



2023

**ANNUAL 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.



### 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.



### 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.



### 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

**1,038,817**

911 CALLS FOR SERVICE  
↑6% from 2022

**534,083**

POLICE INTERACTIONS  
↑1% from 2022

OVERALL CRIME

↑14%



**15,343**

TOTAL ARRESTS  
↑12% from 2022



**3,432**

GUNS OFF STREET  
↑10% from 2022

VIOLENT CRIME

↑0%

RAPES

↓15%

BURGLARIES  
RESIDENTIAL

↓2%

AGGR.  
ASSAULTS

↑3%

PROPERTY CRIME

↑17%

ROBBERIES

↓8%

BURGLARIES  
COMMERCIAL

↑12%

VEHICLE  
BREAK-INS

↑8%

HOMICIDES

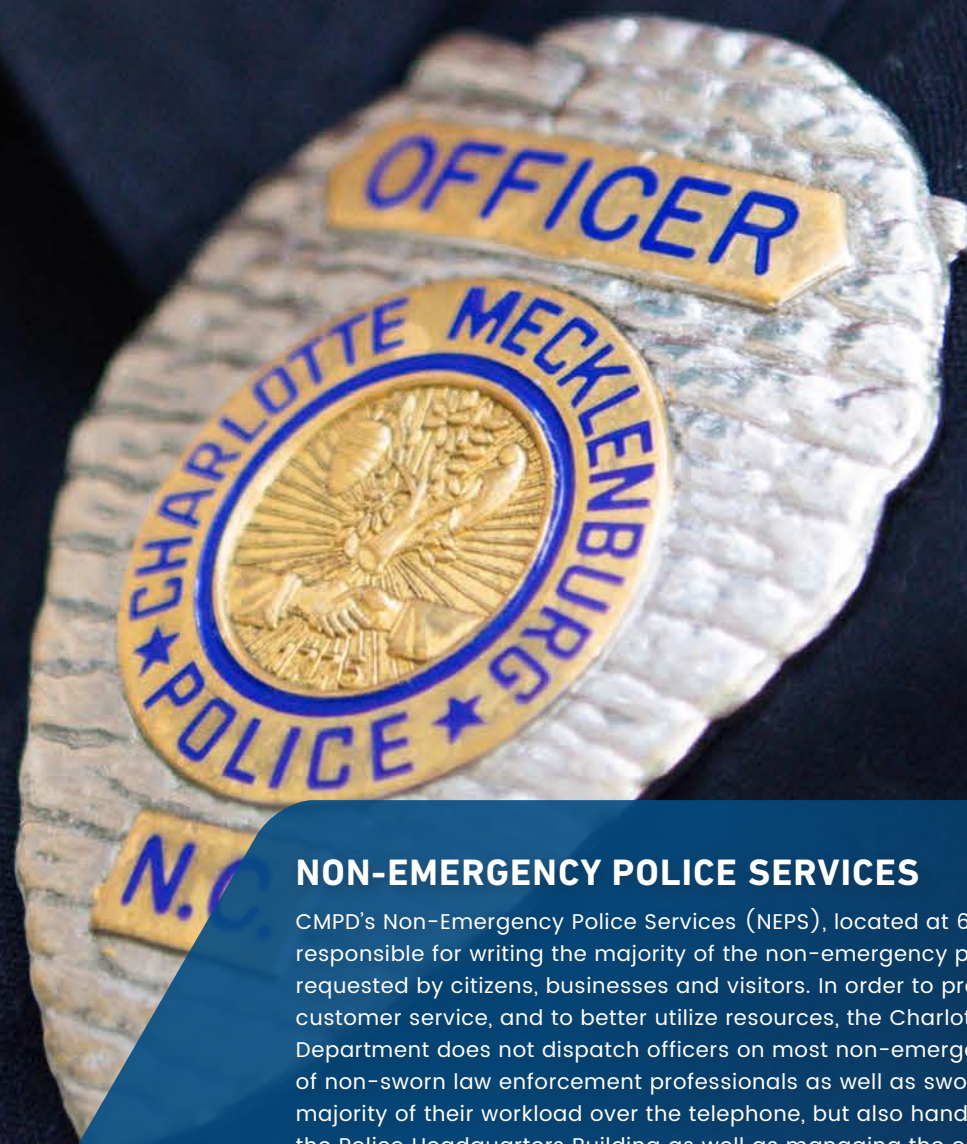
↓11%

VEHICLE  
THEFTS

↑120%

ARSONS

↑0%



NON-EMERGENCY POLICE SERVICES

CMPD's Non-Emergency Police Services (NEPS), located at 601 E. Trade Street, is responsible for writing the majority of the non-emergency police reports which are requested by citizens, businesses and visitors. In order to provide a better quality of customer service, and to better utilize resources, the Charlotte-Mecklenburg Police Department does not dispatch officers on most non-emergency crimes. NEPS consists of non-sworn law enforcement professionals as well as sworn officers. They handle the majority of their workload over the telephone, but also handle all the walk-in traffic to the Police Headquarters Building as well as managing the online crime reporting service offered by the CMPD.

NEPS CALLS FOR SERVICE  
**196,417**  
↑9% from 2022

ONLINE REPORTS COMPLETED  
**9,488**  
↑16% from 2022

WALK-INS ASSISTED  
**607**  
↑16% from 2022

KBCOPS REPORTED  
**29,295**  
↑6% from 2022

\*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 2023 to 2022 information.

# VIOLENT CRIME



## 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.

In July of 2023, the VCAT successfully apprehended two individuals wanted for felony child abuse following a comprehensive 4-month-long manhunt in a case that made national headlines. CMPD coordinated with the FBI and multiple other law enforcement agencies to track down Mildred Chestnut and Brandon Augustine through multiple states, which resulted in their capture and incarceration.

**80% HOMICIDE CLEARANCE RATE**

CMPD's Homicide Unit remains one of the best in the nation with a 80% solve rate over a 5-year average. That outpaces the national average of 52%. Our detectives work tirelessly to maintain this consistent level of excellence.

**95 HOMICIDES**  
 \*8 of those cases are with the District Attorney's Office for evaluation.  
 ↓11% from 2022

**374 TOTAL APPREHENSIONS**  
 ↑27% from 2022

<b>MURDER</b> <b>70</b> ↓3% from 2022	<b>ATTEMPTED MURDER</b> <b>75</b> ↑317% from 2022	<b>ARMED ROBBERY</b> <b>85</b> ↑49% from 2022
<b>RAPE</b> <b>33</b> ↑120% from 2022	<b>ADW / SIOD</b> <b>63</b> ↑15% from 2022	<b>OTHER FELONIES</b> <b>48</b>

## CHARLOTTE CRIME STOPPERS

The Charlotte Crime Stoppers program encourages community members to assist the CMPD in fighting crime by providing them with methods to share vital information leading to the arrests of wanted suspects in our area. All tips are anonymous. If an arrest is made as a result of a caller's tip, the caller will be eligible for a cash reward.

<b>2,634</b> TIPS RECEIVED ↑14% from 2022	<b>171</b> ARRESTS ↑17% from 2022	<b>294</b> CASES CLEARED ↑9% from 2022	<b>36</b> FUGITIVE ARRESTS ↑33% from 2022
<b>87</b> GUNS RECOVERED ↑16% from 2022	<b>473</b> CHARGES ↑6% from 2022	<b>\$153K</b> CASH RECOVERED ↑45% from 2022	<b>\$203K</b> PROPERTY RECOVERED ↑27% from 2022
<b>\$481K</b> DRUGS SEIZED ↑17% from 2022	<b>169</b> # OF REWARDS APPROVED ↑17% from 2022	<b>\$76K</b> REWARD AMOUNT APPROVED ↑6% from 2022	

## 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.

<b>ARRESTS</b> <b>212</b> ↑19% from 2022	<b>FIREARMS SEIZED</b> <b>244</b> ↑14% from 2022	<b>STOLEN FIREARMS RECOVERED</b> <b>49</b> ↑36% from 2022	<b>MONEY SEIZED</b> <b>\$131K</b> ↑84% from 2022
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# JUVENILE CRIME

In 2023, there was a continued rise in crime and violent incidents being committed by juveniles in our community. However, the CMPD cannot simply “arrest its way” out of this issue. The department remains dedicated to community-based solutions, providing more than two dozen youth programs through the Community Engagement Division. The CMPD urges families to take advantage of these mentorship programs to encourage and lead our youth along the right path.

**5,105**  
**JUVENILES LISTED AS SUSPECTS OF A CRIME**  
 ↑21% from 2022

**JUVENILE PROPERTY CRIME SUSPECTS**  
**1,635**  
 ↑86% from 2022

**JUVENILE SUSPECT ADW-GUN INCIDENTS**  
**108**  
 ↑33% from 2022

**JUVENILE VIOLENT CRIME SUSPECTS**  
**414**  
 ↓4% from 2022

**JUVENILE VICTIM ADW-GUN INCIDENTS**  
**476**  
 ↑18% from 2022

**3,016**  
**JUVENILE ARRESTS**  
 ↑34% from 2022

**1,150**  
**PROPERTY INCIDENTS WITH AT LEAST ONE NAMED JUVENILE SUSPECT**  
 ↑85% from 2022

**317**  
**VIOLENT INCIDENTS WITH AT LEAST ONE NAMED JUVENILE SUSPECT**  
 ↓2% from 2022

# FIFTH ELEMENT YOUTH OUTREACH PROGRAM

In 2023, CMPD launched the Fifth Element Youth Outreach Pilot Program for youth ages 13-17 years old. The Fifth Element program is designed to meet youth where they are and provide a support system to become self-sufficient and productive members of society. The program is for youth who have a history of making poor choices or have a prior arrest yet have great potential and want to make the right choices. Through several community partnerships, each participant has access to a network of resources, including mentors, life and occupational training, career coaching and cultural enrichment activities.

Over the course of a year, the CMPD project team offered monthly sessions where each participant had the opportunity to engage with officers, gain exposure to cultural enrichment activities and reinforce the life skills being taught within the program. Participants are automatically enrolled the following year until they age out of the program.

**During the pilot program, five youth were enrolled in the program. Two of those participants have already completed the program and had great success.** Building on the success of the pilot phase of the program, CMPD plans to fully launch the Fifth Element Youth Outreach Program in 2024.

## REQUIREMENTS:

- ✓ Youth ages 13 – 17
- ✓ Participants are referred by CMPD Officers
- ✓ Voluntary commitment from participants
- ✓ Parent(s) or guardian approval and support

## SUCCESS WILL BE MEASURED BY THE FOLLOWING:

- ✓ The juveniles progress in the program
- ✓ Academic achievements
- ✓ Employment status
- ✓ Documented police contact
- ✓ Solicited feedback
- ✓ Life changes



# CRIME SCENE INVESTIGATIONS

## Calls for Service

**10,150**

↑17% from 2022

TOTAL CALLS FOR CSI PROCESSING

**911**

↓31% from 2022

INVOLVED ASSAULT WITH DEADLY WEAPON

**1,306**

↑58% from 2022

INVOLVED SHOOTING INTO OCCUPIED PROPERTY

**886**

↑25% from 2022

VEHICLES PROCESSED FOR LARCENY FROM AUTO CALLS

**716**

↓9% from 2022

CALLS RELATED TO HOMICIDE PROCESSING

**346**

↓21% from 2022

CALLS RELATED TO DOMESTIC VIOLENCE

# PROPERTY AND EVIDENCE

**414** VEHICLES CURRENTLY STORED IN EVIDENCE STORAGE LOT

↑29% from 2022

## Evidence Collected

**53,515**

↑15% from 2022

TOTAL EVIDENCE COLLECTED

**13,333**

↑5% from 2022

TOTAL AMMUNITION INCLUDING DISCHARGED CASES

**6,581**

↓3% from 2022

TOTAL LATENT FINGERPRINT CARDS

	EVIDENCE	FOUND	SAFEKEEPING	TOTAL
Items Received	107,912	11,424	1,795	121,131
Items Released	3,335	1,092	1,166	5,593
Items Destroyed	58,171	12,295	1,552	72,168

# CRIME LAB

## Biology (DNA)

Tested **2,805** biological evidence items from **1,167** cases

## Blood Alcohol Testing

Tested **185** DWI kits

## Controlled Substances

Tested **964** suspected drug items from **464** cases

## Fire Debris (Arson)

Tested **16** evidence items from **7** suspected arson cases

## Firearm Comparisons

Compared firearms and fired evidence in **338** cases

## Questioned Documents

Examined **36** total evidence items from **20** cases

## Latent Fingerprints

Examined over **4,917** evidence items involving fingerprints from **1,206** cases leading to the identification of **925** individuals by fingerprints

## CODIS Database

Combined DNS Index System

**188** CODIS hits were generated linking DNA profiles from individuals and crime scene evidence through the CODIS database.

## AFIS Database

Automated Fingerprint Identification System

**739** AFIS hits were made from crime scene fingerprint evidence using the AFIS system.

## NIBIN Program

National Integrated Ballistic Information Network

**791** investigative leads were generated linking firearms and crime scene evidence.

**3,942** guns were test fired for entry into the NIBIN database.

**9,908** discharged cartridge cases from 1,017 separate shooting cases were screened for entry into the NIBIN database.

# AUTOMOBILE PROPERTY CRIME

## Auto Theft Stats

TOTAL VEHICLE THEFTS	HYUNDAI/KIA VEHICLE THEFTS	TOTAL AUTO THEFT ARRESTS	JUVENILE AUTO THEFT ARRESTS	STOLEN VEHICLE RECOVERIES
<b>8,032</b>	<b>5,342</b>	<b>1,235</b>	<b>835</b>	<b>3,909</b>
↑120% from 2022	↑607% from 2022	↑98% from 2022	↑192% from 2022	

## Larceny from Auto Stats

TOTAL LARCENY FROM AUTO	TOTAL STOLEN GUNS FROM AUTO	TOTAL LFA ARRESTS	JUVENILE LFA ARRESTS
<b>11,323</b>	<b>1,217</b>	<b>640</b>	<b>219</b>
↑8% from 2022	↑13% from 2022	↑3% from 2022	↑128% from 2022

**AROUND 1,500 STEERING WHEEL LOCKS WERE HANDED OUT TO INTERESTED CITIZENS AT NO COST SINCE THE SPRING OF 2022.**

During 2023, there was a continued spike in the number of auto property crimes as the viral Hyundai/Kia Challenge from 2022 remained an issue. CMPD used a multitude of options to help deter this ongoing trend and inform citizens about ways that they can avoid being a victim of these crimes.

CMPD supplied educational materials, digital materials and tips on social media pages to keep the community informed on the trend. The department continues to provide both patrol response and actionable items the community can use to combat these crimes which are often crimes of opportunity.

**IN NOVEMBER OF 2023, CMPD OFFICERS FROM THE CENTRAL DIVISION MADE ARRESTS IN THREE SEPARATE VEHICLE BREAK-IN CASES SPANNING LESS THAN EIGHT HOURS:**

- On November 26, 2023, officers were notified of a vehicle break-in occurring on North Graham St. and quickly apprehended the suspect on scene.
- On November 26, 2023, officers received two calls for service from vehicles break-ins at Garden District Dr. and North Davidson St. Officers observed two juvenile subjects and were able to detain one who was later identified in video surveillance with two others suspects.
- On November 27, 2023 officers were working in an off-duty capacity when they were alerted by a community member of three subjects breaking into vehicles along South Mint St. Officers arrested a juvenile suspect on scene and seized two vehicles as well as recovered two firearms.



# MAJOR OPERATIONS

## OPERATION SCARLET

In April of 2023, CMPD launched an initiative focused on high-end vehicle thefts and recoveries. It was quickly realized that this was a deep web of crime that spanned many types of property crimes and violent crimes. Operation SCARLET (Stolen Car And Recovery Law Enforcement Team) was led by CMPD in partnership with many other law enforcement agencies.

The overwhelming majority of these motor vehicles were Dodge Chargers and Challengers but also included many other luxury models such as Audi, Mercedes Benz, Range Rover, Cadillac and BMW.

These high-end stolen motor vehicles have also been used in numerous other crimes throughout Charlotte and surrounding counties to include homicides, vehicle fatalities, SIODs (Shooting into Occupied Dwelling), armed robberies and other property crimes.

The success of SCARLET is attributed to the collaborative efforts of our internal and external partners. Internally, we are proud of the hard work done by CMPD officers and detectives, CMPD Intel, the CMPD Real Time Crime Center, CMPD Crime Scene Unit and CMPD analysts.

CMPD would like to recognize all partners who continue to contribute greatly to this operation. The Federal Bureau of Investigation, Department of Homeland Security and several local jurisdictions have all collaborated and shared information to make these arrests and seizures happen.



### SCARLET Stats

RECOVERED VEHICLES  
**180**

FIREARMS SEIZED  
**111**

NUMBER OF SEARCH WARRANTS  
**112**

VALUE OF RECOVERED VEHICLES  
**\$11M**

NUMBER OF FELONY ARRESTS  
**85**

MONEY SEIZED  
**\$941K**

NARCOTICS  
**\$900K**

# MAJOR OPERATIONS

## STREET RACING/TAKEOVERS

CMPD has continued to address safety issues on Charlotte roads after a rise in reckless road behavior. Starting in February, CMPD launched a targeted effort cracking down on the new nationwide trend of street takeovers which has gained attention through videos on social media.

NUMBER OF CITATIONS	ARRESTS	VEHICLES TOWED	VEHICLES SEIZED	FIREARMS SEIZED
141	32	101	17	17



## OPERATION HEARTBEAT

CMPD's Operation Heartbeat is a strategic initiative in Uptown Charlotte to reduce violent crime with a focus on the Charlotte Transit Center, the open areas around Spectrum Center as well as parking lots and garages adjacent to the transit center.

**IN 2023, THERE WERE 9 VIOLENT CRIMES IN THIS SPECIFIC AREA COMPARED TO 14 VIOLENT CRIMES IN 2022. THIS IS A 36% DECREASE YEAR OVER YEAR IN VIOLENT CRIME IN THE OPERATION HEARTBEAT FOOTPRINT, INCLUDING A 43% DECREASE IN ROBBERIES.**

Overall in 2023, the Central Division was down 3% in violent crime.



## ORGANIZED RETAIL THEFT

The Organized Retail Theft Task Force was created in 2019. The task force investigates large scale theft operations involving shoplifting, warehousing and re-selling stolen goods which is known as "fencing." Our detectives collaborate with jurisdictions across the state and country to identify fencing operations and prosecute offenders.

**IN 2023, THE ORGANIZED RETAIL THEFT TASK FORCE INVESTIGATED 581 REPORTED CRIMES, CLEARING 286 BY ARREST. THOSE INVESTIGATIONS ACCOUNTED FOR \$815,000 IN RETAIL LOSSES.**

Detectives work closely with retailers throughout the area to ensure they have up-to-date cameras and anti-theft technology as well as practices in place to assist in identifying and arresting serial criminals involved in retail theft.

# TRAFFIC OPERATIONS

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 by the year 2030. CMPD's Transportation Division and Motor Unit led 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. COMBINED, THE UNITS ISSUED 19,000 CITATIONS.**

TOTAL MOTOR UNIT STOPS

**12,283**

↑24% from 2022

TOTAL MOTOR UNIT CITATIONS

**14,403**

↑2% from 2022

MOTOR UNIT LED OPERATIONS

**44**

↑6% from 2022

TOTAL DWI UNIT STOPS

**4,659**

↑17% from 2022

TOTAL DWI UNIT CITATIONS

**4,448**

↑3% from 2022

TOTAL DWI UNIT OPERATIONS

**24**

↑9% from 2022

TOTAL DWI UNIT CHARGES

**380**

↑33% from 2022

TOTAL TRAFFIC FATALITIES INVESTIGATED

**68**

↑8% from 2022

DEADLY DWI CRASHES

**18**

↑18% from 2022

DEADLY MOTORCYCLE CRASHES

**14**

↑56% from 2022

DEADLY PEDESTRIAN CRASHES

**22**

↑5% from 2022



## BEACON LIGHTS FROM POLICE FOUNDATION

CMPD is continuously evaluating our equipment and technology to ensure it is top of the line while also promoting safety. The Charlotte-Mecklenburg Police Foundation is a great partner and **donated 270 sets of beacon lights** that will better illuminate the roadway while officers are working in the roadway at night. The Police Foundation has funded numerous vitally important tools such as body-worn cameras, electronic monitoring devices, active shooter kits, the de-escalation training facility and so much more.



Charlotte-Mecklenburg  
POLICE FOUNDATION

# CYBER CRIMES AGAINST CHILDREN

In June, the CMPD's Special Victims Division along with the Federal Bureau of Investigation (FBI) and the North Carolina State Bureau of Investigation (NC SBI) announced in a joint press conference the increasing dangers of online predators gaining access to children online and soliciting them to send explicit images. Cyber tips reported to CMPD have increased from 98 tips in 2016 to 637 reported in 2023. "These crimes know no geographical, racial or socioeconomic boundaries," according to Special Victims Division Captain James Ivie. "They target both boys and girls and severely affect the mental health of our children. Our goal in this announcement is to bring this problem to light for parents and to keep our children from being victimized."

## CRIMES AGAINST CHILDREN UNIT

**788**

CASES  
INVESTIGATED

**60%**

CLEARANCE  
RATE

**3,012**

DSS REFERRALS  
PROCESSED

# FAMILIAL DNA LEADS TO SEX ASSAULT ARREST

In September, detectives with CMPD's Sexual Assault Unit made an arrest after months of tireless investigative work by multiple divisions and units. The suspect, now identified as Khalil Boler, attacked a female victim and attempted to rape her and take her cellphone as she was walking along a greenway. The suspect was first identified as a person of interest in the case following an arrest for two separate incidents that occurred at a Target store. University City Division officers investigated both cases at the Target, and their detailed reports and descriptions helped Sexual Assault Unit detectives identify Mr. Boler as a suspect.

DNA analysis was conducted on evidence collected from the greenway case to include a familial DNA search conducted with assistance from the North Carolina State Crime Laboratory.

# NO CAP, THOSE PILLS ARE SUS

**1,935**  
OVERDOSE CALLS  
FOR SERVICE  
↑2% from 2022

**211**  
FATAL  
OVERDOSES  
↑8% from 2022

**119**  
FENTANYL-RELATED  
OVERDOSES  
↑30% from 2022

On November 9, 2023, the CMPD Public Affairs Division announced the launch of a public awareness campaign to combat fentanyl use and the use of street pills. The campaign draws upon slang phrases like “no cap” and “sus” to target the message to younger individuals and their families. The campaign includes printed and digital materials with various slang phrases coupled with statistics and warnings for Charlotte citizens. The main goal is to prevent overdose deaths through education and to spark conversations within an impressionable audience who might be unaware of the prevalence and risks of

fentanyl-laced drugs. The campaign also directs citizens to use drug drop-off boxes stationed at division offices and pharmacies around Charlotte to safely dispose of unwanted and suspicious pills. Only two milligrams of fentanyl are enough to cause a fatal overdose, an amount that can fit on the tip of a pencil. In 2023, 211 people died from overdoses in Charlotte. Nationwide, the Drug Enforcement Administration seized a record 86 million fentanyl pills this year exceeding last year’s total of 58 million pills.

**NO CAP, those pills are SUS**

7 out of 10 fake prescription pills contain a **lethal** dose of **fentanyl**

**CLT YEARLY DEATH TOLL 200**

PROPER DISPOSAL NO QUESTIONS ASKED!

CMPD Headquarters • 801 Trade St. Charlotte NC 28202 or call DEATakeBack.com or a call center near you. For more info visit www.street-pills-kill.com

**Fentanyl and find out.**

#StreetPillsKill  
www.street-pills-kill.com

The only **fenty** we like is the beauty brand **@rihanna**

#StreetPillsKill  
www.street-pills-kill.com

**WE'RE NOT FRONTIN', this is meant to STAND OUT**

#StreetPillsKill  
www.street-pills-kill.com

**NO CAP, those pills are SUS**

www.street-pills-kill.com

**↓33%**

**DECREASE IN FATAL OVERDOSES IN THE 4<sup>TH</sup> QUARTER FOLLOWING THE CAMPAIGN LAUNCH**



## VICE & NARCOTICS UNIT

The Vice & Narcotics Unit is a specialized group within the CMPD Covert Operations Division. The primary responsibility of the Vice & Narcotics Unit is to investigate and address crimes including prostitution and related offenses as well as illicit drug activities and narcotics trafficking.

### THIS YEAR, THE VICE UNIT SEIZED:

<b>123</b> lbs	<b>77</b> lbs	<b>.7</b> lbs	<b>145</b> lbs
SUSPECTED COCAINE	SUSPECTED FENTANYL	SUSPECTED HEROIN	SUSPECTED METHAMPHETAMINE
↑48% from 2022	↑15% from 2022	↑97% from 2022	↑88% from 2022

# SPECIAL OPERATIONS BUREAU



## BOMB UNIT

In 2023, CMPD's Bomb Unit received 40 calls for service. The unit's current bomb truck is over 20 years old and has multiple mission-critical items that are broken or unserviceable. After the approval from the Charlotte City Council in July of 2023, CMPD's Bomb Squad will receive a new bomb truck in the spring of 2024 with \$460,000 in funding from the UASI and \$540,000 in funding from the Department of Justice Asset Forfeiture. The funding of those sources will be applied to the bomb truck's purchase.

TOTAL DEPLOYMENTS <b>91</b> ↓48% from 2022	SUSPICIOUS PACKAGE	BOMB THREAT	UNATTENDED PACKAGE
	20	8	6
	POST BLAST	PICKUP	OPERATIONAL STANDBY
	3	3	51

TOTAL DEPLOYMENTS  
**65**  
↓6% from 2022

## SWAT TEAM

During 2023, the Special Weapons and Tactics (SWAT) Team had 65 total deployments. Those deployments included 17 barricaded subjects, two hostage situations and one suicide threat.

COMMUNITY EVENTS  
**31**  
↓35% from 2022

SWAT currently has 34 team members with an assessment and selection process to come in February of 2024 with the hopes of filling additional vacancies. Also in 2024, the SWAT team will receive a new BearCat vehicle that will arrive in the spring.

The \$305,000 of funding for the BearCat vehicle came from the Urban Area Security Initiative (UASI). The UASI is a federal grant that provides funding to enhance regional preparedness and capabilities in designated high-threat high density areas.

## K-9 UNIT

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

TOTAL DEPLOYMENTS	EXPLOSIVE SWEEPS	SUSPECT APPREHENSIONS
<b>1,764</b>	<b>746</b>	<b>103</b>
↑14% from 2022	↓7% from 2022	↑29% from 2022
SUPPORTED ARREST	SUSPECTS LOCATED BY PERIMETER OFFICERS	K-9 DEMOS
<b>131</b>	<b>35</b>	<b>44</b>
↑36% from 2022	↓19% from 2022	↑52% from 2022



# REAL TIME CRIME CENTER

The Real Time Crime Center (RTCC) continuously monitors the city using more than 16,000 surveillance and Charlotte Department of Transportation cameras as well as multiple automated license plate reader (LPR) systems with access to LPR data from more than 900 systems. In addition, RTCC utilizes two electronic monitoring systems – NC Department of Public Safety (3,709 probation/parole offenders) and CMPD (368 pre-trial offenders). RTCC assists with violent crime cases, the recovery of stolen cars and missing persons investigations.

THE REAL TIME CRIME CENTER ASSISTED IN  
**3,197**  
INVESTIGATIONS  
*+1% from 2022*

**71** HOMICIDES      **513** ARMED ROBBERIES  
**154** ROBBERIES      **728** ASSAULT WITH A DEADLY WEAPON

## THE REAL TIME CRIME CENTER HAS...

ASSISTED IN THE RECOVERY OF  
**505**  
VEHICLES

**1,042**  
ASSISTED ARRESTS

IDENTIFIED SUSPECTS IN AN ADDITIONAL  
**192**  
CASES

On November 21, 2023, CMPD's Real Time Crime Center (RTCC) tracked a stolen vehicle after a License Plate Reader alert. RTCC continued to track the stolen vehicle into the parking lot of SouthPark Mall. RTCC notified responding units of the last known location and that the vehicle had four occupants. When officers arrived, they located the unoccupied vehicle and confirmed it to be stolen. Officers then located the four suspects nearby and took them into custody. Officers on scene located the following on the suspects and in the vehicle: 972.3 grams of marijuana, 55 oxycodone pills, 1,419 ounces of codeine and 6 firearms (3 stolen). Charges issued include Carrying a Concealed Weapon, Possession of a Firearm by Felon and Felony Possession of a Stolen Firearm.



# AVIATION

CMPD's Aviation Unit and helicopter, affectionately known as "Snoopy," work around the clock, year-round to assist in critical missing persons and suspect/suspect vehicle searches.



THE AVIATION UNIT  
RESPONDED TO  
**2,240**  
REQUESTS  
FOR AIRCRAFT  
ASSISTANCE  
↑4% from 2022

**1,230** HOURS  
FLOWN  
↑10% from 2022

**495** DIRECT  
ARRESTS  
↑39% from 2022

**340** ASSISTED  
ARRESTS  
↑1% from 2022

**145** VEHICLES  
LOCATED  
↑49% from 2022

**269** PERSONS LOCATED  
NON-SUSPECTS  
↑608% from 2022

In July 2023, the City of Charlotte's City Council approved the capital purchase of a new helicopter to replace a 25-year-old Bell helicopter in the Aviation Unit's fleet. The recommended replacement cycle for one of these helicopters is 8-12 years, which means the longer lifespan requires constant repairs and updates.

The helicopter will be used by CMPD's Aviation Unit to continue to enhance public safety through missing person searches, search and rescue, emergency medical evacuations, vehicle and foot pursuits, suspect searches, critical incidents and command and control functions including live video and aerial photography.



# MENTAL HEALTH RESPONSE



## CIVILIAN ASSISTANCE RESPONSE ENGAGE SUPPORT TEAM

Civilian Assistance Response Engage Support (CARES) is a community response program that provides a person-centric mobile response to community members who are experiencing problems related to homelessness, mental health, poverty and/or substance use disorders. The CARES Team conducts brief mental health assessments and provides crisis intervention, referrals, coordinates care with unhoused service providers and community resources, and provides items such as water, snacks, socks and hand warmers.

TOTAL CALLS FOR SERVICE	UNHOUSED PEOPLE	CHECK THE WELFARE	DISTURBANCE	LOITERING	OTHER
<b>533</b>	<b>29%</b>	<b>15%</b>	<b>15%</b>	<b>19%</b>	<b>22%</b>

### CARES TEAM OUTCOMES:

<b>463</b> INTERACTIONS <i>RESULTING IN:</i>	MADE A REFERRAL	MEDIC CALLED	REFUSED TO ENGAGE	PROVIDED SUPPLIES
	<b>4%</b>	<b>1%</b>	<b>12%</b>	<b>37%</b>
	POLICE BACKUP NEEDED	PROVIDED TRANSPORT	SUBJECT ENGAGED WITH CARES	PROVIDED INFO ON COMMUNITY RESOURCES
	<b>5%</b>	<b>4%</b>	<b>81%</b>	<b>38%</b>

## CRISIS INTERVENTION TEAM

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

CIT TRAINED EMPLOYEES  
**1,217**  
CIT DEPLOYMENTS  
**612**

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 calls for service locations or dealing with subjects in mental/emotional distress.

## 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 behavioral health and or substance abuse crisis.

TOTAL ASSESSMENTS COMPLETED	ALREADY RECEIVING TREATMENT	WOULD HAVE BEEN SENT TO PSYCH HOSPITAL	WERE DIVERTED	WOULD HAVE BEEN ARRESTED IF NOT DIVERTED
<b>1,064</b>	<b>322</b>	<b>374</b>	<b>8%</b>	<b>99%</b>

# SCHOOL SAFETY

CMPD's Education Outreach and Youth Services Division has 55 school resource officers covering 49 Charlotte-Mecklenburg Schools (CMS). They work alongside CMS Police to handle safety issues.

SCHOOL THREATS  
INVESTIGATED

30

↓49% from 2022

FIREARMS  
SEIZED

0

↓100% from 2022

SCHOOL-RELATED TIPS  
FROM CRIMESTOPPERS

16

↓27% from 2022



# LEGISLATIVE CHANGES

## CIVILIAN CRASH INVESTIGATORS

In June 2023, Governor Roy Cooper signed House Bill 140 into law. The purpose of the new law is to lessen the burden on police agencies statewide, allowing cities to employ trained civilian personnel to investigate traffic crashes involving property damage only. The new law went into effect on July 1, 2023, and the CMPD is developing a plan to implement a new Civilian Traffic Investigators program in 2024. The Civilian Traffic Investigators will not replace any of the city's sworn police officers or reduce the number of police officers employed by respective cities.

## STREET RACING/STREET TAKEOVER

As of December 1, 2023, a new law went into effect increasing penalties for organizers and participants involved in street takeovers, street racing and dangerous street stunts. The increased penalties will aid the CMPD Transportation Division's efforts to crackdown on these meetups. The new law uses specific language to define illegal street takeovers and gives authority to issue heavier fines, charges and seize vehicles.

After the new law went into effect in December, CMPD's Transportation Division has arrested and charged four organizers and/or participants with the following:

- **Participation in a Street Takeover Event (new charge under GS 20-140.10)**
- **Organization of a Street Takeover Event (new charge under GS 20-140.10)**
- **Speeding**
- **Reckless Driving**
- **Fail to Carry Operator License While Operating Motor Vehicle**

In addition, there have been three vehicles seized under the new legislation so far.



# HOUSE BILL 813: PRETRIAL INTEGRITY ACT

For many years, the Charlotte–Mecklenburg Police Department faced a major challenge in public safety – violent and repeat criminals preying on the innocent in our city without accountability in a practical way. Specifically, how should the most dangerous offenders be addressed after arrest but before trial? This difficulty was found not only in Charlotte but also throughout North Carolina. Community involvement and law enforcement

methods were proving beneficial in identifying suspects in criminal cases which led to arrests. The removal of these violent offenders from our streets was often short lived though. Due to the laws regarding bond standards, the same people committing the most heinous crimes in Charlotte were being released back into the very community that they terrorized, sometimes just hours prior. Victims were left to potentially

encounter the same suspect that made them a victim. Suspects were given the opportunity to re-offend.

CMPD Chief of Police Johnny Jennings was among the first officials in the state to bring this issue to the forefront. He began to have critical discussions with Mecklenburg County District Attorney Spencer Merriweather and Chief District Court Judge Elizabeth Trosch. Together, these leaders began the painstaking and lengthy process of developing a plan to attack this challenge while remaining fair.

Their efforts, after collaboration with officials from across the state, resulted in the birth of what we now know as the Pretrial Integrity Act.

This law, known as H.B. 813 during its time in the North Carolina legislature, made changes to the state’s pretrial release system. The biggest changes are twofold:

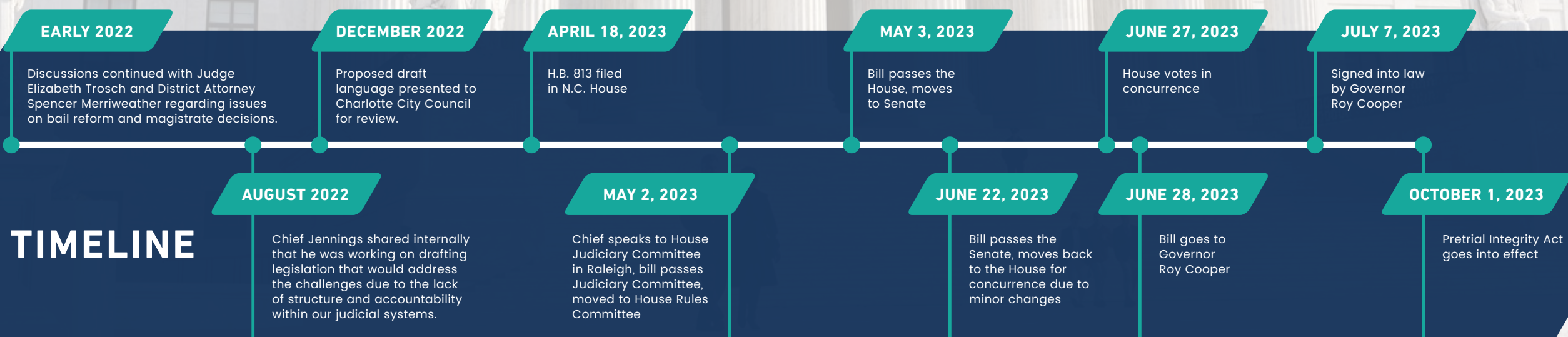
First, the new law enumerated 18 violent criminal offenses that require a judge, not a magistrate, to set the conditions of pretrial release for offenders. This is intended to ensure that these offenders

are not released without adequate safeguards in place to protect the community. Further, because judges are elected by the citizens of this state and make these decisions in open court, there is the opportunity for increased accountability on these decisions.

The 18 applicable offenses include murder, kidnapping, rape, sex offenses, human trafficking, assault with a deadly weapon with the intent to kill inflicting serious injury, shooting into occupied property, burglary, arson and armed robbery.

Second, the Pretrial Integrity Act states that a judge must set conditions of release if a person is arrested for a new criminal offense while he or she was already on pretrial release for a previous offense. This is intended to deter further criminal activity and ensure that defendants who are released on pretrial release remain in compliance with the law.

The enactment of the Pretrial Integrity Act has undoubtedly enhanced public safety in Charlotte and is a critical step toward making headway with CMPD’s Crime Management strategic priority.



## TIMELINE



# COMMUNITY SERVICES & ENGAGEMENT

**13**

TOTAL PROGRAMS

**813**

TOTAL PARTICIPANTS

## 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 need to be great leaders in Charlotte and beyond.

**PARTICIPANTS: 45** SCHOLARS **4** AMBASSADORS **3** INTERNS **18** CMPD STAFF

## POLICE ACTIVITIES LEAGUE

The CMPD provided staff to PAL to support the 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 8-17.

**444** PARTICIPANTS  
↓13% from 2022

**92%** COMPLETED  
(113 ACTIVE CASES)

**76%** DIVERTED  
(17 PENDING CASES)

**95%** OF PARTICIPANTS  
DID NOT REOFFEND

Adult Diversion is a first-time offender program that is an alternative to arrest for ages 18-24.

**12** PARTICIPANTS  
↑33% from 2022

**4** COMPLETED  
(6 ACTIVE CASES)

**100%** OF PARTICIPANTS  
DID NOT REOFFEND

## CMPD CHRISTMAS EXPLORERS PROJECT

Since 1974, the CMPD and the CMPD Police Explorers program have partnered with community members to provide Christmas gifts for families in need of assistance in the City of Charlotte. The CMPD Explorer Christmas Project partnered with the Salvation Army in an effort to expand its reach and provide assistance to more families in our community. Youth received food boxes and several toys that were either picked up at the Salvation Army Christmas Project Warehouse or delivered by CMPD patrol officers.



**600** UNDERSERVED FAMILIES

**1,200** CHILDREN REPRESENTED

**303** BICYCLES DISTRIBUTED



# 30TH ANNIVERSARY

On October 1, 1993, the Charlotte–Mecklenburg Police Department and the Mecklenburg County Police Department merged to become the Charlotte–Mecklenburg Police Department. In October 2023, 30 years later, CMPD celebrated this milestone anniversary and three decades of service and dedication to public safety.

To celebrate, the men and women of CMPD, past and present, participated in events throughout the first week of October. The centerpiece of the celebration was featured at One Independence Center, where the CMPD Expo & Historical Museum honored 30 years of combined service and excellence. The expo featured more than 160 years of memorabilia and artifacts of policing in the City of Charlotte and Mecklenburg County spanning from the 1860s to present day.

Additional events throughout the week included an employee appreciation lunch, alumni reunion and tour of the historical museum. The anniversary celebration also featured the “College to Cop” program, during which CMPD hosted students from Clemson University, and a CMPD Family Day celebration.



In addition to special events throughout the anniversary week, CMPD released a four-part documentary series on the merger with commentary from Chief Jennings and former chiefs.

**SCAN WITH YOUR SMARTPHONE TO WATCH →**



# ANIMAL CARE & CONTROL

ANIMAL CARE & CONTROL  
RESPONDED TO

**24,982**  
CALLS FOR SERVICE  
+62% from 2022

**10,086**  
ANIMALS CARED FOR  
+142% from 2022

**1,353**  
LOST PETS RETURNED  
TO THEIR HOMES  
+6% from 2022

**4,853**  
ANIMALS ADOPTED  
INTO NEW HOMES  
+5% from 2022

**49,380**  
VOLUNTEER  
HOURS GIVEN

**\$145K**  
GRANT FUNDING  
RECEIVED  
+12% from 2022

**\$270K**  
DONATIONS  
RECEIVED  
+2% from 2022

Animal Care and Control (AC&C) underwent a transformative renovation this year amidst a critical need for adoptions and kennel space. While large portions of the building on Byrum Drive closed for upgrades, AC&C came up with a creative solution.

In October, the old Animal Control Shelter on Toomey Avenue re-opened as an overflow shelter, housing 28 dogs and 11 cats or kittens.

During a year of challenges for AC&C, 4,853 animals found new homes in 2023, a testament to the resilience and dedication of volunteers, donors, supporters and hard-working staff.



# CUSTOMER EXPERIENCE PROGRAM



In the summer of 2021, the Charlotte-Mecklenburg Police Department launched its customer experience training and curriculum called CMPD Serves becoming the first law enforcement agency in the country to strategically develop a transformational curriculum around ways to improve interactions and communication.

In 2023, the CMPD continued its annual customer experience training with the 3 Cs: **Care, Commit and Create**. This second phase of training consisted of a four-hour block of in-person training at our Police Academy on active listening techniques, employee wellness, world-class internal culture and a customer recovery process.

**AS OF THE END OF 2023, APPROXIMATELY 2,450 EMPLOYEES HAVE RECEIVED THIS TRAINING.**



## PROGRAM ACCOMPLISHMENTS

CMPD had four additional employees graduate from the Customer Experience Executive Academy in Cleveland, Ohio, in 2023 (two sworn members of the department, and two civilians). With these certifications, all seven members of the CMPD Serves Steering Committee are certified in this work.

The CMPD has awarded **81 Acts of Excellence awards in 2023** celebrating the fantastic customer-centric work performed by the men and women of CMPD.

CMPD employees have tagged over **2,900 interactions recorded by body-worn cameras** as positive interactions, de-escalation, community engagement and lifesaving efforts.



**THE 2024 CUSTOMER EXPERIENCE TRAINING WILL ROLLOUT DEPARTMENT WIDE IN EARLY 2024. THIS PHASE WILL FOCUS ON THE EVALUATION OF PREVIOUSLY TAUGHT CONCEPTS ALONG WITH DISCUSSIONS OF HAVING A GROWTH MINDSET AND POLICE LEGITIMACY.**

# EMPLOYEE WELLNESS

## OFFICE OF EMPLOYEE WELLNESS

The vital role of police officers and civilian support staff comes at a cost, often to their own well-being. Facing daily exposure to traumatic events, relentless pressure and public scrutiny, it is no surprise that mental and physical health issues can affect these employees disproportionately.

CMPD's Office of Employee Wellness, which was established in 2021, is not a box to tick. It is a shield forged from tools, trust and understanding. It equips officers with resilience, nurtures a culture of care and ultimately strengthens the community they serve.

While Employee Wellness was a core component of the chief's strategic vision in 2020 and the department's CMPD Serves (customer service) training in 2023, the Office has continued to build out its strategy to meet the needs of every employee in the department. The team onboarded new talent with a wealth of clinical experience dedicated to first responder care. They have focused on establishing policy and outlining the future of care for employees.

Looking ahead to 2024, the Office of Employee Wellness is dedicated to further invigorating existing initiatives and seeks to incorporate additional resources and programs that proactively support the team's mission.

<b>110</b> INTERACTIONS	<b>CONSULTS</b>	<b>ASSESSMENTS</b>	<b>OUTREACH</b>	<b>BRIEFINGS</b>
	<b>71</b>	<b>2</b>	<b>18</b>	<b>7</b>
	<b>OIS CHECK UP</b>	<b>SAFETY ASSESSMENTS</b>	<b>CRITICAL INCIDENT DEBRIEF</b>	<b>RESOURCE REFERRALS</b>
	<b>7</b>	<b>2</b>	<b>3</b>	<b>24</b>

## CMPD CHAPLAIN PROGRAM

**14**  
CHAPLAINS

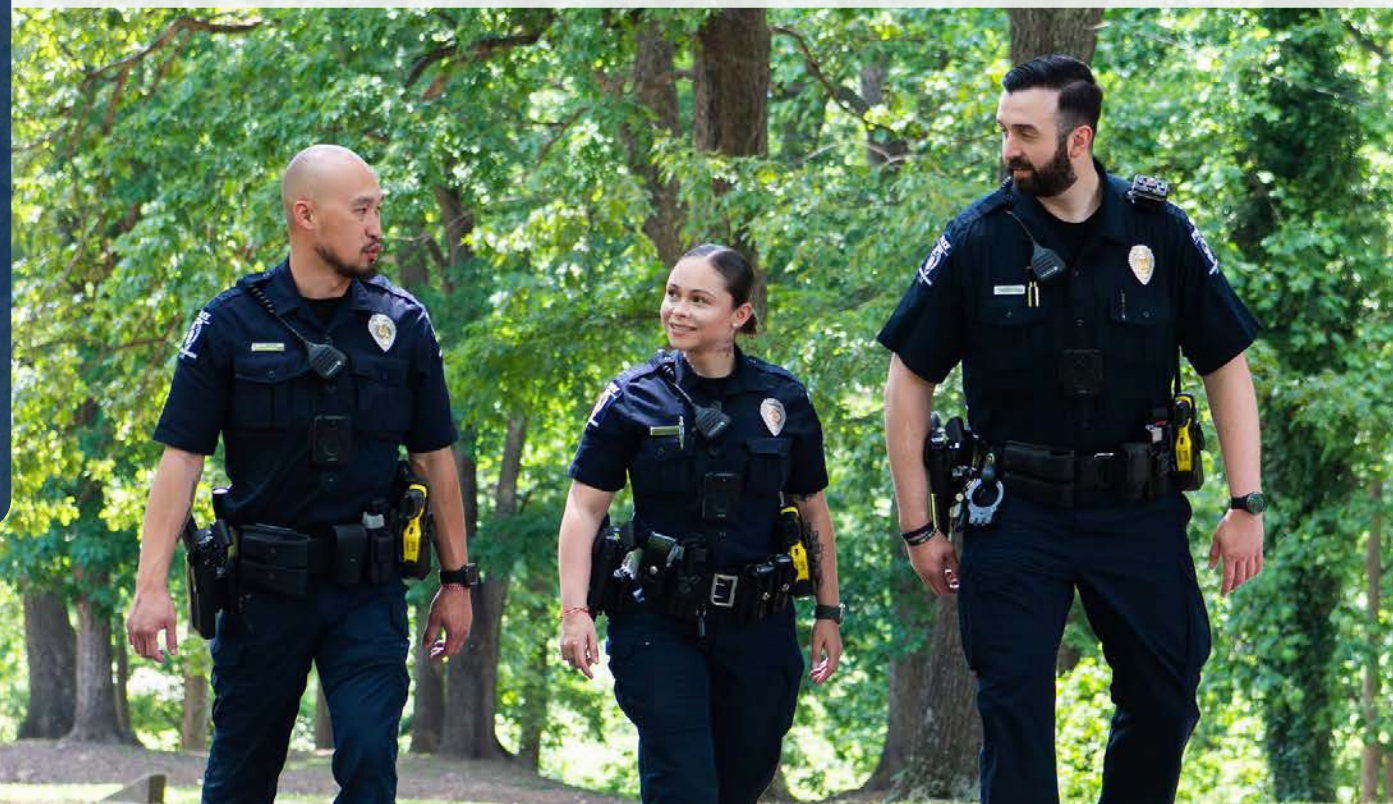
There are 14 chaplains that volunteer their faithful service to support the growth of our CMPD employees in their spiritual wellness.

**1,634** HOURS OF SERVICE

## PUBLIC SAFETY OCCUPATIONAL HEALTH CLINIC

In 2021, CMPD Launched a fully 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.

- 1,000** <sup>OVER</sup> EMPLOYEES HAVE BEEN SEEN FOR ANNUAL OCCUPATIONAL HEALTH EXAMS.
- 40%** <sup>OVER</sup> OF OFFICERS ARE VOLUNTARILY ELECTING TO PARTICIPATE IN THE "ENHANCED WELLNESS EXAM" INCLUDING ADDITIONAL BLOODWORK, CHEST X-RAY AND CARDIAC STRESS TEST.
- 314** <sup>OVER</sup> EMPLOYEES HAVE BEEN REFERRED FOR ADDITIONAL CARE INCLUDING CARDIOLOGY, AUDIOLOGY, GASTROINTESTINAL, PHYSICAL THERAPY, BEHAVIORAL HEALTH AND SLEEP STUDIES.





# EMPLOYEE AWARDS

## PATROL TRAINING OFFICER OF THE YEAR

Recipient: **OFFICER ERIN MURPHY**

The Patrol Training Officer of the Year Award is presented to the PTO who has demonstrated exceptional leadership qualities in training newly sworn officers in patrol functions, preliminary investigative functions, state and municipal laws and departmental policies, practices and procedures.

## DETECTIVE OF THE YEAR

Recipient: **DETECTIVE BLAIR FITCH**

The Detective of the Year Award is presented to the detective whose body of work demonstrated a high degree of creativity and sense of urgency in solving cases.

## CIVILIAN EMPLOYEE OF THE YEAR

Recipient: **SARAH SAVICKI, VIOLENT CRIMES DIVISION**

The Outstanding Civilian Employee of the Year is presented to a civilian member of the CMPD who has distinguished themselves through either an accumulation of exceptional contributions or in a single incident.

## SWORN EMPLOYEE OF THE YEAR

Recipient: **WAYNE EMBREY**

The Sworn Employee of the Year is presented to sworn members of the CMPD who distinguish themselves through either an accumulation of exceptional contributions or a single incident, and whose actions clearly place the individual well above others of equal rank or grade.

## SCHOOL RESOURCE OFFICER OF THE YEAR

Recipient: **OFFICER ROGER MOUSEL**

The School Resource Officer of the Year Award is presented to the SRO who has demonstrated exceptional leadership qualities to reduce crime on school property and throughout the surrounding communities to develop a positive learning environment.

## TELECOMMUNICATOR OF THE YEAR

Recipient: **MARY CUMMINS**

The Telecommunicator of the Year is presented to a member of the Telecommunications Division who has shown professionalism, exceptional work and a positive attitude.



## CIVILIAN MEDAL OF VALOR • Recipient: **FAMILY OF CHIP TAYAG**

The Civilian Medal of Valor may be awarded to citizens who have distinguished themselves by acts of extraordinary bravery, heroism or sacrifice, while preserving the life, liberty and safety of others.

On November 22, 2022, WBTV meteorologist Jason Myers and pilot Chip Tayag tragically lost their lives in a helicopter crash off Interstate 77.

A witness to the crash observed that the pilot, Chip Tayag, knew he was in trouble. The witness said “He circled looking for a place to put that helicopter down. And on the second circle, I don’t think he had any choice, it was going down, and he got it just off the highway and avoided it. That could have injured a lot of people. It’s a tragic thing, but in that sense, he did a marvelous job.”

Mourning the loss and offering condolences, Chief Jennings called Chip Tayag a hero saying “Witnesses indicated that Chip made diversionary moves away from the highway to save lives. Because of Chip’s heroic acts, there were no further injuries or vehicles on the highway involved in the incident.”

Chip Tayag was awarded with the CMPD Civilian Medal of Valor for his act of extraordinary bravery, heroism and sacrifice while preserving the life of others.

## CMPD SERVES EXCEPTIONAL SERVICE AWARD

In 2023, CMPD presented the inaugural CMPD Serves Exceptional Service Award. The award is presented to employees who embody the pillars and sub-pillars of the CMPD Serves program by leaving positive impressions that influence our organization or the community. The recipients provided internal service through actions, ideas or collaborative efforts aimed at enhancing our internal culture or providing exceptional customer service that impacted external customers in a manner that enhances someone’s perspective of law enforcement.

### Recipients:

- OFFICER MATTHEW LEE**
- OFFICER RAMY IBRAHIM**
- MAJOR BRET BALAMUCKI**
- OFFICER ZACHARY JOHNSON**
- SERGEANT JEFFREY JOSEPH**
- BRIANNA VASSAR**

# RECRUITMENT



**JoinCMPD.com**

THE RECRUITMENT  
CAMPAIGN AND  
EFFORTS YIELDED

**2,569**  
APPLICATIONS  
+31% from 2022

WHICH  
RESULTED  
IN

**191**  
SWORN HIRES  
+26% from 2022

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

On Monday, October 23, 2023, CMPD welcomed Recruit Class 196, the largest recruit class in CMPD history. This historic class is a major achievement for the CMPD as staffing and recruitment levels have dropped for law enforcement nationwide.

The dedicated recruitment team and command staff at the CMPD continue to explore all hiring avenues. CMPD's recruitment efforts span nationwide with the recruitment team participating in events locally, regionally and across the country. These visits include career fairs at universities, community colleges and military bases, targeting young and motivated individuals. CMPD's College Internship Program continues to be a direct pipeline. Since its start in 2019, CMPD has hired close to 20 former college interns.

To stand out in a competitive market to attract recruits, CMPD partnered with an advertising agency last year to launch a new creative campaign focused on "why" individuals should join the law enforcement profession. It focuses on the desire to serve and help others. CMPD's "why" and "where" campaign doesn't include a single image of a police officer but instead showcases the faces of community members who put their faith and trust in CMPD. This campaign is featured nationally with ads in markets across the

country with digital views and clicks coming from as far away as California.

CMPD's salary and incentives remain among the best in the region. The 2023 fiscal year budget started with an 8% salary increase for all CMPD officers and sergeants as approved by the Charlotte City Council and city manager. As of July 1, 2023, the starting salary for an officer before incentives is \$56,347. That salary will increase to \$57,192 as of January 1, 2024. Officers can now earn up to \$104,658 if they qualify for all incentives.

CMPD continues to offer a \$7,500 hiring bonus for all new officers. In addition to existing education and military incentives, the department also expanded its 5% secondary language incentive to include 13 different languages. Another added incentive is a 2.5% shift differential bonus for employees permanently assigned to regular work on the second, third and fourth shifts.

CMPD will continue its strategic efforts to recruit, hire and retain talented law enforcement officers as well as develop the best recruitment and training staff in the country. Looking ahead, the Recruitment and Training Bureau plans to add an additional recruit class in 2024 for a total of four recruit classes.



## 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 civilian employees.

**99**  
CIVILIANS  
HIRED

# CMPD WORKFORCE

Average Years of Service **13** SWORN **9** CIVILIAN

## SWORN PERSONNEL - DEMOGRAPHICS

**69%**  
WHITE

**1%**  
NOT SPECIFIED

**17%**  
BLACK/AFRICAN  
AMERICAN

**7%**  
HISPANIC/  
LATINO

**3%**  
ASIAN/PACIFIC  
ISLANDER

**2.5%**  
MULTIPLE

**.5%**  
AMERICAN INDIAN/  
ALASKAN NATIVE

## PROMOTIONS

**54**  
TOTAL  
PROMOTIONS

**2**  
DEPUTY CHIEF

**6**  
MAJOR

**7**  
CAPTAIN

**14**  
LIEUTENANT

**24**  
SERGEANT

## GRADUATES

**14**  
GRADUATES  
SERGEANT LEADERSHIP  
DEVELOPMENT COURSE

**15**  
GRADUATES  
COMMAND COLLEGE

**11**  
GRADUATES  
CIVILIAN LEADERSHIP  
DEVELOPMENT COURSE

**40**  
GRADUATES  
COLLEGE INTERNSHIP  
PROGRAM

**96**  
GRADUATES  
RECRUIT CLASSES  
↑10% from 2022

**23**  
GRADUATES  
LATERAL CLASSES  
↑28% from 2022

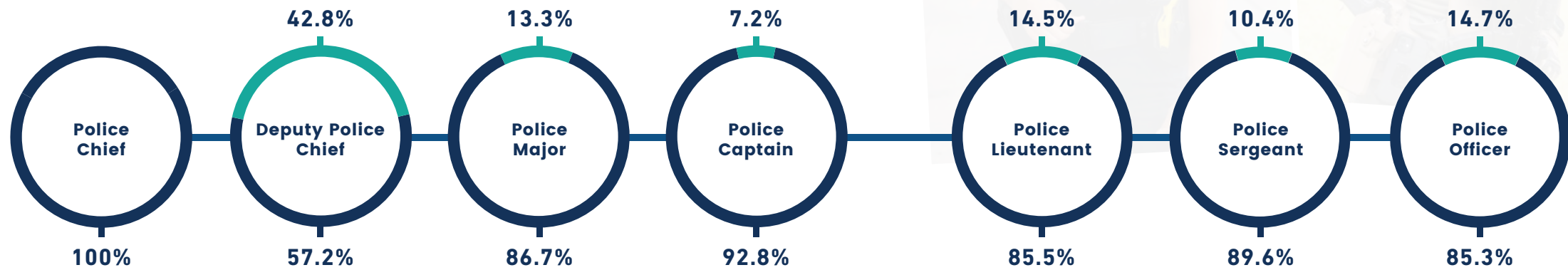


# CMPD WORKFORCE



## Sworn Demographics - Gender

● Male ● Female



# TRANSPARENCY & ACCOUNTABILITY



Transparency and accountability are the cornerstones of trust between a police department and the community it serves. They illuminate procedures, decisions and outcomes letting communities understand how and why officers act. Accountability ensures fairness and consistency in enforcement, deterring misconduct and upholding the law impartially.

CMPD's Public Affairs Division and the Public Records Unit work toward transparency and accountability daily by actively communicating with the public and ensuring responsible access to information.

The media relations team bridges the gap between police operations and community understanding.

The Public Records Unit diligently processes requests for records, upholding the public's right to records balanced with the protection of confidential information.

**1,445**  
PUBLIC RECORD  
REQUESTS RECEIVED  
AND MANAGED  
+75% from 2022

**94%**  
PUBLIC RECORD  
REQUEST  
COMPLETION RATE

**357**  
SOCIAL MEDIA/  
APP ALERTS TO  
MEDIA & PUBLIC

**427**  
PRESS  
RELEASES

**158**  
PRESS  
CONFERENCES  
OR STANDUPS

**244**  
COORDINATED  
MEDIA  
INTERVIEWS

**112**  
CAMPAIGN  
SOCIAL MEDIA  
POSTS

# INTERNAL AFFAIRS

**174**  
OFFICER COMPLAINTS  
↑15% from 2022

**106**  
INTERNAL  
↑7% from 2022

**68**  
EXTERNAL  
↑31% from 2022

**8** OFFICER-INVOLVED SHOOTING INCIDENTS  
↑60% from 2022

**467** RESPONSE TO RESISTANCE / USE OF FORCE INCIDENTS  
↑31% from 2022

**150** EMPLOYEE COMMENDATIONS  
↓13% from 2022

**71** PURSUIT INCIDENTS  
↑36% from 2022

\*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 IACMS. 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

**107** TOTAL POLICY UPDATES & CHANGES

## THE EMPLOYEE WELLNESS CLINICAL TEAM SOP

This SOP was developed in collaboration with the CMPD behavioral health specialist to provide access to psychological services including consultation, brief intervention and referral services to CMPD employees with the intent to improve the overall health of CMPD employees through direct service, outreach and education.

## DIRECTIVE 800-010 EARLY INTERVENTION SYSTEM (EIS)

This directive was updated in collaboration with Benchmark Analytics to launch CMPD's new Early Intervention System. EIS is designed with the primary goal of intervening before issues arise addressing concerning patterns of behavior, enhancing communication between supervisors and employees and encouraging supervisor coaching and mentoring while supporting employees in a non-punitive manner.

## DIRECTIVE 500-003 RESPONSE TO A MENTAL HEALTH CRISIS

This directive was previously titled Management of Subjects with Mental Illness/Extreme Distress and has been updated to Response to a Mental Health Crisis. This policy provides procedures for employees who encounter a person experiencing a mental health crisis including observing verbal, behavioral and environmental cues, proper control techniques, utilization of mental health resources and required annual in-service training.

## DIRECTIVE 600-022 EMERGENCY RESPONSE AND PURSUIT VEHICLE OPERATIONS

This directive was updated to include procedures for preventing pursuits. This update includes techniques and strategies to aid officers in preventing a pursuit and prohibited actions.

# CMPD BUDGET & GRANT FUNDING

## CMPD FY23 Budget

**\$270M**

Personnel 82%

**\$48M**

Operating 15%

**\$12.1M**

Special Fund 2%

**\$5.9M**

Grants 2%



## CMPD Was Awarded

**\$5,949,135** IN GRANTS

**\$4,297,104**

TOTAL FEDERAL  
AWARD

**\$455,959**

TOTAL FED  
PASS-THROUGH AWARD

**\$415,754**

TOTAL STATE  
AWARD

**\$780,318**

TOTAL FOUNDATION  
AWARD

# CHIEF'S PRIORITIES

1

CONTINUE VIOLENT CRIME  
REDUCTION EFFORTS.

2

REDUCE AUTOMOBILE  
PROPERTY CRIME.

3

RECRUITMENT AND RETENTION  
TO INCREASE APPLICANT POOL,  
HIRING AND ENHANCING  
WORKFORCE.

4

CONTINUE CUSTOMER  
EXPERIENCE TRAINING AS WE  
FOCUS ON GROWING MINDS  
TOGETHER AND PRACTICING  
CONSISTENCY.





[WWW.CMPD.ORG](http://WWW.CMPD.ORG)  
[WWW.JOINCMPD.COM](http://WWW.JOINCMPD.COM)