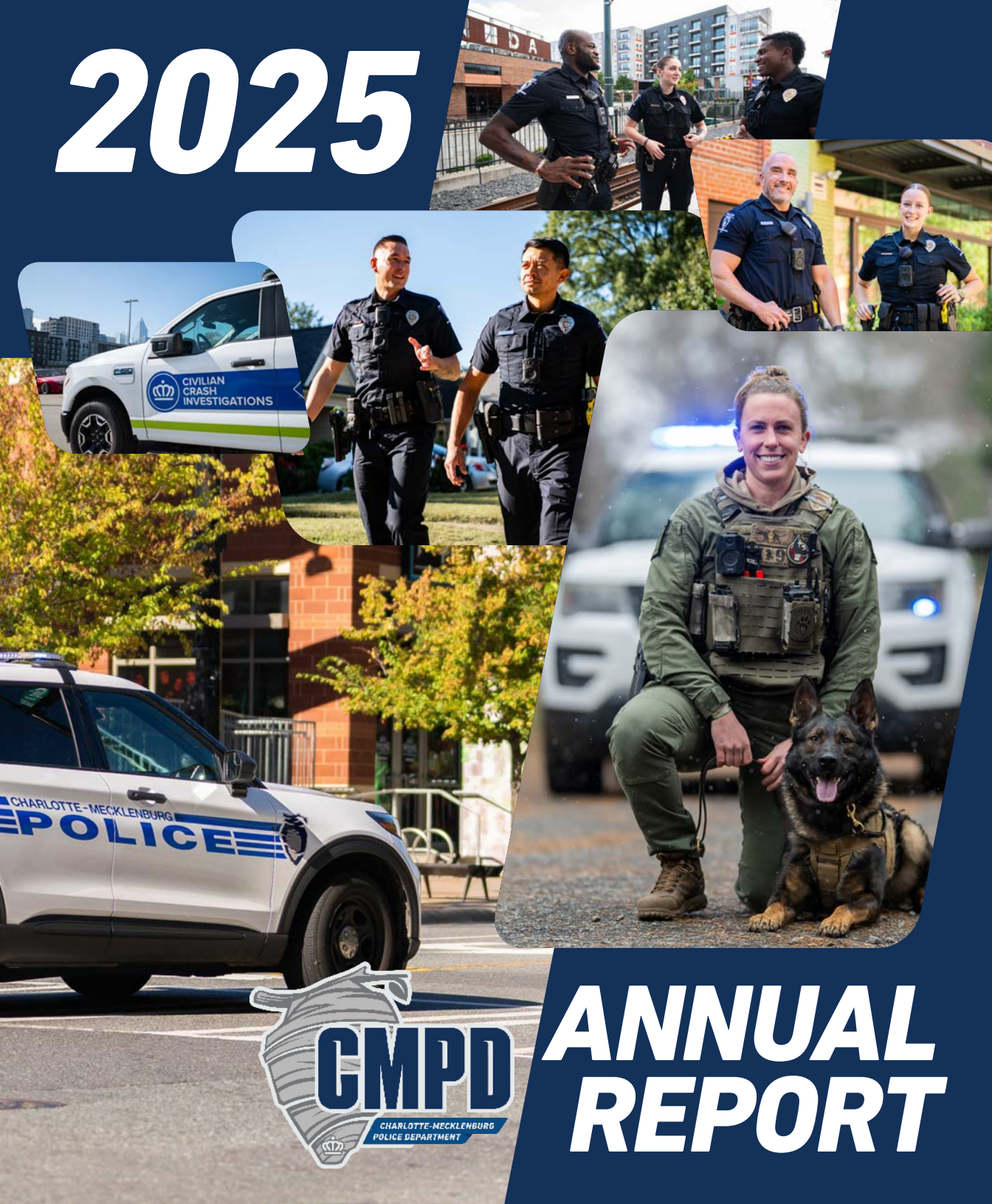
2025



CMPD
CHARLOTTE-MECKLENBURG
POLICE DEPARTMENT

ANNUAL REPORT

Letter from Chief Patterson

Greetings Charlotte-Mecklenburg Community,

As I step into the role of Chief of Police for the Charlotte-Mecklenburg Police Department (CMPD), I am honored to lead this exceptional police department and serve this vibrant community. Although I have only had the privilege of serving as Chief since December, I have witnessed firsthand the dedication and professionalism that define CMPD.

I want to begin by recognizing Chief Jennings for his leadership throughout 2025. Under his guidance, CMPD continued to make significant progress in reducing crime, strengthening community partnerships and supporting the wellness of our employees. His commitment to this department and community has set a strong foundation for the work ahead.

Looking forward, my vision for CMPD builds on that foundation and focuses on three priorities:

- **Reducing Violent Crime & Disorder:** Through intelligence-led policing and partnerships at every level, we will remain focused on addressing violent crime and enhancing safety across our growing city.
- **Enhancing Community Engagement & Collaboration:** Public safety is a shared responsibility. We will continue to deepen relationships with residents, businesses and community organizations to foster trust and collaboration.
- **Improving Employee Wellness & Morale:** The well-being of our officers and professional staff are essential to the success of our mission. Alongside investing in resources for mental, physical and emotional health, we will prioritize recruitment and retention to build a strong, committed workforce.

Charlotte is a city on the rise, and CMPD is committed to rising with it by innovating, adapting and working together to make our community a national model for public safety. I invite you to join us in this effort, whether by applying to serve, volunteering or engaging with us at community events.

Thank you for your trust and partnership. I look forward to working alongside you as we embark on this new chapter.

Kind Regards,

Estella D. Patterson

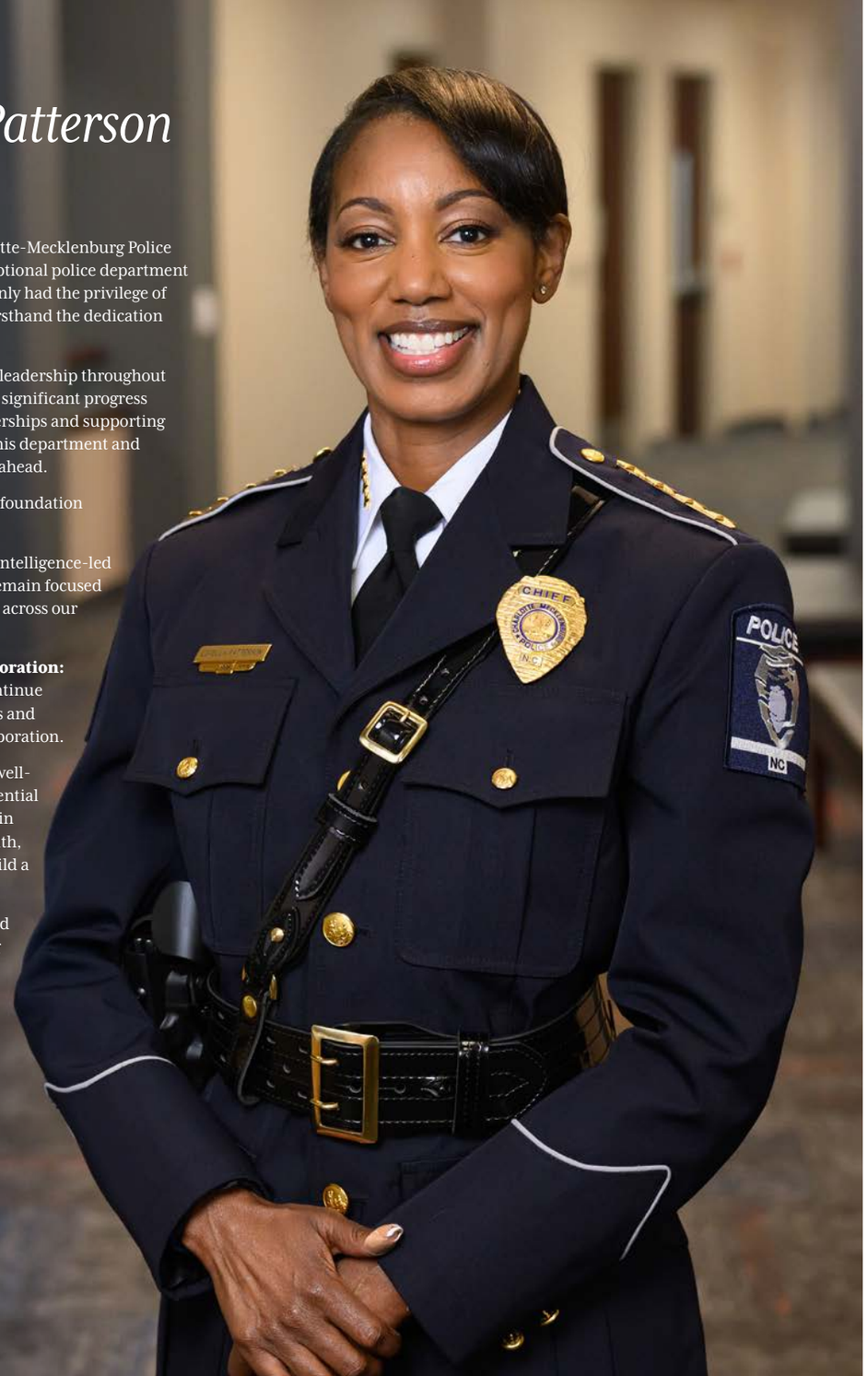


TABLE OF CONTENTS

CRIME STATS 6
VIOLENT CRIME 8
CRIME REDUCTION UNITS 10
JUVENILE CRIME 12
CSI & PROPERTY 14
CRIME LAB 16
AUTO PROPERTY CRIME 18
OPERATION SCARLET 19
MAJOR OPERATIONS 20
TRAFFIC OPERATIONS 24
CIVILIAN CRASH INVESTIGATIONS UNIT 25
VICE & NARCOTICS 26
CRIMES AGAINST CHILDREN 27
SPECIAL OPERATIONS BUREAU 28
REAL TIME CRIME CENTER 30
CONNECT CHARLOTTE 31
MENTAL HEALTH RESPONSE 32
SCHOOL SAFETY 33
COMMUNITY SERVICES & ENGAGEMENT 34
EXPLORERS CHRISTMAS PROJECT 38
CUSTOMER EXPERIENCE PROGRAM 39
EMPLOYEE WELLNESS 40
EMPLOYEE AWARDS 42
APRIL 29 ACTS OF HONOR 44
RECRUITMENT 46
CMPD WORKFORCE 48
TRANSPARENCY & ACCOUNTABILITY 50
INTERNAL AFFAIRS 51
POLICY UPDATES 51
CMPD BUDGET & GRANT FUNDING 52
TRANSITION OF LEADERSHIP 54
OATH OF OFFICE 55
CHIEF'S PRIORITIES 57

OUR STRATEGIC DIRECTION »

OUR MISSION

CMPD implements solutions and expands collaborative relationships within our organization and community to enhance trust, fairness and respect, to increase public safety.

VISION

We envision becoming the trusted, respected and sought-after community partner by serving our citizens and taking care of our employees.

WE VALUE

- Oath of Office
- Human Life
- Integrity
- People
- Community
- Inclusion

WE WILL ACHIEVE OUR VISION THROUGH: CORE 4 STRATEGIC PRIORITIES

COMMUNITY COLLABORATION

Community Collaboration is a process of participation by people, groups and organizations working together to achieve results. Each member must be willing to plan and share vision, mission, power, resources and most importantly, goals. Collaboration builds trust, ensures accountability and defines success.

GOAL : A community that trusts and openly supports police.

PROFESSIONAL ACCOUNTABILITY

Professional Accountability is an internally driven mindset to improve ourselves and the relations & outcomes we have with those we serve. As an agency we are transparent about corrective action and responsive to our community about how we police ourselves.

GOAL : Professional behavior is demonstrated by each of our employees.

CRIME MANAGEMENT

Crime Management is how we work to prevent crime from occurring. It is partnering at each level of the criminal process to analyze crime and find alternative outcomes for those affected.

GOAL : Police, the Criminal Justice system and the community change a person's behavior from crime to acceptable social norms through intervention and positive impact.

EMPLOYEE WELLNESS

Employee Wellness is focused on supporting better mental and physical health at work for all employees. These efforts include physical and mental fitness programs, education and incentives, interventions for and improved access to care and social support for our employees.

GOAL : Our workforce is actively engaged in physical, social, emotional wellness activities.

CRIME STATS

923,341
911 CALLS FOR SERVICE

574,701
POLICE INTERACTIONS
↑ 5.4% from 2024

OVERALL CRIME
↓ 9%

17,417
TOTAL ARRESTS
↑ 14% from 2024

4,155
GUNS OFF STREETS
↑ 23% from 2024

VIOLENT CRIME ↓ 21%

PROPERTY CRIME ↓ 6%

RAPES ↓ 29%

HOMICIDES ↓ 13%

VEHICLE THEFTS ↓ 20%

ROBBERIES ↓ 24%

RESIDENTIAL BURGLARIES ↓ 6%

COMMERCIAL BURGLARIES ↓ 8%

ARSONS ↓ 25%

AGGR. ASSAULTS ↓ 20%

VEHICLE BREAK-INS ↓ 1%

NON-EMERGENCY POLICE SERVICES

CMPD's Non-Emergency Police Services (NEPS), located at 601 E. Trade Street, is responsible for writing the majority of the non-emergency police reports which are requested by citizens, businesses and visitors. In order to provide a better quality of customer service and to better utilize resources, the Charlotte-Mecklenburg Police Department does not dispatch officers on most non-emergency crimes.

NEPS consists of non-sworn law enforcement professionals as well as sworn officers. They handle the majority of their workload over the telephone, but they also assist all the walk-in traffic to the Law Enforcement Center as well as managing the online crime reporting service offered by the CMPD.

131,335
NEPS CALLS FOR SERVICE
↓ 5% from 2024

11,975
ONLINE REPORTS COMPLETED
↑ 12% from 2024

26,955
KBCOPS REPORTED
↓ 3% from 2024

494
WALK-INS ASSISTED
↑ 12% from 2024

The Charlotte Crime Stoppers program encourages community members to assist CMPD in fighting crime by providing them with methods to report vital information leading to the arrests of wanted suspects in our area. All tips are anonymous. If an arrest is made as a result of a caller's tip, the caller will be eligible for a cash reward.

CHARLOTTE CRIME STOPPERS

2,743
TIPS RECEIVED
↑ 2% from 2024

67
ARRESTS
↓ 32% from 2024

57
CASES CLEARED
↓ 75% from 2024

1
FUGITIVE ARRESTS
↓ 50% from 2024

28
GUNS RECOVERED
↓ 40% from 2024

69
CHARGES LAID
↓ 68% from 2024

$47k
CASH RECOVERED
↓ 93% from 2024

$135k
PROPERTY RECOVERED
↓ 77% from 2024

$66k
DRUGS SEIZED
↓ 80% from 2024

38
OF REWARDS APPROVED
↓ 49% from 2024

$12k
REWARD AMOUNT APPROVED
↓ 50% from 2024

VIOLENT CRIME

CMPD's Homicide Unit remains one of the best in the nation with a **79% solve rate over five years that outpaces the national average of 61%.**

Our detectives work tirelessly to maintain this consistent level of excellence.

96 HOMICIDES
↓ *13% from 2024*

79% HOMICIDE CLEARANCE RATE

COUNT OF HOMICIDE CIRCUMSTANCES

9 DRUGS	33 ARGUMENT	2 ROBBERY
5 DOMESTIC VIOLENCE	46 OTHER / UNKNOWN	1 GANG

NON-STRANGERS

35 YES	14 NO	47 UNKNOWN

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.

352 VCAT TOTAL APPREHENSIONS
↓ *13% from 2024*

67 MURDER
↓ *14% from 2024*

78 ATTEMPTED MURDER
↑ *26% from 2024*

50 ARMED ROBBERY
↓ *41% from 2024*

46 RAPE
↑ *35% from 2024*

43 ADW/SIOD
↓ *36% from 2024*

68 OTHER FELONIES
↓ *15% from 2024*

167 ARRESTS
↓ *27% from 2024*

20 STOLEN FIREARMS RECOVERED
↓ *53% from 2024*

184 FIREARMS SEIZED
↓ *27% from 2024*

$92k MONEY SEIZED
↓ *13% from 2024*

CRIME GUN SUPPRESSION TEAM

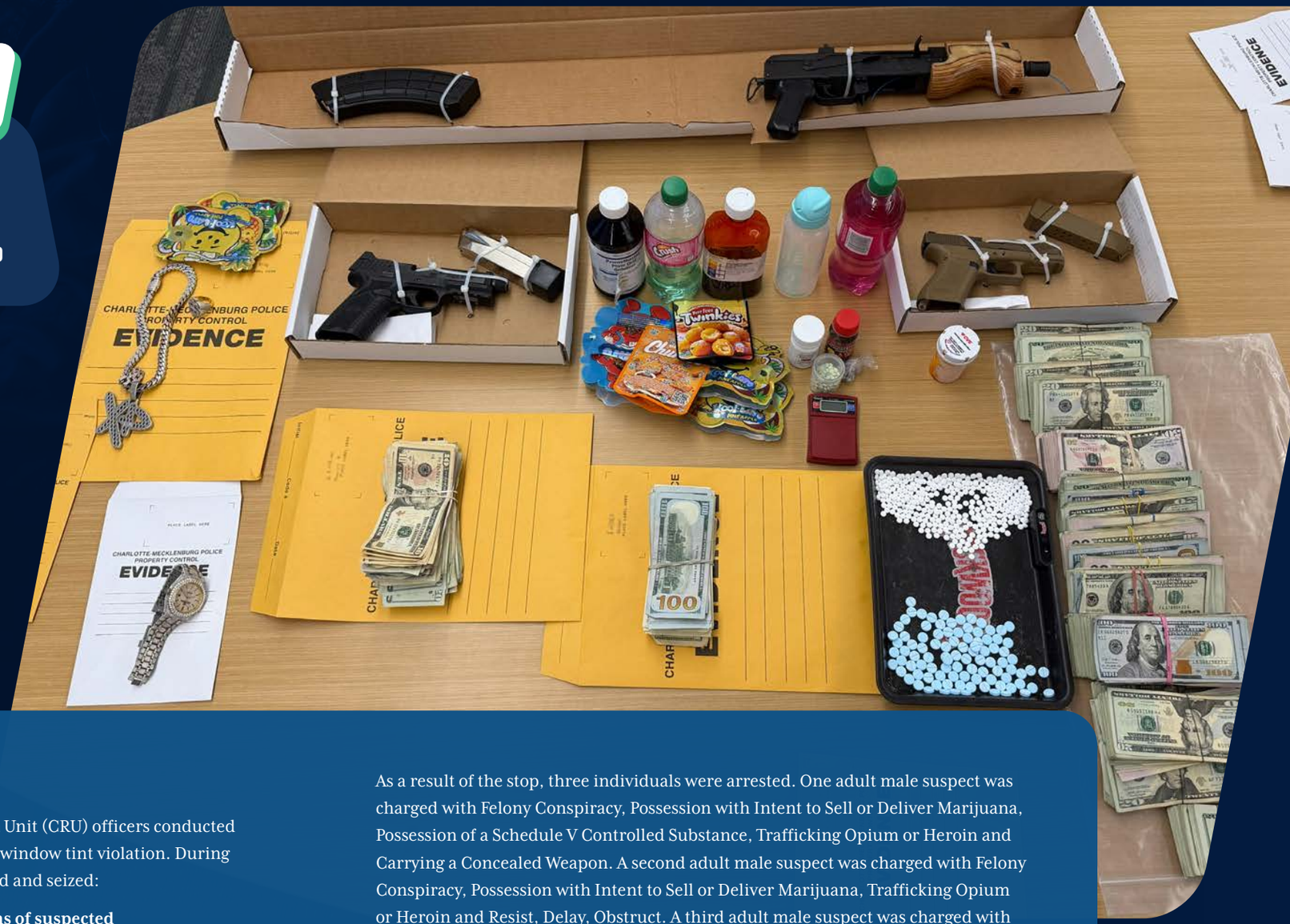
In 2021, to combat rising gun crime, CMPD merged three units to form the Crime Gun Suppression Team (CGST). The CGST combines detectives from the former Gang Unit, the Shooting into Occupied Property (SIOP) Task Force and the Targeted Response and Apprehension (TRAP) Unit. The CGST combines the specialized skills of those units to crack down on retaliatory and gun-crime cases that occur in a series.

CRIME REDUCTION UNITS

2,389	781	480	148 lbs
TRAFFIC STOPS	ARRESTS	GUNS SEIZED	NARCOTICS SEIZED

The CMPD Crime Reduction Units (CRUs) are specialized, proactive teams focused on achieving long-term crime reduction through targeted enforcement and problem-solving. These units work tirelessly to identify and target high-crime areas, reducing victimization and creating a safer community.

The CRUs were reorganized in July 2025, shifting from division-specific teams to service area-level units within the four patrol service areas. This strategic deployment allows for stronger resource allocation and coordination across larger areas, supporting focused initiatives that proactively address the root causes of crime and disorder in the community.



CASE HIGHLIGHT

On Nov. 5, our Southeast Service Area Crime Reduction Unit (CRU) officers conducted a traffic stop near the 800 block of Eldridge Street for a window tint violation. During the traffic stop and search of the vehicle, officers located and seized:

- **Three firearms**
- **Two bottles of suspected promethazine**
- **A baby bottle containing suspected promethazine residue**
- **655 of suspected oxycodone pills**
- **11 grams of suspected marijuana**
- **Approximately $44,400 in US currency**
- **Digital scale**
- **Rolling tray**

As a result of the stop, three individuals were arrested. One adult male suspect was charged with Felony Conspiracy, Possession with Intent to Sell or Deliver Marijuana, Possession of a Schedule V Controlled Substance, Trafficking Opium or Heroin and Carrying a Concealed Weapon. A second adult male suspect was charged with Felony Conspiracy, Possession with Intent to Sell or Deliver Marijuana, Trafficking Opium or Heroin and Resist, Delay, Obstruct. A third adult male suspect was charged with Felony Conspiracy, Possession with Intent to Sell or Deliver Schedule II Controlled Substance, Maintaining a Vehicle, Dwelling, or Place for Controlled Substances and Resist, Delay, Obstruct.

This is a powerful reminder of how everyday enforcement efforts and proactive policing can yield major results.

JUVENILE CRIME

2,386
JUVENILE ARRESTS
↓ 12% from 2024

498
JUVENILE AUTO THEFT ARRESTS
↓ 14% from 2024

410
JUVENILE VIOLENT CRIME SUSPECTS
↓ 9% from 2024

4,332
JUVENILES LISTED AS SUSPECTS
↓ 11% from 2024

82
JUVENILE SUSPECTS ADW-GUN INCIDENTS
↓ 20% from 2024

328
JUVENILE VICTIM ADW-GUN INCIDENTS
↓ 30% from 2024

20
JUVENILE HOMICIDE SUSPECTS
↓ 23% from 2024

15
JUVENILE HOMICIDE VICTIMS
↑ 25% from 2024

1,275
JUVENILE PROPERTY CRIME SUSPECTS
↓ 19% from 2024

877
PROPERTY CRIME WITH AT LEAST 1 JUVENILE SUSPECT
↓ 17% from 2024

289
VIOLENT CRIME WITH AT LEAST 1 JUVENILE SUSPECT
↓ 16% from 2024

575
JUVENILE SIOP VICTIMS
↓ 40% from 2024

JADE - JUVENILE ACCOUNTABILITY AND DIVERSION EMPOWERMENT

JADE monitors our most at risk youth and provides resources to them and their families to prevent recidivism and help empower them to turn their lives around for the better while still holding them accountable for their actions.

How Success is Defined

Success is defined by more than making the arrest and seizures. While success is measured by arrests and the number of firearms officers can remove from the hands of juveniles, CMPD also counts the resources and support that is provided to them and their families. Success is when CMPD is able to break the cycle of recidivism and provide the juvenile and their families with opportunities to further improve their quality of life. JADE officers have built a strong rapport with families and juveniles.

265
HOME VISITS
↑ 33% from 2024

205
TOTAL ARRESTS
↑ 16% from 2024

153
JUVENILE ARRESTS
↑ 25% from 2024

75
SECURE CUSTODY ORDERS
↑ 103% from 2024

11
FIREARM BY FELON CASES
↑ 38% from 2024

157
GUNS SEIZED
↑ 67% from 2024

48
RECOVERED VEHICLES
↑ 30% from 2024

69
SEARCH WARRANTS
↑ 245% from 2024

9 lbs.
DRUGS SEIZED
↓ 47% from 2024

$7k
MONEY SEIZED
↓ 79% from 2024

CASE HIGHLIGHT

One of JADE's long-standing success stories involves a juvenile who had been arrested multiple times between 2023 and 2024.

On July 19, 2024, officers were made aware of a juvenile that had run away from home after cutting off their ankle monitor. This juvenile was placed on a monitor for a previous charge for Assault with a Deadly Weapon Inflicting Serious Injury. JADE officers spent several weeks searching for the juvenile before eventually locating the individual in the Metro Division. The juvenile was then placed under arrest and taken to the Juvenile Detention Facility.

JADE officers continued regular follow-ups with the juvenile through the end of 2025. Since the July 2024 incident, the juvenile has not been arrested and was most recently reported to have joined the JROTC program at their school. This is one example of how JADE's intervention helped redirect a young person away from a path that could have led to continued criminal activity.

CSI & PROPERTY

CRIME SCENE INVESTIGATIONS

The members of the Crime Scene Investigations Division use their expertise to analyze and investigate property crimes and violent and complex crime scenes to identify, document, collect and preserve physical evidence.

9,206 TOTAL CALLS FOR CSI PROCESSING
↓ 3% from 2024

2,278 INVOLVED ASSAULT WITH A DEADLY WEAPON
↑ 57% from 2024

1,251 INVOLVED SHOOTING INTO OCCUPIED PROPERTY
↑ 36% from 2024

677 VEHICLES PROCESSED FOR LARCENY FROM AUTO CALLS
↓ 17% from 2024

817 CALLS RELATED TO HOMICIDE PROCESSING
↓ 7% from 2024

674 CALLS RELATED TO DOMESTIC VIOLENCE
↑ 147% from 2024

PROPERTY & EVIDENCE

Property and Evidence Division receives and preserves collected evidence associated with investigations.

499 VEHICLES CURRENTLY STORED IN EVIDENCE STORAGE LOT
↓ 13% from 2024

	EVIDENCE	FOUND	SAFEKEEPING	TOTAL
ITEMS RECEIVED	103,237	11,729	2,157	117,123
ITEMS RELEASED	2,646	842	871	4,359
ITEMS DESTROYED	56,972	10,844	962	68,778

CRIME LAB

The Crime Lab Division is comprised of five specialized sections that provide state-of-the-art forensic analytical services in the disciplines of firearms, latent fingerprints, controlled substances, fire debris, blood alcohol, serology/DNA and questioned documents.

The Crime Lab uses some of the latest database technology available to the forensic community such as the National Integrated Ballistic Information Network (NIBIN) Program, the Combined DNA Index System (CODIS) and the Automated Fingerprint Identification System (AFIS).

CODIS DATABASE
Combined DNA Index System

92

CODIS hits were generated linking DNA profiles from individuals and crime scene evidence through the CODIS database.

AFIS DATABASE
Automated Fingerprint Identification System

746

AFIS hits were made from crime scene fingerprint evidence using the AFIS system.

NIBIN PROGRAM
National Integrated Ballistic Information Network

903

investigative leads were generated linking firearms and crime scene evidence.

10,188

discharged cartridge cases from 1,112 separate shooting cases were screened for entry into the NIBIN database.

4,644

guns were test fired for entry into the NIBIN database.

BIOLOGY (DNA)

Tested **6,190** biological evidence items from **665** cases.

BLOOD ALCOHOL TESTING

Tested **312** DWI kits.

CONTROLLED SUBSTANCES

Tested **634** suspected drug items from **277** cases.

FIRE DEBRIS (ARSON)

Tested **21** evidence items from **13** suspected arson cases.

FIREARM COMPARISONS

Compared firearms and fired evidence in **242** cases.

LATENT FINGERPRINTS

Examined over **6,275** evidence items involving fingerprints from **1,233** cases leading to the identification of **894** individuals by fingerprints.

AUTO PROPERTY CRIME

AUTO THEFT STATS

5,960
TOTAL VEHICLE THEFTS
↓ 20% from 2024

3,028
HYUNDAI/KIA VEHICLE THEFTS
↓ 34% from 2024

800
TOTAL AUTO THEFT ARRESTS
↓ 10% from 2024

LARCENY FROM AUTO STATS

10,252
TOTAL LARCENY FROM AUTO
↓ 1% from 2024

1,194
STOLEN GUNS
↑ 8% from 2024

415
TOTAL LFA ARRESTS
↑ 10% from 2024

OPERATION SCARLET

In April 2023, CMPD launched an initiative focused on high-end vehicle thefts and recoveries. It was quickly realized that this was a deep web of crime that spanned many types of property crimes and violent crimes. Operation SCARLET (Stolen Car And Recovery Law Enforcement Team) was led by CMPD in partnership with many other law enforcement agencies.

OPERATION SCARLET STATS

145
RECOVERED VEHICLES
↓ 57% from 2024

39
FIREARMS SEIZED
↓ 81% from 2024

220
SEARCH WARRANTS
↓ 39% from 2024

138
FELONY ARRESTS
↓ 38% from 2024

$60k
MONEY SEIZED
↓ 95% from 2024

60 lbs.
NARCOTICS

$9.6M
VALUE OF RECOVERED VEHICLES
↓ 47% from 2024

MAJOR OPERATIONS

35
PRE-ARRANGED EVENTS
↑ 25% from 2024

112
ARRESTS
↑ 1,144% from 2024

36
CITATIONS
↓ 33% from 2024

62
VEHICLES SEIZED
↑ 182% from 2024

61
GUNS SEIZED
↑ 1,120% from 2024

94
WARRANTS ISSUED

STREET TAKEOVER TASK FORCE

The Street Takeover Task Force is a specialized unit focused entirely on combating illegal, organized driving events, commonly known as street takeovers or organized street racing.

This Task Force is housed within CMPD's Transportation Division and collaborates closely with patrol divisions and other specialized units.

CASE HIGHLIGHT

On Friday, June 27, CMPD along with the North Carolina State Highway Patrol conducted a joint street racing operation. Over 40 law enforcement personnel came together to combat this dangerous trend in our community.

As a result of the operation, several vehicles were identified as violating the North Carolina street racing statute. In total, five vehicles were seized with a value of over 1.5 million dollars, three of which are connected to national groups known for illegal street racing activity. Three individuals were arrested for their involvement in street racing and an additional two people were issued citations for their involvement.

CROWN CULTURE INITIATIVE

The CROWN Initiative (Center City's Restoration of Order, Wellness and Nonviolence) is a focused, high-impact effort that was launched in the fourth quarter of 2025 to immediately address the perception of crime in Charlotte's Uptown district. The initiative involves an elevated police presence and strict enforcement within a one-half-mile radius of "The Square." The unit's primary mission and functions include: increased visibility and deterrence, targeting violent and quality-of life crime, partnerships, proactive policing and enforcement of laws and ordinances.

385 ARRESTS
1,631 TRAFFIC STOPS
107 GUNS SEIZED

666
TOTAL CASES
↓ 47% from 2024

197
ARRESTS
↓ 52% from 2024

107
RECOVERED ITEMS
↓ 61% from 2024

ORGANIZED RETAIL CRIME TASK FORCE

The Organized Retail Crime Task Force (ORCTF) was formed in 2019. It investigates large-scale theft operations involving shoplifting, warehousing and re-selling stolen goods in what's known as "fencing." ORCTF detectives collaborate with jurisdictions across the state and country to identify fencing operations and prosecute offenders. Detectives also work closely with retailers and loss prevention officers to make sure they are utilizing up-to-date anti-theft technology and techniques.

ENTERTAINMENT DISTRICT UNIT

The Entertainment District Unit (EDU) is a specialized, high-visibility policing team within the CMPD's Central Division. Launched in October 2025, it was created with a primary focus of improving nightlife safety and reducing violent crime in Charlotte's busy entertainment areas, such as Uptown and South End. The unit's primary mission and functions include: increased visibility and deterrence, targeting violent and quality of life crime, partnerships, proactive policing and enforcement of laws and ordinances.

155 ARRESTS
557 TRAFFIC STOPS
58 GUNS SEIZED

MAJOR OPERATIONS

OPERATION SAFE SEASON

This multi-agency effort, launched in December 2025, included a significant increase in police presence and enforcement over several weekends to enhance safety in Uptown and other areas of Charlotte experiencing increased criminal activity. The initiative combined increased strategic visibility, strong partnerships and a commitment to strict accountability.

437 TRAFFIC STOPS

438 CITATIONS

34 GUNS SEIZED

54 ARRESTS
4 Juveniles

2 lbs. MARIJUANA SEIZED

3.5 g COCAINE SEIZED

40 ABC INSPECTIONS

CORE 13

The Coordinated Overlap Response Effort (CORE 13) was a proactive CMPD initiative launched in the fourth quarter of 2024 to decrease victimization across Charlotte. Using data provided by Operational Command lieutenants and the Real Time Crime Center, CORE 13 strategically placed officers from all 13 CMPD divisions nightly into identified areas experiencing increased victimization.

This data-driven approach achieved immediate success, including the seizure of firearms, numerous arrests and a significant reduction in violent incidents in focus areas. For example, the Steele Creek focus area saw a 37% drop in violent incidents, and the Beatties Ford Road and LaSalle Avenue area saw a 60% reduction in the first quarter of 2025 compared to the first quarter of 2024.

CORE 13's work was absorbed and taken over by the Crime Reduction Units (CRUs) in July 2025, continuing the department's proactive efforts to combat crime and reduce victimization.

CASE HIGHLIGHT

In a recent case that involved CORE 13 in our Steele Creek Division, officers located a stolen vehicle while on patrol along Archdale Drive. An assault rifle and suspected marijuana were observed inside the vehicle. With the aid of surveillance video, the driver was located in a hotel room, and the investigation resulted in officers seizing approximately 1,000 grams of suspected marijuana, $300 in U.S. currency and the AR rifle and ammo. The suspect, a convicted felon, was taken into custody and charged with Possession of a stolen Motor Vehicle, Possession of a Firearm by Felon, Possession with Intent to Sell/Deliver Marijuana, Felony Maintaining a Dwelling for Sell/Distribution of Drugs and Possession of Drug Paraphernalia. By disrupting the flow of illegal drugs and removing illegal firearms from the streets, this initiative has bolstered public confidence for residents in high victimization areas, ensuring that the CMPD will continue to take illegal drugs and illegal guns off the streets. CMPD is proud of the dedication and hard work of all our employees in changing perceptions in the community and creating a reality of a safer Charlotte.

48 MEETINGS HELD

CHATS

CMPD CHATS (Community Huddles Addressing Targeted Solutions) is a vital new initiative by the Charlotte-Mecklenburg Police Department designed to significantly increase communication and collaboration with the community.

This program goes beyond traditional meetings, focusing instead on listening and intentional engagement with residents and business owners in specific neighborhoods to address their unique concerns.

TRAFFIC OPERATIONS

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 72 traffic operations resulting in 4,840 traffic stops and 5,756 violations.

9,737
TOTAL MOTOR UNIT STOPS
↑ 35% from 2024

12,102
TOTAL MOTOR UNIT CITATIONS
↑ 34% from 2024

46
MOTOR UNIT LED OPERATIONS
↓ 10% from 2024

782
TOTAL DWI CHARGES
↑ 96% from 2024

4,097
TOTAL DWI UNIT STOPS
↓ 4% from 2024

3,226
TOTAL DWI UNIT CITATIONS
↓ 0.4% from 2024

26
TOTAL DWI OPERATIONS
↑ 8% from 2024

71
TOTAL TRAFFIC FATALITIES INVESTIGATED
↓ 17% from 2024

15
DEADLY DWI CRASHES
↓ 21% from 2024

8
DEADLY MOTORCYCLE CRASHES
↓ 47% from 2024

25
DEADLY PEDESTRIAN CRASHES
↓ 19% from 2024

CIVILIAN CRASH UNIT

The Civilian Crash Investigation Unit (CCI) is a critical, specialized component of the Charlotte-Mecklenburg Police Department. It's primary mission is to significantly enhance operational efficiency and improve response times for routine motor vehicle incidents across Charlotte and Mecklenburg County. The unit focuses exclusively on crashes that result only in property damage and do not involve any personal injuries.

The core function of the CCI is to relieve sworn police officers from the time-consuming duty of documenting and investigating minor traffic collisions. By handing off these non-emergency tasks, the CCI allows sworn officers to dedicate their time and resources to higher-priority calls, active crime fighting and emergency situations that require law enforcement authority.

8,538
CALLS FOR SERVICE

87
HIT AND RUNS

594
TRAFFIC CONTROL

533
DISABLED VEHICLES

6,639
CRASH REPORTS TAKEN

VICE & NARCOTICS

The Vice & Narcotics Unit is a specialized group within the CMPD Covert Operations Division. The primary responsibility of the Vice & Narcotics Unit is to investigate and address crimes related but not limited to: prostitution and related offenses and illicit drug activities and narcotics trafficking.

THIS YEAR, THE VICE UNIT HAS SEIZED:

531lbs. SUSPECTED COCAINE
↑ 19% from 2024

129lbs. SUSPECTED FENTANYL
↑ 102% from 2024

23lbs. SUSPECTED HEROIN
↑ 229% from 2024

242lbs. SUSPECTED METHAMPHETAMINE
↑ 3% from 2024

CASE HIGHLIGHT

On Feb. 4, officers with the Charlotte-Mecklenburg Police Department's Vice & Narcotics Division initiated a traffic stop near Archdale Road and I-77. As a result of the stop, one suspect was arrested and charged with:

- Trafficking by Possession Fentanyl
- Trafficking by Transportation Fentanyl
- Possession with Intent to Sell or Distribute Cocaine
- Felony Possession of Amphetamines
- Possession of a Stolen Firearm
- Possession with Intent to Sell or Distribute Marijuana
- Possession of a Weapon of Mass Destruction

In total, the officers seized approximately **126 grams** of suspected fentanyl, approximately **25 grams** of suspected cocaine, approximately **184 grams** of suspected marijuana, **5** firearms (3 pistols and 2 rifles), body armor and **48 pills** of suspected amphetamines.

CRIMES AGAINST CHILDREN

726 CASES

240 CLEARED

In April 2025, the Charlotte-Mecklenburg Police Department launched a vital community awareness campaign for Child Abuse Awareness Month, focusing on child sexual assault and the critical importance of reporting.

The campaign urged the community to recognize and report signs of abuse. CMPD reinforced its victim-centered approach through its partnership with Pat's Place Child Advocacy Center, which provides ongoing support and therapy.

This effort was critical given that in 2024, 58% of child abuse cases in Mecklenburg County were sexual abuse. The campaign stressed that reporting (via 9-1-1 or Crime Stoppers) is essential for seeking justice and protecting children.

SPECIAL OPERATIONS BUREAU

CANINE UNIT

The Charlotte-Mecklenburg Police Department operates two canine units: An Airport Division Canine Unit and a Special Operations Division Canine Unit that handles patrol response.

1,865 DEPLOYMENTS
↑ 6% from 2024

46 CANINE DEMOS
↑ 15% from 2024

133 SUSPECT APPREHENSIONS
↑ 29% from 2024

635 EXPLOSIVE SWEEPS
↓ 15% from 2024

188 SUPPORTED ARRESTS
↑ 36% from 2024

62 SUSPECTS LOCATED BY PERIMETER OFFICERS
↑ 77% from 2024

BOMB UNIT

Since 2025, CMPD's Bomb Squad has received 89 calls for service, and the bomb truck has been deployed 16 times.

89 CALLS FOR SERVICE

16 BOMB TRUCK DEPLOYMENTS

AVIATION

CMPD's Aviation Unit and helicopter "Snoopy" work around the clock, year-round to assist in critical missing persons and suspect/suspect vehicle search efforts.

2,099 REQUESTS FOR AIRCRAFT ASSISTANCE
↓ 5% from 2024

380 DIRECT ARRESTS
↓ 9% from 2024

275 ASSISTED ARRESTS
↓ 43% from 2024

24 PERSONS LOCATED
↓ 89% from 2024

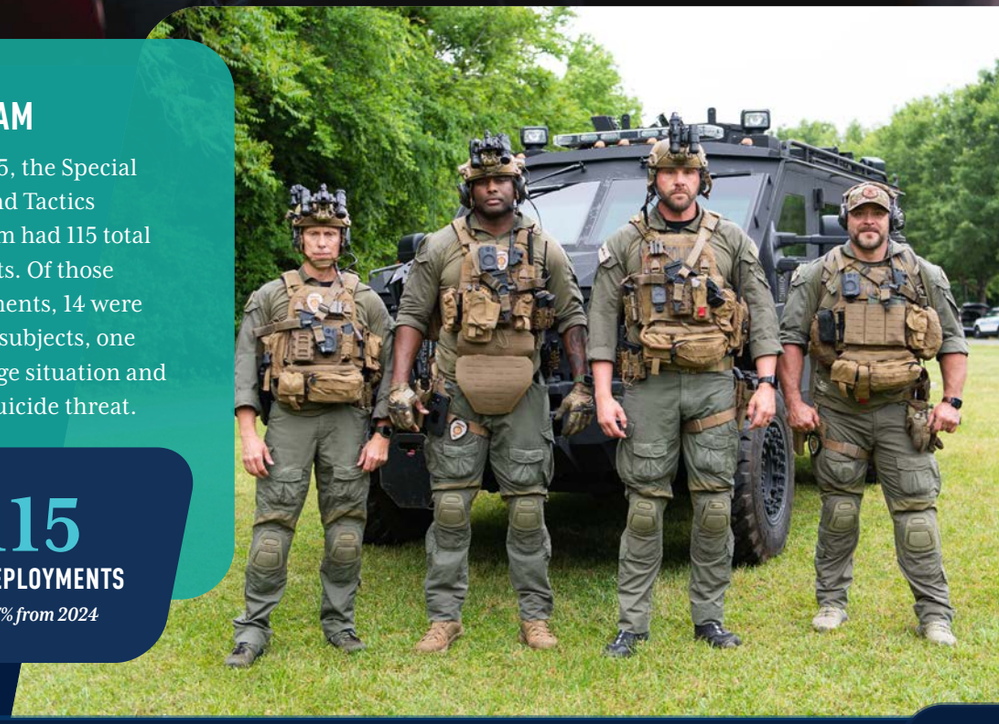
93 VEHICLES LOCATED
↓ 34% from 2024

1,153.5 HOURS FLOWN
↓ 9% from 2024

SWAT TEAM

During 2025, the Special Weapons and Tactics (SWAT) Team had 115 total deployments. Of those 115 deployments, 14 were barricaded subjects, one was a hostage situation and one was a suicide threat.

115 DEPLOYMENTS
↓ 7% from 2024



REAL TIME CRIME CENTER

The Real Time Crime Center (RTCC) continuously monitors the city using more than 20,000 surveillance and Charlotte Department of Transportation cameras, an automated license plate reader system and more than 300 electronically monitored pre-trial suspects. RTCC assists with violent crime cases, as well as aiding in recovering stolen cars and missing persons investigations.

RTCC has assisted with 964 arrests and identified suspects in an additional 143 cases, providing support for recovering 415 stolen vehicles.

2,716
INVESTIGATIONS ASSISTED

336
ARMED ROBBERIES
↓ 30% from 2024

80
HOMICIDES
↓ 1% from 2024

130
ROBBERIES
↓ 18% from 2024

567
ADWs
↓ 16% from 2024

1,113
INTEGRATED CAMERAS

1,734
REGISTERED CAMERAS

In December 2024, CMPD launched Connect Charlotte, a crucial program designed to enhance community safety by leveraging technology and fostering collaboration between law enforcement, local businesses and residents.

Connect Charlotte utilizes the Fusus software platform (produced by Axon) to dramatically expand the ability to gather evidence and respond to incidents. While the Real Time Crime Center utilizes a robust network of city-owned cameras, these are largely limited to major thoroughfares. Connect Charlotte significantly broadens that reach by incorporating camera assets in secondary roads and neighborhoods.

Key Program Features and Progress:

- Engagement: Residents can register their home camera systems on ConnectCharlotte.org. This does not grant CMPD direct access to the cameras. Instead, it informs officers of the camera's location. In the event of an incident, a detective can then contact the resident via phone or email to request any relevant footage, streamlining investigations and allowing residents to discreetly assist.

- Integration: Businesses can choose to integrate their cameras with CMPD, allowing officers in the Real Time Crime Center or on patrol to access live video during a call for service or emergency.

By mapping camera locations, accelerating evidence retrieval and identifying crime trends, Connect Charlotte is poised to be an invaluable asset in our mission to create a safer community. CMPD looks forward to continuing to grow these vital partnerships.

MENTAL HEALTH RESPONSE

COMMUNITY POLICING CRISIS RESPONSE TEAM

The Community Policing Crisis Response Team (CPCRT) includes Master's level mental health clinicians who accompany CIT officers to incidents involving behavioral health and/or substance-abuse crisis.

436
TOTAL ASSESSMENTS COMPLETED

753
CIT TRAINED EMPLOYEES

735
CIT DEPLOYMENTS

CRISIS INTERVENTION TEAM

The Crisis Intervention Team (CIT) is a partnership between the community, local law enforcement, mental health 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. Examples of CIT response are evaluation at repeat calls for service locations or dealing with subjects in mental/emotional distress.

SCHOOL SAFETY

71
SCHOOL THREATS INVESTIGATED

5
FIREARM SEIZED

16
SCHOOL-RELATED TIPS FROM CRIMESTOPPERS

CMPD's Education Outreach and Youth Services Division has 57 school resource officers covering 50 Charlotte-Mecklenburg Schools (CMS) facilities. They work alongside CMS Police to handle safety issues.

SCHOOL RESOURCE OFFICER OF THE YEAR

Since joining Ranson Middle School in August 2024, Officer Peterson Jean has gone above and beyond to connect with students and address their needs. Recognizing a lack of positive outlets for youth, he launched Future Young Leaders (FYL)—an after-school program he created and leads entirely on his own. The program combines guided discussions on topics like respect, accountability, and conflict resolution with group workouts to build leadership, discipline and confidence.

What started with just seven students has already grown through word of mouth, with students actively seeking to join. Officer Jean's passion and initiative have created a safe, empowering space that extends far beyond his daily duties.

In addition to FYL, Officer Jean consistently goes the extra mile as a School Resource Officer—staying late to handle school incidents and proactively sharing data with patrol divisions to address potential issues in the community.

Officer Jean is more than an officer—he's a mentor, role model and community builder. His commitment to youth development and public safety made him the standout choice for 2025 School Resource Officer of the Year.

COMMUNITY SERVICES & ENGAGEMENT

9
TOTAL PROGRAMS
↓ 25% from 2024

500
TOTAL PARTICIPANTS
↓ 73% from 2024

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.

43
SCHOLARS
↑ 39% from 2024

4
AMBASSADORS
↑ 100% from 2024

1
INTERNS

7
CMPD STAFF
↓ 36% from 2024

REACH (Respect, Engage, Accountability, Character & Honesty)

REACH Enrichment program is a gender-specific program that builds positive relationships between participants and officers and promotes personal and social responsibility through leadership opportunities, educational seminars and field trips and career and vocation development classes. Upon graduation, youth may participate in monthly "booster sessions" designed to nurture the education and relationships developed during interactions. High-performing REACH students are invited to attend the six-week REACH Summer Academy which seeks to expose inner city youth to countless educational and explorational opportunities all within the city they call home.

24
YOUTH (FEMALE)
↓ 8% from 2024

19
YOUTH (MALE)
↓ 34% from 2024

12
CMPD STAFF
↑ 20% from 2024

POLICE ACTIVITIES LEAGUE

The CMPD provides support to PAL for 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.

400
YOUTH
↓ 41% from 2024

4
CMPD STAFF
↓ 67% from 2024

REACH OUT

(Respect, Engage, Accountability, Character, Honesty - Officers Understanding Teens)

The Reach Out Program is a partnership between Charlotte-Mecklenburg Police Department, the Mecklenburg County District Attorney's Office and our supporting agencies. This voluntary program is designed to give participating youth offenders the resources, skills and support necessary to become successful adults. Participants are referred to the Reach Out Program by the courts, CMPD and the District Attorney's Office.

23
YOUTH
↓ 59% from 2024

84%
COMPLETED
↑ 31% from 2024

COMMUNITY SERVICES & ENGAGEMENT

DIVERSION PROGRAMS

Youth Diversion is a first-time offender program that is an alternative to arrest for ages 8-17.

Adult Diversion is a first-time offender program that is an alternative to arrest for ages 18-24.

328 TOTAL PARTICIPANTS
↓ 31% from 2024

92% COMPLETED
12 Active Cases
↑ 70% from 2024

77% DIVERTED
0 Pending Cases
↑ 13% from 2024

0% RECIDIVISM RATE

17 TOTAL PARTICIPANTS

8 ACTIVE CASES
↑ 33% from 2024

0 PENDING INTAKE

9 SUCCESSFUL COMPLETIONS
↑ 13% from 2024

0 RE-OFFENDED

ELECTRONIC MONITORING

Electronic Monitoring is a post release condition that allows CMPD to keep offenders in their home during court ordered curfew, deterring new crimes and assisting in their apprehension for new warrants. In the area of Domestic Violence, offenders and victims can be monitored around the clock to ensure adherence to DVPOs and no contact orders.

347 TOTAL PARTICIPANTS
↓ 10% from 2024

52 JUVENILES MONITORED
↑ 37 from 2024

48 TOTAL MONITORS CUT
↓ 26% from 2024

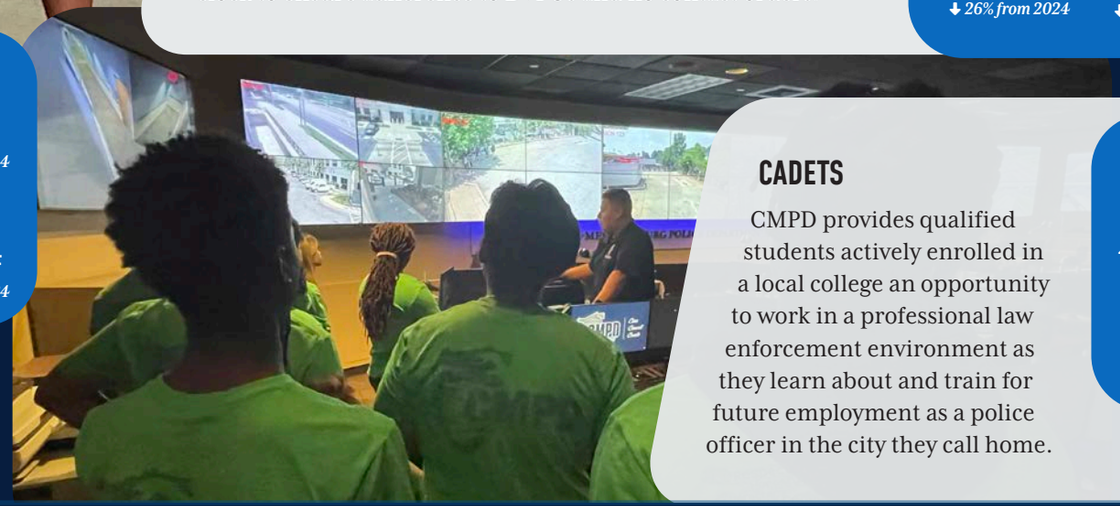
9 MONITORS CUT BY JUVENILES
↓ 70% from 2024

MIDDLE & HIGH SCHOOL ACADEMIES

M&HSA consists of separate week-long camps, allowing the campers to experience life in the police academy as well as team building exercises. Campers take part in a Law Enforcement Center tour, jail tour, Animal Care and Control tour, Defensive Tactics/Scat class, DWI/traffic stop scenarios, range tour, court tour, Cop Care program, gang prevention presentation, as well as many open-discussion sessions. All sessions were facilitated by police officers and meant to establish bond with officers and enhance working relationships with School Resource Officers. Campers are introduced to the Explorers and Cadet programs with emphasis on recruiting for CMPD.

27 YOUTH
↓ 60% from 2024

4 CMPD STAFF
↓ 60% from 2024



CADETS

CMPD provides qualified students actively enrolled in a local college an opportunity to work in a professional law enforcement environment as they learn about and train for future employment as a police officer in the city they call home.

10 YOUTH
↑ 43% from 2024

1 CMPD STAFF

COMMUNITY COLLABORATION

EXPLORERS CHRISTMAS PROJECT

Since 1974, the CMPD and the CMPD Police Explorers program have partnered with community members to provide Christmas gifts for families in need of assistance in the city of Charlotte. The CMPD Explorer Christmas Project partnered with the Salvation Army in an effort to expand its reach and provide assistance to more families in our community.

In 2025, 811 families and 2,847 children in the Charlotte area received assistance during the Holiday season. 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. In 2025, 263 bicycles with helmets were given out to children.

811
UNDERSERVED FAMILIES
↑ 33% from 2024

2,847
CHILDREN REPRESENTED
↑ 54% from 2024

263
BIKES & HELMETS GIVEN OUT

COMMUNITY COLLABORATION

CUSTOMER EXPERIENCE PROGRAM

Launched in 2021, CMPD Serves became the nation's first customer experience curriculum in law enforcement. Over five years, the program strengthened CMPD's service culture through innovative training, growth mindset development and performance assessments. Its impact drew national attention by 2024, with major departments seeking to learn from CMPD's model. By 2025, CMPD had delivered its fourth year of training, reaffirming its commitment to improving communication, community trust and internal culture while influencing agencies across the country.

1,329
EMPLOYEES COMPLETED CMPD SERVES 104

KEY ACHIEVEMENTS TRAINING & DEVELOPMENT

CMPD Serves 104: Upholding the Code through Service Excellence was launched on July 1, 2025. This fourth training module was delivered entirely online, allowing a greater flexibility for employees. As of the end of 2025, 1329 employees had completed CMPD Serves 104. This training included reviews of the past three in-person trainings, assessments on previously instructed material and a section on the Law Enforcement Code of Ethics and how CMPD Serves reinforces concepts included in the code.

Program Effectiveness Employee Impact

76%
of employees reported they could apply training knowledge in their roles

68%
of employees reported they retained a moderate amount of knowledge post training

Employee Recognition

229
EMPLOYEES AWARDED ACTS OF EXCELLENCE FOR OUTSTANDING SERVICE

3,600+
POSITIVE INTERACTIONS

Officers labeled over 3,600 body-worn camera videos demonstrating positive work including de-escalation, life-saving interventions, community engagement and positive interactions.

EMPLOYEE WELLNESS

4,033
TOTAL EMPLOYEE CONTACTS
↑ 21% from 2024

216 FAMILY CONTACTS

6 GROUP DEBRIEFS

53 BRIEFING CONTACTS

The Office of Wellness continues to prioritize the well-being of sworn and civilian employees through various services, consultations, outreach programs and debriefing sessions.

In 2025, the Office of Wellness had **4,033** individual employee contacts. These contacts were made across different services, including assessments, consultations, briefings and case management.

CCAP REIMBURSEMENTS

The Critical Care Assistance Program (CCAP) provided mental health care reimbursements to employees during 2025, supporting employees in times of critical need.

407 TOTAL REFERRALS

279 CLINICAL REFERRALS

128 NON-CLINICAL REFERRALS

2,573
HOURS OF SERVICE

CMPD CHAPLAIN PROGRAM

There are **18 chaplains** that volunteer their faithful service to support the growth of our CMPD employees in their spiritual wellness.

CRITICAL INCIDENT STRESS MANAGEMENT (CISM) DEBRIEFS

The Office of Wellness facilitated **14 critical** incident stress management debriefs, offering support to more than **150 employees** impacted by high-stress incidents. These debriefs included both individual and group sessions.

OUTREACH HOURS & EVENTS

In 2025, the Office of Wellness attended **206 outreach events** and interacted with **2,311 employees**. These outreach efforts were conducted across various divisions, providing wellness resources and stress management support.

NETWORKING HOURS

To enhance services and maintain connections with key stakeholders, the office participated in over **140 hours** of networking with organizations such as the Charlotte Fire Department, the CMPD Chaplain program and other relevant groups.

EMPLOYEE AWARDS

Chief's Unit Citation Award // RECIPIENT: DIGNITARY PROTECTION UNIT

This award is given to a departmental unit whose performance is indicative of a high degree of initiative, determination, diligence and cooperative effort in the fulfillment of a difficult mission, operation, task or project.

During the 2024 election season, the Dignitary Protection Unit (DPU) effectively executed 97 protective details. Notably, 19 of these were major events that necessitated full unit mobilization and coordination with state and federal counterparts. The DPU's high level of professionalism was recognized nationally when the acting director of the U.S. Secret Service publicly praised the team as a national model. DPU members consistently prioritized their duties, sacrificing personal time and days off to safeguard VIP's, the department and the community.

Sworn Employee of the Year

RECIPIENT:
DETECTIVE BRIAN KURCSAK, COVERT OPERATIONS

The Sworn Employee of the Year is presented to sworn members of the CMPD who distinguish themselves through either an accumulation of exceptional contributions or a single incident, and whose actions clearly place the individual well above others of equal rank or grade.

Civilian Employee of the Year

RECIPIENT: ASSISTANT ADMINISTRATIVE DIRECTOR TAMMY PIPPEN, HUMAN RESOURCES DIVISION

The Outstanding Civilian Employee of the Year is presented to a civilian member of the CMPD who has distinguished themselves through either an accumulation of exceptional contributions or in a single incident.

Patrol Training Officer of the Year

RECIPIENT: CHRISTOPER PAGAN, STEELE CREEK DIVISION

The Patrol Training Officer of the Year Award is presented to the PTO who has demonstrated exceptional leadership qualities in training newly sworn officers in patrol functions, preliminary investigative functions, state and municipal laws and departmental policies, practices and procedures.

Detective of the Year

RECIPIENT: DETECTIVE JACQUELINE CARTER, HOMICIDE UNIT

The Detective of the Year Award is presented to the detective whose body of work demonstrated a high degree of creativity and sense of urgency in solving cases.

School Resource Officer of the Year

RECIPIENT: OFFICER PETERSON JEAN

The School Resource Officer of the Year Award is presented to the SRO who has demonstrated exceptional leadership qualities to reduce crime on school property and throughout the surrounding communities to develop a positive learning environment.

CMPD Serves Exceptional Service Award

RECIPIENTS:
SERGEANT DONALD PENIX, AIRPORT LAW ENFORCEMENT
OFFICER STEPHEN PARKER, COVERT OPERATIONS
DETECTIVE SHATIRA MILLER, METRO DIVISION

The award recognizes employees who exemplify the core values and principles of the CMPD Serves program. Recipients demonstrate a commitment to excellence by consistently leaving a positive and lasting impact on both internal and external stakeholders. This includes providing exceptional internal service through innovative ideas, collaborative efforts and actions that enhance departmental culture as well as delivering outstanding customer service to the community that positively shapes public perception of law enforcement.

APRIL 29 ACTS OF HONOR

On April 29, 2024, a routine operation became one of the Charlotte-Mecklenburg Police Department's darkest days when officers were ambushed without warning. In the midst of chaos, they showed extraordinary courage—protecting the wounded, helping one another to safety and advancing toward danger to save lives.

Four devoted public servants—CMPD Officer Joshua Eyer, Deputy U.S. Marshal Tommy Weeks, and N.C. Department of Adult Correction Investigators Alden Elliot and Samuel Poloche—made the ultimate sacrifice. Their loss is immeasurable, and their legacy endures.

This tribute honors their bravery, the resilience of the injured and the strength of the families who continue to carry profound grief. The awards presented recognize valor, but the true honor lies in the heroes whose actions will forever guide the department's service.

AWARDS

The Gold Cross is awarded posthumously to any CMPD officer killed in the line of duty.

The Medal of Valor may be awarded to employees who have distinguished themselves by acts of extraordinary bravery in the performance of an act to preserve life or property with the clear risk of serious injury or death present during the action.

The Purple Heart is awarded to a CMPD officer who is seriously injured in the performance of his or her duties due to assaults or other circumstances requiring action by the officer.

The Life Saving Award recognizes an employee for saving a human life.

The Gold Cross and The Medal of Valor

OFFICER JOSHUA EYER
accepted on his behalf by his wife, Ashley Eyer

The Purple Heart and The Medal of Valor

OFFICER JUSTIN CAMPBELL
OFFICER MICHAEL GIGLIO
OFFICER CHRISTOPHER TOLLEY
OFFICER JACK BLOWERS

The Medal of Valor

SERGEANT ROBERT JENKINS
SERGEANT JOSEPH MILLIKEN
SERGEANT HENRY ROZELL
SERGEANT CHAD SHINGLER
OFFICER MANUEL OSCAR ABRINA
OFFICER OWEN BAILEY
OFFICER RONALD COLICHIO
OFFICER JOSE GOMEZ
OFFICER CHRISTOPHER GREENE
OFFICER BRYAN GRISALES RIOS
OFFICER ZACHARY HENSLEY
OFFICER JASON HUMPHREYS
OFFICER ALEXANDER KELLER
OFFICER YONGMIN KIM
OFFICER KEVIN LOVELL
OFFICER JOHN MCGINTY
OFFICER CAMERON MONGKHONTHAVONE
OFFICER IGOR ODARCHUCK
OFFICER MICHAEL ROMPS
OFFICER WILLIAM SALAZAR
OFFICER JESSE SCUDDER-COTHERMAN
OFFICER TYLER SPIEGLER
OFFICER DERRICK WEST
OFFICER GRESHAM WILHELM
OFFICER KELLY ZAGAR

The Life Saving Award

OFFICER CHRISTOPHER SCHIEB

RECRUITMENT

118
SWORN HIRES

As this dynamic city continues to grow, so does the need for excellent law enforcement professionals. **Recruitment remains a top priority for CMPD.**

JoinCMPD.com

95
PROFESSIONAL STAFF

Professional Staff Positions

A career with the Charlotte-Mecklenburg Police Department goes beyond the badge. The CMPD 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.

CMPD WORKFORCE

22 PROMOTIONS

2	3	4	6	7
DEPUTY CHIEF	MAJOR	CAPTAIN	LIEUTENANT	SERGEANT

2025 GRADUATES

18 GRADUATES

COMMAND COLLEGE

The CMPD Command College graduated its tenth class in 2025, which included 18 sworn law enforcement professionals from across the Carolinas. This six-month program serves as advanced professional development course for the next generation of law enforcement leaders promoting leadership, physical fitness, networking and the exchange of crime reduction strategies.

139 GRADUATES

RECRUIT CLASS

In 2025, four police recruit classes proudly graduated a total of 139 new officers, marking the second consecutive year of an expanded training pipeline designed to strengthen the department's ranks. This four-class model continues to accelerate the development of highly qualified candidates, ensuring they move efficiently through rigorous training and certification to fill critical vacancies and enhance public safety across the community.

14 GRADUATES

SERGEANT LEADERSHIP DEVELOPMENT COURSE

An annual four-month experience to prepare officers seeking career advancement the opportunity to develop problem-solving and decision-making skills through practical exercises.

14 GRADUATES

CIVILIAN LEADERSHIP DEVELOPMENT COURSE

A specially designed course for non-sworn members of the department to develop the skills necessary to advance in their careers as law enforcement professionals. The 14 graduates of class 003 engaged in an intensive six-month course to develop business and planning acumen, personal branding, and relationship building.

11 GRADUATES

LATERAL CLASS

CMPD's lateral entry program allows officers with previous law enforcement experience to join the CMPD with a condensed training academy. Lateral officers join CMPD department with a higher base pay and a shortened academy because of their previous experience.

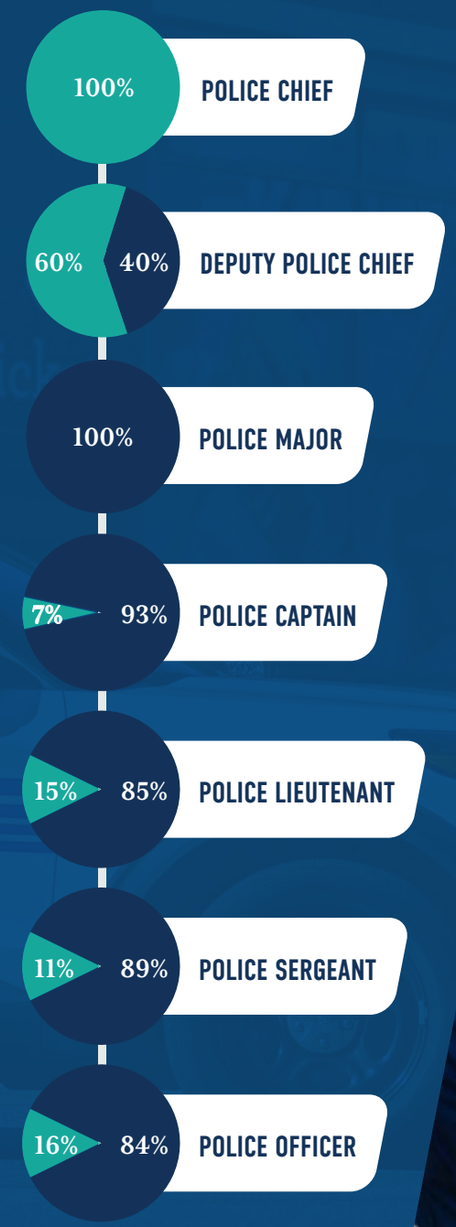
40 GRADUATES

COLLEGE INTERNSHIP PROGRAM

An eight-week paid experience that provides participants enrolled at a college or university as an undergraduate or graduate student seeking a career as a sworn law enforcement officer the opportunity to work in a CMPD Investigative, Support Services and /or Field Services group. Interns receive an overview of the various work duties and responsibilities of sworn law enforcement personnel as they work in various areas of the department. They are required to complete a written assignment and oral presentation detailing their experiences during their internship, lessons learned and indicate if their time in the program has inspired them to pursue a career in law enforcement. This program is made possible by the Edward J. Byrne Justice Assistance Grant Program awarded through the U.S. Department of Justice Bureau of Justice Assistance.

Sworn Personnel GENDER / RANK

MALE FEMALE



AVERAGE YEARS OF SERVICE

11 SWORN

9 PROFESSIONAL STAFF

Sworn Personnel DEMOGRAPHICS

.4% AMERICAN INDIAN / ALASKAN NATIVE	3% ASIAN
18% BLACK / AFRICAN AMERICAN	8% HISPANIC / LATINO
3% MULTIPLE	1% NOT SPECIFIED
.1% NATIVE HAWAIIAN / PACIFIC ISLANDER	67% WHITE

TRANSPARENCY & ACCOUNTABILITY

Trust is the cornerstone of effective policing.

Our commitment to transparency and accountability ensures that the community understands how and why our officers act. This framework illuminates police procedures, decisions and outcomes, guaranteeing fairness and consistency in enforcement while actively deterring misconduct. The Public Affairs Division and the Public Records Unit are the dedicated engine for this commitment, working daily to ensure the responsible flow of information. The media relations team acts as the crucial bridge between complex police operations and community understanding, proactively communicating the department's mission and actions. Concurrently, the Public Records Unit diligently processes requests for information, upholding the public's right to access records while judiciously protecting confidential information as required by law. Our mission is to foster a relationship with the community built on clear communication and verifiable action.

IN 2025, THE PUBLIC RECORDS REQUEST UNIT RECEIVED AND MANAGED 5,404 PUBLIC RECORDS REQUESTS, UP 52% FROM REQUESTS IN 2024.

239
SOCIAL MEDIA / APP ALERTS TO MEDIA & PUBLIC
↓ 21% from 2024

390
PRESS RELEASES
↓ 15% from 2024

127
PRESS CONFERENCES OR STANDUPS
↑ 1% from 2024

174
COORDINATED MEDIA INTERVIEWS
↑ 9% from 2024

174
CAMPAIGN SOCIAL MEDIA POSTS
↑ 60% from 2024

INTERNAL AFFAIRS

184
OFFICER COMPLAINTS

120 INTERNAL
59 EXTERNAL
5 NOT INDICATED

4
OFFICER-INVOLVED SHOOTING INCIDENTS

519
RESPONSE TO RESISTANCE / USE-OF-FORCE INCIDENTS

155
EMPLOYEE COMMENDATIONS

70
PURSUIT INCIDENTS

*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 IACMS. It does not include commendations made by other methods such as email, social media or verbal.

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

POLICY UPDATES

69 POLICY UPDATES & CHANGES

400-002 FIREARMS

As part of the Strategic Policy Unit's 3-year review cycle, this policy was reviewed and updated. Like the BWC directive, the SPU recognized an opportunity to reorganize the firearms directive by creating a series by moving the department's rifle program SOP into a directive which became 400-002-A and shotgun information became 400-002-B, which was a renumbering in our directive system and removing shotgun some shotgun information from the original directive.

With the reorganization, all the department's firearms information is found in one central location within the directive system and is easily updated if one firearm system changes.

400-002 Firearms
400-002 A Patrol Rifles
400-002 B Shotguns

400-006-BODY WORN CAMERA DIRECTIVE SERIES

Our BWC directive (400-006) was a 24-page directive that was very long and difficult to navigate. The Professional Standards Division wanted to find a way for officers to easily find information they needed for BWC, in addition to finding a way to make it easier to update the directive without updating a 24-page document.

The solution we found was to split up the directive into a BWC directive series, making the information easier to find, navigate, and update moving forward.

400-006 Body Worn Cameras

This directive was replaced by a series of directives:

400-006 Body Worn Camera Program
400-006-A BWC Roles and Responsibilities
400-006-B BWC Operations
400-006-C BWC Recordings and Management
400-006-D BWC System Applications

200-001 DISCIPLINE, INTERNAL INVESTIGATIONS AND EMPLOYEE RIGHTS

Like the other policies listed above, 200-001 was a policy that split into a series. This policy was unique. The SPU worked very hard on this specific policy as it required the creation of a new policy, in addition to splitting the current policy. In consultation with other key stakeholders within the CMPD, the SPU was able to split and create a new 200-001 policy series listed below.

200-001 Discipline, Internal Investigations, and Employee Rights
200-001-A Discipline, Internal Investigations, and Employee Rights-Sworn Staff Procedures
200-001-B Discipline, Internal Investigations, and Employee Rights-Professional Staff

CMPD BUDGET & GRANT FUNDING

$1,615,446
IN GRANTS AWARDED TO CMPD

$1,140,512
TOTAL FED PASS-THROUGH AWARD

$471,934
TOTAL FEDERAL AWARD

$3,000
TOTAL FOUNDATION AWARD

CMPD FY25 Budget

$311M
82% PERSONNEL

$54M
15% OPERATING

$4.1M
1% SPECIAL FUND

$4.2M
2% GRANTS

TRANSITION OF LEADERSHIP

At the end of 2025, the Charlotte-Mecklenburg Police Department navigated a seamless transition of command that honored decades of transformative service while welcoming a leader whose career has come full circle to the city she first served.

After 33 years of unwavering service to the City of Charlotte, Chief Johnny Jennings officially retired on Jan. 1, 2026. Taking the helm in July 2020, Chief Jennings provided exceptional direction during a period marked by a national surge in violent crime and local social unrest.

Chief Jennings' tenure was defined by the CORE4 strategy: Crime Management, Employee Wellness, Professional Accountability and Community Collaboration. This framework yielded tangible results including a reduction in violent crime and increases in police interactions and arrests.

Chief Jennings pioneered and spearheaded CMPD Serves, a first-of-its-kind customer service program in the United States designed to improve department culture and the quality of police interactions. Now in its fifth year, the program has established a national reputation

Chief Jennings also extended his impact into the halls of government, successfully championing the Pre-trial Integrity Act (HB 813) to enhance release conditions for the most violent offenders.

On Dec. 1, 2025, the department proudly welcomed Estella D. Patterson as Chief of Police. Her appointment marks a significant homecoming; Chief Patterson began her career in 1996 as a member of CMPD's 123rd recruit class, serving the department for 25 years before becoming the Chief of the Raleigh Police Department in 2021.

Chief Patterson brings a wealth of experience, having served in nearly every facet of the department—from academy trainer and Internal Affairs commander to Deputy Chief. Her leadership in Raleigh was equally impactful, where she introduced the Civilian Crash Investigations unit and established the Raleigh Police Department Foundation.

Beyond her badge, Chief Patterson's commitment to service is rooted in her military background. She served in the U.S. Army Reserve (1996–2005), completing combat tours in Kosovo and Iraq, for which she received the Army Commendation Medal. Chief Patterson returns to Charlotte with a clear set of priorities designed to build upon the department's strong foundation:

- Reducing Violent Crime and Disorder: Utilizing her vast experience to keep Charlotte neighborhoods safe.
- Community Collaboration: Enhancing engagement to foster deep-rooted trust.
- Employee Morale: A dedicated focus on the wellness and professional growth of our officers.

The transition from Chief Jennings to Chief Patterson was more than a change in leadership; it was a passing of the torch between two visionaries dedicated to the safety of Charlotte. As we move into 2026, CMPD remains a national leader in innovation, accountability and community-focused policing.

OATH OF OFFICE

On Dec. 5, 2025, Estella D. Patterson was sworn in as the new Chief of Police. Surrounded by an overflowing room of friends, family, elected officials, community leaders and fellow officers, the ceremony served as a powerful testament to the city's support for a leader whose career began within these very ranks in 1996. The atmosphere was one of celebration and high expectations, marking a significant new chapter for the department and the community it serves.

State and local leaders offered high praise for the appointment. Governor Josh Stein emphasized that Patterson's success is vital to the entire state, pledging his support to help CMPD reduce officer vacancies and raise salaries. Mayor Vi Lyles shared her trust in the Chief's ability to lead with dignity, while City Manager Marcus D. Jones expressed confidence that placing the department's future in the hands of "one of our own" ensures CMPD remains a premier national agency.

In her inaugural address, Chief Patterson pledged to lead with transparency and integrity. She identified employee wellness and morale as a primary focus, emphasizing that a supported workforce is essential to effective policing. By prioritizing the voices of her officers alongside a commitment to reducing violent crime and deepening community partnerships, Chief Patterson signaled a new era of collaborative, high-standard leadership dedicated to the safety of all Charlotte residents.

CHIEF'S PRIORITIES

1. Continuing to Reduce Violent Crime & Disorder
2. Enhancing Community Engagement & Collaboration
3. Improving Employee Wellness & Morale

POLICE
POLICE
POLICE
335
335
cmpd.org
CMPD
CHARLOTTE-MECKLENBURG
POLICE DEPARTMENT
WWW.CMPD.ORG
WWW.JOINCMPD.COM