



EMPORIA POLICE DEPARTMENT

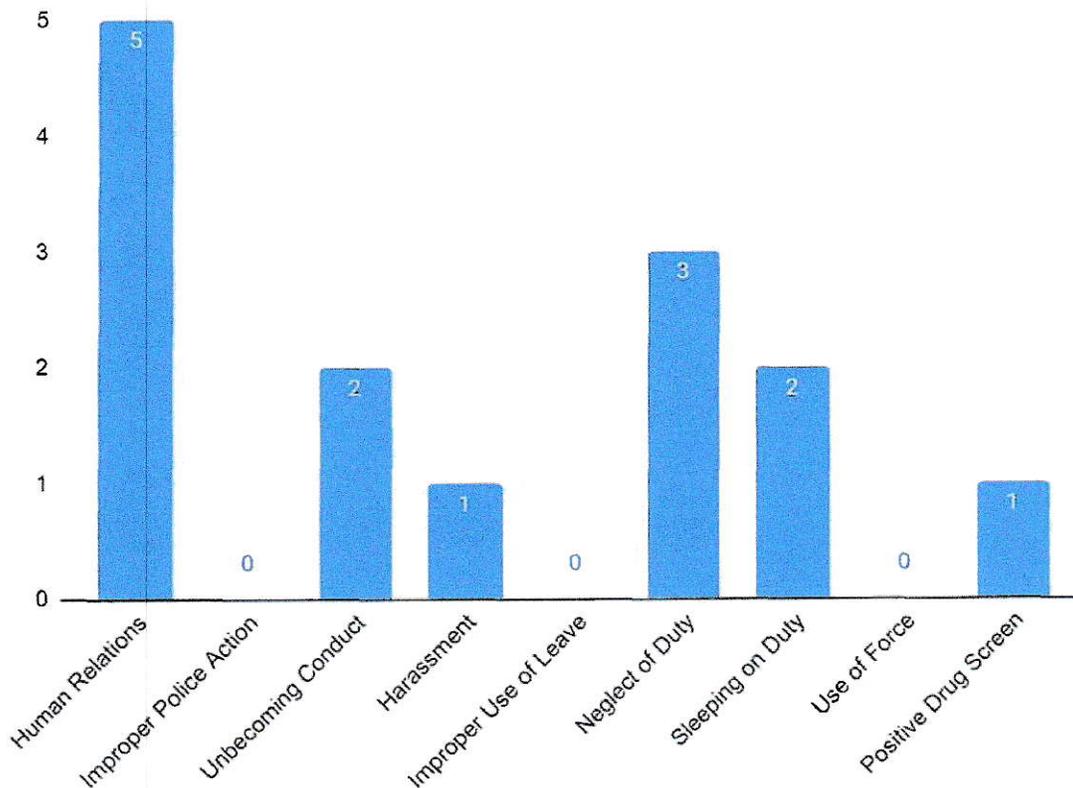
310 Budd Street ♦ Emporia, Virginia 23847
Phone: (434) 634-2121 ♦ Facsimile: (434) 634-7326

Interim Chief of Police
Troy Hawkins

To: All Police Department Employees
From: *Interim* Chief Troy Hawkins *TH*
Cc: CALEA Accreditation File
Date: April 23, 2024
Re: 2023 Annual Internal Affairs Summary

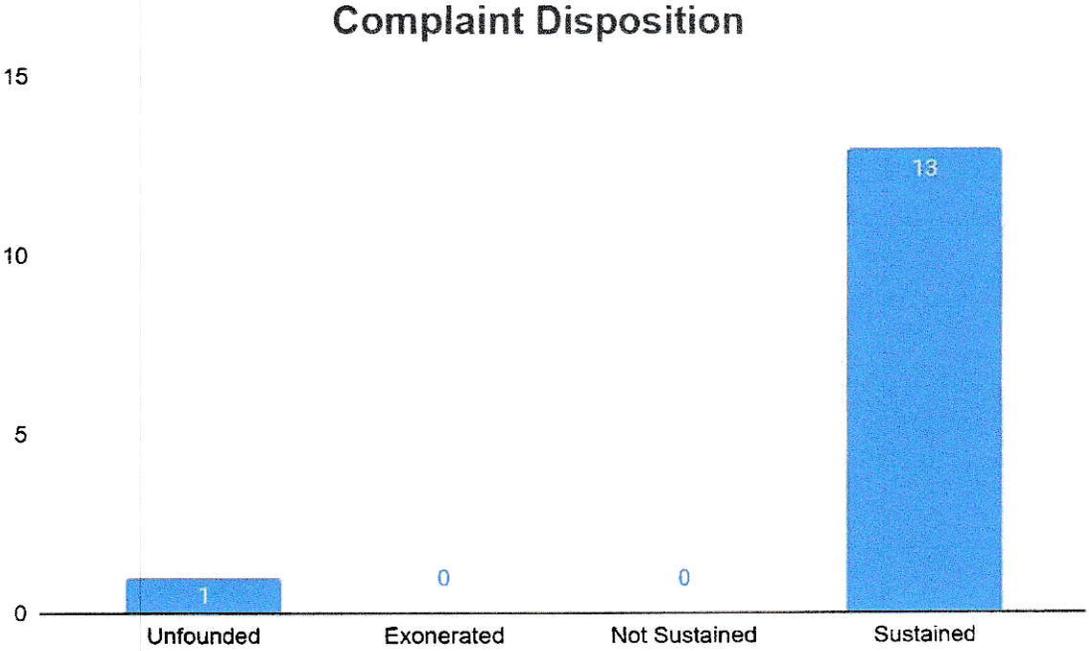
During calendar year 2023, the Emporia Police Department received and investigate 14 complaints, with 1 of the complaints having multiple officers. The internal affairs summary will address complaint types, dispositions, origination, employee age and a eight-year comparison:

Complaint Types

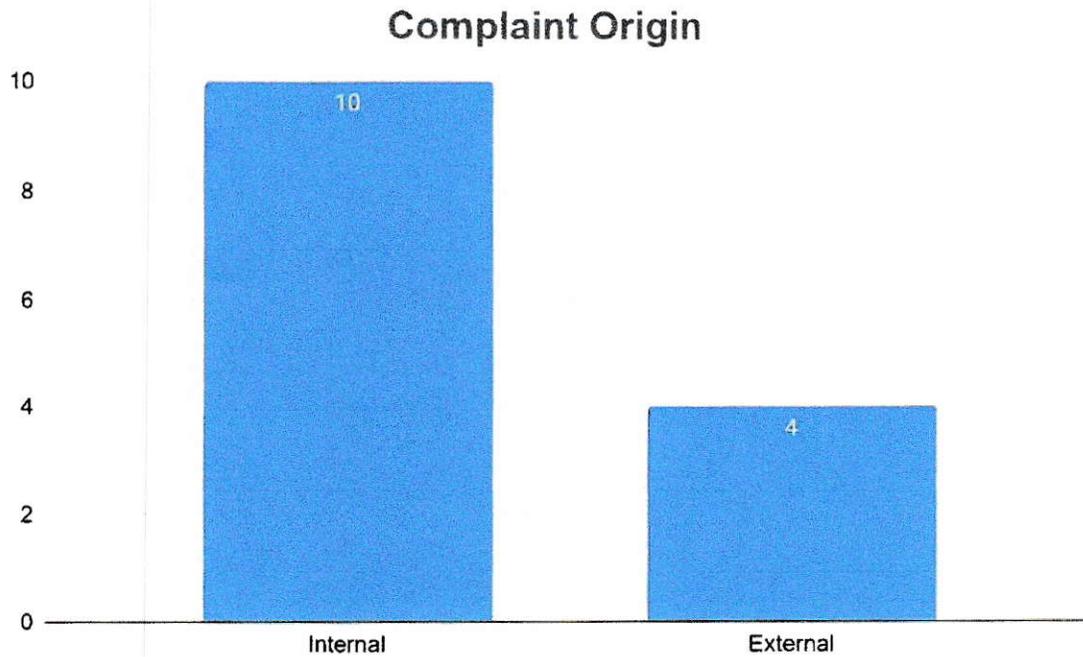


Complaint Types:

The Emporia Police Department investigated 14 complaints during 2023. Of those 14 complaints: Five for human relations (rudeness), two for unbecoming conduct, three for neglect of duty, two for sleeping on duty, one for harassment, and one for positive drug screen.

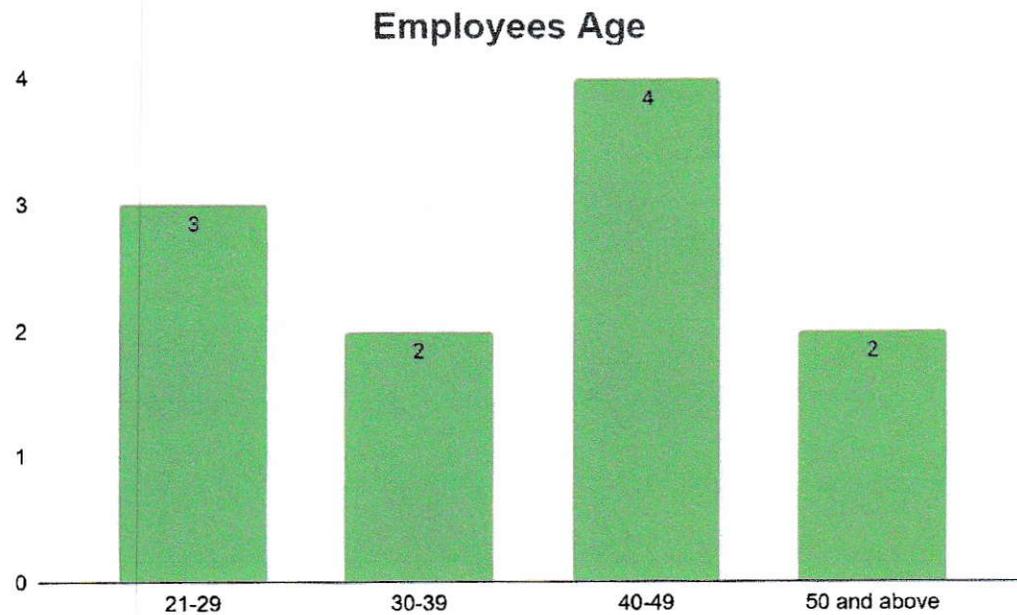


Complaint Disposition:
Of the 14 complaints that were filed with the Emporia Police Department a disposition and classifications were assigned in all of the complaints. One of the complaints were classified as unfounded, and 13 complaints were classified as sustained with appropriate action being taken.



Origination of Complaint:

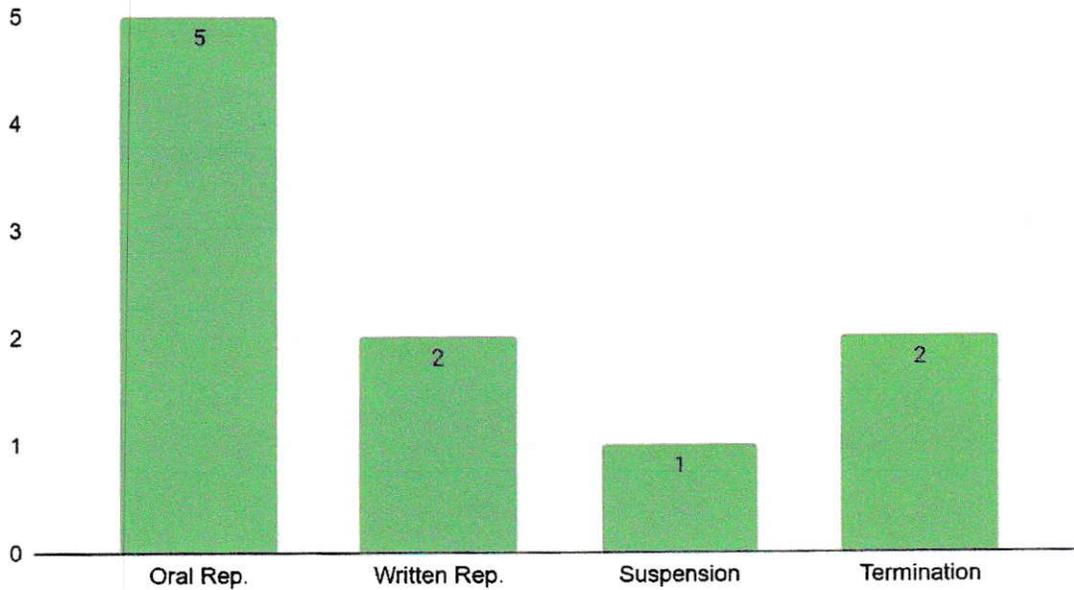
Of the 14 complaints that were received and investigate during 2023, 10 complaints were initiated internally, accounting for 71.4% of the complaints. While 4 complaints were generated externally, accounting for 28.6% of the complaints.



Employees Age:

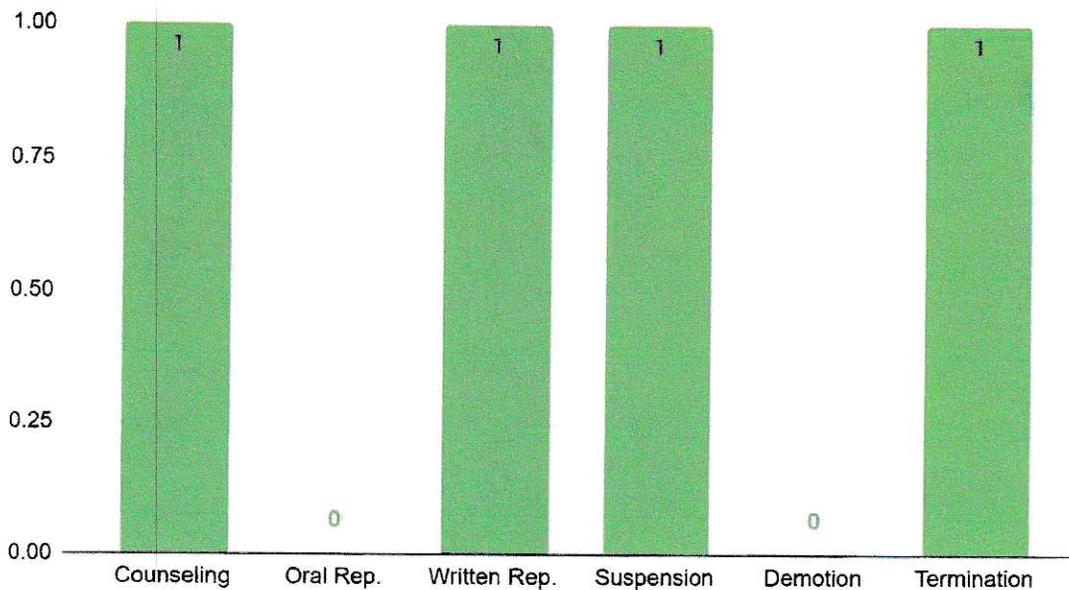
Of the 14 complaints that were investigated during 2023, two officer were involved in multiple complaints, Three employees were between the ages of 21- 29, two were between the ages of 30-39, four employees were between the ages of 40-49 and 2 were the age of 50 and older.

Disciplinary Action from Internal Complaints



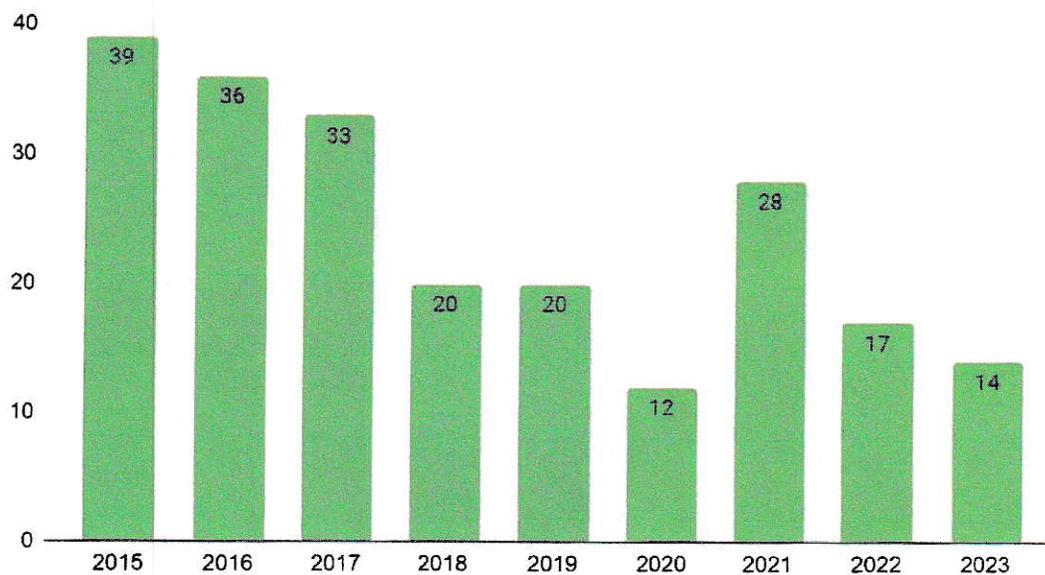
Of the 10 internal complaints that the Police Department received, 10 disciplinary actions were taken. Five employees received an oral reprimand, two employees received written reprimands, one employee received a suspension, and two employees were terminated.

Disciplinary Action from External Complaints



Of the four external complaints that the Police Department received, one employee received counseling, one employee received a written reprimand, one employee received a suspension, and one employee was terminated as a disciplinary action.

Complaint Nine-Year Comparison



Nine-Year Comparison:

Over the past nine years the Emporia Police Department has witnessed a steady decline in complaints received and investigated and saw a sharp increase in 2021 with 28 complaints receive and then experienced another sharp decrease in 2022 with only 17 complaints. In 2015, the agency investigated 39 complaints and saw an eight percent decrease in 2016 down to 36 complaints. From 2016 to 2017, the agency saw a nine percent decrease from 36 complaints down to 33. From 2017 to 2018, the agency saw the complaints investigated go from 33 to 20 accounting for a 39% decrease. There was no change from 2018 to 2019 with both years experiencing 20 complaints. The agency experienced a 40% decrease from 20 complaints in 2019 down to 12 complaints in 2020. From 2020 to 2021, the agency saw complaints rise from 12 to 28 resulting in an increase of 138% over that past year. From 2021 to 2022, the agency saw a decrease in complaints from 28 to 17, which was a decrease of 39%. The Emporia Police Department has received on average 24 complaints over the past nine years. With 2023 it continued to show a steady decrease in complaints.