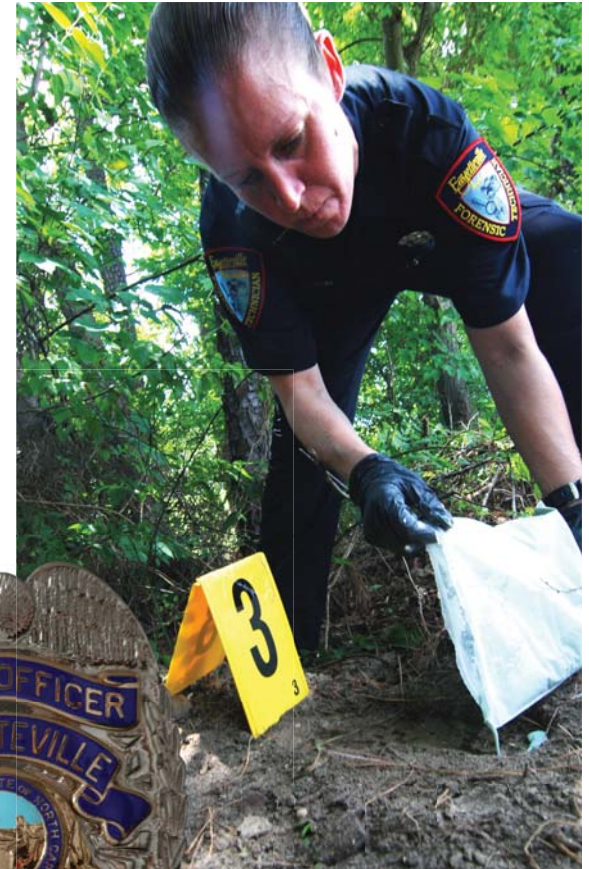




# Fayetteville Police Department 2010 Annual Report



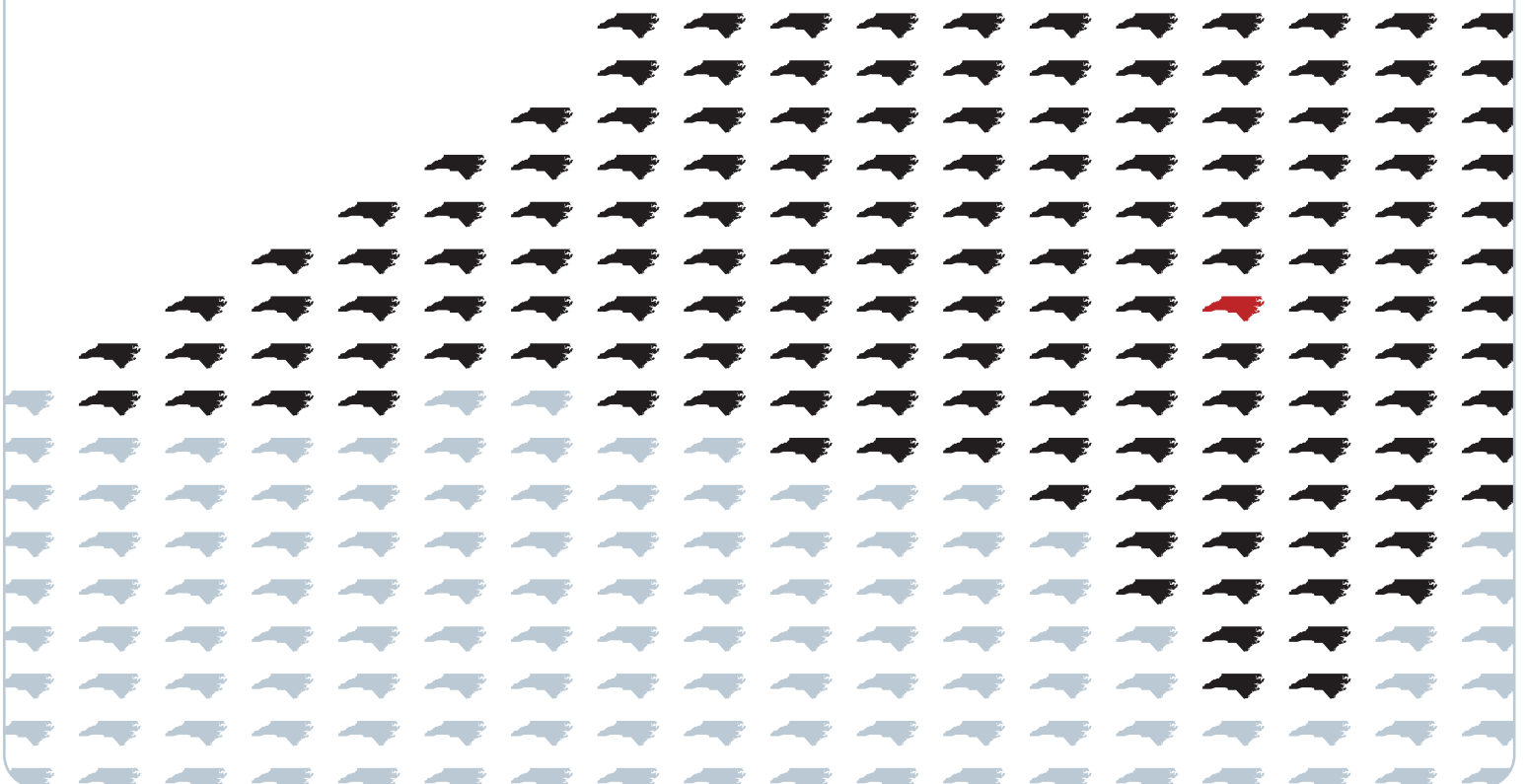
City of  
*Fayetteville*  
North Carolina  
**POLICE**

**BE THE  
BEST  
BE THE  
BADGE**

# BE THE BEST BE THE BADGE

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# A Message From The Chief

Tom Bergamine



I wanted to take a moment to thank each and every one of you for the hard work, dedication and professionalism. Based on the preliminary crime stats for 2010, we have had reductions in every major category.

- Part I Crimes decreased by 7.7%
- Violent Crimes decreased by 14.2%
- Robberies decreased by 4.9%
- Burglaries decreased by 8.2%, and
- Overall Property Crime was down 7.1%



*\*Part I Crimes include: Homicide, Rape, Assault, Robbery, Arson, Burglary, Larceny, and Motor Vehicle Theft*

*\*The Crime Index measures crimes per 100,000 (population)*

Keep in mind that in 2009 we had a 25% reduction in robberies and a 21.5% reduction in violent crimes; therefore, our reduction this year is extraordinary. Just to give you an idea of how far we have come as a Department and a City since 1992, our Crime Index Rates are as follows: Part I Crime Index is down 51.4%, the Property Crime Index is down 47.1%, and the Violent Crime Index is down 74.8%.

The review of our Crime Index Rate since 2006 (Phase V Annexation), indicates: Part I Crime Index is down 21.5%, the Property Crime Index is down 20.6%, and the Violent Crime Index is down 30.6%. Additionally, our initiative and perseverance have resulted in a 22% reduction of traffic fatalities for 2010.

As an organization, you have embraced our Community Wellness Plan, which emphasizes not only proactive policing, but places a very strong emphasis on Community Policing. Many of you have volunteered your time to participate in Adopt-a-Cop, reading buddies, various mentoring programs, and Badges for Baseball. As you are all aware, we cannot accomplish our goals alone. We cannot arrest our way out of crime. It takes more than just a professional organization, it takes all of us as a team, which includes OUR CITY TEAM, other government and private entities, but MOST of all, the participation of our citizens. We have experienced community participation in our city as never before. We must continue to embrace this participation with open arms and continue to work hard at getting more citizens involved in the problem solving process.

No doubt, this year we will continue to work at an accelerated pace, just as in years past, but I am very confident that we will continue to be successful. Again, thank you for all the hard work. You make me proud to be your Chief!!!

A handwritten signature in black ink that reads "Tom Bergamine".

Tom Bergamine  
Chief of Police



# City Quick Facts

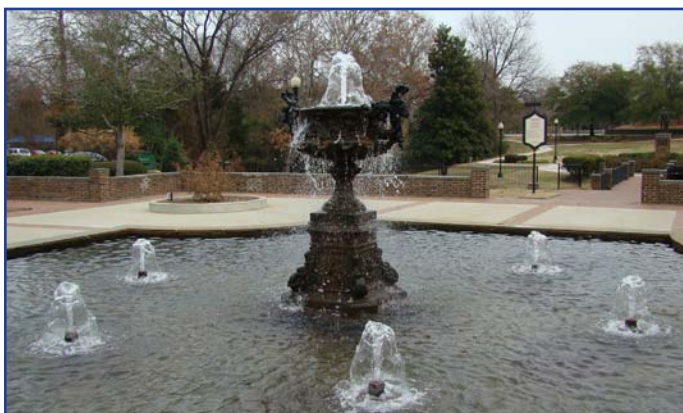
## Fayetteville, North Carolina

Fayetteville 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 1750's, 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 of Fayetteville is the sixth largest municipality and the fifth largest metropolitan area in North Carolina
- The City's population has grown from approximately 60,000 in 1980 to 207,788 in 2010
- Fayetteville is the county seat of Cumberland County
- Fayetteville is located next door to Ft. Bragg and Pope Air Force Base and they combine to form one of the largest military complexes in the world
- Fayetteville currently has one of the best housing markets in the country solidified by the presence of military bases providing reliable jobs.

<b>Area:</b>	147.53 square miles	
<b>Population:</b>	207,788	
<b>Mayor:</b>	Anthony G. Chavonne	
<b>City Manager:</b>	Dale E. Iman	
<b>City website:</b>	<a href="http://www.cityoffayetteville.org">http://www.cityoffayetteville.org</a>	
<b>Nickname:</b>	"All-American City" "City of Dogwoods"	
<b>Area's largest employers:</b>	Fort Bragg Cumberland County Schools Goodyear Tire and Rubber Cape Fear Valley Medical Center Wal-Mart Distribution	



# 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.

# Officer Of The Year

## Sergeant Chris Corcione

Sergeant Corcione has had a distinguished career with the Fayetteville Police Department. He is a New York native and came to the Fayetteville Police Department after retiring from a successful military career. Sergeant Corcione is credited with mentoring, guiding and solving some of the most difficult homicide investigations of this generation. His knowledge and experience has made him an asset to the City of Fayetteville, the Fayetteville Police Department and every person he has come in contact with during his career. Sergeant Corcione was the first person from the Fayetteville Police Department assigned to the Joint Terrorism Task Force. He is commended for re-establishing the Fayetteville Police Department's Homicide Unit. He is the only Sergeant in the unit where he has assumed responsibility for over 100 death scenes, being on-call 24 hours a day, 7 days a week. His superior leadership style, attention to detail and meticulous management of cases has resulted in the Homicide Unit having a 100% clearance rate for homicide cases in 2009.



The Fayetteville Police Department is proud to name Sergeant Chris Corcione as the 2010 Officer of the Year.



# Adopt a Cop

## Community Helpers Go To School



By: Detective Silvia Jordan

The Adopt-A-Cop Program was implemented to provide an opportunity to introduce law enforcement officers to children in public and private elementary schools. Adopt-A-Cop is a partnership between law enforcement, educators, and youth. Combining contexts of community service, practical learning, and mentorship, this program allows students to experience the rewards of responsible citizenship firsthand. In an effort to deter or prevent the children from becoming involved as participants in or victims of criminal activity, this program strives to provide tools and skills that will help children deal with peer pressure and live healthy and safe lives. Through Adopt-A-Cop, children have

the opportunity to participate in positive interactions with law enforcement, and learn at an early age that police officers serve and protect the public and are community “helpers.”

There are forty-three officers who have volunteered to actively participate in the program. At the beginning of the 2010 school year, officers began volunteering their time in local schools and have experienced great success.

### Accomplishments include:

**Reading Rocks:** Officers participated in their school’s Reading Rocks Program. Officers were assigned to different classrooms to read to the children and promote the importance of reading and literature. Officers also worked with Crime Prevention Specialists to set up a booth during a Fall Festival that was combined with the Reading Rocks Event.

**Halloween Safety:** During the fall season, officers participated in school assemblies and talked to the children about safety, focusing on Halloween Festivities and providing the kids with safety tips.

**School Assemblies:** Officers attended school assemblies and conducted various presentations to include: Making Safe Choices, Computer Safety, Safe Use of Cell Phones, If You Find a Gun, Drug Abuse, etc. Motorcycle Officers, Officer McGruff, and Canine Officers attended school assemblies and conducted demonstrations that provided a different forum for learning.

**Mentoring:** In some schools, officers volunteered to mentor children who were experiencing behavioral issues resulting in the children experiencing improvement in both academic and behavioral performance.

**Anti-Bullying Presentation:** Toward the end of 2010 officers began working on an anti-bullying program. This started with an officer preparing a presentation for a local school who had a considerable amount of kids walking to and from school who were often victimized. The program was then implemented with the introduction of visual aids and the involvement of the children in the presentation. This program will now be offered to each school.

The Adopt-A-Cop Program is a work in progress. Officers are constantly coming up with new ideas based upon the concerns and problems facing students in schools today. Officers have the flexibility to be creative and use their own initiative to improve upon the program and make it even more successful.

# Bonnie Doone

## Reclaiming Neighborhoods Strategy

By: Lieutenant Kevin Croyle

The Bonnie Doone Community Reclaiming Neighborhoods Strategy encompasses the area of Bonnie Doone that lies East of Bragg Boulevard from Old Shaw Road all the way South to Johnson Street. Cross Creek District Captain Anthony Kelly was identified as the project leader for this initiative and Lieutenant Croyle was assigned as the project coordinator serving as the liaison and information officer. To kick off the project, Bonnie Doone community meetings were scheduled prior to the implementation of the project to involve citizens in this area and provide them information on the plan as well as offer a forum where they could speak to representatives from the various city departments.

The project was fully implemented in April of 2010. Increased police patrols in the neighborhoods combined with proactive policing techniques allowed officers to aggressively target crime in the area, develop relationships with the community to create mutual trust and understanding, and foster community involvement from the residents and business owners. The objective was to create working relationships with residents and business owners so they would be more willing to contact police and report crime. As a result, total reported crime in the area increased by 38.7%. In the past, local residents and business owners had become apathetic to crime that occurred but once they saw the City and the Police Department were committed to making Bonnie Doone a safer community they became involved and increased the types of crimes that were reported. When crime is reported, police can respond and work on the problem. Oftentimes victims and witnesses of crime assume the police department is aware of crime that is occurring but if it goes unreported that isn't usually the case. The increase in reported crimes indicates a positive step toward improved police-community relations for the Bonnie Doone area. The residents have experienced changes where they did not believe change was possible and as a result are slowly reclaiming their neighborhood.

Arrests in the Bonnie Doone project area increased by two hundred and sixty one percent compared with the same time period in 2009. North Carolina State Citations increased by fifty percent and nine driver's license checkpoints were conducted. Twenty-one search warrants were executed for narcotics violations and two prostitution operations were conducted. A positive result of increased patrols and enforcement in the Bonnie Doone project area was a five percent decrease in the number of overall calls for service. Two walk downs were also conducted. These assist Police and other City Departments with identifying potential code violations as well as provide an opportunity to speak with and identify concerns of residents and business owners. Over one hundred "Clean Community Reports" were completed that resulted in significant cleanup at the offending locations. Although reported crimes increased by fifteen percent, the numbers reflect that citizens are getting involved by reporting specific crimes.

Citizen complaints of criminal activity have decreased and residents have been making many very positive comments. The last community meeting held in 2010 had over four times the number of residents in attendance as the first meeting, showing an increase in citizen participation. Property owners and residents who attended the meeting were briefed on the latest statistics on arrests, citations, interviews, etc., as well as updates from other city agencies, and had the opportunity to state any concerns and many expressed their appreciation.



# 911 Increases Efficiency Through Technology

Faith In Service, Pride in Commitment, Dedication to Excellence

By: Assistant Chief Brad Chandler

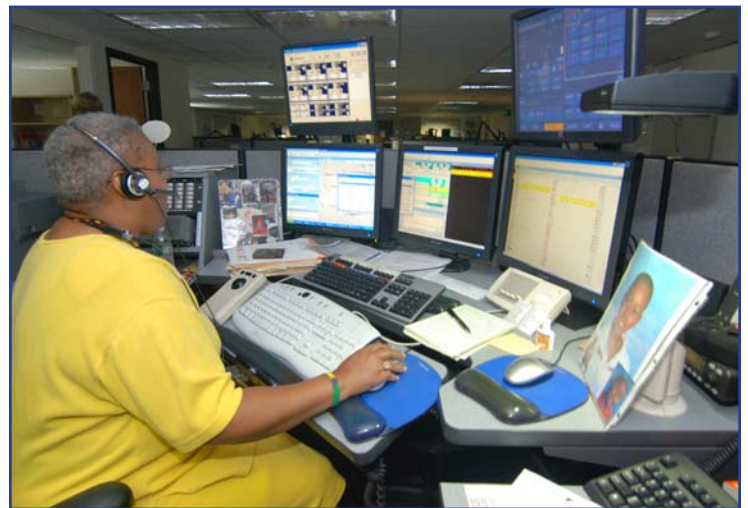
The Fayetteville Police Department Communications Division answers on average fourteen hundred emergency and non-emergency calls each day. The Division provides police, fire and first responder medical service for the community. The FPD Communications Division is one of two "Public Safety Answering Points" (PSAP) in Cumberland County. The other PSAP is operated by Cumberland County.

During 2010, a new Computer Aided Dispatch (CAD) software program was installed to meet current technology needs for receiving of calls and dispatching public safety units in the field. At the same time, the Division enhanced its call taking procedures by certifying all personnel on a new program that incorporates disciplines of Emergency Police Dispatch, Emergency Fire Dispatch and Emergency Medical Dispatch.

Cumberland County and City of Fayetteville PSAPs used this opportunity to improve the way in which both centers deliver service to all of the citizens who reside in Cumberland County. Previously, the city and county had different CAD systems and different protocols on how calls were taken before being processed to be dispatched. For example, when the City would receive 911 calls from citizens that were in outside the city limits, the call was transferred by telephone to the County. City personnel were not trained nor authorized to use Emergency Medical Dispatch. When 911 calls were made in the City requesting an ambulance, the call was transferred by telephone from the City's PSAP to the County's PSAP where the County would have to Emergency Medical Dispatch (EMD) the ambulance. While the City PSAP would dispatch a first responder medical unit (Fayetteville Fire Department) when the call was received, the telephone transfer caused a delay in the dispatching of the ambulance to the scene.

The City purchased the same system as the County and as a result, purchased a module called CAD to CAD. CAD to CAD facilitates the processing of calls by either agency, regardless of the location. The call is received and processed in one PSAP, flashed over the computer to the other PSAP, and dispatched. Transferring calls by telephone between the PSAP's was eliminated. The City and County both purchased the same call taking software which included consistent training and certification of all personnel in each PSAP. FPD Communications personnel attended extensive training on how to use the new CAD system and became certified in call taking for Emergency Police Dispatch, Emergency Fire Dispatch and Emergency Medical Dispatch. This training was very intensive and Communications Division employees worked long hours over a three month period to attend the training and work their regular shift schedules. These employees were extremely dedicated to the mission of improving service through technology, increasing operational efficiency and ensuring that the community's public safety needs came first.

The Communications Division is on board to begin utilizing the Emergency Medical Dispatch protocol as soon as the Department receives written authorization from the State of North Carolina. Calling 911 seamlessly is now a reality, regardless of which PSAP is processing the call. Callers speak with one person who is processing the call consistently, flashing the call over the computer to the appropriate Dispatcher, then dispatching the call to the public safety personnel in the field so they can respond. The technology improvements and training accomplished in 2010 complete the first of three phases which will continue to improve the operational efficiency of both PSAPs and responsiveness to community requests for public safety assistance remains a priority.



# Crime Prevention Specialists

## Safer Neighborhoods Through Community Partnerships

By: Crime Prevention Specialist Kathleen Ruppert

The Fayetteville Police Department continuously seeks to be innovative through the implementation of crime prevention solutions and techniques. As one of the first Departments in North Carolina to utilize non-sworn employees in their crime prevention programs, Crime Prevention Specialists concentrate on education and information dissemination to the community which helps to keep officers available to focus on sworn law enforcement duties. This approach has provided continuity and dedication through an expanded Crime Prevention Program that has established solid and successful partnerships with community groups. Many of these groups actively identify strengths and weaknesses in their neighborhoods and facilitate the exchange of information for the Department to formulate an appropriate response to crime and other neighborhood concerns.



Six Crime Prevention Specialists are split between the Campbellton District and Cross Creek District. They are assigned to geographical areas within the each District as the liaison for specific groups and the Department. Crime Prevention Specialists are responsible for Community Watch expansion through coordination with neighborhoods to establish new groups, working to maintain existing Community Watch groups, and identifying groups that have become inactive and working to get them reestablished. With one hundred and fifty Community Watch Groups established in the city limits, the program has proven very successful. That success is attributed to those community participants who made a commitment to get involved.

Community Watch leaders are provided information on criminal activity in their neighborhood and Crime Prevention Specialists assist with problems, provide ideas and feedback for reducing or eliminating crime problems, as well as participating in neighborhood celebrations and successes. Crime Prevention Specialists are the liaison between the residents and police officers and they direct citizen concerns to the appropriate City Departments.

Flyers and brochures have been developed to educate the citizens of Fayetteville and provide additional information at Community Watch Meetings, Safety Presentations and crime prevention events throughout the community. New programs and techniques are identified to combat crime concerns as well as continuous research for identifying new ideas for safety and security. The Crime Prevention Specialists plan, prepare and educate residents through monthly Community Meetings scheduled in areas that have seen an increase in crime, in addition to regularly scheduled Community Watch meetings. These meetings are designed to be informative, providing information on trends and other information designed to reduce crime and the fear of crime. Crime Prevention Specialists provide email updates to anyone who would like to receive the updates on a weekly basis. These updates include information on the most recent high crime areas in the city, press releases, and Police Department events and activities.

Crime Prevention Specialists have partnered with Fort Bragg to educate the military community utilizing dynamic power point presentations and displays at family support group meetings, redeployment briefings, safety days and other events. Soldiers and their families deploying to and from overseas locations, arriving from points throughout the United States and the world often become victims of crime due to lack of knowledge of various crime prevention strategies. Crime Prevention Specialists prepare statistics and provide information on crimes within neighborhoods and apartment complexes in the city limits. They assist the Fort Bragg Housing Office with specific crime related complaints in the city limits in order to present soldiers and their families a means for identifying the best housing opportunities available to them.



Crime Prevention Specialists perform a monumental role in community based policing and the Department's Community Wellness Plan. Large reclamation projects, such as the "B Street: Reclaiming Neighborhoods Strategy" and the most recent project, the "Bonnie Doone: Reclaiming Neighborhoods Strategy" have relied heavily on coordination and team building by the Crime Prevention Specialists. These projects provide for a holistic approach for a long term solution for resolving problems in areas suffering from a high volume of crime, drug abuse, prostitution, blight and other criminal activity that has been pervasive for many years. Extensive use of crime prevention surveys, high visibility patrols, educational meetings and a team approach utilizing all community resources (Community Watch, churches, schools, local businesses, etc.) and city resources (Zoning, Inspections, Community Development, Environmental Services, and Human Relations), have been instrumental in reclaiming these neighborhoods with the objective of fostering sustainable improvement for safer communities through the community partnerships built in these targeted areas of the city.

The Crime Prevention Specialists take pride in their unique position within the Fayetteville Police Department. Their training and dedication to both the Department and the Citizens of Fayetteville completes the circle of trust and understanding between the groups, providing for a better educated community and more responsive police department.

# Community Wellness & Public Safety Council

## Community Partnerships Making Fayetteville a Safer Place to Live

By: Captain Kenneth Eaker

The Police Executive Research Forum (PERF) conducted a comprehensive study of the Fayetteville Police Department in 2009. As one of their recommendations PERF suggested the department should establish a “Community Crime Council.” In April 2010, after reviewing existing department programs and committees, Chief Bergamine merged two existing groups: the Community Criminal Justice Coordinating Committee (CCJCC) and the Safety Over Speed (S.O.S) Committee, creating one dynamic group that focuses on a multitude of crime issues facing the community.



The CCJCC was originally formed to identify solutions for creating more jail space in an effort to keep repeat offenders in jail and was reestablished as a subcommittee for the new group. The SOS committee included a variety of stakeholders who had traffic related concerns. For years, SOS was effective and segued from traffic related issues to identifying other community crime challenges. Consolidation of both groups to form the Community Wellness and Public Safety Council provided an opportunity to broaden the focus within one large committed group of community participants and created community involvement opportunities for all stakeholders.

The Community Wellness and Public Safety Council is comprised of elected officials, local government, law enforcement, emergency services personnel, community watch members, and other community participants. The Council meets every six weeks to discuss community wellness and safety issues and concerns identified throughout the community. Meeting notices are disseminated via email, press releases and through the use of social media websites. Consistent with Chief Bergamine’s Community Wellness Plan, the council’s objective is to develop ideas to address issues and concerns that adversely affect the overall safety of the community.

The Council created four sub-committees which include: the Legislative Committee, the Marketing and Promotions Committee, the Military / City Relations Committee and the Criminal Justice Coordinating Council Committee. The Legislative Committee addresses issues or changes through governmental endeavors, political representatives, and action groups. The Marketing and Promotions Committee works to open lines of communication with community resources and is responsible for disseminating Council initiatives and successes using various venues of mass media. The Military/ City Relations Committee facilitates partnerships with Ft. Bragg that lead to open and honest collaboration. The Criminal Justice Coordinating Council works with Fayetteville State University, Methodist University, and other community representatives to address criminal justice issues in the community by identifying ways to bring community resources together.

Seven meetings were held during 2010 at various locations throughout the City. The meetings were used to build Council support with the anticipation that each stakeholder would embrace a shared responsibility of working towards the goals and objectives formulated by the Community Wellness and Public Safety Council. Successes include; a Christmas Tree Lighting Ceremony presented by MADD in front of the Fayetteville Police Department, Fort Bragg assigning a representative to Sobriety Court, and addressing quality of life issues in entertainment social settings. The Community Wellness and Public Safety Council has gained momentum by identifying a mission statement, establishing clear direction through the formation of specific committees, and through continued community commitment to make Fayetteville a better place to live and work.

# Emergency Response Team

## Technology and Training Facilitate Professional Excellence

By: Captain Lars Paul and Lieutenant Mike Ruff

The Fayetteville Police Department Emergency Response Team (ERT) experienced another very active year. This team provides for emergency response to unusual or high risk incidents in an on-call capacity. They are also used by various units of the department to assist with the execution of search warrants. In 2010, the team assisted with sixty-six search warrants and three hostage/barricade situations.



Technology in law enforcement is an ever evolving phenomenon and the ERT was fortunate enough to be able to purchase a robot to provide for safer and more tactically sound responses by the team. The IRobot Packbot 510, purchased through a grant, provided a force multiplier when used in tactical operations. For example, the robot can be used to deliver the hostage negotiation phone without putting a delivery/shield team in harms way. The robot can conduct exterior and interior reconnaissance of target structures reducing the potential risks for officers who would otherwise have to gather this information in potentially high risk incidents. The use of the robot at barricaded subject incidents has saved the city money by reducing the number of man hours that these types of incidents sometimes require due to the length of time it takes to gather information in an attempt to bring the situation to the best possible conclusion. The robot has proven to be an excellent intelligence gathering tool as well as providing opportunities to increase safety for officers involved in these high risk situations.



The Emergency Response Team was invited to participate in training with the United States Army Special Forces at Range 37 on Ft. Bragg. Along with Army Counter Terrorism Instructors and Special Forces Soldiers the ERT trained in the areas of mechanical and explosive breaching, vehicle interdiction, tactical climbing, and firearms. The training provided an excellent opportunity to capitalize on some of the experiences Special Forces Soldier had faced during urban operations in Iraq and Afghanistan. The Department's close proximity to Ft. Bragg provides an excellent chance to partner with Ft. Bragg and increase the operational efficiency of the ERT.



In October, the team competed against more than twenty SWAT Teams throughout the state in the North Carolina Justice Academy's annual SWAT competition. After three days of competition the team placed second overall. Although the team had little time to prepare for the competition, their performance in the competition is a testament to the level of experience that this team has gained through regularly scheduled training throughout the year confirming that the Fayetteville Police Department Emergency Response Team can react to any given task with a high degree of professionalism and success.

# ForceFit<sup>TM</sup>

## Discipline versus Regret

By: Police Specialist Brigitte Kelley

In April of 2010, the Fayetteville Police Department took a proactive approach toward investing in the health and wellness of police employees through the development of a physical fitness program called ForceFit. ForceFit is a voluntary program that provides instructor support, consists of a different workout every day and focuses on a total body workout of high intensity training in a short period of time. It improves physical strength, endurance and self-confidence. ForceFit is designed to improve a person's physical fitness level and educate participants on nutrition and life style changes. It is a well known fact that police officers have a high rate of cardio vascular health issues which can be attributed to an unhealthy diet, lack of exercise, high stress which leads to increased use of sick time and high healthcare costs. The goal of this program addresses all of those issues thereby developing a healthier more productive and energized workforce.



During Fayetteville Police Department Basic Law Enforcement Training (BLET), police recruits are introduced to this program, which has proven to enhance their ability to pass the state mandated physical fitness requirements in order to pass BLET. After graduation, it becomes each officer's personal responsibility to maintain physical fitness, which can be a daunting task while working rotating shifts.

While police officers represent the majority of the department's work force, this program is offered to "all" police employees to include non-sworn personnel. The workout schedule is flexible and designed to accommodate a variety of work schedules so everyone has an opportunity to participate. Since the inception of the program, classes average approximately 20 regular participants attending on a daily basis.



While the Police Training Center gym was previously available to all police employees, it was receiving limited use. The time was right to get more employees motivated and involved in physical fitness. Police Department Training Staff took a creative approach to physical fitness by incorporating ForceFit as a physical fitness option. ForceFit is based upon the CrossFit Methodology and two training instructors have been CrossFit certified. Employees saw the workout options that were being created daily and started coming to training staff for personal workouts, which ultimately led to the development of establishing work out schedules at various times of the day that could accommodate various class sizes.

Overall, ForceFit has been very successful and continues to attract new participants. It provides a lot of bang with very little costs to the Department only requiring a sincere effort and commitment from program participants. Investing in employee fitness has provided many positive benefits to include creating a positive impact in the workplace.

# "Extreme Makeover" Forensic Style

## Increasing Operational Efficiency

By: Lieutenant Laura Kruger and Forensic Supervisor Rusty Russell

The Fayetteville Police Department Forensic Unit seized the opportunity in 2010 to make dramatic improvements to facilities and equipment to improve the processing of evidence and crime scenes. The Forensic Unit has utilized a processing bay for ten years. This year the department was able to add much needed heating and air conditioning to the bay to allow for proper temperature control for equipment and the technicians work space where previously they had to process evidence in varying climate conditions. The Unit was successful with updating equipment in the bay.

A new "Super Glue" Cyanoacrylate Fuming Chamber was purchased to provide chemical processing for multiple cases at one time. With over eighteen hundred requests for chemical processing last year and an old unit consisting of one chamber, the new unit will definitely help keep up with the requests.

The PURAIR 30 Advance Ductless Fuming Hood was purchased and is used to protect technicians from exposure to harmful fumes during the processing of evidence for latent prints. This new equipment replaced a twelve year old chamber and is estimated to increase latent detection by twenty to thirty percent in cases involving hand guns, drug packaging materials and other items.

An Evidence Drying Chamber used for drying bloody and/or wet clothing from homicides, suicides, shooting and assaults was also purchased. The new chamber allows for four cases to be processed at one time, replacing one that could only handle two cases at a time. The chamber protects evidence from cross contamination from outside sources and maintains the integrity of the chain-of-custody for each item.

Stainless steel cabinets and tables, including a large stainless steel sink were installed in the bay to provide a sterile work environment. Also, a vehicle lift was installed to facilitate the processing of a vehicle from every angle, to include the undercarriage, for evidence.

The Forensic Unit created a new space called a "clean room" for DNA/Trace evidence processing. This room is designed to reduce the potential for outside contamination of evidence such as hairs, fibers, serology evidence, fingerprints and DNA which require in-depth processing in a sterile environment.

The Photo Lab and Media Lab were completely renovated early in the year. An antiquated dark room was completely gutted and obsolete equipment was replaced. The Unit established an up-to-date, state-of-the-art facility for retrieving, archiving and printing various digital photo media. The Media Lab provides for the retrieval and enhancement of digital media from residential and commercial surveillance cameras. This is very helpful in identifying suspects and developing leads to assist in the investigative process and prosecution.



The Forensic Unit purchased "Alternate Light Sources" used to process crime scenes and evidence using various band/wave lengths of light to locate, photograph and retrieve items such as hairs, fibers, serology evidence, fingerprints and DNA. A "DeltaSphere Crime Scene 360," was also purchased. This is a computerized 3-D crime scene capturing program that reproduces crime scenes in 3-D format for courtroom presentation by photographing, laser measuring, sketching and digitally capturing the crime scene and evidence. This technology is often used at homicide and suicide scenes.

Finally, a cross training initiative for patrol officers was implemented to provide fingerprint kits at the patrol level for officers to process certain crime scenes eliminating the need to dispatch a Forensic Technician. This will facilitate timely processing of routine crime scenes and provide better customer service for the victims. This initiative will be reviewed for expansion consideration if successful.

The Fayetteville Police Department Forensic Unit's "extreme makeover" has created one of the top Forensic facilities in the state with the availability of technical crime scene processing tools and technology to greatly improve the Department's ability to identify and arrest offenders and effectively prosecute cases. While these upgrades will never compare to the "CSI" technology as dramatized on popular television shows, they are a monumental step in the right direction for increasing operational efficiency!



# Operations and Analysis Unit

## New Technology and New Faces

By: Sergeant Steven Bates

2010 was a demanding year for the Operational Analysis Unit (OAU). The OAU was challenged to provide more timely statistics and intelligence to officers through the use of a new and unfamiliar Records Management System (RMS). As the Department transitioned from VisionAir software to an OSSI product, the OAU was tasked with aggressively and proactively learning and applying new systems, programs, and coding for the database to maintain timely statistical intelligence to accomplish crime mapping and to detect crime trends. The OAU was further challenged to develop and incorporate the use of link analysis to utilize system information in a more complex process for identifying suspects, linking crimes, and linking offenders. Link analysis provides information to officers and detectives that can lead to the solvability of cases in a more timely and efficient manner.

The OAU uses computer based systems and applications to prepare daily crime information reports to Department personnel. This information is disseminated to patrol officers and detectives so they can be aware of current crime trends and increases in crime types and locations. The OAU is responsible for facilitating a weekly crime mapping meeting as well as a monthly FOCUS (Focusing on Community Using Statistics) meeting. These meetings include detectives, officers, and supervisors from various units of the Department as well as representatives from surrounding agencies such as Alcohol Law Enforcement, Ft Bragg MPI/CID, Cumberland County Sheriff's Office, Spring Lake PD, Hope Mills PD, the District Attorney's Office, and Probation and Parole.

The OAU assists detectives and patrol officers with identifying potential suspects for open investigations facilitating timely resolution and arrest. The OAU works closely with the District Attorney's (DA) office in identifying repeat offenders and ensuring that those individuals, who consistently repeat their crimes when released from jail, receive increased bond in an effort to keep them incarcerated to prevent them from committing additional crimes. The OAU also works with the Cumberland County Pretrial Services Division to identify those repeat offenders who could be released under special conditions. These offenders, as a condition of their bond, are required to wear a GPS tracking bracelet. This program helps to reduce overcrowding at the Cumberland County Detention Center allowing for the defendant's movements to be tracked if a crime occurs in areas where the defendant has been known to frequent and travel.

With the exception of one employee, the OAU has experienced almost a complete turnover in personnel. The OAU has four employees who possess experience in crime analysis, database management, and computer and software expertise. The OAU concluded 2010 by seeking to maximize the capabilities of the new software, the acquisition of new hardware, and taking advantage of all resources and training opportunities. The objective is to create a well rounded and highly effective unit not just capable of providing historical information on crime trends but to move forward using predictive means of identifying suspects, linking crimes and offenders to bring the Department to the next level of fighting crime.

# Recruitment and Retention

## Approval for Over-hire Positions Increases Recruitment Success

By: Detective Gary Womble



In 2010, the Fayetteville Police Department Training and Education Unit Recruitment Team experienced great success in large part due to a review and refining of hiring practices. Some of the changes included a revision to the application packet for the Police Officer Physical Agility Test (POPAT), the utilization of electronic resources such as the Internet, and identifying cost effective means for recruiting and selecting the most qualified applicants from within the FPD community.

The City of Fayetteville received 296 applications for the position of police officer in 2010. This is a significant decrease in comparison to 675 applications received in 2009. The decrease

in applications was a result of the Department eliminating the acceptance of applications for inexperienced officers and only accepting applications from applicants who were BLET (Basic Law Enforcement Training) Certified or had two years of full time law enforcement experience. For the first time in over a decade the Fayetteville Police Department was able to close the application process for inexperienced applicants due to being fully staffed. Twenty one percent of applicant's in 2010 had a college degree and thirty six percent of the applicant pool had prior military experience.

Changes to the recruitment and selection process in 2009 resulted in the Department increasing recruitment and selection efforts such that thirty two new officers graduated from the Department's BLET Academy in 2010. By partnering with Fayetteville Technical Community College the Department was able to employ an additional ten cadets who graduated from their BLET program.

One of the benefits of being fully staffed is to be able to select the most qualified applicants for the position as positions become available. The Department utilized budgeted over-hire positions throughout 2010 in an effort to stay ahead of police officer attrition. These positions allowed for the selection of new officers to begin employment more immediately to mitigate the loss of an officer position through retirements and resignations. The Recruitment Team was able to maintain a qualified applicant list of candidates who had already passed several of the testing phases. This enabled the Department to immediately select the next qualified applicant and complete the remaining steps of the process – all before the outgoing officer left the Department. With an average of three officer retirements or resignations each month, the over-hire positions have proven to be an invaluable tool for allowing the police department to maintain close to a 100% or higher staffing level throughout the year.

The delicate balance of recruitment and retention is and will remain an ongoing battle. With the strategic refinements and adjustments made over the past eighteen months the FPD is at its peak of readiness to serve the community and its citizens. With the continuation of over-hire funding, 2011 promises to be just as successful.



# Fayetteville Police Department Goes Social

## Extending the Long Arm of the Law

By: Public Information Officer Dan Grubb

In 2010, the Fayetteville Police Department extended its reach way beyond the borders of the Fayetteville city limits. In March, as part of Police Chief Tom Bergamine's Community Wellness Plan, the department jumped into social media with several new initiatives.

Not one to shy away from getting a positive story out to the citizens of Fayetteville, the Fayetteville Police Department established a Facebook page on [FPDFacebook.com](http://FPDFacebook.com). Initially, the Facebook page was used to display photos and announcements of community events, but due to popularity and high demand from the citizens of Fayetteville, news releases, surveillance photos and mugshots were soon added. As a result, additional leads in cases continued to be generated for our detectives. Facebook allows the department to offer the public unfiltered, unedited news releases and informational updates directly from the source without a middle man. With over 1600 fans the Department is out there and citizens no longer have to wait to hear news second hand.

In April, the Department took advantage of a new social media tool for municipalities and public safety agencies that has been sweeping the nation. Nixle.com, a citizen alert system that is free to both the agency and the end users, has proven to be an extremely valuable tool. Nixle provides for instant-messaging to subscribers to their email addresses, cell phones or web portal, news items ranging from traffic alerts to community events to surveillance photos of suspects. Thanks to media saturation, the diligent work of our Crime Prevention Specialists and word of mouth throughout the community, subscribership continues to grow on a consistent basis with more than twelve hundred subscribers in only the first few months.

In the summer of 2010, the Fayetteville Police Department began serving up wanted subjects with its FPD BLUELIGHT BANDIT. The aptly named crime-fighting tool received a lot of media attention because of the high success rate and visibility of the initiative. Thanks to community response, wanted subjects were identified, located and arrested.

To accommodate the massive Twitter audience, the FPD also began 'tweeting' in the summer of 2010. Tweets from the department give an abbreviated briefing on news or events and many contain URL's which take the user to more information, photos, video or other content. The Department will continue to seek innovative methods for making information available that helps to make Fayetteville a safer place to live. An informed community is a safer community.



# Special Victims Unit

## Partnering for Victim Services

By: Sgt. Phyllis Jernigan and Detective Kellie Berg

In September 2010 Chief Bergamine created a Special Victims Unit (SVU) to establish a team of detectives dedicated to conduct follow up investigations for criminal assaults and domestic related violent crimes. The unit is staffed with two detectives and one police sergeant and is assigned to the Operations Support Bureau, Investigative Support Division. Detectives assigned to SVU have received specialized training to provide them with the tools they need to develop solid cases for prosecution.

Members of the SVU work collaboratively with other agencies to ensure victims receive all available services to facilitate support and recovery, coupled with guiding them through the criminal justice process. Partnering agencies have included; the Cumberland County Sheriff's Office, Hope Mills Police Department, Spring Lake Police Department, Fort Bragg CID, Cumberland County Rape Crisis, Department of Social Services, Army Community Services and the Victim Advocate.

The Special Victims Unit attends the monthly Domestic Violence Task Force meetings that are facilitated by District Court Judge Beth Keever and include Probation and Parole, the Care Center, the Magistrate's Office, SafeLink, Army Community Services, and the Cumberland County Sheriff's Office (CCSO).

The Special Victim's Unit also participates in bi-monthly meetings for the Sexual Assault Response Team (SART), which is a team that was formed by Rape Crisis of Cumberland County. The SART meetings focus on the needs of rape victims with team participants in an effort to close loopholes that victims sometimes become lost in. Additionally, the SVU coordinates with CCSO, Rape Crisis, Spring Lake PD, Hope Mills PD, and CID/military police, to review rape cases on a monthly basis. These meetings promote stronger communication and further the exchange of information on potential patterns and concerns with sexual assault cases.

The Special Victims Unit coordinates for better patrol response for these victims through the Domestic Violence Liaison (DVL) program. Each patrol squad has a designated DVL officer. SVU assists the DVLs with cases, concerns and issues that patrol may encounter during the preliminary investigation phase. Specialized and updated training is provided to the DVL officers on a monthly basis and in a train-the-trainer format they provide this training to officers on their patrol shifts. Refresher training serves to reinforce the proper procedures necessary to provide assistance to victims and coordinate for the successful prosecution of offenders.

Currently, the Special Victims Unit is collaborating with several of the agencies from the Domestic Violence Task Force and Rape Crisis in an attempt to establish a Family Justice Center for Cumberland County. It is the objective of these multiple agencies for a Family Justice Center (FJC) to create a "one stop shop" where victim services can be provided in a centralized location to create a more personalized response for these victims.

# Career Development and Succession Planning

## Building Successful Leaders through Community Partnerships

By: Sergeant John Somerindyke

Career Development and Cross Training: “The FPD has recognized the necessity of having well trained and versatile officers. Therefore, the FPD has instituted a plan to provide officers the opportunity to train with other sections, units or bureaus in order to gain experience in areas other than their normal assignment. This training provides the officer with an educational experience and expanded skill set from which to operate, giving them the tools to increase the level of work that they are able to independently accomplish.” Since 2008 career development and cross training has been a priority for the Department and is included as a component of the FPD Wellness Plan. During 2010, two sessions of the West Point Leadership Program were coordinated by Dr. Mark Bowman and hosted on the Methodist University campus. Twenty-eight supervisors and senior officers from the Fayetteville Police Department graduated from the program.



The West Point Leadership Program is an adaptation of the third year Military Leadership course completed by all cadets at the United States Military Academy at West Point, New York. It is an academically rigorous course that relies heavily on the case study method of learning. The course examines and integrates leadership in organizations from four perspectives: the individual, the group, the leader, and the organization.

The learning opportunity for students attending the West Point Leadership Program was “given a leadership situation, use your understanding of the behavioral sciences to identify what is happening, account for what is happening, and formulate leader action to address observed or potential leadership challenges.” Dr. Bowman presented lectures that emphasized classroom discussion. The various experience levels of the students in the program, along with Dr. Bowman’s vast experience as a retired Virginia Beach Police Department Lieutenant, made for interesting and lively discussions and created a very effective learning environment.

The case study method of learning provided students a forum to apply leadership theories presented in class to real life personnel situations. The students’ past experiences coupled with the new theories learned assisted them in formulating leader action plans. These leader action plans, and more importantly the process utilized in coming up with the plans, should serve to assist the graduates in the performance of their duties and translate to more well rounded leaders and future leaders. The utilization of the West Point Leadership Program is consistent with Chief Bergamine’s Vision of Continued Education and Development of Employees. Additional leadership training in 2011, such as the West Point Leadership Program, will provide goal oriented employees career development opportunities and will improve the overall efficiency of the Fayetteville Police Department.

# Budget Summary & Highlights

## Fayetteville Police Department

### Budget Summary

	2008-09 Actuals	2009-10 Orig Budget	2010-11 Recommended	2010-11 Adopted	% Change
<b>Expenditures</b>					
Personnel	32,133,911	35,874,130	35,340,430	35,676,467	-0.55%
Operating	4,278,141	4,806,701	4,393,682	4,393,682	-8.59%
Contract Services	182,804	145,631	189,019	189,019	0
Capital Outlay	1,485,948	1,730,491	1,440,859	1,440,859	0.00%
Other charges	1,253,073	1,064,041	218,125	218,125	-79.50%
Total	39,333,877	43,620,994	41,582,115	41,918,152	-3.90%
<b>Revenues</b>					
Functional Revenues	705,311	921,420	861,544	861,544	-6.50%
Intergovernmental	705,748	2,791,684	328,736	328,736	-88.22%
Other Revenues	6,489	15,000	15,000	15,000	0.00%
Interfund Transfer	77,072	70,649	0	0	-100.00%
General Fund	37,839,257	39,822,241	40,376,835	40,712,872	2.24%
Total	39,333,877	43,620,994	41,582,115	41,918,152	-3.90%
<b>Personnel</b>					
Full-Time	526	545	517	517	
Part-Time	9	10	10	10	
Temporary	0	0	0	0	

### Budget Highlights

- Personnel includes \$587,276 for employee pay adjustments
- Personnel reflects the assignment of 17 grant-funded Police Officer positions to the State and Federal Assistance Fund, the elimination of seven anticipated grant-funded position that were not approved and the elimination of a Stable Assistant and three Office Assistant positions
- One authorized support position is frozen and unfunded
- FY 2010 original budget included \$1.8 million for expenditures projected for grants that were not approved or implemented in other funds
- Other Charges includes \$100,000 for confidential / evidence funds and \$99,025 for grant matches.

# 2010 Crime Statistics

## Fayetteville, North Carolina

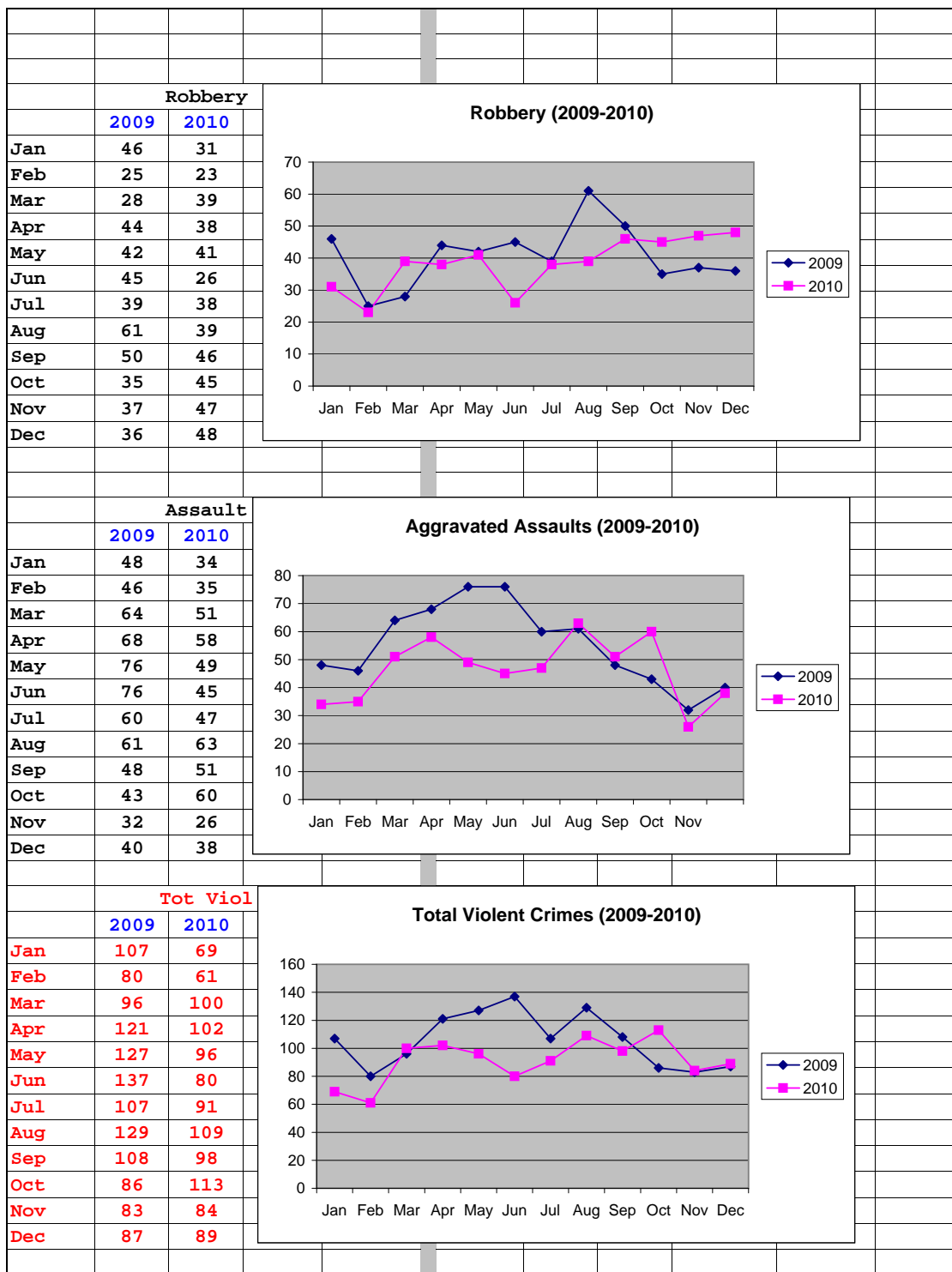
### Final SBI Stats

Homicide					Rape				
	2009	2010	Diff	% Chg		2009	2010	Diff	% Chg
Jan	3	0	-3	-100.0%	Jan	10	4	-6	-60.0%
Feb	0	0	0	0.0%	Feb	9	3	-6	-66.7%
Mar	0	2	2	200.0%	Mar	4	8	4	100.0%
Apr	2	0	-2	-100.0%	Apr	7	6	-1	-14.3%
May	0	4	4	400.0%	May	9	2	-7	-77.8%
Jun	5	1	-4	-80.0%	Jun	11	8	-3	-27.3%
Jul	1	1	0	0.0%	Jul	7	5	-2	-28.6%
Aug	2	3	1	50.0%	Aug	5	4	-1	-20.0%
Sep	2	0	-2	-100.0%	Sep	8	1	-7	-87.5%
Oct	1	1	0	0.0%	Oct	7	7	0	0.0%
Nov	4	5	1	25.0%	Nov	10	6	-4	-40.0%
Dec	1	0	-1	-100.0%	Dec	10	3	-7	-70.0%
Total	21	17	-4	-19.0%	Total	97	57	-40	-41.2%
Robbery					Assault				
	2009	2010	Diff	% Chg		2009	2010	Diff	% Chg
Jan	46	31	-15	-32.6%	Jan	48	34	-14	-29.2%
Feb	25	23	-2	-8.0%	Feb	46	35	-11	-23.9%
Mar	28	39	11	39.3%	Mar	64	51	-13	-20.3%
Apr	44	38	-6	-13.6%	Apr	68	58	-10	-14.7%
May	42	41	-1	-2.4%	May	76	49	-27	-35.5%
Jun	45	26	-19	-42.2%	Jun	76	45	-31	-40.8%
Jul	39	38	-1	-2.6%	Jul	60	47	-13	-21.7%
Aug	61	39	-22	-36.1%	Aug	61	63	2	3.3%
Sep	50	46	-4	-8.0%	Sep	48	51	3	6.3%
Oct	35	45	10	28.6%	Oct	43	60	17	39.5%
Nov	37	47	10	27.0%	Nov	32	26	-6	-18.8%
Dec	36	48	12	33.3%	Dec	40	38	-2	-5.0%
Total	488	461	-27	-5.5%	Total	662	557	-105	-15.9%
Tot Viol					Burglary				
	2009	2010	Diff	% Chg		2009	2010	Diff	% Chg
Jan	107	69	-38	-35.5%	Jan	392	334	-58	-14.8%
Feb	80	61	-19	-23.8%	Feb	250	214	-36	-14.4%
Mar	96	100	4	4.2%	Mar	293	349	56	19.1%
Apr	121	102	-19	-15.7%	Apr	276	325	49	17.8%
May	127	96	-31	-24.4%	May	335	304	-31	-9.3%
Jun	137	80	-57	-41.6%	Jun	382	316	-66	-17.3%
Jul	107	91	-16	-15.0%	Jul	424	321	-103	-24.3%
Aug	129	109	-20	-15.5%	Aug	400	305	-95	-23.8%
Sep	108	98	-10	-9.3%	Sep	402	373	-29	-7.2%
Oct	86	113	27	31.4%	Oct	388	356	-32	-8.2%
Nov	83	84	1	1.2%	Nov	368	389	21	5.7%
Dec	87	89	2	2.3%	Dec	372	342	-30	-8.1%
Total	1268	1092	-176	-13.9%	Total	4282	3928	-354	-8.3%

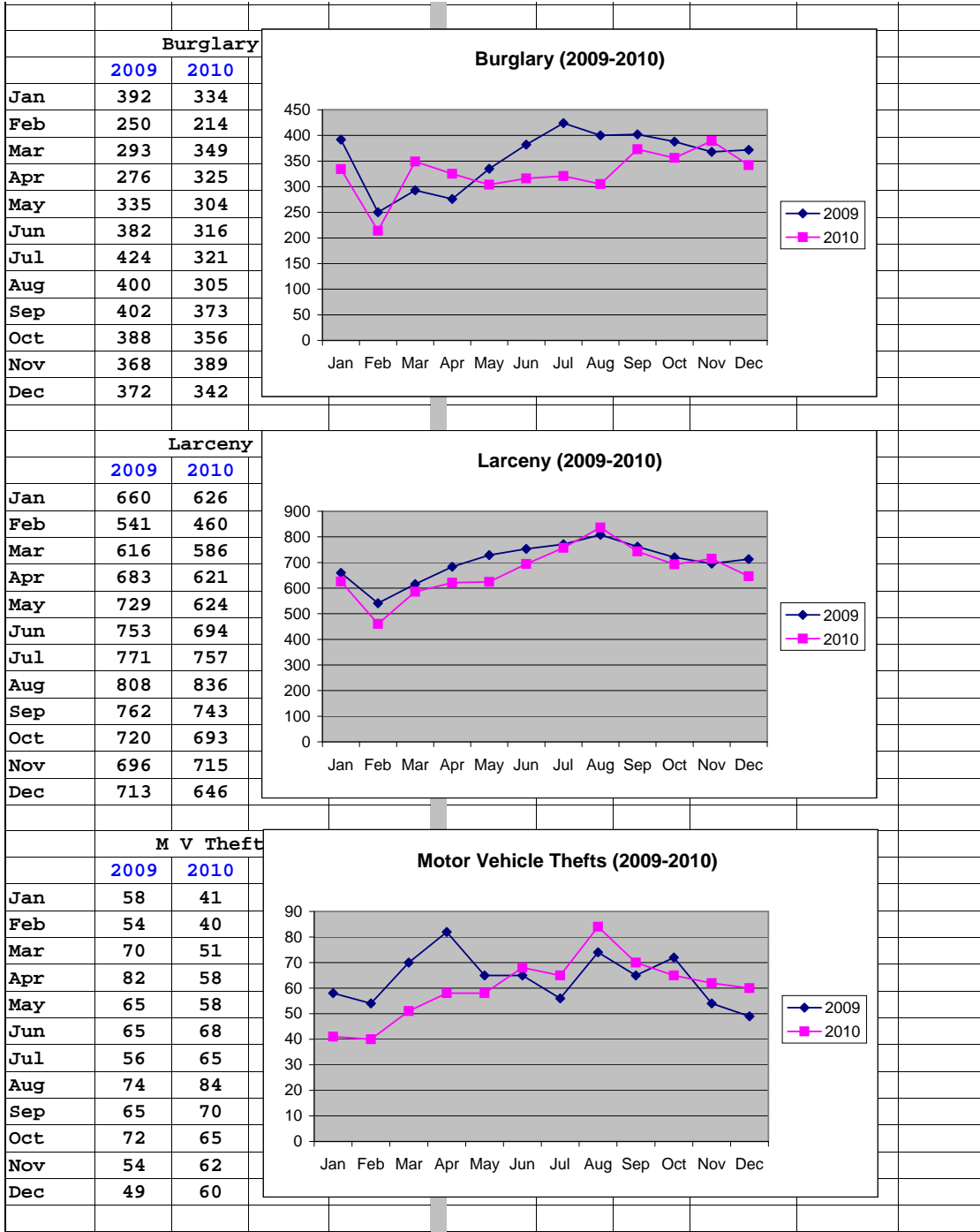
## Final SBI Stats (continued)

Larceny					M V Theft				
	2009	2010	Diff	% Chg		2009	2010	Diff	% Chg
Jan	660	626	-34	-5.2%	Jan	58	41	-17	-29.3%
Feb	541	460	-81	-15.0%	Feb	54	40	-14	-25.9%
Mar	616	586	-30	-4.9%	Mar	70	51	-19	-27.1%
Apr	683	621	-62	-9.1%	Apr	82	58	-24	-29.3%
May	729	624	-105	-14.4%	May	65	58	-7	-10.8%
Jun	753	694	-59	-7.8%	Jun	65	68	3	4.6%
Jul	771	757	-14	-1.8%	Jul	56	65	9	16.1%
Aug	808	836	28	3.5%	Aug	74	84	10	13.5%
Sep	762	743	-19	-2.5%	Sep	65	70	5	7.7%
Oct	720	693	-27	-3.8%	Oct	72	65	7	-9.7%
Nov	696	715	19	2.7%	Nov	54	62	8	14.8%
Dec	713	646	-67	-9.4%	Dec	49	60	11	22.4%
Total	8452	8001	-451	-5.3%	Total	764	722	-42	-5.5%
Tot Prop					Tot Part I				
	2009	2010	Diff	% Chg		2009	2010	Diff	% Chg
Jan	1110	1001	-109	-9.8%	Jan	1217	1070	-147	-12.1%
Feb	845	714	-131	-15.5%	Feb	925	775	-150	-16.2%
Mar	979	986	7	0.7%	Mar	1075	1086	11	1.0%
Apr	1041	1004	-37	-3.6%	Apr	1162	1106	-56	-4.8%
May	1129	986	-143	-12.7%	May	1256	1082	-174	-13.9%
Jun	1200	1078	-122	-10.2%	Jun	1337	1158	-179	-13.4%
Jul	1251	1143	-108	-8.6%	Jul	1358	1234	-124	-9.1%
Aug	1282	1225	-57	-4.4%	Aug	1411	1334	-77	-5.5%
Sep	1229	1186	-43	-3.5%	Sep	1337	1284	-53	-4.0%
Oct	1180	1114	-66	-5.6%	Oct	1266	1227	-39	-3.1%
Nov	1118	1166	48	4.3%	Nov	1201	1250	49	4.1%
Dec	1134	1048	-86	-7.6%	Dec	1221	1137	-84	-6.9%
Total	13498	12651	-847	-6.3%	Total	14766	13743	-1023	-6.9%
Tot Part II					Grand Total				
	2009	2010	Diff	% Chg		2009	2010	Diff	% Chg
Jan	1194	1125	-69	-5.8%	Jan	2411	2195	-216	-9.0%
Feb	1213	1387	174	14.3%	Feb	2138	2162	24	1.1%
Mar	1232	1245	13	1.1%	Mar	2307	2331	24	1.0%
Apr	1401	1376	-25	-1.8%	Apr	2563	2482	-81	-3.2%
May	1371	1324	-47	-3.4%	May	2627	2406	-221	-8.4%
Jun	1424	1421	-3	-0.2%	Jun	2761	2579	-182	-6.6%
Jul	1412	1376	-36	-2.5%	Jul	2770	2610	-160	-5.8%
Aug	1364	1382	18	1.3%	Aug	2775	2716	-59	-2.1%
Sep	1256	1265	9	0.7%	Sep	2593	2549	-44	-1.7%
Oct	1244	1320	76	6.1%	Oct	2510	2547	37	1.5%
Nov	1121	1245	124	11.1%	Nov	2322	2495	173	7.5%
Dec	1114	1124	10	0.9%	Dec	2335	2261	-74	-3.2%
Total	15346	15590	244	1.6%	Total	30112	29333	-779	-2.6%

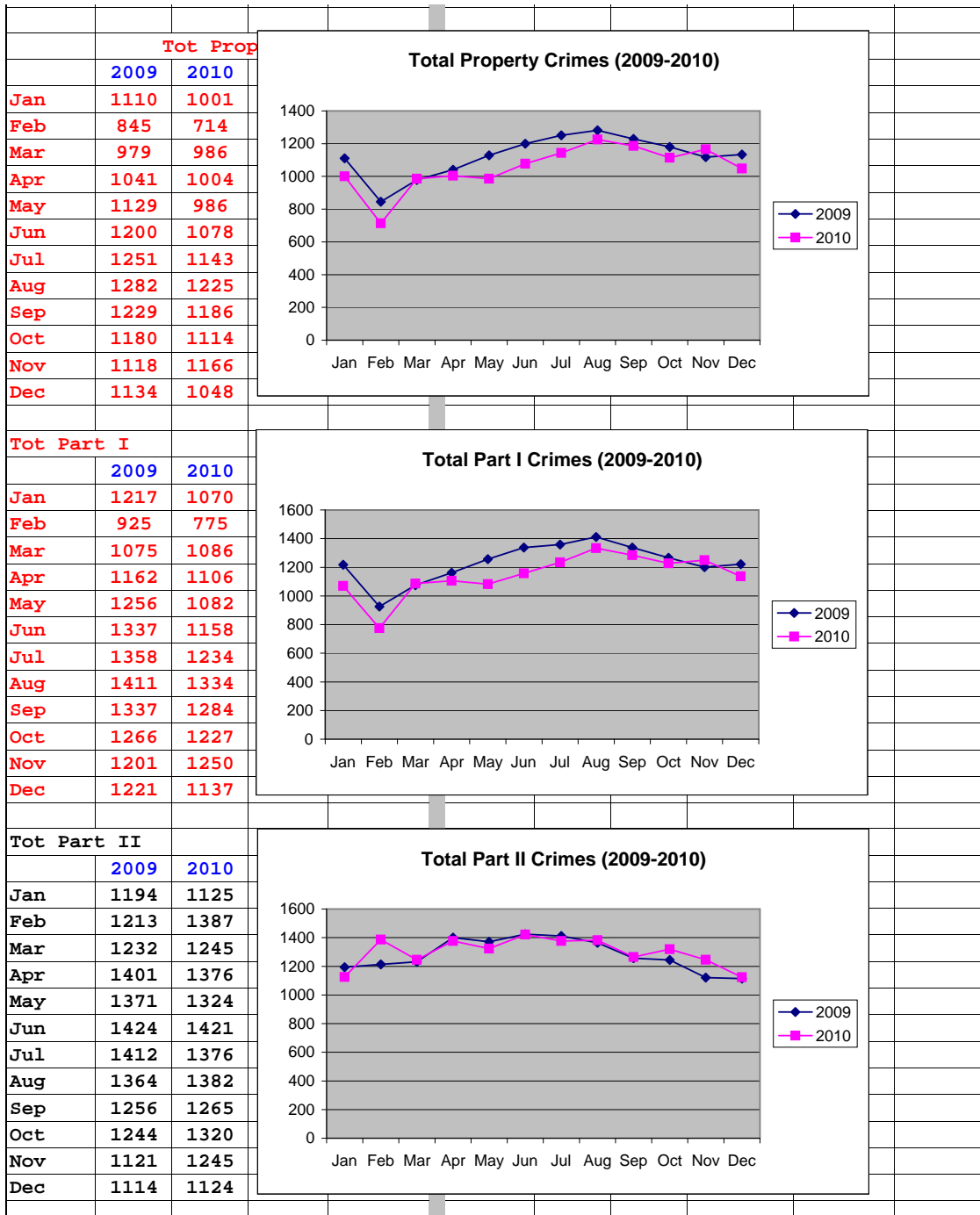
## Final SBI Stats (continued)



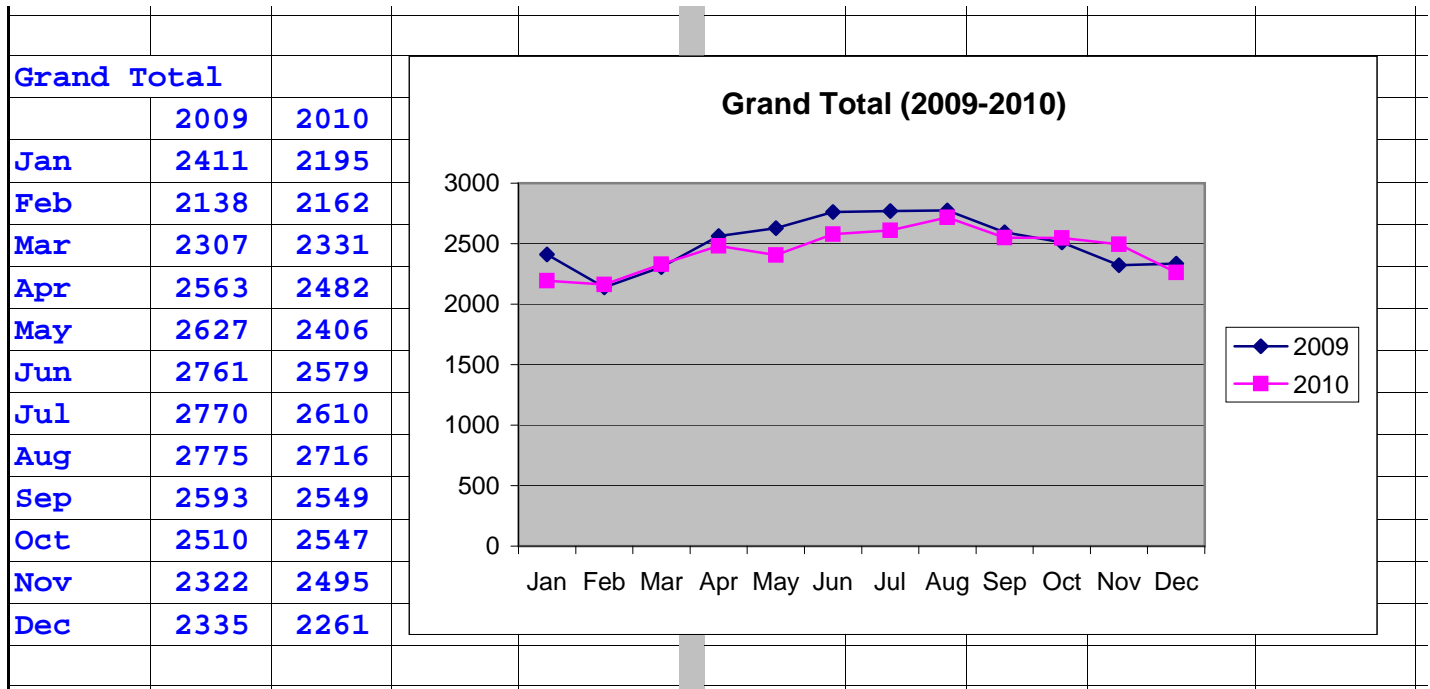
## Final SBI Stats (continued)



## Final SBI Stats (continued)



## Final SBI Stats (continued)



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