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.
OVERALL CRIME STATS

OVERALL CRIME 5%

13,792 TOTAL ARRESTS ↓ 4% from 2020
2,914 VIOLENT CRIME ARRESTS ↓ 3% from 2020
2,999 GUNS OFF STREETS ↑ 33% from 2020

534K POLICE INTERACTIONS ↑ 4% from 2020

The REAL TIME CRIME CENTER assisted in

1,609 WERE VIOLENT IN NATURE
275 OF VIOLENT CASES WERE CLEARED IN INITIAL INVESTIGATION
284 SUSPECTS WERE ARRESTED FROM THE CASES RTCC WAS INVOLVED

TECHNOLOGY THROUGH THE RTCC ALSO ASSISTED IN RECOVERING:

390 STOLEN CARS
19 MISSING PERSONS

PROPERTY CRIME ↓ 4%
VIOLENT CRIME ↓ 7%
HOMICIDES ↓ 18%
RAPES ↑ 19%
ROBBERIES ↓ 22%
VEHICLE THEFTS ↑ 5%
BURGLARIES (residential) ↓ 13%
BURGLARIES (commercial) ↓ 20%
ARSONS ↓ 18%
AGGR. ASSAULTS ↓ 3%
VEHICLE BREAK-INS ↑ 4%

53 SWAT DEPLOYMENTS IN 2021 WHICH INCLUDED WARRANTS SERVED, ARMED BARRICADED SUBJECTS, DIGNITARY PROTECTION ESCORTS AND MORE. SWAT CONTINUES TO ASSIST DIVISIONS, LEAD TRAINING EFFORTS AND DEVELOP CMPD LEADERSHIP.

3,341 TIPS RECEIVED 3%
151 ARRESTS MADE 7%
288 CASES CLEARED 13%
469 CHARGES LAID 25%

38 FUGITIVE ARRESTS 3%
88 GUNS RECOVERED 96%
$472K DRUGS SEIZED 9%
$132K PROPERTY RECOVERED 149%

$75K CASH RECOVERED 53%
97 # OF REWARDS APPROVED 9%
$78K REWARDS AMOUNT APPROVED 189%
The HOMICIDE CLEARANCE RATE is 73%. This outpaces the national average which is 61%. The tenacious work of CMPD Homicide detectives and community involvement are two critical elements in reaching such a high clearance rate.

VIOLENT CRIMINAL APPREHENSION TEAM

- 86 MURDER
- 24 ATT. MURDER
- 28 ADW/IKISI
- 59 ARMED ROBBERY
- 14 RAPE
- 25 ADW
- 4 KIDNAPPING
- 18 SIOD

288 APPEHENSIONS

CRIME GUN SUPPRESSION TEAM

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

- 162 ARRESTS
- 155 FIREARMS SEIZED
- 23 STOLEN FIREARMS RECOVERED

The RECRUITMENT CAMPAIGN yielded 2,346 APPLICATIONS which resulted in 135 HIRES
The Charlotte-Mecklenburg Police Department (CMPD) launched its CommUNITY Collaboration customer experience training and curriculum called CMPD Serves in June 2021 making it the first law enforcement agency in the country to develop a strategic approach as well as curriculum around ways to improve audience engagement.

**THIS WORK AIMS TO:**

1. **Provide employees with impactful information that they can incorporate into their daily jobs and leave a positive impression that will earn a genuine thank you.**

2. **Improve morale as part of the internal culture work.**

3. **Change public perception of policing based on the incorporation and practice of this work.**

4. **Gain tangible, measurable results that demonstrate how CMPD is changing hearts and minds internally and externally with an increased and improved focus on how employees treat others.**

Since its launch, The CMPD Serves Team has trained almost 2,000 employees. All employees should have completed this training by the end of 1st quarter of 2022.

Making a concerted effort to live these values every day through every interaction (both internal and external) will not only change community perception but the profession.
Animal Care & Control (AC&C) has had another fantastic year in 2021, and none of it would be possible without the support of the Charlotte-Mecklenburg community. In 2021, AC&C internalized its surgical operation which has increased the level of life saving services offered to pets and people in the community.

AC&C has continued to expand the Human Animal Support Services program as a way to increase focus on early intervention and gaining compliance through education and assistance in an effort to keep pets and people together. Animal Care & Control continues to be one of the leading animal welfare agencies in the country. It continues to do incredible life-saving work that helps keep our community safe and healthy while we continue to enhance the human-animal bond.
NEW MOTORCYCLES

In the fall of 2021, CMPD leased 10 ’21 BMW R1250RTP motorcyles. These replaced the old BMW R1200RT. The motorcyles have increased engine displacement which offers improved engine performance and power management. Other technology improvements: ABS braking, integrated full-system braking, and Advanced Traction Control for safer performance.

NEW BODY-WORN CAMERAS

In 2021, CMPD upgraded its body-worn cameras. Officers are now equipped with the redesigned Axon Body 3 (replacing Axon Body 2). The Axon Body 3 features enhanced low-light performance, reduced motion blur and an LTE connection that enables real-time features like live streaming.

NEW HELICOPTER

CMPD purchased a new 2021 Bell 407 – a game changer on so many levels. The new helicopter is equipped with an HD video camera and thermal imager that allows officers to see and record events in far greater detail than the past, a digital microwave video downlink that allows crew members to transmit video or thermal imagery directly to our RTCC, a new searchlight and an integrated mapping/video computer system. All of these features increase the ability of the helicopter crew to perform their duties in a safer and more efficient manner.
DE-ESCALATION TRAINING FACILITY

Opened in August of 2021, the CMPD’s de-escalation training facility is the first of its kind in the Southeast. It aids in continuing de-escalation training efforts for officers that will enhance communication skills and increase opportunities for better outcomes through real-life scenarios. De-escalation involves methods that reduce volatile circumstances to voluntary compliance and is essential in safeguarding the sanctity of human life. During their training in the police academy, recruits participate in more than 60 hours of training directly related to de-escalation. Following the academy, all officers receive annual training specifically for de-escalation.

随着图示内容展示，文本内容如下：

The facility is a two-story, 3,400 square-foot structure with modular and remote-controllable capabilities that allow the structure to create unique scenarios for each student. Technology was also leveraged to enhance the training experience. Twenty-eight cameras feed into a viewing room to enable instructors to have a comprehensive view of the facility. An auxiliary room with audio and video capabilities can seat up to 50 students to watch in real-time as they learn alongside their peers.

This facility is the only one of its kind between San Marcos, Texas, and the Washington, D.C. area, and is also one of the few law-enforcement, multi-story de-escalation training facility structures in the entire country.

The construction of this new facility was funded in partnership with The Charlotte-Mecklenburg Police Foundation ($500,000), and the Federal Bureau of Investigation ($1 million). The total cost of the project was $2.4 million.
COMMUNITY SERVICES & ENGAGEMENT

25 TOTAL PROGRAMS

20K+ TOTAL PARTICIPANTS

20+ COMMUNITY PARTNERS

YOUTH ENVISION ACADEMY introduces youth to valuable work experiences and the community, while teaching them the skills and life lessons they will need to be great leaders in Charlotte and beyond.

65 scholars // 12 Ambassadors // 5 Interns

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

25 students //

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

325 youth //

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

438 youth //

MIDDLE SCHOOL EXPLORERS CLUB for students in 6-8 grade to introduce them to the world of law enforcement. It provides a hands-on approach to learning through a curriculum that will expose students to life skills, service learning, career development, leadership, problem solving, and related subjects.

31 students //

COMMUNITY MEETINGS & EVENTS

BOOKBAG DRIVES

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

8,200 BOOKBAGS DONATED

CMPD Explorers provided Christmas gifts to more than:

2,800 UNDERSERVED FAMILIES

7,200+ CHILDREN REPRESENTED

80 CHILDREN OF HOMICIDE VICTIMS

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

GUN LOCK GIVEAWAY

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

5,000 GUN LOCKS DISTRIBUTED

FOOD DISTRIBUTION

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

95+ LOCATIONS

COMMUNITY POLICING CRISIS RESPONSE TEAM

996 ASSESSMENTS COMPLETED

27% ALREADY RECEIVING TREATMENT

67% ASSISTED IN DIVERTING

55% would have been SENT TO PSYCH HOSPITAL if not diverted

2% would have been ARRESTED if not diverted
Dr. Vasilas comes to CMPD with 20 years of service supporting the law enforcement and military community. Throughout her professional career, Dr. Vasilas has had the privilege of providing essential mental health support to these communities, by assisting in critical incident debriefs, post-critical incident seminars, post-deployment seminars, crisis response, as well as individual, family and couple support. In 2020, Dr. Vasilas was awarded the Distinguished Professional Service Award by the South Carolina Counselors Association for her dedication in advocacy, research and clinical support of the law enforcement and military communities.

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

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

LEADERSHIP

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<tr>
<th>COMMAND COLLEGE</th>
<th>16 GRADUATES</th>
<th>SERGEANT LEADERSHIP DEVELOPMENT COURSE</th>
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Changes and updates were made to 35 CMPD directives, including the implementation of the following:

1. **500-007 Use of Interview, Temporary Detention and Testing Rooms** - This directive was renamed to “Use of Interview, Temporary Detention and Testing Rooms.” The directive was known as “Use of Interview Rooms.” This directive was updated to include new language concerning an officer’s handheld radio emergency button that may be used as a panic alarm while inside the interview room. In addition, new language was added regarding the annual inspection of the interview, detention and testing rooms that will be conducted by the CMPD safety and training coordinator.

2. **200-001 Discipline, Internal Investigations, and Employee Rights** - Several changes were made to this policy regarding its annual review. Changes included additions to the section regarding adjudication of allegations of employee misconduct. More context was added regarding suspension with pay and additional coaching upon returning from a suspension.

3. **Rules of Conduct** - The Rules of Conduct was revised to include language regarding harassment, absence from duty and neglect of duty.

4. **400-001 Uniform and Grooming Standards** - Policy was updated to include new language regarding tattoos, branding and scarification.

5. **800-014 Social Media Policy** - This directive was updated to include guidelines that employees will adhere to when utilizing personal social media sites, commenting or posting on any social media platform.

6. **Immigrant Crime Victim Certifications (U-Visa) SOP** - This SOP was updated to include certification assessment language of felony and misdemeanor cases. The update included language about non-certification and the appeal process.
COMING SOON
IN 2022

1. CAMPUS CRIME STOPPERS RELAUNCH
2. GUN SAFETY CAMPAIGN
3. CONTINUED CMPD SERVES TRAINING AND ENGAGEMENT
4. PUBLIC FEEDBACK CAMPAIGN
5. INTERNAL CULTURE STRATEGIC DIRECTION
6. ADDITIONAL CIVILIAN RESOURCES FOR TRAFFIC AND ACCIDENT MANAGEMENT TO FREE SWORN RESOURCES