



April 12, 2019

**MEMORANDUM**

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

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

**SUBJECT:** 2018 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

Lori D. Holloway

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, 2018, the Fayetteville Police Department (FPD) Internal Affairs Unit (IAU) processed two hundred eighty-nine (289) cases of the following categories: Use of Force, Departmental Investigations, Citizen Complaints, Vehicle Pursuits and Vehicles Accidents. The department had an additional one hundred fifty-seven (157) 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	2015	2016	2017	2018	Variance from 2017	Percentage Change
Use of Force Incidents	46	55	56	47	-9	-17.86
Departmental Investigations	56	88	90	68	-22	-24.4
Citizen Complaints**	56	38	42	85	+43	+102.4
Vehicle Accidents	81	109	85	74	-11	-13
Vehicle Pursuits	24	12	10	16	+6	+60
Firearms Discharge*	0	2	4	5	+1	+25
Pointing of a Weapon	44	63	72	35	-37	-51.4
Positive Compliments	65	87	136	74	-62	-45.6
Alerts	35	16	28	18	-10	-35.7
Quality Reviews	24	29	28	30	+2	+7.1

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

\*\*Citizen complaints in the 2016 annual report had a reporting error and numbers have been corrected to show the correct information.

**\*\*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 2017, total of fifty-five (55) officers pointed their weapons in seventy-two (72) incidents. In 2018, a total of thirty-six (36) officers pointed their weapons in thirty-five (35) incidents. This constitutes a decrease of 19 officers pointing their weapons in thirty-seven (37) fewer incidents this year.

**Use of Force (UOF) Investigations**

The FPD saw a decrease in the overall number of Use of Force (UOF) incidents. In 2018 FPD investigated fifty (51) UOF incidents verses the fifty-six (56) reported in 2017. This constitutes a 10.7% decrease when compared to the previous year. Also noteworthy is the increase in the number of firearms discharges from four (4) to five (5). 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 sixty (60) incidents in 2018.

	<b>2017</b>	<b>2018</b>	<b>Variance</b>	<b>Percent Change</b>
<b>Total Number of UOF Incidents</b>	56	51	-5	-18.9 %
<b>Total Number of Subjects</b>	56	51	-6	-18.75%

**2017-2018 Comparison of Race / Gender / Force Type**

<b>Type of Force</b>	<b>B/M</b>	<b>W/M</b>	<b>B/F</b>	<b>W/F</b>	<b>H/M</b>	<b>A/M</b>	<b>OTHER</b>	<b>2017</b>	<b>2018</b>	<b>Variance</b>	<b>Percentage Change</b>
<b>Taser</b>	11	4	1	0	0	0	0	23	16	-7	-30.43%
<b>Taser plus another force</b>	3	1	1	0	0	0	0	2	5	+3	+150%
<b>Hands</b>	12	7	2	1	1	1	0	31	24	-8	-25.8%
<b>Firearm Discharge</b>	1	0	0	1	0	0	3	4	5	+2	+50%
<b>Multiple Force (No taser)</b>	0	0	0	0	0	0	0	0	0	0	0
<b>O/C Pepper-spray</b>	0	0	0	0	0	0	0	0	0	0	0
<b>Asp Baton</b>	0	0	0	0	0	0	0	0	0	0	0
<b>K-9 Bite</b>	0	1	0	0	0	0	0	0	1	0	0
<b>Total Number of People Force Used</b>	27	12	4	2	1	1	3	60	51	-9	-15%
<b>Total Percentage of Force Used</b>	54%	28%	6%	4%	2%	2%	6%				

\*Three (3) Firearm discharges are categorized as “other” because they were as follows: three (3) canines

## Demographics of Involved Citizens

Age	B/M	W/M	B/F	W/F	H/M	A/M	Other	Totals	Percentage
Less than 18	0	0	0	0	0	0	0	0	0
18-25	5	0	0	0	0	1	0	6	12.24%
26-35	11	6	2	2	0	0	0	21	42.86%
36-45	7	3	1	0	1	0	0	11	22.45%
46-55	2	4	0	0	0	0	0	5	10.2%
56-65	1	0	1	0	0	0	0	2	4.08%
Over 65	1	0	0	0	0	0	0	1	2.04%
<b>Totals</b>	27	13	4	2	1	1	3	51	
<b>Percentage</b>	53%	24.49%	8.16%	4.08%	2.04%	2.04%	6.12%		

\*Three (3) involved subjects were canine, and no demographic information is recorded for that.

The Department saw a decrease of sixteen (15) officers involved in Use of Force incidents compared to the 2017 calendar year. A total of sixty-one (62) officers were involved in fifty (51) Use of Force Investigations in 2018. The demographics for the officers involved are as follows:

## Police Officer Demographics Who Used Force

Officer Race	2017	2018	Variance	Total Percentage of Force Used in 2017	Total Percent of Force Used in 2018
White	62	44	-18	80.51%	72%
Black	10	11	0	12.99%	16.4%
Hispanic	3	3	0	3.90%	4.9%
Native American	2	1	-1	2.60%	1.6%
Asian	0	2	+2	0	3.27%
Other	0	1	+1	0	1.6%
No entry	0	0	0	0	0
<b>Total Officers</b>	77	62	-15		

Age of Officers	2017	2018	Variance	Total Percentage of Force Used in 2017	Total Percent of Force Used in 2018
20 to 29	40	17	-23	51.95%	27.86%
30 to 39	12	27	+15	15.58%	42.62%
40 to 49	19	12	-7	24.68%	19.67%
50 and up	6	6	0	7.79%	9.83%
<b>Total Officers</b>	77	62	-15		

Gender of Officers	2017	2018	Variance	Total Percent of Force Used in 2017	Total Percent of Force Used in 2018
Female*	6	7	+1	7.79%	11.48%
Male	71	55	-16	92.21%	88.52%

\*Our department has a total of 436 Active Sworn Personnel (as of 1-16-2019), of which 83 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

	2017	2018	Variance
<b>Suspect</b>	25	21	-4
<b>Officer</b>	2	3	+1
<b>Both</b>	14	9	-5
<b>None</b>	18	15	-3
<b>Animals</b>	1	4	+3

### Use of Force Investigative Dispositions

	Exonerated	Sustained	Active	VOTC*	Not Sustained	Unfounded
<b>Number of UOF Investigations</b>	37	6	1	7	0	0
<b>Percentage of all UOF Investigations</b>	72%	12%	2%	14%	0	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:

- Three (3) Corrective Actions
- Four (4) Written Warnings

### Use of Force Disciplinary Actions

	2017	2018	Variance +/-	Percent Change
<b>Consideration of Dismissal</b>	2	0	-2	-100%
<b>Dismissal</b>	0	0	0	0%
<b>Suspension</b>	0	2	+2	+100
<b>Written Reprimand</b>	1	2	+1	-50%
<b>Written Warning</b>	0	6	+6	-100%
<b>Corrective Action</b>	0	3	+3	-100%

The total number of arrests for our agency (5729) versus the total number of uses of force (50) show that only 0.009% 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.

### Use of Force Time of Day

	<b>2017</b>	<b>2018</b>	<b>Variance</b>	<b>Percent of Total</b>
<b>0000-0200</b>	12	3	-9	4%
<b>0200-0400</b>	6	5	-1	10%
<b>0400-0600</b>	1	1	0	2%
<b>0600-0800</b>	1	3	+2	6%
<b>0800-1000</b>	2	5	+3	10%
<b>1000-1200</b>	4	2	-2	4%
<b>1200-1400</b>	4	4	0	8%
<b>1400-1600</b>	5	8	+3	16%
<b>1600-1800</b>	6	3	-3	6%
<b>1800-2000</b>	6	8	+2	16%
<b>2000-2200</b>	6	5	-1	10%
<b>2200-0000</b>	7	4	-3	8%

### Use of Force Day of the Week

	<b>2017</b>	<b>2018</b>	<b>Variance</b>	<b>Percent of Total</b>
<b>Monday</b>	16	5	-11	8%
<b>Tuesday</b>	2	7	+5	14%
<b>Wednesday</b>	7	9	+2	18%
<b>Thursday</b>	6	8	+2	16%
<b>Friday</b>	13	10	-5	20%
<b>Saturday</b>	10	8	-2	16%
<b>Sunday</b>	6	4	-2	8%

### Reason for Use of Force

	<b>2017</b>	<b>2018</b>	<b>Variance</b>	<b>Percent of Total</b>
<b>Alcohol</b>	0	0	0	<b>0%</b>
<b>Assault on Officer</b>	15	4	-9	<b>8%</b>
<b>Crowd Control</b>	0	0	0	<b>0%</b>
<b>Defense of a Citizen</b>	4	1	-3	<b>2%</b>
<b>Defense of a Citizen &amp; Officer</b>	0	3	+3	<b>6%</b>
<b>Defense of an Officer</b>	9	7	-2	<b>12%</b>
<b>Disorderly Conduct</b>	1	1	0	<b>2%</b>
<b>Domestic</b>	4	0	-4	<b>0%</b>
<b>Drugs</b>	0	0	0	<b>0%</b>
<b>Fight</b>	0	2	+2	<b>4%</b>
<b>Mental</b>	2	5	+3	<b>10%</b>
<b>Other</b>	2	1	-1	<b>2%</b>
<b>Suicidal</b>	2	2	0	<b>4%</b>
<b>Suspect Resistance</b>	21	25	+4	<b>50%</b>
<b>Traffic</b>	0	0	0	<b>0%</b>

The highest percent of reason for Use of Force was Suspect Resistance (50%) followed by Defense of an Officer (12%).

## **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 identification of pre-assaultive behavior.
- Increase Reality Based training (RBT) beyond shoot/don't shoot scenarios. 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 2018, a total of ninety (68) Departmental Investigations (74 Allegations) were conducted; a decrease of twenty-two (22) when compared to the ninety (90) in 2017. IAU sees no significant trends with regards to departmental investigations.

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

<b>Allegations</b>	<b>2017</b>	<b>2018</b>	<b>Variance</b>	<b>2018 Percent of Total</b>
Unsatisfactory Performance	8	8	0	10.8
Reporting for Duty	2	6	+4	8.1
Disobedience of Order / Insubordination	3	1	-2	1.35
Unbecoming Conduct	11	10	-1	13.5
Violation of Law	6	8	+2	10.8
Court Appearance and Testimony	3	3	0	4.05
Courtesy	1	4	+3	5.4
Department Records / Citation	2	2	0	2.7
Neglect of Duty	4	2	-2	2.7
Vehicle Operations	8	2	-6	2.7
Operating Procedure	8	1	-7	1.35
Violation of Policy	1	2	+1	2.7
Truthfulness & Cooperation	1	1	0	1.35
Conduct	0	3	+3	4.05
Fail to Qualify	7	2	-5	2.7
Loss or Damage to City Equipment	2	4	+2	5.4
Failure to Activate Camera (In-Car or BWC)	10	1	-9	1.35
Citizen Complaint	0	0	0	0
Divulge of Departmental Business	1	0	-1	0
Escape from Custody	0	2	+2	2.7
Absence from Work	0	4	+4	5.4
Case Management System	1	1	0	1.35
Recording and Transmitting Devices	0	0	0	0
Failure to Secure Prisoner	1	0	-1	0
Self-Assigned Police Action	1	1	0	1.35
Evidence and Property Handling Procedure	2	2	0	2.7
General Responsibilities at a Crime Scene	1	0	-1	0
Professional Image (Uniform Violation)	1	0	-1	0
Prompt Performance of Duty	3	0	-3	0
Secondary Employment Policy Violation	1	4	+3	5.4

Association	1	0	-1	0
<b>Total</b>	90	74		

### Dispositions of Departmental Investigations

Dispositions	2017	2018	Variance	2018 Percent Totals
<b>Exonerated</b>	2	2	0	2.94
<b>Sustained</b>	71	56	-15	82.36
<b>Unfounded</b>	1	5	+4	7.35
<b>Not Sustained</b>	1	3	+2	4.41
<b>Open / No Final Action</b>	15	2	-13	2.94
<b>TOTAL</b>	90	68		

### Breakdown of Disciplinary Actions for Sustained Departmental Investigations

Sustained - Disciplinary Actions	2017	2018	Variance	Percent of Total
<b>Corrective Action / PM5</b>	18	13	-5	23.21
<b>Written Warning</b>	13	13	0	23.21
<b>Written Reprimand</b>	21	16	-5	28.57
<b>Suspension</b>	10	9	-1	16.07
<b>Consideration of Dismissal</b>	8	5	-3	8.93
<b>Demotion</b>	1	0	-1	0
<b>TOTAL</b>	71	56	-15	

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 2018, the FPD received eighty-five (85) citizen complaints (90 allegations) compared to forty-two (42) received in 2017. While this was an increase of over 100% in citizen complaint reporting, this was a policy change to ensure the Fayetteville Police Department remains transparent to the community in which we serve.



## Citizen Complaints by Allegation

Allegations	Active	Sustained	Unfounded	Not Sustained	Exonerated	No Violation	Mediated	2017	2018	Variance +/-
Abuse of Position	0	0	3	0	0	0	0	1	3	+2
Unsatisfactory Performance	0	7	5	1	3	0	0	1	16	+15
Rudeness	0	0	5	0	2	0	0	5	7	+2
Conduct	0	2	4	0	0	0	0	4	6	+2
Unbecoming Conduct	0	1	1	0	1	0	0	6	3	-3
Neglect of Duty	0	0	0	0	0	0	0	3	0	-3
Professional Image	0	0	0	0	0	0	0	3	0	-3
Treatment of Persons in Custody	0	1	1	0	0	0	0	1	2	+1
Arrest, Search & Seizure	0	1	3	0	0	0	0	4	4	0
Courtesy	0	4	7	0	1	0	0	2	12	+10
Excessive Force	0	0	4	1	7	0	0	6	12	+6
Biased Policing	0	0	5	0	0	0	0	6	5	-1
BWC	0	0	0	0	0	0	0	0	0	0
Harassment	0	0	1	0	0	0	0	0	1	+1
Communicating Threats	0	0	0	0	0	0	0	0	0	0
Evidence and Property Handling	0	1	0	0	0	0	0	0	1	+1
Vexatious or Unnecessary Complaints	0	0	0	1	0	0	0	0	1	+1
Money in Possession of Prisoner/Arrestee	0	1	0	0	0	0	0	0	1	+1
Preliminary Investigations	0	2	0	0	0	0	0	0	2	+2
Departmental Records, Reports, and Citations	0	1	0	0	0	0	0	0	1	+1
Vehicle Operations	0	0	1	0	0	0	1	0	1	+1
<b>TOTAL</b>	<b>0</b>	<b>21</b>	<b>40</b>	<b>3</b>	<b>14</b>	<b>0</b>	<b>12</b>	<b>42</b>	<b>90</b>	<b>+48</b>

## Citizen Complaint Origination

	2017	2018	Variance	Percent of Total
<b>Traffic Stop</b>	<b>9</b>	<b>21</b>	<b>+12</b>	<b>24.7%</b>
<b>Calls for Service</b>	<b>18</b>	<b>31</b>	<b>+13</b>	<b>36.47%</b>
<b>Arrest</b>	<b>3</b>	<b>9</b>	<b>+6</b>	<b>10.58%</b>
<b>Off-Duty</b>	<b>7</b>	<b>6</b>	<b>-1</b>	<b>7.05%</b>
<b>Special Event/Circumstance</b>	<b>5</b>	<b>5</b>	<b>0</b>	<b>5.88%</b>
<b>Preliminary Investigation</b>	<b>0</b>	<b>13</b>	<b>+13</b>	<b>15.29%</b>
<b>Total</b>	<b>42</b>	<b>85</b>	<b>+43</b>	

### Biased Policing

Within the citizen complaints, there were five (5) 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 five (5) 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 2018 there were twelve (12) excessive force situations. The following dispositions were given in regards to the aforementioned incident:

- Four (4) cases were deemed unfounded
- One (1) case was deemed not sustained
- Seven (7) cases were deemed exonerated

## Positive Compliments

The FPD also accepts positive compliments about its officers in the same manner in which it accepts complaints. The FPD received seventy-four (74) positive compliments in 2018, a decrease of sixty-two (62) from the one hundred and thirty-six (136) received in 2017.

## 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.

The IAU does not recommend any changes to the current Biased Based Policing policy.

## Vehicle Pursuits

In 2018, the FPD was involved in sixteen (16) vehicle pursuits; six (6) more than the ten (10) reported in 2017. Of the sixteen (16) pursuits in 2018, ten (10) were deemed to have been conducted in accordance with policy and six (6) were found to be in violation.

Below is the raw data regarding vehicle pursuits:

<b>Reason for Pursuit</b>	<b>2017 Count</b>	<b>2018 Count</b>	<b>Variance +/-</b>	<b>2018 Percent of Total</b>
<b>Careless &amp; Reckless</b>	2	4	+2	25%
<b>DWI</b>	0	1	+1	6.25%
<b>DWI &amp; C&amp;R</b>	0	0	0	0%
<b>Felony</b>	7	3	-4	18.75%
<b>Other</b>	1	7	+6	43.75%
<b>Violent Misdemeanor</b>	0	1	+1	6.25%
<b>Total Pursuits</b>	10	16	+6	

<b>Pursuits Within Policy</b>	<b>2017 Count</b>	<b>2018 Count</b>	<b>Variance</b>	<b>2018 Percent of Total</b>
<b>No</b>	1	6	+5	37.5%
<b>Yes</b>	6	10	+4	62.5%
<b>Pending (Open)</b>	3	0	-3	0%

<b>Dispositions</b>	<b>2018</b>	<b>Percentage of Total</b>
<b>Exonerated</b>	10	62.5%
<b>Sustained</b>	6	37.5%
<b>Unfounded</b>	0	0%
<b>Not Sustained</b>	0	0%
<b>VOTC</b>	0	0%
<b>Open / No Final Action</b>	0	0%
<b>TOTAL</b>	16	

### Vehicle Pursuit Analysis/Recommendations

IAU has no recommendations regarding pursuit policies or practices for 2018.

### Vehicle Accidents

In 2018, FPD officers were involved in a total of seventy-four (74) vehicle accidents where they were occupying and/or operating their assigned vehicles.

Of the forty-two (42) at-fault accidents our officers were involved with, the majority were due to inattention or improper backing. Inattention represents 26.2% and Improper Backing represents 33.33% of all FPD at-fault accidents occurring in 2018.

Below is the raw data regarding vehicle crashes:

<b>Employee Fault</b>	<b>2017 Count</b>	<b>2018 Count</b>	<b>Variance</b>	<b>2018 Percent of Total</b>
<b>No</b>	37	32	-6	41.9
<b>Yes</b>	48	42	-5	58.1
<b>Total Crashes</b>	85	74	-11	

<b>Cause of Crash when FPD at-Fault</b>	<b>2017 Count</b>	<b>2018 Count</b>	<b>Variance +/-</b>	<b>2018 Percent Totals</b>
<b>Fail to Yield</b>	0	0	0	0%
<b>Fail to Reduce Speed</b>	5	6	+1	14.29%
<b>Improper Turn</b>	2	0	-2	0%
<b>Improper Backing</b>	10	14	+4	33.33%
<b>Inattention</b>	24	11	-13	26.2%
<b>Lane Change</b>	0	0	0	0%
<b>Over corrected</b>	0	0	0	0%
<b>Improper Parking</b>	0	3	+3	7.14%
<b>Crossed Centerline</b>	1	0	-1	0%
<b>Failure to Clear Intersection</b>	0	0	0	0%
<b>Followed too closely</b>	0	0	0	0%
<b>Ran off Road</b>	1	0	-1	0%
<b>Visibility Obstructed</b>	1	2	+1	4.77%

<b>Speeding</b>	1	0	-1	0%
<b>Improper Passing</b>	0	1	+1	2.39%
<b>Other</b>	1	5	+4	11.9%
<b>Failure to Place in Park</b>	2	0	-2	0%
<b>Total</b>	48	42	-6	

<b>Estimated Damage</b>	<b>2017 Count</b>	<b>2018 Count</b>
<b>City</b>	\$115,852.00	85,956.00
<b>Other</b>	\$93,450.00	65,830.00
<b>Total</b>	\$209,302.00	151,786.00

\*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.

<b>Dispositions</b>	<b>2018</b>	<b>Percentage Total</b>
<b>Exonerated</b>	27	34.25
<b>Sustained</b>	42	60.27
<b>Unfounded</b>	2	2.74
<b>Not Sustained</b>	3	2.74
<b>VOTC</b>	0	0
<b>Open / No Final Action</b>	0	0
<b>TOTAL</b>	74	

<b>Employee Injury</b>	<b>2017 Count</b>	<b>2018 Count</b>	<b>Variance</b>	<b>2018 Percent Totals</b>
<b>No</b>	79	72	-8	97.29
<b>Yes</b>	6	2	-4	2.7

<b>Non-Employee Injury</b>	<b>2017 Count</b>	<b>2018 Count</b>	<b>Variance</b>	<b>2018 Percent Totals</b>
<b>No</b>	82	69	-14	93.24
<b>Yes</b>	3	5	+2	6.85
<b>Unknown</b>	0	0	0	0
<b>N/A</b>	0	0	0	0

<b>Crash Month</b>	<b>2017 Count</b>	<b>2018 Count</b>	<b>Variance +/-</b>	<b>Percentage Total</b>
<b>January</b>	4	8	+4	10.96
<b>February</b>	5	8	+3	10.96
<b>March</b>	2	7	+5	9.59
<b>April</b>	6	4	-2	5.48
<b>May</b>	10	8	-2	10.96
<b>June</b>	7	7	0	9.59
<b>July</b>	6	3	-3	4.1
<b>August</b>	5	4	-1	5.48
<b>September</b>	10	8	-2	10.96
<b>October</b>	8	5	-3	6.85
<b>November</b>	13	8	-5	10.8
<b>December</b>	9	4	-5	5.48

### **Summary of Vehicle Crash Data:**

The overall number of crashes in 2018 involving FPD is the number (74), a decrease of eleven (11) from the eighty-five (85) in 2017. Crashes involving improper backing are the highest categories with inattention being the second highest category. IAU recommends that all newly purchased vehicles be equipped with backup sensors and/or backup cameras.

### **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 2018, a total of thirty (30) Quality Reviews were completed.

Below is the raw data regarding Quality Reviews:

<b>Purpose of Review</b>	<b>2017 Totals</b>	<b>2018 Totals</b>
<b>Vehicle Accident</b>	9	10
<b>Unbecoming Conduct</b>	0	0
<b>Mentally Ill subject (Hearing voices)</b>	0	0
<b>Civil Case (Documentation only)</b>	0	1
<b>Unfounded complaint from prisoner</b>	0	0
<b>Complaint on departmental program (not officer)</b>	1	0
<b>Citizen Complaint</b>	1	2
<b>Injured Subject</b>	14	14
<b>Damage / Loss to City Property</b>	0	0
<b>Injury (Job Related)</b>	3	0
<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>	0	1
<b>Traffic Stop</b>	0	2
<b>Total Quality Reviews</b>	<b>28</b>	<b>30</b>

IAU has no recommendations regarding Quality Reviews or practices for 2018.

### **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 2018, the FPD's IA Pro software generated eighteen (18) Alerts on fourteen (14) 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 three (3) and the highest category for alerts was Vehicle Accident. 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**

	<b>2017</b>	<b>2018</b>	<b>Variance</b>
<b>Grievances</b>	14	12	-2

Of the grievances held, eleven (11) arose from disciplinary action, and one (1) from eligibility for a promotional process. Of the disciplinary actions held in 2018 for disciplinary actions, one (1) resulted in a change to a lesser allegation, three (3) resulted in a reduction of the disciplinary action/modification to the policy identified, eight (7) resulted in the disciplinary action staying the same and one (1) resulted in the eligibility requirements being upheld.

## Overall Disciplinary and Personnel Actions for all Internal Investigations

	<b>2017</b>	<b>2018</b>	<b>Variance</b>
<b>Termination</b>	3	0	-3
<b>Resigned in lieu of termination</b>	7	7	-1
<b>Demotion</b>	2	0	-2
<b>Suspension</b>	15	22	+7
<b>Written Reprimand</b>	29	31	+2
<b>Written Warning</b>	30	24	-6
<b>Corrective Action/Training</b>	56	62	+6
<b>Total</b>	142	147	+5

The breakdown of Considerations for Dismissal (COD) included:

- Number (3) Sworn
- Number (4) Non-Sworn (including cadets who had not yet received their certification)

(\*For all personnel who received a consideration of dismissal in 2018, all personnel resigned in lieu of dismissal.)

### Summary

The overall Disciplinary and Personnel Actions for all Internal Investigations entered into the IAPRO/Blueteam software shows that in 2018, as compared to 2017, 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 a revision to departmental policy as we ensure the Fayetteville Police Department remains transparent to the community in which we serve. Of significance, it should be noted that there was an over decrease in Use of Force incidents, Departmental Investigations, Accidents (including fewer officers at fault), Pointing of a Weapon incidents and Alerts for multiple incidents on an employee. 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