



HUNTERSVILLE POLICE DEPARTMENT

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Philip K. Potter, CLEE
 Chief of Police

2008 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** are supported by a proactive Internal Affairs function. The Huntersville Police Department responded to a total of **18,663** calls for Police service in 2008. The Internal Affairs/Professional Standards section investigated **53** allegations in the year 2008 which represents 0.002839% of all calls for service or one complaint allegation for every 352 police calls for service. This was a 39.5% increase from **38** reported allegations in the year 2007. This was the third year of the agency's change in practice and policy to document in writing and investigate **all** complaints received, which was not the general practice prior to November 13, 2006 (date the new written policy was formally adopted). Prior to this policy update, minor complaints were handled at the first line supervisory level with the complainant and generally not formally documented beyond the employee's performance evaluation. This new philosophy accounts for the large percentage increase over the four year time period. Huntersville Police Officers responded to 865 more calls for service in 2008 compared to 2007. This, along with a 10% increase in work force accounts for some of the increase in this year's numbers. The Department continues to enjoy an extremely low ratio of complainants received to the number of public contacts made throughout the year.

External	2006	2007	2008
Citizen Complaint	18	38	47
Sustained	13	13	10
Not Sustained	3	3	18
Unfounded	0	11	8
Exonerated	1	9	10
Withdrawn Complaint	1	1	0
Misconduct not based	0	1	1
Policy Failure	0	1	0
Internal			
Directed complaint			6
Sustained			9
Not Sustained			3
Unfounded			
Exonerated			1

* Some of the **53** allegations 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 62 total allegations of rule violations of the Uniform Standards of Conduct made in the 53 complaints that were investigated)

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ALLEGATION CLASS		# ALLEGATIONS
25	Courtesy	25
5	Unsatisfactory Performance	7
39	Harassment	5
40	Driving	5
6	Unbecoming Conduct	4
22	Abuse of law Enforcement Powers or Position	4
10	Neglect of Duty	3
34	Departmental Reports	2
2	Violation of Rules	1
1	Knowledge of Regulations	1
17	Use of Alcohol on duty	1
32	Use of Departmental Equipment	1
29	Arrest, search, and seizure	1
3	Chain of Command	1
38	Truthfulness	1

There were 47 externally generated complaints and 6 internally generated complaints.

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

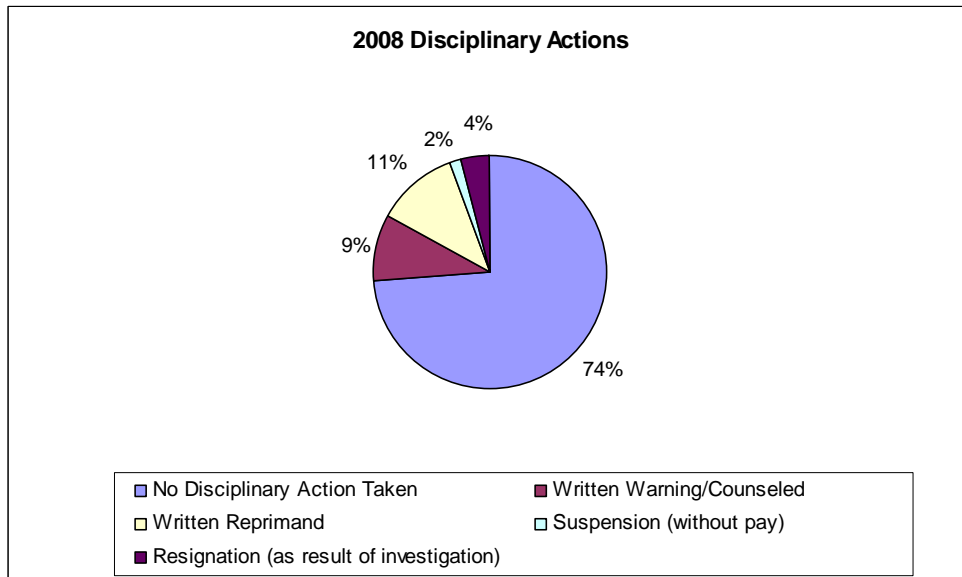
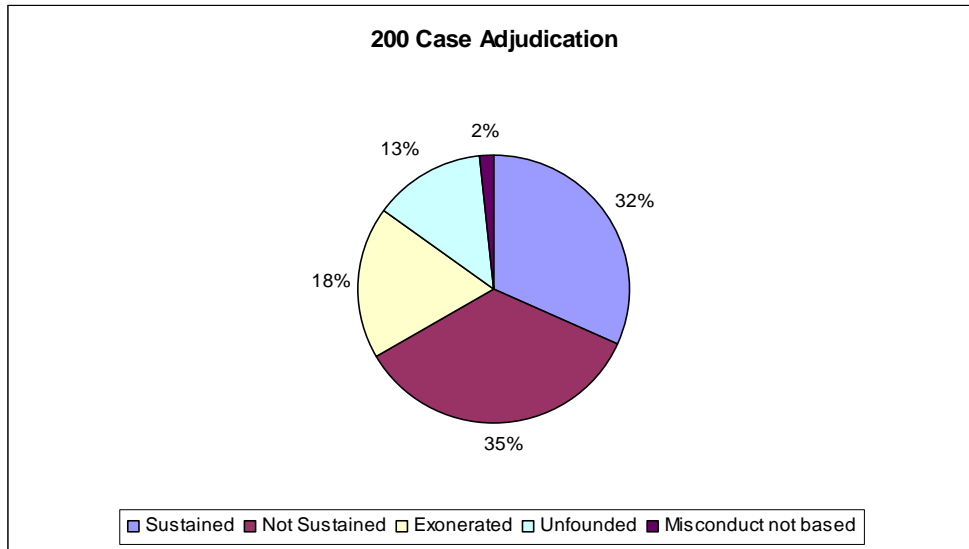
CASE ADJUDICATION		DISCIPLINARY ACTION ANALYSIS	
<u>0</u>	Policy Failure	<u>39</u>	No Disciplinary Action taken
<u>19</u>	Sustained	<u>5</u>	Written Warning/ Counseled
<u>21</u>	Not Sustained	<u>0</u>	Dismissal
<u>11</u>	Exonerated	<u>6</u>	Written Reprimand
<u>0</u>	Withdrawn Complaint	<u>1</u>	Suspension (without pay)
<u>8</u>	Unfounded	<u>0</u>	Demotion
<u>1</u>	Misconduct not based	<u>2</u>	Resignation (as result of investigation)

Patterns, Trends, and Training

The Internal Affairs/Professional Standards section continued to improve and fine tune remained in somewhat of a transitional period during most of 2007. There were policy updates and some changes in the uniform standards of conduct to improve our procedures and clear up some confusion. The Department purchased IA software from OSSI in 2007 and that has enhanced the management of investigations and will provide improved tracking mechanisms. This system worked well in 2008.

The predominant Standard of Conduct that was at issue in 2008 continued to be uniform standard of conduct **#25 Courtesy**. Most of these complaints were investigated by Lieutenants and Sergeants that have been trained on the new IA policy. This policy training was conducted in 2007 and the supervisors also received specialized IA training by Bob Thomas of Thomas and Means Inc. The new OSSI IA module has improved and streamlined the complaint process and most supervisors utilized this new 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 support our commitment to providing the highest levels of integrity and professionalism to the community we serve.

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Prepared by: Captain Michael Scott Kee, Services Bureau Commander

Date

Approved by: Philip K. Potter, Chief of Police

Date

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