



2011 INTERNAL AFFAIRS REPORT

It is my pleasure to present to you the 2011 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 process plays an integral role in building and maintaining that trust.

In an effort to be as transparent and as pro-active 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 2011 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,

Rodney D. Monroe

Rodney D. Monroe
Chief of Police



Charlotte-Mecklenburg Police Department **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*

Charlotte-Mecklenburg Police Department **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, by providing proactive measures to prevent such misconduct, and by always maintaining 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 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.

In order to achieve these goals, the Internal Affairs Bureau has several key functions. The bureau receives complaints, completes investigations into serious misconduct allegations and reviews investigations by field supervisors, facilitates the adjudication of allegations, and prepares cases appealed to community oversight boards.

Some misconduct allegations can generate significant community concern. An Internal Affairs sergeant is 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 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 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 seven sergeants, led by a captain and a major, are 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. 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 and click on the "[Departmental Directives](#)" link.

The Internal Affairs Staff

Major
Cam Selvey

Captain
Roslyn Maglione

Sergeants
Mike Burke
Will Farrell
Rico McIlwain
Bryan Miller
Vicky Suarez
Mike Sloop
Alex Watson



CMPD Fact: All CMPD Internal Affairs Sergeants are specifically trained to investigate citizen concerns. They all are also members of the National Internal Affairs Investigators Association (NIAIA) and the North Carolina Internal Affairs Investigators Association (NCIAIA). These organizations provide training, leadership, and support for internal affairs investigators and administrators. Several of the Charlotte-Mecklenburg Police Department's Internal Affairs administrators have served on the national board of the NIAIA. Sergeant Rico McIlwain currently serves on the Executive Board of the NCIAIA. The CMPD is recognized as a national leader in internal affairs operations.

Community Oversight

The Charlotte-Mecklenburg Police Department welcomes community oversight and strives to be transparent in its disciplinary process. Engaging members of the community in the disciplinary process serves to strengthen the public's trust of the CMPD, a vital underpinning of the police-community partnerships necessary to prevent and address crime, and to improve the quality of life in our community.

Three different organizations provide oversight of issues brought to the Internal Affairs Bureau:

Community Relations Committee

The [Community Relations Committee](#) is a City of Charlotte Department, independent of the CMPD. A committee staff member participates in all Independent Chain of Command Board Hearings involving allegations of misconduct against officers and Shooting Review Boards, when the incident resulted in serious injury or death to a citizen. The Community Relations Committee representative is a fully involved member of the board and can review the entire case file, including all statements and physical evidence prior to the hearing. During the Independent Chain of Command Board Hearing, the representative can question witnesses, accused employees and Internal Affairs investigators, and fully participate in the discussion, deliberation and final adjudication of the case. If the board finds that an employee violated a departmental policy, the Community Relations Committee representative fully participates in the subsequent discussions and recommendations for disciplinary action, ranging from counseling through employment termination.

Civil Service Board

The [Civil Service Board](#) is made up of seven members (three appointed by the Mayor; four appointed by City Council). This community-based board reviews and has final authority over the hiring, promotion, demotion and termination of all sworn police officers through the rank of major. The board also hears officer-initiated appeals of disciplinary action that include any suspension without pay (imposed or deferred), demotions and all terminations of employment. Appeals of Civil Service Board decisions are limited to procedural matters and are heard in Mecklenburg County Superior Court.

Citizens Review Board

To increase the department's level of accountability to the public, the [Citizens Review Board](#) (CRB) was created in September 1997. The CRB is comprised of eleven members (three appointed by the Mayor, five by the City Council and three by the City Manager). Like the Civil Service Board, the CRB is a community-based group that has the authority to review certain types of actions taken by CMPD employees. The CRB reviews citizen appeals of departmental decisions in internal investigations involving the following:

- unbecoming conduct
- excessive use of force
- illegal arrest, search or seizure
- discharge of firearms resulting in personal injury or death

The CRB schedules a hearing to review an appeal by a complainant. During the hearing, the facts of the case are independently presented by both the appellant and the police department. If the CRB believes sufficient evidence exists to indicate the Chief of Police abused his discretionary powers, the CRB schedules a more extensive hearing where both sides have the opportunity to present their case in a formal setting. The formal hearing includes the presentation of evidence and witness testimony.

If after the full hearing the CRB determines that the Chief of Police abused his discretion, the CRB makes a recommendation to the City Manager. The City Manager discusses the case with the Chief of Police and makes a final disciplinary decision. If the CRB finds that the Chief did not abuse his authority, the appeal process ends. Since its inception, there have been zero cases where the board found that the Chief of Police abused his authority.

CMPD Fact: *The CMPD was one of the first law enforcement agencies in the U.S. to implement a community-involved disciplinary process. The process used today has evolved from the department's first citizen review process implemented in 1968. The CMPD has set the standard for this citizen-based process.*

Complaint Investigations

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 more clear, CMPD employees have 40 [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.

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 and violate policy. When this occurs, staff uses a well-established process for receiving, investigating, and adjudication of 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 matters of significant concern to the community at large, while other allegations are investigated by a supervisor in the employee's chain of command. After an investigation is complete, depending on the allegation, the case is either reviewed by the employee's chain of command or an Independent Chain of Command Review Board to determine a disposition. All complaint investigations completed by Internal Affairs are 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 the representative from the Community Relations Committee.



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 case, Internal Affairs mails a letter to the complainant to advise them their case has been thoroughly investigated and resolved. The CMPD makes every effort to investigate and adjudicate all complaints 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.

The CMPD disciplinary process mandates the adjudication of complaint allegations by a supervisory chain of command. This is an independent board comprised of every level in the department that is represented in the employee's chain of command through the rank of major. 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 an allegation can be adjudicated.

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 that would constitute misconduct never took place.



Total Complaint Events			
	2010	2011	Change
External Complaint Events	69	78	13 %
Internal Complaint Events	156	130	- 17 %
Total Complaint Events	225	208	- 8 %

Figure 1

Figure 1 compares the total number of complaint events received during 2010 with totals from 2011.

An event which generates a complaint may include more than one officer. Each officer participating in the event is counted as a complaint. For that reason, the number of sustained complaints often exceeds the number of complaint events. **Figure 2** shows the total number of sustained complaints for 2011.

Total Sustained Complaints			
	2010	2011	Change
External Sustained	39	59	51 %
Internal Sustained	253	209	- 17 %
Total Sustained	292	268	- 8 %

Figure 2

There were 388 alleged rule of conduct violations in 2011, compared to 401 in 2010. **Figure 3** identifies the rules of conduct that account for the majority of all misconduct allegations. There are more misconduct allegations than complaints because an employee can be accused of violating multiple rules in connection with a single complaint, and more than one employee can be accused of misconduct in the same complaint. Each employee and each misconduct accusation is counted below.

Most Common Alleged Rule of Conduct Violations							
	2010			2011			Change
	External	Internal	Total	External	Internal	Total	
Violation of Rules	12	35	47	16	46	62	32 %
Unbecoming Conduct	8	36	44	19	40	59	34 %
Absence From Duty	0	13	13	0	20	20	54 %
Neglect of Duty	7	22	29	8	22	30	3 %
Conformance To Law	6	14	20	10	22	32	60 %
Courtesy	29	6	35	19	8	27	- 23 %
Use of Force	23	4	27	30	3	33	22 %
Arrest, Search and Seizure	22	7	29	28	5	33	14 %
Pursuit Driving	0	29	29	1	26	27	- 7 %

Figure 3

CMPD Fact: *Violation of Rules is a broad based rule of conduct which covers all Departmental directives. It is primarily used with minor policy violations when there is not a specific rule of conduct prohibiting the alleged misconduct. In general, Violation of Rules are not the most serious violations and are often easily corrected with training and/or supervisory counseling.*

EXTERNAL ALLEGATIONS

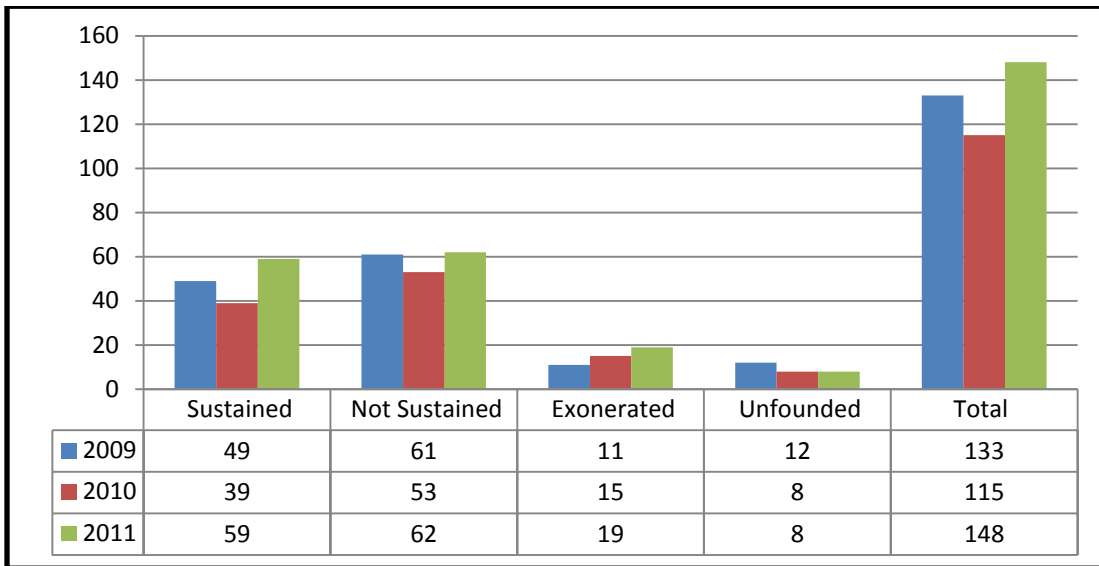


Figure 4

CMPD employees place a high value on integrity. **Figure 4** displays the adjudication of misconduct resulting from external allegations, while **Figure 5** displays the adjudication of misconduct resulting from internal allegations.

INTERNAL ALLEGATIONS

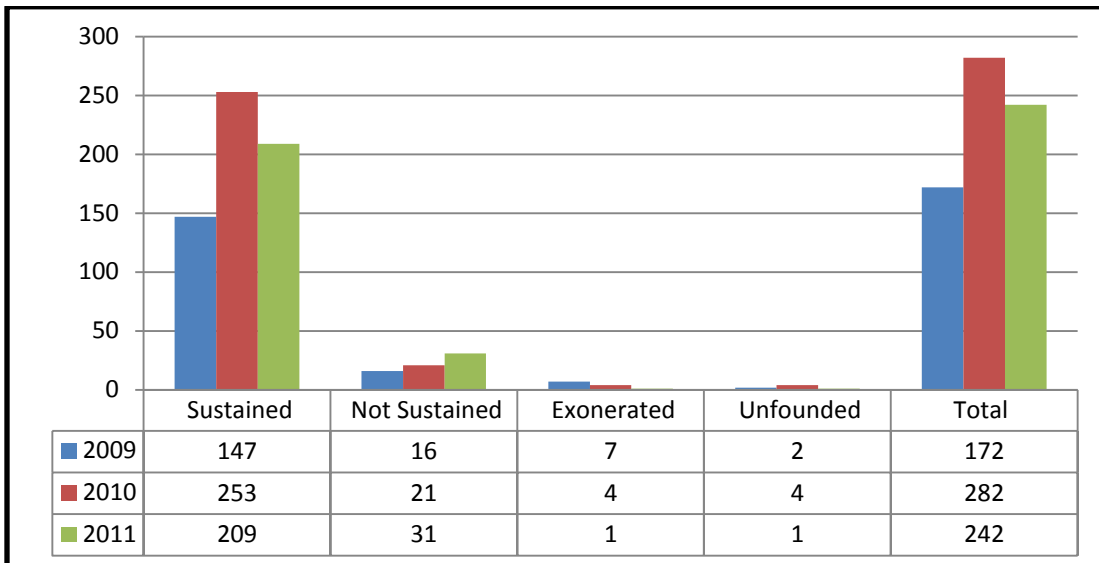


Figure 5

A Note on Figure 4: The 2010 Annual Report published the total number of external allegations for 2010 as “133”. While the numbers for the respective adjudications were correct, the total should have been “115”. The 2010 external allegation total was subsequently corrected in Figure 4 this year.

A Note on Figure 5: The 2010 Annual Report published the total number of internal allegations for 2009 as “133”. While the numbers for the respective adjudications were correct, the total should have been “172”. The 2010 internal allegation total was subsequently corrected in Figure 5 this year.

Corrective Action

The goal of the department is to apply 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 , E-Policing Resources, then select [Departmental Directives](#), then [100-004 Disciplinary Philosophy](#).

Figure 6 illustrates the corrective action taken for sustained allegations in 2009 through 2011. An inactive suspension is activated if an employee violates a similar rule of conduct within a year. The corrective action is considered a resignation if an employee resigns while under investigation rather than accepting the corrective action decided by their chain of command. There are more actions taken than allegations, as some allegations result in multiple disciplinary actions, such as reprimands and suspensions together.

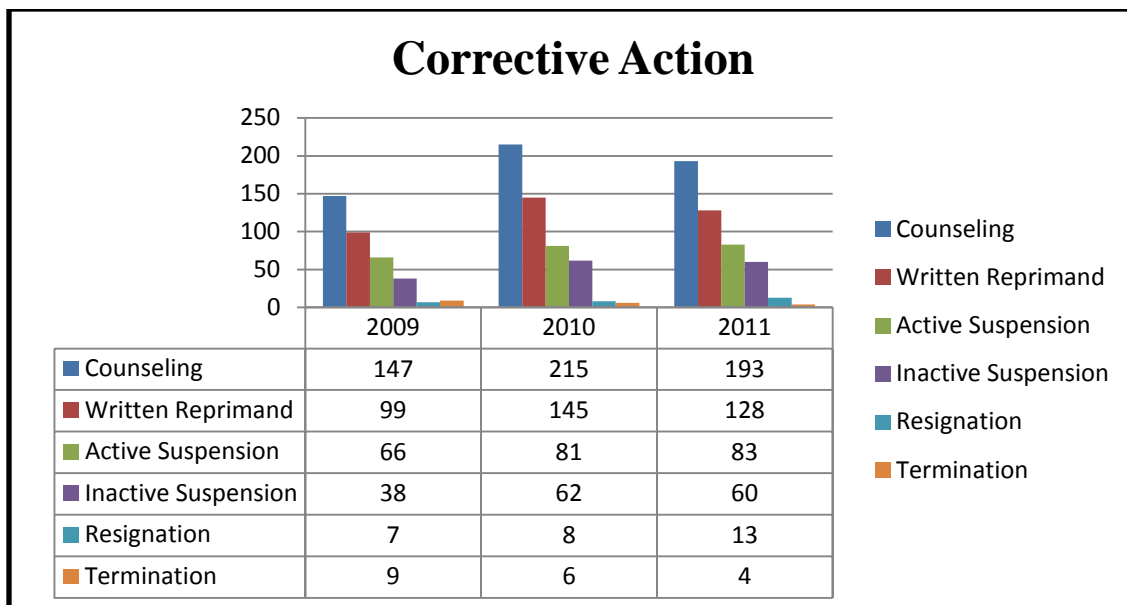


Figure 6

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. 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 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.

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. 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.

Figure 8 reveals the number of times officers used force as compared with total arrests and citizen initiated calls for service.

Use of Force Events Compared to Calls for Service and Arrests

	2009	2010	2011
Total Use of Force Events	448	449	471
Total Calls for Service	371,389	363,142	375,855
Total Arrests	29,659	27,841	26,497

Figure 8

Use of Deadly Force

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 accidental.

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 and is found to be justified, 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.



Discharge of Firearm

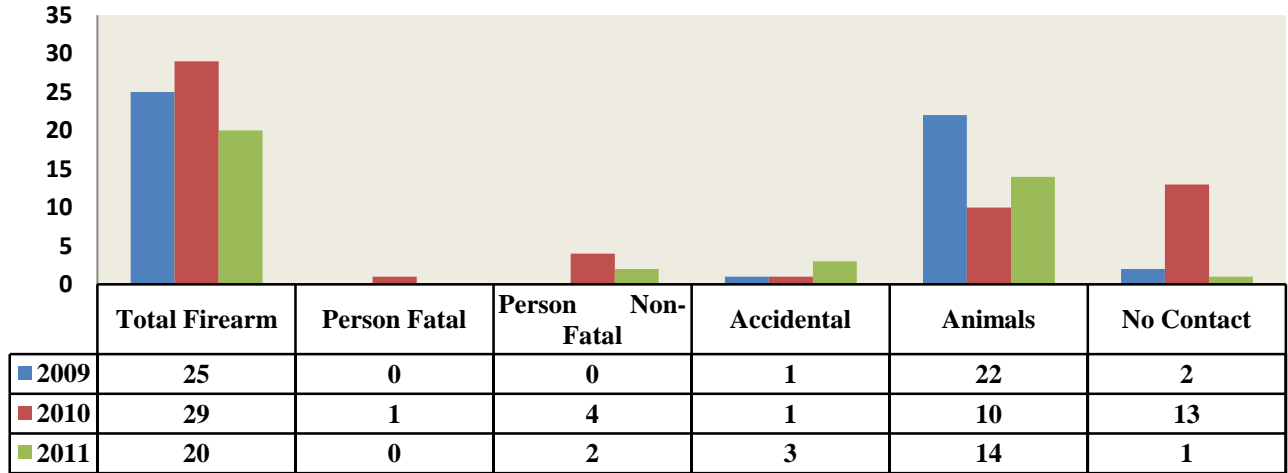


Figure 9

Figure 9 compares the number of incidents where employees discharged firearms in the performance of their duties for the past three years. The majority of shooting incidents in 2011 involved the euthanization of deer which had been injured by motor vehicles.



Use of Non-Deadly Force

Officers, when appropriate, may utilize several non-deadly force options. As with the use of deadly force, officers receive training consistent with the [Use of Force Continuum](#) (see 600-018), as well as federal and state statutes. Officers in patrol assignments are required to carry OC (pepper) spray and either a Taser conductive energy weapon or collapsible baton. All are tools to use in applying non-deadly force when needed.

CMPD policy requires officers to report use of force incidents under a broad range of circumstances. Supervisors investigate and document each incident. To help officers better understand expectations and to ensure force is applied appropriately, every sworn officer is required to complete Situational Awareness Training. The class provides a review of control training techniques and allows officers to use the techniques during life-like training scenarios. Officers are required to undergo similar training approximately every other year. In addition, the use of force policy is also reviewed each time an officer attends their required quarterly firearms training and qualification sessions. Officers are also required by the North Carolina Criminal Justice Education and Standard Commission to have use of force training on a yearly basis to maintain their police certification. The use of force training given to CMPD officers exceeds the state's minimum requirements.

Figure 10 displays a comparison of the weapons officers utilized during use of force situations from 2009 to 2011. Year after year, officers use their hands and fists (personal weapon) in the overwhelming majority of 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.

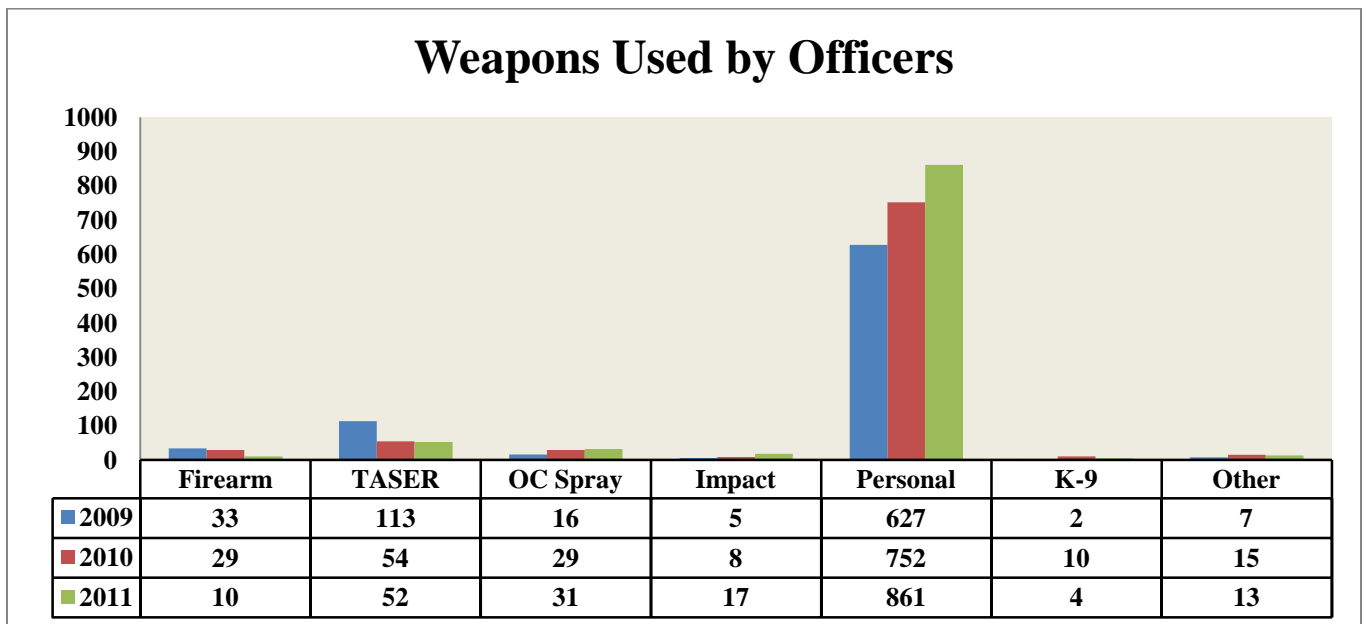


Figure 10

Figure 11 shows a comparison of officers' use of the Taser conductive energy weapon with OC (pepper) spray. The use of OC (pepper) spray has limitations with its use. It cannot be used in confined spaces and the chance of an officer or non-involved person being affected increases in windy conditions. The recovery time is typically far longer with OC usage than with a Taser weapon and people with respiratory disorders can have a serious reaction to the spray.

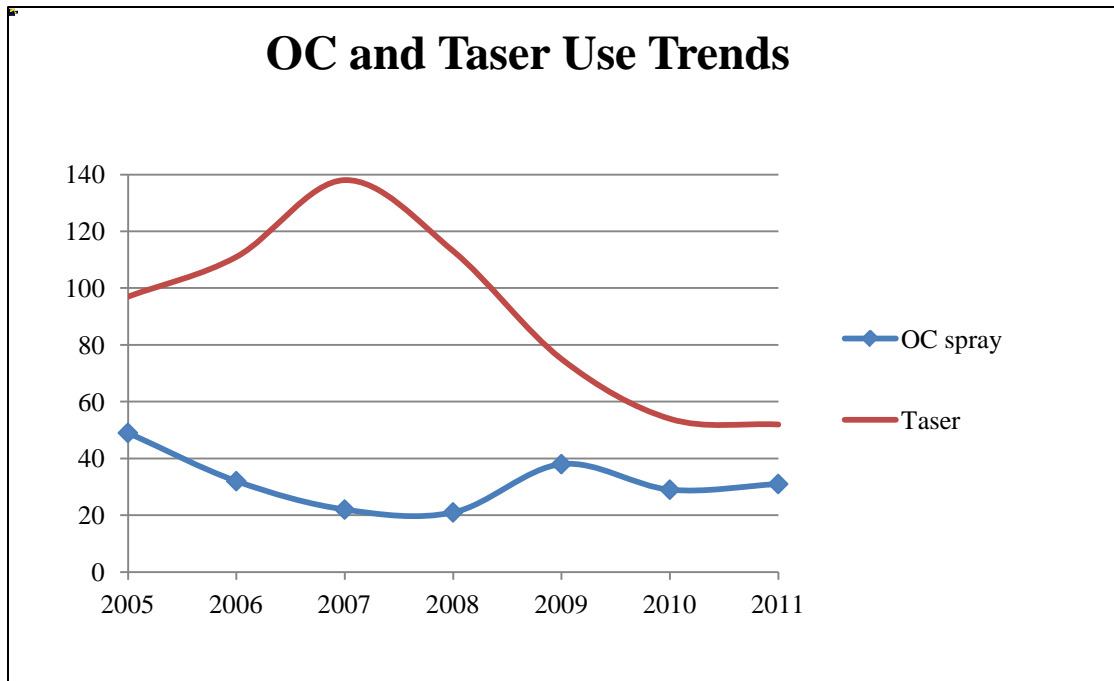


Figure 11

CMPD Fact: *During recruit training, officers are exposed to O.C spray and the Taser is deployed on them. The philosophy behind this training is that, in the field, any weapon they carry may be used against them if taken by a suspect during a struggle. Being subjected to the effects of these two weapon types allows officers to know firsthand what to expect and the best way to protect themselves should such an incident occur. It also gives them primary knowledge of the effects these weapons have on suspects.*

USE OF FORCE BY EMPLOYEE AND SUBJECT RACE

		Subject Race					
		African American	Caucasian	Asian or Pacific Islander	Hispanic	Unknown	Total
Employee Race	American Indian or Alaskan Native	2	1	0	0	0	3
	Asian or Pacific Islander	19	4	1	2	0	26
	African American	75	22	2	9	0	108
	Hispanic	15	7	0	1	0	23
	Unknown	4	0	0	0	0	4
	Caucasian	507	150	2	40	9	708
	Total	622	184	5	52	9	872

Figure 12

Above, **Figure 12** shows uses of force by subject and employee race. The total is higher than the overall number of use of force incidents because in some incidents more than one officer used force. It is important to note that approximately 76 percent of the CMPD's 1,750 officers are Caucasian.

While use of force incidents occur throughout the CMPD jurisdiction, some patrol divisions may have more than others. A greater number of force incidents in a patrol division may be a function of the division's geographic area in relation to the location of violent crime hotspots and enforcement focused in those hotspots. **Figure 13** shows a comparison of total use of force incidents by division. Each division's chain of command is responsible investigating uses of force. Their findings are then forwarded to CMPD Internal Affairs Bureau for final review and disposition.

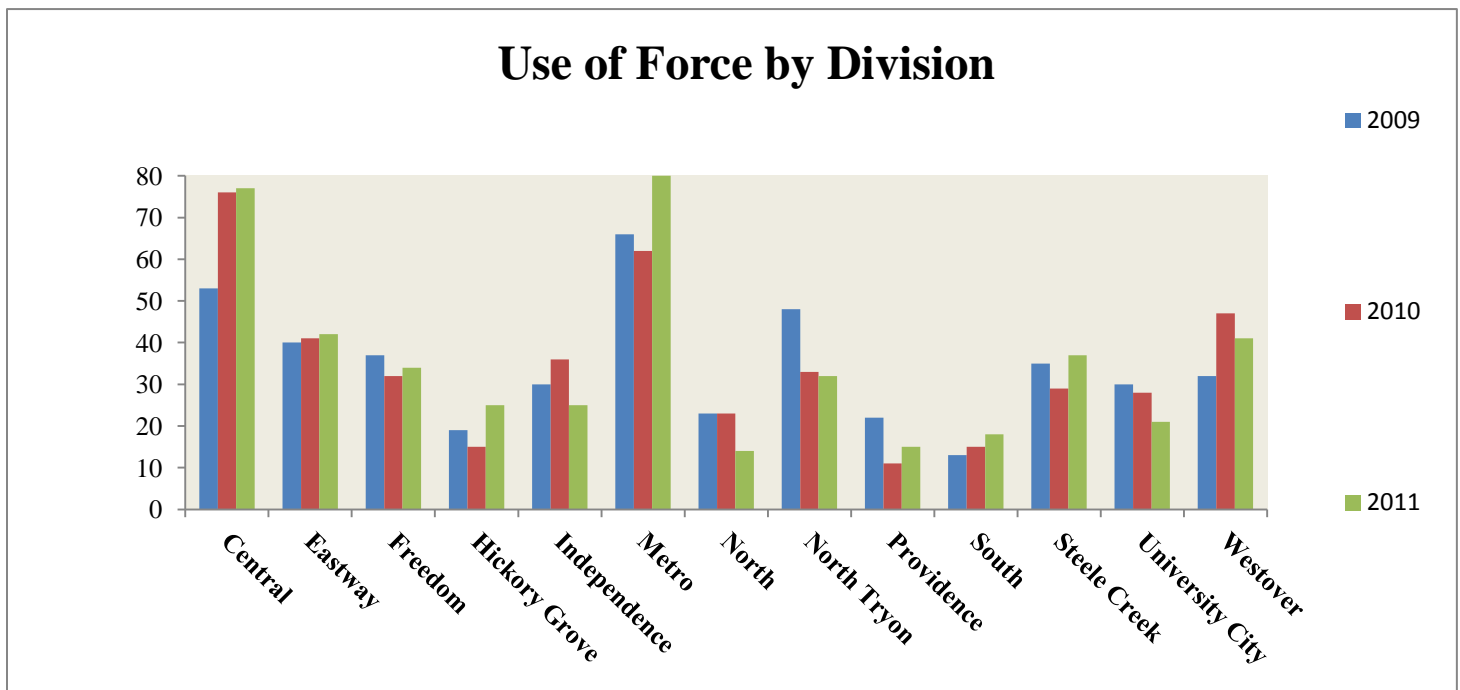


Figure 13

Use of Force Rates by Division and Arrests

Division	2011		
	Arrests	Uses of Force	Rate
Other Jurisdiction	NA	3	NA
Central Division	2,597	77	3.0
Eastway Division	2,180	42	1.9
Freedom Division	2,452	34	1.4
Hickory Grove Division	1,242	25	2.0
Independence Division	1,512	25	1.7
Metro Division	3,494	87	2.5
North Division	1,646	14	0.9
North Tryon Division	2,393	32	1.3
Providence Division	1,555	15	1.0
South Division	834	18	2.2
Steele Creek Division	2,256	37	1.6
University City Division	1,765	21	1.2
Westover Division	2,571	41	1.6
Total	26,497	471	1.8

Figure 14

Figure 14 compares the individual divisions' use of force rates with its arrests. Rate is calculated as the number of times officers used force per 100 arrests

In-Custody Deaths

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 Board consists of members of an employee's chain of command, a Community Relations Committee member, the Police Attorney's Office and Internal Affairs Bureau staff.

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. From the homepage, click E-Policing Resources, [All Departmental Directives](#), then 500-002 Confinement of Arrestees and Booking Procedures, 500-003 Positional Asphyxia, 500-007 Use of Temporary Holding Areas and 500-008 Prisoner Transport. These guidelines are periodically reviewed and updated to best guide employees in their handling of persons in custody.

During 2011, our department experienced one in-custody death. The following is a synopsis of the incident:

Patrol Officers responded to a domestic violence assault call which originated at the CATS Lynx Blue Line Station at Woodlawn, along the 4700 block of Old Pineville Road. The domestic violence call for service came in to 911 at 10:39 p.m., on Wednesday, July 20, 2011.

Westover Division Patrol Officers responded to a third party call reporting that a black male was beating and choking a black female at the Lynx station. Responding officers were given a detailed description of both the male and the female by the caller who reported that the male continued to punch the female while she on the ground. Officer Forbes was the first officer on scene and encountered the couple on the platform. Officer Forbes attempted to arrest the suspect, and deployed an Electronic Control Device (TASER X26) in an attempt to gain compliance. After taking the suspect into custody, Officer Forbes notes that the suspect was unresponsive and immediately called for Medic, which arrived on scene at 10:44; the Charlotte Fire Department arrived on scene at 10:45 p.m. Once first responders arrived on scene, they immediately began CPR and continued CPR during transport to Carolinas Medical Center and upon arrival at CMC. The suspect was pronounced deceased at 11:40 p.m.

CMPD Fact: In-custody deaths are reported in this section even though they may not have occurred as a result of any type of force used by police.

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. Pursuits are restricted to those situations where a suspect has recently committed or will reasonably be expected to commit a felony offense that puts a life in danger.



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, E-Policing Resources, and then to [Departmental Directives](#), then to Directive 600-022, Pursuit Driving.

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 15** shows the number of pursuits and how they were adjudicated.

Pursuit Events			
	2009	2010	2011
Total Pursuits	40	52	22
Justified Pursuits	33	42	20
Not Justified Pursuits	7	6	1
Justified Pursuits w/Policy Violations	0	4	1

Figure 15

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. **Figure 16** indicates that, as in previous years, the majority of all pursuits were for violent felony offenses. The majority of these pursuits for violent felonies were initiated to apprehend robbery suspects.

Pursuit Offenses	2009	2010	2011
Assault w/ Deadly Weapon	3	5	5
Breaking & Entering	6	6	3
Burglary	2	2	2
Drug	0	0	1
Hit and Run	1	3	0
Homicide	1	3	0
Kidnapping	3	0	0
Larceny from Vehicle	1	0	0
Larceny of Vehicle	3	0	0
Larceny – Misdemeanor	1	0	0
Rape/Sex Offense	1	1	0
Armed Robbery	12	22	10
Traffic Offense	4	2	0
Warrant/OFA	2	0	1
Total Pursuits	40	52	22

Figure 16

CMPD Fact: *When an officer declares that they are in pursuit, one of the first responsibilities of the telecommunicator and the supervisor of the division is to make contact with the police helicopter so that they may monitor the pursuit from the air. When the suspect vehicle is located by the helicopter, the ground units may disengage until the vehicle comes to rest making the situation safer for both the public and the officers pursuing.*



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 their vehicles in all types of weather, traffic and emergency conditions.

In total, the department has approximately 2,000 employees operating 1,337 vehicles, with many vehicles being operated 24-hours a day. Department vehicles were driven a total of 17,934,489 miles in 2009, 19,509,963 miles in 2010, and 19,908,453 miles in 2011.

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 tabulated in **Figure 17**. It shows the total number of preventable and non-preventable collisions from 2009 through 2011. Preventable collisions, as well as total collisions, decreased in 2011 as compared to 2010.

Collisions by Disposition			
	2009	2010	2011
Not Preventable Accidents	126	135	139
Preventable Accidents	125	152	145
Total Collisions	251	287	284

Figure 17



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.

Figure 7 compares employee criminal charges with totals from previous years.

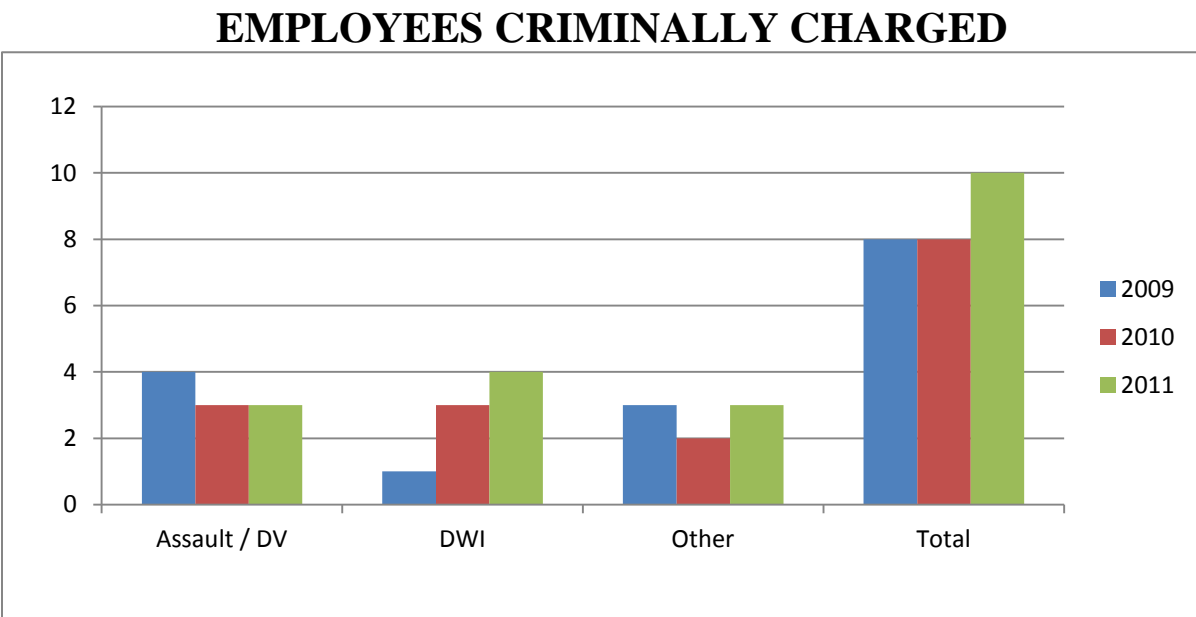


Figure 7

Offenses allegedly committed by employees during 2011 included:

3- Assault 4- DWI 3- Other

Of these ten employees with charges for violating the law in 2011, five resigned, three received suspensions, one was terminated, and one was cited for termination to the Civil Service Board.

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Please recognize this 2011 annual report is based on data which is not static, and is subsequent 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 the 2011 case investigations prior to publishing the 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.



CHARLOTTE.

POLICE



CHARLOTTE-MECKLENBURG

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