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**Sent:** 6/12/2020 10:47:41 AM  
**To:** David Zack <dzack@ashevillenc.gov>, James Baumstark <jbaumstark@ashevillenc.gov>, Laura Cole <lcole@colepromedia.com>, Sandy Soriano <ssoriano@colepromedia.com>  
**Cc:**  
**Subject:** AVL Today Inquiry

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Good morning all,

Below please find a series of questions that were posed earlier this week by a local media outlet. The only question that I do not have an answer for is highlighted in yellow. Can you please review and let me know if any responses need to be modified or changed? I would not respond until next week, after the video has been released regarding The Community Report.

- **How many officers/deputies are there in the Asheville police department?** The Asheville Police Department has 238 sworn positions allocated.
- **How is the department funded? What is the police department's annual budget? What percentage of the city's budget goes to the police department?** The City of Asheville's FY 2019-2020 adopted budget is available on the City's website. This document provides detailed information on the city's total department, as well as individual department budget. The document can be located [here](#).
- **What qualifications have to be met for someone to be hired?** The Asheville Police has an extensive hiring process. For additional information on the hiring process please visit <https://www.ashevillenc.gov/service/city-job-opportunities-police-department/>.
- **Can you detail the training process for new officers/deputies?** Individuals selected for the position of Police Officer Trainee must complete basic law enforcement training (BLET) to be certified as a police officer. BLET is 18-20 weeks long and covers 34 blocks of instruction. Following the successful completion of BLET, new officers undergo a field training program, which lasts 16 weeks. During these 16 weeks new officers are assigned to a Field Training Officer where they learn to perform their duties and responsibilities in an efficient, effective, and equitable manner. During this time officers are exposed to real situations with guidance and support from an experienced officer in order to develop skills and abilities. Field training also includes behavior-specific evaluations to ensure that the standards of a competent law enforcement officer are met.
- **Can you detail any ongoing training requirements for officers/deputies?** All Asheville Police Department officers are required to undergo 36 hours of mandatory
- **Does your department currently use body cameras? If so, what are the policies on when they are worn, and when they are actively recording?** The Asheville Police Department has utilized body worn cameras since the fall of 2016. The Asheville Police Department's body worn camera policy is available on our website and can be found at <https://www.powerdms.com/public/ASHV/documents/64747>.
- **What is the process for a citizen to access public police records?** The City of Asheville employs a full-time records request facilitator. This individual is responsible for keeping track of, and assisting in the fulfillment of, requests for public records. Anyone can email [opengov@ashevillenc.gov](mailto:opengov@ashevillenc.gov) and put in a request for public records, to include police records. In addition, many police records - including policies, reports, and data - are available on APD's website at [www.ashevillenc.gov/police](http://www.ashevillenc.gov/police) or through the City's open data portal at [www.data.ashevillenc.gov](http://www.data.ashevillenc.gov).
- **Can you explain the policies and procedures related to how officers document their work?** In order to respond to this question you would need to be more specific. If you are specifically interested in reporting during use of force incidents, this information is available online in our [Use of Force policy](#).
- **Is there a method for the public to report problems or concerns regarding their local police?** Yes, [our website](#) actually defines a number of different ways that you can file a complaint on a police department employee. Individuals may remain anonymous. Anonymous complaints are accepted and thoroughly investigated. If someone has a concern pertaining to any APD employee (not just sworn personnel):
  - Contact an on-duty supervisor 24 hours a day at 828-252-1110

- Contact the Office of Professional Standards during business hours at 828-259-5907.
  - Email you complaint or concerns to [professionalstandards@ashevillenc.gov](mailto:professionalstandards@ashevillenc.gov)
  - Fill out a Citizen Complaint Form and return in-person, by mail, email, or fax:
    - [Citizen Complaint Form \(English\)](#)
    - [Citizen Complaint Form \(Spanish\)](#)
  - Complete the [online citizen complaint form](#)
- **Is there a method for the public to share positive feedback or commentary regarding their local police?** Yes, [our website](#) has information on commending a police department employee as well. To submit a commendation anyone can contact the Office of the Chief at 828-259-5812 or email Julie Moore ([jmoore2@ashevillenc.gov](mailto:jmoore2@ashevillenc.gov)).
  - **Does your department have a Citizen Review Task Force or a similar type of organization that reviews police interactions in the community?**
  - **What are your department's policies related to use of force?** The Asheville Police Department's [Use of Force Policy](#) is available on our website. If you have any additional questions regarding specifics of this policy please let me know.
  - **What restraint tactics are approved for use in your department?** Please refer to the APD's Use of Force policy link above.
  - **Are there any policy changes in the works?** The Asheville Police Department is constantly evaluating our policies and procedures to streamline with national standards and ensure effectiveness in our community.
  - **Are you planning any diversity or de-escalation training specifically?** De-escalation is an element in all APD tactical training. In addition, we have made several courses regarding de-escalation and diversity mandatory for all officers:
    - [Integrating Communication, Assessment, and Tactics \(ICAT\)](#) - training program created by the Police Executive Research Forum (PERF) to provide first responding police officers with the tools, skills, and options needed to successfully and safely defuse a range of critical incidents.
    - [Crisis Intervention Training \(CIT\)](#) - A week-long training to teach officers to effectively assist individuals with mental illness and other brain disorders who are in crisis, therefore advancing public safety and reducing the stigma commonly associated with mental illness. This training has been completed by 85% of all APD officers and is a requirement prior to carrying a taser.
    - [Fair and Impartial Policing \(FIP\)](#) - trains officers on the effect of implicit bias and provides them with the information and skills needed to reduce and manage their biases. The curriculum addresses not just racial/ethnic bias, but biases based on other factors, such as gender, sexual orientation, religion, and socio-economic status. The curriculum also addresses biases and their implications for law enforcement, including implicit associations, attentional bias, confirmation bias, and we/they bias and dehumanization.
    - [Ethical Policing is Courageous \(EPIC\)](#) - A Program that teaches officers how to intervene to stop a wrongful action before it occurs. It's a program that empowers officers - no matter what their rank - to step in and intervene when something is wrong. APD has modified its policies to reflect this training and duty to intervene as well.
    - There are several other trainings that APD officers have undergone or have the opportunity to undergo including, but not limited to, Advancing Racial Equity, Racial Equity Institute, Strategies to Improve Law Enforcement Interactions and Relationships with Minority Youth, and Implicit Bias roll calls.
  - **Are there any upcoming meetings or conversations the community can participate in?**
  - **Does your department have any additional thoughts or information it would like to share with the community at this time?** The Asheville Police Department is in the process of evaluating our tactics and methods used during the recent protests. The only way to effectively and objectively evaluate the community's concerns is to bring in an outside, independent investigator to look at what happened. We will specifically ask the investigator to examine three key things: the use of tear gas during the protests, what took place at the Captain Jeff Bowen Bridge, and the destruction of supplies at the medical tent. This review will be known as The Community Report. In order for this report to be accurate, it cannot be rushed, but we hope to have it completed in the next 90-120 days.
  - **Are you familiar with the 8 Can't Wait recommendations, and is the department considering them? Does it already meet any of the recommendations?** The Asheville Police Department is familiar with the 8 Can't Wait police reform recommendations. APD has completed all 8. In a presentation to the Asheville City Council on June 9 Chief David Zack presented the 8 Can't Wait recommendations and provided information on how APD had addressed each one. The presentation is attached.
  - **Can you speak to the use of tear gas during protests, and how that decision is/was made?** The use of tear gas during the protests is one of three key things we are asking the outside, independent investigator to look at during their review. Please see an earlier question for more information on The Community Report.

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Thank you,

Christina Hallingse

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