

2022
2022
2022

**END of YEAR
REPORT**



OUR STRATEGIC DIRECTION >>



OUR MISSION

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



VISION

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



WE VALUE



Oath of Office



Human Life



Integrity



People



Community



Inclusion

WE WILL ACHIEVE OUR VISION THROUGH:



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.



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.



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.



EMPLOYEE WELLNESS

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

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

CRIME STATS

VIOLENT CRIME EFFORTS

979K
911 CALLS FOR SERVICE
↑1% from 2021

529K
POLICE INTERACTIONS
↑1% from 2021

THE **HOMICIDE**
CLEARANCE RATE IS
75.7%

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

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

VIOLENT CRIMINAL APPREHENSION TEAM

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

294 APPREHENSIONS
↑ 2% from 2021

72 MURDER ↓ 17% from 2021	18 ATT. MURDER ↓ 25% from 2021	57 ARMED ROBBERY ↓ 3% from 2021	15 RAPE ↑ 8% from 2021
53 ADW ↑ 112% from 2021	8 KIDNAPPING ↑ 100% from 2021	21 SIOD ↑ 17% from 2021	

CRIME GUN SUPPRESSION TEAM

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

262 ARRESTS ↑ 62% from 2021	283 FIREARMS SEIZED ↑ 83% from 2021	36 STOLEN FIREARMS RECOVERED ↑ 57% from 2021	\$812K MONEY SEIZED
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14,059
TOTAL ARRESTS
↑ 7% from 2021

OVERALL CRIME
↑3%
from 2021



3,182
GUNS OFF STREET
↑ 8% from 2021

PROPERTY CRIME
↑6%

VIOLENT CRIME
↓5%

HOMICIDES
↑10%

RAPES
↓23%

ROBBERIES
↑2%

VEHICLE THEFTS
↑20%

BURGLARIES
↓7%
(residential)

BURGLARIES
↑29%
(commercial)

ARSONS
↑14%

AGGR. ASSAULTS
↓7%

VEHICLE BREAK-INS
↓1%

69

SWAT DEPLOYMENTS IN 2022 WHICH INCLUDED WARRANTS SERVED, ARMED BARRICADED SUBJECTS, DIGNITARY PROTECTION ESCORTS AND MORE. SWAT CONTINUES TO ASSIST DIVISIONS, LEAD TRAINING EFFORTS AND DEVELOP CMPD LEADERSHIP.

*Report based on National Incident Based Reporting System (NIBRS) standards for compiling FBI Uniform Crime Reporting (UCR) summary statistics.
**The data is reported based on victimization count and not number of incidents.
***Arrest information is based on arrest processing data.
****Data is compared year over year 2022 to 2021 information.

MENTAL HEALTH MENTAL HEALTH MENTAL HEALTH RESPONSE

CRISIS INTERVENTION TEAM

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

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

910
CIT TRAINED
EMPLOYEES

4,954
CIT DEPLOYMENTS
↑ 70% from 2021

COMMUNITY ASSISTANCE RESPOND, ENGAGE, SUPPORT (CARES) TEAM

CARES is a community response program providing a person-centric mobile crisis response to community members who are experiencing problems related to homelessness, mental health, poverty, and/or substance use disorders. A CARES pilot program in CMPD's Central Division started in 2022 as part of the SAFE Charlotte initiative.

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

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

COMMUNITY POLICING CRISIS RESPONSE TEAM

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

1,502
ASSESSMENTS
COMPLETED

29% ALREADY
RECEIVING
TREATMENT

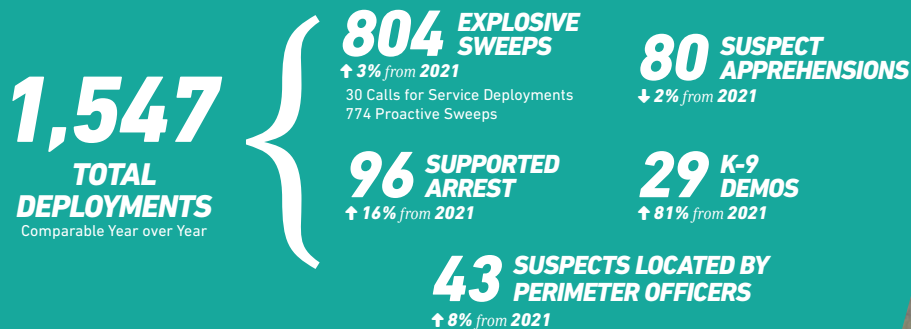
55% would have been
SENT TO A
PSYCH HOSPITAL

60% ASSISTED IN
DIVERTING

.5% would have been
ARRESTED IF
NOT DIVERTED

SPECIAL OPERATIONS SPECIAL OPERATIONS SPECIAL OPERATIONS K-9 UNIT

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



SPECIAL OPERATIONS UNIT K-9 HANDLER OF THE YEAR

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

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

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

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

REAL TIME REAL TIME REAL TIME CRIME CENTER

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

THE REAL TIME CRIME
CENTER ASSISTED IN

3,160
INVESTIGATIONS
↑ 14% from 2021

558
SUPPORTED
ARRESTS
↑ 40% from 2021

427
STOLEN CARS
RECOVERED
↑ 9% from 2021

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

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

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

AVIATION AVIATION AVIATION

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

THE AVIATION UNIT
RESPONDED TO

2,153
REQUEST FOR
AIRCRAFT ASSISTANCE
↑ 3% from 2021

1,109
HOURS FLOWN
↑ 13% from 2021

355
DIRECT ARRESTS
↑ 20% from 2021

344
ASSISTED ARRESTS
↑ 18% from 2021

97
VEHICLES LOCATED
↑ 62% from 2021

38 PERSONS LOCATED
(non-suspects)
↑ 21% from 2021



FINANCIAL CRIMES

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

4,316
INCIDENTS
INVESTIGATED
↓ 7% from 2021

1,719
FALSE PRETENSES /
SWINDLING
↓ 1% from 2021

971
IDENTITY
THEFT
↓ 39% from 2021

957
CREDIT CARD /
TELLER FRAUD
↑ 14% from 2021

669
COUNTERFEITING /
FORGERY
↑ 41% from 2021

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

CHARLOTTE CRIME STOPPERS

3,047
TIPS
↓ 9% from 2021

146
ARRESTS
↓ 3% from 2021

269
CASES CLEARED
↓ 7% from 2021

448
CHARGES
↓ 4% from 2021

27
FUGITIVE ARRESTS
↓ 29% from 2021

75
GUNS RECOVERED
↓ 15% from 2021

\$412K
DRUGS SEIZED
↓ 13% from 2021

\$160K
PROPERTY
RECOVERED
↑ 21% from 2021

\$105K
CASH RECOVERED
↑ 40% from 2021

144
OF REWARDS
APPROVED
↑ 48% from 2021

\$72K
REWARD AMOUNT
APPROVED
↓ 8% from 2021

SAFER STREETS SAFER STREETS → SAFER STREETS in CHARLOTTE

VISION ZERO

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

5,744

TOTAL MOTOR
UNIT STOPS
↑ 23% from 2021

9,508

TOTAL MOTOR
UNIT CITATIONS
↑ 27% from 2021

46

MOTOR UNIT
LED OPERATIONS
comparable year over year

265

TOTAL DWI
CHARGES
↑ 10% from 2021

3,631

TOTAL DWI
UNIT STOPS
comparable year over year

4,012

TOTAL DWI
UNIT CITATIONS
↑ 9% from 2021

22

TOTAL DWI
OPERATIONS
comparable year over year

67

TOTAL TRAFFIC
FATALITIES
INVESTIGATED
↑ 27% from 2021

18

DEADLY DWI
CRASHES
↑ 53% from 2021

14

DEADLY MOTORCYCLE
CRASHES
↑ 27% from 2021

20

DEADLY PEDESTRIAN
CRASHES
↓ 17% from 2021

SAFER CMPD VEHICLES

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

MAJOR OPERATIONS MAJOR OPERATIONS MAJOR OPERATIONS in 2022

LFA's & HYUNDAI KIA CHALLENGE

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

677 KIA/HYUNDAI
THEFT INCIDENTS
↑159% from 2021

544 KIA/HYUNDAI'S
STOLEN

CATALYTIC CONVERTER THEFTS

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

1,194 CONVERTER
THEFT INCIDENTS
↑20% from 2021

FISH ARCADES

CMPD detectives continue to work in partnership with the ABC unit and the United States Secret Service to investigate and prosecute arcades operating "skill games" that violate the law. The hope is to gain voluntary compliance by educating business owners on the laws surrounding these games. CMPD has continued to send out letters demanding compliance with the law and detectives hope to see a continued reduction in the number of arcades in Charlotte.

RECKLESS DRIVING/STREET RACING

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

38 ARRESTS

8 BICYCLES
SEIZED

3 DIRTBIKES
SEIZED

3 CARS
SEIZED

2 ATVs
SEIZED

FENTANYL

In August, the CMPD Vice and Narcotics Unit along with the McLeod Addictive Disease Center teamed up for a back-to-school press conference calling on parents to have conversations with their kids about the dangers of fentanyl. In 2022, more than 30% of overdoses reported have been caused by fentanyl, which is 50 to 100 times more potent than morphine. This summer, CMPD was responding to 160 overdose calls per month. Unfortunately, more narcotics are continually being laced with fentanyl. According to the North Carolina Department of Health & Human Services, there have been over 2,400 deaths from fentanyl in the state of North Carolina. CMPD continues to educate the public on the dangers of fentanyl and emphasizes the DEA message that "One Pill Can Kill."

SCHOOL SAFETY SCHOOL SAFETY → SCHOOL SAFETY

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

59 SCHOOL THREATS INVESTIGATED
↓ **14%**
from FALL 2021

6 FIREARMS SEIZED ON CAMPUSES
↓ **68%**
from FALL 2021

22 SCHOOL-RELATED TIPS FROM CRIME STOPPERS
↑ **145%**
from FALL 2021



ANIMAL CARE & CONTROL

ANIMAL CARE & CONTROL
RESPONDED TO

26,327
CALLS FOR SERVICE
↓ 7% from 2021

10,307

ANIMALS
CARED FOR
↓ 6% from 2021

1,277

LOST PETS RETURNED
TO THEIR HOMES
↓ 3% from 2021

4,632

ANIMALS ADOPTED
INTO NEW HOMES
↓ 9% from 2021

\$165K

GRANT FUNDING
RECEIVED
↓ 40% from 2021

\$275K

DONATIONS
RECEIVED
↑ 62% from 2021



While 2022 was a very challenging year at AC&C with so many stray dogs entering the shelter and constant pleas to the Charlotte community for help, it was also a year of great accomplishments. From teaming up with Charlotte Fire to rescue a little white husky/pit mix dog that was stranded 170 feet down in a local quarry, to ending the year working with the Carolina Panthers crew and players on a documentary-type video to encourage adopting pets from local animal shelters. In between, there was an operation bunny hop, grants awarded, generous donations received, celebrations of sick and hurt animals that were saved, pet owners who were grateful, and most importantly let's not forget the pets that received happily-ever-after endings... 7,021 of them to be exact.



COMMUNITY COMMUNITY COMMUNITY SERVICES & ENGAGEMENT

23 TOTAL PROGRAMS
↑ 8% from 2021

32K TOTAL PARTICIPANTS
↑ 60% from 2021

YOUTH ENVISION ACADEMY

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

PARTICIPANTS: 56 SCHOLARS 8 AMBASSADORS 2 INTERNS 21 CMPD STAFF

POLICE ACTIVITIES LEAGUE

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

PARTICIPANTS: 325 YOUTH 12 CMPD STAFF

DIVERSION PROGRAMS

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

PARTICIPANTS: 513 ↑ 17% from 2021

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

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



CMPD EXPLORERS CHRISTMAS PROJECT

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



2,500 UNDERSERVED FAMILIES **6,300** CHILDREN REPRESENTED

CMPD SERVES CMPD SERVES 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 strategically develop a transformational curriculum around ways to improve interactions and communication.

The initial phase of training included one hour of online work in the department's online training system as well as a four-hour in-person classroom training at the Police Academy once the online training was completed. **All 2,600 employees** have been trained in the first phase.

The next phase of CMPD Serves training, with a focus on employee wellness and world-class internal culture and has already begun for sergeants, command staff and civilian equivalent supervisors and managers.

PROGRAM ACCOMPLISHMENTS

- Deputy Chief Dave Robinson and Officer Jeffery Joseph graduated from the Customer Experience Executive Academy in Cleveland, Ohio as the **first certified law enforcement officers in the country** in this customer experience work.
- CMPD won the Queen City Public Relations Crown Award for Community Relations based on the CMPD Serves program. The award was given based on the department-wide effort and training of all 2,600 employees during the first phase of the program.
- Sandy Vastola, who is over Public Affairs and in the Office of the Chief, received the 2022 Customer Experience Executive of the Year award at the Customer Service Revolution Conference.
- Officer Jeffrey Joseph was given the FBI's National Executives Institute Associates Law Enforcement Ethics Award for his work on the CMPD Serves program.
- The CMPD also implemented new body-worn camera tagging to capture positive interactions, de-escalation, community engagement and life-saving efforts totaling more than 4,300 positive tags in 2022.
- The CMPD Serves team has awarded more than 150 Acts of Excellence awards that celebrated the fantastic customer-centric work the CMPD men and women perform.



EMPLOYEE EMPLOYEE → EMPLOYEE WELLNESS

As public safety employees, CMPD employees have access to enhanced occupational health services, including medical exams, OSHA screenings, physical therapy, physical conditioning, health coaching and behavioral health services. Counseling is offered for depression, PTSD, end of career preparation, medication management and video counseling. All services are offered at no cost.

OFFICE OF EMPLOYEE WELLNESS

In 2021, CMPD hired Dr. Nikki Vasilas as the new Behavioral Psychologist. Dr. Vasilas came to the department with 20 years of experience supporting the law enforcement and military communities. She has been an integral part of our Office of Employee Wellness, overseeing both the Clinical team and the Spiritual Wellness and Development side with the help of our wonderful Chaplains.

1,776
CONTACTS

(Voluntary and initiated
by the CMPD employee)

FAMILY CONTACTS

30 MARRIAGE AND
COUPLE SESSIONS

8 CHILD
CONTACTS

INDIVIDUAL & GROUP DEBRIEFS

52 DEBRIEFS
(response to critical incidents)

CMPD CHAPLAIN PROGRAM

1,300
HOURS OF
SERVICE

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

PUBLIC SAFETY OCCUPATIONAL HEALTH CLINIC

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

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



BEARDS & TATTOOS

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

RECRUITMENT RECRUITMENT RECRUITMENT

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

THE **RECRUITMENT**
CAMPAIGN AND
EFFORTS YIELDED

1,987
APPLICATIONS
↓ 16% from 2021

WHICH **RESULTED IN**

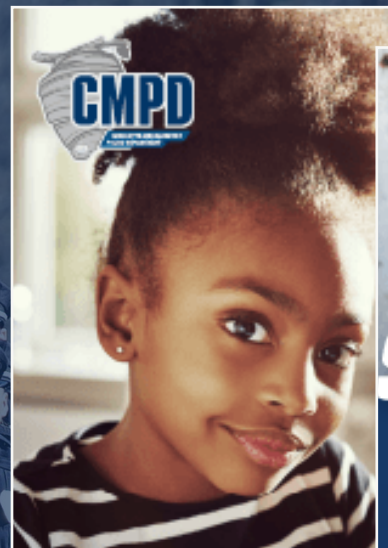
151 SWORN
HIRES
↑ 12% from 2021

CIVILIAN POSITIONS

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

171
CIVILIANS
HIRED
↑ 106% from 2021

✓ PROFESSIONAL ACCOUNTABILITY **4**



She's your WHY.
Here's your WHERE.

CLICK TO APPLY CharlottePoliceJobs.org Find your purpose.



He's your WHY.
Here's your WHERE. CharlottePoliceJobs.org

WHY-WHERE CAMPAIGN CREATIVE:

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

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

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

JOINCMPD.COM

SINCE IMPLEMENTING THE CAMPAIGN, THERE HAVE BEEN A TOTAL OF 190,089 USERS TO THE SITE WHICH IS A 111% INCREASE FROM 2021.



Here's your WHERE.
CharlottePoliceJobs.org
CLICK TO APPLY

Find your purpose.

LEADERSHIP LEADERSHIP LEADERSHIP DEVELOPMENT

55
PROMOTIONS

26
SERGEANT

14
LIEUTENANT

8
CAPTAIN

5
MAJOR

2
DEPUTY CHIEF

16
GRADUATES
(Eight were CMPD)

**SERGEANT
LEADERSHIP
DEVELOPMENT
COURSE**

14
GRADUATES
(All were CMPD)

CIVILIAN LEADERSHIP DEVELOPMENT COURSE

In 2022, CMPD developed a Civilian Leadership Development Course that will launch for the first time in 2023. This leadership course will provide the unique opportunity for leaders of all levels to test and forge their mental, physical, and emotional skills necessary to lead. This course was developed to further strengthen the partnerships between sworn and civilian employees while continuing to build leadership qualities among them.

COMMUNICATIONS CAREER PATH

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

In August 2022, CMPD hosted Alden Mills for a leadership training with our command staff as well as leadership from other agencies in our region. His book "Unstoppable Teams" has been an integral part of our CMPD Serves framework. With the right leadership, any team can be unstoppable.



INTERNAL AFFAIRS

151
OFFICER COMPLAINTS
↑ 10% from 2021

99
INTERNAL
↑ 11% from 2021

52
EXTERNAL
↑ 8% from 2021

5 OFFICER INVOLVED SHOOTING INCIDENTS
comparable year over year

357 RESPONSE TO RESISTANCE / USE OF FORCE INCIDENTS
↓ 1% from 2021

173 EMPLOYEE COMMENDATIONS
↓ 3% from 2021

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

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

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

POLICY UPDATES & CHANGES

200-006 DIVERSION PROGRAM

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

300-019 OCCUPATIONAL HEALTH SCREENING

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

400-001 UNIFORM AND GROOMING STANDARDS

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

400-006 BODY WORN CAMERAS

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

600-022 EMERGENCY RESPONSE AND PURSUIT VEHICLE OPERATIONS

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

58 TOTAL POLICY UPDATES & CHANGES

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



PRIORITIES **PRIORITIES** in **2023**

1

CONTINUED EFFORTS TO REDUCE VIOLENT CRIME.

2

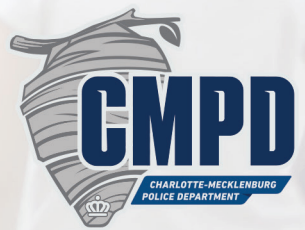
RECRUITMENT AND RETENTION EFFORTS TO INCREASE APPLICANT POOL, HIRING AND ENHANCE CURRENT WORKFORCE.

3

CONTINUED CUSTOMER EXPERIENCE TRAINING FOCUSED ON EMPLOYEE WELLNESS AND WORLD-CLASS INTERNAL CULTURE.

4

ENSURING OFFICERS HAVE THE BEST EQUIPMENT, TECHNOLOGY AND TRAINING POSSIBLE FOR SHARED SUCCESS.



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