





March 28, 2024

MEMORANDUM

TO: Kemberle Braden 
Chief of Police

FROM: Greg White, 
Lieutenant Internal Affairs Unit

SUBJECT: 2023 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 (IAU) 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 IAU 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 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 Lieutenant, two (2) Sergeants and an Office Assistant. Everyone in the unit is always willing to assist the public in addressing their concerns.

Mission Statement

The Fayetteville Police Department is dedicated to improving the quality of life by creating a safe and secure environment for the citizens we serve. We will always act with integrity to reduce crime, create partnerships, and build trust while treating everyone with respect, compassion and fairness.

Vision Statement

To serve as a premier law enforcement agency that is invested in the growth and safety of our community through innovation and a balanced approach to Law Enforcement. We will pursue and engage the best trained, equipped, and committed professionals who demonstrate the highest standards of performance and best policing practices in partnership with the community.

The Internal Affairs Unit

Lieutenant

Greg White

Sergeants

Nicole Burton

Michael Wooten

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, 2023, the Fayetteville Police Department Internal Affairs Unit processed four hundred seven (407) cases involving the following categories: Use of Force, Departmental Investigations, Citizen Complaints, Vehicle Pursuits, Vehicles Accidents, Firearm Discharges, Positive Compliments, Alerts, and Quality Reviews. This is an increase of seventy-six (76) cases from 2022.

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

Investigative Category	2020	2021	2022	2023	Variance from 2022	Percentage Change
Use of Force Incidents	31	39	65	78	+13	20%
Departmental Investigations	52	62	55	73	+18	32.7%
Citizen Complaints	80	63	55	47	-8	-14.5%
Vehicle Accidents	74	66	78	82	+4	5.1%
Vehicle Pursuits	17	9	18	33	+15	83.3%
Firearms Discharge*	6	0	5	4	-1	-20%
Positive Compliments	69	33	25	39	+14	56%
Alerts	19	4	13	28	+15	115.4%
Quality Reviews	24	18	17	23	+6	35.3%

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

In 2022, there were a total of twenty-one (21) incidents in which officers pointed their weapons at an offender. In 2023, there were a total of twenty-six (26) incidents in which officers pointed their weapons at an offender. This constitutes a increase of five (5) 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.

Use of Force (UOF) Investigations

In 2023, the Fayetteville Police Department saw an increase in the overall number of Use of Force (UOF) incidents. In 2023, the FPD investigated eighty-two (82) UOF incidents compared to seventy (70) reported in 2022. This constitutes a 17.1% increase when compared to the previous year. After factoring in these considerations, the UOF numbers are comparable to those in previous years. In 2023, officers discharged their firearms in four (4) incidents compared to five (5) firearm discharges in 2022. One (1) of the incidents involved an officer encountering an aggressive K-9. 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 eighty-two (82) incidents in 2023.

	2022	2023	Variance	Percent Change
Total Number of UOF Incidents	70	82	+12	17.1
Total Number of Subjects	72	81	+9	12.5

2022-2023 Comparison of Race / Gender / Force Type

Type of Force	B/M	W/M	B/F	W/F	H/M	H/F	NA/M	NA/F	PI/F	Other	2022	2023	Variance	Percentage Change
Taser	14	4	2	1	0	0	0	0	0	1	23	22	-1	-4.3%
Taser plus another force	0	0	0	0	0	0	0	0	0	0	6	0	-6	-100%
Hands	12	5	3	0	0	1	1	1	1	0	14	24	+10	71.4%
Pointing of Weapon *	19	0	1	0	1	0	0	0	0	1	18	22	+4	22.2%
Firearm Discharge	1	1	0	0	0	0	0	0	0	2	5	4	-1	-20%
O/C spray	1	0	1	0	0	0	0	0	0	0	1	2	+1	100%
Pointing of Weapon plus Taser	2	1	0	0	0	0	0	0	0	0	3	3	0	0%
K-9 Bite	4	0	0	0	0	0	0	0	0	0	3	4	+1	33.3%
Pointing of a Weapon plus Hands	1	0	0	0	0	0	0	0	0	0	0	1	+1	100%
Baton	1	0	0	0	0	0	0	0	0	0	0	1	+1	100%
Total Number of People Force Used	55	11	7	1	1	1	1	1	1	3	72	82	+10	13.9%

Total Percentage of Force Used	67	13.4	8.5	1.2	1.2	1.2	1.2	1.2	1.2	3.7				
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Demographics of Involved Citizens

Age	B/M	W/M	B/F	W/F	H/M	H/F	NA/M	NA/F	PI/F	OTHER	Totals	Percentage
Less than 18	4	0	1	0	0	0	0	0	0	0	5	6.2%
18-25	13	0	3	0	1	0	0	0	0	0	17	21%
26-35	17	4	0	0	0	1	1	1	0	0	24	29.6%
36-45	8	2	0	0	0	0	0	0	1	0	12	14.8%
46-55	9	1	3	0	0	0	0	0	0	0	13	16%
56-65	2	3	0	0	0	0	0	0	0	0	5	6.2%
Over 65	0	0	0	0	0	0	0	0	0	0	0	0%
unknown	2	1	0	1	0	0	0	0	0	1	5	6.2%
Totals	55	11	7	1	1	1	1	1	1	1	81	
Percentage	69	13.5	8.6	1.2	1.2	1.2	1.2	1.2	1.2	1.2		

A total of seventy-nine (79) officers were involved in eighty-two (82) Use of Force Investigations in 2023. The demographics for the officers involved are as follows:

Police Officer Demographics Who Used Force

Officer Race	2022	2023	Variance	Total Percent of Force Used in 2022	Total Percent of Force Used in 2023
White	49	49	0	63.6%	62%
Black	14	14	0	18.2%	17.7%
Hispanic	6	9	+3	7.8%	11.4%
Native American	3	2	-1	3.9%	2.5%
Asian	1	2	+1	1.3%	2.5%
Pacific Islander	3	2	-1	3.9%	2.5%
Other	1	1	0	1.3%	1.3%
Total Officers	77	79	+2		

Age of Officers	2022	2023	Variance	Total Percent of Force Used in 2022	Total Percent of Force Used in 2023
20 to 29	25	26	+1	32.5%	33%
30 to 39	36	38	+2	46.8%	48%
40 to 49	10	13	+3	13%	16.5%
50 and up	6	2	-4	7.8%	2.5%
Total Officers	77	79	+2		

Gender of Officers	2022	2023	Variance	Total Percent of Force Used in 2022	Total Percent of Force Used in 2023
Female*	12	8	-4	15.6%	10%
Male	65	71	+6	84.4%	90%

*As of December 31, 2023, our department had a total of 382 Active Sworn Personnel, of which 80 are female, constituting 20.9% 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

	2022	2023	Variance
Suspect	22	27	+5
Officer	1	4	+3
Both	16	27	+11
None	28	23	-5
Animals	3	1	-2

Use of Force Investigative Dispositions

	Exonerated	Sustained	Active/Open	VOTC*	Not Sustained	Unfounded
Number of UOF Investigations	71	2	1	8	0	0
Percentage of all UOF Investigations	86.6%	2.4%	1.2%	9.8%	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. There currently is one (1) open Use of Force (Firearm Discharge) from 2023 which is in the Chain of Command for review and closure.

Use of Force Disciplinary Actions

	2022	2023	Variance +/-	Percent Change
Dismissal/Terminated	0	0	0	0
Consideration of Dismissal	1	0	-1	-100
Suspension	0	0	0	0
Written Reprimand	1	4	+3	300
Oral Counseling	3	2	-1	-33.33
Policy Warning	4	4	0	0

The total number of arrests for our agency (6,732) versus the total number of Uses of Force against another person which is eighty (80) show only 1.9% 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 (example: mental/emergency commitment).

Use of Force Time of Day

	2022	2023	Variance	Percent of Total
0000-0200	11	9	-2	11%
0200-0400	3	8	+5	9.8%
0400-0600	4	5	+1	6.1%
0600-0800	1	4	+3	4.8%
0800-1000	7	5	-2	6.1%
1000-1200	7	6	-1	7.3%
1200-1400	5	5	0	6.1%
1400-1600	6	6	0	7.3%
1600-1800	5	10	+5	12.2%
1800-2000	8	6	-2	7.3%
2000-2200	4	6	+2	7.3%
2200-0000	9	12	+3	14.6%

Use of Force Day of the Week

	2022	2023	Variance	Percent of Total
Monday	10	15	+5	18.3%
Tuesday	9	17	+8	20.7%
Wednesday	6	4	-2	4.8%
Thursday	15	11	-4	13.4%
Friday	10	11	+1	13.4%
Saturday	10	12	+2	14.6%
Sunday	10	12	+2	14.6%

Reason for Use of Force

	2022	2023	Variance	Percent of Total
Alcohol	0	0	0	0%
Assault on Officer	11	11	0	13.4%
Crowd Control	0	0	0	0%
Defense of a Citizen	0	0	0	0%
Defense of a Citizen & Officer	5	3	-2	3.7%
Defense of an Officer	17	18	+1	22%
Disorderly Conduct	0	2	+2	2.4%
Domestic	2	0	-2	0%
Drugs	0	0	0	0%
Fight	1	4	+3	4.8%
Mental	2	4	+2	4.8%
Other	7	6	-1	7.3%
Suicidal	1	2	+1	2.4%
Suspect Resistance	23	32	+9	39%
Traffic	1	0	-1	0%

The highest percent of reason for Use of Force was Suspect Resistance (39%) followed by Defense of an Officer (22%). 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 2023, the Fayetteville Police Department saw an increase in the overall number of Use of Force (UOF) incidents with eighty-two (82), however, twenty-two (22) of those incidents included pointing of weapons incidents which were listed separately in previous years. Once you remove the pointing of weapons incidents, the overall number of UOF incidents is sixty (60). This is comparable to the overall number of UOF incidents in 2022 (54).
- While reviewing the comparison of race, gender and force type for 2023 compared to 2022, 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 fifty-six (56) incidents in 2023 compared to forty-three (43) incidents in 2022. When reviewing all other races and genders, there were no other significant patterns that were noted.
- During a review of injuries sustained to the person involved or officer, there was an increase of five (5) in injuries to the offender compared to 2022. In 2023 twenty-seven (27) offenders sustained injuries compared to twenty-two (22) in 2022, this is an increase of 22.72%.
- Additionally, when you look at the age grouping, we continue to see the age groups of 26-35 for involved citizens during a use of force incident and we had an increase in the age groups of 18-25. In 2023, there were thirty (30) offenders from both age groups compared to twenty-two (22) in 2022.
- 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.
- All Lieutenants, Sergeants and Officers, will continue to promote de-escalation while recognizing that sanctity of life remains paramount with each officer within our agency. These officers are required to attend a three-day refresher training which includes handcuffing techniques, searches of buildings, and Known Risk Vehicle Stops. Scenarios included officers utilizing de-escalation techniques to prevent situations from rising to a Use of 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 2023, a total of seventy-three (73) Departmental Investigations (165 Allegations) were conducted; an increase of eighteen (18) when compared to the fifty-five (55) in 2022. IAU sees no significant trends in regard to departmental investigations. Again, it is a testament to the agency working to take action when violations are observed.

Breakdown of Departmental Investigations by Allegations

Allegations	2022	2023	Variance	2023 Percent of Total
Unsatisfactory Performance	11	25	+14	15.2%
Reporting for Duty	5	3	-3	1.8%
Disobedience of Order / Insubordination	2	5	+3	3%
Unbecoming Conduct	10	18	+8	11%
Violation of Law	4	13	+9	7.9%
Court Appearance and Testimony	14	0	-14	0%
Courtesy	3	4	+1	2.4%
Neglect of Duty	1	0	-1	0%
Operating Vehicles	0	1	+1	.6%
Violation of Policy	6	0	-6	0%
Truthfulness & Cooperation	4	8	+4	4.8%
Conduct	0	15	+15	9.1%
Loss or Damage to City Equipment	2	9	+7	5.5%
Failure to Activate Camera (In-Car or BWC)	1	6	+5	3.6%
Vexatious or Unnecessary Complaints	0	2	+2	1.2%
Escape from Custody	1	2	+1	1.2%
Absence from Work	3	4	+1	2.4%
Personal/Social Media Internet Sites	0	3	+3	1.8%
Failure to Secure Prisoner	1	1	0	.6%
Evidence and Property Handling Procedure	8	0	-8	0%
Failure to Supervise	1	1	0	.6%
Divulgence of Departmental Business	1	3	+2	1.8%
Securing, Searching, Transporting Arrested Persons	0	4	+4	2.4%
Vehicles Assigned to Police Personnel	0	5	+5	3%
Preliminary/Follow-up Investigations and Constitutional Requirements	0	9	+9	5.5%
Association	0	1	+1	.6%
Withholding Information on Criminal Activity	0	2	+2	1.2%
Traffic Law Enforcement	0	2	+2	1.2%
Prompt Performance of Duty	0	2	+2	1.2%
Law Enforcement Recordings	0	1	+1	.6%
Improper DCI Dissemination	0	1	+1	.6%
Departmental Records, Reports & Citations	0	2	+2	1.2%
Domestic Violence	0	2	+2	1.2%
Collision Reporting and Investigation	0	1	+1	.6%
Hostile Work Environment	0	1	+1	.6%
General Conditions of Employment Article II from Employee Relations Manual	0	1	+1	.6%
Code of Ethics	0	4	+4	2.4%
Case Management System	0	2	+2	1.2%
Cooperation with Police Investigation	0	2	+2	1.2%
Unauthorized Person in Police Vehicle	0	0	0	0%
Internal Investigation Procedure	2	0	-2	0%
Emergency Response/Driving	0	0	0	0%
Conducted Electrical Weapon (CEW)	2	0	-2	0%
Personal Appearance	1	0	-1	0%
Gifts and Gratuities	1	0	-1	0%
Legal Processes Brought By or Against Employee	1	0	-1	0%
Department Case Processing	1	0	-1	0%
Total	86	165		

Dispositions of Departmental Investigations

Dispositions	2022	2023	Variance	2023 Percent Totals
Exonerated	5	1	-4	.61%
Sustained	53	122	+69	74%
Unfounded	1	3	+2	1.8%
Not Sustained	14	13	-1	7.9%
Open / No Final Action	11	0	-11	0%
VOTC Sustained	2	25	+23	15.2%
TOTAL	86	164		

*(One Investigation was closed with No Action Required)

Breakdown of Disciplinary Actions for Sustained Departmental Investigation Allegations

Sustained - Disciplinary Actions	2022	2023	Variance	Percent of Total
Policy Warning	15	24	+9	28.57%
Written Reprimand	8	25	+17	29.76%
Suspension	13	17	+4	20.23%
Demotion	5	7	+2	8.33%
Oral Counseling	9	6	-3	7.14%
Coaching and Training	0	5	+5	5.95%
TOTAL	50	84		

In 2023, we had a total of twenty-three (23) Departmental Investigations which resulted in nineteen (19) employees who would have received a Consideration of Dismissal. Those twenty-three (23) incidents were comprised of a total of sixty-five (65) sustained allegations which resulted in a Consideration of Dismissal. In 2022, there were a total of five (5) Departmental Investigations which resulted in five (5) employees who would have received a Consideration of Dismissal. Those five (5) incidents were comprised of a total of sixteen (16) sustained allegations which resulted in a Consideration of Dismissal. In 2023, there was an increase of forty-nine (49) sustained violations/allegations of City and/or Departmental policies and procedures compared to the previous year.

Breakdown of Departmental Investigations where a Consideration of Dismissal was Issued or Recommended

Sustained – Allegations/City and Departmental Violations	65
Consideration of Dismissal - Issued	8
Consideration of Dismissal – Issued and employee was Terminated	5
Consideration of Dismissal – Issued and employee resigned in lieu of termination	3
Consideration of Dismissal – Not Issued - recommended but employee resigned under investigation	11

In 2023, we had a total of two (2) Departmental Investigations which resulted in two (2) employees being demoted. These two (2) incidents were comprised of a total of seven (7) sustained allegations which resulted in a demotion.

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 and/or 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, social media, and through the department website.

During 2023, the FPD received forty-seven (47) citizen complaints (111 allegations) compared to fifty-five (55) received in 2022. This was a decrease of eight (8) complaints and an increase of (16 allegations). 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	2022	2023	Variance +/-	% Change
Abuse of Position	0	2	0	0	0	1	2	+1	100
Unsatisfactory Performance	6	21	0	0	0	17	27	+10	58.8
Conduct	1	0	0	0	0	0	1	+1	100
Unbecoming Conduct	2	7	1	0	0	5	10	+5	100
Neglect of Duty	0	0	0	0	0	1	0	-1	-100
Arrest, Search & Seizure	0	0	0	0	0	1	0	-1	-100
Courtesy	4	13	1	0	0	11	18	+7	63.6
Excessive Force	0	7	0	0	0	3	7	+4	133.3
Biased Policing	0	8	0	0	0	5	8	+3	60
Law Enforcement Recordings	1	0	0	0	0	1	1	0	0
Traffic Law Enforcement	1	0	0	0	0	2	1	-1	-50
Evidence and Property Handling	2	0	0	0	0	0	2	+2	100
Preliminary /Follow-up Investigations	0	0	0	0	0	1	0	-1	-100
Departmental Records, Reports, and Citations	0	0	0	0	0	1	0	-1	-100
Vehicle Operations & Pursuits	1	0	0	0	0	0	1	+1	100
Vehicles Assigned to Police Personnel	1	0	0	0	0	0	1	+1	100
Association	1	0	0	0	0	0	1	+1	100
Firearm Discharge	0	1	0	0	0	0	1	+1	100
Mediated	0	0	0	0	0	6	0	-6	-100
Failure to Wear Seatbelt	0	0	0	1	0	0	1	+1	100
Violations of Law	2	1	0	0	0	2	3	+1	50
Improper Photo Line-up	0	0	0	0	0	0	0	0	0
Truthfulness and Cooperation	1	0	0	0	0	1	1	0	0
Violation of Policy	2	0	0	0	0	0	2	+2	100
Divulgence of Departmental Business	0	0	0	0	0	1	0	-1	-100
Personal/Social Media Sites	1	1	0	0	0	1	2	+1	100

Radio Communications	1	0	0	0	0	0	1	+1	100
Collision Reporting and Investigation	0	0	0	0	0	6	0	-6	-100
Prompt Performance of Duty	0	0	0	0	0	3	0	-3	-100
Taser Display	0	0	0	0	0	1	0	-1	-100
Towing	0	0	0	0	0	1	0	-1	-100
Use of Force	0	0	0	0	0	8	0	-8	-100
Illegal Orders	0	0	0	0	0	1	0	-1	-100
VOTC	20	0	0	0	0	15	20	+5	33.3
Total	47	61	2	1	0	95	111		

Citizen Complaint Origination

	2022	2023	Variance	Percent of Total
Traffic Stop	7	13	+6	28%
Calls for Service	23	18	-5	38%
Arrest	4	4	0	8.5%
Off-Duty	4	1	-3	2%
Preliminary Investigation	7	1	-6	2%
Search Warrant	1	0	-1	0%
Other	9	10	+1	21%
Total	55	47		

Biased Policing

Within the citizen complaints, there were eight (8) allegations regarding Biased Based Policing in 2023 compared to five (5) in 2022. FPD's Complaint/Compliment Procedure (Written Directive 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 reference to the aforementioned incidents: all eight (8) of the 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 may have been excessive. In 2023 there were seven (7) excessive force allegations compared to three (3) in 2022. All seven (7) incidents were unfounded.

Positive Compliments

The FPD also accepts positive compliments about its officers and non-sworn employees in the same manner in which it accepts complaints. The FPD received thirty-nine (39) positive compliments in 2023 which is an increase of fourteen (14) from 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.

Vehicle Pursuits

In 2023, the FPD was involved in thirty-three (33) vehicle pursuits; fifteen (15) more than the eighteen (18) reported in 2022. Of the thirty-three (33) pursuits in 2023, twenty-one (21) were deemed to have been conducted in accordance with policy, and twelve (12) were found to be in violation. It is worth noting that the department updated Written Directive 4.2 Emergency Response and Pursuits in October 2023. The update to this pursuit requires officers to immediately communicate over the police radio with a supervisor the reason for the pursuit and confirm supervisor acknowledgement, which resulted in an increase of violations of the pursuit policy.

Below is the raw data regarding vehicle pursuits:

Reason for Pursuit	2022 Count	2023 Count	Variance +/-	2023 Percent of Total
Careless & Reckless	1	3	+2	9%
DWI	0	0	0	0%
DWI & C&R	0	0	0	0%
Felony	13	25	+12	76%
Other	4	5	+1	15%
Total Pursuits	18	33		

Pursuits Within Policy	2022 Count	2023 Count	Variance	2023 Percent of Total
No	5	12	+7	36%
Yes	5	21	+16	64%
Pending (Open)	8	0	-8	0%

Dispositions	2023	Percentage of Total
Exonerated	16	48%
Sustained	12	36%
Unfounded	2	6%
Not Sustained	0	0%
VOTC	3	9%
Open / No Final Action	0	0%
TOTAL	33	

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 be authorized. IAU created a video which was uploaded to PowerDMS

for all sworn employees to review, which explains the new policy updates for W.D. 4.2 Emergency Response and Pursuits.

Vehicle Accidents

In 2022, FPD officers and/or non-sworn employees were involved in a total of eighty-two (82) vehicle crashes where they were occupying and/or operating their assigned vehicles.

Of the forty-two (42) at-fault crashes our officers and/or non-sworn employees were involved with, the majority of crashes were due to the officer or employee's failure to reduce speed; representing 33.3% of the at-fault crashes in 2023.

Below is the raw data regarding vehicle crashes:

Employee Fault	2022 Count	2023 Count	Variance	2023 Percent of Total
No	41	40	-1	48.8%
Yes	37	42	+5	51.2%
Total Crashes	78	82	+4	

Cause of Crash when FPD at-Fault	2022 Count	2023 Count	Variance +/-	2023 Percent Totals
Fail to Yield	2	0	-2	0%
Fail to Reduce Speed	9	14	+5	33.3%
Improper Turn	1	1	0	2.4%
Improper Backing	9	6	-3	14.3%
Inattention	9	6	-3	14.3%
Lane Change	2	0	-2	0%
Over corrected	0	0	0	0%
Improper Parking	0	0	0	0%
Crossed Centerline	0	0	0	0%
Failure to Clear Intersection	0	1	+1	2.4%
Followed too closely	0	0	0	0%
Ran off Road	0	2	+2	4.8%
Visibility Obstructed	1	0	-1	0%
Speeding	0	0	0	0%
Improper Passing	0	0	0	0%
Other	4	9	+5	21.4%
Failure to Place in Park	0	2	+2	4.8%
Unable to Determine	0	1	+1	2.4%
Total	36	42		

Estimated Damage	2022 Count	2023 Count
City	\$104,585.00	\$115,068.00
Other	\$71,315.00	\$42,970.00
Total	\$175,900.00	\$158,038.00

*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	2023	Percentage Total
Exonerated	33	40.2%

Sustained	42	51.2%
Unfounded	1	1.2%
Not Sustained	2	2.4%
VOTC Sustained	4	4.8%
Open / No Final Action	0	0%
TOTAL	82	

Employee Injury	2022 Count	2023 Count	Variance	2023 Percent Totals
No	74	73	-1	89%
Yes	4	9	+5	11%

Non-Employee Injury	2022 Count	2023 Count	Variance	2023 Percent Totals
No	71	40	-31	48.7%
Yes	7	9	+2	11%
Unknown	0	4	+4	4.9%
N/A	0	29	+29	35.4%

Crash Month	2022 Count	2023 Count	Variance +/-	Percentage Total
January	8	9	+1	11%
February	5	4	-1	4.9%
March	2	8	+6	9.8%
April	7	6	-1	7.3%
May	11	5	-6	6.1%
June	9	7	-2	8.5%
July	6	7	+1	8.5%
August	7	5	-2	6.1%
September	3	8	+5	9.8%
October	8	6	-2	7.3%
November	2	6	+4	7.3%
December	11	11	0	13.4%

Summary of Vehicle Crash Data:

The overall number of crashes in 2023 involving FPD is eighty-two (82), an increase of four (4) from the seventy-eight (78) in 2022. Crashes involving improper backing, failure to reduce speed and inattention are the highest categories. As training continues, all sworn personnel will continue to conduct in-service driver's training that deals 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 2023, a total of twenty-three (23) Quality Reviews were completed. Below is the raw data regarding Quality Reviews:

Purpose of Review	2022 Totals	2023 Totals
Vehicle Accident	9	13
Unbecoming Conduct	1	2

Mentally Ill subject	0	0
Civil Case (Documentation only)	0	0
Unfounded complaint from prisoner	0	0
Complaint on departmental program (not officer)	0	0
Citizen Complaint	1	1
Injured Subject	6	4
Damage / Loss to City Property	0	0
Injury (Job Related)	0	1
Assault	0	0
Court Appearance, Statement, Testimony	0	0
Emergency Commitment	0	0
Unsatisfactory Performance	0	2
Rudeness	0	0
In Custody Death	0	0
Traffic Stop	0	0
Total Quality Reviews	17	23

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. At the direction of the Chief of Police, IAU reduced the Alert notifications for Vehicle Crashes from 3 per 12 months to 2 per 12 months. This was to ensure the department was tracking and aware of an employee who may be reaching the threshold of three (3) at-fault collisions in one year, which could result in a consideration of dismissal by City policy.

Formal Disciplinary Grievances

	2022	2023	Variance
Grievances	28	11	-17

Of the grievances held in 2023, nine (9) were related to disciplinary actions, one (1) due to job placement, and one (1) miscellaneous issue. Of the nine (9) grievances in 2023 for disciplinary actions, four (4)

were upheld, four (4) were modified to reduce action and/or remove policy violation and one (1) was overturned. We had a decrease of seventeen (17) grievances from 2022 to 2023.

Overall Disciplinary and Personnel Actions for all Internal Investigations

	2022	2023	Variance
Termination	5	6	+1
Resigned in lieu of termination	2	4	+2
Demotion	1	2	+1
Suspension	12	11	-1
Written Reprimand	20	51	+31
Policy Warning	70	87	+17
Oral Counseling	17	17	0
Community Engagement/Downtown Patrol	0	21	+21
Coaching and Training	0	10	+10
Tactical Decision Making Improvement	0	2	+2
Consideration of Dismissal-Resigned pending investigation	0	13	+13
Suspension of Take Home Privileges	0	3	+3
Total	127	227	+100

Of the overall Disciplinary and Personnel Actions for all Internal Administrative Investigations, we used three categories which we did not use in 2022. These three categories are Community Engagement Hours, Coaching and Training, and Tactical Decision Making. These three categories resulted in thirty-three (33) disciplinary actions. Without those three categories, we would have had one hundred ninety-four (194) actions for 2023 compared to one hundred twenty-seven (127) actions from 2022. This would be an increase of sixty-seven (67) actions.

Summary

The overall Disciplinary and Personnel Actions for all Internal Administrative Investigations entered into the IAPro/Blueteam software shows that in 2023, as compared to 2022, disciplinary action remained consistent as the department follows a progressive discipline procedure. 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. 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 serve the citizens of our community. The Internal Affairs Unit will continue to make sure our employees strive to maintain our Core Values of having Faith in service, Pride in commitment and Dedication to excellence.

GSW/adb