

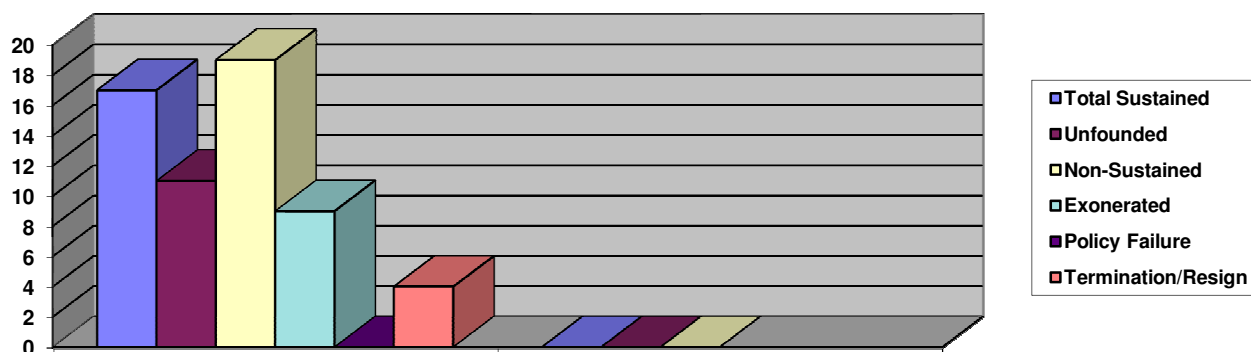
**OFFICE OF PROFESSIONAL STANDARDS
INTERNAL AFFAIRS
AUDIT**

January 1, 2014 – December 31, 2014

TOTAL APD CASES INVESTIGATED: 57

DISPOSITION/STATUS:

a. Sustained	17	30 %
b. Sustained with Termination/Resignation While under Investigation	4	7 %
c. Unfounded	11	19 %
d. Non-Sustained	19	33 %
e. Exonerated	9	16 %
f. Policy Failure	0	0%
g. Pending	1	1%



COMPLAINTS FILED PER DIVISION/ASSIGNMENT

a. Patrol	41	72%
b. CID	5	8%
c. Support	6	11%
d. Administration	2	4%
e. Multi-Division	0	0%
f. Unknown	3	5%

COMPLAINTS INITIATED BY SUPERVISORS AGAINST SUBORDINATES: 10

RACE OF COMPLAINANT/RACE OF EMPLOYEE

a. White complainant/white employee	24	42%
b. White complainant/black employee	3	5%
c. White complainant/multiple or unidentified	8	14%
d. Black complainant/white employee	15	26%
e. Black complainant/black employee	2	3.5%
f. Black complainant/multiple or unidentified	4	7%
g. Unidentified Complainant/White Employee	1	2%
h. Unidentified Complainant/Black Employee	0	0%

COMPLAINTS AGAINST EMPLOYEE BY POSITION

a. Officers	43	75%
b. Sergeant	2	3.5%
c. Lieutenant	1	2%
d. Captain	0	0%
e. Civilians	6	10.5%
f. Unknown	5	9%

COMPLAINTS INVESTIGATED BY DIVISION

a. Professional Standards	31
b. Patrol	19
c. CID	2
d. Support	5

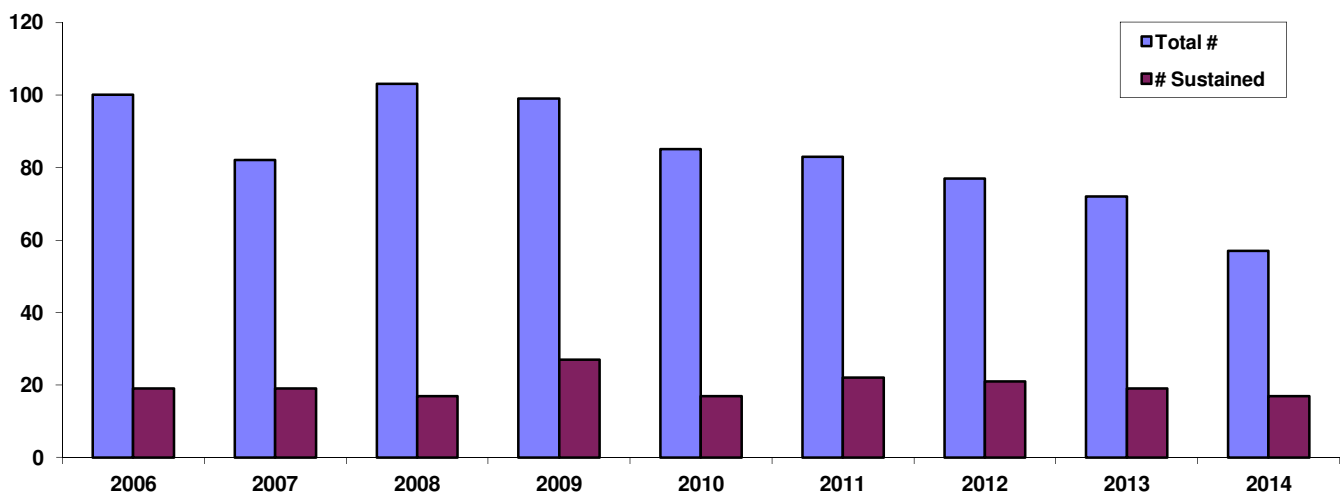
COMPLAINT CATEGORIES

CONDUCT CODE	RULE OF CONDUCT	TOTAL	SUSTAINED	PENDING
P-1; P-2	Unbecoming Conduct; Unsatisfactory Performance	20	9	0
I-1, I-2	Conformance to Laws/Procedures	5	1	0
P-4	Use of Force/Reporting Procedures	10	1	0
F-3	Bias Based Profiling	0	0	0
R-1	Courtesy	7	2	0
Other		15	4	1

TRENDS

	2008	2009	2010	2011	2012	2013	2014
Minority Citizen complaints (Female, Hispanic, African American)	53	33	44	39	36	29	21
APD supervisor initiated complaints	14	17	11	15	17	17	10
Co-worker/Peer initiated	0	1	0	0	1	1	0
Citizen generated complaints	88	81	74	68	59	57	47
Total Complaints	103	99	85	83	77	72	57

	2006	2007	2008	2009	2010	2011	2012	2013	2014
Total Cases	100	82	103	99	85	83	77	72	57
Sustained	19	19	17	27	17	22	21	19	17
Percentage	19%	23%	16%	28%	20%	27%	27%	26%	30%



	2011	2012	2013	2014
Calls for service	109,695	112,314	115,877	113,448
Investigated Complaints	83	77	72	57

The number of complaints lodged with the Asheville Police Department's Internal Affairs Division is minute in comparison to the contacts our officers have with the community at-large. In 2014, less than 0.05% of contacts with citizens resulted in complaints to Professional Standards.

From Jan. 1 – Dec. 31, 2014, the agency received approximately 84 commendations from citizens complementing the service received from employees of the Asheville Police Department.

DEFINITIONS

Sustained – The allegation is true; the action of the department of the officer was inconsistent with departmental policy.

Non-Sustained – There is insufficient proof to confirm or to refute the allegations.

Policy Failure – The allegation is true; the action of the department or the officer was **not** inconsistent with agency policy. The policy requires modification.

Exonerated – The allegation is true; the action of the department or the officer was consistent with department policy.

Unfounded – The allegation is demonstrably false.

RULES OF CONDUCT

P-1 - Unbecoming Conduct

Employees shall conduct themselves at all time in a manner that reflects favorably on the Department. Unbecoming conduct may include any action that reflects discredit upon the Department or impairs the operations of the Department. Employees must scrupulously avoid any conduct that compromises the integrity of the Department. The Asheville Police Department does not prescribe employee conduct off duty per se. However, any conduct or activity on or off the job that affects the employee's credibility, effectiveness, performance, or ability to fully carry out the responsibilities of an Asheville Police Department officer, and any conduct or activity that is prejudicial to the interests, reputation, or operations of the Asheville Police Department and the City of Asheville are subject to disciplinary action up to and including termination. Examples include but are not limited to, the use of technology such as social networking sites and how they are used, as it applies to your role as a police officer or non-sworn employee, cellular phone use, and the use of department supplied uniforms and equipment.

P-2 - Unsatisfactory Performance

Employees shall maintain sufficient competency to properly perform their duties and assume the responsibilities of their positions. Employees shall perform their duties in a manner which will maintain the highest standards of the department. Unsatisfactory performance may be demonstrated by a lack of knowledge of laws required to be enforced; the failure to conform to work standards established for the employee's rank grade or position; the failure to take appropriate action on the occasion of a crime, disorder or other condition deserving police attention; or absence without leave.

I-1 Compliance to Rules and Policies

Employees shall comply with all City of Asheville Personnel Policies and Asheville Police Department Rules of Conduct, general orders, policies, and procedures. Supervisors of the Asheville Police Department shall be held to a higher standard regarding the understanding and adherence to the Departmental Rules of Conduct. Ignorance of these Rules of Conduct or any other Departmental or City regulations, directives, orders, procedures or policies shall not be considered as a justification for any such violation.

I-2 Conformance to Laws

Employees shall obey the laws of the United States of America and of any state and local jurisdiction in which they are present.

F-3 - Personal Bias

Employees shall not allow personal prejudices or bias to influence any personnel or departmental decision.

P-4 Use of Force

Employees shall not use more force in any situation than is reasonably necessary under the circumstances. Employees shall use force in accordance with law and departmental procedures.

R-1 Courtesy

Employees shall be courteous when dealing with members of this Department, the City, and the public. Employees shall avoid harsh, violent, profane or insolent language and remain calm regardless of provocation.

Each employee and volunteer is issued an identification card with a representative photograph and the following identifying information; DOB, Height, Color of Hair and Eyes, Employee Number, Title/Rank. Each is required to carry on his person the identification card while performing work. Sworn personnel are required to carry the identification card when carrying the badge.

At any time during the course of the work day a request to view APD credentials is made, all employees and volunteers will comply. If a request is made for personnel numbers, all employees and volunteers will comply. The only exception will be for officers assigned to undercover status.