



May 1, 2023

**MEMORANDUM**

**TO:** Kemberle Braden, Chief of Police



**FROM:** Manuel E. DeJesus, Jr., Captain  
Office of Professional Standards

 2-4/0140

**SUBJECT:** 2022 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 (IAU) 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 the department's 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 assigned to the unit 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 Internal Affairs Unit consists of a captain, two (2) sergeants and an office assistant. Everyone in the unit is always willing to assist the public in addressing their concerns.

## The Internal Affairs Unit

### Captain

Manuel E. DeJesus, Jr.

### Sergeants

Daniel Johnson

Tony Gayles

### 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, 2022, the Fayetteville Police Department (FPD) Internal Affairs Unit (IAU) processed two hundred eighty one (281) cases involving the following categories: Use of Force, Departmental Investigations, Citizen Complaints, Vehicle Pursuits and Vehicles Accidents. This is an increase of twenty one cases from 2021. The department had an additional fifty five (55) investigative entries involving the following categories: Positive Compliments, Alerts, and Quality Reviews. This number is identical to that of 2021.

Below is a breakdown of the administrative investigations and a year-to-year comparison.

Investigative Category	2019	2020	2021	2022	Variance from 2021	Percentage Change
Use of Force Incidents*	52	31	39	65	+26	66.7%
Departmental Investigations	59	52	62	55	-7	11.3%
Citizen Complaints	102	80	63	55	-8	12.7%
Vehicle Accidents	68	74	66	78	+12	18.2%
Vehicle Pursuits	9	17	9	18	+9	100%
Firearms Discharge*	3	6	0	5	+5	100%
Pointing of a Weapon	15	26	22			
Positive Compliments	43	69	33	25	-8	24%
Alerts	33	19	4	13	+9	30.8%
Quality Reviews	26	24	18	17	-1	5.6%

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

\*Pointing of a Weapon is now entered as a Use of Force



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

In previous years, when officers pointed their firearm at an offender, those instances were captured as Pointing of Weapons and tracked as internal investigations using our IAPro/Blueteam software per recommendations made by the US Department of Justice during our collaborative reform review in 2016. In 2022, in an effort to reduce duplicity for officers and supervisors, all Pointing of Weapons incidents were captured as a Use of Force Incident. The unit’s IAPro software still allows us to differentiate every UOF category to include pointing of weapons incidents, however, pointing of weapons is no longer listed as a separate entry. In 2021, there were a total of twenty-two (22) incidents in which officers pointed their weapons at an offender. In 2022, there were a total of eighteen (18) incidents in which officers pointed their weapons at an offender. This constitutes a decrease of four (4) incidents from the previous 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. As we move forward, Pointing of a Weapon will no longer be a stand-alone incident and has been incorporated as a Use of Force.

**Use of Force (UOF) Investigations**

In 2022, the Fayetteville Police Department saw an increase in the overall number of Use of Force (UOF) incidents. In 2022, the FPD investigated seventy (70) UOF incidents compared to thirty-nine (39) reported in 2021. This constitutes a 79.5% increase when compared to the previous year, however, we must take into consideration that the department’s UOF numbers in 2020 & 2021 were record lows during the COVID-19 pandemic. We must also recognize that Pointing of Weapons incidents (18) are now included in the overall number of UOF incidents. After factoring in these considerations, the UOF numbers are comparable to those in previous years. In 2022, officers discharged their firearms in five (5) incidents compared to zero (0) firearm discharges in 2021. Three (3) of the incidents involved K-9’s. Firearm Discharges are included in the number of Use of Force incidents for statistical and demographic purposes.

Below you will find the raw data regarding UOF Investigations. The data reflects Use of Force Incidents which totaled seventy (70) incidents in 2022.

	2021	2022	Variance	Percent Change
<b>Total Number of UOF Incidents</b>	39	70	+31	79.5%
<b>Total Number of Subjects</b>	38	72	+34	89.5%

**2020-2021 Comparison of Race / Gender / Force Type**

Type of Force	B/M	W/M	B/F	W/F	H/M	NA/M	OTHER*	2021	2022	Variance	Percentage Change
Taser	13	4	2	0	3	0	1	18	23	+5	27.8%
Taser plus another force	5	0	0	0	0	0	0	2	6	+4	200%
Hands	6	4	2	1	1	0	0	15	14	-2	-6.7%
Pointing of Weapon *	14	2	1	0	0	1	0	22	18	-4	100%
Firearm Discharge	0	1	1	0	0	0	3	0	5	+5	100%
O/C Pepper-spray	0	1	0	0	0	0	0	0	1	+1	100%

Pointing of Weapon plus Taser	2	0	0	0	1	0	0	0	3	+3	100%
K-9 Bite	3	0	0	0	0	0	0	3	3	0	0
Total Number of People Force Used	43	12	6	1	5	1	4	38	72	34	89.5%
Total Percentage of Force Used											

\* K9

### Demographics of Involved Citizens

Age	B/M	W/M	B/F	W/F	H/M	NA/M	Totals	Percentage
Less than 18	7	0	0	0	0	0	4	5.6%
18-25	8	1	3	0	0	0	16	22.2%
26-35	14	3	3	0	2	0	22	30.6%
36-45	9	3	0	1	3	1	17	23.6%
46-55	2	2	0	0	0	0	4	5.6%
56-65	3	1	0	0	0	0	4	5.6%
Over 65	0	2	0	0	0	0	2	2.8%
Totals	43	12	6	1	5	1	68	
Percentage								

\*4 K-9's

A total of seventy seven (77) officers were involved in seventy (70) Use of Force Investigations in 2022. The demographics for the officers involved are as follows:

### Police Officer Demographics Who Used Force

Officer Race	2021	2022	Variance	Total Percent of Force Used in 2021	Total Percent of Force Used in 2022
White	36	49	+13	73.4	63.6%
Black	6	14	+8	12.2	18.2%
Hispanic	4	6	+2	8.2	7.8%
Native American	1	3	+2	2	3.9%
Asian	1	1	0	2	1.3%
Pacific Islander	1	3	+2	2	3.9%
Other	0	1	+1	0	1.3%
Total Officers	49	77	+28		

Age of Officers	2021	2022	Variance	Total Percent of Force Used in 2021	Total Percent of Force Used in 2022
20 to 29	25	25	0	51	32.5%
30 to 39	15	36	+21	30.6	46.8%
40 to 49	7	10	+3	14.3	13%
50 and up	2	6	+4	4.1	7.8%
Total Officers	49	77	+28		



Gender of Officers	2021	2022	Variance	Total Percent of Force Used in 2021	Total Percent of Force Used in 2022
Female*	10	12	+2	20	15.6%
Male	39	65	+16	79.6	84.4%

\*As of December 31, 2022, our department had a total of 414 Active Sworn Personnel, of which 89 are female, constituting 21.5% 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

	2021	2022	Variance
Suspect	12	22	+10
Officer	2	1	-1
Both	3	16	+13
None	0	28	+28
Animals	0	3	+3

### Use of Force Investigative Dispositions

	Exonerated	Sustained	Active	VOTC*	Not Sustained	Unfounded
Number of UOF Investigations	48	1	21	12	0	0
Percentage of all UOF Investigations	68%	1.4%	30%	17%	0	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.

### Use of Force Disciplinary Actions

	2021	2022	Variance +/-	Percent Change
Consideration of Dismissal	0	1	+1	+100%
Dismissal	0	0	0	0
Suspension	0	0	0	0
Written Reprimand	0	1	+1	+100%
Written/Policy* Warning	3	4	+1	+33.3%
Corrective Action*	0	0	0	0
Oral Counseling	3	3	0	0

The total number of arrests for our agency (4887) versus the total number of uses of force (70) show that only 1.4% 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

	2021	2022	Variance	Percent of Total
0000-0200	3	11	+8	16%
0200-0400	3	3	0	4%
0400-0600	3	4	+1	6%
0600-0800	0	1	+1	1%
0800-1000	0	7	+7	10%
1000-1200	1	7	+6	10%
1200-1400	5	5	0	7%
1400-1600	2	6	+4	9%
1600-1800	4	5	+1	7%
1800-2000	8	8	0	11%
2000-2200	5	4	-1	6%
2200-0000	5	9	+4	13%

### Use of Force Day of the Week

	2021	2022	Variance	Percent of Total
Monday	6	10	+7	14%
Tuesday	8	9	+1	13%
Wednesday	1	6	+5	9%
Thursday	7	15	+8	21%
Friday	5	10	+5	14%
Saturday	5	10	+6	14%
Sunday	7	10	+3	14%

### Reason for Use of Force

	2021	2022	Variance	Percent of Total
Alcohol	0	0	0	0%
Assault on Officer	6	11	+5	16%
Crowd Control	0	0	0	0%
Defense of a Citizen	0	0	0	0%
Defense of a Citizen & Officer	1	5	+4	7%
Defense of an Officer	4	17	+13	24%
Disorderly Conduct	1	0	-1	0%
Domestic	1	2	+1	3%
Drugs	0	0	0	0%
Fight	4	1	-3	1%
Mental	2	2	0	3%
Other	3	7	+4	10%
Suicidal	2	1	-1	1%
Suspect Resistance	16	23	+7	33%
Traffic	0	1	+1	1%

The highest percent of reason for Use of Force was Suspect Resistance (33%) followed by Defense of an Officer (24%). 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.

- In 2022, the Fayetteville Police Department saw an increase in the overall number of Use of Force (UOF) incidents with sixty-five (65), however, eighteen (18) of those incidents included pointing of weapons incidents which were listed separately in previous years. Once you remove pointing of weapons incidents, the overall number of UOF incidents is forty-seven (47). This is comparable to the overall number of UOF incidents in 2018 (47) & 2019 (52). Another factor which must be taken into consideration is that during the COVID-19 pandemic, the departments overall number of UOF incidents were record lows. In 2020, the overall number of UOF incidents was thirty-one and in 2021 the overall number of UOF incidents was thirty-nine (39).
- While reviewing the comparison of race, gender and force type for 2022 compared to 2021, it was noted that the department saw an increase in Use of Force incidents involving black males versus previous years. The analysis revealed that there were forty-three (43) incidents in 2022 compared to twenty-three (23) incidents in 2021, however, fourteen (14) of those incidents were pointing of a weapon which in 2021 was listed as a separate category. 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, there was an increase of ten (10) in injuries to the offender compared 2021. In 2022 there were twenty-two (22) offenders who sustained injuries compared to twelve (12) in 2021, this is an increase of 54%.
- Additionally, when you look at the age grouping, we continue to see the age groups of 26-35 and 36-45 for involved citizens during a use of force incident remain consistent. In 2022, there were thirty-nine (39) offenders from both age groups compared to twenty-one (21) in 2021.
- 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.
- In 2022, FPD began training its police officers in ICAT training. ICAT (Integrating Communications, Assessment and Tactics) is a training program that provides first responding police officers with the tools, skills, and options they need to successfully and safely defuse a range of critical incidents. Developed by the Police Executives Research Forum (PERF) with input from hundreds of police professionals from across the United States, ICAT takes the essential building blocks of critical thinking, crisis intervention, communications, and tactics, and puts them together in an integrated approach to training.



## 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 2022, a total of fifty-five (55) Departmental Investigations (86 Allegations) were conducted; a decrease of seven (7) when compared to the sixty-two (62) in 2021. IAU sees no significant trends with regards to departmental investigations. Again, it is a testament to the agency working to take action when violations are observed.

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

<b>Allegations</b>	<b>2021</b>	<b>2022</b>	<b>Variance</b>	<b>2022 Percent of Total</b>
Unsatisfactory Performance	9	11	+2	13%
Reporting for Duty	2	5	+3	6%
Disobedience of Order / Insubordination	15	2	-13	2%
Unbecoming Conduct	14	10	-4	12%
Violation of Law	3	4	+1	5%
Court Appearance and Testimony	18	14	-4	16%
Courtesy	6	3	-3	3%
Neglect of Duty	2	1	-1	1%
Vehicle Operations	0	0	0	0%
Violation of Policy	0	6	+6	7%
Truthfulness & Cooperation	4	4	0	5%
Conduct	3	0	-3	0%
Misconduct Known to Departmental Personnel	0	0	0	0%
Loss or Damage to City Equipment	2	2	0	2%
Failure to Activate Camera (In-Car or BWC)	6	1	-5	1%
Vexatious or Unnecessary Complaints	0	0	0	0%
Escape from Custody	0	1	+1	1%
Absence from Work	3	3	0	3%
Public Criticism of the Department	2	0	-2	0%
Personal/Social Media Internet Sites	0	0	0	0%
Firearm Policy	0	0	0	0%
Recording and Transmitting Devices	0	0	0	0%
Failure to Secure Prisoner	0	1	+1	1%
Evidence and Property Handling Procedure	0	8	+8	9%
Professional Image (Uniform Violation)	0	0	0	0%
Secondary Employment Policy Violation	0	0	0	0%
Weapons Procedures	0	0	0	0%
Arrest, Search, And Seizure	0	0	0	0%
Fail to Supervise	6	1	-5	1%
Divulgence of Departmental Business	1	1	0	1%
Failure to Provide Name and/or Badge Number Upon Request	1	0	-1	0%
Fail to Utilize De-escalation Techniques	1	0	-1	0%
Securing, Searching, Transporting Arrested Persons	0	0	0	0%
Vehicles Assigned to Police Personnel	0	0	0	0%
Preliminary/Follow-up Investigations and Constitutional Requirements	3	0	-3	0%
Law Enforcement Communication System	2	0	-2	0%
Negligent Discharge	0	0	0	0%
Abuse of Position	1	0	-1	0%



Cooperation with Police Investigation	0	0	0	0%
Unauthorized Person in Police Vehicle	0	0	0	0%
Internal Investigation Procedure	0	2	+2	2%
Emergency Response/Driving	0	0	0	0%
Conducted Electrical Weapon (CEW)	0	2	+2	2%
Personal Appearance		1	+1	1%
Gifts and Gratuities	1	1	+1	1%
Legal Processes Brought By or Against Employee	0	1	+1	1%
Department Case Processing	0	1	+1	1%
<b>Total</b>	103	86		

### Dispositions of Departmental Investigations

Dispositions	2021	2022	Variance	2022 Percent Totals
<b>Exonerated</b>	4	5	+1	6%
<b>Sustained</b>	65	53	-12	61%
<b>Unfounded</b>	8	1	-7	1%
<b>Not Sustained</b>	11	14	+3	16%
<b>Open / No Final Action</b>	5	11	+6	13%
<b>VOTC Sustained</b>	6	2	-4	2%
<b>TOTAL</b>	99	86		

### Breakdown of Disciplinary Actions for Sustained Departmental Investigations

Sustained - Disciplinary Actions	2021	2022	Variance	Percent of Total
<b>Corrective Action / PM5</b>	0	0	0	0%
<b>Written/Policy Warning</b>	6	15	+9	27%
<b>Written Reprimand</b>	10	8	-2	15%
<b>Suspension</b>	15	13	-2	24%
<b>Consideration of Dismissal</b>	9	5	-4	9%
<b>Demotion</b>	0	5	+5	9%
<b>Suspension of Secondary Employment Privileges</b>	0	0	0	0%
<b>Oral Counseling</b>	11	9	-2	16%
<b>TOTAL</b>	71	55		

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 2022, the FPD received fifty five (55) citizen complaints (95 allegations) compared to sixty three (63) received in 2021. The Fayetteville Police Department's goal is to remain transparent with our community and ensure that we are addressing behaviors that affect our overall mission.

## Citizen Complaints by Allegation

Allegations	Sustained	Unfounded	Not Sustained	Exonerated	Mediated	Open	2021	2022	Variance +/-	% Change
Abuse of Position	0	0	0	1	0	0	0	1	+1	100%
Unsatisfactory Performance	3	6	4	4	0	0	16	17	+1	6.3%
Rudeness	0	0	0	0	0	0	0	0	0	0
Conduct	0	0	0	0	0	0	0	0	0	0
Unbecoming Conduct	1	3	1	0	0	0	3	5	+2	66.7%
Neglect of Duty	0	1	0	0	0	0	2	1	-1	-50%
Professional Image	0	0	0	0	0	0	1	0	-1	-100%
Treatment of Persons in Custody	0	0	0	0	0	0	3	0	-3	-100%
Arrest, Search & Seizure	0	1	0	0	0	0	0	1	+1	+100%
Courtesy	1	3	2	4	1	0	18	11	-7	-38.9%
Excessive Force	0	3	0	0	0	0	8	3	-5	-62.5%
Biased Policing	0	3	1	1	0	0	7	5	-2	-28.6%
BWC	0	0	1	0	0	0	3	1	-2	-66.7%
Harassment	0	0	0	0	0	0	0	0	0	0
Traffic Law Enforcement	0	1	0	1	0	0	1	2	+1	+100%
Evidence and Property Handling	0	0	0	0	0	0	1	0	-1	-100%
Securing, Searching and Transporting Arrested Persons	0	0	0	0	0	0	2	0	-2	-100%
Money in Possession of Prisoner/Arrestee	0	0	0	0	0	0	0	0	0	0
Preliminary /Follow-up Investigations	1	0	0	0	0	0	1	1	0	0
Departmental Records, Reports, and Citations	0	0	1	0	0	0	0	1	+1	+100%
Vehicle Operations	0	0	0	0	0	0	2	0	-2	-100%
Self-Assigned Police Action	0	0	0	0	0	0	0	0	0	0
Fail to Complete Report	0	0	0	0	0	0	0	0	0	0
Mediated	0	0	0	0	6	0	6	6	0	0
Unauthorized Person in Police Vehicle	0	0	0	0	0	0	0	0	0	0
Operating Procedure	0	0	0	0	0	0	1	0	-1	-100%
Failure to Seatbelt Prisoner	0	0	0	0	0	0	0	0	0	0
Fail to Wear Protective Vest	0	0	0	0	0	0	0	0	0	0
Violations of Law	0	1	1	0	0	0	0	2	+2	+100%
Improper DCI Dissemination	0	0	0	0	0	0	0	0	0	0



Improper Photo Line-up	0	0	0	0	0	0	0	0	0	0
Secondary Employment	0	0	0	0	0	0	1	0	-1	-100%
Truthfulness and Cooperation	0	1	0	0	0	0	0	1	+1	+100%
Violation of Policy	0	0	0	0	0	0	0	0	0	0
Divulgence of Departmental Business	0	0	0	1	0	0	0	1	+1	+100%
Personal/Social Media Sites	0	1	0	0	0	0	1	1	0	0
Law Enforcement Communication Systems	0	0	0	0	0	0	0	0	0	0
Failure to Obey Direct Order	0	0	0	0	0	0	0	0	0	0
Fail to Provide Name and/or Badge Number Upon Request	0	0	0	0	0	0	3	0	-3	-100
Collision Reporting and Investigation	2	1	1	0	2	0	2	6	+4	+200
Disobedience of Orders & Insubordination	0	0	0	0	0	0	2	0	-2	-100
Prompt Performance of Duty	0	3	0	0	0	0	0	3	+3	+100
Taser Display	0	1	0	0	0	0	0	1	+1	+100
Towing	1	0	0	0	0	0	0	1	+1	+100
Use of Force	1	0	1	2	4	0	0	8	+8	+100
Illegal Orders	0	0	0	1	0	0	0	1	+1	+100
VOTC	15	0	0	0	0	0	14	15	+1	7.1
Total	25	29	13	15	13	0	98	95		

### Citizen Complaint Origination

	2021	2022	Variance	Percent of Total
Traffic Stop	10	7	-3	12.7%
Calls for Service	32	23	-9	41.8%
Arrest	6	4	-2	7.3%
Off-Duty	4	4	0	7.3%
Special Event/Circumstance	2	0	-2	0%
Preliminary Investigation	3	7	+4	12.7%
Search Warrant	1	1	0	1.8%
Other	5	9	+4	16.3%
Total	63	55		

### Biased Policing

Within the citizen complaints, there were five (5) complaints of allegations regarding Biased Based Policing in 2022 compared to seven (7) in 2021. 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: Three (3) of the incidents were unfounded, one (1) was not sustained and one (1) was exonerated.

**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 2022 there were three (3) excessive force allegations compared to eight (8) in 2021. All three (3) 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 twenty five (25) positive compliments in 2022.

**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.

It was also noted that the department reported declines in allegations of biased based policing and excessive force in 2022.

**Vehicle Pursuits**

In 2022, the FPD was involved in eighteen (18) vehicle pursuits; nine (9) more than the nine (9) reported in 2021. Of the eighteen (18) pursuits in 2022, five (5) were deemed to have been conducted in accordance with policy, five (5) were found to be in violation. Eight (8) investigations were still open at the time of completion of this report.

Below is the raw data regarding vehicle pursuits:

<b>Reason for Pursuit</b>	<b>2021 Count</b>	<b>2022 Count</b>	<b>Variance +/-</b>	<b>2022 Percent of Total</b>
<b>Careless &amp; Reckless</b>	1	1	0	5.6%
<b>DWI</b>	0	0	0	0%
<b>DWI &amp; C&amp;R</b>	0	0	0	0%
<b>Felony</b>	8	13	+5	72.2%
<b>Other</b>	0	4	+4	22.2%
<b>Total Pursuits</b>	9	18		

<b>Pursuits Within Policy</b>	<b>2021 Count</b>	<b>2022 Count</b>	<b>Variance</b>	<b>2022 Percent of Total</b>
<b>No</b>	1	5	+4	27.8%
<b>Yes</b>	5	5	0	27.8%
<b>Pending (Open)</b>	3	8	+5	44.4%



<b>Dispositions</b>	<b>2022</b>	<b>Percentage of Total</b>
<b>Exonerated</b>	5	27.8%
<b>Sustained</b>	5	27.8%
<b>Unfounded</b>	0	0%
<b>Not Sustained</b>	0	0%
<b>VOTC</b>	0	0%
<b>Open / No Final Action</b>	8	44.4%
<b>TOTAL</b>	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 2022, FPD officers were involved in a total of seventy-eight (78) vehicle accidents where they were occupying and/or operating their assigned vehicles.

Of the thirty-seven (37) at-fault accidents our officers were involved with, the majority were due to improper backing, failure to reduce speed and inattention; representing 36% of the at fault accidents in 2022.

Below is the raw data regarding vehicle crashes:

<b>Employee Fault</b>	<b>2021 Count</b>	<b>2022 Count</b>	<b>Variance</b>	<b>2022 Percent of Total</b>
<b>No</b>	33	41	+8	53%
<b>Yes</b>	33	37	+4	47%
<b>Total Crashes</b>	66	78	+12	

<b>Cause of Crash when FPD at-Fault</b>	<b>2021 Count</b>	<b>2022 Count</b>	<b>Variance +/-</b>	<b>2022 Percent Totals</b>
<b>Fail to Yield</b>	1	2	+1	3%
<b>Fail to Reduce Speed</b>	6	9	+3	12%
<b>Improper Turn</b>	1	1	0	1%
<b>Improper Backing</b>	12	9	-3	12%
<b>Inattention</b>	5	9	+4	12%
<b>Lane Change</b>	0	2	+2	3%
<b>Over corrected</b>	0	0	0	0%
<b>Improper Parking</b>	2	0	-2	0%
<b>Crossed Centerline</b>	0	0	0	0%
<b>Failure to Clear Intersection</b>	1	0	-1	0%
<b>Followed too closely</b>	1	0	-1	0%
<b>Ran off Road</b>	2	0	-2	0%
<b>Visibility Obstructed</b>	0	1	+1	1%
<b>Speeding</b>	0	0	0	0%
<b>Improper Passing</b>	0	0	0	0%

<b>Other</b>	2	4	+2	5%
<b>Failure to Place in Park</b>	0	0	0	0%
<b>Unable to Determine</b>	0	0	0	0%
<b>Total</b>	33	36		

<b>Estimated Damage</b>	<b>2021 Count</b>	<b>2022 Count</b>
<b>City</b>	\$138,875.00	\$104,585.00
<b>Other</b>	\$104,749.00	\$71,315.00
<b>Total</b>	\$243,624.00	\$175,900.00

\*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>2022</b>	<b>Percentage Total</b>
<b>Exonerated</b>	14	18%
<b>Sustained</b>	35	45%
<b>Unfounded</b>	0	0%
<b>Not Sustained</b>	2	3%
<b>VOTC</b>	2	3%
<b>Open / No Final Action</b>	27	35%
<b>TOTAL</b>	80	

<b>Employee Injury</b>	<b>2021 Count</b>	<b>2022 Count</b>	<b>Variance</b>	<b>2022 Percent Totals</b>
<b>No</b>	56	74	+18	95%
<b>Yes</b>	10	4	-6	5%

<b>Non-Employee Injury</b>	<b>2021 Count</b>	<b>2022 Count</b>	<b>Variance</b>	<b>2022 Percent Totals</b>
<b>No</b>	59	71	+12	91%
<b>Yes</b>	7	7	0	9%
<b>Unknown</b>	0	0	0	0%
<b>N/A</b>	0	0	0	0%

<b>Crash Month</b>	<b>2021 Count</b>	<b>2022 Count</b>	<b>Variance +/-</b>	<b>Percentage Total</b>
<b>January</b>	4	8	+4	10%
<b>February</b>	7	5	-2	6%
<b>March</b>	5	2	-3	3%
<b>April</b>	2	7	+5	9%
<b>May</b>	7	11	+4	14%
<b>June</b>	11	9	-2	12%
<b>July</b>	6	6	0	8%
<b>August</b>	7	7	0	9%
<b>September</b>	3	3	0	4%
<b>October</b>	6	8	+2	10%
<b>November</b>	4	2	-2	3%
<b>December</b>	4	11	+7	14%



## Summary of Vehicle Crash Data:

The overall number of crashes in 2022 involving FPD is seventy-eight (78), an increase of twelve (12) from the sixty-six (66) in 2021. Crashes involving improper backing, failure to reduce speed and inattention are the highest categories. As training continues, all sworn personnel have conducted in-service driver's training that dealt specifically with backing, 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 2022, a total of seventeen (17) Quality Reviews were completed. Below is the raw data regarding Quality Reviews:

<b>Purpose of Review</b>	<b>2021 Totals</b>	<b>2022 Totals</b>
<b>Vehicle Accident</b>	13	9
<b>Unbecoming Conduct</b>	0	1
<b>Mentally Ill subject (Hearing voices)</b>	0	0
<b>Civil Case (Documentation only)</b>	2	0
<b>Unfounded complaint from prisoner</b>	1	0
<b>Complaint on departmental program (not officer)</b>	0	0
<b>Citizen Complaint</b>	0	1
<b>Injured Subject</b>	2	6
<b>Damage / Loss to City Property</b>	1	0
<b>Injury (Job Related)</b>	0	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	0
<b>Traffic Stop</b>	0	0
<b>Total Quality Reviews</b>	<b>19</b>	<b>17</b>

IAU has no recommendations regarding Quality Reviews or practices for 2023.

## 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

**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**

	2021	2022	Variance
<b>Grievances</b>	11	28	+11

Of the grievances held in 2022, fourteen (14) were related to compensation, ten (10) were related to disciplinary actions and four (4) were miscellaneous issues. All arose from disciplinary actions. Of the ten (10) grievances in 2022 for disciplinary actions, six (6) were upheld two (2) were modified to reduce action and/or remove policy violation and two (2) were overturned.

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

	2021	2022	Variance
<b>Termination</b>	1	5	+4
<b>Resigned in lieu of termination</b>	6	2	-4
<b>Demotion</b>	0	1	+1
<b>Suspension</b>	15	12	-3
<b>Written Reprimand</b>	21	20	-1
<b>Written/Policy Warning</b>	66	70	+4
<b>Corrective Action</b>	0	*	
<b>Oral Counseling</b>	33	17	-16
<b>Total</b>	142	127	-15

\*In 2022, Corrective Action will no longer be considered a disciplinary action and was replaced in the hierarchy of discipline by Documented Oral Counseling.



## Summary

The overall Disciplinary and Personnel Actions for all Internal Investigations entered into the IPro/Blueteam software shows that in 2022, as compared to 2021, disciplinary action remained consistent as the department follows a progressive discipline procedure. As the COVID-19 Pandemic subsides, police interactions within our community are greater. Although we had a decrease in citizen complaints, we also maintained healthy submissions in positive compliments which can be attributed to the Fayetteville Police Department's commitment to remain transparent to the community in which we serve. In addition to the reduction in Citizen Complaints; it was also notable that allegations surrounding Biased Based Policing and Excessive Force fell more than 53% percent from the previous year. The Internal Affairs Unit 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.

MED/adb