



POLICE DEPARTMENT

March 20, 2026

MEMORANDUM

TO: Roberto E. Bryan, Jr.
Chief of Police *REB*

FROM: Gregory White *[Signature]*
Office of Professional Standards Captain

SUBJECT: 2025 Annual Report (Internal Affairs Unit)

The Internal Affairs Unit (IAU) functions in accordance with the standards established by the Commission on Accreditation for Law Enforcement Agencies (CALEA) and supports the department's commitment to professional accountability, ethical conduct, and the preservation of public trust. The IAU is responsible for the administration of the agency's internal investigative process, ensuring that all complaints against employees are received, documented, and investigated in a manner that is fair, thorough, and impartial. The unit further ensures that the rights of employees and complainants are protected throughout the investigative process.

The Fayetteville Police Department recognizes that allegations of misconduct may generate significant community concern. In compliance with applicable CALEA standards related to internal affairs and complaint processing, the IAU conducts timely and objective investigations of all complaints, including those originating from both internal and external sources. Assigned IAU Sergeants are responsible for collecting, documenting, and preserving all relevant facts and evidence to ensure the integrity of the investigative process.

All investigative activities are documented and maintained within the department's BlueTeam system, which supports standardized reporting, case tracking, and supervisory review. This process ensures accountability, consistency, and transparency in accordance with accreditation requirements. Upon completion of an investigation, the IAU submits the case file through the established Chain of Command for review and disposition.

The IAU does not participate in determining the final adjudication of allegations. In accordance with departmental policy and CALEA standards, the responsibility for final disposition rests with the Chain of Command and ultimately the Chief of Police. The IAU remains available throughout the review process to provide clarification or additional information as needed.

The unit also coordinates and represents the department during the appeal process for contested findings, ensuring that all procedures are applied consistently and in accordance with established policy and accreditation standards.

Personnel assigned to the IAU are selected based on their training, experience, integrity, and demonstrated ability to conduct administrative investigations and interact effectively with members of the public and agency personnel. All assigned personnel are expected to uphold the highest standards of professionalism

and are trained in applicable laws, policies, and accreditation requirements governing internal investigations.

During calendar year 2025, the Internal Affairs Unit was staffed by one Captain, one Lieutenant (assigned for a two-month period), two Sergeants, and one Internal Affairs Specialist. The Lieutenant position would be reallocated to another unit, resulting in Internal Affairs no longer maintaining a Lieutenant position. The unit remains accessible to department personnel and the public, ensuring that complaint procedures are readily available and that all concerns are addressed in a timely and professional manner.

Mission Statement

The Fayetteville Police Department is dedicated to improving the quality of life by creating a safe and secure environment for the citizens we serve. We will always act with integrity to reduce crime, create partnerships, and build trust while treating everyone with respect, compassion and fairness.

Vision Statement

To serve as a premier law enforcement agency that is invested in the growth and safety of our community through innovation and a balanced approach to Law Enforcement. We will pursue and engage the best trained, equipped, and committed professionals who demonstrate the highest standards of performance and best policing practices in partnership with the community.

The 2025 Internal Affairs Unit

Captain

Ryan Manley *January 1, 2025 – February 2, 2025*

Gregory White *February 10, 2025 – present*

Lieutenant

Ranessa Wallace *January 1, 2025 – February 9, 2025*

Sergeants

Nicole Burton *January 1, 2025 – February 9, 2025*

Everett Hockenberry *January 1, 2025 – present*

Gregory Baxley *June 16, 2025 - present*

Internal Affairs Specialist

Audrey D. Bingham

The Internal Affairs Unit will uphold public trust and confidence in the Fayetteville Police Department by conducting thorough, objective investigations of alleged employee misconduct and implementing proactive measures to prevent such misconduct, thereby ensuring the highest standards of fairness, integrity, and respect for both citizens and employees.

During calendar year 2025, the Internal Affairs Unit experienced several personnel reassignments that impacted staffing levels. Captain Ryan Manley resigned from the department on February 2, 2025. Following his departure, Captain Gregory White was reassigned to the Internal Affairs Unit and assumed the role of Unit Commander.

Lieutenant Ranessa Wallace was transferred from the Internal Affairs Unit to another assignment within the department, and the Lieutenant position was subsequently reallocated. Additionally, Sergeant Nicole Burton was reassigned from the unit to serve as the department’s K9 Supervisor.

As a result of these changes, the Internal Affairs Unit operated with reduced staffing from February through June 2025, consisting of one Captain and one Sergeant. Sergeant Everett Hockenberry was the only member assigned to the unit for the entirety of the 2025 calendar year, providing continuity of operations during this period.

As of December 31, 2025, the Fayetteville Police Department Internal Affairs Unit processed three hundred fifty-two (352) cases involving the following categories: Use of Force, Departmental Investigations, Citizen Complaints, Vehicle Pursuits, Vehicle Accidents, Firearm Discharges, Positive Compliments, Alerts, and Quality Reviews. This is a decrease of fourteen (14) cases from 2024.

Below is a breakdown of the administrative investigations and a year-to-year comparison.

Investigative Category	2022	2023	2024	2025	Variance from 2024	Percentage Change
Use of Force Incidents	65	78	63	65	+2	3.8%
Departmental Investigations	55	73	64	77	+13	20%
Citizen Complaints	55	47	45	32	-13	-29%
Vehicle Accidents	78	82	55	63	+8	14.54%
Vehicle Pursuits	18	33	45	38	-7	-15.56%
Firearms Discharge*	5	4	3	3	0	0%
Positive Compliments	25	39	36	36	0	0%
Alerts	13	28	25	20	-5	-20%
Quality Reviews	17	23	30	18	-12	-40%

*Firearm discharges may include officer-involved, negligent, or animal discharges

In 2024, there were twenty-six (26) incidents in which officers pointed their weapons at an offender. In 2025, this number decreased to eighteen (18) incidents.

Pointing of a weapon is defined as situations where an officer’s firearm muzzle is oriented toward an offender, such as during building clears, known-risk traffic stops, or similar scenarios. The department’s Training Center Staff has provided all sworn officers with a tutorial clarifying when an incident constitutes pointing a weapon versus having the weapon in the ready position. This tutorial is accessible via PowerDMS and may be reviewed at any time.

Use of Force (UOF) Investigations

In 2025, the Fayetteville Police Department experienced a slight increase in overall Use of Force (UOF) incidents. The department investigated sixty-eight (68) UOF incidents in 2025, compared to sixty-six (66)

in 2024, representing a 3.03% increase over the previous year. After accounting for relevant factors, these UOF numbers remain comparable to prior years.

In 2025, officers discharged their firearms in three (3) incidents, the same number as in 2024. Two (2) of these incidents involved encounters with aggressive K-9s. Firearm discharges are included in the total UOF statistics for both reporting and demographic purposes.

The raw data for 2025 reflects sixty-eight (68) Use of Force incidents involving seventy (70) individuals.

	2024	2025	Variance	Percent Change
Total Number of UOF Incidents	66	68	+2	3.03%
Total Number of Subjects	66	70	+4	6.06%

2024-2025 Comparison of Race / Gender / Force Type

Type of Force	B/M	W/M	B/F	W/F	H/M	H/F	NA/M	NA/F	PI/F	Other	2024	2025	Variance	Percentage Change
Taser	18	1	0	0	0	0	0	0	0	5	18	24	+6	33.33%
Taser plus another force	0	0	0	0	0	0	0	0	0	0	1	0	-1	-100%
Hands	10	5	2	0	1	0	0	0	0	0	16	18	+2	12.5%
Pointing of Weapon *	10	0	0	1	2	0	1	0	0	0	22	14	-8	-36.36%
Firearm Discharge	1	0	0	0	0	0	0	0	0	2	1	3	+2	200%
Firearm Discharge & Pointing of Weapon	0	0	0	0	0	0	0	0	0	0	2	0	-2	-100%
O/C spray	2	1	0	1	0	0	0	0	0	0	1	4	+3	300%
Pointing of Weapon plus Taser	3	0	0	0	0	0	0	0	0	0	2	3	+1	50%
K-9 Bite	0	0	0	0	0	0	0	0	0	0	2	0	-2	-200%
Baton	0	0	0	0	0	0	0	0	0	0	0	0	0	0%
Less than Lethal (Bean Bag)	1	0	0	0	0	0	0	0	0	0	1	1	0	0%
Taser, Hands on , Pointing of Weapon	1	0	0	0	0	0	0	0	0	0	0	1	+1	100%
Baton, OC Spray, Hands On	1	0	0	0	0	0	0	0	0	0	0	1	+1	100%
Baton, OC Spray	0	0	0	0	0	0	0	0	0	1	0	1	+1	100%
Total Number of People Force Used	47	7	2	2	3	0	1	0	0	8	66	70	+4	6.06%

Total Percentage of Force Used	67.14%	10%	2.85%	2.85%	4.28%	0%	1.42%	0%	0%	11.42%				
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Demographics of Involved Citizens

Age	B/M	W/M	B/F	W/F	H/M	H/F	NA/M	NA/F	PI/F	OTHER	Totals	Percentage
Less than 18	4	0	0	0	1	0	0	0	0	0	5	7.14%
18-25	8	1	0	1	0	0	0	0	0	0	10	14.28%
26-35	22	0	1	0	2	0	0	0	0	0	25	35.71%
36-45	10	5	0	1	0	0	0	0	0	1	17	24.28%
46-55	1	0	2	0	0	0	1	0	0	0	4	5.71%
56-65	1	0	0	0	0	0	0	0	0	1	2	2.85%
Over 65	0	1	0	0	0	0	0	0	0	0	1	1.42%
unknown	1	0	0	0	0	0	0	0	0	5	6	8.57%
Totals	47	7	3	2	3	0	1	0	0	7	70	
Percentage	67.14%	10%	4.28%	2.85%	4.28%	0%	1.42%	0%	0%	10%		

In 2025, a total of sixty-five (65) officers were involved in sixty-eight (68) Use of Force investigations. The demographics of the officers involved are as follows:

Police Officer Demographics Who Used Force

Officer Race	2024	2025	Variance	Total Percent of Force Used in 2024	Total Percent of Force Used in 2025
White	48	44	-4	67.60%	67.69%
Black	13	9	+4	18.30%	13.84%
Hispanic	8	9	+1	11.26%	13.84%
Native American	0	2	+2	0%	3.07%
Asian	0	1	+1	0%	1.53%
Pacific Islander	0	0	0	0%	0%
Other	2	0	-2	2.81%	0%
Total Officers	71	65	-6		

Age of Officers	2024	2025	Variance	Total Percent of Force Used in 2024	Total Percent of Force Used in 2025
20 to 29	19	18	-1	26.76%	27.69%
30 to 39	34	32	-2	47.88%	49.23%
40 to 49	11	11	0	15.49%	16.92%
50 and up	7	4	-3	9.85%	6.15%
Total Officers	71	65	-6		

Gender of Officers	2024	2025	Variance	Total Percent of Force Used in 2024	Total Percent of Force Used in 2025
Female*	11	9	-2	15.49%	13.84%
Male	60	56	-4	84.51%	86.15%

As of December 31, 2025, the department had a total of 372 active sworn personnel, including 83 female officers, representing 22.31% of the sworn staff. This reflects a decrease of seven (7) active sworn personnel overall and an increase of eleven (11) female officers. The distribution of Use of Force incidents involving female officers is roughly proportional to their representation within the sworn workforce.

Total Number of Injuries

	2024	2025	Variance
Suspect	17	22	+5
Officer	3	3	0
Both	23	14	-9
None	22	25	+3
Animals	1	4	+3

Use of Force Investigative Dispositions

	Exonerated	Sustained	Active/Open	VOTC*	Not Sustained	Unfounded
Number of UOF Investigations	65	2	0	1	0	0
Percentage of all UOF Investigations	95.5%	2.9%	0%	1.47%	0%	0%

In all Violations Other Than Complaint (VOTC) cases, officers were exonerated regarding the Use of Force; however, other violations were identified during the investigations.

Of the two sustained UOF investigations in 2025, one officer improperly used their equipment, which resulted in remedial training provided by the department’s Training Center Staff. The second sustained UOF investigation led to the officer being dismissed for using excessive force.

Use of Force Disciplinary Actions

	2024	2025	Variance +/-	Percent Change
Dismissal/Terminated	0	1	+1	100%
Consideration of Dismissal	0	0	0	0%
Suspension	2	1	-1	-50%
Written Reprimand	8	1	-7	-87.5%
Oral Counseling	0	0	0	0%
Policy Warning	0	0	0	0%

The total number of arrests conducted by our agency (6,900) compared to the total number of Use of Force incidents involving another person (70) indicates that approximately 1.01% of arrests resulted in officers using force on a subject. It is important to note, however, that not all Use of Force incidents result in an arrest, such as those involving mental health or emergency commitments.

Use of Force Time of Day

	2024	2025	Variance	Percent of Total
0000-0200	6	5	-1	7.35%
0200-0400	3	4	+1	5.88%
0400-0600	3	4	+1	5.88%
0600-0800	1	1	0	1.47%
0800-1000	6	1	-5	1.47%

1000-1200	3	4	+1	5.88%
1200-1400	8	11	+3	16.17%
1400-1600	8	7	-1	10.29%
1600-1800	3	3	0	4.41%
1800-2000	11	7	-4	10.29%
2000-2200	8	11	+3	16.17%
2200-0000	6	10	+4	14.71%

Use of Force Day of the Week

	2024	2025	Variance	Percent of Total
Monday	6	9	+3	13.23%
Tuesday	11	8	-3	11.76%
Wednesday	12	13	+1	19.11%
Thursday	12	12	0	17.64%
Friday	3	11	+8	16.17%
Saturday	14	6	-8	8.82%
Sunday	8	9	+1	13.23%

Reason for Use of Force

	2024	2025	Variance	Percent of Total
Alcohol	0	0	0	0%
Assault on Officer	6	14	+8	20.59%
Crowd Control	0	0	0	0%
Defense of a Citizen	2	0	-2	0%
Defense of a Citizen & Officer	5	2	-3	2.94%
Defense of an Officer	11	13	+2	19.12%
Disorderly Conduct	2	1	-1	1.47%
Domestic	1	0	-1	0%
Drugs	0	0	0	0%
Fight	4	2	-2	2.94%
Mental	3	3	0	4.41%
Other	7	7	0	10.29%
Suicidal	1	1	0	1.47%
Suspect Resistance	23	25	+2	36.76%
Traffic	1	0	-1	0%

The highest percent of reason for Use of Force was Suspect Resistance (36.76%) followed by Assault on an Officer (23.53%). Additionally, the Reason for Use of Force is greater than 100 percent of the total incidents as multiple reasons can be listed by the officer.

CALEA Standard 4.2.5: Assault on Sworn Officer Review

Overview of 2025 Officer Assaults:

In 2025, the department received fourteen (14) reports of assaults on officers, each of which resulted in an administrative investigation. This represents an increase of eight (8) incidents compared to six (6) in 2024. A review of each incident was conducted, and the following findings were noted:

Incident Summaries

1. *Breaking and Entering of a Business – Officer Struck in the Head with a Hammer*
 - Summary: An officer was assaulted with a hammer while attempting to take a suspect into custody for breaking and entering. The officer pointed their firearm at the suspect and successfully secured the suspect without further injury.
 - Review Outcome: A chain of command review determined that there was nothing the officer could have done to prevent the attack.
2. *Shoplifting Incident – Strikes to the Officer's Head*
 - Summary: Officers attempted to take a suspect into custody for shoplifting when the suspect resisted arrest and began striking one officer in the head with a closed fist. The officers engaged physically and were able to secure the suspect in handcuffs without additional injury.
 - Review Outcome: A chain of command review concluded that the officers could not have prevented the attack.
3. *Trespassing Incident – Officer Bitten and Another Officer Kicked*
 - Summary: Officers attempted to take a trespasser into custody when the suspect resisted arrest. The suspect ignored commands, grabbed an officer's handcuffs, and once on the ground, kicked one officer and bit the primary arresting officer.
 - Review Outcome: A chain of command review determined that the officers could not have prevented the attack.
4. *Tampering with a Vehicle Incident – Officer Struck in Head with Forearm and Fist*
 - Summary: Officers attempted to arrest a suspect for tampering with a motor vehicle when the suspect turned and struck an officer in the face. After deployment of a Taser, the suspect was taken into custody without further incident.
 - Review Outcome: A chain of command review found that the officers could not have prevented the attack.
5. *Domestic Violence Incident – Suspect Grabbed Officer by Body Armor*
 - Summary: Officers attempted to take a suspect into custody for domestic violence when the suspect displayed pre-assaultive behaviors. Officers employed verbal de-escalation techniques, but the suspect grabbed an officer by his body armor and was subsequently tased. The suspect was taken into custody without further incident.
 - Review Outcome: Officers effectively used verbal de-escalation, and no injuries occurred. The review concluded there was nothing the officer could have done to prevent the attack.
6. *Involuntary Commitment – Suspect Assaulted Two Officers*
 - Summary: Officers were taking a suspect into custody under an Involuntary Commitment Order. The suspect swung his arms during the handcuffing process, striking two officers. A Taser was deployed, and the suspect was taken into custody without further incident.
 - Review Outcome: The officers' first-line supervisor provided coaching and training on proper two- and three-person takedown techniques, emphasizing slowing down and effective communication. A chain of command review was completed, and all officers were exonerated.
7. *Arrestee at Cumberland County Detention Center – Pushed Officer*
 - Summary: A Cumberland County Sheriff's Deputy had a prisoner at the detention center who became combative, refused commands, and damaged the fingerprint machine. The prisoner charged and pushed one of our officers. Tasers were deployed, and the prisoner was taken into custody without injury.

- Review Outcome: A chain of command review determined that the officers could not have prevented the attack.
8. *School Resource Officer (SRO) Assaulted by Student – Struck in Face*
- Summary: An 18-year-old student at a high school refused a property search by administrators. When the SRO brought the student into his office, the student attempted to retrieve his property and then punched the officer in the face. The officer returned a strike and successfully took the student into custody without further incident.
 - Review Outcome: The officer failed to activate his body-worn camera during the incident and was suspended for this violation.
9. *Trespassing Incident – Suspect Grabbed the Officer*
- Summary: An officer attempted to arrest a suspect for trespassing when the suspect resisted and grabbed the officer. The officer struck the suspect once and successfully secured the suspect in handcuffs without further incident.
 - Review Outcome: A chain of command review determined that the officers could not have prevented the attack.
10. *Larceny Incident – Suspect Spit in Officer's Face (Felony Assault)*
- Summary: Officers attempted to take a suspect into custody for Felony Larceny, Common Law Robbery, Assault on a Female, and additional charges. During the arrest, the suspect resisted, and after being handcuffed, feloniously assaulted an officer by spitting in their face.
 - Review Outcome: A chain of command review concluded that the officers could not have prevented the attack. Officers acted appropriately by having a neutral officer take over custody, and the suspect was secured using a safety wrap and spit sock to prevent further assaults.
11. *Domestic Violence Incident – Officer Struck in the Face*
- Summary: Officers responded to a domestic disturbance involving an intoxicated suspect who was swinging his arms. When an officer attempted to take the suspect into custody, the suspect punched the officer in the face. The officer created distance, deployed a Taser, and secured the suspect without further incident.
 - Review Outcome: A chain of command review found that the officers could not have prevented the attack.
12. *Domestic Violence Incident – Officer Grabbed by the Wrist to Prevent Arrest*
- Summary: Following a short foot pursuit, officers apprehended a suspect wanted on unrelated felony charges. The suspect swung his arms and grabbed an officer's wrists to prevent being handcuffed. The officer deployed a Taser to prevent injury or escalation.
 - Review Outcome: A chain of command review determined the officers could not have prevented the attack; however, it was noted that the officers were unprofessional during parts of the encounter. The officers were disciplined appropriately.
13. *Physical Disturbance at the Hospital – Suspect Spit in Officer's Face*
- Summary: While escorting a suspect out of the hospital, the suspect spit in the face of an officer. The officer responded with an open-hand reactionary strike, and the suspect was placed in a Safe WRAP without further incident.
 - Review Outcome: A chain of command review found that the officers could not have prevented the attack.
14. *Attempted MVB/E, Assault on EMS Personnel – Officer Punched, Another Officer Grabbed*
- Summary: Officers attempted to take a highly agitated and combative suspect into custody. The suspect punched one officer in the face, after which the officer used a leg sweep to bring the suspect to the ground and secure custody.
 - Review Outcome: A chain of command review concluded that the officers could not have prevented the attack.

Recommendations and Training Issues

- De-escalation Techniques: Continue emphasizing proper instruction and use of de-escalation techniques.
- Pre-Assaultive Indicators: Reinforce the importance of identifying and responding to pre-assaultive indicators, such as clenched fists, grinding of teeth, aggressive posture, or verbal threats of violence.
- Policy Review: At this time, no policy revisions are recommended.

UOF Analysis / Recommendations

A comprehensive review of all Use of Force incidents in 2025 revealed no identifiable trends or patterns related to race, age, or gender of subjects involved.

There was no patterns or trends of injury to any individuals, including officers.

There were no trends or patterns observed in the following categories:

- Hands-on techniques
- OC Spray
- Firearm Discharges
- Pointing of a Firearm
- Baton Use
- Less-Lethal Ammunition Use

Identified Trend – Taser Use:

- Twenty-eight (28) total Taser deployments were recorded.
- Nine (9) of the twenty-eight (28) did not result in Neuro-Muscular Incapacitation (NMI).
- The Tasers functioned properly in seven of the incidents and the failures were attributed to officer deployment errors. Those errors were identified as:
 - (4) suspects were wearing thick clothing
 - (1) suspect fleeing only one probe connected
 - (1) suspect was in thick vegetation and the officer missed the suspect
 - (1) officer used the wrong probe cartridge and the distance was not long enough for the probes to contact the suspect

Additional causes for not achieving NMI were:

- (1) suspect's impairment caused the Taser to be ineffective
- (1) Taser cartridge probe failed to deploy

Training Recommendations for Taser Effectiveness:

- The department's Training Center Taser Instructor should review all incidents in which an officer improperly used their Taser. This review will allow the Training Center staff to develop scenario-based exercises for annual Taser recertification.
- Remedial training should be provided to all officers who have an improper Taser discharge.

Time of Day Comparison (2024 vs 2025)

During the review of Use of Force incidents based on time of day, a notable increase was observed in the 1200-1400 (12:00 PM – 2:00 PM) with an **increase** of three (3) incidents, 2000-2200 (8:00 PM – 10:00

PM) with an **increase** of three (3) incidents, and 2200-0000 (10:00 PM – 12:00 AM) with an **increase** of four (4) incidents during these time frames.

Conversely, a decrease was noted in the hours of 0800-1000 (8:00 AM – 10:00 AM) time frame where incidents dropped from six (6) in 2024, to one (1) in 2025.

Another significant decrease occurred during the hours between 1800-2000 (6:00 PM – 8:00 PM) with incidents declining from eleven (11) in 2024, to seven (7) in 2025.

Day of Week Comparison:

In 2025, the majority of Use of Force incidents occurred on Wednesdays, Thursdays, and Fridays. This marks a shift from 2024 when Saturdays had the highest number of incidents. Notably, in 2025 Saturdays attributed to the fewest Use of Force incidents in 2025.

In 2025, the Fayetteville Police Department experienced an increase in the overall number of reported Use of Force (UOF) incidents, totaling sixty-five (65). However, seventeen (17) of these incidents involved the pointing of a weapon, which had been categorized separately in previous years. When excluding those incidents, the total number of UOF incidents is forty-eight (48).

A comparative analysis of race, gender, and type of force used between 2025 and 2024 indicates a slight decrease in UOF incidents involving Black males, with forty-seven (47) incidents in 2025 compared to forty-nine (49) in 2024. No other significant patterns were identified across other races or genders.

In reviewing injuries, there was an increase of five (5) injuries to offenders compared to 2024. In 2025, twenty-two (22) offenders sustained injuries, compared to seventeen (17) in 2024.

Analysis of age group data shows continued consistency. The 18–35 age group accounted for thirty (30) involved individuals in 2025, compared to thirty-four (34) in 2024. The 36–45 age group included ten (10) individuals in 2025, compared to eight (8) in 2024.

Overall Use of Force Training Recommendations:

The FPD will continue to provide de-escalation training, along with additional training focused on interactions with special populations, including individuals experiencing mental health issues or cognitive impairments.

As outlined in Written Directive 4.1, de-escalation tactics and techniques are actions used by officers when safe and without compromising law enforcement priorities to minimize the likelihood of the need to use force, either prior to or during an incident. These approaches aim to increase the likelihood of voluntary compliance and reduce the potential for continued use of force.

When safe and feasible under the totality of the circumstances, officers are expected to slow down or stabilize situations to allow for more time, options, and resources to support effective incident resolution.

Equipment and Policy Review

- Training Center staff should review all Use of Force, Firearms, and Conducted Energy Weapons policies on a yearly basis to ensure they are accurate and up to date with current standards/practices.
- No equipment upgrades are currently recommended.

- No policy changes are currently needed for Written Directive 4.1 – Less Lethal Use of Force and Reporting, Written Directive 4.10 Conducted Energy Weapon (CEW), or Written Directive 4.11 Use of Deadly Force and Reporting.

The Internal Affairs Unit (IAU) will also provide recommendations to ensure the department continues to move in a positive direction and to prevent potential problematic patterns.

- In 2025, the Fayetteville Police Department saw a increase in the overall number of Use of Force (UOF) incidents with sixty-five (65), however, seventeen (17) of those incidents included pointing of weapons incidents which were listed separately in previous years. Once you remove the pointing of weapons incidents, the overall number of UOF incidents is forty-eight (48).
- While reviewing the comparison of race, gender and force type for 2025 compared to 2024, it was noted that the department saw a decrease in Use of Force incidents involving black males versus previous years. The analysis revealed that there were forty-seven (47) incidents in 2025 compared to forty-nine (49) incidents in 2024. When reviewing all other races and genders, there were no other significant patterns that were noted.
- During a review of injuries sustained to the person involved or officer, there was a increase of five (5) in injuries to the offender compared to 2024. In 2025 twenty-two (22) offenders sustained injuries compared to seventeen (17) in 2024, this is a increase of 22.72%.
- Additionally, when you look at the age grouping, we remained consistent with the age group of 18-35 as we had thirty (30) involved citizens in 2025 compared to thirty-four (34) in 2024. We also remained consistent with the age group of 36-45 as we had ten (10) involved citizens in 2025 compared to eight (8) in 2024.

To enhance oversight and efficiency, the IAU implemented an internal administrative form designed to assist in the collection of pursuit-related data and to streamline the supervisory review process. This initiative has contributed to improved documentation and a reduction in the time required to complete pursuit investigations.

Departmental Investigations

Departmental Investigations are typically generated by the individual supervisors within the FPD and are usually in response to an employee’s performance and/or issues involving unsatisfactory types of conduct.

In 2025, the department conducted a total of seventy-seven (77) Departmental Investigations involving one hundred fifty-four (154) allegations, representing an increase of thirteen (13) investigations compared to the sixty-four (64) conducted in 2024.

During this reporting period, a pattern was identified involving officers failing to appear in court as required, either in response to subpoenas or on scheduled court dates. In response, the department implemented a proactive enforcement approach to address this issue. This included increased oversight and the imposition of disciplinary action, including suspensions, for noncompliance with court attendance requirements.

As a result of these efforts, there was an increase of twenty-five (25) documented violations of the department’s Court Attendance policy. This increase reflects the department’s commitment to identifying policy violations and taking appropriate corrective action to ensure accountability and compliance.

Breakdown of Departmental Investigations by Allegations

Allegations	2024	2025	Variance	2025 Percent of Total
Unsatisfactory Performance	33	8	-25	5.19%
Reporting for Duty	3	3	0	1.95%
Disobedience of Order / Insubordination	1	2	+1	1.29%

Unbecoming Conduct	9	15	+6	9.74%
Violation of Law	5	6	+1	3.89%
Court Appearance and Testimony	2	27	+25	17.53%
Courtesy	1	3	+2	1.95%
Neglect of Duty	1	1	0	.65%
Operating Vehicles	1	1	0	.65%
Truthfulness & Cooperation	3	3	0	1.95%
Conduct	10	21	+11	13.63%
Loss or Damage to City Equipment	7	4	-3	2.59%
Vexatious or Unnecessary Complaints	0	1	0	.65%
Escape from Custody	3	3	+1	1.95%
Absence from Work	2	1	0	.65%
Personal/Social Media Internet Sites	0	1	1	.65%
Evidence and Property Handling Procedure	2	1	-1	.65%
Failure to Supervise	4	4	0	2.59%
Divulgence of Departmental Business	0	1	+1	.65%
Securing, Searching, Transporting Arrested Persons	0	5	+5	3.25%
Vehicles Assigned to Police Personnel	2	1	-1	.65%
Preliminary/Follow-up Investigations and Constitutional Requirements	0	1	+1	.65%
Association	0	1	+1	.65%
Withholding Information on Criminal Activity	0	0	0	0%
Traffic Law Enforcement	0	2	+2	1.29%
Prompt Performance of Duty	0	0	0	0%
Law Enforcement Recordings	2	2	0	1.29%
Improper DCI Dissemination	0	0	0	0%
Departmental Records, Reports & Citations	1	1	0	.65%
Domestic Violence	0	0	0	0%
Collision Reporting and Investigation	0	2	+2	1.29%
Hostile Work Environment	0	0	0	0%
Code of Ethics	3	8	+5	5.19%
Case Management System	0	4	+4	2.59%
Cooperation with Police Investigation	0	3	+3	1.95%
Recording and Transmitting Devices	1	0	-1	0%
Internal Investigation Procedure	1	0	-1	0%
Abuse of Position	1	3	+2	1.95%
Seatbelt Violation	1	0	-1	0%
Professional Image	2	3	+1	1.95%
Currency Handling Procedure	2	0	-2	0%
General Property Management	1	0	-1	0%
Law Enforcement Communication Systems	1	2	+1	1.29%
Arrest Search and Seizure	0	2	+2	1.29%
Departmental Case Processing	0	1	+1	.65%
Field Training Officer / Police Specialist Program	0	1	+1	.65%
Firearm Policy	0	1	+1	.65%
K9 Unit	0	1	+1	.65%
COF Policy-Core Values	0	1	+1	.65%
COF Policy-Serious Incident	0	1	+1	.65%
COF Policy-Workplace Violence	0	2	+2	1.29%
Total	105	154		

In 2025, the department documented one incident classified as a Serious Incident in accordance with City of Fayetteville policy. As a result of the investigation, the involved supervisor was demoted to the rank of Police Officer.

Additionally, the department investigated two incidents of Workplace Violence during the reporting period. These incidents resulted in the demotion of the same supervisor referenced in the Serious Incident, as well as the dismissal of a Professional Staff member due to their involvement in an unrelated incident.

The Internal Affairs Unit (IAU) continues to recommend that supervisory staff identify specific policies when citing violations and reserve findings of Unsatisfactory Performance for cases involving a significant breakdown in conduct or when the totality of circumstances demonstrates egregious behavior.

As a result of this approach, there were eight (8) sustained allegations of Unsatisfactory Performance in 2025, compared to thirty-three (33) in 2024. This reflects a **decrease** of twenty-five (25) allegations, demonstrating the department's continued focus on precise, policy-based accountability rather than broadly categorizing performance issues.

Dispositions of Departmental Investigations

Dispositions	2024	2025	Variance	2025 Percent Totals
Exonerated	3	3	0	1.95%
Sustained	93	138	+45	89.61%
Unfounded	3	1	-2	.65%
Not Sustained	1	7	+6	4.54%
Open / No Final Action	0	0	0	0%
VOTC Sustained	5	5	0	3.25%
TOTAL	105	154		

Breakdown of Disciplinary Actions for Sustained Departmental Investigation Allegations

Sustained - Disciplinary Actions	2024	2025	Variance	Percent of Total
Policy Warning	21	11	-10	18.33%
Written Reprimand	16	20	+4	33.33%
Suspension	10	19	+9	31.67%
Demotion	0	1	+1	1.67%
Oral Counseling	10	8	-2	13.33%
Coaching and Training	3	0	-3	0%
Documented on a PM-5	0	1	+1	1.67%
TOTAL	60	60		

Breakdown of Departmental Investigations where a Consideration of Dismissal was Issued or Recommended
 In 2025, there were nine (9) Departmental Investigations resulting in nine (9) employees receiving a Consideration of Dismissal. These nine incidents involved a total of sixty-nine (69) sustained allegations leading to a Consideration of Dismissal.

In comparison, 2024 saw fifteen (15) Departmental Investigations, with thirteen (13) employees receiving a Consideration of Dismissal. Those fifteen incidents involved a total of thirty-seven (37) sustained allegations.

Overall, 2025 reflected an increase of thirty-two (32) sustained violations/allegations of City and/or Departmental policies and procedures compared to the previous year. This increase is indicative of the department’s commitment to transparency and holding officers and professional staff accountable for their actions.

Sustained – Allegations/City and Departmental Violations	
Consideration of Dismissal - Issued	9
Consideration of Dismissal – Issued and employee was Terminated	6
Consideration of Dismissal – Issued and employee resigned in lieu of termination	2
Consideration of Dismissal – Not Issued - recommended but employee resigned under investigation	0
Consideration of Dismissal – Issued and employee was Demoted	1

Citizen Complaints/Positive Compliments

The Fayetteville Police Department accepts complaints and compliments through multiple accessible methods, including in-person submissions, written correspondence, third-party reports, email, telephone, social media platforms, and the department’s official website. This approach ensures compliance with accessibility and transparency standards.

During 2025, the department received thirty-two (32) citizen complaints involving fifty-nine (59) allegations. This represents a **decrease** of thirteen (13) complaints compared to the forty-five (45) received in 2024, as well as a **decrease** of forty-four (44) allegations.

The Fayetteville Police Department remains committed to transparency and accountability within the community it serves, and continues to address behaviors that may impact the agency’s mission and public trust.

As a result of a citizen complaint in 2025, one (1) Police Officer was dismissed following the completion of the investigative process.

Citizen Complaints by Allegation

Allegations	Sustained	Unfounded	Not Sustained	Exonerated	2024	2025	Variance +/-	% Change
Abuse of Position	1	0	0	0	4	1	-3	-75%
Unsatisfactory Performance	1	5	0	1	19	7	-12	.63%
Conduct	2	0	0	0	1	2	+1	100%
Unbecoming Conduct	3	2	1	0	10	6	-4	-40%
Neglect of Duty	0	1	0	0	3	1	-2	-.66%
Arrest, Search & Seizure	0	1	0	0	3	1	-2	-.66%
Courtesy	0	4	0	1	8	5	-3	-37.5%
Excessive Force	0	9	0	0	9	9	0	0%
Biased Policing	0	6	0	0	6	6	0	0%
Law Enforcement Recordings	4	0	1	0	4	5	+1	25%
Traffic Law Enforcement	0	1	0	1	3	2	-1	25%
Evidence and Property Handling	1	1	0	0	0	2	+2	33.33%
Preliminary /Follow-up Investigations	0	0	0	0	6	0	-6	-100%

Rendering Aid and Furnishing Identification	0	0	0	0	1	0	-1	-100%
Vehicle Operations & Pursuits	0	0	0	0	0	0	0	0%
Vehicles Assigned to Police Personnel	0	0	0	0	0	0	0	0%
Association	0	0	0	0	0	0	0	0%
Firearm Discharge	0	0	0	0	0	0	0	0%
Treatment of Persons in Custody	0	0	0	0	1	0	-1	-100%
Failure to Wear Seatbelt	0	0	0	0	0	0	0	0%
Violations of Law	1	0	0	0	0	0	+1	100%
Secondary Employment	0	0	0	0	2	0	-2	-100%
Truthfulness and Cooperation	1	1	0	0	1	2	+1	100%
Violation of Policy	0	0	0	0	8	0	-8	-100%
Divulgence of Departmental Business	0	0	0	0	1	0	-1	-100%
Personal/Social Media Sites	0	0	0	0	2	0	-2	-100%
Radio Communications	0	0	0	0	0	0	0	0%
Professional Image	0	2	0	0	1	2	+1	100%
Recording and Transmitting Devices	0	0	0	0	1	0	-1	-100%
Email Communications	0	0	0	0	1	0	-1	-100%
Dept Case Processing	0	0	0	0	1	0	-1	-100%
Contributions	0	0	0	0	1	0	-1	-100%
Insubordination	0	0	0	0	2	0	-2	-100%
Gifts and Gratuities	0	0	0	0	1	0	-1	-100%
VOTC	1	0	0	0	3	1	-2	-66.67%
Case Management System	1	0	0	0	0	1	+1	100%
Collision Investigation and Reporting	0	2	0	1	0	3	+3	100%
Cooperation with Police Investigation	1	0	0	0	0	1	+1	100%
Negligent Discharge	0	1	0	0	0	1	+1	100%
Total	17	36	2	4	103	59		

Citizen Complaint Origination

	2024	2025	Variance	Percent of Total
Traffic Stop	8	9	+1	28.12%
Calls for Service	12	8	-4	25%
Arrest	7	5	-2	15.62%
Off-Duty	1	2	+1	6.25%
Preliminary Investigation	3	3	0	9.37%
Search Warrant	0	0	0	0%
Other	14	5	-9	15.62%

Total	45	32		
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Biased Policing

CALEA Standard 1.2.9 (LE1) Unlawful or Improper Bias in Public Safety (Traffic and Field Contacts)
FPD Written Directive 1.8 Fair and Impartial Policing

Within citizen complaints, there were six (6) allegations related to Bias-Based Policing reported in both 2025 and 2024. The Fayetteville Police Department's Complaint/Compliment Procedure (Written Directive 3.2) requires supervisors to document a Citizen Complaint whenever an allegation includes a race-based nexus.

All six (6) allegations reported in 2025 were thoroughly investigated. Each of these cases resulted in a disposition of unfounded, indicating that the investigations did not substantiate the claims.

In 2025, the department received four (4) complaints involving six (6) officers alleging biased policing. These complaints included: one (1) related to a call for service, one (1) concerning an officer's off-duty conduct, and two (2) arising from traffic stops. Each complaint was thoroughly investigated, with findings reviewed by the entire chain of command, including Internal Affairs and the Chief of Police.

Breakdown of Complaints:

1. **Calls for Service:** During a routine late-night call, officers interacted with a juvenile in a professional manner, even discussing video games. The juvenile's mother later alleged the officers were disrespectful and made racially charged comments. Three officers were involved. The chain of command deemed the complaint unfounded, supported by body-worn camera recordings of the encounter.
2. **Off-Duty Conduct:** A citizen alleged that an officer had negligently discharged their firearm inside a vehicle and used racial slurs. After a thorough investigation, the chain of command found the complaint to be unfounded.
3. **Traffic Stops:** Two separate traffic stops prompted allegations of racial profiling. Following a detailed review of each stop, including body-worn camera footage and verification of legal justification for the stops, the chain of command deemed both complaints unfounded.

Investigation and Review Process for Biased Policing Complaints

All biased-based policing complaints, regardless of when the incident occurred, are promptly assigned for administrative investigation. The process includes:

- **Initial Investigation:** Conducted by the involved officer's supervisor.
- **Comprehensive Chain of Command Review:** This includes examination of:
 - Records Management System (RMS)
 - Computer-Aided Dispatch (CAD)
 - Arrest Reports
 - Initial Investigative Reports (if applicable)
 - Evidence Vouchers
 - Tow Affidavits
 - Warrants and/or Citations

- Any other pertinent documents
- Video or Body-Worn Camera footage

Each member of the officer's chain of command then makes a recommendation for case closure and determines whether any allegations are sustained.

- Internal Affairs Unit (IAU) Review:
 - Verifies inclusion of all necessary documentation
 - Reviews all documents and video evidence related to the incident
 - Briefs the assigned Executive Staff (Major, Assistant Chief, and Chief of Police) for final disposition

This process ensures transparency, accountability, and adherence to the highest standards of professionalism. The department remains committed to the fair and unbiased treatment of all individuals in every public safety contact.

Excessive Force

Any allegation of excessive force results in the initiation of an internal investigation, followed by a comprehensive review through the Chain of Command. Such investigations may originate from citizen complaints or be initiated by supervisory personnel when the Chain of Command identifies incidents in which the level of force used may be in question.

In both 2025 and 2024, the department received nine (9) citizen complaints alleging excessive force. Each allegation was thoroughly investigated and reviewed. All nine (9) cases resulted in a final disposition of Unfounded, indicating that the investigations did not substantiate the claims.

Positive Compliments

The Fayetteville Police Department accepts positive compliments regarding its officers and Professional Staff through the same accessible methods used for receiving complaints. This ensures consistency, transparency, and ease of public engagement.

The department received thirty-six (36) positive compliments in both 2024 and 2025, reflecting a consistent level of community recognition for employee performance and service.

Citizen Complaint Analysis / Recommendations

Based on a systematic analysis of Fayetteville Police Department data related to citizen complaints, specifically those involving Bias-Based Policing and Excessive Force, the Internal Affairs Unit (IAU) recommends the following measures to mitigate the potential for problematic patterns and to enhance public trust:

- Continue to emphasize professionalism in all interactions with the public, reinforcing expectations through supervision and ongoing evaluation.
- Continue department-wide training initiatives focused on de-escalation techniques to reduce the likelihood of force-related incidents.
- Continue the development and support of community engagement programs that foster positive interactions between department personnel and the community.

These recommendations are intended to support the department's commitment to accountability, transparency, and the continuous improvement of service delivery.

Vehicle Pursuits

In 2025, the Fayetteville Police Department was involved in thirty-eight (38) vehicle pursuits, representing a decrease of seven (7) from the forty-five (45) reported in 2024.

Of the thirty-eight (38) pursuits conducted in 2025, thirty-one (31) were determined to be in compliance with departmental policy, while six (6) were found to be in violation. One (1) pursuit resulted in a disposition of Not Sustained.

Below is the raw data regarding vehicle pursuits:

Reason for Pursuit	2024 Count	2025 Count	Variance +/-	2025 Percent of Total
Careless & Reckless	4	1	-3	2.63%
DWI	0	0	0	0%
Traffic Stop	8	0	-8	0%
Felony	26	28	+2	73.68%
Violent Misdemeanor	1	2	+1	5.26%
Other	6	7	+1	18.42%
Total Pursuits	45	38		

Pursuits Within Policy	2024 Count	2025 Count	Variance	2025 Percent of Total
No	12	7	-5	18.42%
Yes	33	31	-2	81.57%

Dispositions	2025	Percentage of Total
Exonerated	31	81.57%
Sustained	6	15.78%
Unfounded	0	0%
Not Sustained	1	2.63%
TOTAL	38	

Vehicle Pursuit Analysis/Recommendations

CALEA Standard 41.2.2 (LE1)

FPD Written Directive 4.2 Emergency Response and Pursuits

All departmental vehicle pursuits must be administratively investigated in accordance with:

- FPD Operating Procedure 1.1: Internal Administrative Investigation Procedures
- FPD Written Directive 4.2: Emergency Response and Pursuits

Every pursuit is entered into the Blue Team database and assigned to a Lieutenant or higher for administrative review. This has enabled our Sergeants to actually manage, authorize, or terminate vehicle pursuits. This also ensures our Sergeants are accountable for real-time decision making.

The Internal Affairs Unit (IAU) recommends that supervisory personnel continue to review and reinforce departmental policy regarding the authorization of vehicle pursuits. Vehicle pursuits present inherent risks

to officers and the public, and departmental policy clearly defines the circumstances under which a pursuit may be initiated.

Post-Pursuit Administrative Investigation Procedures

Once a pursuit is completed, the following steps are required:

1. Initiating Officer:
 - Completes a Criminal Investigative Report (CIR)
 - Charges the offender or obtains warrants
 - Completes a Traffic Stop Report (TSR)
 - Reviews city-wide camera databases for video if the vehicle refused to stop and the tag number is unknown
 - Prepares a felony folder for District Court
2. Supervisor:
 - Drives the pursuit route or uses departmental databases to verify the exact route and determine the distance traveled during the pursuit
3. Lieutenant or Above:
 - Enters the pursuit into Blue Team
 - Serves all involved officers with a Notice of Administrative Investigation (NOAI)
 - Conducts the administrative review, including:
 - Review of all RMS documents
 - Review of in-car and/or body camera footage
 - Examination of each officer's Internal Affairs Resume for patterns
 - Completion of the Vehicle Pursuit Administrative Report Form, outlining:
 - Policy compliance
 - Any suggested coaching or training
4. Chain of Command Review:
 - Reviews the pursuit case for proper closure recommendations
5. Internal Affairs Unit:
 - Verifies that all documentation has been uploaded into the investigative file
 - Reviews all documents and videos related to the pursuit
 - Briefs Executive Staff (Major, Assistant Chief, and Chief of Police) on the incident and records their closure recommendations

2025 Pursuit Review Findings

After a full review by the chain of command and Chief of Police, the following trends were identified related to pursuits:

- Six (6) pursuits were deemed to be outside of policy
 - Six (6) officers were disciplined for:
 - Failing to notify a supervisor of the pursuit via radio and/or obtaining a supervisors acknowledgement of the pursuit (4)
 - Failing to provide proper information during a pursuit (1)
 - Failed to active their siren (1)
- One (1) pursuit was deemed to be Not Sustained.

Recommendations

Pursuit Policy Training

- All new hires are required to review the mandatory Pursuit training video in PowerDMS prior to stating any type of Field Training.

- The Training Center staff ensures all new officers have reviewed all policies and procedures related to pursuits.
- Annual review of Written Directive 4.2 Emergency Response and Pursuits by all officers.
- Annual review of the Pursuit Authorization video via PowerDMS by all officers.

Note: Our departmental policy exceeds the requirements of North Carolina Basic Law Enforcement curriculum.

To enhance oversight and efficiency, the IAU implemented an internal administrative Vehicle Pursuit form designed to assist in the collection of pursuit related data and to streamline the supervisory review process. This initiative has contributed to improved documentation and a reduction in the time required to complete pursuit investigations.

Vehicle Crashes

In 2025, Fayetteville Police Department officers and/or Professional Staff were involved in a total of sixty-three (63) vehicle crashes while operating or occupying assigned department vehicles. This represents an increase of eight (8) crashes compared to 2024.

Of these incidents, forty-one (41) were classified as contributory crashes. Analysis of these events indicates that the leading factor was inattention on the part of the officer or Professional Staff member, accounting for 15.87% of contributory crashes in 2025.

Below is the raw data regarding vehicle crashes:

Employee Contributed to Crash	2024 Count	2025 Count	Variance	2025 Percent of Total
No	22	22	0	34.92%
Yes	33	41	+8	65.07%
Total Crashes	55	63	+8	

Cause of Crash when FPD had Contributory Factors	2024 Count	2025 Count	Variance +/-	2025 Percent Totals
Fail to Yield	3	8	+5	12.69%
Fail to Reduce Speed	1	9	+8	14.28%
Improper Turn	1	5	+4	7.93%
Improper Backing	7	9	+2	14.28%
Inattention	15	10	+5	15.87%
Lane Change	0	4	+4	6.34%
Improper Parking	2	1	-1	1.58%
Crossed Centerline	0	1	+1	1.58%
Failure to Clear Intersection	0	1	+1	1.58%
Followed too closely	0	1	+1	1.58%
Ran off Road	0	1	+1	1.58%
Visibility Obstructed	1	3	+2	4.76%
Improper Passing	0	1	+1	1.58%
Other	3	7	+4	11.11%
Failure to Activate Emergency Equipment	0	1	+1	1.58%
Unable to Determine	0	1	+1	1.58%
Total	33	63		

Estimated Damage	2024 Count	2025 Count
City	\$57,183.01	\$142,924.42
Other	\$67,722.02	\$100,700.01
Total	\$124,905.03	\$243,674.43

*Damages from IAPro/Blue Team Entries, not DMV-349, as that is what was reported by the Chain of Command at the time of the incident entry.

Dispositions	2025	Percentage Total
Exonerated	21	33.33%
Sustained	41	65.07%
Unfounded	0	0%
Not Sustained	1	1.58%
VOTC Sustained	0	0%
TOTAL	63	

Employee Injury	2024 Count	2025 Count	Variance	2025 Percent Totals
No	52	57	+5	90.47%
Yes	3	6	+3	9.52%

Non-Employee Injury	2024 Count	2025 Count	Variance	2025 Percent Totals
No	20	58	+38	92.06%
Yes	6	5	-1	7.93%
Unknown	0	0	0	0%
N/A	29	0	0	0%

Crash Month	2024 Count	2025 Count	Variance +/-	Percentage Total
January	8	11	+3	17.46%
February	3	1	-2	1.58%
March	4	6	+2	9.52%
April	8	2	-6	3.17%
May	3	4	+1	6.34%
June	4	7	+3	11.11%
July	3	6	+3	9.52%
August	3	5	+2	7.93%
September	6	6	0	9.52%
October	3	2	-1	3.17%
November	6	10	+4	15.87%
December	4	3	-1	4.76%

Summary of Vehicle Crash Data:

The total number of vehicle crashes involving Fayetteville Police Department personnel in 2025 was sixty-three (63), representing an increase of eight (8) from the fifty-five (55) reported in 2024. The most common contributing factors identified were improper backing, failure to reduce speed, and inattention.

To enhance oversight and efficiency, the IAU implemented an internal administrative Vehicle Crash form designed to assist in the collection of crash related data and to streamline the supervisory review process.

This initiative has contributed to improved documentation and a reduction in the time required to complete crash investigations.

In response, the department will continue to provide in-service driver training for all sworn personnel, with an emphasis on safe backing practices, proper use of mirrors, and effective utilization of vehicle camera-assist systems. These efforts are intended to reduce preventable collisions and enhance overall operational safety.

Quality Reviews

Quality Reviews are inquiries that do not rise to the level of a formal internal investigation. Supervisors and the Internal Affairs Unit (IAU) conduct Quality Reviews to document incidents or occurrences that could potentially create liability for the City or the agency.

For example, a Quality Review may be completed when an officer’s vehicle is struck while unoccupied while legally parked.

In 2025, a total of eighteen (18) Quality Reviews were conducted. The following section provides the raw data associated with these reviews:

Purpose of Review	2024 Totals	2025 Totals
Vehicle Accident	14	8
Citizen Complaint	1	2
Injured Subject	11	5
Damage / Loss to City Property	1	0
Injury (Job Related)	0	1
Unsatisfactory Performance	2	1
Association	1	0
Direct Order	0	1
Total Quality Reviews	30	18

The majority of Quality Reviews completed in 2025 involved unoccupied vehicle crashes. The Internal Affairs Unit (IAU) has no recommendations for changes to Quality Review practices for 2026.

Asset Forfeiture

CALEA Standard 1.29 (LE1)

In 2025, there were no reported incidents or administrative investigations involving asset forfeitures. The department has not experienced any asset forfeiture incidents or investigations in the past five years. Most asset forfeiture cases typically involve narcotics related currency, property, or vehicle seizures.

In the summer of 2024, the City of Fayetteville’s Finance Department initiated a comprehensive audit of the police department’s asset forfeiture funds. As of this report, the audit has not been completed. Any findings from the audit will be documented in the 2026 Annual Internal Affairs Report.

Employee Early Warning System (Alerts)

CALEA Standard 12.2.1, 35.1.9, and FPD Written Directive 3.7

The FPD’s Early Warning System appears to be functioning as intended. Supervisors are notified when an Alert has been generated on an officer or Professional Staff member. Currently, the thresholds for each type of incident are as follows:

- Citizen Complaint 3 per 12 months
- Departmental 3 per 12 months
- Pointing of a Weapon 3 per 12 months
- Firearm Discharge 2 per 12 months
- Excessive Force Allegation 3 per 12 months
- Use of Force 3 per 12 months
- Vehicle Pursuit 3 per 12 months
- Vehicle Crash 2 per 12 months
- Overall Threshold Any combination of 6 incidents per 12 months
- Citizen Complaint 3 per 12 months
- Departmental 3 per 12 months
- Pointing of a Weapon 3 per 12 months
- Firearm Discharge 2 per 12 months
- Excessive Force Allegation 3 per 12 months
- Use of Force 3 per 12 months
- Vehicle Pursuit 3 per 12 months
- Vehicle Crash 2 per 12 months
- Overall Threshold Any combination of 6 incidents per 12 months

Early Warning System Analysis / Recommendations

The Internal Affairs Unit (IAU) does not recommend any changes to the Early Warning System (Alert) policy. The system appears to be functioning as intended and is effectively identifying officers/professional staff who may be demonstrating problematic behaviors.

Formal Disciplinary Grievances

	2024	2025	Variance
Grievances	8	11	+3

In 2025, there were eleven (11) grievances filed regarding disciplinary actions. Of these, five (5) were upheld, five (5) were modified to reduce the level of discipline and/or revise the policy violations, and one (1) was overturned and removed from the employee’s file. Overall, this represents an increase of three (3) grievances from 2024 to 2025.

Overall Disciplinary and Personnel Actions for all Internal Investigations

	2024	2025	Variance
Termination	0	7	+7
Resigned in lieu of termination	5	2	-3
Demotion	0	1	+1
Suspension	18	24	+6
Written Reprimand	44	35	+9
Oral Counseling	16	21	+5

Policy Warning	60	41	-19
Community Engagement/Downtown Patrol	30	38	+8
Coaching and Training	20	5	-15
Tactical Decision-Making Improvement	0	0	0
Consideration of Dismissal-Resigned pending investigation	18	0	-18
Suspension of Take-Home Privileges	1	4	+3
Total	212	178	-34

Summary

The overall disciplinary and personnel actions for all Internal Administrative Investigations entered into the IAPro/BlueTeam system indicate that, in 2025 compared to 2024, disciplinary actions remained fair and consistent, reflecting the department’s adherence to a progressive discipline matrix.

Although there was a decrease in citizen complaints, the department also maintained a strong number of positive compliments. This can be attributed to the Fayetteville Police Department’s continued commitment to transparency within the community it serves.

The Internal Affairs Unit (IAU) continues to provide training to supervisory staff regarding internal investigations and remains committed to reviewing policies that impact the department and enhance service to the community. Moving forward, the IAU will continue to ensure employees uphold the department’s core values: Faith in Service, Pride in Commitment, and Dedication to Excellence.

GSW/adb