



PAX 501



LeRoy Martin, *Superintendent of Police*

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In recent weeks erroneous and misleading information has circulated through the Department as the result of an FOP union newsletter item which stated that it has become commonplace for discipline to be raised without regard to facts or circumstances of the investigation itself.

I make a point of reviewing each and every case that is forwarded to my office by the Internal Affairs Division and I have, on occasions raised or lowered the recommended number of days. I had the IAD do a survey to see just how many disciplinary penalties were raised from the recommended action.

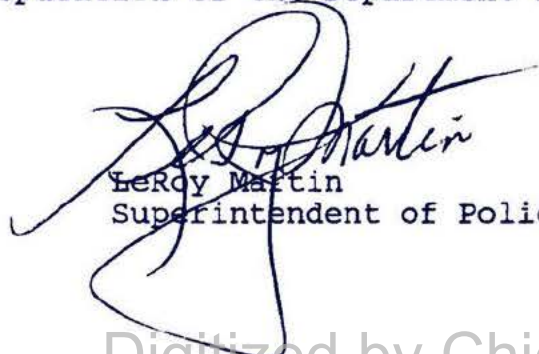
The survey shows that in the 1989 (January 1 through November 16th) I changed one-hundred and ten (110) recommendations for disciplinary actions involving sworn and civilian personnel:

- SWORN: 42 were increased
 53 were DECREASED

- CIVILIAN: 4 were increased
 11 were DECREASED

The Internal Affairs Division is also attempting to move forward on hearings in a more timely fashion. In 1989, 626 sworn members requested hearings. Of these, 498 were heard through November 16th. In comparison, in 1988, IAD received 402 request for hearings with 368 heard. On many occasions, the accused member request a hearing, but then chooses not to appear.

It is my responsibility to administer the disciplinary process fairly and impartially and I will make the punishment consistent for each violation. It is not an easy task. Nevertheless the rights of each accused person, the safety of the public and the image and reputation of the Department must all be taken into consideration.



LeRoy Martin
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