



HUNTERSVILLE POLICE DEPARTMENT

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Cleveland Spruill
Chief of Police

Memorandum

DATE: April 14, 2015

TO: Cleveland Spruill, Chief of Police

[Signature] 4-16-15

FROM: Captain Barry Graham

[Signature]
4/16/15

SUBJECT: 2014 Internal Affairs/Professional Standards Analysis Report.

The purpose of this memorandum is to present the 2014 Internal Affairs/Professional Standards Analysis Report.

The Huntersville Police Department and its employees are committed to providing the highest levels of integrity and professionalism. The core values of **Honor**, **Professionalism**, and **Dedication to Duty** are supported by a proactive Internal Affairs function. The Huntersville Police Department responded to a total of **15,977** calls for Police service in 2014. The Services Bureau investigated 5 total external allegations in the year 2014 which represents .0003 % of all calls for service or one complaint allegation for every 3,195 police calls for service. This was a 50% decrease from **10** reported allegations in the year 2013. This agency's practice and policy is to document in writing and investigate all complaints received. Huntersville Police Officers responded to 358 less calls for service in 2014 compared to 2013. There has been no increase in work force during 2014. The Department continues to enjoy an extremely low ratio of complaints received to the number of public contacts made throughout the year. In 2014, **20%** of complaint investigations resulted in no disciplinary action at all as opposed to **10%** in 2013.

External	2010	2011	2012	2013	2014
Citizen Complaint	23	27	28	10	5
Sustained	4	9	10	1	1
Not Sustained	4	6	7	2	0
Unfounded	8	9	11	2	3
Exonerated	7	5	12	5	1
No findings/Incomplete	0	1	2	0	0
Misconduct not based	0	0	0	0	0
Policy Failure	0	0	0	0	0

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Internal					
Directed complaint	17	8	9	7	4
Sustained	8	3	12	6	4
Not Sustained	3	3	1	0	0
Unfounded	1	1	0	1	0
Exonerated	2	2	0	0	0
No Findings/Incomplete	3	0	1	0	0

* Some of the 9 cases investigated had multiple violations of the Uniform Standards of Conduct that were included in the original allegation. The breakdowns of the violations of the Uniform Standards of Conduct are as follows:

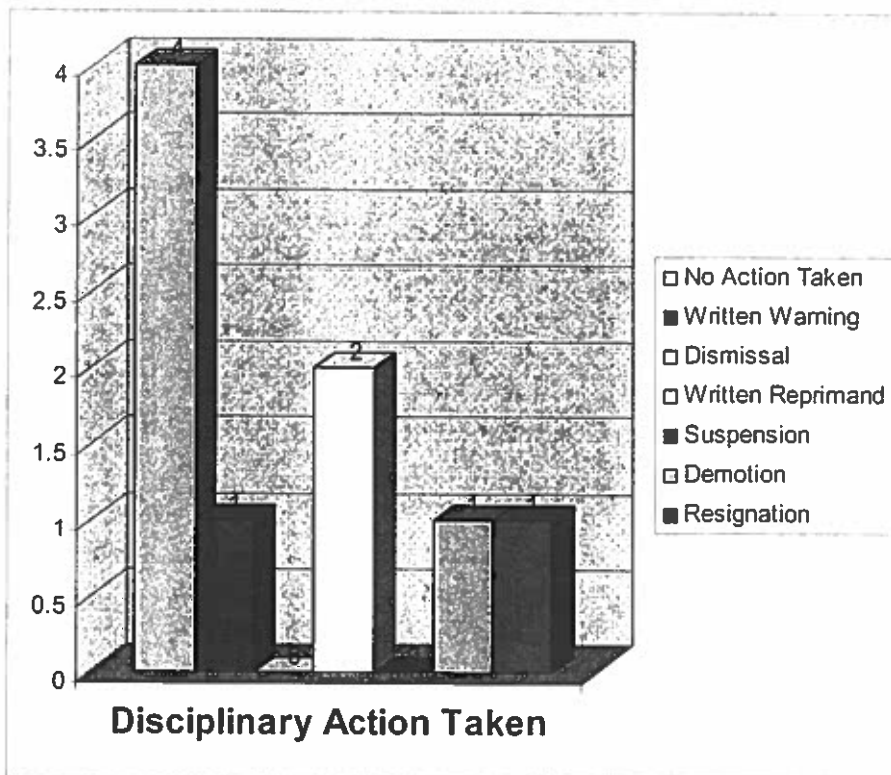
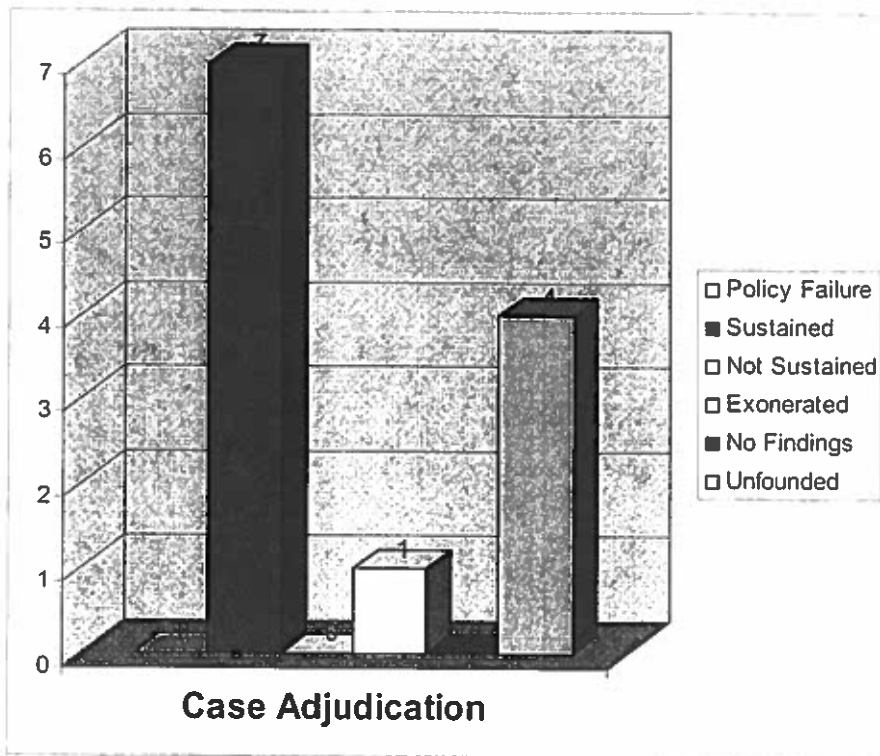
(There were 12 total allegations of rule violations of the Uniform Standards of Conduct made in the 9 complaints that were investigated)

Standard Number	Allegation Class	Allegation Totals
#1	Knowledge of Regulations	1
#5	Unsatisfactory Performance	2
#6	Unbecoming Conduct	1
#8	Reporting for Duty	1
#25	Courtesy	1
#37	Supervision	1
#38	Truthfulness	1
#39	Harassment	4

The following table contains information as related to case adjudications and disciplinary action analysis. There were some cases that had multiple adjudications.

CASE ADJUDICATION (9 total cases)	DISCIPLINARY ACTION ANALYSIS (Allegations)
<u>0</u> Policy Failure	<u>0</u> No Disciplinary Action taken (Includes Pending)
<u>7</u> Sustained	<u>1</u> Written Warning/ Counseled
<u>0</u> Not Sustained	<u>1</u> Resignation (as result of investigation)
<u>1</u> Exonerated	<u>2</u> Written Reprimand
<u>0</u> No Findings/Incomplete	<u>0</u> Suspension (without pay)
<u>4</u> Unfounded	<u>1</u> Demotion
<u>0</u> Pending	<u>0</u> Dismissal

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Patterns, Trends, and Training

The predominant Standards of Conduct that was at issue in 2014 was again uniform standard of conduct **#39 Harassment**. Most of these complaints were investigated by the Support Services Captain, who has been trained on the IA policy and investigation techniques. In 2014, a total of four (4) Harassment complaints were investigated. Although the Department received these four (4) complaints related to harassment issues, none of the allegations was actually sustained.

The Department purchased IA PRO software in July of 2011. This change has enhanced the management of investigations and has provided improved tracking of all complaints. The IA Pro module has streamlined the complaint process and most supervisors utilized this system and continue to approve of it. Our training and technology improvements have enhanced the complaint taking process and should continue to simplify the process for years to come. There was another Departmental restructuring in January of 2013 with the Professional Standards Bureau being created. The Huntersville Police Department's policy on investigating all allegations of employee misconduct will continue and it supports our commitment to providing the highest levels of integrity and professionalism to the community we serve.

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