



City of
Fayetteville
North Carolina
**POLICE
DEPARTMENT**

January 24, 2018

MEMORANDUM

TO: Gina V. Hawkins, Chief of Police 
FROM: Lars T. Paul, Captain of Internal Affairs 
SUBJECT: 2017 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 or Chain of Command Review Board 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, is always willing to assist the public in addressing their concerns.

The Internal Affairs Unit

Captain

Lars T. Paul

Sergeants

Kellie Berg
Shelia Washington

Office Assistant II

Samantha McGill

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, 2017, the Fayetteville Police Department (FPD) Internal Affairs Unit (IAU) processed two hundred eighty-seven (287) cases of the following categories: Use of Force, Departmental Investigations, Citizen Complaints, Vehicle Pursuits and Vehicles Crashes. The department had an additional Two Hundred sixty-four (264) 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	2014	2015	2016	2017	Variance from 2016	Percentage Change
Use of Force Incidents	52	46	55	56	+1	+1.82%
Departmental Investigations	62	56	88	90	+2	+2.27%
Citizen Complaints	62	56	38	42	+3	+7.69%
Vehicle Crashes	81	81	109	85	-24	-22.02%
Vehicle Pursuits	16	24	12	10	-2	-16.67%
Firearms Discharge*	2	0	2	4	+2	+100%
Pointing of a Weapon	*	44	63	72	+9	+14.29%
Positive Compliments	*	65	87	136	+49	+56.32%
Alerts	46	35	16	28	+12	+75%
Quality Reviews	20	24	29	28	-1	-3.44%

*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 IPro/Blueteam software per DOJ Recommendation during our collaborative reform review in 2016. In 2016, total of sixty-three (63) officers pointed their weapons in forty-five (45) incidents. In 2017, a total of seventy-two (72) officers pointed their weapons in fifty (50) incidents. This constitutes an increase of 9 officers pointing their weapons in five (5) additional incidents this year.

Use of Force (UOF) Investigations

The FPD saw an increase in the overall number of Use of Force (UOF) incidents. In 2017 FPD investigated fifty-six (56) UOF incidents verses the fifty-five (55) reported in 2016. This constitutes a 1.82% increase when compared to the previous year. Also noteworthy is the increase in the number of firearms discharges from two (2) to four (4). 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 2017.

	2016	2017	Variance	Percent Change
Total Number of UOF Incidents	57	60	+3	+5.26%
Total Number of Subjects	57	60	+3	+5.26%

2015-2016 Comparison of Race / Gender / Force Type

Type of Force	B/M	W/M	B/F	W/F	H/M	I/M	OTHER	2016	2017	Variance	Percentage Change
Taser	14	5	1	0	1	1	1	19	23	+4	+21.05%
Taser plus another force	2	0	0	0	0	0	0	9	2	-7	-77.78%
Hands	15	7	5	1	1	2	0	23	31	+8	+34.78%
Firearm Discharge	1	0	0	0	0	0	3	2	4	+2	+100%
Multiple Force (No taser)	0	0	0	0	0	0	0	3	0	-3	-100%
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%
Total Number of People Force Used	32	12	6	1	2	3	4	57	60	+3	+5.26%
Total Percentage of Force Used	53.3%	20%	10%	1.67%	3.33%	5%	6.66%				

*Three (3) Firearm discharges are categorized as “other” because they were as follows: One (1) accidental discharge, one (1) canine, one (1) unknown suspect

Demographics of Involved Citizens

Age	B/M	W/M	B/F	W/F	H/M	I/M	Other	Totals	Percentage
Less than 18	2							2	3.57%
18-25	7	1	2			1		11	19.64%
26-35	13	5	4	1	1	1		25	44.64%
36-45	7	3			1	1		12	21.43%
46-55	2	3						5	19.23%
56-65	1							1	1.79%
Over 65								0	0%
Totals	32	12	6	1	2	3		56	
Percentage	57.14%	21.43%	10.71%	1.79%	3.57%	5.36%			

*two (2) involved subjects were canines, and no demographic information is recorded for that. Additionally two (2) subjects were either unknown or accidental discharge of a firearm which have no demographic information to report.

The Department saw a decrease of two (2) officers involved in Use of Force incidents compared to the 2016 calendar year. A total of seventy-seven (77) officers were involved in sixty (60) Use of Force Investigations in 2017. The demographics for the officers involved are as follows:

Police Officer Demographics Who Used Force

Officer Race	2016	2017	Variance	Total Percentage of Force Used in 2016	Total Percent of Force Used in 2017
White	61	62	+1	77.2%	80.51%
Black	9	10	+1	11.4%	12.99%
Hispanic	5	3	-2	6.3%	3.90%
Native American	2	2	0	2.5%	2.60%
Asian	2	0	-2	2.5%	0%
Other	0	0	0	0.0%	0%
No entry	0	0	0	0.0%	0%
Total Officers	79	77	-2		

Age of Officers	2016	2017	Variance	Total Percentage of Force Used in 2016	Total Percent of Force Used in 2017
20 to 29	41	40	-1	51.9%	51.95%
30 to 39	24	12	-12	30.4%	15.58%
40 to 49	9	19	+10	11.4%	24.68%
50 and up	5	6	+1	6.3%	7.79%
Total Officers	79	77	-2		

Gender of Officers	2016	2017	Variance	Total Percent of Force Used in 2016	Total Percent of Force Used in 2017
Female*	11	6	-5	13.9%	7.79%
Male	68	71	+3	86.1%	92.21%

*Our department has a total of 429 Active Sworn Personnel (as of 1-2-2018), of which 79 are female, constituting 18.41% 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

	2016	2017	Variance
Suspect	25	25	0
Officer	2	2	0
Both	13	14	+1
None	17	18	+1
Animals	1	1	0

Use of Force Investigative Dispositions

	Exonerated	Sustained	Active	VOTC*	Not Sustained	Unfounded
Number of UOF Investigations	41	3	10	5	1	0
Percentage of all UOF Investigations	68.33%	5.0%	16.67%	8.33%	1.67%	0%

In all VOTCs, the officers were exonerated for the UOF but other violations were found.

Violations Other Than Complaint (VOTC) included:

- Three (3) Squad Level Corrective Actions (PM5)
- One (1) Written Warning
- One (1) Suspension

Use of Force Disciplinary Actions

	2016	2017	Variance +/-	Percent Change
Consideration of Dismissal	0	2	+2	+100%
Dismissal	0	0	0	0%
Suspension	1	0	-1	-100
Written Reprimand	2	1	-1	-50%
Written Warning	1	0	-1	-100%
Corrective Action*	2	0	-2	-100%

*Squad Level Corrective Action May include remedial training or verbal counseling

The total number of arrests for our agency (6606) versus the total number of uses as force (60) show that only 0.9% 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

	2016	2017	Variance	Percent of Total
0000-0200	7	12	+5	20%
0200-0400	1	6	+5	10%
0400-0600	2	1	-1	1.67%
0600-0800	0	1	+1	1.67%
0800-1000	3	2	-1	3.33%
1000-1200	3	4	+1	6.67%
1200-1400	8	4	-4	6.67%
1400-1600	7	5	-2	8.33%
1600-1800	5	6	+1	10%
1800-2000	8	6	-2	10%
2000-2200	9	6	-3	10%
2200-0000	4	7	+3	11.67%

Use of Force Day of the Week

	2016	2017	Variance	Percent of Total
Monday	10	16	+6	26.67%
Tuesday	4	2	-2	3.33%
Wednesday	10	7	-3	11.67%
Thursday	14	6	-8	10%
Friday	8	13	+5	21.67%
Saturday	6	10	+4	16.67%
Sunday	5	6	+1	10%

Reason for Use of Force

	2016	2017	Variance	Percent of Total
Alcohol	0	0	+/- 0	0%
Assault on Officer	9	15	+6	25%
Crowd Control	1	0	-1	0%
Defense of a Citizen	2	4	+2	6.67%
Defense of a Citizen & Officer	5	0	-5	0%
Defense of an Officer	13	9	-4	15%
Disorderly Conduct	0	1	+1	1.67%
Domestic	2	4	+2	6.67%
Drugs	0	0	+/- 0	0%
Fight	0	0	+/- 0	0%
Mental	1	2	+1	3.33%
Other	0	2	+2	3.33%
Suicidal	1	2	+1	3.33%
Suspect Resistance	23	21	-2	35%
Traffic	0	0	+/- 0	0%

The highest percent of reason for Use of Force was Suspect Resistance (35%) followed by Assault on an Officer (25%).

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 2017, a total of ninety (90) Departmental Investigations were conducted; an increase of two (2) when compared to the eighty-eight (88) in 2016. IAU sees no significant trends with regards to departmental investigations.

Breakdown of Departmental Investigations by most egregious violation

Allegations	2016	2017	Variance	2017 Percent of Total
Unsatisfactory Performance	13	8	-5	8.98%
Reporting for Duty	1	2	+1	2.22%
Disobedience of Order / Insubordination	0	3	+3	3.33%
Unbecoming Conduct	1	11	+10	12.22%
Violation of Law	12	6	-5	6.67%
Court Appearance and Testimony	2	3	+1	3.33%
Courtesy	0	1	+1	1.11%
Department Records / Citation	0	2	+2	2.22%
Neglect of Duty	3	4	+1	4.44%
Vehicle Operations	11	8	-3	8.89%
Operating Procedure	8	8	0	8.89%
Violation of Policy	5	1	-4	1.11%
Truthfulness & Cooperation	2	1	-1	1.11%
Conduct	2	0	-2	0%
Fail to Qualify	6	7	+1	7.78%
Loss or Damage to City Equipment	2	2	0	2.22%
Failure to Activate Camera (In-Car or BWC)	9	10	+1	11.11%
Citizen Complaint	2	0	-2	0%
Divulge of Departmental Business	1	1	0	1.11%
Escape from Custody	1	0	-1	0%
Absence from Work	2	0	-2	0%
Case Management System	1	1	0	1.11%
Recording and Transmitting Devices	1	0	-1	0%
Failure to Secure Prisoner	1	1	0	1.11%
Self-Assigned Police Action	2	1	-1	1.11%
Evidence and Property Handling Procedure	0	2	+2	2.22%

General Responsibilities at a Crime Scene	0	1	+1	1.11%
Professional Image (Uniform Violation)	0	1	+1	1.11%
Prompt Performance of Duty	0	3	+3	3.33%
Secondary Employment Policy Violation	0	1	+1	1.11%
Association	0	1	+1	1.11%
Total	88	90		

Dispositions of Departmental Investigations

Dispositions	2016	2017	Variance	2017 Percent Totals
Exonerated	1	2	+1	2.22%
Sustained	71	71	0	78.89%
Unfounded	4	1	-3	1.11%
Not Sustained	0	1	+1	1.11%
Open / No Final Action	12	15	+3	16.67%
TOTAL	88	90	+2	

Breakdown of Disciplinary Actions for Sustained Departmental Investigations

Sustained - Disciplinary Actions	2016	2017	Variance	Percent of Total
Corrective Action / PM5	14	18	+4	25.35%
Written Warning	9	13	+4	18.31%
Written Reprimand	17	21	+4	29.58%
Suspension	23	10	-13	14.08%
Consideration of Dismissal / Terminated	6	8	+2	11.27%
Demotion	2	1	-1	1.41%
TOTAL	71	71	+/- 0	

The breakdown of Considerations for Dismissal (COD) included:

- Five (5) Sworn
- Three (3) Non-Sworn

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 2017, the FPD received forty-two (42) citizen complaints compared to thirty-eight (38) received in 2016.

Citizen Complaints by Allegation

Allegations	Active	Sustained	Unfounded	Not Sustained	Exonerated	2016	2017	Variance +/-	% Change
Abuse of Position	0	1	0	0	0	2	1	-1	-50%
Unsatisfactory Performance	0	1	0	0	0	1	1	0	0%
Rudeness	0	0	3	1	1	4	5	+1	+25%
Conduct	0	1	2	1	0	4	4	0	0%
Unbecoming Conduct	0	2	3	1	0	3	6	+3	+100%
Neglect of Duty	0	0	3	0	0	3	3	0	0%
Professional Image	0	2	1	0	0	0	3	+3	+300%
Treatment of Persons in Custody	0	0	0	0	1	1	1	0	0%
Arrest, Search & Seizure	0	0	2	0	2	2	4	+2	+100%
Courtesy	1	0	1	0	0	2	2	0	0%
Excessive Force	0	0	3	0	3	11	6	-5	-45.45%
Biased Policing	1	0	2	1	2	5	6	+1	+20%
TOTAL	2	7	20	4	9	38	42	+3	

The 2016 Annual report had a reporting error in the Citizen Complaint section which resulted in one category of complaints being excluded from the total number of citizen complaints. The totals have been recounted and the discrepancy has been mediated.

Citizen Complaint Origination

	2016	2017	Variance	Percent of Total
Traffic Stop	3	9	+6	21.42%
Calls for Service	20	18	-2	42.86%
Arrest	11	3	-8	7.14%
Off-Duty	1	7	+6	16.67%
Special Event/Circumstance	3	5	+2	11.9%
Total	38	42	+4	

Biased Policing

Within the citizen complaints, there were six 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:

- Two (2) were unfounded
- Two (2) were exonerated
- One (1) was Not Sustained
- One (1) is still pending Chain of Command Review

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 2017 there were six (6) excessive force situations. The following dispositions were given in regards to the aforementioned incident:

- Three (3) cases were deemed unfounded
- Three (3) cases were deemed exonerated

Positive Compliments

The FPD also accepts positive compliments about its officers in the same manner in which it accepts complaints. In 2016, the FPD began entering all positive compliments into the "Blue Team" internal investigative software for tracking purposes. The FPD received One Hundred and thirty-six (136) positive compliments in 2017, an increase of forty-nine (49) over the eighty-seven (87) received in 2016.

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 current minority sensitivity training.
- 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 2017, the FPD was involved in Ten (10) vehicle pursuits; two (2) fewer than the twelve (12) reported in 2016. Of the ten (10) pursuits in 2017, six (6) were deemed to have been conducted in accordance with policy, one (1) was found to be in violation, and three (3) are still pending Chain of Command Review.

Below is the raw data regarding vehicle pursuits:

Reason for Pursuit	2016 Count	2017 Count	Variance +/-	2017 Percent of Total
Careless & Reckless	1	2	+1	20%
DWI	0	0	0	0%
DWI & C&R	1	0	-1	0%
Felony	7	7	0	70%
Other	3	1	-2	10%
Violent Misdemeanor	0	0	0	0%
Total Pursuits	12	10	-2	

Pursuits Within Policy	2016 Count	2017 Count	Variance	2017 Percent of Total
No	1	1	0	10%
Yes	11	6	-5	60%
Pending (Open)	0	3	+3	30%

Dispositions	2017	Percentage of Total
Exonerated	6	60%
Sustained	1	10%
Unfounded	0	0%
Not Sustained	0	0%
VOTC	0	0%
Open / No Final Action	3	30%
TOTAL	10	

Vehicle Pursuit Analysis/Recommendations

IAU has no recommendations regarding pursuit policies or practices for 2017.

Vehicle Crashes

In 2017, FPD officers were involved in a total of eighty-five (85) vehicle crashes where they were occupying and/or operating their assigned vehicles.

The forty-eight (48) at-fault crashes our officers were involved with, the majority were due to inattention or improper backing. Inattention represents 50% and Improper Backing represents 20.8% all FPD at-fault crashes occurring in 2017.

Below is the raw data regarding vehicle crashes:

Employee Fault	2016 Count	2017 Count	Variance	2017 Percent of Total
No	53	37	+16	43.53%
Yes	56	48	-8	56.47%
Total Crashes	109	85	-24	

Cause of Crash when FPD at-Fault	2016 Count	2017 Count	Variance +/-	2017 Percent Totals
Fail to Yield	2	0	-1	0%
Fail to Reduce Speed	8	5	-3	10.41%
Improper Turn	0	2	+2	4.16%
Improper Backing	16	10	-6	20.83%
Inattention	16	24	+8	50%
Lane Change	2	0	-2	0%
Over corrected	2	0	-2	0%
Improper Parking	2	0	-2	0%
Crossed Centerline	1	1	0	2.08%
Failure to Clear Intersection	1	0	-1	0%
Followed too closely	3	0	-3	0%
Ran off Road	2	1	-1	2.08%
Visibility Obstructed	1	1	0	2.08%

Speeding	0	1	+1	2.08%
Other	0	1	+1	2.08%
Failure to Place in Park	0	2	+2	4.16%
Total	56	48	-8	

Estimated Damage	2016 Count	2017 Count
City	\$115,419.00	\$115,852.00
Other	\$90,800.00	\$93,450.00
Total	\$206,219.00	\$209,302.00

*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.

Dispositions	2017	Percentage Total
Exonerated	25	29.41%
Sustained	48	56.47%
Unfounded	1	1.22%
Not Sustained	0	0%
VOTC	2	2.35%
Open / No Final Action	9	10.59%
TOTAL	85	

Employee Injury	2016 Count	2017 Count	Variance	2016 Percent Totals
No	102	79	-23	92.94%
Yes	7	6	-1	7.06%

Non-Employee Injury	2016 Count	2017 Count	Variance	2016 Percent Totals
No	101	82	-19	96.47%
Yes	8	3	-5	3.53%
Unknown	0	0	0	0%
N/A	0	0	0	0%

Crash Month	2016 Count	2017 Count	Variance +/-	Percentage Total
January	1	4	+3	4.71%
February	9	5	-4	5.88%
March	12	2	-10	2.35%
April	10	6	-4	7.06%
May	6	10	+4	11.76%
June	13	7	-6	8.24%
July	12	6	-6	7.06%
August	11	5	-6	5.88%
September	10	10	0	11.76%
October	12	8	-4	9.41%
November	6	13	-7	15.29%
December	7	9	+2	10.59%

Summary of Vehicle Crash Data:

The overall number of crashes in 2017 involving FPD is the eighty-five (85), a decrease of twenty-four (24) over 2016. Crashes involving Inattention are the highest categories. However, Improper Backing is the second highest category, a change from 2016 where improper backing was the highest category and Inattention was the second highest. 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 2017, a total of twenty-eight (28) Quality Reviews were completed.

Below is the raw data regarding Quality Reviews:

Purpose of Review	2016 Totals	2017 Totals
Vehicle Crash*	9	9
Unbecoming Conduct	2	0
Mentally Ill subject (Hearing voices)	1	0
Civil Case (Documentation only)	1	0
Unfounded complaint from prisoner	1	0
Complaint on departmental program (not officer)	1	1
Citizen Complaint	2	1
Injured Subject	5	14
Damage / Loss to City Property	1	0
Injury (Job Related)	0	3
Assault	2	0
Court Appearance, Statement, Testimony	1	0
Emergency Commitment	1	0
Firearm Discharge	1	0
Rudeness	1	0
Total Quality Reviews	29	28

*All City Vehicles were unoccupied or not in operation at the time of the collision.

Recommendations for Quality Review. I suggest a policy change to be more specific on the types of things that fall under Quality Review. Many of the quality reviews that we have should be considered under other categories. Categories such as citizen complaints should be entered as a citizen complaint regardless of the validity of the complaint. Injured subjects was our highest category for Quality Reviews. Typically this refers to injuries that occurred prior to the subject being detained or injuries that were obvious or apparently self-inflicted at no fault of the involved officer(s).

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. In 2016, the overall Threshold was increased from 4 to 6 to allow for the new Pointing of a Weapon category. 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 2017, the FPD's IA Pro software generated twenty-eight (28) Alerts on twenty-one (21) 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 review. The highest number of alerts per officer was three (3) and the highest category for alerts was Pointing of a Weapon which we began tracking as internal investigations in 2016. No officers triggered an overall alert due to having more than six (6) 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

	2016	2017	Variance
Grievances	8	14	+6

Of the grievances held, thirteen (13) arose from disciplinary action, and one (1) from a timecard issue. Of the disciplinary actions held in 2017 for disciplinary actions, one (1) resulted in a change to a lesser allegation, five (5) resulted in a reduction of the disciplinary action, five (5) resulted in the disciplinary action staying the same, and two (2) resulted in the disciplinary action (suspension) being suspended for a one year probationary period.

Overall Disciplinary and Personnel Actions for all Internal Investigation

	2016	2017	Variance
Termination	5	3	-2
Resigned in lieu of termination	2	7	+5
Demotion	3	2	-1
Suspension	36	15	-21
Written Reprimand	27	29	+2
Written Warning	18	30	+12
Corrective Action/Training	71	56	-15
Total	162	142	-20

The overall Disciplinary and Personnel Actions for all Internal Investigations entered into the IAPro/Blueteam software shows that in 2017, as compared to 2016, there was an overall trend of recommending less suspensions, and more written reprimands. It is worth noting that the overall disciplinary actions for the department decreased by 12.35% from 2016 although our total number of blueteam entries increased by 10.42% amongst all categories. Although we had a slight increase in citizen complaints, we noticed a marked increase in positive compliments which undoubtedly added to the overall increase of blueteam entries.

LTP/sdm