

MEMORANDUM

To: Robert Frost

From: William J. Anderson, Chief of Police

CC: Kelley Dickens, Human Resources Director
Personnel File

Date: March 12, 2014

This memorandum is to officially notify you of the result of your pre-disciplinary conference on March 7, 2014.

On or about February 7, 2014, the Asheville Police Department received a complaint about you alleging excessive use of force while making an arrest on February 2, 2014.

Upon my review of the internal investigation file, the video, and the information provided by you at your pre-disciplinary meeting, I have determined that your use of force in this incident was excessive and in violation of the following City of Asheville and Asheville Police Department policies:

Asheville Police Department Policy 1030 – Use of Force

- Officers may only use reasonable force when force is used to accomplish lawful objectives.

Asheville Police Department Rules of Conduct P-1

- Employees shall conduct themselves at all times in a manner that reflects favorably on the Department. Unbecoming conduct may include any action that reflects discredit upon the Department or impairs the operation of the Department. Employees must scrupulously avoid any conduct that compromises the integrity of the Department.

Asheville Police Department Rules of Conduct P-4 – Use of Force

- Employees shall not use more force in any situation than is reasonably necessary under the circumstances. Employees shall use force in accordance with law and departmental procedures.

City of Asheville Personnel Policy, Article 6, Section 61: Inappropriate Personal Conduct

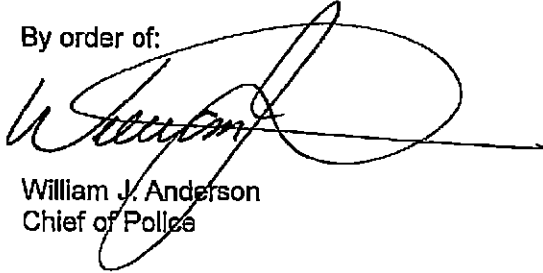
- Inappropriate personal conduct is behavior of such a detrimental nature that the functioning of the City may be impaired, the safety of persons or property may be threatened, or the laws of the government may be violated.

As a result, you are hereby informed that I am terminating your employment with the City of Asheville, effective immediately. This was not an easy decision to make; however, I must represent the best interests of the citizens we serve, the Asheville Police Department, and the City of Asheville.

Please return all City and APD property to Sgt. Johnson by Friday, March 14, 2014 at 12:00 noon.

Pursuant to the City's Personnel Policy, Section 69, you have a right to appeal this dismissal to the City Manager within (12) twelve calendar days of today's date.

By order of:

A handwritten signature in black ink, appearing to read 'W. Anderson', written over a horizontal line.

William J. Anderson
Chief of Police

cc: Rodney Hasty, Esq.