

CITY OF CHARLOTTE CRIME
AND PUBLIC SAFETY
MEASURES IN ADDITION TO
SAFE CHARLOTTE (2005-
2025)

2005

In the 2005 Charlotte-Mecklenburg Police Department Annual Report, CMPD states its mission and business plan as, “Building Partnerships to Prevent the Next Crime.”

- CMPD states they will “build problem-solving partnerships with our citizens to prevent the next crime and enhance the quality of life throughout our community, always treating people with fairness and respect.” Valuing:
 - Partnerships
 - Open Communication
 - Problem Solving
 - People
 - Our Employees
 - Integrity
 - Courtesy
 - The Constitution of North Carolina
 - The Constitution of the United States
- Community problems must be identified quickly for them to be stopped before spreading. Emphasis is also placed on community policing and solving community problems that may contribute to criminal activity. Further, CMPD officers build close relationships with community members to achieve these goals.
- CMPD Endeavors or Strategies Emphasized in the 2005 Annual Report:
 - **Solving Cold Cases**
 - **Improving Regional Communications**
 - **Tackling Traffic Safety**
 - **Increasing the Presence of Women in Policing**
 - **Maximizing Success Through Technology**
 - **Giving Back to the Community**
 - **Combating Gangs:** Through Intervention and Prevention Efforts
 - **Advancing Customer Service:** Introduction of CharMeck 311
 - **Keeping Out Crime:** Through the CPOP Approach of identifying and removing the root cause(s) of recurring crime in communities

2006

In the 2006 Charlotte-Mecklenburg Police Department Annual Report, CMPD once again states its mission and business plan as, “Building Partnerships to Prevent the Next Crime” and mentions the same values as above (partnerships, open communication, etc.)

- CMPD Endeavors Emphasized in the 2006 Annual Report:
 - **Controlling the Animal Population**

- **Enhancing the Community with Environmental Design:** implementation of Crime Prevention Through Environmental Design (CPTED) to counteract crime, which involves the creation of space, location of land uses, location of social interaction, the positioning of buildings, and design features (lighting, entrances, etc.)
- **Service Through Volunteerism**
- **Learning from Our Customers**
- **Training Others on Safe Driving:** CMPD's Driver Training Unit provides an in-service driver training program
- **Working with Kids to Prevent Domestic Violence:** through youth prevention programs such as Operation Youth Awareness
- **Safeguarding Our Neighborhoods:** a project encouraging residents to help themselves by focusing on problem solving to improve their community
- **Redesigning the Districts:** Charlotte's growing residential population, with its corresponding housing expansion and business growth brought increased calls, straining CMPD's 12 divisions. Therefore, a new 13-division configuration was adopted with the addition of the University City Division
- **Keeping Schools Safe:** Through School Resource Officers (SROs)
- **Tackling Crime Hot Spots**
- **Chasing the Fast and Furious:** Street Racers
- **Improving Response to Victims of Crime**

2007

- CMPD Endeavors Emphasized in the 2007 Annual Report:
 - **Arresting the Most Dangerous Suspects:** Through CMPD's Violent Criminal Apprehension Team (VCAT)
 - **Diversity in Recruiting Charlotte's Finest**
 - **Your Input Shapes our Work:** Emphasis on meeting with residents to discuss community problems
 - **Tackling Gangs from Every Angle**
 - **CMPD Crime Lab Helps Solve Hundreds of Cases a Year**
 - **Prioritizing Calls for Your Emergencies**
 - **Officers Give Back**
 - **Nuisance Laws Target Trouble Spots within the City:** Effort in collaboration with neighbors and city (elected) officials
 - **Use of Bait Cars to "Nab Thieves"**
 - **CMPD Unveiled the B.E.A.R.:** Ballistic Engineered Armored Response Vehicle
 - **Mobility Through Crowds:** Implementation of Segways
 - **CMPD's Bird's-Eye View:** Implementation of Sky Watch towers
 - **Computer Analysis to Focus Our Efforts:** Statistical Crime Analysis
 - **Monitoring Accused Offenders**
 - **Implementation of the Cyber Crimes Unit to Track Computer Crime**

2008 - 2009

- No Annual Reports Available for 2008-2009 via CMPD's ePolicing Resources

2010

- CMPD Endeavors Emphasized in the 2010 Annual Report:
 - **Crime Reduction:** Through a focus at the response area level, CMPD *Response Area Commanders* (RACs) develop strategic plans and goals to address crime, meet with community members, etc. CMPD also implemented the *Predictive Analytics Dashboard* that allows CMPD officers to use a new and valuable tool in keeping up with people, vehicles, crime, and other neighborhood information. Lastly, the CMPD *Crime Stoppers* program assisted in leading to the arrest of 200 individuals and the recovery of more than \$230,000.
 - **Facilities Strategic Plan 2010-2025:** A fifteen-year plan to replace leased and off-the-beaten path division officers with new, city-owned, high visible and accessible buildings that will serve as meeting places for the communities in which they're built.
 - **Homicide Support Project:** Offers families of homicide victims a unique support system following the murder of a loved one.
 - **The Police Activities League (PAL):** provides opportunities for local youth while emphasizing community policing efforts.
 - **Residential Rental Property Ordinance Program:** A newly approved city ordinance that holds residential rental property owners accountable for crime and disorder on their properties, requiring residents to work with CMPD in addressing any crime issues. The ordinance went into effect on June 1, 2010.
 - **Gang of One:** a gang prevention and intervention imitative of CMPD established in 2004. Gang of One was selected by the NC Department of Juvenile Justice to develop a model reentry program for gang-involved youth.

2011

- CMPD Endeavors Emphasized in the 2011 Annual Report:
 - **Solving Cold Cases with DNA**
 - **14 Homicide Cases Cleared Through CrimeStoppers**
 - **KBCOPS:** Implementation of an in-house records management system, the Knowledge-Based Community Oriented Policing System occurred in 2001, but in 2011 CMPD began using the system to forward necessary records to the DA's Office.
 - **Charlotte-Mecklenburg Police Foundation:** 2011 was an important year for CMPF with the implementation of two new initiatives including the purchase of 1,141 fire extinguishers (one for each CMPD patrol vehicle), and second, CMPF acquired five mobile fingerprint scanners.
 - **CMPD Redesigns the Citizens Academy**

- **CMPD Re-Opens the Greenville Neighborhood Center**
- **Dual-Sport Motorcycles Expand Patrol Capabilities**
- **Community Initiatives: CMPD Blue Hornets Baseball Team and “Blue” CMPD’s New Mascot**

2012

- In 2012, CMPD was one of three recipients for the International Association of Chief’s of Police’s Community Policing Award
- CMPD Endeavors Emphasized in the 2012 Annual Report:
 - **CMPD Launched the Firearm by Felon Campaign:** intended to target felons who were found to be carrying firearms out in the community.
 - **Nuisance Enforcement Strategy Team Targets Repeat Offenders**
 - **CMPD Provides More Coverage with New Homicide/ADW Unit:** CMPD’s Criminal Investigations Bureau merged the Homicide Division and Assault with a Deadly Weapon Unit (ADW).
 - **CMPD Purchases a New Firearms Simulator:** the simulator allows for officers to practice and improve their sensory, judgmental, and weapon handling skills while reacting to a series of events that may occur in a real-life setting.
 - **New Initiative Places Priority on Larcenies from Autos:** created to reduce/prevent larcenies from autos through collaboration with stakeholders while thoroughly and aggressively pursuing offenders.
 - **CMPD Partners with CMS in Anti-Bullying Campaign**
 - **Future Officers Targeted Through Programs for Young Adults:** programs include the High School Academy, Explorers, and Cadets.
 - **CMPD Launches Social Media Networks**

2013

- CMPD Endeavors Emphasized in the 2013 Annual Report:
 - **CMPD Implements Real Time Crime Center**
 - **CMPD Expands Automated License Plate Reader System**
 - **CMPD Recruits from the Neighborhoods it Serves:** initiative meant to increase the diversity of applicants.
 - **Recruiting Police Officers from the U.S. Military**
 - **Implementation of Diversity Training**
 - **CMPD’s Youthful Offender Diversion Program:** helping first time offenders to get back on track.
 - **CMPD Implements Applications for Crime Reduction:** through Nextdoor.com and Crime Stoppers.
 - **CMPD Makes a Community Presence Through Strategic Planning:** responding to emerging crime trends, being highly visible and accessible to the public, etc.

- **TrAP Targets Prolific Property Offenders:** (The Targeted Action Plan Unit)

2014

- CMPD Endeavors Emphasized in the 2014 Annual Report:
 - **Implementation of PLIMS:** CMPD transitioned to a new property and evidence monitoring program, Property & Lab Information Management System (PLIMS).
 - **The Call-In Program:** CMPD's new program at the time which seeks to educate offenders that their actions have unintended consequences for those in their communities and peer groups.
 - **Addition of the New Eastway Division**
 - **Developments Made in Electronic Monitoring:** provides supervision for chronic and dangerous offenders.
 - **The Terrybrook Lane Project:** Terrybrook Lane is a dead-end street within Plaza Shamrock (Eastway Division), considered a high-call area for crimes ranging from domestic violence to drug activity.
 - **CMPD Implements Executive Speakers Series to Stimulate Discussion**

2015

- Under new leadership in 2015, Chief Putney expanded CMPD's Community Engagement programming by placing emphasis on crime trends and identifying quality of life issues that serve as precursors to criminal activity.
- CMPD Endeavors Emphasized in the 2015 Annual Report:
 - **Be S.M.A.R.T. Cellphone Larceny Program:** CMPD was able to dedicate officers as primary investigators on all cellphone theft cases. **S- Secure** your items, **M- Minimize** what can be taken, **A- Add** apps that track, lock, and/or erase your phone if stolen, **R- Remove** items from plain view, **T- Think**
 - **Implementation of Body Worn Cameras (BWC)**
 - **CMPD Partnership with Woodstone Apartments:** an initiative to bring books to youth, this community mentorship program connects Officers with apartment residents and youth.
 - **Cops & Barbers: Bringing Communities Together:** program that brings together the Charlotte Black community to converse with CMPD officers at barbershops. This initiative was started by Charlotte barber, Shaun Corbett.
 - **Youth Diversion:** over 2,000 youth were referred to CMPD in 2015.
 - **Project Lifesaver Program:** program intended to assist in locating wandering and lost civilians.
 - **The Police Activities League (PAL):** nonprofit organization seeking to support and enhance the lives of youth and young adults in low income and underserved Charlotte-Mecklenburg communities.

- **Other Youth Programming:** College Cadet Program, High School Explorers Program, and High School Academy Program.

2016

In response to the Keith Lamont Scott officer-involved shooting, Council issued a community letter that focused on four things in particular:

- Trust in community policing
- Quality affordable housing
- Good-paying jobs
- Council set a goal to build 5,000 affordable housing units

<https://www.wccbcharlotte.com/2016/10/03/charlotte-city-council-issues-letter-community/>

<https://medium.com/crown-jewel/breaking-down-charlottes-community-letter->

2019

Began a partnership with Johns Hopkins and GovEx to look at community safety from a more data-driven approach. This was in response to an increase in homicides in 2019

- 88% increase in homicides from 2019

2020

March 2020 – Council adopts the violence reduction framework and acknowledges that violence is a public health crisis

- Violence as a public health crisis framework:
 - Intergovernmental collaboration
 - Invest in community-led efforts
 - Interrupt violence
 - Community collaboration in priority areas
 - Use data and evidence
- Council adopts \$24.5m in the first funding for corridors (June 2020 for FY 2021 budget)
- On June 23, 2020, the Safe Communities Committee met to discuss requests received for change and to discuss next steps.
 - CMPD provided a response to calls for “8 Can’t Wait,” which outlines eight demands related to de-escalation, tactics, and reporting. The demands and CMPD Response (pg. 69 of full document):

- Require de-escalation: “Require officers to de-escalate situations, where possible, by communicating with subjects, maintaining distance, and otherwise eliminating the need to use force.” (CMPD Training Implemented 2008)
 - Ban Chokeholds & Strangleholds: “Do not allow officers to choke or strangle civilians, in many cases where less lethal force could be used instead, resulting in the unnecessary death or serious injury of civilians.” (CMPD Policy Implemented Jan 1, 1987)
 - Duty to Intervene: “Require officers to intervene and stop excessive force used by other officers and report these incidents immediately to a supervisor.” (CMPD Policy Revised June 4, 2020)
 - Ban Shooting at Moving Vehicles: “Restrict officers from shooting at moving vehicles, which is regarded as a particularly dangerous and ineffective tactic (CMPD Policy Implemented 1987)
 - Require Use of Force Continuum: “Develop a Force Continuum that limits the types of force and/or weapons that can be used to respond to specific types of resistance (CMPD Policy Implemented 1994)
 - Requires Exhaust of All Alternatives Before Shooting: “Require officers to exhaust all other reasonable means before resorting to shooting at a civilian.” (In place at CMPD since at least April 17, 2003)
 - Require Warning Before Shooting: Require officers to give a verbal warning, when possible, before shooting at a civilian.” (In place at CMPD since at least April 17, 2003)
 - Require Comprehensive Reporting: “Require officers to report each time they use force or threaten to use force against civilians.” (In place at CMPD since at least Jan. 1, 1987)
- CMPD, following the lead of The President’s Task Force on 21st Century Policing discussed the six pillars of policing as applicable to Charlotte: Building Trust & Legitimacy, Policy and Oversight, Technology and Social Media, Community Policing and Crime Reduction, Training and Education, and Officer Wellness and Safety.
 - Building Trust & Legitimacy: Promoting trust and ensuring legitimacy through procedural justice, transparency, accountability, and recognition of past and present obstacles
 - CMPD Ex. Recommendation: The proactive approach CMPD has taken in engaging the community through events aimed at youth and other residents. These events include Community Corners, Coffee with Cops, COPS & Barbers, etc.

- Policy & Oversight: Developing comprehensive and responsive policies while also implementing formal checks/balances
 - Ex. Recommendation: “Law enforcement agencies should collaborate with community members to develop policies and strategies in communities and neighborhoods disproportionately affected by crime for deploying resources that aim to reduce crime by improving relationships, greater community engagement, and cooperation.” (Pg. 12)
- Technology & Social Media: Balancing technology and digital communication with local needs, privacy, assessments, and monitoring
 - Ex. Recommendation: “The U.S. Department of Justice, in consultation with the law enforcement field, should broaden the efforts of the National Institute of Justice to establish national standards for the research and development of new technology. These standards should also address compatibility, and interoperability needs both within law enforcement agencies.” (CMPD supported) (Pg. 18)
- Community Policing & Crime Reduction: Encouraging the implementation of policies that support community-based partnerships in reducing crime
 - Ex. Recommendation: “Law enforcement agencies should develop and adopt policies and strategies that reinforce the importance of community engagement in managing public safety.” (Pg. 22)
- Training & Education: Emphasizing the importance of quality and effective training.
 - Ex. Recommendation: “The Federal Government should support the development of partnerships with training facilities across the country to promote consistent standards for high quality training and establish training innovation hubs.” (Pg. 26)
- Officer Wellness & Safety: Endorsing practices that support officer wellness and safety through the re-evaluation of officer shift hours and data analysis to help prevent officer injuries.
 - Ex. Recommendation: “The U.S. Department of Justice should enhance and further promote its multi-faceted officer safety and wellness initiative.” (CMPD Supports) (Pg. 30)
- All Task Force recommendations, separated by the six pillars of policing, can be found starting on page two of the “Safe Communities Committee” document.
- For example, one task force recommendation, falling under the “Building Trust & Legitimacy” pillar, discusses the proactive approach CMPD has taken in engaging the community through events aimed at youth and other residents. These events include Community Corners, Coffee with Cops, COPS & Barbers, etc.

- SAFE Charlotte work started after George Floyd (summer of 2020), with the SAFE Charlotte report adopted by Council in October

Renewed Council Interest 2024 - 2025

City Council Meetings during the November 2024 to March 2025 included a hefty amount of public safety content for a total of seven presentations/updates.

Public Safety Update (November 25, 2024)

- Presentation to full Council outlining the City's holistic approach to public safety (SAFE Charlotte), long-term crime trends data, and preventable vs. non-preventable crime.
- The purpose of the presentation was to review the SAFE Charlotte one-year progress report.
- SAFE Charlotte is a holistic approach to safety that emphasizes correlated factors such as unemployment, housing, transportation, and workforce development.
- SAFE Charlotte Pillars:
 - Support safe, healthy, and inclusive neighborhoods, including through policing, fire protection, and environmental initiatives.
 - Build affordable housing solutions and provide opportunities that align with creating great neighborhoods.
 - Create a thriving economic climate that connects businesses to skilled talent and technologies.
 - Implement a mobility network and advance strategies to create a livable, connected city embodying our environmental, sustainability, and resiliency goals.

Public Safety Framework: Quality of Life Approach (December 9, 2024)

- Follow-Up from Previous Discussion (November 25, 2024)
 - Crime Data vs. Perception of Safety (CMPD issued RFP for resident survey on sentiments/perceptions of safety issues and what's important to them (intent to conduct survey annually)
- Uptown Charlotte
 - Violent crime down 5% YTD
 - Property crime down 7% YTD
 - Contacts up 3% YTD

- Arrests up 5% YTD
- Zone checks up 200% YTD
- Challenges: commercial and residential burglary; robbery
- Street Racing/Takeovers
 - A new law that went into effect on December 1, 2023, increased penalties
 - 41 events in 2024
 - 14 search warrants
 - 54 citations
 - 22 vehicles seized
 - 9 arrests
 - 5 gun seizures
 - 4 repeat locations
- Mufflers
 - NCDMV inspections
 - On-site issues
 - Noise violations: 2018 (25), 2019 (35), 2020 (21), 2021 (31), 2022 (30), 2023 (21), 2024 (16)

Public Safety Framework: Quality of Life Approach (January 6, 2025)

- Creating Safe Neighborhoods
 - More than just data and law enforcement
 - Leveraging learned lessons and best practices from the Corridors of Opportunity approach
 - A cross-departmental integrated approach is necessary, with everyone working together: CMPD, CDOT, HNS, CATS, Solid Waste Services, the community, and our neighbors.
- Neighborhood Engagement

- Neighborhood engagement and relationships foster collaboration and enhance trust
- Working together to develop successful, sustainable solutions to complicated challenges
- Strategic shifts to respond to city priorities and changing community needs, including reorganized Neighborhood Engagement Services Team (NEST), leveraging existing resources, and outreach to broader stakeholder groups
- Neighborhood Safety
 - Neighborhood Board Retreats & Matching Grants
 - Community Engagement for Apartments
 - CMPD Community Engagement (National Night Out, Neighborhood Watch)
- Safe, Healthy, Clean, and Green
 - Address Illegal Dump Sites
 - Secure Vacant and Boarded Up Properties
 - Junk Vehicle Removal and Nuisance Abatement Activities
 - 1,470+ Graffiti Locations Abated
 - 2,600+ Signs Removed in Most Current Sweep
 - New Sticker Removal Kits
 - 5,000+ Bags of Litter Removed
 - 1,000+ Plants in New Green Spaces
- Resources for Unhoused Neighbors
 - Expanded Street Outreach (CARES Team, Uptown Street Team)
 - Unsheltered Working Group
 - Release of CLT+ Request for Unhoused Well Check (Over 150 Unique Requests Submitted and Serviced)
 - Continued Investments in Supportive Housing
- Neighbors Building Neighbors Example Strategies

- Partnerships with neighborhood associations
- New affordable homeownership development
- Enhanced foot and bike patrols to build community rapport
- Enhanced enforcement on vacant properties
- Evaluate opportunities for redevelopment, including Acquisition, Rehab, Resell
- Partner with Mecklenburg County to enhance the safety and appearance of Lincoln Heights Park
- Coordinate with CARES Team and community partners to support crisis response

Little Rock Apartments

- Partnership with INLIVIAN and CMPD to enhance safety and connect residents to community resources, with a focus on youth
 - Secured a grant from Lowe's to revitalize the park at Little Rock Apartments, working with residents, MYEP ambassadors, and Alternatives to Violence staff to create a more inviting community space
 - Organized a youth Halloween event in partnership with local radio station 102.5 The Block, providing a safe and engaging environment for young people to celebrate the holiday
 - West Boulevard Alternatives to Violence Team staff are now on-site at Little Rock
- Efforts in Education, Engagement, and Enforcement
 - Warning Citations Issued, Illegal Parking in Bike Lanes and on Sidewalks, Reporting in CLT+ App
 - Illegal Commercial Truck Parking
 - In partnership with NCDOT, "No Parking" signs have recently been added to four hot spot locations: Mallard Creek Rd./I-485, Rocky River Rd./I-485, I-485/Hwy 49 (exit 33), Harris Blvd./I-85
 - Street Lighting in Charlotte
 - Enhances visibility for drivers, pedestrians, and cyclists to see their surroundings and avoid hazards
 - Prevents crashes by illuminating areas of conflict

- Provides a sense of security at night
- Improves emergency response times to locate an incident more quickly in a well-lit area

- Street Lighting in Charlotte
 - Lighting Project Types: LED Upgrades, Arterial Streets Identified by City, Resident Requested
 - Key Partners: Duke Energy, CMPD, NCDOT
 - New Projects
 - Upgrading Existing Street Lights from High-Pressure Sodium (HPS) to LED
- Reporting Street Light Outages
 - Residents can report directly to Duke Energy
 - Other Options: 311, CLT+ Mobile App, Contacting CDOT

Public Safety Framework: SAFE Recommendations (January 13, 2025)

- Redefining Community Safety
 - Following the murder of George Floyd and subsequent protests, the Charlotte community worked to redefine components within community safety to address key issues, including policing and aspects of upward mobility
 - Mayor's Racial Equity Initiative
 - CMPD's full compliance with 8 Can't Wait
 - Banning the use of tear gas for crowd dispersal
 - Enhancing body camera technology and automatic reporting
 - Ongoing work led to the cross-committee, community-led effort known as SAFE Charlotte
- Safety and Accountability For Everyone (SAFE)
 - Each Council committee worked with city staff and the community input group to review a series of key policy questions

- Results of that work led to six SAFE Charlotte recommendations
- SAFE Charlotte Recommendations
 - Invest in Grassroots Community Organizations
 - Examine Civilian Roles in Dispatching Responses to Low-Risk 911 Calls
 - Provide an Independent Analysis of Police-Civilian Interactions
 - Expand Crisis Response and Develop Civilian Responder Model for Mental Health and Awareness Calls
 - Evaluate Youth Programs
 - Improve CMPD Recruitment & Evaluate Training Programs
- All-in Approach to Community Safety
 - On October 26, 2020, the City Council unanimously voted to approve the six recommendations in the SAFE report
 - Since then, the City has adopted several strategies to improve police/community relations, reduce violent crime, and create opportunities for social mobility
- 1. Invest in Grassroots Community Organizations
 - 17 Charlotte-based nonprofits were granted \$50,000 each to help them expand and provide support services and job training to more youths and families.
 - As a next step, an additional \$1 million investment annually to further support grassroots organizations
 - The 17 nonprofits included Alluvium, Beta Nu Lambda, Mecklenburg Council of Elders, Planet Improv, Prodigal Son Foundation, Save Our Children Movement, Sanctuary in the City, Stiletto Boss, etc.
- 2. Examine Civilian Roles in Dispatching Responses to Low-Risk 911 Calls
 - City analyzed whether civilians could be used to dispatch responses to low-risk 911 calls, such as parking violations, noise complaints, and road blockages
 - Launched Civilian Crash Investigations until December 12, 2024, with 15 Investigators who serviced 497 calls and took 306 reports
 - CMPD officers spent an average of 40,000 hours/year on crash investigations

- Civilianized approx. 40 positions
- 3. Provide an Independent Analysis of Police-Civilian Interactions
 - The RAND Corporation analyzed traffic stop data, arrest data, and complaint data using criminal justice-supported statistical methods to evaluate disparities in police-civilian contact, calls for service, and responses. RAND highlighted areas for additional review, including:
 - A. Improve and enhance data collected in CMPD's Internal Affairs Case Management System (IACMS)
 - B. Link IACMS and data sets to provide a more holistic view of officer-resident interactions
 - C. Add data validation checks to the Traffic Stop Data Collection System
 - D. Incorporate more details of officer-resident interactions into Use of Force at Traffic Stop data to detect disparities more precisely
 - E. Launch a Strategic Policy Unit to proactively research/review/update policies, directors, and plans as needed
 - F. Refine model for individual officer analysis to improve accuracy and establish outlier review process within CMPD's Professional Accountability Bureau
 - G. Improve CMPD's Commission on Accreditation for Law Enforcement Agencies reporting for a more holistic view
- 4. Expand Crisis Response & Develop a Civilian Responder Model for Mental Health and Homelessness Calls
 - The City designated funding in the FY22 budget to double the number of Community Policing Crisis Response Teams (CRCRT) that pair a clinician with an officer to respond to mental health and homelessness calls
 - CARES: 761 Interactions (680 Calls for Service, 371 Unique Users, 252 interactions with unhoused persons) Program transitioned to County on December 4, 2024
 - CPCRT: 5,246 Calls for Service (437 assessments completed, 77 diverted from jail, 455 diverted from involuntary commitment, 526 already receiving treatment)
- 5. Evaluate Youth Programs
 - City committed to adding civilian positions to support CMPD youth programs, identify and assess specific metrics associated with each youth program's goals and objectives, and prioritize particular programs for evaluation and expansion, including CMPD's Youth Diversion Program, Reach Out, Envision Academy, REACH Academy, and Career Pipeline

- UNCC Urban Institute and ROI Impact Consulting evaluated CMPD Youth Programs
 - 3,768 participants were included in the evaluation
 - 88% success across all observation periods (30 days – 36 months) with 94% success among those with less than 18 months of observation
 - Success rate reflects the % of participants in respective groups who were not arrested
- 6. Improve CMPD Recruitment and Evaluate Training Programs
 - The City expanded this recommendation to include an analysis of ways to improve the training that recruits and patrol officers receive throughout their careers, including:
 - Create three civilian positions, including a curriculum developer, a learning development manager, and a training specialist, to support CMPD Training Academy staff.
 - Review course-specific recommendations from IACP's report and prioritize courses for enhancement.
 - Research the staffing models of training academies in similarly sized police departments.
 - Further, the development of a process for identifying and prioritizing future training needs involves creating a training advisory committee and incorporating officer performance data into decision-making.
 - Develop a plan to strengthen duty-to-intervene training in curricula for current officers and recruits. CMPD implemented a strengthened duty-to-intervene policy in June 2020 as part of the department's 8 Can't Wait Initiative

CMPD Annual Crime Report (January 16, 2025)

- Report included as a separate attachment
- Overall: Crime Down 3% in Charlotte
- Violent crime was up 3% in victimization but down 3% in the number of incidents in 2024. The main driver of this rise in victimization was the 4% increase in aggravated assault by pointing a firearm
- In the fourth quarter of 2024, CMPD launched the Coordinated Overlap Response Effort (CORE 13), an initiative involving all 13 CMPD divisions to increase officer presence. During the first two months of CORE 13, 75 firearms were seized, and 123 arrests were made. This Initiative was a driver in lowering violent crime by 4% in the fourth quarter
- Property Crime dropped 4% in 2024, primarily due to a decrease in auto property crimes

Public Safety: Violence as a Public Health Crisis (February 10, 2025)

- Purpose: City, County, Partners, and Community work together to reduce violence, increase economic opportunity, and build healthier, more resilient communities
- Five Building Blocks: 1. Intergovernmental Collaboration, 2. Community Collaboration in Priority Areas, 3. Interrupt Violence, 4.) Invest in Community-Led Efforts, 5. Use Data and Evidence
- The way forward: Mecklenburg County's Violence Prevention Plan
- Project BOOST: Atrium Health's Hospital-Based Violence Intervention Program
- Alternatives to Violence: Community-Based Violence Interruption

Public Safety Update: Data Insights and Focus Areas (March 24, 2025)

- Council Priority Alignment: Safe Communities
- Purpose: Building on the public safety series completed on February 10
- Key Takeaways:
 - The City of Charlotte is advancing a broad range of public safety programming and investments
 - Opportunities exist to advance targeted short and long-term public safety strategies
 - Collaboration with public agencies, the private sector, and community-based organizations is vital to achieving positive public safety outcomes
 - Overall: Crime down 11% (Violent Crime down 19% and Property Crime down 9%)
Homicides down 33%, Robberies down 26%, Rape down 40%, Aggravated Assaults down 15%, Burglary up 10% (down 12% residential; up 27% commercial), Vehicle Thefts down 25%, Larceny Cases down 7%
 - Arson cases up 3%
 - Building on a Strong Foundation Supporting Economic Mobility and Public Safety: Major Investments in Underserved Communities, Collaborative Investments in Human Services, Crime Prevention and Intervention Programming, CMPD Crime Management Initiatives, State and Local Policy Enhancements, Emerging Strategies
- Crime and Nuisance Hot Spots
 - Violent crime calls for service are highly concentrated in certain areas

Nuisance locations (persistent crime-related trouble spots) drive quality of life concerns

- Repeat Offenders
 - 66% of violent crime arrests are persons with prior arrests
 - 33% of violent crime arrests are persons with prior violent crime arrests.
- Youth and Young Adults
 - Age 10-25 accounts for 20% of the population and almost 50% of violent crime arrests
 - 62% of juvenile violent crime arrests were someone with prior arrests
 - 32% of violent crime arrests were someone with at least one prior arrest when under age 18
- Planned Areas of Public Safety Focus
 - City of Charlotte Investments and Policy: 1. Planning for anticipated growth in CMPD positions starting FY27, 2. Local ordinance enhancements to address nuisance properties, 3. Drones as first responders
 - Evidence-Based Community Programming: 4. Atrium project BOOST expansion (hospital-based violence program), 5. Youth-led social norms campaign, 6. Re-entry services/programming
 - State Policy Items: 7. Support NC House Bill 50 (Senate Bill 320) supporting police officer retention, 8. Support additional state funding for the District Attorney's Office and Meck. County Courts, 9. Work with partners to advance options for a local Juvenile Detention Center
 - Desired Outcome and Next Steps for each Strategy are detailed in the relevant PDF provided

Mecklenburg County

- Establishment of the *Office of Violence Prevention (OVP)* in Public Health (2020)
- OVP coordinated countywide violence prevention efforts to ensure all residents have access to safe, healthy, and thriving communities.
- **Five Guiding Principles of the Office of Violence Prevention**
 - Collaboration- “The process in which two or more individuals, groups, or organizations work together to complete a task, reach a goal, or create a product” (Pg. 3).
 - Inclusion- “Creating a respectful environment where the beliefs and ideas of different people are considered when working on a project or process” (Pg. 3).

- Accountability- “Individuals, organizations and the community are responsible for their actions, policies, and practices, and may be required to explain them to others” (Pg. 3).
- Capacity Building- “The process of developing and strengthening the knowledge, skills, and abilities among organizations and communities” (Pg. 3).
- Access & Equity- “An approach that makes sure everyone has a fair and just opportunity to meet their needs by removing barriers that different community members face” (Pg. 3).
- **The Public Health Approach to Violence Prevention**
 - Step One: Define the Problem
 - Step Two: Identify Risk and Protective Factors
 - Step Three: Develop and Test Prevention Strategies
 - Step Four: Assure Widespread Adoption
- The Way Forward: outlines Mecklenburg County’s five-year, county-wide plan to address, reduce, and prevent community violence using a public health approach to violence prevention.
 - The public health approach brings together residents/community members, organizations, government entities, and other community stakeholders together. More than 400 Mecklenburg County community members participated in developing *The Way Forward*. The data-driven approaches and best practices in tackling community violence is through primary, secondary, and tertiary strategies.
 - Primary Prevention (Stopping Violence Before It Occurs): “Approaches that aim to prevent violence before it occurs by decreasing things that lead to a higher risk of violence (“risk factors”) and increasing things that protect someone from violence (“protective factors”)” (Pg. 6).
 - Secondary Prevention (Immediate Response to Violence): “Approaches that focus on the more immediate responses to violence, which happen either during or immediately after it occurs” (Pg. 6).
 - Tertiary Prevention (Long-Term Response to Violence): “Approaches that focus on the longer-term impacts and consequences of violence to either prevent further harm or to prevent repeated acts of violence” (Pg. 6).
 - Areas of Focus and Goals (Starting Pg. 8)
 - Community Engagement and Partnerships
 - Support for Youth and Families
 - Economic Opportunity
 - Intergovernmental Collaboration
 - Safer and Healthier Neighborhoods