



2024

INTERNAL AFFAIRS REPORT

Office of Professional Standards

Internal Affairs and Compliance

North Charleston Police Department

2500 City Hall Lane, North Charleston SC

OFFICE OF PROFESSIONAL STANDARDS



The Office of Professional Standards (OPS) ensures the North Charleston Police Department operates within the boundaries of public trust and established guidelines. Committed to the highest standards of integrity, OPS plays a critical role in building and maintaining community confidence.

OPS investigates, manages, and reviews internal and external complaints, as well as allegations of misconduct involving both civilian and sworn personnel. The department's image and reputation rely on the personal integrity of its employees and a prompt, professional response to misconduct allegations.

Additionally, OPS oversees the reporting of use-of-force incidents, employee-involved vehicle collisions, and vehicle pursuits. The office also manages the Early Warning System in collaboration with direct line supervisors.

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CORE VALUES

The North Charleston Police Department's mission is to provide professional public safety services to our residents, merchants, and visitors. The North Charleston Police Department and the community are working collaboratively to create and enhance strategies in an effort to reduce violent crime. The implementation of these strategies addresses the cause of criminal behavior that will promote safer neighborhoods that will ultimately improving the quality of life within communities challenged by crime and social decay.

CORE VALUES

Our Organizational Values are:

- To value and protect the sanctity of life and property of our citizens
- To strive to resolve all conflicts peacefully by ensuring that any use of force is proportional to the threat faced
- To maintain the trust of our community through honesty, compassion, and fairness by instilling transparency in operations with regular reports and outreach on critical events and community concerns
- To adhere to the highest ethical standards of personal and professional conduct by ensuring that all allegations of misconduct and use of force incidents are investigated thoroughly, impartially, and expeditiously
- To respect the rights of all citizens and fellow employees by recognizing our cultural differences and diverse backgrounds which will in turn strengthen our community
- To work in partnership with our community to sustain a culture of building and making neighborhoods by making the relationship between police and neighborhoods paramount – tailoring community policing
- To encourage and invite the community to cultivate goal-focused endeavors addressing the concerns of the community
- To encourage innovation, creativity, and positive thinking.
- To encourage teamwork and leadership at every level of the police department and throughout the community.
- To support our employees as they work to serve our City and emphasize that every North Charleston Police Department employee has the power to influence positive change and encourage them to improve the services they provide to both the department and the community.

INTRODUCTION

The information presented in this annual report is obtained from the *Use of Force* reports completed by officers for incidents in the calendar year of 2023 and 2024 where some type of force was used in response to resistance. The IAPro/BlueTeam software platform is what officers use to document a use of force entry. The North Charleston Police Department has been using this software platform since 2021. This annual report is intended to provide an overview of these incidents and to also identify trends and other issues that need to be addressed. Each use of force report is reviewed by supervisors and command staff at various levels within the department.

The North Charleston Police Department recognizes and respects that the value of human life is immeasurable. Police officers, because of their sworn responsibility to protect life and property, may be required to utilize deadly force or less than deadly force to carry out this duty. However, the protection of life must always take priority over the apprehension of criminals or the protection of property.

An officer of the North Charleston Police Department, while he/she is engaged in the lawful execution of his/her legal duties as a law enforcement officer, will use only that force which is reasonable and necessary to affect his/her objectives. The officer's responsibility for protecting life must and does include his/her own.

In addition, annual reporting and analysis of department use of force policies and procedures is required by the *Commission on Accreditation for Law Enforcement Agencies* (CALEA). This ensures that accredited agencies identify policy modifications, trends, improve training and officer safety, and provide timely information for the agency to promptly address use of force issues. The CALEA Law Enforcement Accreditation Program is the primary method for a police agency to voluntarily demonstrate their commitment to excellence in law enforcement by conducting an ongoing internal review and assessment of the agency's operations, policies and procedures. The Department first attained CALEA accreditation in 2007 and will have been accredited for 17 years in 2024, and just completed its renewal in November of 2024.

OVERVIEW

- ❖ Updates since last CNA Audit

The North Charleston Police Department has incorporated recommendations from the CNA audit and the best practices from the Department of Justice. One of the key additions is implementing Procedural Justice into formal in-service training. The concepts are taught in conjunction with Firearms, Defensive Tactics, and as well as other content. Procedural Justice ensures the fair and equal treatment of all individuals in an organization. This is particularly important within the Department to ensure that employees trust the fairness and consistency of the organization.

- ❖ In 2024, there were a total of 149 individual officers involved in these 84 incidents with some officers using force more than once throughout the year.
- ❖ The most common type of service during use of force incidents in 2023 was officers being dispatched to a call. The second most frequent type of service was after officers reacted to an offense they viewed.
- ❖ Out of the 84 Use of Force incidents reported in 2024, 11 officers were injured during 11 of these incidents.
- ❖ There were 57 citizens injured during the 84 use of force incidents, all of which were also considered minor, except for the 4 officer-involved shootings that resulted in the suspects death.
- ❖ There were five officer-involved shooting incidents in 2024 involving six officers.
- ❖ The Office of Internal Affairs documented, managed, or handled 178 investigations throughout the calendar year of 2024.
- ❖ There were 59 internally generated complaints investigated in 2024.
- ❖ Of the 96 external investigations filed in 2024, 37 cases were sustained, 19 cases were unfounded, 21 were exonerated, 20 were not sustained and 3 were within policy.

USE OF FORCE POLICY



In a complex urban society, officers are confronted daily with situations where they must respond to resistance or aggression in order to gain the control necessary to complete arrests and to ensure public safety.

The North Charleston Police Department (NCPD) continually reviews policies and procedures to ensure compliance with changes to state and federal laws and provides officers with guidance based on best practices in policing.

The North Charleston Police Department has incorporated recommendations from the CNA audit and the best practices from the Department of Justice. One of the key additions is implementing Procedural Justice into formal in-service training. The concepts are taught in conjunction with Firearms, Defensive Tactics, and much other content. Procedural Justice ensures the fair and equal treatment of all individuals in an organization. This is particularly important within Department to ensure that employees trust the fairness and consistency of the organization.

1. Fairness and consistency in the process. Listening to people and considering their side, taking their needs into account, and explaining your actions and decisions.
2. Voice and Representation in the Process. Letting people be heard lets them feel they matter.
3. Transparency and Openness of process. No secrecy or Deception
4. Impartiality in decision making: Impartiality and Unbiased Decision making.

USE OF FORCE POLICY

Use of Force Policy OVERVIEW:

Police officers may use force in certain situations where they believe it is necessary to protect themselves or others, maintain public order, or apprehend a suspect who poses a danger to themselves or others.

Police officers are trained to use various force options, including verbal commands, physical control techniques, and weapons to achieve a peaceful resolution to any situation. However, in some cases, a suspect may resist arrest or become violent, and the use of force may be necessary to protect the officer, the public, or the suspect themselves.

- Establishes that officers will only use the minimum amount of force necessary to accomplish lawful objectives.
- The protection of life must always take priority over the apprehension of criminals or the safety of the property.
- Establishes responsibility to render medical aid.
- Establishes a duty to intervene to prevent any officer present from using force that is clearly beyond that which is objectively reasonable under the circumstances.
- Establishes that officers may use deadly force only when the officer has a reasonable belief that their life or that of another is in immediate danger of death or serious bodily injury.
- Establishes the use of Vascular neck restriction and techniques that restrict the intake of oxygen shall be considered deadly force in all circumstances.
- Establishes a standard of reporting the use of force.

Police officers are authorized to use less-than-lethal techniques and/or weapons to protect themselves or others from physical harm, restrain or subdue a resistant individual, and safely and effectively control an unlawful situation. In these situations, police officers will evaluate the totality of the circumstances to determine which approved weaponless control techniques and/or less-than-lethal weapons may most effectively de-escalate the incident and bring the situation under control in a safe manner.

TRANSPARENCY & ACCOUNTABILITY

Independent Investigations

If an officer uses deadly force, State Law Enforcement Division (SLED) investigates the incident and presents the completed investigation to the Solicitor's Office.

The Solicitor determines whether the use of deadly force was lawful or if the officer(s) should be criminally charged. An internal affairs investigation will also be conducted to determine if the officer violated department policies.

Tracking and Monitoring Use of Force Incidents

The department has procured IAPro, a software program that improves IA's ability to track Use of Force incidents and officer-involved shootings. This software will also support an early intervention system, allowing command staff and front-line supervisors to identify, address and prevent problematic behavior before it escalates to a matter for Internal Affairs.

TRANSPARENCY & ACCOUNTABILITY

Body-Worn Camera (BWC) Program

In 2015, the North Charleston Police Department began implementing the body worn camera (BWC) program. The availability of BWCs enhances documentation of police-public contacts, arrests, and critical incidents, improves public trust, and advances the departmental goal of transparency.

The BWCs are not only utilized by all uniformed officers but by all transport officers, animal control officers, and plainclothes officers who have a reasonable expectation that they will interact with the public. NCPD's body-worn camera policy requires officers to wear BWCs while on duty and performing any uniformed law enforcement function, as well as any off-duty assignment.

BWCs are activated upon arrival at the location and remain on until the call is cleared. If interruption occurs during the recording, the officer will document the reason for the interruption of the recording in a report. The documentation can be in the form of an incident report, supplemental report, or other means approved by the Chief of Police. If an officer fails to activate the Body Worn Camera in accordance with policy, the officer will document the reason why a recording was not made. Documentation can be made as previously indicated above. Officers will inspect and test the Body Worn Camera prior to each shift to verify proper functioning. If a malfunction is found officers will provide written notification, via memorandum or email, to their immediate supervisor. The supervisor will forward the reported malfunction to the Support Services Bureau for repair or replacement.

Supervisors will view all BWC footage related to a Use of Force report. Furthermore, NCPD requires supervisors and commanders to randomly select, and review body worn camera videos monthly to ensure that policies and procedures are being adhered to and address any identified training issues.

BWC video/audio files are maintained by the department as determined by the retention policy. All complaints are thoroughly investigated and the BWC has proven to be a very useful tool in resolving complaints.

TRAINING & GEOGRAPHICAL OVERVIEW

Training

All officers are required to attend training and demonstrate proficiency with all approved and / or less-than-lethal weapons. The Training Section works with the Office of Professional Standards daily to review and develop needed training based on current trends within the agency.

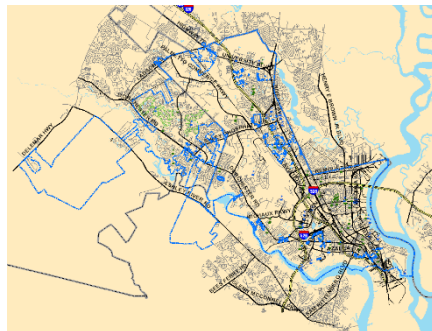
All courses in defensive tactics and firearms incorporated elements of de-escalation. Officers are also provided stress mitigation training integrated into a reality-based training platform.

In order to be authorized to carry lethal and /or less-than-lethal weapons, police officers must:

- Review in PowerDMS and sign the Departments policy on the Use of Force
- Receive instructions on the use of Force Policy.
- Complete and pass a written Use of Force Test.
- Demonstrate proficiency in the use of all authorized weapons (for on and off-duty)

Geographical Overview

The City of North Charleston is the third largest city in the state of South Carolina. According to the census bureau, the population is 47% African American, 45% white, 10% Hispanic, and 3% Asian. The average age of a citizen in the city is 32 years of age. Patrol divisions are divided into three separate bureaus servicing the North, Central, and South regions of the city.



USE OF FORCE DATA

USE OF FORCE INCIDENT

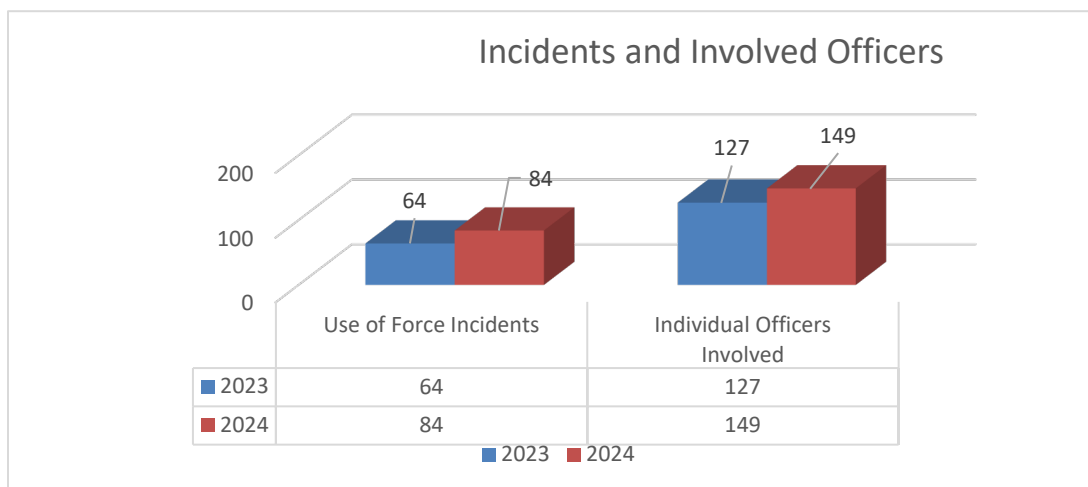


Figure 2: Number of times a use of force was reported and the number of involved officers. **Data Source:** NCPD, IA PRO

During 2024, there were 84 Use of Force reports submitted. There was a total of 149 individual officers involved in these 84 incidents, with some officers using force more than once throughout the year. The data shows a increase of 31.25% in use of force reports submitted from 2023 to 2024. The number of individual officers involved increased to 149 from 127.

USE OF FORCE DATA

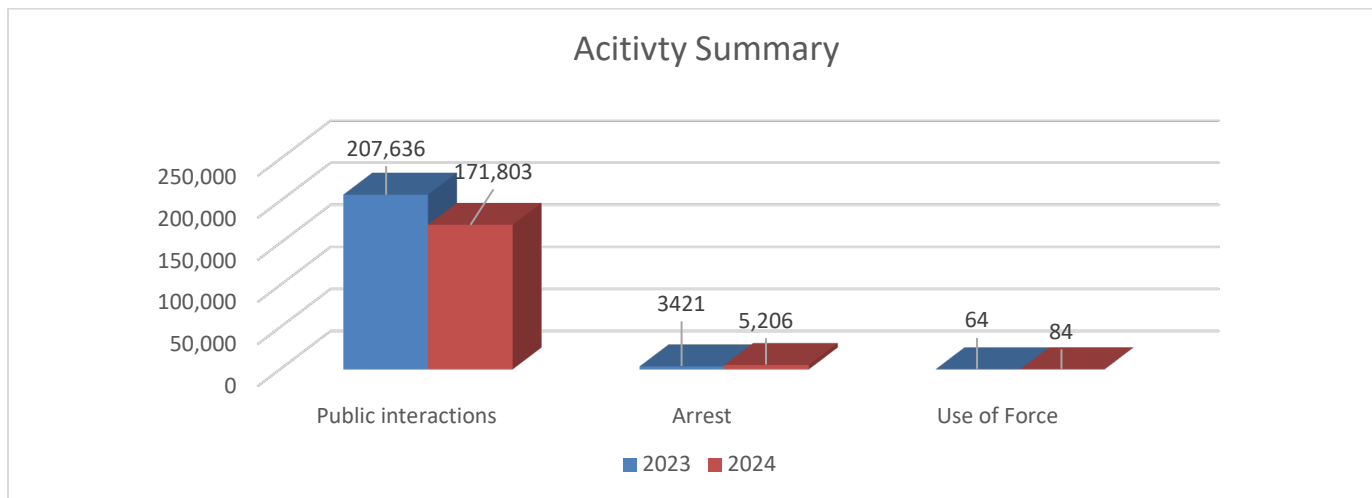


Figure 3: Summary of NCPD Public Interactions, Arrests, and Use of Force Incidents. **Data Source:** NCPD, IA PRO

This data indicates force being used in less than .05% of the estimated public interactions and less than 2% of the arrests made in 2024, compared to .03% of the estimated public interactions and 1.8% of the arrests made in 2023. This comparison indicates that for the overwhelming majority of public interactions and arrests, officers rarely use force in response to resistance in the performance of their duties and both years show similar summaries.

USE OF FORCE DATA

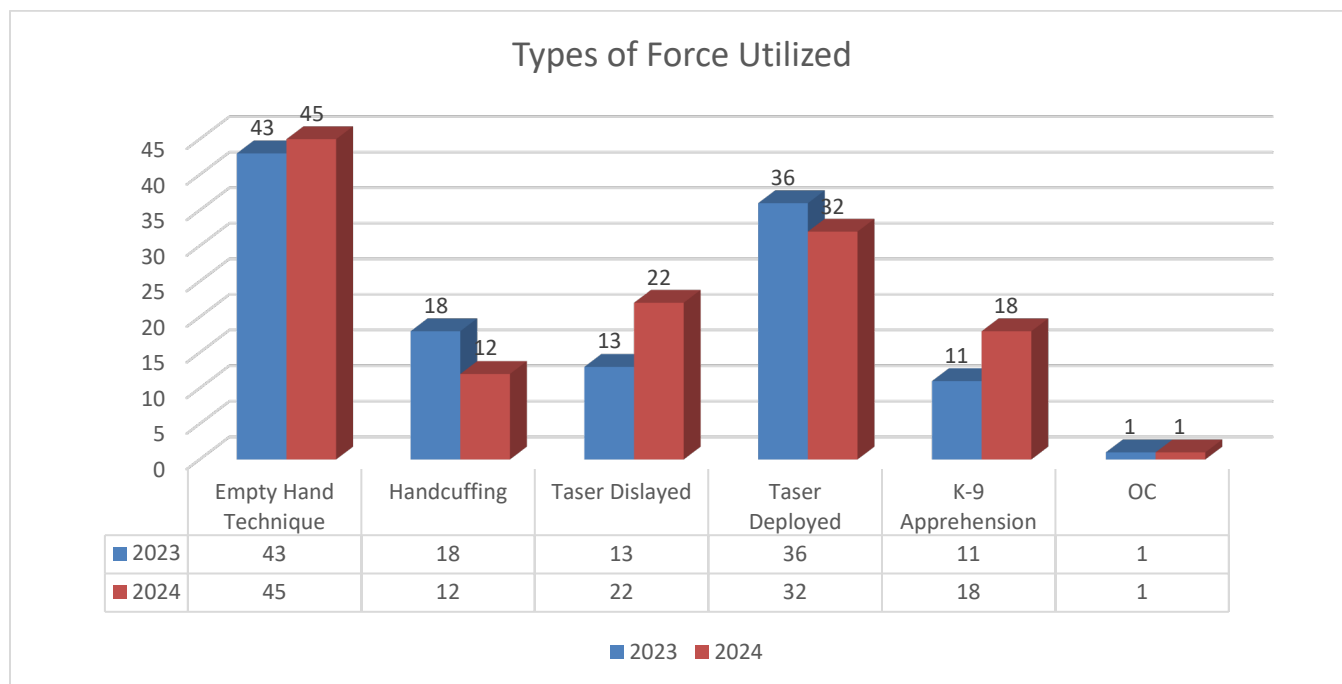
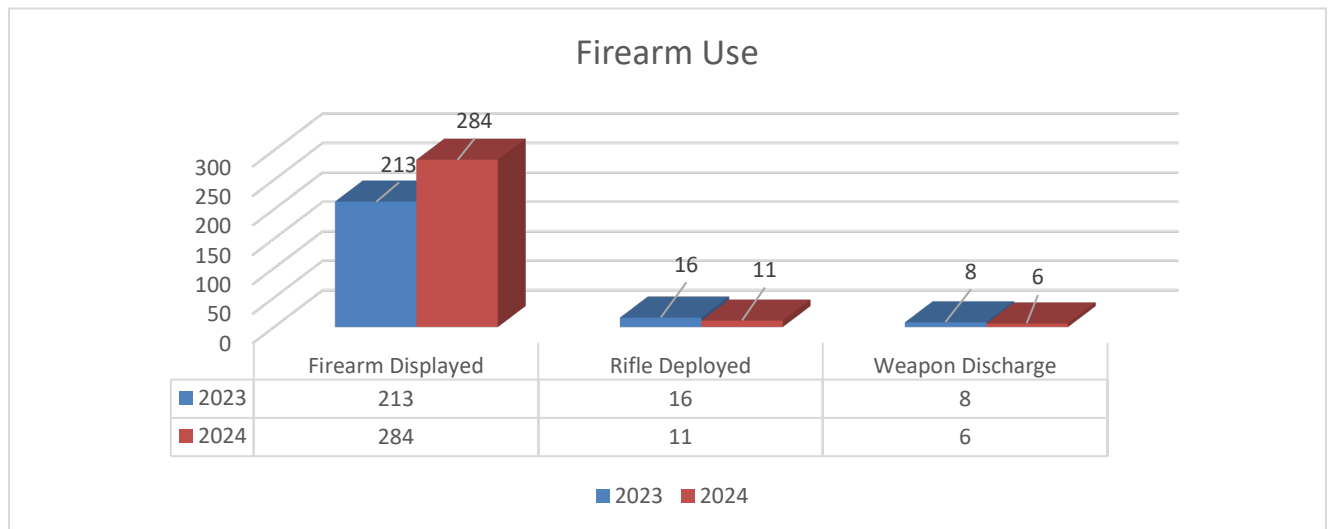


Figure 4: Weapons used by Officers during Use of force incidents.

Any single use of force incident may have included the use of multiple weapons or types of force used by one or more officers which is why the number of weapons used is greater than the number of incidents.

Officers must report when force is used at a level 4 or higher or if there is reported injury. Therefore, not all empty hand techniques and handcuffing are considered a use of force event.

USE OF FORCE DATA



Officers must also report to their chain of command when their firearm or Taser is removed in the view of the public and/or when their firearm is displayed to gain compliance. Throughout the year 2024, the number of officers that displayed/pointed their firearms was 284 and the displaying of a Taser was 61. In 2024 the weapons discharged was 6, which was five incidents involving 6 officers, in an officer involved shooting.

There was an increase in show of force events. The removal of a firearm and/or Taser is used in a multitude of scenarios to include high-risk traffic stops, building clearances, suicidal subjects, response to in-progress felony calls, etc. The frequent occurrences of these types of responses allow officers to de-escalate incidents by either the necessary display of the weapon, thereby gaining compliance, or with the good use of verbal skills.

USE OF FORCE DATA

2024 Demographics in Use of Force Incidents

It is important to point out that it is very common for one single response to resistance/aggression incident to have involved more than one citizen or more than one officer. For example, one incident can involve a single citizen, but involve several officers, which might be the case in a High-Risk Car Stop. Conversely, a single use of force incident can involve several citizens and one officer, which might be the case in a large physical disturbance. As well, use of force incidents involved the same individual citizens several times throughout the year.

The below table shows a breakdown of the Sworn Officer Demographics including race, sex, and age. As of January 2025, there are 306 Sworn Officers employed with the North Charleston Police Department.

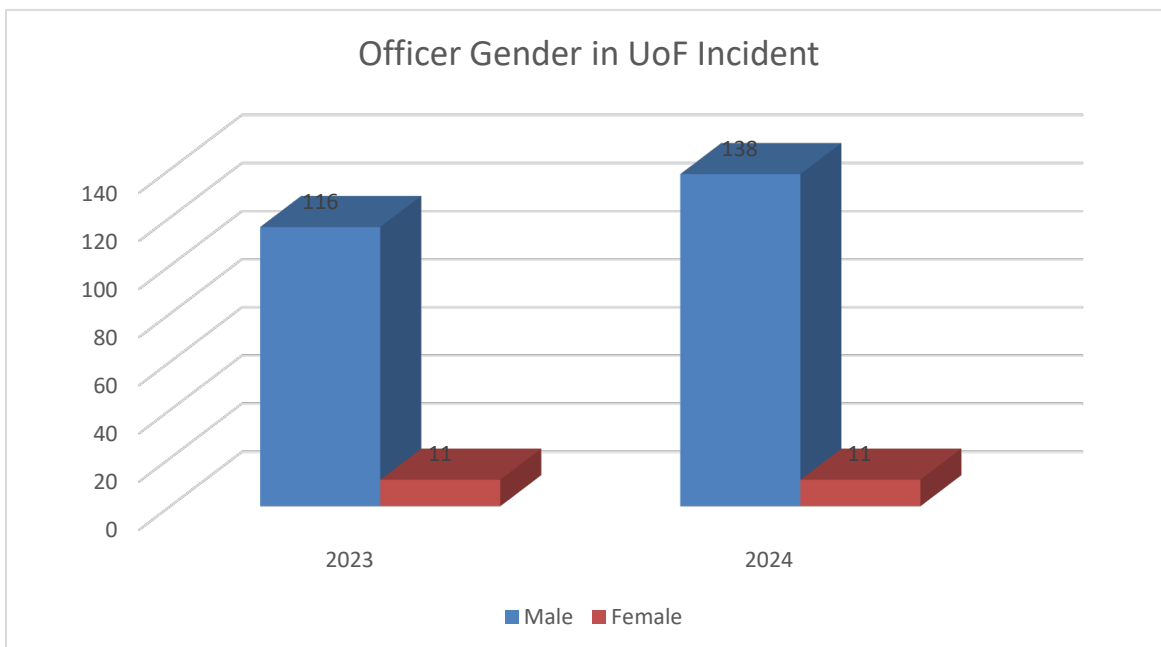
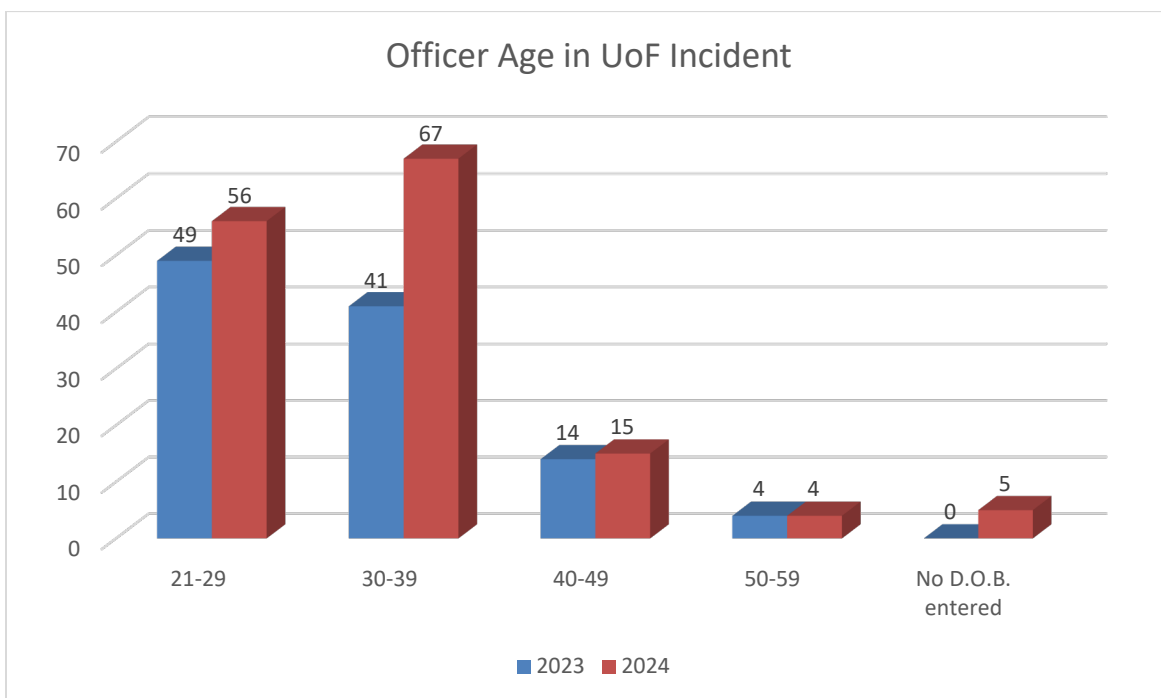
USE OF FORCE DATA

The demographic information with regard to the age, race, and gender of the officers in these incidents for both 2023 and 2024 is depicted in the following table and charts:

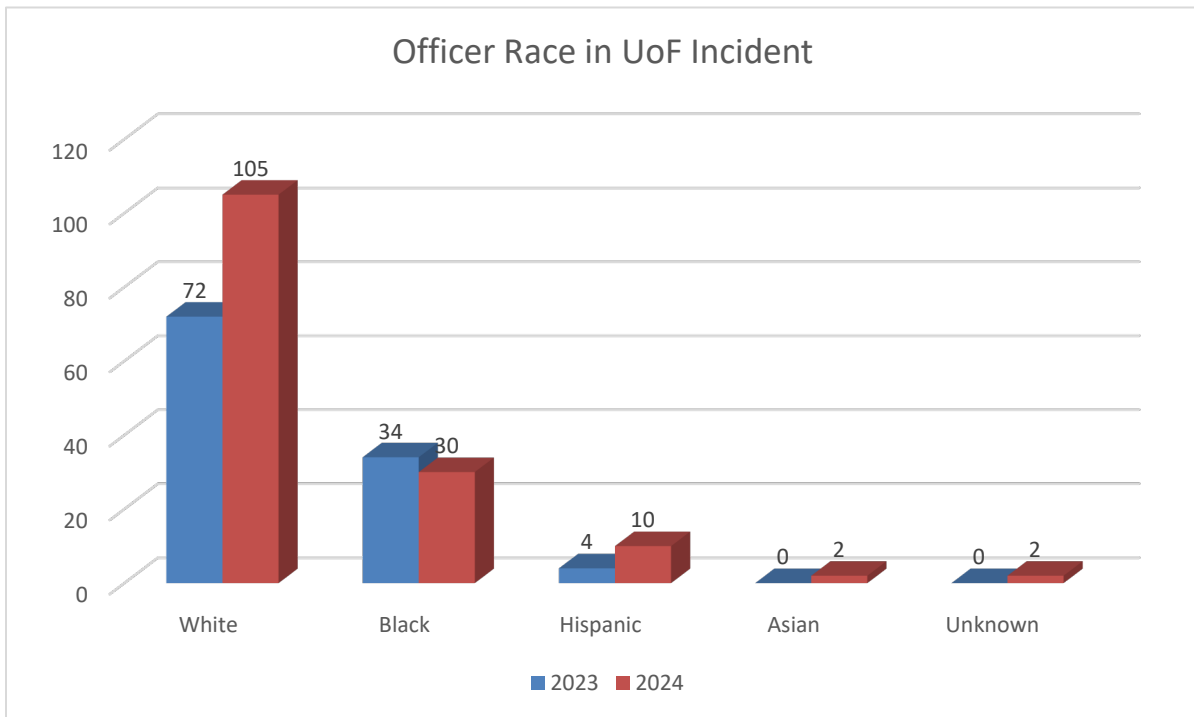
Officer Demographic Information	2023	2024
Total # of Individual Involved Officers	127	149
Age of Involved Officers		
21-29	49	56
30-39	41	67
40-49	14	15
50-59	4	4
60-69	0	0
No DOB Entered	0	7
Race of Involved Officers		
White	72	105
Black	34	30
Hispanic	4	10
Asian	0	2
Unknown	0	2
Gender of Involved Officer		
Male	116	138
Female	11	11

USE OF FORCE DATA

The demographic information with regard to the age, race, and gender for the citizens in these incidents for both years is depicted in the following table and charts:

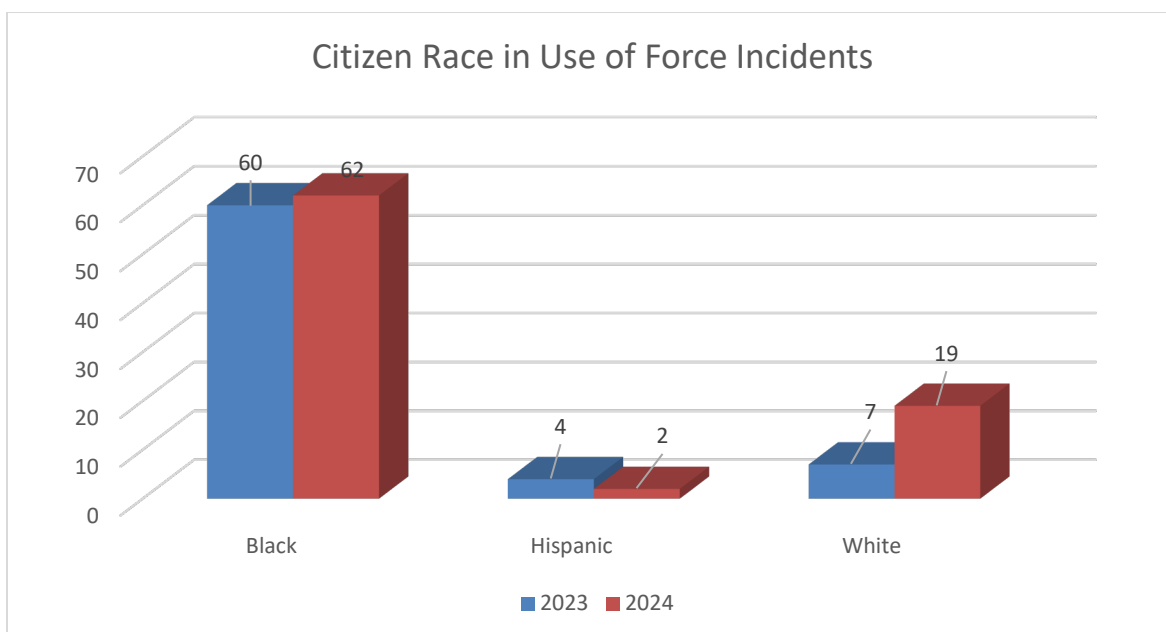


USE OF FORCE DATA

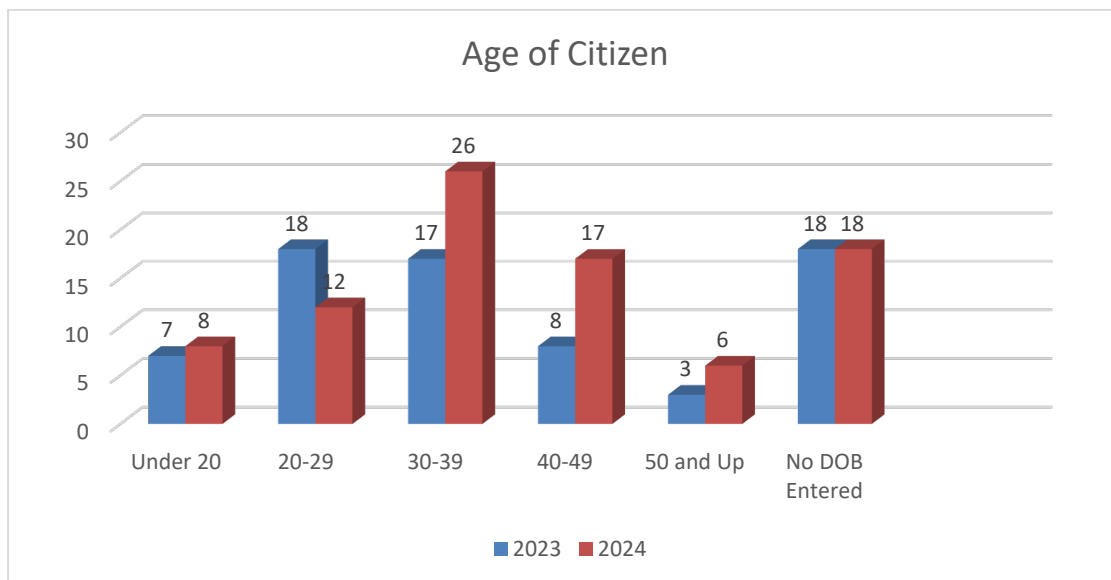
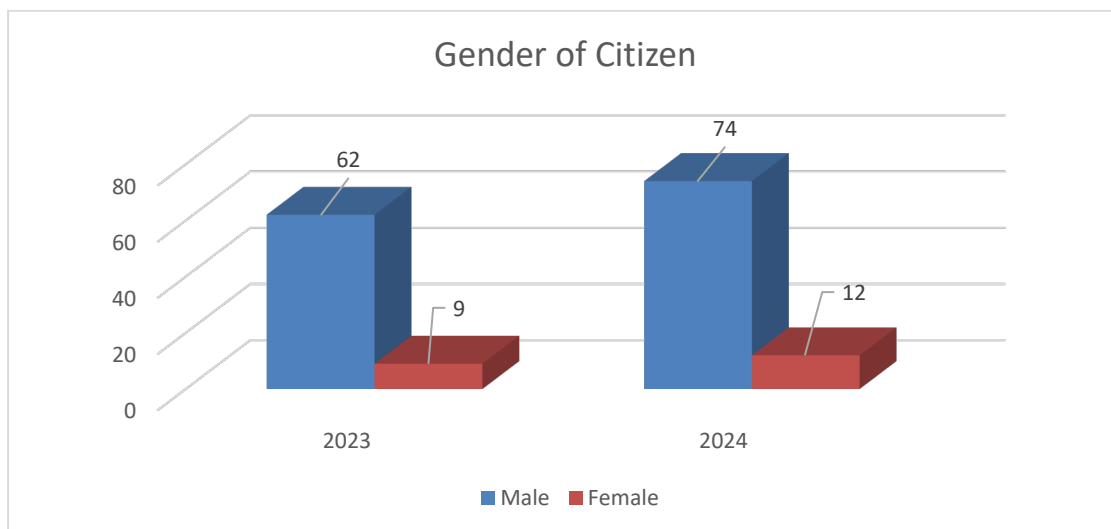


USE OF FORCE DATA

2023		2024	
Citizen Total	71	Citizen Total	87
Race of Involved Citizen		Race of Involved Citizen	
Black	60	Black	62
Hispanic	4	Hispanic	2
White	7	White	19
Unknown	0	Unknown	3
Gender of Involved Citizen		Gender of Involved Citizen	
Male	62	Male	74
Female	9	Female	12
Unknown	0	Unknown	1
Age of involved Citizen		Age of involved Citizen	
Under 20	7	Under 20	8
20-29	18	20-29	12
30-39	17	30-39	26
40-49	8	40-49	17
50 +	3	50 +	6
No DOB Entered	18	No DOB Entered	18



USE OF FORCE DATA



The analysis of the officer and citizen demographics did not yield any significant concerns regarding the response to use of force actions administered by NCPD personnel during citizen encounters in 2024. In 2024, the majority of use of force submissions were also from officers employed 5 years or less.

USE OF FORCE DATA

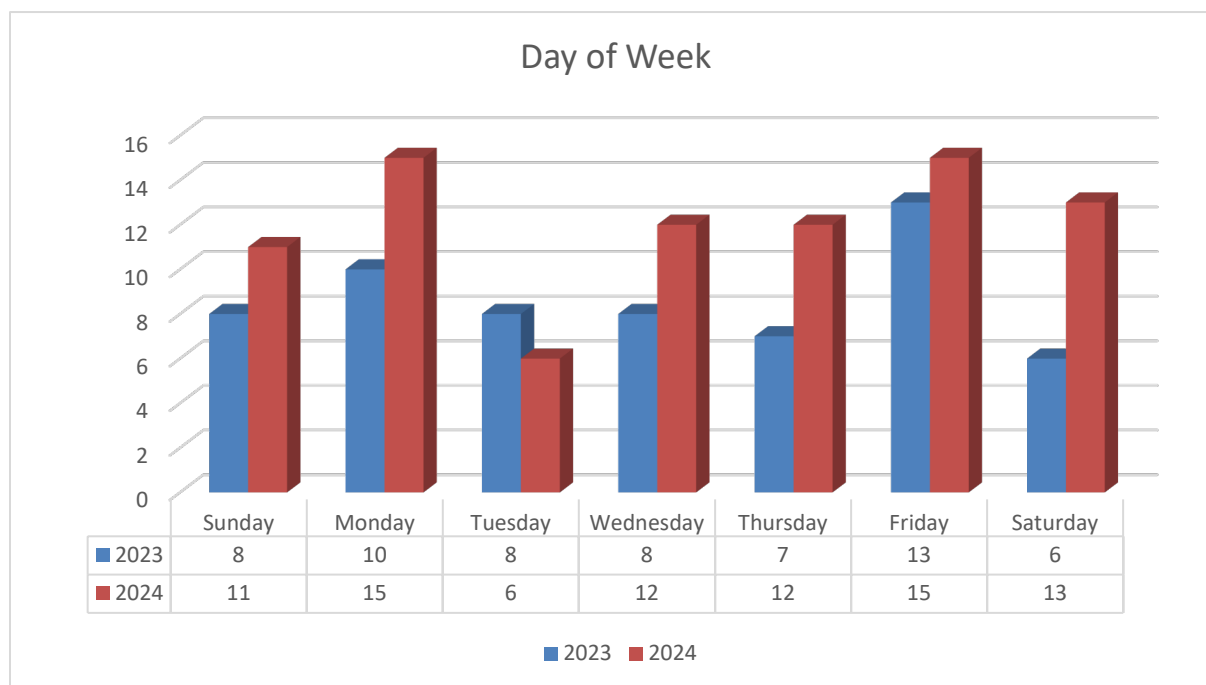
USE OF FORCE DATA

2024 Day of the Week and Time of Day Analysis

The tables and charts below depict the day of the week and the time of day when a use of force incident occurred between a citizen(s) and officer(s).

An analysis of use of force occurrences by day of week and time of day shows the most common day of the week for such incidents changed from 2022 to 2023. In 2023, Friday was the most common day for force to be used at 20%, followed by Monday at 15%.

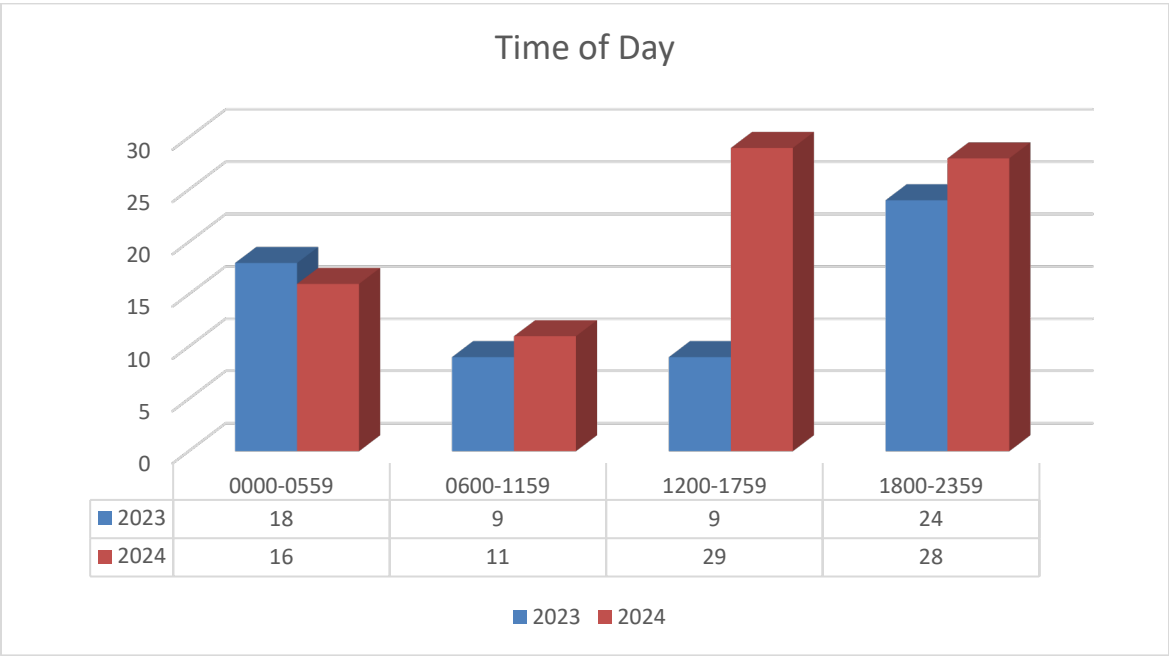
Day of Week Use of Force Events Occurred		
	2023	2024
Sunday	8	11
Monday	10	15
Tuesday	8	6
Wednesday	8	12
Thursday	7	12
Friday	13	15
Saturday	6	13



USE OF FORCE DATA

An analysis of use of force incidents for 2024 shows that the most common time of day for such incidents was between 1800-2359 hours and 0600-1759 occurring least often. The data for 2022 shows a similar frequency of occurrence based on time of day. The increase in criminal activity in the hours of dusk and darkness can lead to an increased number of police responses for both calls for service and self-initiated events.

Time of Day				
	0000-0559	0600-1159	1200-1759	1800-2359
2023	18	9	9	24
2024	16	11	29	28



2024 Injuries during Use of Force Incidents

Out of the 84 Use of Force incidents reported in 2024, 11 officers were injured during 5 of these incidents. All the injuries were minor or moderate, such as lacerations, scratches, abrasions, stitches, etc.

There were 57 citizens injured during the 84 use of force incidents, all of which were also considered minor, except for the officer-involved shootings that resulted in one gunshot wound and 4 suspect deaths.

Officer Involved Shootings

There was five officer-involved shooting in 2024 involving six officers. The South Carolina Law Enforcement Division (SLED) conducted a criminal investigation into the citizen shootings. The incident involved six officers which resulted in the suspects death. In the shootings, the Solicitor reviewed SLED's investigative report and subsequently ruled that the officers were justified in their actions with no wrongdoing.

Training

The Office of Professional Standards and the Training Section work together under the Accountability Bureau to enhance communications. The structure creates an open dialogue between investigators and the training staff to identify problems and develop solutions. This relationship also provides training staff with a unique opportunity to offer officers information that can prevent future disciplinary action. These two offices meet once a month to discuss trends and concerns noted by each section.

The North Charleston Police Department encourages and trains officers to use de-escalation. De-escalation is a critical tool in the police officer's arsenal, allowing them to defuse tense and potentially volatile situations before force becomes necessary. Considering recent events, there has been a significant emphasis on the need for police officers to be trained in de-escalation techniques. De-escalation involves verbal and non-verbal strategies to reduce tension and diffuse potentially violent situations. This can include calming language, active listening,

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empathy-building and creating a sense of safety and understanding through communication. The need for de-escalation is particularly urgent in situations involving people with mental health issues and those with a history of violence or mistrust between the police and the community. In such cases, de-escalation can help to avoid violence, promote mutual understanding, and build trust between the police and the community.

Police officers are trained to de-escalate situations whenever possible, but there may be cases where de-escalation strategies are ineffective or unsafe. In such situations, force may be necessary to protect themselves, others, or property. The use of force must always be reasonable and proportional to the threat faced by the officer, and officers may use a range of tools and techniques to achieve control over the situation. It is important to note that force should be a last resort and used only when all other options have been exhausted. Ultimately, successful policing comes from the ability to create a balance between enforcing the law and maintaining public trust and community support.

Implicit bias training is vital for the North Charleston Police Department because it helps them to recognize and address their unconscious biases. As humans, we all have biases that influence our perceptions and decision-making. These biases can cause us to make assumptions about people and situations that may be inaccurate, unfair, and harmful. In the case of law enforcement, these biases can lead to discriminatory practices, excessive use of force against certain groups, and a breakdown in community trust. The department provides outside training through the Racial Inequality Institute, COPS, and other sources to provide consistent training. During the training of all new hires, they are placed in a “View of a Citizen Program.” This program has guest speakers from the community interacting with our officers. The officers later work side by side with those communities. By providing police officers with implicit bias training, they can become more aware of their biases and learn strategies to mitigate their effects. This can help reduce racial profiling incidents, minimize excessive force

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use and improve relations between law enforcement and the communities they serve. Ultimately, implicit bias training can make police officers more effective in their jobs and help them provide safer and more equitable services to all community members.

The training sections conduct a Pre-Academy for the recruit program for all officers. The program is 10-12 weeks in duration and includes, but is not limited to, the following areas: Criminal Law, ethics, physical fitness, firearms, less lethal weapons, defensive tactics, procedural justice de-escalation, report writing, first aid, CPR, active shooter response, and departmental functions. Officers are then sent to the SCCJA for eight weeks of further training. Once they return from SCCJA they conduct one more week of ethics and procedural justice training before being released to their Field Training Officer. The Field Training Program consists of 9 weeks of on-the-job training. The training staff then interviews new officers to test competency.

The North Charleston Police Department moved its training facility to the Trident Technical College Thornley campus in 2023. The North Charleston and Trident Technical College Reality-Based Training Center (RBTC) is an 8,000-square-foot building that will house North Charleston Police Training Section. This will serve the department and community education through future programs. The training section will focus on reality-based training while implementing concepts of procedural justice. Reality Based training is considered important to provide reality-based training for police officers as it helps them prepare for different scenarios that they may encounter in the line of duty. This type of training incorporates real-life situations that officers may face, which allows them to practice and improve their decision-making skills in a safe environment. It also helps officers learn how to de-escalate situations, use appropriate force when necessary, and effectively communicate with individuals from diverse backgrounds. Reality-based training and procedural justice are complementary approaches that can help law enforcement agencies build stronger and more effective relationships with the communities they serve. By preparing officers to handle real-world situations and to approach every encounter with a commitment to fairness and respect, law enforcement agencies can promote better outcomes for everyone involved.

Internal Affairs Unit

The department has a well-established process for receiving, investigating, and adjudicating complaints made by citizens, co-workers, and supervisors regarding allegations of employees' misconduct in a timely manner.

It is the mission of the Office of Professional Standards (OOPS), within the Accountability Bureau, to ensure public confidence in the department through objective and thorough investigations of all allegations of employee offenses. It is the policy of the North Charleston Police Department to accept and appropriately investigate all complaints, including anonymous complaints, against department employees, both internally and externally, to equitably determine the validity of any allegation.

The Office of Professional Standards currently has a staff of one lieutenant, two sergeants, and a civilian administrative specialist. The members of the Office of Professional Standards report to the Major of the Accountability Bureau, who in turn, reports directly to the Chief of Police.

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Making a Complaint

Complaints against NCPD Employees can originate externally (from a citizen) or internally (from an employee of NCPD). A complaint can be submitted in a variety of ways:

- **Email**- the Office of Professional Standards at Officeofprofessionalstandards@northcharleston.org
- **Website** - <https://www.northcharleston.org/government/police/file-a-compliment-or-concern/>
- **In-Person** – File a written or verbal in-person complaint at NCPD Headquarters at City Hall, NCPD North Bureau, or NCPD South Bureau.
- **Mail** – Send a letter to:

North Charleston Police Department
ATTN: Office of Professional Standards
2500 City Hall Lane
North Charleston, SC 29406
- **Phone** – Call the Office of Professional Standards at 843-740-2889.

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Investigations

A complaint is defined as an expression of discontent, dissatisfaction, or accusation made in a written or verbal form that alleges illegal activity, misconduct, or a violation of rules or regulations of the police department and/or the policies and procedures of the City of North Charleston.

A complaint is reviewed and then assigned to either the chain of command of the involved employee or an investigator in the Office of Professional Standards. The nature of the complaint determines the investigating entity; however, all cases are centrally recorded, tracked, and managed by the Office of Professional Standards, to ensure timely completion and consistency.

While all allegations of misconduct are considered important to the department, the Office of Professional Standards investigates allegations of misconduct that generally carry more serious consequences for the employee, the department, or community confidence in the police, while supervisors investigate those with less serious consequences. For example, the Office of Professional Standards would investigate complaints of excessive force or unbecoming conduct, while an employee's unit supervisor would investigate allegations of rudeness.

Types of Dispositions

The disposition of all investigations, whether investigated by the Office of Professional Standards or assigned to a supervisor with the rank of Lieutenant or above, will be investigated to a factual conclusion and adjudicated through one of the following findings:

- **Exonerated** – Incident occurred, but the employee's actions were proper.
- **Sustained** – The allegation is supported by sufficient evidence to justify a reasonable conclusion that the allegation is factual.
- **Not Sustained** - There is insufficient evidence to prove or disprove the allegation.
- **Unfounded** – Allegation is false or not factual.
- **Not Involved** – Officer was not present at the time the alleged misconduct occurred.

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Once an investigation is complete, the complainant will be notified of the disposition. In matters where a violation was deemed sustained, the complainant will be notified that appropriate action has been taken by the department. Information regarding any related discipline will not be provided due to Human Resource privacy rules.

Discipline Procedures

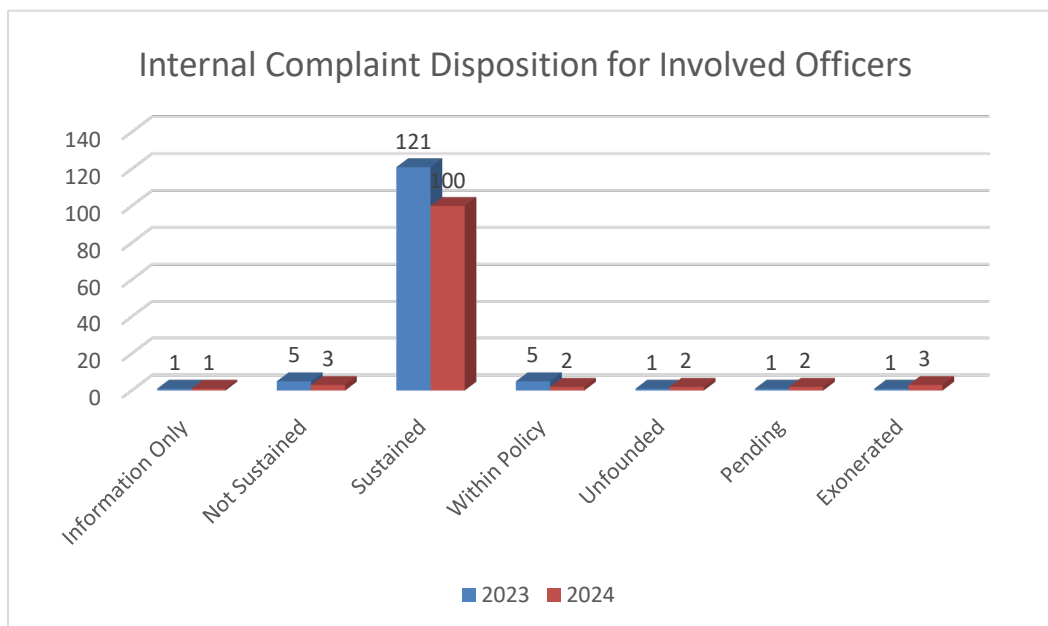
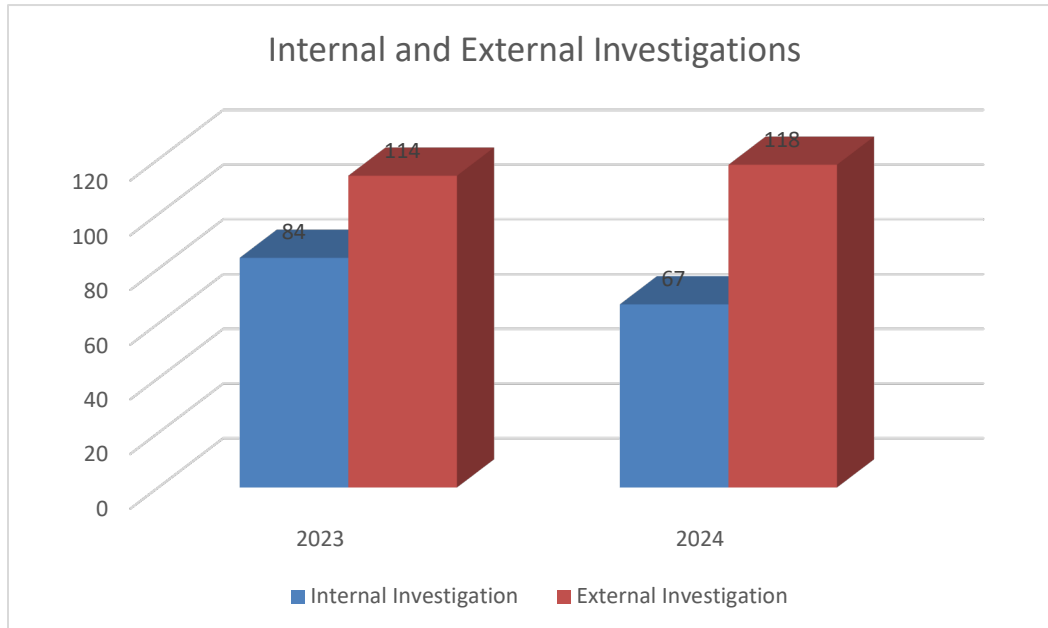
The investigator handling any Administrative Investigation will recommend a finding. The case will then begin the executive command review process, which is when the department's command reviews the case and agrees or disagrees with the recommended finding. During the review for corrective action, all information associated with the investigation must be reviewed by command. During the process of dispensing corrective or disciplinary actions for sustained allegations, command will review the employee's discipline history and consult the disciplinary matrix. This will maintain consistency with the amount and type of discipline that the employee may receive. The action to be taken will be determined by the disciplinary matrix. It will be commensurate with the circumstances surrounding the incident while considering the employee's service record and any prior sustained complaints. Corrective action and disciplinary action should serve to encourage the employee to perform at an acceptable level in the future.

Types of Discipline

- Mediation
- Verbal or Written Counseling
- Employee Assistance Program
- Remedial Training
- Written Reprimand
- Suspension
- Demotion
- Termination

INTERNAL AFFAIRS

Investigations and Dispositions



INTERNAL AFFAIRS

Sustained Allegations - 2024	
Actions Taken	Number
Counseling	65
Letter of Instruction	87
Performance Improvement Plan	0
Termination	14
Resigned in Lieu of Dismissal	2
Written Reprimand	57
Suspension	28
TOTAL	256

The investigations from 2024 resulted in a total of 256 actions taken. It is important to note that for some of the allegations more than one action was taken. For example, an officer may have received a written reprimand and remedial training for one allegation. There may be circumstances when an officer may have had three sustained allegations, but only one action was taken to cover all three allegations.

As indicated in the graph above, The Office of Internal Affairs documented managed, or handled 256 investigations throughout the calendar year of 2024. This is a slight increase from the previous year of 2023, during which the Office of Internal Affairs managed 232 investigations. It should be noted that investigations may contain multiple allegations and involve multiple officers.

- Example: An officer attempting to arrest a suspect gets involved in a physical altercation with the suspect and uses an intermediate or less-lethal weapon. Two additional officers respond to assist and help the primary officer restrain the suspect. All three officers are required to complete a separate use of force report justifying their actions.

IAPro and BlueTeam were introduced in 2021 which took time to reach full reporting frequency. As supervisors became comfortable with the software, internal complaints increased the fourth year of use (2024). The increase in reports, action taken, and data recording is the goal of implementing the new program.

Demographic Externally Generated Cases

There were 193 employees linked to the 104 externally generated cases in 2023, and there were 170 employees linked to the 98 externally generated cases in 2024. The demographic information with regard to race and gender for the employees in these cases for both years is depicted in the table below.

Officer Demographic Information	2023	2024
Total # of involved Employees	104	98
Race of involved employees		
White	69	69
Black	36	29
Asian	11	7
Hispanic	10	6
Gender of involved employee		
Male	98	84
Female	13	19

VEHICLE PURSUITS & COLLISIONS

Vehicle Pursuits – Policy and Practice

The Office of Professional Standards conducted a review of departmental policy O-03 (Vehicle Pursuits and Operations) and reporting procedures which states the following:

- Officers must exercise sound discretion to engage and continue in a pursuit. Vehicle pursuits are high risk situations that require restrictions based on the following considerations: (a) does the seriousness of the crime warrant a chase at high speed; (b) what is the possibility of apprehension; (c) is the offender known and can they be located at another time; (d) will the pursuit take place on residential streets, a business district, or freeway; (e) officers must remember that the citizens using the public highways are not looking for or expecting police pursuits, therefore officers should not assume that other motorists are aware of their presence; (f) officers must also remember that children are drawn towards emergency vehicles instead of being cautioned away from them; (g) traffic and road conditions; (h) weather conditions and visibility; and, (i) is the risk to the public greater than the need for pursuit

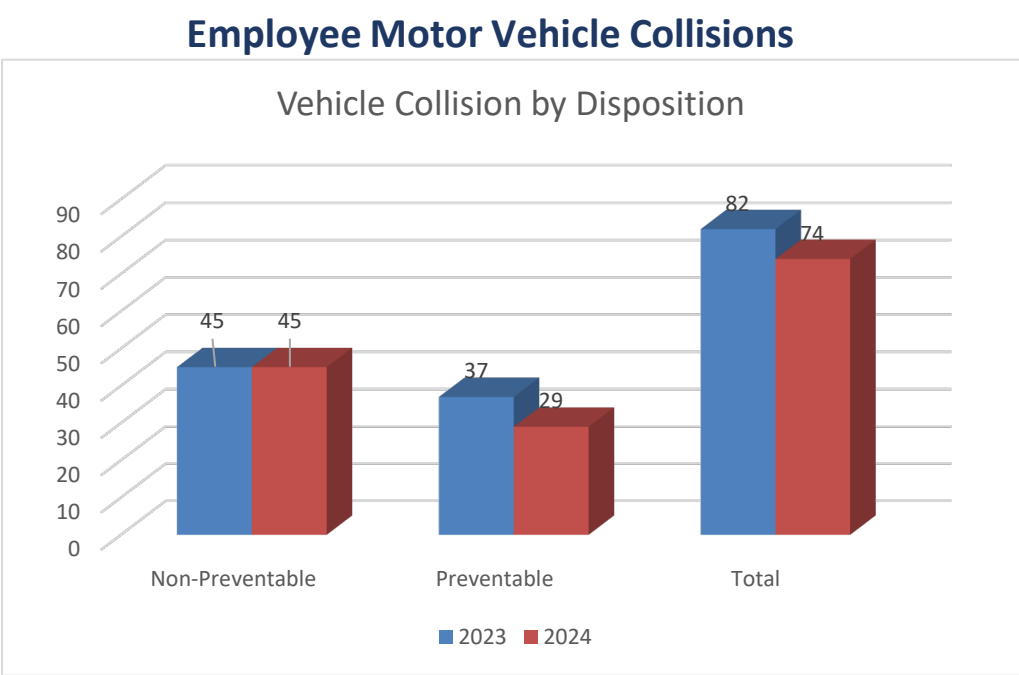
VEHICLE PURSUITS & COLLISIONS

The Office of Professional Standards has completed an analysis of the 164 vehicle pursuits during 2023.

NCPD Pursuits	2023	2024
Total Pursuits	164	134
Officers Involved	457	375
Policy Compliant	90	116
Policy Non-Compliant	74	18
Injuries		
Officers	4	3
Suspect	44	15
Other	0	0
Reason Initiated		
Traffic Offense	105	91
Criminal Offense	55	37
Agency Assist	4	6

Offenses Initiating Pursuit		
	2023	2024
Criminal Misdemeanor	22	18
Violent Felony	13	8
Non-violent Felony	17	11
Traffic Offense	108	91

The number of vehicle pursuits in 2023 increased by 35 compared to the year 2022. 74 pursuits were deemed to not be within NCPD policy, which increased from the previous year.



The total number of collisions decreased slightly from 82 to 74. The collisions deemed at fault totaled 29, where not at fault collisions totaled 45.

