



January 13, 2021

MEMORANDUM

TO: Gina V. Hawkins, Chief of Police

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

SUBJECT: 2020 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. 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, 2020, the Fayetteville Police Department (FPD) Internal Affairs Unit (IAU) processed two hundred sixty (260) cases of the following categories: Use of Force, Departmental Investigations, Citizen Complaints, Vehicle Pursuits and Vehicles Accidents. The department had an additional one hundred thirty eight (138) 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	2017	2018	2019	2020	Variance from 2019	Percentage Change
Use of Force Incidents	56	47	52	31	-21	-40.4%
Departmental Investigations	90	68	59	52	-7	-11.9%
Citizen Complaints	42	85	102	80	-22	-21.6%
Vehicle Accidents	85	74	68	74	+6	+8.8%
Vehicle Pursuits	10	16	9	17	+8	+88.9%
Firearms Discharge*	4	5	3	6	+3	+100%
Pointing of a Weapon	72	35	15	26	+11	+73.3%
Positive Compliments	136	74	43	69	+26	+60.5%
Alerts	28	18	33	19	-14	-42.4%
Quality Reviews	28	30	26	24	-2	-7.7%

*Firearm discharges may include officer involved, negligent, or animal discharges

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

Pointing of Weapons are tracked as internal investigations using our IPro/Blueteam software per recommendations made by the US Department of Justice during our collaborative reform review in 2016. In 2019, total of eighteen (18) officers pointed their weapons in fifteen (15) incidents. In 2020, a total of thirty (30) officers pointed their weapons in twenty-six (26) incidents. This constitutes an increase of twelve (12) officers pointing their weapons in eleven (11) more incidents this year. Pointing of a weapon can be classified as when an officer is clearing a building, known risk traffic stops or any other incident in which the muzzle of the weapon may be oriented toward an offender.

Use of Force (UOF) Investigations

The FPD saw an increase in the overall number of Use of Force (UOF) incidents. In 2020, the FPD investigated thirty-seven (37) UOF incidents compared to fifty-five (55) reported in 2019. This constitutes a 32.7% decrease when compared to the previous year. During the COVID-19 pandemic, officers were less likely to come in contact with as many persons as in previous years. Additionally, officers have been exercising greater de-escalation techniques that would prevent the need for a use of force application. There was an increase in the number of firearms discharges from three (3) to six (6) in 2020. The Firearm Discharges are included in the number of Use of Force's for statistical and demographic purposes. In 2020, there were two (2) incidents in which an officer discharged their weapon striking a subject who posed an imminent threat of deadly force toward an officer. Additionally, there were two (2) incidents in which an officer had to discharge their weapon at an aggressive canine and twice, there was a negligent discharge by officers in which no one was injured.

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 thirty-seven (37) incidents in 2020. Most notable is the steep decrease in the number of times an officer went "hands on" with a subject. This can be attributed to both the COVID-19 Pandemic and officers employing greater restraint and de-escalation techniques.

	2019	2020	Variance	Percent Change
Total Number of UOF Incidents	55	37	-18	-32.7 %
Total Number of Subjects	55	35	-20	-36.4%

2019-2020 Comparison of Race / Gender / Force Type

Type of Force	B/M	W/M	B/F	W/F	H/M	I/M	OTHER	2019	2020	Variance	Percentage Change
Taser	6	4	0	1	0	0	0	14	11	-3	-21.4%
Taser plus another force	2	0	0	0	0	0	0	5	2	-3	-60%
Hands	9	4	3	1	0	0	0	33	17	-16	-48.5%
Firearm Discharge	0	2	0	0	0	0	4	3	6	+3	+100%
Multiple Force (No Taser)	0	0	0	0	0	0	0	0	0	0	0%
O/C Pepper-spray	1	0	0	0	0	0	0	0	1	+1	+100%
Asp Baton	0	0	0	0	0	0	0	0	0	0	0%
K-9 Bite	0	0	0	0	0	0	0	0	0	0	0%

Total Number of People Force Used	18	10	3	2	0	0	4	55	37	-18	-32.7%
Total Percentage of Force Used	48.6%	27%	8.1%	5.4%	0	0	10.8%				

*Two (2) Firearm discharge are categorized as "other" due to negligent discharges when inspecting weapon and two (2) aggressive canines.

Demographics of Involved Citizens

Age	B/M	W/M	B/F	W/F	H/M	A/M	I/M	Totals	Percentage
Less than 18	0	0	0	0	0	0	0	0	0%
18-25	3	3	1	1	0	0	0	8	24.2%
26-35	8	0	1	0	0	0	0	9	27.3%
36-45	2	4	2	0	0	0	0	8	24.2%
46-55	1	3	0	0	0	0	0	4	12.1%
56-65	2	0	0	1	0	0	0	3	9.1%
Over 65	0	1	0	0	0	0	0	1	3%
Totals	16	11	4	2	0	0	0	33	
Percentage	48.5	33.3	12.1	6.1	0	0	0		

The Department saw a decrease of eighteen (18) officers involved in Use of Force incidents compared to the 2019 calendar year. A total of fifty-one (51) officers were involved in thirty-seven (37) Use of Force Investigations in 2020. The demographics for the officers involved are as follows:

Police Officer Demographics Who Used Force

Officer Race	2019	2020	Variance	Total Percent of Force Used in 2019	Total Percent of Force Used in 2020
White	46	36	-10	66.7%	70.6%
Black	16	8	-8	23.2%	15.7%
Hispanic	6	3	-3	8.7%	5.9%
Native American	0	2	+2	0	3.9%
Asian	1	1	0	1.4%	1.9%
Pacific Islander	0	1	+1	0	1.9%
No entry	0	0	0	0	0%
Total Officers	69	51	-18		

Age of Officers	2019	2020	Variance	Total Percent of Force Used in 2019	Total Percent of Force Used in 2020
20 to 29	30	24	-6	43.5%	47.1%
30 to 39	25	22	-3	36.2%	43.1%
40 to 49	10	4	-6	14.5%	7.8%
50 and up	4	1	-3	5.8%	2%
Total Officers	69	51	-18		

Gender of Officers	2019	2020	Variance	Total Percent of Force Used in 2019	Total Percent of Force Used in 2020
Female*	9	6	-3	13%	11.8%

Male	60	45	-15	87%	88.2%
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*As of December 31, 2020, our department had a total of 394 Active Sworn Personnel, of which 86 are female, constituting 22% 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

	2019	2020	Variance
Suspect	23	15	-8
Officer	0	2	+2
Both	13	4	-9
None	19	13	-6
Animals	0	2	+2

Use of Force Investigative Dispositions

	Exonerated	Sustained	Active	VOTC*	Not Sustained	Unfounded
Number of UOF Investigations	32	3	0	9	2	0
Percentage of all UOF Investigations	86.5	8.1	0	24.3*	5.4	0

In all Violations Other Than Complaint (VOTC), the officers were exonerated for the Use of Force but other violations were discovered during the course of the investigation.

Violations Other Than Complaint (VOTC) included:

- Seven (7) Policy Warnings
- One (1) Documented Oral Counseling
- One (1) Written Reprimand

Use of Force Disciplinary Actions

	2019	2020	Variance +/-	Percent Change
Consideration of Dismissal	0	0	0	0%
Dismissal	0	0	0	0%
Suspension	0	0	0	0%
Written Reprimand	2	2	0	0%
Written/Policy* Warning	4	1	-3	-75%
Corrective Action*	7	0	-7	-100%
Oral Counseling	0	0	0	0%

The total number of arrests for our agency (4462) versus the total number of uses of force (37) show that only 0.83% or less than 1% 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

	2019	2020	Variance	Percent of Total
0000-0200	5	1	-4	2.7%
0200-0400	6	4	-2	10.8%
0400-0600	1	2	+1	5.4%
0600-0800	2	1	-1	2.7%
0800-1000	3	2	-1	5.4%
1000-1200	2	2	0	5.4%
1200-1400	10	1	-9	2.7%
1400-1600	3	4	+1	10.8%
1600-1800	3	5	+2	13.5%
1800-2000	6	6	0	16.2%
2000-2200	7	5	-2	13.5%
2200-0000	7	4	-3	10.8%

Use of Force Day of the Week

	2019	2020	Variance	Percent of Total
Monday	9	9	0	24.3%
Tuesday	5	6	+1	16.2%
Wednesday	9	2	-7	5.4%
Thursday	8	10	+2	27%
Friday	4	1	-3	2.7%
Saturday	9	3	-6	8.1%
Sunday	11	6	-5	16.2%

Reason for Use of Force

	2019	2020	Variance	Percent of Total
Alcohol	0	0	0	0%
Assault on Officer	6	7	+1	18.9%
Crowd Control	0	1	+1	2.7%
Defense of a Citizen	2	1	-1	2.7%
Defense of a Citizen & Officer	1	4	+3	10.8%
Defense of an Officer	5	7	+2	18.9%
Disorderly Conduct	5	2	-3	5.4%
Domestic	3	2	-1	5.4%
Drugs	0	1	+1	2.7%
Fight	1	1	0	2.7%
Mental	1	0	-1	0%
Other	2	3	+1	8.1%
Suicidal	0	0	0	0%
Suspect Resistance	29	12	-17	32.4%
Traffic	0	0	0	0%

The highest percent of reason for Use of Force was Suspect Resistance (32.4%) followed by Assault on Officer and Defense of an Officer (18.9%). Additionally, the Reason for Use of Force is greater than 100 percent of the total incidents as multiple reasons can be listed by the officer.

UOF Analysis / Recommendations

Based on the systematic analysis of FPD data regarding Use of Force, the following was noted as it pertains to trends and/or patterns as it relates to race, age, and gender of the subjects involved as well as any injuries sustained to the person involved or the officer. Additionally, IAU will make recommendations to ensure the department continues moving in the right direction and to avoid potential problematic patterns.

- While reviewing the comparison of race, gender and force type for 2020 compared to 2019, it was most notable that there was a steep decline in Use of Force incidents involving Blacks Males. The analysis revealed that there were eighteen (18) incidents in 2020 compared to thirty-five (35) in 2019, or a decrease of 51%. When reviewing all other races and genders, there were no other significant patterns that were notated.
- During a review of injuries sustained to the person involved or officer, again we saw significant decreases in these categories. In 2019, there were fifty-five (55) injuries sustained overall compared to thirty-six (36) in 2020 overall; representing a decrease of 35% percent.
- Additionally, when you look at the age grouping, we saw a decrease in the age groups of 26-35 and 36-45 for involved citizens during a use of force incident. Compared to 2019, there seventeen (17) fewer incidents from both age groups compared to thirty-four (34) in 2019. This represented a 50% decrease for these two age groups from the year prior.
- These decreases can be attributed to officers who employ greater de-escalation techniques during encounters as well as the reduction person to person interaction during the COVID-19 Pandemic.
- The FPD will continue de-escalation training and additional training to deal with special populations including mental health and cognitive impairment. As referenced in Written Directive 4.1; De-escalation tactics and techniques are actions used by officers, when safe and without compromising law enforcement priorities, that seek to minimize the likelihood of the need to use force prior to or during an incident and increase the likelihood of voluntary compliance or mitigate the continued use of force. When safe and feasible under the totality of circumstances, officers shall attempt to slow down or stabilize the situation so that more time, options and resources are available for incident resolution.
- As many officers have utilized the department's VirTra simulation training, this will continue to promote de-escalation while recognizing that sanctity of life remains paramount with each officer within our agency. 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 2020, a total of fifty-two (52) Departmental Investigations (69 Allegations) were conducted; a decrease of seven (7) when compared to the fifty-nine (59) in 2019 IAU sees no significant trends with regards to departmental investigations.

Breakdown of Departmental Investigations by most egregious violation

Allegations	2019	2020	Variance	2020 Percent of Total
Unsatisfactory Performance	15	14	-1	20.28%
Reporting for Duty	4	4	0	5.79%
Disobedience of Order / Insubordination	2	4	+2	5.79%
Unbecoming Conduct	12	7	-5	10.14%
Violation of Law	7	2	-5	2.89%
Court Appearance and Testimony	2	8	+6	11.59%
Courtesy	2	1	-1	1.44%
Neglect of Duty	5	0	+5	0%
Vehicle Operations	1	0	-1	0%
Violation of Policy	1	0	-1	0%
Truthfulness & Cooperation	5	3	-2	4.34%
Conduct	3	0	-3	0%
Misconduct Known to Departmental Personnel	0	1	+1	1.44%
Loss or Damage to City Equipment	3	0	-3	0%
Failure to Activate Camera (In-Car or BWC)	2	4	+2	5.79%
Vexatious or Unnecessary Complaints	0	1	+1	1.44%
Escape from Custody	1	1	0	1.44%
Absence from Work	0	4	+4	5.79%
Public Criticism of the Department	0	1	+1	1.44%
Personal/Social Media Internet Sites	0	2	+2	2.89%
Firearm Policy	0	1	+1	1.44%
Recording and Transmitting Devices	1	1	0	1.44%
Failure to Secure Prisoner	4	0	-4	0%
Evidence and Property Handling Procedure	2	0	-2	0%
Professional Image (Uniform Violation)	1	0	-1	0%
Secondary Employment Policy Violation	1	1	0	1.44%
Weapons Procedures	1	0	-1	0%
Arrest, Search, And Seizure	3	0	-3	0%
Fail to Supervise	1	0	-1	0%
Fail to Report	2	0	-2	0%
Association	1	0	-1	0%
Mediated Complaint	1	0	-1	0%
Securing, Searching, Transporting Arrested Persons	3	3	0	4.34%
Vehicles Assigned to Police Personnel	1	0	-1	0%
Preliminary/Follow-up Investigations and Constitutional Requirements	1	2	+1	2.89%
Law Enforcement Communication System	1	0	-1	0%
Negligent Discharge	1	0	-1	0%
Abuse of Position	1	2	+1	2.89%
Cooperation with Police Investigation	1	0	-1	0%
Unauthorized Person in Police Vehicle	1	1	0	1.44%
Internal Investigation Procedure	3	0	-3	0%
Emergency Response/Driving	0	1	+1	1.44%
VOTC	1	0	-1	0%
Total	97	69	-28	

Dispositions of Departmental Investigations

Dispositions	2019	2020	Variance	2020 Percent Totals
Exonerated	0	1	+1	1.9%
Sustained	51	38	-13	73.1%
Unfounded	3	2	-1	3.8%
Not Sustained	2	8	+6	15.4%
Open / No Final Action	0	3	+3	5.8%
Mediated	1	0	-1	0%
VOTC Sustained	2	2	0	3.8%
TOTAL	59	52		

Breakdown of Disciplinary Actions for Sustained Departmental Investigations

Sustained - Disciplinary Actions	2019	2020	Variance	Percent of Total
Corrective Action / PM5	5	2	-3	4.5%
Written/Policy Warning	11	15	+4	34.1%
Written Reprimand	12	11	-1	25%
Suspension	11	7	-4	15.9%
Consideration of Dismissal	9	3	-6	6.8%
Demotion	1	0	-1	0%
PIP	1	0	-1	0%
Suspension of Secondary Employment Privileges	0	1	+1	2.3%
Oral Counseling	1	5	+3	11.4%
TOTAL	51	44		

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 2020, the FPD received eighty (80) citizen complaints (153 allegations) compared to one hundred two (102) received in 2019. While officers were less likely to have contact with as many persons due to the COVID-19 Pandemic, the Fayetteville Police Department's goal is 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	Open	2019	2020	Variance +/-	% Change
Abuse of Position	1	2	0	0	0	0	1	3	+2	+200%
Unsatisfactory Performance	5	10	0	1	1	0	13	17	+4	+30.76%
Rudeness	0	3	0	0	0	0	13	3	-10	-76.9%
Conduct	1	0	0	0	0	0	9	1	-8	-88.9%

Unbecoming Conduct	2	4	0	0	0	1	7	7	0	0%
Neglect of Duty	0	0	0	0	0	0	1	0	-1	-100%
Professional Image	0	2	0	0	0	0	2	2	0	0%
Treatment of Persons in Custody	0	0	0	9	0	0	0	9	+9	+100%
Arrest, Search & Seizure	0	2	0	9	0	0	5	11	+6	+120%
Courtesy	5	12	2	0	0	0	17	19	+2	+11.8%
Excessive Force	0	10	0	1	0	0	6	11	+5	+37.5%
Biased Policing	0	9	1	0	0	1	8	11	+3	37.5%
BWC	0	0	0	0	0	0	6	0	-6	-100%
Harassment	0	0	0	0	0	0	1	0	-1	-100%
Communicating Threats	0	0	0	0	0	0	0	0	0	0%
Evidence and Property Handling	0	0	0	0	0	0	2	0	-2	-100%
Vexatious or Unnecessary Complaints	0	0	0	0	0	0	0	0	0	0%
Money in Possession of Prisoner/Arrestee	0	0	0	0	0	0	2	0	-2	-100%
Preliminary Investigations	0	0	0	0	0	0	9	0	-9	-100%
Departmental Records, Reports, and Citations	1	0	0	0	0	0	1	1	0	0%
Vehicle Operations	2	0	0	0	0	0	3	2	-1	-33.3%
Self-Assigned Police Action	0	0	0	0	0	0	3	0	-3	-100%
Fail to Complete Report	0	0	0	0	0	0	2	0	-2	-100%
Mediated	0	0	0	0	33	0	40	33	-7	-17.5%
Unauthorized Person in Police Vehicle	0	0	0	0	0	0	1	0	-1	-100%
Operating Procedure	0	0	0	0	0	0	5	0	-5	-100%
Failure to Seatbelt Prisoner	0	0	0	0	0	0	1	0	-1	-100%
Fail to Wear Protective Vest	0	0	0	0	0	0	2	0	-2	-100%
Violations of Law	0	0	0	1	0	0	11	1	-10	-90.1%
Improper DCI Dissemination	0	0	0	0	0	0	1	0	-1	-100%
Improper Photo Line-up	0	0	0	0	0	0	1	0	-1	-100%
Fail to Tow Vehicle	0	0	0	0	0	0	1	0	-1	-100%
Truthfulness and Cooperation	1	0	0	0	0	0	1	1	0	0%
Violation of Policy	0	0	0	0	0	0	1	0	-1	-100%
Divulgence of Departmental Business	0	1	0	0	0	0	0	1	+1	+100%
Personal/Social Media Sites	1	0	0	0	0	0	0	1	+1	+100%
Law Enforcement Communication Systems	1	0	0	0	0	0	0	1	+1	+100%

Failure to Obey Direct Order	0	0	0	0	0	1	0	1	+1	+100%
VOTC	14	0	3	0	0	0	0	17	+17	+100%
Total	34	55	6	21	34	3	176	153	-27	

Citizen Complaint Origination

	2019	2020	Variance	Percent of Total
Traffic Stop	14	13	-1	15.9%
Calls for Service	44	40	-4	48.8%
Arrest	8	7	-1	8.5%
Off-Duty	4	6	+2	7.3%
Special Event/Circumstance	17	10	-7	12.2%
Preliminary Investigation	11	5	-6	6.1%
Search Warrant	4	1	-3	1.2%
Total	102	82		

Biased Policing

Within the citizen complaints, there were eleven (11) 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: Nine (9) incidents were unfounded, one (1) was not sustained and one (1) is still under review by the involved officer's chain of command.

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 2020 there were eleven (11) excessive force allegations. The following dispositions were given in regards to the aforementioned incident: Ten (10) incidents were unfounded and one (1) was exonerated.

Positive Compliments

The FPD also accepts positive compliments about its officers in the same manner in which it accepts complaints. The FPD received sixty-nine (69) positive compliments in 2020, an increase of twenty-six (26) from the forty-three (43) received in 2019.

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 2020, the FPD was involved in seventeen (17) vehicle pursuits; eight (8) more than the nine (9) reported in 2019. Of the seventeen (17) pursuits in 2020, five (5) were deemed to have been conducted in accordance with policy and eight (8) were found to be in violation.

Below is the raw data regarding vehicle pursuits:

Reason for Pursuit	2019 Count	2020 Count	Variance +/-	2020 Percent of Total
Careless & Reckless	0	1	+1	5.9
DWI	0	0	0	0
DWI & C&R	0	0	0	0
Felony	8	13	+5	76.5
Other	1	2	+1	11.7
Violent Misdemeanor	0	1	+1	5.9
Total Pursuits	9	17	+8	

Pursuits Within Policy	2019 Count	2020 Count	Variance	2020 Percent of Total
No	2	8	+6	47%
Yes	7	9	-2	53%
Pending (Open)	0	0	+4	0%

Dispositions	2020	Percentage of Total
Exonerated	7	41.2%
Sustained	9	53%
Unfounded	0	0%
Not Sustained	1	5.9%
VOTC	1	5.9%
Open / No Final Action	0	0%
TOTAL	18	

Vehicle Pursuit Analysis/Recommendations

IAU recommends that supervisors continue to review our policies of when officers are authorized to initiate a pursuit. Vehicle Pursuits are inherently dangerous to the officer and public, to which departmental policy clearly defines when a pursuit can authorized.

Vehicle Accidents

In 2020, 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 thirty-six (36) at-fault accidents our officers were involved with, the majority were due to inattention and improper backing; representing a combined 55.6% of all FPD at-fault accidents occurring in 2020.

Below is the raw data regarding vehicle crashes:

Employee Fault	2019 Count	2020 Count	Variance	2020 Percent of Total
No	30	38	+8	51.4%
Yes	38	36	-2	48.6%
Total Crashes	68	74	+6	

Cause of Crash when FPD at-Fault	2019 Count	2020 Count	Variance +/-	2020 Percent Totals
Fail to Yield	4	0	-4	0%
Fail to Reduce Speed	8	6	-2	16.7%
Improper Turn	1	2	+1	5.6%
Improper Backing	13	10	-3	27.8%
Inattention	6	10	+4	27.8%
Lane Change	0	0	0	0%
Over corrected	0	0	0	0%
Improper Parking	0	2	+2	5.6%
Crossed Centerline	1	0	-1	0%
Failure to Clear Intersection	1	0	-1	0%
Followed too closely	1	0	-1	0%
Ran off Road	1	1	0	2.8%
Visibility Obstructed	1	1	0	2.8%
Speeding	0	0	0	0%
Improper Passing	0	0	0	0%
Other	1	3	+2	8.3%
Failure to Place in Park	0	0	0	0%
Unable to Determine	0	1	+1	2.8%
Total	38	36	-2	

Estimated Damage	2019 Count	2020 Count
City	\$90,550	\$114,420
Other	\$41,610	\$86,061
Total	\$132,160	\$200,681

*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	2020	Percentage Total
Exonerated	33	44.5%
Sustained	39	52.7%
Unfounded	0	0%
Not Sustained	0	0%
VOTC	1	1.4%
Open / No Final Action	1	1.4%
TOTAL	74	

Employee Injury	2019 Count	2020 Count	Variance	2020 Percent Totals
No	65	68	+3	91.9%
Yes	3	6	+3	8.1%

Non-Employee Injury	2019 Count	2020 Count	Variance	2020 Percent Totals
No	65	71	+4	95.9%

Yes	3	3	-1	4.1%
Unknown	0	0	0	0%
N/A	0	0	0	0%

Crash Month	2019 Count	2020 Count	Variance +/-	Percentage Total
January	7	5	-2	6.8%
February	2	5	+3	6.8%
March	5	7	+2	9.5%
April	4	5	+1	6.8%
May	4	7	+3	9.5%
June	8	8	0	10.8%
July	6	10	+4	13.5%
August	3	6	+3	8.1%
September	6	5	-1	6.8%
October	5	4	-1	5.4%
November	8	8	0	10.8%
December	10	4	-6	5.4%

Summary of Vehicle Crash Data:

The overall number of crashes in 2020 involving FPD is seventy-four (74), an increase of six (6) from the sixty-eight (68) in 2019. Crashes involving improper backing and inattention are the highest categories with failure to reduce speed being the third 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 2020, a total of twenty-five (24) Quality Reviews were completed. Below is the raw data regarding Quality Reviews:

Purpose of Review	2019 Totals	2020 Totals
Vehicle Accident	9	10
Unbecoming Conduct	0	0
Mentally Ill subject (Hearing voices)	0	0
Civil Case (Documentation only)	0	1
Unfounded complaint from prisoner	0	0
Complaint on departmental program (not officer)	0	0
Citizen Complaint	7	3
Injured Subject	8	10
Damage / Loss to City Property	0	0
Injury (Job Related)	1	0
Assault	0	0
Court Appearance, Statement, Testimony	0	0
Emergency Commitment	0	0

Firearm Discharge	0	0
Rudeness	0	0
In Custody Death	1	0
Traffic Stop	0	0
Total Quality Reviews	26	24

IAU has no recommendations regarding Quality Reviews or practices for 2020.

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 2020, the FPD’s IA Pro software generated nineteen (19) Alerts on sixteen (16) different officers. Of the Alerts generated, four (4) 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 Two (2) and the highest category for alerts was Citizen Complaints (10). Two (2) 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

	2019	2020	Variance
Grievances	11	22	+11

Of the grievances held in 2020, eight (8) arose from disciplinary action, eleven (11) from pay compression/performance and three (3) dealing with work schedules. Of the grievances held in 2020 for disciplinary actions, all eight (8) resulted in a reduction of the disciplinary action/modification/overturned to the policy identified. As it pertains to the eleven (11) grievances for pay/performance, six (6) were modified and five (5) were upheld. There were three (3) grievances relating to work schedules and all were modified during the hearing process.

Overall Disciplinary and Personnel Actions for all Internal Investigations

	2019	2020	Variance
Termination	2	1	-1
Resigned in lieu of termination	9	12	+3
Demotion	1	0	-1
Suspension	23	8	-15
Written Reprimand	57	31	-26
Written/Policy Warning	42	59	+17
Corrective Action/Training	35	1	-34
Total	169	137	-32

Summary

The overall Disciplinary and Personnel Actions for all Internal Investigations entered into the IAPro/Blueteam software shows that in 2020, as compared to 2019, disciplinary action remained consistent as the department follows a progressive discipline procedure. It was recognizable that the department had a significant decrease in Use of Force incidents. The COVID-19 Pandemic had a significant impact on police interactions within our community along with officers employing more de-escalation techniques. Although we had a marked decrease in citizen complaints, we also noticed a significant increase in positive compliments which can be attributed to the Fayetteville Police Department's commitment to remain transparent to the community in which we serve. 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