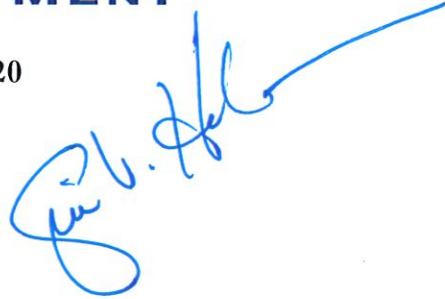


*City of*  
**Fayetteville**  
*North Carolina*  
**POLICE  
DEPARTMENT**

May 26, 2020



**MEMORANDUM**

**TO:** Gina V. Hawkins, Chief of Police

**FROM:** Christopher T. Joyce, Captain of Office of Professional Standards

**SUBJECT:** 2019 Annual Report (Internal Affairs Unit)

We are proud to be part of an organization that places a high value on integrity and public trust. The Internal Affairs Unit is charged with ensuring the level of trust and confidence the public has in its police department is safeguarded and that our agency remains deserving of that trust. We also ensure that the rights of our employees are protected and all persons involved in an inquiry are treated with dignity and respect.

The Fayetteville Police Department realizes that some misconduct allegations can generate significant community concern. The Internal Affairs Unit Sergeants are assigned to investigate such allegations thoroughly so that the Chain of Command can make informed, unbiased decisions regarding complaint dispositions. IAU presents the information gathered during an investigation to the employee's Chain of Command through the use of Blueteam software or via a Chain of Command Review Board at the Chief's request. While Internal Affairs remains present throughout this review, its staff assumes no active role in determining the final adjudication of any alleged violation. That responsibility is reserved for the Chain of Command and ultimately, the Chief of Police. IAU also represents the department and the Chief of Police when a case disposition is appealed.

The men and women who are assigned to IAU take their responsibilities seriously and are dedicated to the unit's mission. The sergeants that comprise the unit's investigators are selected based on their investigative skills, their ability to deal effectively with the public, and their commitment to both the department and the community we serve.

The IAU staff of two (2) sergeants and an office assistant, led by a captain, are always willing to assist the public in addressing their concerns.

## The Internal Affairs Unit

### Captain

Christopher T. Joyce

### Sergeants

Michael J. Ballard

Gregory S. White

### Office Assistant II

Audrey D. Bingham

*The Internal Affairs Unit will preserve the public's trust and confidence in the Fayetteville Police Department by conducting thorough and impartial investigations of alleged employee misconduct and using proactive measures to prevent such misconduct in order to maintain the highest standards of fairness and respect towards citizens and employees.*

As of December 31, 2019, the Fayetteville Police Department (FPD) Internal Affairs Unit (IAU) processed two hundred eighty-nine (293) cases of the following categories: Use of Force, Departmental Investigations, Citizen Complaints, Vehicle Pursuits and Vehicles Accidents. The department had an additional one hundred seventeen (117) investigative entries in the categories of: Pointing of a Weapon, Positive Compliments, Alerts, and Quality Reviews.

The following graphs are a snapshot of the FPD in regards to all administrative investigations and a year-to-year comparison.

Investigative Category	2016	2017	2018	2019	Variance from 2018	Percentage Change
Use of Force Incidents	55	56	47	52	+5	+10.6%
Departmental Investigations	88	90	68	59	-9	-13.2%
Citizen Complaints	38	42	85	102	+17	+20%
Vehicle Accidents	109	85	74	68	-6	-8.1%
Vehicle Pursuits	12	10	16	9	-7	+43.8%
Firearms Discharge*	2	4	5	3	-2	-40%
Pointing of a Weapon	63	72	35	15	-20	-57.1%
Positive Compliments	87	136	74	43	-31	-41.9%
Alerts	16	28	18	33	+15	+83.3%
Quality Reviews	29	28	30	26	-4	-13.3%

\*Firearm discharges may include accidental, offender, negligent, or animal discharges



**\*\*Pointing of Weapons (firearms) by officers**

Pointing of Weapons are tracked as internal investigations using our IAPro/Blueteam software per DOJ Recommendation during our collaborative reform review in 2016. In 2018, total of thirty-six (36) officers pointed their weapons in thirty-five (35) incidents. In 2019, a total of eighteen (18) officers pointed their weapons in fifteen (15) incidents. This constitutes a decrease of eighteen (eighteen) officers pointing their weapons in twenty (20) fewer incidents this year.

**Use of Force (UOF) Investigations**

The FPD saw an increase in the overall number of Use of Force (UOF) incidents. In 2019 FPD investigated fifty-five (55) UOF incidents versus the fifty-one (51) reported in 2018. This constitutes a 7.8% increase when compared to the previous year. Also noteworthy is the decrease in the number of firearms discharges from five (5) to three (3). Firearm Discharges are included in the number of Use of Force's for statistical and demographic purposes.

Below you will find the raw data regarding UOF Investigations. The data reflect a conglomerate of Use of Force Incidents and Firearm Discharges, a total of fifty-five (55) incidents in 2019.

	2018	2019	Variance	Percent Change
<b>Total Number of UOF Incidents</b>	51	55	+4	+7.8%
<b>Total Number of Subjects</b>	51	55	+4	+7.8%

**2018-2019 Comparison of Race / Gender / Force Type**

Type of Force	B/M	W/M	B/F	W/F	H/M	I/M	OTHER	2018	2019	Variance	Percentage Change
Taser	10	3	1	0	0	0	0	16	14	-2	-12.5%
Taser plus another force	4	1	0	0	0	0	0	5	5	0	0
Hands	20	8	1	1	2	1	0	24	33	+9	+37.5%
Firearm Discharge	1	1	0	0	0	0	1	5	3	-2	-40%
Multiple Force (No taser)	0	0	0	0	0	0	0	0	0	0	0
O/C Pepper-spray	0	0	0	0	0	0	0	0	0	0	0
Asp Baton	0	0	0	0	0	0	0	0	0	0	0
K-9 Bite	0	0	0	0	0	0	0	1	0	-1	-100%
<b>Total Number of People Force Used</b>	35	13	2	1	2	1	1	51	55	+4	7.8%
<b>Total Percentage of Force Used</b>	63.6%	23.6%	3.6%	1.8%	3.6%	1.8%	1.8%				

\*One (1) Firearm discharge is categorized as "other" due to negligent discharge when inspecting weapon.

## Demographics of Involved Citizens

Age	B/M	W/M	B/F	W/F	H/M	A/M	I/M	Totals	Percentage
Less than 18	1	0	0	0	0	0	0	1	1.92%
18-25	5	0	0	0	1	0	0	6	11.53%
26-35	14	5	2	0	0	0	1	22	42.3%
36-45	5	6	1	0	0	0	0	12	23.1%
46-55	6	3	0	0	0	0	0	9	17.3%
56-65	1	0	0	1	0	0	0	2	3.85%
Over 65	0	0	0	0	0	0	0	0	0
<b>Totals</b>	32	14	3	1	1	0	1	52	
<b>Percentage</b>	61.53%	26.92%	5.8%	1.92%	1.92%	0	1.92%		

The Department saw an increase of seven (7) officers involved in Use of Force incidents compared to the 2018 calendar year. A total of sixty-nine (69) officers were involved in fifty-five (55) Use of Force Investigations in 2019. The demographics for the officers involved are as follows:

### Police Officer Demographics Who Used Force

Officer Race	2018	2019	Variance	Total Percent of Force Used in 2018	Total Percent of Force Used in 2019
White	44	46	+2	71%	66.7%
Black	11	16	+5	17.7%	23.2%
Hispanic	3	6	+3	4.84%	8.7%
Native American	1	0	-1	1.6%	0
Asian	2	1	-1	3.23%	1.4%
Other	1	0	-1	1.6%	0
No entry	0	0	0	0	0
<b>Total Officers</b>	62	69	+7		

Age of Officers	2018	2019	Variance	Total Percent of Force Used in 2018	Total Percent of Force Used in 2019
20 to 29	17	30	+13	27.42%	43.5%
30 to 39	27	25	-2	43.55%	36.2%
40 to 49	12	10	-2	19.35%	14.5%
50 and up	6	4	-2	9.68%	5.8%
<b>Total Officers</b>	62	69	+7		

Gender of Officers	2018	2019	Variance	Total Percent of Force Used in 2018	Total Percent of Force Used in 2019
Female*	7	9	+2	11.3%	13%
Male	55	60	+5	88.7%	87%

\*As of December 31, 2019, our department had a total of 428 Active Sworn Personnel, of which 81 are female, constituting 19% of our sworn personnel. The breakdown of Use of Force for female officers is roughly consistent with the percent of sworn female officers.

### Total Number of Injuries

	2018	2019	Variance
Suspect	21	23	+2
Officer	3	0	-3
Both	9	13	+4
None	15	19	+4
Animals	4	0	-4

### Use of Force Investigative Dispositions

	Exonerated	Sustained	Active	VOTC*	Not Sustained	Unfounded
Number of UOF Investigations	48	4	2	9	2	0
Percentage of all UOF Investigations	87.2%	7.3%	3.6%	16.4%	3.6%	0

In all VOTCs, the officers were exonerated for the UOF but other violations were discovered during the course of the investigation.

#### Violations Other Than Complaint (VOTC) included:

- Seven (7) Corrective Actions
- Two (2) Written Warnings

### Use of Force Disciplinary Actions

	2018	2019	Variance +/-	Percent Change
Consideration of Dismissal	0	0	0	0%
Dismissal	0	0	0	0%
Suspension	2	0	-2	-100
Written Reprimand	2	2	0	0
Written Warning	6	4	-2	-33.3%
Corrective Action	3	7	+4	133%

The total number of arrests for our agency (5576) versus the total number of uses of force (55) show that only 0.98% of the arrests conducted resulted in officers needing to use force on the subject. However, not all use of force incidents results in an arrest of the involved subject (i.e, negligent firearm discharge).



### Use of Force Time of Day

	2018	2019	Variance	Percent of Total
0000-0200	3	5	+2	9%
0200-0400	5	6	-1	10.9%
0400-0600	1	1	0	1.8%
0600-0800	3	2	-1	3.6%
0800-1000	5	3	-2	5.5%
1000-1200	2	2	0	3.6%
1200-1400	4	10	+6	18.2%
1400-1600	8	3	-5	5.5%
1600-1800	3	3	0	5.5%
1800-2000	8	6	-2	10.9%
2000-2200	5	7	+2	12.7%
2200-0000	4	7	+3	12.7%

### Use of Force Day of the Week

	2018	2019	Variance	Percent of Total
Monday	5	9	+4	16.4%
Tuesday	7	5	-2	9%
Wednesday	9	9	0	16.4%
Thursday	8	8	0	14.5%
Friday	10	4	-6	7.2%
Saturday	8	9	+1	16.4%
Sunday	4	11	+7	20%

### Reason for Use of Force

	2018	2019	Variance	Percent of Total
Alcohol	0	0	0	0
Assault on Officer	4	6	+2	10.9%
Crowd Control	0	0	0	0
Defense of a Citizen	1	2	+1	3.6%
Defense of a Citizen & Officer	3	1	-2	1.8%
Defense of an Officer	7	5	-2	9%
Disorderly Conduct	1	5	+4	9%
Domestic	0	3	+3	5.5%
Drugs	0	0	0	0
Fight	2	1	-1	1.8%
Mental	5	1	-4	1.8%
Other	1	2	+1	3.6%
Suicidal	2	0	-2	0
Suspect Resistance	25	29	+4	52.7%
Traffic	0	0	0	0

The highest percent of reason for Use of Force was Suspect Resistance (52.7%) followed by Assault on Officer (10.9%).

## UOF Analysis / Recommendations

Based on the systematic analysis of FPD data regarding UOF, IAU recommends the following steps be taken in order to continue moving in the right direction and to avoid potential problematic patterns:

- Continue de-escalation training and additional training to deal with special populations including mental health and cognitive impairment.
- Increase use of the department's VirTra simulation training. Scenarios should include utilizing de-escalation techniques to prevent situations from rising to a deadly force situation.

## Departmental Investigations

Departmental Investigations are typically generated by the individual supervisors within the FPD and are usually in response to an employee's performance and/or issues involving unsatisfactory types of conduct.

In 2019, a total of fifty-nine (59) Departmental Investigations (97 Allegations) were conducted; a decrease of nine (9) when compared to the sixty-eight (68) in 2018. IAU sees no significant trends with regards to departmental investigations.

### **Breakdown of Departmental Investigations by most egregious violation**

<b>Allegations</b>	<b>2018</b>	<b>2019</b>	<b>Variance</b>	<b>2019 Percent of Total</b>
Unsatisfactory Performance	8	15	+7	15.5%
Reporting for Duty	6	4	-2	4.12%
Disobedience of Order / Insubordination	1	2	+1	2.1%
Unbecoming Conduct	10	12	+2	12.4%
Violation of Law	8	7	-1	7.21%
Court Appearance and Testimony	3	2	-1	2.1%
Courtesy	4	2	-2	2.1%
Department Records / Citation	2	0	-2	0
Neglect of Duty	2	5	+3	5.2%
Vehicle Operations	2	1	-1	1.03%
Operating Procedure	1	0	-1	0
Violation of Policy	2	1	-1	1.03%
Truthfulness & Cooperation	1	5	+4	5.2%
Conduct	3	3	0	3.1%
Fail to Qualify	2	0	-2	0
Loss or Damage to City Equipment	4	3	-1	3.1%
Failure to Activate Camera (In-Car or BWC)	1	2	+1	2.1%
Citizen Complaint	0	0	0	0
Divulge of Departmental Business	0	0	0	0
Escape from Custody	2	1	-1	1.03%
Absence from Work	4	0	-4	0
Case Management System	1	0	-1	0
Recording and Transmitting Devices	0	1	+1	1.03%
Failure to Secure Prisoner	0	4	+4	4.12%
Self-Assigned Police Action	1	0	-1	0
Evidence and Property Handling Procedure	2	2	0	1.1%
General Responsibilities at a Crime Scene	0	0	0	0
Professional Image (Uniform Violation)	0	1	+1	1.03%
Prompt Performance of Duty	0	0	0	0



Secondary Employment Policy Violation	0	1	1	1.03%
Weapons Procedures	0	1	+1	1.03%
Arrest, Search, And Seizure	0	3	+3	3.1%
Fail to Supervise	0	1	+1	1.03%
Fail to Report	0	2	+2	2.1%
Association	0	1	+1	1.03%
Mediated Complaint	0	1	+1	1.03%
Securing, Searching, Transporting Arrested Persons	0	3	+3	3.1%
Vehicles Assigned to Police Personnel	0	1	+1	1.03%
Preliminary/Follow-up Investigations and Constitutional Requirements	0	1	+1	1.03%
Law Enforcement Communication System	0	1	+1	1.03%
Negligent Discharge	0	1	+1	1.03%
Abuse of Position	0	1	+1	1.03%
Cooperation with Police Investigation	0	1	+1	1.03%
Unauthorized Person in Police Vehicle	0	1	+1	1.03%
Internal Investigation Procedure	0	3	+3	3.1%
VOTC	0	1	+1	1.03%
<b>Total</b>	74	97	+23	

### Dispositions of Departmental Investigations

Dispositions	2018	2019	Variance	2019 Percent Totals
Exonerated	2	0	-2	0
Sustained	56	51	-5	86.4%
Unfounded	5	3	-1	5.1%
Not Sustained	3	2	0	3.4%
Open / No Final Action	2	0	-2	0
Mediated	0	1	+1	1.7%
VOTC Sustained	0	2	+2	3.4%
<b>TOTAL</b>	68	59		

### Breakdown of Disciplinary Actions for Sustained Departmental Investigations

Sustained - Disciplinary Actions	2018	2019	Variance	Percent of Total
Corrective Action / PM5	13	5	-8	9.8%
Written Warning	13	11	-2	21.56%
Written Reprimand	16	12	-4	23.5%
Suspension	9	11	+2	21.56%
Consideration of Dismissal	5	9	+4	17.6%
Demotion	0	1	+1	1.96%
PIP	0	1	+1	1.96%
Oral Counseling	0	1	+1	1.96%
<b>TOTAL</b>	56	51		

The IAU continues to recommend that supervisory staff seek to identify specific policies to cite as violations and reserve Unsatisfactory Performance for incidents that involve an overall breakdown in conduct or the totality of the circumstances surrounding why the investigation was initiated was overwhelmingly egregious.



## Citizen Complaints/Positive Compliments

The FPD accepts complaints or compliments in several different fashions including: In-person, by letter, via third party, emails, telephone, Facebook, Twitter, and through the department website.

During 2019, the FPD received one hundred two (102) citizen complaints (174 allegations) compared to eighty-five (85) received in 2018. While there was another increase in 2019, it solidifies the Fayetteville Police Department's goal to remain transparent with our community and ensure that we addressing behaviors that affect our overall mission.

## Citizen Complaints by Allegation

Allegations	Sustained	Unfounded	Not Sustained	Exonerated	Mediated	2018	2019	Variance +/-	% Change
Abuse of Position	0	1	0	0	0	3	1	-2	-66.7%
Unsatisfactory Performance	6	3	0	2	2	16	13	-3	-18.5%
Rudeness	1	11	0	0	1	7	13	+6	85.7%
Conduct	0	6	0	3	0	6	9	+3	50%
Unbecoming Conduct	4	3	0	0	0	3	7	+4	133.3%
Neglect of Duty	0	1	0	0	0	0	1	+1	100%
Professional Image	0	2	0	0	0	0	2	+2	100%
Treatment of Persons in Custody	0	0	0	0	0	2	0	-2	-100%
Arrest, Search & Seizure	0	1	0	3	1	4	5	+1	25%
Courtesy	5	8	1	3	0	12	17	+5	41.6%
Excessive Force	0	5	0	1	0	12	6	-6	-50%
Biased Policing	0	8	0	0	0	5	8	+3	60%
BWC	5	1	0	0	0	0	6	+6	100%
Harrassment	0	1	0	0	0	1	1	0	0
Communicating Threats	0	0	0	0	0	0	0	0	0
Evidence and Property Handling	1	0	0	0	1	1	2	+1	100%
Vexatious or Unnecessary Complaints	0	0	0	0	0	1	0	-1	-100%
Money in Possession of Prisoner/Arrestee	0	2	0	0	0	1	2	+1	100%
Preliminary Investigations	6	2	0	1	0	2	9	+7	350%
Departmental Records, Reports, and Citations	0	0	0	1	0	1	1	0	0
Vehicle Operations	1	0	0	1	1	1	3	+2	200%
Self-Assigned Police Action	0	3	0	0	0	0	3	+3	100%
Fail to Complete Report	2	0	0	0	0	0	2	+2	100%
Mediated	0	0	0	0	40	0	40	+40	100%
Unauthorized Person in Police Vehicle	1	0	0	0	0	0	1	+1	100%
Operating Procedure	1	3	0	0	1	0	5	+5	100%
Failure to Seatbelt Prisoner	1	0	0	0	0	0	1	+1	100%

Fail to Wear Protective Vest	2	0	0	0	0	0	2	+2	100%
Violations of Law	0	11	0	0	0	0	11	+11	100%
Improper DCI Dissemination	1	0	0	0	0	0	1	+1	100%
Improper Photo Line-up	1	0	0	0	0	0	1	+1	100%
Fail to Tow Vehicle	1	0	0	0	0	0	1	+1	100%
Truthfulness and Cooperation	0	1	0	0	0	0	1	+1	100%
Violation of Policy	1	0	0	0	0	0	1	+1	100%
<b>Total</b>	<b>40</b>	<b>73</b>	<b>1</b>	<b>15</b>	<b>47</b>	<b>90</b>	<b>176</b>	<b>+86</b>	

### Citizen Complaint Origination

	2018	2019	Variance	Percent of Total
Traffic Stop	21	14	-7	13.72%
Calls for Service	31	44	+13	43.13%
Arrest	9	8	-1	7.84%
Off-Duty	6	4	-2	3.92%
Special Event/Circumstance	5	17	+12	16.67%
Preliminary Investigation	13	11	-2	10.8%
Search Warrant	0	4	+4	3.92%
<b>Total</b>	<b>85</b>	<b>102</b>	<b>+17</b>	

### Biased Policing

Within the citizen complaints, there were eight (8) complaints of allegations regarding Biased Based Policing. FPD's Complaint Procedure (General Order 3.2) indicates that supervisors are required to complete a Citizen Complaint entry whenever anyone files a complaint and there is a race based nexus included in the allegation(s). The following dispositions were given in regards to the aforementioned incidents: All eight (8) incidents were unfounded.

### Excessive Force

Any allegation of excessive force automatically results in an internal investigation with a full Chain of Command review. Excessive force investigations can stem from a citizen's complaint or the Chain of Command can, and has, identified situations where they feel the force used was excessive. In 2019 there were six (6) excessive force allegations. The following dispositions were given in regards to the aforementioned incident: All six (6) incidents were unfounded.

### Positive Compliments

The FPD also accepts positive compliments about its officers in the same manner in which it accepts complaints. The FPD received forty-three (43) positive compliments in 2019, a decrease of thirty-one (31) from the seventy-four (74) received in 2018.



## Citizen Complaint Analysis / Recommendations

Based on the systematic analysis of FPD data regarding Citizen Complaints, specifically Biased Based Policing and Excessive Force Complaints, the IAU recommends the following steps be taken to avoid potential problematic patterns:

- Continue to stress the importance of professionalism when dealing with the public.
- Continue department wide training regarding de-escalation tactics.
- Continue with community programs which promote citizen interaction.

## Vehicle Pursuits

In 2019, the FPD was involved in nine (9) vehicle pursuits; seven (7) less than the sixteen (16) reported in 2018. Of the nine (9) pursuits in 2019, seven (7) were deemed to have been conducted in accordance with policy and two (2) were found to be in violation.

Below is the raw data regarding vehicle pursuits:

Reason for Pursuit	2018 Count	2019 Count	Variance +/-	2019 Percent of Total
Careless & Reckless	4	0	-4	0%
DWI	1	0	-1	0%
DWI & C&R	0	0	0	0%
Felony	3	8	+5	88.9%
Other	7	1	-6	11.1%
Violent Misdemeanor	1	0	-1	0%
<b>Total Pursuits</b>	<b>16</b>	<b>9</b>	<b>-7</b>	

Pursuits Within Policy	2018 Count	2019 Count	Variance	2019 Percent of Total
No	6	2	-4	22.2%
Yes	10	7	-3	77.8%
Pending (Open)	3	0	0	0%

Dispositions	2019	Percentage of Total
Exonerated	7	77.8%
Sustained	2	22.2%
Unfounded	0	0%
Not Sustained	0	0%
VOTC	0	0%
Open / No Final Action	0	0%
<b>TOTAL</b>	<b>9</b>	

## Vehicle Pursuit Analysis/Recommendations

IAU has no recommendations regarding pursuit policies or practices for 2019.

## Vehicle Accidents

In 2019, FPD officers were involved in a total of sixty-eight (68) vehicle accidents where they were occupying and/or operating their assigned vehicles.

Of the thirty-eight (38) at-fault accidents our officers were involved with, the majority were due to improper backing followed by failure to reduce speed. Improper Backing represents 34.21% and Failure to Reduce Speed represents 21.1% of all FPD at-fault accidents occurring in 2019.

Below is the raw data regarding vehicle crashes:

Employee Fault	2018 Count	2019 Count	Variance	2018 Percent of Total
No	32	30	-2	41.9
Yes	42	38	-4	58.1
<b>Total Crashes</b>	74	68	-6	

Cause of Crash when FPD at-Fault	2018 Count	2019 Count	Variance +/-	2018 Percent Totals
Fail to Yield	0	4	+4	10.52%
Fail to Reduce Speed	6	8	+2	21.1%
Improper Turn	0	1	+1	2.63%
Improper Backing	14	13	-1	34.21%
Inattention	11	6	-5	15.79%
Lane Change	0	0	0	0
Over corrected	0	0	0	0
Improper Parking	3	0	+3	0
Crossed Centerline	0	1	+1	3.63%
Failure to Clear Intersection	0	1	+1	3.63%
Followed too closely	0	1	+1	3.63%
Ran off Road	0	1	+1	3.63%
Visibility Obstructed	2	1	-1	3.63%
Speeding	0	0	0	0
Improper Passing	1	0	-1	0
Other	5	1	-4	3.63%
Failure to Place in Park	0	0	0	0
<b>Total</b>	42	38	-4	

Estimated Damage	2018 Count	2019 Count
City	\$85,956.00	\$90,550
Other	\$65,830.00	\$41,610
<b>Total</b>	\$151,786.00	\$132,160

\*Damages from IAPro/Blue Team Entries, not DMV-349, as that is what was reported by the Chain of Command at the time of the incident entry.

Dispositions	2019	Percentage Total
Exonerated	24	35.3%
Sustained	41	60.3%
Unfounded	0	0
Not Sustained	2	3%
VOTC	0	0



<b>Open / No Final Action</b>	1	1.5%
<b>TOTAL</b>	68	

<b>Employee Injury</b>	<b>2018 Count</b>	<b>2019 Count</b>	<b>Variance</b>	<b>2019 Percent Totals</b>
No	72	65	-7	95.6%
Yes	2	3	+1	4.41%

<b>Non-Employee Injury</b>	<b>2018 Count</b>	<b>2019 Count</b>	<b>Variance</b>	<b>2019 Percent Totals</b>
No	69	65	-4	95.6%
Yes	5	3	-2	4.41%
Unknown	0	0	0	0
N/A	0	0	0	0

<b>Crash Month</b>	<b>2018 Count</b>	<b>2019 Count</b>	<b>Variance +/-</b>	<b>Percentage Total</b>
January	8	7	-1	10.3%
February	8	2	-6	3%
March	7	5	-2	7.4%
April	4	4	0	5.9%
May	8	4	-4	5.9%
June	7	8	+1	11.8%
July	3	6	+3	8.82%
August	4	3	-1	4.41%
September	8	6	-2	8.82%
October	5	5	0	7.4%
November	8	8	0	11.8%
December	4	10	+6	14.7%

### Summary of Vehicle Crash Data:

The overall number of crashes in 2019 involving FPD is sixty-eight (68), a decrease of six (6) from the seventy-four (74) in 2018. Crashes involving improper backing are the highest categories with failure to reduce speed being the second highest category. As training continues, all sworn personnel have conducted in-service driver's training that dealt specifically with backing and using mirrors and the camera-assist in the vehicles.

### Quality Reviews

Quality Reviews are considered to be inquiries that stop short of being an internal investigation. Supervisors and IAU often complete Quality Reviews for the purposes of documenting incidents or occurrences which could lead to liability for the City or agency. An example of when a quality review might be completed would be when an officer's vehicle is struck while unoccupied when it was otherwise parked legally. In 2019, a total of twenty-five (25) Quality Reviews were completed.

Below is the raw data regarding Quality Reviews:

<b>Purpose of Review</b>	<b>2018 Totals</b>	<b>2019 Totals</b>
Vehicle Accident	10	9
Unbecoming Conduct	0	0

<b>Mentally Ill subject (Hearing voices)</b>	0	0
<b>Civil Case (Documentation only)</b>	1	0
<b>Unfounded complaint from prisoner</b>	0	0
<b>Complaint on departmental program (not officer)</b>	0	0
<b>Citizen Complaint</b>	2	7
<b>Injured Subject</b>	14	8
<b>Damage / Loss to City Property</b>	0	0
<b>Injury (Job Related)</b>	0	1
<b>Assault</b>	0	0
<b>Court Appearance, Statement, Testimony</b>	0	0
<b>Emergency Commitment</b>	0	0
<b>Firearm Discharge</b>	0	0
<b>Rudeness</b>	0	0
<b>In Custody Death</b>	1	1
<b>Traffic Stop</b>	2	0
<b>Total Quality Reviews</b>	<b>30</b>	<b>26</b>

IAU has no recommendations regarding Quality Reviews or practices for 2019.

### **Early Intervention System (Alerts)**

The FPD's Early Intervention (EI) System appears to be functioning as intended. Supervisors are notified when an Alert has been generated on an officer. Currently, the thresholds for each type of incident are as follows:

- Citizen Complaint                      3 per 12 months
- Departmental                              3 per 12 months
- Pointing of a Weapon                    3 per 12 months
- Firearm Discharge                        2 per 12 months
- Excessive Force Allegation            3 per 12 months
- Use of Force                                3 per 12 months
- Vehicle Pursuit                            3 per 12 months
- Vehicle Crash                              2 per 12 months
- Overall Threshold                        Any combination of 6 incidents per 12 months

In 2019, the FPD's IA Pro software generated thirty-three (33) Alerts on twenty (20) different officers. Of the Alerts generated, zero (0) Alerts resulted in Command and Supervisory Staff making recommendations regarding a pattern of behavior as no violations of policy or patterns of were notated during the reviews. The highest number of alerts per officer was Four (4) and the highest categories for alerts were Citizen Complaints and Reportable Incidents (both 11). No officers triggered an overall alert due to having more than seven (7) internal investigations within a twelve (12) month period.

### **Early Warning System Analysis / Recommendations**

The IAU does not recommend any changes be made to the Early Intervention System (Alert) policy. It would appear the EI System is functioning as intended and is identifying those officers who may be demonstrating problematic behaviors.



### Formal Disciplinary Grievances

	2018	2019	Variance
<b>Grievances</b>	12	11	-1

Of the grievances held in 2019, eleven (10) arose from disciplinary action, and one (1) from pay compression. Of the disciplinary actions held in 2019 for disciplinary actions, eight (8) resulted in a reduction of the disciplinary action/modification to the policy identified, two (2) resulted in the disciplinary action staying the same and one (1) resulted in the employee being compensated due to compression.

### Overall Disciplinary and Personnel Actions for all Internal Investigations

	2018	2019	Variance
<b>Termination</b>	0	2	+2
<b>Resigned in lieu of termination</b>	7	9	+2
<b>Demotion</b>	0	1	+1
<b>Suspension</b>	22	23	+1
<b>Written Reprimand</b>	31	57	+26
<b>Written Warning</b>	24	42	+18
<b>Corrective Action/Training</b>	62	35	-27
<b>Total</b>	147	169	+22

### Summary

The overall Disciplinary and Personnel Actions for all Internal Investigations entered into the IAPro/Bluteam software shows that in 2019, as compared to 2018, disciplinary action remained consistent as the department follows a progressive discipline procedure. Additionally, staff is working to revise our disciplinary policy while reviewing best practices. Although we had a marked decrease in positive compliments, we also noticed a significant increase in citizen complaints which can be attributed to the Fayetteville Police Department's commitment to remain transparent to the community in which we serve. Of significance, it should be noted that there was an over decrease in Departmental Investigations, Vehicle Accidents (including fewer officers at fault), Vehicle Pursuits, Firearms Discharges and Pointing of a Weapon incidents. The Internal Affairs Units continues to provide training to supervisory staff as it relates to internal investigations and will continue to review policies that affect the department and how we can better the citizens of our great community.

CTJ/adb