



Chattanooga Police Department

INTERNAL AFFAIRS



2024 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 accuracy for the allegations put forth. Those cases/ investigations were also reviewed on multiple levels prior to the determination to close as NF.

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



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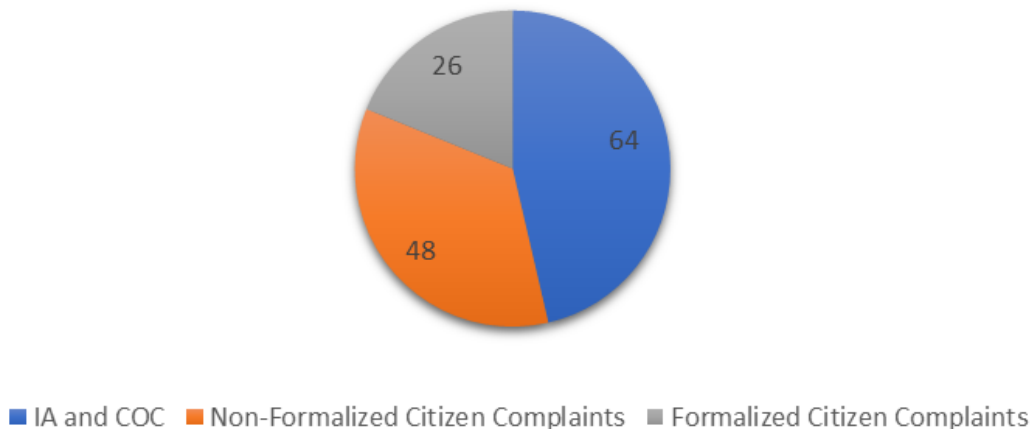
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Table 1: Summary of Complaints for 2024

<u>All Formalized Cases</u>	
Formalized Citizen Complaints	26
IA and COC Investigations	64
Total	90
<u>All Non-Formalized Cases</u>	
Non-Formal Citizen Complaints	48
ALL TOTAL 2024 Cases	138

2024 Annual Report Including All Assigned Cases





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Expanded Summery

Table 2: 2024 Annual Report Including:
Formalized Investigations by Assignment
**Excluding Non-Formalized Citizen Complaints*

	Pending	Sustained	Not Sustained	Unfounded	Exonerated	Admin Closed	
IA Cases							
IA Investigations	2	3	0	2	0	1	8
Fact Finding	4	2	0	1	0	2	9
Firearm Discharge - OIS	2	0	0	0	0	0	2
Inquiry/Referral	7	16	4	2	0	8	37
All Other Cases							
COC Investigations	0	5	1	2	0	0	8
Citizen Complaints	7	5	2	11	1	0	26
Total	22	31	7	18	1	11	90

A. Discussing Table 2:

Table 2 displayed types of investigations and dispositions regarding the total number of formalized cases in 2024 (90). The total number of cases in 2023 was 122, as such, the total decreased 26.22% in one year. Over the last several years the number of formalised cases has fluctuated over time. In 2020 there were 103 cases, 2021 had 131, 111 in 2022 and 122 in 2023.

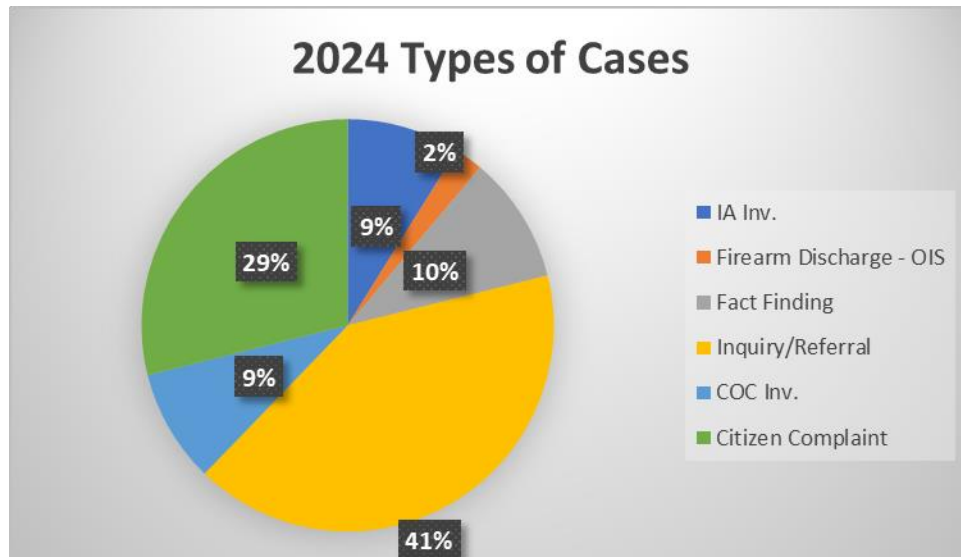
B. Explaining Types of Cases and Dispositions:

The first two charts break down findings from Table 2. The first shows different types of investigations. Findings indicated that in 2024 Citizen Complaints (29%) and Inquiry/Referral (41%) represent the highest percentages of all investigations. In comparison, in 2023 Citizen Complaints were 39% and Inquiry/Referral were 34%. As such, in 2024 Citizen Complaints decreased but Inquiry/Referral cases increased from 2023. The number of COC's have remained consistent. In 2023 there were 12% and in 2024 9% of the cases were COC. IA investigations increased slightly (from 3% to 9%).

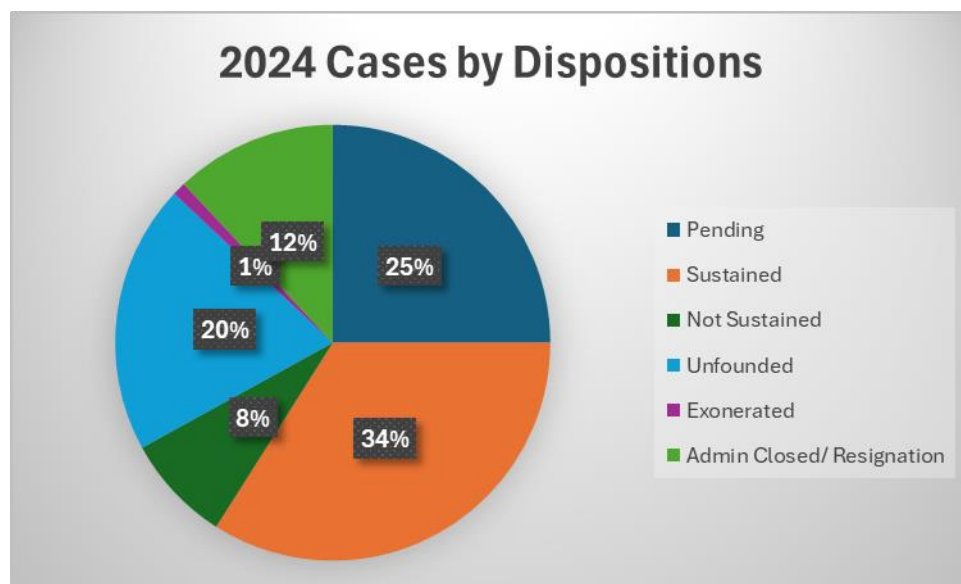


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The second chart below breaks down the dispositoins. In 2024, the highest percentage of completed cases were Sustained (34%). This is somewhat lower than findings reviewed in 2023, where 54% of the completed cases were Sustained. These findings may become similar when all 2024 cases are complete (as of now 25% are pending). The 2024 findings also show that 20% of the cases were Unfounded which is very similar to findings in 2023 (17% Unfounded).





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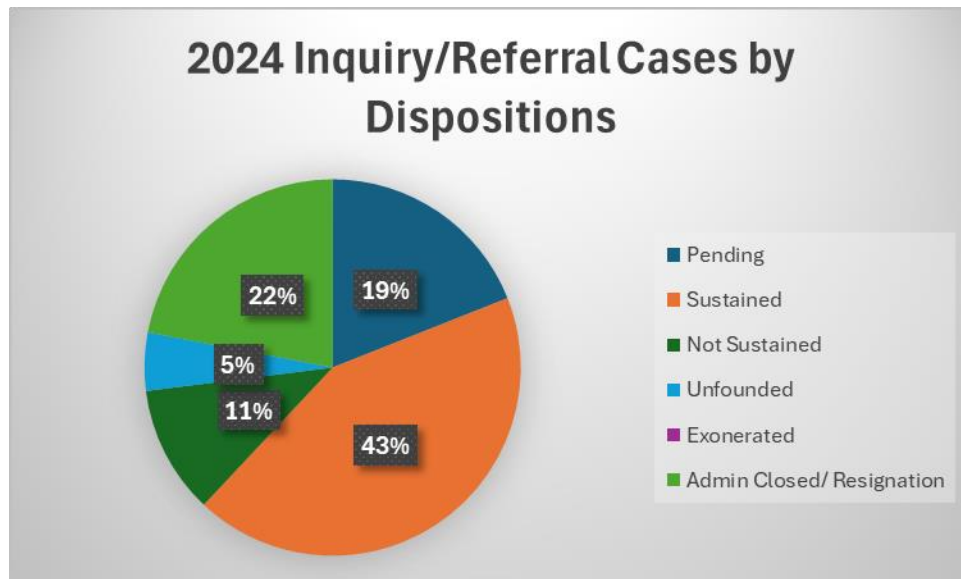
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C. Explaining Findings of Inquiry/referral, COC, and Citizen Complaints:

Inquiry/referral Cases – In 2024 43% of the cases were Sustained which is, by far, the largest percentage of dispositions. In 2023, 64% of the cases were Sustained. Although the percentage in 2024 is somewhat lower than 2023, the findings clearly show that most cases are Sustained and the outcome is some form of action taken to the involved Officer (counseling, coaching, etc.)

COC Cases – The findings indicate that 62% of COC cases were Sustained in 2024. There were 8 COC cases and these make up only 9% of all 2024 cases. In 2023 the percentage was 84, which is somewhat higher than the findings in 2024. The percentage in 2022 was also high (82%). In general, Sustained cases remain very high compared to other forms of Dispositions year over year.

Citizen Complaints Cases – Findings in 2024 show that 19% were Sustained which is relatively lower than 2023 (40%), but this may differ once all 2024 cases are completed. In terms of Unfounded cases, 42% were found in 2024, but this disposition was lower in 2023 (33%). Over time, the percentage of Unfounded cases ebbs and flows; 2022 (58%), 2021 (36%) and 2020 (45%).

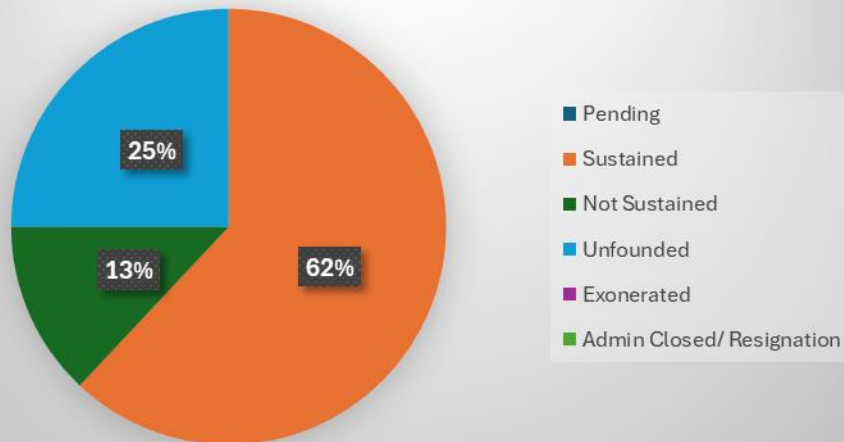




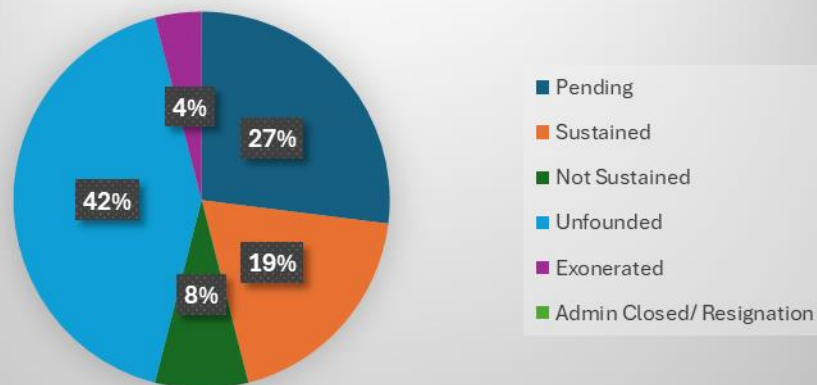
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2024 COC Cases by Dispositions



2024 Citizen Complaints by Dispositions



D. Differences and Consistencies of Cases Created Over Time:

The charts given below show the percentages of types of cases (i.e., IA Investigations, Citizen Complaints, etc.) that appear over time (specifically quarterly) in 2024 vs. the percentage of cases that appeared in 2023. Do the various types of cases remain consistent, or change year over year? The results of analyses given below yield mixed results, some consistent and others incongruent.

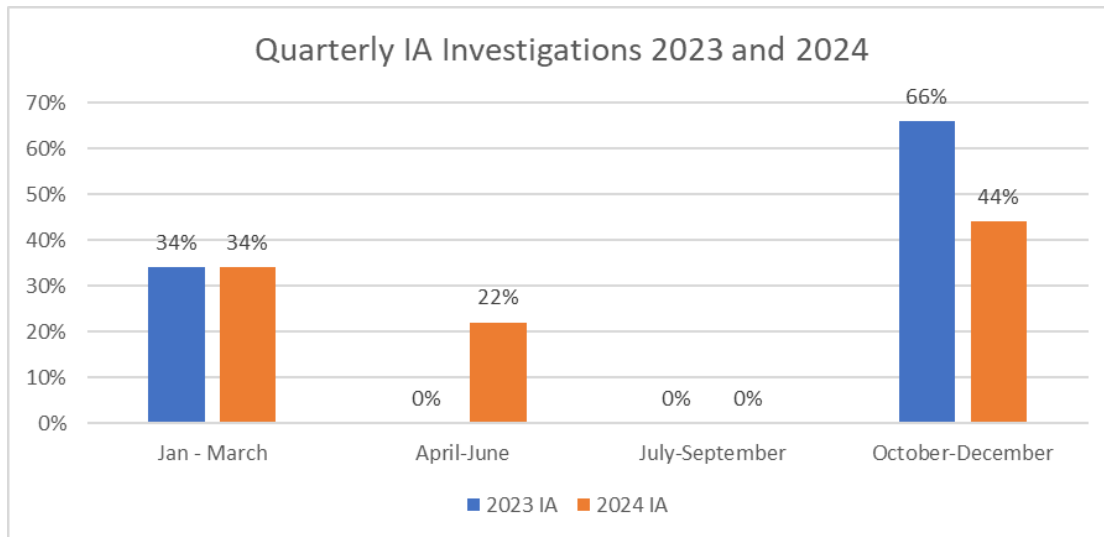
IA Investigations Quarterly – Findings in the first chart shows some consistency. The last quarter



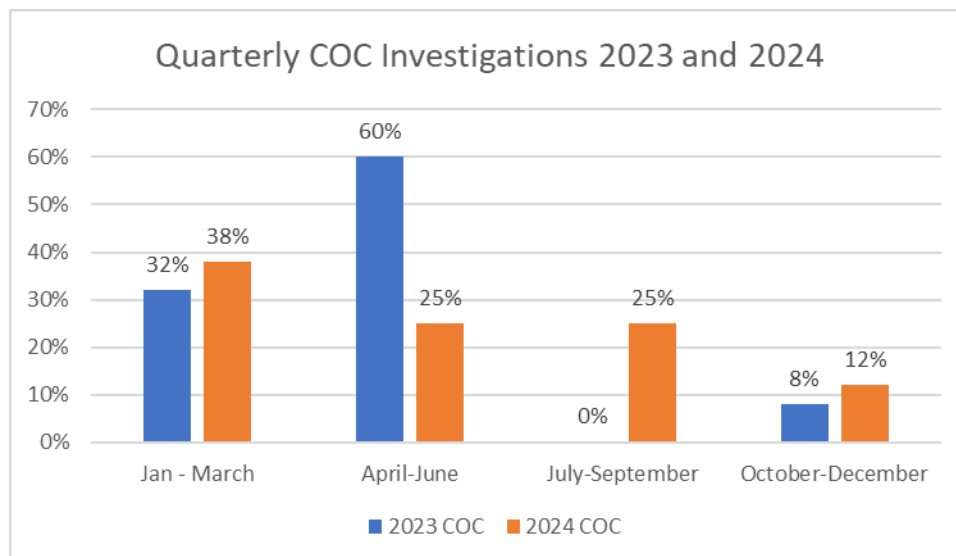
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(October – December) holds the highest percentage in 2023 (66%) and 2024 (44%). Cases that were created in the first quarter were identical (both show 34%). In the second quarter, 2024 showed 22% of the cases while 2023 had 0%. In the third quarter zero cases were created (July – September) in 2023 or 2024.



COC Investigations Quarterly – In general, the findings show that, in 2024, cases were created in each of the quarters and the percentages are relatively consistent (mostly Q1-3). However, in 2023, the overwhelming percentage of cases were created in the first two quarters, but very few July – December.



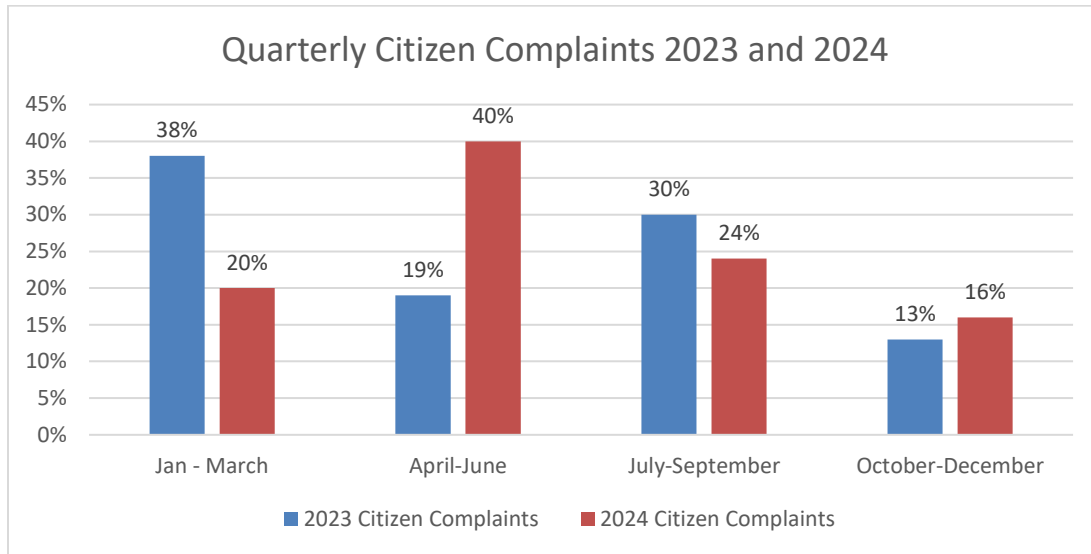
Citizen Complaints Investigations Quarterly – Findings here are mixed. In 2024 the highest percentage



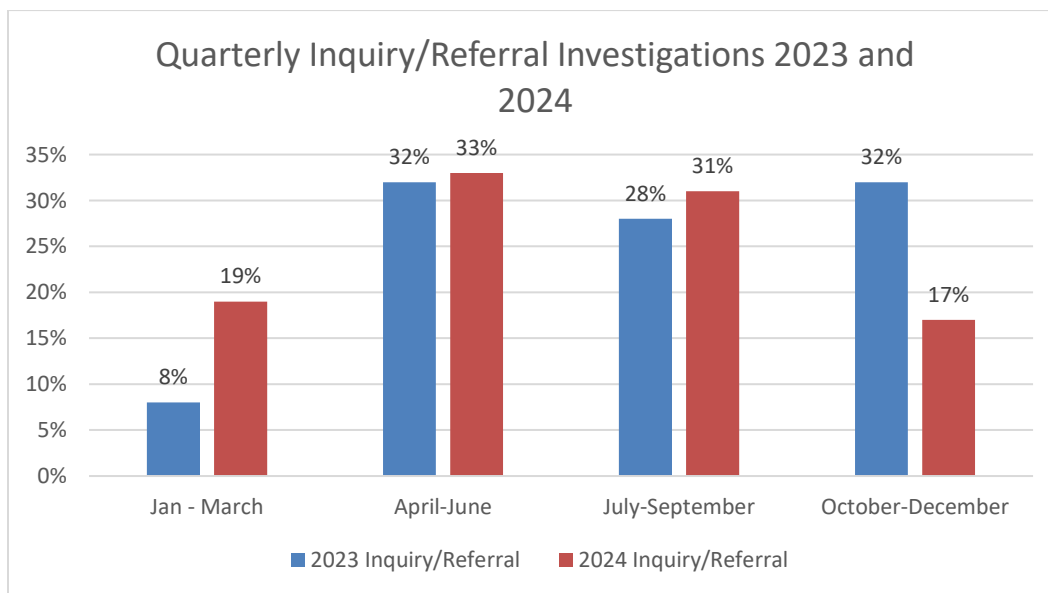
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was in the second quarter (40%) and the lowest percentage occurred in Q4. In 2023 the highest percentage of investigations occurred in the first quarter (38%). The most consistent finding is that the fourth quarter yielded the fewest results in 2023 and 2024.



Inquiry/Referral Investigations Quarterly – Percentages in quarters 2 and 3 were very consistent in 2023 and 2024. In Q1 (January – March), 19% of the cases were created in 2024 and 8% in 2023. In the final quarter (October – December) there were significantly more cases created in 2023 (32%) versus 2024 (17%).





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TABLE 3: 2024 Imposed Discipline

	Inq/Ref	IA	COC	Citizen Complaint	Fact Find	Total
Termination	1	0	0	0	0	1
Demotion	0	0	0	0	0	0
Suspension (hours)	440	210	20	10	0	680
Letter of Reprimand	12	0	1	0	0	13
Resigned Under Invest	1	1	0	0	0	2
Counseling	14	1	2	1	0	18
Corrective Coaching	13	2	0	2	4	21

E. Discipline

Findings in Table 3 – In 2024 there was one Termination, 680 Suspension hours, 13 Letters of Reprimand, 2 Resignations, 18 Counseling sessions, and 21 Corrective Coaching stemming from internal investigations.

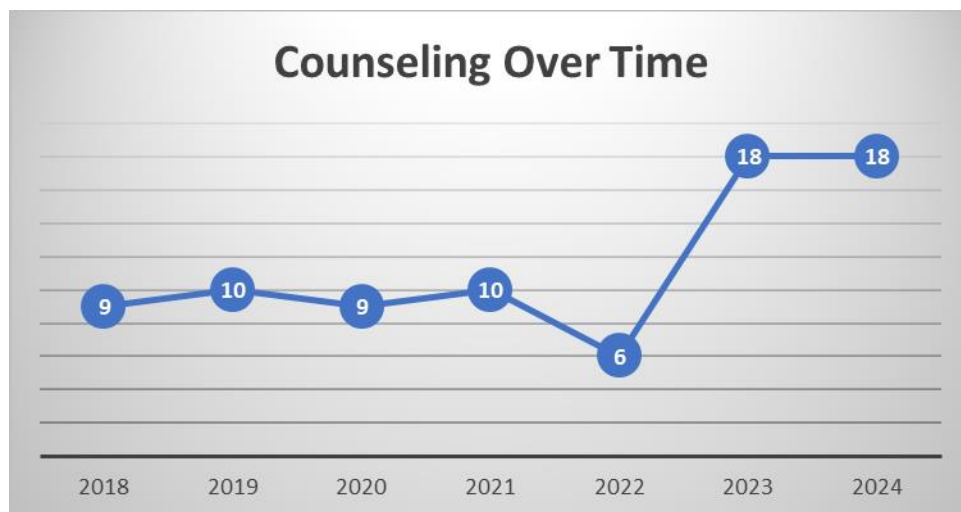
Hourly Suspensions – The chart below shows the number of suspensions peaked in 2021 and 2019 (930 and 850 respectively). In 2018, 2020, 2022, and 2023 the totals were under 600 hours. In 2024 the hours of suspensions (680) increased significantly, particularly compared to 2023 (120), yielding a 467% year over year increase. This dramatic difference may stem from the unusually large number of resignations in 2023 (11) compared to 2024 (2).



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Counseling Over Time – Sustained incidents do not all yield suspensions. Officers sometimes receive counseling in terms of positive support. Findings indicate that, in comparison to hours of suspensions, the amount of counseling has shown an increase over the most recent years (see the chart below). In 2018 – 2021 there were either 9 or 10 instances of counseling but 2023 and 2024 trended upward (18 and 18 respectively).



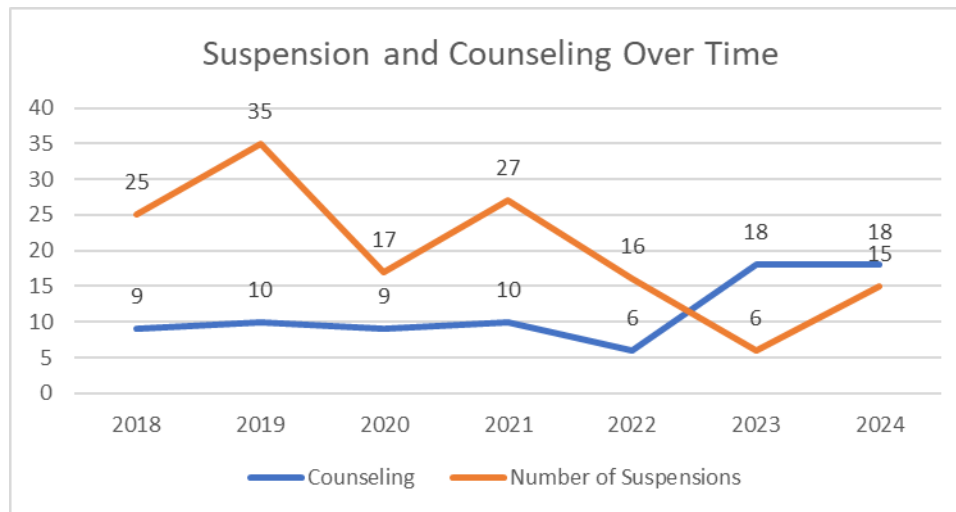
Number of Suspensions and Number of Counseling – The third chart shows the *number* (not the hours) of cases where an individual received a suspension from 2018 – 2024. In addition, the number of times a



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person received counseling was also included as a comparison. In terms of suspensions, the numbers have fluctuated over time but have decreased in general. The highest number was found in 2019 and the lowest in 2023, and in 2023 for the first time the two measures intersected where there were more instances of counseling than suspensions. This is also found in the 2024 data, where 18 Officers received counseling and 15 were given suspension.



Proactive vs. Prescribed Counseling and Corrective Coaching – In the above discussion and findings, counseling was an outcome stemming from IA investigations (i.e., a Prescribed outcome). Below shows results of investigations carried out within a supervisor/employee relationship (i.e., a Proactive outcome) that never made it to IA investigations and compare these results with prescribed outcomes. The first chart focuses on Coaching and shows that proactive coaching by a supervisor increased in 2024 (21) vs. 2023 (19). On the other hand, prescribed coaching (via IA investigations) was significantly lower in 2024 (12) compared to 2023 (31).

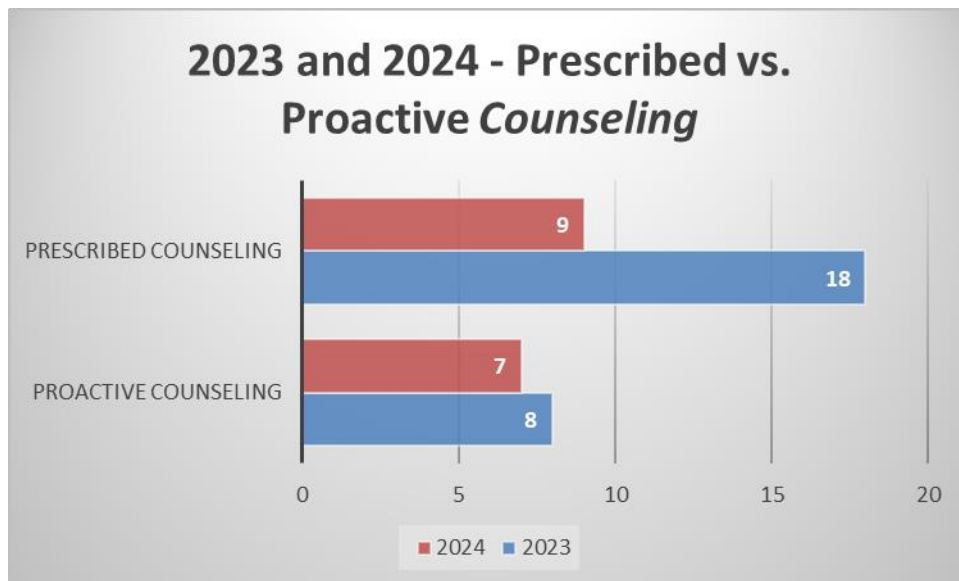
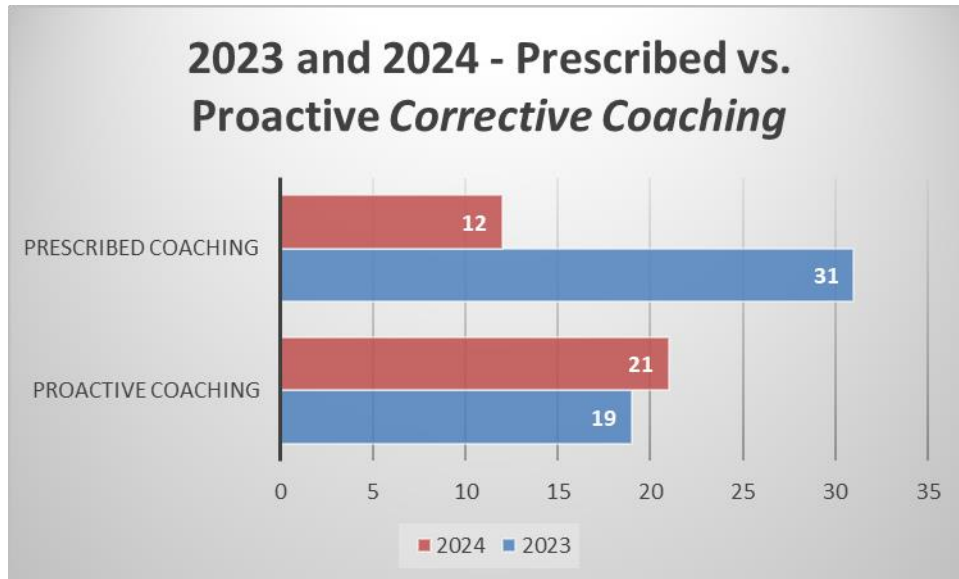
The second chart below focuses on Counseling and shows slightly more proactive counseling by a supervisor in 2023 (8) vs. 2024 (7) although these findings are nearly identical. Contrary to these findings, prescribed counseling (via IA investigations) was significantly lower in 2024 (9) compared to 2023 (18).

In general, findings found in the two charts strongly indicate that prescribed forms of punishment (coaching and counseling) decreased substantially from 2023 to 2024. But importantly, proactive coaching and counseling have remained consistent indicating that Supervisors train and cooperate with their employee via exigent respect.



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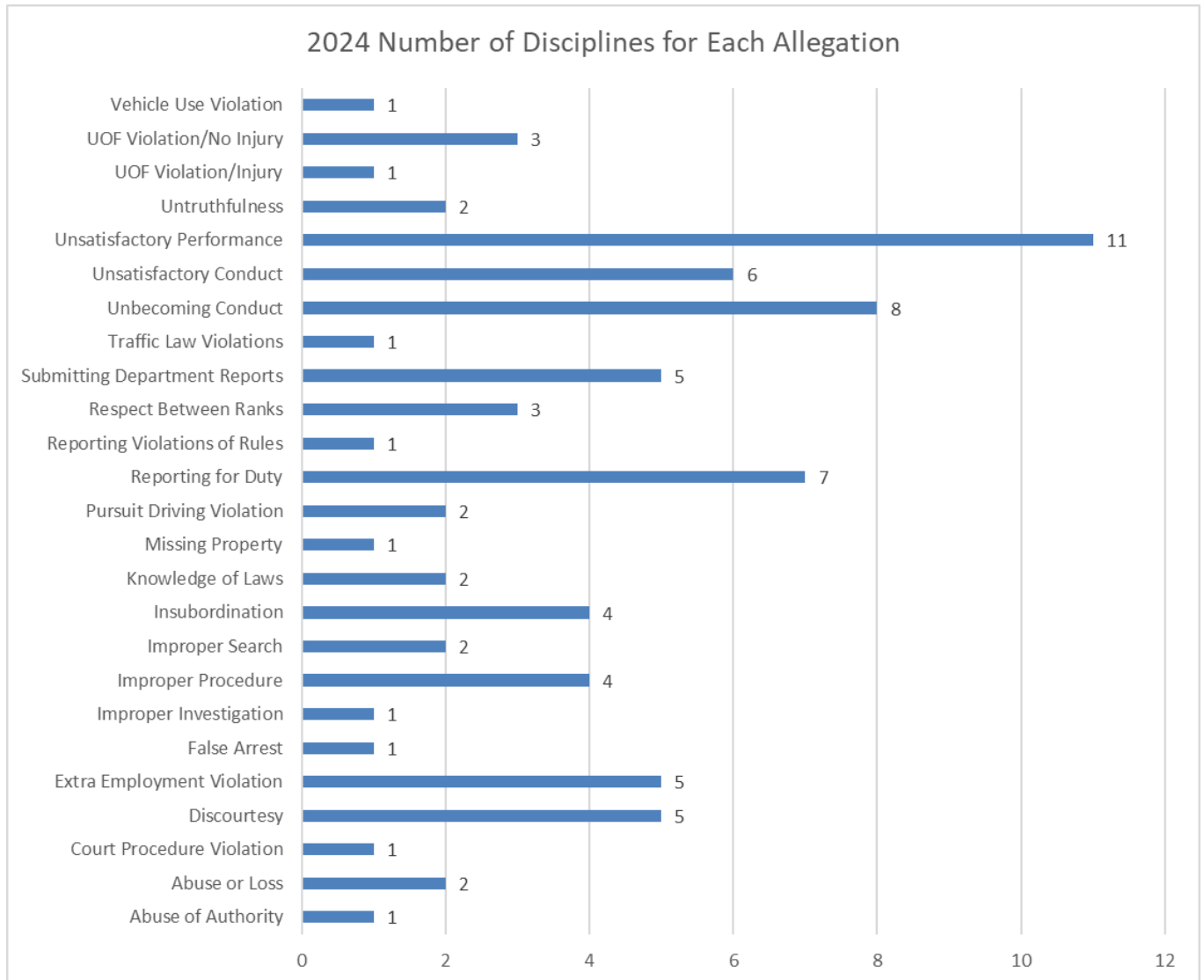
F. Discipline and Allegations

Among closed cases as of now, findings displayed in the chart below showed that, when an Officer received some form of discipline, the most common allegation was Unsatisfactory Performance (11), and the second was Unbecoming Conduct (8). More specifically, among those alleged of Unsatisfactory Performance, only two Officers (or 18%) received a suspension, but others were instead given Counseling or Coaching. In terms of Unbecoming Conduct, four (or 50%) received a suspension and three (or 38%) received Sensitivity Training.



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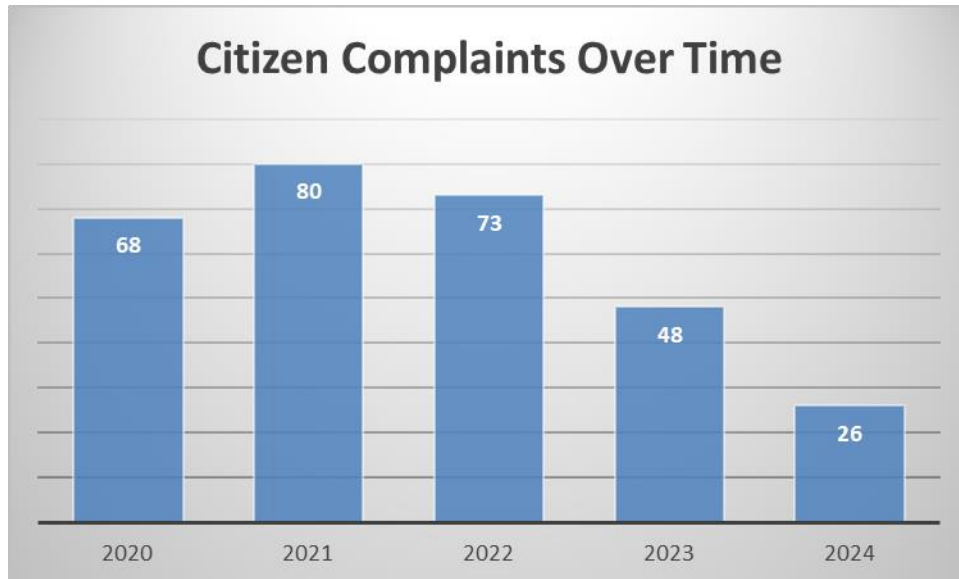
G. Citizen Complaints and Allegations

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 has decreased over time. In 2024 there were 26 and in 2023 there were 48 (a 46% year over year decrease).

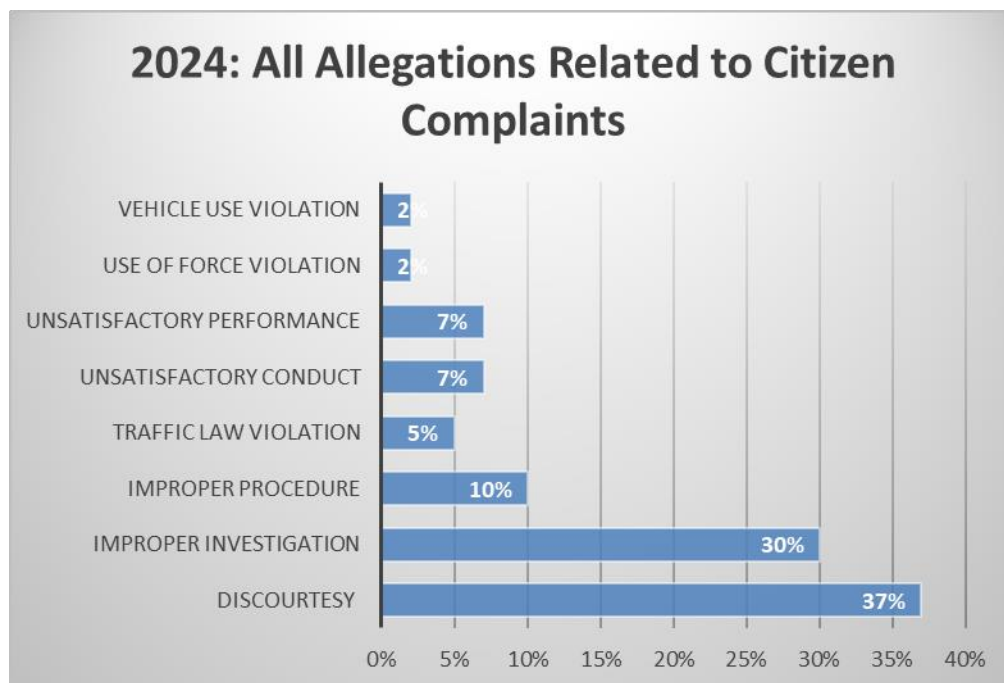


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Allegations Stemming from Citizen Complaints – Findings below clearly show that Discourtesy was the highest percentage of all allegations (37%) in 2024. The chart on pg. 14 shows the most common forms of allegations over time and indicates that Discourtesy was the strongest percentage in 2020 (25%), 2021 (29%), 2023 (20%), and 2024 (37%).





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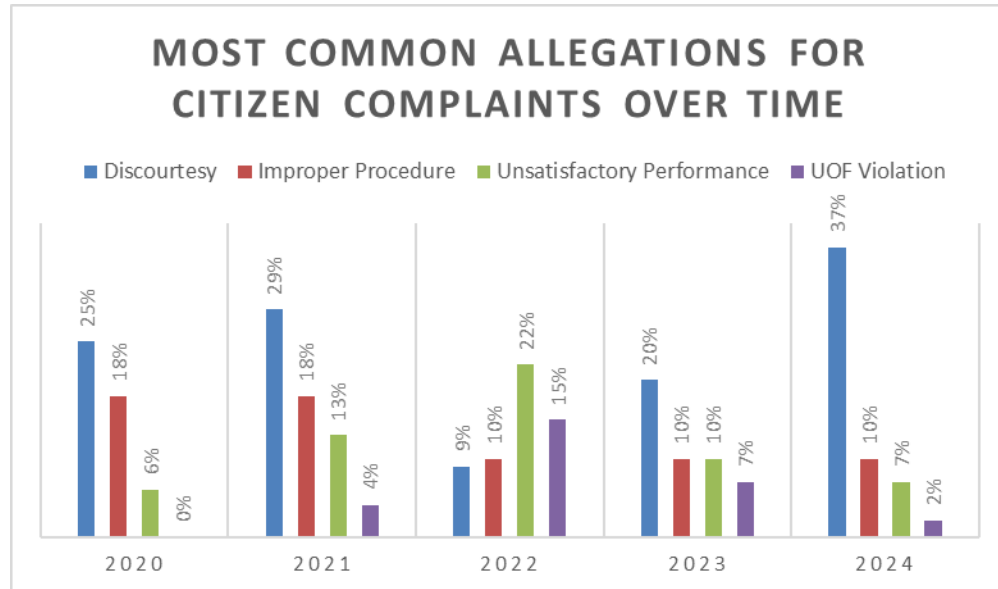


Table 4: Assignment of Cases for Internal Affairs Personnel (2024):

	Formalized Cases	Non- Formalized	Total
Sgt. Barnes	13	10	23
Sgt. Blackwell	10	15	25
Sgt. Stokes	13	11	24
Sgt. Willoughby	13	12	25

H. IA Personnel:

In 2024, the total number of Formalized Cases investigated by IA Sworn employees was 49. In 2023 the total was 59. Non-Formalized cases in 2024 were 48 and in 2023 the total was 56.



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Appendix

Allegations and findings by Incident Type (2024 cases)

Incident received date between Jan 01, 2024 - Dec 31, 2024

Incident type	Allegation	Finding	IA Number
Citizen complaint	Improper Investigation (Class II, Category D)	Not Sustained	2024-011
Citizen complaint	Improper Investigation (Class II, Category D)	Unfounded	2024-012
Citizen complaint	Discourtesy (Class II, Category A)	Sustained	2024-014
Citizen complaint	Improper Investigation (Class II, Category D)	Unfounded	2024-019
Citizen complaint	Improper Investigation (Class II, Category D)	Unfounded	2024-021
Citizen complaint	Discourtesy (Class II, Category A)	Unfounded	2024-026
Citizen complaint	Improper Investigation (Class II, Category D)	Unfounded	2024-026
Citizen complaint	Improper Investigation (Class II, Category D)	Unfounded	2024-026
Citizen complaint	Discourtesy (Class II, Category A)	Unfounded	2024-026
Citizen complaint	Improper Procedure (Class II, Category B)	Unfounded	2024-026
Citizen complaint	Discourtesy (Class II, Category A)	Unfounded	2024-030
Citizen complaint	Improper Investigation (Class II, Category D)	Sustained	2024-032
Citizen complaint	Discourtesy (Class II, Category A)		2024-034
Citizen complaint	Improper Procedure (Class II, Category B)		2024-034
Citizen complaint	Improper Procedure (Class II, Category B)		2024-034
Citizen complaint	Discourtesy (Class II, Category A)		2024-035
Citizen complaint	Unsatisfactory Performance (Class II, Category B)		2024-035
Citizen complaint	Improper Investigation (Class II, Category D)		2024-035
Citizen complaint	Vehicle Use Violation (Class II, Category A)	Sustained	2024-037
Citizen complaint	Discourtesy (Class II, Category A)	Unfounded	2024-038
Citizen complaint	Improper Procedure (Class II, Category B)	Unfounded	2024-043
Citizen complaint	Unsatisfactory Performance (Class II, Category B)	Sustained	2024-046
Citizen complaint	Improper Investigation (Class II, Category D)	Unfounded	2024-046
Citizen complaint	Discourtesy (Class II, Category A)	Unfounded	2024-046
Citizen complaint	Discourtesy (Class II, Category A)	Unfounded	2024-046
Citizen complaint	Unsatisfactory Performance (Class II, Category B)	Unfounded	2024-050
Citizen complaint	Improper Investigation (Class II, Category D)	Unfounded	2024-050
Citizen complaint	Unsatisfactory Conduct (Class II, Category D)	Unfounded	2024-058
Citizen complaint	Discourtesy (Class II, Category A)	Unfounded	2024-060



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Citizen complaint	Discourtesy (Class II, Category A)	Unfounded	2024-060
Citizen complaint			2024-061
Citizen complaint	Traffic Law Violation (Class II, Category A)	Not Sustained	2024-061
Citizen complaint	Unsatisfactory Conduct (Class II, Category D)	Unfounded	2024-061
Citizen complaint	Unsatisfactory Conduct (Class II, Category D)	Unfounded	2024-062
Citizen complaint	Use of Force Violation / No Injury / Improper Application (Class I, Category E)	Exonerated	2024-065
Citizen complaint	Discourtesy (Class II, Category A)	Sustained	2024-068
Citizen complaint	Discourtesy (Class II, Category A)	Not Sustained	2024-078
Citizen complaint	Traffic Law Violation (Class II, Category A)	Not Sustained	2024-078
Citizen complaint			2024-082
Citizen complaint	Improper Investigation (Class II, Category D)		2024-085
Citizen complaint	Improper Investigation (Class II, Category D)		2024-085
Citizen complaint			2024-087
Citizen complaint	Discourtesy (Class II)		2024-090
Citizen complaint	Discourtesy (Class II)		2024-090
COC Investigation	Abuse or Loss of Equipment (Class II, Category B)	Sustained	2024-001
COC Investigation	Abuse or Loss of Equipment (Class II, Category B)	Sustained	2024-002
COC Investigation	Improper Procedure (Class II, Category B)	Unfounded	2024-013
COC Investigation	Pursuit Driving Violation (Class II, Category D)	Unfounded	2024-040
COC Investigation	Pursuit Violation (Class II, Category C)	Unfounded	2024-040
COC Investigation	Submitting Department Reports (Class II, Category A)	Not Sustained	2024-048
COC Investigation	Unsatisfactory Conduct (Class II, Category D)	Sustained	2024-064
COC Investigation	Traffic Law Violation (Class II, Category A)	Not Sustained	2024-064
COC Investigation	Pursuit Driving Violation (Class II, Category D)	Sustained	2024-072
COC Investigation	Pursuit Driving Violation (Class II, Category D)	Sustained	2024-081
Fact Finding			2024-004
Fact Finding	Improper Procedure (Class II, Category B)	Unfounded	2024-005
Fact Finding	Unbecoming Conduct (Class I, Category G)	Unfounded	2024-007
Fact Finding	Improper Procedure (Class II, Category B)	Sustained	2024-007
Fact Finding			2024-022
Fact Finding		Resigned Under Inv	2024-025
Fact Finding	Use of Force Violation - Injury / Deadly Force (Class I, Category H)	Unfounded	2024-036
Fact Finding	Use of Force Violation - Injury / Deadly Force (Class I, Category H)	Unfounded	2024-036
Fact Finding	Submitting Department Reports (Class II, Category A)	Sustained	2024-036
Fact Finding	Improper Procedure (Class II, Category B)	Exonerated	2024-036
Fact Finding			2024-039
Fact Finding	Untruthfulness (Class I, Category H)	Retired Under Inv	2024-059
Fact Finding			2024-088
Firearm Discharge - OIS	Use of Force Violation / No Injury / Improper Application (Class I, Category E)		2024-080



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Firearm Discharge - OIS	Use of Force Violation - Injury / Deadly Force (Class I, Category H)		2024-089
Firearm Discharge - OIS	Use of Force Violation - Injury / Deadly Force (Class I, Category H)		2024-089
IA Investigation	Unauthorized Use of Department Equipment (Class II, Category B)	Resigned Under Inv	2024-017
IA Investigation	Use of Force Violation / No Injury / Improper Application (Class I, Category E)	Resigned Under Inv	2024-017
IA Investigation	Reporting Violations of Rules and Orders (Class II, Category B)	Sustained	2024-017
IA Investigation	Unsatisfactory Conduct (Class II, Category D)	Sustained	2024-017
IA Investigation	Unbecoming Conduct (Class I, Category G)	Unfounded	2024-018
IA Investigation	Use of Force Violation / No Injury / Improper Application (Class I, Category E)	Unfounded	2024-041
IA Investigation	Unsatisfactory Performance (Class II, Category B)	Not Sustained	2024-041
IA Investigation	False Arrest (Class I, Category G)	Sustained	2024-049
IA Investigation	Unsatisfactory Conduct (Class II, Category D)	Sustained	2024-049
IA Investigation	Use of Force Violation / No Injury / Improper Application (Class I, Category E)		2024-073
IA Investigation	Improper Procedure (Class II, Category B)		2024-073
IA Investigation	Extra Employment Violation (Class I, Category B)	Sustained	2024-077
IA Investigation	Use of Force Violation / No Injury / Improper Application (Class I, Category E)	Sustained	2024-079
IA Investigation	Use of Force Violation / No Injury / Improper Application (Class I, Category E)	Sustained	2024-079
IA Investigation	Submitting Department Reports (Class II, Category A)	Sustained	2024-079
IA Investigation	Use of Force Violation / No Injury / Improper Application (Class I, Category E)		2024-083
IA Investigation	Unsatisfactory Conduct (Class II, Category D)		2024-083
Inquiry/referral	Discourtesy (Class II, Category A)	Sustained	2024-003
Inquiry/referral	Unsatisfactory Performance (Class II, Category B)	Sustained	2024-003
Inquiry/referral	Unsatisfactory Conduct (Class II, Category D)	Sustained	2024-003
Inquiry/referral	Unbecoming Conduct (Class I, Category G)	Sustained	2024-006
Inquiry/referral	Unbecoming Conduct (Class I, Category G)	Sustained	2024-006
Inquiry/referral	Unbecoming Conduct (Class I, Category G)	Sustained	2024-006
Inquiry/referral	Respect Between Ranks (Class II, Category A)	Not Sustained	2024-008
Inquiry/referral	Unbecoming Conduct (Class I, Category G)	Resigned Under Inv	2024-010
Inquiry/referral	Unsatisfactory Performance (Class II, Category B)	Not Sustained	2024-015
Inquiry/referral	Respect Between Ranks (Class II, Category A)	Sustained	2024-016
Inquiry/referral	Extra Employment Violation (Class I, Category B)	Sustained	2024-020
Inquiry/referral	Insubordination Level 2 (Class II, Category D)	Sustained	2024-020
Inquiry/referral	Insubordination Level 2 (Class II, Category D)	Unfounded	2024-023
Inquiry/referral	Respect Between Ranks (Class II, Category A)	Unfounded	2024-023
Inquiry/referral	Traffic Law Violation (Class II, Category A)	Exonerated	2024-023



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Inquiry/referral	Supervisory Responsibility (Class II, Category B)	Unfounded	2024-024
Inquiry/referral	Improper Investigation (Class II, Category D)	Unfounded	2024-024
Inquiry/referral	Reporting for Duty (Class II, Category A)	Sustained	2024-027
Inquiry/referral	Unsatisfactory Performance (Class II, Category B)	Sustained	2024-027
Inquiry/referral	Unbecoming Conduct (Class I, Category G)	Terminated Due To POST	2024-028
Inquiry/referral	Use of Force Violation / No Injury / Improper Application (Class I, Category E)		2024-029
Inquiry/referral	Untruthfulness (Class I, Category H)	Unfounded	2024-031
Inquiry/referral	Reporting for Duty (Class II, Category A)	Sustained	2024-031
Inquiry/referral			2024-033
Inquiry/referral			2024-033
Inquiry/referral	Unsatisfactory Performance (Class II, Category B)	Sustained	2024-033
Inquiry/referral	Improper Procedure (Class II, Category B)	Not Sustained	2024-033
Inquiry/referral	Missing Property / Evidence (Class I, Category E)	Sustained	2024-033
Inquiry/referral			2024-033
Inquiry/referral			2024-033
Inquiry/referral	Unbecoming Conduct (Class I, Category G)	Resigned Under Inv	2024-042
Inquiry/referral		Resigned Under Inv	2024-044
Inquiry/referral	Insubordination Level 2 (Class II, Category D)	Resigned Under Inv	2024-045
Inquiry/referral	Unsatisfactory Conduct (Class II, Category D)	Exonerated	2024-047
Inquiry/referral	Unsatisfactory Conduct (Class II, Category D)	Exonerated	2024-047
Inquiry/referral	Reporting for Duty (Class II, Category A)	Not Sustained	2024-051
Inquiry/referral	Extra Employment Violation (Class I, Category B)	Sustained	2024-051
Inquiry/referral	Respect Between Ranks (Class II, Category A)	Unfounded	2024-052
Inquiry/referral	Knowledge of Laws and Regulations (Class II, Category A)	Unfounded	2024-052
Inquiry/referral	Supervisory Responsibility (Class II, Category B)	Unfounded	2024-052
Inquiry/referral	Improper Investigation (Class II, Category D)	Unfounded	2024-052
Inquiry/referral	Improper Search (Class II, Category C)	Sustained	2024-053
Inquiry/referral	Improper Search (Class II, Category C)	Sustained	2024-053
Inquiry/referral	Unsatisfactory Performance (Class II, Category B)	Not Sustained	2024-053
Inquiry/referral	Knowledge of Laws and Regulations (Class II, Category A)	Not Sustained	2024-053
Inquiry/referral	Knowledge of Laws and Regulations (Class II, Category A)	Not Sustained	2024-053
Inquiry/referral	Improper Procedure (Class II, Category B)	Not Sustained	2024-053
Inquiry/referral	Court Procedure Violation (Class II, Category A)	Sustained	2024-054
Inquiry/referral	Respect Between Ranks (Class II, Category A)	Not Sustained	2024-055
Inquiry/referral			2024-056
Inquiry/referral	Abuse of Authority (Class I, Category E)	Retired Under Inv	2024-057
Inquiry/referral	Ethics Violation (Class I, Category E)	Retired Under Inv	2024-057
Inquiry/referral	Unbecoming Conduct (Class I, Category G)	Retired Under Inv	2024-057
Inquiry/referral	Cooperation During Internal Investigation (Class I, Category G)	Retired Under Inv	2024-057



Chattanooga Police Department

INTERNAL AFFAIRS

Inquiry/referral	Untruthfulness (Class I, Category H)	Resigned Under Inv	2024-057
Inquiry/referral	Abuse of Authority (Class I, Category E)	Sustained	2024-057
Inquiry/referral	Unbecoming Conduct (Class I, Category G)	Sustained	2024-057
Inquiry/referral	Extra Employment Violation (Class I, Category B)	Not Sustained	2024-063
Inquiry/referral	Insubordination Level 2 (Class II, Category D)		2024-066
Inquiry/referral	Respect Between Ranks (Class II, Category A)		2024-066
Inquiry/referral	Unsatisfactory Performance (Class II, Category B)		2024-066
Inquiry/referral			2024-067
Inquiry/referral	Respect Between Ranks (Class II, Category A)	Sustained	2024-069
Inquiry/referral	Insubordination Level 2 (Class II, Category D)	Not Sustained	2024-069
Inquiry/referral	Reporting for Duty (Class II, Category A)	Not Sustained	2024-069
Inquiry/referral	Unsatisfactory Performance (Class II, Category B)	Sustained	2024-069
Inquiry/referral	Untruthfulness (Class I, Category H)	Unfounded	2024-070
Inquiry/referral	Extra Employment Violation (Class I, Category B)	Sustained	2024-070
Inquiry/referral	Abuse or Loss of Equipment (Class II, Category B)		2024-071
Inquiry/referral	Submitting Department Reports (Class II)	Sustained	2024-074
Inquiry/referral	Unsatisfactory Performance (Class II, Category B)	Sustained	2024-074
Inquiry/referral	Improper Procedure (Class II, Category B)	Unfounded	2024-074
Inquiry/referral	Reporting for Duty (Class II, Category A)	Sustained	2024-075
Inquiry/referral	Improper Procedure (Class II, Category B)	Not Sustained	2024-076
Inquiry/referral	Evidence / Property Procedure (Class II, Category C)	Sustained	2024-076
Inquiry/referral	Failure to Appear in Court (Class II, Category C)		2024-084
Inquiry/referral	Submitting Department Reports (Class II, Category A)		2024-086