

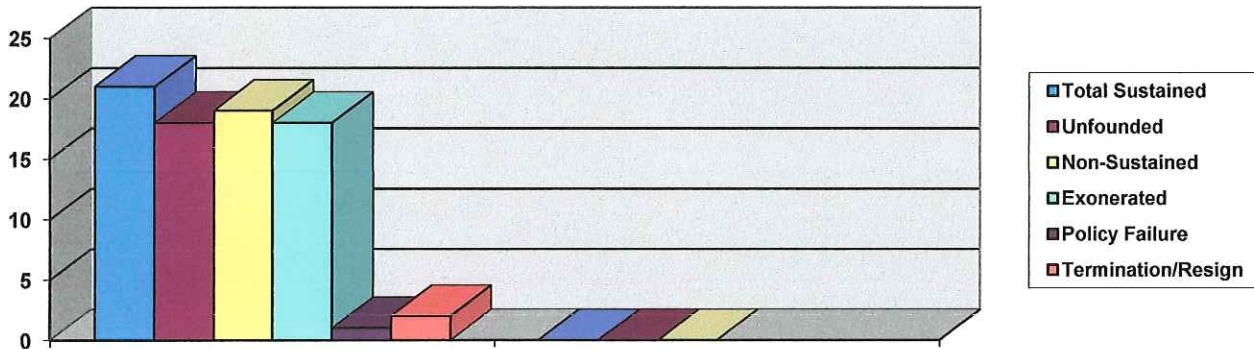
**OFFICE OF PROFESSIONAL STANDARDS
INTERNAL AFFAIRS
AUDIT
January 1, 2012 – December 31, 2012**

TOTAL APD CASES INVESTIGATED: 77

COMPLAINTS RECEIVED INVOLVING OTHER AGENCIES: 0

DISPOSITION/STATUS:

a. Sustained	19	25 %
b. Sustained with Termination/Resignation While under Investigation	2	2 %
c. Unfounded	18	23.5 %
d. Non-Sustained	19	25 %
e. Exonerated	18	23.5 %
f. Policy Failure	1	1%



COMPLAINTS FILED PER DIVISION

a. Patrol	67	87%
b. CID	5	7%
c. Support	3	4%
d. Administration	1	1%
e. Multi-Division	0	0%
f. Unknown	1	1%

COMPLAINTS INITIATED BY SUPERVISORS AGAINST SUBORDINATES: 17

RACE OF COMPLAINANT/RACE OF EMPLOYEE

a. White complainant/white employee	50	65%
b. White complainant/black employee	5	7%
c. White complainant/multiple or unidentified	2	3%
d. Black complainant/white employee	17	22%
e. Black complainant/black employee	0	0%
f. Black complainant/multiple or unidentified	1	1%
g. Unidentified Complainant/White Employee	1	1%
h. Unidentified Complainant/Black Employee	1	1%

COMPLAINTS AGAINST EMPLOYEE BY POSITION

a. Officers	65	85%
b. Sergeant	4	5%
c. Lieutenant	1	1.5%
d. Captain	1	1.5%
e. Civilians	4	5%
f. Unknown	2	2%

COMPLAINTS INVESTIGATED BY DIVISION

a. Professional Standards	43
b. Patrol	29
c. CID	4
d. Support	1

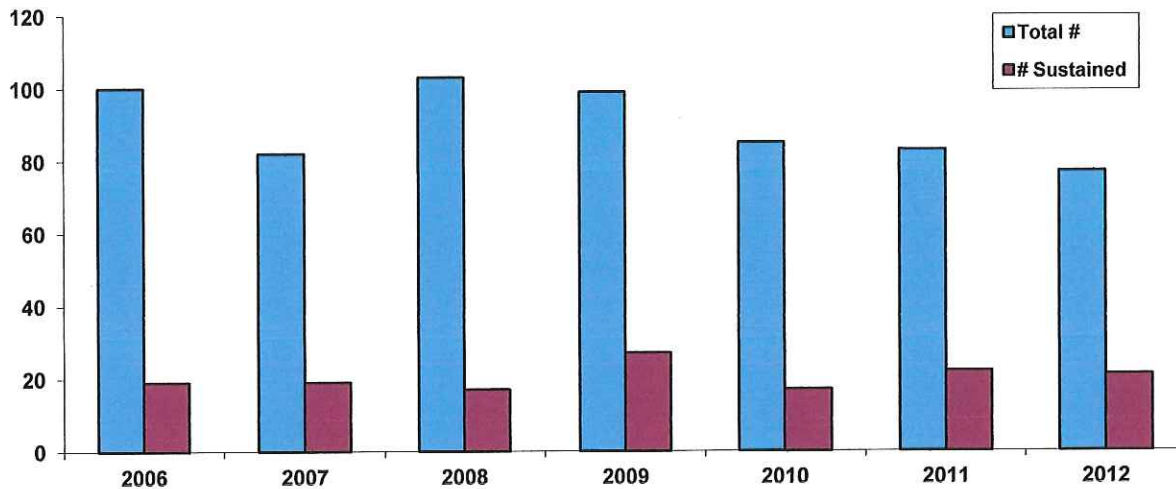
COMPLAINT CATEGORIES

CONDUCT CODE	RULE OF CONDUCT	TOTAL	SUSTAINED	PENDING
P-2	Unsatisfactory Performance	21	14	0
I-1, I-2	Conformance to Laws/Procedures	10	3	0
P-4	Use of Force/Reporting Procedures	8	2	0
F-3	Bias-Based Profiling	4	0	0
Other		34	2	0

TRENDS

	2007	2008	2009	2010	2011	2012
Minority Citizen complaints (Female, Hispanic, African American)	35	53	33	44	39	36
APD supervisor initiated complaints	10	14	17	11	15	17
Co-worker/Peer initiated	0	0	1	0	0	1
Citizen generated complaints	72	88	81	74	68	59
Total Complaints	82	103	99	85	83	77

	2005	2006	2007	2008	2009	2010	2011	2012
Total Cases	54	100	82	103	99	85	83	77
Sustained	9	19	19	17	27	17	22	21
Percentage	17%	19%	23%	16%	28%	20%	27%	27%



	2010	2011	2011
Calls for service	109,787	109,695	112,314
Investigated Complaints	85	83	77

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 2012, less than 0.10% of contacts with citizens resulted in complaints to Professional Standards.

From Jan. 1 – Dec. 31, 2012, the agency received approximately 80 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.

F-3 Bias-Based Profiling

The selection of an individual for police contact based solely upon a common trait of a group. This includes, but is not limited to, race, ethnic background, gender, sexual orientation, religion, economic status, age, cultural group, or any other identifiable groups.

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.