A MESSAGE TO THE COMMUNITY

In 2017, the Charlotte-Mecklenburg Police Department focused on engaging our community in ways that would continue to build trust, help us work together to reduce crime, and encourage our youth to achieve success and envision a positive future for themselves and Charlotte.

Nearly 198,000 people attended community engagement functions with CMPD. From community forums to Coffees with a Cop, Transparency Workshops or Summer of Opportunity programs, we offered something for everyone.

Through the Community Empowerment Initiative, we began providing families the information they need to determine which resources are right for them. We continued to work with organizations that offer after school activities, transportation assistance, job training, healthcare, and educational opportunities, as we focused on the Lakewood and Hidden Valley neighborhoods and looked toward expanding to others.

Because of a combination of things – the negative climate toward the police profession, the strength of our economy, and a flood of retirements – recruitment also has become a top priority. In 2017, we began a lateral recruiting program to attract and hire experienced officers who can be trained and working in our community in as little as four weeks. At the same time, we continued to recruit new officers from varied backgrounds and are filling our recruit classes with as many qualified candidates as possible.

Our officers continued to do heroic work and manage their primary responsibilities well.

Overall, crime was down 5 percent compared to 2016. Property crime decreased 5 percent and violent crime was down just shy of 4 percent. Fewer robberies, assaults, burglaries, car thefts, larcenies, and arsons were reported in 2017 than in the previous year. These reductions translate into 3,000 fewer crime victims. Unfortunately, we did see a significant increase in homicides, as too many decided to resolve minor conflicts through acts of violence.

This annual report shines a spotlight on just some of the work our organization tackled in 2017. I hope you will spend some time with it and find a way to get yourself or your business involved, as I believe we all have a role in the success of this community.

Yours in Service,

Kerr Putney, Chief of Police

CMPD MISSION STATEMENT

The Charlotte-Mecklenburg Police Department 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.

“I believe we all have a role in the success of this community.”

– KERR PUTNEY
CHIEF OF POLICE
“CMPD focuses on community involvement and getting to know those who they serve and protect. It is important for our officers to know that the community is in their corner.”

– CASSIE STEALEY
COMMUNITY LEADER

2016, the EAC became a standing committee in 2017 and maintains its goal of fostering a better understanding of the CMPD by increasing transparency, collaboration, and communication with the community.

SELF-IMPROVEMENT IS A GROUP EFFORT.

To further promote trust and transparency between the department and the community, the CMPD formed the Internal Advisory Committee (IAC), which pulls insights and suggestions from individuals within the department. Tasked to improve policies, practices, and processes, the committee made numerous recommendations to senior staff in areas that include professional development and wellness, recruitment and retention, and as crime fighting and departmental policies.

The CMPD also strives to maintain a non-discriminatory environment where employees and all members of the community are treated with respect. In 2017, the CMPD officially launched the LGBTQ Engagement Committee to develop strategies that enable the full participation and contribution of Lesbian, Gay, Bisexual, Transgender, Queer/Questioning (LGBTQ) members of the CMPD through education, by enhancing awareness and improving understanding. The committee seeks to promote engagement and understanding of the LGBTQ community, foster inclusion of LGBTQ members and maintain a positive work environment, thereby empowering all employees to achieve their full potential.

HELPING YOUTH TAKE THE BETTER PATH.

The CMPD Youth Envision Academy was conceptualized by Police Chief Kerr Putney as a way to familiarize youth with the CMPD, while teaching them the skills and life lessons they will need to be leaders in Charlotte and beyond. With the support of the Hugh McColl Foundation and Bank of America, the Envision Academy provides participants with generous scholarships and 160 hours of interaction with officers while increasing their knowledge of the community and its issues. This 8-week program incorporates a different theme each week for the participants. They are exposed to city government,
politics, justice, education, and envisioning the future. In 2017, 24 youth successfully completed the program and were provided a scholarship.

The Summer of Opportunity is a youth program developed in partnership with the YMCA. The purpose of the program is to prevent crime by promoting health and reducing academic summer regression. Trained staff and volunteers create a structured environment that allows teens to socialize with friends in activities such as sports, fitness and art. Participants explore and practice critical life skills that have been shown to reduce the likelihood of risky behaviors. By the end of July 2017, more than 300 volunteers participated in the program, serving 854 youth.

“As a young person in the community, I have the ability to create positive change by maintaining my reputation and always choosing the best option in order to move forward and bring more young people with me.”

– STEPHANIE ORELLANA, ENVISION ACADEMY PARTICIPANT

“[I] would like to commend Officer Stuart for his outstanding community service and for showing our youth how important they are in keeping everyone safe too! He is truly remarkable.”

– NICHOLE SINNO

WE’RE MAKING FRIENDS THROUGH SOCIAL MEDIA
Experiencing the loss of a loved one is one of the most traumatic situations one could ever encounter. Having the proper support during grief can assist an individual with moving forward. In an effort to provide services to homicide survivors and communities affected by crime, the Charlotte-Mecklenburg Police Department’s Victim Services Unit (VS) established a Homicide Support Group. Recently, VS expanded to provide services to victims of traffic related deaths and established a Traffic Related Deaths Support Group. The purpose of VS is to provide an environment where secondary victims affected by homicides and or traffic related deaths can come together and share their experiences while continuing to provide each other with support. Victim Services is available 24/7 to respond to incidents involving homicide and or traffic related deaths. The services provided by VS include but are not limited to determining eligibility for victim compensation assistance, working with the medical examiner’s office, funeral homes, and insurance companies, providing case management, making appropriate referrals for counseling, and many other related services.

Please visit the following link to view a short video regarding CMPD Victim Services: https://youtu.be/agzIvzdQkks

How One Officer’s Compassion Resonated for Decades.

In 1995, Nicole Jackson was brutally raped by a man she knew. A young detective, Katrina Graue, responded, not just to the call, but also to the needs of the victim. “If it wasn’t for her, I probably would’ve committed suicide. She treated me like I was a human being.” Several months later, Nicole saw her attacker and became hysterical. She ran to her home to get her gun. But first, she called Katrina. “I was screaming, I’m going to kill him. I’m going to kill him.” Katrina dropped everything she was doing, rushed to Nicole’s aid, and prevented her from doing something that would have destroyed her young life.

Time passed, and both women moved on with their lives. Then one day 20 years later, Nicole logged onto Facebook and saw Katrina, now a Deputy Chief, speaking at a press conference. Nicole immediately emailed Chief Graue and asked to meet her again face-to-face to thank her for saving her life. It was an emotional experience for both, and Nicole feels there’s a lesson in it for everyone, especially police officers, “Show compassion and don’t look at people like a number. If they follow Katrina Graue, I personally believe they will save other people’s lives.”
Compassion is such a powerful driving force. That’s why so many employees of CMPD devote valuable time to worthy causes and fundraising. The Law Enforcement Torch Run® (LETR) is one of these causes. It’s the largest public awareness vehicle and grassroots fundraiser for Special Olympics. Law enforcement members and Special Olympics athletes carry the “Flame of Hope” into the Opening Ceremony of local competitions, and into Special Olympics State, Provincial, National, Regional, and World Games. The event encourages law enforcement worldwide to champion acceptance and inclusion for people with disabilities. Since its inception in 1981, LETR has raised more than half a billion dollars and changed millions of attitudes. Last year, CMPD was the top fundraising agency in North Carolina, raising over $73,000. In 2018, a relay is planned from the York, SC line to Cabarrus County, which will involve dozens of CMPD officers carrying the Flame of Hope to kick off our fundraising campaign.

CHARLOTTE’S FINEST LEGACY FOUNDATION
Charlotte’s Finest Legacy Foundation was formed in 2008 after Officers Sean Clark and Jeff Shelton were killed in the line of duty on April 1, 2007. It is a collaborative effort designed to honor the memory of Charlotte’s Fallen Heroes by furthering their Legacy through the pursuit of higher education. The foundation provides college scholarships to high school students in Mecklenburg, Stanly and Lincoln Counties, so they can pursue careers in Law Enforcement. To date, the foundation has awarded 16 scholarships for a total of $45,000. The two fundraising events each year are Bike to DC in May and Thin Blue Line Run in November.

CMPD HOPE
When people dedicate their lives to caring for the community, it’s important to take care of them in times of need. In 2017, our internal organization, CMPD HOPE, provided $19,265 in assistance to 20 CMPD employees, including:

• Helped five people remain in their homes.
• Provided $2,750 in Christmas assistance to 9 employees.
• Provided two $2,500 scholarships in honor of Stephen Furr to two deserving high school students.

In 2017, CMPD HOPE:

• Hosted the 22nd Annual Burnette and Nobles Memorial Golf Tournament where we raised more than $10,000.
• Donated $5,000 to the Burnette and Nobles Foundation.
• Received $25,000 from the Police Foundation

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Gary was a homeless Vietnam Veteran. He never bothered anyone, never broke any laws. He was peaceful and slept in a church cemetery in North Charlotte. People brought him food and offered him help, but Gary never asked for anything. He wandered the neighborhood by day, but every night he returned to the cemetery. Officer Charles Gunter of the Charlotte-Mecklenburg Police Department was concerned about Gary, who was 66 years old. As a former Sergeant in the United States Marine Corps, Gunter knew that if Gary was a veteran, he could get help from the Veterans Administration (VA). When Gunter asked Gary to come with him to the VA, Gary said that he couldn’t leave the cemetery, because “he was guarding the graves of fallen soldiers.” It was then that Gunter, who has special training in crisis intervention, knew that Gary needed the help of medical professionals.

Gunter didn’t want to arrest Gary and take him to jail. He needed to get him to a VA hospital. Gunter also happens to be Commandant of the Marine Corps League, a service organization made up of retired marines. So he asked some members, also CMPD officers, to help with a plan to coax Gary out of the cemetery. A small group put on their former military uniforms and marched into the cemetery. They saluted Gary and told him he was relieved of his duty. But Gary still refused to leave “his post.”

During this time, Officer Gunter did a lot of investigative work and discovered that there was a decade-old Missing Persons Report on Gary in Texas. Gunter was able to contact Gary’s family who told him that Gary “was never right since returning from Vietnam.” But his family had not given up on him. In fact, Gary had been receiving disability checks from the military for years, and his mother faithfully deposited each one into a bank account. Officer Gunter told Gary that his family was looking for him, but Gary insisted that he had none. Gunter even used his phone to let Gary FaceTime with family in Maine, but Gary still wouldn’t budge.

As winter came, Officer Gunter checked on Gary more often. After a snow storm, Gunter approached the veteran, who was sleeping on the stone cemetery wall. He offered help, but Gary refused. When Gunter returned the next day, he noticed the snow on Gary was undisturbed, indicating he hadn’t moved. At that moment Gunter realized he needed to get Gary medical attention as soon as possible. So he petitioned a judge for an Involuntary Commitment Order. Gary was taken to a hospital.

Eventually Gary’s sister took legal custody. Gary is now in a facility receiving the appropriate care. Officer Gunter continues his work in crisis intervention. “I respond to at least one call every week that is a mental or substance-abuse incident. In fact, hundreds of police officers in CMPD have completed the same training I did. You see, we don’t just deal with crime. We deal with people in crisis. And I hope we help change lives for the better.”

– OFFICER CHARLES GUNTER

“He see, we don’t just deal with crime. We deal with people in crisis. And I hope we help change lives for the better.”

LEAVE NONE BEHIND

When Officer Gunter asked Gary to come with him to the VA, Gary said that he couldn’t leave the cemetery, because “he was guarding the graves of fallen soldiers.”
The Charlotte-Mecklenburg Police Department wants our community to have a chance to know their officers as individuals, whose lives are just as busy and complicated as those they serve.

LT. BRAD KOCH, INDEPENDENCE DIVISION

‘About a month ago, my brother Bob and I convinced David to stop his treatments. The doctors had done all they could. It was a difficult day. He is my little brother; he has a wife and three kids under the age of 10. His oldest is autistic. He’s such a fighter, but he has a tumor the size of a softball in his brain. When we told him it was time to stop the treatment, he said, ‘But I’m not ready to take a knee.’ I thought about that for a long time. And then I reminded him that in sports the winners are the only ones who take a knee at the end of a game.”

MAJ. SHERIE PEARSALE

“I have chronic pain every day. A normal day is an 8, but you adjust to it. They call us ‘Lupus Thrivers.’ I take 10 to 12 pills a day and an infusion every four weeks. The infusion is like recharging my battery. I minimize the flare ups with diet, exercise, rest and managing stress. The hardest part is when you realize you can’t do the things you used to do. I used to do Cross Fit, now I do hot yoga. The mental piece is a huge adjustment. But I say, ‘I have Lupus; It doesn’t mean me.”

OFFICER GREGORY MCTIGUE, METRO DIVISION

“I played the saxophone and was in the choir. Then in my junior year of high school, a buddy from band told me there weren’t enough guys auditioning for a school performance of Grease. I studied fine arts in college and eventually got gigs at Hershey Park and then at the Music Mansion Theater at Dollywood.”

COLD CASE

October 21, 1995: The elderly victim reported to CMPD that she was sleeping in her residence when an unknown male suspect broke into her home and sexually assaulted her. The suspect was armed with a knife and also took money from the residence before leaving.

CMPD Communications Division employees are trained, when a sexual assault victim calls 911, to ask several questions. These questions will range from the location of the offense, is medical attention needed, to very specific details about the crime in order to provide officers the information needed to complete a thorough investigation. This information in turn will be used to arrest and prosecute the suspect. In 2017, The Communications Division received 952,568 9-1-1 calls.

The physical evidence in this case was collected and submitted to the Charlotte Mecklenburg Crime Laboratory for processing, and during the course of the investigation, a potential suspect was developed. That suspect denied involvement but did provide a blood sample (DNA) for analysis. That sample and the evidence collected were sent to the North Carolina State Bureau of Investigation Crime Lab for comparison. In 1995, the CMPD did not have a DNA lab. The CMPD Crime Lab currently provides forensic analytical services to this department, as well as municipal, state and federal law enforcement agencies in Mecklenburg County, in the disciplines of serology/DNA, controlled substances, blood alcohol, fire debris, latent prints, firearms, toolmarks, and questioned documents.

A lab report from the State Bureau of Investigation dated July 25, 1997, stated that DNA was recovered from the submitted items, and the DNA did not match the DNA of the potential suspect. The case went cold.
CRIME FIGHTING STATISTICS

UNDERSTANDING THE NUMBERS

The key variables that put crime numbers into perspective—and allow more accurate comparisons from year to year—are growth and population. Put simply, the larger a community, the more opportunities there are for victimization. That is why crime rates (the number of crimes per 100,000 citizens) provide a more complete picture of the potential for victimization, successes, and crime problems that need more attention.

CRIMINAL ARRESTS BY CMPD

<table>
<thead>
<tr>
<th>OFFENSE</th>
<th>2017</th>
<th>2016</th>
<th>% CHANGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>HOMICIDE (MURDER &amp; NONNEGLIGENCE MANSLAUGHTER)</td>
<td>85</td>
<td>68</td>
<td>25.0%</td>
</tr>
<tr>
<td>RAPE TOTAL</td>
<td>306</td>
<td>273</td>
<td>12.1%</td>
</tr>
<tr>
<td>ACTUAL</td>
<td>217</td>
<td>208</td>
<td>4.3%</td>
</tr>
<tr>
<td>ATTEMPT</td>
<td>19</td>
<td>13</td>
<td>46.2%</td>
</tr>
<tr>
<td>PREVIOUSLY DEFINED AS SEX OFFENSE</td>
<td>70</td>
<td>52</td>
<td>34.4%</td>
</tr>
<tr>
<td>ROBBERY TOTAL</td>
<td>2017</td>
<td>2120</td>
<td>-4.9%</td>
</tr>
<tr>
<td>ARMED</td>
<td>1521</td>
<td>1593</td>
<td>-4.5%</td>
</tr>
<tr>
<td>STRONG-ARM</td>
<td>486</td>
<td>527</td>
<td>-7.9%</td>
</tr>
<tr>
<td>AGGRAVATED ASSAULT TOTAL</td>
<td>3965</td>
<td>4150</td>
<td>-4.5%</td>
</tr>
<tr>
<td>AGGRAVATED ASSAULT - FIREARM</td>
<td>2565</td>
<td>2675</td>
<td>-4.1%</td>
</tr>
<tr>
<td>AGGRAVATED ASSAULT - KNIFE or CUTTING INSTRUMENT</td>
<td>565</td>
<td>601</td>
<td>-5.9%</td>
</tr>
<tr>
<td>AGGRAVATED ASSAULT - OTHER DANGEROUS WEAPON</td>
<td>740</td>
<td>763</td>
<td>-3.0%</td>
</tr>
<tr>
<td>AGGRAVATED ASSAULT - HANDS, FISTS, FEET, ETC</td>
<td>95</td>
<td>111</td>
<td>-16.6%</td>
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<tr>
<td>BURGLARY TOTAL</td>
<td>6417</td>
<td>6740</td>
<td>-4.8%</td>
</tr>
<tr>
<td>RESIDENTIAL COMMERCIAL</td>
<td>4227</td>
<td>4755</td>
<td>-11.1%</td>
</tr>
<tr>
<td>FORCE</td>
<td>2190</td>
<td>1985</td>
<td>10.3%</td>
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<tr>
<td>NO FORCE</td>
<td>1324</td>
<td>1365</td>
<td>-3.0%</td>
</tr>
<tr>
<td>ATTEMPT</td>
<td>533</td>
<td>491</td>
<td>-7.5%</td>
</tr>
<tr>
<td>LARCENY - Theft TOTAL</td>
<td>25610</td>
<td>27106</td>
<td>-5.5%</td>
</tr>
<tr>
<td>$200 AND OVERER</td>
<td>12977</td>
<td>13265</td>
<td>-2.3%</td>
</tr>
<tr>
<td>$50 TO $200</td>
<td>5040</td>
<td>5568</td>
<td>-9.2%</td>
</tr>
<tr>
<td>UNDER $50</td>
<td>7593</td>
<td>8273</td>
<td>-8.2%</td>
</tr>
<tr>
<td>FROM AUTO</td>
<td>11747</td>
<td>12179</td>
<td>-3.5%</td>
</tr>
<tr>
<td>BICYCLE</td>
<td>314</td>
<td>424</td>
<td>-27.6%</td>
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<tr>
<td>SHOPLIFTING</td>
<td>489</td>
<td>525</td>
<td>-6.8%</td>
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<tr>
<td>OTHERS</td>
<td>8740</td>
<td>9243</td>
<td>-5.4%</td>
</tr>
<tr>
<td>VEHICLE THEFT TOTAL</td>
<td>2623</td>
<td>2739</td>
<td>-4.2%</td>
</tr>
<tr>
<td>ARSON TOTAL</td>
<td>199</td>
<td>228</td>
<td>-13.1%</td>
</tr>
<tr>
<td>TOTALS</td>
<td>41222</td>
<td>43426</td>
<td>-5.1%</td>
</tr>
<tr>
<td>VIOLENT</td>
<td>6373</td>
<td>6611</td>
<td>-3.6%</td>
</tr>
<tr>
<td>PROPERTY</td>
<td>34847</td>
<td>36814</td>
<td>-5.3%</td>
</tr>
</tbody>
</table>

CRIMINAL ARRESTS BY CMPD

<table>
<thead>
<tr>
<th>OFFENSE</th>
<th>2016</th>
<th>2017</th>
<th>% CHANGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>HOMICIDE (MURDER &amp; NONNEGLIGENCE MANSLAUGHTER)</td>
<td>55</td>
<td>60</td>
<td>9.1%</td>
</tr>
<tr>
<td>RAPE</td>
<td>30</td>
<td>25</td>
<td>-113.8%</td>
</tr>
<tr>
<td>ROBBERY</td>
<td>780</td>
<td>693</td>
<td>-11.3%</td>
</tr>
<tr>
<td>ASSAULT</td>
<td>4105</td>
<td>4058</td>
<td>1.1%</td>
</tr>
<tr>
<td>BURGlARY</td>
<td>985</td>
<td>904</td>
<td>-8.4%</td>
</tr>
<tr>
<td>LARCENY</td>
<td>1877</td>
<td>1742</td>
<td>-7.2%</td>
</tr>
<tr>
<td>VEHICLE THEFT</td>
<td>246</td>
<td>311</td>
<td>19.8%</td>
</tr>
<tr>
<td>ARSON</td>
<td>43</td>
<td>92</td>
<td>219.8%</td>
</tr>
<tr>
<td>FORGERY/COUNTERFEITING</td>
<td>100</td>
<td>94</td>
<td>-6.0%</td>
</tr>
<tr>
<td>FRAUD</td>
<td>237</td>
<td>240</td>
<td>1.2%</td>
</tr>
<tr>
<td>EMBEZZLEMENT</td>
<td>150</td>
<td>183</td>
<td>22.2%</td>
</tr>
<tr>
<td>STOLEN PROPERTY</td>
<td>625</td>
<td>653</td>
<td>4.5%</td>
</tr>
<tr>
<td>VANDALISM</td>
<td>278</td>
<td>250</td>
<td>-10.1%</td>
</tr>
<tr>
<td>WEAPONS</td>
<td>270</td>
<td>267</td>
<td>1.1%</td>
</tr>
<tr>
<td>PROSTITUTION</td>
<td>39</td>
<td>30</td>
<td>-23.1%</td>
</tr>
<tr>
<td>SEX OFFENSES</td>
<td>88</td>
<td>124</td>
<td>196.8%</td>
</tr>
<tr>
<td>DRUGS</td>
<td>2116</td>
<td>2136</td>
<td>-1.0%</td>
</tr>
<tr>
<td>GAMBLING</td>
<td>1</td>
<td>3</td>
<td>200.0%</td>
</tr>
<tr>
<td>OFFENSE AGAINST FAMILY</td>
<td>12</td>
<td>0</td>
<td>-100.0%</td>
</tr>
<tr>
<td>DRIVING WHILE ALCOHOL/DRUG IMPAIRED</td>
<td>887</td>
<td>842</td>
<td>-5.1%</td>
</tr>
<tr>
<td>LIQUOR VIOLATION</td>
<td>47</td>
<td>35</td>
<td>-26.2%</td>
</tr>
<tr>
<td>DISORDERLY CONDUCT</td>
<td>364</td>
<td>246</td>
<td>-32.8%</td>
</tr>
<tr>
<td>OTHER NON-TRAFFIC ARRESTS</td>
<td>5915</td>
<td>5815</td>
<td>1.7%</td>
</tr>
<tr>
<td>UNKNOWN</td>
<td>10</td>
<td>9</td>
<td>-10.0%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>19300</td>
<td>18972</td>
<td>-1.6%</td>
</tr>
</tbody>
</table>
TRAFFIC CRASHES & CITATIONS

The data below is in reference to CMPD’s DWI-Task Force. This is a grant funded program that aims to reduce alcohol related traffic violations.

<table>
<thead>
<tr>
<th>TRAFFIC CRASHES &amp; CITATIONS</th>
<th>2016</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Public Property Traffic Crashes</td>
<td>30,125</td>
<td>29,002</td>
</tr>
<tr>
<td>Total Public Property Traffic Crashes with One or More Fatalities</td>
<td>78</td>
<td>71</td>
</tr>
<tr>
<td>Total Public Property Traffic Crashes with One or More Non-officer Injuries</td>
<td>9,698</td>
<td>9,183</td>
</tr>
<tr>
<td>Total Public Property Crashes without Injuries</td>
<td>19,584</td>
<td>19,737</td>
</tr>
<tr>
<td>Total Public Property Traffic Crashes with Fatalities Related to Alcohol</td>
<td>24</td>
<td>32</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>CITATIONS</th>
<th>2016</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Non-moving Violation Citations</td>
<td>40,283</td>
<td>43,119</td>
</tr>
<tr>
<td>Total Moving Speed Violations</td>
<td>14,282</td>
<td>13,409</td>
</tr>
<tr>
<td>Total Moving Alcohol Violations</td>
<td>1,415</td>
<td>1,660</td>
</tr>
<tr>
<td>Total Moving Failure-To-Comply with Traffic Control Devices Violations</td>
<td>2,366</td>
<td>2,360</td>
</tr>
</tbody>
</table>
The Charlotte-Mecklenburg Police Department is an organization that exemplifies an impeccable reputation of excellence, integrity, and service. The goal of the department is to make Charlotte one of the safest cities in America and to provide the community with professional, innovative, and effective service. The CMPD understands that collaborating efforts amongst officers, staff, volunteers, and the community is very important. The CMPD continues to partner with neighborhood residents and business owners in addition to local, state, and federal agencies to increase community safety and reduce crime. In an effort to provide the community with exceptional service, the CMPD strives to recruit qualified individuals with a passion to serve.

The CMPD offers several programs and incentives aimed to provide new and existing employees with an exceptional employee experience. Programs offered to new recruits include a Lateral Entry Program, Military Recruitment Program, and Paid Training Program. In addition to the programs provided for new recruits, CMPD also offers several incentive opportunities and programs for sworn and civilian personnel. For more information regarding the CMPD, visit cmpd.org.

RECRUITMENT SUCCESS STORIES

Officer Suzett Elliott is originally from Hartford, Connecticut. She attended Johnstown C. Smith University where she received a Bachelor of Arts degree in Criminal Justice and Sociology. She is currently employed as a Patrol Officer in CMPD’s University City Division. Officer Elliott credits the Police Training Officers (PTO) at the CMPD Training Academy for preparing her for her interaction with the public by creating a learning environment that encourages recruits to ask questions and seek feedback. Officer Elliott would tell anyone interested in becoming a CMPD police officer "to understand that everything you accomplish in the training academy takes you one step closer to completion. Stay open to possibilities and never doubt yourself."

Kalina Thurman is originally from Atlanta, Georgia. She attended Shelby High School. She is currently employed as a Police Investigation Technician in CMPD’s Non-Emergency Police Services Division (NEPS). The responsibilities of the NEPS Division include but are not limited to answering appropriate calls, monitoring and responding to the online reporting system, and completing appropriate offense reports. Prior to Kalina obtaining employment with CMPD she worked for a smaller agency. One thing Kalina would say to an individual interested in joining the department is, "If you are looking for better opportunities and room for growth in a department that seems like family, CMPD is the place to be."

Keinya Salter is originally from Norfolk, Virginia. He attended East Tennessee State University where he received a Bachelor of Science degree in Sports Management. He is currently employed as a Police Property Control Technician in CMPD’s Property and Evidence Management Division (P&EM). The responsibilities of the P&EM Division include but are not limited to storing items that are seized, collected, turned over or held within the custody of the CMPD for the purpose of safekeeping, investigation, forfeiture, or identification. Kenya’s interest in becoming a Property Control Technician was due to his father’s employment as a Supply Clerk in the United States Army. Kenya saw how valuable his father’s position was in making sure the soldiers had the supplies and resources needed to perform their jobs in a safe and proper manner. One thing Kenya would say to any individual interested in joining the department is, "CMPD offers better opportunities, room for growth in a department that seems like family."

Officer Yana Pikulik is originally from the Ukraine. She relocated to the United States when her parents moved to Florida. She attended the Art Institute of Charlotte and obtained an Associate in Fine Arts in Interior Design. Officer Pikulik is currently employed as a police officer in the Independence Division. She enjoys the fast-paced environment of the Department and her chain of command. One thing officer Pikulik would say to anyone interested in joining CMPD to become a police officer is, “Despite the size of the department, there are always individuals that will treat you as family.”

Deirdre Smalls is originally from Sumter, South Carolina and is currently employed as an Office Assistant IV in CMPD’s Crime Lab. The Crime Lab is responsible for providing timely and accurate scientific analysis of evidentiary material based upon the needs of the customer. While entering a new career, Deirdre’s time as a new employee has been one of the best experiences she’s ever encountered. One thing Deirdre would say to an individual interested in joining the department is, “regardless of an employee’s race, gender, age, or educational background, the CMPD does not discriminate.”

Officer Suzett Elliott credits the Police Training Officers (PTO) at the CMPD Training Academy for preparing her for her interaction with the public by creating a learning environment that encourages recruits to ask questions and seek feedback.
In 2017, the CMPD was awarded over $2.7 million dollars in grant funding to implement and sustain a variety of important programs. Grant awards came from three sources: federal agencies, state agencies, and foundations. As the pie graph below shows, the majority of the CMPD’s grant awards (59%) came from federal agencies. These federal funds supported major initiatives, including outsourcing 600 partially tested sexual assault kits for testing by an outside laboratory, maintaining critical staff positions within CMPD’s Crime Laboratory, and reducing drug trafficking and production. State grant funds (29%) were used to support key operational and programmatic elements of the CMPD’s Juvenile Diversion Program and the DWI Taskforce. Foundation grants (12%) supported a wide range of CMPD programs and initiatives. Grants from the Charlotte-Mecklenburg Police Foundation, for example, allowed the CMPD to purchase essential equipment such as body cameras, NARCAN, and vehicle mitigation barriers. Foundation grants also benefitted youth programs like the REACH OUT program that provides necessary services and resources to effectively and positively change the lives of selected youthful offenders. Lastly, foundation grants provided the Animal Care & Control Division a means to continue its mission of being a community partner in responsible pet ownership through providing resources that help owners retain their pets, and initiatives that seek to find loving forever homes for the animals in its care.

Federal grants, which made up 59% of the funds received, supported major initiatives, including outsourcing 600 partially tested sexual assault kits for testing by an outside laboratory, maintaining critical staff positions within CMPD’s Crime Laboratory, and reducing drug trafficking and production.
The Charlotte-Mecklenburg Police Department (CMPD) values the importance of diversity and understands the need to recruit employees who reflect the community. CMPD is intentional about recruiting at Historically Black Colleges and Universities in the southeast and solicits the participation of CMPD employees who are alumni of these institutions. There is active recruitment from women’s organizations, the military, and numerous other groups and associations. CMPD also recruits within the Charlotte-Mecklenburg community to diversify the applicant pool further. CMPD strives to create a Workforce Diversity that contains a broad range of diversity including race, gender, language, life experience, and cultural background to improve understanding and effectiveness in dealing with all communities. To that end, CMPD actively seeks qualified minority applicants to fill both sworn and civilian positions throughout the department.

**CMPD DEMOGRAPHICS**

The Charlotte-Mecklenburg Police Department (CMPD) values the importance of diversity and understands the need to recruit employees who reflect the community. CMPD is intentional about recruiting at Historically Black Colleges and Universities in the southeast and solicits the participation of CMPD employees who are alumni of these institutions. There is active recruitment from women’s organizations, the military, and numerous other groups and associations. CMPD also recruits within the Charlotte-Mecklenburg community to diversify the applicant pool further. CMPD strives to create a Workforce Diversity that contains a broad range of diversity including race, gender, language, life experience, and cultural background to improve understanding and effectiveness in dealing with all communities. To that end, CMPD actively seeks qualified minority applicants to fill both sworn and civilian positions throughout the department.

**EMPLOYEES**
- 538 Civilian
- 1891 Sworn

**GENDER STATISTICS**
- 24% Female
- 76% Male

**DIVERSITY BY RACE**
- 2% Asian
- 5% Hispanic Latino
- 20% African American
- 72% White

Races less than 1% of total:
- American Indian / Alaska Native
- Native Hawaiian / Other Pacific Islands
- Not Specified

**CMPD FISCAL YEAR 2017 BUDGET**

- Support Service Group: $26,419,421
- Office of the Chief: $26,777,350
- Investigative Service Group: $26,902,354
- Administrative Services Group: $43,339,957
- Patrol Service Group: $126,911,506

**TOTAL BUDGET**
- $250,419,790
INTERNAL AFFAIRS STATISTICS

2017 INTERNAL INVESTIGATIONS
CMPD investigates complaints from all sources. All allegations of misconduct, if true, would be a violation of CMPD policy or law, are thoroughly investigated.

In 2017 the CMPD investigated 228 allegations of misconduct of CMPD employees. 50 of those allegations came from external sources. 178 came from internal sources.

USE OF FORCE
Police officers are trained to seek voluntary compliance through lawful direction. However, they are sometimes met with circumstances in which a subject’s actions compel them to use force in order to gain compliance. CMPD policy requires officers to report use of force incidents under a broad range of circumstances. Supervisors investigate and document each incident.

**USE OF FORCE EVENTS HAVE DECREASED 9.4%**

**POLICE INTERACTIONS HAVE INCREASED 1.6%**

### RULE OF CONDUCT VIOLATIONS

<table>
<thead>
<tr>
<th>Violation of Rules</th>
<th>2016</th>
<th>2017</th>
<th>% Change</th>
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</thead>
<tbody>
<tr>
<td>6</td>
<td>9</td>
<td>31</td>
<td>18</td>
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</tr>
<tr>
<td>7</td>
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<td>2</td>
<td>9</td>
</tr>
</tbody>
</table>

### TOTAL COMPLAINT EVENTS

<table>
<thead>
<tr>
<th>2016</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>External Complaint Events</td>
<td>42</td>
</tr>
<tr>
<td>Internal Complaint Events</td>
<td>147</td>
</tr>
<tr>
<td>Total Complaint Events</td>
<td>189</td>
</tr>
</tbody>
</table>

In 2017, there were 228 alleged rules of conduct violations, compared to 300 in 2016. This is a 24% decrease. The table below identifies the rules of conduct that account for the majority of all misconduct allegations. Note: Some allegations in the table below are pending due to investigation.

### USE OF FORCE

- Total Use of Force Events: 2016 - 414; 2017 - 369; % Change -45 (-9.4%)
- Total Police Interactions: 2016 - 612,272; 2017 - 622,195; % Change -9,923 (-1.6%)
- Total Arrests: 2016 - 19,771; 2017 - 18,937; % Change -834 (-4.2%)

- Note: Multiple allegations may result from a single event.
- **Animals are excluded from these Use of Force Event totals.**

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EMPLOYEES RECOGNIZED FOR PERFORMANCE

DEPARTMENTAL AWARDS
Patrol Training Officer of the Year: Officer Sandy Nance
School Resource Officer of the Year: Officer Jeff Butler
Detective of the Year: Detective Stephen Parker
Civilian Employee of the Year: Joe Vanderlip
Sworn Employee of the Year: Sergeant Brian Scharl
Purple Heart: Officer Joe Pendergrast, Officer David Gatkins, Officer Matthew Lewis
Medal of Valor: Officer Mitchell Reedy

HABITUAL MISDEMEANOR ASSAULT PROJECT: Detective Amanda Giannini, Detective Jonathan Chow, Robert Broughton, Bruce Lillie, Sheena Gatehouse, Mikkola Harrington

2016 CIVIL UNREST INVESTIGATION: Detective Johnathan Chow, Detective Aaron S. Applepen, Detective Gereen Willis, Detective Craig Wilkes, Detective Jason Porter, Detective Joshua Gibson

CHIEF’S UNIT CITATIONS
AVIATION UNIT: Sergeant Scott Anderson, Officer Eric Kelly, Officer Matthew Porter, Officer Scott Scancarek, Officer Coty Brown, Officer Todd Gilley, Officer Phil Hellfield, Officer Don-Brisette, Rick Haight

SVI/CRIME AGAINST CHILDREN: Sergeant Jem Jones, Detective Andrew Key, Detective Suzanne Bowman, Detective Tamilla Gibbs, Detective Nicole Sobol, Detective Brandy Lingle, Detective Ryan Conklin, Detective Anthony Rono, Detective Lori O’Dell, Detective Amy Baswell, Carolyn Scott

HUMAN TRAFFICKING UNIT: Detective Ashley Horton, Detective Altisons Rivers, Kelli Yerkes

2017 RETIREES
The Charlotte-Mecklenburg Police Department would like to congratulate the following employees on their retirement and say thanks for many years of committed service:

SWORN OFFICERS
Major Stephen Willis
Captain Kenneth Schul
Captain William Boger
Sergeant Charles Rappleyia
Sergeant Lorraine Ellis
Sergeant Clarence (Ray) Williams
Sergeant William Walther
Sergeant Donald Bennett
Sergeant Derek Walker
Sergeant Michael Shy
Sergeant Johnny (Alan) Mcwhirter
Sergeant Rico Mclwain
Sergeant Bobby Morton
Staff Sergeant David Minnick
Officer David Cannon
Officer William Bostick
Officer Eric Coo
Officer Craig Volman
Officer Ronda Cline
Officer Julian Swaringen
Officer Milton Harris
Officer Jeffrey Baucum
Officer Nathan Gould
Officer Gerald Hopkins

CIVILIANS
Linda Fiorczyk
Julie Wilson
Marian Crawford
John Teague
Steven Buchanan
Greg Crystal
Carlyon Carr
Delores McHaim
James Weaving

Detective Stephen Parker
Officer Jeff Butler
Officer Matthew Montgomery
Detective Altonio Rivers
Detective Leo Savage
Detective Keith Way
Detective Arron Burt
Detective Stephen Parker
Detective of the Year:
Officer Mitchell Reedy
Citizen Service Award: Reggie Campbell
Citizen Long-Term Achievement Award: Mr. Robert M. Williams
Citizen Achievement Award: Bob Szymkiewicz, Darryl Gaston
Citizen Award: Mr. Norberto Sanchez, Clair Lane

CHIEF’S AWARD FOR EXCELLENCE
OPS COMMAND DASHBOARD: Steve Eudy
FOLLOW UP GONE GOOD: Officer Carl Albanese, Officer Josh Gibbons, Officer Cliff Albanese, Officer Robert Morell

THE BROWN-ROACH INVESTIGATION – AFIS: Officer Emmette Johnson, Officer James Weaving

EMPLOYEES RECOGNIZED FOR PERFORMANCE

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Officer David Cannon
Officer William Bostick
Officer Eric Coo
Officer Craig Volman
Officer Ronda Cline
Officer Julian Swaringen
Officer Milton Harris
Officer Jeffrey Baucum
Officer Nathan Gould
Officer Gerald Hopkins

Department Chief:

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CENTRAL DIVISION
119 E. Seventh St. Ste 2B | 704-366-5729
Division Captain: Capt. David Robinson
Lieutenants: Lt. Bret Balamucki, Lt. Joseph Carey

EASTWAY DIVISION
3505 Central Ave. | 704-336-8536
Division Captain: Capt. Torri Tellis
Lieutenants: Lt. Luke Sell, Lt. Steven Durant

FREEDOM DIVISION
4150 Wilkinson Blvd. | 704-432-6795
Division Captain: Capt. Michelle Hummel
Lieutenants: Lt. Anderson Royston, Lt. Jared Saunders

HICKORY GROVE DIVISION
527-A North Sharon Amity Rd. | 704-336-3192
Division Captain: Capt. Dave Harris
Lieutenants: Lt. Jason Helton, Lt. Robert Childs

INDEPENDENCE DIVISION
9315 - G Monroe Rd. | 704-336-2890
Division Captain: Capt. Ryan Jackson
Lieutenants: Lt. Davis Blum, Lt. John Furr

METRO DIVISION
1118 Beatties Ford Rd. | 704-336-8300
Division Captain: Capt. Jonathan Thomas
Lieutenants: Lt. Brian Sanders, Lt. Spence Cochran

NORTH DIVISION
10340 R Harris Oaks Blvd | 704-432-3801
Division Captain: Capt. Ryan Kendall
Lieutenants: Lt. Stephen Flatt, Lt. John Thornton

NORTH TRYON DIVISION
4045 N. Tryon St., Ste B | 704-336-8398
Division Captain: Capt. Jackie Blyle
Lieutenants: Lt. Michael Abbondanza, Lt. Jeffrey Harless

PROVIDENCE DIVISION
715 N. Wendover Rd. | 704-336-2878
Division Captain: Capt. Cecil Brisson
Lieutenants: Lt. Shawn Crooks, Lt. David Collins

SOUTH DIVISION
8050 Corporate Ctr Dr, Ste 100
704-336-3030
Division Captain: Capt. Christian Wagner
Lieutenants: Lt. John Kitchens, Lt. Dave Crosby

STEEL CREEK DIVISION
2227 Westinghouse Blvd | 704-336-7800
Division Captain: Capt. Rob Dance
Lieutenants: Lt. Jim Hummel, Lt. Demarco Jeter

UNIVERSITY CITY DIVISION
8401-120 University Executive Park Dr., #120
704-432-3990
Division Captain: Capt. Alan Rutledge
Lieutenants: Lt. Eric Brady, Lt. Jim Morrison

WESTOVER DIVISION
2559 West Blvd. | 704-432-2442
Division Captain: Capt. Melanie Peacock
Lieutenants: Lt. Brian Trull, Lt. Wessley Jessup

PATROL DIVISIONS
ABOUT CHARLOTTE

• 2017 Population: 856,062 City of Charlotte; 1,030,214 Mecklenburg County; 869,495 CMPD Jurisdiction
• Total Square Miles: 303 City of Charlotte; 546 Mecklenburg Co.; 438 CMPD Jurisdiction
• Nicknamed the Queen City, Charlotte was named in honor of the German Princess Charlotte of Mecklenburg-Strelitz, the wife of King George III of England
• 1.6 mil people visit Charlotte each year
• Charlotte ranks number one as the largest city for business growth
• Charlotte ranks number two as the fastest growing city in the U.S.

ABOUT CMPD

• CMPD is the largest metropolitan police department between Atlanta, GA and Washington, D.C.
• Before 1993, separate law enforcement existed as Charlotte Police and Mecklenburg County Police Department.
• CMPD has the latest equipment and technology available: Body Worn Cameras, PLIMS (Property & Laboratory Information Management System), and License Plate Readers.
• CMPD’s 2017 operating budget was $250,075,726.