

**OCEAN TOWNSHIP (OCEAN COUNTY) POLICE DEPARTMENT  
STANDARD OPERATING PROCEDURE  
INTERNAL AFFAIRS**

**I. PURPOSE:**

The Ocean Township Police Department is committed to providing law enforcement services that are fair, effective, and impartially applied. Toward that end, officers are held to the highest standards of official conduct and are expected to respect the rights of all citizens. An officer's adherence to these standards, motivated by a moral and professional obligation to perform their job to the best of their ability, is the ultimate objective of this agency.

The effectiveness of any law enforcement agency is dependent upon public approval and the acceptance of police authority. Our department must be responsive to the community by providing formal procedures for the processing of complaints from the public regarding individual officer performance.

The purpose of this procedure is to improve the quality of police services. Citizen confidence in the integrity of the police department increases through the establishment of meaningful and effective complaint procedures. This confidence engenders community support for the police department. Improving the relationship between the police and the citizens they serve facilitates cooperation vital to the department's ability to achieve its goals.

An effective disciplinary framework also permits police officials to monitor officers' compliance with department policies and procedures. Adherence to established procedures assists officers in meeting department objectives while a monitoring system permits managers to identify problem areas requiring increased training or direction. Finally, this S.O.P. will ensure fairness and due process protection to citizens and officers alike.

The discipline process shall be used to identify and correct unclear or inappropriate agency procedures. In addition, it will highlight organizational conditions that may contribute to any misconduct, such as poor recruitment and selection procedures or inadequate training and supervision of officers.

**II. MECHANICS:**

It is the Standard Operating Procedure of this agency to accept and investigate all complaints of alleged officer misconduct or wrongdoing from any citizen or agency employee. Following a thorough and impartial examination of the available factual information, the officer shall be either exonerated or held responsible for the alleged misconduct. Discipline shall be administered according to the degree of misconduct.

It is the procedure of this department that officers and employees, regardless of rank, shall be subject to disciplinary action for violating their oath and trust. Committing an offense punishable under the laws of the United States, the State of New Jersey or municipal ordinances constitutes a violation of that oath and trust. Officers are also subject to disciplinary action for failure, either willfully or through negligence or incompetence, to perform the duties of their rank or assignment. In addition, officers may be disciplined for violation of any rule and regulation of the department or for failure to obey any lawful instruction, order, or command of a superior officer or supervisor. Disciplinary action in all matters will be determined based upon the merits of each case.

It is the procedure of this department that officers conducting the investigation of any allegation of misconduct must strive to conduct a thorough and objective investigation without violating the rights of the accused officer or any other police officer. Accordingly, all supervisors and any other officer who may be called upon to do an internal investigation must be thoroughly familiar with the department's entire internal affairs policy, including protection of the accused officer's rights and the procedures for properly investigating internal complaints.

It is the procedure of this agency that prevention is the primary means of reducing and controlling misconduct. To that end, it is the procedure of this agency to discover and correct organizational conditions, which permit the misconduct to occur. Special emphasis is placed on recruitment, selection and training of officers and supervisors, community outreach, and the analysis of misconduct complaints and their outcome.

It is the procedure of this agency that each officer shall be provided ready access to an official, agency-written manual, which contains specific directions for conducting all aspects of police work. Categories of misconduct shall be clearly described and defined, and the disciplinary process shall be thoroughly explained in the manual.

### III. PROCEDURES:

#### A. INTERNAL AFFAIRS UNIT

1. The Internal Affairs Unit is herein established. The unit shall consist of those member(s) of the department as shall be assigned the Internal Affairs function by the Chief of Police. Personnel assigned to the Internal Affairs function shall serve at the pleasure of and be directly responsible to the Chief of Police or his designated Internal Affairs Commander.
  - a. The goal of Internal Affairs is to insure that the integrity of the department is maintained through a system of internal

discipline where fairness and justice are assured by objective, impartial investigation, and review.

2. Duties, and responsibilities

- a. The Internal Affairs Unit is responsible for the investigation and review of all Internal Affairs complaints against members of this department.
- b. Misconduct is defined as the commission of a crime or offense or a serious violation of department rules and regulations and Standard Operating Procedures. All investigations of misconduct will be investigated by the Internal Affairs commander or his designee. These investigations shall not be investigated by the line supervisor of the individual employee accused of misconduct.
- c. In addition to investigations concerning allegations of misconduct, Internal Affairs shall be responsible for the coordination of investigations involving the discharge of firearms by department personnel.
- d. Internal Affairs shall be responsible for any other investigation as directed by the Chief of Police.
- e. Internal Affairs Officers may conduct an internal affairs investigation on their own initiative upon notice to, or at the direction of the Chief of Police.
- f. Internal Affairs may refer investigations to the employees' supervisor for action as outlined under § III.E of this procedure.
- g. Internal Affairs members or officers temporarily assigned to that function, shall have the authority to interview any member of the department and to review any record or report of the department and to review any record or report of the department relative to their assignment. Requests from Internal Affairs personnel, in furtherance of their duties and responsibilities, shall be given full cooperation and compliance as though the request came directly from the Chief of Police. Members assigned to the Internal Affairs Unit or function come under the direct authority of the Chief of Police, reporting directly to the Chief of Police through the Internal Affairs' chain of command.

- h. The Internal Affairs Unit or an officer designated by the Chief of Police, shall maintain a comprehensive central file on all complaints received by this department whether investigated by Internal Affairs or assigned to the officer's supervisors for investigation and disposition. In addition to the central file, an "Internal Affairs Case Log", (See Appendix A1), form will be utilized to track individual investigations.
- i. The Internal Affairs Unit shall prepare quarterly reports that summarize the nature and disposition of all misconduct complaints received by the agency for submission to the Chief of Police. The Operations Division Commander as designated by the Chief of Police, shall be responsible for preparing this report utilizing the "Internal Affairs Quarterly Summary Report" form, (See Appendix A2 )
- j. Copies of the Internal Affairs Report form shall be distributed to all command and supervisory personnel, the county prosecutor's office, as well as a designated representative of the collective bargaining unit. Recommendations shall be made for corrective actions for any developing patterns of abuse.
- k. The Operations Division Commander or the Internal Affairs Officer, as designated by the Chief of Police, will prepare an annual report, utilizing the "Internal Affairs Yearly Summary Report Form" (See Appendix A3). This report will summarize the types of complaints received and the dispositions of the complaints and will be made available to members of the public. The names of complainants and accused officers shall not be published in this report.

B. ACCEPTING REPORTS ALLEGING OFFICER MISCONDUCT

*Reports should be accepted by supervisory personnel whenever possible. However, if no supervisory personnel are available, complaints should be accepted by any police officer. At no time should a complainant be told to return in order to report a complaint regarding police officer conduct. If the complaint is about all officers working the tour of duty the Internal Affairs Officer is to be immediately contacted and will respond and/or make arrangements for the taking of the complaint. In this event a CAD incident will be generated and the date and time of the proposed meeting will be noted in the time log of the incident.*

1. All department personnel are directed to accept reports of officer misconduct from all persons who wish to file a complaint regardless of the hour or day of the week. Citizens are to be encouraged to submit their complaints in person as soon after the incident as possible. If the complainant cannot file the report in person, a department representative (except in minor complaints) shall visit the individual at his or her home, place of business or at another location in order to complete the report.
2. Complainants shall be referred to the Internal Affairs Unit if an officer is immediately available.
3. If an Internal Affairs Officer is not immediately available, all supervisory personnel are directed to accept the report of officer misconduct.
4. If an Internal Affairs Officer and a supervisor are not available, any police officer shall accept the complaint.
5. The officer receiving the complaint will:
  - a. Provide the person making the complaint with a "Citizen Complaint Information Form" (See Appendix A4). This form is a fact sheet that explains the department's disciplinary procedures and advises the complainant that they will be kept informed of the status of their complaint and its ultimate disposition.
  - b. Complete the "Internal Affairs Report Form" (See Appendix A5) according to the instructions provided.
  - c. Complete and provide the person making the complaint a "Response Letter / Report Acknowledgement Form" (See Appendix A6). If the complaint is taken over the telephone then this form will be forwarded to the complainant via Certified Mail. This form does not need to be completed if the complainant remains anonymous.
  - d. Notify the Operations Division Commander, as designated by the Chief of Police, as soon as possible, either in oral or written form about the facts and circumstances of the complaint. The Operations Division Commander as designated by the Chief of Police, will notify the Chief of Police as soon as possible, but not later than the next business day.

6. All department personnel are directed to accept reports of officer misconduct from anonymous sources. - If the anonymous complainant is talking to an officer, the officer should encourage them to submit their complaint in person. In any case, the complaint will be accepted.

a. In the case of an anonymous complaint, the officer accepting it shall complete as much of the "Internal Affairs Report form" (See Appendix A5) as can be done with the information provided.

7. Complaints shall be handled as follows:

a. Complaints of differential treatment, demeanor, and minor rule infractions shall be forwarded to the immediate supervisor of the accused officer.

- Differential Treatment – A complaint that the taking, failing to take, or method of police action was predicated upon irrelevant factors such as race, attire, age or sex.
- Demeanor and Discourtesy – Complaint that a department member's bearing, gesture, language or other action were inappropriate.
- Minor Rule Infractions – Complaint such as untidiness, tardiness, faulty driving, or failure to follow procedures.

b. All other complaints shall be retained by or forwarded to the Internal Affairs Unit, including complaints of:

- Criminal Activity – Complaint regarding the involvement of illegal behavior such as bribery, theft, perjury or narcotics violations.
- Excessive Force – Complaint regarding the use or threatened use of excessive force against a person.
- Arrest – Complaint that the restraint of a person's liberty was improper or unjust.
- Entry – Complaint that the entry into a building or onto a property was improper or that excessive force was used against property to gain entry.

- Search – Complaint that the search of a person or property was improper, unjustified or otherwise in violation of established police procedures.
- Serious Rule Infractions – Complaint such as disrespect toward a supervisor, neglect of duty, false statements or malingering.
- Administrative Investigations – An investigation that does not originate from a citizen's complaint. Instead, it is either identified by a member of the department or is the result of the mere nature of an incident (Le. high-speed pursuits with injuries, prisoner suicides, etc.)
- Serious Complaints of Differential Treatment or Demeanor – Repeated, prolonged or blatant violations of the previously defined acts.
- Repeated Minor Rule Infractions – Three or more violations involving the same or similar type behavior.

#### C. SUSPENSION PENDING DISPOSITION OR INVESTIGATION

1. A supervisor, commander or chief may immediately suspend an officer from duty if they determine that one of the following conditions exists:
  - a. The employee is unfit for duty; or
  - b. The employee is a hazard to any person if permitted to remain on the job; or
  - c. An immediate suspension is necessary to maintain safety, health, order or effective direction of public services; or
  - d. The employee has been formally charged with a crime of the first, second, or third degree, or a crime of the fourth degree on the job or directly related to the job.
2. The supervisor imposing the immediate suspension must:
  - a. Advise the employee in writing of why an immediate suspension is sought and the charges and general evidence in support of the charges (See Appendix A7):

- (1) If the employee refuses to accept the written notification of immediate suspension, it shall be given to a representative of the employee's collective bargaining unit.
  - b. Provide the employee with sufficient opportunity to review the charges and the evidence and to respond either orally or in writing;
  - c. Advise his immediate supervisor in writing of the suspension and the facts and circumstances requiring the suspension.
3. Within five days of the suspension, the department must complete and file formal charges against the suspended employee.

#### D. ADMINISTRATIVE REASSIGNMENT

1. In cases involving the use of force, which results in death or serious bodily injury, the officer shall be reassigned to administrative duty pending the outcome of the investigation, unless the officer is suspended as discussed above.
2. This reassignment is subject to change by the Chief of Police

#### E. INVESTIGATION AND ADJUDICATION OF MINOR COMPLAINTS

1. Complaints of differential treatment, demeanor and all minor rule infractions shall be retained by or forwarded to the accused officer's immediate supervisor for investigation.
2. The supervisor investigating the complaint shall interview the complainant, all witnesses, and the accused officer, as well as review relevant reports, activity sheets, or dispatcher forms. The supervisor shall then prepare a report utilizing the "Internal Affairs Investigation Disposition Recommendation Form" (See Appendix A8). This report should summarize the matter, indicate the appropriate disposition and include any recommendations for disciplinary action if the complaint is sustained. Possible dispositions include the following:
  - a. Exonerated:
    - 1) The alleged incident did occur but the actions of the officer were justified, legal and proper; or

- (2) The alleged incident did occur and the actions of the officer were justified, legal, and proper, however, there was a policy failure.
    - b. Sustained:

The investigation disclosed sufficient evidence to prove the allegation.
    - c. Not Sustained:

The investigation failed to disclose sufficient evidence to clearly prove or disprove the allegation.
    - d. Unfounded:
      - (1) The alleged incident did not occur; or
      - (2) There is insufficient information to conduct a meaningful investigation.
3. Once completed, this report form along with the investigation file will be forwarded through each level of the Internal Affairs chain of command for review. Each level may provide written recommendations and comment for consideration by the Chief of Police.
4. When a complaint is sustained, no disciplinary action shall be taken until a final disposition has been determined and approved by the Chief of Police. If the complaint is unfounded, not sustained or exonerated, then the investigation is considered closed following the approval of the final disposition by the Chief of Police.
5. Upon final disposition of the complaint, a letter shall be prepared by the accused officer's supervisor under signature of the Chief of Police explaining the outcome of the investigation to the complainant. The supervisor will use the appropriate form letter as outlined below:
  - a. "Response Letter / Officer Exonerated" (See Appendix A9)
  - b. "Response Letter / Not Sustained" (See Appendix A10)
  - c. "Response Letter / Unfounded" (See Appendix A11)
  - d. "Response Letter I Departmental Hearing Outcome" (See Appendix A12)

6. Initiation of disciplinary action for minor complaints.

a. Oral reprimands or performance notices.

- (1) Following the review procedure set forth there in § 111.E.2-4, no supervisor or superior officer will issue an oral reprimand or performance notice without prior approval of the Chief of Police.
- (2) Whenever a supervisor or superior officer issues an oral reprimand or performance notice, they will advise the officer or employee that they are receiving an oral reprimand and a performance notice will be completed (a necessary record for progressive discipline) and forwarded for placement in their personnel file.
- (3) The supervisor or superior officer giving the reprimand shall complete a "Performance Notice" (see Appendix A13) in triplicate, retaining one copy and giving the second copy to the officer or employee. The original copy, together with any supporting documentation, is then forwarded through the Internal Affairs chain of command to be placed in the officer's or employee's personnel file.
- (4) Six months after the date of the approved oral reprimand or performance notice, the disciplinary report shall be removed from the file and destroyed, provided no other breach of discipline has occurred.
- (5) The subject officer or employee shall be notified in writing that the oral reprimand or Performance Notice has been purged.

b. Written reprimands.

- (1) The following review procedure set forth in § III.E.2-4, no supervision or superior officer will issue a written reprimand without prior approval of the Chief of Police.
- (2) When issuing a written reprimand the supervisor or superior officer shall advise the officer or employee of such and complete the "Written Reprimand Report" (Appendix A14) in triplicate.

- (3) One copy of the Written Reprimand Report is to be provided to or retained by the officer's immediate supervisor while the second copy is given to the officer or employee being disciplined. The original report, together with any supporting documentation, shall be forwarded through the Internal Affairs chain of command and permanently placed in the employee's personnel file.
7. It should be noted that members of the department, sworn and civilian, are provided with lockers, desks and other areas to store department equipment. These storage areas are for the mutual convenience of the department and its personnel. It should be noted that there is no expectation of privacy in these areas. The department retains the right to enter and inspect these areas without notice to employees. The storage of personal property is for the convenience of the employee and they store such items at their own risk.

#### F. INVESTIGATION AND ADJUDICATION OF SERIOUS COMPLAINTS

1. All serious complaints, as defined in § III.13.7, shall be forwarded to the Internal Affairs Unit, including complaints of:
  - (1) criminal activity;
  - (2) excessive force;
  - (3) improper or unjust arrest;
  - (4) improper or excessive entry;
  - (5) improper or unjustified search;
  - (6) serious complaints of differential treatment or demeanor;
  - (7) administrative investigations;
  - (8) serious rule infractions;
  - (9) repeated minor rule infractions
2. The supervisor or commanding officer initiating such action shall complete a "Recommendation for Internal Affairs Investigation Form" (See Appendix AS). Upon completion, the form, together with any supporting documentation, shall be forwarded through the chain of command to the Operations Division Commander, as designated by the Chief of Police,.

3. The Operations Division Commander, as designated by the Chief of Police, shall direct such further investigation by the original investigating supervisor, commanding officer, or Internal Affairs as deemed appropriate.
4. In cases not involving allegations of criminal conduct, the accused officer shall be notified of the complaint once preliminary investigative data has been gathered. Internal Affairs shall serve the suspect officer with the "Internal Affairs Investigation Officer Notification Form" (See Appendix A15) unless the nature of the investigation requires secrecy. Following service, a copy of the notification form will then be forwarded to the president of the union representing the suspect officer upon the officers request.(i.e., PBA).
5. The Internal Affairs investigator shall interview the complainant, all witnesses, and the accused officer, as well as review relevant reports, activity sheets, and dispatcher forms, and obtain necessary information and materials, such as:
  - a. Physical evidence
    - Consent to Search Form (See Appendix A16)
    - Civilian Medical Release Form" (See Appendix A17)
    - Employee Medical Release Form"(see Appendix A18)
  - b. Statements or interviews from all witnesses.
  - c. Statements or interviews from all parties of special interest, such as doctors, employers, lawyers, teachers, legal advisors, parents, etc.
  - d. Investigative aids, such as the various reports, activity sheets, complaint cards and dispatchers forms.
6. Where preliminary investigative data indicates the possibility of a criminal act on the part of the accused officer, or the investigation involves the use of force by the officer which results in serious bodily injury or death, the county prosecutor shall be notified immediately. No further action shall be taken, including the filing of charges against the officer, until directed by the county prosecutor.
7. Interviewing the subject officer

- a. The Internal Affairs Investigator shall schedule an interview with the officer.
- b. One person of the officer's choosing may attend the interview session.
  - (1) In investigations of criminal allegations, it may be inappropriate for a union representative to be present. However, the officer shall be given the opportunity to consult with a union representative.
- c. Before questioning begins, the Internal Affairs Officer will complete an "Internal Affairs Advisement Form" (See Appendix A19), thereby informing the subject officer of:
  - (1) The nature of the complaint;
  - (2) Their rights regarding the interview;
  - (3) The name of the person in charge of the investigation and the names of all persons who will be present during the questioning.
- d. Questioning sessions may be audio or video recorded.
- e. If during the course of an interview an officer refuses to answer any questions specifically directed and narrowly related to the performance of duty and fitness for office on the grounds he may incriminate himself, and the investigator deems that in order to properly conduct his investigation he must have the answers to these specific questions, then that officer should contact the county prosecutor to obtain use immunity for the answers to those questions. Upon obtaining a written grant of immunity and before questioning, the Internal Affairs Officer shall complete an "Internal Affairs Use Immunity Grant Advisement Form" (See Appendix A20), thereby informing the subject officer:
  - (1) The nature of the complaint;
  - (2) Their rights regarding the interview;
  - (3) The name of the person in charge of the investigation and the names of all persons who will be present during the questioning.

- f. If at any time during the questioning session the officer becomes a suspect in a criminal act, the officer shall be so informed and the questioning shall end. Promptly refer the case to the county prosecutor.
8. Upon completion of all possible avenues of inquiry the Internal Affairs Investigator shall complete the "Internal Affairs Investigation Disposition Recommendations Form" (See Appendix A21). Possible dispositions, as defined in § III.E.2. of this procedure, include the following:
  - a. Exonerated,
  - b. Sustained,
  - c. Not sustained, or
  - d. Unfounded.
9. The completed form will be forwarded through each level of the Internal Affairs chain of command for review. Each level may provide written recommendations and comment for consideration by the Chief of Police.
10. The Chief of Police, upon completion of the review of the report, supporting documentation and information gathered during any supplemental investigation, shall direct whatever action is deemed appropriate.
11. Upon completion of the investigation with a finding of exonerated, not sustained, or unfounded, Internal Affairs shall notify the subject officer in writing of the recommended disposition, using the "Internal Affairs Conclusion of Investigation Letter" (See Appendix A22).
12. If the complaint is sustained and it is determined that formal charges should be preferred, the Chief of Police shall direct the Internal Affairs Officer to prepare, sign, and serve charges upon the accused officer or employee.
13. The Operations Commander, as directed, shall prepare the formal notice of charges and hearing on the "Charging Form", (See Appendix A23). Such notice shall be prepared and served upon the officer charged in accordance with N.J.S.A. 40A:14-147 et seq.
14. The notice of charges and hearing shall direct that the officer charged must enter a plea of guilty or not guilty, in writing, on or before the

date set forth in the notice for entry of plea. Such date for entry of plea shall be no more than seven (7) calendar days after the date of service of the charges.

15. If the officer charged enters a plea of guilty, the Chief of Police shall permit the officer to present factors in mitigation prior to assessing a penalty.
16. Conclusions of fact and the penalty imposed will be noted in the officer's personnel file after he has been given an opportunity to read and sign it. The Internal Affairs Officer will cause the penalty to be carried out and complete all required forms.

## G. HEARING

1. Upon written notice of a request for a hearing from the accused officer, the Chief of Police will set the date for the hearing within a reasonable time and arrange for the hearing of the charges.
2. Internal Affairs shall be responsible for or assist the assigned commander or prosecutor in the preparation of the department's prosecution of the charges. This includes proper notification of all witnesses and preparing all documentary and physical evidence for presentation at the hearing.
3. The hearing shall be held before the appropriate authority or the appropriate authority's designee.
4. The hearing authority is empowered to sustain, modify in whole or in part, or dismiss the charges stated in the complaint. The decision of the hearing authority should be in writing and should be accompanied by findings of fact for each issue in the case.
5. The hearing authority will fix any of the following punishments which it deems appropriate under the circumstances:
  - a. Counseling
  - b. Oral reprimand or performance notice
  - c. Letter of reprimand
  - d. Loss of vacation time
  - e. Transfer / reassignment

- f. Suspension without pay
  - g. Loss of promotion opportunity
  - h. Demotion
  - i. Discharge from employment.
6. A copy of the decision or order and accompanying findings and conclusions shall be delivered to the officer or employee who was the subject of the hearing and to the Chief of Police if he was not the hearing authority.
  7. Upon completion of the hearing, Internal Affairs will complete all required forms including the entry of the disposition of the index file.
  8. If the charges were sustained, the Operations Commander will cause the penalty to be carried out. The report shall be permanently placed in the officer's or employee's personnel file.

#### H. CONFIDENTIALITY

1. The progress of internal affairs investigations and all supporting materials are considered confidential information.
2. Upon completing a case, Internal Affairs will enter the disposition in the index file.
3. The contents of internal investigation case files will be retained in the Internal Affairs Unit. The files shall be clearly marked as confidential.
4. Only the Chief of Police or his designee is empowered to release publicly the details of an internal investigation or disciplinary action.
5. The subject officer may authorize the release of copies of formal disciplinary charges and their outcome to any third party.
6. All disciplinary hearings shall be closed to the public unless the defendant officer requests an open hearing.

#### I. ACCESSING DEPARTMENT FILES

No officer will be permitted to review the contents of their Internal Affairs files under any circumstances.

J. DISCOVERY

Only specific information that will be used against the defendant officer to support the basis of the charges will be released.

K. EXPUNGEMENT

There will be no expungement of Internal Affairs Files.

L. COMPLAINANTS REQUEST TO CLOSE INVESTIGATIONS

1. Occasionally, a complainant in an Internal Affairs Investigation decides that they no longer want their allegations investigated.
2. If the investigating officer is comfortable that the complainant has made an independent decision, one unaffected by external pressure, then he should do the following:
  - a. Complete the "Internal Affairs Complainant's Request To Close Investigation Form" (See Appendix A24).
  - b. Complete the "Internal Affairs Investigation Disposition Recommendation Form" (See Appendix A25) and forward through each level of the Internal Affairs chain of command for review. Each level may provide written recommendations and comment for consideration by the Chief of Police. The investigation is considered closed following the approval of the final disposition by the Chief of Police.

M. FORMS

All forms referred to in this procedure are listed below with the respective page number. The forms are consistent with the forms, provided by the Attorney General. Any time a form is used consistent with this policy the Attorney General forms should be reviewed to insure the form is still accurate and up-to-date.

- A 1 Internal Affairs Case Log
- A 2 Quarterly Summary Report Form
- A 3 Yearly Summary Report Form
- A 4 Citizen Complaint Information Form
- A 5 Internal Affairs Report Form
- A 6 Complaint Acknowledgement Form
- A 7 Notice of Immediate Suspension
- A 8 Recommendation For Internal Affairs Investigation
- A 9 Letter / Officer Exonerated

- A 10 Letter / Complaint Not Sustained
- A 11 Complaint Unfounded
- A 12 Departmental Hearing. Outcome
- A 13 Performance Notice
- A 14 Written Reprimand Report
- A 15 Officer Notification Form
- A 16 Consent to Search Form
- A 17 Civilian Medical Release Form
- A 18 Employee Medical Release Form
- A 19 Advisement Form
- A 20 Use Immunity Grant Advisement Form
- A 21 Investigation Disposition Recommendations Form
- A 22 Conclusion of Investigation Letter
- A 23 Charging Form
- A 24 Complainant's Request to Close Investigation Form
- A 25 Disposition Form