

OFFICE OF
PROFESSIONAL STANDARDS



To ensure the public trust, the Office of Professional Standards (Internal Affairs) was established to investigate allegations of employee misconduct and to provide the public with a fair and effective means to address their legitimate grievances against the agency or its employees.

This office identifies policies and practices that are ineffective or outdated as well as those that may not be enforced. Employees that are involved in illegal, unethical, or unprofessional conduct are identified and appropriate action is taken to correct the problem. Furthermore, investigations are intended to protect the reputation of individual employees, the agency, and the public from false or misleading information. In 2018, the Office of Professional Standards processed 68 complaints.

The Office of Professional Standards streamlined the hiring process in 2018. We incorporated an online application process that allows the Cherokee Sheriff's Office to provide a more structured format for the applicants. This system allows the Sheriff's office to ask targeted questions and request documentation specific to the position. This makes it clear to potential candidates what is expected of them and how they should complete the application process.

In 2018, the Office of Professional Standards processed 488 pre-employment background investigations (296 sworn, 181 civilian, 5 reserve and 6 crossing guard) that resulted in 65 sworn and 16 civilian personnel being hired.

2018 Internal Affairs Statistical Summary

In 2018, the Office of Professional Standards processed 68 complaints. The office also processed 488 pre-employment background investigations that resulted in 65 sworn and 16 civilian personnel being hired.

Complaint/Investigation	2018	Disposition	2018
Conduct/Demeanor	42	Unfounded	18
Dereliction of Duty	3	Exonerated	25
False Arrest	4	Sustained	16
Honesty	2	Not Sustained	8
Operation of Vehicle	3	Policy Failure	0
Processing Evidence	1	Open	1
Reporting for Duty	1	Total	68
Unbecoming Conduct	2		
Use of Agency Equipment	1		
Use of Force	6		
Inquiry	3		
Total	68		