

CHARLOTTE-MECKLENBURG POLICE DEPARTMENT INTERNAL AFFAIRS 2022 ANNUAL REPORT



As many law enforcement agencies across the country continue to be challenged with building public trust, transparency, and accountability, I am proud to say that the Charlotte-Mecklenburg Police Department considers itself a leader in these efforts. Our interactions with those we serve as well as those within our own organization should represent the highest of standards we expect from all CMPD employees. This annual Internal Affairs report provides our organization and our community an insight on interactions between our employees and the citizens we came in contact with in the year 2022.

The men and women within the Charlotte-Mecklenburg Police Department understand that the work we do as individuals each day reflects on our entire agency and, to an even greater extent, our entire profession. I am proud to be the Chief of an organization that holds these values and recognizes the extraordinary responsibility that comes with serving the public in a law enforcement capacity. We will always strive to care for our citizens and each other, commit to this organization and our

community, and create opportunities internally and externally for success. The Charlotte-Mecklenburg Police Department takes pride in being the premier agency in the country when it comes to serving our citizens with fairness and respect. We hold our employees to the highest of standards and promote accountability to the public, as well as to each other.

Our employees are expected to make every effort to leave a positive impression on every citizen interaction. Less than 3 percent of our interactions with the public involve an arrest, and far less of those interactions involve using force. The information provided in this report is part of our commitment to transparency. We strive to ensure that our practices, policies, and policing philosophy aligns with the expectations of our community.

The CMPD is comprised of a dedicated group of men and women who are committed to serving our great city and county. They recognize the tremendous responsibility that comes with the profession. The information in this report not only serves to inform the public, but it also assists us in evaluating our own performance so we can continue to advance our practices to meet our community's expectations. I am proud of the work that our men and women do every day as we strive to Empathize, Educate, and Exceed!

Respectfully,



Chief Johnny Jennings



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CMPD INTERNAL AFFAIRS DIVISION MISSION STATEMENT

The Internal Affairs Division 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.

EXECUTIVE SUMMARY

The Charlotte-Mecklenburg area continues to see a great deal of growth as more and more people move into the area to work and live. Mecklenburg County's population is just over one million, and CMPD's jurisdiction population is 930,613 people. The Charlotte-Mecklenburg Police Department employs 1,668 sworn officers and 539 civilians. Our employees interact with the public daily. A snapshot of 2022 revealed that CMPD had 528,572 police interactions with the public, down from 534,859 last year.

In 2022, the Charlotte-Mecklenburg Police Department's Internal Affairs Division processed 363* cases of misconduct allegations, 225 cases more than 2021. These cases consisted of a total of 505 alleged violations of a rule of conduct (some cases involved multiple violations). There were 25 cases related to the Use of Force directive, one of over 100 directives and standard operating procedures CMPD personnel are responsible for upholding. In 28% (7) of those cases, it was determined that there was sufficient evidence to show the employee's actions violated policy. Seven of the 25 Use of Force cases was reported by CMPD employees against other employees.

Officers were involved in six use of deadly force incidents in 2022, which resulted in one non-fatal injury and three fatal injuries to the suspects, and two misses that did not strike an individual. Officer Involved Shooting (OIS) cases are investigated by the North Carolina State Bureau of Investigation (SBI) and are reviewed by the Mecklenburg County District Attorney's Office. There were no officers criminally charged

related to the OIS cases.

Four CMPD employees were criminally charged in 2022. While these types of incidents are a disappointment to the organization, the number of employees charged is less than one quarter of one percent (0.18%) of CMPD's workforce.

*The numbers reflected in this report are 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 beyond our control that influence these changes. One way the Department attempts to minimize these changes, or updates, is by adjudicating 2022 case investigations prior to publishing this report. However, cases that are still pending adjudication or under appeal may affect the final numbers.

CMPD MISSION STATEMENT

The Charlotte-Mecklenburg Police Department implements solutions and expands collaborative relationships within our organization and community to enhance trust, fairness, and respect, to increase public safety.

At CMPD We Value:



Oath of Office

Upholding the United States and North Carolina Constitutions.



People

Treating all people with dignity, respect, fairness and compassion.



Human Life

Recognizing the value of every person.



Inclusion

Fostering a diverse and equitable culture that is committed to embracing all differences.



Integrity

Promising to uphold the highest standards of integrity, being honest and ethical in all our actions.



Community

Meeting citizens where they are, working together to achieve a shared vision.



INTERNAL AFFAIRS DIVISION

We are proud to be part of an organization that places a high value on integrity and public trust. The Internal Affairs Division is charged with ensuring the level of trust and confidence the public has in its police department and 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 Internal Affairs Division 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.

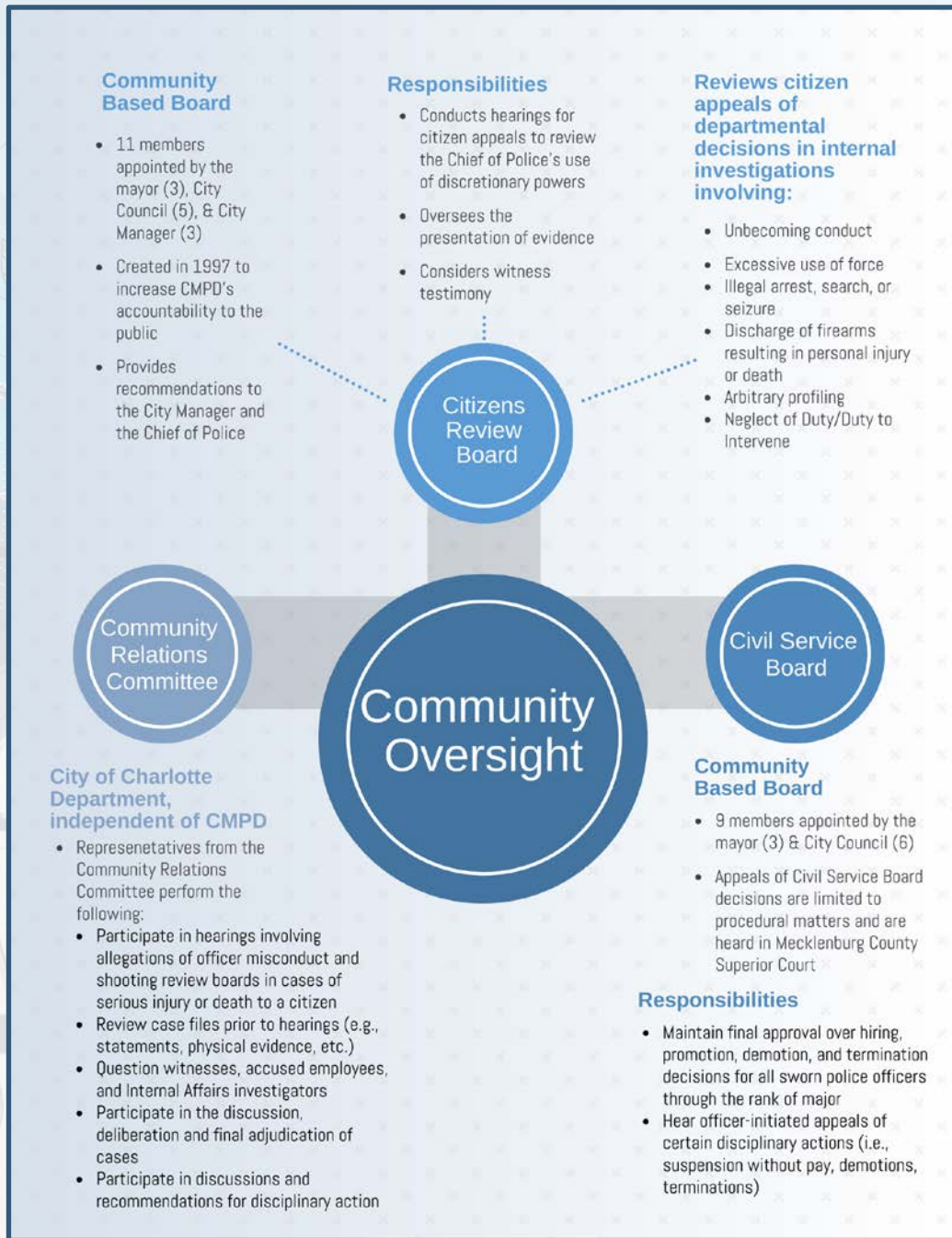
The CMPD realizes that some misconduct allegations can generate significant community concern. Internal Affairs sergeants are assigned to investigate such allegations thoroughly so that commanders overseeing board hearings can make informed, unbiased decisions regarding complaint dispositions. Internal Affairs presents the information gathered during an investigation to the supervising members of the Independent Chain of Command Review Board. 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 the Independent Chain of Command Review Board or the employee's chain of command 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, such as the Citizens Review Board or the Civil Service Board.

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. 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 to www.cmpd.org and click on the "[Departmental Directives](#)" link.

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 in its disciplinary process. The CMPD works with three different organizations that provide oversight of complaints brought to the Internal Affairs Division: the Community Relations Committee, the Civil Service Board, and the Citizens Review Board.



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 responsible decisions.

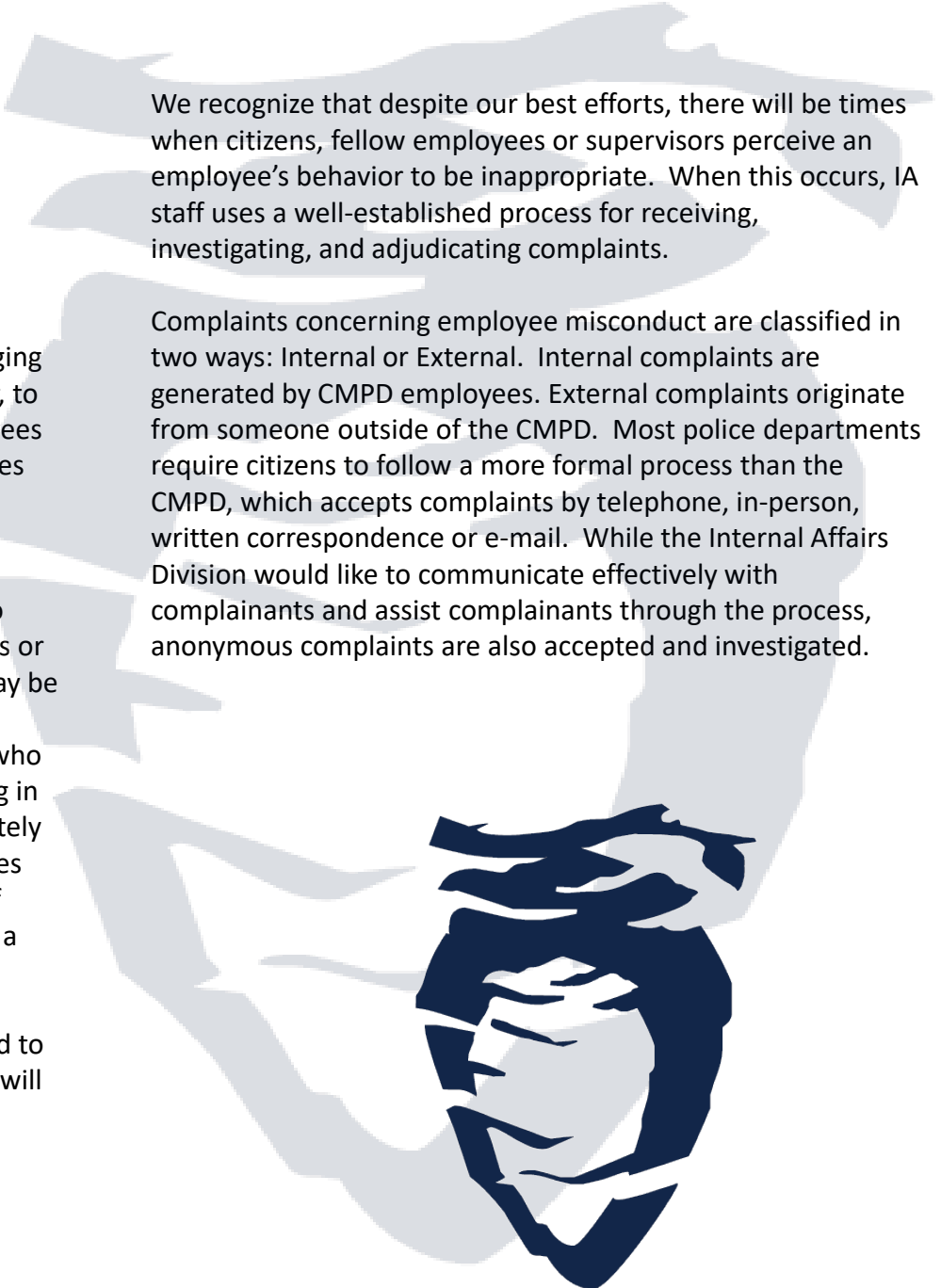
The CMPD has more than 100 [Directives and Standard Operating Procedures](#) that establish policies for topics ranging from Response to Resistance to Towing Vehicles. However, to make internal discipline matters more clear, CMPD employees have 43 [Rules of Conduct](#) that must be followed. These rules cover the broader categories of behavior and performance expectations to which we hold all employees accountable.

In 2017, Rule of Conduct 43 – Duty to Report was added to CMPD’s policies. This rule requires employees who witness or have knowledge of another employee engaging in what may be unbecoming conduct to report that immediately to a supervisor. In addition, the policy requires any employee who witnesses or has knowledge of another employee engaging in behavior that violates any State or Federal law to immediately report it to a supervisor. The final part of the policy requires any employee who witnesses or has knowledge of a use of force that is required to be reported to immediately notify a supervisor.

In 2020 Rule of Conduct 10-G—Neglect of Duty was revised to include a “Duty to Intervene” provision to ensure ‘Officers will take appropriate and immediate action in any situation in which they know or should have known their failure to act would result in an excessive response to resistance or egregious behavior which shocks the conscience.’

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, IA staff uses a well-established process for receiving, investigating, and adjudicating complaints.

Complaints concerning employee misconduct 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 Division would like to communicate effectively with complainants and assist complainants through the process, anonymous complaints are also accepted and investigated.



COMPLAINT ADJUDICATIONS

The CMPD disciplinary process mandates the adjudication of complaint allegations by a supervisory chain of command. Internal Affairs Division 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.

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 an external complaint allegation, Internal Affairs mails a letter to the complainant to advise them the 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 some situations.

Complaint Adjudication Outcomes



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.

COMPLAINTS

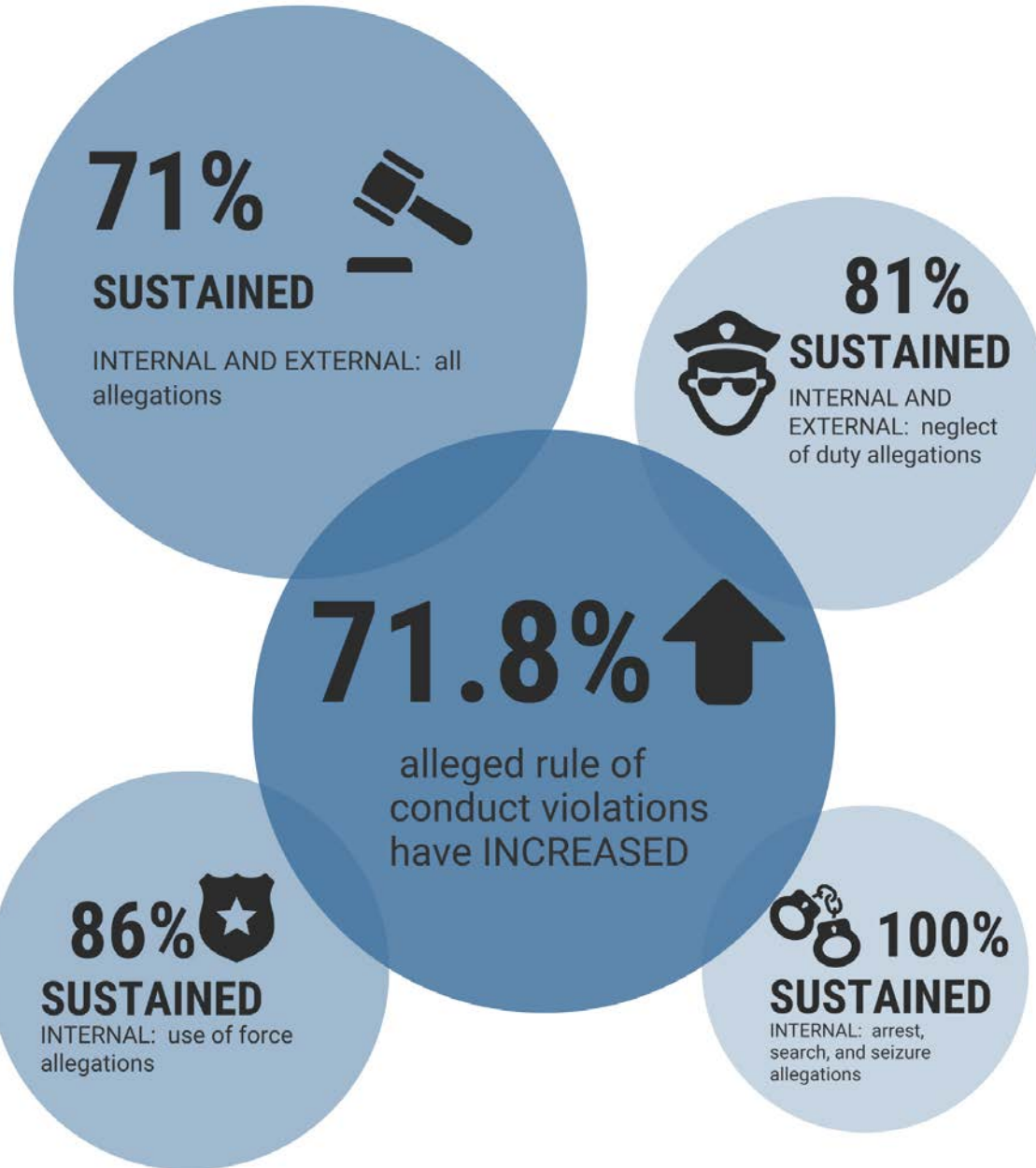
Overall Complaints in 2022: The CMPD received 363 complaints in 2022, the majority of which were internal complaints. As can be seen in the table to the right, internal complaints increased by 220 (a 93% increase). This is due in large part to a change in how CMPD handled missed training by an officer. See below for additional details on this change. Note: multiple allegations may result from a single event.

| Total Complaint Events | | | | | |
|---------------------------|------|------|------|--------------------|---|
| | 2020 | 2021 | 2022 | 3 Yr. Avg. '20-'22 | % Change (comparison of 2022 to 3 yr. avg.) |
| External Complaint Events | 32 | 48 | 53 | 44.3 | 19.5% |
| Internal Complaint Events | 82 | 90 | 310 | 160.7 | 92.9% |
| Total Complaint Events | 114 | 138 | 363 | 205.0 | 77.1% |

In 2022, there were 505 alleged rules of conduct violated, compared to 294 in 2021. This is a 72 percent increase. In 2022, CMPD began opening a complaint investigation for Absence of Duty if an officer failed to show up for scheduled training without notifying their supervisor in advance. This greatly influenced the increase in ROC violations. The below table identifies the rules of conduct that account for the majority of all misconduct allegations. Note: Some allegations in this table may still be pending adjudication.

| Common Alleged Rule of Conduct Violations | | | | | | | | | | | | |
|---|----------|------|------|--------------------|----------|------|------|--------------------|-------|------|------|--------------------|
| | EXTERNAL | | | | INTERNAL | | | | TOTAL | | | |
| | 2020 | 2021 | 2022 | 3 Yr. Avg. '20-'22 | 2020 | 2021 | 2022 | 3 Yr. Avg. '20-'22 | 2020 | 2021 | 2022 | 3 Yr. Avg. '20-'22 |
| Absence from Duty | 0 | 0 | 0 | 0.0 | 2 | 2 | 210 | 71.3 | 2 | 2 | 210 | 71.3 |
| Arrest, Search, and Seizure | 13 | 29 | 44 | 28.7 | 5 | 11 | 6 | 7.3 | 18 | 40 | 50 | 36.0 |
| Conformance to Laws | 0 | 1 | 4 | 1.7 | 8 | 10 | 4 | 7.3 | 8 | 11 | 8 | 9.0 |
| Courtesy | 8 | 13 | 18 | 13.0 | 11 | 3 | 6 | 6.7 | 19 | 16 | 24 | 19.7 |
| Driving | 0 | 0 | 0 | 0.0 | 21 | 19 | 32 | 24.0 | 21 | 19 | 0 | 13.3 |
| Neglect of Duty | 1 | 4 | 9 | 4.7 | 6 | 14 | 18 | 12.7 | 7 | 18 | 9 | 11.3 |
| Supervision | 0 | 1 | 1 | 0.7 | 3 | 2 | 8 | 4.3 | 3 | 3 | 9 | 5.0 |
| Use of Body Worn Cameras | 7 | 8 | 3 | 6.0 | 15 | 27 | 36 | 26.0 | 22 | 35 | 39 | 32.0 |
| Use of Force | 23 | 34 | 18 | 25.0 | 7 | 1 | 7 | 5.0 | 30 | 35 | 25 | 30.0 |
| Violation of Rules | 8 | 8 | 4 | 6.7 | 27 | 16 | 21 | 21.3 | 35 | 24 | 25 | 28.0 |

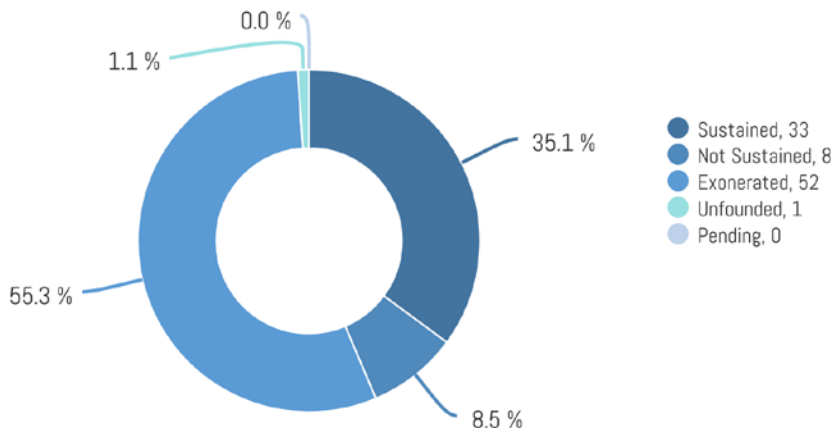
2022 COMPLAINT COUNTS



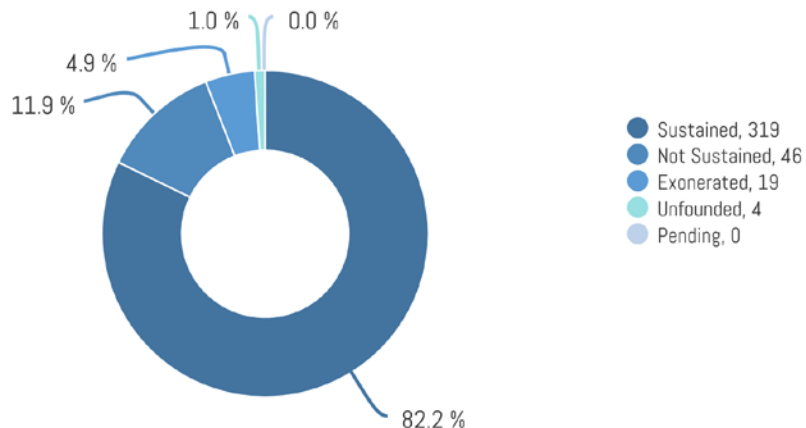
COMPLAINTS – EXTERNAL AND INTERNAL ALLEGATIONS

2022 Investigation Decisions. Following the investigations and adjudications, 35% of External allegations were sustained compared to 29% in 2021. Internal allegations were sustained in 82% of cases in 2022 compared to 95% in 2021. This percentage of sustained internal allegations decreased compared to comparisons of past years.

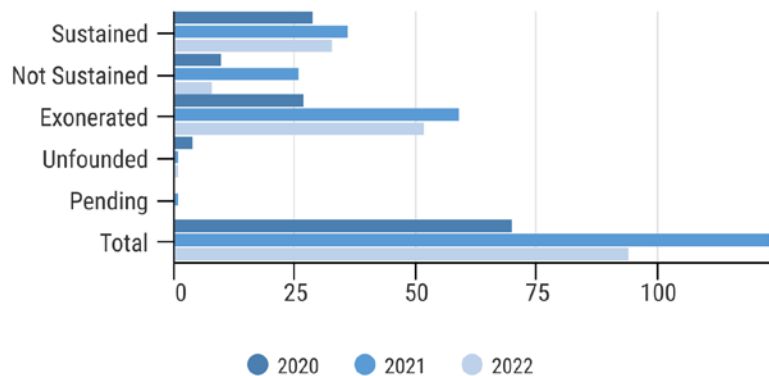
External Allegations



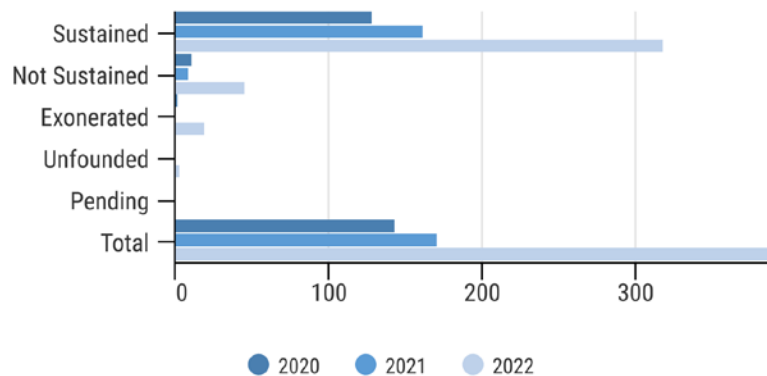
Internal Allegations



External Allegation Counts



Internal Allegation Counts



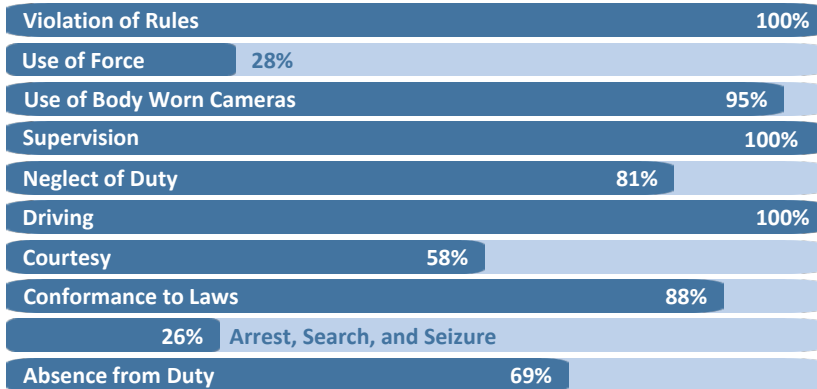
The number of sustained allegations decreased by 3 from the previous year and not sustained allegations in 2022 decreased by 18 from the previous year. There were 94 external allegations in 2022, down from 123 in 2021.

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.

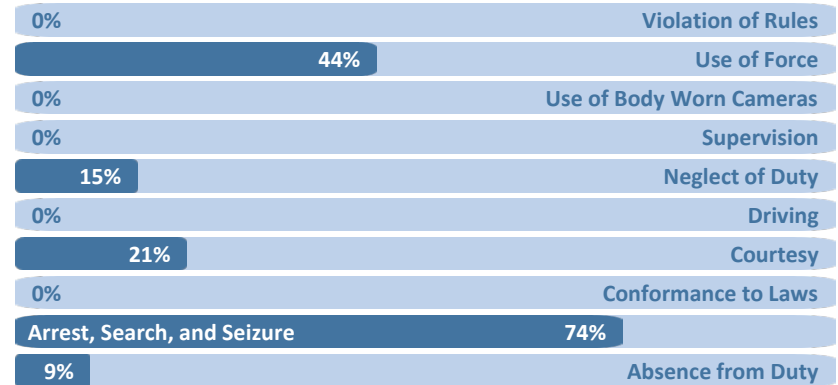
ALLEGATION OUTCOMES

The charts below show the percentage of frequent allegations in 2022 that were Sustained, Not Sustained, Exonerated, or Unfounded.

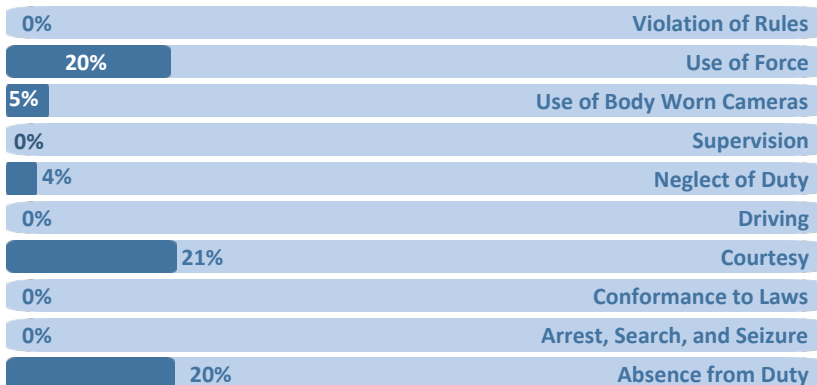
Allegations Sustained



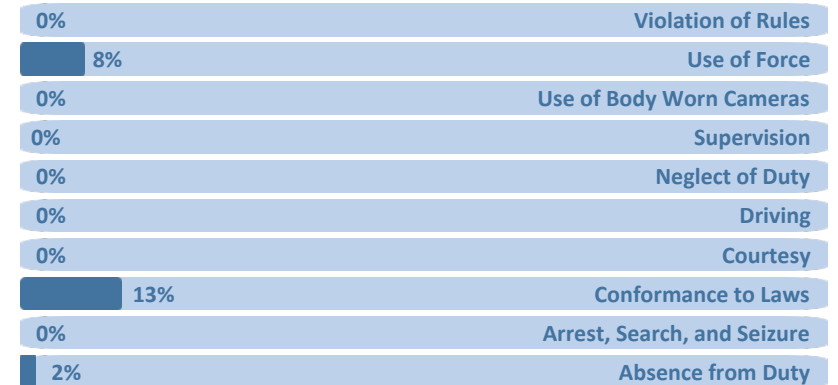
Allegations Exonerated



Allegations Not Sustained



Allegations Unfounded



Note: The statistics in the above chart are for cases that have received a disposition.

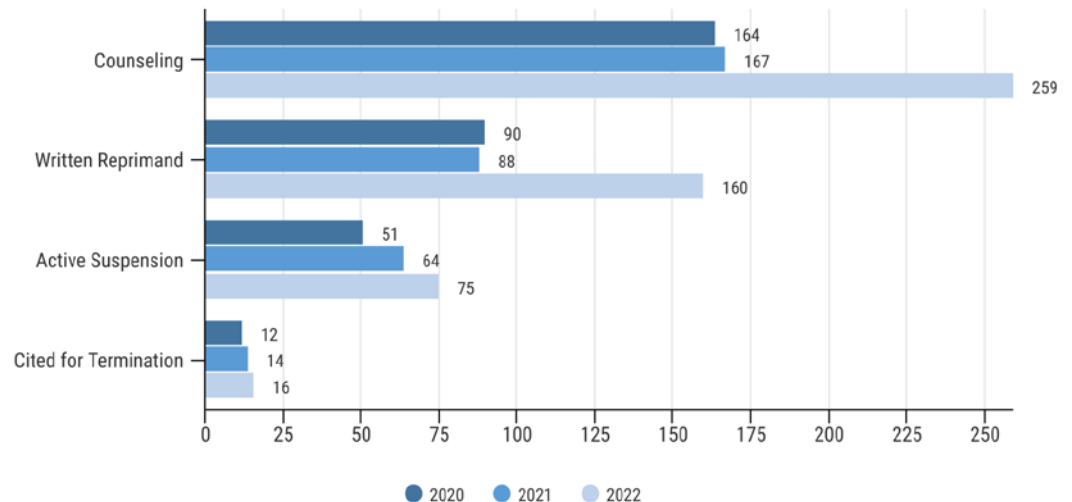
CORRECTIVE ACTION

To the extent allowed by law and policy, an employee's past record will be taken into consideration in determining the consequences of a failure to meet the department's expectations. An employee who continually makes errors can expect the consequences of this behavior to become progressively more punitive. Corrective action can range from counseling to a recommendation for employee termination. In many cases, employees also receive additional training in the subject areas in which violations occur.

The chain of command or Independent Chain of Command Review Board makes the decision on the appropriate corrective 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](#).

The below graph illustrates the corrective action taken for sustained allegations in 2020 through 2022. There is no corrective action if an employee resigns while under investigation. There are more actions taken than allegations, as some allegations result in multiple corrective actions, such as reprimands and suspensions together. The percentage of corrective action taken in 2022 saw an increase in those cited for written reprimand and counseling, and decreases in all other corrective actions compared to percentages in recent years.

CORRECTIVE ACTION PER ALLEGATION

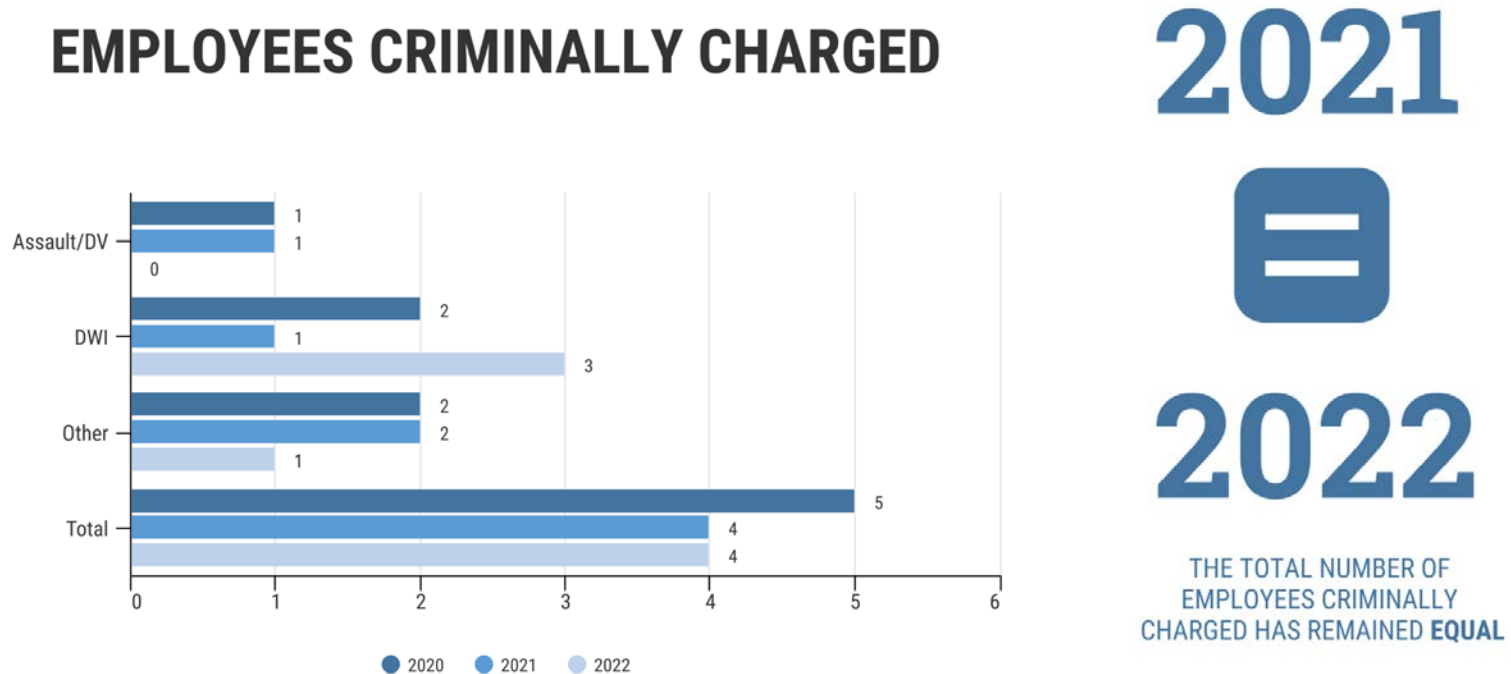


Low to moderately severe corrective actions (e.g., counseling and written reprimands) were used most often in 2022, as has been the case in recent years.

CRIMINAL INVESTIGATIONS INVOLVING EMPLOYEES

When a CMPD employee is alleged to have committed a crime in Mecklenburg County, the department conducts a criminal investigation separate from the Internal Affairs investigation. Criminal investigations are conducted by detectives in the Criminal Investigations Bureau. If the alleged crime occurs outside of Mecklenburg County, the agency within that jurisdiction 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.



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. The table displays the number of times officers used force as compared with total arrests and total police interactions.


| | 2020 | 2021 | 2022 | 3 Yr. Avg. '20-'22 | 2021-2022 Change |
|----------------------------|---------|---------|---------|-----------------------|---------------------|
| Total Use of Force Events* | 418 | 380 | 368 | 389 | -12 |
| Total Police Interactions | 514,898 | 533,957 | 528,572 | 525,809 | -5,385 |
| Total Arrests | 14,008 | 13,201 | 14,059 | 13,756 | 858 |

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.


In 2022, the Charlotte-Mecklenburg Police Department continued to update the Open Data Source webpage that provides the public with detailed information about officer involved shooting incidents. We provide information about officer involved shootings in an effort to create greater transparency to the public. It is important to us that members of the community are informed whenever an officer discharges his/her firearm at a person and whether the shooting follows department policies and procedures. We believe that your trust and confidence in the Charlotte-Mecklenburg Police Department will increase as you understand what our officers encounter and how they are held accountable for their actions. The CMPD is continuously reviewing and improving our training and practices to reduce the likelihood of deadly force incidents.

Effective November 6, 2019, CMPD adopted a new Directive that replaced the Use of Force Directive which addressed concerns from some residents about police use of force, while acknowledging that officers face an inherently dangerous job. The Response to Resistance Directive recognizes and respects the integrity and paramount value of human life. The CMPD believes that human life is sacrosanct and the goal of any encounter with the public is guided by the unwavering commitment to the preservation of life.

The policy concerning the use of deadly force is reviewed with officers annually. Additionally, officers are required to train and qualify with their firearm annually, both during the daylight hours and 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.

-1% 
POLICE
INTERACTIONS
HAVE
DECREASED

6% 
ARRESTS HAVE
INCREASED

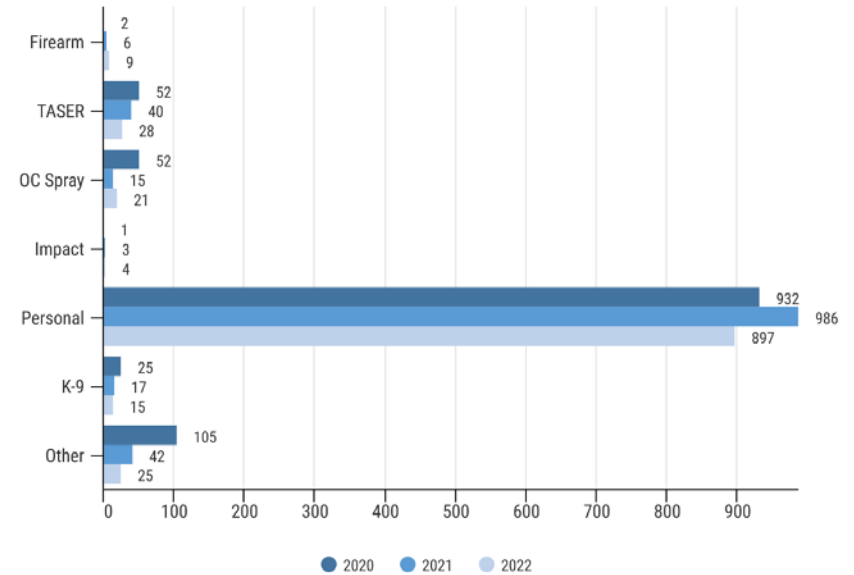
-3% 
USE OF FORCE
EVENTS HAVE
DECREASED

USE OF FORCE

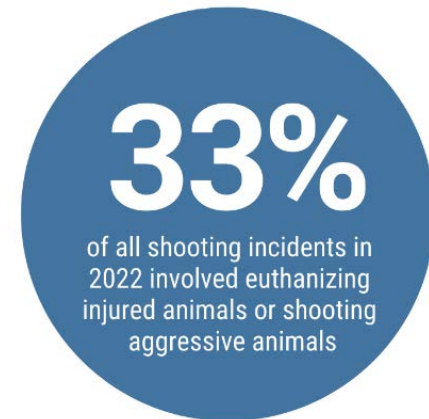
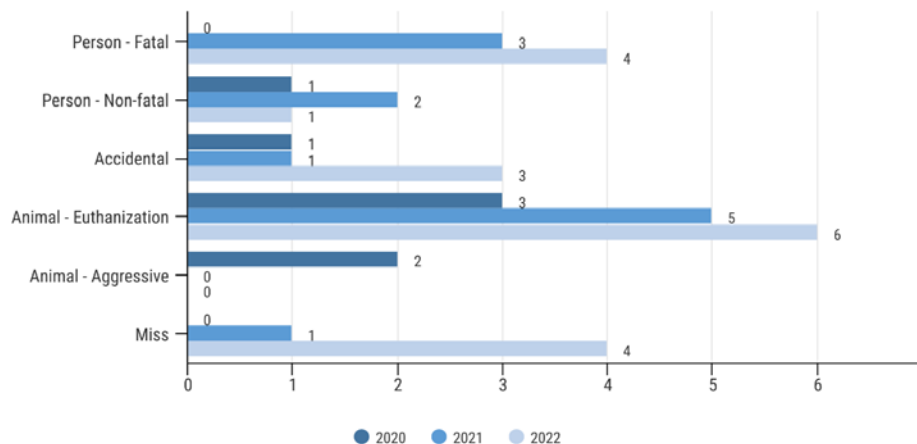
The chart to the right displays use of different weapons by officers during use of force situations against individuals and injured/aggressive animals from 2020 to 2022. Note that any single use of force event may have included the use of multiple weapons by one or more officers, which is why the number of weapons used is greater than the number of events.

Personal weapons (e.g., hands, physical strength) 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.

WEAPONS USED BY OFFICERS



NUMBER OF EMPLOYEES WHO DISCHARGED FIREARM



The number of employees who discharged firearms in the performance of their duties for the past three years.

USE OF FORCE

Use of Non-Deadly Levels of Control: 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 Response to Resistance.

When appropriate, officers may choose from several non-deadly control options. Officers receive response to resistance training in accordance with federal and state statutes. The North Carolina Criminal Justice Education and Training Standards Commission requires officers to have use of force training on a yearly basis to maintain their law enforcement 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 Levels of Control: The circumstances in which an officer may use deadly force are limited by North Carolina General Statute and further restricted by Departmental Directives.

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, the State Bureau of Investigation (SBI) 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. In 2019 the Mecklenburg County District Attorney and CMPD implemented the policy that the SBI would investigate all officer involved shootings resulting in injury.

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 Division 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.

DISCHARGE OF FIREARM SUMMARIES

In 2022, there were six incidents where an officer discharged a firearm at a person. Following is a summary of the case with additional information available from the Open Data Source webpage which is located at: <http://charlottenc.gov/CMPD/Pages/Resources/CMPD-OpenData.aspx>.

Discharge of Firearm, Incident 1

On Wednesday, March 9, 2022, Steele Creek Division officers were searching for a vehicle that was recently reported taken without permission from the vehicle's owner. Officers identified a vehicle that matched that same description of the victim's vehicle, and an officer matched the VIN to the car while other officers were speaking to the two occupants inside the vehicle. The passenger exited the car and left the scene. Officers tried to detain the driver of the car, but the driver attempted to run over one officer. The officer perceived a lethal threat and then discharged his firearm toward the driver. The driver drove off. No officers were injured, and no one is in custody at this time. Officers do not believe anyone was struck by gunfire during this incident.

Discharge of Firearm, Incident 2

On Wednesday, April 6, 2022, Steele Creek officers responded to a citizen-initiated armed person call for service near the 17200 block of Annabelle Place. After arriving on the scene of the call, an officer encountered an individual and then discharged his service weapon, striking a subject in the leg. Officers provided medical assistance and treated the subject on the scene. The subject was transported by Medic to an area hospital to be treated for a non-life-threatening gunshot wound to the leg.

Discharge of Firearm, Incident 3

On Sunday, June 26, 2022, shortly before 1 p.m., officers responded to an armed robbery call for service on Tuckaseegee Road. Based on the description of the suspect and items noted on the call, officers encountered the suspect at a location nearby. The suspect discharged a firearm multiple times at officers, striking at least one patrol vehicle. At that point, officers returned fire and struck the suspect. A firearm was recovered on scene. No officers were injured. The suspect was transported by Medic with life-threatening injuries and pronounced deceased at the hospital.

DISCHARGE OF FIREARM SUMMARIES, CONTINUED

In 2022, there were six incidents where an officer discharged a firearm at a person. Following is a summary of the case with additional information available from the Open Data Source webpage which is located at: <http://charlottenc.gov/CMPD/Pages/Resources/CMPD-OpenData.aspx>.

Discharge of Firearm, Incident 4

On August 5, 2022, shortly before 8 am, The Greensboro Police Department's Violent Criminal Apprehension Team was leading efforts in Clemmons, NC to capture a homicide suspect wanted out of Charlotte. Several CMPD Violent Criminal Apprehension Team officers were assisting in this capture. During the operation, there was an exchange of gunfire between the suspect and law enforcement officers, including a CMPD officer. The suspect was pronounced deceased at the scene.

Discharge of Firearm, Incident 5

On Friday, August 19, 2022, shortly after 5:30 p.m., officers were attempting to serve an involuntary commitment order. Upon arrival, a male at the residence opened the door and greeted the officers. Officers entered the residence and called out to the female who was inside the residence. The female responded with gunfire toward three CMPD officers and one officer was shot in the chest. The officer's protective equipment stopped the bullet. One officer returned gunfire and struck the female. CMPD officers immediately began rendering aid. The female was transported to the hospital with life-threatening injuries and subsequently pronounced deceased. The three responding officers were transported to a nearby hospital for observation. A firearm was recovered from the scene.

Discharge of Firearm, Incident 6

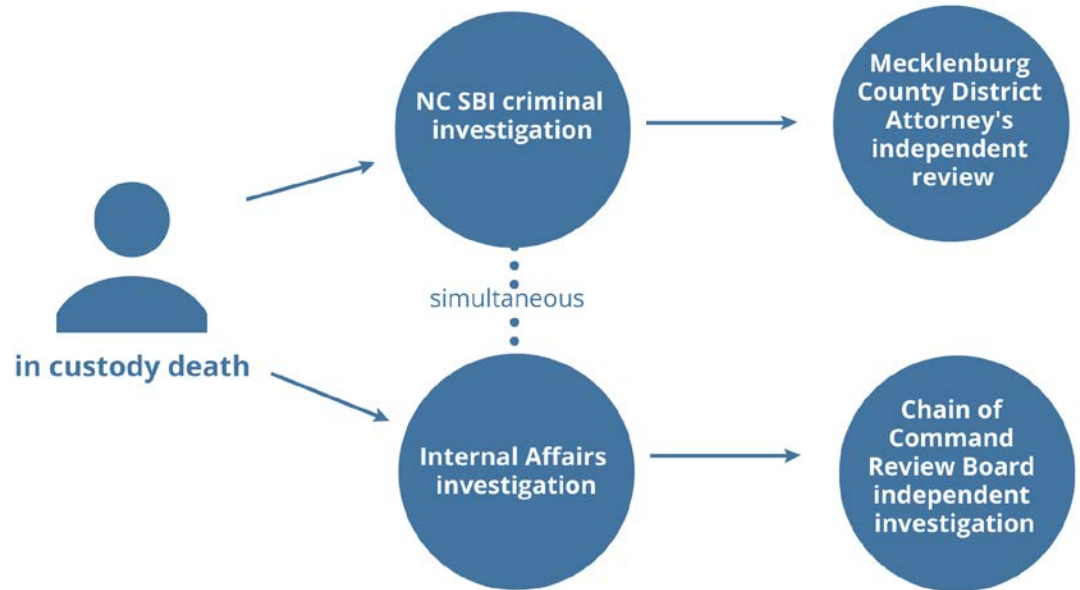
On Thursday, September 15, 2022, shortly after 5 p.m., officers were called out for a License Plate Reader hit for a stolen vehicle. Officers attempted a traffic stop on the vehicle. Preliminary reports indicate that the driver fled the vehicle armed with a firearm in hand. Multiple officers perceived an imminent threat and discharged their service weapons. The suspect was not struck and there were no injuries to the officers or the suspect. The suspect surrendered to officers and four subjects total were taken into custody. Officers recovered multiple firearms from the scene.

IN-CUSTODY DEATH

If a person dies while in the custody of CMPD, investigators from the SBI 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 pursue 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 accordance with CMPD 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 arrestee care and transportation. For a complete list of those guidelines, please refer to 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 2022, the CMPD had one in-custody death incident.



POLICE VEHICLE PURSUITS

On occasion, police officers may encounter individuals in motor vehicles who refuse 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 initiate pursuits, but must have permission from a supervisor to continue the pursuit. The supervisor then closely manages all aspects of the pursuit to include evaluation of the risk it creates. Pursuits are restricted to those situations where a suspect has recently committed an offense that puts a life in danger or there is reasonable expectation they will do so. Pursuits may also be authorized when officers are immediately able to locate a suspect vehicle following a felony breaking and entering of a residence.

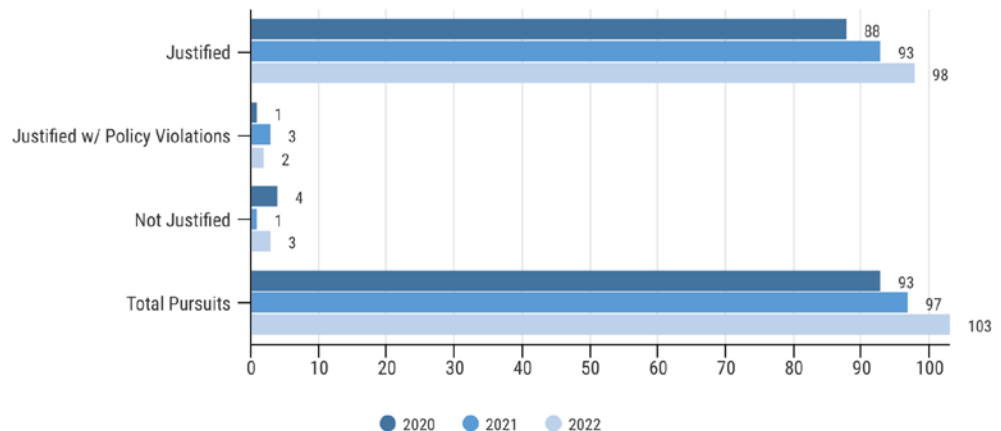
Once a pursuit incident has ended, regardless of the reason, a patrol supervisor is responsible for completing an internal investigation. The investigation includes, at a minimum, a map of the pursuit route, statements from all employees involved and all audio, visual or documentary information. The 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 Emergency Response and Pursuit Vehicle Operations.

Pursuits vary greatly in length, vehicle speed and number of police vehicles involved. While some pursuits travel several miles at high speeds, most last only seconds and cover short distances. The below chart shows the number of pursuits and how they were adjudicated from 2020 to 2022.



PURSUIT EVENT OUTCOMES



POLICE VEHICLE PURSUITS

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

OFFENSES INITIATING A PURSUIT

| | 2020 | 2021 | 2022 | 3 Yr. Avg. '20-'22 |
|---|------|------|------|--------------------|
| Homicide | 4 | 6 | 4 | 4.7 |
| Burglary | 0 | 0 | 2 | 0.7 |
| Assault on Government Officer or Employee | 5 | 3 | 4 | 4.0 |
| Assault w/ Deadly Weapon | 27 | 39 | 35 | 33.7 |
| Death by Vehicle: Felony/Misdemeanor (Traffic Fatality) | 0 | 0 | 1 | 0.3 |
| Rape/Sex Offense | 0 | 2 | 0 | 0.7 |
| Breaking & Entering | 1 | 1 | 2 | 1.3 |
| Hit and Run | 1 | 1 | 1 | 1.0 |
| Kidnapping | 3 | 2 | 5 | 3.3 |
| Resist, Obstruct or Delay | 1 | 0 | 0 | 0.3 |
| Robbery – Armed | 44 | 40 | 43 | 42.3 |
| Robbery – Common Law | 2 | 0 | 1 | 1.0 |
| Traffic Offense (Not DWI) | 2 | 1 | 2 | 1.7 |
| Warrant/Order for Arrest | 2 | 2 | 3 | 2.3 |
| Weapons Law Violation | 1 | 0 | 0 | 0.3 |



EMPLOYEE MOTOR VEHICLE COLLISIONS

To provide police services throughout urban and suburban Mecklenburg County, department employees drive an expansive amount 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 411 square miles. Employees drive vehicles in all types of weather, traffic and emergency conditions.

In total, the department has approximately 2,207 employees operating 1,747 vehicles, with many vehicles being operated 24-hours a day. Department vehicles were driven a total of 21,636,080 miles in 2020; 21,001,227 miles in 2021; and 21,255,641 in 2022.

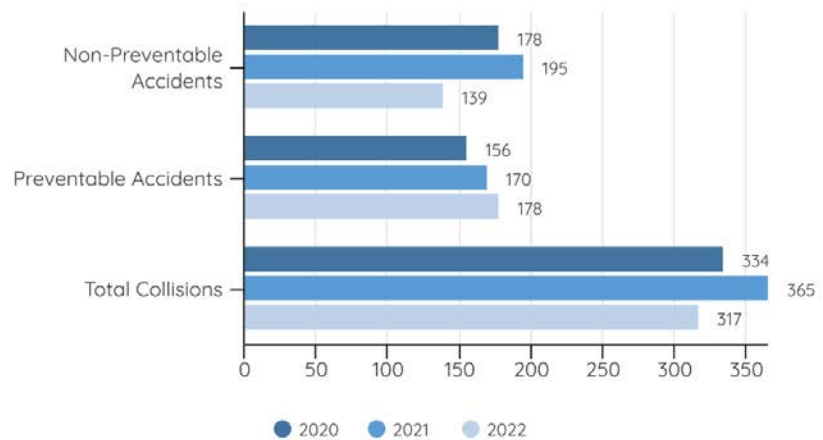
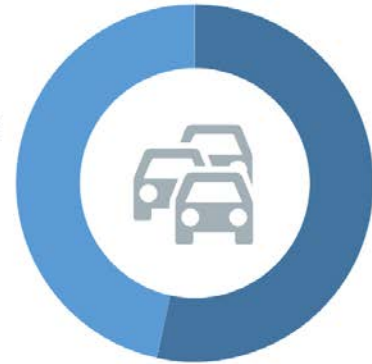
A supervisor investigates all collisions involving a CMPD vehicle and the employee's chain of command determines if it was preventable or not preventable. When an employee is involved in a preventable collision, the employee may be referred to the Training Academy for additional training.

The number of collisions associated with employee driving is displayed in the graph to the right and shows the total number of preventable and non-preventable collisions from 2020 through 2022.

Collisions by Disposition

44%
preventable accidents

56%
non-preventable accidents



-13.2% ↓
total collisions from 2021 to 2022 have decreased

1.2% ↑
total miles driven from 2021 to 2022 have increased



CHARLOTTE-MECKLENBURG
POLICE DEPARTMENT

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