



*As a police department, we cannot effectively serve you without your trust. Our Internal Affairs (IA) process plays an integral role in building and maintaining that trust.*

*This 2018 Annual Charlotte-Mecklenburg Police Department (CMPD) Internal Affairs Report was created in that vain. 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. Since 2003, we have created this annual report as a way of being transparent and proactive.*

*Our hope is that this report will help you better understand the seriousness with which we approach citizen complaints and help build understanding about the processes we follow when an employee uses force, is involved in a motor vehicle crash, is injured, or is accused of misconduct. This report also will give you an overview of last year's activities and supply similar data from previous years for comparison.*

*I hope you will find the information 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 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 has over 886,000 people. The Charlotte-Mecklenburg Police Department employs 1,906 sworn officers and 494 civilians. Our employees interact with the public in some manner on a daily basis. A snapshot of the year revealed that CMPD had 597,315 police interactions with the public, down from 622,195 last year.

In 2018, the Charlotte-Mecklenburg Police Department's Internal Affairs Bureau processed 140\* cases of misconduct allegations, 6 cases less than 2017. These cases consisted of a total of 234 alleged violations of a rule of conduct (some cases involved multiple violations). Twenty-four of the cases were related to the Violation of Rules directive, which is part of over one hundred directives and standard operating procedures CMPD personnel are responsible for upholding. In 79% of those cases, it was determined that there was sufficient evidence to show the employee's actions violated policy. Nineteen of the twenty-four Violation of Rules cases were reported by CMPD employees against other employees. This is a consistent trend with past years in which the majority of all complaints are made internally. It is an indication of our employees' willingness to report errors or improper behavior to their supervisors.

CMPD began tracking compliments and commendations for employees submitted by members of the public in 2016. In 2018, we received 450 individual, positive comments. Some of the compliments and commendations received were for a variety of community engagement events and opportunities to mentor and coach youth in the community. We are continually humbled by the public's acknowledgment of these acts that many of our employees regard as their everyday duties.

In 2018, our officers had over 9,800 encounters with armed subjects and were successful in de-escalating the majority of the encounters. Officers were involved in five deadly force incidents in 2018, two of which resulted in fatal injuries to the suspect. In three of these five cases the suspect had a firearm when the officers discharged their weapon; in the fourth case the suspect had a knife, and in the fifth case, the suspect drove a car toward an officer. These incidents were investigated by the CMPD Officer-Involved Shooting (OIS) team, a highly trained and experienced team of veteran detectives from the Homicide/ADW Unit, and the Internal Affairs Bureau. In addition, these incidents were reviewed, or are currently under review, by the Mecklenburg County District Attorney's Office.

Five CMPD employees were criminally charged in 2018. While these types of incidents are a disappointment to the organization, the number of employees charged is less than one half of one percent (0.2%) of CMPD's workforce.

CMPD employees drove 20,139,064 miles in 2018. There were 354 collisions, of which 173 (49%) were determined to have been not preventable by the employee.

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\*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 2017 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 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 Division 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, such as the Citizens Review Board or the Civil Service Board.

### **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
-  Takes proactive measures to prevent 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 Bureau Staff**

### **Major**

***Estella Patterson***

### **Captains**

***Harold Henson***

***Jacquelyn Hulsey***

### **Sergeants**

***Constance Brewington***

***Greg Coutts***

***Marsha Dearing***

***Bryan Miller***

***Lee Ann Oehler***

***David Prince***

***Philip Rainwater***

***Mike Sloop***

### **Administrative Support**

***Mary Ann Hall***



## 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



## 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 clearer, 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 that 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.

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 Bureau would like to communicate effectively with complainants and assist complainants through the process, anonymous complaints are also accepted and 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.



## Complaint Adjudications

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 2018:** The CMPD received 140 complaints in 2018, the majority of which were internal complaints. As can be seen in **Table 1**, the number of external complaints decreased by 1, while the number of internal complaints decreased by 5.

Table 1. Total Complaint Events					
	2016	2017	2018	3 Yr. Avg. '16-'18	% Change (comparison of 2018 to 3 yr. avg.)
External Complaint Events	42	27	26	31.7	-5.7
Internal Complaint Events	147	119	114	126.7	-12.7
Total Complaint Events	189	146	140	158.3	-18.3

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

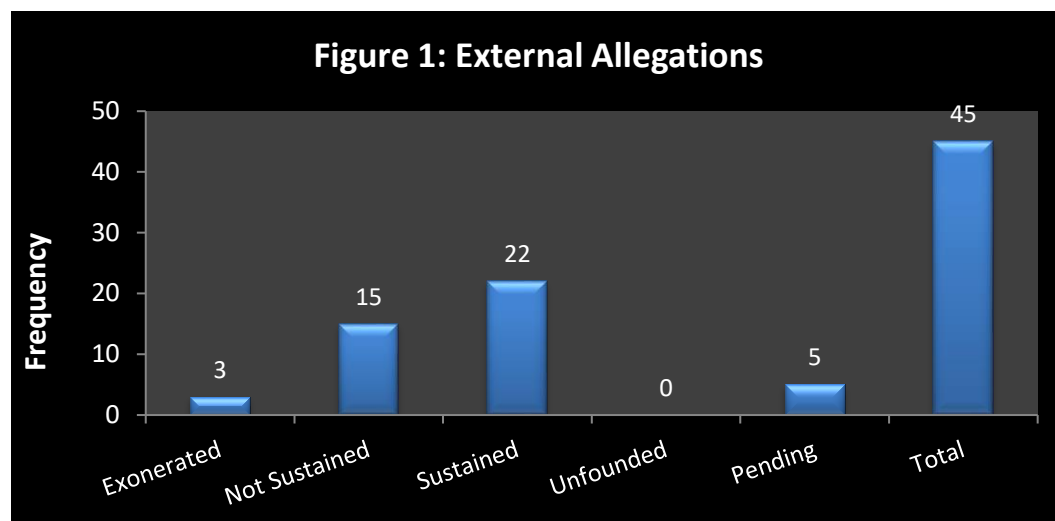
In 2018, there were 234 alleged rules of conduct violations, compared to 229 in 2017. This is a 2.2 percent increase. **Table 2** identifies the rules of conduct that account for the majority of all misconduct allegations. **Note: Some allegations in Table 2 are pending due to investigation.**

Table 2. Common Alleged Rule of Conduct Violations												
	External				Internal				Total			
	2016	2017	2018	3 Yr. Avg. '16-'18	2016	2017	2018	3 Yr. Avg. '16-'18	2016	2017	2018	3 Yr. Avg. '16-'18
Violation of Rules	6	9	5	6.7	31	19	19	23.0	37	28	24	29.7
Departmental Reports	0	2	0	0.7	4	2	11	5.7	4	4	11	6.3
Driving	1	0	0	0.3	24	25	19	22.7	25	25	19	23.0
Neglect of Duty	2	3	2	2.3	22	20	27	23.0	24	23	29	25.3
Courtesy	13	5	10	9.3	8	12	11	10.3	21	17	21	19.7
Unbecoming Conduct	8	5	7	6.7	11	11	18	13.3	19	16	25	20.0
Use of Force	13	4	5	7.3	5	4	6	5.0	18	8	11	12.3
Conformance to Laws	8	6	4	6.0	8	6	6	6.7	16	12	10	12.7
Employment Outside CMPD	0	0	0	0.0	14	11	13	12.7	14	11	13	12.7
Use of Body Worn Cameras	7	1	4	4.0	2	9	15	8.7	9	10	19	12.7

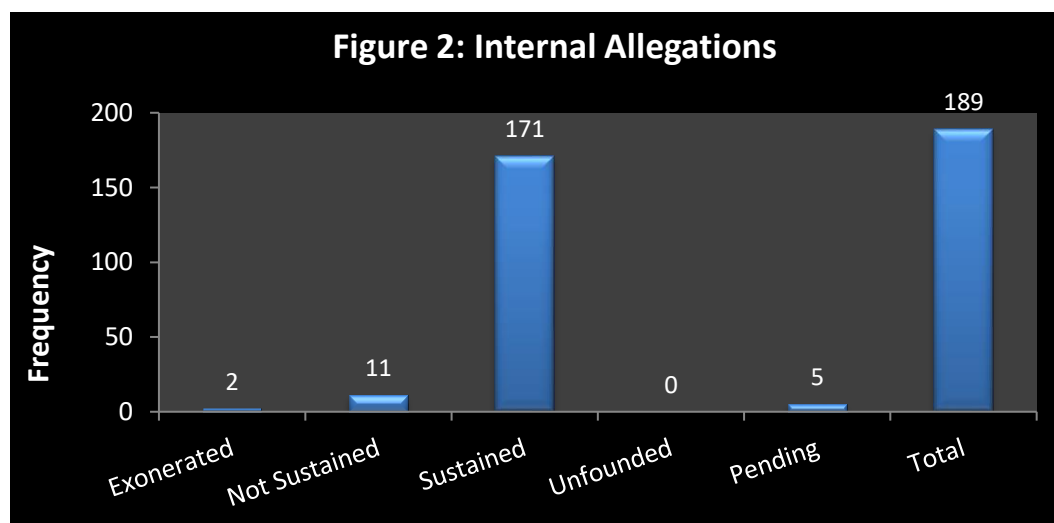
**Table 2 Highlights**

- Internal and External: Of all allegations: 83% were sustained in 2018
- Internal and External: Neglect of Duty: 97% were sustained in 2018
- Internal: Use of Force: 83% were sustained in 2018
- Internal: Arrest, Search, and Seizure: 100% were sustained in 2018

**2018 Investigation Decisions (Figure 1).** Following the investigations and adjudications, **49%** of External allegations were sustained compared to 42% in 2017. In Figure 2, **91%** of Internal allegations were sustained. This is an increase from 2017 when 85% of Internal allegations were sustained.

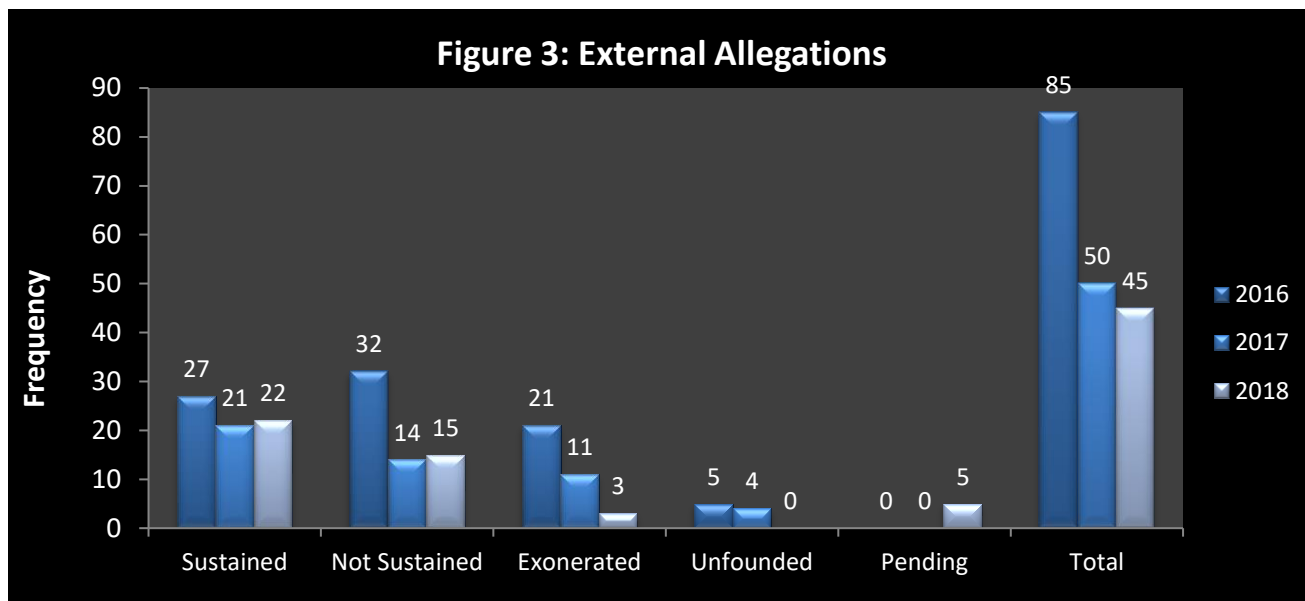


For less than half of external allegations of misconduct (**40%**), employee behavior was determined to be appropriate or there was insufficient evidence to suggest otherwise.

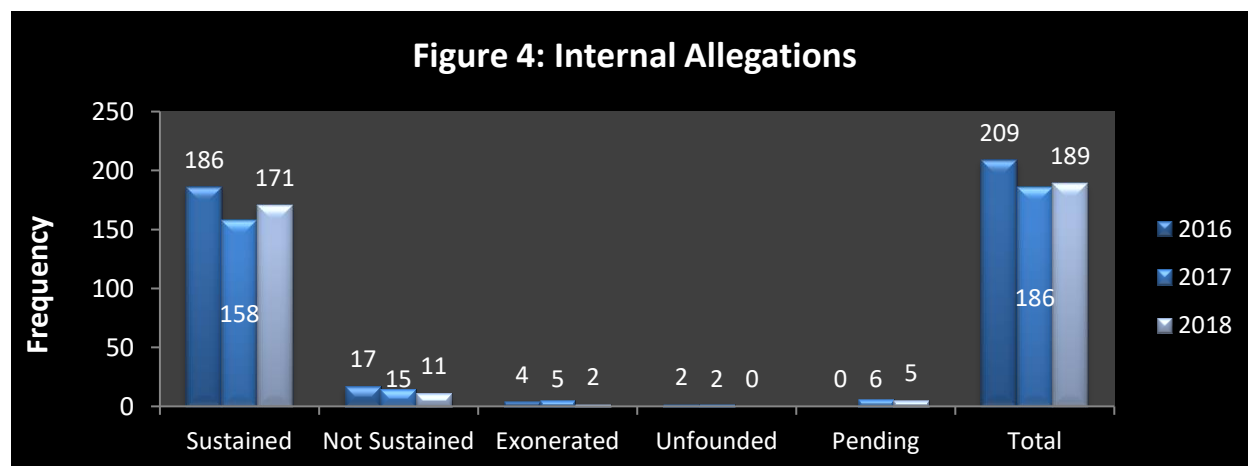


**91%** of allegations made against employees by other employees were sustained.

**Note:** There were 140 individual cases of misconduct allegations reported internally and externally. Some cases contained multiple allegations of misconduct.



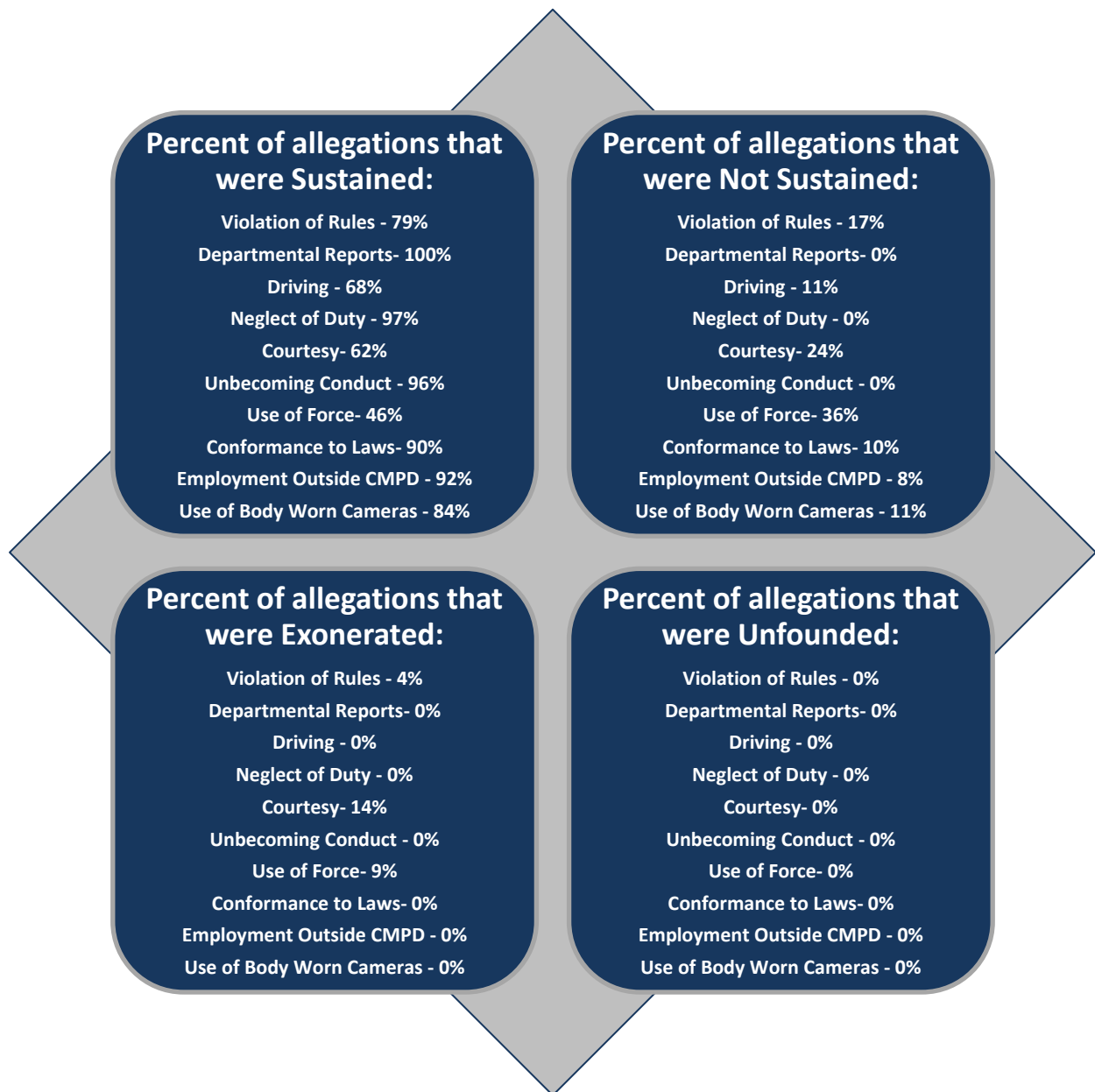
In Figure 3, the number of sustained allegations and not sustained allegations in 2018 increased by 1 each from the previous year. Of all the 2018 external allegations, there are 5 that are still pending.



**Note: For 2018 cases, there are 10 pending allegations (internal and external)**

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 frequent allegations in 2018 that were Sustained, Not Sustained, Exonerated, or Unfounded.



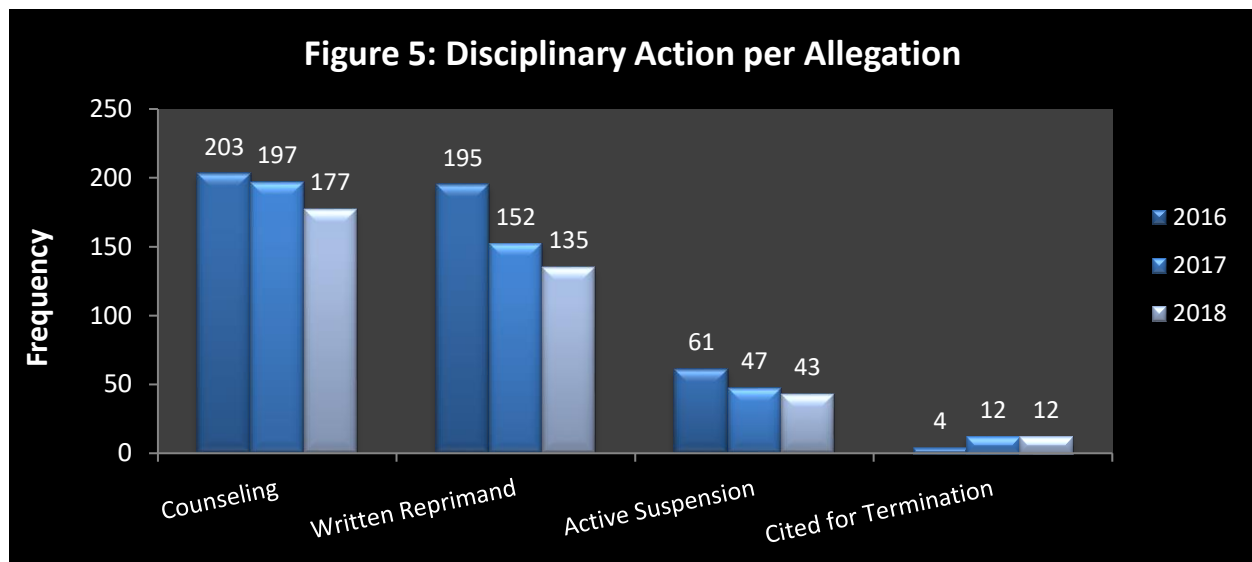
**Note: The statistics in the above chart are for cases that have received a disposition. There are 10 pending allegations.**

## 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 or Independent Chain of Command board 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 2016 through 2018. 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 2018 is similar to those that were observed in recent years.

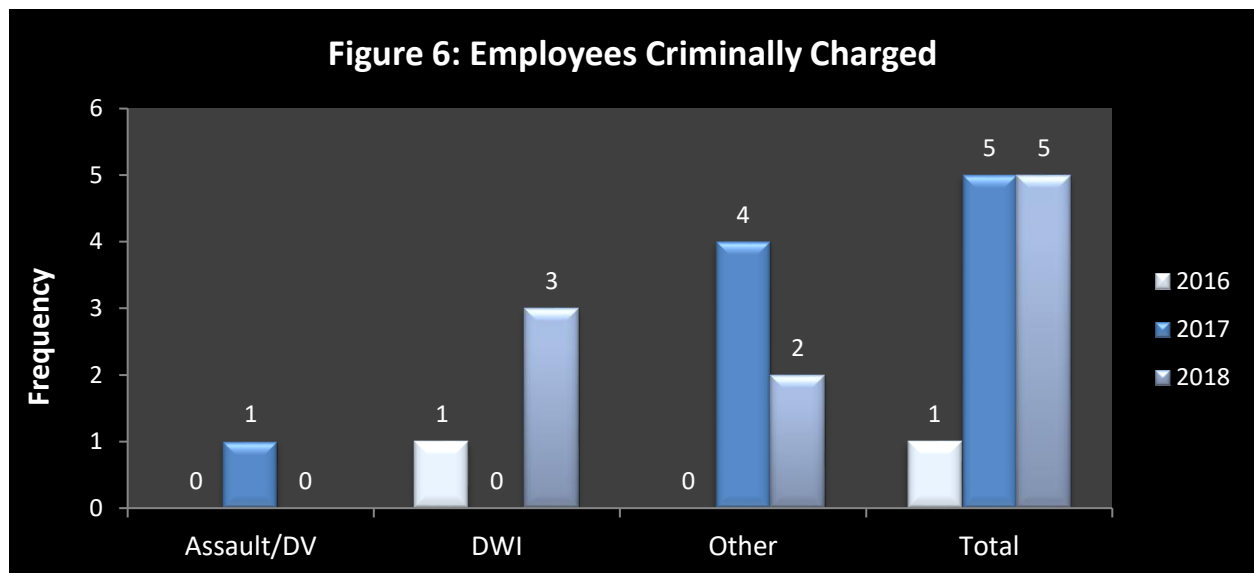


In Figure 5, low to moderately severe disciplinary actions (e.g., counseling, reprimands, and suspensions) were used most often in 2018, as has been the case in recent years.

## Criminal Investigations Involving Employees

When a CMPD employee is charged with a crime in Mecklenburg County, the department conducts a separate criminal investigation from 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 stayed the same from 2017 to 2018.



## Use of Force

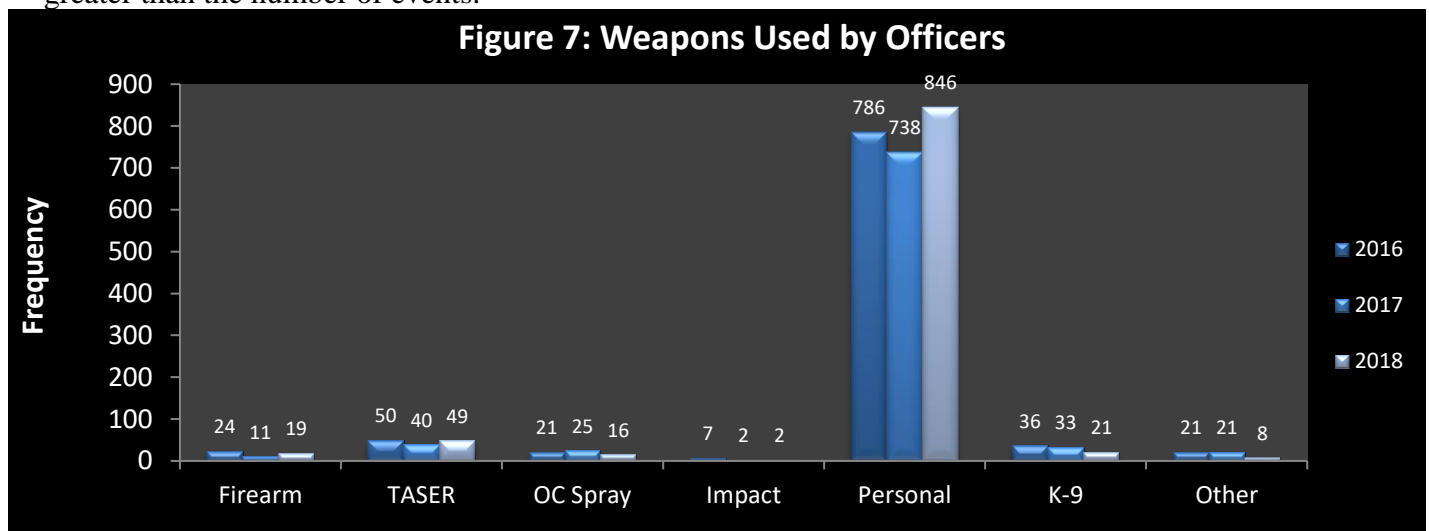
Police officers are trained to seek voluntary compliance through lawful direction. However, they are sometimes met with circumstances in which a subject's actions compel them to use force in order to gain compliance. CMPD policy requires officers to report use of force incidents under a broad range of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

	2016	2017	2018	3 Yr. Avg. '16-'18	2017-2018 Change
<b>Total Use of Force Events*</b>	414	369	395	<b>392.7</b>	26
<b>Total Police Interactions</b>	612,272	622,195	597,315	<b>610,594</b>	-24,880
<b>Total Arrests</b>	19,771	18,937	16,828	<b>18,512</b>	-2,109

\* Animals are excluded from these Use of Force Event totals.

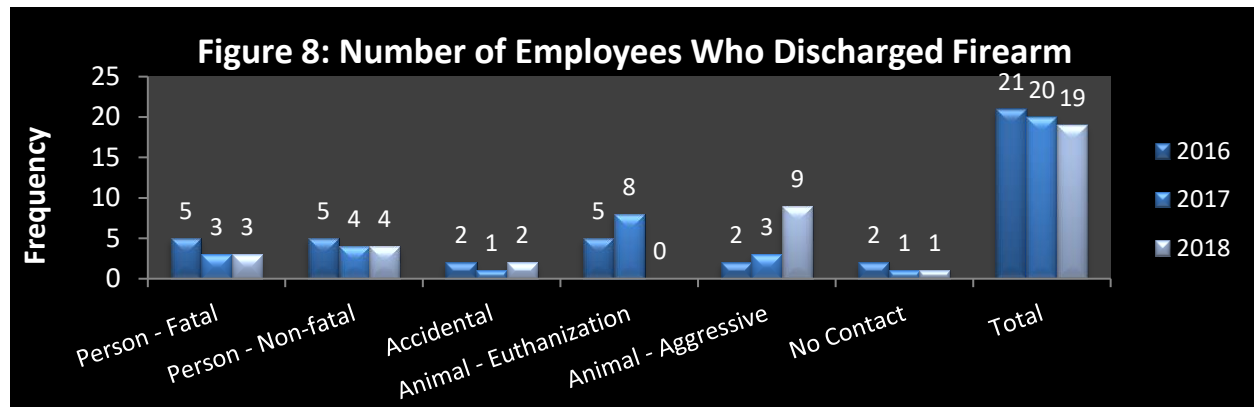
The numbers for use of force increased; arrests and police interactions decreased: use of force (7.0%) arrests (-11.1%) and police interactions (-4.0%).

**Figure 7** displays use of different weapons by officers during use of force situations against aggressive individuals and animals from 2016 to 2018. 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.

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



Forty-seven percent of all shooting incidents in 2018 involved euthanizing injured animals or shooting aggressive animals.

**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](#) (Directive 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/ADW Unit 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.

In 2018, 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 of the actions of our employees. 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 we hold them accountable for their actions. The CMPD is continuously reviewing and improving our practices to reduce the likelihood of deadly force incidents.

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.

In ~~2017~~2018, there were five incidents where an officer discharged a firearm at a person. Following is a summary of each case with additional information available from the Open Data Source webpage which is located at: <http://charlottenc.gov/CMPD/Pages/Resources/CMPD-OpenData.aspx>

**1.**

**Description:** *On Thursday, January 11, 2018 at approximately 10:49 p.m. officers from the North Tryon Division and N.C. Probation and Parole were briefing in the parking lot between the LEC and the CMPD parking deck, when they were fired upon multiple times. Several officers returned fire. One CMPD officer was transported to the hospital with a non-life-threatening gunshot wound to the leg.*

2.

**Description:** On Friday, February 02, 2018, officers from the Freedom Division, along with the Charlotte Fire Department and Medic, responded to a suicide attempt call for service. The caller stated that a male was suicidal and was harming himself. The Charlotte Fire Department and Medic arrived at the scene first to provide medical care and advised CMPD that the man had a knife and would not cooperate. Upon arrival, an officer encountered the male subject, who was armed with a knife. The officer perceived an imminent deadly threat and subsequently fired his weapon.

3.

**Description:** On Tuesday, May 15, 2018, Independence Division Officers responded to a residence located in the 6200 block of Idlebrook Drive in response to a 911 call for service. The female reporting person advised that her husband was threatening suicide and that there were firearms in the bedroom where he was located. The first 2 officers arrived at the scene by 3:44 a.m. and after speaking to the female, they followed her into the residence to speak to the suicidal subject. At this point in the investigation, it appears that as soon as the officers entered the house, the male exited his bedroom carrying a long gun. The officers perceived an imminent threat and one of the officers fired his handgun.

4.

**Description:** At approximately 9:31 p.m., Airport Division officers were dispatched to an airport business valet deck at 5601 Wilkinson Boulevard to investigate a suspicious vehicle, which accessed the deck by following closely behind another vehicle. A short time later, an officer got out of his cruiser and attempted to approach the suspicious vehicle, when the driver drove toward the officer. The officer perceived an imminent threat of being run over and fired his handgun at the driver.

5.

**Description:** *On Saturday, December 1, 2018, at 8:26 a.m., Eastway Division officers responded to a check the welfare call for service in the 3900 block of Winfield Drive. A male caller stated that he had a gun and was upset with his neighbors. Upon arrival, officers were positioned outside of the caller's (subject's) home when they heard shots being fired from inside of the residence. The caller (subject) then barricaded himself inside his home. Members of Charlotte-Mecklenburg Police Department's SWAT team and negotiators responded to the scene to coordinate a peaceful resolution. A perimeter was then set up outside of the armed and barricaded subject's home. During the incident, officers observed the armed subject at the window of the home displaying a weapon. The armed subject then exited the home. Officers issued several verbal commands to the subject, ordering him to drop the gun but the subject refused to cooperate. Officers perceived an imminent, deadly threat and subsequently fired their weapons.*

## In-Custody Death

If a person dies while in the custody of CMPD, detectives from the Homicide/ADW 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 2018, the CMPD had no in-custody death incidents.

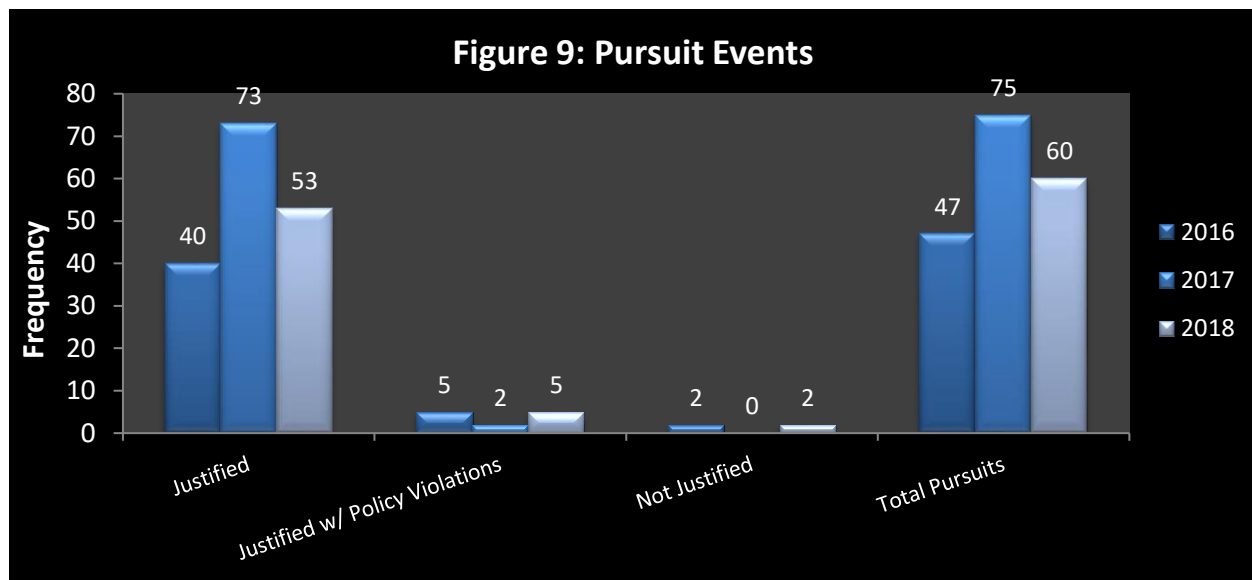
## Police Vehicle Pursuits

From time to time, police officers 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 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 2016 to 2018.





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. **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>2016</b>	<b>2017</b>	<b>2018</b>	<b>3 Yr. Avg. '16-'18</b>
<b>Arson</b>	0	0	0	<b>0.0</b>
<b>Homicide</b>	0	2	1	<b>1.0</b>
<b>Burglary</b>	1	0	0	<b>0.3</b>
<b>Assault on Government Officer or Employee</b>	2	5	0	<b>2.3</b>
<b>Assault w/ Deadly Weapon</b>	9	13	14	<b>12.0</b>
<b>Larceny from Vehicle</b>	0	0	0	<b>0.0</b>
<b>Rape/Sex Offense</b>	1	0	0	<b>0.3</b>
<b>Breaking &amp; Entering</b>	1	2	2	<b>1.7</b>
<b>Hit and Run</b>	1	0	0	<b>0.3</b>
<b>Larceny of Vehicle</b>	1	0	2	<b>1.0</b>
<b>Kidnapping</b>	0	1	3	<b>1.3</b>
<b>Robbery – Armed</b>	<b>29</b>	<b>49</b>	<b>36</b>	<b>38.0</b>
<b>Robbery – Common Law</b>	0	3	0	<b>1.0</b>
<b>Traffic Offense (Not DWI)</b>	0	0	0	<b>0.0</b>
<b>Unauthorized Use/Failure to Return Motor Vehicle</b>	0	0	0	<b>0.0</b>
<b>Warrant/Order for Arrest</b>	1	0	1	<b>0.7</b>
<b>Weapons Law Violation</b>	0	0	1	<b>0.3</b>
<b>Total Pursuits</b>	<b>46</b>	<b>75</b>	<b>60</b>	<b>60.3</b>

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

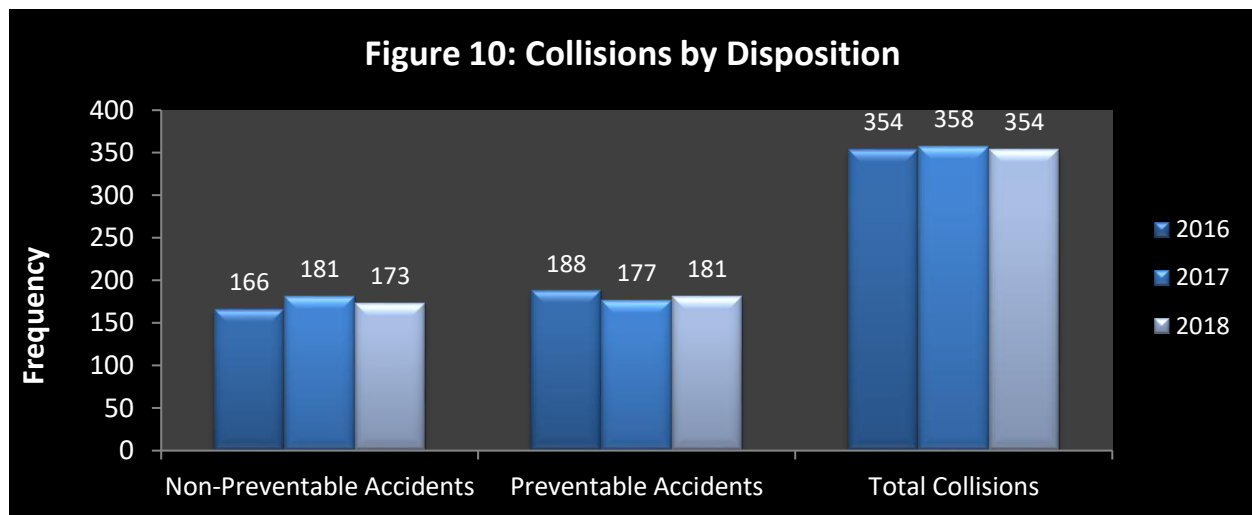
## Employee Motor Vehicle Collisions

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 411 square miles. Employees drive vehicles in all types of weather, traffic and emergency conditions.

In total, the department has approximately 2,000 employees operating 1,513 vehicles, with many vehicles being operated 24-hours a day. Department vehicles were driven a total of, 20,237,635 miles in 2016; 20,614,642 miles in 2017; and 20,139,064 miles in 2018.

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 2016 through 2018.



There was a 1.1% decrease in total collisions from 2017 to 2018; employees drove 475,578 less miles in 2018 than in 2017.

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