Fayetteville North Carolina POLICE

2012 Annual Report

Fayetteville Police Department

City of Fayetteville North Carolina

In Memory of K-9 Wesley

This Annual Report is dedicated to K-9 Wesley.

K-9 Wesley will be deeply missed by Detective Stein, his family and by the City of Fayetteville. In 2012 K-9 Wesley and his handler, Detective Stein along with other Detectives recovered approximately 438 grams of Cocaine, 1,050 grams of Heroin, approximately 493,795 grams of Marijuana for a total of 495,283 grams of narcotics, making 55 Felony Drug Arrests. The street value of the narcotics was close to $5,401,440.00 dollars recovering $291,849.00 dollars in US currency.

K-9 Wesley arrived in the United States on Friday, January 21st, 2005 and throughout his career with the Fayetteville Police Department he was assigned to several police handlers spending his last five years with Detective Stein.
Detective Stein graduated from Handler School with K-9 Wesley on January 5th, 2007 and since that time they have performed an outstanding job.

K-9 Wesley has served this Department and community well and has been a true and loyal friend to his family, Detective Stein, and the City of Fayetteville. So if you see Detective Stein, talk with him because he has lost a true friend. We all have!

A Message from Interim Chief Katherine Bryant

To our Department,

I would like to recognize the men and women of the Fayetteville Police Department for your continued hard work consistent with what FPD stands for, “Faith in Service, Pride in Commitment and Dedication to Excellence. 2012 was a year of challenges and change for the department and the community. As you recall, the 2012 Vision reminded us to stay committed to community policing and continue building on those relationships for engagement with partners who can assist with the social problems that lead to the underlying causes of crime, such as mental health issues, narcotic and alcohol abuse, unemployment, poorly funded education systems and a criminal justice system that works on overload. We were also reminded to lead by example, be responsible and accountable and to be vigilant.

Community involvement is the cornerstone for our ability to make a difference collectively. It is the responsibility of each of you to build and develop relationships with all members of the Fayetteville community to include; businesses, faith based organizations, educational partners, neighborhoods, etc. For 2013, we will remain focused on our Community Wellness Plan utilizing those initiatives that worked and incorporating some fresh approaches for moving forward.

Violent crime is a serious problem for this community. The formation of a permanent Gun and Gang Violence Unit in 2013 will expand upon the task force strategy developed in 2012 and we will remain focused on gun violence intervention and gang awareness education. We have to take the matter to task using an aggressive intervention approach as well as educate community members on gun and gang violence prevention strategies. We cannot do this alone and must establish relationships with community members who are experiencing persistent criminal activity that promotes fear in their neighborhoods and partner with them to improve the quality of life. This Unit will continue to rely on internal and external partners for successful outcomes. All members of the Department play a role in helping neighborhoods experience sustainable reductions in crime.

Recruitment and retention remains a priority for the Department and in 2012 the Recruitment Team did a great job filling vacancies in an effort to increase staffing levels. Maintaining consistent staffing levels is critical for departmental engagement in community policing activities. So many of you have volunteered your time to participate in Adopt-a-Cop, Reading Buddies, Badges for Baseball, and various mentoring programs and I appreciate your dedication and continued commitment for promoting front end prevention initiatives. For years we have said that we cannot arrest our way out of crime and know that we have to continue to seek community participation opportunities and work hard at getting more citizens involved in the problem solving process.

In preparation for welcoming a new Police Chief in 2013 we have spent the last six months working on process improvement initiatives. We have taken a hard look at ourselves internally and identified areas for improvement. Your command staff is very proud of each of you for remaining committed to the mission and focusing your efforts for making Fayetteville a safer community.

Katherine Bryant

Interim Chief of Police Katherine Bryant

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Fayetteville Quick Facts: Did you know?

Population
City of Fayetteville: 208,291
Cumberland County: 319,431

Total Square Miles:
City of Fayetteville:149.526 square miles
Cumberland County: 658 square miles

The Force:
Authorized Sworn: 391
Civilian: 128
Communication: 63
Reserve Officers: 21

Quick Facts about the Fayetteville Police Department

- **More than 80% of the Fayetteville Police Department's officers and staff has an Associate degree or higher.**
- **The City of Fayetteville received the All-America City award in 1985, 2001 & 2011!**
- **The Fayetteville Police Department started using blood hounds to solve robberies in 1928!**
- **The Fayetteville Police Department was first accredited on November 18, 1989. The Fayetteville Police Department became the 4th law enforcement agency in North Carolina to achieved the honor of Accreditation from CALEA (Commission on Accreditation for Law Enforcement Agencies, INC).**
- **The Department offers free home and business surveys to citizens of the community.**
- **The Department has officers proficient in over 12 different languages.**
- **In 1967 the cadet program was started.**
- **The Fayetteville Police Department's Emergency Response Team was the first in NC to perform explosive breaching.**

Our Mission and Core Values

Mission Statement

We are committed to leading the community problem solving efforts that improve the quality of life for all citizens of Fayetteville. We will work assertively with the community to address the underlying conditions that lead to crime and disorder.

Fayetteville District Policing Team

Fayetteville District Policing Team is a system of providing police services, in partnership with the community, in order to identify neighborhood quality of life issues and provide appropriate response to those issues by police and other service providers.

Problem-Oriented Policing

Problem-Oriented Policing is a philosophy of police work based on the realization that the majority of police time is spent answering similar calls at the same locations. Officers analyze crime to determine the underlying cause of repeat calls for service, officers then use available resources, internal or external, to prevent, solve or better control the problem.

F.O.C.U.S.

Focusing on Community Using Statistics (FOCUS) is a community problem solving process that serves as an accountability tool for operational commanders. It provides departmental leaders with a constant, visual snapshot of crime types and locations and the effects of the tactical and strategic crime fighting efforts initiated by the investigative and district commands.

Core Values

We, the Mayor, City Council, managers, supervisors and employees serve with

Responsibility

Ethics

Stewardship

Professionalism

Entrepreneurial Spirit

Commitment

Teamwork

to safeguard and enhance the public trust in City Government.

Beyond the Call of Duty: Officer of the Year Award

Police Officer of the Year: Officer Malachy Quillen

Officer Quillen joined the Fayetteville Police Department in July of 2010, after graduating from Fayetteville Technical Community College in 2008 with an Associate's Degree in Criminal Justice Technology

On May 2, 2011 Officer Malachy Quillen's life would change forever. A call came into the 9-1-1 Call Center referencing an individual walking around while wielding a shotgun. Officer Quillen responded to provide assistance to a fellow officer.

While canvassing the area Officer Quillen encountered the suspect, who fired a single shotgun blast. The pellets struck Quillen in his face, neck, chest and arm resulting in serious life threatening injuries.

Officer Quillen was transported to the medical center where he was treated for sustained injuries from his left shoulder to his wrist, the majority of his neck, with additional trauma to his face, mouth and teeth.

After an extensive recovery period, Officer Quillen returned to duty without hesitation, reluctance or any sign of reservation over continuing his career as a police officer. His level of commitment and dedication to protecting the community is unparalleled in a first year officer. Since the incident, Officer Quillen has continually demonstrated unselfish passion for making the City of Fayetteville a safer place.

For risking his own personal safety and attempting to bring a violent suspect into custody and nearly making the ultimate sacrifice for the citizens of Fayetteville the Fayetteville Police Department recognized Officer Malachy Quillen as Police Officer of the Year for 2012 awarding him the Police Heart Award.

The Fayetteville Family Justice Center: Beyond the Offender

By: Lieutenant Tracey Bass-Caine

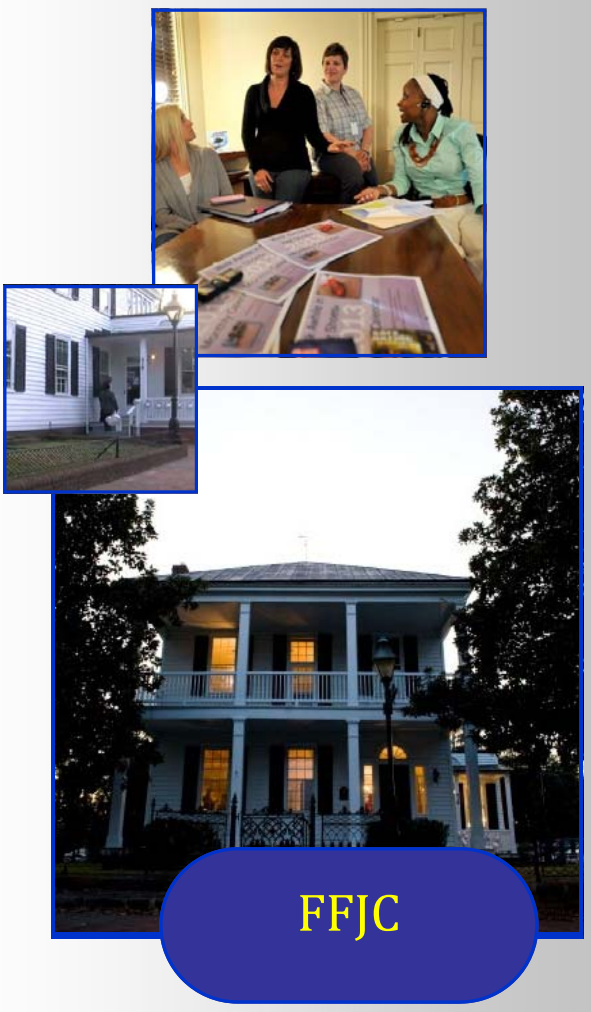
The Family Justice Center model is considered a "best practice in the field of domestic violence intervention and prevention services," according to the "Office of Violence Against Women." This concept provides for co-located, multi-disciplinary, multi-jurisdictional services for victims of sexual assault, rape and domestic violence. Outcomes in other communities who have implemented this concept include, "reduced homicides; increased victim safety; increased autonomy and empowerment for victims; reduced fear and anxiety for victims and their children; reduced recantation and minimization by victims when wrapped in services and support; increased efficiency in collaborative services to victims among service providers; increased prosecution of offenders; and dramatically increased community support for services to victims and their children through the family justice center model. "(Casey Gwinn, Gael Strack, Hope for Hurting Families: Creating Family Justice Centers Across America. Volcano Press, 2006).

In 2011, the Fayetteville Police Department embarked on implementing the Family Justice Center concept. With the assistance of employees of the FPD, local businesses, and citizens throughout the community; to include Fort Bragg, the CONCEPT is now a REALITY. On February 9th, 2012, the "Fayetteville Family Justice Center" held its open house ceremony with over 200 citizens who attended and toured the facility. Eighteen non-profit organizations and/or agencies set-up displays throughout the center to allow the public the chance to receive information regarding services available within the community. The center is located in the historic "Beldon-Horne House" located at 519 Ramsey Street, Fayetteville, NC.

During the month of April, the "Fayetteville Family Justice Center" received notification from the Internal Revenue Service that its 501 (c) (3) status had been approved and the center officially became a non-profit organization; hence, eligible for federal grants. The Governor's Crime Commission approved a grant to hire an "Intake Coordinator" for the center. Although numerous organizations, agencies, and businesses have made monetary and furnishing donations for the center, funding continues to be very limited.

Detectives assigned to the Fayetteville Police Department Special Victims Unit are located at the Center during normal business hours. The detectives are available to assist victims of Domestic Violence and/or Sexual Assault in an environment that is conducive to meeting the needs of the victims at a centralized location. The detectives work closely with numerous community agencies to insure that the victim understands the services that are available from the onset of the investigative process, transition services available from their harmful environment to a safe location, and opportunities for victim empowerment. During 2012 the FFJC received an average of 10-15 assistance requests per month for various concerns to include crime reporting, counseling, transitional housing, legal aid, clothing, and other services.

Although fully operational for less than a year, the Fayetteville Family Justice Center has been a positive resource for the community and the victims who have been served. With continued public awareness and collaboration efforts, the center will one day become a viable and self-sustaining organization focused on strategies for reducing incidents of domestic violence and sexual assault.



The Repeat Offender Program: Preventing Recidivism

By: Captain Mark Bridgeman

The Fayetteville Police Department knows that recidivists are dominating the crime within the City of Fayetteville as well as other communities within Cumberland County. Based on statistical data, representatives of the Fayetteville Police Department and the Cumberland County District Attorney met to address the issues that surround criminal recidivists. The Fayetteville Police Department spearheaded the reemergence of the Repeat Offender Program which is designed to increase conviction and incarceration rates for chronic, high-risk offenders.

This program is led by the Cumberland County District Attorney's Office with agency representation from the Fayetteville Police Department, Hope Mills Police Department , Spring Lake Police Department, Cumberland County Sheriff's Office and North Carolina Department of Community Corrections. Each participating agency identifies repeat offenders based upon their criminal history record and active involvement in crime. The primary goal is to prosecute dangerous repeat offenders utilizing strict sentencing guidelines resulting in incarceration rather than the continuous cycle of arrest, book, release and repeat.

All participating agencies are responsible for identifying post-arrest Repeat Offenders for the District Attorney for case management and prosecution in the program. The District Attorney's Office examines the Repeat Offender's criminal history and background information, sometimes requiring follow-up investigation and interviewing witnesses and victims. Information is developed and used to identify chronic offenders and help prosecutors build stronger cases for prosecution.

Coordination and partnerships between the Cumberland County District Attorney's Office, Fayetteville Police and the other participating criminal justice agencies is necessary for successful program implementation and maintenance. The Fayetteville Police Department collects and reviews case information regarding Repeat Offenders and meets with the District Attorney's office monthly. The dynamics of each Repeat Offender case are and submitted and discussed.

Police resources are limited and in high demand and the theory of the Repeat Offender Program is to focus on the most serious and high-risk chronic offenders. Statistically a number of repeat offenders commit a disproportionately large number of crimes and these offenders pose a greater threat to public safety. The program's goal to incarcerate high-risk offenders seeks to allocate police resources in a more efficient and effective manner for reducing crime and the fear of crime.

Social Media Takeover: Easy Access

By: Public Information Officer Gavin MacRoberts

The Fayetteville Police Department has been immersed in the realm of Social Media during 2012. For several years, the Department has been using Social Media as a tool for reaching out and engaging members of the community. According to a recent study by the Pew Research Center* 69% of adults with access to the web use some form of Social Media and 33% of young adults use Social Media to get their news. The advantage of Social Media is not just the outreach, but allows the Department to interact with members of the public without the filters of traditional media.

During 2012, the Fayetteville Police Department has reached several milestones on Facebook including more than 8000 “likes” and having the potential to reach more than 2 million of their friends. A good example of the number of people the Police Department can reach via Facebook was seen during the search for Kelli Bordeaux. During just a single week in April, posts and updates from the Fayetteville Police Department reached 163,642 people. Using that example, more than 160,000, people received reliable and accurate information straight from Detectives instead of false information from unconfirmed sources. Facebook is more than just building positive relationships with the community. It has been instrumental in helping Detectives solve cases, whether it is locating a missing person, receiving leads on the identity of an offender, or tracking down a suspect’s location.

Nixle has steadily grown to more than 2700 local residents who have signed up for the free service. Watch Commanders have access to the web-based service and can send out a notice after normal business hours to notify the public and warn them about a traffic accident or incident that may be occurring in their area. The Fayetteville Police Department has 550 followers on Twitter and with “retweets” messages can reach thousands of other people. To put it into perspective a recent study of 36 million Twitter users found that the average Tweeter has 208 followers. The Department is in the top 4% of Twitter users with the most followers. By harnessing the power of Twitter, the Fayetteville Police Department can provide timely updates that help to promote a positive image of the Department as a proactive agency.

YouTube videos produced by the Fayetteville Police Department have now been viewed more than 101,543 times. A popular series of videos in 2012 included Public Service Announcements reminding drivers of the dangers of texting and driving. The videos were produced in collaboration with the Fayetteville Fireantz Hockey Team and have been shown on News14 and the main scoreboard at the Crown Coliseum. Another feature on the Department’s YouTube page includes a channel devoted to Cold Case Homicides.

The Cold Case Homicide videos were produced by criminal justice students from Methodist University in collaboration with Homicide Detectives. Social media is a constantly evolving medium with new technologies and features rolling out on a regular basis.

The Fayetteville Police Department has several initiatives in development for 2013. A mobile version of the Department website www.FPDMobile.com has been created so users can access important features on their smartphones. The Department is also expanding the production of videos to include Crime Prevention Education featuring Crime Prevention Specialists that will be released monthly to YouTube and Facebook. Crime Stoppers and the Fayetteville Police Department is using a new Text-A-Tip™ program where residents can anonymously submit a tip to Crimestoppers by texting the word “4TIP” and the message to the phone number “CRIMES” (274-637). Text-A-Tip™ provides an app for download to a smartphone and a widget to send a tip via Facebook.

In the end, it is important to remember that Social Media is just another tool for engaging the community. While the tools for reaching out to the public might change, the basic message stays the same. Fayetteville Police Officers are serving and protecting their community and we are working together to make the community a safer place to live.

COPS: Citizens Stepping up to the Plate

By: Sergeant Suzanne Ferreyra

The Fayetteville Police Department participates in the President's Volunteer Service Award Program. Since 2007 there has been an average of 50 active volunteers participating each year in the program. The Department has presented over 83 awards over the last 6 years to community volunteers in recognition of the number of hours served. Together they have volunteered over 27,000 hours working to help make the Fayetteville community safer and stronger. The volunteer program provides an opportunity for individuals to participate in a range of measures from citizen patrols, to clerical and administrative assistance as well as student intern and student volunteers.

The Volunteer of the Year Award for 2012 was awarded to Cynthia Zimmerman

Citizens on Patrol (COPs) are among some of the most dedicated volunteers in the Department and account for 50% of the volunteer base. COPs serve as the "Eyes and Ears" for law enforcement when they patrol in the neighborhoods by observing and reporting suspicious activity that is occurring in the community. They patrol various business districts and provide high visibility in an effort to deter criminal activity. Citizen volunteers are not armed but serve as non-sworn members of the Department COPs volunteers are force multipliers for providing supplemental resources during emergencies and large scale events.

Citizens who volunteer with the COPs Program are required to complete a 60 hour structured training program designed to train them on Police Department operating procedures and guidelines. They are issued uniforms making them readily identifiable to the public but are distinguishable from sworn officers.

Each year in May, during the Police Department Awards Banquet, volunteers are recognized based on hours of service completed during a calendar year. Volunteers contributing 500 hours or more receive the Gold Award, 250 – 499 hours receive the Silver Award, and 100 – 249 hours receive the Bronze Award. Over the last six years the Department has presented 13 Gold awards, 18 Silver awards and 47 Bronze awards.

One outstanding volunteer is honored each year as "Volunteer of the Year." This prestigious award is intended to recognize a volunteer that is a quiet champion for the FPD and inspire others to get involved and help their community. The Volunteer of the Year Award for 2012 was awarded to Cynthia Zimmerman.

Rental Action Management Program (RAMP)

By: Sergeant Susan Ferreyra

What is RAMP?

The Rental Action Management Program (RAMP) was implemented by City Council to provide an enforcement mechanism through the development of a city-wide ordinance targeted at minimizing or reducing crime rates and code violations at residential rental property within the Fayetteville city limits. If a property is identified for inclusion into the program, a mandatory registration fee will be assessed to the property owner. Each penalized property owner will be required to schedule and attend a remedial action plan meeting with RAMP analysts. If the owner fails to comply with either mandate, the right to use their property as a rental investment may be revoked by the City of Fayetteville.

What has been Accomplished?

Two RAMP analysts were hired in August of 2012 and each analyst has assigned areas of responsibility within the city limits for property identification, assessment, notification and follow-up. Since inception they have accomplished the following tasks:

- Developed a database capturing a succinct snapshot of rental properties that have known criminal violations
- Attended Crime Analysis Application training courses
- Produced informational products to educate the public and members of the department about the proper RAMP reporting processes and procedures

How does RAMP Work?

Crime/Incident threshold criteria for calls for service and incident response by police have been approved and adopted by City Council. The Operational Analysis Unit projected an official start date of January 1, 2013 to begin collecting and analyzing “live” data. A mid-cycle evaluation will be conducted to determine which properties fall at or above the disorder risk threshold. A warning letter will be mailed to each property owner identified during that mid-cycle evaluation. Upon completion of the six (6) month evaluation period, property owners will be notified of their registration requirement. The RAMP program is a proactive program designed to minimize and eliminate excessive criminal activity occurring at rental properties. Fayetteville is a transient community and there are a large number of rental properties located throughout the city, many of which are owned by absentee landlords. These absentee owners may be unaware of the criminal activity that is occurring on their properties. This program is designed to increase owner awareness of the rights and responsibility of homeowners and landlords. Remedial Action Plans and Transition Plans are being developed to assist owners with any questions or concerns they may have regarding problem tenants.

Crisis Intervention Team: Improving Justice and Mental Health

By: Lieutenant Randy Podobinski

Crisis Intervention Team (CIT) is an effective law enforcement training and response program designed for first responders who handle crisis calls involving people with mental illness, developmental disabilities and addiction disease. CIT officers complete a 40-hour course of study to earn their CIT certification. The Fayetteville Police Department has been a leader in the development of CIT in this community and is currently undertaking one of the most ambitious CIT expansions of any law enforcement agency in North Carolina. The first wave of this expansion involves mandated CIT training and certification for patrol sergeants and police specialists assigned to patrol. Partnering with the Cumberland County Sheriff's Office and other community stakeholders the Department has implemented specialized CIT training for Public Safety Dispatchers along with some personnel from Fayetteville Fire and Emergency Medical Services to maximize the effectiveness of CIT in the community.

Why expand CIT? A coordinated and comprehensive crisis intervention system offers many benefits to the community.

PUBLIC SAFETY: Calls involving a CIT officer response are less likely to result in serious injury or death to mentally ill persons or others experiencing an acute crisis. CIT officers receive advanced training in crisis intervention and de-escalation techniques. This training is intended to help reduce incidents involving use of force by providing CIT officers with alternatives to safely and more effectively manage these high-risk calls types. Local CIT officers receive more training in suicide prevention than any other CIT in North Carolina.

OFFICER SAFETY: Law Enforcement Agencies throughout the United States have reported a decrease in serious injuries to officers during high-risk encounters when at least one of the responding officers is trained and certified in CIT. In fact, many law enforcement agencies have cited officer safety as their primary motivation for implementing CIT.

MILITARY & VETRANS: Many active duty military and veteran personnel have experienced combat trauma resulting in Posttraumatic Stress Disorder (PTSD) and Traumatic Brain Injury (TBI). Without treatment, these symptoms become more severe over time. Because of perceived stigma, many do not seek treatment or wait until their symptoms become unbearable before seeking help. All too often, these individuals will come in contact with law enforcement when experiencing a crisis. CIT officers are trained to recognize signs of PTSD and TBI and effectively respond to the special needs of our military and veteran consumers.

COST SAVINGS: The cost of housing mentally ill persons at the Cumberland County Detention Center is extraordinarily expensive given the high cost of psychiatric medications as well as the increased incidence of serious co-occurring medical problems among this population requiring additional medical treatment. Trained CIT officers seek to prevent unnecessary arrests of mentally ill persons who have committed non-violent misdemeanor or "nuisance" crimes by diverting the individual to treatment that is much more cost effective than incarceration. In fact, the local CIT program received the 2010 Local Government Federal Credit Union Employee Productivity Award in recognition of cost savings of one million dollars from jail diversions during the program's first year of operation.

FPD Reclamation Projects: One Street at a Time

By: Captain Robert Spatorico and Captain Anthony Kelly

Two reclamation project areas were identified in 2012 for project implementation, Murchison Road/Jasper Street and the Bunce Road area. Several initiatives occurred during these projects to include walk downs with various City Departments, multiple search warrants conducted by SPU and patrol squads on target locations, increased High Visibility and Directed Patrols and other crime reduction activities. For example, in the Bunce Road community, a Community Awareness Day was held at Fuller Recreation Center and in the Murchison Road community a "Trunk/ Bike or Treat" event was held. Both initiatives were opportunities to engage and build relationships with members of the respective communities.

The Murchison Road project included partnering with North Carolina Alcohol Law Enforcement to deal with several establishments and residential locations that were identified as contributing to problems in the area through the illegal sale of alcohol The District Attorney's Office was contacted and requested to give special emphasis on dealing with repeat offenders identified and arrested as a part of these projects. Weekly specials with patrol were conducted in an effort to reduce crime, the fear of crime and improve the quality of life for the citizens in the target areas. The results show a decrease in reported crime of 18.5% for Murchison Rd / Jasper St. and a decrease in reported crime of 8% in the Bunce Rd. area since the projects implemented.

As crime reduction progressed, available resources were tapped to assist with quality of life improvement opportunities for citizens in the Reclamation areas. City Code Enforcement Teams were put into action to conduct inspections of property within the project areas to ensure that city codes were being followed. Code Enforcement Team walk downs were scheduled. Code Enforcement Teams were comprised of City Inspectors, Fire Department Officials, Animal Control Officers, Crime Prevention Officers, Communicare Officials, Probation and Parole Officers, Court Counselors and other police resources. The teams walked through the communities and documented code violations. Offenders wanted for probation violations were located and arrested, and Communicare provided assistance to individuals who were in need of possible health or other assistance Code enforcement walk downs were extremely valuable because they provided an opportunity to address issues that contribute to the decline of a neighborhood. Other issues addressed included illegal dumping and poor street lighting. City of Fayetteville Environmental Services responded to pick up the abandoned trash and other items and clean up dumps in the City. The Environmental Services Staff became an exceptional resource team as the project moved forward.

The City of Fayetteville Public Works Commission was asked to assist in improving the street lighting needs. Lighting survey studies were completed and submitted to establish guidance for the addition of street lighting in locations where identified as deficient.

One of the challenges in the reclamation process was the need for and lack of community participation. The City of Fayetteville Police Department Crime Prevention Teams began personal and group outreach in the communities by putting together community meetings in the local churches in an attempt to open the lines of communication. Police personnel worked to build relationships by identifying and interacting with the local community leaders and residents. Community participation was fairly non-existent with the exception of the religious institutions and a handful of folks dedicated to making the communities better for all. The Murchison Road area continues to struggle with the issue of loitering at the 20/20 Mart and compliance with this problem continues at this location but the Department will continue to partner with other agencies to work on these issues.

How success is measured is critical for evaluating project results. Numbers such as persons arrested, street lighting improvements, houses condemned and debris removed quantify an effort but fails to show the true value of this type of effort. Community policing projects such as these can only succeed with collective buy in and continuous follow up by local government through continuous partnership with the people who live, work, and go to church and schools in the area. True success looks like a neighborhood that has taken ownership in what is occurring and becoming active stakeholders for monitoring improvements and partnering with others for continuous development and improvement. Community Policing Projects such as this initiative are ultimately dependent upon the citizens within the community to ensure that the community does not continue to decline but continues to move forward on a path that has been set in motion. Both project areas have been closed as active projects but as in other areas where reclamation has been implemented, ongoing maintenance activities will be employed to monitor and identify if crime increases or trends start to develop.

Crime Stoppers: Citizens Helping the Law Enforcement

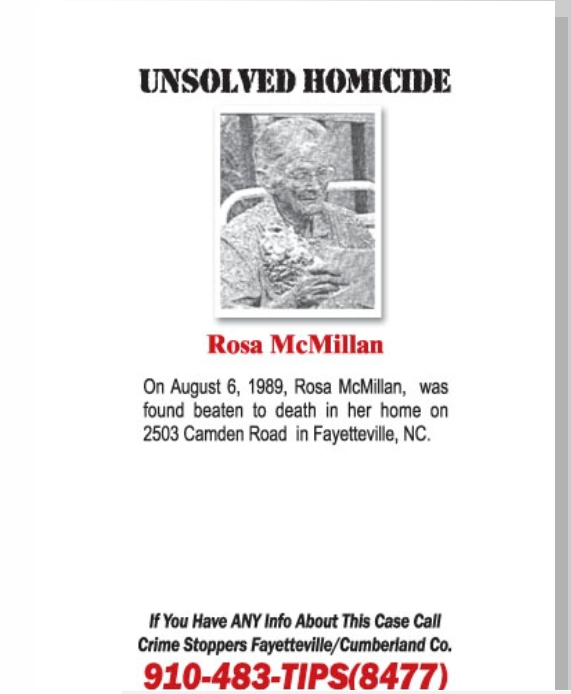
By: Sergeant James Phillips

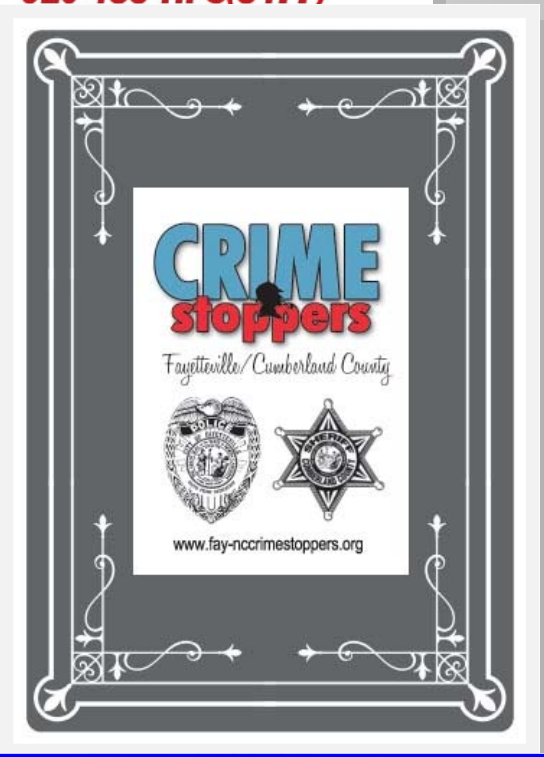
In late 2010 the Fayetteville Police Department Homicide Unit began looking for ways to address the unsolved homicide cases in the city. They traveled to other law enforcement agencies such as the Charlotte-Mecklenburg Police Department who had recently been recognized for their efforts in solving unsolved homicides. It was learned from these agencies that they had detectives assigned to work nothing but cold cases along with a variety of community volunteers with varying areas of expertise. Given current staffing levels at the Department, the Unit recognized they would not be able to recreate what other agencies were doing and would have to develop a strategy that would address cold case homicides without additional personnel.

The strategy developed resulted in the creation of the "Unresolved Homicide Project Team" consisting of current and retired law enforcement officers, college interns, criminal justice professors and other subject matter experts. The Team's mission was identified as "to locate and preserve unsolved homicides, review the files and physical evidence, and develop strategies for generating new leads in these cases."

In 2011 the Unit accepted their first college interns, one from Fayetteville State University and one from Methodist University. The interns were hand selected by their professors and interviewed by members of the Homicide Unit, required to submit to a background check, and sign a confidentiality agreement. These interns were tasked with reviewing and digitizing case files and then gave presentations to members of the Team on the specific cases they were assigned. The case was discussed by members of the Team and investigative strategies were developed, and the case was then assigned to a current homicide detective to work as time allowed and report back to the members of the project.

In 2012 the Team reviewed five unsolved homicide cases and generated enough information to submit a 1996 unsolved homicide to the District Attorney's Office for indictment. The interns were able to catalog 52 unsolved homicides and missing persons dating back as far as 1964. The case information and victims information was placed on playing cards that were distributed to the Cumberland County Detention Center in an effort to generate leads, an initiative funded by the Fayetteville/Cumberland Crime Stoppers Board. The interns from Methodist University created 51 videos depicting FPD unsolved homicides that can be viewed on YouTube and the Fayetteville Police Departments web site. The Unresolved Homicide Project Team has been a successful initiative that demonstrates the effectiveness of working with community partners.





Beyond the Cadet: Turning our Youth into our Officers:

By: Lieutenant Alex Thompson

The Fayetteville Police Department's Basic Law Enforcement Training (BLET) Curriculum is designed to prepare entry-level individuals with the cognitive and physical skills needed to become certified law enforcement officers in North Carolina and with the express intent of working for the City of Fayetteville.

The standardized course is comprised of 36 blocks of instruction including topics such as; Firearms, Driver Training, Motor Vehicle Law, and Arrest, Search and Seizure. The BLET course is filled with practical exercises and an extensive ethics section that is woven throughout the training experience.

The BLET course has been thoroughly researched, legally reviewed, and contains the most current law enforcement information available. The North Carolina Training and Standards Commission requires a 620-hour course taking approximately 16 weeks to complete, however the Fayetteville Police Department incorporates over 100 hours of additional training. The BLET Academy concludes with a comprehensive written examination and skills testing. In 2012 the Department held one BLET Academy that began with twenty-five cadets in July and graduated twenty-two Cadets on December 21.

The annual Public Safety Youth Academy is offered once a year during the summer months with 20 - 30 teens between the ages of 12 and 16 participating. The Youth Academy provides youth with the opportunity to train at the Fayetteville Police Department's Education and Training Center as well as the Fayetteville Fire Department's Fire Training Facility.

This year twenty-five (25) youth participated in the week long program participating in a variety of public safety related activities ranging from a law enforcement simulator to hands on experience with firefighting equipment. Sergeant Alfred Ellis, Police Specialist Worley and Cathy Bell with the Fayetteville Police Department were responsible for this year's Academy and are to be commended for an outstanding job. Both agencies are anticipating a capacity turn out in 2013.

Communications: The Voice Behind the Badge

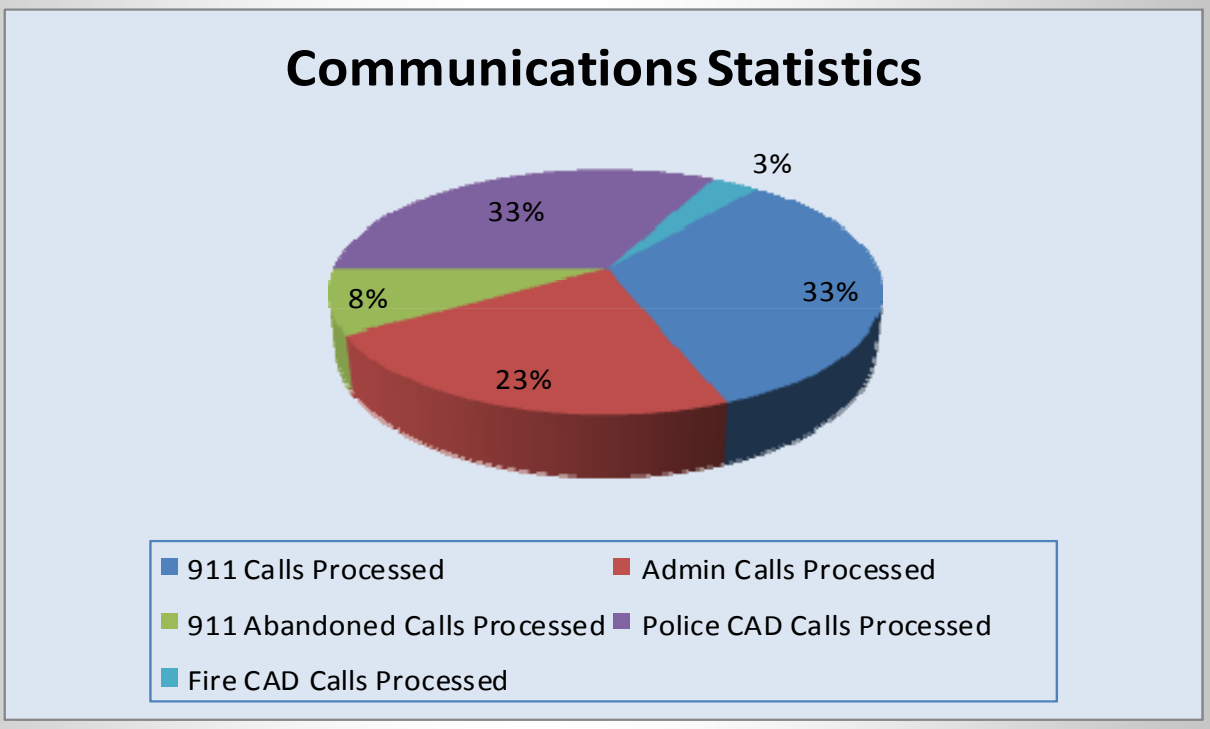
By: Communication Manager Lisa Reid

The 911 Communications Center, provides communication support to law enforcement, fire and EMS agencies in delivering the most appropriate, timely and safe response to calls for service from citizens. The Center employs highly trained, professional Telecommunicators that utilize the latest technology in order to maintain the Department's commitment to quality service. In 2012, the 911 Communications Center had a busy and demanding year and processed over 340,000 911 calls, averaging over 940 calls a day.

In February 2012, Fayetteville 911 and Cumberland County Emergency Services consolidated their Computer Aided Dispatch (CAD) systems into one combined system. Consolidating services is viewed as a mechanism for realizing greater efficiency and cost-effectiveness and providing a higher level of interoperability and interagency services. Through the use of Next Generation technology the Center was able to "virtually consolidate" the two 911 Centers by centralizing 911 technology while keeping all existing PSAP's and personnel in their current facilities.
Citizens expect better service in terms of faster response times and fewer errors due to standardized training, call handling and dispatching protocols. This CAD merge contributed to improved service levels by eliminating the need to transfer 911 callers between County and City Dispatch Centers. Calls for service, whether in the County or City, can be processed at either Center and viewed immediately by City and County Dispatchers.

Both agencies have certified Emergency Medical Dispatchers (EMD), providing immediate pre-arrival instructions utilizing the National Academy of Emergency Dispatch protocols for ensuring that the citizens of Fayetteville and Cumberland County receive the same standard of care.

The 911 Communications Center has also been active in the community. The 911 Communications Assistant Training Officer, Merla Molina, educated over 200 elementary students on the aspects of 911 through the 9-1-1 for Kids Program. She taught them how and when to dial 9-1-1, the information they need to give to the Telecommunicator, and what to expect when they call. Mrs. Molina also explained to them why the Telecommunicator asks what they consider to be "too many questions." She also visited some local high schools and gave a career orientation for students enrolled in Public Safety courses.



The Noble Study : Going above the Standard

By: Lieutenant Christopher Davis

In January of 2012 the National Organization of Black Law Enforcement Executives (NOBLE) was contracted by the City of Fayetteville to conduct a study of specified policies and procedures for the Fayetteville Police Department to determine whether members of the department engaged in racial profiling activities. The methodology included a 3 ½ day onsite visit during which a team reviewed policies and procedures, the Police Executive Research Forum (PERF) Operational Study, the Commission on Accreditation for Law Enforcement Agencies (CALEA) recertification process, and conducted interviews involving City leaders and employees, FPD leaders and employees, community leaders, civic leaders, religious leaders, media representatives and members of the community. On March 12, 2012, representatives from the National Organization of Black Law Enforcement (NOBLE) presented their investigative findings / recommendations to the Fayetteville City Council. At the completion of the study, NOBLE made 24 recommendations. While some of the recommended activities had been implemented the Department worked throughout the year to put many of the recommendations in place. The following activities were accomplished: A written consent form was implemented on 3/2/12 and made available to officers in both English and Spanish.

FPD contracted with OSSI to modify the racial profiling module in RMS to capture all of the data required within a single module in order to facilitate the electronic submission and supervisory review of the TSR and all other required information and began using the module 01/01/2013.

The "Citizen Complaint Information" brochure and FPD web page were updated in 2011. Additionally, the FPD added a "Complaints/Compliments" link on the Department's home page that takes the user directly to a complaint form and other guidance on filing a complaint. http://www.bethebadge.com/filecomplaint.aspx

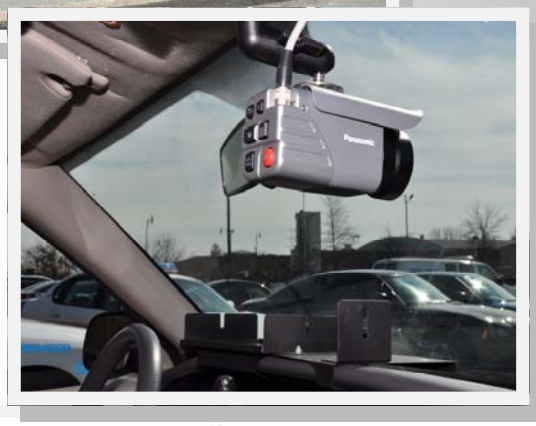
A Police Citizen Review Board Manual has been drafted and presented to City Council. The City Ordinance has been drafted and presented to City Council. Next step is to acquire enabling legislation for the formation of a Police Citizen Review Board. The FPD has 230 cameras in police patrol and traffic vehicles with another 24 in car cameras waiting to be installed for vehicles on order.

Training staff and Human Resources worked together on reviewing the recruiting/hiring practices. The primary area of concern was the pre-hire testing which has been confirmed as a sound practice by HRDD. The FPD is committed toward recruiting and selecting from the available workforce to develop a workforce that is reflective of the population we serve.

The Recruitment Unit is responsible for building a recruitment team that includes women and minorities. This team will serve as a force multiplier for the Sergeant who is currently in charge of selection and recruitment events and activities. A review of promotion/retention practices is in progress.

The FPD will continue with the quarterly review of traffic stop data. Policy revisions will be made to include the first line supervisors in the review process. Policy changes were finalized for this policy in May 2012.

A full time RMS Data Manager position was included in the budget for FY 12/13 and that position has been filled.
A traffic stop video was produced by Moonlight for Kaleidoscope and for the Community Education Series Forum. This video and other traffic stop related topics were presented at three "Community Education Series" events during 2012.



City of Fayetteville North Carolina
POLICE DEPARTMENT

Crime Prevention: A Shared Responsibility

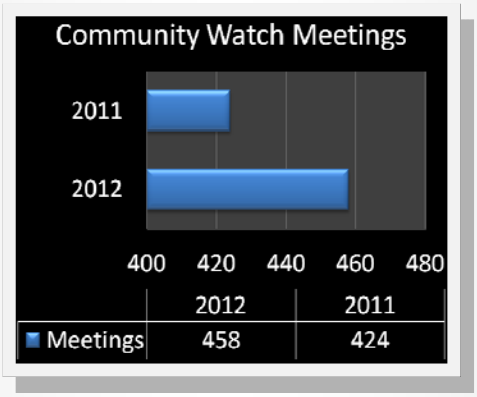
By: Crime Prevention Specialists Connie King & Sandra Everett

Fayetteville Police Department Crime Prevention Specialists provide information to Community Watch Coordinators and concerned citizens by disseminating Hot Spot Mapping information and Public Service Announcements via email to a group mail list for residents who sign up for this information. Crime/incident information is provided to keep residents informed of the crime occurring within their neighborhoods. Crime Prevention Specialist conduct home and business surveys which help reduce the opportunities for criminal activity at residential and commercial locations. They reach out to businesses in an effort to get them involved in Business Watch which is a cooperative effort between local businesses and the police to reduce crime and stay connected to crime trends in the business arena.

The Crime Prevention Specialists reached over 100,000 citizens throughout the year through the launching of Reverse 911 information broadcast system. This out calling system is utilized to alert citizens on crime trends or specific crime alerts, as well as Community Awareness Meetings or other important information through a specially recorded telephone message for each broadcast.

COMMUNITY WATCH

The Community Watch program has been an essential part of the Department's community policing practices. Currently there are 148 active community watch groups and approximately 458 community watch meetings were held in 2012. Community Watch is an opportunity for citizens to be reminded to remain vigilant and call 911 to report suspicious activity. The key to success is citizen participation and Crime Prevention Specialists work together finding innovative solutions to continue their efforts to increase the number of active Community Watch groups. Patrol officers and detectives attend the community watch meetings and create the opportunity for many residents to meet the officers. Citizens do not always have an opportunity to meet an officer unless they have been the victim of a crime. Community Watch participants are actively engaged in their neighborhoods and are speaking out when they notice suspicious activity by calling 911. The presence of active community watch groups creates another mechanism for promoting department efficiency in terms of identifying community problems and deploying resources in the most efficient manner in order to develop the best response.



COMMUNITY AWARENESS

Community awareness is one of the most important aspects of being a citizen. In an effort to keep residents informed of a significant increase in property crimes in their neighborhoods in 2012, Crime Prevention Specialists partnered with patrol officers and detectives going door-to-door distributing thousands of crime prevention literature packets. Everyone was encouraged to record serial numbers from their valuables, to properly secure their homes, and set alarm systems when they have them. Free home security surveys and photo inventories of valuable items were offered to residents to assist with their property protection. The Police Department Community Wellness Plan has an initiative in place for scheduling monthly community awareness meetings in an effort to educate and inform the public about many of the police department programs as well as other criminal justice related information. Using feedback from the community, topics for presentation include specific and general crime types within neighborhoods, current crime trends, safety tips for citizens on how to avoid becoming a victim of crime, as well as special presentations such as; sexual assaults, sex offenders, and gang awareness education. These meetings have continued to soar to record numbers with over 250 citizens in attendance.

Crime Prevention Specialists are able to recruit new groups and educate the public on crime prevention initiatives. Learning opportunities have included; understanding solid observation skills for providing accurate information, why dispatchers ask so many questions on a 911 call, and understanding what "suspicious activity" looks like. The relationships that are formed between the police and the community are important for building trust and strengthening relationships within the community.

NATIONAL NIGHT OUT

The Crime Prevention Specialists participated in the 29th annual National Night Out celebration which is held nationwide every 1st Tuesday in August. This event encourages citizens to get to know their neighbors and promotes community safety. Target retail store is a national sponsor of National Night Out and participated by volunteering and donating games and refreshments. Neighborhoods participated by holding cookouts that included face painting, snow cones, a fish fry, ice cream socials, neighborhood walks, clean-ups and athletic events. Police, fire and local agencies joined the tradition and echoed a common message which is "community safety starts with active and engaged neighborhoods." It has worked and helps to improve relationships between neighborhoods and the police.

Triennial Staff Inspection: A Professional Agency

By Lieutenant Christopher Davis

Triennial Staff Inspection: Staff inspections provide an objective evaluation of Police Department procedures, facilities, property, equipment and personnel. The emphasis is on evaluating the system rather than the individual. A staff inspection within all organizational components is conducted once every three years, by the Office of Professional Standards and Inspections.

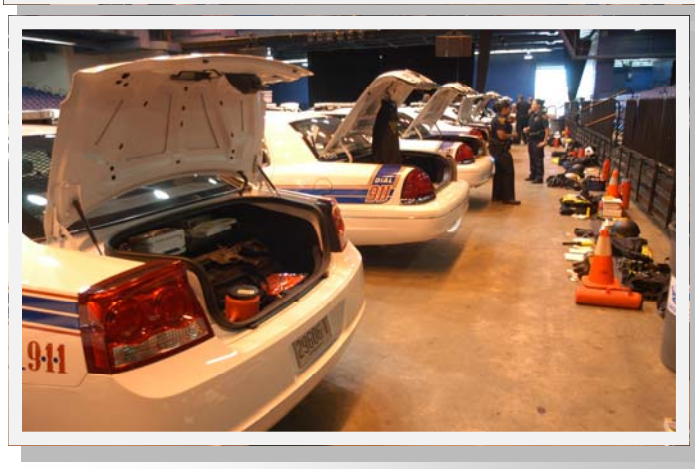
2012 Inspection Summary
in order to keep up with changing technologies, equipment, policies and procedures necessary for conducting police operations, the inspection process needs to be evaluated regularly to ensure the goals of the process are met. The process review for 2012 involved the implementation of several changes to increase efficiency and effectiveness of a major Department wide inspection and included:

- Scheduling Changes – The time period for scheduling all Division/Unit Inspections was reduced from a three week inspection process in 2009, to one week in 2012.
- Location – In 2009, inspections were conducted at an outside location. For 2012, the majority of the inspections took place at the Cumberland County Crown Coliseum, which provided a large area that was not affected by the weather and a more suitable environment for the officers to lay out their issued police equipment. The inspection form was updated and included a field for conducting an inventory of the mobile computers and in-car camera equipment to include recording serial numbers.
- The Forensic Supervisor developed a Forensic Unit Checklist, due to the large number of unique items assigned to each Forensic Tech.

The Inspection went very smoothly and was completed in the scheduled time frames allowed. The inspection team was comprised of twelve supervisors holding the rank of sergeant or lieutenant and were assigned to inspect areas of operation outside of their area of responsibility. This team made it possible to inspect approximately 370 officers, their equipment, their assigned vehicles, and work spaces in a 6 day time frame.

A high percentage of officers had uniforms, vehicles and equipment ready and in compliance with Department standards. During the inspection, it was identified that approximately 50% of the issued gas masks were unserviceable or very close to being so and would need to be replaced. While some individual inspection deficiencies were identified related to officer safety issues and/or equipment issues, those deficiencies were immediately corrected through after action follow up.

The Triennial inspection provides an oversight mechanism for identifying issues that may otherwise go unnoticed during routine line inspections for uniforms, vehicles, weapons and assigned equipment.



Gun Violence Task Force (GVTF): A Zero Tolerance for Violence

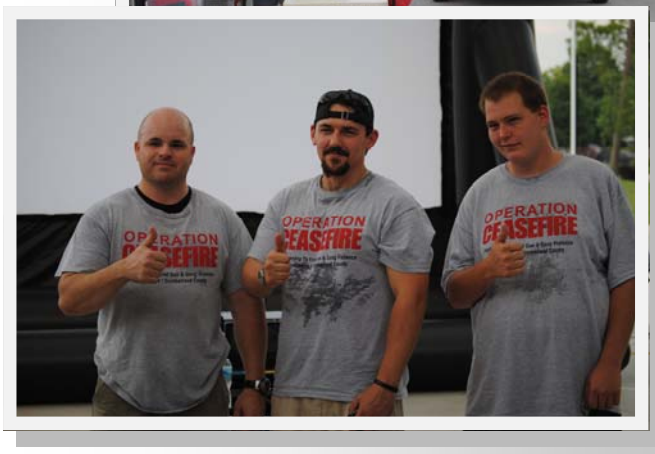
By: Lieutenant Mark Geske

The Fayetteville Police Department uses a data driven approach for analyzing crime and identifying where resources need to be deployed. During the late summer months of 2012, the Department identified an increase in gun related calls for service. In addition to reviewing what has occurred in the past, the Department looks forward in anticipation of what may occur based on seasonal variations. Using the information for what had occurred in the past and anticipated crime increases, the Department coordinated and implemented a Gun Violence Task Force (GVTF) on September 17th as a proactive measure to aggressively work on violent crime and calls for service where a gun is involved. The mission of the GVTF directed them to aggressively pursue those offenders who contribute to gun violence in the community. The goal of the task force is to reduce the number of violent crimes involving guns. Task force members operate to investigate, identify, arrest, and assist with the successful prosecution of those offenders and groups of offenders who are involved in gun violence.

The formation of the GVTF provided the opportunity for the department to take a hard look internally into methods on how weapon offenses are investigated. Several areas were identified where improvements could be made and include additional training for patrol officers on the importance of recovering weapons for enhanced prosecution and training on crime scene processing for forensic evidence technicians for searching for and recovering all evidence involving a gun crime. The United States Attorney General's Office in the Eastern District of North Carolina has provided the GVTF with training on how to best prepare these cases for federal prosecution.

The task force methodology was to focus on three areas for analysis; locations of reported activity, incidents involving firearms, and locations where firearms were stolen. These locations were monitored and discussed at weekly GVTF meetings. During the first 90 days of the task force, the GVTF seized 64 illegal firearms, affected 110 arrests and executed 46 search warrants. Ten of the seized firearms have been confirmed stolen. It is suspected that more of these firearms will be confirmed as stolen after further investigation. The GVTF worked closely with the detectives in other investigative areas of the Department to assist in establishing probable cause for current cases and serving arrest warrants on wanted subjects. One successful outcome of this partnership was the arrest of four robbery suspects and the seizure of six weapons including two assault rifles. The GVTF has raised the bar for pursuing those offenders who use guns and violence to commit crime and participate in gang related criminal activity. The GVTF has created a pathway for pursuing pursue these types of cases from call inception to final prosecution through the use of strong internal and external partnerships to mitigate gun and gang violence activity in the community.

Based on the success of the GVTF a full time Gun and Gang Violence Unit (GGVU) was approved for early implementation in 2013. The GGVU will carry on the mission of the task force by continuing to work with law enforcement and community partners toward pursuing offenders involved in gun violence and to provide educational information to the community on gangs and criminal activity related to gun violence. The Gun and Gang Violence Unit will follow the "Project Cease Fire" model as a tool for community outreach using a Cease Fire Coordinator position that has been assigned to the Unit. The coordinator will be responsible for coordinating the efforts of all law enforcement partners to include; the Cumberland County Sheriff's Office, Cumberland County Probation and Parole Office, the Bureau of Alcohol, Tobacco, Firearms and Explosives and other non-law enforcement partners such as; faith-based communities and local colleges and universities.



FPD and NC Torch Run : Going the Extra Mile

By: Sergeant Susan Ferreyra

The North Carolina Law Enforcement Torch Run for Special Olympics brings officers from law enforcement agencies and corrections departments across North Carolina together in an effort to raise funds and awareness for Special Olympics North Carolina.

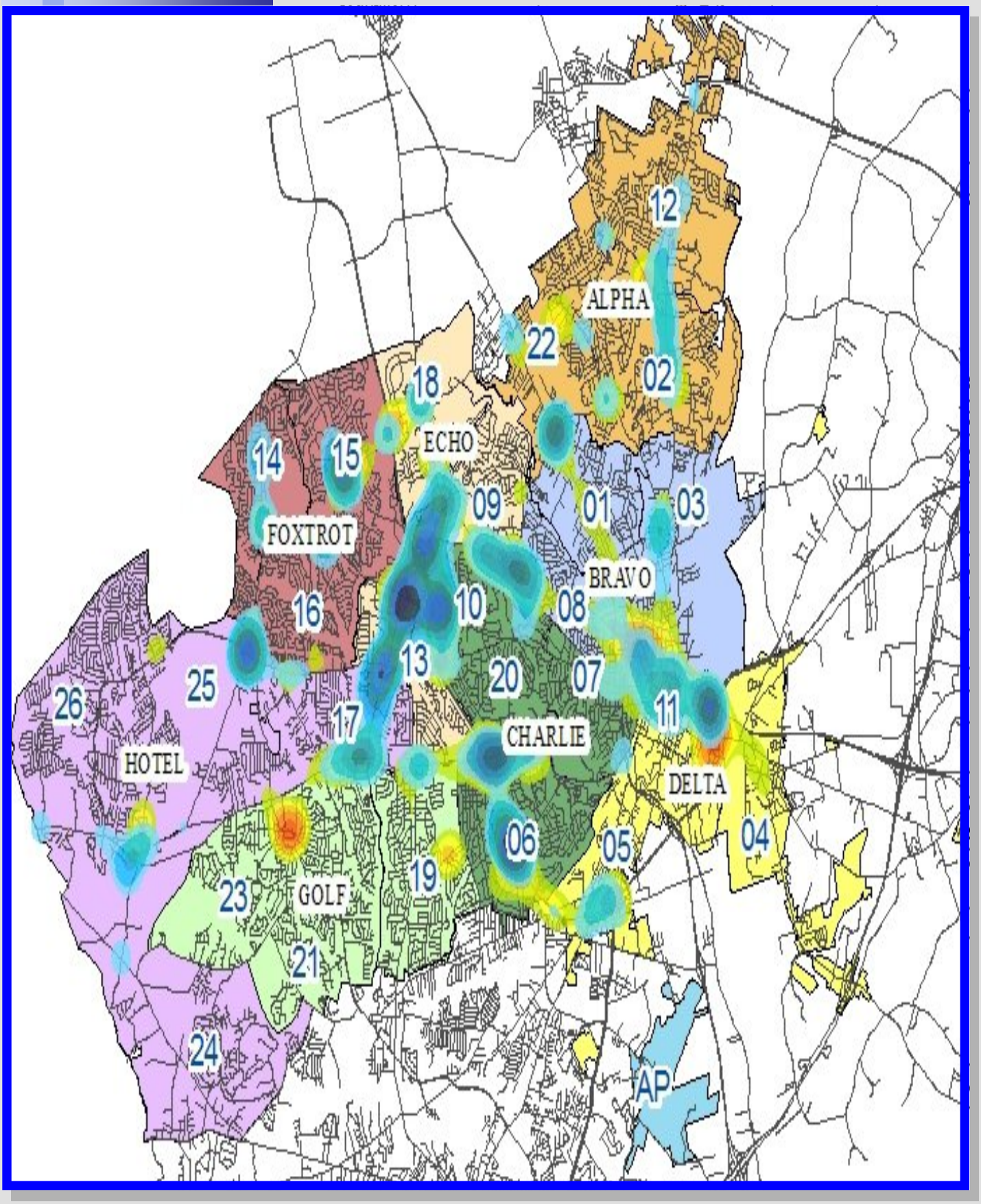
The Torch Run goal is to raise funds through the collection corporate sponsorships, the sale of Special Olympic T-shirts and hats, donations and hosting other unique fundraising events such as and the W.P. Dalton Golf Tournament. Each year the Fayetteville Police Department hosts an annual Special Olympics North Carolina Golf Tournament in honor of William P. Dalton, a retired Police Sergeant from the Fayetteville Police Department who was a dedicated and passionate supporter of the Law Enforcement Torch Run.

The Fayetteville Police Department is an active participant in the North Carolina Law Enforcement Torch Run with Special Olympics and for the past 15 years the Department has helped heighten the awareness and host events to help support Special Olympics North Carolina. The funds raised help provide sports training and competition opportunities for more than 38,000 children and adults with intellectual disabilities.

Sworn and non-sworn members of the Fayetteville Police Department participate in a torch relay each year. The Special Olympics Flame of Hope is exchanged from the Cumberland County Sheriff's Office, then carried on foot by members of the Fayetteville Police Department twenty-one miles to the Harnett County line until it reaches the State Games. The Torch Run culminates with the lighting of the cauldron to signify the official opening of Special Olympics North Carolina Summer Games.

The Fayetteville Police Department is proud to support Special Olympics North Carolina and help make a positive difference in the lives of others.

City of Fayetteville Police Sectors and Zones



The Numbers Behind the Badge: Making Every Dollar Count

Budget Summary

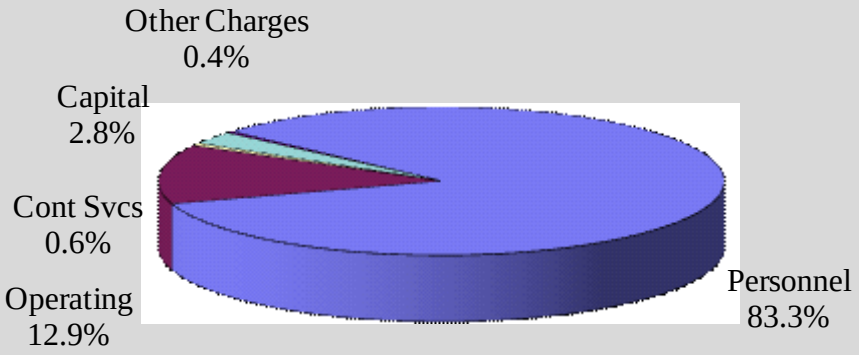
	2010-11 Actual	2011-12 Orig Budget	2012-13 Recommended	2012-13 Adopted	% Change
Expenditures					
Personnel	$33,576,421	$34,764,690	$35,580,784	$36,043,648	2.35%
Operating	$4,863,143	$4,902,574	$5,446,750	$5,586,441	11.10%
Contract Services	$215,009	$211,712	$260,045	$260,045	22.83%
Capital Outlay	$2,222,444	$1,286,500	$933,345	$1,213,345	-27.45%
Other Charges	$203,278	$181,618	$157,773	$157,773	-13.13%
Total	$41,080,295	$ 41,347,094	$ 42,378,697	$43,261,252	2.49%
Revenues					
Functional Revenues	627,982	861,544	745,644	745,644	-13.45%
Intergovernmental	345,770	328,736	392,162	392,162	19.29%
Other Revenues	50	15,000	10,000	10,000	-33.33%
Interfund Transfer	70,649	0	0	0	0.00%
General Fund	40,035,844	40,712,872	41,230,891	42,113,446	1.27%
Total	$41,080,295	$ 41,918,152	$42,378,697	$43,261,252	1.10%
Personnel					
Full-time	545	517	523	533	
Part-time	10	10	9	9	
Temporary	0	0	0	0	

Continue: The Numbers Behind the Badge

Budget Highlights

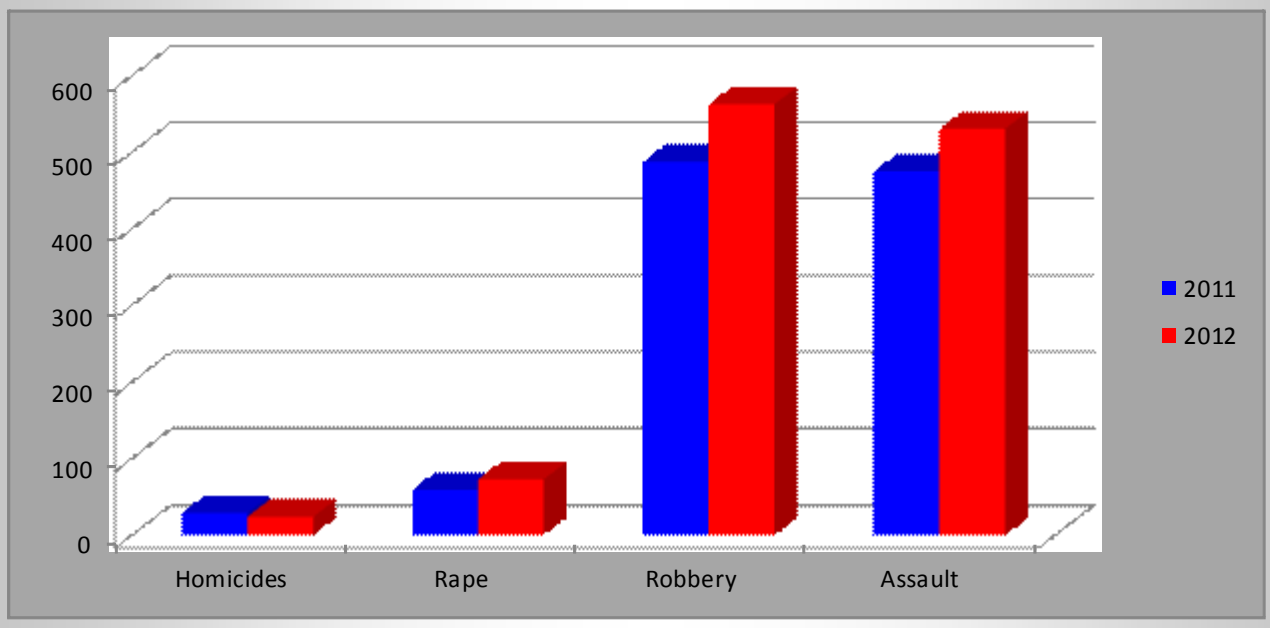
Budget by Expenditure Category

- Personnel includes $931,031 for employee pay adjustments and reflects the addition of two Crime Analysts and a Police Officer for the RAMP program, seven Police Officers for gang enforcement, three Public Safety Dispatchers and an RMS Database Manager; and the elimination of a Paralegal position budgeted for the PROP program.
- Four full-time and two part-time support positions are frozen to fund temporary services.
- 17 police officer positions remain with the Federal/State Assistance fund due to an extension of the COPS Hiring Grant. These personnel costs will transition to the General Fund during fiscal year 2013.
- Other charges includes $100,000 for confidential/evidence funds and $50,000 for grant matches.



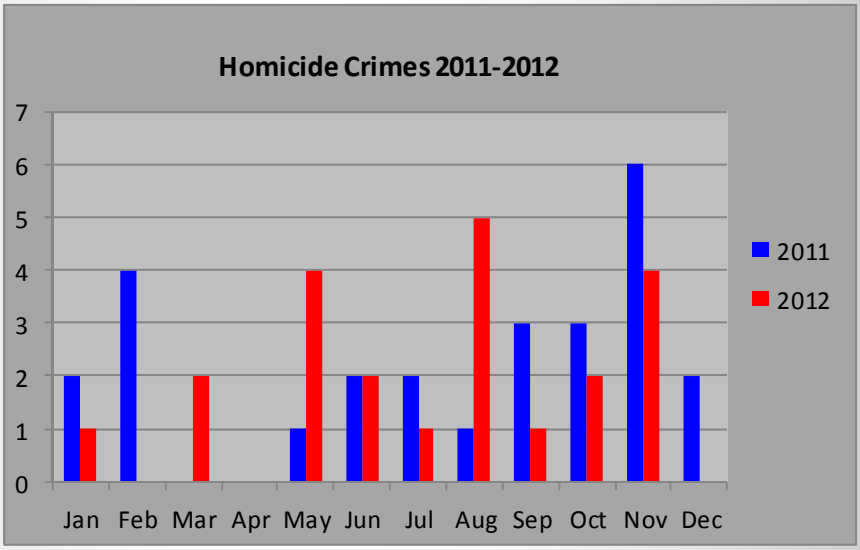
2012– Crime Statistics Comparsion

Violent Crimes for Year 2011 and Year 2012

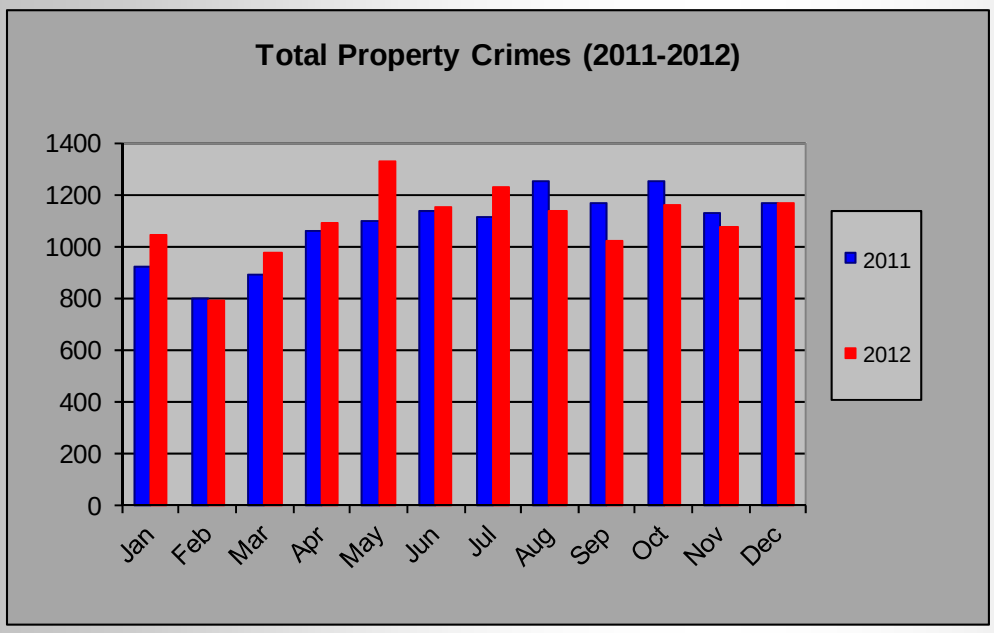


There was a 15.4% decrease in Homicide from 2011 to 2012.

Highlights include ZERO homicide reported in February, April and December.



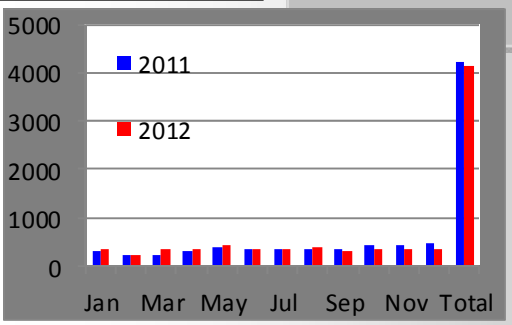
2012—Crime Statistics Comparsion



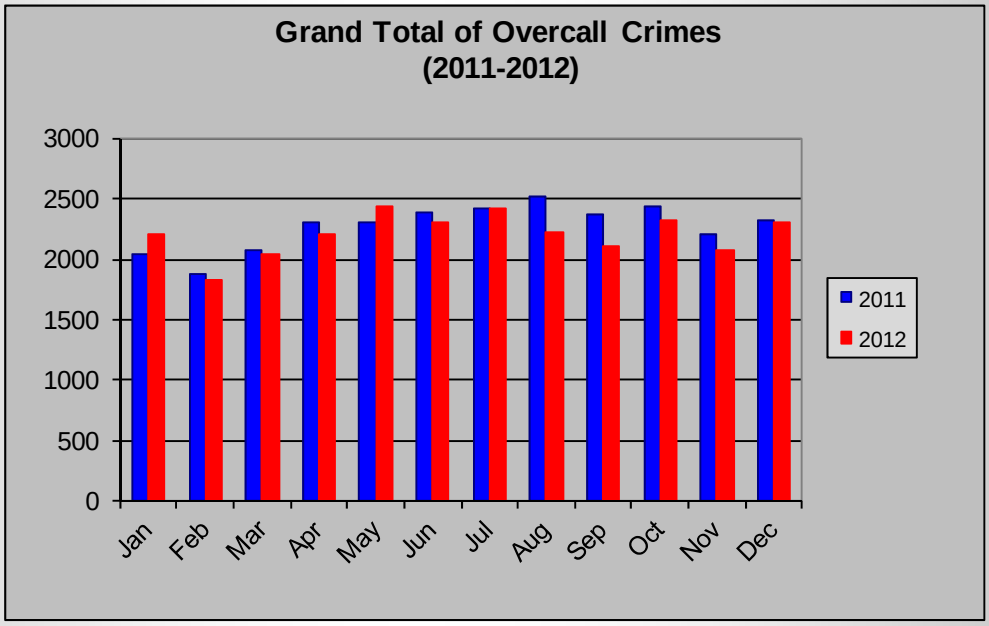
Total Property Crimes includes:

Burglary
Larceny
Motor Vehicle Theft

Burglary crimes decrease by 2.7%



There was a 2.9% overall decrease in crime overall for the City of Fayetteville!



Police Heart Award

Lieutenant Tim Tew
Officer Malachy Quillen
Police Specialist Steven Treadwell

Volunteer of the Year

Cynthia Zimmerman

2012 CIT Telecommunicator of the Year

Tracy Trogdon

2012 Telecommunicator of the Year

Marrika Graham

On February 16, 2012, the Fayetteville chapter of National Organization for Women (Fayetteville NOW) presented an award to Police Officer Stacy Sanders in honor of the work she has done helping the homeless.

FAITH PRIDE DEDICATION

City of Fayetteville North Carolina

The City of Fayetteville, North Carolina does not discriminate on the basis of race, sex, color, age, national origin, religion, or disability in its employment opportunities, programs, services, or activities.

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Facebook.com/Fayetteville. Police
http://local.nixle.com/fayetteville-nc-police-department

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