



Town of Culpeper Police Department  
An Internationally Accredited Agency  
740 Old Brandy Road, Culpeper, Virginia 22701  
(540) 727-3430 Fax: (540) 727-7528



To: Chief Chris R. Jenkins  
From: Major Chris B. Settle  
Cc: All Police Department Personnel  
Date: February 21, 2019  
Ref: 2018 Annual Internal Affairs Summary

---

**INCIDENTS:**

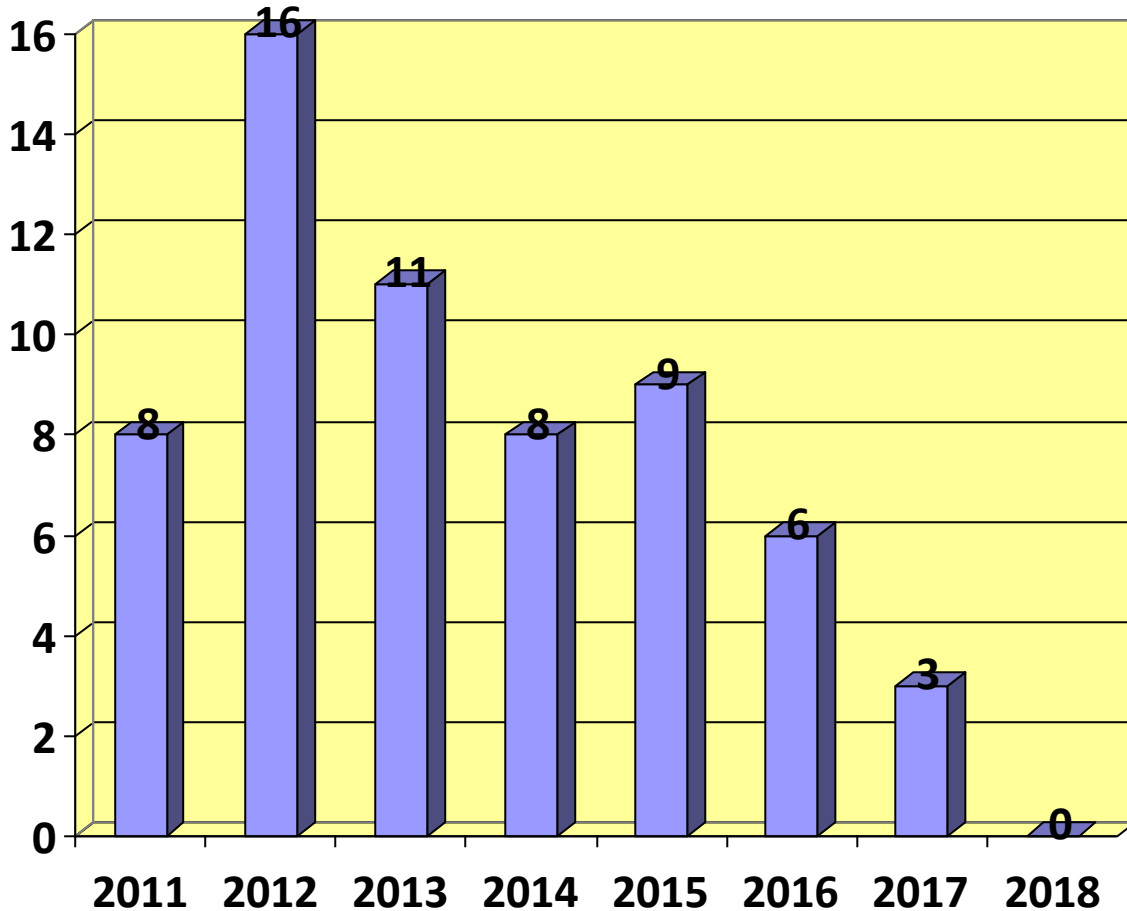
During calendar year 2018 the Culpeper Police Department did not receive any complaints that were classified as a major complaint. Per *General Order 25.01.01* major complaints are complaints that allege “serious misconduct” or “complaints of misconduct whereas if sustained, then the probable outcome would be punitive in nature.” Any major complaint would be investigated by the Internal Affairs Unit. This annual summary has not revealed any trends or patterns regarding employees, or types of violations requiring investigation.

The Culpeper Police Department experienced a reduction in complaints investigated for 2018. It’s the first time in recent history that the Culpeper Police Department did not have any internal affairs investigations. In 2012, the department saw a spike of sixteen complaints, however due to reporting policies of 2012, the Culpeper Police Department reported all complaints, minor and major, in the IA Summary document.

A minor complaint are those complaints defined in *General Order 25.01.01* that concern minor infractions or regulations, complaints that are relative to difference of opinion between employee and a citizen arising from the performance of duty, complaints concerning manner or method an employee investigated a crime, traffic accident or other service call, and/or complaints concerning employee’s authority to arrest or the propriety of a particular charge. Minor complaints may be investigated by direct supervisory staff.



**Culpeper Police Department 8 Year Internal Affairs Statistics**



**SUMMARY:**

In reviewing the data of internal affairs investigations, it is clear since 2015 the number of major complaints are trending down, whereas in 2018 the Culpeper Police Department did not receive any major complaints, internal or external. There may be many contributing factors for this trend. In 2016, every officer attended “Fair and Impartial Policing” training. This training explains implicit bias that every person has and that police officers must be aware of when dealing with the public.

Also, in the fall of 2016 the Culpeper Police Department fully implemented a Body-Worn Camera program for all uniformed officers. This program has not only provided transparency but it has also altered behaviors between police officers and citizens.



**Town of Culpeper Police Department**  
*An Internationally Accredited Agency*  
740 Old Brandy Road, Culpeper, Virginia 22701  
(540) 727-3430 Fax: (540) 727-7528



Other factors that may attribute to this reduction is bi-annually every police officer is mandated to complete cultural diversity and ethics training. Also, the Culpeper Police Department continues to administratively review all use of force applications and vehicle pursuits, along with audits of all cash funds and property and evidence quarterly.

In summary the Culpeper Police Department has a qualified, professional workforce and when that exist you will find data consistent with this IA Summary. Please let me know if you have any questions regarding this document.