

CHARLOTTE-MECKLENBURG POLICE DEPARTMENT INTERNAL AFFAIRS 2025 ANNUAL REPORT



I am proud to lead an organization committed to professionalism, integrity and accountability. The Charlotte-Mecklenburg Police Department continues to meet the demands of a growing city with dedication and purpose, and this 2025 Internal Affairs Annual Report reflects the values and high standards that guide our work.

In 2025, the department operated under the priorities established by Chief Johnny Jennings—Crime Management, Community Collaboration, Professional Accountability and Employee Wellness. These priorities shaped the foundation of our efforts during a year of continued growth and complexity.

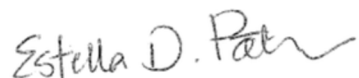
As I stepped into the role of Chief in December 2025, I began outlining the priorities that will guide us forward. My focus centers on three key areas: reducing violent crime and disorder; strengthening community engagement and collaboration; and advancing employee wellness and morale, with an emphasis on recruitment and retention. These priorities build upon the strong foundation already in place and reflect my commitment to a safer community and a supported workforce.

The department's achievements in 2025 demonstrate the dedication of our employees. With more than 574,000 police interactions, less than 3 percent resulted in arrests, and only a small fraction involved a response to resistance (use of force) incident.

These outcomes underscore how our focus areas guide not just our strategies, but the way we serve the Charlotte community every day. They reinforce a central truth of our profession: every action taken by an officer or professional staff member contributes to the public's trust in our department. Every member of CMPD understands that their actions reflect not only on themselves, but on the department as a whole. Our internal review processes, transparency practices, and commitment to continuous improvement ensure that we hold ourselves to the highest standards of conduct.

Looking ahead, CMPD will continue advancing modern, accountable policing by educating, engaging and exceeding expectations at every level. I am honored to lead this department and deeply proud of the men and women who serve with courage and compassion. Together, we will continue working toward a safer city—built on trust, fairness and a shared commitment to the residents and visitors of Charlotte.

Warm Regards,



Estella D. Patterson
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 1,233,383, with 1,077,118 residents living within the CMPD jurisdiction. The Charlotte-Mecklenburg Police Department employs 1,702 sworn officers and 540 civilians. Our employees interact with the public daily. A snapshot of 2025 revealed that CMPD had 574,701 police interactions with the public, an increase from 545,252 interactions in 2024.

The Internal Affairs Division is part of our Office of Professional Standards and is overseen by a Major who reports directly to the Chief of Police. It is led by a Captain and a Lieutenant with a staff of seven sergeants. In 2025, the Charlotte-Mecklenburg Police Department's Internal Affairs Division processed 362* cases of misconduct allegations, which was a 144 case increase from 2024. These cases consisted of a total of 588 alleged violations of a rule of conduct (some cases involved multiple violations). There were 40 cases related to the Response to Resistance directive, one of over 100 directives and standard operating procedures CMPD personnel are responsible for upholding. In 23% (7) of those cases, it was determined that there was sufficient evidence to show the employee's actions violated policy. Of the 40 Response to Resistance cases reported to the department, 11 were reported by CMPD employees against other employees.

Officers were involved in four use of deadly force incidents in 2025, which resulted in two non-fatal injuries and two fatal injuries to the suspects, and zero misses that did not strike an individual. Officer Involved Shooting (OIS) cases are investigated by the North Carolina State Bureau of Investigation (SBI) or the CMPD's Homicide Unit and are reviewed by the Mecklenburg County District Attorney's Office.

In 2025, 11 CMPD employees were criminally charged. While these types of incidents are a disappointment to the organization, the number of employees charged is one half of one percent (0.49%) 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 2025 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 responsible for protecting the trust and confidence of the public placed in the CMPD. 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 seven sergeants, led by a captain and a lieutenant, is always willing to assist the public in addressing any questions or concerns. To learn more please visit www.cmpd.org. To read more about the role of Internal Affairs, please visit "[Internal Affairs](#)." This area of the website contains detailed information about the Charlotte-Mecklenburg Police Department Disciplinary Process, the complaint process, and a 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 visit [Departmental Directives](#).

COMMUNITY OVERSIGHT

Police-community partnerships are critical for improving the quality of life in the 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.



Early Intervention System (EIS)

In 2023, when the Benchmark EIS system was implemented, there were three primary data feeds: IACMS (Internal Affairs Case Management System), PeopleSoft, and arrest data. The data now used to generate alerts in EIS comes almost exclusively from IACMS. Response to Resistance, Pursuits, Complaints, and Sustained Violations data are pulled from EIS. These data points aid the system in identifying officers that may be at risk and in need of intervention. CMPD's EIS is "an assessment tool that incorporates numerous sources of information to help generate a full depiction of sworn employee activity to aid the CMPD in identifying any needed early interventions. It is a research-based information tool that can be used to prioritize outreach to sworn employees who may need additional leadership support."

In October 2024, Benchmark was able to incorporate additional data from CMPD, CAD (Computer Aided Dispatch) calls for service, adding to the data indicators for alerts. Adding CAD data helps to provide understanding to how the volume of calls and the severity of the calls officers respond to influence officers' risk. According to Benchmark, when CAD data is included with use of force, arrests, and internal affairs data, it allows for a better understanding of an officer's behaviors in various contexts and how these behaviors may elevate or reduce risk. With the incorporation of the CAD data, Benchmark's data scientists completed a system retrain in the first quarter of 2025 to make the model stronger and more predictive. Benchmark's data scientists presented the data retraining information to CMPD in May 2025.

After more than a year of using the Benchmark system, the CMPD saw a reduction of EIS alerts from 37 in 2023 to 21 in 2024. In October 2024, when Benchmark was able to add CMPD CAD calls for service as a new data feed, CMPD experienced an increase in EIS alerts. This increase in alerts is not a surprise, given the new additional data sources.

In 2025, there were 57 EIS alerts. Of the 57 alerts in 2025, 55 were generated by the EIS system and 2 alerts were generated by a supervisor. Actionable alerts indicate that employees are highly likely to be involved in adverse situations without intervention. Advisable alerts indicate that employees are trending toward possible adverse situations and intervention may be needed. Of the 57 alerts, 50 were advisable, 5 were actionable and 2 were supervisor initiated.

Of the 57 alerts, 55 of the alerts resulted in the "no additional action" recommended by the officer's chain of command. Two of the alerts resulted in "action needed". The areas of action included mentoring/coaching and other. Looking into the data, the "other" category consisted of one meeting/discussion with the officer and one where the supervisor offered departmental resources. The EIS also captures targeted areas of interventions which include overall wellness, communication, interpersonal skills, organization, and other.

COMPLAINT INVESTIGATIONS

The Charlotte-Mecklenburg Police Department has a responsibility to prevent unethical and improper conduct among 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 all employees are held 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 response to resistance 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.”

The CMPD recognizes that despite best efforts, there will be times when citizens, 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. 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.

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, or 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 2025: The CMPD received 362 complaints in 2025, the majority of which were internal complaints. As can be seen in Table 10.1, internal complaints increased by 112 (a 60.2% increase).

In 2025, there were 588 alleged rules of conduct violated. This is a 97% increase from 2024. Table 10.2 identifies the rules of conduct that account for the majority of all misconduct allegations.

Table 10.1 – Total Complaint Events

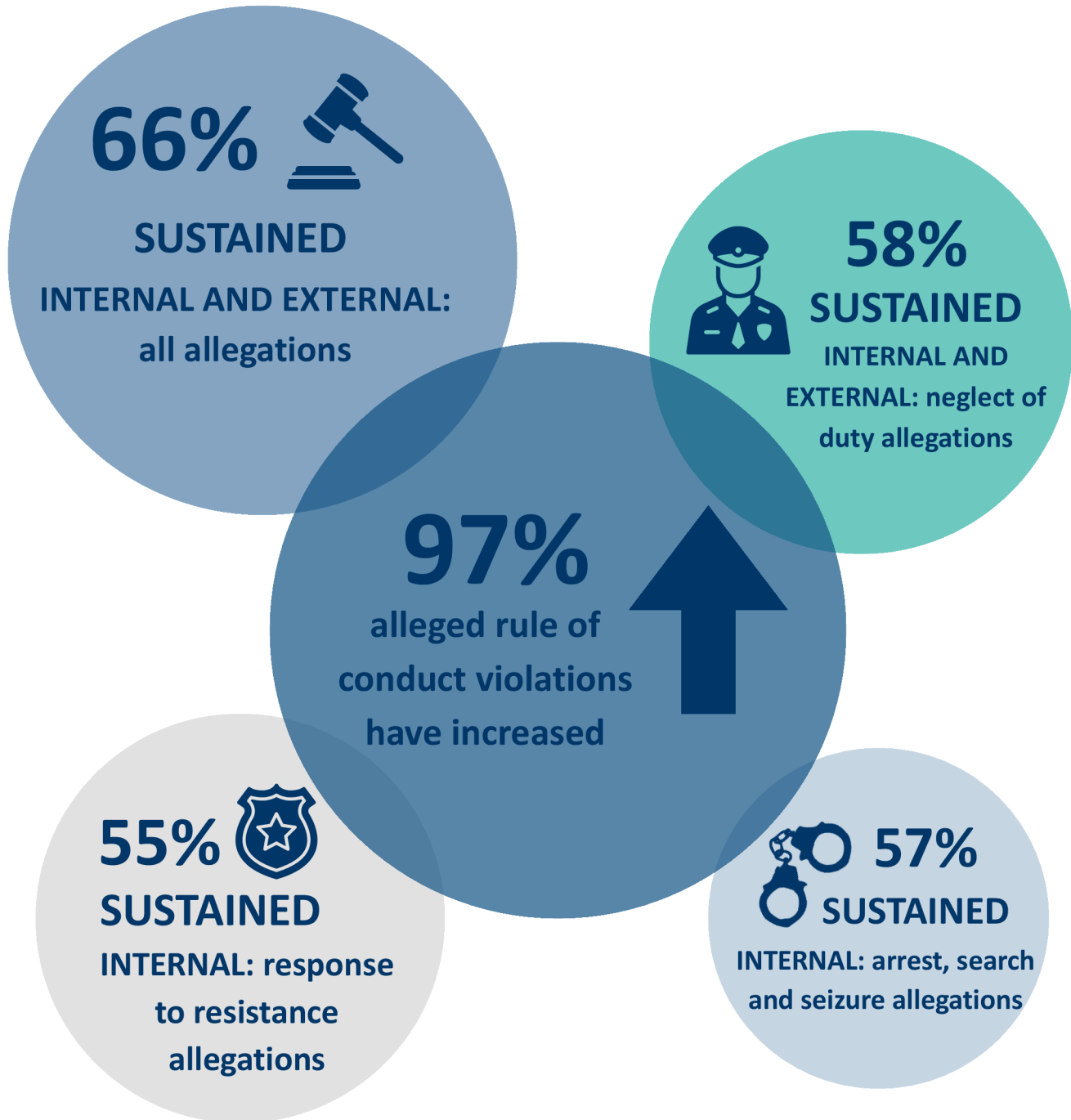
	2023	2024	2025	3 Yr. Avg. '23-'25	% Change (comparison of 2025 to 3 yr. avg.)	% Change 2024 vs 2025
External Complaint Events	68	32	64	54.7	17.1%	100%
Internal Complaint Events	260	186	298	248.0	20.2%	60.2%
Total Complaint Events	328	218	362	302.7	19.6%	66.1%

*Table 10.1: Multiple allegations may result from a single event

Table 10.2 - Common Alleged Rule of Conduct Violations

	EXTERNAL				INTERNAL				TOTAL			
	2023	2024	2025	3 Yr. Avg. '23-'25	2023	2024	2025	3 Yr. Avg. '23-'25	2023	2024	2025	3 Yr. Avg. '23-'25
Absence from Duty	0	0	0	0	151	108	179	146	151	108	179	146
Unbecoming Conduct	2	4	0	2	6	5	18	10	8	9	18	12
Arrest, Search, and Seizure	66	25	62	51	8	1	14	8	74	26	76	59
Conformance to Laws	4	6	9	6	5	8	20	11	9	14	29	17
Courtesy	9	5	13	9	15	7	10	11	24	12	23	20
Driving	0	0	0	0	30	19	34	28	19	19	34	24
Neglect of Duty	13	2	9	8	17	10	17	15	18	12	26	19
Use of Body Worn Cameras	11	6	15	11	27	9	20	19	38	15	35	29
Response to Resistance	45	21	29	32	10	5	11	9	55	26	40	40
Violation of Rules	6	5	16	9	24	14	27	22	30	19	43	31

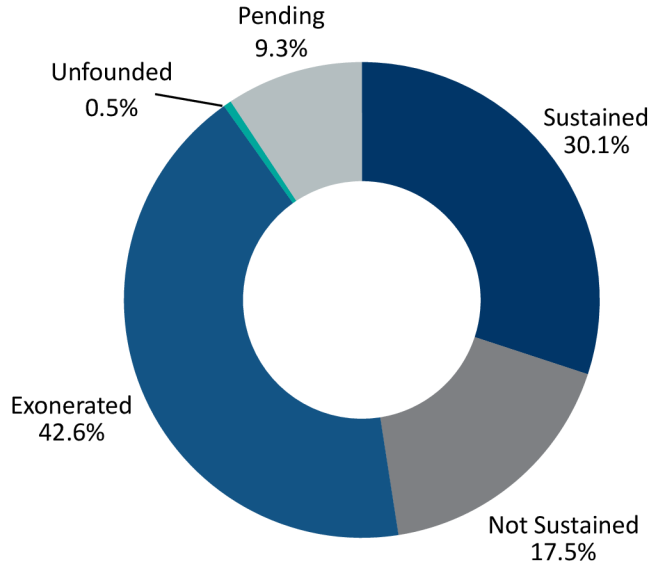
*Table 10.2: Some allegations in this table may still be pending adjudication



COMPLAINTS – EXTERNAL AND INTERNAL ALLEGATIONS

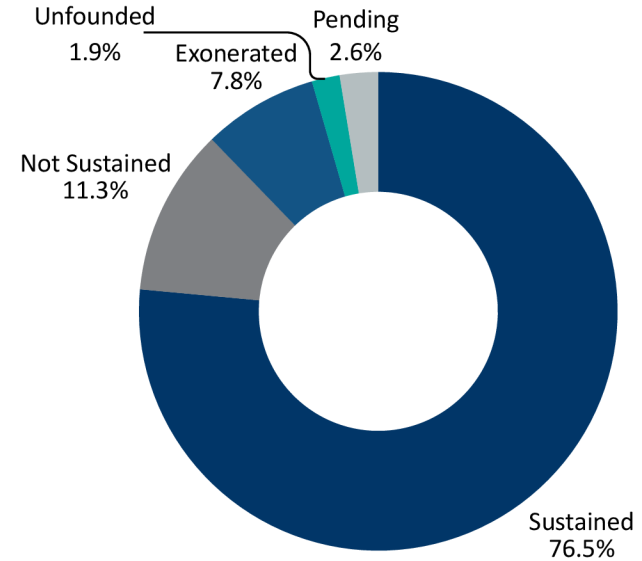
2025 Investigation Decisions: Following the investigations and adjudications, 30% of external allegations were sustained compared to 34% in 2024. Internal allegations were sustained in 76% of cases in 2025 compared to 78% in 2024. This percentage of sustained internal allegations increased compared to comparisons of past years.

External Allegations

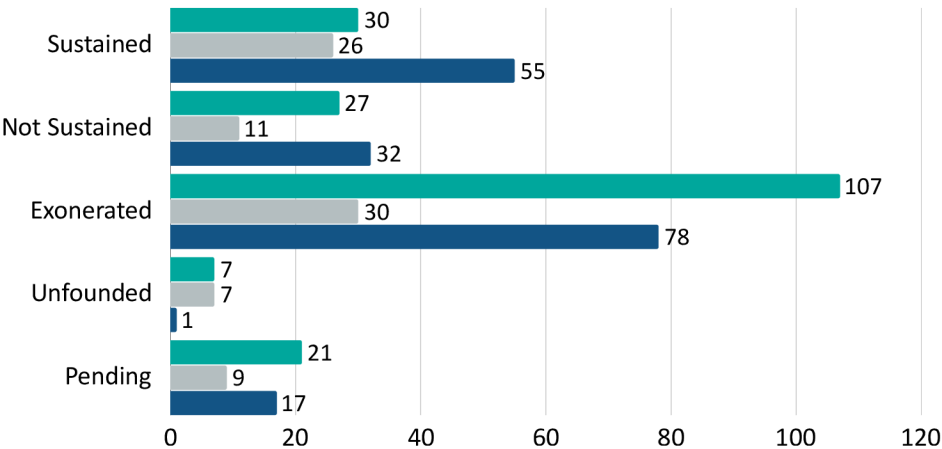


● 2023 ● 2024 ● 2025

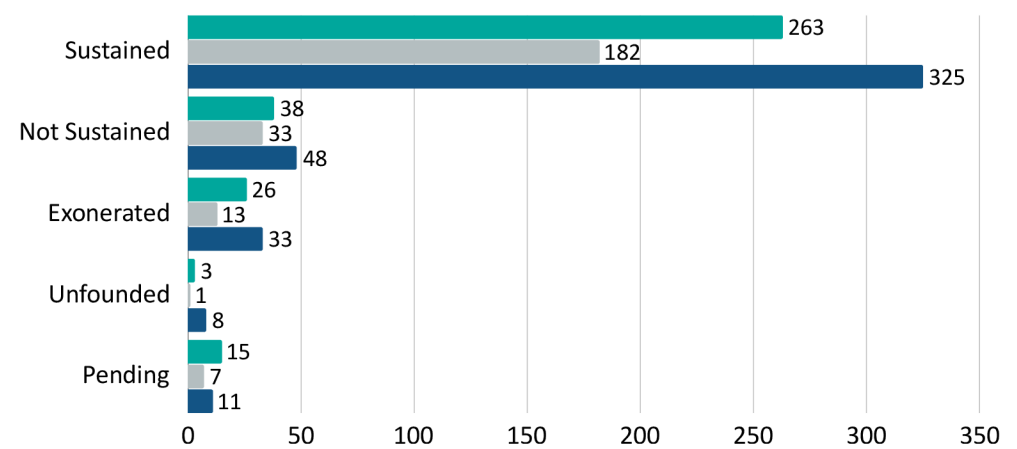
Internal Allegations



● 2023 ● 2024 ● 2025



The number of sustained allegations increased by 29 from the previous year and not sustained allegations in 2025 increased by 21 from the previous year. There were 183 external allegations in 2025, up from 83 in 2024.

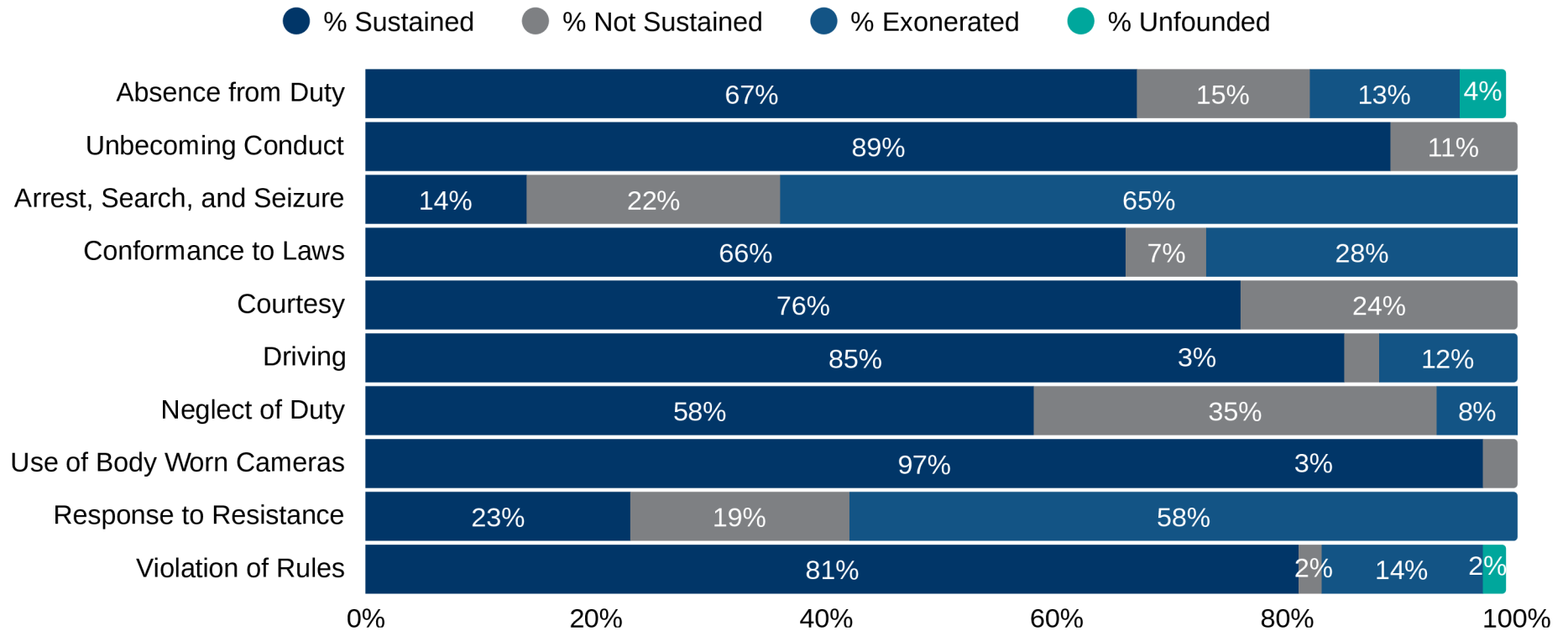


A high rate of sustained internal allegations persists from previous years, most likely due to CMPD employees having a strong sense of what constitutes misconduct in various circumstances.

ALLEGATION OUTCOMES

Graph 13.1 shows the percentage of frequent allegations in 2025 that were Sustained, Not Sustained, Exonerated, or Unfounded.

Graph 13.1 - Allegation Outcomes



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

*Due to rounding, these values may not add up to 100.

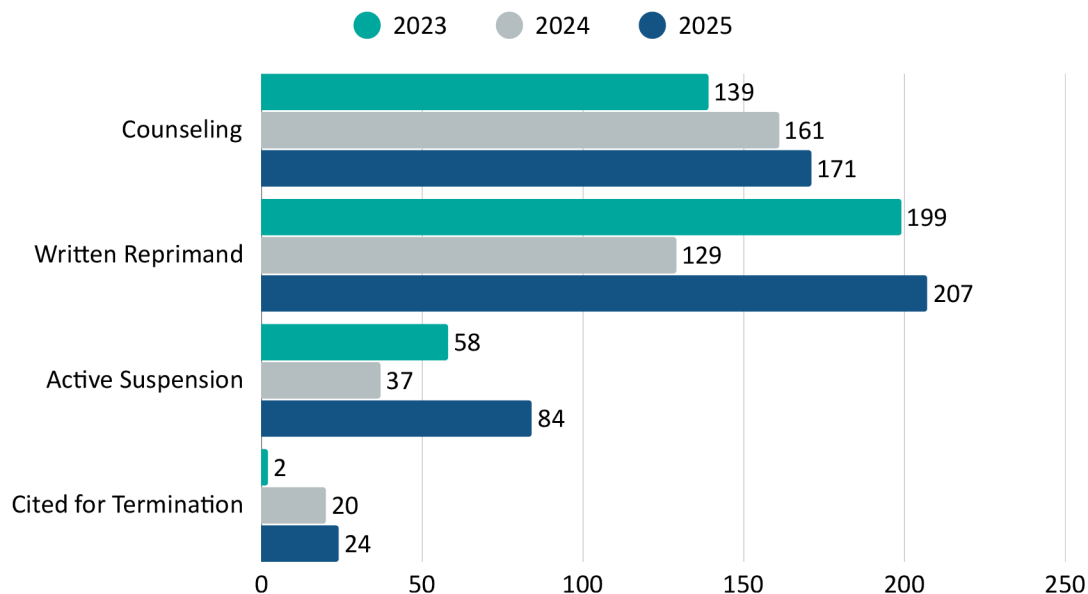
CORRECTIVE ACTION

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 written reprimand 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 the department's disciplinary philosophy, visit [Departmental Directives](#) section 100-004.

Graph 14.1 illustrates the corrective action taken for sustained allegations in 2023 through 2025. 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. Categories of corrective action that saw increases in 2025 included written reprimands, active suspensions, and citations for termination.

Graph 14.1 - Corrective Action Per Allegation



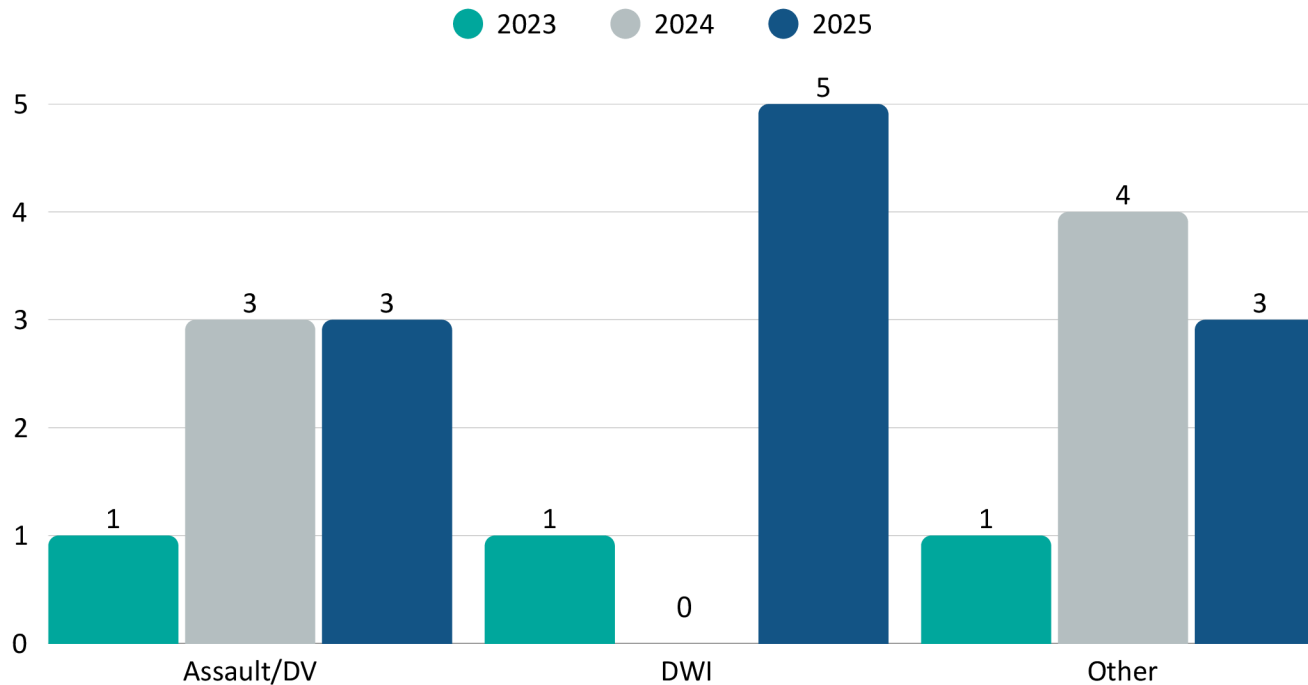
Low to moderately severe corrective actions (e.g., counseling and written reprimands) were used most often in 2025, as has been the case in recent years.

CRIMINAL INVESTIGATIONS INVOLVING EMPLOYEES

When a CMPD employee is alleged to have committed a crime in Mecklenburg County, the CMPD 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.

Graph 15.1 compares the types and frequency of employee criminal charges across the last three years.

Graph 15.1 - Employees Criminally Charged



RESPONSE TO RESISTANCE

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 response to resistance incidents under a broad range of circumstances. Supervisors investigate and document each incident. The Response to Resistance Events table displays the number of times officers used force as compared with total arrests and total police interactions.

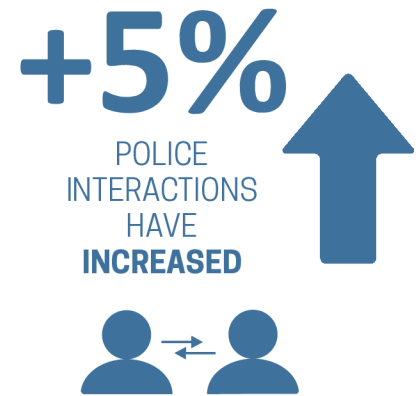
	2023	2024	2025	3 Yr. Avg. '23-'25	% 2024 - 2025 Change
Total Response to Resistance	479	407	539	475	32%
Total Police Interactions	534,083	545,252	574,701	551,345	5%
Total Arrests	15,248	15,380	17,382	16,003	13%

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 2025, the CMPD continued to update the Open Data Source webpage that provides the public with detailed information about officer involved shooting incidents. The department provides information about officer involved shootings in an effort to create greater transparency to the public. It is important 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. The department believes that the public's trust and confidence in the CMPD will increase as the public understands what officers encounter and how they are held accountable for their actions. The CMPD is continuously reviewing and improving 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. Beginning in 2025, shotgun qualification became optional. In 2024 all officers had to qualify, but this year it is only required if officers wanted the certification to carry one on duty, similar to the department's patrol rifles. Officers assigned to SWAT participate in firearms training each month.

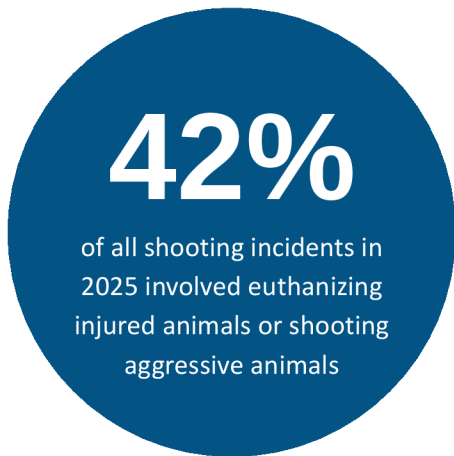


RESPONSE TO RESISTANCE

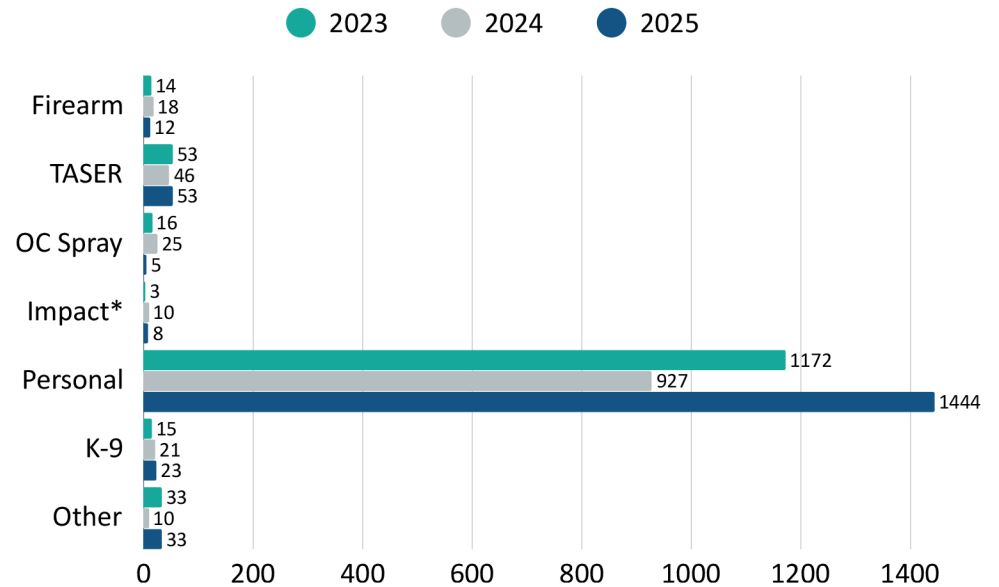
Graph 17.1 displays use of different weapons by officers during response to resistance situations against individuals and injured/aggressive animals from 2023 to 2025. Note that any single response to resistance event may have included the use of multiple weapons by one or more officers, which is why 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 response to resistance situations. This occurs because most encounters begin with officers in physical contact or close proximity with a suspect at the time and the suspect decides to act with aggression or resistance.

Graph 17.2 displays the number of officers who discharged a firearm during response to resistance situations against individuals and injured/aggressive animals from 2023 to 2025.

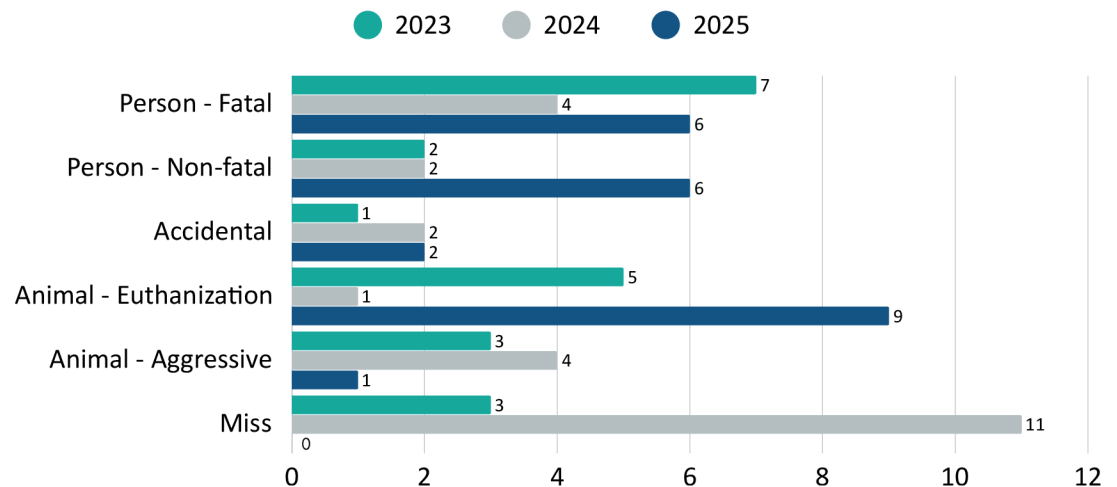


Graph 17.1 - Weapons used by Officers



*The impact number includes 'Baton,' 'Flashlight,' and 'Launcher'

Graph 17.2 - Number of Employees who Discharged a Firearm



RESPONSE TO RESISTANCE

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 view the department's Response to Resistance policies, visit [Departmental Directives](#) section 600-019.

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 response to resistance training on a yearly basis to maintain their law enforcement certification. In addition, officers receive response to resistance training and techniques to de-escalate volatile situations throughout the year at the CMPD Training Academy. The response to resistance 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. In the case that a CMPD officer is wounded or killed by the suspect's actions, the CMPD Homicide Unit investigates. If a CMPD officer discharges their firearm at a suspect and does not strike the suspect, the CMPD Homicide Unit investigates these cases. 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 2025, there were four incidents where an officer discharged a firearm at a person. The following summarizes cases with additional information available on the [Open Data Portal](#).

Incident #1 - Tuesday, February 11th, 2025

On Tuesday, February 11, 2025, at approximately 01:35 hours, members of the Charlotte-Mecklenburg Police Department initiated a felony traffic stop on a vehicle in public vehicle access (PVA) in the 7000 block of South Blvd. Officers had previously made multiple attempts to stop the vehicle, but the driver refused to yield to officers. When the driver did exit, he began discharging a firearm at officers. Officers perceived an imminent deadly threat and returned fire, striking the subject. The subject was transported to Atrium Health's main campus where he was treated for his injuries.

Incident #2 - Friday, March 7th, 2025

On Friday, March 7, 2025, at approximately 13:47 hours, members of the Charlotte-Mecklenburg Police Department responded to the 12000 block of Headquarters Farm Road in an attempt to locate and serve outstanding warrants on a subject. The subject exited the residence through the rear and fled from police on foot. When officers made contact with the subject, he discharged a firearm and struck two officers. Officers returned fire and struck the subject several times. Both officers were treated for non-life-threatening injuries. The subject was pronounced deceased on scene.

DA Review: Complete; DA is not seeking criminal charges related to any of these incidents.

DISCHARGE OF FIREARM SUMMARIES, CONTINUED

Incident #3 - Thursday, August 28th, 2025

On Thursday, August 28, 2025, at approximately 01:54 hours, members of the Charlotte-Mecklenburg Police Department responded to the 800 block of Pineborough Road in reference to locating a subject suffering from a mental health crisis who was potentially armed with a firearm. The subject exited his vehicle and discharged a firearm at officers, striking a patrol car. Officers perceived an imminent deadly threat and returned fire, striking the subject. The subject was transported to Atrium Health's main campus where he was treated for his injuries.

Incident #4 - Thursday, October 23rd, 2025

On Thursday, October 23, 2025, at approximately 16:07 hours, members of the Charlotte-Mecklenburg Police Department initiated a vehicle pursuit with an individual that had just committed several violent acts in the city limits of Charlotte. The subject discharged his firearm at pursuing units before the pursuit ended at the intersection of Freedom Drive and W. Morehead Street. When the subject exited his vehicle, he discharged a firearm at officers and fled on foot. Officers engaged in a foot pursuit and ultimately returned fire because of the imminent deadly threat. The subject was pronounced deceased on scene.

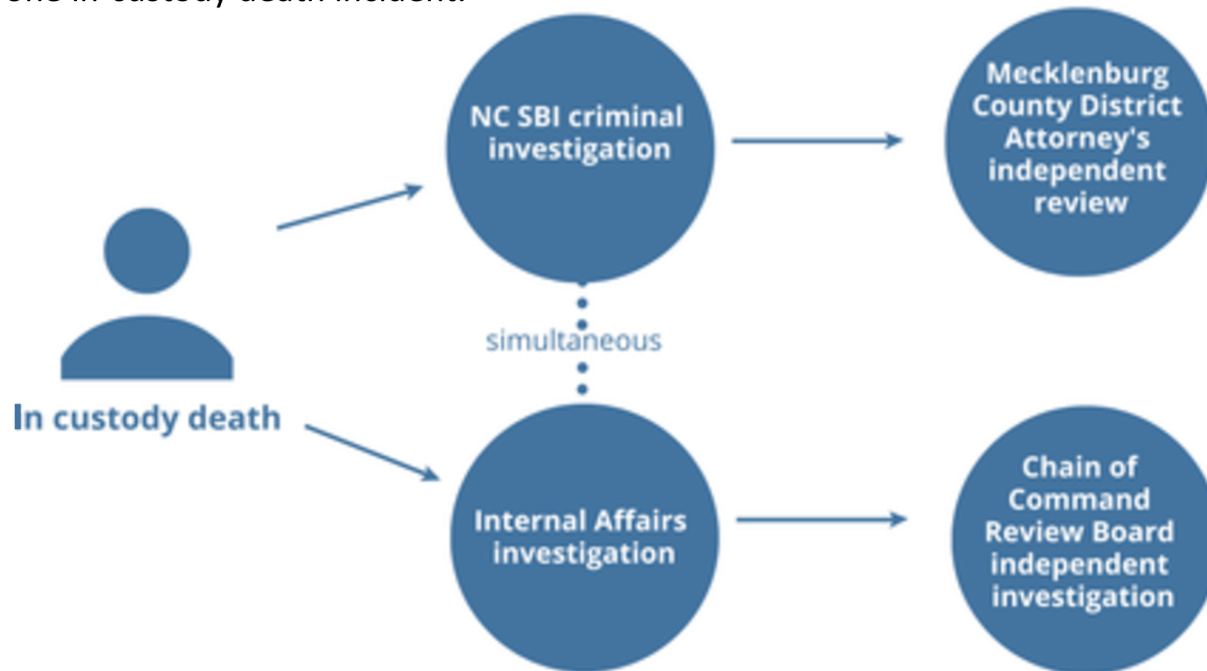
DA Review: Complete; DA is not seeking criminal charges related to any of these incidents.

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 review [Departmental Directives](#) section 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 2025, the CMPD had one in-custody death incident.



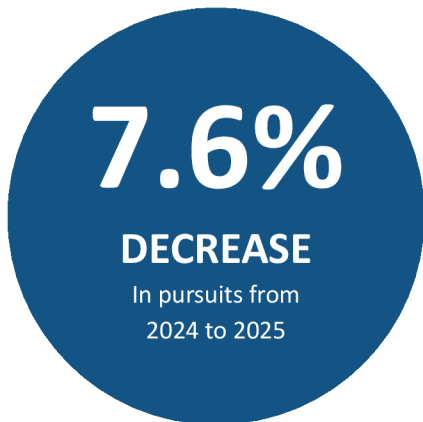
POLICE VEHICLE PURSUITS

On occasion, police officers may encounter individuals in motor vehicles who refuse to stop when the blue lights and siren are activated. A police pursuit occurs when an officer continues to keep pace with a vehicle in an attempt to stop its driver. 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. First Degree Burglary, as defined by North Carolina General Statutes, is considered a crime dangerous to life for the purposes of CMPD pursuit policy.

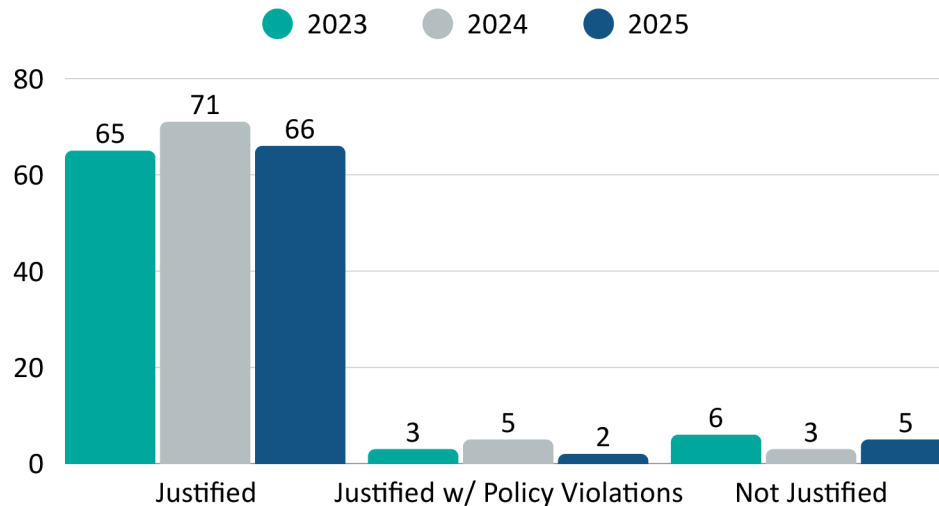
Once a pursuit incident has ended, regardless of the reason, a patrol supervisor is responsible for completing an internal investigation. The investigation includes, at a minimum, a map of the pursuit route, statements from all employees involved and all audio, visual or documentary information. The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

To view the departmental directive governing pursuits, visit [Departmental Directives](#) 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. Graph 22.1 shows the number of pursuits and how they were adjudicated from 2023 to 2025.



Graph 22.1 - Pursuit Event Outcomes



POLICE VEHICLE PURSUITS

The Charlotte-Mecklenburg Police Department periodically reviews and updates pursuit policy, equipment, and training in order to ensure the highest level of safety during these high-risk situations. Table 23.1 indicates, as in previous years, the majority of all pursuits were for violent felony offenses.

Table 23.1 - Offenses Initiating a Pursuit

	2023	2024	2025	3 Yr. Avg. '23-'25
Homicide	2	5	3	3.3
Burglary	0	1	1	0.7
Assault on Government Officer or Employee	3	3	5	3.7
Assault w/ Deadly Weapon	20	25	24	23.0
Death by Vehicle: Felony/ Misdemeanor (Traffic Fatality)	0	1	0	0.3
Rape/Sex Offense	0	0	0	0.0
Breaking & Entering	0	1	1	0.7
Hit and Run	0	2	0	0.7
Kidnapping	3	0	2	1.7
Resist, Obstruct or Delay	0	0	0	0.0
Possession of Stolen Goods: Misdemeanor or Felony	0	1	1	0.7
Robbery – Armed	37	33	31	33.7
Robbery – Common Law	0	4	0	1.3
Traffic Offense (Not DWI)	0	0	1	0.3
Warrant/Order for Arrest	4	2	2	2.7
Weapons Law Violation	1	1	0	0.7
Larceny of Vehicle	4	0	1	1.7
Larceny from Vehicle	0	0	1	0.3
Total Pursuits	74	79	73	75.3



EMPLOYEE MOTOR VEHICLE COLLISIONS

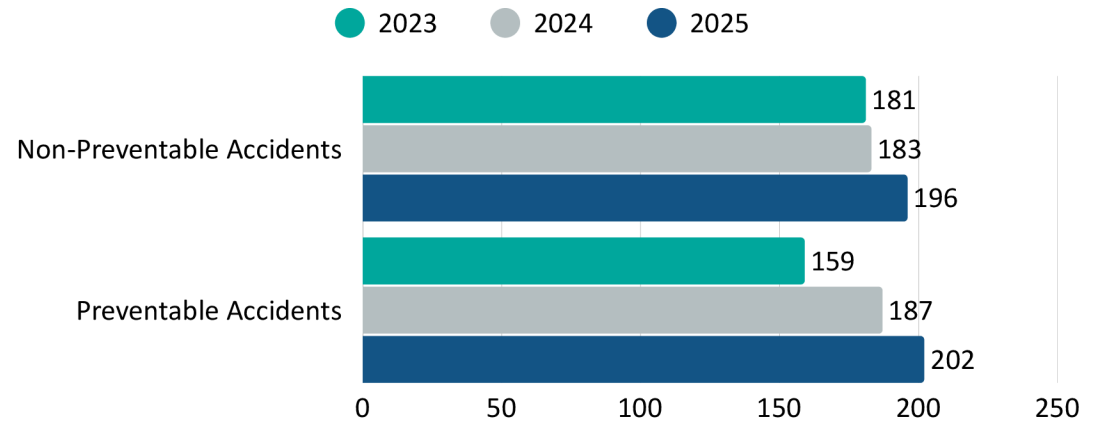
To provide police services throughout urban and suburban Mecklenburg County, department employees drive an expansive number of miles in CMPD vehicles. The geographic jurisdiction for the Charlotte-Mecklenburg Police Department includes the City of Charlotte and the unincorporated areas of Mecklenburg County, covering 411 square miles. Employees drive vehicles in all types of weather, traffic, and emergency conditions.

In total, the department has approximately 2,242 employees operating 1,740 vehicles, with many vehicles being operated 24 hours a day. Department vehicles were driven a total of 18,851,549 miles in 2025.

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 or other corrective actions.

The number of collisions associated with employee driving is displayed in Graph 24.1 and shows the total number of preventable and non-preventable collisions from 2023 through 2025.

Graph 24.1 - Collisions by Disposition





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