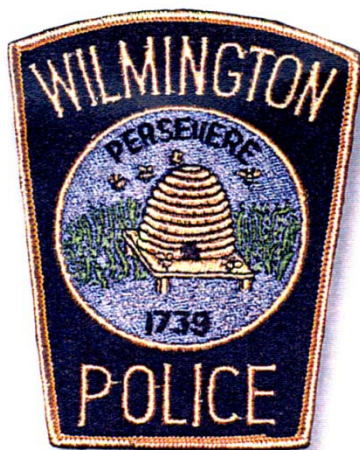




CITY OF
WILMINGTON
NORTH CAROLINA



2012 INTERNAL AFFAIRS ANNUAL REPORT



WILMINGTON POLICE DEPARTMENT
OFFICE OF THE CHIEF ANNUAL REPORT 2012

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FOREWORD BY CHIEF

The Wilmington Police Department is presenting to our community the 2012 Internal Affairs Annual Report. The men and women of WPD are committed to providing “World Class Service” while maintaining the highest degree of integrity and trust. Our Internal Affairs process plays an integral role in building and maintaining that trust.



The Professional Standards Section has created this annual report for our citizens in an effort to be as transparent as possible. Our hope is that this report will help you understand the seriousness with which we approach your complaints and the processes we follow. This report will give you an overview of our activities in 2012 and compare similar data from previous years.

It is my hope that you will find the information in this report reassuring and helpful. I look forward to working with all members of our community. We will work together and make this a better and safer place to live, work and visit.

Sincerely,

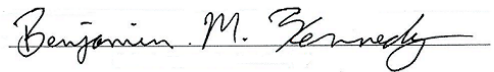
A handwritten signature in black ink, appearing to read "RM Evangelous".

Chief RM Evangelous

NOTE FROM INTERNAL AFFAIRS COMMANDER

For two decades I have had the honor and privilege to work for an organization that cherishes the values of integrity, trust, and professionalism. A police officer displays a badge on a uniform, which is symbolic of the public's trust. This trust is an honor and responsibility never to be betrayed. This office remains ever vigilant to issues that jeopardize the public's trust, and is ready to take swift action to prevent breaches of integrity. I am proud to work with a staff that is dedicated to the preservation of integrity, trust, and professionalism. Law enforcement organizations cannot function in the absence of such values.

Sincerely,



Lt. B.M. Kennedy

Wilmington Police Code of Ethics

"As a Law Enforcement Officer, my fundamental duty is to serve mankind; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation, and the peaceful against violence or disorder; and to respect the Constitutional rights of all individuals to liberty, equality and justice.

I will keep my private life unsullied as an example to all; maintain courageous calm in the face of danger, scorn, or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed in both my personal and official life, I will be exemplary in obeying the laws of the land and the regulations of my department. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty.

I will never act officiously or permit personal feelings, prejudices, animosities or friendships to influence my decisions. With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force or violence and never accepting gratuities.

I recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of the police service. I will constantly strive to achieve these objectives and ideals, dedicating myself before God (or deity of choice) to my chosen profession - law enforcement."

WILMINGTON POLICE DEPARTMENT MISSION STATEMENT



Partnership with the community



Respect for human dignity



Organizational excellence and accountability



Teamwork approach to problem solving



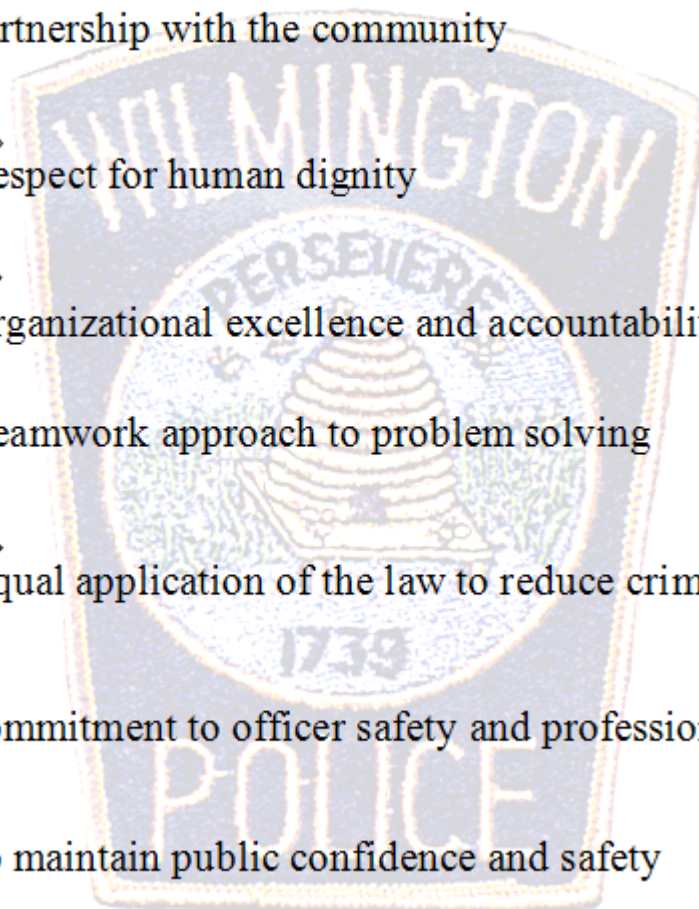
Equal application of the law to reduce crime



Commitment to officer safety and professionalism



To maintain public confidence and safety



COMMUNITY/WPD DEMOGRAPHIC DATA

City of Wilmington

Population: 2010 - 106,476

Male: 47.8%

Female: 52.2%

Caucasian: 73.5%

African-American: 19.9%

Other: 6.6%

Wilmington PD

Sworn: 249

Non-Sworn: 54

Male: 71.9%

Female: 28.1%

Caucasian: 80.0%

African-American: 17%

Other: 3.0%

Note: City of Wilmington comes from the 2010 U.S. Census Bureau

INTERNAL AFFAIRS RULES/POLICY

The Wilmington Police Department is dedicated to providing exceptional service to the citizens and employees through a problem solving approach, emphasizing a commitment to excellence through teamwork. Police employees are selected, held to the highest standards, and provided with the best training available. The ultimate goal of our strenuous selection/training process is to give our employees the very best preparation to make sound, appropriate, and respectable decisions. The Police Department is sincerely interested in both rewarding above average performance and in taking corrective action in those instances where an employee fails to meet our standards.

The Wilmington Police Department is governed by the United States Constitution, the North Carolina Constitution, North Carolina General Statutes, City Charter, City Ordinances, and Departmental Regulations. The Wilmington Police Department Policy Manual is a 567 page virtual document published in .pdf format to a common computer network drive, which is accessible to all police personnel. In that manual there are 87 specific rules for officer conduct, guidelines and protocols for how to handle specific situations, and various other documents necessary to manage a modern metropolitan police department. These rules cover the broader categories of behavior and performance expectations to which we hold all employees accountable. We recognize that despite our best efforts, there will be times when citizens, fellow employees or supervisors perceive an employee's behavior to be inappropriate, unethical, or illegal. When this occurs, our Internal Affairs staff uses well-established procedures for investigating and adjudicating complaints. Complaints, anonymous or not, are all accepted for investigation.

Investigations by Internal Affairs are triggered in the following ways: citizen complaints, internal referrals, involvement in an automobile collision, involvement in a use of force incident, involvement in a police pursuit, involvement in an injury event, or any other situation that is directed by the Chief of Police or the Commander of the Internal Affairs Unit.



INVESTIGATIVE FINDINGS

Once the investigation has been completed, a Finding will be established regarding whether a violation has occurred according to the evidence. Final dispositions are defined in departmental policies: 3.01 Internal Affairs, 12.05 Department Safety Committee, and City Policy 302. Final disposition status will be determined as follows:

- *Sustained* - The allegation is true and indicates improper conduct on the part of the employee being investigated.
- *Unfounded* - The allegation is false. The incident that was the basis for the complaint did not occur or that neither the Department nor Department employees were involved in the incident.
- *Not Sustained* - There is insufficient evidence to confirm or refute the allegation.
- *Exonerated* - The allegation is true, but employee's action was justified, lawful, and proper.
- *Policy Failure*- The employee acted in accordance with existing Departmental Policy and Procedure, however there is a flaw in the policy or there is not a policy to cover the circumstances.
- *Approved*-Generally reserved for Police Pursuits/Uses of Force
- *Approved P/V*-Approved, however, minor policy violations are noted
- *Policy Violation*-a blatant major violation of departmental policy
- *Preventable*-employee should have prevented the incident (auto collisions/injuries)
- *Non-Preventable*-there is nothing the employee could have done to prevent event (auto collisions/injuries)
- *Questionable*-it is unclear whether or not the employee could have prevented event(auto collisions/injuries)

INVESTIGATION TYPES

- I. **Citizen Complaint:** an investigation based upon statements of a citizen made in regards to an officer's on/off duty conduct.

- II. **Internal Investigation:** An internal investigation will be required in, but not limited to, the following situations involving serious allegations: allegations of corruption, allegations of excessive or improper use of force, breach of civil rights, criminal misconduct, false arrest or imprisonment, or any incident in which death or serious injury results from the acts or omissions of any Department employee

- III. **Special Investigations:** An investigation directed by either the Chief of Police or a Division Commander that does not fit into the above classifications.

Upon disposition of a case, the Internal Affairs investigator will mail a letter to the complainant to advise them their case has been investigated and the official disposition classification of the complaint. A complainant is not notified of the disciplinary disposition by Internal Affairs. WPD makes every effort to investigate and adjudicate all complaints within 14 days from the time a complaint is made. However, there are circumstances, including case complexity and witness unavailability, which may prevent this goal from being achieved in every instance.

COMPLAINT STATISTICS

CITIZEN COMPLAINTS

2011 Complaint Classifications

Abuse of Position	1
Biased Policing	6
Conduct Toward Public	24
Excessive Force	6
Constitutional Violation	3
Obeying the Law	1
Official Identification	0
On-duty Performance	21
Policy Violation	7
Total	69*

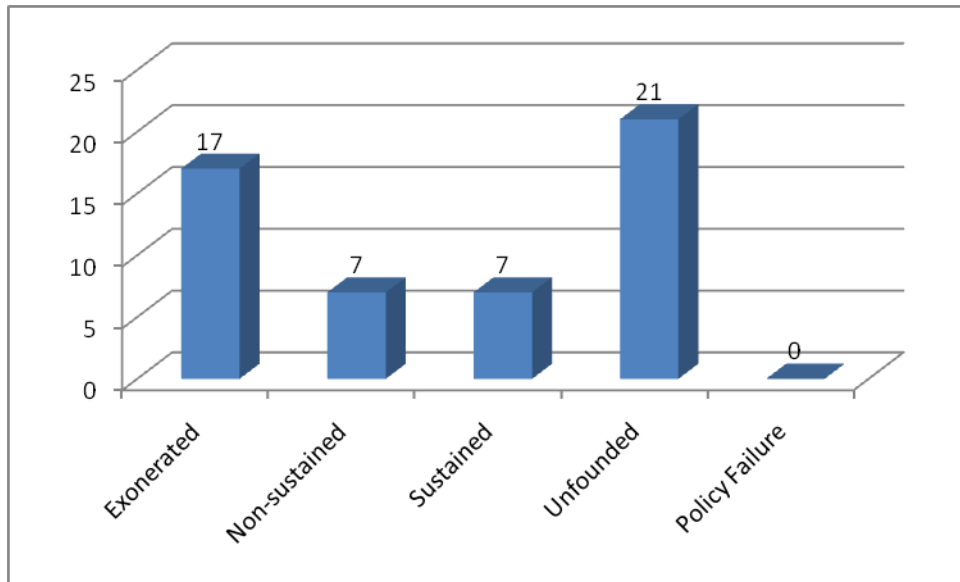
2012 Complaint Classifications

Abuse of Position	0
Biased Policing	1
Conduct Towards Public	24
Excessive Force	7
Constitutional Violation	7
Obeying the Law	2
Official Identification	0
On-Duty Performance	21
Policy Violation	10
Total	72*

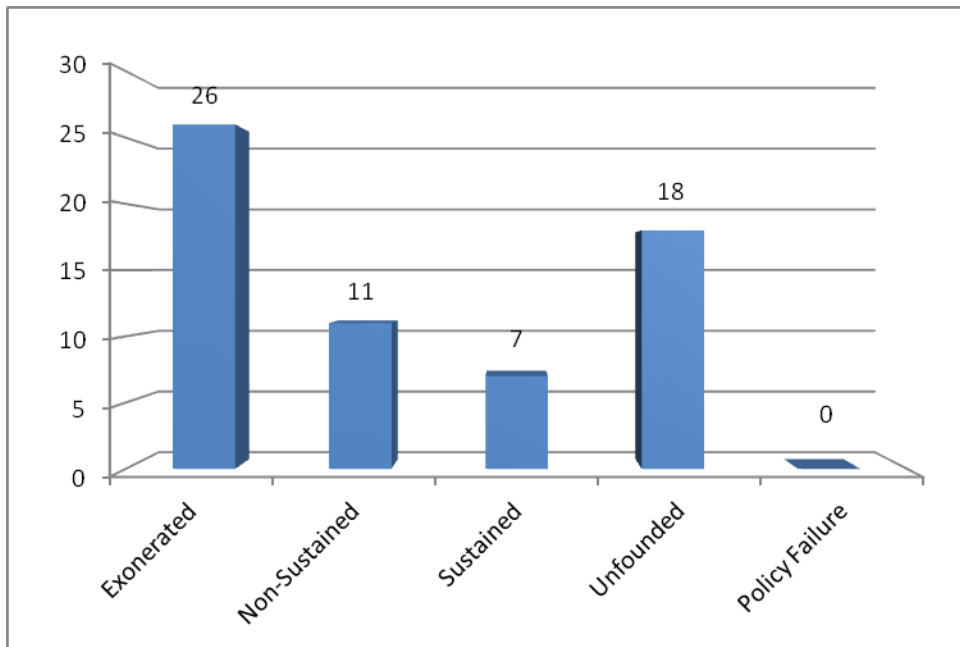
***some complaints contain multiple allegations**

CITIZEN COMPLAINT FINDINGS

2011 Complaint Dispositions



2012 Complaint Dispositions



Policy Failures are not sustained complaints, they are meant to show the officer followed the policy but the policy was flawed and did not meet certain standards. Complaints in 2012 increased to 63 from 52 in 2011. Though complaints have increased the number of sustained complaints remained at 7.

INTERNAL INVESTIGATIONS

Internal Investigations 2011

Criminal Violation	2
Criticism	1
Abuse of Equipment	1
Standard of Conduct	3
Truthfulness	1
On Duty Performance	1
Assisting Criminals	1
Constitutional Violation	1
Total	10*

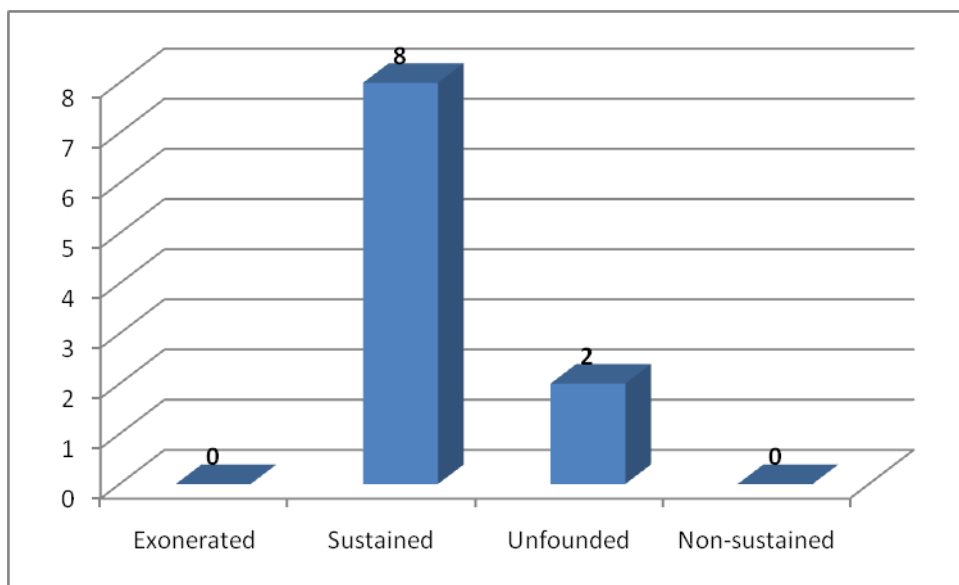
Internal Investigations 2012

On-Duty Performance	4
Firing Range Rules	1
Standard Of Conduct	7
Compromising Criminal Investigations	1
Abuse of Equipment	1
Insubordination	2
Truthfulness	2
Associations	2
Obeying the Law	2
Reporting Accidents	1
Dissemination of Information	1
Use of Force	1
Abuse of Authority	1
Total	25*

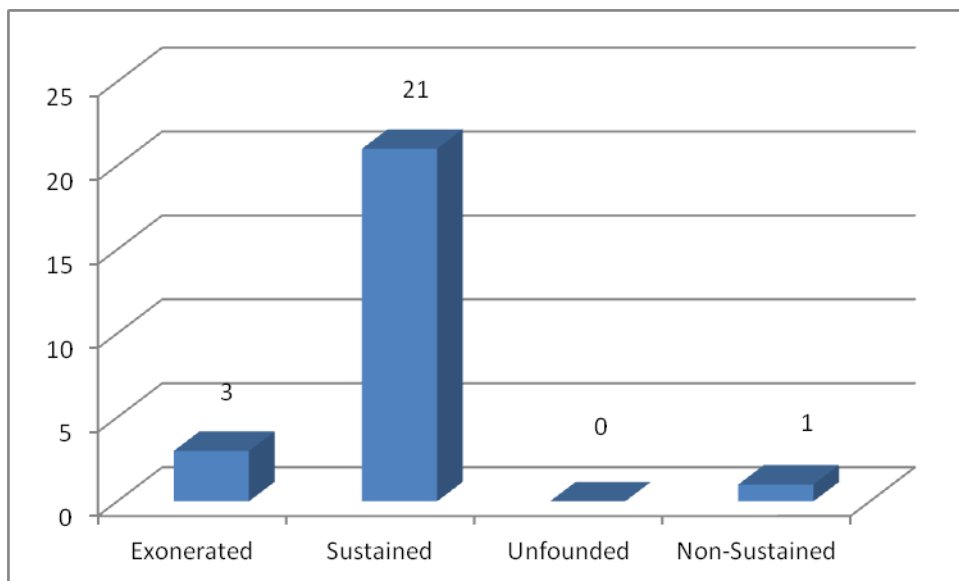
*some Internal Investigations contain multiple allegations

INTERNAL INVESTIGATIONS FINDINGS

2011 Internal Investigations Dispositions



2012 Internal Investigations Dispositions



Internal Investigations have risen from 10 in 2011 to 25 in 2012. Internal investigations usually stem from departmental personnel identifying a problem then handing it over to internal affairs. This can be seen as a positive that we are notifying internal affairs when we see a problem. However, it is disturbing that the sustained complaints have risen from 8 in 2011 to 21 in 2012. This is something the department should look into and see if there is an underlying problem.

SPECIAL INVESTIGATIONS

2011 Special Investigations

Attendance	4
Sleeping on Duty	1
Policy Violation	6
Driving	5
Truthfulness	3
Fitness for Duty	1
Insubordination	1
Departmental Reports	1
Criminal Investigation	1
Total Allegations	23*
*Some SI contain multiple allegations	

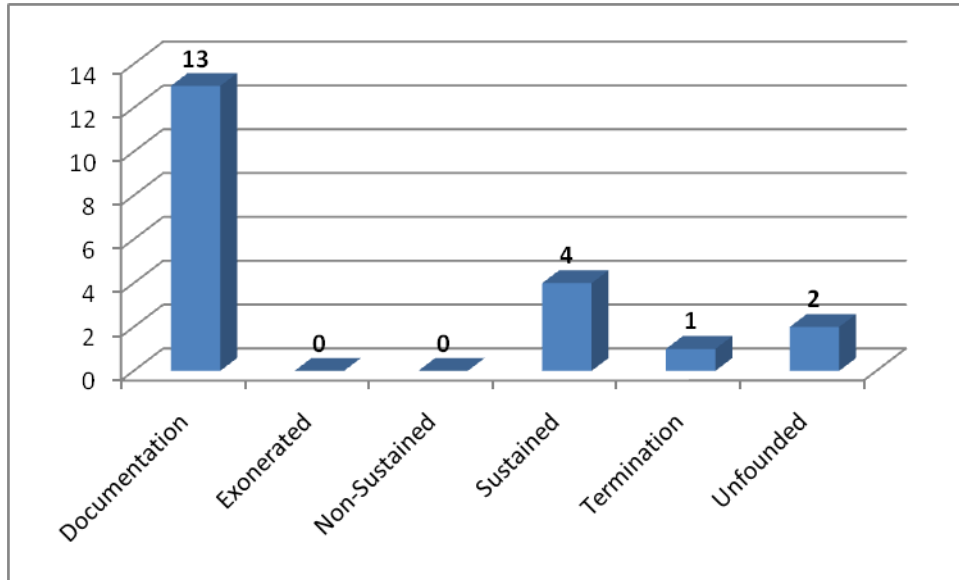
2012 Special Investigations

Attendance	2
Policy Violation	9
Insubordination	3
On-Duty Performance	10
Driving	2
Use of Equipment	2
Resignation	1
Total Allegations	29*
*Some SI contain Multiple allegations	

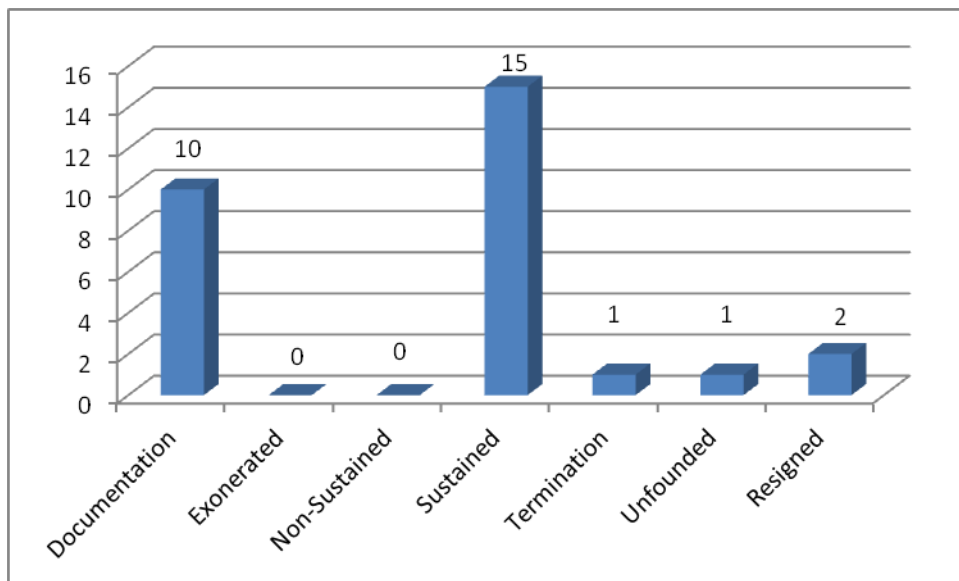
In 2012, there was a slight increase in Special Investigations from 2011. The two largest categories are On-Duty Performance and Policy Violations. Most of these complaints begin with a supervisor reporting the incident.

SPECIAL INVESTIGATION FINDINGS

2011 Special Investigations Dispositions



2012 Special Investigations Dispositions



Like internal investigations we have seen an increase of sustained special investigations from 2011 to 2012. Why are we having these increases is sustained internal and special investigations. Is it lower moral, insufficient training, psychological impact of the job? This is something management should look into to see if there is an underlying cause.

CALL LOAD / INVESTIGATIVE VOLUME

2011

Calls for Service: 183,913

***IA events stemming from calls: 83**

% of calls resulting in complaint: .04%

2012

Calls for Service: 174,550

***IA events stemming from calls: 103**

% of calls resulting in complaint: .05%

2011

Complaints: 52 (50 events from calls, 2 off-duty)

Internal Investigations: 10 (6 events from calls, 4 off-duty)

Special Investigations: 20 (17 events from calls, 3 off-duty)

Total Incidents: 99

***Total Incidents during service: 83**

2012

Complaints: 63 (61 events from calls, 2 off-duty)

Internal Investigations: 22 (17 events from calls, 5 off-duty)

Special Investigations: 29 (25 events from calls, 4 off-duty)

Total Incidents: 114

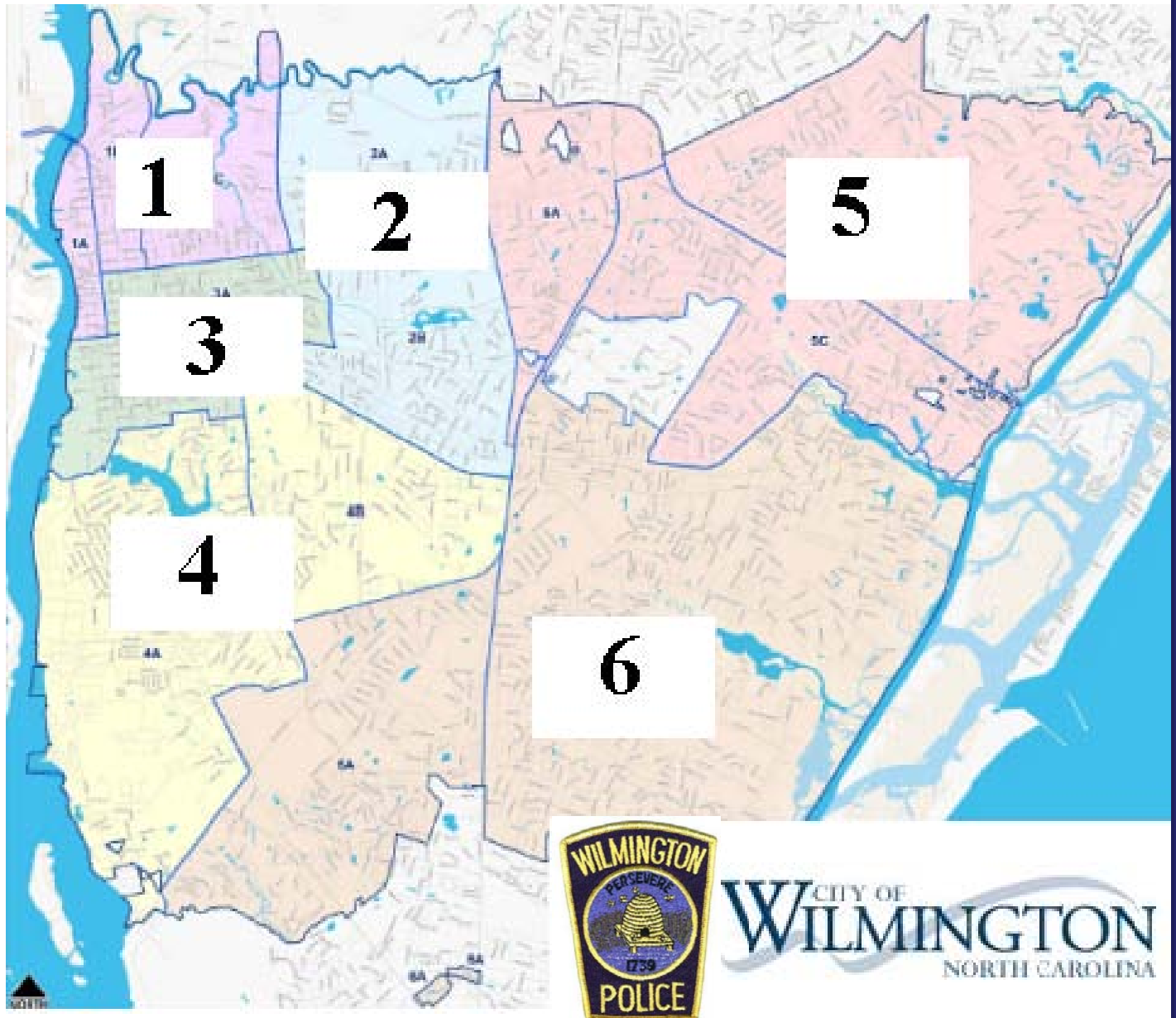
***Total Incidents during service: 103**

Summary: Complaints, Internal Investigations, and Special Investigations have slightly increased in the last year. The increase of complaints could be the result of several factors such as moral, training, and the economy. However, the real concern should be the increase in the number of sustained complaints. These are very important because it has been found that there was merit to the complaints and the officers' attitude, tactics, or performance.

USE OF FORCE

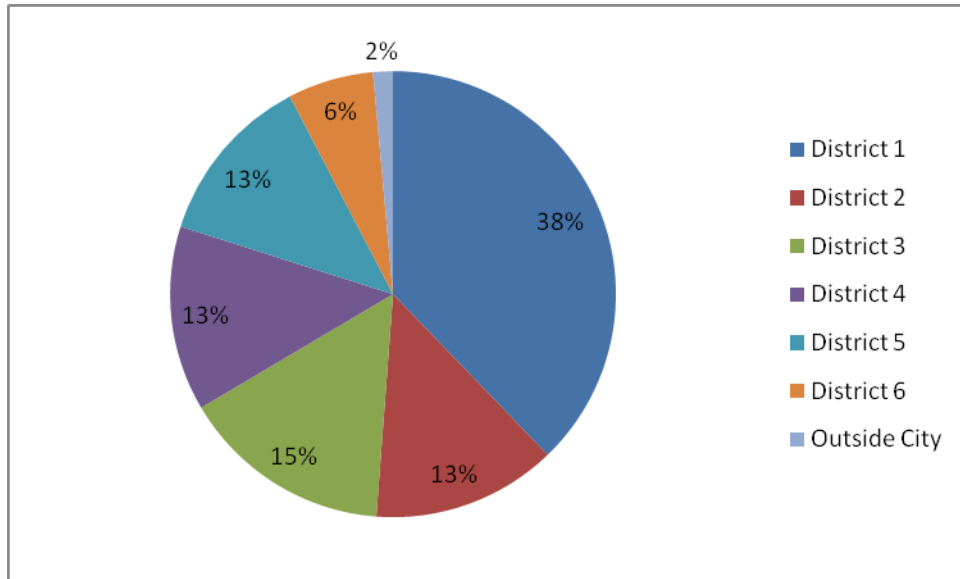
BY GEOGRAPHICAL AREA

The City of Wilmington is divided into six districts for assignment of police personnel. The following map indicates the locations and boundaries of those districts.

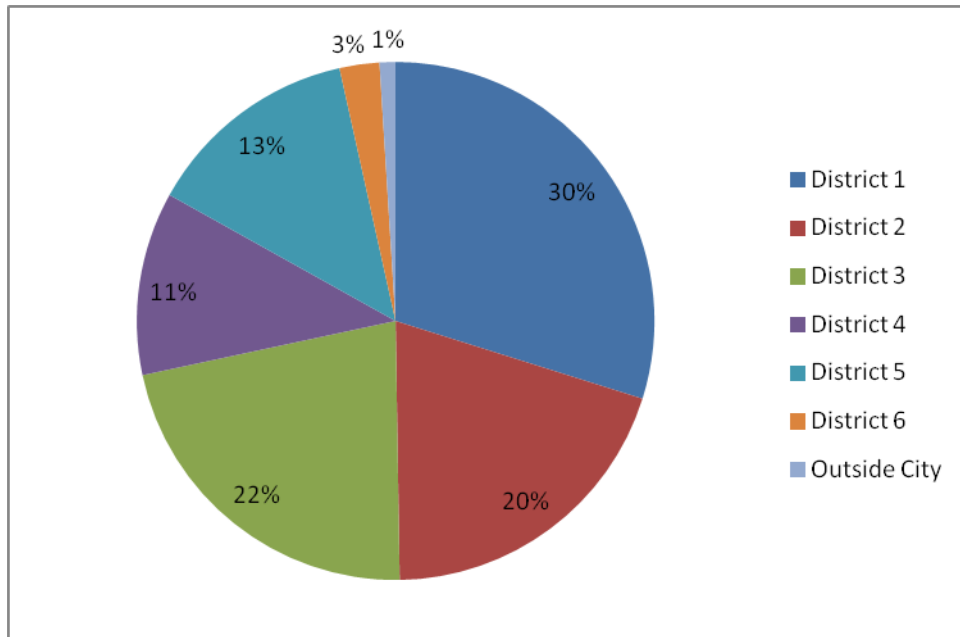


The charts below depict a comparison of the number of Use of Force Incidents by district in 2011 and 2012.

2011 Use of Force by District



2012 Use of Force by District

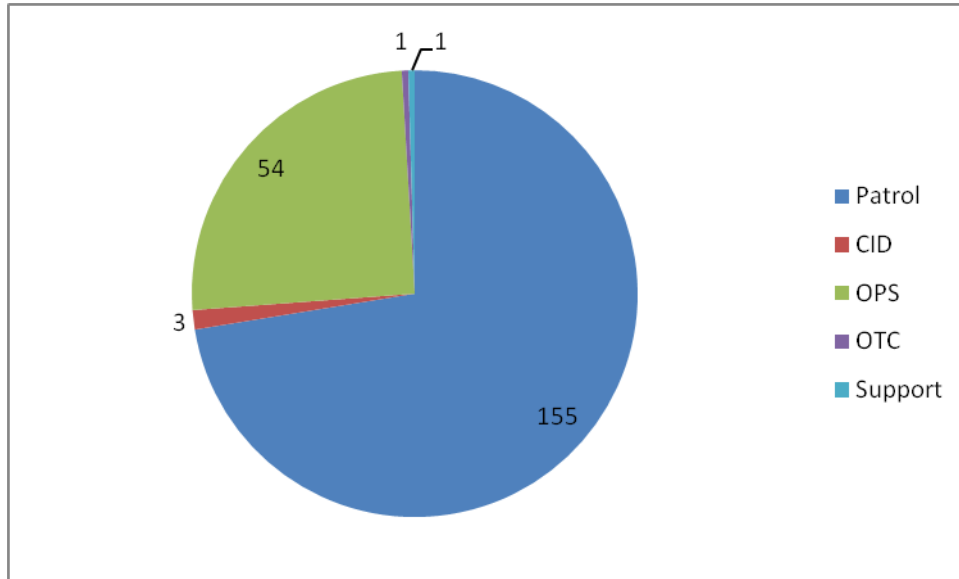


As in years past, 2012 saw much of the same as far as the distribution of use of force throughout the city. Even though use of force has decreased slightly, district 1 continues to have the most use of force reported. Because the downtown area is located in district 1, most of the use of force reports emanate from there. The density of alcohol-serving establishments in the downtown area has not changed and even with the poor economic times large numbers of people continue to frequent them. The City and County have joined forces and created a downtown unit to combat the problems caused by intoxicated subject's lining the streets at 02:30 in the morning. The increased officer presence has led to increased arrests and citations in the area and is why district 1 is still leading the way. Hopefully the unit, with the assistance of downtown leaders, community leaders, and school officials will be able to decrease incidents in the downtown area which will lead to a decrease of use of force for the area.

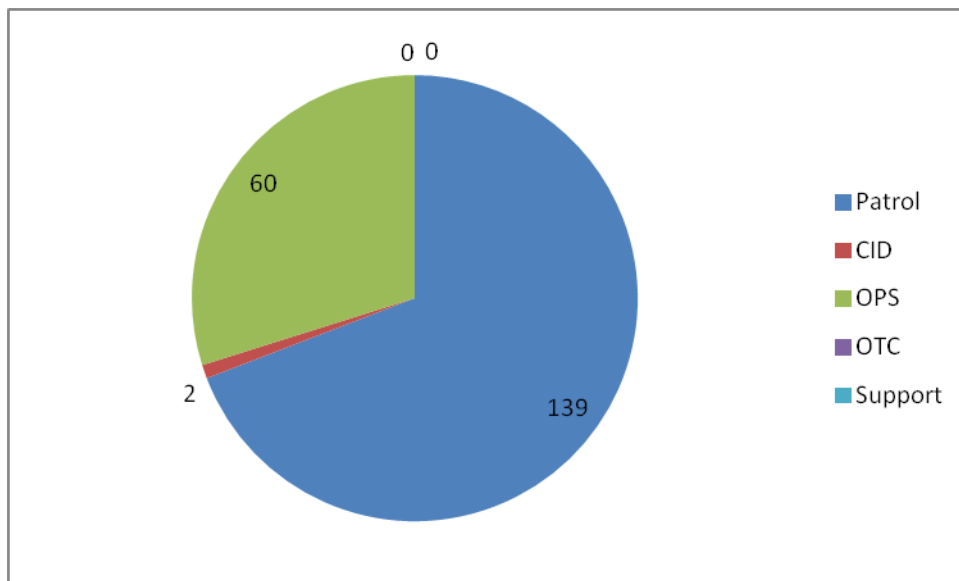
In 2012, we have also seen an increase in the use of force in districts 2 and 3. District 2 has jumped from 13% in 2011 to 20% in 2012. District 3 has risen from 15% in 2011 to 22% in 2012. Along with district 1, districts 2 and 3 are our highest violent crime areas. Officers often encounter violent, intoxicated, or armed offenders in these districts. These offenders are often known to resist, fight, or flee from the officers. This causes the officers to use the different levels of force at their disposal to take control of the situation. This is the reason for the increased use of force in these areas and why they account for more than two thirds of the use of force in the city.

USE OF FORCE BY DIVISION

Use of Force by Division 2011



Use of Force by Division 2012



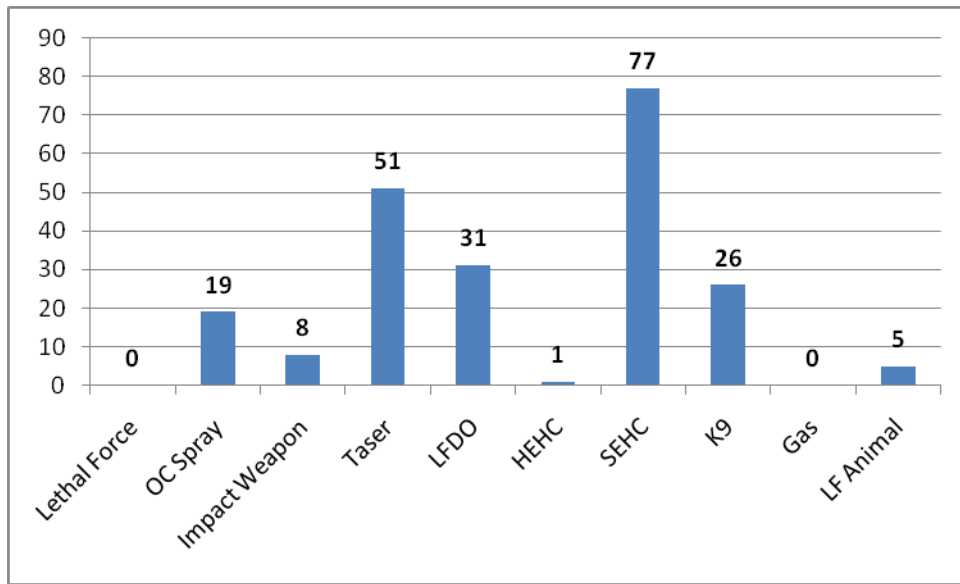
It is often said that patrol is the backbone of the department and in 2012 patrol once again reported the most use of force incidents. This is primarily because patrol units are the first responders and deal with incidents when they are at their most volatile. Since patrol makes up the highest percentage of our sworn officers it would only make sense that they would report the most use of forces. However, in 2012 we saw the number of use of

force reports decline again. In 2011 patrol accounted for 155 use of force reports and in 2012 only 139. This could be attributed to resources that are available to patrol officers such as CIT “Crisis Intervention Training”, and in-service training which allow officers avenues to deal with situations without using force. Across the board use of force reports have stayed fairly consistent from 2011 to 2012.

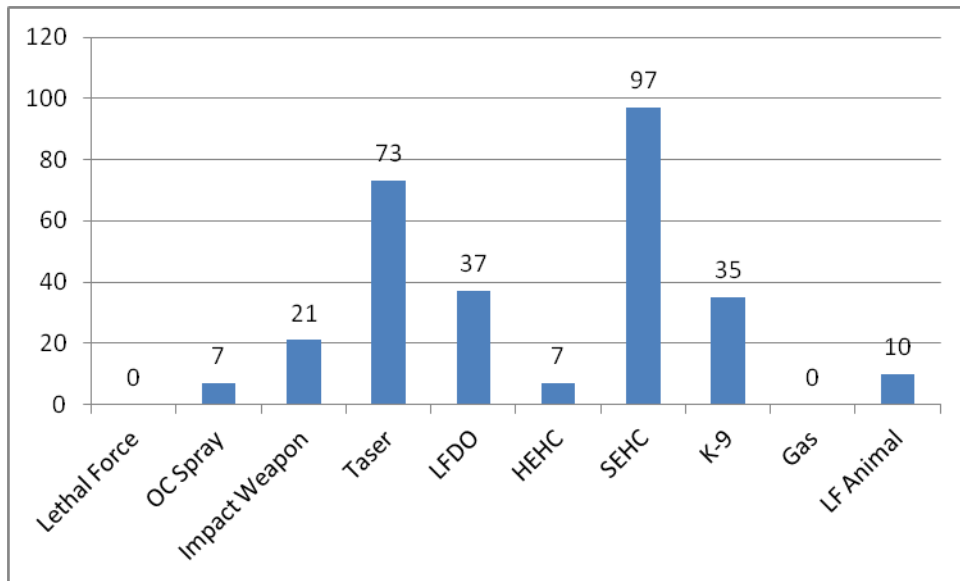
USE OF FORCE BY TYPE OF FORCE USED

LFDO=Lethal Force Display Only
HEHC=Hard Empty Hand Control (strikes)
SEHC=Arm Bars/Take Downs
LF Animal=Lethal Force used upon animals

2011



2012



In 2012 we saw a reduction in the overall use of force incidents but an increase in the type of force used. Incidents of Taser and SEHC force have risen while only OC has declined. One thing we have noticed is that more types of force are being used in a specific incident when another use of force doesn't work. If an officer starts out with a SEHC and the suspect pulls away and starts fighting the officers will turn to another force option such as the impact weapon or Taser. This will cause the number of types of force to be higher than the incidents.

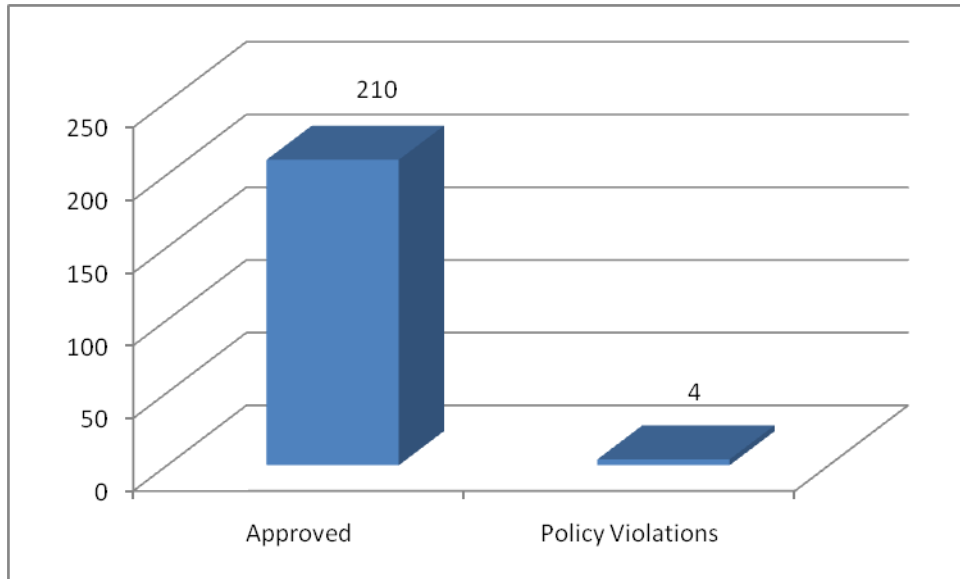
Our department must continue to educate all of our officers on the policy regarding Active Resistance / Active Aggression through training and policy. We will also look at and review any new options that come to the forefront of law enforcement technology and training. Our Taser policy is currently under review for recommended PERF changes.

FORCE EFFECTIVENESS

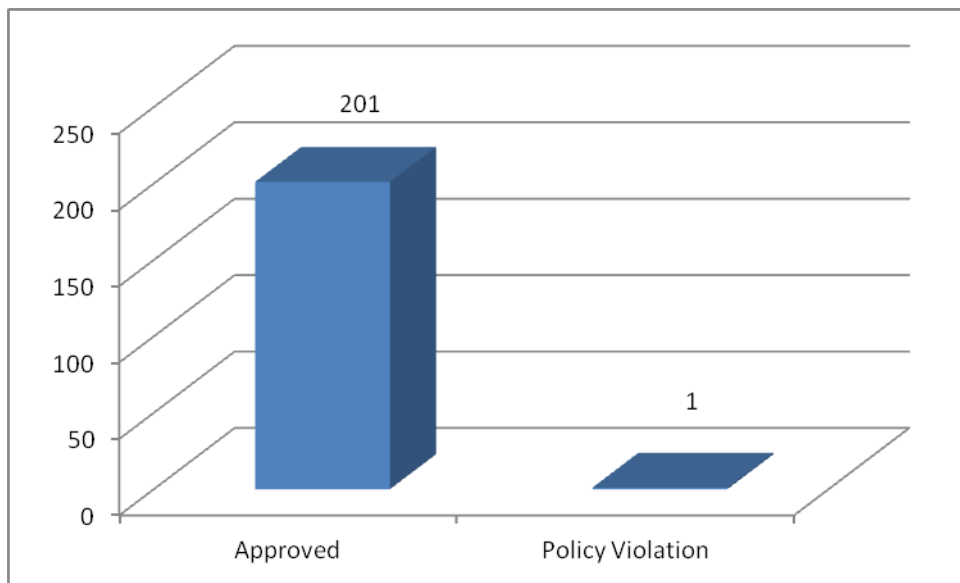
Type Of Force	Effective	%	Not Effective	%	Total
OC Spray	6	86%	1	14%	7
Taser Display	2	100%	0	0%	2
Baton	4	50%	4	50%	8
Display K-9	20	95%	1	5%	21
K-9 Bite	13	93%	1	7%	14
PR-24	1	50%	1	50%	2
Less-Lethal Bean Bags	2	100%	0	0%	2
Taser/Probes	41	82%	9	18%	50
LFDO (Lethal Force Display Only)	29	78%	8	22%	37
Taser/Stun	15	71%	6	29%	21
SEHC (Soft Empty Hand Control)	77	79%	21	21%	97
LF Animal	10	100%	0	0%	10
HEHC (Hard Empty Hand Control)	3	43%	4	57%	7

Now we look at the reasons why officers have to use multiple types of force during a single incident. The force that most officers start out using is SEHC. We see it is 79% effective in the 97 force incidents it was used in. However, in 21 of those occasions more force was necessary to bring the subject under control. In a number of those occasions the Taser was the next force used. HEHC was the only use of force that was under 50%. It was also one of the least used. We must constantly evaluate our use of force training, policy, and procedure. Not every force option will work with every situation but we must have the best options available to prevent injury to the officers and offenders.

2011 Use of Force Dispositions



2012 Use of Force Dispositions



In 2012, we had 201 force incidents for the calendar year. In 1 of those incidents investigators found a policy violation. This represents .49 % of the incidents where an officer violated policy. In 2011, we had 210 force incidents for the calendar year. Out of the 210 there were 4 incidents in which investigators found policy violations. This represents 1.9% of the incidents in which an officer violated policy. In 2010 there were five policy violations which occurred during the 238 force incidents. That represents

2.1% of incidents with a policy violation. This trend seems to indicate that we are properly educating our workforce in how to maintain compliance with our use of force directive. However, our goal is to have 0 policy violations throughout the year. This can only occur if we consistently and constantly reinforce our policy to our officers throughout the year. This must be done by all supervisory staff and anyone who witnesses a violation.

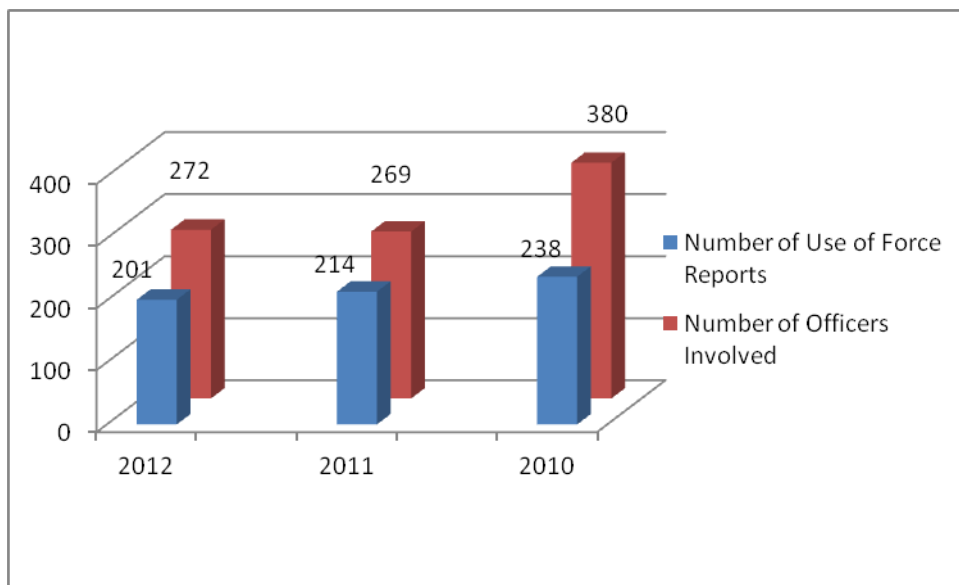
During 2011 we had 4 policy violations that resulted from officers not photographing the suspect's injuries after using either a Taser or PR-24. In 2012 we did not have any policy violations for not photographing a suspect's injury. The one policy violation was for an inappropriate use of force for the situation. Internal Affairs caught the incident while it was reviewing the use of force. An investigation was launched and the officer was disciplined. I think this is clear evidence that we review our officer's actions on a constant basis so we can maintain the highest level of professionalism.

I feel that the Officers of the Wilmington Police Department are using very good judgment when it comes to using force and what kind to use. However, this is an area that we must strive to maintain. We must train our officers in all use of force options and make sure they document all incidents.



USE OF FORCE REPORTS BY YEAR

The chart below documents the number of use of force incidents that occurred in 2010, 2011, and 2012 in blue. It also shows the number of officers involved in those incidents in red. It must be noted that if multiple officer's use force in one specific incident it will all be documented on one use of force report. This is why the number of officers involved is consistently higher than the number of reports. You can see that in the past three year's use of force incidents have dropped.



USE OF FORCE INCIDENTS PER ARREST

2011

Total # of Use of Force Incidents: 214

Total # of arrests: 8,805

% of arrests requiring force to be used: 2.43%

2012

Total # of Use of Force Incidents: 201

Total # of arrests: 8,123

% of arrests requiring force to be used: 2.47%

(Note: that during some of these incidents where force was used, multiple levels were used)

The statistics indicate that over 97 % of the arrests made by Wilmington Police Officers are accomplished without having to resort to physical force. Incidents requiring the use of force, often receive a great deal of media attention, however; those cases are clearly the exception, and not the rule. The total percentage of arrests requiring the use of force has increased by .04% from last year. This is a nominal change, and is not statistically significant. We will continue monitoring these trends to determine whether or not anything develops as a concern for our agency and the community we serve.

POLICE PURSUITS

Police pursuits are inherently dangerous to the community, officers involved, and the persons eluding the officers. The Wilmington Police Department recognizes those dangers by strictly governing when an officer can pursue a fleeing suspect. Police pursuits slightly increased during 2012; however, the number of crashes went from 10 to 3. I believe this is due to better driver training and an emphasis on driver safety. We have seen our share of officer injuries in the past years from pursuit driving and must emphasize the importance of driver safety.

2011

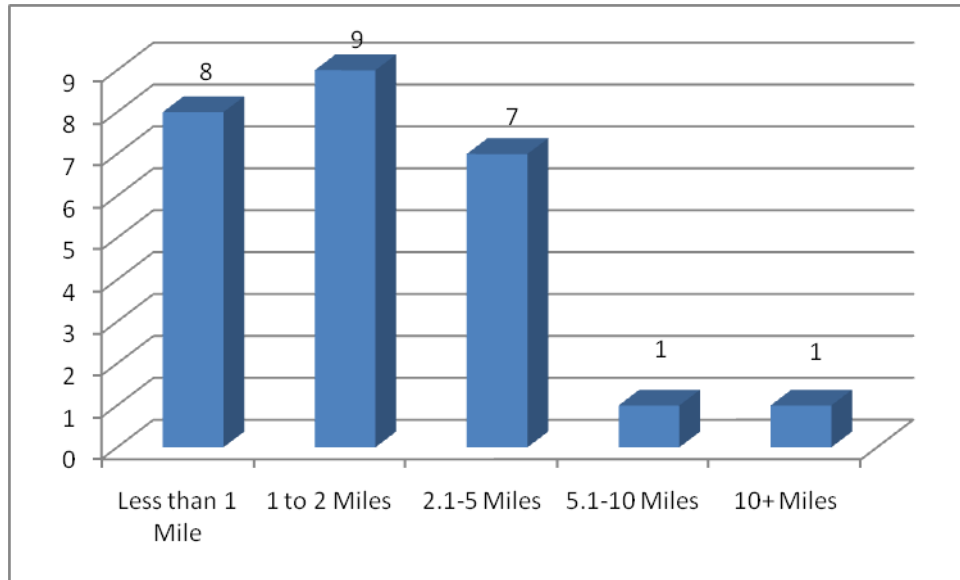
Total number of pursuits: **26**
Pursuits that were permitted: **20**
Pursuits that were terminated: **6**
Pursuits involving crashes: **10**

2012

Total number of pursuits: **29**
Pursuits that were permitted: **21**
Pursuits that were terminated: **8**
Pursuits involving crashes: **3**

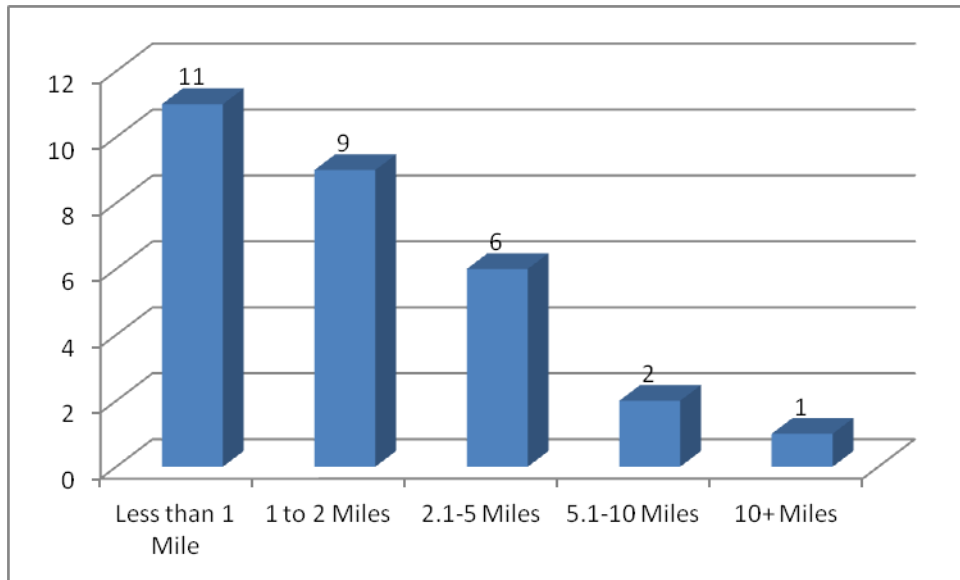
PURSUIT DURATION DATA

2011



Total=26

2012



Total=29

POLICE PURSUIT DISPOSITIONS

2011

Approved	21
Policy Violation	5

2012

Approved	21
Policy Violation	8

In 2012, we saw an 11% increase in police pursuits that were conducted by Officers of the Wilmington Police Department. In 2011, there was one police pursuit for every 7,073 calls for service. In 2012, there was one police pursuit for every 6,018 calls for service. This is a change from the 2010-2011 years when the number of police pursuits decreased by 49%. This year's increase was very minor however when considering the total number of pursuits only increased by 3. The numbers of pursuits will increase and decrease from year to year. There is no way to forecast how many chases will occur by the call volume because there are so many factors that determine if a pursuit will occur. Before a pursuit starts and if it continues officers and supervisors must take into account the violation, time of day, traffic conditions, conditions of suspect vehicle, conditions of police vehicle, and age of the offender.

In 2012 we saw a 70% decrease in crashes related to police pursuits. This follows the 12% increase from the previous year. In 2011, 38% of all chases ended in a crash as compared to 2012 which saw 10% of all chases ending in a crash. This is a very encouraging decline since the overall number of chases increased. Our focus on driver safety and pursuit driver training is paying off. We also have a focus on safety in which drivers who have an increased crash rate are sent to mandatory driver training. I feel this has led to an overall decline in police pursuit crashes. Out of the 3 pursuits that involved crashes in 2012, one was a suspect vehicle and two were police vehicles. One of the police crashes occurred on October 23rd, 2012. An officer was trying to catch up with a vehicle that he caught speeding on radar. When the officer got behind the vehicle it began to speed away. The officer tried to navigate a right turn at about 25 miles per hour on a narrow roadway. The officer's vehicle struck a parked vehicle causing minor damage. The officer was able to continue and apprehend the suspect. The chase was reviewed at the division level and the officer was counseled on pursuit driving.

So although the number of police pursuits was up in 2012 the number of crashes from those pursuits was down. This is an encouraging trend that we hope to continue. Unfortunately we cannot control the offender's actions when they flee from the police and that is one of the factors that make vehicle pursuits such a dangerous aspect of

policing. However, we can control how officers drive and respond to pursuits. We must increase pursuit driver training and encourage our officers to drive within their and the vehicles capabilities. First line supervisors must also continue to hold their subordinates accountable for their driving. We must continue to inform our staff on the dangers of driving and the importance of the chase policy. The training office should also incorporate some departmental training of the policy and driving annually.

POLICE VEHICLE COLLISIONS

2011

Total # of Police Vehicle Crashes: **53**
Police Vehicle Crashes Preventable: **17**
Police Vehicle Crashes non-preventable: **39**
Police Vehicle Crashes questionable: **0**
Driving hours for agency: **559,104**
Crashes occur once every: **10,549** hours
Preventable crashes occur once every **32,889** hours

2012

Total # of Police Vehicle Crashes: **46**
Police Vehicle Crashes Preventable: **3**
Police Vehicle Crashes non-preventable: **43**
Police Vehicle Crashes questionable: **0**
Driving hours for agency: **543,816**
Crashes occur once every: **11,822** hours
Preventable crashes occur once every **181,272** hours

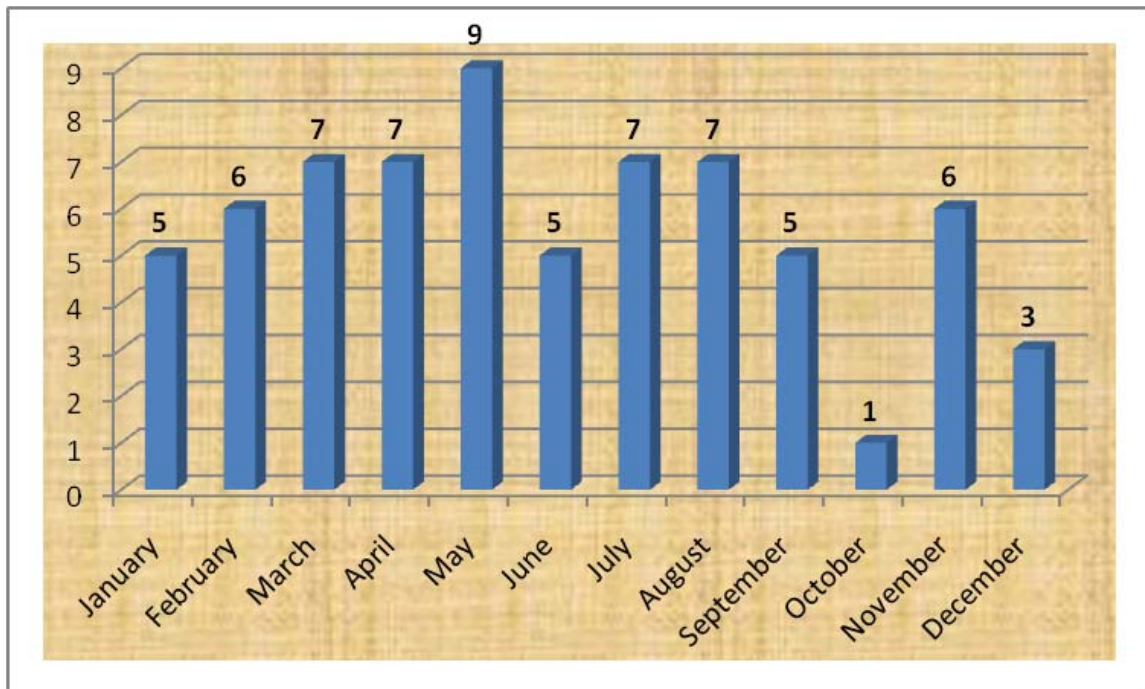
In 2012, we saw a slight reduction in the overall number of police vehicle traffic crashes and preventable crashes. We believe the reduction is the result of training and punitive measures that the department gives to officers for preventable crashes. Everyone at the department must be responsible for stressing the importance of safe driving.

POLICE LINE OF DUTY INJURIES

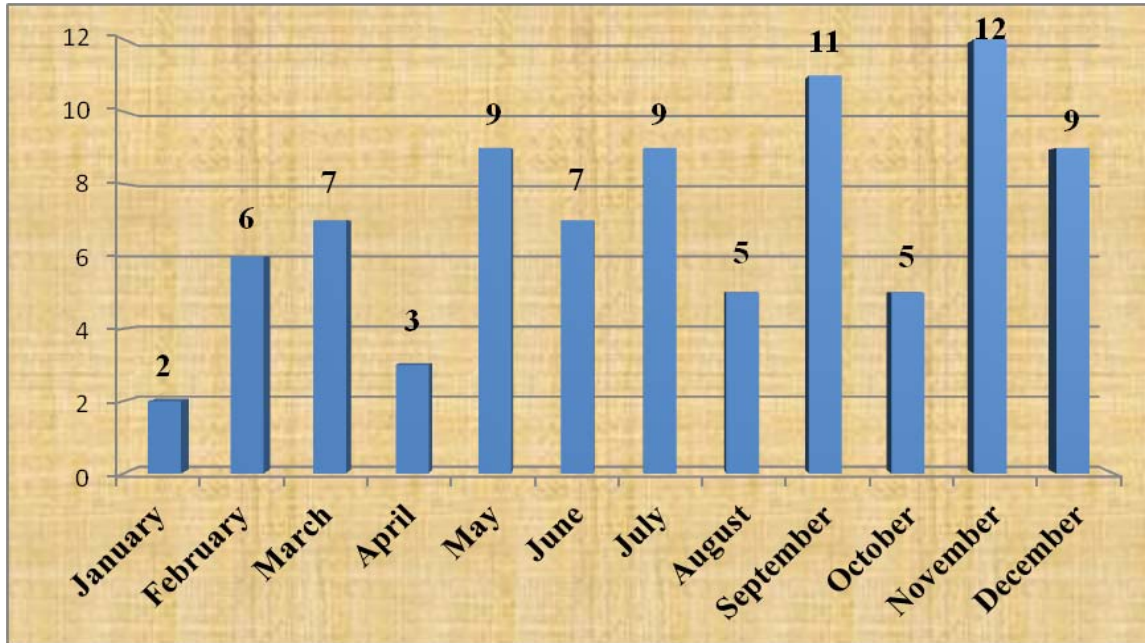
Police Officers are often placed into situations where they are subject to injury. The injuries range from minor injuries to being killed in the line of duty. Our total injury rate increased this year, a trend that our agency will need to curb. In the face of the current National Financial Crisis, the city has forced budgetary expenses for Worker's Compensation claims onto the Departmental Budget. In the current fiscal year, and for the foreseeable future, our agency must look to curb these injury trends at the risk of sacrificing other budgetary needs to pay for our expensive worker's compensation claims.

2011
Total Occupational Injuries: 67
2012
Total Occupational Injuries: 85

2011 Occupational Injuries by Month

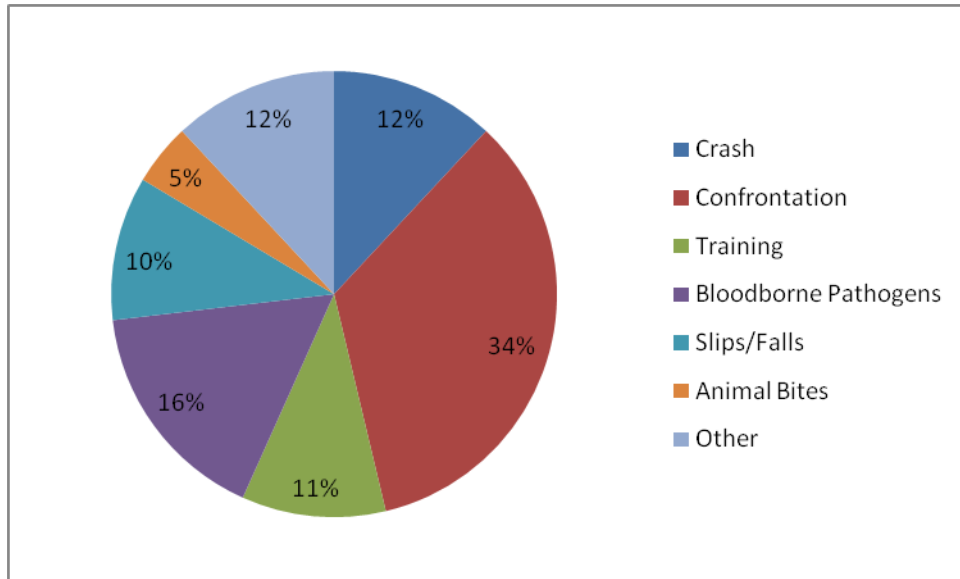


2012 Occupational Injuries by Month

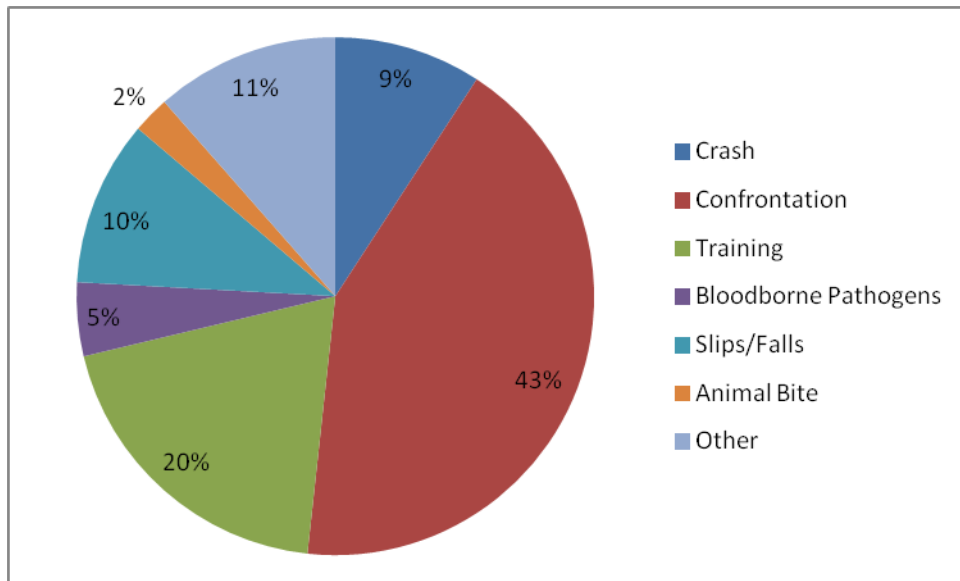


In the past May and July were consistently the most hazardous months for Officer Injuries. This year's numbers showed a large increase in September and November. As I looked back at those two months I noticed some incidents that contributed to the increases during that time. In September, which was a very hot month, we had four officers who were injured during the annual physical assessment test. It was found that heat exhaustion was a common problem and the testing was moved to the morning hours when it is not as hot or humid. We also had two training injuries in December but the biggest problem was an exposure incident. On November 26th, 2012 officers responded along with EMS to 2004 Market St. Upon arrival they found a subject who committed suicide with an aerosolized form of Potassium Cyanide. Not knowing this before entering, five officers and several EMS workers were contaminated. The area Haz-Mat team responded to decontaminate the officers and EMS workers and had to destroy most of their equipment. There were problems with this incident that were discussed during a debriefing with WPD, WFD, and EMS to make sure we are all on the same page if this type of incident were to occur again. The incident on Market Street and the training injuries accounted for the increased injuries during September and November.

Officer Injury Events 2011



Officer Injury Events 2012



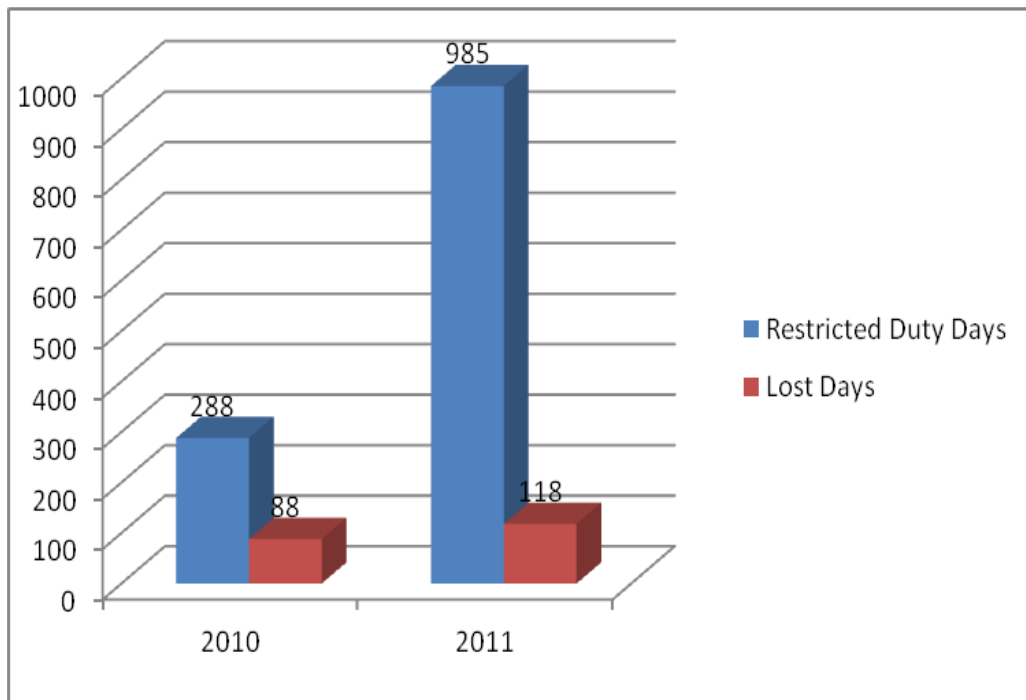
In 2012, injuries related to crashes were down while confrontation and training injuries were up. The three made up 72% of the injuries events in 2012. They made up 75% in 2010 and only 46% in 2011. These remain pretty consistent from last year. The most concerning change in the officer injury chart from 2011 to 2012, would be the increase in the training injuries from 11% to 20%. In 2011, there were 67 occupational injuries and training injuries made up only 11%. In 2012, occupational injuries jumped up to 85 and

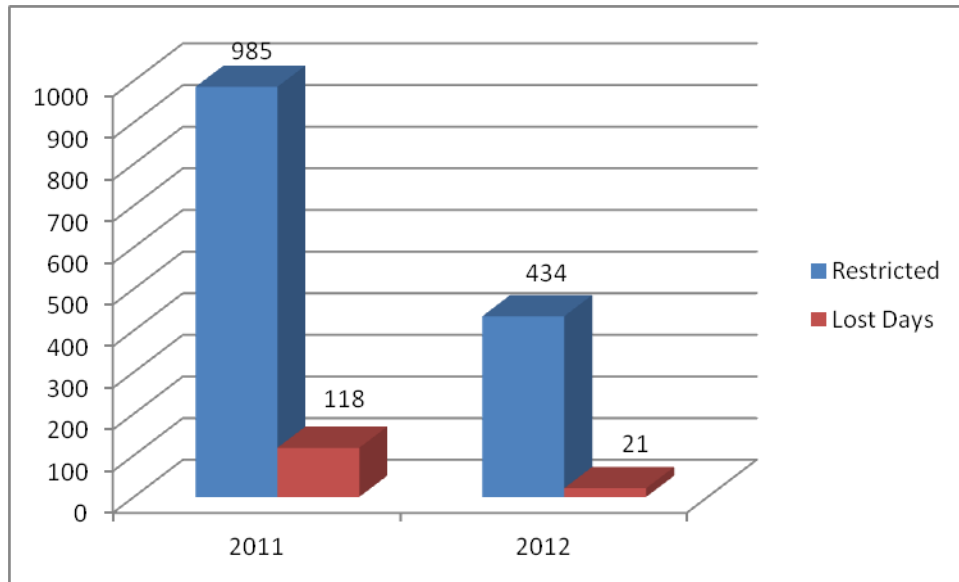
training injuries made up 20%. The increase is alarming but the majority of the training injuries are coming from the annual physical assessment testing. As discussed before we had 4 in September and 2 in December. One of the two in December occurred during firearms training. This has accounted for almost all of our training injuries. This was the second year that we have run a physical assessment test but this year we incorporated a time limit. I believe this time limit has forced officers to push themselves harder to complete the testing in an adequate time. Doing this during the extreme temperatures of the summer have caused some officer to become dehydrated or suffer from heat exhaustion. Once this trend was identified the department required a certified EMT stand by in case of an emergency. We have also moved the testing time up to the morning hours when it is not as hot or humid. This will hopefully reduce the number of injuries that occur during training.



INJURY IMPACT

In 2012, there was an increase in injuries from 67 in 2011 to 85 in 2012. However, there was a drastic decrease in restricted duty days from 985 in 2011 to 434 in 2012. Lost days also decreased from 118 to 21. While these decreases from 2011 to 2012 seem drastic the 2012 numbers are more comparable to the 2010 numbers. In 2012 the restricted days were at 288 and the lost days were at 88. The abnormally high numbers in 2011 were attributed to 5 incidents which were severe and required extended periods of days off or light duty. Although 2012 saw a reduction in the restricted and lost days from 2011 the total number of injuries did rise. The Wilmington Police Department should set goals for 2013 to reduce the number and severity of the injuries to our officers where possible. We must encourage our officers to use all the tools they carry to prevent officer injuries. They must keep themselves in better physical shape to be prepared for the physical demands of the job. We must also train them better in the equipment they use for safety purposes. I feel the decrease in the severity of injuries is promising. However, the number of injuries did increase and that could be problematic if only a few of these injuries become severe. Our goal in 2013 should be to decrease the total number of injuries and increase training to our staff. The Wilmington Police Department is committed to the safety of its employees and eliminating preventable injuries.



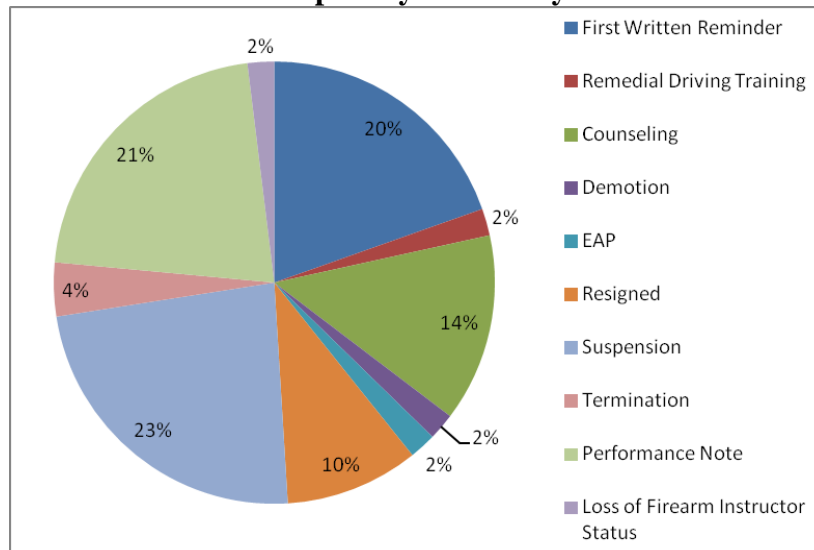


DISCIPLINARY SUMMARY

While specific disciplinary actions taken against an employee as a result of a complaint, internal investigation, or other processes cannot usually be disclosed to the complainant or the public, our agency wants to assure the public that action is indeed taken when it is found that an officer was not acting in accordance with all the governing rules, procedures, and laws.

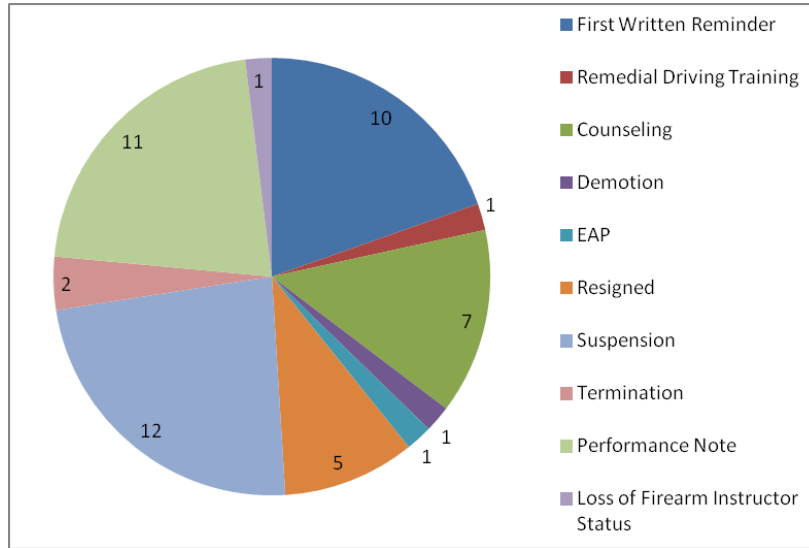
The following chart portrays disciplinary actions taken by the Wilmington Police Department during 2012 in response to: citizen complaints, internal investigations, special investigations, use of force issues, unauthorized vehicle pursuits, and police vehicle crashes which were determined to be outside of authorized practices. Additionally the chart also reflects the resignations of Wilmington Police Employees whom were under scrutiny by Internal Affairs.

Disciplinary Actions by Percent



The above chart does not capture first line supervisory actions against their employees; this table only captures disciplinary matters handled by the Division Level to the Office of the Chief of Police. First-line supervisors handle general officer performance issues, and minor disciplinary issues with counseling, and the employee evaluations.

Disciplinary Actions by Category



PERSONNEL EARLY WARNING SYSTEM REVIEW

The Wilmington Police Department Internal affairs unit houses a multi-faceted personnel early warning system. The primary security network for personnel early warning is our Internal Affairs database. That database is the controlling database for all of the internal affairs records. Those records include: use of force incidents, pursuit involvement, citizen complaints, internal investigations, special investigation, officer-involved crashes, officer involved injuries/fatalities, and departmental property losses. The database contains thresholds which are decided by WPD Staff for the early warning system, and when employees meet or exceed those thresholds, notices are sent out to the first line supervisor of the affected employee. The first line supervisor in receipt of such notice will then make any determination as to any follow-up that may be necessary to curb problematic behaviors prior to those behaviors manifesting into permanency. That supervisory follow-up can take multiple forms, including: supervisory counseling, counseling through the employee assistance program, removal of privileges, change in assignment, and suspension days. The secondary security network is the Department Safety Committee. The Department Safety Committee reviews all officer crashes, officer injuries, and departmental equipment losses to determine whether or not the affected employee was capable of preventing each incident. When trends are discovered, the affected officer's entire chain of command is notified of same. Supervisors are expected to, and indeed mandated to take affirmative action when officers are found to be culpable

by the Department Safety Committee. In 2012 there were 142 alerts sent to supervisory personnel from our IAPro Personnel Early Warning System. There were 18 corrective measures or responses from supervisory personnel with validations in those cases. Additionally, the Department Safety Committee reviewed 168 cases in 2012, and recommended corrective actions for 30 of those incidents.

The Wilmington Police Department values each and every one of our employees, and we would much rather take early preventative actions upon our employees than to uncover through investigation more serious flaws that may exist in our workforce. The Personnel Early Warning System is an invaluable asset to our agency for retention, maintenance, and the professionalization of our agency. We do recognize that not all members of our agency will be receptive to behavior modification, and even in the face of our preventative actions, that there will be some occasions where the personnel early warning system fails. Additionally, we are aware that some behaviors may remain latent, unobserved, and unreported until their severity alone will force departmental action. However, the personnel early warning system certainly provides us with a generous sample of our overall workforce behavior trends. In 2013, we must better educate our supervisors on what is expected of them when a supervisory notification is sent out from IAPro. E-mails were sent out notifying supervisors of their responsibilities. With some of the feedback it appears that not all of the supervisors are aware that they need to respond back to professional standards. This is evident since only 18 responses were sent back from 142 alerts.

2012 BIASED-BASED PROFILING ANNUAL ANALYSIS

The data and statistics for this review were compiled using the North Carolina Department of Justice website: www.ncdoj.gov, and IAPro interface of the Wilmington Police Department Internal Affairs Unit.

Biased-Based profiling has been a hot topic in the law enforcement community for many years now. Many state, county, and local governments are looking for ways to eliminate profiling from their agencies without affecting officer safety and efficiency. In Fayetteville North Carolina, the City Council vote 8-2 to stop all consent searches conducted by its officers. However, lawsuits were brought against this action because of the safety risks to officers. The court eventually struck the City Council's decision down and reinstated consent searches. This is a topic that will only continue to grow in the coming years. Wilmington Police Department Policy 1.03, Prohibition of Biased-Based Policing, guides officers and notifies them that biased based policing will not be tolerated. The goal of the Wilmington Police Department is to eliminate any incidents of biased-based policing within the department and investigate fully the accusations of such policing.

Wilmington Police Department
Initial Purpose of Traffic Stop by Driver's Sex, Race, and Ethnicity

Monday, February 11, 2013

Report From 1/1/2012 through 12/31/2012

Purpose	Gender	White	Black	Native American	Asian	Other	Total By Race	Hispanic	Non Hispanic	Total By Ethnicity
Checkpoint	F	0	0	0	0	0	0	0	0	0
Checkpoint	M	0	0	0	0	0	0	0	0	0
Driving While Impaired	F	7	0	0	0	0	7	0	7	7
Driving While Impaired	M	12	0	0	0	0	12	1	11	12
Investigation	F	44	15	0	1	0	60	8	52	60
Investigation	M	57	34	0	0	0	91	10	81	91
Other Motor Vehicle Violation	F	85	19	0	1	0	105	3	102	105
Other Motor Vehicle Violation	M	117	62	0	0	0	179	12	167	179
Safe Movement Violation	F	118	43	1	0	0	162	7	155	162
Safe Movement Violation	M	176	51	2	3	0	232	7	225	232
Seat Belt Violation	F	46	8	0	0	0	54	0	54	54
Seat Belt Violation	M	65	16	1	0	0	82	0	82	82
Speed Limit Violation	F	834	164	3	6	0	1007	20	987	1007
Speed Limit Violation	M	901	217	2	13	2	1135	30	1105	1135
Stop Light/Sign Violation	F	142	45	0	1	1	189	9	180	189
Stop Light/Sign Violation	M	177	70	0	6	1	254	7	247	254
Vehicle Equipment Violation	F	168	122	0	1	0	291	7	284	291
Vehicle Equipment Violation	M	276	177	2	2	0	457	21	436	457
Vehicle Regulatory Violation	F	562	211	2	4	0	779	22	757	779
Vehicle Regulatory Violation	M	723	214	2	5	1	945	35	910	945
FemaleTotal	F	2006	627	6	14	1	2654	76	2578	2654
MaleTotal	M	2504	841	9	29	4	3387	123	3264	3387
Total	A	4510	1468	15	43	5	6041	199	5842	6041

Wilmington Police Department
Enforcement Action Taken by Driver's Sex, Race, and Ethnicity

Monday, February 11, 2013

Report From 1/1/2012 through 12/31/2012

Action	Gender	White	Black	Native American	Asian	Other	Total By Race	Hispanic	Non Hispanic	Total By Ethnicity
Citation Issued	Female	1025	237	4	5	0	1271	41	1230	1271
No Action Taken	Female	49	19	0	1	0	69	4	65	69
On-View Arrest	Female	29	12	0	0	0	41	0	41	41
Verbal Warning	Female	199	110	1	0	0	310	11	299	310
Written Warning	Female	704	249	1	8	1	963	20	943	963
Written Warning	Male	835	271	5	10	0	1121	25	1096	1121
Verbal Warning	Male	300	163	2	6	2	473	12	461	473
On-View Arrest	Male	58	35	1	0	0	94	11	83	94
No Action Taken	Male	59	39	0	0	0	98	1	97	98
Citation Issued	Male	1252	333	1	13	2	1601	74	1527	1601
Female Total	Female	2006	627	6	14	1	2654	76	2578	2654
Male Total	Male	2504	841	9	29	4	3387	123	3264	3387
Total		4510	1468	15	43	5	6041	199	5842	6041

Wilmington Police Department
Drivers and Passengers Searched by Sex, Race, and Ethnicity

Monday, February 11, 2013

Report From 1/1/2012 through 12/31/2012

Type	Gender	White	Black	Native American	Asian	Other	Total By Race	Hispanic	Non Hispanic	Total By Ethnicity	Total Stopped	Percent Searched
Driver	Female	34	21	0	0	0	55	1	54	55	2654	2.07
Driver	Male	81	84	2	0	0	167	10	157	165	3387	4.93
Passenger	Female	13	15	0	0	0	28	1	27	28	28	100.00
Passenger	Male	19	50	0	0	0	69	1	68	69	69	100.00
	Female	47	36	0	0	0	83	2	81	83	2682	3.09
	Male	100	134	2	0	0	236	11	225	234	3456	6.83

From 2011 to 2012, we have seen a decrease in the total number of biased-based profiling forms our department has completed. In 2011, there were 7403 total subjects in the report as opposed to 2012 where there were 6041. When you take into account the Wilmington Police Department conducted 24,502 traffic stops in 2012 you can see we are only completing 24.65 percent of the forms. However, there are some instances where officers are not required to complete a form by the state. When you compare this to the 17,098 citations, which were not all traffic related, we are operating at 35.33percent. The citations don't take into account written or verbal warnings which are required by law to be documented. Below are some of the problems we found.

The first is that our officers are not completing their biased-based profiling forms. According to our records supervisor, our officers are completing less than 50 percent of the biased-based profiling forms as compared to our traffic citations. We must have officers complete a biased-based profiling form every time they perform a traffic stop. This is not an option. The second is with the reporting form. We have hard copies of the forms and electronic copies that are pulled up on the officer in-car computers. There is often a problem where officers forget to fill out or hand in the hard copies. We are also having a problem with the computer forms. Officers will fill out the report and submit it, but when they do, it does not reach the pistol records system. The form somehow remains on the officer's computer and is not sent. The officer does not notice it because the form says it was sent. The only reason the records supervisor noticed this is because it was happening with incident reports and other items officers and civilians were looking for. Our IT department has been notified of this problem and is working on the issue. After this report was read an internal audit was conducted on our biased-based profiling forms over a six month period. It was discovered that our department was completing traffic stop forms 36.41 % of the time. We also discovered a few more problems surrounding the forms which were responsible for the lower submission numbers. These were computer submission errors with the Department of Justice, clerical issues with the hard copies, and officers not using the correct traffic stop numbers. All of these issues are being addressed for 2013.

In 2012, there was only one complaint of biased based policing coming from a traffic stop. This incident emanated from a subject who was stopped by a patrol officer for expired tags. The subject claims she was stopped for expired tags and then K-9 officers arrive to perform a search while the officer made racial slurs toward her and her children. She claimed to have recordings of the officer's comments but never would meet with an investigator to let him hear the comments. The investigation was classified as non-sustained.

While the number and percentage of biased-based policing complaints have declined in 2012 so have the biased-based profiling forms. As a department we must do a better job of having our officers complete these forms for every traffic stop. I recommend that training be included in the yearly in-service program to re-enforce that these forms are required by state law to be completed. We must also hold supervisors and officers responsible when not completing these forms. Without accurately completing these forms we cannot get an accurate representation of our traffic stop statistics and what our officers are doing on them.

ANALYSIS OF EMPLOYEE GRIEVANCES 2012

There were two employee grievances filed in 2012. The first grievance had to do with the Lieutenants promotional testing. The officer grieving the testing process had a problem with the knowledge of the assessors grading the test, the scoring of the presentation, and the consistency of the scoring of the tests. The Chief heard the grievance and issued a decision that all department procedures were followed when choosing and instructing the evaluators. All evaluators were given instruction on the grading of the oral presentations and there was no evidence that two of the panelists lacked expertise in the subject matter.

The second grievance involved an employee alleging gender discrimination. Because it was a gender discrimination complaint the Chief could not handle it. Therefore, Pursuant to City Administrative Policy 2:13 this matter had been forwarded to HR for appropriate action; which suspends any further action by this department required under the City's Grievance Policy.

MISCELLANEOUS PROVISIONS FOR ANNUAL SYNOPSIS

There were 0 reported incidents of consular/diplomatic officials arrested or interacted with in 2012.

There were no warning shots fired by Wilmington Police Officers in 2012.

There was 1 amber alert issued by members of the Wilmington Police Department in 2012.

There were no deployments of stop sticks (TDD) in 2012.

There were no road blocks/forcible stops performed by Wilmington Police Employees in 2012.

There were no requests for Federal or National Guard Assistance in 2012.

Respectfully Submitted on 01/28/2013

By Sgt. J.P. Musacchio