

*It is my pleasure to present to you the 2015 Annual CMPD Internal Affairs Report. The men and women of the CMPD are committed to providing the very best service possible and maintaining the high level of confidence this community has in us. Our Internal Affairs (IA) process plays an integral role in building and maintaining that trust.*

*In an effort to be as transparent and as proactive as possible, the Internal Affairs Bureau has created an annual report for citizens since 2003. Our hope is that this year's report will help you better understand the seriousness with which we approach citizen complaints and help build understanding about the processes we follow anytime an employee uses force, is involved in a motor vehicle accident, is injured, or is accused of misconduct. This report also will give you an overview of our 2015 activities and supply similar data from previous years for comparison.*

*I hope you will find the information in this report reassuring and helpful. I look forward to working with all members of our community as we work together to make this an even better and safer place to live, work and visit.*

Sincerely,



Kerr Putney  
Chief of Police



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## Executive Summary

The Internal Affairs Unit processed 225 cases of misconduct allegations for 2015. These cases involved 365 alleged violations of a rule of conduct. Thirteen percent or 46 cases were related to the Violation of Rules directive, which is part of the 100+ directives and standard operating procedures. Thirty-three (72%) of those 46 complaints were made internally by CMPD employees against other CMPD employees. In 78% of those cases, it was determined that there was sufficient evidence to show the employee's actions violated policy. This is a consistent trend with past years where the majority of all complaints are made internally; indicating employees' willingness to report errors or improper behavior to their supervisors.

Citizen calls for service to the department increased by 33,525 from last year; there were 2,058 fewer arrests and a decrease in uses of force by CMPD officers in 2015 compared to 2014. The number of vehicle pursuits was nearly the same as last year, and the majority of the time the pursuits were initiated for the offense of armed robbery.

There were five deadly force incidents in 2015, two of which resulted in fatal injuries to the suspect. These incidents received intense scrutiny from the Homicide Unit, Internal Affairs Bureau, Mecklenburg County District Attorney's Office, and in some cases, the North Carolina State Bureau of Investigation.

Five CMPD employees were criminally charged in 2015. While these incidents are a disappointment to the organization, the number charged is less than one half of one percent (.2%) of CMPD's workforce.

CMPD employees drove 20,731,935 miles in 2015. There were 324 collisions of which 154 (48%) were determined to have been not preventable by the employee.

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Please recognize this 2015 annual report is based on data which is not static, and is subject to change following publication. While the Charlotte-Mecklenburg Police Department strives to share accurate, timely information with the community, there are factors which influence these changes. One way the Department attempts to minimize these changes, or updates, is by adjudicating 2015 case investigations prior to publishing this annual report. This is important because the annual report is based on the calendar year, and a complaint from an event in December may take several months to adjudicate, depending on the severity of the allegation and length of the investigation. In the case of an appeal, especially an employee suspension or termination, the final adjudication may be overturned by the Civil Service Board, or the length of suspension may be increased or decreased. With that caveat, please use this report to help understand the yearly trends related to our internal investigations and our commitment to thoroughly investigating all citizen complaints.

## CMPD Mission Statement

*The Charlotte-Mecklenburg Police Department will build problem-solving partnerships with our citizens to prevent the next crime and enhance the quality of life throughout our community, always treating people with fairness and respect.*

### *We Value:*

- *Partnerships*
- *Open Communication*
- *Problem-solving*
- *People*
- *Our Employees*
- *Integrity*
- *Courtesy*
- *The Constitution of North Carolina*
- *The Constitution of the United States*

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## CMPD Internal Affairs Bureau Mission Statement

*The Internal Affairs Bureau will preserve the public's trust and confidence in the Charlotte-Mecklenburg 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.*








## Internal Affairs Bureau

We are proud to be part of an organization that places a high value on integrity and public trust. The Internal Affairs Bureau 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 the rights of our employees are protected and all persons involved in an inquiry are treated with dignity and respect.

The CMPD realizes that some misconduct allegations can generate significant community concern. Internal Affairs sergeants are assigned to investigate such allegations thoroughly so that commanders overseeing board hearings can make informed, unbiased decisions regarding complaint dispositions. Internal Affairs presents the information gathered during an investigation to employee commanders in what is called an Independent Chain of Command Review. While Internal Affairs remains present throughout these reviews, its staff assumes **no** active role in determining the final adjudication of any alleged violation. That responsibility is most often reserved for an Independent Chain of Command Board and, ultimately, the Chief of Police. Internal Affairs also represents the department and the Chief of Police when a case disposition is appealed to one of the community oversight boards.

### **The Internal Affairs Bureau performs several critical functions to help the CMPD reach its goals:**

-  Documents internal and external complaints
-  Investigates serious allegations of misconduct
-  Reviews investigations performed by field supervisors
-  Facilitates the adjudication of allegations
-  Prepares cases appealed to community oversight boards

The men and women who are assigned to the Internal Affairs Bureau take their responsibilities seriously and are dedicated to the unit's mission. The sergeants that comprise the unit's investigators apply internally for the bureau and 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 Internal Affairs staff of eight sergeants, led by two captains and a major, is always willing to assist the public in addressing their concerns. Please feel free to contact any unit member with any questions or concerns you may have. To learn more please visit [www.cmpd.org](http://www.cmpd.org). To read more about the role of Internal Affairs, click on "[Our Organization/Office of the Chief/Internal Affairs](#)." This area of our website contains detailed information about the Charlotte-Mecklenburg Police Department Disciplinary Process, the complaint process, and an FAQ section. For a complete list of the Rules of Conduct and who may investigate a potential violation please go [www.cmpd.org](http://www.cmpd.org) and click on the "[Departmental Directives](#)" link.

## Current Internal Affairs Staff

### Major

*Johnny Jennings*

### Captain

*Rich Austin*

*Roslyn Maglione*

### Sergeants

*Mike Burke*

*Greg Coutts*

*Marsha Dearing*

*Angela Haywood*

*Bryan Miller*

*Lee Ann Oehler*

*Miguel Santiago*

*Mike Sloop*

### Civilian Support

*Mary Ann Hall*

*Cynthia Hollar*



## Community Oversight

Police-community partnerships are critical for improving the quality of life in our community by preventing and addressing crime. These partnerships rely on public trust, which is why the CMPD welcomes community oversight and strives to be transparent in its disciplinary process. The CMPD works with three different organizations that provide oversight of issues brought to the Internal Affairs Bureau: the Community Relations Committee, the Civil Service Board, and the Citizens Review Board.

### Community Relations Committee

- City of Charlotte Department, independent of CMPD
- Representatives from the Community Relations Committee perform the following:
  - Participate in hearings involving allegations of officer misconduct and shooting review boards in cases of serious injury or death to a citizen
  - Review case files prior to hearings (e.g., statements, physical evidence)
  - Question witnesses, accused employees, and Internal Affairs investigators
  - Participate in the discussion, deliberation and final adjudication of cases
  - Participate in discussions and recommendations for disciplinary action

### Civil Service Board

- Community-based board consisting of 9 members (3 appointed by the mayor, 6 by City Council) who:
  - Maintain final authority over hiring, promotion, demotion, and termination decisions for all sworn police officers through the rank of major
  - Hear officer-initiated appeals of certain disciplinary actions (i.e., suspension without pay (imposed or deferred), demotions, terminations)
- Appeals of Civil Service Board decisions are limited to procedural matters and are heard in Mecklenburg County Superior Court

### Citizens Review Board

- Community-based board consisting of 11 members (3 appointed by the mayor, 5 by City Council, 3 by the City Manager) that was created in September 1997 to increase CMPD's accountability to the public
- Reviews citizen appeals of departmental decisions in internal investigations involving:
  - Unbecoming conduct
  - Excessive use of force
  - Illegal arrest, search or seizure
  - Discharge of firearms resulting in personal injury or death
  - Arbitrary Profiling
- Conducts hearings for citizen appeals to review the Chief of Police's use of discretionary powers, oversees the presentation of evidence, and considers witness testimony
- Provides recommendations to the City Manager when the CRB has determined an abuse of discretionary power

The Charlotte-Mecklenburg Police Department has a responsibility to prevent unethical and improper conduct among our employees, and to give them the very best preparation to make sound, appropriate, and respectable decisions.

The CMPD has more than 100 [Directives and Standard Operating Procedures](#) that establish policies for topics ranging from Use of Force to Towing Vehicles; however, to make internal discipline matters clearer, CMPD employees have 42 [Rules of Conduct](#) that must be followed. These rules cover the broader categories of behavior and performance expectations to which we hold all employees accountable. **Note: As of September 2015, the CMPD fully implemented Body Worn Cameras in uniformed patrol assignments, airport and K9.**

We recognize that despite our best efforts, there will be times when citizens, fellow employees or supervisors perceive an employee's behavior to be inappropriate. When this occurs, staff uses a well-established process for receiving, investigating, and adjudicating complaints.

Complaints about employee conduct are classified in two ways: internal or external. Internal complaints are generated by CMPD employees. External complaints originate from someone outside of the CMPD. Most police departments require citizens to follow a more formal process than the CMPD, which accepts complaints by telephone, in-person, written correspondence or e-mail. While the Internal Affairs Bureau would like to communicate effectively with complainants and assist complainants through the process, anonymous complaints are also investigated.

The Internal Affairs Bureau investigates allegations of significant concern to the community at large. Other allegations of misconduct are investigated by a supervisor in the employee's chain of command. After an investigation is complete, depending on the allegation, the complaint is either reviewed by the employee's chain of command or an Independent Chain of Command Review Board to determine a disposition. Complaint investigations completed by Internal Affairs are most often adjudicated by an Independent Chain of Command Review Board. These Boards are comprised of supervisors and command staff members from throughout the Department, as well as a representative from the Community Relations Committee.



The CMPD disciplinary process mandates the adjudication of complaint allegations by a supervisory chain of command. Internal Affairs Bureau personnel serve to advise the chain of command on the investigation and disciplinary process, but do not participate in determination of the final disposition. There are four ways a complaint allegation can be adjudicated based on evidence of the alleged behavior and an evaluation of the appropriateness of the employee's behavior: sustained, not sustained, exonerated, and unfounded.

**Sustained:** The investigation disclosed sufficient evidence to prove the allegation made in the complaint.

**Not Sustained:** The investigation failed to disclose sufficient evidence to prove or disprove the allegation made in the complaint.

**Exonerated:** The acts that provided the basis for the complaint or allegation occurred, but the investigation revealed that they were justified, lawful and proper.

**Unfounded:** The allegation is false. The incident never occurred or the employee was not involved in the incident, or the investigation conclusively proved that the employee's alleged act or actions never took place.

If an allegation is sustained by a Chain of Command Review Board, the Board will discuss and impose a corrective action consistent with the department's disciplinary philosophy. [Internal Affairs](#) reviews every internal investigation for consistency with the disciplinary policy and philosophy, and works with the Board to resolve any inconsistencies.

Upon disposition of a complaint allegation, Internal Affairs mails a letter to the complainant to advise them their complaint has been thoroughly investigated and resolved. The CMPD makes every effort to investigate and adjudicate all complaint allegations within 45 days from the time a complaint is made. However, there are circumstances, including case complexity and witness availability, which prevent this goal from being achieved in every instance.

**Overall Complaints in 2015.** The CMPD received 225 complaints in 2015, the majority of which were internal complaints. As can be seen in **Table 1**, the number of external complaints increased by 18, while the number of internal complaints decreased by two.

<b>Table 1. Total Complaint Events</b>				
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>3 Yr. Avg. '12-'14</b>
<b>External Complaint Events</b>	54	59	77	<b>54.3</b>
<b>Internal Complaint Events</b>	179	146	148	<b>155.7</b>
<b>Total Complaint Events</b>	233	205	225	<b>210</b>

**Note:** Multiple allegations may result from a single event.

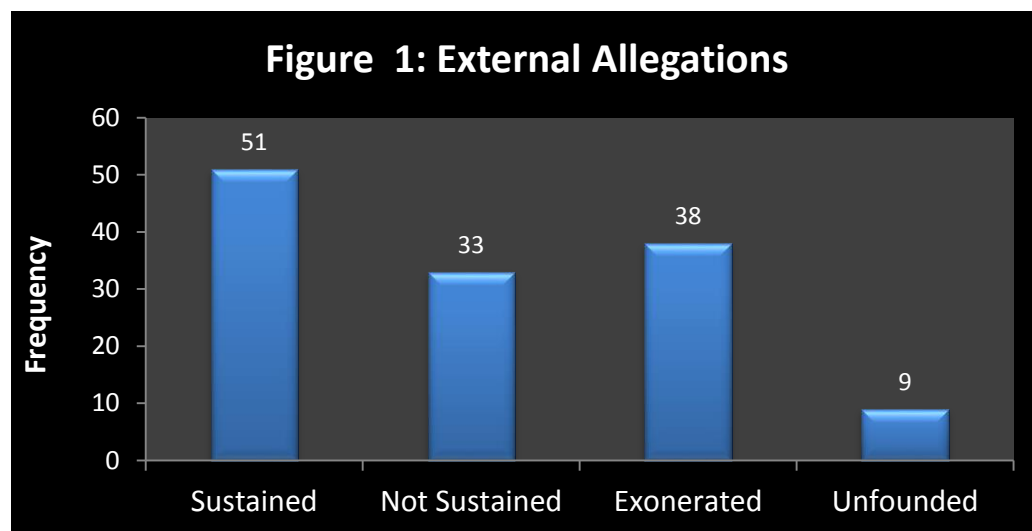
In 2015, there were 365 alleged rules of conduct violations, compared to 369 in 2014. This is a 1.1 percent decrease. **Table 2** identifies the rules of conduct that account for the majority of all misconduct allegations.

<b>Table 2. Most Common Alleged Rule of Conduct Violations</b>												
	<b>External</b>				<b>Internal</b>				<b>Total</b>			
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>3 Yr. Avg. '12-'14</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>3 Yr. Avg. '12-'14</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>3 Yr. Avg. '12-'14</b>
<b>Violation of Rules</b>	12	22	13	<b>14.7</b>	54	42	33	<b>50</b>	66	64	46	<b>64.7</b>
<b>Driving</b>	0	1	3	<b>.33</b>	26	37	30	<b>25.7</b>	26	38	33	<b>26</b>
<b>Unbecoming Conduct</b>	8	12	4	<b>8.3</b>	34	24	18	<b>29.3</b>	42	36	22	<b>37.7</b>
<b>Courtesy</b>	23	26	23	<b>22.7</b>	8	8	10	<b>7.3</b>	31	34	33	<b>30</b>
<b>Neglect of Duty</b>	10	11	6	<b>11.3</b>	41	19	18	<b>30.7</b>	51	30	24	<b>42</b>
<b>Use of Force</b>	18	16	11	<b>16.3</b>	14	12	13	<b>12.3</b>	32	28	24	<b>28.7</b>
<b>Arrest, Search, Seizure</b>	13	16	31	<b>14</b>	8	7	7	<b>7</b>	21	23	38	<b>21</b>
<b>Conformance to Laws</b>	3	2	9	<b>4.7</b>	26	18	14	<b>18.3</b>	29	20	23	<b>23</b>
<b>Employment Outside CMPD</b>	1	2	2	<b>1.3</b>	14	17	29	<b>11</b>	15	19	31	<b>12.3</b>
<b>Departmental Reports/Records</b>	0	4	2	<b>2</b>	17	11	13	<b>11.3</b>	17	15	15	<b>13.3</b>

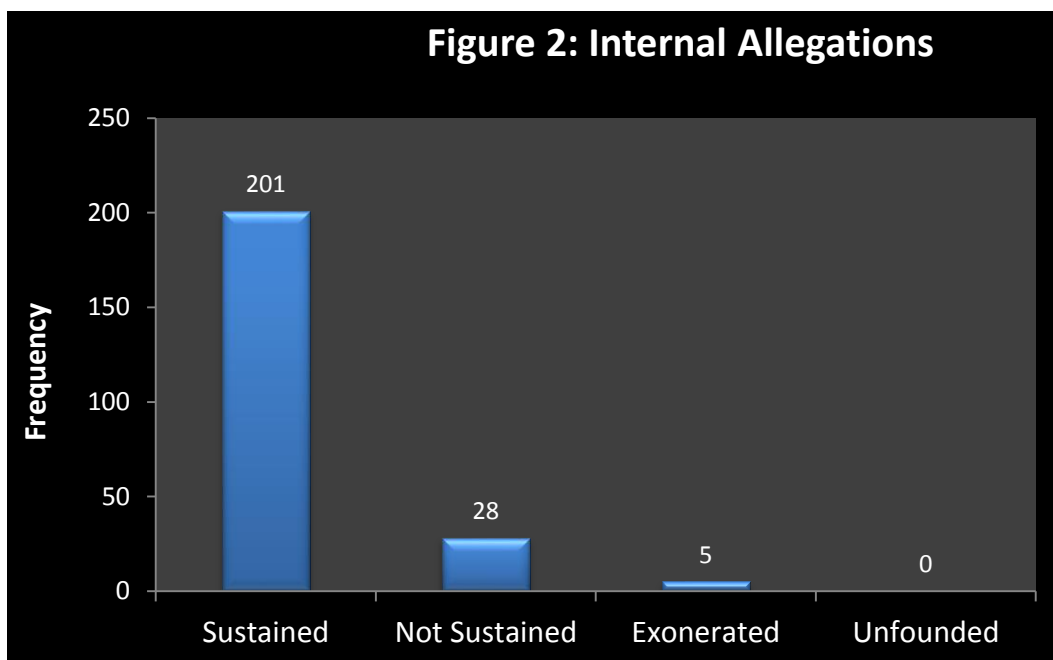


- Internal: Of all allegations: 69% were sustained in 2015
- Internal and External: Neglect of Duty: 67% were sustained in 2015
- Internal: Use of Force: 46% were sustained in 2015
- Internal: Arrest, Search, and Seizure: 34% were sustained in 2015

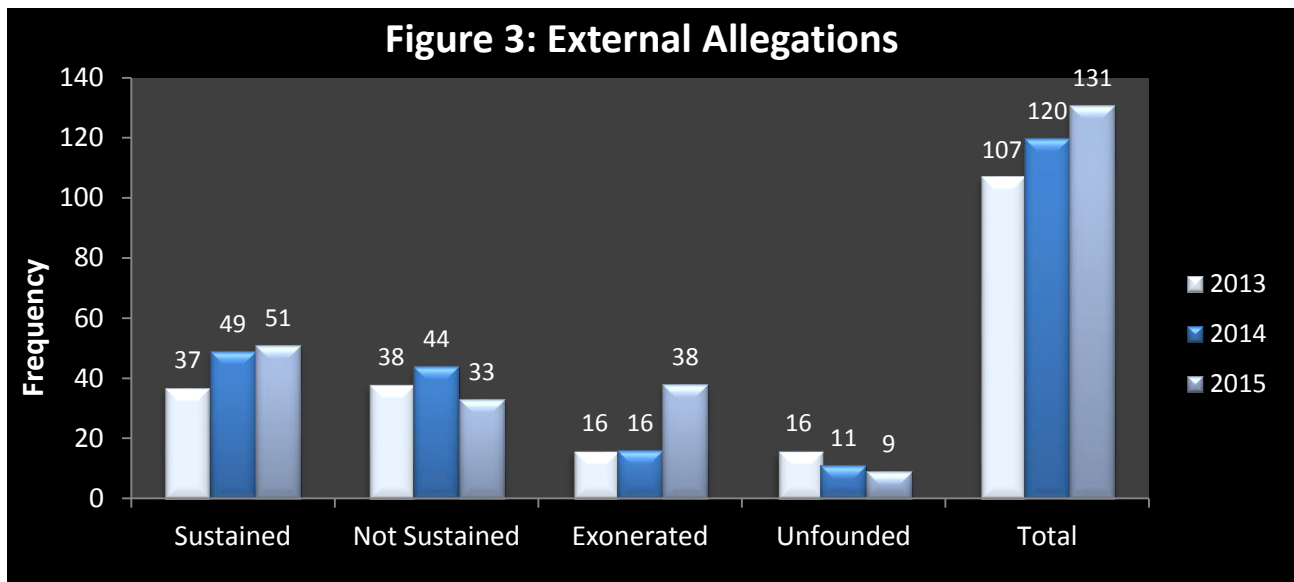
**2015 Investigation Decisions (Figure 1).** Following investigations, only **39%** of external allegations were sustained. In Figure 2, a much higher percentage (**86%**) of internal allegations was sustained. It is possible that departmental supervisors have a better understanding of what constitutes appropriate behavior in certain circumstances than do members of the public; therefore, supervisors may only be submitting complaints when they are certain misconduct has occurred whereas a member of the public may not have the benefit of this knowledge prior to submitting an allegation. This pattern is consistent with those observed in previous years.



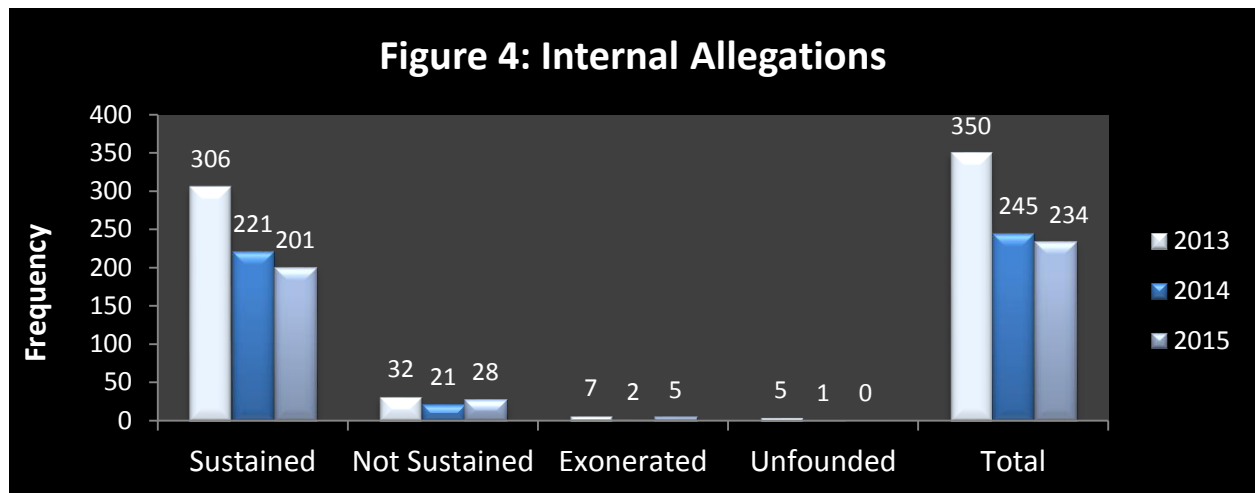
For the majority of external allegations of misconduct (**61%**), employee behavior was determined to be appropriate or there was insufficient evidence to suggest otherwise.



**86%** of complaints made against employees by other employees were sustained.

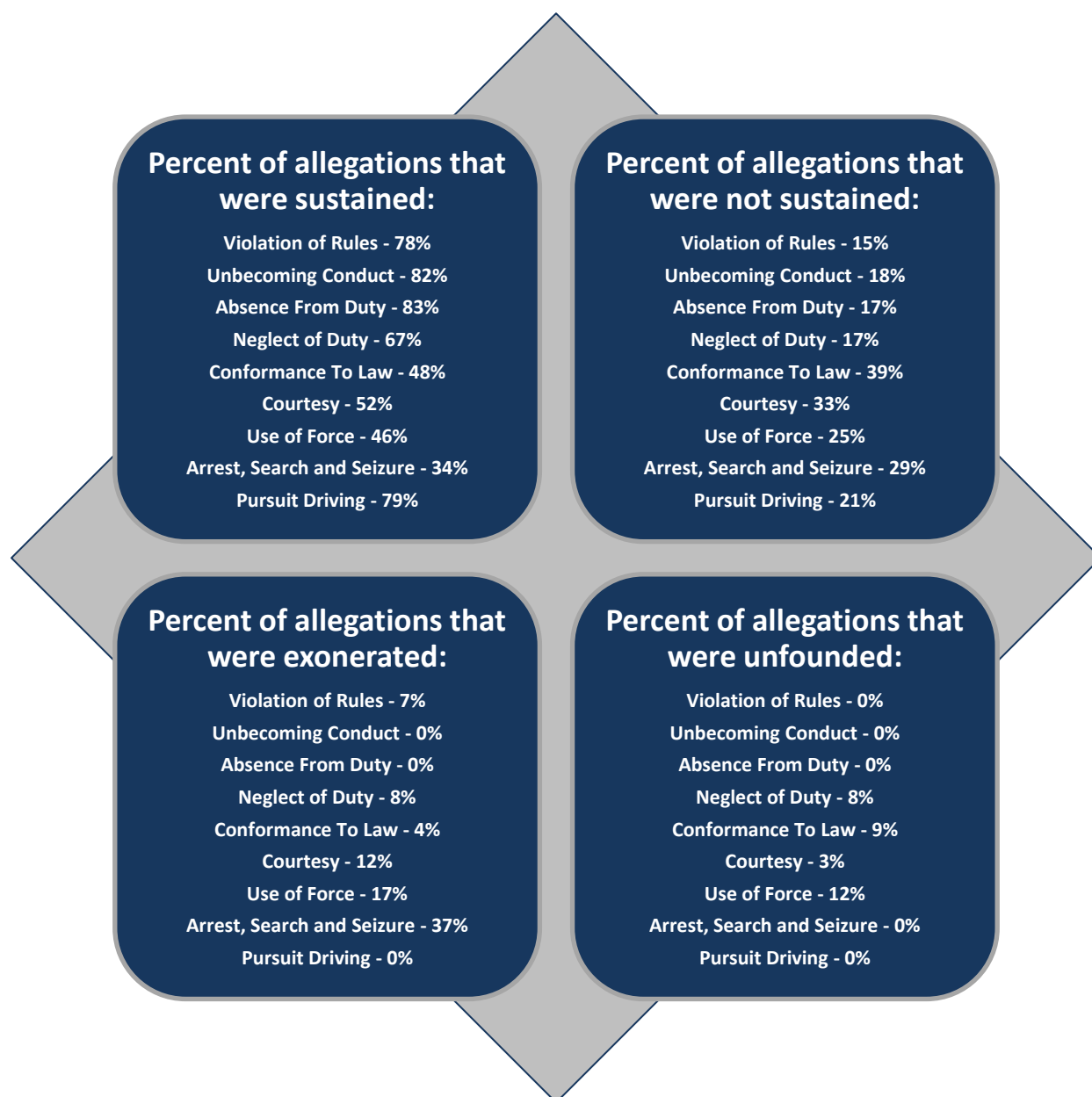


In Figure 3, the number of sustained allegations in 2015 increased by 2 from the previous year, and the number of not sustained allegations decreased by 11 as well. Seven percent of all 2015 external allegations were unfounded.



A high rate of sustained internal allegations persists from previous years, most likely due to CMPD employees having a strong sense of what constitutes misconduct in various circumstances.

The chart below shows the percentage of the most frequent allegations in 2015 that were sustained, not sustained, exonerated, or unfounded.

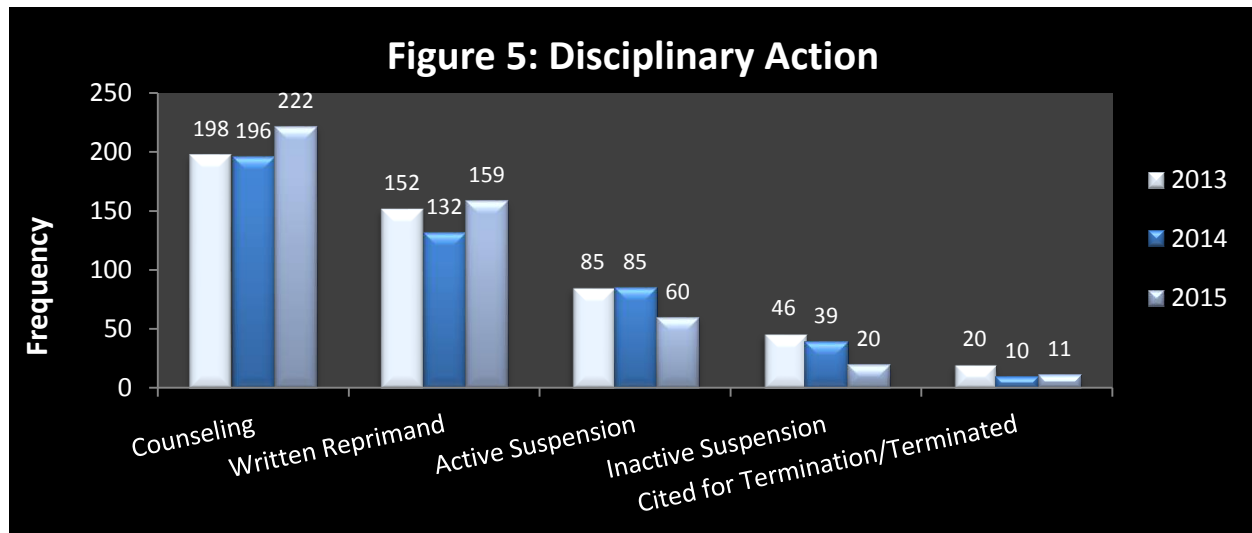


## Disciplinary Action

The department is committed to applying progressive disciplinary action to ensure misconduct will not occur again. Disciplinary action can range from counseling to a recommendation for employee termination. In many cases, employees also receive additional training in the subject areas where violations occur.

The Chain of Command makes the decision on the appropriate disciplinary action based on the CMPD's disciplinary philosophy. This philosophy takes into account employee motivation, degree of harm, employee experience, whether the violation was intentional or unintentional and the employee's past record. To view a more detailed explanation of our department's disciplinary philosophy, visit [www.cmpd.org](http://www.cmpd.org), E-Policing Resources, then select [Departmental Directives](#), then [100-004 Disciplinary Philosophy](#).

The below graph illustrates the disciplinary action taken for sustained allegations in 2013 through 2015. An inactive suspension is activated if an employee violates a similar rule of conduct within a year. There is no disciplinary action if an employee resigns while under investigation. There are more actions taken than allegations, as some allegations result in multiple disciplinary actions, such as reprimands and suspensions together. The pattern of disciplinary actions taken in 2015 is nearly identical to those that were observed in recent years.

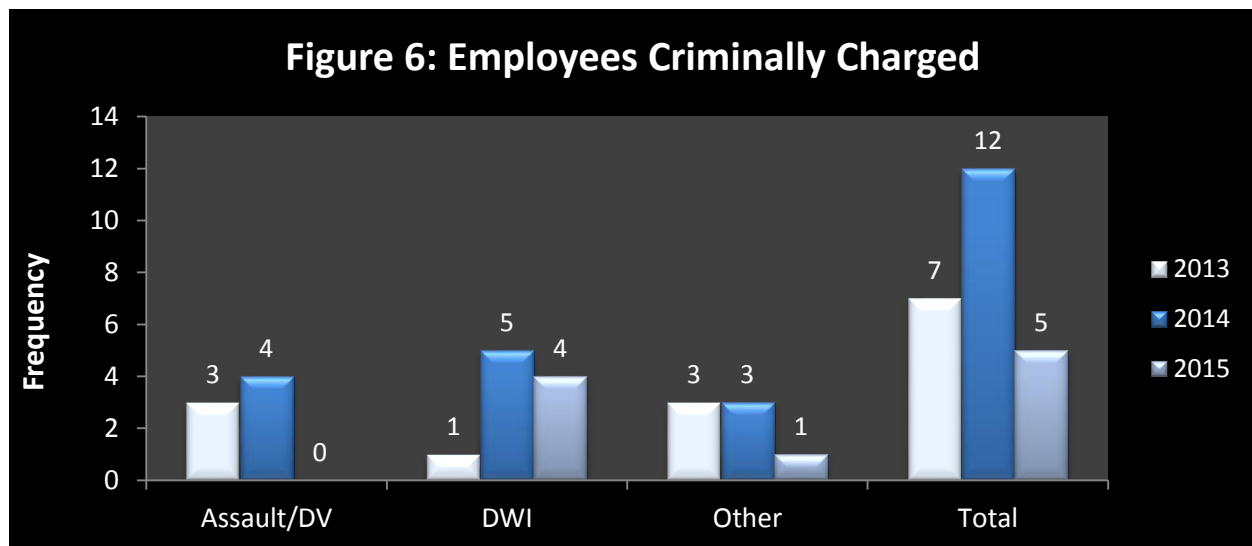


In Figure 5, low to moderately severe disciplinary actions (e.g., counseling, reprimands, and suspensions) were used most often in 2015, as has been the case in recent years.

## Criminal Investigations Involving Employees

When a CMPD employee is charged with a crime in Mecklenburg County, the department conducts a separate criminal investigation in addition to the Internal Affairs investigation. Criminal investigations are conducted by detectives in the Criminal Investigations Bureau and are presented to the Mecklenburg County District Attorney for a decision on prosecution. If the alleged crime occurs outside of Mecklenburg County, then the agency with jurisdiction in that area conducts the criminal investigation in accordance with local procedures. Decisions on the final disposition of the criminal and administrative cases are made independently of one another. Employees charged with a crime, including certain traffic offenses, are required to report the charges to the Chief of Police.

The graph below compares the types and frequency of employee criminal charges across the last three years.



In Figure 6, the number of employees criminally charged decreased from 2014 to 2015. There were decreases in all categories.

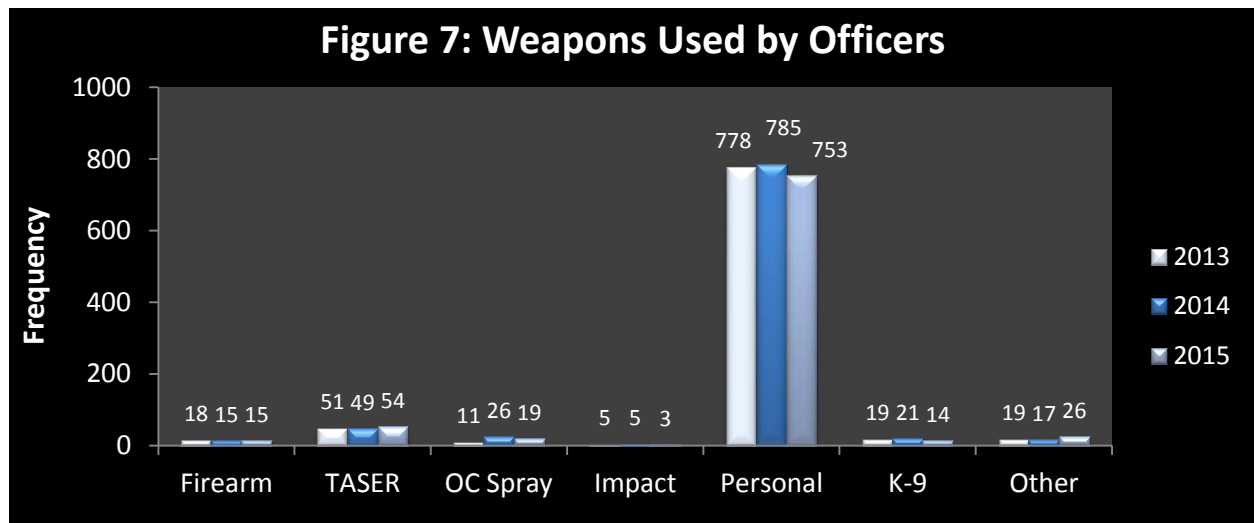
## Use of Force

Police officers are trained to seek voluntary compliance through lawful direction. However, they are sometimes met with circumstances in which a subject's actions compel them to use force in order to gain compliance. CMPD policy requires officers to report use of force incidents under a broad range of circumstances. Supervisors investigate and document each incident. **Table 3** displays the number of times officers used force as compared with total arrests and citizen initiated calls for service.

Table 3. Use of Force					
	2013	2014	2015	3 Yr. Avg. '12-'14	2014-2015 Change
<b>Total Use of Force Events</b>	431	440	425	<b>443</b>	15 less
<b>Total Calls for Service</b>	367,973	384,154	417,679	<b>370,946</b>	33,525 more
<b>Total Arrests</b>	22,000	22,731	20,673	<b>23,148</b>	2,058 less

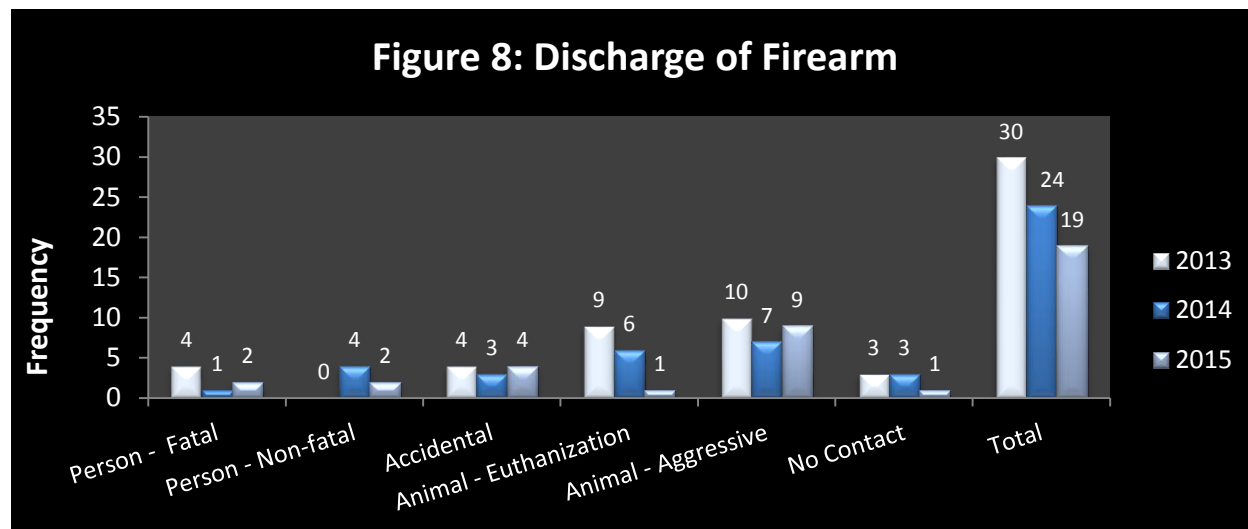
The numbers decreased in 2 categories: use of force (-3.4%) and arrests (-9%). However, for calls for service, there was an 8.7 percentage increase.

Figure 7 displays use of different weapons by officers during use of force situations against aggressive individuals and animals from 2013 to 2015. Note that any single use of force event may have included the use of multiple weapons by one or more officers, which is why the number of weapons used is greater than the number of events.



Personal weapons (e.g., hands) continue to be the most often used 'weapon' by officers in use of force situations. This occurs because most encounters begin when officers are in physical contact or close proximity with a suspect at the time the suspect decides to act with aggression or resistance.

Figure 8 displays the number of incidents where employees discharged firearms in the performance of their duties for the past three years.



Half of all shooting incidents (10) in 2015 involved euthanizing injured animals or shooting an aggressive animal.

**Use of Non-Deadly Force.** Officers are authorized to use *non-deadly force* under both North Carolina General Statute and Departmental Directives in circumstances limited to situations where the officer believes it is necessary to protect himself or another person, or to affect a lawful arrest. To better understand Charlotte-Mecklenburg Police Department use of force policies, visit [www.cmpd.org](http://www.cmpd.org) and under E-Policing Resources, select [All Departmental Directives](#) and select 600-019 Use of Non-Deadly Force and 600-018 Use of Deadly Force.

When appropriate, officers may use several non-deadly force options. Officers receive training consistent with the [Use of Force Continuum](#) (see 600-018), as well as federal and state statutes. The North Carolina Criminal Justice Education and Standard Commission require officers to have use of force training on a yearly basis to maintain their police certification. In addition, officers receive use of force training and techniques to de-escalate volatile situations throughout the year at the CMPD Training Academy. The use of force training given to CMPD officers exceeds the state's minimum requirements.

**Use of Deadly Force.** The circumstances in which an officer may use *deadly force* are limited by North Carolina General Statute and further restricted by Departmental Directives. To help officers train and understand what level of force is most appropriate, the CMPD utilizes a continuum to identify what actions may be taken in response to certain behaviors by a subject. To better understand this continuum, visit [www.cmpd.org](http://www.cmpd.org). From the homepage, click under E-Policing Resources, [All Departmental](#)

Directives. The department's Use of Force Continuum can be found under 600-020 Use of Force Continuum.

An officer's use of deadly force is rigorously investigated and thoroughly reviewed both criminally and administratively. Deadly force, most commonly the discharge of a firearm, is investigated administratively by Internal Affairs. If the shooting resulted in injury or death to a person, CMPD's Homicide Division or the State Bureau of Investigation conducts a criminal investigation. Since October 2008, North Carolina law has required the SBI to investigate fatal shootings by police if the family of the deceased requests such an investigation within 180 days of the death. The law applies to shootings by any law enforcement agency in the state.

Regardless of who investigates, the facts revealed by the criminal investigation are presented to the Mecklenburg County District Attorney, who determines if the officer's action should result in criminal prosecution. Simultaneously, the Internal Affairs Bureau conducts a parallel investigation to determine if the involved officer(s) complied with department policies. An Independent Chain of Command Shooting Review Board is presented the administrative case, (which also includes the criminal investigation) and determines if any CMPD policies were violated. It also assesses whether the shooting was justified, not justified or negligent.

To the greatest degree permitted under law, the CMPD releases current and relevant information to the public throughout the investigative process during a deadly force investigation. Any case involving a discharge of firearm that results in serious injury or death can be appealed to the Citizens Review Board.

The policy concerning the use of deadly force is reviewed with officers annually. Additionally, officers are required to train and qualify with their firearm four times each year, twice during the daylight hours and twice during the hours of darkness. Officers must also qualify yearly with the Department-issued shotgun. Officers assigned to SWAT participate in firearms training each month.

During 2015, there were five incidents where an officer discharged a firearm at a person.

### **First Incident**

***Description:** On January 4, 2015, while working off-duty inside the Buffalo Wild Wings Restaurant located in the 400 block of E. Martin Luther King Jr. Boulevard, a CMPD Officer was alerted by an employee that a subject was being assaulted by several males at the bar area of the restaurant. The officer observed an assault between several males and the victim. The officer ordered the suspects to stop. The officer then deployed his Taser on one of the males who was actively assaulting the victim. At this time a separate male who was an associate with the subjects involved in the assault grabbed the officer from behind in a choke hold. After being unable to free himself from the choke hold, the officer discharged his service weapon at the male who continued choking and striking him several times. The officer immediately requested additional units and Medic. Responding officers were able to detain two males that were involved in the assault.*

## **Second Incident**

**Description:** On February 18, 2015, Metro Division patrol officers responded to a domestic violence call for service involving two females. When officers arrived on scene they were met outside the apartment by the 911 caller. The caller stated that she and another female were involved in an argument. Officers went inside the apartment to speak with the female who was armed with a knife. After being ordered several times to drop the knife, the female refused their commands and lunged at the officers. The officer discharged his service weapon, striking the female.

## **Third Incident**

**Description:** On March 7, 2015, patrol officers with the Central Division responded to a 911 call for service in the 900 block of N. Tryon in reference to a large teen party taking place. The caller advised that several males at the party were attempting to hide guns in their clothing. Once officers arrived on scene the teens began to disperse from the location.

A short time later, at approximately 8:42 p.m., 911 received a call stating that shots were being fired in the 1200 block of N. Tryon Street. Metro Division patrol officers responded to the scene in an attempt to locate the source of the shots and to disperse the crowd. Upon their arrival officers observed a male subject with a firearm in his possession. Officers ordered the male to drop the weapon but the male refused their commands. An officer then discharged his service weapon, striking the male.

#### **Fourth Incident**

**Description:** On October 16, 2015, a Metro Division patrol officer was on patrol when she attempted to assist the motorist of a disabled vehicle in the 2100 block of Wilkinson Boulevard. As the officer approached, she recognized the vehicle as a stolen vehicle that was taken during a home invasion the week prior. When the officer approached the motorist, a struggle ensued. The officer deployed her Taser which was unsuccessful in subduing the suspect. The suspect produced a handgun during the struggle with the officer. The suspect and the officer exchanged gunfire. The suspect then continued to run and fire the weapon in the direction of the officer. During the struggle, the officer sustained a non-life threatening injury to her hand. As the suspect was crossing Wilkinson Boulevard, he unsuccessfully attempted to carjack several motorists. Additional officers arrived on scene and were able to locate the male nearby and take him in to custody without further incident.

#### **Fifth Incident**

**Description:** On December 24, 2015, while working off-duty inside the Northlake Mall, an officer heard multiple shots being fired inside the mall. The officer responded to the scene and encountered a subject armed with a firearm. According to witnesses, the subject turned and pointed the weapon at the officer who then fired his service weapon. Additional officers who were working off-duty in the mall arrived on scene and immediately began rendering aid to the injured subject.

## In-Custody Death

If a person dies while in the custody of CMPD, detectives from the Homicide Unit respond to the scene to conduct a criminal investigation. The investigation is presented to the Mecklenburg County District Attorney, who conducts an independent review and decides whether to press criminal charges. An Internal Affairs investigation is simultaneously conducted to ensure policy compliance. At the conclusion of the internal investigation, an Independent Chain of Command Review Board reviews the case to determine if officers acted in compliance with our policies and procedures.

The CMPD trains its employees to monitor all persons taken into custody and to summon medical treatment whenever a subject appears or states they are in distress. To aid in that endeavor, the CMPD has developed several policies related to prisoner care and transportation. For a complete list of those guidelines, please refer to [www.cmpd.org](http://www.cmpd.org). From the homepage, click E-Policing Resources, [Departmental Directives](#), then 500-002 Confinement of Arrestees and Booking Procedures, 500-003 Management of Subjects in Extreme Distress, 500-007 Use of Interview Rooms and 500-008 Prisoner Transport. These guidelines are periodically reviewed and updated to best guide employees in their handling of persons in custody.

In 2015, the CMPD had one in-custody death. On March 10, 2015, Freedom Division patrol officers responded to a call for service in reference to a female being assaulted. Upon their arrival, the officers detained a male suspect who was in apparent need of medical attention. The Charlotte Fire Department and MEDIC responded to the scene and began to treat the suspect. He was transported to the hospital where he remained unresponsive. He was later pronounced deceased. The Medical Examiner determined his cause of death was cocaine toxicity.

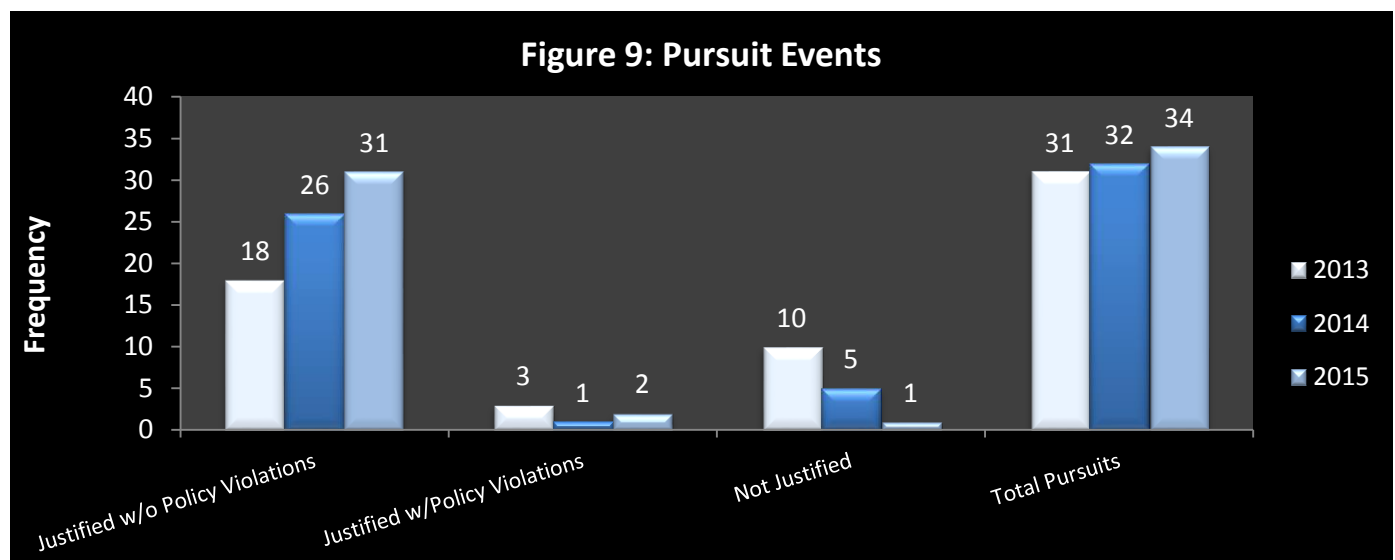
## Police Vehicle Pursuits

From time to time, police officers encounter a subject in a motor vehicle who refuses to stop when the blue lights and siren are activated. When police continue to keep pace with a vehicle in their attempts to stop its driver, a police pursuit occurs. Vehicle pursuits pose a significant risk to the general public, those in the pursued vehicle and the pursuing officers. For this reason, the CMPD significantly restricts, thoroughly investigates and closely reviews each of these incidents. Officers must have permission from a supervisor to continue a pursuit. The supervisor then closely manages all aspects of the pursuit to include evaluating the risk it creates. Pursuits are restricted to those situations where a suspect has recently committed or will reasonably be expected to commit an offense that puts a life in danger. Pursuits may also be authorized when officers are immediately able to locate a suspect vehicle following a felony breaking and entering of a residence.

Once a pursuit incident has ended, regardless of the means of termination, a patrol supervisor is responsible for completing an internal investigation. The investigation includes, at a minimum, a map of the pursuit route, statements from all employees involved and all audio, visual or documentary information. The investigation is reviewed by the involved employees' Chain of Command and ultimately by Internal Affairs to ensure compliance with CMPD policy.

To view the complete departmental directive governing pursuits, go to [www.cmpd.org](http://www.cmpd.org), E-Policing Resources, and then to [Departmental Directives](#), then to Directive 600-022, Emergency Response and Pursuit Vehicle Operations.

Pursuits vary greatly in length, vehicle speed and number of units involved. While some pursuits go for several miles at high speeds, most last only seconds and cover short distances. **Figure 9** shows the number of pursuits and how they were adjudicated from 2013 to 2015.



The Charlotte-Mecklenburg Police Department periodically reviews and updates its pursuit policies, equipment and training in order to ensure the highest level of safety during these high-risk situations. **Table 4** indicates that, as in previous years, the majority of all pursuits were for violent felony offenses.

<b>Table 4. Offenses Initiating a Pursuit</b>				
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>3 Yr. Avg. '12-'14</b>
<b>Arson</b>	1	0	0	<b>.33</b>
<b>Homicide</b>	0	2	1	<b>.67</b>
<b>Burglary</b>	0	1	1	<b>.67</b>
<b>Assault on Government Officer or Employee</b>	0	0	1	<b>.33</b>
<b>Assault w/ Deadly Weapon</b>	5	4	9	<b>4.7</b>
<b>Larceny from Vehicle</b>	0	1	0	<b>.33</b>
<b>Rape/Sex Offense</b>	0	1	0	<b>.33</b>
<b>Breaking &amp; Entering</b>	2	1	2	<b>2</b>
<b>Hit and Run</b>	1	1	0	<b>.67</b>
<b>Larceny of Vehicle</b>	3	1	0	<b>1.3</b>
<b>Kidnapping</b>	0	0	1	<b>0</b>
<b>Robbery – Armed</b>	<b>11</b>	<b>14</b>	<b>16</b>	<b>11.7</b>
<b>Robbery – Common Law</b>	1	1	2	<b>.67</b>
<b>Traffic Offense (Not DWI)</b>	5	3	1	<b>2.6</b>
<b>Unauthorized Use/Failure to Return Motor Vehicle</b>	1	0	0	<b>.33</b>
<b>Warrant/Order for Arrest</b>	1	1	0	<b>.67</b>
<b>Weapons Law Violation</b>	0	1	0	<b>.67</b>
<b>Total Pursuits</b>	<b>31</b>	<b>32</b>	<b>34</b>	<b>31</b>

The majority of pursuits were initiated to apprehend armed robbery suspects, which has also been the case in recent years.

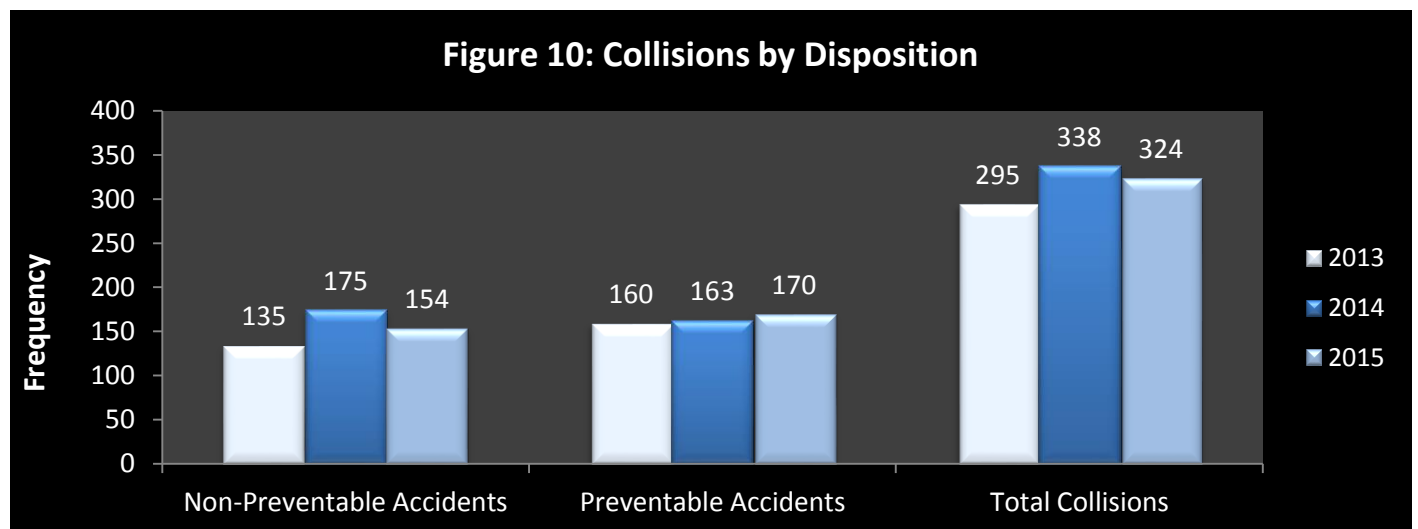
## Employee Motor Vehicle Collisions

To provide police services throughout urban and suburban Mecklenburg County, department employees drive an enormous number of miles in CMPD vehicles. The geographic jurisdiction for the Charlotte-Mecklenburg Police Department includes the City of Charlotte and the unincorporated areas of Mecklenburg County, covering 438 square miles. Employees drive vehicles in all types of weather, traffic and emergency conditions.

In total, the department has approximately 2,000 employees operating 1,392 vehicles, with many vehicles being operated 24-hours a day. Department vehicles were driven a total of, 20,981,498 miles in 2013, 21,031,230 miles in 2014 and 20,731,935 in 2015.

A supervisor investigates all collisions involving a CMPD vehicle and the employee's chain of command determines if it was preventable or not preventable. When an employee is involved in a preventable collision, they are assigned specialized training at the CMPD driver training facility to address the driving error that caused the collision.

The number of collisions associated with employee driving is displayed in the graph below. **Figure 10** shows the total number of preventable and non-preventable collisions from 2013 through 2015.



There was a 4.1% decrease in total collisions from 2014 to 2015; employees drove 299,295 less miles in 2015 than in 2014.

## Demographics and Community Engagement

The Internal Affairs Bureau strives to maintain a diverse employee composition to reflect the greater Charlotte-Mecklenburg community.

As for community engagement, officers within the Internal Affairs Unit have participated in community events. All members of Internal Affairs attended at least one of the Cops and Barbers' community meetings held throughout the City. Sergeants are assigned as liaisons to the various sections of the department to be a resource to fellow employees about internal investigations and personnel matters. Internal Affairs staff assigned as liaisons with patrol divisions participated in ride-alongs to ensure familiarity with current patrol practices and to engage with officers and community members in those patrol areas.

Also, in April 2015, Sergeant Santiago and Sergeant Miller were guests on a Latino radio station to answer questions and provide information about police complaints, the Internal Affairs process, etc. Additionally, the Internal Affairs staff met with the Chief's External Advisory Committee to engage in dialogue on community and internal affairs matters. Lastly, on November 18, 2015, Sergeant Sloop attended a community meeting at the Dilworth Coffee at the Plantation Market in the South Division. This was Coffee with a Cop; community members were allowed to participate in scenarios with the mobile Firearms Training Simulation System (F.A.T.S.).

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