



April 19, 2022

MEMORANDUM

TO: Gina V. Hawkins, Chief of Police

FROM: Christopher T. Joyce, Captain of Office of Professional Standards

SUBJECT: 2021 Annual Report (Internal Affairs Unit)

We are proud to be part of an organization that places a high value on integrity and public trust. The Internal Affairs Unit (IAU) is charged with ensuring the level of trust and confidence the public has in its police department is safeguarded and that our agency remains deserving of that trust. We also ensure that the rights of our employees are protected and all persons involved in an inquiry are treated with dignity and respect.

The Fayetteville Police Department realizes that some misconduct allegations can generate significant community concern. The Internal Affairs Unit Sergeants are assigned to investigate such allegations thoroughly so that the Chain of Command can make informed, unbiased decisions regarding complaint dispositions. IAU presents the information gathered during an investigation to the employee's Chain of Command through the use of the department's Blueteam software. While Internal Affairs remains present throughout this review, its staff assumes no active role in determining the final adjudication of any alleged violation. That responsibility is reserved for the Chain of Command and ultimately, the Chief of Police. IAU also represents the department and the Chief of Police when a case disposition is appealed.

The men and women who are assigned to IAU take their responsibilities seriously and are dedicated to the unit's mission. The sergeants that comprise the unit's investigators are selected based on their investigative skills, their ability to deal effectively with the public, and their commitment to both the department and the community we serve.

The IAU staff of two (2) sergeants and an office assistant, led by a captain, are always willing to assist the public in addressing their concerns.

The Internal Affairs Unit

Captain

Christopher T. Joyce

Sergeants

Michael J. Ballard

Gregory S. White

Office Assistant II

Audrey D. Bingham

The Internal Affairs Unit will preserve the public's trust and confidence in the Fayetteville Police Department by conducting thorough and impartial investigations of alleged employee misconduct and using proactive measures to prevent such misconduct in order to maintain the highest standards of fairness and respect towards citizens and employees.

As of December 31, 2021, the Fayetteville Police Department (FPD) Internal Affairs Unit (IAU) processed two hundred sixty (260) cases of the following categories: Use of Force, Departmental Investigations, Citizen Complaints, Vehicle Pursuits and Vehicles Accidents. The department had an additional one hundred thirty eight (138) investigative entries in the categories of: Pointing of a Weapon, Positive Compliments, Alerts, and Quality Reviews.

The following graphs are a snapshot of the FPD in regards to all administrative investigations and a year-to-year comparison.

Investigative Category	2018	2019	2020	2021	Variance from 2020	Percentage Change
Use of Force Incidents	47	52	31	39	+8	25.8%
Departmental Investigations	68	59	52	62	+10	19.2%
Citizen Complaints	85	102	80	63	-17	21.3%
Vehicle Accidents	74	68	74	66	-9	12.2%
Vehicle Pursuits	16	9	17	9	-8	47.1%
Firearms Discharge*	5	3	6	0	-6	100%
Pointing of a Weapon	35	15	26	22	-4	15.4%
Positive Compliments	74	43	69	33	-36	52.2%
Alerts	18	33	19	4	-15	78.9%
Quality Reviews	30	26	24	18	-8	33.3%

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

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

Pointing of Weapons are tracked as internal investigations using our IPro/Blueteam software per recommendations made by the US Department of Justice during our collaborative reform review in 2016. In 2020, total of thirty (30) officers pointed their weapons in twenty-six (26) incidents. In 2021, a total of twenty-two (22) officers pointed their weapons in twenty-two (22) incidents. This constitutes an decrease of eight (8) officers pointing their weapons in four (4) less incidents this year. Pointing of a weapon can be classified as when an officer is clearing a building, known risk traffic stops or any other incident in which the muzzle of the weapon may be oriented toward an offender. As we move forward in 2022, Pointing of a Weapon will no longer be a stand alone incident and has been incorporated as a Use of Force.

Use of Force (UOF) Investigations

The FPD saw a slight increase in the overall number of Use of Force (UOF) incidents; however the overall numbers remain consistent with the previous year. In 2021, the FPD investigated thirty-nine (39) UOF incidents compared to thirty-seven (37) reported in 2020. This constitutes a 5.4% increase when compared to the previous year. As the department continued to operate during the COVID-19 pandemic, officers were less likely to come in contact with as many persons as in previous years. Additionally, officers have been exercising greater de-escalation techniques that would prevent the need for a use of force application. There was an 100% percent decrease in the number of firearms discharges from six (6) to zero (0) in 2021. Firearm Discharges are included in the number of Use of Force's for statistical and demographic purposes.

Below you will find the raw data regarding UOF Investigations. The data reflects Use of Force Incidents which totatled thirty-nine (39) incidents in 2021. Most notable is that the agency had zero (0) Firearm Discharges and the continued decrease in the number of times an officer went "hands on" with a subject. This can be attributed to both the COVID-19 Pandemic and officers continuing to employ greater restraint and de-escalation techniques.

	2020	2021	Variance	Percent Change
Total Number of UOF Incidents	37	39	+2	5.4
Total Number of Subjects	35	38	+3	8.6

2020-2021 Comparison of Race / Gender / Force Type

Type of Force	B/M	W/M	B/F	W/F	H/M	I/M	OTHER	2020	2021	Variance	Percentage Change
Taser	7	5	3	2	0	1	0	11	18	+7	63.6
Taser plus another force	0	2	0	0	0	0	0	2	2	0	0
Hands	13	1	1	0	0	0	0	17	15	-2	11.8
Firearm Discharge	0	0	0	0	0	0	0	6	0	-6	100
Multiple Force (No Taser)	0	0	0	0	0	0	0	0	0	0	0
O/C Pepper-spray	0	0	0	0	0	0	0	1	0	+1	100
Asp Baton	0	0	0	0	0	0	0	0	0	0	0
K-9 Bite	3	0	0	0	0	0	0	0	3	+3	100
Total Number of People Force Used	23	8	4	2	0	1	0	37	38	+1	
Total Percentage of Force Used											

Demographics of Involved Citizens

Age	B/M	W/M	B/F	W/F	H/M	A/M	I/M	Totals	Percentage
Less than 18	0	0	0	0	0	0	0	0	0
18-25	9	1	0	0	0	0	0	10	26.3
26-35	7	4	1	2	0	0	0	14	36.8
36-45	3	2	1	0	0	0	1	7	18.4
46-55	0	0	1	0	0	0	0	1	2.6
56-65	3	1	1	0	0	0	0	5	13.2
Over 65	1	0	0	0	0	0	0	1	2.6
Totals	23	8	4	2	0	0	1	38	
Percentage	60.5	21.1	10.5	5.3	0	0	2.6		

The Department saw a slight decrease of two (2) officers involved in Use of Force incidents compared to the 2020 calendar year, which remains consistent compared to past years. A total of fifty-one (51) officers were involved in thirty-seven (37) Use of Force Investigations in 2020. The demographics for the officers involved are as follows:

Police Officer Demographics Who Used Force

Officer Race	2020	2021	Variance	Total Percent of Force Used in 2020	Total Percent of Force Used in 2021
White	36	36	0	70.6%	73.4
Black	8	6	-2	15.7%	12.2
Hispanic	3	4	+1	5.9%	8.2
Native American	2	1	-1	3.9%	2
Asian	1	1	0	1.9%	2
Pacific Islander	1	1	0	1.9%	2
No entry	0	0	0	0%	0
Total Officers	51	49	-2		

Age of Officers	2020	2021	Variance	Total Percent of Force Used in 2020	Total Percent of Force Used in 2021
20 to 29	24	25	+1	47.1%	51
30 to 39	22	15	-7	43.1%	30.6
40 to 49	4	7	+3	7.8%	14.3
50 and up	1	2	+1	2%	4.1
Total Officers	51	49	-2		

Gender of Officers	2020	2021	Variance	Total Percent of Force Used in 2020	Total Percent of Force Used in 2021
Female*	6	10	+4	11.8%	20
Male	45	39	-6	88.2%	79.6

*As of December 31, 2021, our department had a total of 392 Active Sworn Personnel, of which 86 are female, constituting 22% of our sworn personnel. The breakdown of Use of Force for female officers is roughly consistent with the percent of sworn female officers.

Total Number of Injuries

	2020	2021	Variance
Suspect	15	12	-3
Officer	2	2	0
Both	4	3	-1
None	13	0	-13
Animals	2	0	-2

Use of Force Investigative Dispositions

	Exonerated	Sustained	Active	VOTC*	Not Sustained	Unfounded
Number of UOF Investigations	38	0	1	5	0	0
Percentage of all UOF Investigations	86.8	0	13.2	13.2	0	0

In all Violations Other Than Complaint (VOTC), the officers were exonerated for the Use of Force but other violations were discovered during the course of the investigation.

Use of Force Disciplinary Actions

	2020	2021	Variance +/-	Percent Change
Consideration of Dismissal	0	0	0	0
Dismissal	0	0	0	0
Suspension	0	0	0	0
Written Reprimand	2	0	-2	100
Written/Policy* Warning	1	3	+2	50
Corrective Action*	0	0	0	0
Oral Counseling	0	3	+3	0

The total number of arrests for our agency (4167) versus the total number of uses of force (39) show that only 0.99% or less than 1% of the arrests conducted resulted in officers needing to use force on the subject. However, not all use of force incidents results in an arrest of the involved subject.

Use of Force Time of Day

	2020	2021	Variance	Percent of Total
0000-0200	1	3	+2	7.7
0200-0400	4	3	-1	7.7
0400-0600	2	3	+1	7.7
0600-0800	1	0	-1	0
0800-1000	2	0	-2	0
1000-1200	2	1	-1	2.6
1200-1400	1	5	+4	12.8
1400-1600	4	2	-2	5.1
1600-1800	5	4	-1	10.3
1800-2000	6	8	+2	20.5
2000-2200	5	5	0	12.8
2200-0000	4	5	+1	12.8

Use of Force Day of the Week

	2020	2021	Variance	Percent of Total
Monday	9	6	-3	15.4
Tuesday	6	8	+2	20.5
Wednesday	2	1	-1	2.6
Thursday	10	7	-3	17.9
Friday	1	5	+4	12.8
Saturday	3	5	+2	12.8
Sunday	6	7	+1	17.9

Reason for Use of Force

	2020	2021	Variance	Percent of Total
Alcohol	0	0	0	0
Assault on Officer	7	6	-1	15.4
Crowd Control	1	0	-1	0
Defense of a Citizen	1	0	-1	0
Defense of a Citizen & Officer	4	1	-3	2.6
Defense of an Officer	7	4	-3	10.3
Disorderly Conduct	2	1	-1	2.6
Domestic	2	1	-1	2.6
Drugs	1	0	-1	0
Fight	1	4	+3	10.3
Mental	0	2	+2	5.1
Other	3	3	0	7.7
Suicidal	0	2	+2	5.1
Suspect Resistance	12	16	+4	41
Traffic	0	0	0	0

The highest percent of reason for Use of Force was Suspect Resistance (32.4%) followed by Assault on Officer and Defense of an Officer (18.9%). Additionally, the Reason for Use of Force is greater than 100 percent of the total incidents as multiple reasons can be listed by the officer.

UOF Analysis / Recommendations

Based on the systematic analysis of FPD data regarding Use of Force, the following was noted as it pertains to trends and/or patterns as it relates to race, age, and gender of the subjects involved as well as any injuries sustained to the person involved or the officer. Additionally, IAU will make recommendations to ensure the department continues moving in the right direction and to avoid potential problematic patterns.

- While reviewing the comparison of race, gender and force type for 2021 compared to 2020, it was noted that the department continues to see declines in Use of Force incidents involving Blacks Males versus previous years. The analysis revealed that there were twenty-three (23) incidents in 2021 and eighteen (18) incidents in 2020 compared to thirty-five (35) in 2019. When reviewing all other races and genders, there were no other significant patterns that were notated.
- During a review of injuries sustained to the person involved or officer, again we saw significant decreases in these categories. In 2021, there were seventeen (17) injuries sustained overall compared to thirty-six (36) in 2020 overall; representing a decrease of 52.8% percent.
- Additionally, when you look at the age grouping, we continued to see the age groups of 26-35 and 36-45 for involved citizens during a use of force incident remain consistent. Compared to 2020, there were twenty-one (21) in 2021 and seventeen (17) incidents in 2020 from both age groups compared to thirty-four (34) in 2019.
- These decreases can be attributed to officers who employ greater de-escalation techniques during encounters as well as the reduction person to person interaction during the COVID-19 Pandemic.
- The FPD will continue de-escalation training and additional training to deal with special populations including mental health and cognitive impairment. As referenced in Written Directive 4.1; De-escalation tactics and techniques are actions used by officers, when safe and without compromising law enforcement priorities, that seek to minimize the likelihood of the need to use force prior to or during an incident and increase the likelihood of voluntary compliance or mitigate the continued use of force. When safe and feasible under the totality of circumstances, officers shall attempt to slow down or stabilize the situation so that more time, options and resources are available for incident resolution.
- As many officers have utilized the department's VirTra simulation training, this will continue to promote de-escalation while recognizing that sanctity of life remains paramount with each officer within our agency. Scenarios should include utilizing de-escalation techniques to prevent situations from rising to a deadly force situation.

Departmental Investigations

Departmental Investigations are typically generated by the individual supervisors within the FPD and are usually in response to an employee's performance and/or issues involving unsatisfactory types of conduct.

In 2021, a total of sixty-two (62) Departmental Investigations (103 Allegations) were conducted; a increase of ten (10) when compared to the fifty-two (52) in 2020. IAU sees no significant trends with regards to departmental investigations. Again, it is a testament to the agency working to take action when violations are observed.

Breakdown of Departmental Investigations by most egregious violation

Allegations	2020	2021	Variance	2021 Percent of Total
Unsatisfactory Performance	14	9	-5	8.7
Reporting for Duty	4	2	-2	1.9
Disobedience of Order / Insubordination	4	15	+11	14.6
Unbecoming Conduct	7	14	+7	13.6
Violation of Law	2	3	+1	7.7
Court Appearance and Testimony	8	18	+10	17.5
Courtesy	1	6	+5	5.8
Neglect of Duty	0	2	+2	1.9
Vehicle Operations	0	0	0	0
Violation of Policy	0	0	0	0
Truthfulness & Cooperation	3	4	+1	3.9
Conduct	0	3	+3	2.9
Misconduct Known to Departmental Personnel	1	0	-1	0
Loss or Damage to City Equipment	0	2	+2	1.9
Failure to Activate Camera (In-Car or BWC)	4	6	+2	5.8
Vexatious or Unnecessary Complaints	1	0	-1	0
Escape from Custody	1	0	-1	0
Absence from Work	4	3	-1	2.9
Public Criticism of the Department	1	2	+1	1.9
Personal/Social Media Internet Sites	2	0	-2	0
Firearm Policy	1	0	-1	0
Recording and Transmitting Devices	1	0	-1	0
Failure to Secure Prisoner	0	0	0	0
Evidence and Property Handling Procedure	0	0	0	0
Professional Image (Uniform Violation)	0	0	0	0
Secondary Employment Policy Violation	1	0	-1	0
Weapons Procedures	0	0	0	0
Arrest, Search, And Seizure	0	0	0	0
Fail to Supervise	0	6	+6	5.8
Divulgence of Departmental Business	0	1	+1	.98
Failure to Provide Name and/or Badge Number Upon Request	0	1	+1	.98
Fail to Utilize De-escalaton Tecniques	0	1	+1	.98
Securing, Searching, Transporting Arrested Persons	3	0	-3	0
Vehicles Assigned to Police Personnel	0	0	0	0
Preliminary/Follow-up Investigations and Constitutional Requirements	2	3	+1	2.9
Law Enforcement Communication System	0	2	+2	1.9
Negligent Discharge	0	0	0	0
Abuse of Position	2	1	-1	.98
Cooperation with Police Investigation	0	0	0	0
Unauthorized Person in Police Vehicle	1	0	-1	0
Internal Investigation Procedure	0	0	0	0
Emergency Response/Driving	1	0	-1	0
Total	69	103		

Dispositions of Departmental Investigations

Dispositions	2020	2021	Variance	2021 Percent Totals
Exonerated	1	4	-3	4
Sustained	38	65	+27	65.7
Unfounded	2	8	+6	8.1
Not Sustained	8	11	+3	11
Open / No Final Action	3	5	+2	5.1
VOTC Sustained	2	6	+4	6.1
TOTAL	52	99		

Breakdown of Disciplinary Actions for Sustained Departmental Investigations

Sustained - Disciplinary Actions	2020	2021	Variance	Percent of Total
Corrective Action / PM5	2	0	-2	0
Written/Policy Warning	15	6	-9	8.5
Written Reprimand	11	10	-1	14.1
Suspension	7	15	+8	21.1
Consideration of Dismissal	3	9	+6	12.7
Demotion	0	0	0	0
Suspension of Secondary Employment Privileges	1	0	-1	0
Oral Counseling	5	11	+6	15.5
TOTAL	44	71		

IAU continues to recommend that supervisory staff seek to identify specific policies to cite as violations and reserve Unsatisfactory Performance for incidents that involve an overall breakdown in conduct or the totality of the circumstances surrounding why the investigation was initiated was overwhelmingly egregious.

Citizen Complaints/Positive Compliments

The FPD accepts complaints or compliments in several different fashions including: In-person, by letter, via third party, emails, telephone, Facebook, Twitter, and through the department website.

During 2021, the FPD received sixty-three (63) citizen complaints (98 allegations) compared to eighty (80) received in 2020. While officers were less likely to have contact with as many persons due to the COVID-19 Pandemic, the Fayetteville Police Department's goal is to remain transparent with our community and ensure that we addressing behaviors that affect our overall mission.

Citizen Complaints by Allegation

Allegations	Sustained	Unfounded	Not Sustained	Exonerated	Mediated	Open	2020	2021	Variance +/-	% Change
Abuse of Position	0	0	0	0	0	0	3	0	-3	100
Unsatisfactory Performance	4	9	1	1	0	1	17	16	-1	5.88
Rudeness	0	0	0	0	0	0	3	0	-3	100
Conduct	0	0	0	0	0	0	1	0	-1	100
Unbecoming Conduct	1	2	0	0	0	0	7	3	-4	57.14

Neglect of Duty	0	2	0	0	0	0	0	2	+2	100
Professional Image	0	1	0	0	0	0	2	1	-1	50
Treatment of Persons in Custody	0	1	0	2	0	0	9	3	-6	33.33
Arrest, Search & Seizure	0	0	0	0	0	0	11	0	-11	100
Courtesy	4	7	5	0	2	0	19	18	-1	5.26
Excessive Force	0	6	0	2	0	0	11	8	-3	27.27
Biased Policing	0	7	0	0	0	0	11	7	-4	36.36
BWC	3	0	0	0	0	0	0	3	+3	100
Harassment	0	0	0	0	0	0	0	0	0	0
Traffic Law Enforcement	1	0	0	0	0	0	0	1	+1	100
Evidence and Property Handling	0	0	0	0	1	0	0	1	+1	100
Securing, Searching and Transporting Arrested Persons	2	0	0	0	0	0	0	2	+2	100
Money in Possession of Prisoner/Arrestee	0	0	0	0	0	0	0	0	0	0
Preliminary /Follow-up Investigations	0	0	1	0	0	0	0	1	+1	100
Departmental Records, Reports, and Citations	0	0	0	0	0	0	1	0	-1	100
Vehicle Operations	0	2	0	0	0	0	2	2	0	0
Self-Assigned Police Action	0	0	0	0	0	0	0	0	0	0
Fail to Complete Report	0	0	0	0	0	0	0	0	0	0
Mediated	0	0	0	0	6	0	33	6	-27	81.81
Unauthorized Person in Police Vehicle	0	0	0	0	0	0	0	0	0	0
Operating Procedure	1	0	0	0	0	0	0	1	+1	100
Failure to Seatbelt Prisoner	0	0	0	0	0	0	0	0	0	0
Fail to Wear Protective Vest	0	0	0	0	0	0	0	0	0	0
Violations of Law	0	0	0	0	0	0	1	0	-1	100
Improper DCI Dissemination	0	0	0	0	0	0	0	0	0	0
Improper Photo Line-up	0	0	0	0	0	0	0	0	0	0
Secondary Employment	0	0	1	0	0	0	0	1	+1	100
Truthfulness and Cooperation	0	0	0	0	0	0	1	0	-1	0
Violation of Policy	0	0	0	0	0	0	0	0	0	0
Divulgence of Departmental Business	0	0	0	0	0	0	1	0	-1	0
Personal/Social Media Sites	0	1	0	0	0	0	1	1	0	0
Law Enforcement Communication Systems	0	0	0	0	0	0	1	0	-1	0

Failure to Obey Direct Order	0	0	0	0	0	0	1	0	-1	0
Fail to Provide Name and/or Badge Number Upon Request	3	0	0	0	0	0	0	3	+3	100
Collision Reportng and Investigation	1	0	0	1	0	0	0	2	+2	100
Disobedience of Orders & Insubordination	2	0	0	0	0	0	0	2	+2	100
VOTC	11	0	1	2	0	0	17	14	-3	17.65
Total	33	38	9	8	9	1	153	98	-55	

Citizen Complaint Origination

	2020	2021	Variance	Percent of Total
Traffic Stop	13	10	-3	15.9
Calls for Service	40	32	-8	50.8
Arrest	7	6	-1	9.5
Off-Duty	6	4	-2	6.4
Special Event/Circumstance	10	2	-8	3.2
Preliminary Investigation	5	3	-2	4.8
Search Warrant	1	1	0	1.6
Other	0	5	+5	7.9
Total	82	63		

Biased Policing

Within the citizen complaints, there were seven (7) complaints of allegations regarding Biased Based Policing in 2021 compared to eleven (11) in 2020. FPD's Complaint Procedure (General Order 3.2) indicates that supervisors are required to complete a Citizen Complaint entry whenever anyone files a complaint and there is a race based nexus included in the allegation(s). The following dispositions were given in regards to the aforementioned incidents: All seven (7) incidents were unfounded.

Excessive Force

Any allegation of excessive force automatically results in an internal investigation with a full Chain of Command review. Excessive force investigations can stem from a citizen's complaint or the Chain of Command can, and has, identified situations where they feel the force used was excessive. In 2021 there were eight (8) excessive force allegations compared to eleven (11) in 2020. The following dispositions were given in regards to the aforementioned incident: Six (6) incidents were unfounded and two (2) were exonerated.

Positive Compliments

The FPD also accepts positive compliments about its officers in the same manner in which it accepts complaints. The FPD received thirty-three (33) positive compliments in 2021.

Citizen Complaint Analysis / Recommendations

Based on the systematic analysis of FPD data regarding Citizen Complaints, specifically Biased Based Policing and Excessive Force Complaints, the IAU recommends the following steps be taken to avoid potential problematic patterns:

- Continue to stress the importance of professionalism when dealing with the public.
- Continue department wide training regarding de-escalation tactics.
- Continue with community programs which promote citizen interaction.

It was also noted that the department reported declines in received allegations of biased based policing and excessive force in a collective 31.9% percent decrease.

Vehicle Pursuits

In 2021, the FPD was involved in nine (9) vehicle pursuits; eight (8) less than the seventeen (17) reported in 2020. Of the nine (9) pursuits in 2021, five (5) were deemed to have been conducted in accordance with policy, one (1) were found to be in violation. Three (3) investigations were still open at the time of completion of this report.

Below is the raw data regarding vehicle pursuits:

Reason for Pursuit	2020 Count	2021 Count	Variance +/-	2021 Percent of Total
Careless & Reckless	1	1	0	11.1
DWI	0	0	0	0
DWI & C&R	0	0	0	0
Felony	13	8	-5	88.9
Other	2	0	-2	0
Violent Misdemeanor	1	0	-1	0
Total Pursuits	17	9		

Pursuits Within Policy	2020 Count	2021 Count	Variance	2021 Percent of Total
No	8	1	-7	11.1
Yes	9	5	-4	55.6
Pending (Open)	0	3	+3	33.3

Dispositions	2021	Percentage of Total
Exonerated	4	44.4
Sustained	1	11.1
Unfounded	0	0
Not Sustained	1	11.1
VOTC	4	44.4
Open / No Final Action	3	33.3
TOTAL	12	

Vehicle Pursuit Analysis/Recommendations

IAU recommends that supervisors continue to review our policies of when officers are authorized to initiate a pursuit. Vehicle Pursuits are inherently dangerous to the officer and public, to which departmental policy clearly defines when a pursuit can authorized.

Vehicle Accidents

In 2021, FPD officers were involved in a total of sixty-six (66) vehicle accidents where they were occupying and/or operating their assigned vehicles.

Of the thirty-three (33) at-fault accidents our officers were involved with, the majority were due to improper backing; representing a combined 33.3% of all FPD at-fault accidents occurring in 2021.

Below is the raw data regarding vehicle crashes:

Employee Fault	2020 Count	2021 Count	Variance	2021 Percent of Total
No	38	33	-5	50
Yes	36	33	-3	50
Total Crashes	74	66	-8	

Cause of Crash when FPD at-Fault	2020 Count	2021 Count	Variance +/-	2021 Percent Totals
Fail to Yield	0	1	+1	3.03
Fail to Reduce Speed	6	6	0	18.18
Improper Turn	2	1	-1	3.03
Improper Backing	10	12	+2	36.36
Inattention	10	5	-5	15.15
Lane Change	0	0	0	0
Over corrected	0	0	0	0
Improper Parking	2	2	0	6.06
Crossed Centerline	0	0	0	0
Failure to Clear Intersection	0	1	+1	3.03
Followed too closely	0	1	+1	3.03
Ran off Road	1	2	+1	6.06
Visibility Obstructed	1	0	-1	0
Speeding	0	0	0	0
Improper Passing	0	0	0	0
Other	3	2	-1	6.06
Failure to Place in Park	0	0	0	0
Unable to Determine	1	0	-1	0
Total	36	33		

Estimated Damage	2020 Count	2021 Count
City	\$114,420	\$138,875.00
Other	\$86,061	\$104,749.00
Total	\$200,681	\$243,624.00

*Damages from IAPro/Blue Team Entries, not DMV-349, as that is what was reported by the Chain of Command at the time of the incident entry.

Dispositions	2021	Percentage Total
Exonerated	27	40.9
Sustained	36	54.5
Unfounded	0	0
Not Sustained	2	3.03
VOTC	0	0
Open / No Final Action	1	1.5
TOTAL	66	

Employee Injury	2020 Count	2021 Count	Variance	2021 Percent Totals
No	68	56	-12	84.84
Yes	6	10	+4	15.15

Non-Employee Injury	2020 Count	2021 Count	Variance	2021 Percent Totals
No	71	59	-12	89.39
Yes	3	7	+4	10.6
Unknown	0	0	0	0
N/A	0	0	0	0

Crash Month	2020 Count	2021 Count	Variance +/-	Percentage Total
January	5	4	-1	6.06
February	5	7	+2	10.6
March	7	5	-2	7.57
April	5	2	-3	3.03
May	7	7	0	10.6
June	8	11	+3	16.66
July	10	6	-4	9.09
August	6	7	+1	10.6
September	5	3	-2	4.54
October	4	6	+2	9.09
November	8	4	-4	6.06
December	4	4	0	6.06

Summary of Vehicle Crash Data:

The overall number of crashes in 2021 involving FPD is sixty-six (66), a decrease of eight (8) from the seventy-four (74) in 2020. Crashes involving improper backing and failure to reduce speed are the highest categories with inattention being the third highest category. As training continues, all sworn personnel have conducted in-service driver's training that dealt specifically with backing and using mirrors and the camera-assist in the vehicles.

Quality Reviews

Quality Reviews are considered to be inquiries that stop short of being an internal investigation. Supervisors and IAU often complete Quality Reviews for the purposes of documenting incidents or occurrences which could lead to liability for the City or agency. An example of when a quality review might be completed would be when an officer's vehicle is struck while unoccupied when

it was otherwise parked legally. In 2021, a total of nineteen (19) Quality Reviews were completed. Below is the raw data regarding Quality Reviews:

Purpose of Review	2020 Totals	2021 Totals
Vehicle Accident	10	13
Unbecoming Conduct	0	0
Mentally Ill subject (Hearing voices)	0	0
Civil Case (Documentation only)	1	2
Unfounded complaint from prisoner	0	1
Complaint on departmental program (not officer)	0	0
Citizen Complaint	3	0
Injured Subject	10	2
Damage / Loss to City Property	0	1
Injury (Job Related)	0	0
Assault	0	0
Court Appearance, Statement, Testimony	0	0
Emergency Commitment	0	0
Firearm Discharge	0	0
Rudeness	0	0
In Custody Death	0	0
Traffic Stop	0	0
Total Quality Reviews	24	19

IAU has no recommendations regarding Quality Reviews or practices for 2022.

Early Intervention System (Alerts)

The FPD's Early Intervention (EI) System appears to be functioning as intended. Supervisors are notified when an Alert has been generated on an officer. Currently, the thresholds for each type of incident are as follows:

- Citizen Complaint 3 per 12 months
- Departmental 3 per 12 months
- Pointing of a Weapon 3 per 12 months
- Firearm Discharge 2 per 12 months
- Excessive Force Allegation 3 per 12 months
- Use of Force 3 per 12 months
- Vehicle Pursuit 3 per 12 months
- Vehicle Crash 2 per 12 months
- Overall Threshold Any combination of 6 incidents per 12 months

Early Warning System Analysis / Recommendations

The IAU does not recommend any changes be made to the Early Intervention System (Alert) policy. It would appear the EI System is functioning as intended and is identifying those officers who may be demonstrating problematic behaviors.

Formal Disciplinary Grievances

	2020	2021	Variance
Grievances	22	11	-11

Of the grievances held in 2021, eight (8) arose from disciplinary action and three (3) from pay compression/performance. Of the grievances held in 2021 for disciplinary actions, three (3) resulted in a reduction of the disciplinary action/modification/overturned to the policy identified. As it pertains to the eleven (3) grievances for pay/performance, one (1) was modified and two (2) were upheld.

Overall Disciplinary and Personnel Actions for all Internal Investigations

	2020	2021	Variance
Termination	1	1	0
Resigned in lieu of termination	12	6	-6
Demotion	0	0	0
Suspension	8	15	+7
Written Reprimand	31	21	-10
Written/Policy Warning	59	66	+7
Corrective Action/Training	1	0	-1
Oral Counseling	0	33	+33
Total	137	142	

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

Summary

The overall Disciplinary and Personnel Actions for all Internal Investigations entered into the IAPro/Blueteam software shows that in 2021, as compared to 2020, disciplinary action remained consistent as the department follows a progressive discipline procedure. The COVID-19 Pandemic continued to have an impact on police interactions within our community along with officers employing more de-escalation techniques. Although we had a marked decrease in citizen complaints, we also maintained healthy submissions in positive compliments which can be attributed to the Fayetteville Police Department's commitment to remain transparent to the community in which we serve. In addition to the reduction in Citizen Complaints; it was also notable that allegations surrounding Biased Based Policing and Excessive Force fell more than 30% percent from the previous year. The Internal Affairs Units continues to provide training to supervisory staff as it relates to internal investigations and will continue to review policies that affect the department and how we can better the citizens of our great community.

CTJ/adb