

FLORENCE POLICE DEPARTMENT



2014 Internal Affairs Report

In accordance with Department policy and CALEA Standards 52.1.5, 35.1.9, 1.2.9, and 25.1.3 the command staff reviewed, discussed, and analyzed the 2014 Internal Affairs Statistical Summary, Personnel Early Warning System Evaluation, Biased Based Profiling Review, and the Analysis of Employee Grievances.

Internal Affairs Statistical Summary:

	2012	2013	2014
Excessive Force	2	0	2
Misconduct	0	0	1
Harassment	1	1	0
Poor Judgment	0	0	0
Policy Violation	1	0	0
Bias Based Policing	0	0	0
Unlawful Arrest	0	0	0
Unprofessional	3	1	0
Conduct Unbecoming	1	1	0
Domestic Violence	2	0	0
Inappropriate Contact	1	0	0
Informal	11	23	19
Total:	22	26	22

	Unfounded	Exonerated	Written/Oral Reprimand	Suspended w/out Pay	Terminated Resigned
2012	6	2	1	1	1
2013	2	0	0	1	0
2014	0	1	1	0	1

(Table does not include Informal Complaints)

In 2014 the number of informal complaints was consistent with 2013. In accordance with the direction of policy 25.1.1, Internal Investigations, all complaints are forwarded to Internal Affairs to be filed for a period of three years, in compliance with the Alabama Archive law.

Policy Review and Recommendations:

The Internal Investigation policy was reviewed during the staff meeting. Taking into consideration the facts from each report and the statistical review, the Command Staff determined the current policy and forms adequately guide supervisors and Internal Affairs during and after a complaint. No further recommendations were made.

Early Warning System Evaluation:

	2012	2013	2014
Use of Force	3	1	1
Pursuit	1	0	2

The early warning system is tracked by first line supervisors and also tracked in Internal Affairs. All after action reports are sent to the Internal Affairs Office after they are approved by the proper chain of command. Since officers often work on different shifts (personnel shortage and/or special events), their regular supervisor may not see an after action report completed during those times. Internal Affairs tracks those reports to ensure none are missed.

In 2014 the Early Warning System was triggered three times. There were two pursuit reviews triggered and one use of force review. The Officer's supervisors completed a review of the incidents and talked with the Officer. The reviews determined that all actions were within policy and no further action was required.

Policy Review and Recommendations:

The Early Warning System was also reviewed during the review process. Taking into consideration the facts from each report and the statistical review, the Command Staff determined the current policy and forms adequately guided Supervisors during and after a review is triggered. No further recommendations were made.

Bias Based Profiling Review:

Appendix A contains the demographic analysis of those arrested for 2014, 2013, and 2012. The demographic distribution was consistent throughout the comparison years.

Appendix B contains the demographic analysis of those cited during 2014, 2013, and 2012.

In 2014 there were no Bias Based Profiling complaints.

Policy Review and Recommendations:

The Bias Based Profiling policy was also reviewed during the review process. Taking into consideration the facts from each report and the statistical review, the Command Staff determined the current policy and forms adequately guided personnel to prevent occurrences of bias based profiling, and to protect employees when they act within the dictates of the law and policy from unwarranted accusations. No further recommendations were made.

Grievances Analysis:

CALEA Standard 3.5.3 requires an annual analysis of grievances be conducted in an effort to determine if there exists any trends or personnel issues that may ultimately impact effective management. In accordance to CALEA Standard 3.5.3 and Departmental Policy the following is the analysis of grievances for calendar year 2013. During the 2014 calendar year there were zero (0) grievances from employees.

The lack of any grievances is not abnormal. There were three (3) filed in 2011 but Zero (0) in 2012 and 2013. In talking with employees the policy and procedure for filing a grievance is

understood. The opinion of the employees talked with was that most situations that arise are handled swiftly and fairly without having to proceed with filing a grievance.

There were two employees that inquired about the grievance process during 2014. One was a civilian employee and the other was a sworn officer. Neither employee actually filed the grievance. Employees know we have a grievance process and understand how to get information on how to properly file the grievance.

As far as grievances are concerned, there is nothing to analyze, but due to the high stress nature of the job it remains essential to promote a solid working relationship to avoid problems wherever possible. In order to maintain a functional organization and retain exemplary employees, the Florence Police Department should continue to seek out every opportunity to enhance employee/supervisor/manager relations.

Policy Review and Recommendations:

The Grievance policy was reviewed during the review process. Taking into consideration the employee interviews and policy review, the Command Staff determined the current policy is adequately guiding personnel. No further recommendations were made.