

Special Report to City Council

Findings and Conclusions of Administrative Investigation Regarding Recent Allegations

Gary Jackson, City Manager



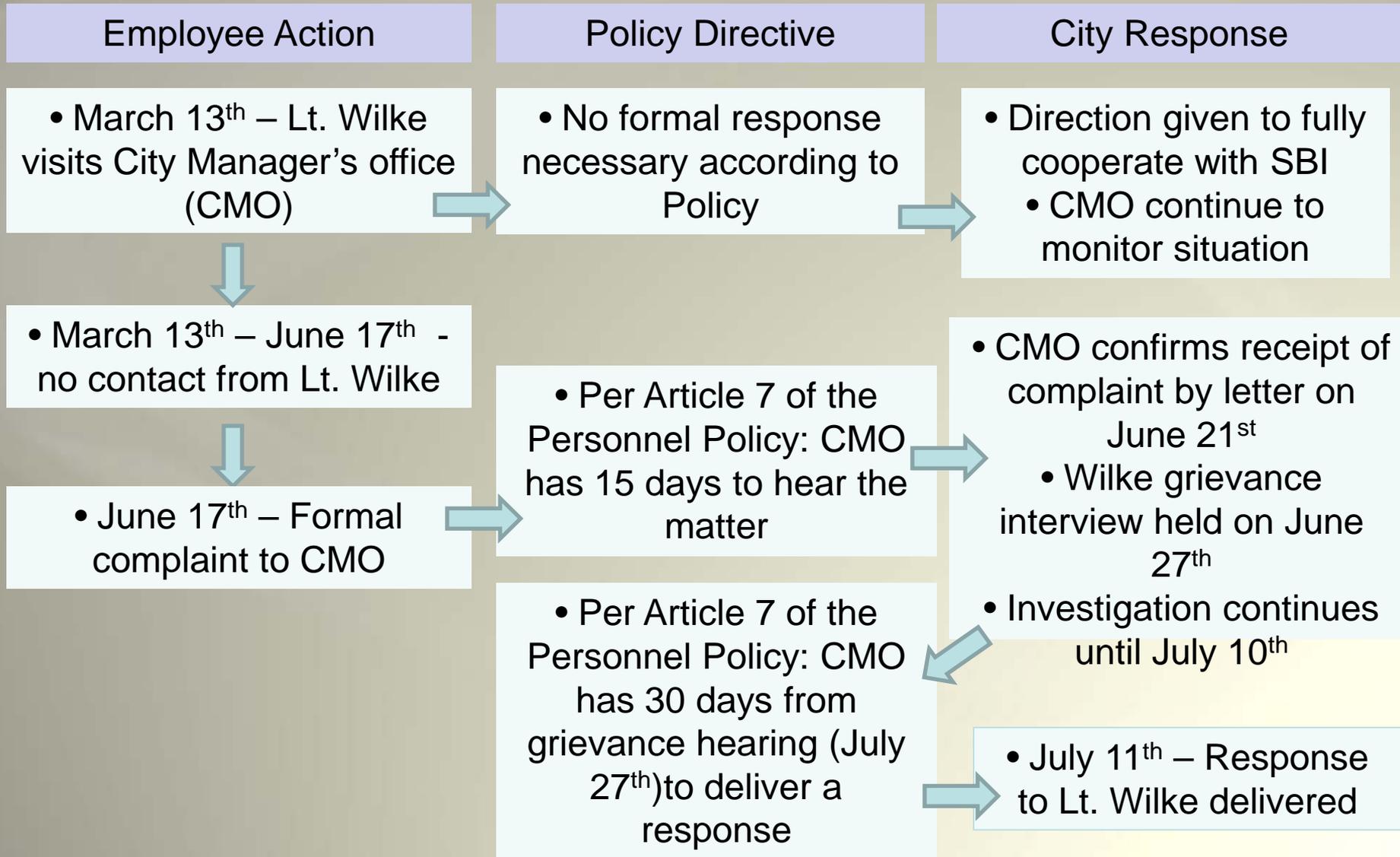
Introduction



Goals of this report:

- Address concerns of public confidence in City services by sharing findings and conclusions, within the limitations of the law, of the administrative investigation regarding allegations of coercion, cover-up, management and employment related concerns with the Asheville Police Department
- Outline the timeline of events involving the City's response to the grievance
- Assure City Council and the general public that management fully supports the men and women of the Asheville Police Department and plans are in place to move the department forward

Grievance Timeline



Administrative Review



Allegation:

Chief William Anderson and Captain Stony Gonce attempted to manipulate or coerce Lt. William Wilke to “submit to a set of facts and circumstances regarding the accident involving Chief Anderson’s son that were clearly false and misleading.”

Statements from Chief Anderson and Captain Gonce regarding the accident were not in the investigative file.

Administrative Review



Findings:

- Any and all allegations made by the Lieutenant regarding the SBI interview or missing documents from the SBI file are criminal matters, regarding which the City defers to the judgment of the Buncombe County District Attorney.
- While there are no City or Department policies or procedures that address the Chief of Police's action of ordering Lt. Wilke to his office on March 14, the conduct was not appropriate, and this issue has been addressed with Chief Anderson by his supervisor.

Administrative Review



Allegation:

Operational and administrative concerns pertaining to specific employees

Findings:

- Allegations made by the Lieutenant regarding specific employees is confidential personnel information within the meaning of NCGS 160A-168 and may not be disclosed except as allowed by law

Administrative Review



Allegation:

General operational and administrative concerns within the Department

Findings:

- Organizational performance is guided by Council's Strategic Operating Plan and accompanying department business plans which contain specific goals for department management to achieve. In light of the findings of the administrative investigation, we will task Command Staff, supported by outside expertise, to review and modify goals accordingly. An overview of the plan will be made public.

In Summary



Between June 27, 2013 and July 9, 2013, City staff invested over 20 hours interviewing a number of City employees including but not limited to Lieutenant William Wilke, Chief Anderson and Captain Gonce.

The information shared today, in accordance with NCGS 160A-168(c)(7), is essential to maintaining public confidence in City Services, in particular the services provided by the Police Department.

Due to the constraints of this statute, the release of personnel records is limited.

In Summary



Aggressive and effective steps are being taken to address the operational and administrative concerns within the Department with a focus on unity, cohesion and integrity.

Changes originating with new or long standing department leadership invariably result in organizational stress and conflicts. New department director appointments, new operational emphasis and priorities, reallocation of resources, staff reassignments, and greater accountability for performance may all add stress to the relationships between supervisors and the employees whose work they are responsible for managing.

In Summary



Additionally, budget and fiscal challenges, cost saving strategies and reengineering, as well as economic and legislative trends can all compound the friction between employees and supervisors.

These effects are common during periods of change in both public and private organizations and are not unique to APD. City management is committed to providing the resources to better equip employees with the tools to manage the change that is needed to succeed as an organization.

Finally, City management has complete confidence in the police department's ability to move forward.

In Summary

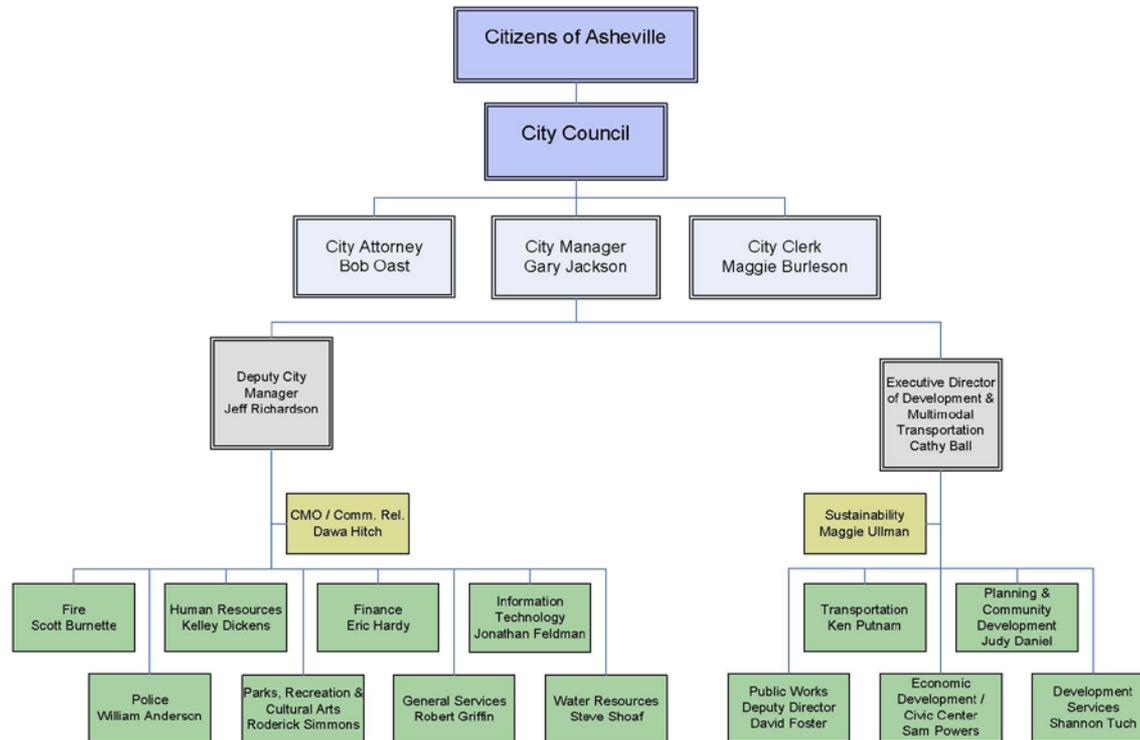


In closing, City management has complete confidence in the police department's ability to move forward.

This is staff's best effort to closely examine all facts made available at this time.

All staff members are strongly encouraged to share information with their supervisors and/or other leadership, including the city manager, when concerns arise about operational and administrative decisions.

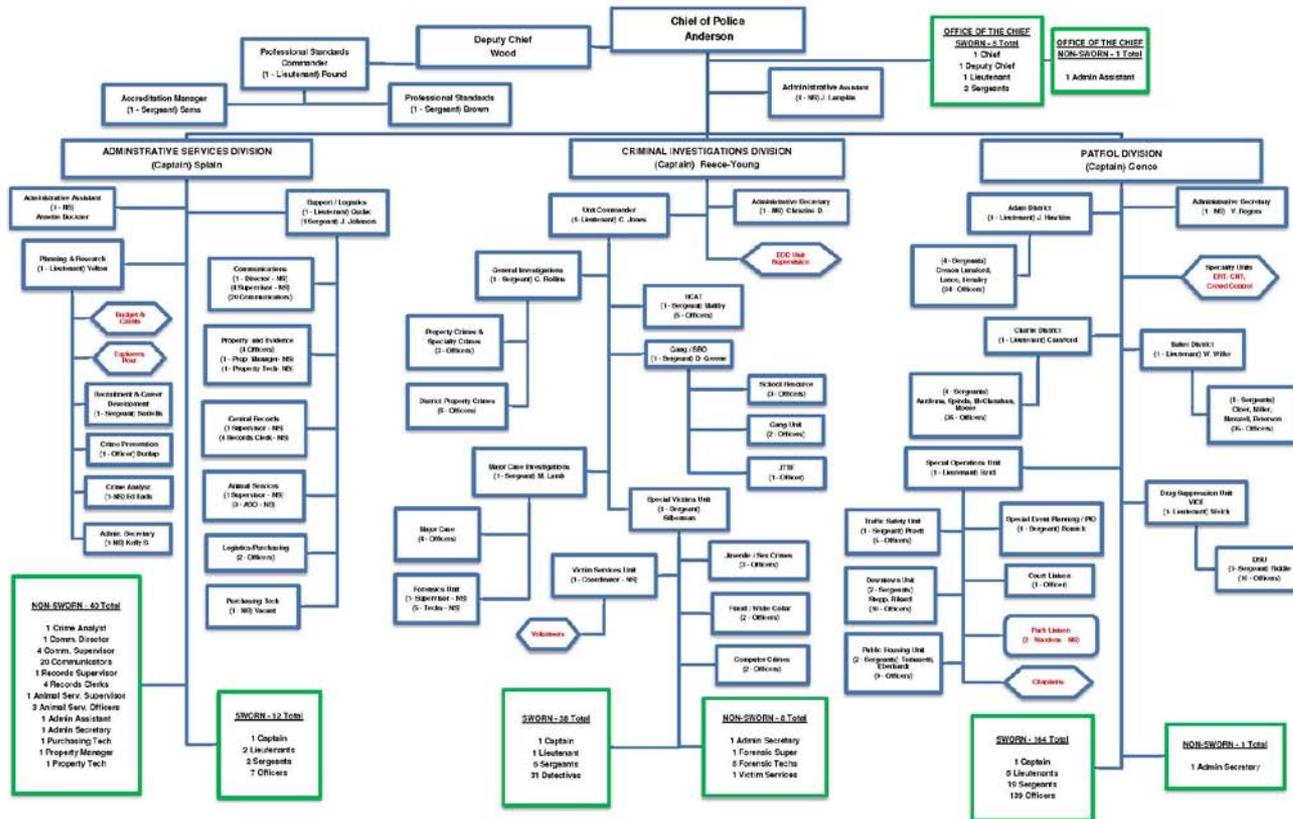
In Summary





In Summary

Asheville Police Department Organizational Chart – May 2013



APD Accomplishments



Decrease in Crime

- During the period of July 1, 2012 – March 31, 2013, reported violent crime citywide decreased 9%.

Public Housing Unit

- 10-person unit established through collaboration and in partnership with HACA
- Unit is jointly funding between CoA and HACA
- 12% decrease in overall public housing crime
- 16% decrease in property crime in public housing units

APD Accomplishments



Downtown Unit

- New policing philosophy in Downtown to improve communications between merchants, residents and Police
- Redeployed officers from Municipal Building to downtown substation
- Unit participates in overt and covert operations targeting graffiti and other quality of life issues in the Downtown area
- Increased visibility and presence relating to nightlife activity

APD Accomplishments



Partnerships - Changing Together

- Since 2011, 36 Violent Offenders have attended a “call-in”
- 30 have had no new charges

Building Relationships with Youth

- Officers completed 54 hours YTD with the WNC Big Brothers/Big Sisters program
- Officers attended 103 YTD sessions to include classes and lunches to build rapport with students in the Asheville City Schools.