

52.1.5

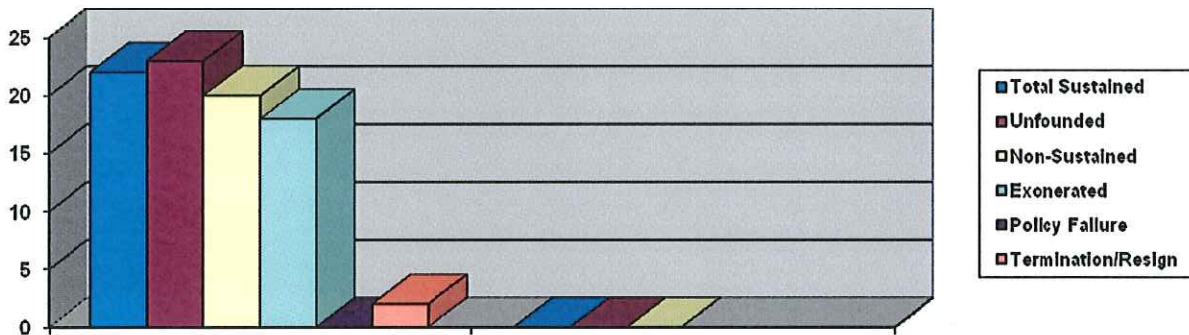
**OFFICE OF PROFESSIONAL STANDARDS
INTERNAL AFFAIRS
AUDIT
January 1, 2011 – December 31, 2011**

TOTAL APD CASES INVESTIGATED: 83

COMPLAINTS RECEIVED INVOLVING OTHER AGENCIES: 3

DISPOSITION/STATUS:

a. Sustained	20	24 %
b. Sustained with Termination/Resignation While under Investigation	2	2 %
c. Unfounded	23	28 %
d. Non-Sustained	20	24 %
e. Exonerated	18	22 %
f. Policy Failure	0	0 %



COMPLAINTS FILED PER DIVISION

a. Patrol	69	83%
b. CID	3	4%
c. Support	6	7%
d. Administration	0	0%
e. Multi-Division	2	2%
f. Unknown	3	4%

COMPLAINTS INITIATED BY SUPERVISORS AGAINST SUBORDINATES: 15

RACE OF COMPLAINANT/RACE OF EMPLOYEE

a. White complainant/white employee	54	65%
b. White complainant/black employee	2	2%
c. White complainant/multiple or unidentified	4	5%
d. Black complainant/white employee	15	18%
e. Black complainant/black employee	3	4%
f. Black complainant/multiple or unidentified	4	5%
g. Unidentified Complainant/White Employee	1	1%

COMPLAINTS AGAINST EMPLOYEE BY POSITION

a. Officers	69	83%
b. Sergeant	4	5%
c. Lieutenant	0	0%
d. Captain	1	1%
e. Civilians	6	8%
f. Unknown	3	3%

COMPLAINTS INVESTIGATED BY DIVISION

a. Professional Standards	33
b. Patrol	47
c. CID	0
d. Support	3

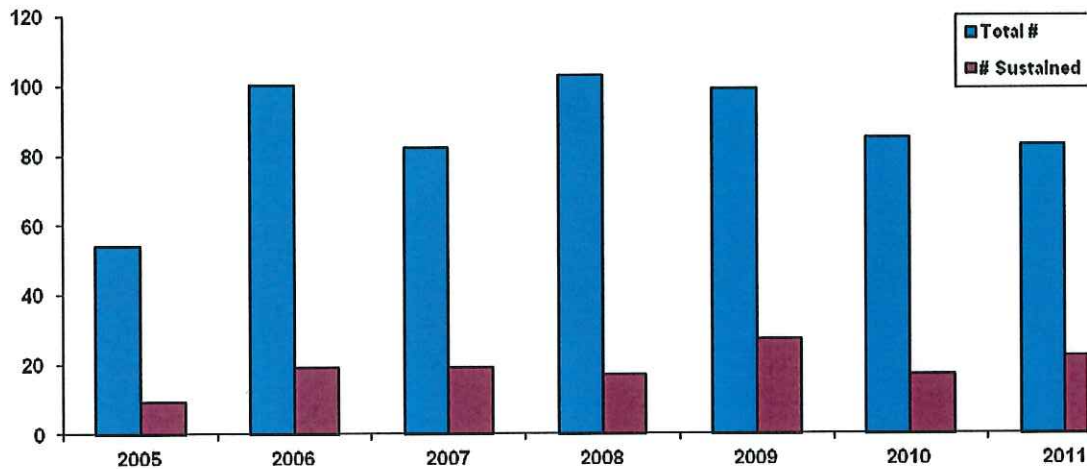
COMPLAINT CATEGORIES

CONDUCT CODE	RULE OF CONDUCT	TOTAL	SUSTAINED	PENDING
P-2	Unsatisfactory Performance	16	7	0
I-1, I-2	Conformance to Laws/Procedures	7	6	0
P-1	Unbecoming Conduct	7	3	0
P-8	Responsibilities of Duty	2	2	0
Other		51	4	0

TRENDS

	2006	2007	2008	2009	2010	2011
Minority Citizen complaints (Female, Hispanic, African American)	45	35	53	33	44	39
APD supervisor initiated complaints	7	10	14	17	11	15
Co-worker/Peer initiated	1	0	0	1	0	0
Citizen generated complaints	92	72	88	81	74	68
Total Complaints	100	82	103	99	85	83

	2004	2005	2006	2007	2008	2009	2010	2011
Total Cases	32	54	100	82	103	99	85	83
Sustained	15	9	19	19	17	27	17	22
Percentage	44%	17%	19%	23%	16%	28%	20%	27%



	2009	2010	2010
Calls for service	111,659	109,787	109,695
Investigated Complaints	99	85	83

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 2011, less than 0.10% of contacts with citizens resulted in complaints to Professional Standards.

From Jan. 1 – Dec. 31, 2011, the agency received 79 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-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.

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.