

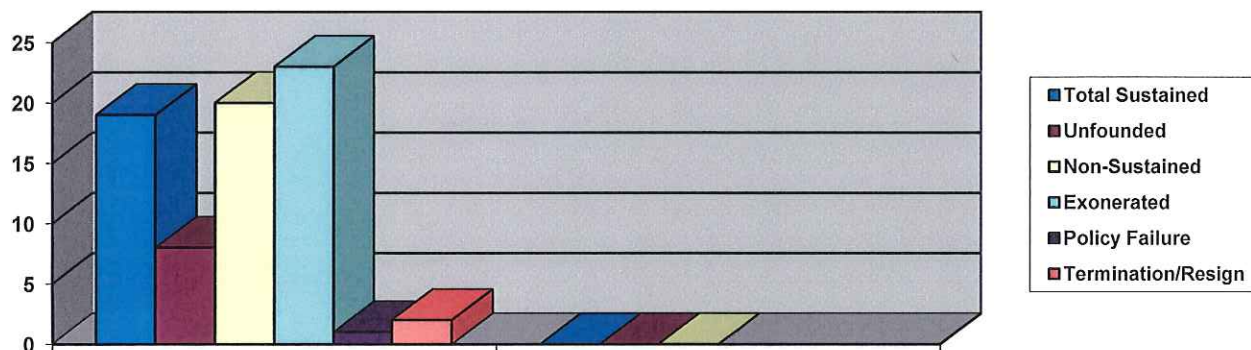
**OFFICE OF PROFESSIONAL STANDARDS
INTERNAL AFFAIRS
AUDIT**

January 1, 2013 – December 31, 2013

TOTAL APD CASES INVESTIGATED: 72

DISPOSITION/STATUS:

| | | |
|---|----|------|
| a. Sustained | 17 | 24 % |
| b. Sustained with Termination/Resignation While under Investigation | 2 | 3 % |
| c. Unfounded | 8 | 11 % |
| d. Non-Sustained | 20 | 28 % |
| e. Exonerated | 23 | 32 % |
| f. Policy Failure | 1 | 1% |
| g. Pending | 1 | 1% |



COMPLAINTS FILED PER DIVISION/ASSIGNMENT

| | | |
|-------------------|----|-----|
| a. Patrol | 61 | 85% |
| b. CID | 4 | 6% |
| c. Support | 4 | 6% |
| d. Administration | 1 | 1% |
| e. Multi-Division | 1 | 1% |
| f. Unknown | 1 | 1% |

COMPLAINTS INITIATED BY SUPERVISORS AGAINST SUBORDINATES: 14

RACE OF COMPLAINANT/RACE OF EMPLOYEE

| | | |
|---|----|------|
| a. White complainant/white employee | 39 | 54% |
| b. White complainant/black employee | 6 | 8% |
| c. White complainant/multiple or unidentified | 1 | 1.5% |
| d. Black complainant/white employee | 22 | 31% |
| e. Black complainant/black employee | 1 | 1.5% |
| f. Black complainant/multiple or unidentified | 2 | 2.5% |
| g. Unidentified Complainant/White Employee | 1 | 1.5% |
| h. Unidentified Complainant/Black Employee | 0 | 0% |

COMPLAINTS AGAINST EMPLOYEE BY POSITION

| | | |
|---------------|----|------|
| a. Officers | 60 | 83% |
| b. Sergeant | 6 | 8% |
| c. Lieutenant | 1 | 1.5% |
| d. Captain | 0 | 0% |
| e. Civilians | 3 | 4.5% |
| f. Unknown | 2 | 3% |

COMPLAINTS INVESTIGATED BY DIVISION

| | |
|---------------------------|----|
| a. Professional Standards | 39 |
| b. Patrol | 30 |
| c. CID | 2 |
| d. Support | 1 |

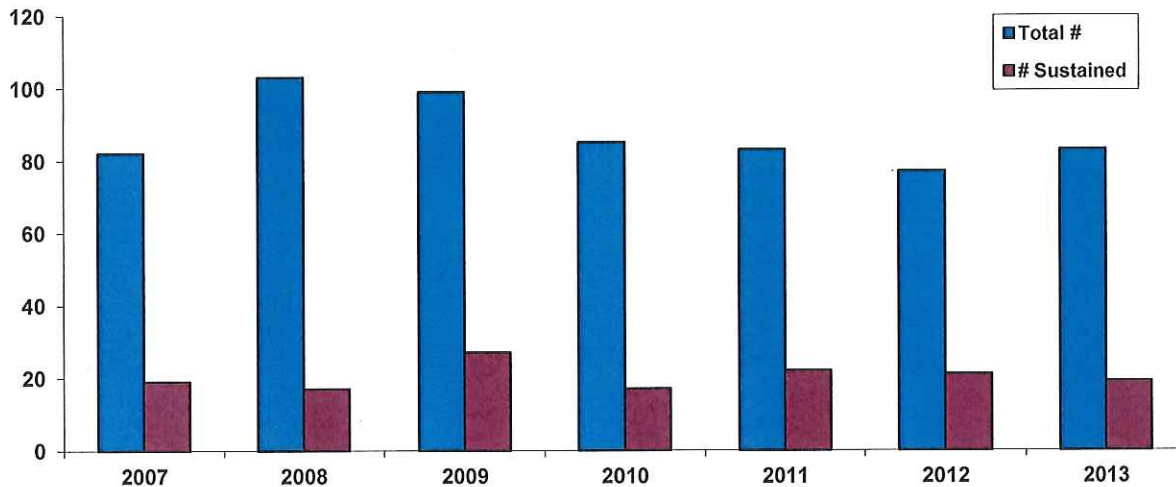
COMPLAINT CATEGORIES

| CONDUCT CODE | RULE OF CONDUCT | TOTAL | SUSTAINED | PENDING |
|--------------|-----------------------------------|-------|-----------|---------|
| P-2 | Unsatisfactory Performance | 11 | 5 | 0 |
| I-1, I-2 | Conformance to Laws/Procedures | 12 | 4 | 0 |
| P-4 | Use of Force/Reporting Procedures | 12 | 0 | 1 |
| F-3 | Bias-Based Profiling | 1 | 0 | 0 |
| Other | | 36 | 10 | 0 |

TRENDS

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

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



| | 2011 | 2012 | 2013 |
|-------------------------|---------|---------|---------|
| Calls for service | 109,695 | 112,314 | 115,877 |
| Investigated Complaints | 83 | 77 | 72 |

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 2013, less than 0.07% of contacts with citizens resulted in complaints to Professional Standards.

From Jan. 1 – Dec. 31, 2013, the agency received approximately 75 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.