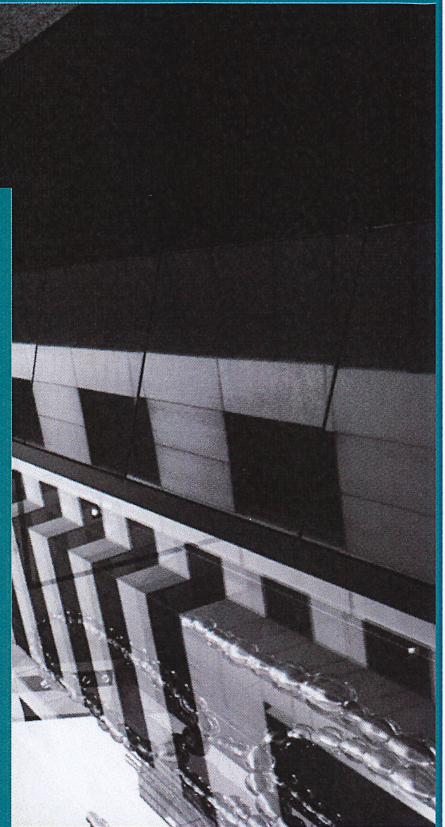


Board of Police Commissioners: 2025 Annual Report



Letter from the Chair of the Board of Police Commissioners:

I am writing to reflect on the important progress made by the Board of Police Commissioners (BPC) during 2025. This progress is due to the dedication and hard work of the Springfield Police Department, led by Police Superintendent Larry Akers, as well as the support of Mayor Domenic Sarno and the City of Springfield administration. I want to take this opportunity to express my sincere gratitude to all involved.

In 2025 the members of the Board of Police Commissioners were: Albert Tranghese, Chairman; Robert (Cee) Jackson, Vice Chairman; Madeline Fernandez; Gary Berte, and Norman Roldan. In April, 2025, Mayor Sarno appointed Paul Phaneuf to the Board, replacing outgoing Commissioner Gary Berte, and in July, 2025, Mayor Sarno appointed Clinton R. Harris to the Board, replacing outgoing Commissioner Norman Roldan.

The BPC is critical to fostering accountability and transparency within the Springfield Police Department (SPD). The BPC Manual and the Internal Investigation Unit Manual provide essential guidelines for BPC operations, empowering the Board to effectively fulfill its responsibilities.

The BPC is committed to continuously improving its operations and fulfilling its role as the independent disciplinary oversight body for the SPD. Monthly training for BPC members, facilitated by the Professional Standards Unit, SPD Academy Staff, the Internal Investigation Unit, the Law Department, the Labor Relations Department, as well as external experts, has offered insights to the Board, helping them understand the legal and procedural requirements that SPD supervisors and officers are required to adhere to on a daily basis.

The BPC Members' commitment to serving the community and upholding the principles of accountability is commendable. The time and effort spent by the volunteer members each month is significant. In addition to holding monthly meetings, conducting disciplinary hearings, and attending training sessions, some members of the BPC also serve on SPD Committees as required by the Department of Justice Settlement Agreement, including the Use of Force Committee.

In 2025 the BPC attended training sessions including the following topics: the Massachusetts Open Meeting Law, the Civil Service Disciplinary Statute, the SPD Disciplinary Matrix; Use of Force training delivered by the Professional Standards Unit and the SPD Academy Staff (including 555 Code of Mass. Regulations 6.0 and Mass. Gen. Laws ch. 6E); POST Commission training; IIU Investigations; Applied Patrol Procedures/Motor Vehicle Stops/ and Constitutional Law; Prevention of Bias and Decision Making in Policing; Policing Individuals in Crisis, including De-escalation Techniques, Stigma, Trauma and Mental Health Conditions. In addition, the two new Commissioners Paul Phaneuf and Clinton R. Harris received training on the Internal Investigation Unit's processes and procedures involved in misconduct investigations.

As the BPC continues its mission, we remain committed to working collaboratively with all stakeholders, including the community, the SPD, the Department of Justice, the Compliance Evaluator Team, and other relevant entities. We continue to believe that strong, transparent, and accountable policing is essential for building trust within our community, and we are dedicated to upholding these principles in all our endeavors.

In closing, I want to reiterate my sincere gratitude to everyone who has contributed to the BPC's progress. Together, we are building a stronger and more accountable future for the Springfield Police Department and the community we serve.

Sincerely,

Albert Tranghese

Albert Tranghese, Chair
Board of Police Commissioners

INTRODUCTION

2025 was a busy year for the Board of Police Commissioners, with meetings, disciplinary hearings, and trainings on a monthly basis and sometimes more often. This Report serves as a summary of the work of the BPC, offering a comprehensive overview of its activities throughout the year.

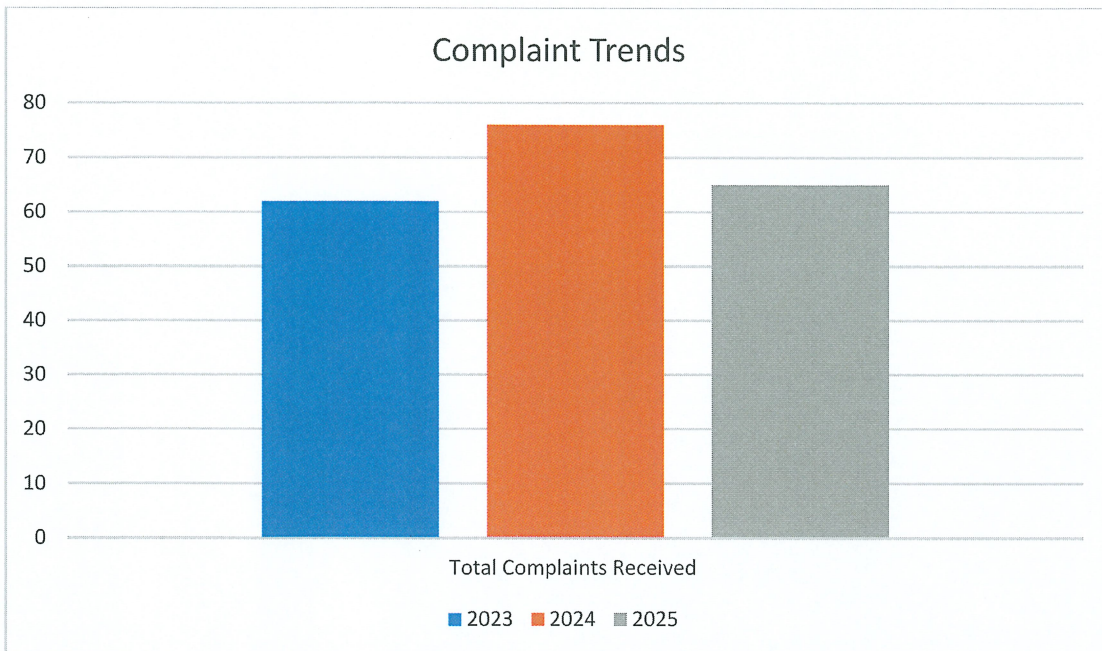
This Report focuses on key areas of improving the public's access to filing complaints, reviews of complaint trends as shown on the SPD's website; the BPC's reviews of disciplinary investigations; disciplinary hearings conducted by the BPC; and the BPC's use of the SPD Disciplinary Matrix to guide its decisions on disciplinary outcomes based on specific standards.

When a citizen complaint is submitted in person, by email or letter, SPD staff (in Superintendent's Office, or IIU) send an acknowledgment of the complaint. Complaints are reviewed and categorized as either **Preliminary Investigations of Employees ("PIEs")** or **Special Orders ("SO's")**, and referred for investigation either by the officer's squad supervisor or the Internal Investigation Unit. The squad supervisors or IIU investigators contact complainants to get information about the complaint, and to ask them to appear for an interview, which may be conducted in person or by phone. After the investigation is completed and submitted to the BPC for review to determine if a disciplinary hearing is required, and when a hearing is completed, the complainant is notified of the disposition of the case.

This Report aims to not only inform the public of the BPC's work in 2025, but also to foster dialogue and understanding between the community and the SPD. We hope the progress made in 2025 will lead to continued improvement and collaboration in the years to come.

COMPLAINT TRENDS AND INVESTIGATIONS

In 2025, the SPD and the Internal Investigation Unit (IIU) received a total of 65 complaints, including Preliminary Investigations of Employees (PIEs), and Special Orders (SOs). This number reflects all complaints filed, not only those sent to the BPC for review. Thirty-three (33) of these were citizen complaints brought by members of the public, and 32 were internal SPD administrative complaints brought by supervisors. From the complaints received and investigated by IIU, a total of 5 cases were sent to the Board of Police Commissioners for review, and 4 resulted in disciplinary hearings against officers. One hearing is currently pending and will take place in 2026.



Focus on Procedural Issues and Professional Conduct:

In 2025, 32 of the 65 complaints received, fell under the category of **Preliminary Investigations of Employees (PIE’s)**. These investigations primarily addressed allegations of discourtesy and procedural violations, and Body Worn Camera footage was reviewed by the officer’s supervisor for each complaint. While these may not involve the most serious categories of misconduct, they are essential for ensuring that officers uphold professional standards and treat the public with respect. Discipline imposed for PIE’s is intended to be remedial in nature and include retraining and written reprimands. Addressing these issues promptly and effectively helps to build trust within the community. A spreadsheet listing the PIE’s in 2025 is attached to this Report as Exhibit #1. (In Exhibit #1 the code “CC” refers to Citizen Complaints, the code “Admin” refers to internal SPD administrative complaints brought by supervisors, and “R&R” refers to SPD Rules and Regulations.)

Investigating More Serious Allegations:

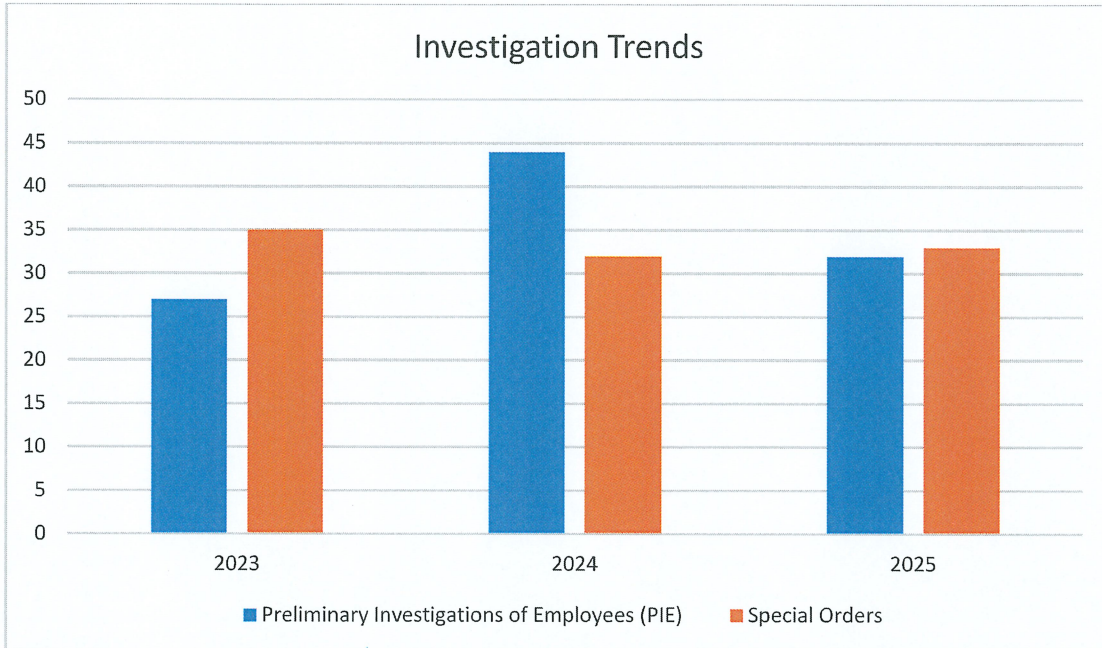
Citizen complaints and SPD administrative complaints involving potentially more serious misconduct are categorized as **Special Orders (SO’s)**. These complaints are referred to the IIU to conduct more in-depth investigations. There were 33 cases involving SO’s in 2025. A spreadsheet listing the SO’s in 2025 is attached to this Report as Exhibit #2.

Some examples of complaints characterized as SO’s may include: untruthfulness, the use of excessive force, corrupt acts, an alleged violation of a citizen’s constitutional rights, a custodial death of a prisoner, an officer involved shooting, or a departmental vehicle pursuit that results in death or serious bodily injury. IIU investigations of SO’s involve witness interviews, evidence gathering, and a more rigorous review process.

If the Superintendent, or the BPC after holding a disciplinary hearing, determines that a case involving an SO is “Sustained” by a preponderance of the evidence, and there is “just cause” for discipline, the resulting disciplinary action can range from retraining, suspension without pay, demotion, up to and

including termination, depending on the evidence presented, and a review of the applicable Disciplinary Matrix criteria.

Typically the Police Superintendent reviews disciplinary cases where the potential penalty would be a five day suspension without pay or less. The BPC holds hearings on cases where the potential discipline would be a suspension of more than five days without pay, or termination. However, the BPC can choose to hear any misconduct case where the potential penalty is less than five days' suspension, as long as the Superintendent has not already rendered a decision in the case.



Limited Cases Requiring Board Action:

It's important to note that of the 33 complaints categorized as Special Orders in 2025, only 5 reached the stage of requiring a BPC hearing and potential disciplinary action. Four of those hearings were conducted, and the fifth case is pending a hearing in 2026.

The majority of the 2025 SO complaints were either unsubstantiated after an investigation, or addressed by the Superintendent for corrective action, including minor discipline (5 days suspension or less) if warranted, retraining, or other remedial measures.

Looking Forward:

The BPC recognizes the importance of analyzing complaint trends and using this information to improve departmental practices. By understanding the nature of complaints and the outcomes of investigations, the BPC can identify areas for improvement in training, policies, and procedures. This ongoing process is crucial for ensuring that the department operates with the highest level of professionalism and accountability.

Additional Considerations:

It's important to note that 2025 was the second full calendar year that the BPC reviewed complaints and trends. Analyzing complaint trends over several years will show whether complaints are increasing, decreasing, or remaining steady. The City will issue Annual Reports each year, allowing the SPD and BPC to analyze and understand the fluctuations in complaint trends moving forward.

- Multi-Year Analysis: In future reports, the Board will compare data from 2024 and 2025 with information from subsequent years to identify emerging trends and patterns.
- Benchmarking: The Board can benchmark its data against national averages or data from similar-sized jurisdictions. This provides a broader context for understanding how Springfield's complaint volume and outcomes compare to others.
- Qualitative Analysis: Supplementing quantitative data with qualitative information from focus groups, surveys, and community meetings can offer valuable insights into residents' perceptions of police conduct and their experiences with the complaint process.

By reviewing these trends, the BPC can gain a more comprehensive understanding of long-term trends related to police complaints and investigations. This analysis will be important for informing future policies, training programs, and community outreach initiatives aimed at fostering trust and accountability.

DISCIPLINARY ACTIONS

The following are the potential dispositions for disciplinary charges after hearings presented to the BPC:

1. **Sustained:** based upon a standard of the preponderance of the evidence (*more likely true than not, or 51%*), at least 3 members of the BPC must find that the alleged misconduct did occur, and did violate the law or SPD policy;
2. **Not Sustained:** based upon a standard of the preponderance of the evidence, the BPC was unable to determine whether the alleged misconduct occurred (*BPC did not find by over 50% that the misconduct occurred.*)
3. **Exonerated:** based upon a standard of the preponderance of the evidence (*more likely true than not, or 51%*), the BPC determined that the alleged misconduct did occur, but it did not violate the law or SPD policy.
4. **Unfounded:** The BPC determines, by clear and convincing evidence (*substantially more probable to be true - a higher standard of proof than the preponderance of the evidence*), that the alleged misconduct did not occur, or it did not involve the subject employee.

Data Analysis:

Below are the data on disciplinary actions taken by the BPC in Calendar year 2025.

The data reflects the number of Preliminary Investigations of Employees (PIEs) and Special Orders (SOs) conducted by either the subject officer's commanding officer or SPD Internal Investigation Unit (IIU) in

2025. It's important to note that in some cases, this data represents investigations *initiated* and does *not* reflect final outcomes or disciplinary actions taken by the Board of Police Commissioners. (Lists of the PIE's and SO's received and reviewed in 2025 are attached as Exhibit #1 and Exhibit #2 to this Report.)

Here's a breakdown of the data for the year 2025:

Total PIE's – 32¹:

6 SPD administrative complaints by supervisors, 26 Citizen's Complaints

Sustained complaints: 9 (4 resulted in discipline, 5 resulted in counseling)

Not Sustained complaints: 0

Unfounded complaints: 22

Exonerated complaints: 1

Pending complaints: 0

¹Note: Not all PIEs and SO's result in disciplinary actions: Even if a complaint is sustained, the disciplinary action could range from retraining to termination, depending on the severity of the offense.

Total SO's - 33:

26 SPD administrative complaints by supervisors, 7 Citizen's Complaints

Sustained complaints: 19 (16 resulted in discipline, 3 resulted in counseling)

Not Sustained complaints: 0

Unfounded complaints: 6

Exonerated: 2

Rescinded: 2

Pending complaints: 4 (either pending complete investigation by IIU, or BOPC hearing)

Out of all the complaints received in 2025, 5 of the SO's were referred for disciplinary hearings by the Board of Police Commissioners. Two disciplinary hearings resulted in termination (SO#25-002 and SO#25-023), one disciplinary hearing resulted in a final disposition of a 60-day suspension without pay and retraining (SO#25-001), and one disciplinary hearing resulted in a 30-day suspension without pay, a letter of reprimand and retraining (SO#25-024). One case is pending a hearing date with the Board of Police Commissioners in 2026 (SO#25-033).

It is important to note that the BPC does not directly initiate investigations. The IIU conducts investigations, and the BPC reviews the investigations sent to them for review, meets to decide whether to hold hearings on the investigations, then conducts hearings and imposes disciplinary action when necessary.

The BPC plays a vital role in ensuring accountability within the SPD by reviewing the IIU investigations sent to the BPC for review, deciding whether to conduct hearings on cases, holding disciplinary hearings,

and imposing appropriate disciplinary actions when necessary. This process is outlined in the BPC Manual, on the SPD's website at: <https://springfieldmapolice.com/board-of-police-commission-bopc/>

The BPC's commitment to fairness and due process is paramount throughout the disciplinary process. This includes:

Thorough review of investigation reports: The BPC carefully examines all evidence and findings presented to them by the IIU investigators, and then votes whether or not to hold a hearing on disciplinary charges.

Opportunity for officer response: At a disciplinary hearing, a tenured officer (who has at least one year on the job) has the right to legal counsel, to respond to the allegations and present a defense, to cross examine witnesses, and to provide any mitigating evidence before the BPC makes a final decision on disciplinary charges.

Fair and consistent decision-making: The BPC strives to ensure that disciplinary actions are imposed consistently and fairly, considering the specific circumstances of each case, and after consulting with the SPD Disciplinary Matrix for guidance.

The BPC remains committed to upholding its role in reviewing complaints, ensuring thorough investigations, and imposing fair and consistent disciplinary actions when necessary.

OUTREACH AND ENGAGEMENT

Recognizing the importance of community trust and collaboration, the BPC posted public comment periods on the Agenda of most of its public meetings, unless there was an Executive Session to discuss disciplinary matters or to hold disciplinary hearing on the agenda. Although few community members spoke at the publicly held BPC meetings, these interactions helped identify areas for improvement in police accountability, and how to submit citizen's complaints, ultimately strengthening the relationship between residents and the police department.

Public comments at the BPC's Annual Meetings are also helpful for identifying areas for SPD to improve its relationship with residents and the public.

Information about upcoming BPC meetings is located on the Springfield City Clerk's online calendar on the City of Springfield's public website, and on the BPC page of the SPD website which has links to BPC meeting information. BPC meetings are typically held on the second Wednesday of the month at 4:30pm at the SPD Police Training Facility at 299 Page Boulevard, Springfield, MA.

Springfield residents have multiple avenues to engage with the BPC, from attending monthly meetings and public events, to filing complaints, and contacting individual commissioners directly. The SPD website has information on how to contact the BPC members, including their SPD emails and cell phone numbers, and the dates when BPC meetings are scheduled.

Contacting commissioners: Residents can reach out to individual BPC members with questions or concerns, at their SPD phone numbers and SPD email addresses below:

Commissioner Albert Tranghese – 413-726-8614
Atranghese@springfieldpolice.net

Robert C. Jackson – 413-432-9641
RJackson@springfieldpolice.net

Commissioner Madeline Fernandez – 413-432-9169
Mfernandez@springfieldpolice.net

Paul Phaneuf – 413-351-5920
Pphaneuf@springfieldpolice.net

Clinton R. Harris – 413-726-8159
Crharris@springfieldpolice.net

Attendance at the BPC Annual meeting is also a useful way for the public to understand how the BPC works, how to submit feedback, and how to submit citizen complaints and compliments. Also, when new policies are being drafted, the SPD website posts them online for public comment.

This open dialogue helps identify areas for improvement in police accountability and practices, ultimately strengthening the relationship between residents, the BPC, and the Springfield Police Department.

The SPD website also has information about community outreach and engagement with members of the SPD, including lists of meetings at various community events such as C-3 meetings, Beat Management meetings, and Neighborhood Council and Civic Association meetings, on its online calendar.

See links:

<https://springfieldmapolice.com/>

<https://springfieldmapolice.com/board-of-police-commission-bopc/>

<https://springfieldmapolice.com/community-calendar/?nocache=1>

<https://springfieldmapolice.com/data-dashboard/>

Filing complaints: Members of the public can file complaints about police misconduct through the IIU's online portal or in person. More information can be found at: <https://springfieldmapolice.com/internal-investigation-unit/>. Complaint forms and information about the citizen complaint process are also available at SPD headquarters at 130 Pearl Street, Springfield, MA., and at SPD substations, Springfield courts, Springfield libraries, and the Mayor's Office at 36 Court Street, 2nd Floor, Springfield, MA. 01103.

CONCLUSION

This report has highlighted the BPC's efforts in establishing clear operating procedures, reviewing complaints, and initiating dialogue with diverse community stakeholders. However, the Board recognizes that its work is ongoing and requires continued dedication.

Looking Forward:

In the coming year, the BPC remains committed to several key priorities:

Enhancing Transparency and Accountability: The BPC will continue to refine its complaint review process, ensuring thorough investigations and fair outcomes. Additionally, the BPC will strive to

provide the public with clear and accessible information about its activities and decisions, while protecting the identities of the affected SPD employees, witnesses, and complainants.

Strengthening Community Collaboration: The BPC welcomes comments through public input sessions at its open meetings. Building trust through open communication and active listening is paramount to addressing community concerns and improving police-community relations.

Promoting Continuous Improvement: The BPC recognizes the need for ongoing evaluation and adaptation. By analyzing data, soliciting feedback from stakeholders, and embracing best practices, the Board will continuously strive to enhance its effectiveness and ensure the SPD serves the community with the highest standards of professionalism and fairness.

Oversight and Improvement Report: The BPC and the Police Superintendent, after consulting with the Compliance Evaluator, drafted an oversight and improvement report and presented it to the Mayor and the City on January 2, 2026.

The report assessed and made recommendations on: whether there are impediments to SPD's civilian complaint processes that inhibit the ability for the Springfield community to obtain accountability for misconduct; whether changes should be made to the administration or functions of the BPC to improve its efficacy in investigations, resources, and coordination with and independence from SPD; how existing civilian-police communication and accountability structures can be improved, or whether additional/different civilian or community oversight entities are necessary to provide guidance on community perspectives on SPD policies and practices and its civilian complaint processes; the BPC's communications with the community, and whether the community has sufficient access to information about the BPC's organization, complaint investigations activities, and discipline recommendation processes; and the BPC's communications with complainants to ensure they are apprised of the status of their individual complaints. This report is posted publicly on the City's website. Within 3 months of the issuance of the Report, the Mayor will determine which of the BPC's recommendations to adopt with a public explanation for adopting or not adopting each recommendation.

The BPC acknowledges that building trust takes time and consistent effort. However, the Board is confident that through transparency, accountability, and a commitment to open dialogue, a stronger and more equitable relationship between the police department and the community can be achieved. This collaborative approach is essential for ensuring the safety and well-being of all Springfield residents and the community at large.

The BPC welcomes your continued feedback and engagement as we move forward together in building a safer and more just Springfield.

Exhibit #1

2025 PIEs

Dispositions Handled by the Superintendent

PIE#	CC#	Disposition:	Dis Date:	Nature of Complaint:
25-001	25-002	Unfounded	1/28/2025	Rudeness
25-002	25-003	Unfounded	1/27/2025	Rudeness
25-003	25-006	Unfounded	4/7/2025	R&R
25-004	Admin	Sustained / written warning	1/27/2025	R&R
25-005	Admin	Sustained / written warning	1/27/2025	R&R
25-006	25-009	Unfounded	3/27/2025	Rudeness
25-007	25-011	Unfounded	4/8/2025	Rudeness
25-008	25-012	Unfounded	3/17/2025	R&R - removed doorbell camera
"	"	"	"	"
25-009	25-015	Unfounded	3/27/2025	Long wait at the station
25-010	25-017	Unfounded	6/2/2025	Rudeness
25-011	Admin	Sustained/30-day road job suspension	6/17/2025	Alleges officer sat in car on extra job
25-012	25-025	Unfounded	4/30/2025	Alleges dispute over car ownership
25-013	25-028	Unfounded	5/8/2025	Lack of information on report
25-014	Admin	Sustained/Counseling (non-disc.)	6/17/2025	R&R
25-015	25-032	Unfounded	5/19/2025	R&R-alleges inaction following call for service
25-016	25-034	Unfounded	5/12/2025	Rudeness
25-017	25-037	Unfounded	7/23/2025	Rudeness
25-018	25-038	Unfounded	6/17/2025	Rudeness
25-019	25-039	Unfounded	6/27/2025	Issue with vehicle accident report
25-020	25-044	Unfounded	7/29/2025	Issue with patient at hospital
"	"	Unfounded	"	"
"	"	Exonerated	"	"
25-021	Admin	Sustained / letter of consultation (non-disc.)	9/8/2025	R&R during extra detail road jobs

Exhibit #1

PIE#	CC#	Disposition:	Disc Date:	Nature of Complaint:
25-022	Admin	Unfounded	9/2/2025	Policy (civilian employee)
25-023	25-047	Unfounded	8/20/2025	Rudeness
25-024	25-052	Unfounded	9/2/2025	Issue with arrest in 2024
"	"	"	"	"
25-025	25-053	Sustained / Counseling (non-disc.)	8/18/2025	Alleges rudeness
"	"	"	"	"
25-026	25-054	Unfounded	9/23/2025	Rudeness
"	"	"	"	"
25-027	25-055	Unfounded	10/8/2025	Alleges rudeness and wrongful tow of motorcycle
25-028	25-060	Sustained / Consultation (non-disc.)	12/4/2025	Alleges rudeness/unhelpful conducting traffic
25-029	25-069	Unfounded	11/5/2025	Rudeness
25-030	25-074	Sustained / written warning	11/5/2025	Alleges rudeness and tow of car
25-031	25-077	Exonerated	12/15/2025	Alleges rudeness
25-032	25-084	Sustained / Letter of Counsel (non-disc.)	1/6/2026	Alleges failure to take report

Exhibit #2

2025 SO

Hearings by the Board of Police Commissioners

SO#	CC#	Submitted:	Disposition:	Nature of Complaint
SO#25-001	Admin	1/27/2025	Sustained/60-day suspension and retraining	R&R/Admin
SO#25-002	Admin	3/10/2025	Sustained/Terminated	R&R/Admin
SO#25-023	Admin	12/8/2025	Sustained / Terminated	Policy/Admin
SO#25-024	25-062	12/23/2025	Sustained / 30-day suspension / Letter of Reprimand / Retraining	Policy/Citizen Complaint
SO#25-033	Admin		*Pending*	R&R/Conduct

Exhibit #2

2025 SO

Dispositions Handled by the Superintendent

SO#	CC#	Submitted:	Disposition:	Nature of Complaint
SO#25-003	25-023	4/28/2025	Unfounded	Use of Force/CC
SO#25-004	Admin	7/7/2025	Sustained/2-day suspension	Policy/Admin
"	"	"	Sustained/2-day suspension	"
SO#25-005	Admin	N/A	*Rescinded 4/18/2025	R&R/Admin
SO#25-006	Admin	5/13/2025	Unfounded	R&R/Admin
SO#25-007	Admin	6/12/2025	Sustained/Written Warning/Retraining	Policy/Admin
SO#25-008	Admin	8/18/2025	Sustained / Letter of counseling	Policy/Admin
SO#25-009	25-035	7/2/2025	Sustained/Letter of Counseling	R&R
"	"	"	Unfounded	R&R
SO#25-010	Admin	6/9/2025	Sustained/written warning	R&R/Admin
SO#25-011	Admin	9/8/2025	Sustained / Written reprimand/Retraining/Immediate Transfer	Policy/Admin
SO#25-012	Admin	9/10/2025	Unfounded	Policy/Admin
SO#25-013	Admin	9/4/2025	Sustained/Written warning	R&R/Admin
SO#25-014	25-048	9/19/2025	Unfounded	Conduct
SO#25-015	25-049	8/13/2025	Unfounded on UOF, Sustained on UOF Reporting and BWC/Written warning & written Rep	Use of Force
SO#25-016	Admin	10/28/2025	Unfounded	Conduct
SO#25-017	Admin	11/14/2025	Sustained/Written reprimand / removal of 4 1/2 hours of BOT	Policy/Admin
SO#25-018	Admin	9/25/2025	Sustained/Written warning	Policy/Admin
SO#25-019	Admin	12/4/2025	Sustained / Written Reprimand / Written Warning	Policy/Admin
SO#25-020	Admin	11/20/2025	Sustained/ No further discipline warranted	Policy/Admin
SO#25-021	25-021	12/5/2025	Unfounded	Use of Force/CC
"	"	"	"	"

Exhibit #2

SO#	CC#	Submitted:	Disposition:	Nature of Complaint
SO#25-022	Admin	12/24/2025	Sustained / Retraining	Policy/Admin
"	"	"	Sustained / one-day suspension	"
SO#25-025	Admin	12/11/2025	Sustained / Written warnings (3 violations)	Policy / Admin
"	"	"	Sustained / Written warning (1 violation)	"
"	"	"	Sustained / Written warning (2 violations) Written Reprimand (1 violation)	"
"	"	"	Sustained / Written warning (1 violation)	"
"	"	"	Sustained / Written warning (1 violation)	"
"	"	"	Sustained / Written warning (1 violation)	"
"	"	"	Sustained / Written warnings (2 violations)	"
"	"	"	Sustained / Written warnings (3 violations)	"
"	"	"	Sustained / Written warnings (2 violations) Written Reprimand (1 violation)	"
"	"	"	Unfounded	"
SO#25-026	Admin	*Rescinded 1/21/26	*Rescinded 1/21/26 and reassigned to Human Resources	Policy/Admin
SO#25-027	Admin	1/8/2026	Sustained / Written warning / counseling	Conduct
SO#25-028	Admin		*Pending*	Off-duty arrest
SO#25-029	Admin	2/2/2026	Exonerated	Policy/Admin
SO#25-030	25-082	1/16/2026	Exonerated / Unfounded	Conduct
SO#25-031	Admin		*Pending*	Conduct
SO#25-032	Admin		*Pending*	Use of Force