

Fayetteville Police Department

# 2008 Annual Report



# 08

BE THE  
BEST  
BE THE  
BADGE<sup>SM</sup>

City of  
*Fayetteville*  
*North Carolina*  
**POLICE**



# BE THE BEST BE THE BADGE<sup>SM</sup>

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# A MESSAGE FROM THE CHIEF

Tom Bergamine



I want to thank the men and women in the Police Department for all of your hard work in 2008. I feel that the vision and goals that we set were met, as we had some excellent accomplishments, including:

- Availability of necessary resources that further enhanced career development
- Bridged the communication gap
- Developed creative crime fighting tools
- Enhanced productivity in all units
- Held ourselves accountable for what occurred in our respective areas of responsibility.



While we had many accomplishments in 2008, we must face the cold, brutal fact: Along with a rise in population, there was also a rise in crime. This coming year will be increasingly challenging due to the current economic situation and our City's anticipated growth.

One of the most important messages we have to convey to the public is the need for community involvement. As a department, we have demonstrated that we cannot arrest our way out of crime issues. We must remember that "community policing" is not simply picking up the phone and dialing "911." Community policing is:

- A true partnership between police and the community
- Built on trust, interaction and communication
- Being involved in neighborhoods, schools, mentoring, coaching and the enforcement of laws.

We have to work as one to take a comprehensive, holistic approach to problem solving. For example, in areas where we have active community watch groups, we have lower crime rates. Why? Simply put: Folks are involved.

- They ask the tough questions;
- They look for suggestions and
- More importantly they are willing to work as true partners in the commitment to prevent crime and reduce the fear of crime.

*Tom Bergamine*



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# POLICE OFFICER OF THE YEAR

## Sgt. Steve McIntosh

By Amber House



Sgt. Steve McIntosh began his employment with the Fayetteville Police Department in April of 1988 after retiring from a 26-year career in the Coast Guard as a CW4. McIntosh received his Advanced Law Enforcement Certificate in 1998.

Sgt. Steve McIntosh was selected as Officer of the Year not for a single activity, but for consistent and admirable work performance, showing a high degree of dedication and focus with regard to the department's mission of reducing featured crime activity.

Utilizing FOCUS and mapping processes, he has assisted in bringing people and units together to work towards a common purpose. When things aren't moving fast enough for Sgt. McIntosh, he takes the initiative, getting others motivated and developing the information needed to make solid arrests, recover property and more.



Not only does he do this from behind a desk, he is also out on the road working with officers within a zone, and stopping cars. He demonstrates strong leadership characteristics by getting out there and doing the job and promoting teamwork.

Sgt. McIntosh thinks and steps outside the box in order to accomplish the mission and pulls resources together to ensure that featured crimes are being followed up on, suspects are identified and that the information gets out to officers and detectives working the road.

He has become known as the coordination point for information, as the entire department relies on him and his ability to effectively manage resources, direct people and aid in getting the job done.

He doesn't just come to work to do his job; he comes to work and helps everyone do their jobs, too!



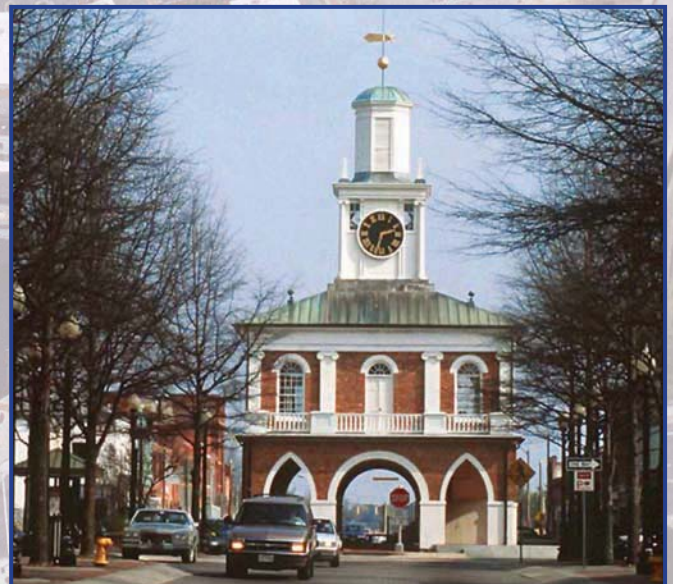
# CITY QUICK FACTS

## Fayetteville, North Carolina

The City of Fayetteville is the sixth largest municipality in North Carolina and was created by combining two early trading settlements, Cross Creek and Campbellton. Cross Creek was located approximately one mile west of the Cape Fear River. Although Cross Creek was an important trading center by the late 1750s, it was never chartered. In 1762, the colonial assembly established and chartered Campbellton, which was located on the Cape Fear River, about one-mile east of Cross Creek. In 1778, the neighboring towns of Cross Creek and Campbellton were united to become "Upper and Lower Campbellton." In 1783, the North Carolina General Assembly approved the town's official renaming to Fayetteville, in honor of the Marquis de LaFayette, the French nobleman who served as a General in the Continental Army during the Revolutionary War.

The City's population has grown from approximately 60,000 in 1980 to 209,568 in 2008 and ranks as the sixth largest city and the fifth largest metropolitan area in North Carolina. The Fayetteville metropolitan area is the largest in southeastern North Carolina. It is the county seat of Cumberland County and is best known as the home of Fort Bragg.

<b>County:</b>	Cumberland
<b>Area:</b>	147.53 square miles
<b>Population:</b>	209,568 (2008)
<b>Mayor:</b>	Anthony G. Chavonne
<b>City Manager:</b>	Dale E. Iman
<b>City website:</b>	<a href="http://www.cityoffayetteville.org">www.cityoffayetteville.org</a>
<b>Nicknames:</b>	"All-America City" "City of Dogwoods"
<b>Area's largest employers:</b>	Fort Bragg Cumberland County Schools Goodyear Tire & Rubber Cape Fear Valley Medical Center Wal-Mart Distribution



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# MISSION/CORE VALUES

## Fayetteville Police Department



### Mission Statement

We are committed to leading the community problem-solving efforts that improve the quality of life for all citizens of Fayetteville. We will work assertively with the community to address the underlying conditions that lead to crime and disorder.

### Fayetteville District Policing Team

Fayetteville District Policing Team is a system of providing police services, in partnership with the community, in order to identify neighborhood quality of life issues and provide appropriate response to those issues by police and other service providers.

### Problem-Oriented Policing

Problem-Oriented Policing is a philosophy of police work based on the realization that the majority of police time is spent answering similar calls at the same locations. Officers analyze crime to determine the underlying cause of repeat calls for service, officers then use available resources, internal or external, to prevent, solve or better control the problem.

### F. O. C. U. S.

Focusing on Community Using Statistics (FOCUS) is a community problem solving process that serves as an accountability tool for operational commanders. It provides departmental leaders with a constant, visual snapshot of crime types and locations and the effects of the tactical and strategic crime fighting efforts initiated by the investigative and district commands.

### Core Values

We, the Mayor, City Council, managers, supervisors and employees

Serve with

Responsibility  
Ethics  
Stewardship  
Professionalism  
Entrepreneurial Spirit  
Commitment  
Teamwork



to safeguard and enhance the public trust in City government.

# A COMMITMENT TO EXCELLENCE

## Fayetteville Police Department Reaccredited

By Capt. Charles Hunter

The Fayetteville Police Department was initially accredited in November of 1989 and was the fourth agency in North Carolina and the 122nd agency to be internationally accredited by the Commission on Accreditation for Law Enforcement Agencies, Incorporated (CALEA).

The Commission on Accreditation for Law Enforcement Agencies was formed in 1979 by four major police organizations who envisioned establishing a national set of standards for ensuring professional business practices within the law enforcement community. The founding agencies were the International Association of Chiefs of Police (ICAP), the National Organization of Black Law Enforcement Executives (NOBLE), the National Sheriff's Association (NSA) and the Police Executive Research Forum (PERF).

In 2008, the Fayetteville Police Department received its sixth reaccreditation award from CALEA. Following three years of self-assessment, an on-site assessment was conducted by outside law enforcement practitioners during the week of Aug. 9-13. A team of three CALEA certified assessors inspected the department's facilities, equipment, policies and procedures, and conducted a thorough review of over 459 files for proofs of compliance with CALEA standards. Only a few minor file issues were identified for correction and the assessment team's final report to the commission was that the FPD be recommended for reaccreditation.

Chief Bergamine and the Department's accreditation team attended the CALEA conference in Tulsa, Okla. in December 2008. A panel of CALEA commissioners had reviewed the assessment team's final report and after a brief follow-up interview, the commissioners recommended the FPD be Re-accredited by the full commission during the awards banquet that evening.



The Fayetteville Police Department is proud of its commitment for maintaining CALEA accredited status for over 19 years. The staff, officers and non-sworn personnel are committed to excellence for providing professional law enforcement services to the community that we serve.



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# REORGANIZATION

## Moving Ahead to Build Unity

By Lt. David Sportsman

The year 1997 was the first time the concept of district policing was considered for implementation within the Fayetteville Police Department. The idea behind the concept was to place officers closer to the neighborhoods they patrol and make them more accountable for particular crime problems. This divided the city into two smaller districts, which meant more contact at the neighborhood level with police. This idea was similar to the way larger cities were divided into precincts years ago.

Later that year, the decision was made to initiate the first phase towards district policing and the division occurred, assigning patrol officers to one of two sides of town. The Patrol Division of the Fayetteville Police Department was divided into the Cross Creek District and the Campbellton District. Each district was commanded by a patrol captain. The Patrol Division was the only division affected by this change because of the intrinsic problems associated with the complexity of restructuring the entire department all at one time.

Over the last decade, annexations occurred, which broadened patrol areas and increased the city's population. This massive growth to the city in such a short period of time strained the department's resources to the point that achieving the original goal of "true district policing" would have to be delayed.

In January of 2008, Chief Tom Bergamine shared his vision of building a unified department by moving towards the next phase of district policing, which involved completely reorganizing the department by providing additional resources to the two districts. The goal was to bridge communication gaps that existed, break down organizational barriers, enhance productivity and efficiency relative to crime responses, create problem-solving initiatives and utilize effective tools such as crime mapping to address crime trends throughout the city. This process built on the 1997 patrol reorganization and involved restructuring detectives and crime prevention specialists to provide bureau commanders greater access to resources when addressing crime problems within their district.

The implementation occurred on July 1, 2008 and involved reassigning all property crime, fraud and crimes against person's detectives to a district along with crime prevention specialists. This movement provided the resources bureau commanders needed to command their districts and the autonomy to go with it. Other units that were identified as providing services to both districts were assigned to the Operations Support Bureau. Those units were Narcotics/Vice, Homicide, Traffic and Mounted Units, Neighborhood Improvement Team, Forensic Unit, homeless officer and civilian crash investigators.

The development of a fourth bureau within the department was required in order to facilitate the reorganization and this became the Operation Support Bureau. Historically, the department has operated with three bureaus: Patrol, Investigative and Service. This reorganization combined the Patrol and Investigative Bureaus and assigned these personnel to one of the two bureaus representing the Campbellton or Cross Creek Districts. The Service Bureau remained the same. Like the district bureaus, the Operations Support Bureau is commanded by an assistant chief who reports directly to Chief Bergamine.

In the early phase of this reorganization, Chief Bergamine stated, "The transformation to 'true district policing' will not happen overnight, but I am hopeful that it can be accomplished within this year." The relentless effort to maintain the department's focus on attaining this goal under the leadership of Chief Bergamine, along with the support of his personnel has made this transition a success, completing another chapter in the history of this department.



# CAREER DEVELOPMENT

## Providing Learning Opportunities

By Assistant Chiefs Katherine Bryant and William Simons

Chief Bergamine raised the bar in 2008 for developing employees. One of his goals for all departmental personnel was to, “make all necessary resources available to all personnel to enable them to further enhance career development efforts and address operational needs within their area.” Faced with a department-wide reorganization and staffing shortages from vacant police officer positions, the timing to take advantage of career development opportunities was perfect.

The Campbellton Bureau and Cross Creek Bureau implemented career development assignments by selecting police training officers (PTOs) in the patrol districts to participate in 30 and 60 day rotations in the Detective Divisions. While assigned to the Detective divisions, PTO’s received training relevant to the types of investigative cases they were assigned whether it was a fraud, property, persons, or juvenile cases.

Each PTO was exposed to the investigative process and worked assigned cases, which provided a temporary increase in staffing for the Detective Divisions. As they did so, it reinforced the importance of conducting solid preliminary investigations at the patrol level. Police Specialist James Arrington said that detailed report writing is very important and would be able to emphasize that concept with his first-year officers in training. “In patrol it is very important to investigate as much as you can to assist the detectives with their follow-up investigations.”

While conducting investigations, Police Specialist Richter identified that patrol officers

should include email addresses of victims, complainants and witnesses in police reports so detectives can have additional ways of contacting these folks. The state report format does not include a section for this, however, forward thinking ideas such as these can increase communication between detectives and folks in our community. This has since been incorporated into the report writing process during the preliminary investigation by patrol officers.

Police Specialist Richter said the career development assignment gave him additional information and tools to consider when training a first-year officer. He said they should definitely ask more questions of victims, complainants and witnesses during that initial call as this is the level of detail detectives need in order to properly investigate assigned cases.

Campbellton Division Capt. Mark Bridgeman said the career development rotation has “given PTOs a different perspective on what detectives do each day. Most or all PTOs have never worked as a detective and didn’t know the impact that the preliminary investigation had on the investigative end.” Additionally, with over 340 sworn officers in the department, having an opportunity to get to know the folks that take the case to its conclusion has impacted communications in a positive manner. “The communication lines are open – officers and detectives can put a face with a name and building a rapport between the two has been a benefit.”

Career development did not just occur in the Detective Division, but also occurred when a patrol sergeant requested to learn more about the Office of Professional Standards and Inspections (OPS&I). During his assignment in OPS Sgt. James Nolette found out that personnel law and procedures are very important parts of a supervisor's toolbox. Sgt. Nolette said he has gained a better understanding of the process involving employees when citizen complaints are made, disciplinary action is taken or just fielding the numerous calls made by the media everyday.

By experiencing the opportunity to walk in the shoes of a detective or an OPS&I supervisor, each participant has gained insight into areas of the department that he or she had not been exposed to during their careers.

During the past year the department partnered with the Fayetteville State Criminal Justice Department to develop a leadership program. Our Lieutenants were given the opportunity to attend a 40 hour course of instruction in the areas of leadership, proactive crime strategy and community policing. This voluntary course of instruction was offered to further their development as future leaders in this department.

The department has also utilized the Municipal Administration Course at UNC School of Government. This competitive eight month course is designed for senior management employees and encompasses most all duties and responsibilities of municipal government. Courses in law enforcement, human relations, inspections, fire and employment law were designed to prepare our managers for growth and improved services to our communities.

The department has taken advantage of opportunities offered by the North Carolina Justice Academy. The Management Development Program was specifically designed to markedly improve the knowledge, skills and abilities of law enforcement managers. The one year course offers instruction in employment law, media relations, leadership and performance management as well as other topics. Participants must apply for and be accepted for this highly competitive program.



# PREVENTING CRIME

## All Hands On Deck

By Crime Prevention Specialist Kathleen Ruppert

For many years, the Fayetteville Police Department has recognized the value of educating citizens on crime prevention techniques and crime trends. The department has four crime prevention specialists whose primary responsibility is to work with citizens and neighborhood groups and educate them on the types of crime that is occurring, how it impacts them and ways to make their homes, vehicles and themselves more secure to reduce the opportunity for becoming a victim. Information on crime trends in the city is disseminated by the crime prevention specialists in an effort to raise that level of awareness to businesses and residents.

Community policing has been embraced by many law enforcement organizations across our country and is based on the goal of preventing crime and promoting better police-community partnerships. Crime is fluid and changes rapidly to fit the needs of the criminal. When citizens understand how criminals pick their targets, they can take steps to better protect themselves, their families and their property. The crime prevention specialists provide this information during community watch meetings, safety presentations and residential and business security surveys.

There are simple steps that can be taken that citizens may not be aware of. Removing valuables such as electronics, (GPS, MP3 players, Gameboys, etc.), purses and laptop cases from vehicles reduces the likelihood of the vehicle being targeted by criminals. Citizens should call 911 when observing strange vehicles or people in their neighborhoods so police can respond and identify potential suspects who may be casing the area. Timers on home interior lights, upgrading locks on doors and recording serial numbers of personal property can increase security for people in their homes, as some of these steps can be a deterrent for criminals. The common thread for all of recommendations is community involvement.

It is the goal of the department to keep the citizens informed of the crime that is occurring in the community and identify those steps that they can take to be safer. Taking ownership of a neighborhood, street or apartment building creates cohesiveness for the area and promotes a better knowledge of who lives in the area and who doesn't appear to belong there. It is much harder for criminals to commit a crime in a neighborhood where residents know their neighbors and the neighborhood routine. Because they are better informed, these residents are more likely to ask questions and call 911.

Communication and partnership between the citizens and police is essential for creating a safer community. Crime prevention specialists are committed to providing the citizens of Fayetteville with the most updated crime prevention material and initiatives available and seek opportunities for providing more educational opportunities to citizen groups in the City of Fayetteville.



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# CRIME MAPPING

## Working Smarter and Harder

By Sgt. Steve McIntosh

During 2008, the Fayetteville Police Department Crime Analysis Unit continued to serve as a hub for enhancing the use of intelligence-led policing strategies tools in reducing crime and the fear of crime throughout the entire city.

As 2007 came to an end, the City of Fayetteville was experiencing an increase in residential burglaries. Chief Tom Bergamine charged a group of officers to form a Residential Burglary Task Force. The task force was supervised out of the Crime Analysis Office. The task force was comprised of detectives, special projects officers, gang detectives, crime prevention specialists and members of the Crime Analysis Office. The goal was to increase the level of communication with regard to these types of investigations and facilitate a quick response to information and leads developed on these cases. Daily briefings were conducted to discuss targeted locations, determine levels of assistance needed by task force members and identify and connect suspects and suspect vehicles to these crimes.

The task force operation began Jan. 2nd and was recommended to run for 90 days. Monthly and quarterly evaluation of the task force's efforts were conducted to determine if the time frame should be extended. Hotspot mapping was used daily to ensure each member could concentrate their efforts on hotspot areas within the city and address the real locations and identify potential suspects. This process demonstrated that crime mapping strategies, teamed with a group of officers with solid direction, resulted in a decrease in these types of crimes.

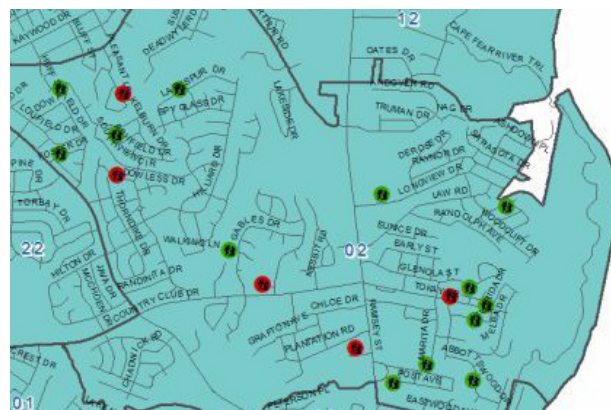
The Crime Analysis Unit gathered information on suspects and vehicles everyday. They used this information to form link diagrams that showed associations between criminals and the crimes they committed. We refer to this as “connecting the dots.”

Alerts were sent on a daily basis identifying suspects who had warrants for their arrest and were used by task force members and other officers on the department to locate these offenders. The daily information sharing proved to be a successful approach and increased the number of suspects arrested for burglaries in the city.

On June 30, 2008, the task force completed its assignment. The success of the task force can be measured through the number of quality arrests that were made: 317 suspects for a total of 1,008 felonies, 112 misdemeanors, and the recovery of \$82,000 in stolen property.

Patrol officers continue to use an “Extranet” website on a daily basis. This provides them with updated crime trend and hotspot information from the computers in their patrol vehicles. The Extranet is updated by the Crime Analysis Office twice a week and gives officers a true picture of where crime is occurring within their assigned zone. Electronic resources like the Extranet save the officer’s time looking for this information.

Officers can access zone maps of featured crime activity on the Extranet. While the maps lack the real time interactivity of the featured crime listing, they are updated weekly and still provide a powerful visual of emerging problem areas for beat officers. Technology continues to enhance the ability of our officers to perform their job.



# B STREET PROJECT

## Beyond Broken Windows

By Capt. Mike Todd

During the second half of 2008, the Fayetteville Police Department and other City of Fayetteville departments partnered to initiate a pilot project for implementation in the Campbellton District. This project was later identified as the “B Street Project.” The idea was to use a holistic approach for identifying and targeting the problems in this area consistent with the “Broken Windows Theory.” Efforts included improving working relationships between the City, business owners and residents.

Crime Prevention Specialist Angela Flynn conducted an in-depth survey identifying the physical and social issues that contribute to crime in this area. Using the “Crime Prevention Through Environmental Design” (CPTED) process a community analysis was conducted including interviews with citizens. A large number of abandoned properties in the area were identified and it was recommended that trespass agreements be obtained by property owners as a tool for law enforcement to take action on these properties. The CPTED study included information on the “Broken Windows Theory,” indicating that the environment in an area sends a signal to all as to whether or not there is social disorder or true ownership in an area.

City Manager Dale Iman envisioned using this pilot project as a future model for other areas in the city if successful. With development in progress for another neighborhood near this area funded by the Hope VI grant, the B Street project provided an opportunity to expand upon the areas being targeted by everyone working together to reduce crime and the fear of crime for residents and business owners in the area. An action plan consistent with the City Council’s goals of a more attractive city, livable neighborhoods and greater community unity was identified.

The objectives in the plan were used to identify

work actions by specific City departments to include; Environmental Services, Engineering and Inspections, Streets, Transit, Real Estate, Community Development, Human Relations, Police and Fire.

The first step in the B Street initiative was to increase the level of patrol and saturation of police in the area. Campbellton patrol officers and special project unit (SPU) officers, Narcotic/Vice Suppression Unit and Neighborhood Improvement Team (NIT) officers, worked to develop and identify narcotic locations that resulted in multiple search warrants and undercover operations. Undercover operations targeted prostitution and narcotic activity in the area and resulted in felony and misdemeanor arrests.

The project group met with owners and managers of businesses and churches from this area. During this meeting everyone was briefed on the goals and objectives that were being addressed to improve the area. The meeting was well attended and proved to be very successful with the stakeholders in this area, reaffirming their commitment to make this area a better place to live and work.

This project continues to evolve as we move into 2009. Next steps include working with property owners and residents to take back their community. An indication of success for this project would be reflected in: A reduction in crime, formation of an active community watch group, community organizations partnering to decrease the blight and beautify the area and an increase in stakeholder ownership due to reinvestment and pride.





# COLD CASE UNIT

## Time and Talent Given

By Capt. David Houp

In 2007, a team of retired law enforcement officers began reviewing more than 30 unsolved homicide cases that occurred in the city limits of Fayetteville dating back as far as 1964. Together this team of investigators brings many years of experience to the table and includes: Retired police Lt. Josh Phillips, a 30 year veteran of the Fayetteville Police Department; Dave Pauly, a former special agent in charge of Fort Bragg's Criminal Investigations Division; and current Director of the Applied Forensic Science Program at Methodist University and retired Special Agent Frank Malter from the Bureau of Alcohol, Tobacco and Firearms, where he served as the Director of the National Response Team for the Southeast.

The team meets at least once a week for several hours. Their review process is very methodical and meticulous and includes: A review of the case files, site reviews of old crime scenes and searching for other evidence that may be available through advancements in technology.

The team members review cases individually and then collectively as a group. The leads the team develops are passed on to an active duty detective with the department for further investigation. Currently, that detective is Jason Sondergaard. The team assists Det. Sondergaard by reviewing these cases and identifying and developing new leads allowing him more time to concentrate on active leads, as well as locating possible witnesses or suspects.

With modern technologies, such as DNA analysis, improvements in case solvability factors can dramatically increase for cases that may not have been solvable many years ago. By utilizing this dedicated group of experienced volunteers, the department has captured a way to forge onward with these investigations without impacting the day- to-day operational needs. For the families of these victims, it is a way of ensuring them that their loved ones have not been forgotten.



The Police Department is grateful to have such a dedicated group of professionals who are willing to volunteer their time and skills. Their commitment to service makes Fayetteville a safer place to live, and in turn may provide closure to families of these victims, as well as bring the guilty to justice.

# GANG ACTIVITY INTERVENTION

## Unity of Purpose



By Capt. Charles Kimble

In 2008, the Fayetteville Police Department and the Cumberland County Sheriff's Office consolidate their gang units to form the Joint Criminal Intelligence Unit (JCIU). This partnership came about as a result of an agreement between the Cumberland County sheriff and the Fayetteville police chief to combat gang-related crimes and share intelligence to suppress gang activity in the city and county. Combining resources has provided for a cohesive and coordinated effort for distributing a substantial case load for identifying and validating potential new gangs and their members.

The JCIU received federal funding in the amount of \$400,000 to be used during a two-year commitment, working with Communicare of Cumberland County to seek out and intervene in children's lives before they head down the path of becoming involved in gang activity. Funding is used to teach children in a classroom setting and to

reach out to community stakeholders in continuing efforts to attack the gang problem at the "front end." This can be achieved by providing awareness training for parents, teachers, and community leaders who have information on youths who may be vulnerable to recruitment into gangs.

In 2008, 59 gang awareness presentations were completed. The Department's Office of Special Information/Gang Unit, in partnership with the JCIU, is committed to finding new and innovative ways to continually identify, combat and suppress all types of gang activity in our community.



cumberland county  
**communicare**  
STRENGTHENING FAMILIES & YOUTH AT RISK

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# COMMUNICATION DIVISION

## 9-1-1

By Capt. Brad Chandler

The Communications Division is a Police Department function and operates under the supervision of the Service Bureau. The Communications Division answers on average 1,400 emergency and non-emergency calls per day. The division provides Police, Fire and first-responder medical service for the community, as well as manages all radio communications for the Fayetteville Police and Fire Departments.

The city of Fayetteville owns and operates a 16 channel 800 MHz “trunked” radio system that provides radio communication interoperability between the North Carolina State Highway Patrol, Cumberland County Sheriffs Office, Spring Lake Police Department, Hope Mills Police Department, Stedman Police Department and the Fort Bragg Military Police. The radio system is analog and digital and has the capacity for up to 4,000 talk group identifications and 64,000 radio identifications.

The system currently has a peak average load of 35 percent and can accommodate future growth. The center is equipped with “Enhanced 9-1-1,” which provides telecommunicators the caller’s telephone number and address, which appears on a screen when a call for service is made. This is an important safety feature for our community. In the event a caller is disconnected, an officer can still be dispatched to respond to the location of the call.

The Communications Division underwent an extensive operational review in 2008. Training was identified as an essential need in the division on several levels. First, the division’s communication training officers, (CTOs) were selected to receive additional training to expose them to different training approaches and techniques to become more effective trainers for new employees. Secondly, quarterly in-service training for all public safety calltakers and dispatchers was implemented in January of 2008. Course instruction included topics such as available technology and customer service skills. Additional training included leadership skills.

The recruitment process, to include applicant testing, was changed for public safety calltakers and dispatcher. For the first time in many years, the division was fully staffed for almost all of 2008, and most significantly, the division saw a decrease in employee turnover.



*The Police Department is extremely proud of Capt. Bradley Chandler, who was presented with the 2008 Communications Manager of the Year award from the North Carolina Chapter of the Association of Public Safety Communications Officials (APCO).*



# MOVIES AND MORE

## Operation Ceasefire Movie Nights

By Sgt. James Phillips

Operation Ceasefire is a Cumberland County partnership to reduce gun and gang violence in our community. The project is funded by the Department of Justice Project Safe Neighborhoods and the City of Fayetteville Police Department.

Led by the FPD, and partnering with the Cumberland County Sheriff's Office, Bureau of Alcohol, Tobacco and Firearms, Hope Mills Police Department, Community Corrections, community leaders, volunteers and clergy, focus on a common goal of prevention, intervention and the suppression of violent gun crime.

This group values prevention and education as the path to change and hope for our youth. Operation Ceasefire is a manifestation of the FPD's commitment to community oriented policing. Movie Nights are a really fun way to achieve both. Fayetteville-Cumberland Parks & Recreation partners with Operation Ceasefire during the months of April through October, providing free outdoor movies on the big screen for families throughout the county.

Movie nights at recreation centers are rotated each year in order to cover different areas in the community. Focusing on centers located in areas where children experience negative contact with law enforcement can provide an opportunity to interact with them in a casual and fun way. This may assist in breaking down barriers of mistrust and suspicion of law enforcement at an early age through positive interaction. One of the goals is to get to know the families in the community on a more personal level, encourage people to come out on a Friday night and meet each other and provide a safe entertainment option for families.

Movie nights have been very successful and were featured by the North Carolina Governor's Crime Commission as a best practice model for other

communities to replicate. In 2008, movies were shown at the Massey Hill, Stedman, Smith, E.E. Miller, Spivey, Eastover and Pine Forest Recreation Centers.

Over 750 children and their families shared a night out with Ceasefire Movie Night in 2008. Everyone gets all the free popcorn and soda they would like and many giveaway items include: Hundreds of free gun locks, toys, posters, flyers, t-shirts and wristbands, all stating the message – "Gun Crimes Hit Home."

Partnership for Children provides fun activities, prizes and games for children to play while waiting for the sun to go down. The Fayetteville Swampdogs donated family four packs of baseball tickets, hot dogs and soda to give away at each event this year. Community support has been fantastic and movie nights are always better thanks to local volunteers, such as the ladies of Alpha Kappa Alpha Sorority, the Boy and Girl Scouts of Cumberland County, COP volunteers, NCALE and numerous PTA organizations.

We hope to see everyone at the movies in the Summer of 2009! Starting in April, citizens are encouraged to call 484-1989 to hear what's playing at an Operation Ceasefire outdoor movie night near them.



# SAFETY OVER SPEED

## A Community Initiative

By Capt. Charles Kimble

Members of the Fayetteville Police Department Traffic Unit continue to achieve the daily goal of reducing traffic fatalities and injuries through aggressive enforcement of traffic laws and through community education. Each member understands this task cannot be accomplished alone and that the department must form partnerships with the community in order to save lives and reduce injuries on the streets of Fayetteville.

The Traffic Unit participates with the Safety Over Speed committee (S.O.S) that is currently chaired by Chief Tom Bergamine. The S.O.S. committee is comprised of various community stakeholders such as: City of Fayetteville senior management, Cumberland County Schools, Cumberland County Sheriff's Office, Fort Bragg Safety Office, community watch leaders, school crossing guards, bus drivers and civilian representatives.

The committee has done an excellent job identifying current and future traffic trends that affect the motoring public. They relay the appropriate information for immediate follow-up and enforcement action.



**SAFETY OVER SPEED**

An excellent example of this partnership is the number of safety presentations the department's Traffic Unit has conducted. On one occasion, a representative from Fort Bragg Safety Office informed the committee of the anticipated return of thousands of troops to the Fort Bragg and Fayetteville community. They requested safety presentations on topics such as: Changes in the North Carolina laws regarding seatbelts and motorcycles, changes in the DWI laws, as well as educating soldiers on the hazards of reckless driving, mixed with the use of alcohol.

During 2008, the Traffic Unit conducted 79 driving and educational safety classes that reached the ears of 3,557 people. Additionally 2,600 individuals drove the Booze Buggy, a simulation tool used to expose drivers to the hazards of driving while impaired. Special goggles, that simulates different levels of impairment, are worn by the participant while operating the Booze Buggy through a driving course.

While we cannot directly attribute a decrease in traffic related fatalities to one specific initiative that was employed, a decrease in traffic related fatalities from 26 in 2007 to 17 in 2008 clearly demonstrates that an overall impact of all the initiatives has occurred. Traffic citations increased during 2008 by 16.5 percent. There was a significant increase in safety class participation with class attendance up 477 percent and a 190 percent increase on the number of safety classes/Booze Buggy hours provided.

# BUDGET

## Budget Summary and Highlights

### Budget Summary

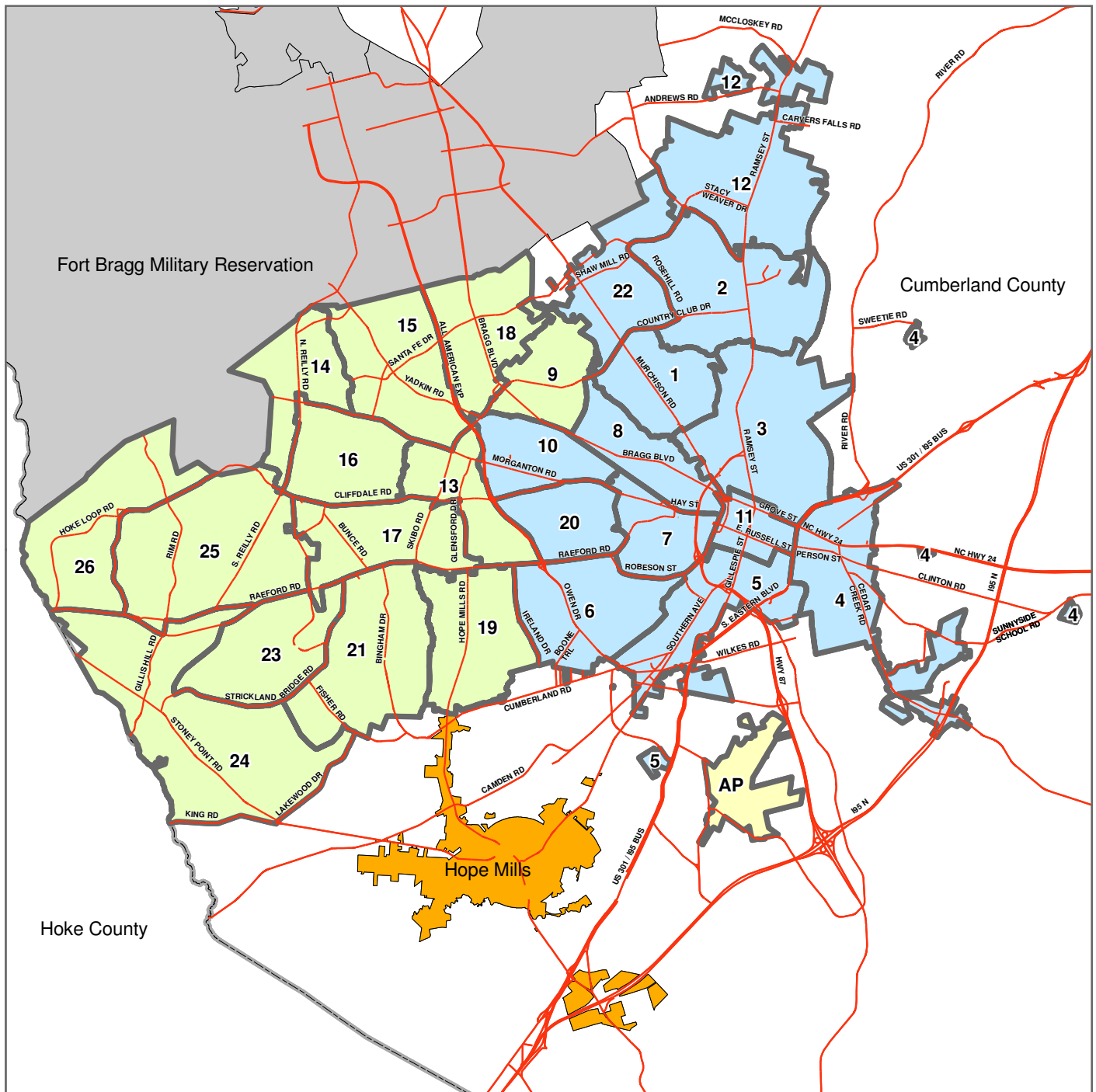
	2006-07 Actuals	2007-08 Orig Budget	2008-09 Recommended	2008-09 Adopted	% Change
<b>Expenditures</b>					
Personnel	30,098,930	32,429,169	33,959,204	33,959,204	4.72%
Operating	4,657,255	4,471,140	4,658,912	4,658,912	4.20%
Contract Services	130,600	142,189	129,668	129,668	-8.81%
Capital Outlay	1,103,879	1,701,142	1,316,708	1,316,708	-22.60%
Other charges	1,696,764	1,826,734	1,408,464	1,408,464	-22.90%
Total	\$ 37,687,428	\$ 40,570,374	\$ 41,472,956	\$ 41,472,956	2.22%
<b>Revenues</b>					
Functional Revenues	588,341	548,527	644,570	644,570	17.51%
Intergovernmental	556,357	543,554	570,222	570,222	4.91%
Other Revenues	11,978	3,000	15,000	15,000	400.00%
Interfund Transfer	77,072	84,024	77,072	77,072	-8.27%
General Fund	36,453,680	39,391,269	40,166,092	40,166,092	1.97%
Total	\$ 37,687,428	\$ 40,570,374	\$ 41,472,956	\$ 41,472,956	2.22%
<b>Personnel</b>					
Full-Time	526	525	526	0	
Part-Time	5	9	9	0	
Temporary	2	0	0	0	

### Budget Highlights

- Personnel includes \$1,589,461 for market-based pay range and employee pay adjustments
- Full-time position count reflects the temporary addition of an over-hire crime analyst
- Operating Costs includes \$1,913,192 in vehicle maintenance and fuel
- Capital includes \$1,242,000 for 43 replacement vehicles
- Other charges include \$52,496 for grant matches, a \$180,000 transfer to the public safety fund for server upgrades, and \$997,868 in department service for the 800 MHz radio system, vehicles and other equipment and the department's share of the City-wide phone system purchase
- Intergovernmental revenues/interfund transfer includes revenues from the Fayetteville Metropolitan Housing Authority for patrol services, \$277,222 from Cumberland County and \$84,024 from PWC for reimbursement of department service for the 800 MHz radio system



# Zone Map



## Key to Features

- Streets
- PD Zone
- Airport
- Campbellton
- Cross Creek
- Fort Bragg Military Reservation
- Hope Mills
- Text Patrol Zone Number

## Police Districts Fayetteville, NC



GIS Product  
January 22, 2009

# 2008 CRIME STATS

	Homicide			
	2007	2008	Diff	% Change
Jan	1	2	1	100.0%
Feb	3	1	-2	-66.7%
Mar	0	0	0	0.0%
Apr	2	1	-1	-50.0%
May	1	1	0	0.0%
Jun	1	3	2	200.0%
Jul	2	1	-1	-50.0%
Aug	0	3	3	300.0%
Sep	3	2	-1	-33.3%
Oct	2	3	1	50.0%
Nov	4	5	1	25.0%
Dec	2	1	-1	-50.0%

	Rape			
	2007	2008	Diff	% Change
Jan	5	5	0	0.0%
Feb	6	5	-1	-16.7%
Mar	5	4	-1	-20.0%
Apr	5	3	-2	-40.0%
May	1	10	9	900.0%
Jun	1	5	4	400.0%
Jul	4	6	2	50.0%
Aug	8	10	2	25.0%
Sep	3	8	5	166.7%
Oct	3	7	4	133.3%
Nov	4	7	3	75.0%
Dec	13	3	-10	-76.9%

	Robbery			
	2007	2008	Diff	% Change
Jan	36	53	17	47.2%
Feb	36	25	-11	-30.6%
Mar	43	65	22	51.2%
Apr	37	58	21	56.8%
May	40	49	9	22.5%
Jun	42	63	21	50.0%
Jul	47	55	8	17.0%
Aug	44	54	10	22.7%
Sep	36	65	29	80.6%
Oct	41	74	33	80.5%
Nov	47	53	6	12.8%
Dec	50	60	10	20.0%

	Assault			
	2007	2008	Diff	% Change
Jan	32	54	22	68.8%
Feb	63	42	-21	-33.3%
Mar	69	57	-12	-17.4%
Apr	63	69	6	9.5%
May	59	64	5	8.5%
Jun	52	69	17	32.7%
Jul	63	80	17	27.0%
Aug	72	89	17	23.6%
Sep	71	81	10	14.1%
Oct	82	73	-9	-11.0%
Nov	56	64	8	14.3%
Dec	61	58	-3	-4.9%

	Total Violent Crime			
	2007	2008	Diff	% Change
Jan	74	114	40	54.1%
Feb	108	73	-35	-32.4%
Mar	117	126	9	7.7%
Apr	107	131	24	22.4%
May	101	124	23	22.8%
Jun	96	140	44	45.8%
Jul	116	142	26	22.4%
Aug	124	156	32	25.8%
Sep	113	156	43	38.1%
Oct	128	157	29	22.7%
Nov	111	129	18	16.2%
Dec	126	122	-4	-3.2%
Total	1321	1630	309	23.4%

	Burglary			
	2007	2008	Diff	% Change
Jan	298	297	-1	-0.3%
Feb	300	226	-74	-24.7%
Mar	310	263	-47	-15.2%
Apr	282	350	68	24.1%
May	337	330	-7	-2.1%
Jun	238	336	98	41.2%
Jul	332	329	-3	-0.9%
Aug	310	380	70	22.6%
Sep	281	383	102	36.3%
Oct	342	372	30	8.8%
Nov	268	326	58	21.6%
Dec	273	378	105	38.5%
Total	3571	3913	342	9.6%

# 2008 CRIME STATS

## Larceny

	2007	2008	Diff	% Change
Jan	851	639	-212	-24.9%
Feb	605	511	-94	-15.5%
Mar	715	666	-49	-6.9%
Apr	667	698	31	4.6%
May	766	736	-30	-3.9%
Jun	676	832	156	23.1%
Jul	716	831	115	16.1%
Aug	712	760	48	6.7%
Sep	605	766	161	26.6%
Oct	698	828	130	18.6%
Nov	587	795	208	35.4%
Dec	624	834	210	33.7%
Total	8,222	8,669	447	5.4%

## Motor Vehicle Theft

	2007	2008	Diff	% Change
Jan	80	57	-23	-28.8%
Feb	73	62	-11	-15.1%
Mar	66	80	14	21.2%
Apr	50	87	37	74.0%
May	60	92	32	53.3%
Jun	71	72	1	1.4%
Jul	96	106	10	10.4%
Aug	78	88	10	12.8%
Sep	65	96	31	47.7%
Oct	64	73	9	14.1%
Nov	53	80	27	50.9%
Dec	72	77	5	6.9%
Total	828	898	70	8.5%

## Total Property

	2007	2008	Diff	% Change
Jan	1,229	993	-236	-19.2%
Feb	978	799	-179	-18.3%
Mar	1,091	1,009	-82	-7.5%
Apr	999	1,135	136	13.6%
May	1,163	1,158	-5	-0.4%
Jun	985	1,240	255	25.9%
Jul	1,144	1,266	122	10.7%
Aug	1,100	1,228	128	11.6%
Sep	951	1,245	294	30.9%
Oct	1,104	1,273	169	15.3%
Nov	908	1,201	293	32.3%
Dec	969	1,289	320	33.0%
Total	12,621	13,480	859	6.8%

## Total Property Part I

	2007	2008	Diff	% Change
Jan	1,303	1,107	-196	-15.0%
Feb	1,086	872	-214	-19.7%
Mar	1,208	1,135	-73	-6.0%
Apr	1,106	1,266	160	14.5%
May	1,264	1,282	18	1.4%
Jun	1,081	1,380	299	27.7%
Jul	1,260	1,408	148	11.7%
Aug	1,224	1,384	160	13.1%
Sep	1,064	1,401	337	31.7%
Oct	1,232	1,430	198	16.1%
Nov	1,019	1,330	311	30.5%
Dec	1,095	1,411	316	28.9%
Total	13,942	15,110	1168	8.4%

## Total Property Part II

	2007	2008	Diff	% Change
Jan	1,247	1,255	8	0.6%
Feb	1,156	1,084	-72	-6.2%
Mar	1,304	1,370	66	5.1%
Apr	1,315	1,331	16	1.2%
May	1,430	1,453	23	1.6%
Jun	1,274	1,441	167	13.1%
Jul	1,532	1,477	-55	-3.6%
Aug	1,428	1,574	146	10.2%
Sep	1,338	1,460	122	9.1%
Oct	1,337	1,459	122	9.1%
Nov	1,243	1,239	-4	-0.3%
Dec	1,264	1,198	-66	-5.2%
Total	15,868	16,341	473	3.0%

## Grand Total

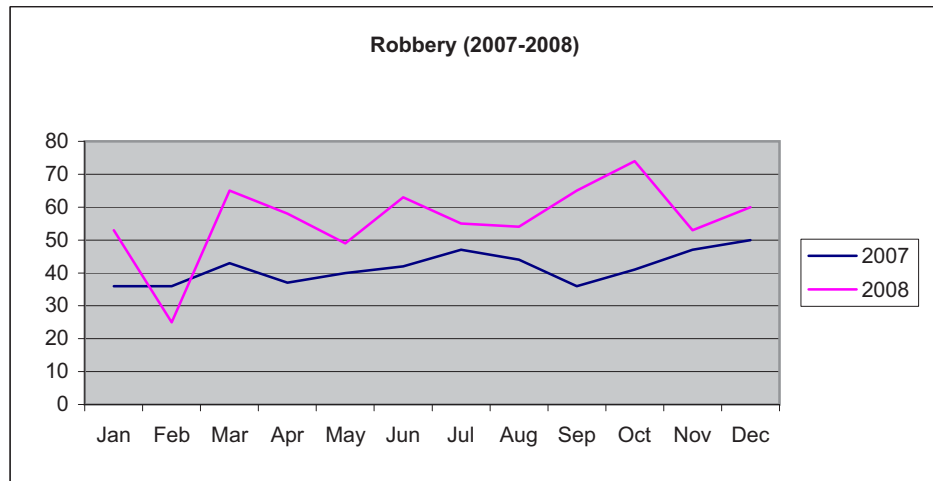
	2007	2008	Diff	% Change
Jan	2,550	2,362	-188	-7.4%
Feb	2,242	1,956	-286	-12.8%
Mar	2,512	2,505	-7	-0.3%
Apr	2,421	2,597	176	7.3%
May	2,694	2,735	41	1.5%
Jun	2,355	2,821	466	19.8%
Jul	2,792	2,885	93	3.3%
Aug	2,652	2,958	306	11.5%
Sep	2,402	2,861	459	19.1%
Oct	2,569	2,889	320	12.5%
Nov	2,262	2,569	307	13.6%
Dec	2,359	2,609	250	10.6%
Total	29,810	31,451	1641	5.5%



# 2008 CRIME STATS

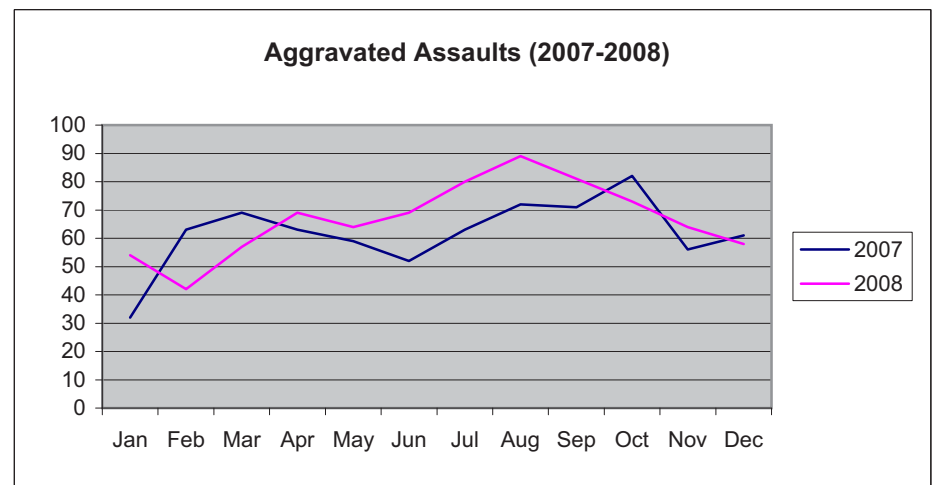
## Robbery

	2007	2008
Jan	36	53
Feb	36	25
Mar	43	65
Apr	37	58
May	40	49
Jun	42	63
Jul	47	55
Aug	44	54
Sep	36	65
Oct	41	74
Nov	47	53
Dec	50	60



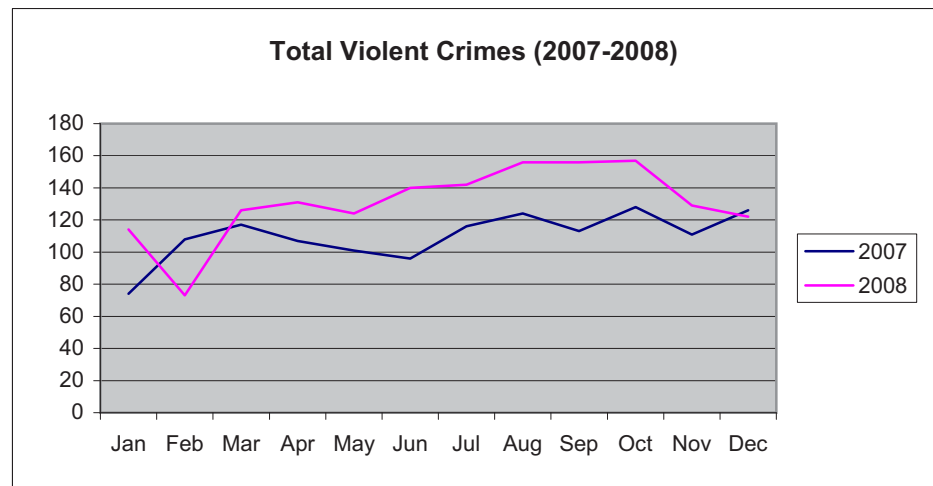
## Assault

	2007	2008
Jan	32	54
Feb	63	42
Mar	69	57
Apr	63	69
May	59	64
Jun	52	69
Jul	63	80
Aug	72	89
Sep	71	81
Oct	82	73
Nov	56	64
Dec	61	58



## Total Violent

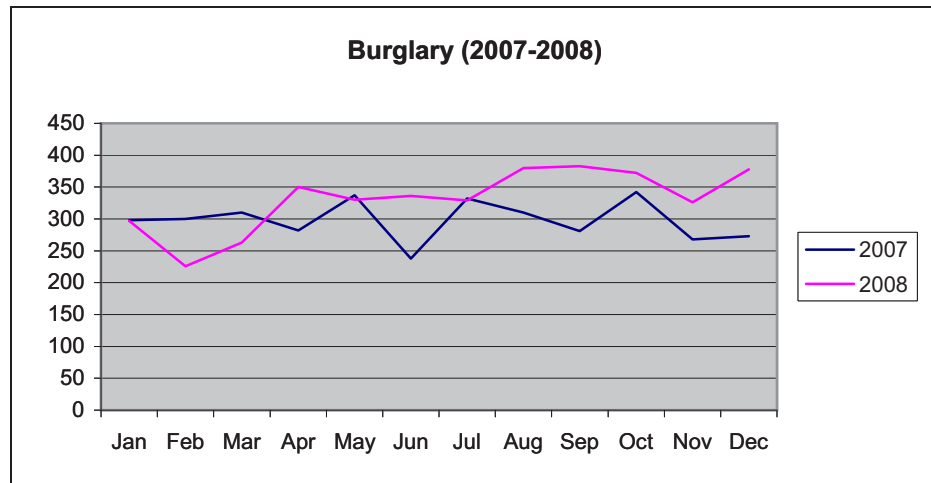
	2007	2008
Jan	74	114
Feb	108	73
Mar	117	126
Apr	107	131
May	101	124
Jun	96	140
Jul	116	142
Aug	124	156
Sep	113	156
Oct	128	157
Nov	111	129
Dec	126	122



# 2008 CRIME STATS

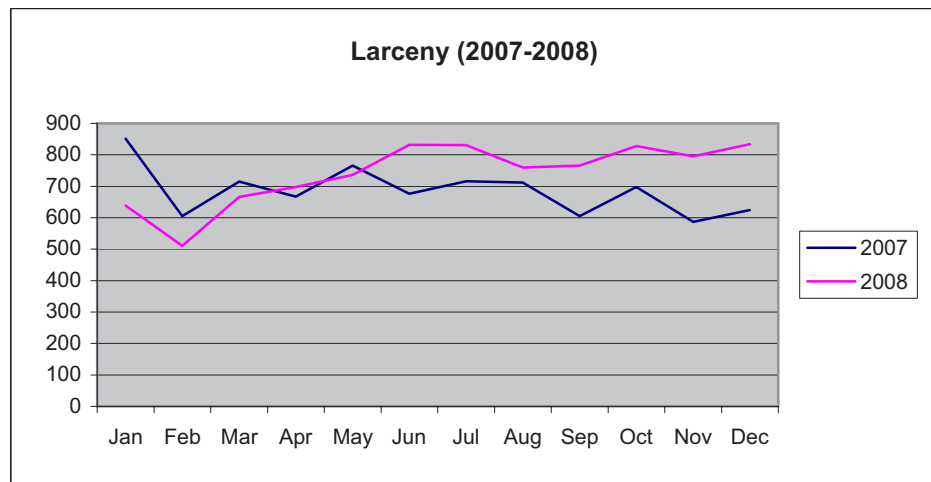
## Burglary

	2007	2008
Jan	298	297
Feb	300	226
Mar	310	263
Apr	282	350
May	337	330
Jun	238	336
Jul	332	329
Aug	310	380
Sep	281	383
Oct	342	372
Nov	268	326
Dec	273	378



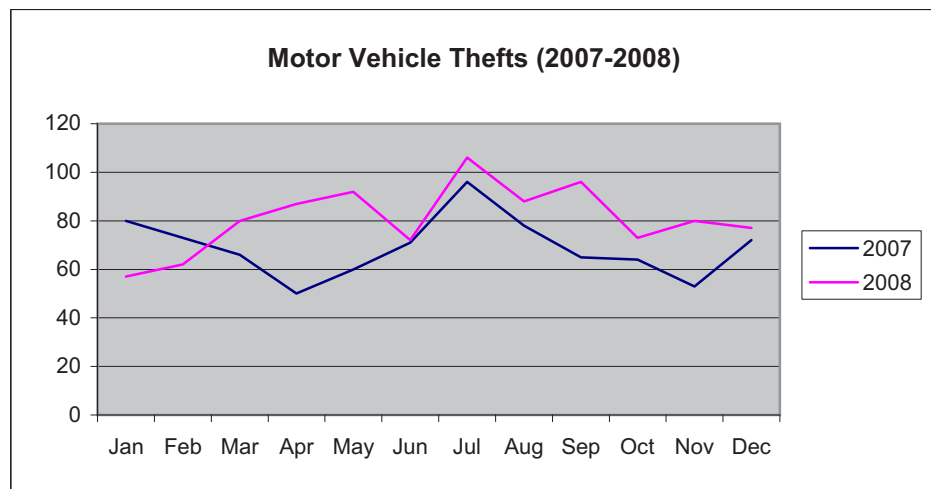
## Larceny

	2007	2008
Jan	851	639
Feb	605	511
Mar	715	666
Apr	667	698
May	766	736
Jun	676	832
Jul	716	831
Aug	712	760
Sep	605	766
Oct	698	828
Nov	587	795
Dec	624	834



## Motor Vehicle Theft

	2007	2008
Jan	80	57
Feb	73	62
Mar	66	80
Apr	50	87
May	60	92
Jun	71	72
Jul	96	106
Aug	78	88
Sep	65	96
Oct	64	73
Nov	53	80
Dec	72	77



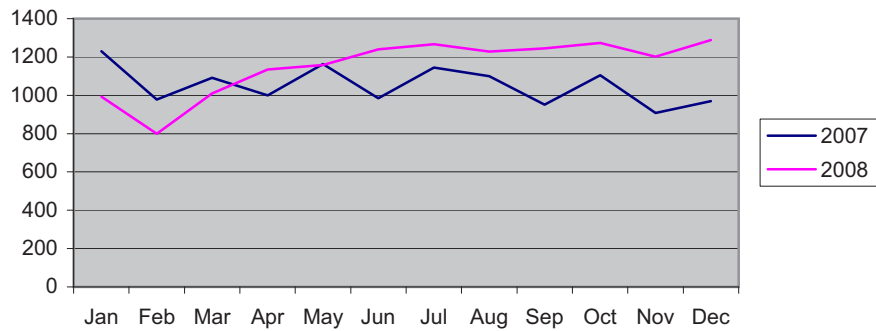
# 2008 CRIME STATS

## Total Property

**2007 2008**

Jan	1,229	993
Feb	978	799
Mar	1,091	1,009
Apr	999	1,135
May	1,163	1,158
Jun	985	1,240
Jul	1,144	1,266
Aug	1,100	1,228
Sep	951	1,245
Oct	1,104	1,273
Nov	908	1,201
Dec	969	1,289

Total Property Crimes (2007-2008)

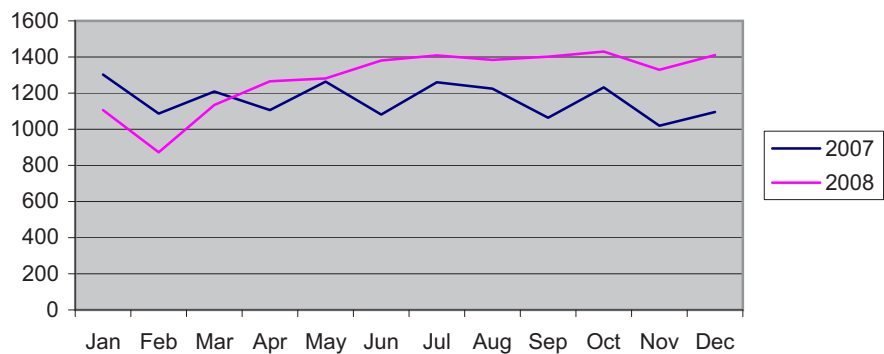


## Total Part I

**2007 2008**

Jan	1,303	1,107
Feb	1,086	872
Mar	1,208	1,135
Apr	1,106	1,266
May	1,264	1,282
Jun	1,081	1,380
Jul	1,260	1,408
Aug	1,224	1,384
Sep	1,064	1,401
Oct	1,232	1,430
Nov	1,019	1,330
Dec	1,095	1,411

Total Part I Crimes (2007-2008)

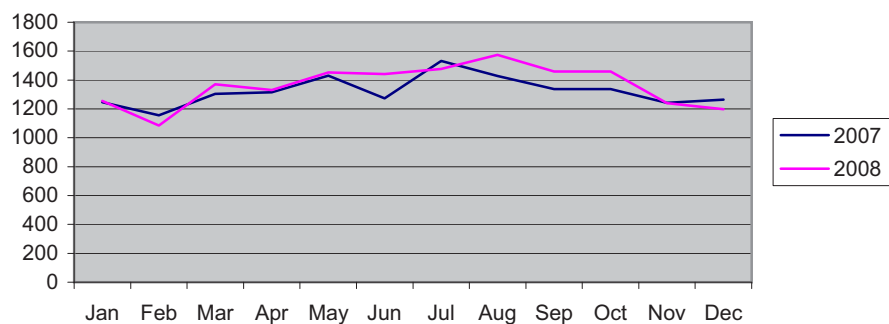


## Total Part II

**2007 2008**

Jan	1,247	1,255
Feb	1,156	1,084
Mar	1,304	1,370
Apr	1,315	1,331
May	1,430	1,453
Jun	1,274	1,441
Jul	1,532	1,477
Aug	1,428	1,574
Sep	1,338	1,460
Oct	1,337	1,459
Nov	1,243	1,239
Dec	1,264	1,198

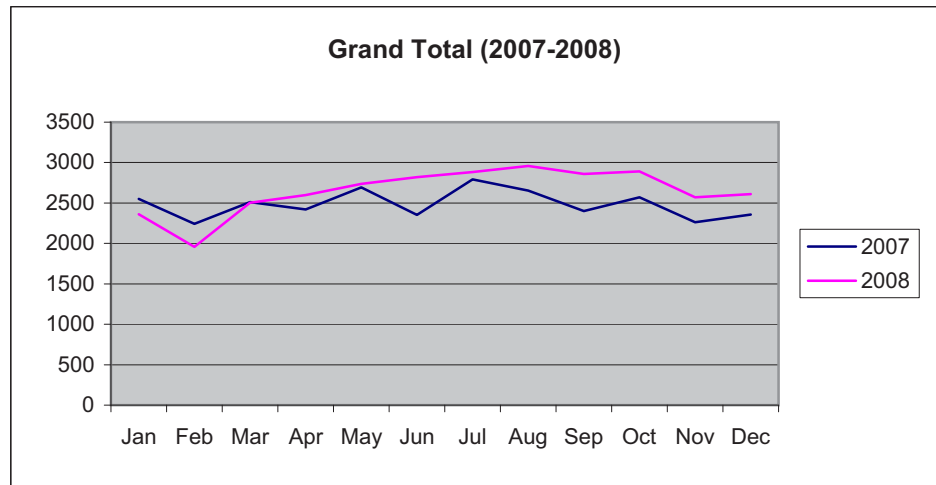
Total Part II Crimes (2007-2008)





# 2008 CRIME STATS

	Grand Total	
	2007	2008
Jan	2,550	2,362
Feb	2,242	1,956
Mar	2,512	2,505
Apr	2,421	2,597
May	2,694	2,735
Jun	2,355	2,821
Jul	2,792	2,885
Aug	2,652	2,958
Sep	2,402	2,861
Oct	2,569	2,889
Nov	2,262	2,569
Dec	2,359	2,609





467 Hay Street, Fayetteville, NC 28301



<http://police.ci.fayetteville.nc.us>



City of  
*Fayetteville*  
*North Carolina*  
**POLICE**

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