Operation</b>		<b>Pending</b>	1
Exonerated	1		
Unfounded	1		
Not Sustained	2		
Sustained	1		

This memorandum will serve to meet the requirements of CALEA Standard 52.1.5.