



HUNTERSVILLE POLICE DEPARTMENT

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Cleveland Spruill
Chief of Police

Memorandum

DATE: February 13, 2017

TO: Cleveland Spruill, Chief of Police

FROM: Major Barry Graham, Administrative Bureau Commander

SUBJECT: 2016 Internal Affairs/Professional Standards Analysis Report.

The purpose of this memorandum is to present the 2016 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. It is the practice and policy of the Huntersville Police Department to document and investigate all complaints received.

The Huntersville Police Department responded to a total of 18,248 calls for Police Service in 2016. The Administrative Bureau investigated 8 total allegations in the year 2016 which represents .00043% of all calls for service or one complaint allegation for every 2281 police calls for service. This is a 33% increase from the 6 reported allegations in the year 2015. Huntersville Police Officers responded to 603 more calls for service in 2016 compared to 2015. There was an increase of three (3) officers in the work force during 2016. The Department continues to enjoy an extremely low ratio of complaints received to the number of public contacts made throughout the year. In 2016, 80% of complaint investigations resulted in no disciplinary action at all.

External	2012	2013	2014	2015	2016
Citizen Complaint	28	10	5	1	2
Sustained	10	1	1	0	0
Not Sustained	7	2	0	0	2
Unfounded	11	2	3	0	0
Exonerated	12	5	1	1	0
No findings/Incomplete	2	0	0	0	0
Misconduct not based	0	0	0	0	0
Policy Failure	0	0	0	0	0

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Internal	2012	2013	2014	2015	2016
Directed complaint	9	7	4	5	6
Sustained	12	6	4	4	2
Not Sustained	1	0	0	0	4
Unfounded	0	1	0	1	0
Exonerated	0	0	0	1	0
No Findings/Incomplete	1	0	0	0	0

* Some of the 8 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:

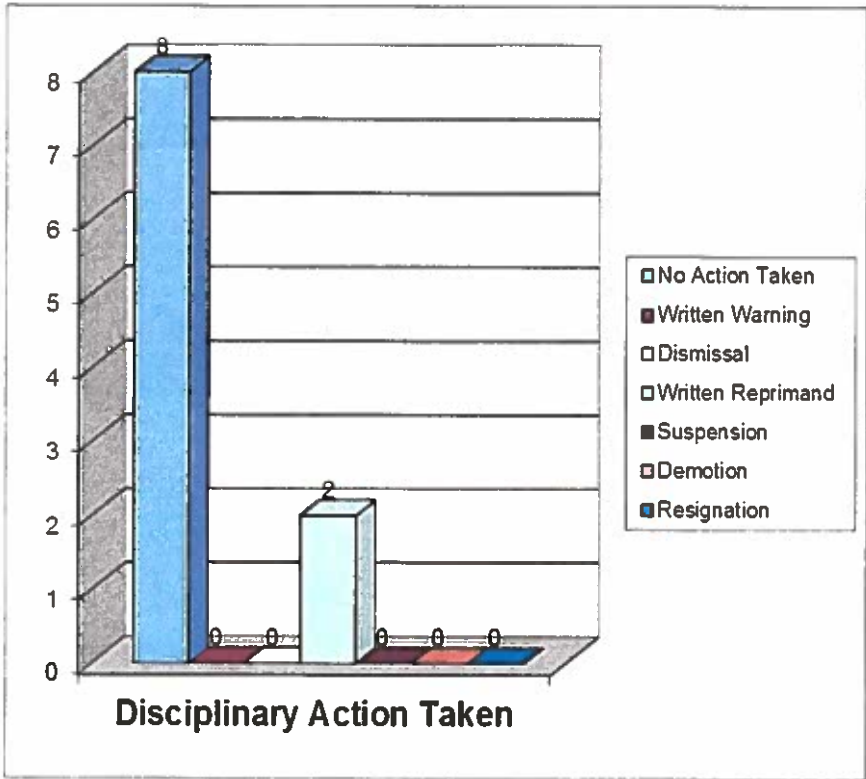
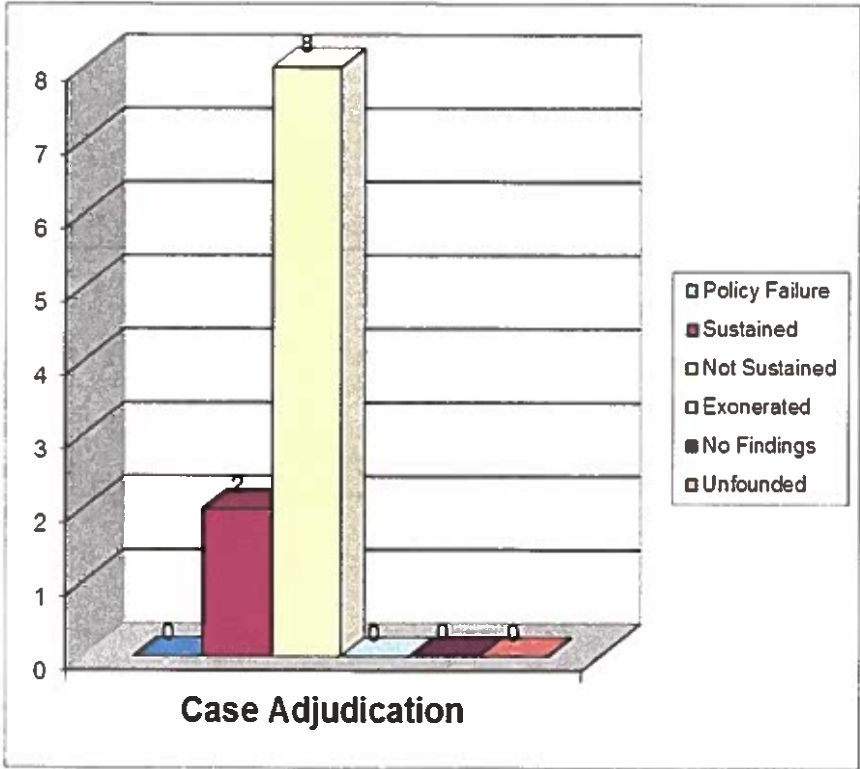
(There were 10 total allegations of rule violations of the Uniform Standards of Conduct made in the 8 complaints that were investigated)

Standard Number	Allegation Class	Allegation Totals
#2	Violations of Rules	2
#4	Insubordination	1
#21	Identification	1
#22	Abuse of Law Enforcement Powers	1
#28	Use of Force	1
#32	Use of Department Equipment	1
#39	Harassment	2
#40	Driving	1

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

CASE ADJUDICATION (8 total cases)		DISCIPLINARY ACTION ANALYSIS (Allegations)	
<u>0</u>	Policy Failure	<u>8</u>	No Disciplinary Action taken (Includes Pending)
<u>2</u>	Sustained	<u>0</u>	Written Warning/ Counseled
<u>8</u>	Not Sustained	<u>0</u>	Resignation (as result of investigation)
<u>0</u>	Exonerated	<u>2</u>	Written Reprimand
<u>0</u>	No Findings/Incomplete	<u>0</u>	Suspension (without pay)
<u>0</u>	Unfounded	<u>0</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 2016 was Uniform Standard of Conduct **#2 Violations of Rules** and **#39 Harassment**. Most of these complaints were investigated by the Support Services Major, who has been trained on the IA policy and investigation techniques. In 2016, a total of two (2) Harassment and two (2) Violations of Rules complaints were investigated. Although the Department received these two (2) harassment complaints, none of the allegations were 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. 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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