

2022

ANNUAL REPORT







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Message From the Chief

**To the Charlotte-Mecklenburg
community,**

The accomplishments achieved by the Charlotte-Mecklenburg Police Department (CMPD) in 2022 are a direct result of the incredible work of the sworn and non-sworn members in our department who serve our community each and every day. The men and women of CMPD are dedicated to maintaining the high level of confidence the community has in us while providing an unmatched customer experience.

One of the top priorities of my administration is violent crime management. Although overall crime was up in 2022, we saw a 5% decrease in violent crime. We also saw a 7% increase in arrests as well as an 8% increase in guns seized. This is a direct result of the commitment of our department to protect and serve our community. We will continue to remain laser-focused on deterring these serious offenses.

Building relationships, within our organization and externally, is at the core of our mission. In 2021, we launched the CMPD Serves Program. A program focused on customer service and ensuring we leave a positive impression in every encounter we have with each other and with members in our community. CMPD proudly leads the way as the first law enforcement agency in the country to develop a customer service curriculum. In 2022, we launched the second phase of CMPD Serves, with a focus on employee wellness and world-class internal culture.

The CMPD will remain committed to seizing every opportunity in 2023 to serve our community through these four priorities:

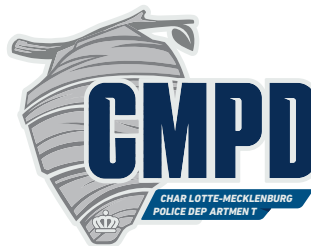
1. Continue efforts to decrease violent crime.
2. Recruitment and retention effort to increase applicant pool hiring and enhanced current workforce.
3. Continue customer experience training focused on employee wellness and world-class internal culture.
4. Ensure officers have the best equipment, technology and training to do our jobs efficiently and effectively.

CMPD will continue to work with the City of Charlotte residents and our community leaders to build collaborative relationships, promote public safety and enhance trust.

Thank you,



Johnny Jennings
CHIEF OF POLICE



**It is an
immense
privilege
to serve as
your chief of
police at the
best police
department
in the nation
alongside an
incredible
team of law
enforcement
professionals.**





CARE | CC

The Charlotte Mecklenburg Police Department (CMPD) launched its Revolutionizing CommUNITY Collaboration customer experience training and curriculum called CMPD Serves in June 2021 making it the first law enforcement agency in the country to strategically develop a transformational curriculum around ways to improve interactions and communication.



CMPD SERVES laid the foundation for customer experience expectations with the guiding principles of the Pillars, **Non-negotiable Standards, Always and Nevers, and Experience Action Statement**. In addition to the 2600 CMPD employees who completed the course, Code Enforcement, City Department Heads, the City Manager, Council Members, and the Citizen Review Board also received this award-winning training in 2022. As an extension of this training, The Acts of Excellence program was developed to honor our employees for their outstanding customer-centric work. More than 150 Acts of Excellence were awarded across the department in 2022. Also, the Return on Experience dashboard was launched to showcase the many different ways CMPD captures and measures the impact of our community collaboration efforts.

Following the success of this novel law enforcement customer experience training and curriculum, a second phase was internally developed and launched in 2022. CMPD Serves 102- The 3 C's is a four-hour in-person interactive class at the Police Academy delivered by a group of trained instructors that consists of a member of command staff, a sworn officer, and a civilian staff member. The volunteer instructors attended

COMMIT | CREATE

Our 3 Principles

an eight-hour train-the-trainer session and shadowed lead CMPD Serves instructors for multiple classes. Sergeants, command staff, and civilian equivalent supervisors and managers completed the training in the fall of 2022. Front line officers and civilian staff will complete this phase of training by mid-year of 2023.

CMPD Serves 102 builds from the core training by equipping each employee to achieve the end goal of “Leaving a Positive Impression that Earns a Genuine Thank You” by applying three key principles of CARE, COMMIT, and CREATE. We can better serve our citizens and one another by looking inward and focusing on employee wellness and building a world class internal culture. During the class, employees engage in exercises and discussions designed to increase the awareness of the impact of wellness on an individual as well as an organization. Additionally, the accompanying training booklet provides an extensive list of resources available to employees.

Early feedback indicates this a valuable experience that will make a difference.



CORE-4:

Crime Management

Crime Stats

979K

911 Calls for Service
↑1% from 2021

529K

Police Interactions
↓1% from 2021



14,059

Total Arrests
↑7% from 2021



↑3%
Overall crime
from 2021



3,182
Guns off Street
↑8% from 2021

Property Crime

↑6%

Violent Crime

↓5%

Homicides

↑10%

Rapes

↓23%

Robberies

↑2%

Vehicle Thefts

↑20%

Burglaries

↓7%
(residential)

Burglaries

↑29%
(commercial)

Arsons

↑14%

Aggr. Assaults

↓7%

Vehicle Break-Ins

↓1%

69

SWAT deployments in 2022 which included warrants served, armed barricaded subjects, dignitary protection escorts and more. SWAT continues to assist divisions, lead training efforts and develop CMPD leadership.

* Report based on National Incident Based Reporting System (NIBRS) standards for compiling FBI Uniform Crime Reporting (UCR) summary statistics.

** The data is reported based on victimization count and not number of incidents.

*** Arrest information is based on arrest processing data.

**** Data is compared year over year 2022 to 2021 information.

Violent Crime Efforts

The **Homicide Clearance Rate** is
75.7%

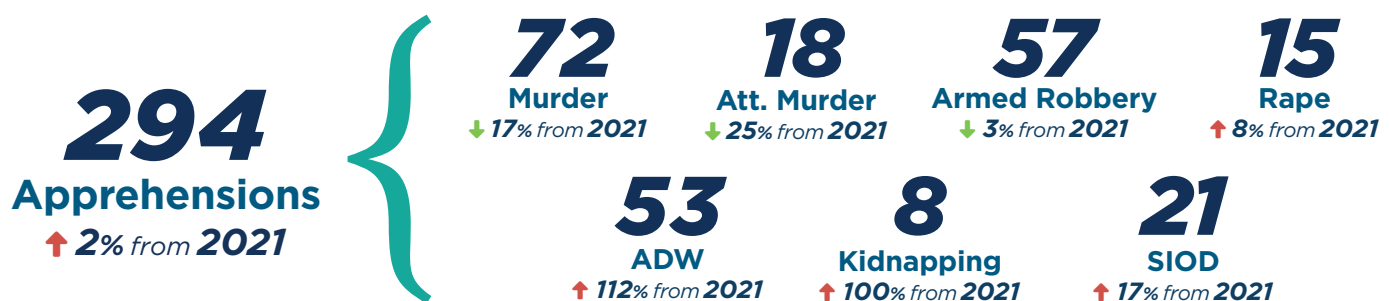
This 5-year average outpaces the national average which is 61%. The tenacious work of CMPD Homicide detectives and community involvement are two critical elements in reaching such a high clearance rate.

110* Homicides

**3 of those cases are with the District Attorney's Office for evaluation.*

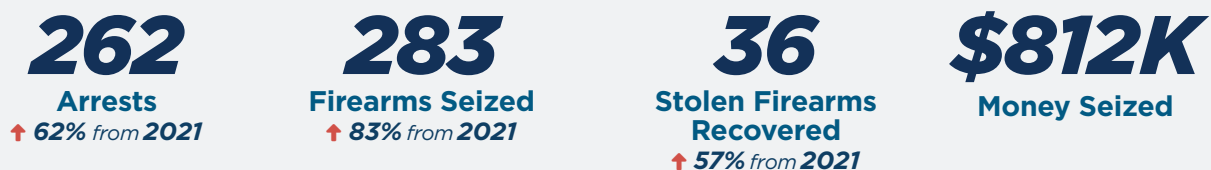
Violent Criminal Apprehension Team

The Violent Criminal Apprehension Team (VCAT) conducts fugitive recovery investigations and operations targeting the most violent offenders operating or located within the City of Charlotte and Mecklenburg County. VCAT's primary mission is to facilitate the apprehension of individuals wanted for murder, rape and armed robbery but may include additional violent felonies.



Crime Gun Suppression Team

In 2021, to combat rising gun crime, CMPD merged three units to form the Crime Gun Suppression Team (CGST). The CGST combines detectives from the former Gang Unit, the Shooting into Occupied Property (SIOP) Task Force and the Targeted Response and Apprehension (TRAP) Unit. The CGST combines the specialized skills of those units to crack down on retaliatory and series gun-crime cases. The results speak for themselves with arrests, gun seizures and search warrants nearly doubling in 2022 since the Team's creation last year.



Reckless Driving/Street Racing

CMPD has been addressing safety issues on Charlotte roads all year long. In late 2021 & early months of 2022, CMPD received hundreds of complaints from citizens about groups of juveniles and adults behaving erratically on bicycles and motorized vehicles. From January – April, 2022 officers charged 28 subjects, ages 11 to 27-years-old and seized at least eight bicycles, three dirt bikes, and two ATVs for crimes connected to riding recklessly in the street. CMPD continued to see this behavior into the summer. Subsequent operations on July 21, 2022 and July 31, 2022 resulted in seven arrests for reckless driving. In November 2022, CMPD also launched an operation targeting street racing groups, resulting in three arrests and three vehicles seized.

38 Arrests

8 Bicycles Seized

3 Dirt bikes Seized

3 Cars Seized

2 ATVs Seized

Efforts of the CMPD's Crime Gun Intelligence Center

The CMPD's Crime Gun Intelligence Center (CGIC) was established using funds from the Bureau of Justice Assistance (BJA) to address the increase in firearm related violent crime in the Charlotte-Mecklenburg community. This was done by identifying unlawfully used firearms and their sources, effectively prosecuting perpetrators engaged in violent crime, and developing a safer community. Support through BJA provided the CMPD the ability to accomplish the following efforts: establish a collaborative working group in partnership with Alcohol, Tobacco, Firearms and Explosives (ATF) and representatives from additional law enforcement agencies, enhance their Firearm Task force by adding one Crime Laboratory Technician and a Data Analytics Specialist to enhance investigations, establish a CGIC Business Model to ensure the effective delivery and processing of firearms and fired evidence to the Crime Lab, and

to effectively investigate firearm related violent crime by hiring a Crime Laboratory Technician. Additionally, BJA funds provided the CMPD the ability to establish a comprehensive training program to effectively implement their CGIC, establish a Violent Crime Prevention Strategy by informing the community of NIBIN related success stories through media releases and newsletters, establish an Improved Response to Gun Shots Fired by identifying patterns and trends related to violent firearm related crime, and partnering with Mecklenburg County DA's Office to review and prepare cases for prosecution.

The CMPD's CGIC Team will continue their efforts of developing a safer community by using intelligence, technology, and community engagement to identify unlawfully used firearms and their sources and effectively prosecute perpetrators engaged in violent crime.

In 2022, CMPD accomplished the following efforts:

3,806

Crime Guns Recovered

3,836

Ballistics entered into NIBIN

1,897

Ballistics entered from test-fired crime guns into NIBIN

371

Crime guns linked to another crime incident or item via NIBIN

374

Crime gun related cases were referred to their CGIC Team

241

Crime gun related cases by arrest or exceptional means were cleared

OPERATION SAWZALL: Catalytic Converter Thefts

CMPD has made combating auto crimes a major priority this year.

Following a spike in catalytic converter thefts in 2021, CMPD created “Operation Sawzall” to investigate groups responsible for a large number of these thefts. Catalytic converter thefts declined 20% in 2022. The department saw the largest reduction following Operation Sawzall in late May in which multiple suspects were arrested and several vehicles were seized. While catalytic converter thefts from private homes fell 61% in 2022, there was a significant increase in thefts at hotels/motels (up 167%) and vehicle dealerships (up 85%). **CMPD will continue to crack down on these thefts with more operations planned in 2023.**

2021 Catalytic Converter Thefts from...



↓ **Down 61%**
Private Homes



↑ **Up 167%**
Hotels/Motels



↑ **Up 85%**
Vehicle Dealerships

LFAs & Hyundai Kia Challenge

Vehicle thefts rose in 2022, in part due to a crime trend that started through social media.

The Hyundai/Kia challenge began in June when videos surfaced that demonstrated how to start Kia & Hyundai vehicles using only a USB cord. In 2022, there were 677 reported incidents of Hyundai or Kia vehicles being targeted by thieves (up 159%). Around mid-June, thefts of Hyundai or Kia vehicles spiked by 346%. Upon learning of this trend, CMPD’s Public Affairs Division put out a series of awareness videos to inform the public. CMPD also carried out operations via tips from the community and arrested three juveniles connected to more than 25 Hyundai/Kia auto thefts spanning multiple divisions. Hyundai and Kia thefts have dropped to near 2021 levels since.

677

Kia/Hyundai
Theft Incidents

544

Kia/Hyundais
Stolen





Organized Retail Theft

The Organized Retail Crime Task Force is made up of 7 detectives across 6 divisions and representatives from numerous local agencies.

Last year, nearly 650 investigations were handled just within CMPD's jurisdiction. The ORCTF has also built a valuable partnership with the Mecklenburg County District Attorney's Office to hold high priority repeat ORC offenders accountable and support our retail partners. Some of these offenders have been known to law enforcement and numerous businesses for years and are finally receiving just penalties due to the continued hard work of these detectives.

2010 Remains Identified Through Partnership with NC Unidentified Project

The North Carolina Unidentified Project began in February 2020, as a partnership between Leslie Kaufman, Forensic Genealogist and owner of First Genes LLC, and Dr. Ann Ross, Forensic Anthropologist at North Carolina State University.

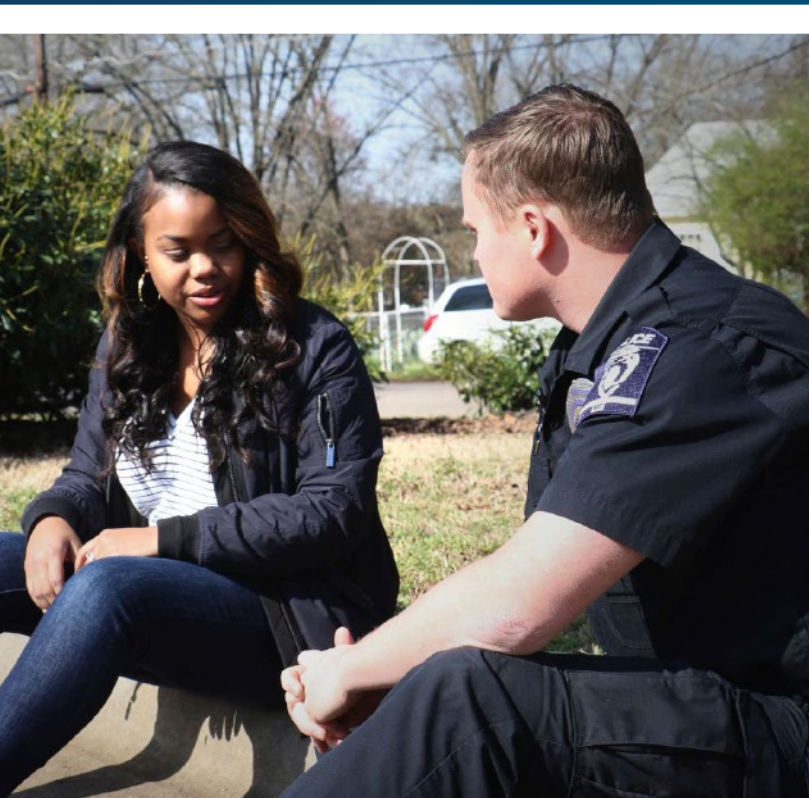
The project received a UNC Interinstitutional grant to assist in the identification of North Carolina's nearly 130 unidentified persons. The funding paid for the first phase of the project, extracting DNA from the bones of 13 unidentified persons. The DNA is used to establish a genetic profile that is loaded into genealogy databases to find relatives and establish a family tree. In addition, Dr. Ross and Leslie Kaufman do extensive research to develop biological and anthropological profiles of the victims. Of the initial 13 cases submitted, seven samples were viable to study. Dr. Ross and Ms. Kaufman were able to identify all seven remains.

In May of 2021, the NC Unidentified Project had already started work on the unidentified remains from Charlotte, when Leslie Kaufman

reached out to CMPD about partnering on a case. CMPD agreed to pay \$650 for the case to be loaded into a law enforcement accessible genealogy database called "FamilyTree DNA." After several months of research, the team discovered blood relatives of the unidentified victim who confirmed the identity of Napoleon McNeil, who was missing from the Raleigh area since 2009. Mr. McNeil had no known history or contacts in Mecklenburg County.

Based on McNeil's profile, it's believed he was living on the streets of Charlotte when he died at the age of 45. There is no indication of any foul play. The work of the NC Unidentified Project provided much-needed closure and relief to the family of Mr. McNeil at little cost to the CMPD.

Mental Health Response



Crisis Intervention Team

The Crisis Intervention Team (CIT) is a partnership between the community, local law enforcement, mental health professionals, advocates and community service providers that seek to provide safety, services and jail diversion to behavioral health consumers and their families.

Through training, officers can receive the CIT certification, helping them assess a situation, identify the issue and respond accordingly based on their skills as a CIT officer. Some examples would be evaluation at repeat call for service locations or dealing with subjects in mental/emotional distress.

910

CIT Trained
Employees

4,954

CIT Deployments
↑ 70% from 2021

CARES Team Launch

CARES is a community response program providing a person-centric mobile crisis response to community members who are experiencing problems related to homelessness, mental health, poverty, and/or substance use disorders.

A CARES pilot program in CMPD's Central Division started in 2022 as part of the SAFE Charlotte initiative.

The CARES Team consists of two social workers, currently contracted through Mobile Crisis, who will respond together as a single unit. The goal of the CARES Team is to provide a more appropriate alternate 911 response option for calls related to homelessness and mental health. The team consists of two professional social workers trained and expected to provide service for three specific types of calls – Loitering, Loitering for Money and Homelessness.

The CARES Team will conduct brief mental health assessments and provide crisis intervention, provide referrals, coordinate care with homeless service providers and community resources, and provide items such as water, snacks, socks and hand warmers.



Aviation

CMPD's Aviation Unit & helicopter "Snoopy" work around the clock, year-round to assist in critical missing persons and suspect/suspect vehicle search efforts. In 2022, the Aviation Unit responded to more than 2,000 calls for service and located more than three dozen missing persons.

The Aviation Unit
Responded to

2,153

Requests for
Aircraft Assistance
↑ 3% from 2021

1,109

Hours Flown
↑ 13% from 2021

355

Direct Arrests
↑ 20% from 2021

344

Assisted Arrests
↑ 18% from 2021

97

Vehicles Located
↑ 62% from 2021

38 Persons Located
(non-suspects)

Real Time Crime Center

The Real Time Crime
Center Assisted in

3,160

Investigations
↑ 14% from 2021



558

Supported
Arrests
↑ 40% from 2021

427

Stolen Cars
Recovered
↑ 9% from 2021

The Real Time Crime Center (RTCC) continuously monitors the city using more than 1,000 surveillance and Charlotte Department of Transportation cameras, an automated license plate reader system, and more than 400 electronically monitored pre-trial suspects. RTCC assists with violent crime cases, and also assists with recovering stolen cars and missing persons investigations.

On March 31, 2022, the Aviation Unit was called to assist in tracking four carjacking suspects after the Real Time Crime Center picked up a stolen vehicle license plate on Sharon Amity Road. Snoopy stayed over the suspects as they drove recklessly through multiple divisions, in and out of Belmont, and back into Charlotte.

The vehicle crashed and the suspects scattered on foot. Aviation was able to track all of their locations and help the K-9 Unit set up a perimeter leading to the capture of all four suspects.

This is just one example of the work the Real Time Crime Center and the Aviation Unit does on a daily basis to help solve violent crime.



Special Operations K-9 Unit

The Charlotte-Mecklenburg Police Department operates two canine units: An Airport Division K-9 Unit and a Special Operations Division K-9 Unit.

1,547

Total Deployments
Comparable Year over Year

80 Suspect Apprehensions
↓ 2% from 2021

96 Supported Arrest
↑ 16% from 2021

804 Explosive Sweeps
↑ 3% from 2021

43 Suspects Located by Perimeter Officers
↑ 8% from 2021

29 K-9 Demos
↑ 81% from 2021

30 Calls for Service Deployments 774 Proactive Sweeps

Special Operations Unit K-9 Handler of the Year

Officer Joshua Skipper and Canine Hugo were recognized as the Special Operations Unit K-9 Handler of the Year as they led the unit in suspect apprehensions.

On June 23, 2022 while patrolling the North Tryon Division, officers located a suspect with 11 outstanding warrants for various violent criminal offenses. Officers attempted to stop the suspect vehicle when the suspect then proceeded to ram a police car as he fled the scene. A pursuit ensued as officers continued to try and stop the suspect vehicle. CMPD's Real Time Crime Center continued to keep officers updated on the direction of the vehicle while CMPD's Aviation Unit arrived overhead. The suspect then stopped his vehicle and fled on foot into a wooded area.

Officer Skipper and Canine Hugo arrived on scene and proceeded to track the suspect. With CMPD's Aviation Unit overhead, they were able to pick up a heat source using infrared and confirm that Officer Skipper and Canine Hugo were tracking the right direction. Canine Hugo proceeded to pull into the woods where he eagerly took on the challenge of thick vegetation, poor lighting, and a creek. As the duo continued to diligently track, Hugo led officers directly to the last known area the helicopter had observed the suspect. Canine Hugo led Officer Skipper directly to the suspect where cover officers were able to take the suspect into custody.

This is just one example of the great work from Officer Skipper and Hugo as well as the critical role our Special Operations K-9 Unit has in apprehending and arresting violent criminals.

Financial Crimes

The CMPD's Financial Crimes Unit investigates several different fraud related crimes that include counterfeit and forged checks, credit card fraud, embezzlement, financial identity fraud and the different scams that may be used to trick unsuspecting people into handing over their money.

In Summer of 2022, the Financial Crimes Unit investigated a series of fraudulent checks that were processed against the account of a hotel supply store. The money was deposited into the accounts of two suspects in Charlotte totaling tens of thousands of dollars. Detectives worked with multiple banks to gain surveillance footage to identify the two suspects, get them into custody and charge them with multiple counts of Counterfeiting/Forgery.

4,316

Incidents Investigated

↓ 7% from 2021

1,719

False Pretenses / Swindling

↓ 1% from 2021

957

Credit Card / Teller Fraud

↑ 14% from 2021

669

Counterfeiting / Forgery

↑ 41% from 2021

971

Identity Theft

↓ 39% from 2021

CHARLOTTE CRIME STOPPERS

3,047

Tips

↓ 9% from 2021

146

Arrests

↓ 3% from 2021

269

Cases Cleared

↓ 7% from 2021

448

Charges

↓ 4% from 2021

27

Fugitive Arrests

↓ 29% from 2021

75

Guns Recovered

↓ 15% from 2021

\$412K

Drugs Seized

↓ 13% from 2021

\$160K

Property Recovered

↑ 21% from 2021

\$105K

Cash Recovered

↑ 40% from 2021

144

of Rewards Approved

↑ 48% from 2021

\$72K

Reward Amount Approved

↓ 8% from 2021

Safer Streets in Charlotte

Vision Zero

CMPD is a partner of the City of Charlotte's Vision Zero Program with the symbolic goal to reach zero traffic-related deaths in Charlotte for the year 2030. CMPD's Transportation Division and Motor Unit lead weekly speed, reckless driving and DWI enforcement operations to crack down on dangerous driving in high-injury networks throughout Charlotte. This year, CMPD's Motor Unit and DWI task force led a combined 68 traffic operations. They issued nearly 17,000 citations in 2022.

265

Total DWI
Charges

↑ 10% from 2021

3,631

Total DWI
Unit Stops

comparable year
over year

4,012

Total DWI
Unit Citations

↑ 9% from 2021

22

Total DWI
Operations

comparable year
over year

67

Total Traffic
Fatalities
Investigated

↓ 27% from 2021

18

Deadly DWI
Crashes

↓ 53% from 2021

14

Deadly Motorcycle
Crashes

↑ 27% from 2021

20

Deadly Pedestrian
Crashes

↓ 17% from 2021

5,744

Total Motor
Unit Stops

↓ 23% from 2021

9,508

Total Motor
Unit Citations

↓ 27% from 2021

46

Motor Unit
Led Operations

comparable year
over year

Safer CMPD Vehicles

CMPD is continuously evaluating our equipment and technology to ensure it is top of the line and on the cutting edge while also promoting safety. Over the last year, CMPD has been in the process of making changes to decals, coloring and size of lettering on fleet vehicles. These changes increase the visibility of our vehicles on the road while maintaining the historical and iconic image of the Hornet's Nest.

*Cali is one of CMPD's
drug detection Golden Retrievers*



Airport Division

The CMPD Airport Division provides local law enforcement coverage for the Charlotte Douglas International Airport (CLT) with three patrol shifts, detectives, narcotics detection canine teams, and explosive ordinance detection teams. The division works closely with its federal partners including TSA, Customs and Border Protection, FBI, and Homeland Security Investigations (HSI) in conjunction with the airlines and CLT staff to ensure the safety of everyone working and traveling in the airport.

As of 2022, CLT is the fifth busiest airport worldwide for aircraft arrivals and departures where the CMPD and other agencies have operated collectively to keep the country safe. According to the Airport Council International (ACI), it is also the sixth largest airport for passenger traffic. While becoming one of the busiest airports in the world, the airport division's mission to provide excellent service and keep the passengers and staff safe has continued to be fulfilled.

In 2022, the US Immigration and Customs Enforcement (ICE) Homeland Security Investigations (HSI) Charlotte established a multi-agency Border Enforcement Security Task Force (BEST) at Charlotte Douglas International Airport, aptly named Queen City Regional BEST. The Queen City Regional BEST is HSI's 80th BEST Task Force nationwide and the first in North Carolina. CMPD members of this task force are Detectives Brown and Altizer along with K9 Officers Bynoe and Cerdan.

The Queen City BEST was awarded the following in 2022:



Excellence in the Pursuit of Justice
- United States Attorney's Office Award



**Outstanding Law Enforcement
Interdiction Team** - HSI



Superior Performance Award
- HSI Charlotte's



Interdiction Team of the Year
- International Narcotics Investigators
Association runner up for

Airport Division Seizures for 2022

47.3

Kg Cocaine

171.4

Lbs Crystal Meth

9.38

Kg Fentanyl

30.2

Kg Heroin

13

Lbs Psilocybin

1.3

Kg Promethazine

72

Liquid Ounces
Amphetamine

8,980

Lbs of Marijuana

3,143

Lbs of Khat/
Cathinone

Charlotte Transitions to NG911

The State of North Carolina has lead change across the country by implementing Next Generation 911 across the state.

The Internet Protocol based system routes digital information (e.g., landline, cellphone calls, text messages) to the appropriate 911 call center, and includes improvements in call location technology and geographic information to enable precise call routing based on a caller's actual location. In only three days, the Public Safety Technology Solutions team coordinated and supported this change for Mecklenburg County, including CMPD, CFD, and Medic.



The background is a solid dark blue. On the right side, there are several curved, wavy lines in a lighter shade of blue, creating a sense of movement. In the upper left quadrant, there is a faint, stylized icon of a hand with fingers spread, rendered in a slightly darker blue than the background.

CORE-4:

Community Collaboration

School Safety

CMPD's Education Outreach and Youth Services Division has 51 school resource officers covering 47 Charlotte-Mecklenburg Schools. They work alongside CMS Police to handle safety issues.

59 School Threats Investigated
↓ **14%** from Fall 2021

22 School-Related Tips From Crime Stoppers
↑ **145%** from Fall 2021

6 Firearms Seized on Campuses
↓ **68%** from Fall 2021

R.E.A.C.H O.U.T

Respect, Engage, Accountability, Character, Honesty – Officers Understanding Teens



REACH OUT is a collaborative effort of the CMPD, Mecklenburg County District Attorney's Office, and our supporting agencies. This voluntary program provides services and resources to effectively and positively change the lives of eligible youthful offenders. The program encourages the development of life skills, decision making, resume writing, and interviewing skills for individuals who have a first-time felony conviction. The program continues to focus class topics on decision making, interpersonal skill development, conflict resolution, communication skills, and financial literacy. In 2022, additional topics related to mental and personal health were added to address the increase of reported mental health issues identified after the pandemic.

Over the Christmas holidays, CMPD was able to assist three of the participants with providing presents for children in their household and one participant to go Christmas shopping. The impact that the program has goes beyond the teaching of a classroom and hopes to continue its influence.

The program continued to operate each week in 2022 despite the challenges of the COVID pandemic and limited court operations. In 2022, there was a total of 74 participants who completed the Reach Out program. The adult diversion program has provided much relief to participants that otherwise would have had to file for expungement. With the addition of the adult diversion program, first time adult offenders that qualify are diverted without an arrest. It is anticipated that the program will have 60-90 participants in 2023.

Cops, Cars, and Kids

Cops, Cars, and Kids is an event held to bring the community and CMPD together. The event hopes to build better relationships between the police and the people they serve. It is encouraged for the public and CMPD employees and families to join and connect with officers while enjoying fun festivities. Presenting what the CMPD achieves day to day and encouraging socializing can lead to new relationships.

The event showcases multiple high-end exotic cars through a partnership with donor Stephen Rosenburgh. It also showcases CMPD vehicles including the CMPD S.W.A.T. vehicle, bomb robot/truck, helicopter, and motorcycles where the people can take an up-close and personal look at vehicles. Many festivities such as music, games, bounce houses, food, ice cream, face painting, and much more were offered as well. The event hosts about 400 to 500 people usually at the training academy and occurs twice a year. The event should be hosted this coming spring and fall so come out with your families!



Youth Envision Academy

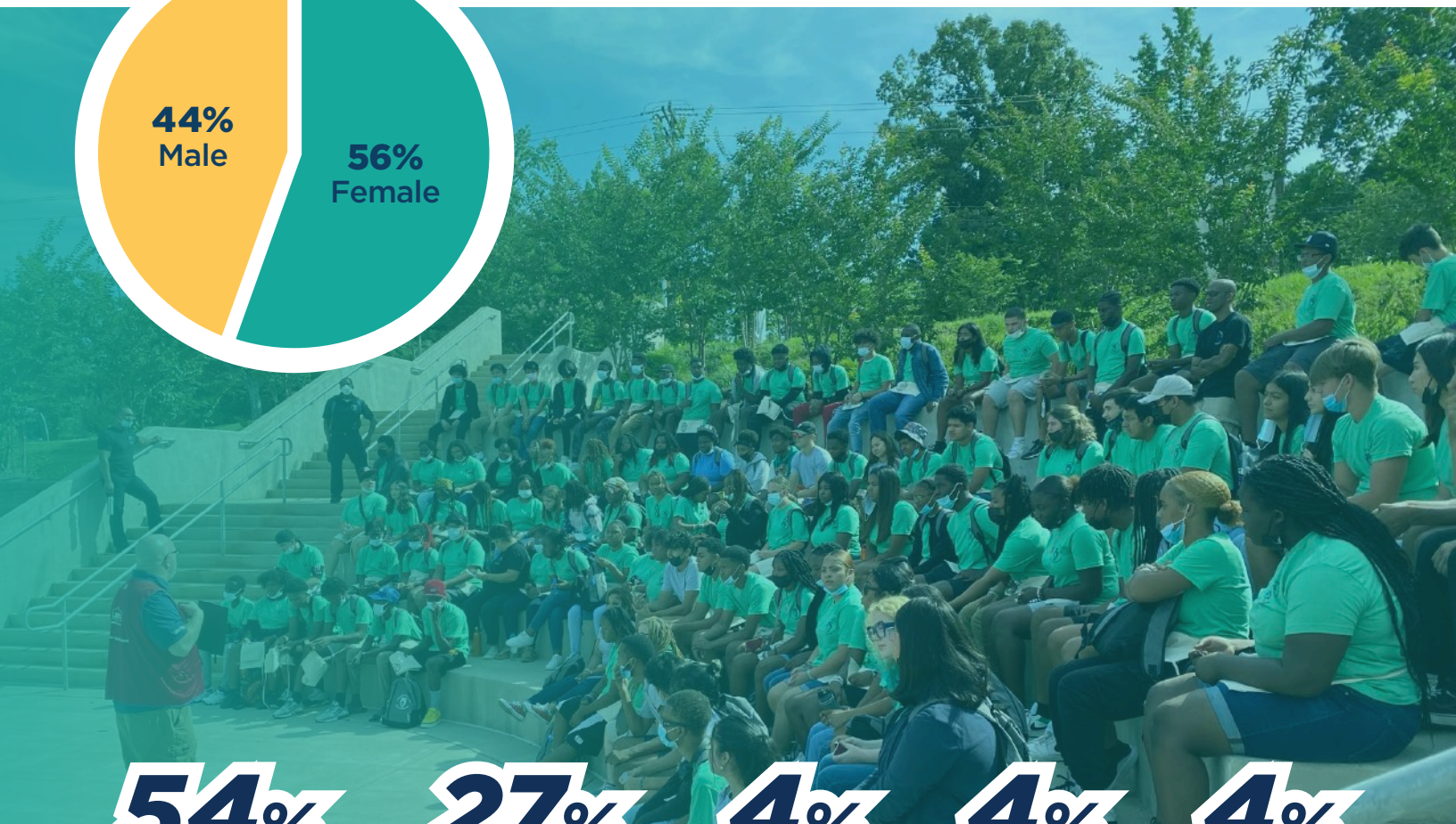
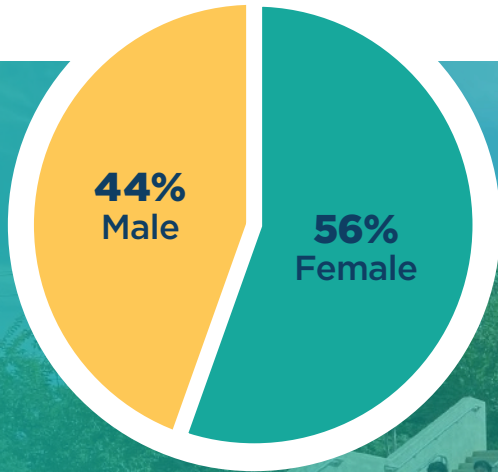
This program connects youth with officers to increase their community knowledge, understand issues that affect the community, and create a platform for envisioning a better future for themselves and Charlotte. The program provides youth with valuable experiences to develop skills and their relationship with the community. Their exposure to work experiences in Charlotte include the CMPD Police Academy, Charlotte Government, Diversity Training, Criminal Justice System, Local Environment, Economy, Education, Health and Human Services, and the initiatives for the future of Charlotte-Mecklenburg.

The goal of the Envision Academy is to encourage students to want to have a future in Charlotte-Mecklenburg and connect with the community.

Participants



56 Scholars | **8** Ambassadors | **2** Interns



54%

Black

27%

Hispanic

4%

Asian

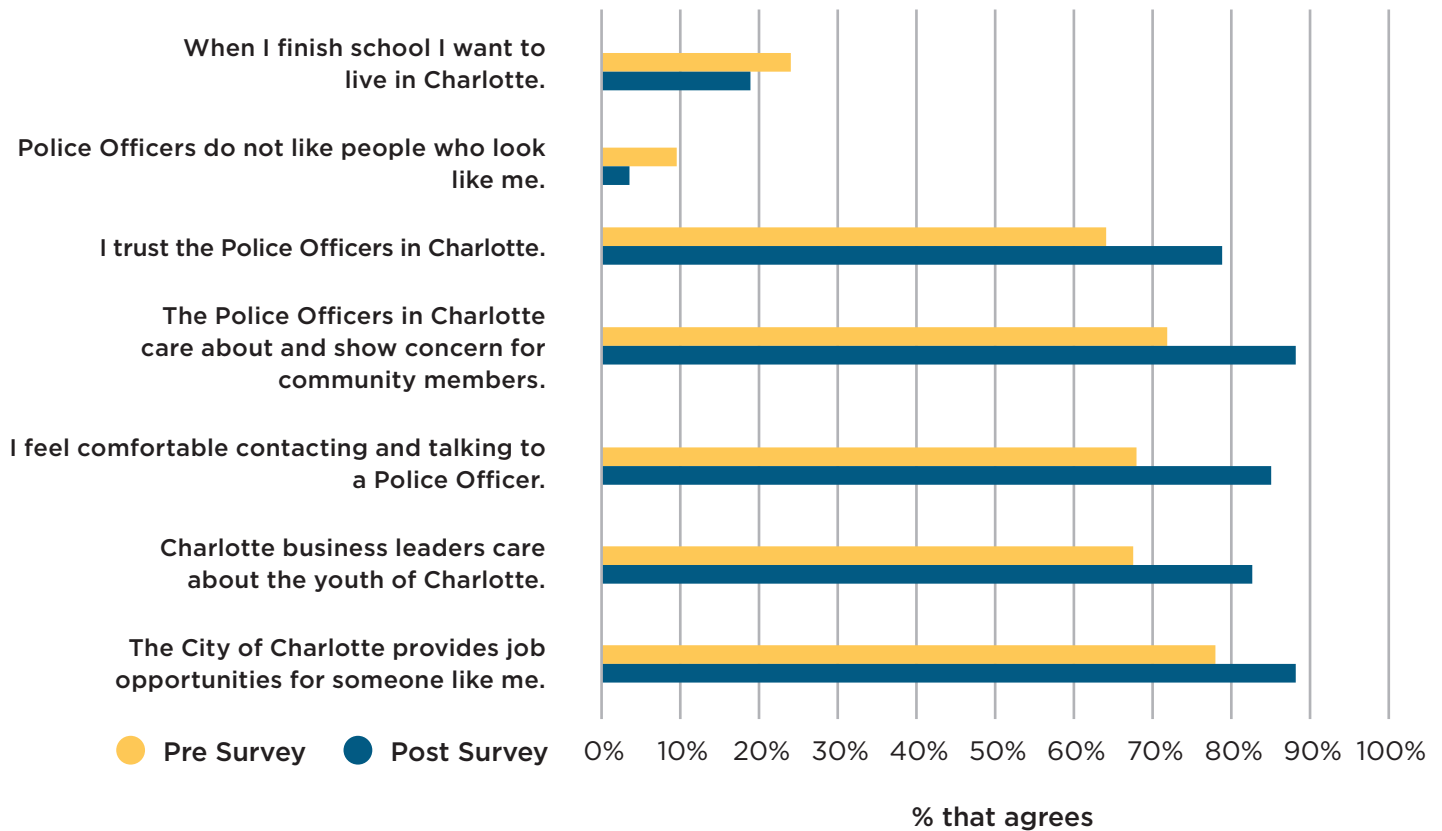
4%

White

4%

Other

From the 2022 Envision participants, a pre and post survey was conducted to observe change in perceptions about the City of Charlotte. Overall, there was an increase in percentage for a positive view of the city and connection with the community.



CMPD's Adult Diversion Program

In June of 2022, the CMPD launched their Adult Diversion Program in partnership with Lowe's. Due to the success of the CMPD's Youth Juvenile Diversion program, in which 92% of juveniles did not reoffend, the CMPD worked towards accomplishing the same success with adult offenders. The establishment of the Adult Diversion Program contributed to reducing the number of interactions within the criminal justice system by providing adult offenders ages 18 through 24 with an alternative to arrest by providing them with the skills necessary to become productive members of the Charlotte-Mecklenburg community. Lowe's has agreed to provide program participants who have successfully completed the program with career readiness services to include resume and interview skills.

The Adult Diversion program received 9 referrals, of which 6 individuals were accepted into the program, and 3 successfully completed the program. The Diversion Program expects to experience an increase in the number of referrals in 2023.

Community Services & Engagement

23 Total Programs
↓ 8% from 2021

32K Total Participants
↑ 60% from 2021

Youth Envision Academy

The Youth Envision Academy introduces youth to valuable work experiences and the community, while teaching them the skills and life lessons they will need to be great leaders in Charlotte and beyond.

PARTICIPANTS: 56 Scholars 8 Ambassadors 2 Interns 21 CMPD Staff

Police Activities League

The CMPD provided \$10,000 to PAL in support of summer camp programs at Bette Rea Thomas Recreation Center, Greenville Neighborhood Center and Hidden Valley Elementary School. Camps included field trips, lunch, special events, and priority access to after-school admission.

PARTICIPANTS: 325 Youth 12 CMPD Staff

Division Programs

Youth Diversion is a first-time offender program that is an alternative to arrest for ages 10-17. 92% completed, incl. 165 active cases / 75.83% diverted incl. 33 pending cases / 3.20% recidivism rate.

PARTICIPANTS: 513 ↑ 17% from 2021

Adult Diversion is a first-time offender program that is an alternative to arrest for ages 18-24. There are currently four active cases while three have successfully completed the program. There are two pending intakes, and none have re-offended.

PARTICIPANTS: 9 2022 was the first year for the adult diversion program.

CMPD Explorers Christmas Project

This year, the CMPD Explorers Christmas Program partnered with The Salvation Army to serve over 2,800 families and 6,900 children in the Charlotte area. Youth received food boxes and several toys per child either picked up at the Salvation Army Christmas Project Warehouse or delivered by CMPD patrol officers. Children received 1,500 bicycles with helmets.

2,500 Underserved Families 6,300 Children Represented





Donation from Kevin Harvick Foundation to Police Activities League

Chief Jennings joined in some iRacing action in the two sims that the foundation donated to the Charlotte Mecklenburg Police Activities League center.

We hope to see relationships forged over racing between officers and youth at the center.



- Kevin Harvick
Foundation



Some Bunny Loves You

Some bunny loves you was a coordinated event started this year in 2022. The Freedom and Westover Division community coordinators and CMPD staff organized the event and were able to make 100 Easter baskets for homeless children. The baskets were given to children in three Charlotte-Mecklenburg schools: Thomasboro Academy, Barringer Elementary, and Tuckaseegee Elementary. The baskets contained colorings books, crayons, bubbles, play-doh, cotton candy, candy eggs, and several other little goodies. They were also able to include toys for the children to play with. This is the first year that the event takes place, and the hope is to do it annually.

Some Bunny Loves You plans to hop into 2023 with more divisions and baskets for homeless children!

Return of National Night Out

CMPD participated in more than 50 events throughout Charlotte to celebrate National Night Out.

This annual event continues to provide us with a great opportunity to connect with Charlotte neighborhoods and build relationships in the communities we serve. Our Community Services Division and Community Coordinators partnered with neighborhood leaders to help organize each event.



CMPD Animal Care & Control

This year felt a little full at CMPD's Animal Care & Control Division - a little too full of stray dogs to be exact

Throughout the year, pleas for help through adopting, fostering, and taking a dog for a Staycation weekend could be heard in the Charlotte-Mecklenburg community. Lost dogs were entering in the shelter faster than dogs were returned to their owner, or a new family was found, which made staying below capacity and continuing to find live outcomes an incredible challenge. AC&C was not alone; unfortunately, this was a national crisis and undoubtedly a new normal. Despite the challenge, AC&C continued to find positive solutions and helped thousands of animals and pet owners in our community.



2022 Animal Care & Control Highlights

10,302 animals received care in the shelter

4,632 animals adopted into new homes

1,277 lost pets returned to their homes

1,152 animals provided a Staycation or Daycation from the shelter

1,753 animals fostered by the community

1,228 rabies vaccines provided at no cost to owned pets

660 microchips provided at no cost to owned pets

166 owned dogs treated for heartworm or heartworm prevention at four (4) Bless Your Heart community-based clinics

51 pets who came to the shelter to be relinquished by their owners, due to financial challenges, were able to stay with them thanks to the Human Animal Support Services program

26,327 calls for service responded to by AC&C Officers

\$165,050 received in grant funding

\$275,000 received in donations

32,500 total volunteer hours

CORE-4:

Employee Wellness



Wellness is extremely important to us, both as individuals and as an organization. As an individual – it is a state of feeling good in the various aspects of your life.

Actively managing your life in these areas leads to better relationships, an improved quality of life, as well as a longer and happier life. As an organization, employees that are doing well are more productive, treat people better, are healthier and miss fewer days of work. Watching out for your wellness is a win-win for everyone, and it takes a commitment by organizations and individuals as well. There are numerous aspects of wellness, and we are going to take some time to look at each one.

6 Areas of Wellness

We are going to look at 6 different areas of wellness. Each one is important to help you be your best – best employee, best parent, best sibling or child, best friend or neighbor, best citizen. Let's briefly go over each one: Emotional/Mental Wellness, Physical Wellness, Financial Wellness, Occupational Wellness, Environmental Wellness and Intellectual Wellness.

- ✓ **Emotional Wellness:** Of course, we are talking about your mental health. Your mental wellbeing impacts all the other areas. If you can't focus, are feeling down, or are having trouble getting around the obstacles in your brain then physical health, your relationships, your job, are all going to suffer.
- ✓ **Physical Wellness:** This includes your physical fitness as well as your ability to fight off illness and infection. This also includes proper nutrition and planning for meals.
- ✓ **Financial Wellness:** Your ability to manage your money, live within your budget, and plan for your future also has reaching impact. Dealing with money issues is very stressful! This also includes the financial wellness of those we encounter.
- ✓ **Occupational Wellness:** Occupational wellness is the ability to achieve a balance between work and leisure in a way that promotes health, a sense of personal satisfaction and is (for most people) financially rewarding.
- ✓ **Environmental Wellness:** Looking at the environment that you live, work, and play in. You should have a sense of comfort and connection within your environment.
- ✓ **Intellectual Wellness:** This is all about keeping your mind sharp and active. This can include both work and leisure activities. Learning a new skill, for example, could be a new computer system at work or learning how to do woodworking at home. These things don't happen by accident, though, and you must make time and opportunities for them.

Public Safety Occupational Health Clinic

In 2021, CMPD launched a full operational Public Safety Occupational Health Clinic to provide extensive medical exams, health coaching, nutritional guidance and unlimited access to physical therapy and behavioral health counseling.

- **1,202 employees** have been seen for annual Occupational Health Exams.
- Over **60% of officers** are voluntarily electing to participate in the “Enhanced Wellness Exam” including enhanced bloodwork, chest x-ray, and cardiac stress test.
- **98 employees** have been referred for additional care including cardiology, audiology, gastrointestinal, physical therapy, behavioral health and sleep studies.

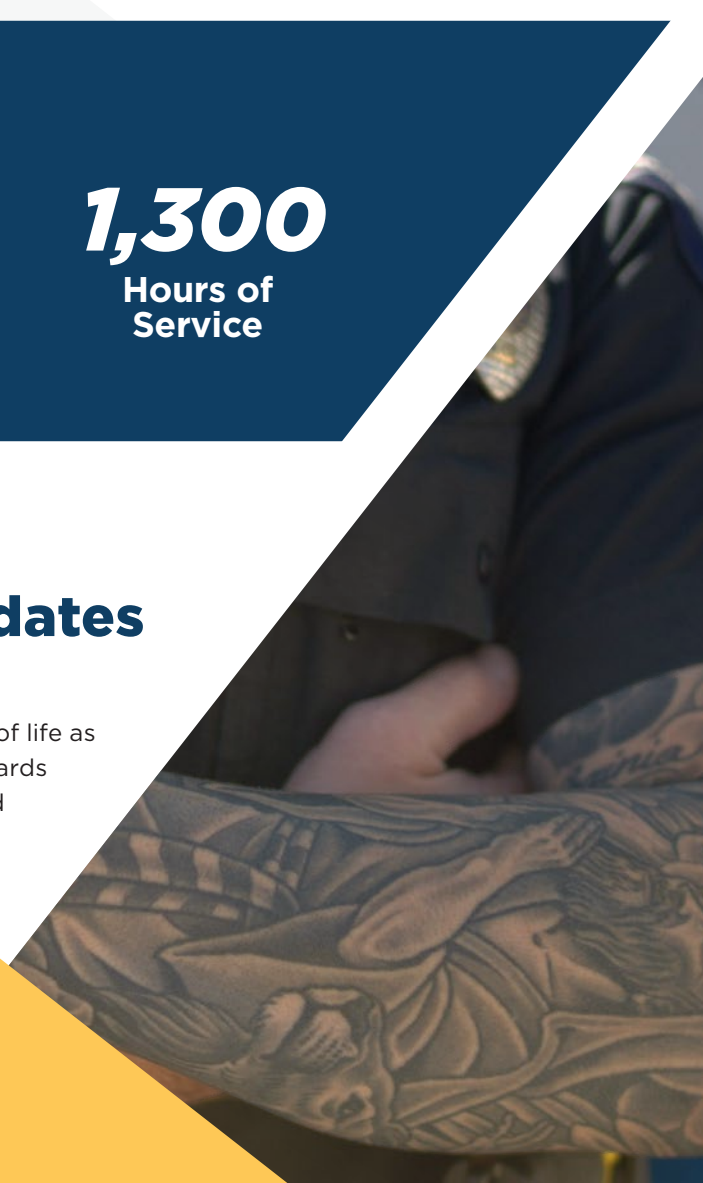
CMPD Chaplain Program

There are 16 chaplains that volunteer their faithful service to support the growth of our CMPD employees in their spiritual wellness.

1,300
Hours of
Service

Tattoo and Beard Policy Updates

Based on feedback from CMPD employees and to improve quality of life as well as health and wellness, revisions to the CMPD grooming standards were made this year. The changes allow for professionally groomed beards as well as permitted tattoos.



The CMPD's Law Enforcement Mental Health and Wellness Act (LEMHWA) Implementation Project

Obtaining trust from the community enables law enforcement to better serve their communities.

During the past few years, the relationship between law enforcement and the community has fractured. Officers are often exposed to trauma when responding to calls for service such as homicides, child abuse, domestic violence, and traffic fatalities. Repeated exposure to these stressors and events may result in the development of mental illness such as anxiety, depression, PTSD, and burnout. The goal of the CMPD's Employee Wellness initiative is to assist their employees in decreasing stigmas surrounding mental health, support, and wellness, while assisting them in understanding their mental health and wellness needs and having the willingness to access the resources available to maintain their mental health.

CMPD was awarded \$175,000 in funding through the Office of Community Oriented Policing Services (COPS) FY2022 Law Enforcement Mental Health and Wellness Act (LEMHWA) Implementation Project to enhance their wellness initiative by scheduling, planning and implementing a Peer Support Critical Incident Model training, scheduling planning, and implementing CMPD employee wellness training for suicide intervention, developing Family Support Services and Resources, and Coordinating mental health and stress management/reduction resources for CMPD employees and their families.





Recruitment

The recruitment campaign and efforts yielded

1,987
Applications
↓ 16% from 2021

Which resulted in

151
Sworn Hires
↑ 12% from 2021



Civilian Positions

A career with CMPD goes beyond the badge. The Charlotte-Mecklenburg Police Department requires a substantial network of dedicated professionals to support the mission and vision of the department. In addition to police officers, the department employs over 500 non-sworn employees.

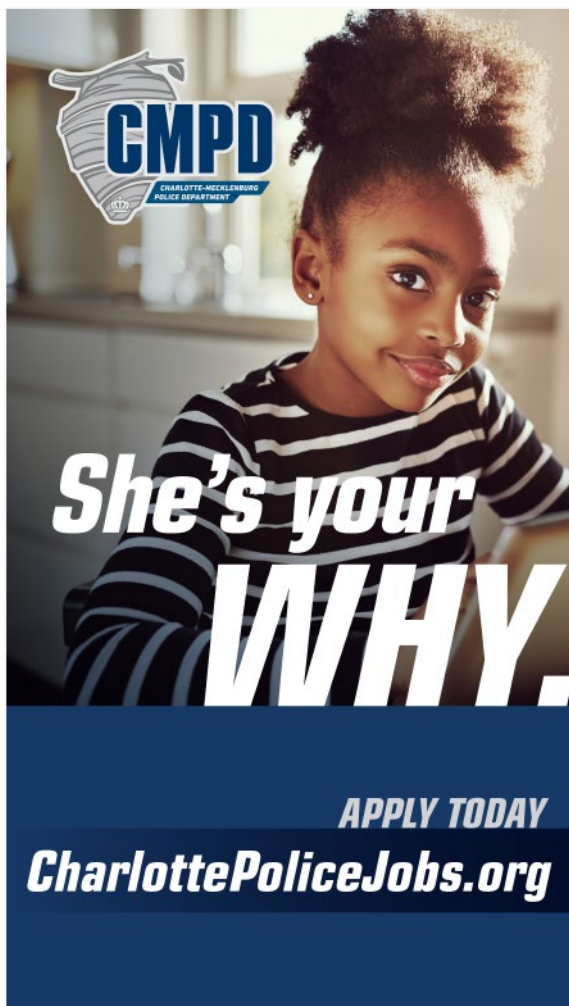
171
Civilians
Hired
↑ 106% from 2021

Recruitment/Hiring Perks

- + \$7,500 hiring incentive
- + Application process from 13 to 6 steps
- + National digital advertising campaign
- + Recruit team regional focus
- + Residency Incentive (Employees at the rank of Police Officer only)
- + Shift Differential Premium
- + Military Premium (Employees at the rank of Police Officer only)
- + Pay increases
- + Secondary language incentive increased - 15 languages
- + Updated grooming standards
- + Take-home car program
- + Educational Incentive (2-year and 4-year degree; Employees at the rank of Police Officer only)
- + City of Charlotte offered a 2% retention incentive for all employees (excluding executive-level) in July 2022 (1%) and September 2022 (1%)
- + Lateral Officers may transfer sick and vacation hours from their previous agency if they were not paid out.
- + Referral incentive for Police Telecommunicators in 2022
- + Retention Incentive for Police Telecommunicators in 2022



Why-Where Campaign Creative



Recruiting police officers is an increasingly challenging directive for departments across the nation. To stand out in a crowded marketplace, all competing for the same talent, a department needs to think creatively.

We decided to focus not on the WHAT, but the WHY. WHY exactly? Officers go into policing because of a deep-rooted desire to serve and help people. They want children in every neighborhood to be able to play together safely. They want families to go about their busy lives knowing they're protected. They want those who are abused, victimized or exploited, and too often pushed into the shadows, to feel that they have a champion to help bring them back into the light.

The **WHY** is all around us. The **WHERE** is Charlotte.

JOINCMPD.COM

Since implementing the campaign, there have been a total of **190,089** users to the site which is a **111% increase from 2021.**

Leadership

55

Promotions

26

Sergeant

14

Lieutenant

8

Captain

5

Major

2

Deputy Chief

Sergeant
Leadership
Development
Course

14
Graduates
(All were
CMPD)

16
Graduates
(Eight were
CMPD)



In August 2022, CMPD hosted Alden Mills for a leadership training with our command staff as well as leadership from other agencies in our region.

His book “Unstoppable Teams” has been an integral part of our CMPD Serves framework. With the right leadership, any team can be unstoppable.

Communications Career Path

In 2022 the Communications Division, with the help of CMPD Human Resources, implemented a career development path for telecommunicators by creating the additional job title of “Senior Telecommunicator.” This promotes growth and development within the division and gives telecommunicators a goal to work toward.



CORE-4:

Professional Accountability

Policy Updates & Changes

58

Total Policy Updates & Changes

200-006 Diversion Program

The Diversion Program was revamped to now include both Youth and Adult offenders. The program seeks to improve patterns of offender behavior by offering alternatives outside of the criminal justice system. Under certain criteria, first time offenders between the ages of 10-24 are eligible.

300-019 Occupational Health Screening

This policy implements an annual screening process that sworn and certain civilian employees will complete. The program aims to improve wellness and minimize risk.

400-001 Uniform and Grooming Standards

The directive was updated to allow for neatly groomed facial hair and visible tattoos that are in keeping with CMPD's professional image.

400-006 Body Worn Cameras

This policy was updated in regard to when a sworn employee will deactivate the Body Worn Camera. Sworn employees now leave their BWC activated and recording until they have cleared a scene or no longer have any contact with persons involved in the incident.

600-022 Emergency Response and Pursuit Vehicle Operations

The update in this directive removed Felony Breaking and Entering as an automatic justification for a vehicle pursuit and clarified that First Degree Burglary is a crime dangerous to life.

A new policy team launched in 2022 comprised of dedicated employees, sworn and civilian, who manage CMPD directives and Standard Operating Procedures (SOP).

Internal Affairs

151

Officer
Complaints
↑ 10% from 2021

99

Internal
↑ 11% from 2021

52

External
↑ 8% from 2021

5

Officer Involved
Shooting Incidents
comparable year over year

357

↓ 1% from 2021

Response to Resistance/
Use of Force Incidents

173

↓ 3% from 2021

Employee
Commendations

* These numbers may fluctuate as still open and active cases are reviewed and adjudicated, but these are the current numbers.

** The employee commendation number only includes commendations made in ICMS. It does not include commendations made by other methods such as email, social media or verbal.

*** Reference CMPD Directive 600-019 Response to Resistance.

Strategic Policy Unit

Strategic Policy Unit (SPU) was created in January 2022. The unit is comprised of a police lieutenant, police officer, senior management analyst, and a management analyst: Susan Manassah, Billy Yandle, Jacqueline Brown, and Megan Vincent!

The SPU is responsible for the research, development, and maintenance of all departmental directives, standard operating procedures (SOPs), and plans. The SPU supports the CMPD by providing employees with guidance and a clear understanding of the expectations relating to the performance of their duties.

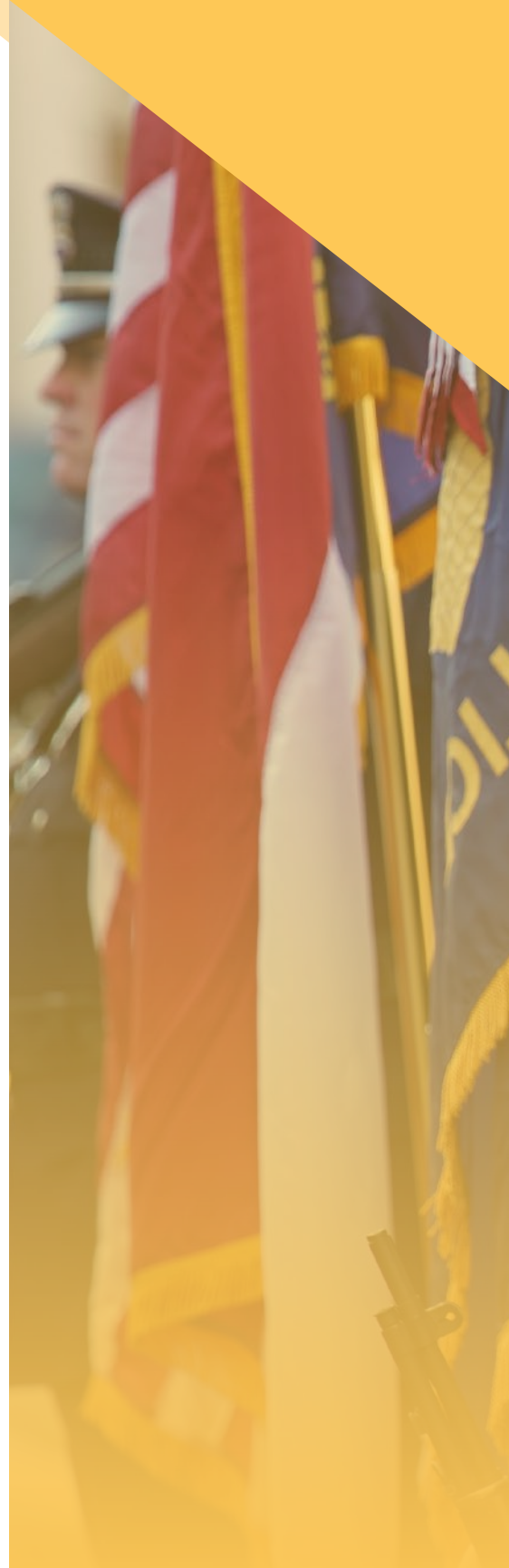
The SPU process promotes professionalism and integrity and supports CMPD employees and the community by ensuring a high level of planned, consistent, and accountable police services through policy implementation.

In 2022, the SPU team published 58 directives and 50 standard operating procedures versus 35 directives published in 2021. Outstanding work done by this new team!

CMPD Leadership Assessment Results

The CMPD 2022 Leadership Needs Assessment is an initiative of the Charlotte-Mecklenburg Police Department (CMPD) in their continuous effort of improving the law enforcement services provided throughout the Charlotte-Mecklenburg area. The Leadership Needs Assessment is a follow-up to the 2021 Culture and Climate Assessment conducted in partnership with the Research and Evaluation Group (EvalGroup). Findings from the culture and climate assessment showed that CMPD's leadership culture has a large influence on employee morale and perceptions within the organization.

Experiences that affect employee morale such as communication, visibility and interaction, corrective action, employee support and employee recognition, vary by the individual leaders. As a result, one of the recommendations from the culture and climate assessment was for CMPD to conduct a more in-depth assessment of leaders within the organization. The purpose for the 2022 Leadership Needs Assessment was to understand the perspectives and the needs of leaders within the organization. →



CMPD Leadership Assessment Results



Through a series of ride-alongs, focus groups, and formal survey of leadership, EvalGroup identified that leaders expressed appreciation for several policy improvements that have been implemented after the 2021 culture and climate assessment. Leaders were appreciative of pay and benefits improvements, relaxation of the beard and tattoo policy, availability of take-home cars, and inclusion in executive-level decisions. They additionally spoke positively of the introduction of referral bonuses and new hire signing bonuses and the availability of professional development opportunities.

Conversely, leaders identified staffing and workload concerns, communication, media misrepresentation, access to professional development and wellbeing resources, and lack of accountability by partner institutions as opportunities for improvement.

In response, the department has established goals and initiatives within its Core 4 Strategic Plan to address these opportunities for improvement. These goals and initiatives are aimed at maintaining the department's presence in the community, ensuring employees have access to wellness resources, building a future workforce, and improving access to professional development opportunities.

Community Collaboration

Goals Reach and Engage, Build a support system

Initiatives Presence at high-impact events, Support the work of others



Employee Wellness

Goals Improve wellness trends, Proactively building and maintain our future workforce

Initiatives Enhance awareness of mental health resources, Increase recruitment



Professional Accountability

Goals Increase professional development

Initiatives Drive personal and supervisory accountability



Employee Engagement



National Police Week

To many, policing is considered the hardest yet best job in the country. During National Police Week, there were times of great pride as the extraordinary work over the past year was celebrated, but also sad times in reflection on those we have lost.

During this week, CMPD hosted nearly a dozen special events to respect, honor, and remember the men and women of our region who protect and serve.

CMPD employees completed a 500-mile bicycle ride to Washington, D.C., to honor those we have lost. We cheered on our coworkers as they took on a demanding race full of obstacles. We hung out around food trucks for tacos, burgers, and funnel cakes. And we went head-to-head during our first ever cornhole tournament with outstanding attendance and participation. Nearly 150 of our sworn and civilian employees received awards for exemplary service and outstanding achievements.

Finally, we remembered those who made the ultimate sacrifice to this noble profession during the procession and memorial.





THANK YOU, DISPATCHERS!

Way more than just a voice

National Public Safety Telecommunicators Week

**National Public Safety
Telecommunicators Week was held
on the second week of April to honor
telecommunication personnel for their
commitment, service, and sacrifice.**



The CMPD 911 Communications Team is comprised of dedicated people doing exceptional work around the clock 24 hours a day 7 days a week every day of the year. The staff cover several duties such as answering 911 calls, working radio channels dispatching, and handling our DCI operations.

To honor these devoted team members, the CMPD hosted an award ceremony to commend employees on their commitment. In addition to the ceremony, a kind gesture of thank you videos were collected from personnel throughout the CMPD which resonated with many in our community.

Along with our CMPD community, the Division Management presented thank you cards, gifted CMPD pullovers, provided meals, and had an ice cream cart on site for the week. This made the team members feel appreciated and made for an exciting week. We thank and appreciate all the hard work our first responders do each and every day!

**For this recognition week, members from all across
CMPD recorded videos thanking our Division for
their service and dedication. That was something
that really meant a lot to all of us and made the
telecommunicators feel appreciated.**



- Kelly Alvarez



Crystal Combs Named Local Government IT Influencer

Public Safety IT Director Crystal Combs was named one of 30 State and Local Government IT Influencers to follow by StateTech Magazine.

She has been responsible for the selection, design, implementation and management of all software applications used by the CMPD and other public safety agencies. StateTech explores the technology issues that state and local government IT professionals face in implementing solutions for the their organizations. The list highlights leaders who use their social media presence to spread knowledge and push IT discussions forward.



Civilian Traffic Control Officer Program

Civilian traffic control officers are certified and ready to provide much needed relief to sworn employees and service to our community for special events. Throughout 2022, we worked through legal guidelines at both the city and state level, implemented a new payment system, finalized the Standard Operating Procedure (SOP) for the program, and developed an online refresher course for those who participated in the initial phase of training. In early 2023, CTCOs will be ready to deploy at the Bank of America Stadium and we are pursuing additional ongoing opportunities.

Clay Shooting Contest

Our CMPD Clay Shooting Team won the 1st Place Pro Team trophy at the 2022 Patriot Classic Sporting Clays Event!

Our winners included Bill Booth, Curt Bell, Gene Rivera, Mark Smith and coach Bill Ward.



Cornhole Tournament

We went head-to-head during our first ever cornhole tournament with outstanding attendance and participation.

Congratulations to the Independence Division with its victory and to the Property & Evidence for their prize winning cornhole board design!



CMPD Gala Returns

The CMPD Gala returned with grand success in 2022 - the largest Gala since its 2010 inauguration!

Introduced as a simple holiday party for employees, the Gala became an annual event to build internal and external relationships. The Charlotte-Mecklenburg Police Foundation initially sponsored the Gala, but as participation in the Gala grew, so did the number of sponsors, including the main sponsor, CPI Security Systems. To support an annual Gala, a Committee was formed to develop a theme and ensure its success. The Gala was not held in 2020 and 2021 due to the Covid Pandemic but to show continued appreciation for employees, the 10 Days of Giving was introduced.

Plans for the 2023 Gala are underway! We hope you will us to celebrate your colleagues and community!



Welcomed by Police Chief Johnny Jennings

CMPD 10 Days of Giving

Originally started in 2020 in response to the many canceled events due to the Covid pandemic, the CMPD Holiday Give-away is here to stay!

The Ten Days of Giving is designed to show appreciation for employees who give so much during the year by giving them something special during a special time of year. Employee names are randomly selected each day to win an array of prizes for a total of ten days.

Each day the prizes get bigger and better! Gifts range from electronics to appliances and from luggage to a grand prize AAA Travel Credit in the amount of \$1,500! Per City policy, no Gift Cards, Alcohol or Monetary gifts are provided to employees. In the 2022 Ten Days of Giving, December 5-16, over 150 prizes were given to employees.

Dragon Boat Festival



In 2018, Officer Tam Phan, Westover Division Community Coordinator, observed the first Dragon Boat Festival at Ramsey Creek Park, Lake Norman in Cornelius, NC. The Dragon Boat race is an exciting team competition that originated over 2,300 years ago on the rivers of southern China.

During this day-long festival, teams from the greater Charlotte area and several states compete. Boats launch from the shore of Lake Norman and race for the finish, while onlookers get a close up look at what it takes to win! This cross-cultural event has attracted over 1,000 crew members and well over 7,000 visitors.

Officer Phan was inspired by these races to begin generating support for departmental participation in the festival. With the assistance of Sgt. Micah Ramsey (then a Community Coordinator), they first worked to create more local opportunities for CMPD officers to associate with Asian American Pacific Islander (AAPI) communities in Charlotte. In 2021, the inaugural CMPD Dragonboat team brought home the BRONZE in the top local division races!

In 2022, CMPD employee interest in the competition grew as well as support within the department for increased positive interactions with the AAPI community, which the festival facilitated. Due to Officer Phan's extensive work with the West Boulevard Ministry, the ministry provided financial support for his team. A full team of twenty (20) civilian and sworn employees participated in the 2022 Dragon Boat Festival. They brought home the GOLD in the top local division races!

As noted by Officer Phan, "dragon boat racing promotes competition, fair play, team building, and community connections. Each team we have fielded has had only one or two practices, and rarely with all members present, but we have worked together to repeatedly show how the CMPD can come together and work as one".

The CMPD will field a new team in 2023. 500 meters, 20 paddlers, and 1 drummer is all it takes to enhance trust and collaboration with each other and the AAPI community, and just maybe win the gold (again)!





In Remembrance

Officer Mia Goodwin Memorial Bridge

On Monday, September 26, 2022, Charlotte City Council approved a resolution in support of the North Carolina Department of Transportation naming a bridge to honor fallen CMPD Officer Mia Goodwin.

Officer Goodwin was at the scene of a crash in December 2021, when the driver of a tractor-trailer struck Goodwin, killing her. Goodwin was a six-year veteran of the department and the first female CMPD officer killed in the line of duty.

City Council passed a resolution to rename the bridge at W.T. Harris Boulevard and Interstate 85 the Officer Mia Goodwin Memorial Bridge. Dozens of CMPD Officers were present at the meeting and stood in support of the resolution.



15th Anniversary of Clark and Shelton

On April 1, 2007, Officers Sean Robert Clark and Jeffrey Shelton lost their lives in the line of duty while responding to a disturbance call for service. This year marked the 15th anniversary of their death and legacy. We honor their service by continuing to carry on their legacy through years of fundraising, scholarships, and events.

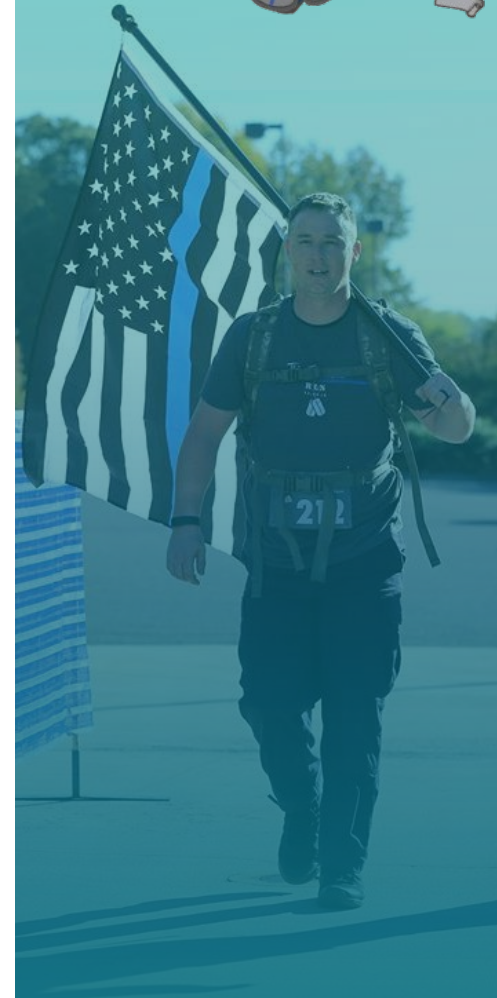
In their honor, memorial ride was formed in 2007 with just a few officers that wanted to ride bikes from Charlotte to Washington D.C. to attend the National Law Enforcement Officers Memorial service. After that year, it turned into a large assembly where civilians and law enforcement participate in the 500-mile bike ride over the span of four days to cover the distance from Charlotte to Washington D.C. At the completion of the ride, participants attend the Candlelight Vigil at the National Law Enforcement Memorial in Washington D.C. The ride is to honor Clark and Shelton and others who have also fallen in the line of duty.

In 2008, the Charlotte's Finest Legacy Foundation was established to honor Officers Sean Clark and Jeff Shelton who were killed in the line of duty. It was possible to form the nonprofit with the help from The Greater Charlotte Automobile Dealers Association, a corporate sponsor. The foundation has two annual fundraising events, The Thin Blue Line Run and Bike to D.C. The Thin Blue Line Run is a 5K annual

running, walking, and/or rucking event to raise money to support the foundation. Bike to D.C. is replica of the 2008 Memorial Ride.

The foundation was also established to organize and raise money for high school senior college scholarships, in memory of Charlotte-Mecklenburg Police Officers Sean Clark and Jeff Shelton. The foundation has been awarding two scholarships a year since 2009 between \$2500 and \$5000. The scholarship essay requires students to discuss what the Thin Blue Line means to them or why they personally would want to be a police officer. The student must also have a family member who is currently in or retired from the CMPD. The widows of officers Clark and Shelton review the essays, references, grades, and future goals submitted by the students and they select the two students who will receive the scholarships. In 2022, the scholarships were awarded to Colin Hall and Hannah Isenhour, who are children of CMPD Sergeants. **The foundation has given over \$75,00 since 2009.**

On March 31, 2007, Officer Jeff Shelton and Officer Sean Clark made the ultimate sacrifice and lost their lives trying to protect the community of the City of Charlotte. Their deaths and the overwhelming amount of support from the community in 2007 through today left a great influence. The legacy left by Shelton and Clark resulted in numerous foundations and events that will continue to carry on their memory and impact our community.

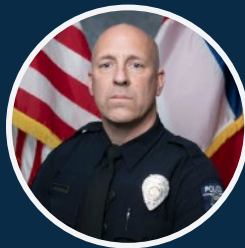


In Memoriam



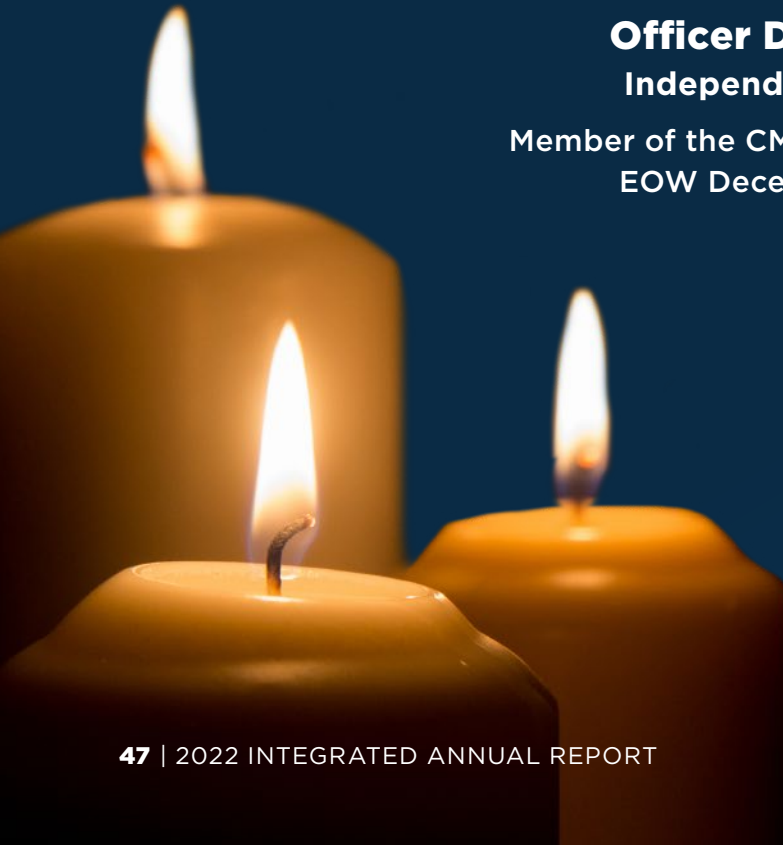
Officer Angela Starnes
Homicide Detective

Member of the CMPD family since 2012
EOW May 16, 2022



Officer Dean Lauber
Independence Division

Member of the CMPD Family since 2001
EOW December 20, 2022





Business by the Numbers

Financial Management

CMPD FY22 Budget

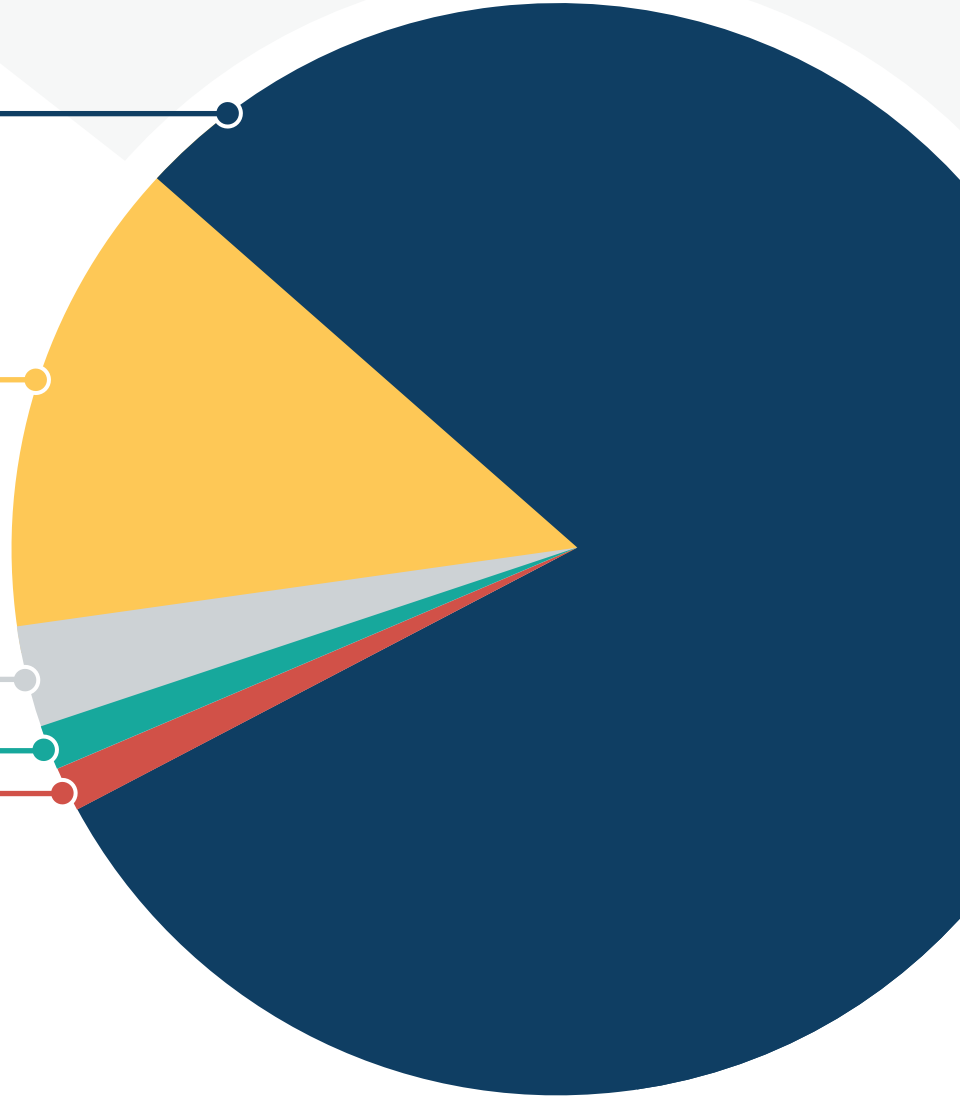
\$256M
Personnel 81%

\$44.6M
Operating 14%

\$9.5M
Capitol Outlay 3%

\$4.2M
Special Fund 1%

\$3.4M
Grants 1%



CMPD was Awarded

\$3,430,146 *In Grants*

\$2,054,690
Total Federal Award

\$226,201
Total FED Pass-Through Award

\$529,255
Total State Award

\$620,000
Total Foundation Award

HR Demographics

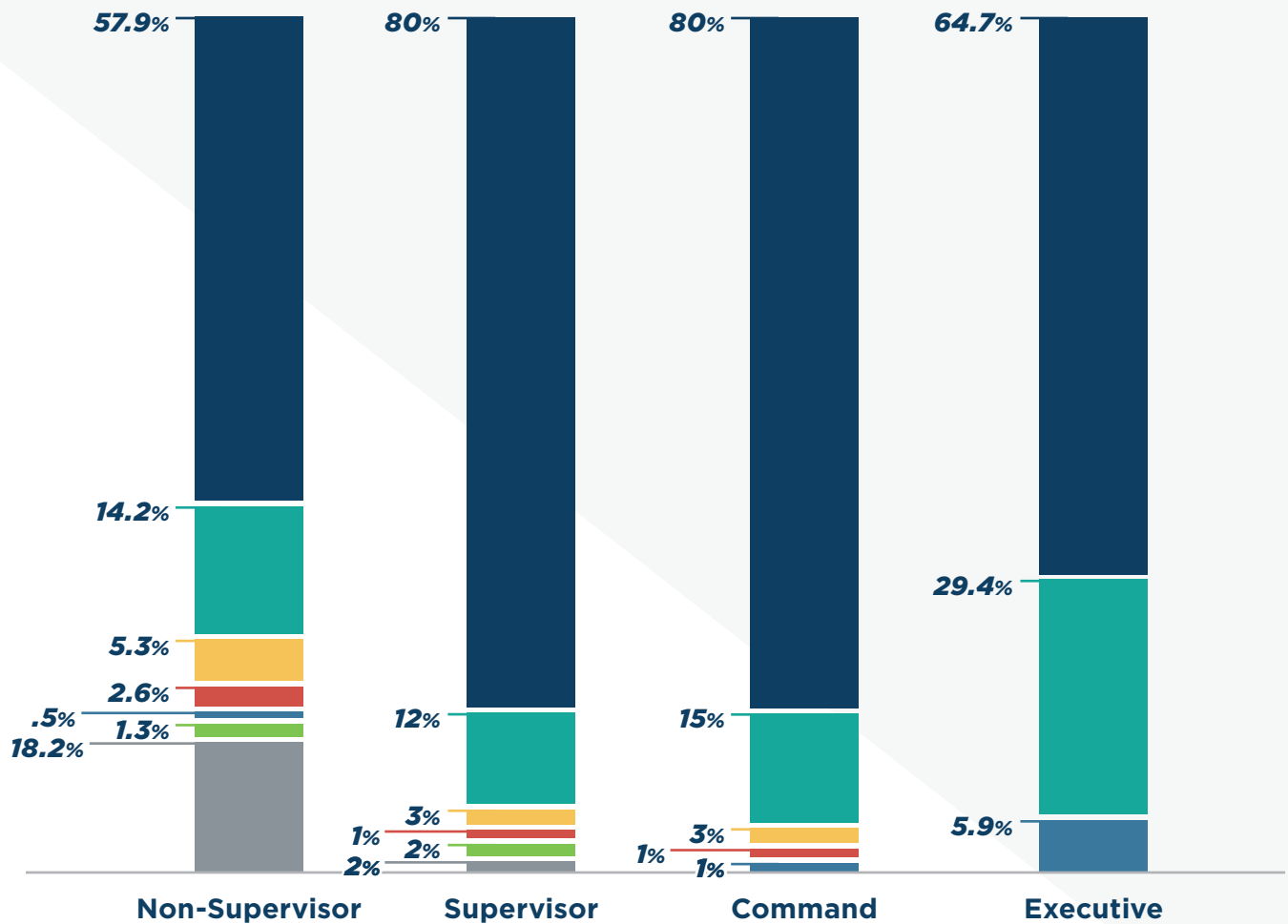
Average Years of Service

12.7 Sworn

8.8 Civilian

Sworn Demographics - Race

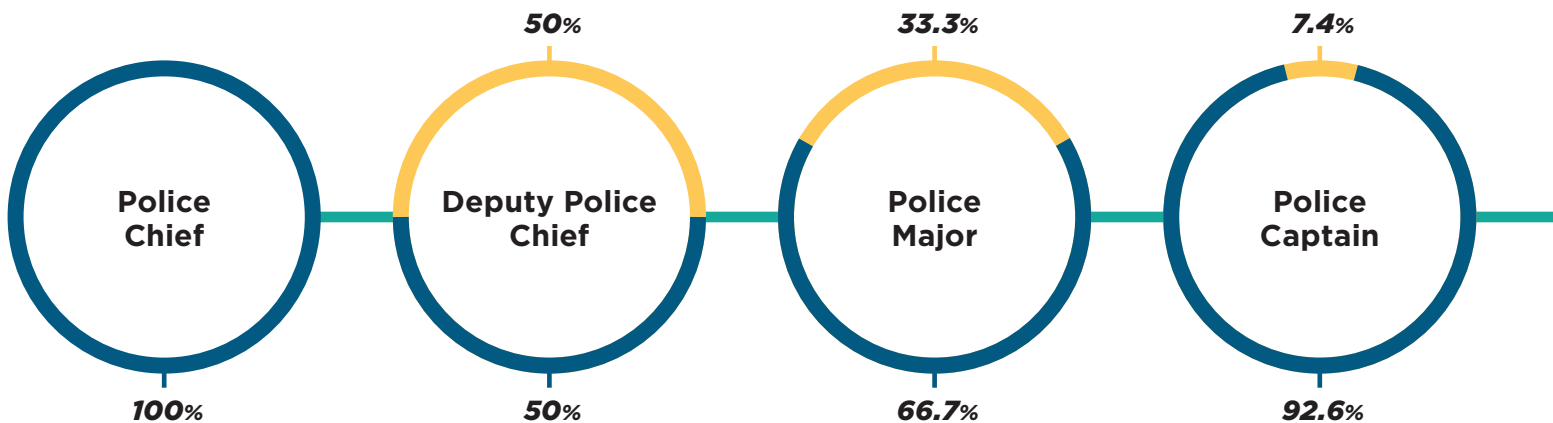
- White
- Black/African American
- Hispanic/Latino
- Asian/Pacific Islander
- American Indian/Alaska Native
- 2 or More
- Not Specified



HR Demographics *continued*

Sworn Demographics - Gender

● Male ● Female



Incentives

+ Residency Incentive

3 residency incentive payments were made in July 2022. They were paid out on paycheck dated July 15, 2022.

+ Secondary Language Incentive

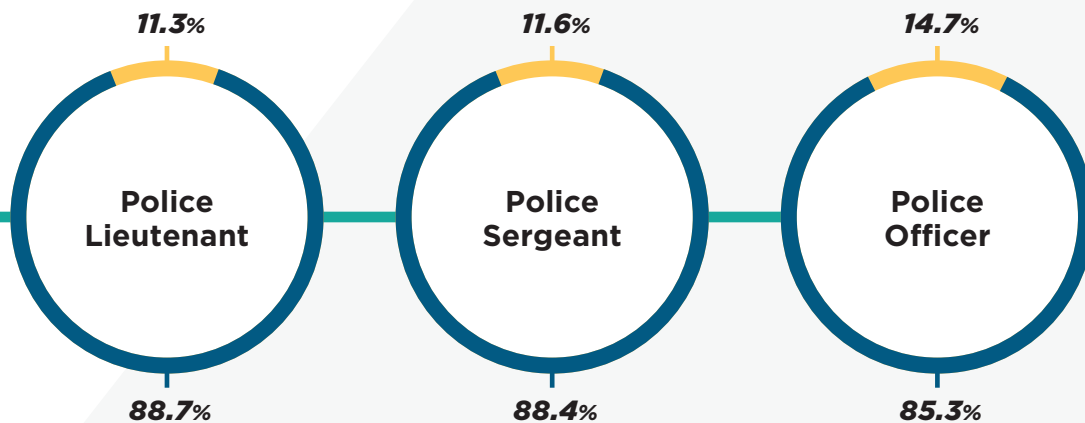
61 employees (sworn and civilian) were receiving the Secondary Language Incentive between July 9-15, 2022.

+ Educational Incentives

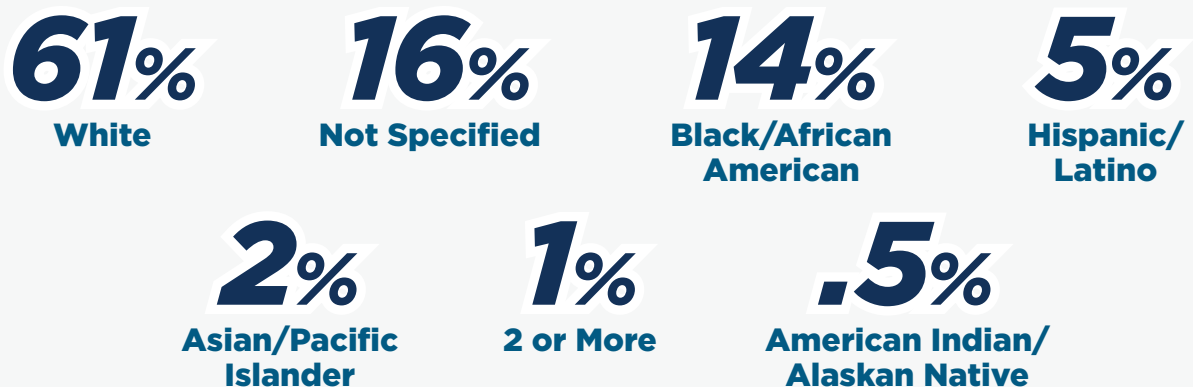
1068 Police Trainees and Police Officers were receiving the educational incentive (2-year or 4-year degree) between July 9-15, 2022.

+ Veterans

219 employees (sworn and civilian) are veterans based on their military status in PeopleSoft. This number includes regular employees and hirebacks who were actively employed between July 9-15, 2022.



Sworn Personnel - Demographics





Crime Lab Statistics

- + **Biology (DNA)** – Tested 2,675 biological evidence items from 1,020 cases.
- + **Blood Alcohol Testing** – Tested 240 DWI kits.
- + **Controlled Substances** – Tested 827 suspected drug items from 488 cases.
- + **Fire Debris (Arson)** – Tested 83 evidence items from 35 suspected arson cases.
- + **Firearm Comparisons** – Compared firearms and fired evidence in 230 cases.
- + **Latent Fingerprints** – Examined over 4,022 evidence items involving fingerprints from 1,243 cases. 1,019 individuals were identified by fingerprints.
- + **Questioned Documents** – Examined 26 total evidence items from 12 cases.



NIBIN Program

National Integrated Ballistic Information Network

- + **818** Investigative Leads were generated linking firearms and crime scene evidence
- + **3,602** guns were test fired for entry in the NIBIN database
- + **10,131** discharged cartridge cases from **1,032** separate shooting cases were screened for entry in the NIBIN database



CODIS Database

Combined DNA Index System

- + **163** CODIS Hits were generated linking DNA profiles from individuals and crime scene evidence through the CODIS database



AFIS Database

Automated Fingerprint Identification System

- + **760** AFIS Hits were made from crime scene fingerprint evidence using the AFIS database

911 Stats



1,639,529

Total 911 Calls



25,565

Transfers to Fire



150,891

Transfers to Medic



911,517

Police Dispatched

Crime Scene Search

Calls for Service

8,619 Total Calls for CSS processing

1,490 Involved Assault with
Deadly Weapon

826 Involved Shooting into
Occupied Property

706 Vehicles processed for Larceny
from Auto calls

787 Calls related to Homicide
processing (scene, hospital,
ME's office)

437 Calls related to
Domestic Violence

Evidence Collected

46,716 Total Evidence Collected

12,725 Total Ammunition (including
discharged cartridge cases)

6,816 Total Latent Fingerprint Cards

In May 2022, members of the CSI Unit (Koonts, Walton, Buhr, Vasale, Pease and Price) along with Cyber Crimes and DNA Lab employees were recognized with the Chief's Award for Excellence in Policing for their work on a high-profile homicide case. Crime Scene Investigators collected 142 items of evidence including latent prints that quickly led to the identification of the suspect.

During 2022, there were seven new hires added to the CSS unit. Of the seven new hires, two of them were interns during the summer of 2022 and were selected as permanent hires at the conclusion of the internship.

Property and Evidence Management

01/01/2022- 12/31/2022

| | Evidence | Found | Safekeeping | Total |
|-----------------|----------------|---------------|--------------|----------------|
| Items Received | 103,318 | 12,433 | 1,888 | 117,639 |
| Items Released | 2,957 | 1,013 | 785 | 4,755 |
| Items Destroyed | 55,715 | 11,689 | 972 | 68,533 |

Vehicles currently stored in Evidence Storage Lot

12/31/2022

→ **588**

Firearms in CMPD Custody

12/31/2022

→ **25,800** (4064 turned in 2022)

In February 2022, the annual CALEA inspection was completed. Over 7000 items were marked for audit. This list is not made available to P&EM staff prior to the inspection. At the end of the inspection, 100% of items were located.

In October 2022, an unannounced CALEA inspection was completed and 100% of items that were randomly selected for audit were located.



2022 Awards

Acts of Excellence

The CMPD Serves team awarded more than 150 Acts of Excellence in 2022 that celebrated the fantastic customer-centric work the CMPD men and women perform daily. Those highlighted below are a few of the many nominations that clearly demonstrate the CMPD Serves Pillars and supporting concepts.

A Non-Emergency Police Services (NEPS) technician was recognized for going above and beyond for an unhoused citizen whose vehicle had been taken, leaving him without his belongings. This employee selflessly provided several meals and arranged Uber transportation, as well as provided encouragement for the victim on his path of addiction recovery. This is a snapshot of how he is a NEPS customer service superstar on a daily basis and a Daymaker for this citizen.

The 1st and 5th shifts of the Communications Division were nominated for their commitment to providing excellent service on a morning that experienced the 3rd highest call volume hour in 10 years. While non-essential employees were sent home, the telecommunicators worked through their breaks, came in early, and stayed late to educate the public about the strong odor of natural gas throughout the city in mid-July. This team exemplified the Pillars of Empathize, Educate, and Exceed with every interaction that morning.

An Airport officer was recognized by an American Airlines supervisor as a Daymaker for her demonstration of daily leadership, comradery with the vendors and community members, and abilities to quickly de-escalate a situation and exceed in handling aggressive individuals. The supervisor took time out of their very busy day to share that this officer makes the team feel safe, provides them with a sense of relief, and "exemplifies what the country needs to see in our police officers."

CMPD Awards

CHIEF'S AWARD FOR EXCELLENCE IN POLICING

22nd Street Investigation

Brittany Patterson

Christine Buhr

Shari Walton

Christy Price

Rachel Vasale

James Pease

Allison Koonts

Detective Christopher McNeil

Todd Roberts

Eve Rossi

Myers Park Serial Investigation

Detective Carol Owens

Sergeant Darrell Price

Sarah Savicki

Eve Rossi

Aby Moeykens

Anthony Roncase

Shannin Guy

Chasity Markle

Digital App Investigation

Detective Jeffrey King

Detective Matthew Mescan

Detective David Jester

USSS Special Agent Matt Hayes

USSS Special Agent Cody Ayers

Carelock Circle Initiative

Detective Douglas Moore

Detective Brianna Ballard

Detective Stephanie Alcantara

Detective Jennifer Nisavic

Detective Everette Berry

Officer Roderick Johnston

Officer Mark Musiel

Sustained Excellence - Crime Analysis

Analyst Andrea Wilson

Multi-division ADW Investigation

Detective Shane Mathews

Detective Jeremiah Dossett

Detective Anthony Smereka

Officer Elliott Whitley

Detective Walter Webster

Detective Luke Amos

CMPD Serves

Officer Jeffrey Joseph

Tactical Resiliency Training

Officer Shannon Finis

Sustained Excellence- VCAT

Detective Brian Kurcsak

CMPD Awards

UNIT CITATION

CMPD Human Resources Division

| | | |
|-----------------|-----------------|-----------------|
| Latoya Dorsey | Robert Lucas | Jasmine Bennett |
| Schleace Fields | Shalanda Walls | Keisha Hill |
| Ryan Martin | Teresa McNally | Wiley Ross Jr. |
| Debora Din | Alexandra Agee | Erica Hopkins |
| Melissa Elliott | Julie Wingfield | |

Cyber Crime Unit

| | | |
|--------------------------|-------------------------------|------------------------|
| Sergeant Jason Armstrong | Detective Christopher DeCarlo | Detective Aleta Dunbar |
| Detective Andrew Key | Detective Christopher McNeil | Sergeant Bobby Morton |
| Analyst Roy Patterson | Analyst Erin Reynolds | Analyst Kenya Salter |

Crime Gun Suppression Team

| | | |
|--------------------------|--|-------------------------------|
| Sergeant Daniel Bignall | Sergeant Terrance Gerald | Detective Adam Thompson |
| Detective Chuck Hastings | Detective Seth Adcox | Detective Jason Grier |
| Detective Matt Wilson | Detective Barry Kipp | Detective Shawn Blee |
| Detective Ronald Elfrard | Detective Brian Comer | Detective Dan Harmon |
| Detective Jared Decker | Analyst Audrey Sullivan | Analyst Lisa Labriola |
| Analyst Zana Johnson | Probation Officer Jason Bensavage | Probation Officer Jason Baker |
| Agent Nyasia Rosario | US Deputy Marshal Christopher Kitchens | |

MEDAL OF MERIT

Officer Raymond St. John

Officer Shannon Foster

Officer Mara Brennan

Officer Jonathan Nugent

Sergeant Joseph Pendergrast

PRESERVATION OF LIFE

Officer Jacob Powell

Officer Cartel Pitters

LIFESAVING

Sergeant Rollin Mackel

Officer Cameron Babine

Officer Zachary Stuart

Officer Nathan Phillips

Officer Marshall Reece (2)

Officer Anna Maas

Officer Kalmon Stokes

Officer Jonathan Gonzalez

Officer John Crooke

Officer Matthew Lahey

Officer Edwin Morales

Sergeant Brandon Kimble

Officer Ryan Davis

Officer Kyndall Jackson

Officer Dustin Smith

Officer Andres Gonzalez

Officer Cory Mauldin

Officer Yongmin Kim

Officer Devan Wilson

Officer Bradley Topper

Officer Kia McKinney

Officer Nathan Hunerwadel

Officer Michael Brinegar

Officer Joshua Heater

Officer Nicholas Luiz

Sergeant Joshua Gibbons

Officer Darrell Soto

Officer Caleb Corrales

Officer Kyshaun Merchant

Officer Mark Webb

Officer Alexander Flores

Captain Lucas Veith

Officer Matthew Mayes

Officer Juwan Brown

Officer Tyler Poe

Officer Jonathan Chester

Sergeant Erin Anderson

Officer Jesse Rubino

Officer Siddhraj Patel

CMPD Awards

| | |
|---|--|
| CITIZEN SERVICE AWARD | Hickory Grove Baptist Church, Food Drives |
| | Bernel Berry, 1Love |
| JUDY WILLIAMS LIFETIME SERVICE AWARD | Child Development Community Policing Program |
| | First Baptist Church |
| CIVILIAN EMPLOYEE SERVICE AWARD | Elbie Wallace |
| DETECTIVE OF THE YEAR | Detective Michael Melendez |
| SWORN EMPLOYEE OF THE YEAR | Officer Trey Hinton |
| CIVILIAN EMPLOYEE OF THE YEAR | Michael Bedard |
| PTO OF THE YEAR | Officer Tim Snyder |
| TELECOMMUNICATOR OF THE YEAR | Telecommunicator Tiffany Brown |
| SRO OF THE YEAR | Officer Maurice Pharr |
| GOLD POLICE CROSS | Officer Mia Goodwin |
| PURPLE HEART | Officer Jackson Buffington |
| | Officer Sean Husk |
| | Officer Elliott Whitley |
| MEDAL OF VALOR | Officer Edward Mark (Pending Board) |
| | Officer Elliott Whitley |
| | Officer Robert Ahlers |



CIT Awards

The Charlotte-Mecklenburg Crisis Intervention Team (CIT) is a community-based collaboration between multiple agencies that offers crisis intervention training and mental health resources. Several members of CMPD received well-deserved recognition from CIT for their outstanding work.

INTERVENTION OF THE YEAR

Sgt. Rollin Mackel, Sgt. Nathan Phillips
and Officer Nathan Sanchez



INSTRUCTOR OF THE YEAR

Lt. Richard Nelson



CIT OFFICER OF THE YEAR

Officer Michael Caskey



CDCP OFFICER OF THE YEAR

Officer Ashley Brown



Employees of the Month

January

| | |
|---------------|-------------------|
| Eastway | Kelvin Moore |
| Freedom | Benjamin Reynolds |
| Metro | Maurice Pharr |
| Homicide Unit | Patrick Diekhaus |

February

| | |
|-----------------------|----------------|
| Steele Creek | Ryan Buckler |
| Eastway | Alen Sejdic |
| Civilian of the Month | Brandon Hunter |

March

| | |
|-----------------------|--|
| Sexual Assault Unit | Michael Melendez |
| Westover | Jonathan Gonzalez II |
| Independence | Terrell Marshall |
| Freedom | Christopher Dantism, Blake Helms, Rafael Garcia, Deidre John |
| Civilian of the Month | Sharon Homes |

April

| | |
|----------------------------|----------------------------|
| Metro | Kyshaun Merchant |
| South | Tony Finocchio |
| North | Darrell Soto and Mark Webb |
| Crime Gun Suppression Team | Detective Jared Decker |
| Civilian of the Month | Lisa Labriola |

May

| | |
|-------------------------|---------------|
| Crimes Against Children | Jessica Hall |
| Central | Kristian Barr |

May

North Tryon

Mara Brennan

Eastway

Joseph (J.R.) Ellis

Civilian of the Month

LaShondra Patterson

June

Sexual Assault Unit

Dustin Lawrence

South

April Workman

Westover

Pierre Leleux

North Tryon

Aubrey Guldager

Civilian of the Month

Jillian Brown

July

Steele Creek

Malek Odeh

Independence

Marquis Turner

North

Michael Travis

Homicide

Ben Condron

Civilian of the Month

Brittany Howze

August

Eastway

Luke Poplin

Metro

Samuel Blobe

University

Kyle Brown

Civilian of the Month

Amber Ramos

September

Criminal Intel

Detective Sierra Braxton

Central

Officer Ryan Lewis

Employees of the Month

September

| | |
|---------|---------------------|
| Eastway | Officer Alen Sejdic |
|---------|---------------------|

| | |
|-------------|-----------------------|
| North Tryon | Officer Derick Shuler |
|-------------|-----------------------|

| | |
|-----------------------|--------------|
| Civilian of the Month | Mary Mendoza |
|-----------------------|--------------|

October

| | |
|---------------------|------------------------|
| Sexual Assault Unit | Detective Gerald Watts |
|---------------------|------------------------|

| | |
|---------------|---------------------|
| Hickory Grove | Officer James Wolfe |
|---------------|---------------------|

| | |
|----------|---------------------|
| Westover | Officer Mike Dashti |
|----------|---------------------|

| | |
|---------|------------------------------|
| Freedom | Officer Robert "Bob" Roberts |
|---------|------------------------------|

| | |
|-----------------------|---------------|
| Civilian of the Month | Andrea Wilson |
|-----------------------|---------------|

November

| | |
|-------------------------|--------------------------|
| Investigations SIB/CGST | Detective Chuck Hastings |
|-------------------------|--------------------------|

| | |
|---------------------------|---------------------------------------|
| Patrol South - Providence | Khadijah Muhammad and Ashley Survilla |
|---------------------------|---------------------------------------|

| | |
|--------------------------|---------------|
| Patrol Central - Central | Taydan Musser |
|--------------------------|---------------|

| | |
|----------------------------|-------------|
| Patrol North - North Tryon | Trey Hinton |
|----------------------------|-------------|

| | |
|-----------------------|-----------------|
| Civilian of the Month | Joanna Prentice |
|-----------------------|-----------------|

December

| | |
|---------|----------------------|
| Freedom | Officer Matthew Pils |
|---------|----------------------|

| | |
|---------|-----------------------|
| Eastway | Officer Charles Jones |
|---------|-----------------------|

| | |
|--------------|---------------------------|
| Steele Creek | Officer Christopher Pagan |
|--------------|---------------------------|

| | |
|----------|---|
| ABC Unit | Detective Ed Gulka and Detective Danny Graham |
|----------|---|

| | |
|-----------------------|---------------|
| Civilian of the Month | Rodger Austin |
|-----------------------|---------------|

2022 CMPD Retirees

2022 Retirees

Non-Sworn Employees

| | | |
|------------------------|------------------|-------------------|
| Bradley, Annette | Edwards, Pamela | Wallace, Dewauana |
| Brewington, Jacqueline | Nelson, Rosemary | Wallace, Elbie |
| Buchanan, Steven | Shores, Leo | |
| Coles-Mitchell, Sharon | Vang, Vua | |

Sworn Employees

| | | |
|------------------------|--------------------------|----------------------|
| Adamczak, Michael J | Cruz, Alex M. | Horton, Tommie G |
| Aguirre, Jose | Dance, Robert Jason | Hoskins, Joseph D |
| Aldridge, Darren J | Dozier, Christopher | Hurley, Scott P |
| Andrichuk, Daniel | Echerd IV, Edwin R | Jones, Jem A |
| Armlin, James R | Fahrenheit, Charles A | Kipp, Barry C |
| Blackwood, Paul A | Farley Jr, Gerard E | Kraeger, Andrew S |
| Blanton, Bobby | Farley, Suzanne | Krall, Jennifer L |
| Blee, Shawn M | Faulkner, David G | Long, James C |
| Carey, Brian S | Foley, Brian P | Lontz, Todd C |
| Chipman, Christopher D | Gale III, George T | Mackel, Rollin |
| Clark, Ryan | Garnes Jr, Norman | Maloney, Stephen |
| Cochran, Michael C | Gerald, Timothy B | Mauldin, Chad A |
| Collins II, David O | Gilyard, Stephenie I | McNeill, Yvette M |
| Colpitts, Richard | Glenn, Artis | Monteleone, Joseph P |
| Conner, Paul | Greene, Antonio | Moran, Jean |
| Courtet, Jeffrey T | Hall, Anthony E. (Chuck) | Mozingo, Todd A |
| Crooks, Shawn E | Hetrick, James W | Murray Jr, William |

| | |
|-----------------------|------------------------|
| Narvaez, Gilberto | Simpson, Vinton |
| Newcomb, Joseph G | Smith, Mark A |
| Oberer, Andrew J | Smith-White, Stephanie |
| Owen, Wade | Staton, Terry B |
| Partridge, Aaron | Suggs, Cary |
| Pearsall, Sherie | Taylor, Darryl K |
| Pearson, Joseph | Thompson, Phillip D |
| Phelps, Robert | Updegraff, Paul |
| Post, Tammy L | Voorhees, Steven |
| Poston, Donald K | West, Donna S |
| Pressley Jr, Gerald S | Whetzel, Ryan |
| Preston, Michele M | Whitley, Robert |
| Proctor, Harlan D | Williams, Richard Alan |
| Raby, Joseph | Wright, Robert |
| Rains, Christopher B | |
| Ratliff, Celestine | |
| Redelfs, Erik | |
| Richardson, Sandra | |
| Roth, Wayne | |
| Scalise, Joseph | |
| Schaper, Chris | |
| Schultz, Kirk | |





University City, South Division, and Central Division Offices Receive LEED Certifications

The U.S. Green Building Council awarded the CMPD's University City, South, and Central Division Offices with a Leadership in Energy and Environmental Design (LEED) Certifications, a testament to the sustainable designs of both facilities.

"It's critical for CMPD to be on the cutting edge when it comes to our facilities," said CMPD Police Chief Johnny Jennings. "Employee wellness is a CORE 4 strategic priority for the department. Our state-of-the-art LEED-certified facilities feature healthy and cost-saving green technology to make sure we're providing the best possible workplaces for our employees."

The University City Division, located at 8452 North Tryon Street, was completed in April 2020, and received LEED Gold Certification. Sustainable design elements included access to transit, bicycle facilities, green vehicle parking, electric vehicle charging stations, green cleaning and integrated pest management policy, a rooftop solar photovoltaic energy system and white membrane roof, an optimized mechanical system for energy performance, low emitting materials, interior lighting controls and low-flow water fixtures. The total energy cost savings will be greater than 59%, resulting in an economic benefit to the city and a reduction in greenhouse gas emissions. This facility was also nominated as a contender for the Best Sustainable Building award at the Charlotte Sustainability Awards.

The South Division, located at 11217 Providence Road West, was completed in February 2021 and received a LEED Silver certification. The 16,000 square foot facility achieved higher levels of indoor water use reduction (greater than 32%) using low-flush and low-flow fixtures. Additionally, the project design team provided outdoor views, ultimately demonstrating quality views for more than 88% of occupied spaces and providing building occupants a connection to the natural outdoor environment.

CMPD Central Division, located at 700 West Fifth Street, was completed in June 2020 and received a LEED Silver certification. The three-story facility has an attached four-level parking deck and was built on a previously developed site in a dense urban setting within a priority development area. Building occupants and visitors have access to various neighborhood amenities and quality public transit. Bicycle facilities and electric vehicle charging stations further incentivize alternative modes of transportation to and from the facility.

It's critical for CMPD to be on the cutting edge when it comes to our facilities...

” - Chief Johnny Jennings



Central's Sculpture Award

According to the CODAWorx website, the “internationally acclaimed CODAwards celebrate the projects that most successfully integrate commissioned art into interior, architectural, or public spaces”.¹

The installation is officially titled “Secluded Cars in The Distant Outer Zagged Circle, Not Inner Ring Maze Puzzle, Raindrops, Pain and Good in the World. Friend, Amigo, Ban, In My Head, Seasons, Negotiating Over Space and Territory. Nice Buildings, Isaiah, Boy, Girl, Police, The Crown Is Singing, I Am the Entertainment Capital Thang. For Myself and Society, Wealth, Health, Prosperity, Home and Peace”. It was completed in 2022 by artists Freyja Bardell and Brian Howe and was recognized by CodaWorx as a Top 100 most recent public art installation in the world.

The 20ft sculpture is located on the 6th Street side of the Central Division Office opposite the historic Elmwood Cemetery. It features three dimensional scans of faces that pay tribute to the diversity of the Charlotte community and mimics a queen chess piece at the base as an ode to the “Queen City”.

¹<https://www.codaworx.com/codaawards/2022-winners/>



A Look into 2023

Diversity, Equity, and Inclusion Council

As part of the 2023 Strategic Plan, the CMPD is creating a Diversity, Equity, and Inclusion Council. This is one of three goals under Core-4 Priority, Employee Wellness. Some employees will be invited to help develop the Council, and others will be invited to sit on the Council.

Diversity has been a long been part of our history. The Great Seal of the United States contains the Latin phrase E Pluribus Unum - out of many, one. Adopted as our country's motto by the Founding Fathers, it was intended to represent our union, out of many colonies [states], one nation. This union has had its challenges, from the Civil War to the Civil Rights Movement and even today with the Black Lives Matter and Me Too movements.

The City of Charlotte is committed to "creating an inclusive culture where our employees can show up and belong as their full, authentic selves. Diversity is our strength, as an organization and a community, and this strength is amplified through our pursuit of justice and equity". (Equity Vision Statement) Likewise, the CMPD is committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion throughout the organization. Our employees have a responsibility to treat others with fairness and respect at all times, whether engaging with the public or other employees.

And yet some female employees believe that "women have to

work harder [than men] to prove themselves" in the organization and are perceived "negatively when exercising their authority, while male supervisors are seen as 'leaders' when they do the same". Other employees who represent minority groups have "witnessed or experienced some racial biases" in the organization and described situations in which "they felt their work was devalued because of their race". (CMPD 2021 Culture and Climate Assessment)

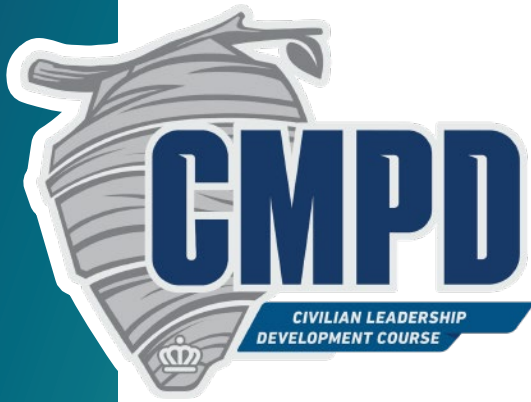
Change takes time, but it can happen. The words diversity, equity, and inclusion (DEI) are more common than E Pluribus Unum today, but they are not commonly understood. Like E Pluribus Unum, DEI can represent the ideals of union and justice, yet this challenge is not easily met.

Diversity in action, with equity and inclusion, can mean the sometimes painful awareness that other people, other voices, other ways of thinking, have as much integrity as yours. The CMPD looks forward to facing this challenge and working with our employees to determine what DEI means for our organization and how we might thrive together.

”

The arc of the moral universe is long, but it bends toward justice.

Rev. Dr. Martin Luther King Jr.

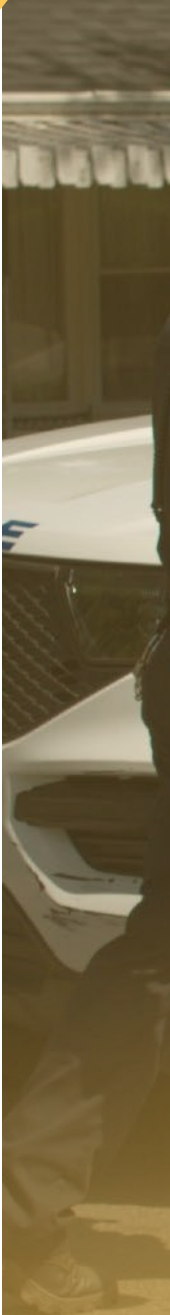


Civilian Leadership Program

Charlotte-Mecklenburg Police Department Civilian Leadership Development Course will provide the unique opportunity for leaders of all levels to test and forge their mental, physical, and emotional skills necessary to lead.

This course aims to bring about partnerships between sworn and civilian employees, provide various physical challenges, produce dynamic group discussions, and leadership orienteering to help navigate participants through the complexities of leading the next generation.

Inaugural class #001 will launch in early 2023.





Workload Assessment

Workload analyses are crucial for organizations in the public and private sector to conduct in order to ensure that they are operating at peak efficiency.

These assessments seek to determine the staff and resources required to meet work standards and requirements. The CMPD has retained a qualified and committed professional firm to perform a workload analysis of its administratively focused units that will occur throughout 2023. The analysis will seek feedback directly from employees on the work that they do, determine how many employees are required to help each unit complete assigned duties, and provide recommendations to improve efficiency and address any gaps in service. The analysis will also compare the department's operations to best practices and peer agencies to place the department's operations within a larger national context.

Development of New EIS

An effective tool for Professional Accountability is the ability to proactively assist officers before encountering an adverse incident or investigation. CMPD partnered with Benchmark Analytics in 2022 to build a research-based platform that will assist in identifying a true need for intervention and officer support.



You know you are in Charlotte when....

- ✓ You wear short sleeves in January.
- ✓ You understand that “barbecue” is a noun, not a verb.
- ✓ You feel its subtropical climate – hot and humid summers and mild winters.
- ✓ You eat soft ice cream at Charlotte historic landmark and NC’s oldest Dairy Queen.
- ✓ You know that “Uptown” really is up (geographically speaking, that is).
- ✓ You go white-water rafting on the world’s largest manufactured whitewater river just on the outskirts of town.
- ✓ You attend Carolina Panthers football, Charlotte Hornets basketball, Charlotte Knights baseball, Charlotte Checkers hockey, and Charlotte FC soccer.
- ✓ You drive on one road which changes name as many as four times in less than five miles (Idlewild-Rama-Sardis-Fairview-Tyvola or Eastway-Wendover-Sharon-Quail Hollow), consider it a ride through history, all communities were not a part of Charlotte back in the day.
- ✓ You know Charlotte’s nickname, The Hornet’s Nest (of Rebellion), is an historical reference dating back to the revolutionary war by General Cornwallis, who did not stay long in the area due to the strong fight put up by locals.
- ✓ You know that King George III named “Charlotte Town” (aka Charlotte) after his wife, Queen Charlotte of Mecklenburg-Strelitz, and our county for the region of Germany in which she was born, Mecklenburg.

Division Map

Patrol Service Areas

PATROL SOUTHWEST

South Division (22)

11217 Providence Road West | 704-336-3030

Steele Creek Division (21)

2227 Westinghouse Blvd | 704-336-7800

Westover Division (26)

2550 West Blvd | 704-432-2442

PATROL NORTHEAST

Hickory Grove Division (12)

7025 Albemarle Rd | 704-336-3192

North Tryon Division (07)

4045 North Tryon St, Suite B | 704-336-8398

University City Division (14)

8452 North Tryon St | 704-432-3900

PATROL NORTHWEST

Freedom Division (27)

4150 Wilkinson Blvd | 704-432-6795

Metro Division (02)

1118 Beatties Ford Road | 704-336-8300

North Division (11)

10430-R Harris Oaks Blvd | 704-432-3801

Airport Law Enforcement (28)

1750 Shopton Road | 704-432-6091

PATROL SOUTHEAST

Central Division (01)

700 W 5th St | 704-336-5729

Eastway Division (06)

3505 Central Ave | 704-336-8536

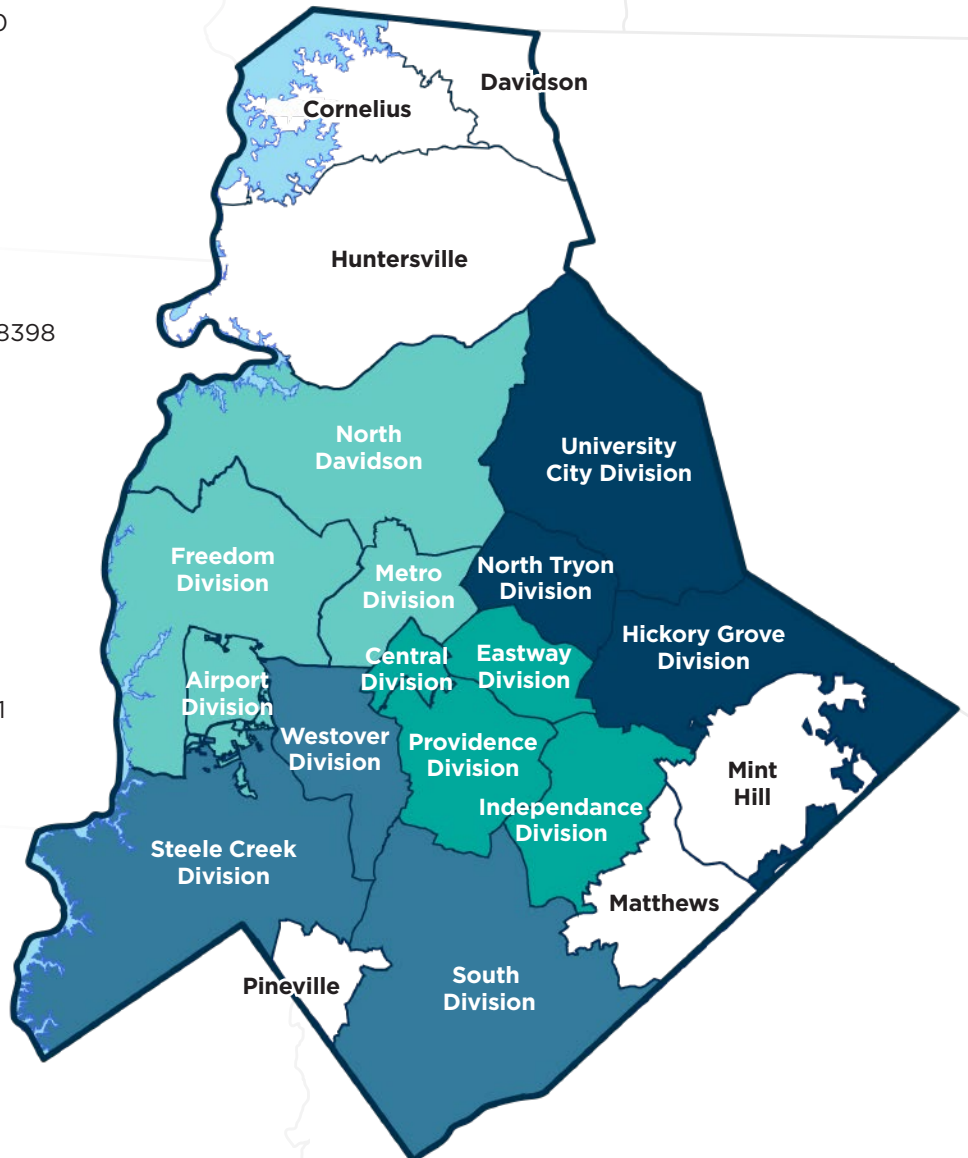
Independence Division (17)

6711 City View Dr | 704-336-2890

Providence (16)

715 N Wendover Rd | 704-336-2878

OTHER POLICE JURISDICTIONS





*Thank you to all the men and women of the
Charlotte-Mecklenburg Police Department for
your hard work, dedication, and service.*