



2023 Professional Standards Report

Raleigh Police Department Office of Professional Standards



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A Message from the Chief of Police Estella D. Patterson



Since stepping into the role as Chief of Police of the Raleigh Police Department in August 2021, I have expressed three key focus areas for the department, which consist of increasing Community Engagement, reducing Violent Crime, and improving Employee Wellness. These three pillars, along with transparency and accountability, support my pledge and commitment to building greater trust and legitimacy in the community. It is imperative to me that our employees maintain the highest level of professionalism in every interaction with the public. Our city is growing at an unprecedented rate, and it is the goal of the Raleigh Police Department to ensure residents feel safe and are treated fairly and equitably when interacting with the police. I am happy to share in this report the strides we made to better serve you and the other members of the community.

In 2023, the Raleigh Police Department was not immune to the post-COVID diminishing workforce trend. With the safety and wellbeing of our great city being paramount, our recruiting team got to work increasing the number of sworn and non-sworn staff to impact our vacancy rate. This allowed for an expansion of some specialty and support units such as our mental health intervention team, ACORNS (Assessing Crisis through Outreach, Referral, Networking, and Service), Crime Reporting Center, and street-crime units. Additionally, to continue providing the best services to the community, we completed the roll out of our de-escalation policy and training across the department. We ensured the training aligned with best-practices models across the nation to reduce the number of uses-of-force.

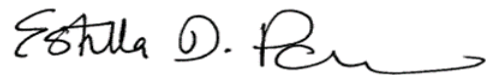
Making Raleigh the safest city in the nation continued to be our focus in 2023. We embraced a standard of continual excellence to help towards this end. Excellence was the designated RPD “word of the year.” Excellence comes in many forms; from providing exceptional customer service to members of the community; to conducting outstanding investigations; and to excelling in training and policy making.

Further, our desire for excellence expanded to already established strong partnerships with our local, state, and federal resources to address violent crime. In November 2023, Raleigh was designated as a Public Safety Partnership site by the Department of Justice. This incredible designation will enable us to receive training, technical assistance, and resources for addressing crime for the next three years.

In this report you will find that in 2023, the **Raleigh Police Department** had approximately **294,355 documented officer/citizen interactions**, which is a 3% increase over 2022. **Of those interactions, the police department received 218 complaints and less than 2% resulted in sustained violations.** Also in **2023, RPD conducted 8,606 physical arrests and made 25,569 charges (some arrestees were charged with more than one offense).** **Out of the 8,606 physical arrests, force was used 347 times. 96% of the people arrested complied with officers and did not require force to affect the arrest.** I credit this to not only voluntary compliance on the part of the subject being arrested, but our officers' utilization of de-escalation techniques to mitigate a force encounter.

Service, Courage, Fairness, Integrity and Compassion will continue to be the core values that guide the work we do every day. We are grateful to all the Raleigh community and all our external partners who support our efforts in meeting the needs of our great city. Collectively, as a community, we will continue working to make Raleigh the safest city in the country.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "Estelle D. R." with a long, sweeping flourish at the end.

Executive Summary

The Office of Professional Standards seeks to improve service delivery, improve operational practices, and uphold our commitment to our organizational values of Integrity, Fairness, Compassion, Courage, and Service.

The annual report documents the activities and services conducted by the Office of Professional Standards and the statistical data collected over the 2023 calendar year. The City of Raleigh's FY21-25 Strategic Plan, Objective 5 of the Safe, Vibrant & Healthy Community initiative, describes our initiative to build trust, transparency, and accountability¹. This report helps to meet the Raleigh Police Department's (RPD) commitment to this objective.

Purposes

Accountability for misconduct

This report outlines administrative and citizen complaints received during the calendar year 2023. It also provides statistics on the classification of formal complaints, a breakdown of the allegations made, and the disposition of complaints.

Documentation

This report contains statistical information covering the calendar year 2023. Accounts from previous years provide a basis for comparison, and this comparison is advantageous in helping to identify trends in officer conduct and assisting with intervention and training. Keeping an ongoing record provides an opportunity to recognize issues that may impact the RPD and the community and correct them as soon as possible.

Identifying patterns related to policy, training, or supervision

Not all complaints originate from misconduct by police officers. They may stem from acts driven by the current policy, actions not addressed by current policy, training and tactics, or the supervision of officers. An annual review of citizen and internal complaints and use-of-force incidents allows the RPD and City officials to evaluate and change, when necessary, the methods used to deliver police services and our current policies related to the community's needs.

Early intervention

The law enforcement profession is constantly evolving. We are continually evaluating data to help identify emerging trends and take proactive action to correct inappropriate behavior. This predictive analysis process identifies situations that may create future complaints and eliminate the potential causes before they occur.

Building trust

Many people are unaware of the responsibilities and actions of the Office of Professional Standards. The Office of Professional Standards exists to ensure accountability and transparency of the RPD. In keeping

with the City of Raleigh Strategic Plan Organizational Excellence Initiative 2.1: "Increase accessibility of documents and records to internal and external customers," an annual report provides transparency to the RPD's Internal Affairs process, helping to mitigate community suspicion by providing information regarding the types of complaints received, the investigative process, and their dispositions.

This annual report presents quantitative data that may help direct attention and resources to address actual and potential officer misconduct and possibly identify training opportunities by recognizing trends or patterns. The goal of presenting this information is to demonstrate the RPD's commitment to accountability and transparency, help identify how best to reduce the incidence of police officer misconduct, and continually improve customer service and police practices. As part of this transparency, the RPD's policies guiding employee conduct can be found online at: <https://raleighnc.gov/services/safety/police-policies-and-procedures>

Professional Standards and Accountability

The Raleigh Police Department strives to provide the best law enforcement services through unwavering attention to our duties in partnership with the community. To achieve our department's mission, we must earn public trust and maintain our legitimacy as a law enforcement agency. As a profession, law enforcement is constantly re-evaluating policies and procedures as new best practices emerge. We must frequently re-evaluate how we do business and ensure we adopt measures which reflect these best practices.

However, it is not enough to have up-to-date policies and procedures. We must also regularly examine whether our officers' actual practices match those policies and procedures. We strive to hold our officers accountable when their actions do not conform to our established agency guidelines. Ultimately, we are responsible to the public we serve. The Office of Professional Standards (OPS) was formed in 2012 and is part of the Office of the Chief of Police. This unit includes a major, a captain, two lieutenants, four sergeants and one detective. The Inspections Unit, the Accreditation Unit, and the Internal Affairs Unit (IAU) make up the OPS.

Inspections Unit

The Inspections Unit (IU) is responsible for performing inspections and audits, completing reports, and conducting administrative investigations and reviews. Many audits and inspections are conducted regularly to comport with best practices defined by law enforcement accreditation standards. These formal inspections and audits include quarterly checks of the Police Evidence Unit, Police Quartermaster's Office, criminal intelligence files, informant cash funds, and periodic staff inspections. The Inspections Unit also conducts reviews within other functional areas that include:

- Controlled drugs used by the Animal Control Unit for tranquilizing and euthanizing of animals
- Drugs and explosives maintained by the K9 Unit for detection training
- [REDACTED]
- Crowd control munitions maintained by the Selective Enforcement Unit
- Mobile computer terminal messaging

- Payroll reporting
- Secondary employment
- Court attendance and DWI dismissal
- Annual review of police pursuits
- Annual review of officer-involved motor vehicle crashes
- Annual review of assaults on officers
- Emergency vehicle operation review
- Police armory and weapons inventory inspection

Since implementing RPD's body-worn camera program in 2018, the Inspections Unit has had an essential role in reviewing body-worn camera video. Information Technology generates a list of recently uploaded videos every month as part of this responsibility. This list typically consists of 35,000 to 45,000 video recordings. The Inspections Unit Sergeant sorts the list by assignment, selecting random videos. Audits are tasked to RPD district lieutenants, with the Inspections Unit follow-up ensuring compliance. The Inspections Unit also conducts an independent review of body-worn camera video at least once per quarter to ensure compliance.

The Inspections Unit also conducts special/administrative investigations. Special investigations are inquiries of an administrative nature that are not under the purview of the Internal Affairs Unit or the Detective Division and do not involve suspected or alleged criminal activity. Special investigations are performed at the direction of the Chief of Police in support of the RPD's overall management strategy and objectives.

In conducting audits and inspections, the Inspections Unit strives to accomplish the following objectives:

- Ensure the effectiveness of police operations and services via a thorough review of all organizational components and monitoring compliance with RPD written directives, city, state, and federal law, and national law enforcement accreditation standards.
- Provide detailed, accurate, and reliable information to the Chief of Police regarding the status and overall effectiveness of the RPD's organizational components.
- Highlight the positive and successful aspects of RPD activities, procedures, and policies, and ensure uniformity of operations throughout the department.
- Assess how RPD resources, including personnel, equipment, and facilities, are being used to meet the community's needs and identify additional resources that may be needed or available.
- Determine those operational and functional areas where the RPD, or its employees, may be vulnerable or at risk.
- Identify deficiencies and potential weaknesses in areas that need improvement so the RPD can take corrective action quickly and appropriately.
- Strive for continuous improvement in operational effectiveness by making educated and informed recommendations to the police administration.

The Inspections Unit collaborates with the Internal Affairs Unit (IAU). The Inspections Unit frequently provides technical assistance to IAU for their investigations. When the Office of Professional Standards (OPS) is called upon to investigate critical incidents, such as an officer-involved shooting or an in-custody death, all personnel are called upon to help coordinate the investigation. The Inspections and Accreditation Units are responsible for continuously reviewing RPD policies and procedures and examining whether our officers are following our established guidelines.

Pursuit Review and Officer Involved Crashes

The Inspections Unit reviewed 11 vehicular pursuits involving 25 officers during the 2023 calendar year. Ten of those pursuits complied with the existing policy. One pursuit resulted in the suspect colliding with another vehicle. Six of the pursuits were aborted due to a public safety hazard or the suspect eluded the officers.

In reviewing officer-involved crashes, there were 95 crashes during 2023. Of those, 35 were deemed as preventable on the officer's part. The most prevalent cause of preventable crashes was improper backing, with 8 crashes. Raleigh Police Officers drove a total of 7,077,866 miles, which indicates officers were involved in a crash approximately every 79,503 miles. Officers were involved in a preventable crash approximately every 202,224 miles.

Accreditation Unit

The Raleigh Police Department is proud to be an organization with a long-standing commitment to excellence. To demonstrate this commitment to the community, the department has maintained its status as a nationally accredited law enforcement agency since receiving its initial accreditation award from the Commission on Accreditation for Law Enforcement Agencies (CALEA) in March 1992. The RPD's most recent assessment by CALEA was in December 2021, resulting in a Certificate of Advanced Meritorious Accreditation being awarded in April 2022. This marked the 9th reaccreditation of the department.

The Commission on Accreditation for Law Enforcement Agencies (CALEA) was formed in 1979 by a consortium of four national law enforcement executive associations that recognized the need to establish a set of professional standards (best practices) for the law enforcement profession. Over the years, CALEA has continually reviewed and adapted the criteria to meet the needs of law enforcement organizations challenged with navigating the ever-changing landscape of police work. RPD maintains compliance with nearly 400 professional standards established by CALEA, including standards governing policy development, evidentiary procedures, agency financial management, crime prevention, and community engagement.

The accreditation standards address six primary areas:

- Roles, responsibilities, and relationships with other agencies
- Organization, management, and administration
- Personnel administration
- Law enforcement operations, operational support, and traffic enforcement
- Detainee and court-related services
- Auxiliary and technical services

These standards help the Raleigh Police Department to:

- Strengthen crime prevention and control capabilities
- Formalize essential management procedures
- Establish fair and nondiscriminatory personnel practices
- Improve service delivery
- Solidify interagency cooperation and coordination

Boost citizen and staff confidence in our agency

In many ways, the accreditation process provides a blueprint for success. The accreditation process also facilitates a continuous self-examination of every aspect of the RPD. The self-examination ensures policies and practices align with established best practices in law enforcement and identifies areas that need improvement.

Benefits of accreditation include:

Increased Community Advocacy: Accreditation embodies the precepts of community-oriented policing. It creates a forum in which law enforcement agencies and citizens work together to prevent and control challenges confronting law enforcement and provides clear direction about community expectations.

Staunch support from governmental officials: Accreditation provides objective evidence of an agency's commitment to excellence in leadership, resource management, and service delivery. Thus, government officials are more confident in the agency's ability to operate efficiently and meet community needs.

Stronger defense against civil lawsuits: Accredited agencies are better able to defend themselves against civil lawsuits. Also, many agencies report a decline in legal actions against them, once they become accredited.

Reduced risk and liability exposure: Many agencies report a reduction in their liability insurance costs and/or reimbursement of accreditation fees.

Greater accountability within the agency: CALEA standards give the CEO a proven management system of written directives, sound training, clearly defined lines of authority, and routine reports that support decision-making and resource allocation.¹

Compliance with accreditation standards is monitored and verified by CALEA in various ways. Each year, RPD submits an Agency Status Report to CALEA detailing critical aspects of our efforts to serve the community effectively. Additionally, CALEA verifies compliance with standards annually by reviewing documentation that is cataloged and maintained by the department's Accreditation Unit. Finally, the department undergoes an on-site or virtual assessment by CALEA staff every four years. During this assessment, CALEA assessors conduct interviews with RPD employees and community members, ride along with officers on patrol, visit police facilities, and meet with command staff to discuss observations and provide feedback.

¹ CALEA "Benefits_Inforgraph_0830", CALEA website, <https://www.calea.org/benefits-accreditation>, 02/22/2024.

The Accreditation Unit is responsible for monitoring the day-to-day activities of agency units and personnel to ensure continued compliance with all applicable accreditation standards. The Accreditation Unit also plays a critical role in the department's policy development and review process by confirming that all new or revised procedures follow CALEA standards.

Internal Affairs Unit

The Internal Affairs Unit (IAU) helps maintain public confidence and trust in the RPD by serving as a point of contact for citizens who wish to commend or question the performance of the department's officers and civilian employees. The Internal Affairs Unit is responsible for receiving, processing, assigning, and supervising the investigation of any alleged misconduct or criminal conduct against any member of the RPD. The Internal Affairs Unit thoroughly and objectively investigates all credible allegations.

Filing a Complaint

All complaints are accepted by the Internal Affairs Unit and can be received in person, by letter, by telephone, or by email. Anonymous complaints are also accepted. The IAU Captain reviews all complaints and assigns the complaint to the appropriate supervisor or the Internal Affairs Unit for investigation. Following a thorough and impartial investigation, a disposition is rendered based on all available information. The complainant receives the notification of the final disposition by certified mail.

Disposition of Complaints

Police officers are public employees; therefore, the personnel information the department can release concerning them is regulated by North Carolina General Statute 160A-168. The disposition of the investigation is classified by one of the following six categories.

Sustained: Sufficient evidence exists which prove specific allegations or other wrongdoing discovered during the investigation.

Not Sustained: Insufficient facts exist to substantiate any wrongdoing or to refute the allegations.

Unfounded: Either the allegation is demonstrably false, or there is no credible evidence to support it.

Proper Conduct: The actions of the department or officers involved were consistent with department policy and/or training.

Policy Failure: The investigation indicates a need to modify or expand training or change policies and procedures.

Other: Any disposition not indicated above.

An analysis of citizen and internal complaints and the department's use of force in 2023 is provided in the following charts and graphs. The complaint review will show the number of complaints, the early warning system, and non-biased policing compliance. In adherence with CALEA standard 4.2.4, the use-of-force analysis will include date and time of incidents, types of encounters resulting in the use of force, trends

and patterns related to race, age, and gender of subjects involved, trends and patterns resulting in injury to citizens or officers, and any impact of the findings on policies, practices, equipment, and training.²

In 2023, The Raleigh Police Department provided services for 294,355 documented officer/citizen interactions. Counting calls for service does not provide an exact number of individuals RPD interacted with because there may be more than one person involved in the call. Furthermore, everyday interactions with community members with questions or spontaneous face to face encounters are rarely recorded in call tracking software. The following chart provides a count of the calls for police service answered for 2023.³

Year	2021	2022	2023	3 Year Percent Change
Population	469,124	478,892	490,019	4%
911 Calls	172,848	175,253	171,926	-1%
Self-Initiated	113,352	118,279	122,429	7%
Total	286,200	293,532	294,355	3%

Contact Complaints are complaints received by the Internal Affairs Unit or direct supervisors that do not require a full, formal Internal Affairs investigation. Such complaints are easily investigated, and officers are often exonerated based on video/audio or other readily available information. Contact Complaints usually consists of minor demeanor violations that are typically handled by the officer's chain of command.

In 2023, the number of complaints investigated by IAU decreased. During calendar year 2023, the Internal Affairs Unit received **183** citizen contacts. The unit specifically investigated 35 formal complaints. Formal complaints may be generated internally or externally, and the subsequent investigation may be criminal or administrative. Of these 35 formal complaints, 7 were filed externally from citizen sources, and 28 were initiated internally. The dispositions of those cases are displayed in the table below:

2023 Disposition of Investigated Complaints

Disposition	Internal	External	Contact
Sustained	22	6	5
Not Sustained	4	0	5
Proper Conduct	1	0	7
Unfounded	1	1	7
Pending	0	0	0
Other	0	0	159
Policy Failure	0	0	0
Total:	28	7	183

² CALEA Standard 4.2.4

³ Raleigh Intelligence Center, 2023 Crime Statistical Report, 2/27/24

Assessment of Complaint Cases

Of the 35 cases investigated by Internal Affairs, 11 cases were of a criminal nature. In addition to the internal investigation, each case was submitted to the Wake County District Attorney for a comprehensive review to determine whether criminal charges were applicable. Four officers were charged with a criminal offense in 2023. The volume of citizen contacts compared with the number of complaints is evidence of the emphasis RPD places on performing our duties professionally. The IAU did not determine any specific patterned behavior or observable trends with respect to the types of allegations and complaints.

In-Custody Deaths

During the calendar year 2023, there was 1 incident involving an in-custody death. The Death in Custody Act of 2013 defines "deaths in custody" as the death of any person who is:

1. Detained by law enforcement,
2. Under arrest,
3. In the process of being arrested,
4. En route to being incarcerated or detained,
5. Incarcerated at any correctional facility, including contract facilities (which the USDOJ term "deaths in a correctional institution").⁴

Non-Biased Policing and Impartial Policing Review

The Raleigh Police Department strives to provide police service consistent with non-biased and impartial policing. Management has incorporated within its Departmental Operating Instructions (DOIs) a requirement for each supervisor to ensure that their subordinates are aware of and comply with directives relating to unbiased policing. When biased-based policing complaints are filed against departmental employees, Department Operating Instructions specifically mandate the Internal Affairs Unit to investigate the allegations.

During 2023, there were no inquiries into allegations of biased-based policing. There were two inquiries in each of the previous two years. Based on an analysis of the number of citizen encounters relative to the number of biased-based complaints, it is reasonable to conclude that the RPD does not have a systemic issue regarding biased policing.

Use-of-Force and Assault on Officer Statistical Data

Use-of-force Incidents

The FBI defines Use-of-force as the amount of effort required by law enforcement to gain compliance from an unwilling subject.⁵ In 2023, the Raleigh Police Department conducted 8,606 physical arrests and

⁴ *Review of the Department of Justice's Implementation of the Death in Custody Reporting Act of 2013*, Office of the Inspector General, U.S. Department of Justice, December 2018, p.1.

⁵ <https://bjs.ojp.gov/topics/use-of-force>, 2-27-24

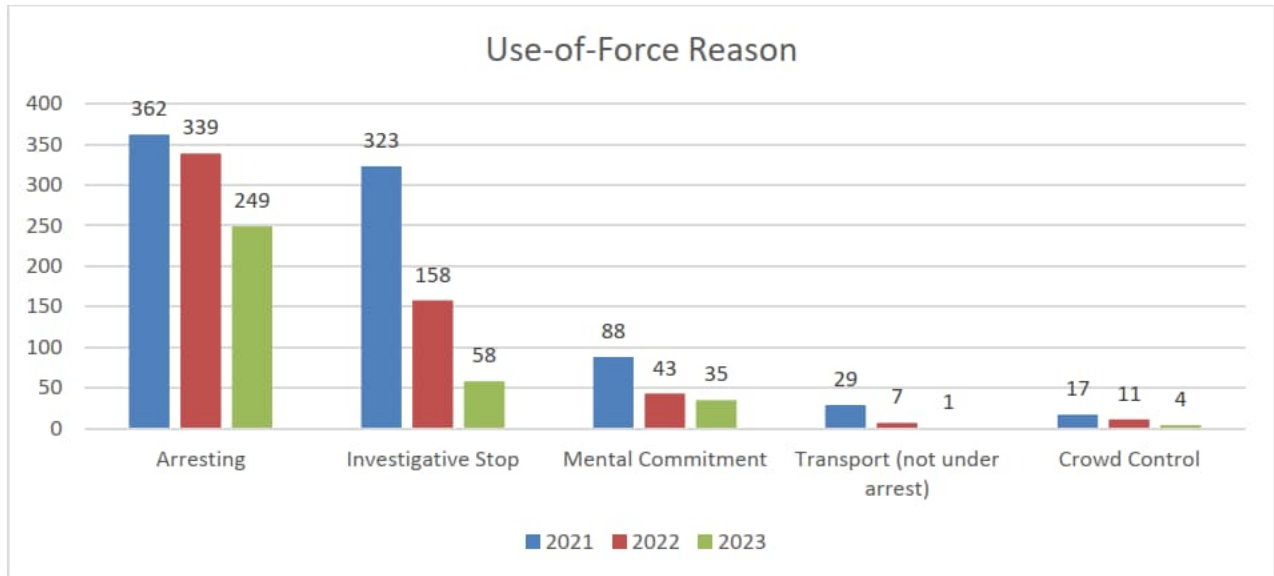
made 25,569 charges (some arrestees were charged with more than one offense). Out of the 8,606 physical arrests, force was used 347 times. 96% of the people arrested complied with officers and did not require force to affect the arrest.

	2021	2022	2023	Percent Change 2022-2023
Total Physical Arrests	7,277	7,916	8,606	8%
Total Arrests By Citation	16,296	16,190	25,269	36%

In 2020 the Raleigh Police Department changed the Use-of-Force policy to require officers to complete a use-of-force report whenever they handcuff a person who is not under arrest. The addition of these incidents to the overall Use-of-Force data caused the counts to be inflated. Handcuffing reports were completed according to policy yet were indistinguishable from the total count of use-of-force reports. These reports were documented using the same fields used to capture any other use-of-force. This policy was revised in June 2022, removing the requirement to complete a use-of-force report when a person was handcuffed and not under arrest.

Raleigh Police officers utilized some level of force during 347 incidents in 2023. This is a 38% decrease from 2022. A portion of this decrease can be attributed to the change in policy on handcuffing being considered a use-of-force. The use-of-force reason's breakdown of these incidents reveals most use-of-force incidents occur as a result of arresting subjects. Below are notable statistics to consider between 2022 and 2023.

- 27% decrease in use-of-force incidents when arresting a subject
 - RPD arrested 8,606 subjects in 2023.
 - RPD used force in 4% of the arrests made in 2023.
- 63% decrease in use-of-force incidents during investigative stops
 - The decrease in this category can be partially attributed to the discontinuation of the handcuffing use-of-force reports mid-way through 2022.
- 19% decrease in use-of-force incidents involving mental commitments.
 - Officers responded to 1,630 Mental Commitments in 2023.
 - This was 7.5% decrease from 2022.
 - Overall, RPD used force in 5.5% of the total Mental Commitment incidents.



During the 347 use-of-force incidents, there were 2,176 applications of force. The discrepancy between the number of incidents and the application of force is due to the number of officers involved and the escalation or de-escalation of force as the incident progressed. RPD policy requires officers to report all applications of force throughout the use-of-force continuum. For instance, an officer may use peppery spray and a restraining technique to affect an arrest. This would be documented as two applications of force.

The use-of-force continuum refers to a linear range of force options available to the officer that is determined by the assessment of the totality of the circumstances presented. These progressive levels of force range from lower to higher. Examples include physical presence, verbal commands, restraining techniques, pepper gas, striking techniques, less-lethal weapons, and deadly force.

Types of Force Used

The use-of-force report system will count the types of force for each officer involved in the incident. Officers may count the types of force more than once. The officers describe their actions in the report in detail and record the types of force used, multiple times if needed. The discrepancy between the number of incidents and the type of force is due to the number of officers involved and the number of times officers entered each type.

As the incident progresses, the escalation or de-escalation of force will factor in the total count. RPD policy requires officers to report all force applications throughout the use-of-force continuum.

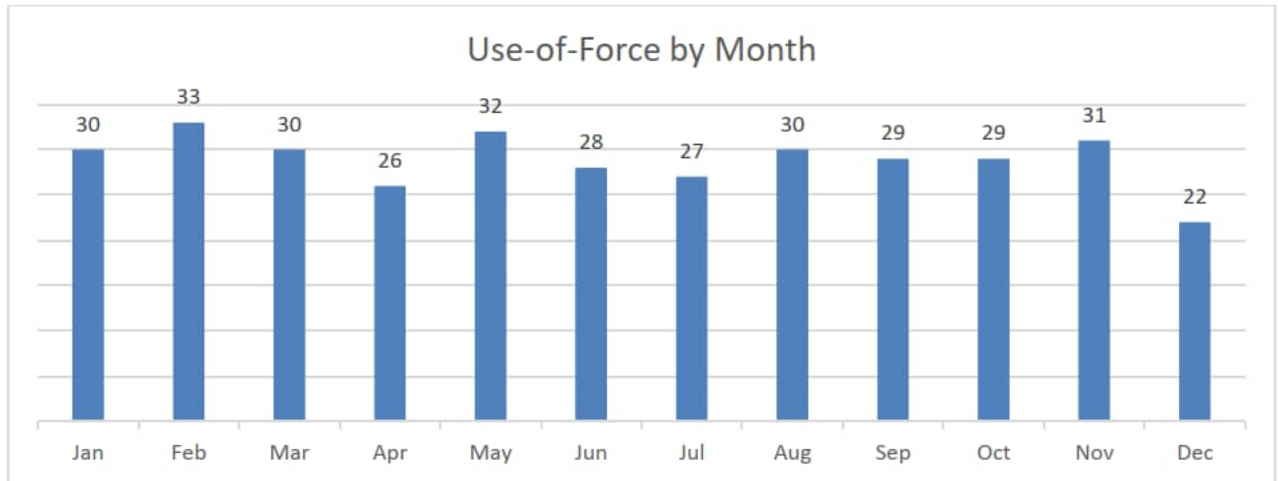
The table below contains information regarding the types of force used and how many times officers used them.

Type of Force	Number of Force Application
Restraining Techniques	1973
Striking Techniques	45
Firearms Display	90
Firearms Use-of-force	3
Taser	57
Baton	3
OC Pepper Spray	5
Less Lethal: Chemical Agents	0

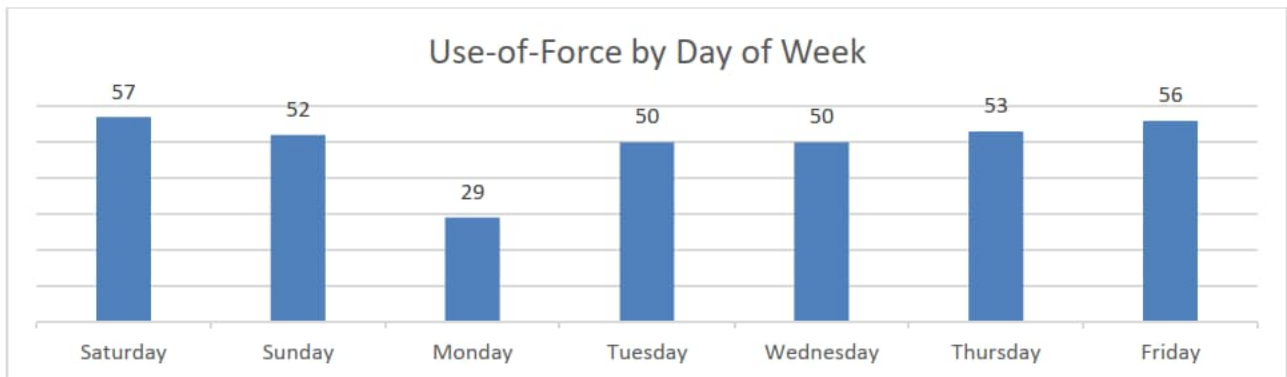
(90% of the types of force used were restraining techniques)

Date and Time of Force

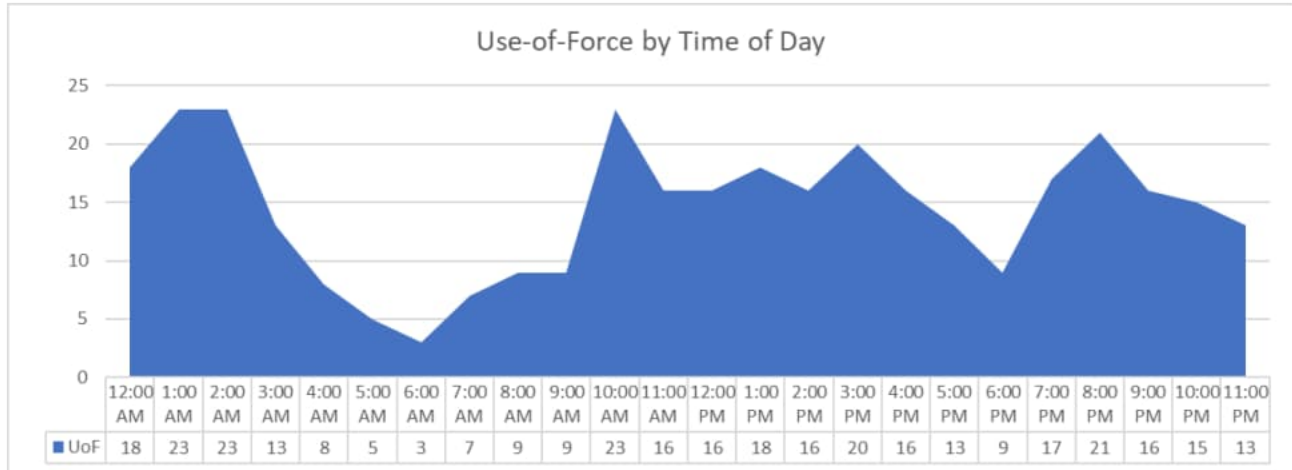
The RPD’s use-of-force by month in 2023 shows February as the month necessitating the most use-of-force incidents. December required the least. The average use-of-force per month is 28.91 incidents.



The analysis of use-of-force incidents by day-of-the-week indicates more use-of-force incidents occurred Friday and Saturday.



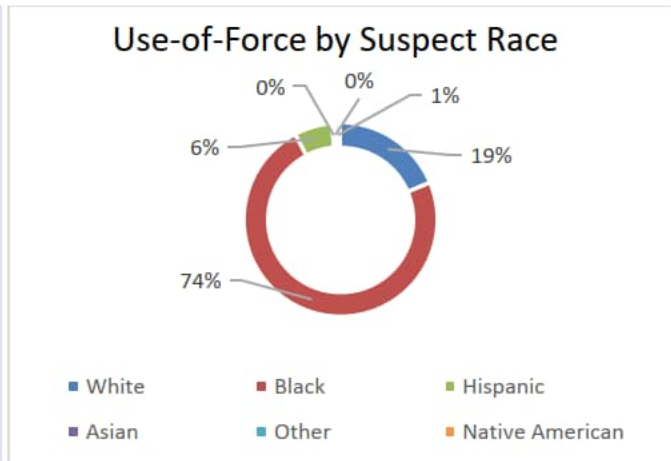
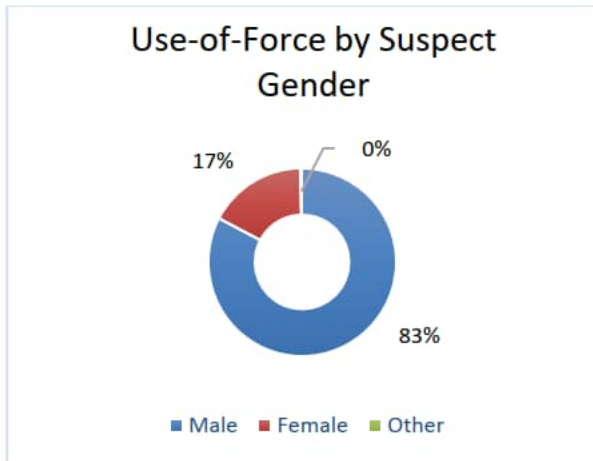
The highest incident count by time is from 1:00 AM and 3:00 AM and then between 10:00 AM and 11:00 AM.



Race, Age and Gender of Subjects Involved in Use-of-Force Incidents

The chart to the right displays the number of incidents according to the subject's age involved in the use-of-force. The 60 and up age range had very few uses of force (9), while the age range of 20-29 and 30-39 had the most people involved in incidents where force was required (121, 111 respectively).

Age Range	Count
Unknown	5
10-19	46
20-29	121
30-39	111
40-49	34
50-59	21
60 and up	9



Use-of-force by race and gender.

- White males (48) were involved in 14%
- Black males (218) were involved in 63%

- Hispanic males (19) were involved in 5%
- Hispanic females (3) were involved in 1%
- White females (17) were involved in 5%
- Black females (37) were involved in 11%
- *Other males (2) & females (3) (Asian 1, Native American 1, & Unknown 3) were involved in 1%

Injury during Use-of-Force Incidents

Of the 347 total incidents in which force was used in 2023, 67 officers reported being injured.

2023 Officers Injured during Use-of-Force	
Injured	67
Not Injured	280
Total	347

The following chart provides the counts of citizens injured during the use-of-force incidents.

2021 Citizens Injured during Use-of-force	
Injured	28
Injury not force related	39
Injury related to force used	86
No injuries noted or visible	207
Total	360

(*In 13 of the incidents there was more than one injury mentioned in the use-of-force)

Assault on Officer Review

For the 2023 calendar year, OPS reviewed incidents where RPD officers were assaulted in the line of duty. There was a total of 106 incidents, with 137 officers assaulted. 17 officers were involved in more than one incident.

The following chart provides a count for the circumstances surrounding the assaults on RPD officers. The NIBRS (National Incident-Based Reporting System) dictates the circumstance definitions used for the following chart.

Leo Circumstances	2021	2022	2023	Count
Attempting Arrest	33	25	38	96
Responding to "Disturbance"	13	24	20	57
Handling, transporting prisoners	14	15	12	41
Investigating suspicious persons, circumstances	9	16	12	37
All Others	10	11	16	37
Mental Crisis	7	4	3	14
Civil disorder	1	0	0	1
Traffic pursuits, stops	3	6	3	12
Burglary in progress	0	0	1	1
Robbery in progress	1	0	0	1
Ambushed	0	0	1	1
Total	91	101	106	298

The following chart illustrates the type of weapon used against RPD officers during these assault incidents:

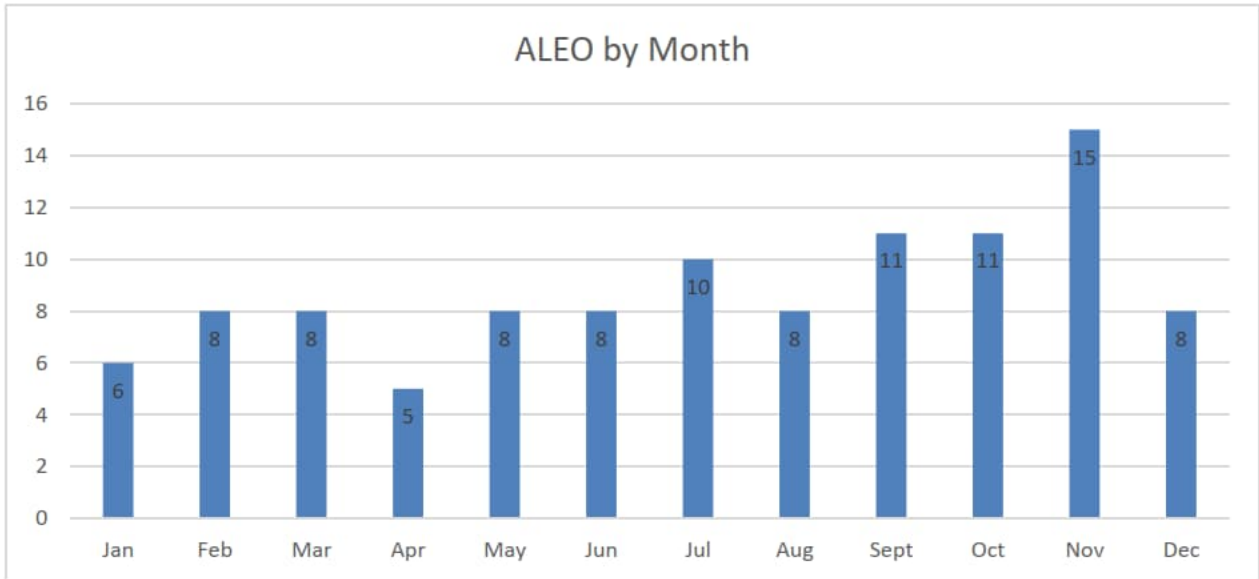
Weapon used against LEO	2021	2022	2023	Count
Physical Force	77	86	90	253
Other Weapon	10	10	11	31
Firearm	2	4	3	9
Knife	2	1	2	5
Total	91	101	106	298

There were ninety incidents of suspects using physical force to assault officers. There were three incidents where officers were assaulted by firearms. In one of those incidents officers were shot at. The other two incidents, officers were involved in a struggle with a suspect while he was reaching for or holding a gun. Suspects attempted to use knives against officers in two separate incidents. None of the assaults resulted in death or serious injury.

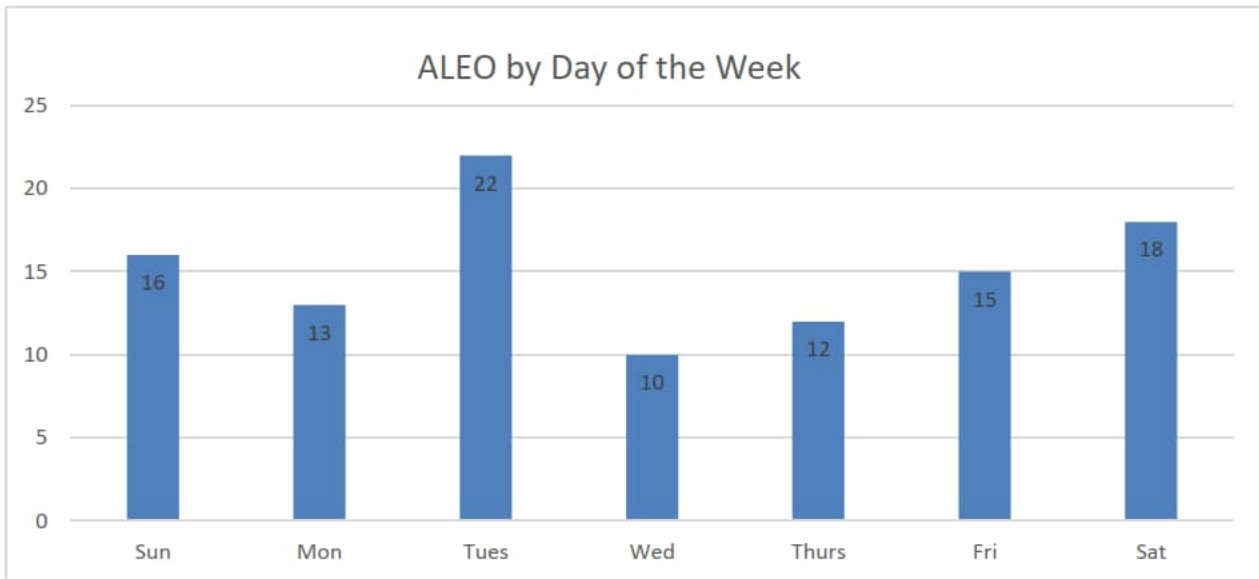
Below is a chart to illustrate the demographic details of the people listed as suspect or arrested for assaulting Raleigh Officers during 2023.

Offense	Asian	Black		White		Unknown		Count
	Female	Male	Female	Male	Female	Male	Unknown	
Assault/Simple	1	38	25	13	9	1	1	88
Assault/Aggravated	0	14	3	1	0	0	0	18
Total	1	52	28	14	9	1	1	106

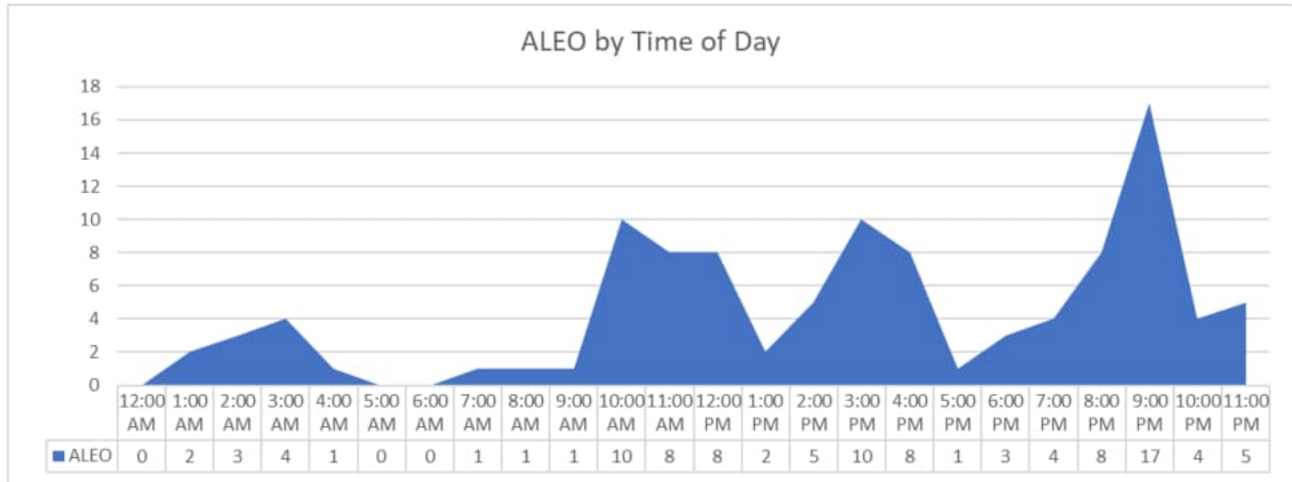
The month of November experienced the most assault incidents in 2023.



Assaults on Raleigh Police Officers most frequently occurred on Tuesday.



The following graph illustrates the number of assaults on officers and the time of day.



2023 Officer Involved Shootings and Discharge of Firearms

During the calendar year 2023, two incidents involved the discharge of a firearm. They were both found to be proper conduct by the officer given the totality of the circumstances.

Personnel Early Warning System

The Raleigh Police Department continues to evaluate data in a format conducive to promptly identifying early performance indicators and stress-related issues to facilitate necessary or appropriate follow-up activities. Specific performance criteria are reviewed regularly, as indicators of job stress or behavioral problems may exist beyond those commonly monitored by first-line supervisors. Two of the criteria considered are employee complaints and use-of-force incidents.

Quarterly reports identify personnel subject to two or more complaints, involved in three or more use-of-force incidents, or receive two or more disciplinary actions. The table below represents the number of officers identified by the system with three or more use-of-force incidents during each quarter of the 2023 calendar year.

Quarter	2021	2022	2023
1st (Jan-Mar)	59	46	22
2nd (Apr-Jun)	47	28	18
3rd (Jul-Sept)	41	24	20
4th (Oct-Dec)	40	27	10

A separate report is generated annually by the early warning system that identifies personnel who are showing a complaint or use-of-force pattern (8 total incidents) for the previous 12-month period. fourteen officers met these criteria for the 2023 calendar year.

The change in the Use-of-Force policy requiring officers to complete a use-of-force report whenever they handcuff a person who is not under arrest is a primary cause for the increase in the use-of-force counts for 2021. According to RPD policy (prior to revision in 2022), officers had to complete a handcuffing report when they used handcuffs but did not arrest the subject. These types of incidents occur when officers feel the need to detain a subject while they are investigating a crime. If the officer determined there was no probable cause to arrest the subject, the subject was released, and the incident documented. The method of capturing non-custodial handcuffing incidents was indistinguishable from other use-of-force reports. This policy was changed, and the practice ceased as of July 2022.

In an effort to gain a more accurate depiction of use-of-force data, an additional category was added to RPD use-of-force reporting: "Show of Force." This category encompasses the pointing of a conducted energy weapon (CEW) or the pointing of a firearm at an individual. Adding this general category removes these "pointing" incidents from RPD's overall use-of-force numbers, but still captures the data in a separate category. This method was found to be more consistent with large agency use-of-force reporting. As part of the quarterly reports the system identifies officers who have five or more show-of-force incidents in a rolling 3-month period. Since this implementation, one officer has been identified as meeting this criterion.

In response to both the quarterly and annual reports generated by the early warning system, each officer's performance is evaluated by their supervisors to determine if job stress or performance issues exist. Information detailing the results of these evaluations is completed by the appropriate supervisors and forwarded through their chain of command.

Based on the reviews completed for each employee identified by the early warning system, it is apparent the system is functioning effectively and provides valuable insight into potential performance-related issues regarding RPD personnel.

Conclusion

During the 2023 calendar year, members of the Raleigh Police Department engaged in 294,355 citizen interactions. During these interactions, RPD officers used force 0.11 percent of the time. As a result of these interactions with the members of the public, Raleigh Police officers conducted 8,606 physical arrests and used force in only four percent of these arrests. Officers utilized physical presence and verbal commands 96 percent of the time when confronted with an incident requiring a physical arrest. Not only do most interactions with citizens require no force, but most interactions also do not result in misconduct allegations against officers. In 2022, 293,532 citizen interactions led to 21 Internal Affairs investigations. In 2023, 294,355 citizen interactions led to 35 Internal Affairs investigations. Internal Affairs investigations do not occur every time a citizen calls about officer conduct, as the officers' direct

supervisors are sufficient in handling most citizen concerns. Allegations of a serious nature are handled by our IAU.

The Raleigh Police Department is committed to being accountable and transparent with the community. This report exemplifies how the RPD evaluates officers' performance and identifies officer misconduct.