



Chattanooga Police Department

INTERNAL AFFAIRS



2023 Annual Report

Office of Internal Affairs

Submitted by Major Jones and Lt. Kilgore¹

The Chattanooga Police Department Office of Internal Affairs is aligned under the Professional Standards Division and is responsible for investigating all allegations of Class I employee misconduct from any source, outside or inside the Department including third-party and anonymous complaints. The Office of Internal Affairs is also responsible for maintaining all Department records of complaints and related investigative records. The Office of Internal Affairs is currently staffed with one Lieutenant, five Sergeants, one Senior Administrative Assistant, and one Data Analyst for a total staff of 8. Internal Affairs operates Monday-Friday from 0830-1630 hours, with a 24/7 call out procedure.

The Office of Internal Affairs is located at 100 East 11th Street in the City Hall Annex Building, Suite 302.

The data listed below encompasses multiple 'Incident Types' within the IAPro Software. The 'Citizen Complaint' incident type reflects complaints received from an external source. The 'IA' and 'COC' incident type reflects investigations initiated from information received within the agency. Police vehicle crashes were investigated under the 'COC Investigation' incident type. All Use of Force reports reviewed by the authoring officer's chain of command, and deemed to be outside the scope of agency policy, were further investigated by OIA under the 'IA Investigation' incident type. All 'Firearm Discharge – OIS' incident types were investigated by OIA, but retained the FD-OIS incident type. Investigations of the 'Citizen Complaint' incident type were either investigated by OIA or the subject officer's COC, depending on the class of allegation. Citizen complaints that were closed as Non-Formalized were still investigated. However, evidence was revealed that supported a clear lack of veracity for the allegations put forth. Those cases / investigations were also reviewed on multiple levels prior to the determination to close as NF.

In 2020, the creation of PARC, Police Action Review Committee, assisted with reviewing the cases (formalized and non-formalized). A new law in 2023 went into effect outlining the creation, implementation, and restraints of any citizen review committee within the state of Tennessee. This new law required a 2/3 vote from the elected officials governing the municipality or county to establish any law enforcement review committee. A resolution was proposed in 2023, with some modifications to fall within the guidelines of the new law, to city

¹ All data analytics, charts, tables and explanations of findings produced by Kyle Irwin (Data Analyst in Internal Affairs).



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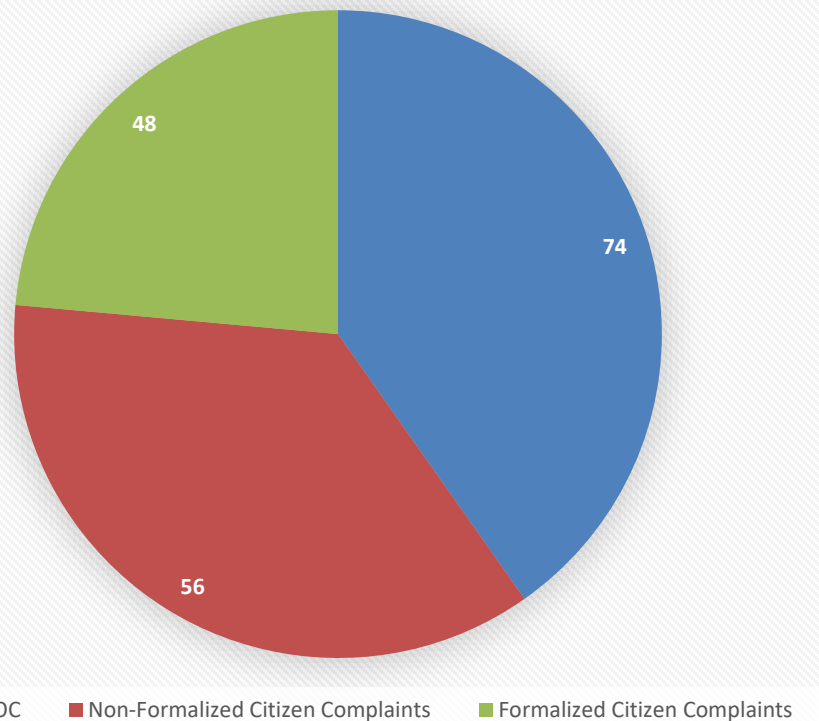


council to continue PARC. That resolution did not receive the 2/3 vote from the council and ultimately dissolved PARC.

Table 1: *Summary of Complaints for 2023*

<u>All Formalized Cases</u>	
Formalized Citizen Complaints	48
IA and COC Investigations	74
Total	122
<u>All Non-Formalized Cases</u>	
Non-Formal Citizen Complaints	56
ALL TOTAL 2023 Cases	178

2023 Annual Report Including All Assigned Cases





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Expanded Summary

**Table 2: 2023 Annual Report Including:
Formalized Investigations by Assignment**
**Excluding Non-Formalized Citizen Complaints*

	Pending	Sustained	Not Sustained	Unfounded	Exonerated	Admin Closed	
IA Cases							
IA Investigations	1	2	1	0	0	0	4
Fact Finding	2	3	0	0	1	0	6
Firearm Discharge - OIS	4	0	0	0	1	0	5
Firearm Discharge - Unintentional	0	3	0	0	0	0	3
Inquiry/Referral	7	26	3	4	1	1	42
All Other Cases							
COC Investigations	0	12	1	1	0	0	14
Citizen Complaints	5	20	5	16	2	0	48
Total	19	66	10	21	5	1	122

A. Discussing Table 2:

Table 2 displayed types of investigations and dispositions regarding the total number of formalized cases in 2023 (122). The total number of cases in 2022 was 111, as such, the total increased 9.91% in one year. Over the last several years the number of formalized cases has fluctuated over time. In 2020 there were 103 cases, 2021 had 131, 111 in 2022 and 122 in 2023.

B. Explaining Types of Cases and Dispositions:

The first two charts break down findings in Table 2. The first shows different types of investigations. Findings indicated that in 2023 Citizen Complaints (39%) and Inquiry/Referral (34%) represent the highest percentages of all investigations. In comparison, in 2022 Citizen Complaints were 37% and Inquiry/Referral were only 4%.² As such, in 2023 Citizen Complaints increased slightly but Inquiry/Referral cases increased by 30%. The number of COC's also decreased. In 2022 there were 38%

² Current findings in 2022 slightly differ from the 2022 Annual Report due to incomplete cases when the report was submitted.



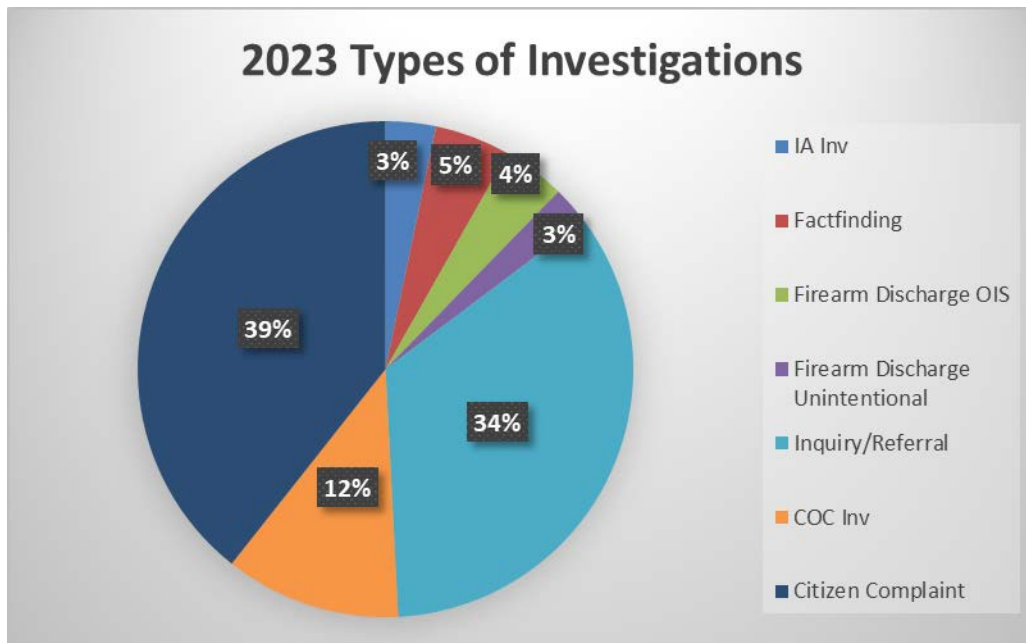
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and in 2023 12% of the cases were COC. IA investigations declined as well (from 15% to 3%).

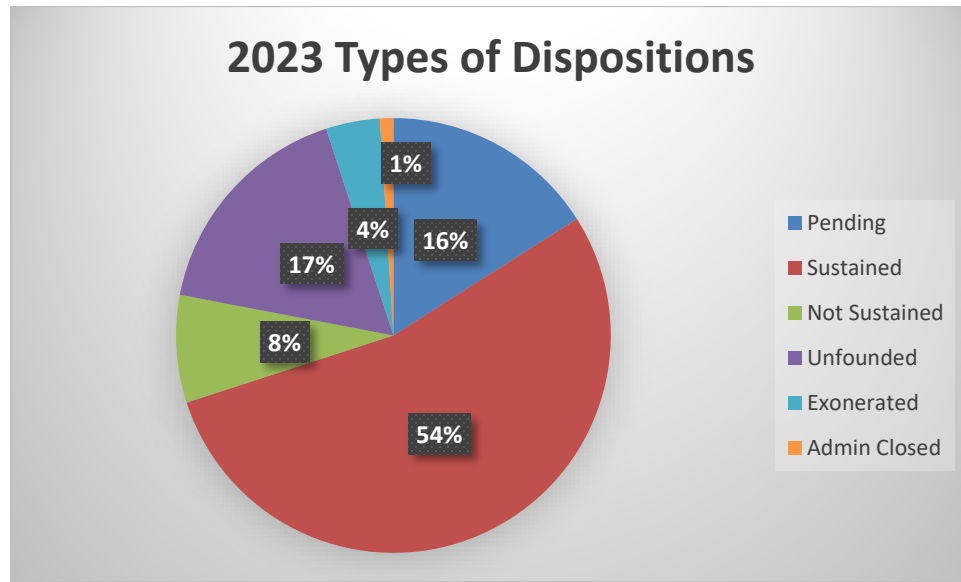
The second chart breaks down the dispositoins. In 2023, the highest percentage of completed cases were Sustained (54%). This is consistent with findings recently reviewed in 2022, where 51% of the completed cases were Sustained (these include cases sustained via “Counseling”). The 2023 findings also show that 21 cases were Unfounded (or 17%) compared to 2022 where 19% were Unfounded. In general, the findings are relatively consistent over the last two years.





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C. Explaining Findings of Inquiry/referral, COC, and Citizen Complaints:

Inquiry/referral Cases – In 2023 64% of the cases were Sustained which is, by far, the largest percentage of dispositions. In 2022, 53% of the IA cases were sustained along with 54% in 2021, and 50% in 2020. In general, these findings indicate that most cases are Sustained and the outcome is some form of action taken to the involved officer.

COC Cases – The findings indicate that 84% of COC cases were Sustained. In 2022 the percentage was 82, which is very consistent with the findings in 2023. The percentages in 2021 and 2020 were somewhat lower (66% and 62% respectively) but remain very high compared to other forms of Dispositions.

Citizen Complaints Cases – Findings in 2023 show that 40% were Sustained which is relatively higher than the past. In 2022 29% were Sustained and in 2021 and 2020 they were 26% and 20% respectively. In terms of Unfounded cases, 33% were found in 2023. This percentage was higher in 2022 (58%), 2021 (36%) and 2020 (45%).

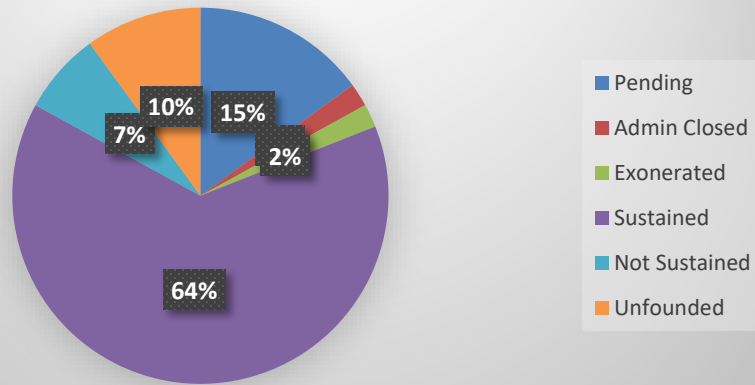


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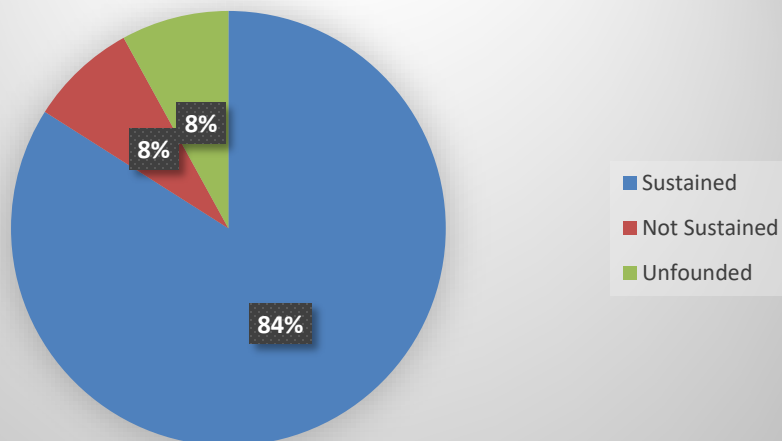
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2023 Inquiry/referral Cases by Disposition



2023 COC Cases by Disposition



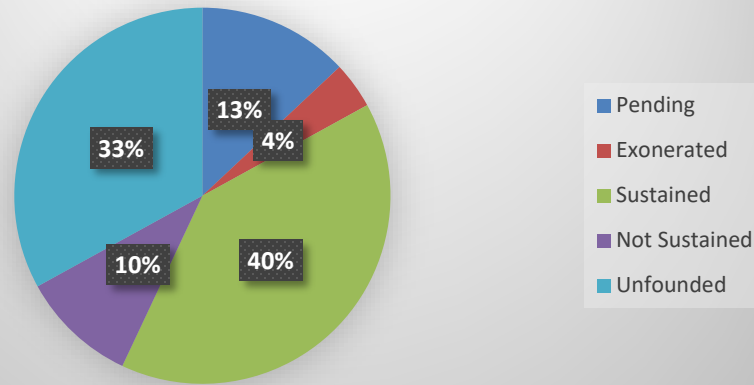


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2023 Citizen Complaint Cases by Disposition



D. Differences and Consistencies Over Time:

IA Investigations Quarterly – Findings in the first chart show some inconsistency. The last quarter (October – December) holds the highest percentage in 2023 (66%), but the percentage was relatively low in 2022 (6%). In the first quarter (January – March), 2023 (33%) and 2022 (47%) were more consistent but not stable. The findings in Table 2, in part, explain these inconsistent results. Internal Affairs is labeling many investigations as Inquiry/Referral and IA have decreased in this labeling.

COC Investigations Quarterly – Investigations in 2023 occurred most frequently in the second quarter (April – June). Here, 60% occurred and in 2022, over 40% in the second quarter. In the first quarter (January – March), 46% of cases were in 2023 and 32% in 2022.

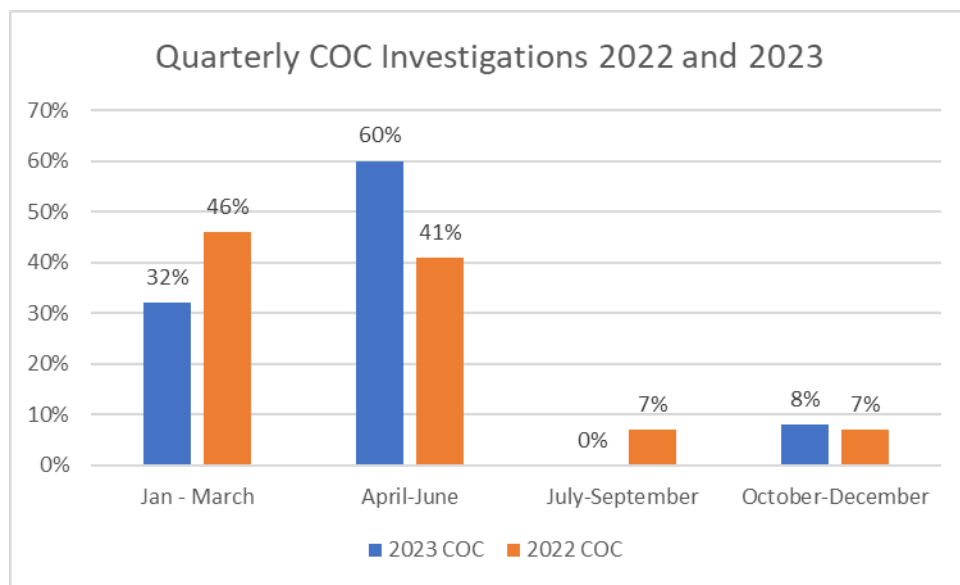
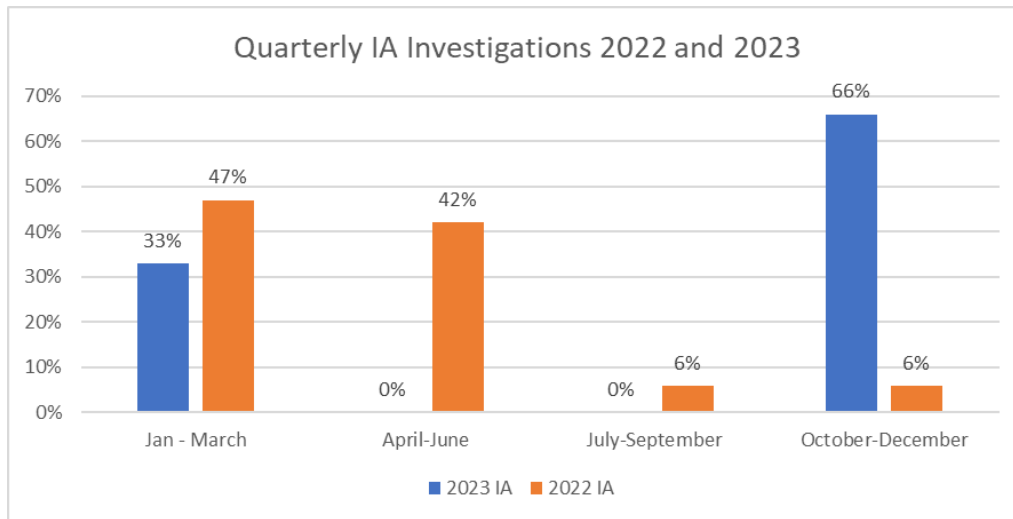
Citizen Complaints Investigations Quarterly – In 2023 the highest percentage of investigations occurred in the first quarter (38%). In 2022, investigations centered on Citizen Complaints occurred most frequently in the first quarter as well (41%).

Inquiry/Referral Investigations Quarterly – In 2023 the highest percentage of investigations (32%) was in the second quarter (April - June). In 2022, 40% of investigations occurred in the third quarter (July – September). The lowest percentage of investigations in both 2022 and 2023 were in the first quarter (January – March).



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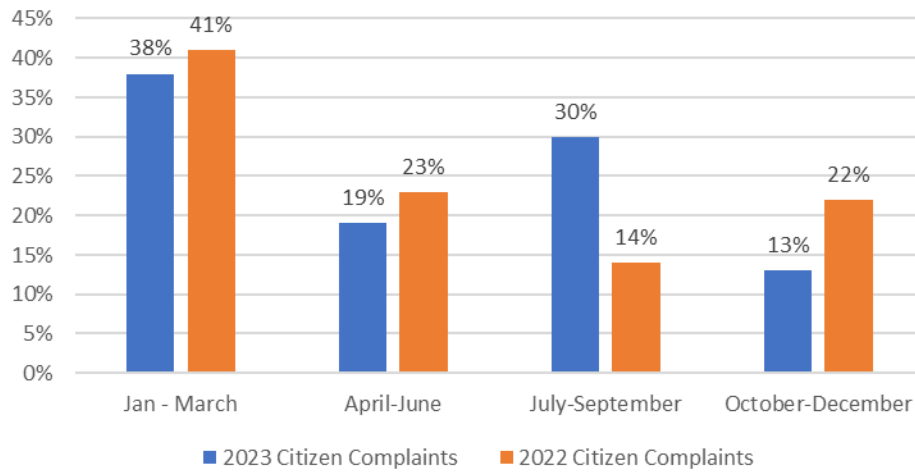


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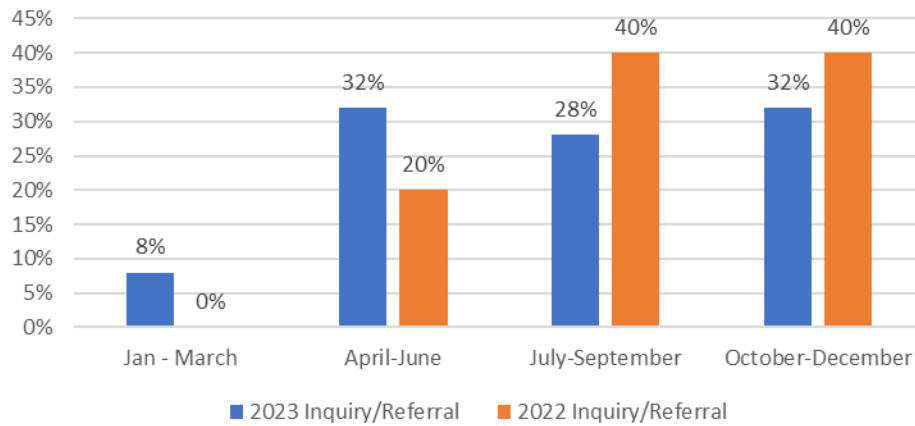
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Quarterly Citizen Complaints 2022 and 2023



Quarterly Inquiry/Referral Investigations 2022 and 2023





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TABLE 3: 2023 Imposed Discipline

	Inq/Ref	IA	COC	Citizen Complaint	Fact Find	FDS – Unintentional	Total
Termination	0	0	0	1	0	0	1
Demotion	0	0	0	0	2	0	2
Suspension (hours)	0	0	20	0	0	120	140
Letter of Reprimand	6	2	1	1	0	0	10
Resigned Under Invest	4	0	0	4	3	0	11
Counseling	7	0	6	5	0	0	18
Corrective Coaching	16	0	3	12	0	0	31

E. Discipline

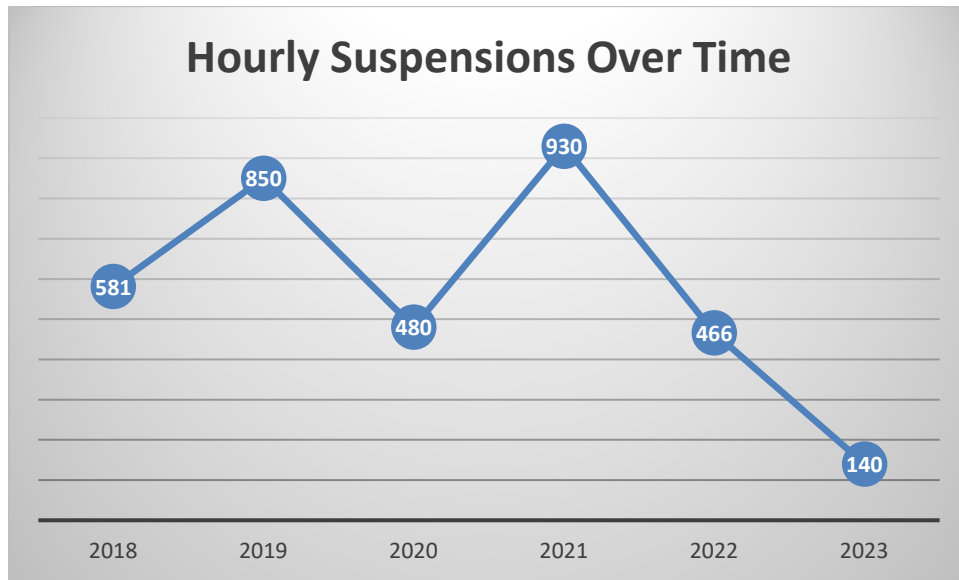
Findings in Table 3 – In 2023 there was one Termination, two Demotions, 140 Suspension hours, 10 Letters of Reprimand, 11 Resignations, 18 Counseling, and 31 Corrective Coaching.

Hourly Suspensions – The chart below (pg. 11) shows the number of suspensions peaked in 2021 and 2019 (930 and 850 respectively). In 2018, 2020, 2022, and 2023 the totals were under 600 hours. Yet, 2023 shows the lowest number of hourly suspensions (120) over this six-year period. Of course, this number may change when all 2023 cases are completed.



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Counseling Over Time – In comparison to suspensions, the amount of counseling has shown an increase over the most recent two years (see the chart below). In 2018 – 2021 there were either 9 or 10 instances of counseling but 2022 and 2023 trended upward (12 and 18 respectively).



Number of Suspensions and Number of Counseling – The third chart (pg. 12) shows the *number* (not the hours) of cases where an individual received a suspension from 2018 – 2023. In addition, the number of times a person received counseling was also included as a comparison. In terms of suspensions, the numbers have fluctuated over time. The highest number was found in 2019 and the lowest in 2023, and

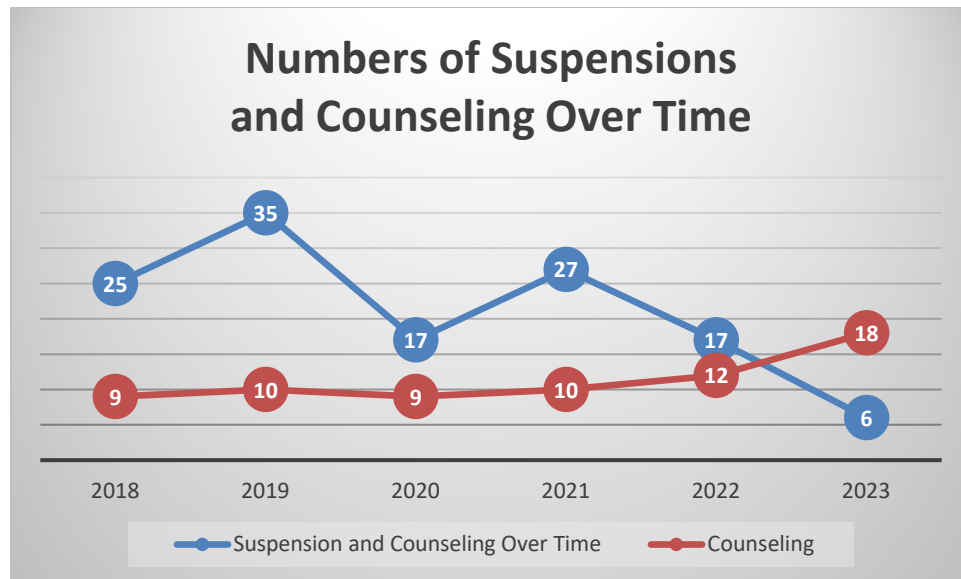


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in 2023 for the first time the two measures intersected where there were more instances of counseling than suspensions.



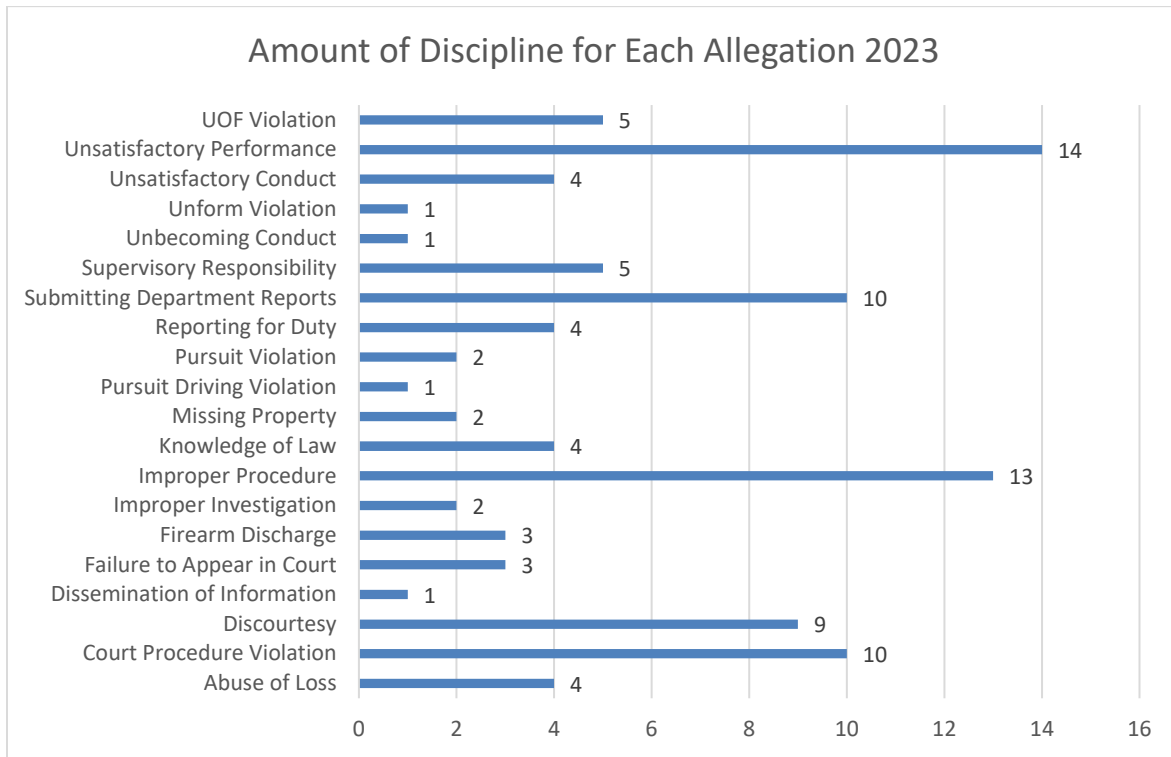
F. Discipline and Allegations

Findings displayed in the chart below showed that, when an Officer received some form of discipline, the most common allegation was Unsatisfactory Performance (14), and the second was Improper Procedure (13). More specifically, among those alleged of Unsatisfactory Performance, only one Officer received a suspension, but others were instead given counseling or coaching. In terms of Improper Procedure, none received a suspension but instead a letter of reprimand, counseling, or coaching. In general, the most common result of a sustained allegation was Corrective Coaching (48%), and Counseling was relatively common (29%).



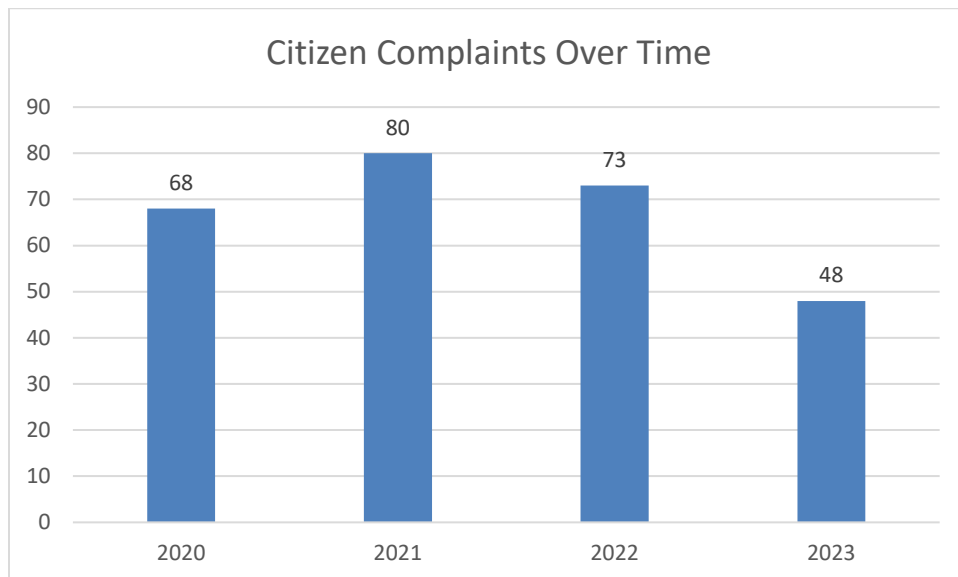
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G. Citizen Complaints and Allegations

The three charts below addressed Citizen Complaints over time along with Allegations associated with this type of incident. Findings show that the number of Citizen Complaints decreased. In 2023 it was 48, but in 2022 it was 73 (a 34% decrease).



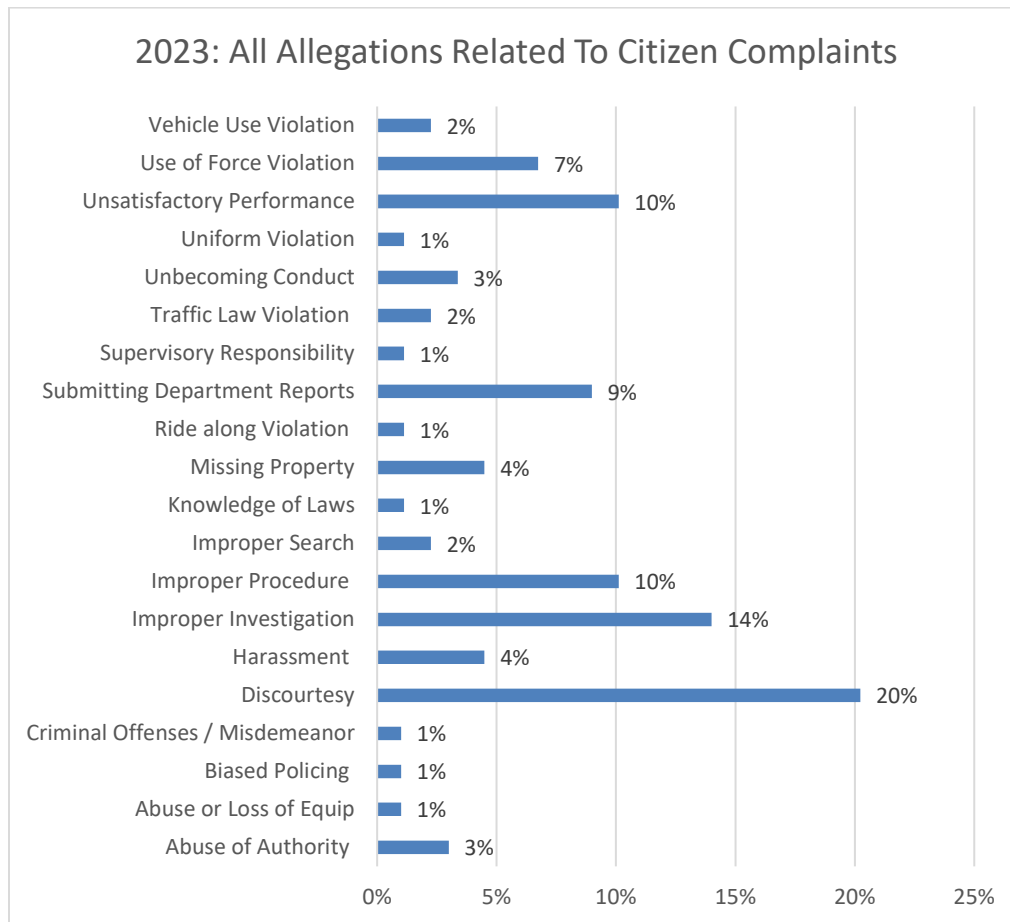


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Allegations Stemming from Citizen Complaints – Findings below clearly show that Discourtesy was the highest percentage of all allegations (20%) in 2023. The chart on pg. 15 shows the most common forms of allegations over time and indicates that Discourtesy was the strongest percentage in 2020 (25%) and 2021 (29%), and 2023 (20%).





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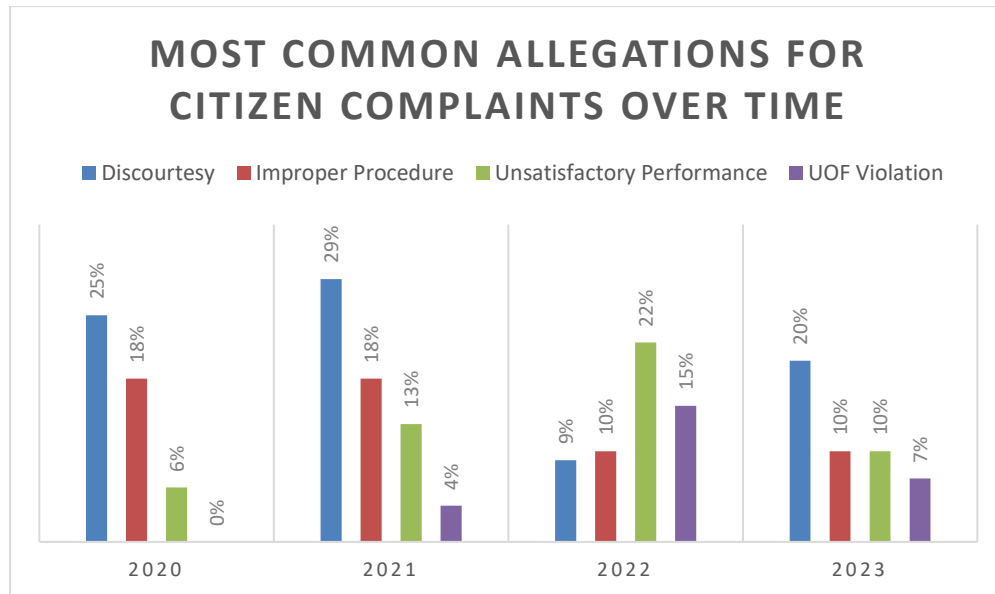


Table 4: Assignment of Cases for Internal Affairs Personnel (2023):

	Formalized Cases	Non- Formalized	Total
Sgt. Barnes	9	8	17
Sgt. Blackwell	7	9	16
Sgt. Stokes	17	14	31
Sgt. Taylor	0	1	1
Sgt. Trussell	5	11	16
Sgt. Willoughby	21	13	34

H. IA Personnel:

In 2023, the total number of Formalized Cases investigated by IA sworn employees was 59. In 2022 the total was 36. Non-Formalized cases in 2023 were 56 and in 2022 the total was 59.



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Appendix

Allegations and Findings by Incident Type (2023 cases)

Incident received date between Jan 01, 2023 - Dec 31, 2023

Incident Type	Allegation	Findings	Case Number
Citizen Complaint			
	Unsatisfactory Performance (Class II, Category B)	Not Sustained	2023-001
	Firearm Discharge Level 2 (Class I, Category G)	Exonerated	2023-002
	Unsatisfactory Performance (Class II, Category B)	Sustained	2023-003
	Ride along Violation (Class II, Category A)	Sustained	2023-010
	Discourtesy (Class II, Category A)	Unfounded	2023-011
	Discourtesy (Class II, Category A)	Unfounded	2023-012
	Unsatisfactory Performance (Class II, Category B)	Sustained	2023-014
	Improper Investigation (Class II, Category D)		2023-015
	Discourtesy (Class II, Category A)	Sustained	2023-016
	Abuse or Loss of Equipment (Class II, Category B)	Sustained	2023-017
	Traffic Law Violation (Class II, Category A)	Not Sustained	2023-018
	Treatment of Prisoners (Class I, Category E)	Exonerated	2023-019
	Missing Property / Evidence (Class I, Category E)	Unfounded	2023-019
	Submitting Department Reports (Class II, Category A)	Exonerated	2023-019
	Submitting Department Reports (Class II, Category A)	Exonerated	2023-019
	Discourtesy (Class II, Category A)	Unfounded	2023-020
	Harassment (Class II, Category D)	Unfounded	2023-021
	Harassment (Class II, Category D)	Unfounded	2023-021
	Missing Property / Evidence (Class I, Category E)	Unfounded	2023-021
	Missing Property / Evidence (Class I, Category E)	Unfounded	2023-021
	Missing Property / Evidence (Class I, Category E)	Unfounded	2023-021
	Improper Procedure (Class II, Category B)	Not Sustained	2023-021
	Improper Procedure (Class II, Category B)	Sustained	2023-021
	Improper Procedure (Class II, Category B)	Resigned Under Inv	2023-021
	Biased Policing (Class I, Category G)	Unfounded	2023-028
	Unsatisfactory Performance (Class II, Category B)	Unfounded	2023-028
	Use of Force Violation / No Injury / Improper Application (Class I, Category E)	Not Sustained	2023-030
	Submitting Department Reports (Class II, Category A)	Sustained	2023-030
	Discourtesy (Class II, Category A)	Unfounded	2023-034



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Improper Investigation (Class II, Category D)	Unfounded	2023-034
Harassment (Class II, Category D)	Unfounded	2023-038
Improper Search (Class II, Category C)	Unfounded	2023-038
Discourtesy (Class II, Category A)	Unfounded	2023-043
Unbecoming Conduct (Class I, Category G)	Resigned Under Inv	2023-049
Submitting Department Reports (Class II, Category A)	Unfounded	2023-051
Improper Investigation (Class II, Category D)	Unfounded	2023-051
Submitting Department Reports (Class II, Category A)	Sustained	2023-051
Improper Investigation (Class II, Category D)	Unfounded	2023-051
Improper Investigation (Class II, Category D)	Unfounded	2023-053
Discourtesy (Class II, Category A)	Not Sustained	2023-059
Improper Procedure (Class II, Category B)	Sustained	2023-059
Improper Investigation (Class II, Category D)	Not Sustained	2023-061
Supervisory Responsibility (Class II, Category B)	Unfounded	2023-061
Unbecoming Conduct (Class I, Category G)	Sustained	2023-063
Unbecoming Conduct (Class I, Category G)	Resigned Under Inv	2023-063
Unsatisfactory Performance (Class II, Category B)	Unfounded	2023-066
Improper Investigation (Class II, Category D)	Unfounded	2023-067
Submitting Department Reports (Class II, Category A)	Sustained	2023-069
Use of Force Violation / No Injury / Improper Application (Class I, Category E)	Unfounded	2023-069
Use of Force Violation / No Injury / Improper Application (Class I, Category E)	Exonerated	2023-071
Unsatisfactory Performance (Class II, Category B)	Sustained	2023-071
Discourtesy (Class II, Category A)	Unfounded	2023-074
Unsatisfactory Performance (Class II, Category B)	Unfounded	2023-074
Discourtesy (Class II, Category A)	Unfounded	2023-074
Unsatisfactory Performance (Class II, Category B)	Sustained	2023-074
Improper Procedure (Class II, Category B)	Unfounded	2023-076
Improper Search (Class II, Category C)	Unfounded	2023-076
Uniform Violation (Class II, Category A)	Sustained	2023-076
Traffic Law Violation (Class II, Category A)	Not Sustained	2023-077
Improper Investigation (Class II, Category D)	Not Sustained	2023-078
Discourtesy (Class II, Category A)	Not Sustained	2023-082
Submitting Department Reports (Class II, Category A)	Sustained	2023-082
Unsatisfactory Performance (Class II, Category B)	Not Sustained	2023-082
Discourtesy (Class II, Category A)	Sustained	2023-084
Discourtesy (Class II, Category A)	Sustained	2023-085
Submitting Department Reports (Class II, Category A)	Sustained	2023-085
Improper Procedure (Class II, Category B)	Sustained	2023-085
Improper Investigation (Class II, Category D)	Unfounded	2023-086
Abuse of Authority (Class I, Category E)	Unfounded	2023-087
Abuse of Authority (Class I, Category E)	Unfounded	2023-087
Abuse of Authority (Class I, Category E)	Unfounded	2023-087



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Use of Force Violation / No Injury / Improper Application (Class I, Category E)	Unfounded	2023-087
Use of Force Violation / No Injury / Improper Application (Class I, Category E)	Unfounded	2023-087
Use of Force Violation / No Injury / Improper Application (Class I, Category E)	Unfounded	2023-087
Improper Investigation (Class II, Category D)	Unfounded	2023-089
Improper Procedure (Class II, Category B)	Unfounded	2023-092
Improper Procedure (Class II, Category B)	Unfounded	2023-092
Improper Procedure (Class II, Category B)	Unfounded	2023-092
Discourtesy (Class II, Category A)	Unfounded	2023-094
Knowledge of Laws and Regulations (Class II, Category A)		2023-096
Discourtesy (Class II, Category A)	Unfounded	2023-103
Vehicle Use Violation (Class II, Category A)		2023-111
Vehicle Use Violation (Class II, Category A)		2023-111
Harassment (Class II, Category D)		2023-113
Discourtesy (Class II, Category A)	Unfounded	2023-117
Unsatisfactory Performance (Class II, Category D)	Sustained	2023-117
Improper Investigation (Class II, Category D)		2023-118
Improper Investigation (Class II, Category D)		2023-118
Criminal Offenses / Misdemeanor / Class B and Lower (Class I, Category G)	Resigned Under Inv	2023-121

COC Investigation

Improper Procedure (Class II, Category B)	Sustained	2023-022
Dissemination of Information (Class II, Category D)	Sustained	2023-027
Pursuit Violation (Class II, Category C)	Sustained	2023-029
Improper Procedure (Class II, Category B)	Sustained	2023-031
Unsatisfactory Performance (Class II, Category B)	Sustained	2023-032
Unsatisfactory Conduct (Class II, Category D)	Sustained	2023-032
Pursuit Violation (Class II, Category C)	Not Sustained	2023-033
Abuse or Loss of Equipment (Class II, Category B)	Sustained	2023-035
Abuse or Loss of Equipment (Class II, Category B)	Sustained	2023-036
Improper Procedure (Class II, Category B)	Sustained	2023-046
Submitting Department Reports (Class II, Category A)	Sustained	2023-047
Improper Procedure (Class II, Category B)		2023-068
Pursuit Driving Violation (Class II, Category D)	Not Sustained	2023-097
Pursuit Violation (Class II, Category C)	Sustained	2023-097
Pursuit Violation (Class II, Category C)	Unfounded	2023-098

Fact Finding



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Unsatisfactory Conduct (Class II, Category D)	Sustained	2023-025
Untruthfulness (Class I, Category H)	Resigned Under Inv	2023-026
Reporting for Duty (Class II, Category A)	Resigned Under Inv	2023-026
Unsatisfactory Conduct (Class II, Category D)	Resigned Under Inv	2023-048
Unsatisfactory Conduct (Class II, Category D)	Sustained	2023-050
		2023-050
Use of Force Violation / No Injury / Improper Application (Class I, Category E)	Exonerated	2023-112
		2023-114

Firearm Discharge – Unintentional

Firearms Discharge Level 1 (Class I, Category E)	Sustained	2023-007
Firearms Discharge Level 1 (Class I, Category E)	Sustained	2023-064
Firearms Discharge Level 1 (Class I, Category E)	Sustained	2023-122

Firearm Discharge – OIS

Use of Force Violation - Injury / Deadly Force (Class I, Category H)		2023-004
Use of Force Violation - Injury / Deadly Force (Class I, Category H)		2023-040
Use of Force Violation - Injury / Deadly Force (Class I, Category H)	Exonerated	2023-056
Use of Force Violation - Injury / Deadly Force (Class I, Category H)		2023-081
Use of Force Violation - Injury / Deadly Force (Class I, Category H)		2023-081
Use of Force Violation - Injury / Deadly Force (Class I, Category H)		2023-081
Use of Force Violation - Injury / Deadly Force (Class I, Category H)		2023-095
Use of Force Violation - Injury / Deadly Force (Class I, Category H)		2023-095
Use of Force Violation - Injury / Deadly Force (Class I, Category H)		2023-095
Use of Force Violation - Injury / Deadly Force (Class I, Category H)		2023-095

IA Investigation

Supervisory Responsibility (Class II, Category B)	Unfounded	2023-039
Use of Force Violation / No Injury / Improper Application (Class I, Category E)	Not Sustained	2023-039
Unsatisfactory Performance (Class II, Category B)	Sustained	2023-039
Use of Force Violation / No Injury / Improper Application (Class I, Category E)	Sustained	2023-100
Use of Force Violation / No Injury / Improper Application (Class I, Category E)		2023-115

Inquiry/referral

Court Procedure Violation (Class II, Category A)	Sustained	2023-005
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Unsatisfactory Conduct (Class II, Category D)	Unfounded	2023-006
Court Procedure Violation (Class II, Category A)	Sustained	2023-009
Unsatisfactory Conduct (Class II, Category D)	Not Sustained	2023-013
Failure to Appear in Court (Class II, Category C)	Sustained	2023-023
Reporting for Duty (Class II, Category A)	Sustained	2023-024
Unsatisfactory Performance (Class II, Category B)	Sustained	2023-024
Supervisory Responsibility (Class II, Category B)	Sustained	2023-024
Submitting Department Reports (Class II, Category A)	Not Sustained	2023-037
Unsatisfactory Performance (Class II, Category B)	Sustained	2023-037
Alcohol Offense (Class I, Category F)	Unfounded	2023-041
Court Procedure Violation (Class II, Category A)	Sustained	2023-042
Court Procedure Violation (Class II, Category A)	Not Sustained	2023-044
Court Procedure Violation (Class II, Category A)	Sustained	2023-045
Respect Between Ranks (Class II, Category A)	Unfounded	2023-052
Insubordination Level 2 (Class II, Category D)	Unfounded	2023-054
Unsatisfactory Performance (Class II, Category B)	Sustained	2023-055
Discourtesy (Class II, Category A)	Unfounded	2023-055
Improper Investigation (Class II, Category D)	Unfounded	2023-055
Unsatisfactory Performance (Class II, Category B)	Not Sustained	2023-057
Unsatisfactory Performance (Class II, Category B)	Sustained	2023-057
Unsatisfactory Performance (Class II, Category B)	Not Sustained	2023-057
Missing Property / Evidence (Class I, Category E)	Sustained	2023-058
Improper Procedure (Class II, Category B)	Exonerated	2023-060
Respect Between Ranks (Class II, Category A)	Exonerated	2023-060
Submitting Department Reports (Class II, Category A)	Exonerated	2023-060
Unsatisfactory Conduct (Class II, Category D)	Exonerated	2023-060
Improper Procedure (Class II, Category B)	Sustained	2023-060
Failure to Appear in Court (Class II, Category C)	Sustained	2023-062
Submitting Department Reports (Class II, Category A)	Sustained	2023-065
Submitting Department Reports (Class II, Category A)	Sustained	2023-065
Unsatisfactory Performance (Class II, Category B)	Sustained	2023-070
	Resigned Under Inv	2023-072
Knowledge of Laws and Regulations (Class II, Category A)	Sustained	2023-072
		2023-072
		2023-073
		2023-073
Knowledge of Laws and Regulations (Class II, Category A)	Sustained	2023-075
Knowledge of Laws and Regulations (Class II, Category A)	Sustained	2023-075
Knowledge of Laws and Regulations (Class II, Category A)	Sustained	2023-075
Reporting for Duty (Class II, Category A)	Unfounded	2023-075
Supervisory Responsibility (Class II, Category B)	Unfounded	2023-075
Supervisory Responsibility (Class II, Category B)	Unfounded	2023-075



Chattanooga Police Department

INTERNAL AFFAIRS



Supervisory Responsibility (Class II, Category B)	Sustained	2023-079
Reporting for Duty (Class II, Category A)	Sustained	2023-079
Abuse or Loss of Equipment (Class II, Category B)		2023-083
Improper Procedure (Class II, Category B)	Sustained	2023-088
Court Procedure Violation (Class II, Category A)	Sustained	2023-090
Court Procedure Violation (Class II, Category A)	Sustained	2023-091
Submitting Department Reports (Class II, Category A)	Not Sustained	2023-091
Insubordination Level 1 (Class I, Category F)	Sustained	2023-091
Unsatisfactory Performance (Class II, Category B)	Sustained	2023-091
Respect Between Ranks (Class II, Category A)	Not Sustained	2023-093
Unsatisfactory Conduct (Class II, Category D)	Not Sustained	2023-093
Court Procedure Violation (Class II, Category A)	Sustained	2023-099
Court Procedure Violation (Class II, Category A)	Sustained	2023-101
Extra Employment Violation (Class I, Category B)		2023-102
Abuse of Leave Privileges (Class II, Category A)		2023-102
Failure to Appear in Court (Class II, Category C)	Sustained	2023-104
Improper Procedure (Class II, Category B)	Exonerated	2023-105
Submitting Department Reports (Class II, Category A)	Resigned Under Inv	2023-106
Reporting for Duty (Class II, Category A)	Resigned Under Inv	2023-106
Unsatisfactory Performance (Class II, Category B)	Resigned Under Inv	2023-106
Court Procedure Violation (Class II, Category A)	Sustained	2023-107
Unsatisfactory Conduct (Class II, Category D)		2023-108
Court Procedure Violation (Class II, Category A)	Sustained	2023-109
Court Procedure Violation (Class II, Category A)	Sustained	2023-110
		2023-116
Unsatisfactory Performance (Class II, Category B)		2023-119
Reporting for Duty (Class II, Category A)		2023-119
Submitting Department Reports (Class II, Category A)		2023-119
Improper Procedure (Class II, Category B)		2023-119
Negligence (Class II, Category D)		2023-119
Untruthfulness (Class I, Category H)		2023-119
Insubordination Level 1 (Class I, Category F)		2023-119
Unbecoming Conduct (Class I, Category G)		2023-120
Criminal Offenses / Misdemeanor / Class B and Lower (Class I, Category G)		2023-120