

POLICING SOLUTIONS FOR THE 21st CENTURY



21CP SOLUTIONS, LLC.



Presentation for the Asheville Police Department



21CP Solutions, LLC is a global consulting group comprised of the nation's preeminent thought leaders in law enforcement today.

"Our mission is to assist law enforcement agencies in employing best practices for effective, integrity-driven policing in the 21st Century."

About 21CP Solutions, LLC:



EXPERIENCE

Consultants have over 350 years of combined law enforcement, academic, and community leadership.

EXPERTISE

Consultants are principals who have served in national leadership positions, including members of the Harvard Executive Session on Police and Public Safety and the President's Task Force on 21st Century Policing.

Assessment



In August 2017, an Asheville citizen was subjected to excessive force during an arrest by an APD officer.

21CP Solutions, LLC was engaged by Asheville City Council to review the arrest, the tactics, policies, and procedures involved in this excessive force incident.

The detailed report, which includes 9 findings and 14 recommendations, is publicly available on the City's website.

The following presentation will highlight the 3 key findings followed by the remaining findings and recommendations.

Timeline

August 24-25, 2017

- Use of force against Johnnie Rush

August 25, 2017

- Complaint issued to APD
- Internal investigation begins
- Hickman placed on admin. duty

September 9, 2017

- Review of Hickman's BWC footage ordered

December 21, 2017

- Review of internal investigation completed
- Termination of Hickman's employment recommended

January 5, 2018

- Hickman resigns before provided with decision to terminate

January 10-12, 2018

- Request sent to SBI for investigation - request is declined

January 18, 2018

- APD criminal investigation initiated

February 28, 2018

- *Asheville Citizen Times* publishes leaked body-worn camera footage

March 8, 2018

- Criminal charges filed against Hickman

Key Finding - APD Response



The Asheville Police Department responded to the incident in a timely manner, and within the limitations of North Carolina law.

Key Finding - City Response



Asheville City Council, the City Manager, and Mayor were unaware of the Rush incident prior to the *Asheville Citizen Times* story's publication on February 28, 2018.

Key Finding



The leak of Officer Hickman's body-worn camera footage may have undermined the formal criminal investigations already underway and may have compromised or impeded future prosecution of Officer Hickman.

Additional APD Findings



- Hickman should not have been utilized as an Field Training Officer
- Other officers did not intervene, despite having several opportunities to do so
- Officers did not communicate to EMS about using multiple TASER cycles

APD Findings



- A review of Hickman's BWC footage revealed unacceptable behavior
- After the BWC video was posted it was over 16 hours before APD's official response

Recommendations for APD



- Revise Field Training Officer program
- Adopt a peer intervention program - EPIC
- Prioritize the timely release of information
- Re-training for APD on medical treatment requirements of UF Policy
- Implementation of more structured BWC audits

Recommendations for City



- The City should develop clear notification procedures to inform City Council and other government officials about particular events or high-profile issues
- APD public information officer should report to the Chief of Police
- The civil service board (CSB) process should be streamlined

Assessment Conclusions



The Asheville Police Department is a high functioning agency. The department follows and implements national best practices.

There are ways the APD and its local government partners can improve.

Moving from Recommendations to Action



The City of Asheville has a culture of learning and a desire to improve.

By implementing the recommendations provided in this report we would anticipate that the types of mistakes that occurred around this incident will be avoided in the future.

CONTACT US



PHONE: (844) 767-2127

ADDRESS:

21CP Solutions, LLC

332 South Michigan Ave. Ste.1032-T615

Chicago, Illinois 60604

WEBSITE: www.21cpsolutions.com