

CHARLOTTE-MECKLENBURG POLICE DEPARTMENT

2021 INTEGRATED ANNUAL REPORT





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MESSAGE FROM THE CHIEF

As I reflect on 2021, I cannot help but look back and marvel at the commitment and sacrifice that I have witnessed over that time. As a profession, we will never abandon our commitment to protect and serve, which are fundamental principles outlined in our sworn oaths. As with any segment of society, we are not perfect. Behind each badge is a human being, who at times must make decisions that will impact their lives, or the lives of others. So, I say this, we are imperfect men and women who strive for perfection. We are men and women who share the same fears, vulnerabilities and struggles as anyone else in any other profession.

In our ongoing quest to learn and improve, our commitment to developing a vision that would catapult the Charlotte-Mecklenburg Police Department to the forefront in the customer service experience continues. We brought an internationally recognized leader from the private sector, the DiJulius Group, on board to help us structure the vision. The long-term benefits of this work will provide a better working environment for CMPD employees and continue to build meaningful trust and respect in the community we serve.

One of the priorities of my administration is the relentless commitment to employee wellness. We cannot reasonably be expected to take care of our community if we are not taking care of each other. From the purchase of new equipment and technology, establishing wellness programs, to even the way we design all of our department facilities, the overarching goal is always intended to improve the working environment for employees.

For all the great work that the department accomplished in 2021, I also reminisce with a heavy heart. Our department changed forever on December 22, 2021, when Officer Mia Goodwin was tragically killed while bravely protecting our streets. She was an amazing mother to three amazing children and loving wife to a Charlotte Firefighter. She was an inspiring young woman who wanted to do more. She loved the people around her, and the people that she worked with. The profession and our city still mourn her loss.

This year, much like 2020, was a testament to the human spirit. We should be eternally grateful that despite all of the challenges, volatility and unprecedented circumstances, our community is resilient. We have some work to do to get our organization where we want it to be internally, but I believe we can certainly get there with hard work and determination from our employees and the community at large.

I am honored to serve with the most committed men and women in the profession and look forward to a brighter 2022.



MISSION STATEMENT

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

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

Positive progress will be defined by:

- A strong community that will embrace collaboration
- We better reflect the community that we serve
- Becoming the model for other law enforcement organizations
- Being the safest major city

We will achieve our vision through:

- Crime Management
- Community Collaboration
- Professional Accountability
- Employee Wellness

EXPERIENCE ACTION STATEMENT

Leave a positive impression that will earn a genuine thank you.
Empathize. Educate. Exceed.







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A YEAR IN REVIEW



CMPD SERVES

The Charlotte-Mecklenburg Police Department (CMPD) launched its CommUNITY Collaboration customer experience training and curriculum called CMPD Serves in June 2021 making it the first law enforcement agency in the country to develop a strategic approach as well as curriculum around ways to improve audience engagement.

THIS WORK AIMS TO:

1. Provide employees with impactful information that they can incorporate into their daily jobs and leave a positive impression that will earn a genuine thank you.
2. Improve morale as part of the internal culture work.
3. Change public perception of policing based on the incorporation and practice of this work.
4. Gain tangible, measurable results that demonstrate how CMPD is changing hearts and minds internally and externally with an increased and improved focus on how employees treat others.



SINCE ITS LAUNCH, THE CMPD SERVES TEAM HAS TRAINED ALMOST 2,000 EMPLOYEES. ALL EMPLOYEES SHOULD HAVE COMPLETED THIS TRAINING BY THE END OF 1ST QUARTER OF 2022.

MAKING A CONCERTED EFFORT TO LIVE THESE VALUES EVERY DAY THROUGH EVERY INTERACTION (BOTH INTERNAL AND EXTERNAL) WILL NOT ONLY CHANGE COMMUNITY PERCEPTION BUT THE PROFESSION.



LEAVE A POSITIVE IMPRESSION THAT WILL EARN A GENUINE THANK YOU.



CMPD RECOGNIZED AS THE 2021 REVOLUTIONARY COMPANY OF THE YEAR

The CMPD was honored in Cleveland, Ohio at the Customer Service Revolution Conference as the 2021 Revolutionary Company of the Year for its CMPD Serves program. The CMPD developed a new curriculum that includes modernized communication techniques, the creation of "a day in the life" of a customer and employee videos, role playing, and engagement scenarios aimed at improving and enhancing daily interactions between CMPD employees and their customers in consult with the DiJulius Group. The DiJulius Group, a customer service training and consultancy out of Cleveland, Ohio, has worked with some of the top customer service brands in the world, such as The Ritz-Carlton, Celebrity Cruise Line, Starbucks, Chick-fil-A, and Lexus. Each year, at its annual Customer Service Revolution conference, one brand is recognized for disrupting its industry through revolutionizing the customer and employee experience it is delivering.

"I am honored to accept this award on behalf of this amazing organization as it represents the hard work and dedication to constantly learning, evolving, and improving and the dedication of our people to continue addressing how we treat each other as well as our residents, victims and suspects in this historically difficult time for policing," said CMPD Chief Johnny Jennings. The CMPD is the first law enforcement agency to develop and launch a strategic approach and formalized program centered on ways to improve engagement.





AVIATION UNIT HIGHLIGHTS

CELEBRATING 50 YEARS

In 2021, the Charlotte-Mecklenburg Police Department (CMPD) celebrated the 50 year anniversary of our Aviation Unit. In attendance were both current and former members of the unit. Aviation Unit Sergeant Craig Varnum and Officer Phil Hollifield presented during a press conference to highlight the event.

CMPD RECEIVES NEW HELICOPTER

The CMPD's Aviation Unit has just received a new helicopter equipped with technology and features that will raise their capabilities to new heights.

In 2021, the Aviation Unit was responsible for 199 direct arrests, 221 assisted arrests, 81 vehicle recoveries and locating 38 missing people. They are a tremendous resource that serves to increase the safety of both officers and the community. Now, the Aviation Unit has a brand new, 2021 Bell 407 GXi Helicopter equipped with the newest technologies and features to perform their duties in a safer and more efficient manner.

An HD video camera was installed in the helicopter and provides the ability to see and record events in far greater detail than in the past, and an HD thermal imager will supplement this camera by locating heat sources when vision is impaired such as in low-light conditions. The helicopter is also equipped with a 40-million candlepower search light, which has an optional infrared filter that can be used by our specialized units when they need to work in the dark to bring situations to a safe conclusion. A digital microwave video downlink can also transmit HD video and thermal imagery to our Real Time Crime Center (RTCC) and Command Center to coordinate efforts.



COMING IN 2022

LOOKING AHEAD

30X30 ADVANCING WOMEN IN POLICING 30% WOMEN RECRUITS BY 2030

The **30x30 Initiative** is a coalition of police leaders, researchers, and professional organizations who have joined together to advance the representation and experiences of women in all ranks of policing across the United States. In October 2021, the CMPD signed the 30 x 30 Pledge, a commitment to increase female representation amongst recruits by 30% by the year 2030 and ensure that polices and culture are supportive of qualified women. In 2022, the CMPD will conduct an internal survey and implement initiatives to achieve this goal.

ALTERNATIVE RESPONSE PILOT PROJECT

The **Community Assisted, Response, Engage, and Support (CARES) Team model** is a person-centric mobile crisis response to community members who are experiencing problems related to mental health, depression, poverty, homelessness, and/or substance use issues. The City of Charlotte and CMPD will begin a pilot of the CARES Team program, which will send teams of certified clinicians and paramedics, as a third option for citizens who call 911 for assistance.

NEW EIS

The CMPD began the work to design a new **Early Intervention System (EIS)** and corresponding policies and procedures to monitor, track, and improve officer performance more effectively.

DIGITAL SIGNAGE

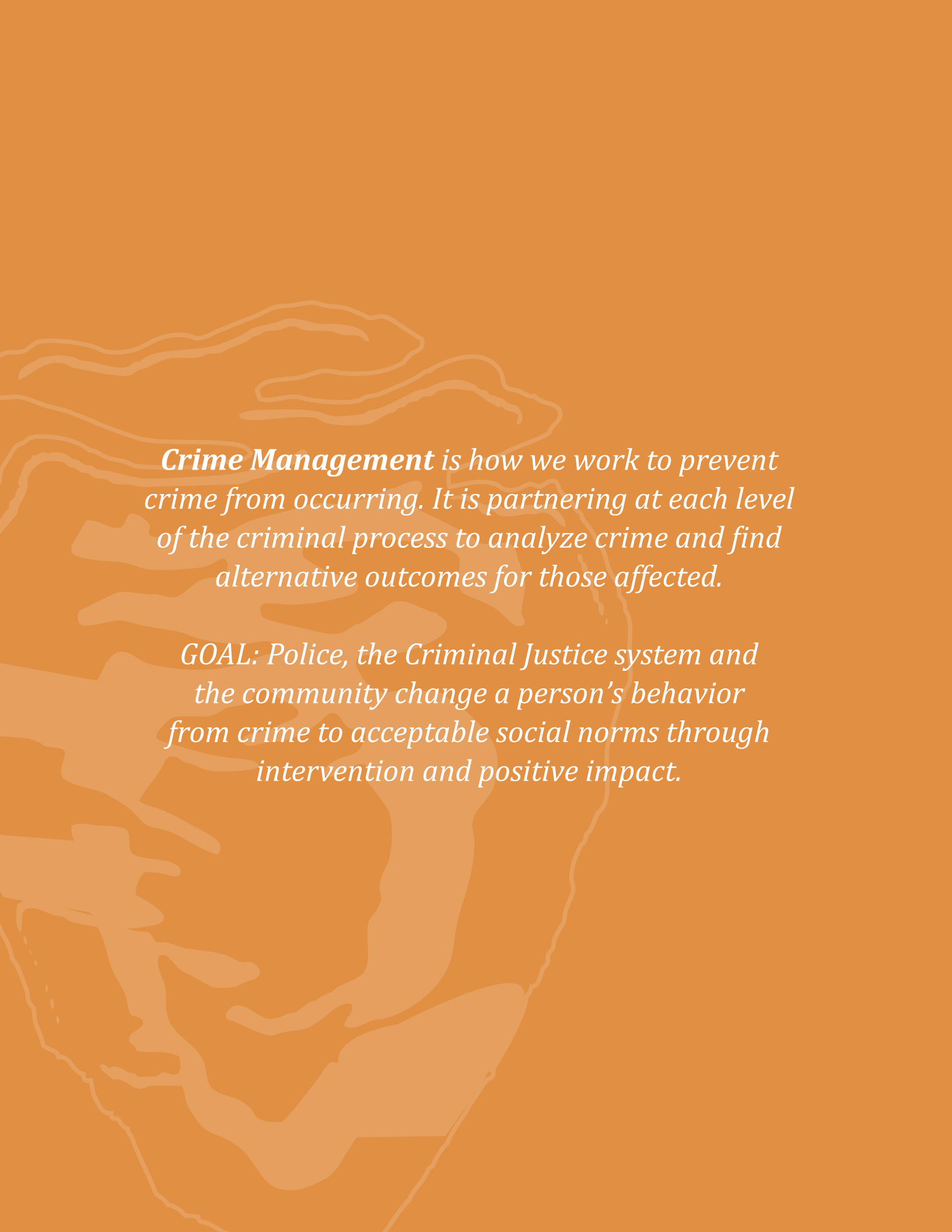
The CMPD will begin a digital signage pilot within the Central Division's Roll Call Room to allow communication of important bulletins, community events, and recognition of the great work that CMPD employees do daily. The lessons learned from this pilot helped to improve the rollout to other CMPD facilities.



CRIME MANAGEMENT

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.

OVERALL CRIME STATS

OVERALL
CRIME

5%

534K

POLICE INTERACTIONS

▲ 4% FROM 2020

13,792

TOTAL ARRESTS

▼ 4% FROM 2020

2,914

VIOLENT CRIME ARRESTS

▼ 3% FROM 2020

2,999

GUNS OFF STREETS

▲ 33% FROM 2020

PROPERTY CRIME

▼ 4%

VIOLENT CRIME

▼ 7%

HOMICIDES

▼ 18%

SEXUAL ASSAULTS

▲ 19%

ROBBERIES

▼ 22%

VEHICLE THEFTS

▲ 5%

BURGLARIES

▼ 13%
(residential)

BURGLARIES

▼ 20%
(commercial)

ARSONS

▼ 18%

AGGR. ASSAULTS

▼ 3%

VEHICLE BREAK-INS

▲ 4%

53

SWAT Deployments in 2021 which included warrants served, armed barricaded subjects, dignitary protection escorts and more. SWAT continues to assist divisions, lead training efforts and develop CMPD leadership.



OVERALL CRIME STATS

THE REAL TIME CRIME CENTER ASSISTED IN

2,781
INVESTIGATIONS

1,609

WERE VIOLENT IN
NATURE

275

OF VIOLENT
CASES WERE
CLEARED IN INITIAL
INVESTIGATION

284

SUSPECTS WERE
ARRESTED FROM
THE CASES RTCC
WAS INVOLVED

TECHNOLOGY THROUGH THE RTCC
ALSO ASSISTED IN RECOVERING ➤

390 **&** **19**
STOLEN CARS MISSING PERSONS

CHARLOTTE CRIME STOPPERS

3,341

TIPS RECIEVED
▲ 3%

151

ARRESTS MADE
▼ 7%

288

CASES CLEARED
▼ 13%

469

CHARGES LAID
▲ 28%

38

FUGITIVE ARRESTS
▼ 3%

88

GUNS RECOVERED
▲ 96%

\$472K

DRUGS SEIZED
▲ 9%

\$132K

PROPERTY RECOVERED
▲ 149%

\$75K

CASH RECOVERED
▼ 53%

97

NUMBER OF REWARDS
APPROVED
▼ 9%

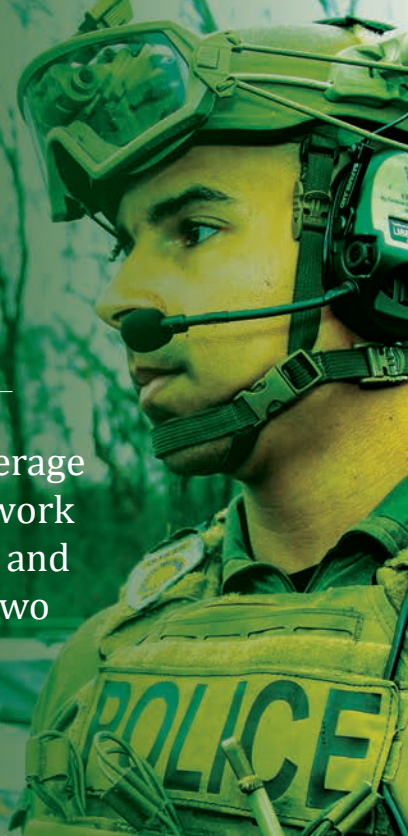
\$78K

REWARDS AMOUNT
APPROVED
▲ 189%

VIOLENT CRIME & TASK FORCE WORK

The HOMICIDE
CLEARANCE RATE is
73%

This 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.



VIOLENT CRIMINAL APPREHENSION TEAM

288
APPREHENSIONS

86
MURDER

24
ATT. MURDER

28
ADWIKISI

59
ARMED ROBBERY

14
RAPE

25
ADW

4
KIDNAPPING

18
SIOD

CRIME GUN SUPPRESSION TEAM

With gun-related crime on the rise, the CMPD merged three units with a proven history of successfully addressing violent crime. Detectives from the CMPD's Gang Unit, Shooting Into Occupied Property (SIOP) Task Force and Targeted Response and Apprehension (TRAP) Unit joined forces to create the Crime Gun Suppression Team (CGST). The fusion of these teams combined Gang Unit detectives' intimate knowledge of organized criminal structures with SIOP Task Force detectives' expertise in addressing retaliatory and series gun-crime cases. TRAP Unit detectives also added their proven track record of apprehending criminals. The concerted efforts between these units allow for more timely investigations leading to arrests, and the reduction or prevention of additional gun crime.

162
ARRESTS

155
FIREARMS SEIZED

23
STOLEN FIREARMS
RECOVERED



32-YEAR-OLD SEXUAL ASSAULT COLD CASE CLEARED BY ARREST

Detectives with the Charlotte-Mecklenburg Police Department's Sexual Assault Cold Case Unit have charged Johnny Evans Jr., DOB: 05/09/1965, for a burglary and rape case that occurred in 1989.

During the early-morning hours of August 27, 1989, a suspect broke into a residence near the 3600 block of Simmons Street in the Freedom Division. Once inside, the suspect sexually assaulted the resident and ransacked the residence prior to leaving. The then-19-year-old female called 911 and was treated at the hospital where DNA evidence was collected.

The DNA was initially tested in 1990. Johnny Evans Jr., was recently identified as a suspect through a DNA match, and

warrants for first-degree burglary and two counts of first-degree rape were then issued for his arrest. On October 18, 2021, the CMPD's Violent Criminal Apprehension Team (VCAT) located and arrested Evans without incident. Following his interview with detectives, Evans was transferred to the custody of the Mecklenburg County Sheriff's Office and served with his three outstanding warrants.

The investigation into this case is active and ongoing. As additional information develops, it will be released by the CMPD's Public Affairs Office.



60 VEHICLES IMPOUNDED

FOLLOWING EXTENSIVE OPERATION

Near the end of 2020, numerous instances of aggressive driving and street racing compelled several members of the Charlotte community to reach out and express their concerns to the Charlotte-Mecklenburg Police Department (CMPD). Over the next six months, a multi-agency effort to address the issue has resulted in more than 2,500 traffic stops, nearly 3,500 violations and the seizure of 60 vehicles.

In October of 2020, the CMPD received several complaints from community members who expressed their concerns for the growing and dangerous activity of aggressive driving and street racing. This behavior transcended minor traffic violations and rose to the level of creating a great public safety threat, so the CMPD immediately began to develop a strategy to address the issue.

The CMPD's Transportation Division identified a significant amount of this activity taking place near the I-485 and Prosperity Church Road area. A multi-agency enforcement effort was first launched at that location, and then moved to other areas of Charlotte. This initiative spanned six months and resulted in more than 2,500 traffic stops and nearly 3,500 violations. Among these violations were nearly 2,100 charges for speeding, 400 charges for reckless driving, 32 charges for driving while impaired and 10 charges for spontaneous racing violations.

During these operations, officers would encounter a large number of vehicles, often numbering into the hundreds, gathering in various locations around Charlotte to engage in dangerous, high-speed street races. The CMPD then launched an extensive investigation involving the diligent attention and expertise of the CMPD's Transportation Division, Criminal Intelligence, Aviation Unit, Vice and Narcotics Unit, the Real Time Crime Center, and several patrol divisions.

After identifying the suspects, the CMPD worked with the Mecklenburg County District Attorney's Office where a Grand Jury indictment was made on 54 suspects, and warrants were issued for the charge of pre-arranged racing. In addition to making the arrest, this charge also authorizes the seizure of the vehicle used in the offense. A concerted effort across the region has resulted in the charging of 51 suspects and the seizure of 60 vehicles. The scope of this operation was significant in both size and complexity and was made possible through collaboration with The North Carolina State Highway Patrol, Iredell County Sheriff's Office, Union County Sheriff's Office, Gaston County Police Department, Matthews Police Department, Huntersville Police Department, Cornelius Police Department, Cabarrus County Sheriff's Office, Rowan County Sheriff's Office, and the York County Sheriff's Office.

The investigation has also identified a large number of other people and vehicles either seen spectating or participating in these events. These individuals received a warning letter from Chief of Police Johnny Jennings detailing the types of charges they could face if they continue to engage in these dangerous and reckless activities.

During the investigation, the CMPD's Criminal Intelligence Unit identified several videos posted online depicting these events. In order to provide visual context surrounding the egregious and dangerous behaviors of those participating in these events, the CMPD is providing two of these videos, which are posted on YouTube: <https://www.youtube.com/watch?v=AHhxjiI5uUM> and <https://www.youtube.com/watch?v=H3rskycUgeo>.

The CMPD continues to conduct additional investigation. Anyone with information about these events are asked to let officers know by calling 911. The public can also leave information anonymously by contacting Crime Stoppers at 704-334-1600 or <http://charlottecristoppers.com/>.



DE-ESCALATION TRAINING FACILITY

CMPD OPENS STATE-OF-THE-ART

DE-ESCALATION TRAINING FACILITY

IN CHARLOTTE

The Charlotte-Mecklenburg Police Department continues de-escalation training in new facility

The Charlotte-Mecklenburg Police Department (CMPD) announced the opening of the De-Escalation Training Facility at the academy, which is the first of its kind in the Southeast, and will aid in continuing de-escalation training efforts for officers that will enhance communication skills and increase opportunities for better outcomes through real-life scenarios.

“CMPD officers have already addressed more than 7,500 calls for service this year that involved shots being fired, armed individuals and other violent crime reports such as armed robberies and homicides,” said CMPD Chief Johnny Jennings. “This state-of-the-art training facility will serve to continue honing our skills so that lives can be saved. This effort would not have been possible without the FBI and the Charlotte-Mecklenburg Police Foundation, so I am very thankful for these incredible partnerships that helped bring this new facility to fruition and allows us to continue serving the Charlotte-Mecklenburg community at the highest level.”

De-escalation involves methods that reduce volatile circumstances to voluntary compliance and is essential in safeguarding human life. During their training in the police academy, recruits participate in more than 60 hours of training directly related to de-escalation. Following the

academy, all officers receive annual training specifically for de-escalation.

- ② The facility is a two-story, 3,400 square-foot structure with modular and remote-controllable capabilities that allow the structure to create unique scenarios for each student. Technology was also leveraged to enhance the training experience. Twenty-eight cameras feed into a viewing room to enable instructors to have a comprehensive view of the facility. An auxiliary room with audio and video capabilities can seat up to 50 students to watch in real-time as they learn alongside their peers.
- ② This facility is the only one of its kind between San Marcos, Texas, and the Washington, D.C. area, and is also one of the few law-enforcement, multi-story de-escalation training facility structures in the entire country.
- ② The construction of this new facility was funded in partnership with The Charlotte-Mecklenburg Police Foundation (\$500,000), and the Federal Bureau of Investigation (\$1 million). The total cost of the project was \$2.4 million.




LOCAL LAW ENFORCEMENT CRIME GUN INTELLIGENCE CENTER INTEGRATION INITIATIVE GRANT

Since 2018, the Charlotte-Mecklenburg community experienced a significant increase in firearm related violent crime, and the CMPD has continued to implement measures to improve safety. In an effort to address the increase in firearm related violent crime and to develop a safer community, the CMPD will use \$700,000 in funds that they were awarded by the Bureau of Justice Assistance's (BJA) FY2021 Local Law Enforcement Crime Gun Intelligence Center (CGIC) Integration Initiative grant to establish a Crime Gun Intelligence Center. The CMPD will develop their CGIC by collaborating with Alcohol, Tobacco, Firearms, and Explosives (ATF) partners to use intelligence, technology, and community engagement to quickly identify unlawfully used firearms and their sources and effectively prosecute perpetrators engaged in violent crime.



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.

COMMUNITY SERVICE & ENGAGEMENT

25 TOTAL
PROGRAMS

20K+ TOTAL
PARTICIPANTS

20+ COMMUNITY
PARTNERS

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.

➔ **63 Scholars // 13 Ambassadors // 5 Interns**

REACH OUT (Respect, Engage, Accountability, Character and Honesty) is a collaborative effort between the CMPD, Mecklenburg County Sheriff's Office, and Division of Adult Correction and Juvenile Justice to provide the necessary services and resources to effectively and positively change the lives of eligible youthful offenders.

➔ **25 Students**

POLICE ACTIVITIES LEAGUE supports summer camp programs that include field trips, lunch, special events and priority access to after school admission.

➔ **325 Youth**

YOUTH DIVERSION provides an alternative to arrest for first time youthful offenders ages 6-17. Diversion provides youth tools to redirect behavior through eight hours of interpersonal skill building sessions that address decision-making, risk taking, goal setting, conflict resolution, academic achievement, along with substance and theft awareness.

➔ **438 Youth**

MIDDLE SCHOOL EXPLORERS CLUB

introduces students in grades 6-8 to the world of law enforcement. It provides a hands-on approach to learning through a curriculum that will expose students to life skills, service learning, career development, leadership, problem solving, and related subjects.

➔ **31 Students**



996
ASSESSMENTS
COMPLETED

27%

ALREADY
RECEIVING
TREATMENT

55%

WOULD HAVE BEEN
SENT TO PSYCH HOSPITAL
IF NOT DIVERTED

67%

ASSISTED IN
DIVERTING

2%

WOULD HAVE BEEN
ARRESTED IF NOT DIVERTED



DRAGON BOAT FESTIVAL

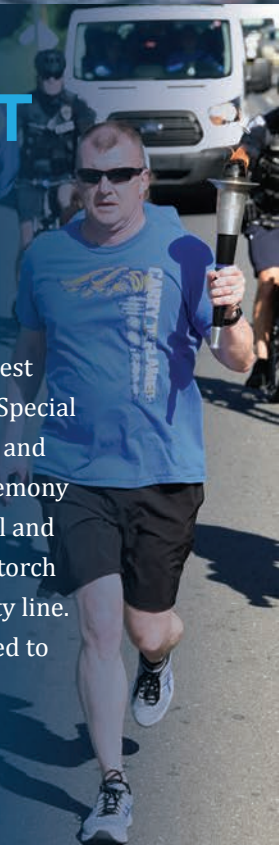
Dragon Boat racing is an ancient Chinese tradition that began over 2,300 years ago in Southern China as a ritual to ensure the abundance of crops and prevent bad luck, with the dragon as the object worship. It rose to prominence as an international sport in the 1980's thanks to tourism officials in Hong Kong. The boats, adorned with dragon heads and tails, hold teams consisting of paddlers, steerers, and a drummer to help set the pace for the strokes.

2021 was the inaugural year for the CMPD's Dragon Boat Team. Twenty-one participants trained to compete in the Dragon Boat Festival Race as part of the Greater Charlotte Asian Festival, held annually on Lake Norman.



2021 LAW ENFORCEMENT TORCH RUN FOR SPECIAL OLYMPICS

The Law Enforcement Torch Run (LETR) for Special Olympics is the largest year-round public awareness and grass-roots fundraising campaign for Special Olympics. Known as Guardians of the Flame, law enforcement members and Special Olympics athletes carry the Flame of Hope into the Opening Ceremony of local competitions, and into Special Olympics State, National, Regional and World Games. In 2021, the CMPD had the distinct honor of carrying the torch from the North Carolina/South Carolina state line to the Cabarrus County line. A series of relay teams comprised of sworn and civilian employees helped to carry the torch across the approximate 30 mile route.





CHRISTMAS IN THE CREEK

The Steele Creek Division participated in the third annual Community Christmas Event, “Navidad con la Comunidad” held at the Oak Park Apartments on December 11.

During the event, Santa Claus and Steele Creek Division Officers distributed over 800 toys and other needed items to approximately 550 children that had been donated by local businesses and citizens.

Officer C. Jimenez organized and implemented the distribution plan, with assistance from Officers C. Jimenez, S. Kabbash, C. Green, J. Kennelly, S. Joye, W. Fontaine, R. Hill, D. Redford, J. West, D. Weston, C. Roberts, H. Stroud, M. Choice, M. Reagan, Y. Rodriguez, and J. Caravaca.



COMMUNITY MEETINGS & EVENTS

8,200
BOOKBAGS
DONATED

BOOKBAG DRIVES

CMPD Community Engagement has partnered with Data Driven Saftely, Brooklyn Collective, CPI, and individual donors to provide 8,200 bookbags to youth in violent crime hotspots, specifically, Nations Ford & Arrowood, the Sugar Creek Corridor, Central & Sharon Amity, and Beatties Ford & LaSalle.

95 +
LOCATIONS

FOOD DISTRIBUTION

CMPD partnered with many local organizations to distribute free groceries throughout communities in the Charlotte area. Each week, community members were able to visit a drive-through food distribution location and collect free food for their families.

5,000
GUN LOCKS
DISTRIBUTED

GUN LOCK GIVEAWAY

After experiencing an increase in shootings and youth accessing unsecure firearms approximately 5,000 gun locks were distributed. This was in partnership with many local organizations and given out in several neighborhoods.



CMPD EXPLORERS PROVIDED CHRISTMAS GIFTS TO MORE THAN:

2,800
UNDERSERVED
FAMILIES

7,200+
CHILDREN
REPRESENTED

80
CHILDREN OF
HOMICIDE VICTIMS

53
FAMILY EMERGENCY
REFERRALS
*(fires, break-ins &
domestic violence incidents)*





25TH SILVER ANNIVERSARY TWILIGHT 5K

The COVID-19 pandemic and the need to socially distance posed many challenges, requiring groups to get creative with their events. However, Right Moves for Youth did not let that overshadow its annual 5k race, especially since 2021 marked the 25th year for the annual race and fundraiser. Instead of a traditional 5k, the race was run virtually. Runners still received their usual running packets; however, they were able to run the race at their own pace and in a location of their choosing between May 7-14. Runners then recorded and posted their times to the RMFY

Twilight 5k website. The organization also offered virtual fitness classes to celebrate the huge milestone. Money raised from this event funds programs to empower local students and prepare them for college and the workforce.

VIRTUAL 5K RACE





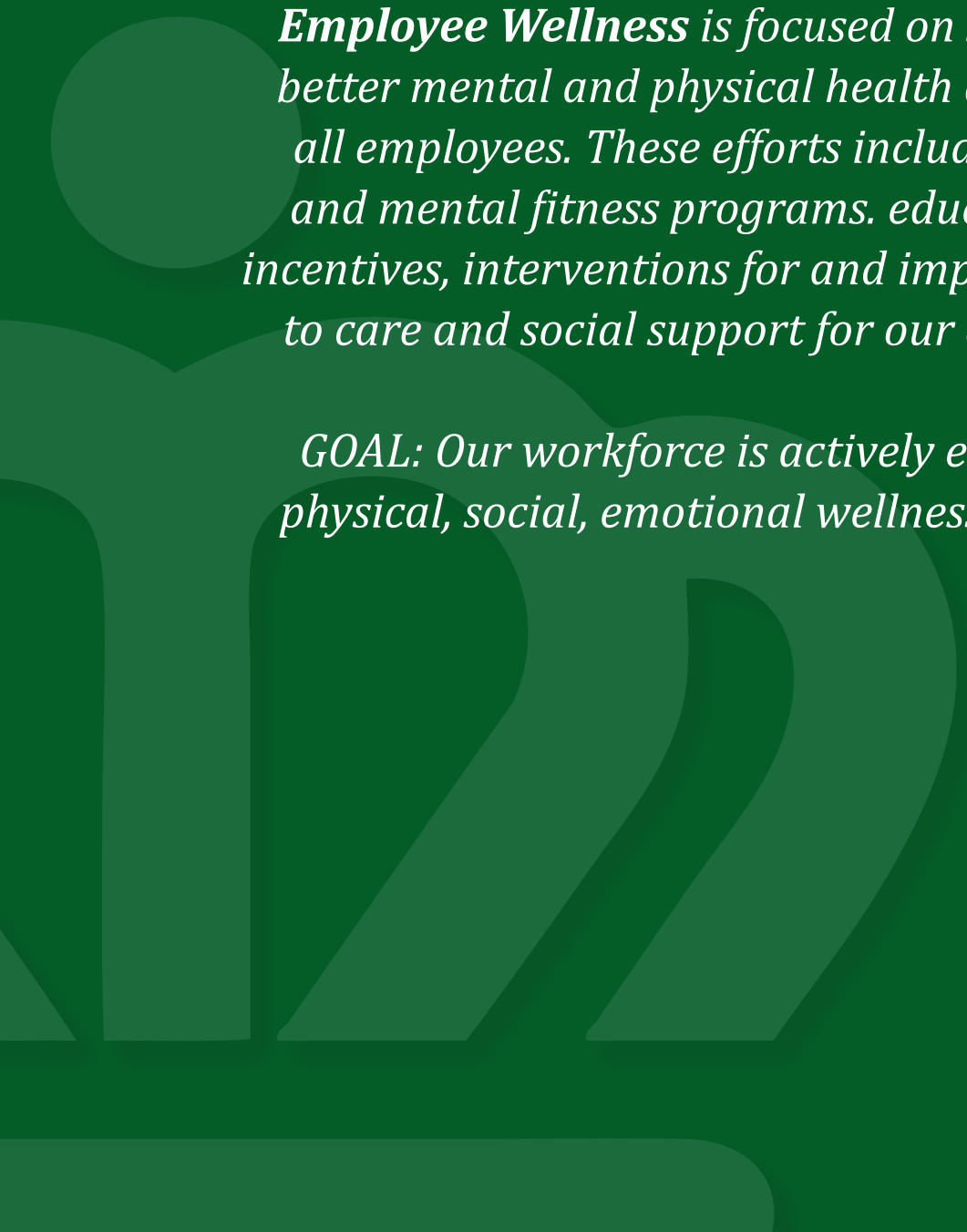
YOUTH INVOLVEMENT!



**EMPLOYEE
WELLNESS**

EMPLOYEE WELLNESS



A large, stylized green graphic of a person with their arms raised in a celebratory or healthy pose, serving as a background for the text.

***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.*



NEW PSYCHOLOGIST! WELCOME DR. NIKKI VASILAS

Dr. Nikki Vasilas joined the CMPD team as the new Behavioral Psychologist.

Dr. Vasilas comes to CMPD with 20 years of service supporting the law enforcement and military community. Throughout her professional career, Dr. Vasilas has had the privilege of providing essential mental health support to these communities, by assisting in critical incident debriefs, post-critical incident seminars, post-deployment seminars, crisis response, as well as individual, family, and couple support. Dr. Vasilas has also had the privilege to serve as a

Professor of Mental Health Counseling with Lenoir-Rhyne University since 2010. During her time with the University, she has trained future counselors, conducted research, and provided professional development workshops to assist the mental health community in building the knowledge and skills necessary to competently work within these unique cultures. In 2020, Dr. Vasilas was awarded the Distinguished Professional Service Award by the South Carolina Counselors Association for her dedication in advocacy, research and clinical support of the Law Enforcement and Military communities. As the daughter of an Army Veteran and retired Law Enforcement Officer, in addition to being the spouse of a retired National Guard Soldier, Dr. Vasilas has a special appreciation and love for the LEO and military family.

PUBLIC SAFETY OCCUPATIONAL HEALTH CLINIC

In 2018, an initiative began to provide Charlotte's public safety professionals a more robust service that would specifically address the physical and mental stresses they face due to the nature of their work. CMPD announced the launch to employees at the end of 2020, and the clinic became fully operational in spring of 2021 to provide extensive medical exams, health coaching, nutritional guidance and unlimited access to physical therapy and behavioral health counseling.



CITY INTRODUCES VACCINE REWARD PROGRAM AND REINSTATES OTHER COVID-19 BENEFITS

The safety of city employees and the Charlotte community is important, and the city has taken several steps to help ensure the well-being of staff. For the past several weeks, the city have been asking staff to fill out a short survey about vaccination status to help us develop programs to protect staff and to encourage employees to be vaccinated. Thank you for everyone who completed the survey as the information in the survey helped us make the best decisions to protect you, your families and our community.



CMPD SURVEYS STAFF

ASSESSMENT 2021

Introduction

The CMPD 2021 Culture and Climate Assessment is an initiative of the Charlotte-Mecklenburg Police Department (CMPD) in an effort to improve law enforcement services provided throughout the Charlotte-Mecklenburg area. The purpose of the assessment is to define the culture within CMPD, understand the climate within the organization and develop recommendations to improve the culture and climate within the organization. CMPD partnered with the Research and Evaluation Group (EvalGroup) to conduct the culture and climate assessment .

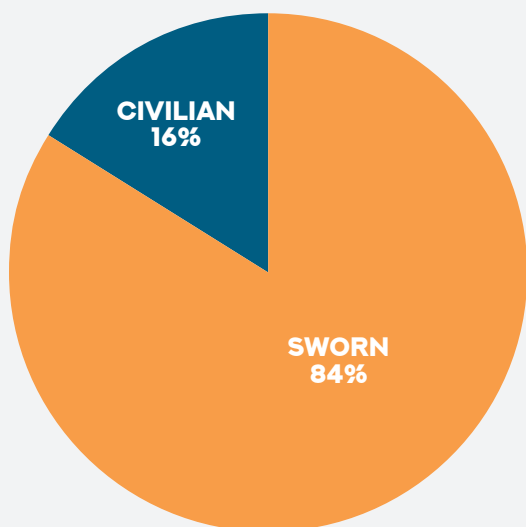
Project Activities

- Initial meetings (leaders and employees) and background data review
- Survey design and administration
- CMPD employee focus groups and interviews
- External stakeholders focus groups
- Analysis, reporting and recommendations

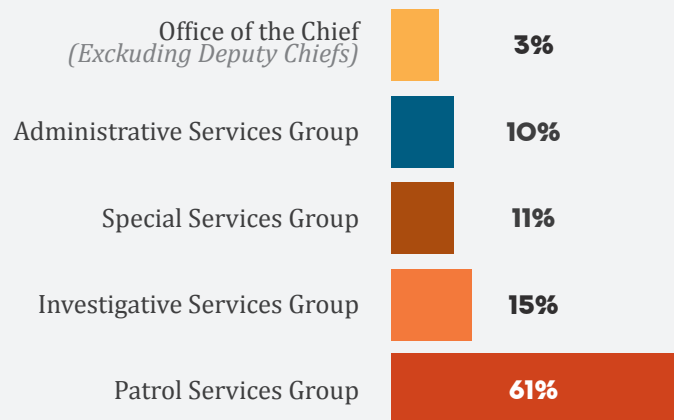
DEMOGRAPHICS

NUMBER OF RESPONSES: **1077** • RESPONSE RATE: **47%**

SURVEY RESPONDENTS



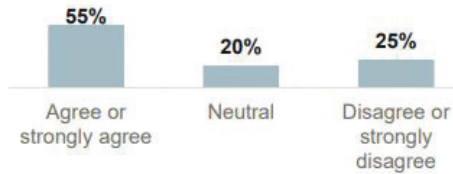
WORK GROUP OF RESPONDENTS



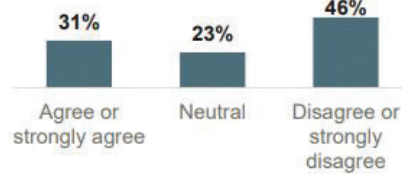
EMPLOYEE SURVEY PRELIMINARY DATA SUMMARY FACT SHEET

Communication from Leaders to Staff

Information about policies and procedures are clearly communicated throughout CMPD

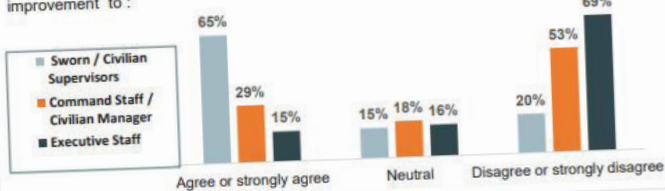


CMPD leadership clearly communicates their stance to employees when issues arise

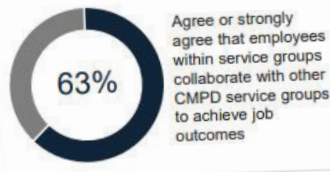
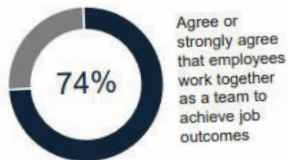


Communication from Staff to Leaders

Employees are encouraged to communicate work-related issues and suggestions for improvement to:

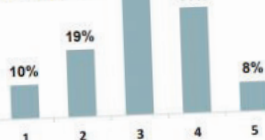


Teamwork and Collaboration

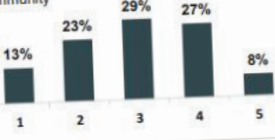


Community Relations

CMPD understands the needs of the community we serve

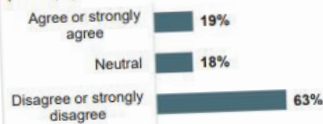


CMPD easily adapts in response to emerging trends that affect the safety or wellbeing of the community

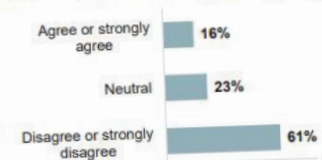


Disciplinary Philosophy

Leadership is consistent with disciplinary philosophy

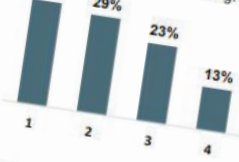


Leadership applies disciplinary philosophy fairly

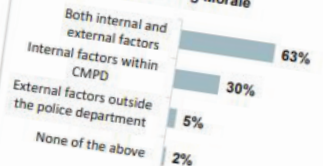


Employee Morale

Employee Personal Morale Rating:



Factors Influencing Morale



Top 3 Work Stress Areas by Work Group

Patrol

1. Fear of scrutinization by CMPD Leadership
2. Misrepresentation by media
3. Interference from political officials

Investigative Services

1. Misrepresentation by media
2. Fear of scrutinization by CMPD Leadership
3. Interference from political officials

Administrative Services

1. High turnover of staff
2. Misrepresentation by media
3. Heavy workload

Office of the Chief

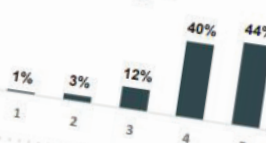
1. Misrepresentation by media
2. Heavy workload
3. Multiple competing priorities

Special Services

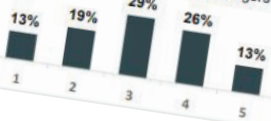
1. Misrepresentation by media
2. Fear of scrutinization by CMPD Leadership
3. Interference from political officials

Support

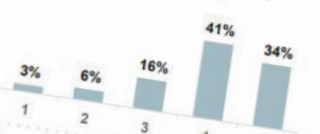
Support from Colleagues



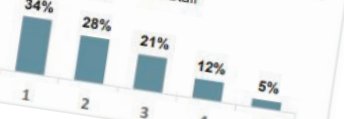
Support from Command Staff/Managers



Support From Sworn/Civilian Supervisor



Support from Executive Staff



EXECUTIVE SUMMARY

CMPD CULTURE AND CLIMATE

METHODOLOGY

Data for the assessment was derived from an employee survey and focus group discussions with employees and stakeholders. The employee survey was administered from the 5th – 19th of April 2021 and focus groups were conducted from May-June 2021.

DEMOGRAPHICS

- Employee survey had 1077 respondents, giving a response rate of 47%.
- EvalGroup conducted 10 internal employee focus groups discussions with a total of 35 employees.
- There were 5 external stakeholder focus group discussions conducted with a total of 15 participants.

RESULTS ON CULTURE

- CMPD has a variation of subcultures and experiences that are mostly dependent on the chain of command within that division.
- Employees perceive that experiences vary by the individual leaders; such as corrective action, employee support, employee recognition, communication, visibility, and interaction.
- Strengths include strong team spirit and trust between employees within the same ranks, trust with immediate supervisors and professionalism during interactions with external stakeholders.
- A significant opportunity for improvement is within communication. Communication concerns can be categorized as the following:
 - flow of information
 - active listening
 - transparency
 - courageous conversations about diversity

RESULTS ON CLIMATE

- There are variations in employee experiences and satisfaction in the work environments due to variations in leadership culture within the organization.
- Employees reported a low morale with an average morale rating of 2.3 out of 5.
- Overarching affirming themes include employees' strong sense of support from their peers, sergeants, and civilian managers; improved access to mental and physical health resources; improvement in the dissemination of information from Executive Staff to employees; transparency in the hiring process; and CMPD's ability to easily adapt to community needs.
- Opportunities for improvement regarding the climate within CMPD can be categorized as
 - support
 - recognition and value

RECOMMENDATIONS

Recommendations provided to improve the culture and climate within CMPD are focused on

- improving leadership communication
- improving active listening
- increasing visibility and interaction by leaders
- improving transparency and accountability
- promoting employee recognition and value
- having courageous conversations about diversity, equity, and inclusion

We hear you and that's important

MY SUGGESTION BOX

The My Suggestion Box serves as an anonymous way for CMPD employees to provide suggestions or recommendations for improvement. The goal is to improve communication between front-line employees and managers. For instance, one entry informed staff that mobile laptops in patrol cars were unable to receive video communications from the Chief. This issue was unknown until the entry was submitted. As a result of this communication, the issue was addressed and resolved. The My Suggestion Box can be accessed via the CMPD Portal.

MY SUGGESTION BOX STATS

96

EMPLOYEE
ENTRIES 2021



SUGGESTIONS RECEIVED PER CATEGORY:

Retention 11	Uniform 8	Take Home Vehicles .. 4	Unnecessary Waste .. 2
Compensation 10	My Suggestion Box.. 7	CEU..... 3	K-9 1
Health/Wellness .. 10	Core 4 4	CMPD Serves..... 2	Leadership 1
Technology 10	Patrol 4	Parking..... 2	Program 1
Grooming.....	Policy..... 4	Training..... 2	Recognition..... 1
			Shifts 1





In Remembrance



In Loving Memory of
Officer Mia Danielle Goodwin

APRIL 15, 1988 - DECEMBER 22, 2021

On December 22, 2021, shortly before 3:40 AM, Officer Mia Goodwin lost her life in the line of duty while assisting with traffic direction and control on the scene of a tractor-trailer truck crash on Interstate-85 near W.T. Harris Blvd. During this incident, a second crash involving two additional trucks occurred in the area, striking multiple CMPD patrol vehicles and Officer Goodwin. Three other officers were also injured and transported to the hospital for treatment.

Officer Goodwin was a six-year veteran of the Charlotte Mecklenburg Police Department and a member of the 172nd Recruit Class. She was assigned to the University City Division and was the first female officer in CMPD's history to be killed in the line of duty. Officer Goodwin's service to our community was honored by thousands of people through social media condolences, by paying respects at the University

City Division office, and by attending the procession and memorial service. The service was held at First Baptist Church in downtown Charlotte with family, community members, law enforcement officers, firefighters, and first responders from multiple states present.

Officer Goodwin, a Passaic, New Jersey native and a High Point University (NC) graduate, was 33 years old and came from a family of first responders. She is survived by her husband, Brenton Goodwin, a Charlotte firefighter, and their three young children, two daughters and one son.



In Remembrance

School Resource Officer Julio C. Herrera Jr.

Length of Service was 06/23/1993 - 10/04/2021

Officer Herrera served as a School Resource Officer (SRO) at Ardrey Kell High School at the time of passing

Records Technician Libby Ingram

Length of Service was 10/07/2013 - 03/09/2021

Elizabeth served as a Records Technician in the CMPD's Records Management Division at the time of passing

Officer Nerick Lufungula

Length of service was 06/24/2019 - 01/20/2021

Officer Lufungula served in the CMPD's Providence Division at the time of passing

Police Telecommunicator Robert "Bert" Teague

Length of service was 08/25/1999 - 10/28/2021

Robert served as a Telecommunicator in the CMPD's Communications Division at the time of passing

Administrative Officer Rebecca "Becky" Wilkins

Length of service was 04/24/2006 - 11/02/2021


Rebecca served as an Administrative Officer in the CMPD's Research and Strategic Planning Division at the time of passing



PROFESSIONAL ACCOUNTABILITY

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.

RECRUITMENT

The RECRUITMENT
CAMPAIGN yielded

2,346

APPLICATIONS

which resulted in

135 HIRES

TOTAL HIRED: 186
SWORN 124 • CIVILIAN 62

NEW RECRUITMENT INITIATIVES



2021 RECRUITMENT INITIATIVES

- Recruiting Strategic Plan for 2022 and beyond (College, Military, community events and career fairs)
- “CMPD Recruiters LIVE” sessions simulcast on Instagram and Facebook (with CMPD PIO)
- Monthly JRPAT Preparatory Sessions
- Use of other social media outlets such LinkedIn, Facebook, etc. to increase candidate reach
- National 30x30 Campaign (Recruitment of Women in Policing)
- Implementation of annual women-specific recruiting events (International Women’s Day, women-focused CrossFit events and Cops and Cleats event)
- Disqualification “reach-back” on candidates
- Streamlining the application process and making it adaptable to candidate needs
- Redesign of CMPD Recruiting Website (www.joincmpd.com) with CMPD PIO
- \$7500 signing bonus for all applicant hires (Traditional Recruits and Lateral Entry Officers)
- Online Testing option for Nelson-Denny written exam
- Expanding testing options and rules (written test every quarter and JRPAT every month)
- Greater scope for civilian Background Investigations (initial records checks, contacting 1-year DQ candidates, Follow-up with testing candidates who have not returned paperwork, creation of applicant files, etc.)
- Expansion of the role of Recruiter (no more sworn Background Investigators)
- Captain review and initial contact for all internally referred candidates
- Automatic “recycle” of police trainees to the following class who fail Academy training
- Incorporated the shortened Supplemental Questionnaire to the initial application to reduce redundancy in asking similar questions and applicant fatigue
- Pathway to CMPD Communications for applicants disqualified for but who show potential for future employment as a sworn employee

POLICY CHANGES

Changes and updates were made to 35 CMPD directives, including the implementation of the following:

500-007 Use of Interview, Temporary Detention and Testing Rooms – This directive was renamed to “Use of Interview, Temporary Detention and Testing Rooms”. The directive was formerly known as “Use of Interview Rooms”. This directive was updated to include new language concerning an officer’s handheld radio emergency button that may be used as a panic alarm while inside the annual inspection of the interview, detention and testing rooms that will be conducted by the CMPD safety and training coordinator.

200-001 Discipline, internal Investigations, and Employee Rights – Several changes were made to this policy regarding its annual review. Changes include additions to the section regarding adjudication of allegations of employee misconduct; more context was added regarding suspensions with pay; and additional coaching upon returning from suspension.

Rules of Conduct – The Rules of Conduct were revised to include language regarding harassment, absence from duty, and neglect of duty.

400-001 Uniform and Grooming Standards – The policy was updated to include new language regarding tattoos, branding, and scarification.

800-014 Social Media Policy – This directive was updated to include guidelines that employees will adhere to when utilizing personal social media sites and commenting or posting on any social media platforms.

Immigrant Crime Victim Certifications (U-Visa) Standard Operating Procedure – This SOP was updated to include certification assessment language on felony and misdemeanor cases. The update includes language about non-certification and the appeal process.

The CMPD also introduced new BWC tags to capture and save the heroic efforts that officers make while serving the community each day:

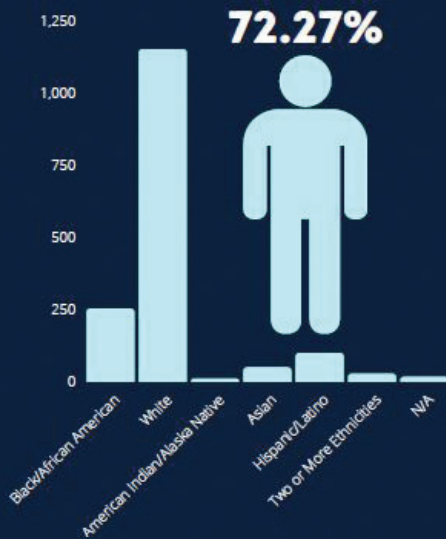
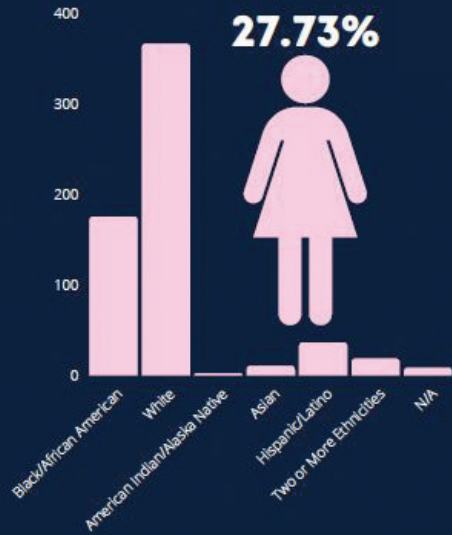
1. De-Escalation
2. Life Saving Efforts
3. Community Engagement
4. Positive Interaction



BUSINESS BY THE NUMBERS



CMPD WORKFORCE



BLACK/AFRICAN AMERICAN
19.3%

N/A
1.1%

ASIAN
2.7%

HISPANIC
6.1%

WHITE
68.3%



AVERAGE SALARY

\$79,346.79

SWORN

\$57,446.88

NON-SWORN

78%

of CMPD Officers receive
the Education Incentive

514

of Sworn staff live within
CMPD jurisdiction

of this...

490

have taken advantage of
the Residency Incentive
(102 in 2021)

4.7%

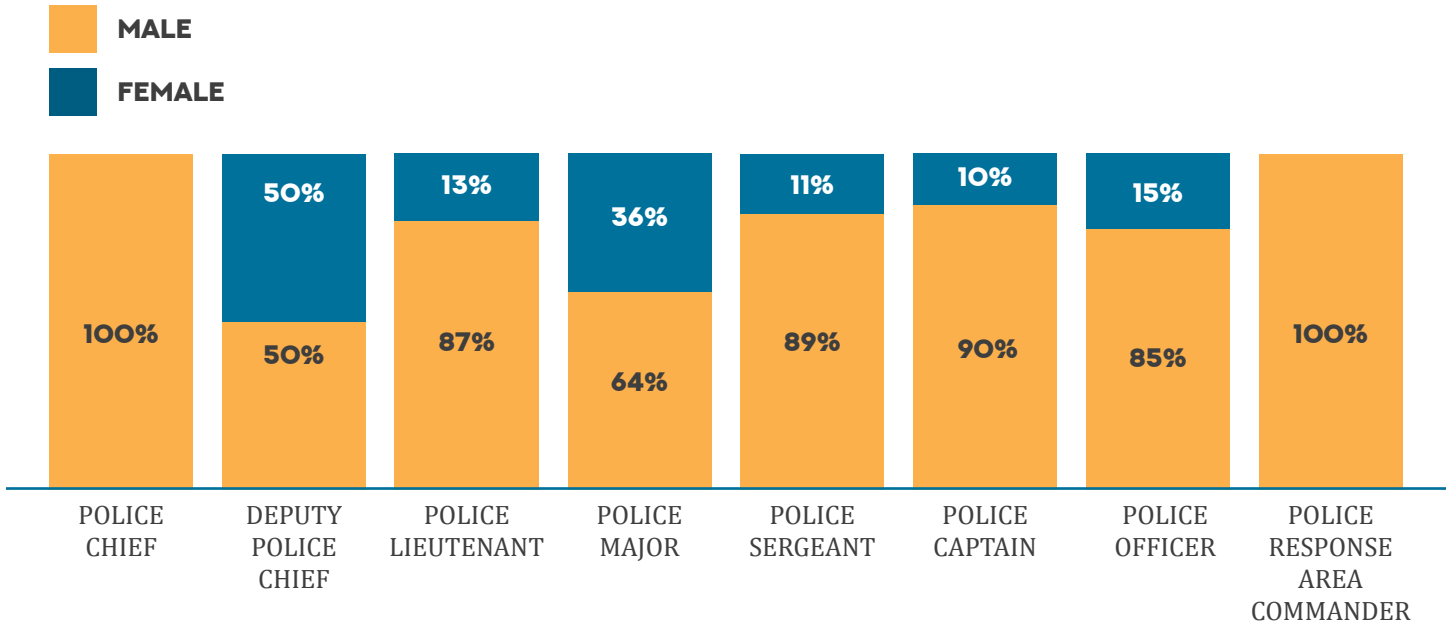
of CMPD employees receive the
2nd Language Incentive



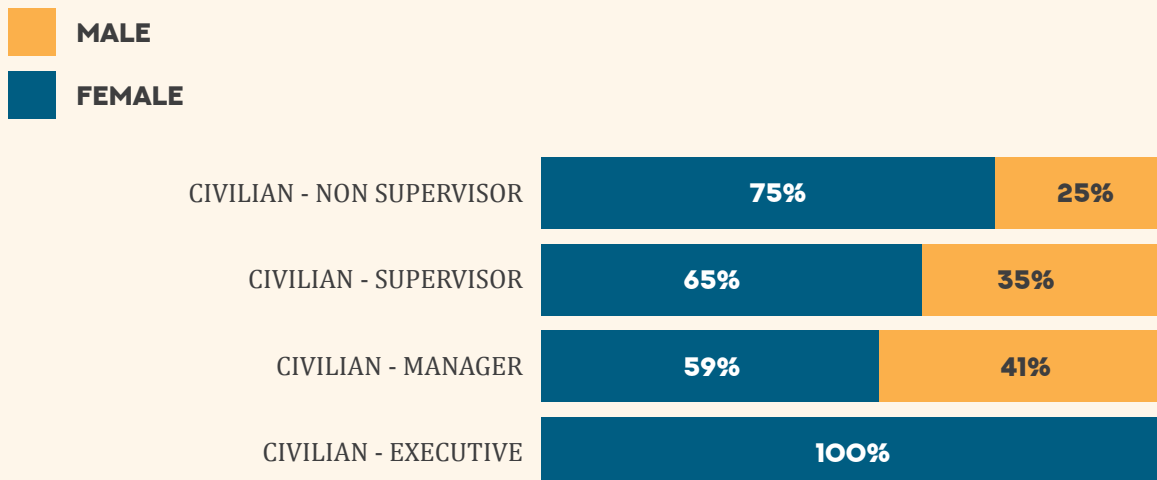
HUMAN RESOURCES

DEMOGRAPHICS

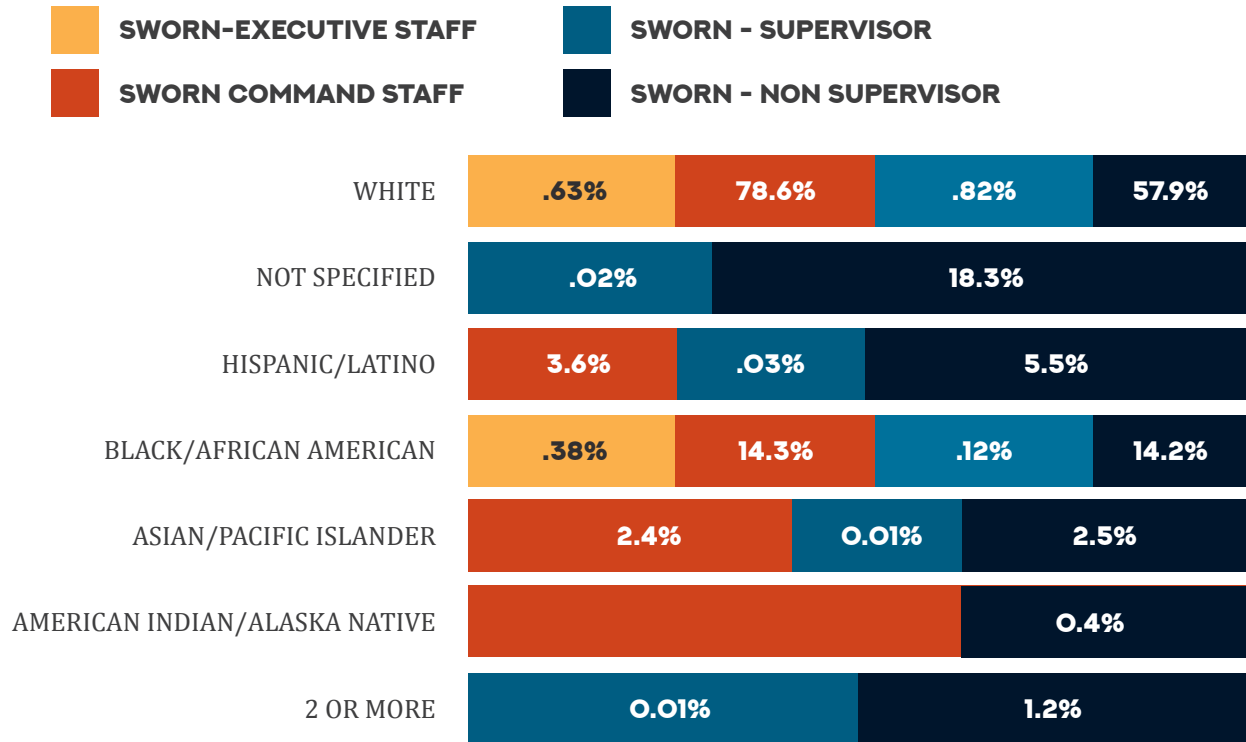
SWORN DEMOGRAPHICS - GENDER



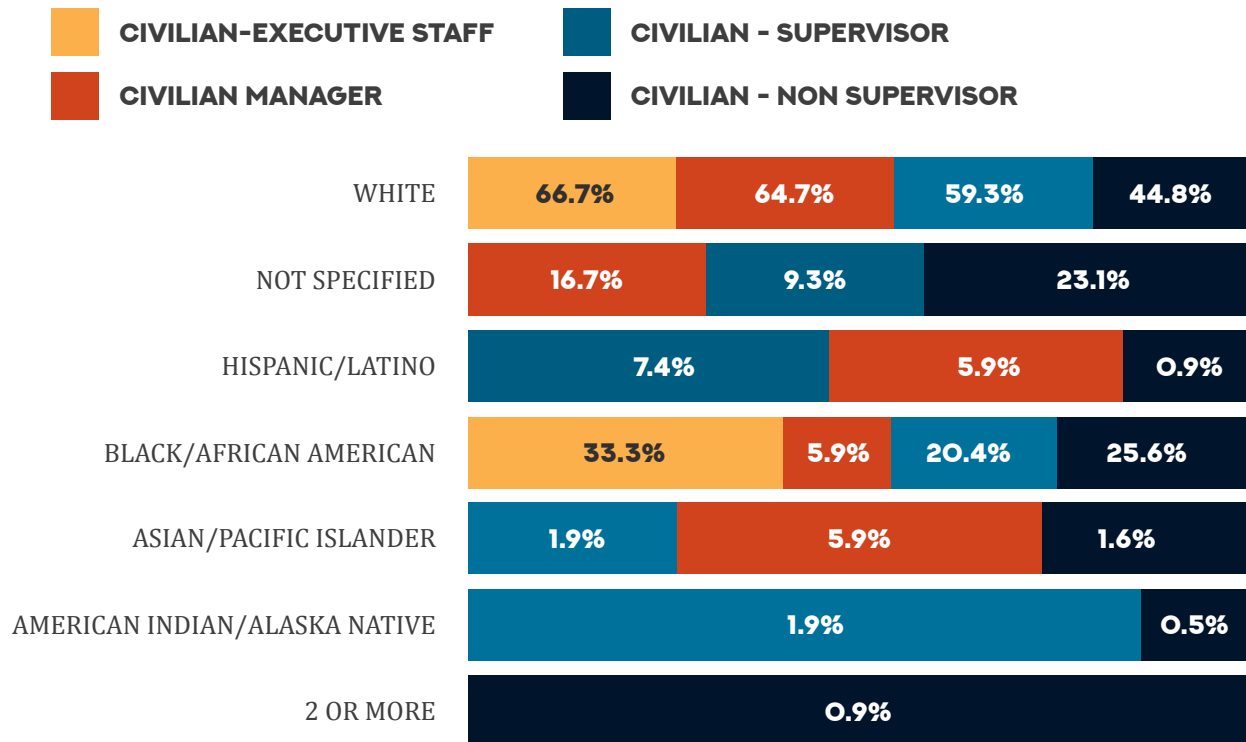
CIVILIAN DEMOGRAPHICS - GENDER



SWORN DEMOGRAPHICS - RACE



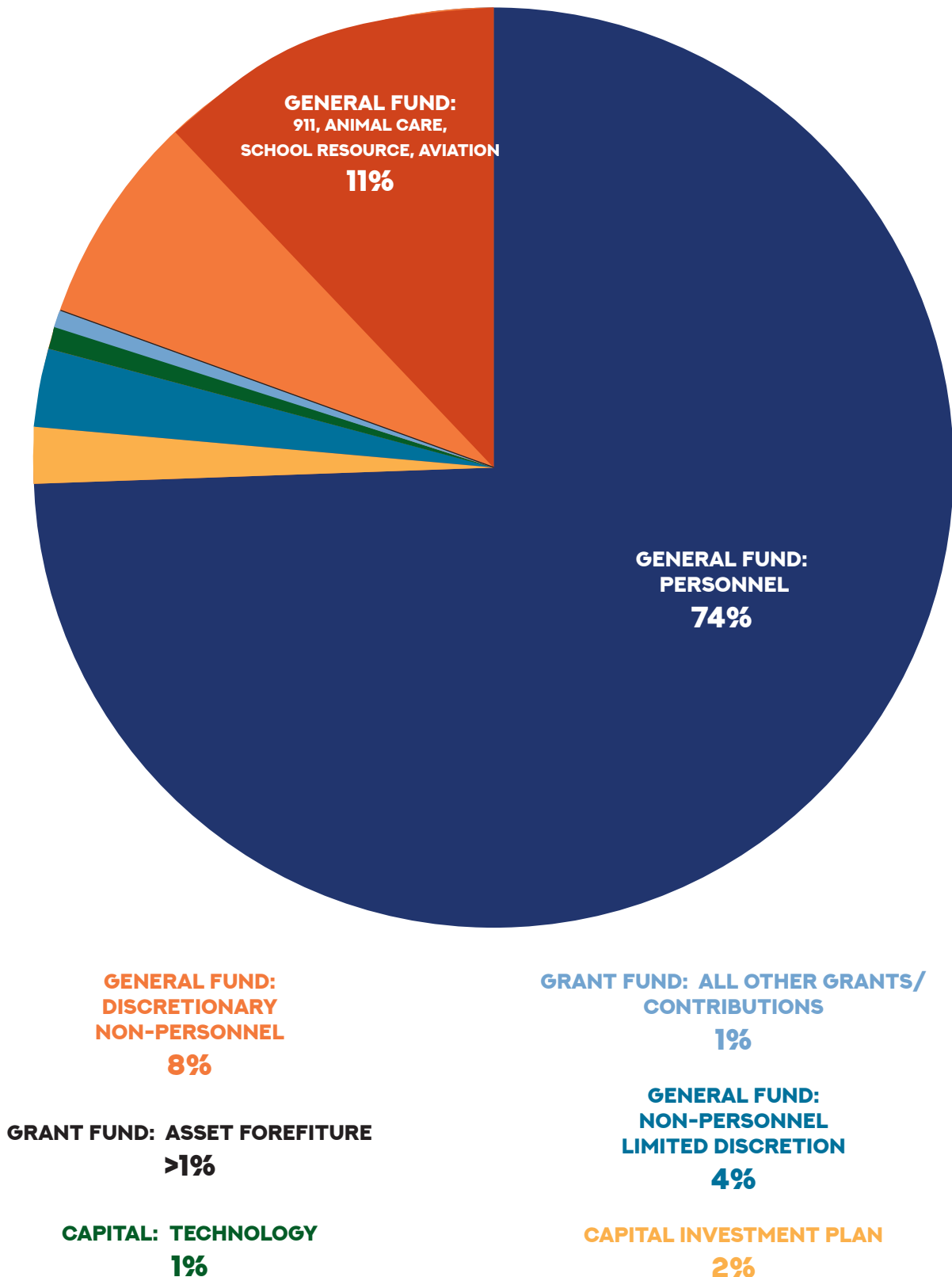
CIVILIAN DEMOGRAPHICS - RACE



CMPD BUDGET

FISCAL YEAR 2021

ALL FUNDS 302.45 MILLION



CMPD BUDGET ALLOCATIONS OUTSIDE OF GENERAL FUND

Pay-As-You-Go Fund

\$2M for Technology
(radios, cameras)

Capital Investment Plan

\$4.7 M to replace
existing helicopter

General Grants Fund

Supported by federal
and state grants, asset
forfeiture funds,
and police foundation
contributions.

PROGRAM

Diversion Projects
DUI/Salaries
Asset Forfeiture Funds
Grant Salaries and Benefit
Federal Task Force
Federal Initiatives/Forensics
Justice Assistance Grants
Youth/Community Initiatives

FY 21 FUNDS

\$99,000
\$200,000
\$1,350,000
\$2,105,000
\$135,000
\$144,000
\$550,000
\$966,000



BUDGET

CMPD GRANT FUNDING

Grant funding continues to have a significant impact on the CMPD. Receiving grant funds from various organizations provides the CMPD the ability to support the cost of programs and personnel that contribute to enhancing the daily operation of the department. Highlighted below are some of the accomplishments that the CMPD has achieved with the aid of some of the federal and state funding that was awarded to the department in 2021.

THE BUREAU OF JUSTICE ASSISTANCE NATIONAL SEXUAL ASSAULT KIT INITIATIVE (SAKI)

In 2021, the CMPD had four active SAKI awards which funded 1 Assistant District Attorney, 2 part-time Detectives, 1 part-time DNA Collection Officer, 1 DNA Collection Coordinator, 1 DNA Analyst, 1 Victim Advocate, 1 Site Coordinator, 2 hire-back Officers, and 1 (part-time) Crime Lab Technician.

SAKI funds provided the CMPD the ability to enter over 280 sexual assault cases into the Federal Bureau of Investigation's (FBI) Violent Crime Apprehension Program (ViCAP) which is designed to connect unsolved violent crime cases by linking the behaviors of offenders. Additionally, SAKI funds provided the ability to outsource over 100 serology negative sexual assault kits for DNA testing, investigate over 100 sexual assault cold cases, identify hundreds of open sexual assault cases associated with secondary evidence, and solve the Myers Park rape case from the 1990's which brought closure to 16 victims. Details of the Myers Park Case can be found on page 19.

THE BUREAU OF JUSTICE ASSISTANCE DNA CAPACITY ENHANCEMENT AND BACKLOG REDUCTION (CEBR) PROGRAM

In 2021 funds through the CMPD's active CEBR award funded 2 full-time DNA Analysts, 1 full-time Serologist, and 1 full-time Crime Lab Technician. Funding these positions provided the biology section of the CMPD's Crime Lab the ability to test 347 cases in 2021. The DNA testing efforts included evidence from 58 homicides, 157 sexual assaults, and 39 aggravated assault/weapons-related cases. The biology section of the Crime Lab also processed evidence in 152 cases which included the identification of biological materials and collecting samples from evidence for DNA testing.

MECKLENBURG COUNTY JUVENILE CRIME PREVENTION COUNCIL (JCPC)

The CMPD's Youth Diversion Program received funding through JCPC to provide first time youthful juvenile offenders who are admitted into the program an alternative to arrest by providing appropriate support to redirect their behavior. Funds through this grant program supported 3 Diversion Specialist positions and program services for Youth Diversion program participants. In 2021, 443 youth were referred to the program and 331 youth were diverted.

The accomplishments mentioned above would not have been possible without the availability of grant funding.

CMPD WAS AWARDED

\$2,394,377

IN GRANT FUNDING IN 2021

The total federal
award amount was

\$1,952,022

The total state
award amount was

\$199,255

The total foundation
award amount was

\$243,100



CRIME LAB STATISTICS - 2021



Biology (DNA) – Tested 3,580 biological evidence items from 1,146 cases.

Blood Alcohol Testing – Tested 235 DWI kits.

Controlled Substances – Tested 1,092 suspected drug items from 561 cases.

Fire Debris (Arson) – Tested 80 evidence items from 23 suspected arson cases.

Firearm Comparisons – Compared firearms and fired evidence in 349 cases.

Latent Fingerprints – Examined over 3,663 evidence items involving fingerprint prints from 1,204 cases. 946 individuals were identified by fingerprints.

Questioned Documents – Examined 26 total evidence items from 13 cases.



NIBIN PROGRAM

(National Integrated Ballistic Information Network)



- 882 Investigative Leads were generated linking firearms and crime scene evidence

- 3,306 guns were test fired for entry in the NIBIN database

- 9,947 discharged cartridge cases from 1,033 separate shooting cases were screened for entry in the NIBIN database.

CODIS DATABASE

(Combined DNA Index System)

221 CODIS HITS

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



AFIS DATABASE

(Automated Fingerprint Identification System)

690 AFIS HITS

were made from crime scene fingerprint evidence using the AFIS database

PROPERTY AND EVIDENCE MANAGEMENT

	EVIDENCE	FOUND	TOTAL
ITEMS RECEIVED	106,207	13,561	119,768
ITEMS RELEASED	2,841	1,494	4,335
ITEMS DESTROYED	47,194	13,007	60,201

**VEHICLES CURRENTLY STORED
IN EVIDENCE STORAGE LOT: 619**

FIREARMS IN CMPD CUSTODY: 24114

**SEXUAL ASSAULT KITS:
321 + 39 ANONYMOUS KITS**

US CURRENCY: \$2,180,159.69

- With the increase in firearms collected during 2021, this has increased the responsibility of Property Control Technicians as well. A tech will take in the firearm and shelve it. They are then responsible for retrieving the firearm from the storage location in order for it to be tested. The technician then has to take possession of it again to re-shelve it.
- In October 2021, an unannounced CALEA inspection was completed and 100% of items that were randomly selected for audit were located.

CRIME SCENE SEARCH

5400 TOTAL CALLS FOR CSS PROCESSING

934 INVOLVED ASSAULT WITH DEADLY WEAPON

**569 INVOLVED SHOOTING
INTO OCCUPIED PROPERTY**

**461 VEHICLES PROCESSED FOR
LARCENY FROM AUTO CALLS**

**454 CALLS RELATED TO HOMICIDE PROCESSING
(SCENE, HOSPITAL, ME'S OFFICE)**

423 CALLS RELATED TO DOMESTIC VIOLENCE

IN SEPTEMBER 2021, CSI TECHS

NORA BEAMON AND NICOLE CIERPIAL

**WERE AWARDED THE "EXCELLENCE IN THE PURSUIT OF
JUSTICE" AWARD FROM THE US ATTORNEY'S OFFICE
FOR THEIR WORK ON A FEDERAL KIDNAPPING CASE.**



CRIME SCENE

CRIME SCENE

CRIME SCENE CRIME SCENE

911 OPERATIONAL STATISTICS

TOTAL 911 CALLS

2019:
1,710,329

2020:
1,576,035

2021:
1,648,474



TRANSFERS TO FIRE

2019: 22,315

2020: 22,539

2021: 22,571

TRANSFERS TO MEDIC

2019: 131,679

2020: 131,065

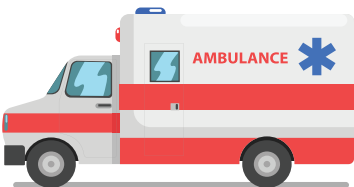
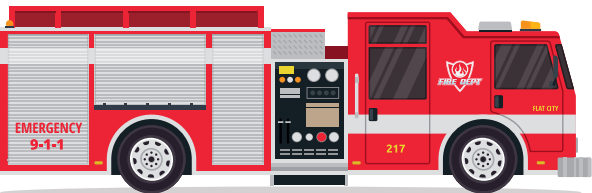
2021: 145,587

POLICE DISPATCHED

2019: 941,904

2020: 903,675

2021: 938,441



2021 ACHIEVEMENTS

DESTINATION ZERO NATIONAL OFFICER SAFETY & WELLNESS AWARD

The CMPD was the 2021 recipient of the National Officer Safety & Wellness Award given by Destination Zero for its Officer Wellness Program. Destination Zero, an initiative of the National Law Enforcement Memorial Museum, is designed to help agencies improve the health and safety of law enforcement officers across the country.

The CMPD's program focuses on the "Whole Person," meaning that it emphasizes every aspect of wellbeing by addressing key points of mental and physical wellness and supports employees into and through retirement.

The department has been phasing in a minimum fitness standard and assists members with a health coach, who develops personal action plans to get them on par physically. Each CMPD facility has a training room, and individuals can get nutritional counseling as part of their action plan.

The program also has a mental health component created to support those at high risk and to address critical incidents and other high stress situations. It offers trained Peer Support officers, professional Employee Assistance Program counselors that provide 6 free sessions of mental health counseling, and 13 chaplains from different faiths who are on call 24 hours a day and participate in critical incident debriefings when appropriate.

Lastly, the CMPD sought to address its employees concerns with financial health by designing a financial support program that brings financial counselors in to meet one on one with employees to discuss their specific needs. CMPD has held six "Financial Peace Seminars" and is continuing to hold them as they are well attended. The CMPD also has two different programs to help families in financial emergencies: CMPD HOPE and the Charlotte-Mecklenburg Police Benevolent Fund (CMPBF).



FACILITY DESIGN AWARD

INDEPENDENCE DIVISION

Charlotte's Independence Division police station was designed as a place where law enforcement officers could bring Charlotte-Mecklenburg Police Department's mission and values to life. The 14,200-squarefoot facility houses office and training spaces for the division's major, captain, lieutenant, officers, and deputies.

The collaborative process and the final building design were driven by CMPD's mission to strengthen its relationship with the community. The project developed through extensive community input over a four-year period. "It's reflective of the community. There was community input all the way down to the artwork," says Deputy Chief of Administrative Services Sherie Pearsall.

The ample use of glass creates a transparency that conveys trustworthiness and extends a welcoming invitation. Spaces designed specifically for public use allow CMPD to demonstrate its availability as a community resource. "We have community space within the buildings...Our expectation is that we will not only be able to serve our citizens there, but also commune with our citizens there," adds Pearsall.

The building also nurtures the health and wellbeing of its officers. A fitness area and locker rooms are included, as well as a private room for new mothers. A rooftop dining area with views of the cityscape encourage socialization.

Insulated concrete forms in the exterior envelope are estimated to reduce the energy required for heating by 44% and cooling by 32%, while strengthening the structure and increasing its resiliency. Bullet-resistant glazing and partitions in the public lobby provide an additional layer of protection. A secure parking lot accommodates 135 police vehicles.

The facility is projected to earn LEED Silver certification as a result of its many sustainable features. Coupled with other system efficiencies, the 25 geothermal wells drilled under the parking lots are anticipated to reduce building energy costs by 35%. Indoor potable water use is projected to be cut by 30%.



2021 in Perspective
Examining the changes from 2020 to 2021 p. 32

Put to the Test
Michigan State Police Vehicle Evaluations p. 38

OFFICER

THE LEADER IN PRODUCTS, TECHNOLOGY AND INNOVATION

DECEMBER 2021

Law Enforcement Design Awards 2021

Training Shouldn't Stop
Law enforcement officers are required to take a minimum number of hours of in-service training. Is it enough? p. 46

Firestone Police Department and Municipal Court, Denver, CO

Charlotte-Mecklenburg Police Department

Law Enforcement Facilities III
Less than 25,000 square feet

Official Project Name: Charlotte-Mecklenburg Police Department Independence Division
Project City/State: Charlotte, NC
Date Completed: November 11, 2020
Chief/Director: Deputy Chief Sherie Pearsall
Project Area (sq.ft.): 14,188
Total Cost: \$13,372,618
Cost Per Square Foot: \$938.00

MOSELEYARCHITECTS
Architect/Firm Name: Moseley Architects
City/State: Charlotte, NC
Phone: (704) 540-3755
Website: moseleyarchitects.com

Design Team:
Moseley Architects: Dan Mace, Vice President; Kevin McQuade, Project Manager; Andrew McVeigh, Architect; Sheila Harold, Interiors; Justin Carlson, Mechanical Engineer; William Cary, Electrical Engineer; Laura Eubanks, Sustainability; Steven Conne, Structural Engineer; Charles Brown, Civil Engineer - Capstone

serve our citizens there, but also commune with our citizens there," adds Pearsall.

The building also nurtures the health and wellbeing of its officers. A fitness area and locker rooms are included, as well as a private room for new mothers. A rooftop dining area with views of the cityscape encourage socialization.

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ANIMAL CARE & CONTROL

NAMED OUTSTANDING ANIMAL CARE & CONTROL AGENCY

Charlotte-Mecklenburg Police Department Animal Care & Control was selected by the National Animal Care & Control Association (NACA) as the 2020 Outstanding Animal Care & Control Agency.

This award is presented to an individual agency that best promotes and exemplifies professionalism in the animal care and control field. This award's selection criteria include effective training programs for personnel, outstanding and innovative public education programs, active community involvement, and average officer-response time to calls for assistance.

Instead of slowing down during the COVID-19 pandemic, Animal Care & Control was able to turn the situation into many positives. Staff adapted and continued to save lives while finding creative ways to provide seamless response

with field services. Officers continued training on topics such as dog fighting, animal abuse and handling wildlife issues through virtual learning environments. Animal Care & Control transitioned 11 animal control officers to human animal support services officers assigned to work in the community assisting pet owners.

"CMPD Animal Care & Control is deeply honored to be named NACA's 2020 Agency of the Year. 2020 was a challenging year, but our team and our community pulled together to make the best of a bad situation," said Animal Care & Control Director Josh Fisher. "As I have said before, related to other topics, this success is none of ours alone. This success belongs to everyone in the Charlotte- Mecklenburg community. I am so proud of the work that each member of CMPD Animal Care & Control does every day, and I am appreciative to NACA for their support of this incredible team."



NEW FACILITY

CMPD SOUTH DIVISION RECEIVES LEED SILVER CERTIFICATION

The Charlotte-Mecklenburg Police Department (CMPD) South Division project team was presented with the 2021 U.S. Green Building Council Carolinas Leadership Award on Dec. 7 for its exceptional achievements and significance in the green building industry. The project team included staff from General Services, CMPD, C-Design (architect) and Ecoimpact Consulting. Earlier this year, the U.S. Green Building Council awarded the CMPD South Division Station with a Leadership in Energy and Environmental Design Silver Certification for its sustainable design.



The 17,000-square-foot facility includes administrative and patrol division offices, investigative offices, locker rooms, a fitness room, training room and storage facility. Sustainable design elements include geothermal heating and cooling and insulated concrete form walls. The facility also has solar panels.

Congratulations to project Managers Patrick Cerri and Monifa Woodside and Energy and Sustainability Coordinator Heather Bolick for this achievement!



FLAG RAISING AT THE
NEW CENTRAL DIVISION OFFICE



2021 RETIREMENTS

RETIREES

CIVILIAN EMPLOYEES

Melissa A Bowlin

Julia F Doane

Garry Harris

Nancy W Kerns

Vickie Diane Radford

Richard W Valone

William Joseph Vanderlip Jr

Nina Elizabeth Wright

SWORN EMPLOYEES

Deputy Police Chief Jeffrey W Estes

Major Michael A Campagna

Major Allan R Rutledge

Lieutenant Michael E Barron

Lieutenant David T Blum

Lieutenant Steven M Durant

Lieutenant Andrew S Harris

Lieutenant John A Kitchens

Lieutenant David L Moorefield

Lieutenant Joseph M Reiner

Sergeant John W Booth

Sergeant Constance K Brewington

Sergeant Craig M Conger

Sergeant Gregory G Coutts

Sergeant Michael S Edmonds

Sergeant Ronald M Flagg

Sergeant Peter N Hildenbrand

Sergeant Christopher A Kimbell

Sergeant David L Padgett

Sergeant Brian K Russell

Sergeant Brian K Smith

Sergeant Jonathan P Steppe

Sergeant Robert J Wise

Officer Michael J Blee

Officer Barry W Bright Jr

Officer Billie R Burleson

Officer Wesley B Caldwell

Officer Robert S Chomicki

Officer David A Conn

Officer Clyde M Cupples III

Officer Anthony J Dillingham

Officer Bradley S Edwards

Officer Charles N Gunter

Officer Brendan S Hopkins

Officer Christopher A Humphrey

Officer Troy A Hurst

Officer Ann Collins Kanos

Officer Michael Scott Kee

Officer Kelly W Little

Officer Lee M Lowery

Officer Brock D Martin

Officer Dawn Marie Martin

Officer James A McCarty

Officer Michael Anthony Mosher

Officer David S Osorio

Officer Edgar DeWayne Poston

Officer Stephen W Powers

Officer John M Rape

Officer Andrew S Rice

Officer Larry Lane Richardson

Officer Eric M Riley

Officer Vaughn L Ross

Officer Mark A Shelton

Officer John William Simma Jr

Officer Hilton Grady Smith Jr

Officer Henry Christopher Suhr III

Officer Mark L Temple

Officer Jeffery E Templeton

Officer Johnnie L Tuttle

Officer John A Urban

Officer Cindy A Wallace

Officer Matthew W Watts

Officer Alan L West

Officer Robert B Williams

Officer David A Wright

Officer Robert S Yanacsek

Police RAC William S Orlov

Police RAC Scott J Rosenschein

AWARD WINNERS

DETECTIVE OF THE YEAR

Detective Brent Koeck

SWORN EMPLOYEE OF THE YEAR

Lieutenant Robert C. Phelps

CIVILIAN EMPLOYEE OF THE YEAR

Sandy D'Elosua Vastola

PTO OF THE YEAR

Officer William A. Owens

TELECOMMUNICATOR OF THE YEAR

Kevin Gaetani

SRO OF THE YEAR

Off. Anthony McGill

MEDAL OF MERIT

Off. Austin Kennedy

Off. Kyla Robson

Off. Clemont Brown

Off. David Curtis

Off. Gabriel Fischer

Off. Matthew Lahey

Det. Rick Morgan

Det. Edwin Morales

Morgan Parks

PRESERVATION OF LIFE

Off. John Gunning

Off. Matthew R. Fulton

Off. Chad Waite

Off. Gregory Diehl

Off. Jenna McClintock

Off. Theodore Nelson

Sgt. William ""Blake"" Holmes

Sgt. Thomas Decker

Off. Sean Hess

Sgt. Henry Rozell

Off. Eric Alwran

Off. Grady Bing

Off. Christian Becker

Off. Derek Sanchez

LIFESAVING

Off. Parker Baxley

Off. Bradley Schwob

Off. Logan Beck

Off. Caleb Corrales

Off. Courtney Dotterer

Off. Mara Brennan

Off. Sarah Latiolais

Off. Ronald Elfrard

Off. Zachery Pegram

Off. Joseph Calabro

Off. Nicholas Chisholm

Off. Ryan Davis

Off. Rebecca Stanton

Off. Brandon Varley

Off. John Crooke

Off. Jarrett Mull Phillips

Off. Brian Cuff

Off. Thomas Mattox

Off. Derric Entwistle

Off. David Guerra

Off. Erik Henry

Off. Robert Jenkins

Off. Joe Sebastian Morales

Off. Chandler McGill

Off. Joe Sebastian Morales

Off. Jean Moran

Off. Tyler Owen

Sgt. David Prince

Off. Derick Shuler

Off. Matthew Tomasino

CIVILIAN EMPLOYEE SERVICE AWARD

Nicole Bain

CITIZEN SERVICE

Marc Bochicchio

CIVILIAN MEDAL OF VALOR

Efrain Pagan

Kardeagen Queeglay

Wilmer Maita

CHIEFS AWARD

Sgt. Reginald Jenkins

Capt. Zeru Chickoree

Lt. Jesus Rendon

Lt. Bret Balamucki

Off. Jonathan Cooper

Off. Charles Eubank

Off. Chad Smith

Off. Johnny Felipe

Off. Chi Ming Lai Ugalde

Off. Heidi Kimbell

Sgt. Benjamin Roldan

Off. Mike Cotton

Off. James Whitt

Off. Charles Jackson
 Off. Christopher Martin
 Off. Nicholas Grobe
 Off. Dylan Lineberger
 Off. Brianna Ballard
 Off. Yency Contreras
 Off. Cliff Albanese
 Off. Kenia M. Jung
 Allison Pastirik - CPCRT Clinician
 Alisha Begrin - CPCRT Clinician
 Off. Russ Faulkenberry
 Sgt. Ericka Ojaniit
 Dr. Josh Fisher
 Julia Conner
 Fred Kracke
 Yeti
 Capt. Jonathan Thomas
 Lt. Dondi Pogue
 South Division:
 Sgt. William Irby
 Sgt. Kevin Triola
 Det. Travis Cook
 Det. Bill Murray
 Off. Juan Varela
 Off. Daniel Youngblood
 Det. Eric Mickley
 Det. Edward Gulka
 Off. William D. Graham
 Off. Jason Kerl
 Off. Chad Denton
 Becky Wilkins
 Ashley Morgan
 Eve Rossi
 Tony Roncase
 Patricia Byron
 January Kirkpatrick
 Aby Moekens
 Gene C. Rivera
 Robert E. Moore
 Michelle Scheuerman
 Jennifer Pohlheber
 Detective John Fish
 Off. Kenneth L. Jones
 Off. Scott Maxfield

Off. Jeffrey Redfern
 Karen B. Weimorts
 Sgt. William Irby
 Capt. Dave Harris
 Lt. Jonathan Wally
 Det. Andrew Oberer
 Sgt. Emily Spindler
 Det. Amy Kelly
 Det. Kevin Stafford
 Det. James Welch
 Lisa Labriola
 Sgt. Craig Conger
 Ofc. Marsaun Cook
 Det. Dawn Martin
 Det. Bryan Overman
 Det. Brandon Sinnott
 Det. Jonathan Tobbe
 Det. Thomas Grosse
 Det. Peter Carbonaro
 ATF Special Agent Jason A. Murphy
 Det. Seth Adcox
 Det. Chris Smith, Cabarrus
 County Sheriff's Office
 Det. Garron Lawing, Concord PD
 FBI Special Agent Jason Warren"
 Det. Kevin Stuesse

UNIT CITATION

Missing Persons:

Kirsten Abbott
 Det. Adam Bonaparte
 Bonita Deas
 Det. Keelan Childers
 Det. Joshua Gaskin
 Det. Alvin Hart
 Det. Lee Tuttle
 Det. Mary Whitcomb
 Sgt. Michael Burke

Crime Analysis:

Monica Nguyen
 Michael Humphrey
 Jibril Abdum-Muhaymin
 Meagan Allen

Bryan Black
 Robert Broughton
 Tammatha Clodfelter
 Steven Eudy
 Zana Johnson
 James Marchbanks
 Susan Morris
 Kaitlin Mrak
 Kathleen Ortiz
 Alan Schwartz
 Audrey Sullivan
 Richard Swallows
 Timothy Sweet
 Kristin Vick
 Andrea Wilson

Honor Guard:

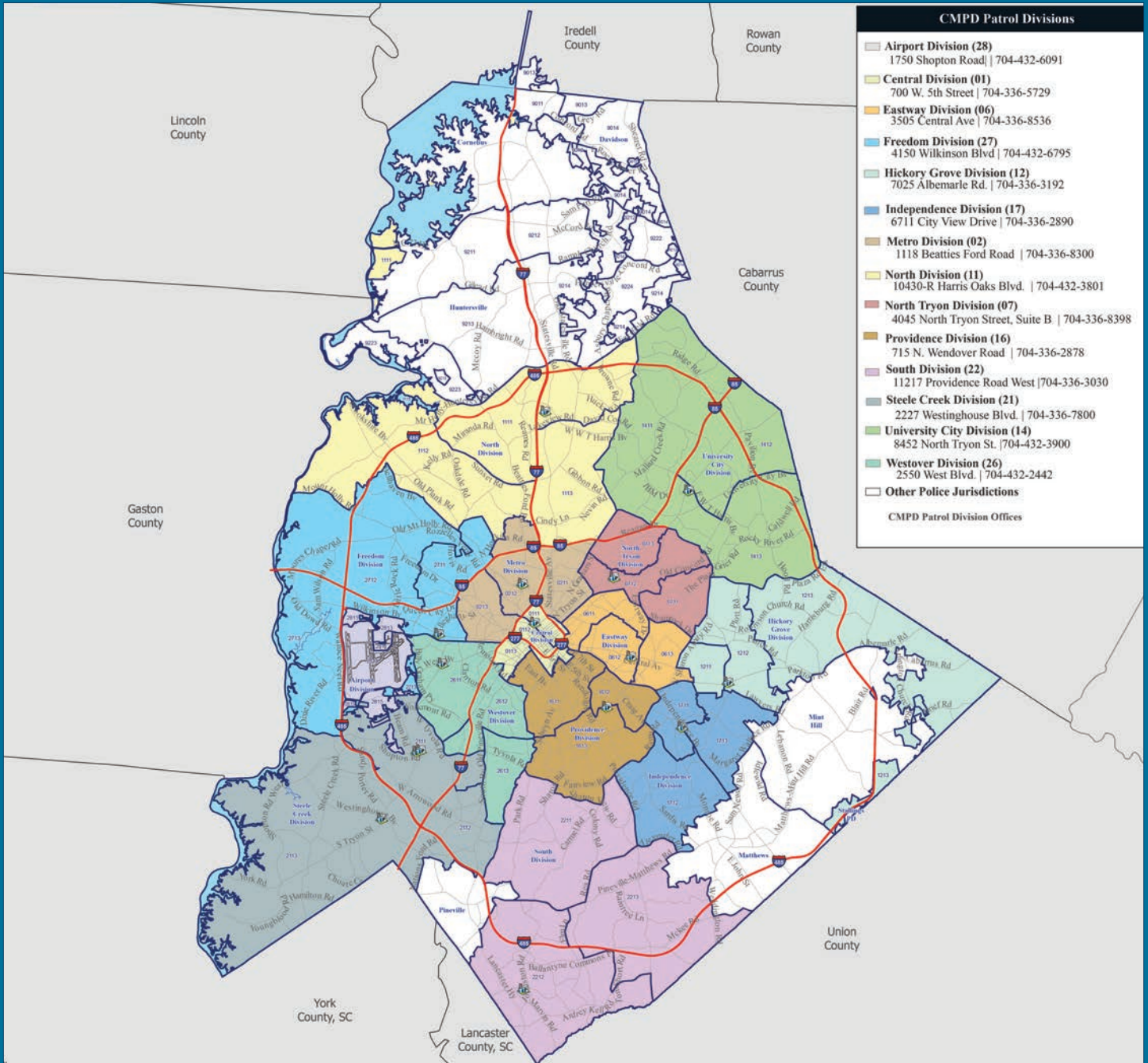
Lt. Amy Temples
 Ofc. Stephen Begley, Jr.
 Ofc. Michael Birch
 Det. Spencer Brown
 Ofc. Darrion L. Eichelberger, Sr.
 Ofc. Johnny Felipe
 Sgt. Jason Haithcock
 Det. Timothy Illuminati
 Ofc. Kristen Isaacs
 Ofc. Sangwon Lee
 Ofc. Samuel Rawls
 Ofc. Bradley Schwob
 Ofc. Chad Smith
 Ofc. Linwood Sutton
 Sgt. Christopher G. Walters
 Ofc. Andrew Worthy

PAL

Off. Anthony Bogues
 Off. Reginald Gilmore
 Sgt. Anthony Hall
 Kimberly L. Venable



PATROL DIVISIONS



PATROL NORTH

FREEDOM	4150 Wilkinson Boulevard
NORTH	10430-R Harris Oaks Boulevard
NORTH TRYON	4045 North Tryon Street, Suite B
UNIVERSITY CITY	8452 North Tryon Street

PATROL SOUTH

EASTWAY	3505 Central Avenue
HICKORY GROVE	7025 Albemarle Road
INDEPENDENCE	6711 City View Drive
PROVIDENCE	715 North Wendover Road
SOUTH	11217 Providence Road West

PATROL CENTRAL

CENTRAL	710 West 5th Street
METRO	1118 Beatties Ford Road
STEELE CREEK	2227 Westinghouse Boulevard
WESTOVER	2550 West Boulevard





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

www.cmpd.org

