

FLORENCE POLICE DEPARTMENT



2015 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 2015 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	2015
Excessive Force	2	0	2	1
Misconduct	0	0	1	1
Harassment	1	1	0	0
Poor Judgment	0	0	0	0
Policy Violation	1	0	0	1
Bias Based Policing	0	0	0	1
Unlawful Arrest	0	0	0	0
Unprofessional	3	1	0	1
Sex on Duty	1	1	0	0
Domestic Violence	2	0	0	1
Inappropriate Contact	1	0	0	0
Informal	11	23	19	32
Drug Use	0	0	0	1
Total:	22	26	22	39

	Unfounded	Exonerated	Written/Oral Reprimand	Suspended w/out Pay	Terminated Resigned	Referred to Immediate Supervisor
2012	6	2	1	1	1	0
2013	2	0	0	1	0	0
2014	0	1	1	0	1	0
2015	4	1	0	0	1	1

(Table does not include Informal Complaints)

In 2015, there was an increase of thirteen (13) informal complaints from previous year. This increase is a reflection of the Florence Police Department's efforts to encourage the public to call or visit the department if they are in any situation where they feel they have been treated unfairly, as well as making them aware of the proper channels in which to file a complaint if they wish to do so. The procedures were outlined in a pamphlet that was given out at various events and published on social media.

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	2015
Use of Force	3	1	1	1
Pursuit	1	0	2	3

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 2015, the Early Warning System was triggered four times. There were three pursuit reviews and one use of force review. The officer's supervisors completed a review of all incidents and conferred with the officers. One pursuit was determined out of policy and proper action was taken by the officer's supervisor. The remaining 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 2015, 2014, 2013, and 2012. The demographic distribution was consistent throughout the comparison years.

Appendix B contains the demographic analysis of those cited during 2015, 2014, 2013, and 2012.

In 2015 there was one Bias Based Profiling complaint, but this complaint was unfounded.

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 2015. During the 2015 calendar year there were four (4) grievances from employees.

Employees are aware of our grievance process and understand how to get information on how to properly file the grievance. Two (2) grievances were filed due to unwanted assignment change, one (1) grievance was filed by an individual who was not selected for an open position, and one (1) was filed by an individual who felt mistreated by a supervisor. All employees who filed grievances followed proper procedures.

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 will 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.

Appendix A

Demographic Analysis of Persons Arrested

	2012			2013			2014			2015		
	# Arrested	% of Total	% of Population	# Arrested	% of Total	% of Population	# Arrested	% of Total	% of Population	# Arrested	% of Total	% of Population
INMATE RACE												
Black	1066	31.09%	11.00%	949	29.25%	12.50%	844	26.02%	19.40%	794	27.00%	19.40%
White/Non Hispanic	2298	67.02%	87.00%	2209	68.09%	85.00%	2578	79.47%	75.00%	2011	69.99%	75.00%
White/Hispanic Latin	44	1.28%	1.00%	63	1.94%	1.00%	43	1.33%	3.60%	42	1.46%	1.40%
Asian or Pacific Islander	7	0.20%		4	0.12%		2	0.06%		4	0.13%	
Indian or Alaskan Native	1	0.03%	<1%	2	0.06%	<1%	4	0.12%	2%	1	0.03%	<1%
Black/White Mixed	12	0.35%		14	0.43%		13	0.40%		9	0.31%	
Unknown	1	0.03%		3	0.09%		14	0.43%		5	0.17%	
INMATE INSTITUTIONAL CLASS												
No Entry	261			239			14			1120		
State Inmate	0			1			13			6		
Convicted Felon	34			72			253			114		
Convicted Misdemeanant	546			767			971			412		
Pre-Trial	2588			2165			2247			1162		
INMATE CITIZENSHIP												
Canada	1			2			1			0		
Guatamala	4			6			2			3		
Japan	1			3			1			1		
Mexico	10			12			13			11		
United States	3169			3039			3412			2681		
China	0			0			0			3		
El Salvador	0			0			0			1		
Honduras	0			0			0			3		
Iceland	0			0			0			1		
India	0			0			0			1		
Israel	0			0			0			1		
Niger	0			0			0			1		
Portugal	0			0			0			1		
Other	0			0			0			1		
No Entry	244			182			69			165		
INMATE AGE												
Juvenile 14-18	155			231			79			147		
Adult 18-81	3274			3013			3419			2717		
Total Persons Arrested=	3429			3244			3498			2873		

** Source for demographics changed from Muscle Shoals area to Florence starting in 2014.

Appendix B

Demographic Analysis of Persons Cited

RACE	2012				2013				2014				2015			
	MALE	FEMALE	UNKNOWN	TOTAL												
No entry	1	4	277	282	9	3	210	222	54	14	190	258	90	30	253	373
Asian	18	15	0	33	17	8	0	25	7	6	0	13	3	1	0	4
Black	1014	710	0	1724	812	516	1	1329	926	549	0	1475	755	363	0	1118
Indian or Alaskan Native	9	4	0	13	2	6	0	8	7	0	0	7	0	2	0	2
White/Hispanic Latin	124	48	0	172	93	35	1	129	149	51	0	200	72	27	0	99
Oriental	4	1	0	5	4	0	0	4	6	1	0	7	9	5	0	14
Turkish	9	0	0	9	4	1	0	5	1	0	0	1	2	0	0	2
Unknown	4	3	0	7	10	1	0	11	10	0	0	10	3	0	0	3
White/Non Hispanic	2906	2288	1	5195	2298	1530	0	3828	2523	1779	2	4304	2055	1400	1	3456
Black/White Mixed	12	3	0	15	14	2	0	16	33	12	0	45	44	18	0	62
TOTAL	4101	3076	278	7455	3263	2102	212	5577	3716	2412	192	6320	2989	1828	254	5133
Age																
Juvenile (14-18)	166	105	1	272	170	136	1	307	230	173	1	404	142	106	0	248
Adults (19-87)	3935	2971	277	7183	3093	1966	211	5270	3486	2239	191	5916	2890	1742	2	4634
TOTAL	4101	3076	278	7455	3263	2102	212	5577	3716	2412	192	6320	3032	1848	2	4882