



2024

ANNUAL REPORT

Remembering **April 29, 2024**



ON APRIL 29, 2024, CHARLOTTE WAS ROCKED BY ONE OF THE DEADLIEST DAYS FOR LAW ENFORCEMENT IN THE CITY'S HISTORY.

WHILE ATTEMPTING TO SERVE AN ARREST WARRANT IN CMPD'S NORTH TRYON DIVISION IN EAST CHARLOTTE, THE CAROLINAS REGIONAL FUGITIVE TASK FORCE FOUND ITSELF UNDER INTENSE GUNFIRE. THE 18-MEMBER TEAM WAS COMPRISED OF OFFICERS FROM ATRIUM HEALTH, CATAWBA COUNTY SHERIFF'S OFFICE, THE CHARLOTTE-MECKLENBURG POLICE DEPARTMENT, DEPARTMENT OF HOMELAND SECURITY – HIS, THE DEPARTMENT OF JUSTICE BUREAU OF ALCOHOL, TOBACCO, FIREARMS AND EXPLOSIVES, GASTON COUNTY POLICE DEPARTMENT, GASTONIA POLICE DEPARTMENT, HUNTERSVILLE POLICE DEPARTMENT, LINCOLN COUNTY SHERIFF'S OFFICE, MECKLENBURG COUNTY SHERIFF'S OFFICE, MONROE POLICE DEPARTMENT, MOORESVILLE POLICE DEPARTMENT, NORTH CAROLINA DEPARTMENT OF ADULT CORRECTION, STATESVILLE POLICE DEPARTMENT, UNION COUNTY SHERIFF'S OFFICE AND THE YORK COUNTY SHERIFF'S OFFICE.

THE TASK FORCE OPERATED ON A RADIO CHANNEL NOT MONITORED BY THE CMPD. THINKING QUICKLY, THE LONE CMPD OFFICER ON THE TEAM RELAYED TO CMPD DISPATCH THAT SHOTS HAD BEEN FIRED, OFFICERS WERE DOWN AND THE TASK FORCE NEEDED IMMEDIATE ASSISTANCE.

THE SHOOTER FIRED AGAIN ON RESPONDING OFFICERS WHEN THEY ARRIVED AT THE HOME A SHORT TIME LATER. THE STANDOFF LASTED INTO THE EARLY EVENING, DURING WHICH TIME AREA RESIDENTS WERE ADVISED TO STAY INSIDE AND NEARBY ROADS WERE CLOSED.

THE HEROIC ACTIONS OF THE CAROLINAS REGIONAL FUGITIVE TASK FORCE AND RESPONDING CMPD OFFICERS ARE A TESTAMENT TO THE DANGERS LAW ENFORCEMENT OFFICERS FACE DAILY. DURING THE ATTACK ON APRIL 29, FOUR OFFICERS MADE THE ULTIMATE SACRIFICE, AND ANOTHER SEVEN WERE INJURED, FOR THE SAFETY AND PROTECTION OF THE CHARLOTTE COMMUNITY.

WE ARE FOREVER INDEBTED TO THESE BRAVE MEN, AND THEIR LIVES AND SERVICE WILL NEVER BE FORGOTTEN.

Remembering

April 29, 2024



"Their deaths stand as a stark reminder of the enormous risks our law enforcement officers face every day,"

— U.S. ATTORNEY GENERAL MERRICK GARLAND

END OF WATCH

Four law enforcement officers were killed in the line of duty during the standoff on April 29.



OFFICER JOSHUA EYER

CHARLOTTE-MECKLENBURG POLICE DEPARTMENT

Joshua Eyer was an N.C. Army National Guard veteran. He joined CMPD in 2018 and was named the North Tryon Division's Officer of the Month just a few weeks prior to his death.

He is survived by his wife and three-year-old son.



DEPUTY UNITED STATES MARSHAL THOMAS WEEKS JR.

UNITED STATES MARSHALS SERVICE

Thomas Weeks Jr. was a Mooresville, N.C., native. He served 13 years in the U.S. Marshals Service, joining the Western District of North Carolina in 2014.

Weeks is survived by his wife and four children.



INVESTIGATOR WILLIAM "ALDEN" ELLIOTT

NORTH CAROLINA DEPARTMENT OF ADULT CORRECTION

William "Alden" Elliott was assigned to the Carolinas Regional Fugitive Task Force in 2010. He was a U.S. Marine and served at the N.C. Department of Adult Correction for 14 years.

He is survived by his wife and son.



INVESTIGATOR SAMUEL POLOCHE

NORTH CAROLINA DEPARTMENT OF ADULT CORRECTION

Those who knew Samuel Polоче said he had "a heart for the community." He joined the N.C. Department of Adult Correction in 2010.

He is survived by his wife and two sons.

INJURED IN THE LINE OF DUTY

Seven additional law enforcement officers were shot or injured during the standoff. All were released from local hospitals in the days following the attack.

OFFICER JACK BLOWERS

CHARLOTTE-MECKLENBURG POLICE DEPARTMENT

OFFICER YONGMIN KIM

CHARLOTTE-MECKLENBURG POLICE DEPARTMENT

OFFICER JUSTIN CAMPBELL

CHARLOTTE-MECKLENBURG POLICE DEPARTMENT

OFFICER TYLER SPIEGLER

CHARLOTTE-MECKLENBURG POLICE DEPARTMENT

OFFICER MICHAEL GIGLIO

CHARLOTTE-MECKLENBURG POLICE DEPARTMENT

OFFICER CHRISTOPHER TOLLEY

CHARLOTTE-MECKLENBURG POLICE DEPARTMENT

CORPORAL CASEY HOOVER

STATESVILLE PD & TASK FORCE MEMBER

Remembering **April 29, 2024**



OFFICER JOSHUA EYER A LEGACY OF SACRIFICE

CMPD Officer Joshua Eyer wasn't scheduled to be on duty April 29. He picked up a shift so he could take time off later for a family event.

Officer Eyer was one of four law enforcement lives tragically cut short that day. He died at the hospital from injuries sustained when responding to the call for help from officers under fire in east Charlotte.

Though the news of Officer Eyer's death shocked his family, friends and community, his actions that day did not. He was known as the person who "showed up to help" and who "ran toward the chaos." It is this legacy of sacrifice for those he loved for which he will be remembered.

Officer Eyer joined CMPD as part of Recruit Class 178 in 2018. Just weeks before his death, he was named the North Tryon Division's Officer of the Month for proactive policing that addressed quality of life in the Sugar Creek, North Tryon Street and I-85 corridor.

Prior to CMPD, Officer Eyer served 12 years with the N.C. Army National Guard. Between deployments to Afghanistan and Kuwait, he studied criminal justice at Pfeiffer University in Stanly County, N.C. It was there that he met his wife, Ashley. They married in 2017 and welcomed their son, Andrew, in 2021.







Letter from Chief

To the Charlotte-Mecklenburg community we serve,

While 2024 will always be remembered as a year marred by tragedy, it was also a time when our collective grief turned to action, and the Charlotte-Mecklenburg Police Department (CMPD) moved forward with renewed energy and purpose. We are prouder than ever to support our community – and each other.

Exceptional teamwork led to several wins in 2024. Chief among them: the overall crime rate came down, a major development in a city that grows steadily in population year-after-year.

But our successes can be measured by more than cold statistics. The men and women of CMPD, in a variety of sworn and civilian roles, are united in our mission to make Charlotte-Mecklenburg a national example of law enforcement that works for all.

Our community engagement activities and initiatives, especially with youth, continue to offer proactive and collaborative solutions to curtail crime before it can grow unchecked.

CMPD makes me especially proud because we have moved beyond being a community resource. We are a community partner.

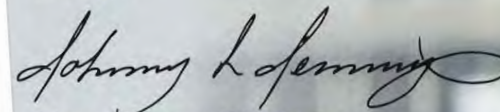
And to ensure that our department continued to grow in step with Charlotte-Mecklenburg and attract the best talent in the nation, we were laser-focused on four priorities in 2024:

- Further strengthening our crime management capabilities
- Fostering community collaboration wherever possible
- Ensuring professional accountability at every level of our department
- Supporting employee wellness by providing the resources needed for optimal physical and mental health

Our agency and community continue to navigate the difficult aftermath of the tragic events that occurred in 2024. We are committed to supporting our employees and residents as we continue to heal and strive toward a future of hope and resilience.

But first, I invite you on a journey through the past year at CMPD – what we experienced, what we learned, what we solved, and most of all, what our department and our community achieved together.

Thank you,



Johnny L. Jennings, Chief of Police

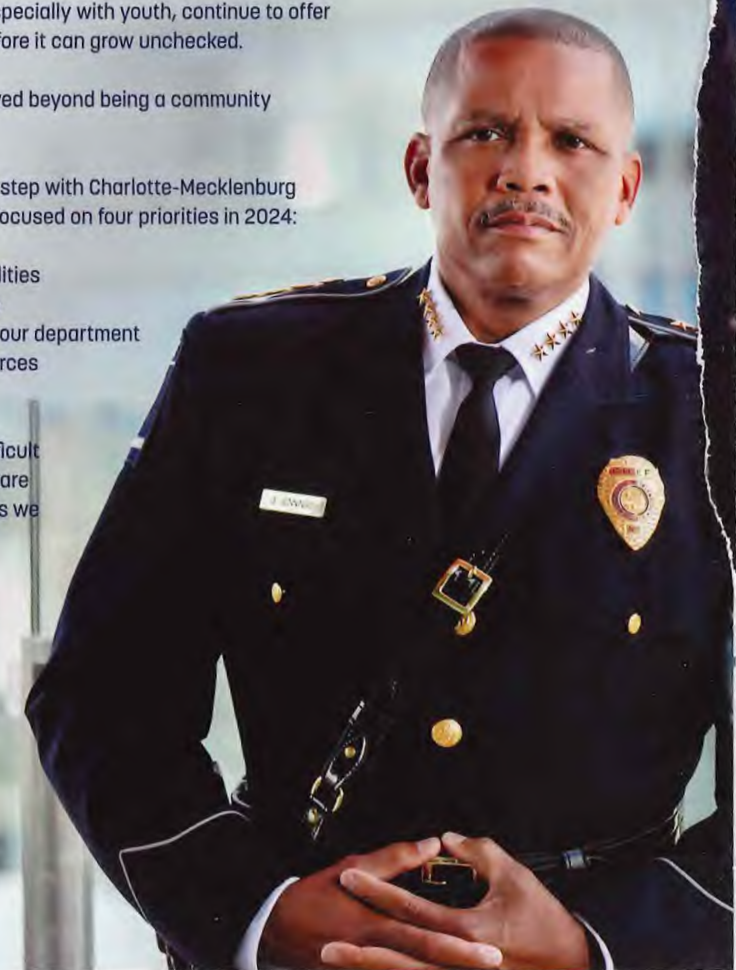


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OUR STRATEGI



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 WILL ACHIEVE OUR VISION THROU



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.

C DIRECTION »



WE VALUE



Oath of Office



Human Life



Integrity



People



Community



Inclusion

UGH: **CORE4** STRATEGIC PRIORITIES



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

1,014,749

911 CALLS FOR SERVICE

↓ 2% from 2023

545,252

POLICE INTERACTIONS

↑ 2% from 2023

OVERALL CRIME

↓ 3%

VIOLENT
CRIME

↑ 3%

PROPERTY
CRIME

↓ 4%

HOMICIDES

↑ 25%



15,394

TOTAL ARRESTS

↑ 5% from 2023

RAPES

↓ 9%

ROBBERIES

↑ 5%

VEHICLE
THEFTS

↓ 8%

BURGLARIES
OVERALL

↓ 3%

BURGLARIES
RESIDENTIAL

↓ 13%

BURGLARIES
COMMERCIAL

↑ 6%



3,404

GUNS OFF STREETS

↑ 5% from 2023

AGGR.
ASSAULTS

↑ 3%

VEHICLE
BREAK-INS

↓ 10%

ARSONS

↑ 13%

*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 2024 to 2023 information.
*****The information in this report reflects data provided by CMPD's Crime Analysis & Data Analytics on January 7, 2025.



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 high-quality 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 walk-in traffic to the police headquarters building. NEPS also manages the online crime reporting service offered by CMPD.

137,637
NEPS CALLS FOR SERVICE
↓ 30% from 2023

10,718
ONLINE REPORTS COMPLETED
↑ 13% from 2023

442
WALK-INS ASSISTED
↓ 27% from 2023

27,784
KBCOPS REPORTED
↓ 5% from 2023

Violent Crime

111 HOMICIDES
↑ 25% from 2023

75% HOMICIDE
CLEARANCE RATE

COUNT OF HOMICIDE CIRCUMSTANCES

12 DRUGS	28 ARGUMENT	9 ROBBERY
13 DOMESTIC VIOLENCE	46 UNKNOWN	1 GANG

NON-STRANGERS

42 YES	20 NO	49 UNKNOWN
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CHARLOTTE CRIME STOPPERS

The Charlotte Crime Stoppers program encourages community members to assist CMPD in fighting crime by providing them with methods to report vital information leading to the arrests of 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.

2,689
TIPS RECEIVED
↑ 2% from 2023

98
ARRESTS
↓ 42% from 2023

232
CASES CLEARED
↓ 21% from 2023

2
FUGITIVE ARRESTS
↓ 94% from 2023

47
GUNS RECOVERED
↓ 46% from 2023

216
CHARGES
↓ 54% from 2023

\$719K
CASH RECOVERED
↑ 370% from 2023

\$595K
PROPERTY
RECOVERED
↑ 193% from 2023

\$335K
DRUGS SEIZED
↓ 30% from 2023

75
OF REWARDS
APPROVED
↓ 55% from 2023

\$24K
REWARD AMOUNT
APPROVED
↓ 69% from 2023



CMPD'S HOMICIDE UNIT REMAINS ONE OF THE BEST IN THE NATION WITH AN 80% SOLVE RATE OVER FIVE YEARS, OUTPACING THE NATIONAL AVERAGE OF 58%.

OUR DETECTIVES WORK TIRELESSLY TO MAINTAIN THIS CONSISTENT LEVEL OF EXCELLENCE.

On Thursday, Sept. 26, the Charlotte-Mecklenburg Police Department's Eastway Division officers located the body of Khyre' Jamaal Grier, 25, in a running vehicle on Eastorest Drive. Grier was a tow truck driver and father of two. He had been shot and pronounced deceased by MEDIC. Initial interviews with witnesses and canvassing of the area did not immediately lead homicide investigators to the suspect.

Detectives later asked for the public's assistance in a press release distributed by the CMPD Public Affairs Division. The release noted the Crime Stoppers program and potential for a cash reward. Soon after, detectives received anonymous tips and were able to identify Ramon Alexi Santos Funes, 34, as the suspect. CMPD's Violent Criminal Apprehension Team (VCAT) began an active search.

On Wednesday, Oct. 2, Funes was arrested in Orange County, Texas, by the Orange County Sheriff's Office. He was extradited to Charlotte and charged with Murder in connection with the death of Khyre' Jamaal Grier.

This case highlights the importance of the Crime Stoppers program which led to valuable information during the crucial early stages of the investigation.

Violent Crime

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 gun-crime cases that occur in a series.

229

ARRESTS

↑ 8% from 2023

252

FIREARMS SEIZED

↑ 3% from 2023

43

**STOLEN FIREARMS
RECOVERED**

↓ 12% from 2023

\$106K

MONEY SEIZED

↓ 19% from 2023

CASE HIGHLIGHT

In September, detectives with the CGST investigated a shooting into multiple West Charlotte apartments that left a two-year-old girl with serious injuries. Detectives quickly identified several possible subjects believed to be gang members.

This was a case in which there were no witnesses since the violence erupted at 1:40 a.m. The only camera within the dwelling was not recording at the time of the shooting. CGST detectives collected bullet casings from the shooting and were able to trace it back to the suspect's apartment.

Proactive police work promptly led to the arrest of the suspect who callously fired the bullet that struck the toddler. Through the complex investigation, 12 firearms were seized and multiple arrests were made.

406 **VCAT TOTAL APPREHENSIONS**
↑ 9% from 2023

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.

CASE HIGHLIGHT

On Oct. 9, a detective was already on duty with the Violent Criminal Apprehension Team (VCAT) when a "be on the lookout" police bulletin was issued for Shamario Bethea, 42, as he was wanted for murder. Realizing Bethea had likely fled Charlotte, the detective quickly directed other VCAT detectives to Laurinburg, N.C. which was his last known location.

Despite extensive efforts involving the FBI, Secret Service, SBI and local law enforcement, Bethea remained elusive. Through meticulous intelligence analysis, the VCAT Detective pinpointed his new location in Hickory, N.C.

Coordinating with VCAT supervisors, the Secret Service and the Hickory Police Department, a well-executed plan was put in motion. A surround-and-call-out operation was initiated, leading to Bethea's surrender without incident. He was subsequently transported back to Charlotte and incarcerated in the Mecklenburg County Jail.

78

MURDER
↑ 11% from 2023

62

ATTEMPTED MURDER
↓ 17% from 2023

85

ARMED ROBBERY
± 0% from 2023

34

RAPE
↑ 3% from 2023

67

ADW/SIOD
↑ 6% from 2023

80

OTHER FELONIES



Juvenile Crime

2,654

JUVENILE
ARRESTS

↓ 1% from 2023

694

JUVENILE AUTO
THEFT ARRESTS

↓ 18% from 2023

431

JUVENILE VIOLENT
CRIME SUSPECTS

↓ 2% from 2023

4,758

JUVENILES LISTED
AS SUSPECTS

↓ 9% from 2023

95

JUVENILE SUSPECTS
ADW-GUN INCIDENTS

↓ 22% from 2023

468

JUVENILE VICTIM
ADW-GUN INCIDENTS

↓ 2% from 2023

21

JUVENILE HOMICIDE
SUSPECTS

↑ 91% from 2023

12

JUVENILE HOMICIDE
VICTIMS

↑ 50% from 2023

1,501

JUVENILE PROPERTY
CRIME SUSPECTS

↓ 12% from 2023

1,005

PROPERTY CRIME
WITH AT LEAST 1
JUVENILE SUSPECT

↓ 16% from 2023

329

VIOLENT CRIME WITH
AT LEAST 1 JUVENILE
SUSPECT

↓ 2% from 2023

964

JUVENILE SIOP
VICTIMS

↑ 20% from 2023

JADE

Juvenile Accountability and Diversion Empowerment

JADE monitors our most at-risk youth and provides resources to juveniles and their families to prevent recidivism and help empower them to turn their lives around for the better while still holding them accountable for their actions.

HOW SUCCESS IS DEFINED

While success is measured by arrests and the number of firearms officers can remove from the hands of juveniles, CMPD also counts the resources and support that is provided to them and their families. Success is when CMPD is able to break the cycle of recidivism and provide the juvenile and their families with opportunities to further improve their quality of life. JADE officers have built a strong rapport with families and juveniles.

SUCCESS STORY

On May 28, Officer Blount, assigned to JADE, was conducting a home visit with the intent to provide the family and juvenile with resources from the state. During the home visits, Officer Blount built a rapport with the family and the juvenile.

The juvenile informed the officer that he had something he wanted to give him. He retrieved a stolen firearm from his bedroom and turned it over voluntarily to Officer Blount. The firearm was the last of four that had been stolen from a gun store and used in multiple armed robberies days prior.

200

HOME
VISITS

176

TOTAL
ARRESTS

122

JUVENILE
ARRESTS

37

SECURE CUSTODY
ORDERS

8

FIREARM BY
FELON CASES

94

GUNS
SEIZURES

17lbs

DRUGS
SEIZED

20

SEARCH
WARRANTS

\$34K

MONEY
SEIZED

37

RECOVERED
VEHICLES



CSI & Property

CRIME SCENE INVESTIGATIONS

The members of the Crime Scene Investigations Division use their expertise to analyze and investigate property crimes and violent and complex crime scenes to identify, document, collect and preserve physical evidence.

9,524 TOTAL CALLS FOR
CSI PROCESSING
↓ 6% from 2023

1,455 INVOLVED ASSAULT WITH
A DEADLY WEAPON
↑ 60% from 2023

923 INVOLVED SHOOTING INTO
OCCUPIED PROPERTY
↓ 29% from 2023

811 VEHICLES PROCESSED FOR
LARCENY FROM AUTO CALLS
↓ 8% from 2023

874 CALLS RELATED TO
HOMICIDE PROCESSING
↑ 22% from 2023

273 CALLS RELATED TO
DOMESTIC VIOLENCE
↓ 21% from 2023





PROPERTY & EVIDENCE

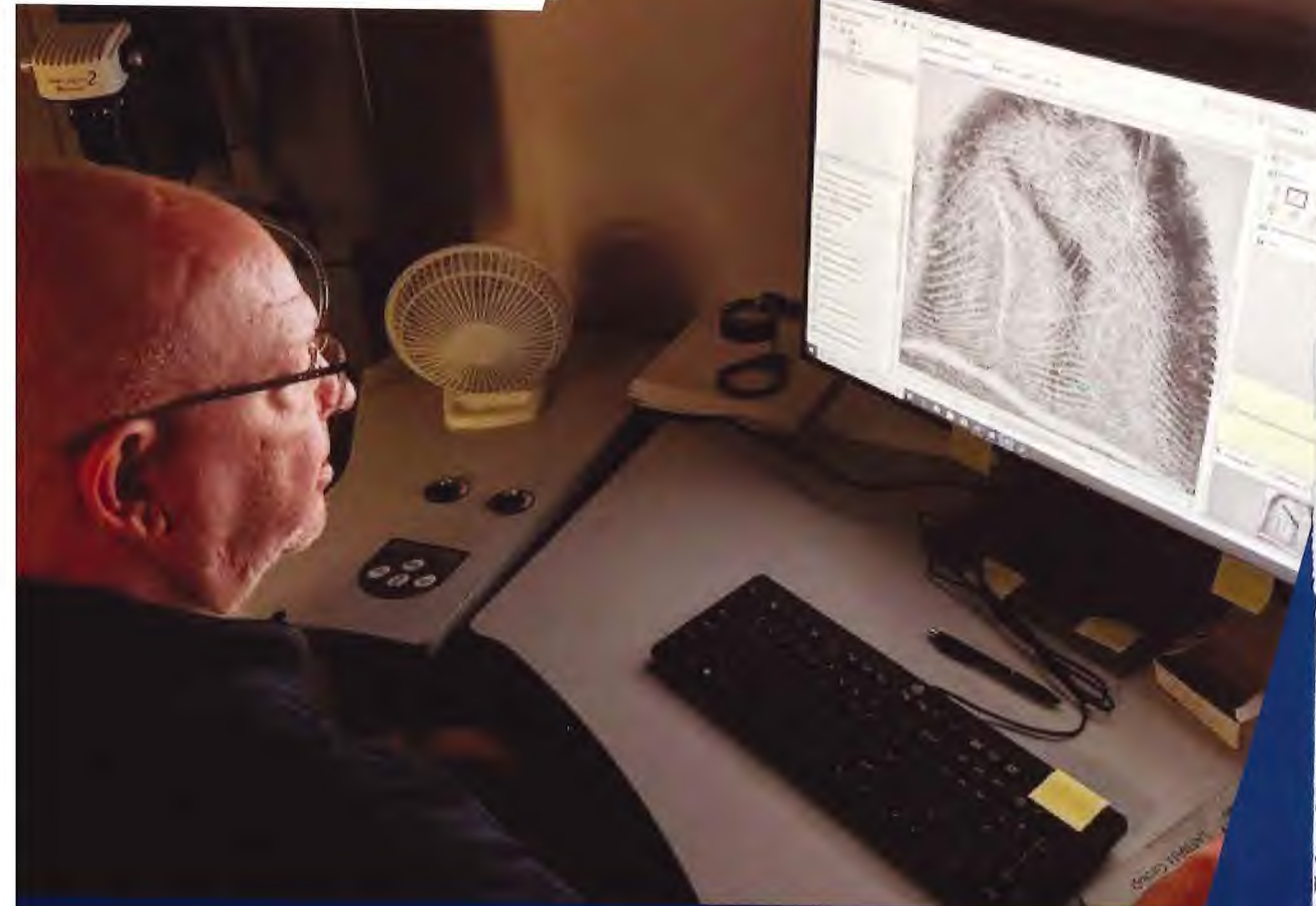
Property and Evidence Division receives and preserves collected evidence associated with investigations.

574 VEHICLES CURRENTLY STORED
IN EVIDENCE STORAGE LOT
↑ 39% from 2023

	EVIDENCE	FOUND	SAFEKEEPING	TOTAL
ITEMS RECEIVED	102,067	10,712	2,221	115,000
ITEMS RELEASED	2,752	1,019	1,204	4,975
ITEMS DESTROYED	65,480	11,574	2,354	79,432



Crime Lab



CODIS DATABASE

Combined DNA Index System

114

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

AFIS DATABASE

Automated Fingerprint Identification System

681

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

The Crime Lab Division is comprised of five specialized sections that provide state-of-the-art forensic analytical services in the disciplines of firearms, latent fingerprints, controlled substances, fire debris, blood alcohol, serology/DNA and questioned documents. The Crime Lab uses some of the latest database technology available to the forensic community such as the National Integrated Ballistic Information Network (NIBIN) Program, the Combined DNA Index System (CODIS) and the Automated Fingerprint Identification System (AFIS).

BIOLOGY (DNA)

Tested **1,065** biological evidence items from **665** cases.

CONTROLLED SUBSTANCES

Tested **805** suspected drug items from **360** cases.

FIREARM COMPARISONS

Compared firearms and fired evidence in **263** cases.

LATENT FINGERPRINTS

Examined over **5,505** evidence items involving fingerprints from **1,171** cases, leading to the identification of **809** individuals by fingerprints.

BLOOD ALCOHOL TESTING

Tested **218** DWI kits.

FIRE DEBRIS (ARSON)

Tested **35** evidence items from **17** suspected arson cases.

QUESTIONED DOCUMENTS

Examined **21** total evidence items from **9** cases.

NIBIN PROGRAM

National Integrated Ballistic Information Network

920

investigative leads were generated linking firearms and crime scene evidence.

11,767

discharged cartridge cases from **1,112** separate shooting cases were screened for entry into the NIBIN database.

3,964

guns were test-fired for entry into the NIBIN database.



Auto Property Crime

AUTO THEFT STATS

7,445

TOTAL VEHICLE
THEFTS

↓ 8% from 2023

4,557

HYUNDAI/KIA
VEHICLE THEFTS

↓ 15% from 2023

998

TOTAL AUTO
THEFT ARRESTS

↓ 21% from 2023

LARCENY FROM AUTO STATS

10,271

TOTAL LARCENY
FROM AUTO

↓ 10% from 2023

1,101

STOLEN
GUNS

↓ 9% from 2023

378

TOTAL LARCENY
FROM AUTO ARRESTS

↓ 43% from 2023

CASE HIGHLIGHT

Between April 23 and May 14, CMPD officers across the Central, Independence, University City and Metro Divisions arrested the same 13-year-old suspect three times during which he was either operating or was a passenger in a stolen vehicle. The teen was already on electronic monitoring for an armed robbery incident during this stretch of time. Based on electronic monitoring, officers were also able to determine that the teen participated in a shooting into an occupied home on May 13.

He racked up the following charges:

- RESISTING ARREST X2
- POSSESSION OF STOLEN VEHICLE X3
- SHOOTING INTO OCCUPIED DWELLING
- CONSPIRACY TO COMMIT AGGRAVATED ASSAULT
- DAMAGE TO PROPERTY



HYUNDAI ANTI-THEFT EVENT

In an effort to combat rising thefts of Kia and Hyundai vehicles, CMPD teamed up with Hyundai Motor America on Feb. 23 to offer free anti-theft solutions including software updates in a drive-thru event at PNC Music Pavilion. More than **670** vehicle owners took part in the event, and each driver was provided with a free steering wheel lock to further protect themselves from thieves.

Major Operations

STREET TAKEOVERS

In February of 2023, CMPD's Transportation Division began devoting specific resources to address the trend of street takeovers. They involve individuals shutting down intersections or parking lots to engage in dangerous driving maneuvers with large groups of spectators. On Dec. 1, 2023, a new law took effect that increases penalties for organizers and participants in street takeovers. CMPD's Transportation Division has seen a major decrease in street takeover events in 2024 due to increased enforcement and the new penalties.

16

POP-UP EVENTS

↓ 88% from 2023

9

ARRESTS

↓ 72% from 2023

24

VEHICLES TOWED

↓ 76% from 2023

5

GUNS SEIZED

↓ 71% from 2023

28

PRE-ARRANGED EVENTS

↓ 71% from 2023

54

CITATIONS

↓ 62% from 2023

22

VEHICLES SEIZED

↑ 29% from 2023

CASE EXAMPLE

On July 13, officers who were proactively monitoring for street racing and street takeover events responded to a Dodge Charger doing doughnuts in a parking lot off of Freedom Drive. During the doughnuts, the vehicle hit a pedestrian and fled the scene without checking on the pedestrian's condition. The Charger proceeded to drive recklessly onto I-485 and West Boulevard, speeding over 100 mph, weaving through traffic and running red lights. Officers attempted a traffic stop on the vehicle on Clanton Road. The suspect, 21-year-old Dekhole Figueiredo-Clark, did not stop resulting in a vehicle pursuit with assistance from N.C. State Highway Patrol and the CMPD's Aviation Unit. The pursuit ended when the vehicle was disabled by stop sticks in the area of Westinghouse Boulevard.

Mr. Figueiredo-Clark was arrested and charged with the following:

- FELONY FLEEING TO ELUDE
- RECKLESS DRIVING
- NO OPERATORS LICENSE
- DISPLAYING A FICTITIOUS TAG
- STREET TAKEOVER
- POSSESSION OF MARIJUANA

96

ARRESTS

16

FIREARM
SEIZURES

OPERATION TRIO

Operation TRIO (Targeted Response for Intervention & Outreach) was launched at the beginning of the year as an expansion of Operation Heartbeat that began in the winter months of 2022. TRIO is a strategic initiative to increase officer visibility and decrease violent crime and drug activity in Uptown. TRIO's footprint includes the Transit Center, Spectrum Center, Romare Bearden Park, First Ward Park and Fourth Ward Park.



HEARTBEAT INITIATIVE

Heartbeat is a new initiative that started in the 4th Quarter of 2024 to increase the visibility of officers in Uptown's core throughout the night. These are not flashing blue lights, but instead, steady lights shining from police vehicles. This came from a similar initiative called Operation Heartbeat that ran from 2022-2023. In early December, our Central Division officers renewed the initiative to deter crime and help citizens feel safer as they come into Uptown. After a successful pilot phase of the initiative, Heartbeat was rolled out citywide, extending it to all 13 CMPD divisions.

Major Operations

ORGANIZED RETAIL CRIME TASK FORCE

The Organized Retail Crime Task Force (ORCTF) was formed in 2019. It investigates large-scale theft operations involving shoplifting, warehousing and re-selling stolen goods in what's known as "fencing." ORCTF detectives collaborate with jurisdictions across the state and country to identify fencing operations and prosecute offenders. Detectives also work closely with retailers and loss prevention officers to make sure they are utilizing up-to-date anti-theft technology and techniques.

ORGANIZED RETAIL THEFT STATS

1,254

CASES
↑ 59% from 2023

411

ARRESTS
↑ 5% from 2023

273

RECOVERED ITEMS
↑ 39% from 2023



CASE HIGHLIGHT

The Organized Retail Crime Task Force has been operational for approximately seven years and assisted with the recent identification of a case from September 2024. Officers led apprehension efforts for Common Law Robbery organized theft ring suspects who committed numerous shoplifting incidents throughout our city.

These shoplifting incidents turned into Common Law Robberies when the suspects sprayed store employees with bear spray as they were approached in order to complete their theft and flee from the scene. In total, five suspects were involved in four different cases, in three of these cases, bear spray was used to assault victims during the theft.

The most recent case occurred on Sept. 1, at a Harris Teeter in CMPD's Providence Division. The suspects used clothing to disguise their appearances and used the same getaway car. As a result of the work of the ORCTF, detectives identified two suspects involved and were able to link these suspects as well as three others to several cases.

On Sept. 20, officers arrested the following suspects in connection to these incidents and they were charged with more than 50 charges and outstanding warrants:

- ZANIYA HOWARD, 18 YEARS OLD
- SOVERRIA DAVIS, 19 YEARS OLD
- HEAVEN MANNING, 20 YEARS OLD
- AMIYA BEATTY, 22 YEARS OLD
- SHAQUILLA MARTIN, 29 YEARS OLD

The dedicated efforts of our officers and detectives in apprehending these suspects have had a positive impact on the community. These officers have been working tirelessly to disrupt sophisticated theft rings responsible for large-scale losses to local businesses.

CORE 13

The CORE (Coordinated Overlap Response Effort) 13 Initiative launched in the 4th quarter of 2024 with a primary goal of increased officer presence in the community, resulting in a reduction of violent crime in areas of increased victimization. Officers from all 13 divisions were strategically deployed nightly to these identified locations under the leadership of our department's Operational Command lieutenants in coordination with the deployed division and the Real Time Crime Center.

123
ARRESTS

75
FIREARM
SEIZURES

**THE PRIMARY GOALS OF THIS INITIATIVE ARE
REDUCING VIOLENT CRIME AND INCREASING
OFFICER PRESENCE IN THE MOST
VICTIMIZED COMMUNITIES.**





CASE HIGHLIGHT

A notable success was the arrest of Demonte Beasley, 23, a convicted felon linked to multiple violent crimes, including armed robbery.

Officers made contact with this felon after they observed his vehicle driving recklessly toward a dead-end street. Officers promptly arrested Beasley and recovered a firearm that he had thrown from his vehicle. Beasley was charged with Carrying a Concealed Weapon and Possession of a Firearm by a Felon. Nine days after this arrest, Beasley was identified as a suspect for armed robbery.

This is a great example of the apprehension of a repeat violent offender who needed to be taken off the streets. The CORE 13 initiative has highlighted exceptional teamwork across divisions and with specialized units, including K-9, the Real Time Crime Center, communications and aviation.

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 and violent crimes. Operation SCARLET (Stolen Car And Recovery Law Enforcement Team) was led by CMPD in partnership with many other law enforcement agencies.

OPERATION SCARLET STATS

APRIL 2023 - DEC. 2024

338

RECOVERED
VEHICLES

205

FIREARMS
SEIZED

221

FELONY
ARRESTS

358

SEARCH
WARRANTS

\$18.3M

VALUE OF RECOVERED
VEHICLES

\$1.2M

MONEY SEIZED

\$4M

NARCOTICS

CASE HIGHLIGHT

On May 31, SCARLET arrested 17-year-old serial auto theft suspect Anthony Celis and charged him as an adult in 27 different criminal cases in 2024 alone totaling 48 charges. Those charges included two counts of Assault with a Deadly Weapon with Intent to Kill, 21 counts of motor vehicle thefts and charges related to street takeover events. Celis' arrest was the result of a joint collaborative effort involving SCARLET, CMPD's Crime Gun Suppression Team and the North Division's Crime Reduction Unit. Officers arrested Celis after he fled a traffic stop in a stolen Dodge Charger and drove recklessly around Charlotte during a pursuit. Detectives seized two additional stolen vehicles, a 2018 Camaro and a 2020 Dodge Charger during the execution of a search warrant at Celis' home.



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 lead weekly speed, reckless driving and DWI enforcement operations to crack down on dangerous driving in high-injury networks throughout Charlotte.

This year, CMPD's Motor Unit and DWI Task Force led a combined 75 traffic operations. The units issued over **12,000 citations**.

7,223

TOTAL MOTOR
UNIT STOPS
↓41% from 2023

9,013

TOTAL MOTOR
UNIT CITATIONS
↓37% from 2023

51

MOTOR UNIT LED
OPERATIONS
↑16% from 2023

399

TOTAL DWI
CHARGES
↑5% from 2023

4,259

TOTAL DWI UNIT
STOPS
↓9% from 2023

3,238

TOTAL DWI UNIT
CITATIONS
↓27% from 2023

24

TOTAL DWI
OPERATIONS
0% from 2023

86

TOTAL TRAFFIC
FATALITIES
INVESTIGATED
↑26% from 2023

19

DEADLY DWI
CRASHES
↑6% from 2023

15

DEADLY
MOTORCYCLE
CRASHES
↑7% from 2023

31

DEADLY
PEDESTRIAN
CRASHES
↑41% from 2023



CIVILIAN CRASH INVESTIGATION UNIT

The CMPD's Civilian Crash Investigation Unit officially launched in December. Upon the conclusion of the six-week certification program, 15 Civilian Crash Investigators began responding to property-damage only vehicle crashes around the City of Charlotte. The uniforms, logo design and amber light package for the investigators' vehicles were designed specifically to differentiate from sworn officers. The program helps CMPD officers focus on higher priority calls throughout our jurisdiction.

DEC. 12-31

WORKING HOURS

563

CALLS FOR SERVICE

497

DISABLED VEHICLES

15

TRAFFIC CONTROL

13

MAJOR CRASH
ASSISTANCE

17

HIT AND RUNS

9

DISABLED VEHICLES

17

CRASH REPORTS
TAKEN

306

CIVILIAN TRAFFIC CONTROL OFFICER (CTCO) PROGRAM

The Civilian Traffic Control Officer (CTCO) Program allows for non-sworn members of the department to assist with traffic direction during major city events in a secondary employment capacity.

TRAINED
EMPLOYEES

66

POST(S)
WORKED

950





Special Victims Unit

CRIMES AGAINST CHILDREN

The responsibility of the Crimes Against Children Unit (CACU) is to prevent juvenile maltreatment, objectively investigate allegations of crimes committed against victim juveniles 15-years-old and younger and hold suspects accountable for their criminal actions based on probable cause.

774

CASES

323

CLEARED (42%)

CASE HIGHLIGHT

In early September, a young woman reported she was abused by her former track and field coach when she was 14-years-old. The disturbing allegations were referred to the CMPD's Crimes Against Children (CAC) Unit. A CAC detective led this demanding and complex investigation.

The detective meticulously gathered evidence and conducted sensitive interviews with victims and witnesses. Through CAC's tireless efforts and the incredible courage of the victim, two other victims reported abuse at the hands of the same coach. After victimizing young girls for several years, the suspect was apprehended and charged with Statutory Rape, Statutory Rape with a Child Under 15 and Indecent Liberties.



DOMESTIC VIOLENCE UNIT

The responsibility of the Domestic Violence Unit is to investigate domestic violence cases, assist victims of domestic violence, hold suspects accountable for their criminal actions based on probable cause and to work toward the prevention of domestic violence.

490

CASES

170

CLEARED (35%)

CASE HIGHLIGHT

In September, the CMPD's Domestic Violence (DV) Unit was called to a home on Wallace Ridge Drive following a verbal argument between a husband and wife that quickly turned violent. The man was attempting to leave their home when his wife pulled a gun off of a gun rack inside the house and fired at him, striking him twice. The wounded man escaped to a wooded area and went through a barbed wire fence.

University Division officers were first on the scene. The man was bleeding profusely from his chest. They treated his wounds until paramedics could transport him to a nearby hospital. In the meantime, the Domestic Violence Unit began searching for evidence and speaking with witnesses.

Detectives obtained crucial doorbell camera footage that captured the incident. Detectives also gathered valuable evidence from a neighbor and followed up with the victim and his family amid a lengthy recovery process. The DV unit provided critical safety planning information to help the victim and his family protect themselves in the aftermath of this traumatic event.

The suspect was taken into custody and charged with Assault with a Deadly Weapon with Intent to Kill or Inflicting Serious Injury, Misdemeanor Crime of Domestic Violence and Discharge of a Firearm within City Limits.

Special Victims Unit

SEXUAL ASSAULT UNIT

The Sexual Assault Unit investigates all adult sexual assaults, including but not limited to rapes, sexual assaults, peeping tom series and other sex-related cases. The mission of the unit is to investigate, identify, apprehend and assist in the prosecution of all suspects.

422 **45%**
CASES CLEARANCE RATE

CASE HIGHLIGHT

On Jan. 12, officers responded to the 9000 block of E. W.T. Harris Blvd. regarding a Breaking and Entering call for service. The victim told officers a man broke into her apartment, asked her for money and when she said she did not have any, he sexually assaulted her at gunpoint with her two children nearby. Detectives with the Charlotte-Mecklenburg Sexual Assault Unit (SAU) began their investigation.

The victim told detectives she and her husband rented a room to a man named Julio in 2023 and believed the man who attacked her may have been the same individual. Officers could not locate him based on a vehicle description or video surveillance and efforts to contact him were unsuccessful.

Later, the victim shared pertinent information about a social media account that helped investigators uncover that the suspect had a criminal history in Texas involving the U.S. Border Patrol. Other federal officials assisted the CMPD in identifying the suspect, and a warrant was issued for his arrest.

On Feb. 16, CMPD's Violent Criminal Apprehension Team (VCAT) and SWAT Team located and arrested Julio Gomez-Avila, 35, without incident and charged him with First-Degree Forcible Rape (x2), First-Degree Kidnapping, First-Degree Forcible Sex Offense, Breaking and Entering and Attempted Robbery with a Dangerous Weapon.

FINANCIAL CRIMES UNIT

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

2,182 **1%**
CASES CLEARANCE RATE

CASE HIGHLIGHT

In February 2019, CMPD officers began investigating a large-scale embezzlement case where over \$250,000 was taken from the Wat Prazanimith Meditation Center, a Buddhist Temple.

After months of investigating, the CMPD Financial Crimes Unit obtained arrest warrants for the suspect, the temple's chief operating officer. He was arrested in October 2020 and charged with Embezzlement.

Nearly four years later, on Aug. 8, 2024, the suspect was found guilty, ordered to pay restitution and serve up to seven years of confinement. Financial Crimes detectives worked closely with prosecutors to achieve justice for the community and the religious organization victimized by its former leader.

Vice & Narcotics

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 related but not limited to: prostitution, illicit drug activities and narcotics trafficking.

THIS YEAR, THE VICE UNIT HAS SEIZED:

448lbs	64lbs	7lbs	234lbs	97
SUSPECTED COCAINE	SUSPECTED FENTANYL	SUSPECTED HEROIN	SUSPECTED METHAMPHETAMINE	FIREARMS SEIZED
↑ 264% from 2023	↓ 16% from 2023	↑ 900% from 2023	↑ 61% from 2023	↓ 21% from 2023

OVERDOSE STATS

1,788	138	84
OVERDOSE CALLS FOR SERVICE	FATAL OVERDOSES*	FENTANYL-RELATED OVERDOSES
↓ 8% from 2023	↓ 49% from 2023	↓ 75% from 2023

*41 of which are awaiting death certificate confirmation.



CASE HIGHLIGHT

On July 19, CMPD's Vice and Narcotics Unit arrested 36-year-old drug trafficking suspect Timothy Jeter and carried out a search warrant at a home linked to the suspect. Detectives seized approximately 3.75 lbs. of suspected meth, 2 lbs. of suspected cocaine, 0.12 lbs. of suspected MDMA, 0.23 lbs. of suspected shrooms and nearly \$19,000 in cash.

Jeter was charged with the following:

- **TRAFFICKING METHAMPHETAMINE (2 COUNTS)**
- **TRAFFICKING COCAINE (2 COUNTS)**
- **TRAFFICKING MDMA (2 COUNTS)**
- **CONSPIRACY TO SELL COCAINE**
- **CONSPIRACY TO DELIVER COCAINE**

Special Operations Bureau

K-9 UNIT

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

1,764 746

TOTAL DEPLOYMENTS

↑ 9% from 2023

EXPLOSIVE SWEEPS

↑ 16% from 2023

40

K-9 DEMOS

↓ 9% from 2023

103

SUSPECT APPREHENSIONS

↓ 5% from 2023

138

SUPPORTED ARRESTS

↑ 5% from 2023

35

SUSPECTS LOCATED BY PERIMETER OFFICERS

↓ 11% from 2023

**Data is from Special Operations K-9 Unit.*

On Aug. 22, Officer Hostutler and his K-9 partner, Monk, were dispatched to locate the driver of a stolen vehicle in the Eastway Division. While driving, Hickory Grove Division officers found and began pursuing the vehicle. The male suspect sped away from officers, ultimately crashing into another vehicle. Officers and Monk began to pursue the man on foot.

The suspect tried to escape along the wooded area near Albemarle Elementary School. Monk tracked the suspect for more than 200 yards.

The man made no effort to surrender until Monk reached him, and bit his left hand, causing minor injuries. He was apprehended and the stolen vehicle was recovered along with two firearms.

BOMB UNIT

In 2024, CMPD's Bomb Unit received 151 calls for service, and the bomb truck was deployed 61 times.



SWAT TEAM

During 2024, the Special Weapons and Tactics (SWAT) team had 123 total deployments. Those deployments included 24 barricaded subjects, 34 large-scale events, 27 warrant service requests and 20 dignitary events. SWAT attended 12 community events.





Aviation



**CMPD'S AVIATION UNIT AND HELICOPTER, "SNOOPY,"
WORK AROUND THE CLOCK YEAR-ROUND TO ASSIST
IN CRITICAL MISSING PERSONS AND SUSPECT/
SUSPECT VEHICLE SEARCH EFFORTS.**

THE AVIATION UNIT
RESPONDED TO
2,212
REQUESTS FOR AIRCRAFT
ASSISTANCE
↓ 1% from 2023

1,265 HOURS
FLOWN
↑ 3% from 2023

417 DIRECT
ARRESTS
↓ 16% from 2023

483 ASSISTED
ARRESTS
↑ 42% from 2023

140 VEHICLES
LOCATED
↓ 3% from 2023

220 PERSONS LOCATED
MISSING PERSONS AND SUSPECTS
↓ 18% from 2023

On Feb. 1, at about 5 p.m., officers with the Charlotte-Mecklenburg Police Department's Aviation Unit were dispatched to the University City Division in response to an individual experiencing a mental health crisis near Riding Hill Avenue. The incident led to multiple calls for service as the subject was banging on the doors of numerous residences.

When officers arrived, they saw the man running in a creek bed. Aviation Unit officers used the onboard thermal imaging system to locate the man roughly half a mile from where he was last seen.

He was laying down on the ground a short distance away. The Aviation Unit guided officers to the man's location. After officers made contact with the man, they recognized he was experiencing a mental health crisis and requested assistance from the Community Policing Crisis Response Team (CPCRT).

Real Time Crime Center

CMPD's Real Time Crime Center (RTCC) continuously monitors the city using more than **16,000** surveillance and Charlotte Department of Transportation cameras, an automated license plate reader system and a system for electronically monitored pre-trial suspects. RTCC assists with violent crime cases, recovering stolen vehicles and missing persons investigations.

THE REAL TIME CRIME
CENTER ASSISTED IN
2,945
INVESTIGATIONS
↑ 8% from 2023

81 HOMICIDES

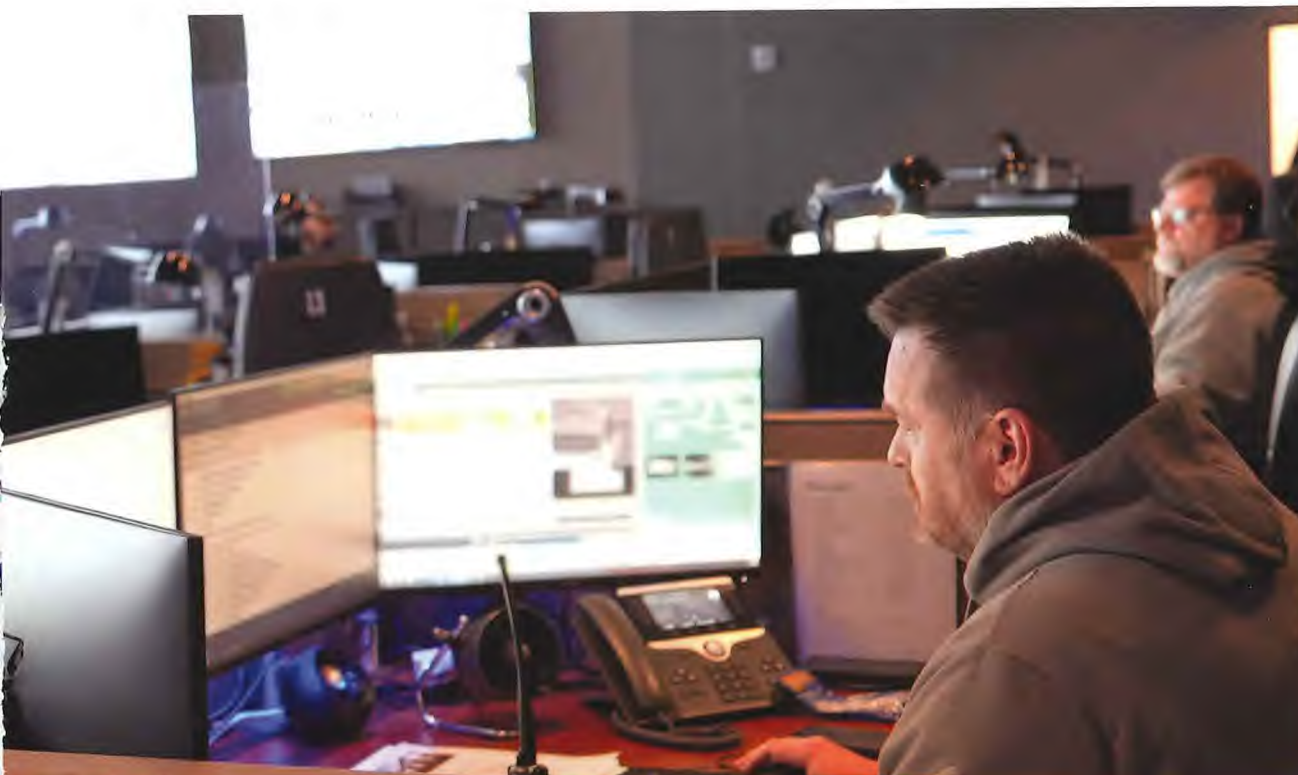
478 ARMED ROBBERIES

159 ROBBERIES

676 ASSAULT WITH A DEADLY WEAPON

RTCC HAS **579** ASSISTED ARRESTS AND IDENTIFIED SUSPECTS IN AN ADDITIONAL **198** CASES.

RTCC HAS ASSISTED IN THE RECOVERY OF **139** STOLEN VEHICLES.



CASE HIGHLIGHT

On Jan. 29, Detective Szynarowski was proactively monitoring the city cameras at Brookshire Blvd. and Hoskins Rd., a high-crime area frequented by subjects traveling in stolen vehicles. Detective Szynarowski observed a gold Jeep with aftermarket chrome rims and dark tinted windows turn from Hoskins Rd. onto outbound Brookshire Blvd. and into the parking lot of a gas station; it strongly resembled a Jeep that was stolen the day before in Metro Division.

Detective Szynarowski notified Metro and Freedom Officers, who responded and located the vehicle. The driver was detained and identified as James Antonio Johnson Jr. Johnson, 18, had warrants for larceny of a motor vehicle and was placed under arrest. The driver, Johnson, is known to Metro Division Officers as a prolific auto theft suspect, and during the search, officers located a firearm that had an obliterated serial number, likely stolen, and a small amount of marijuana.

Mental Health Response



CRISIS INTERVENTION TEAM

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

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

CIT TRAINED
EMPLOYEES

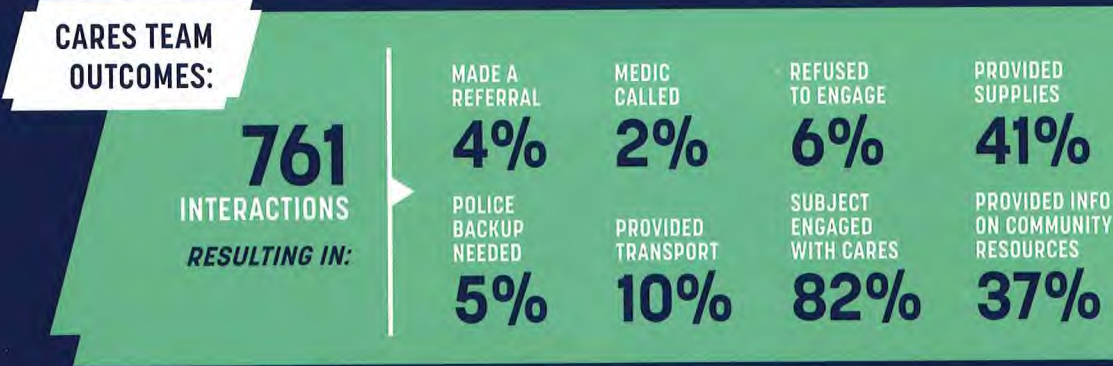
828

CIT
DEPLOYMENTS

5,651

CIVILIAN ASSISTANCE RESPONSE ENGAGE SUPPORT (CARES) TEAM

CARES is a community response program providing 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 homeless service providers and community resources. The CARES Team also provides items such as water, snacks, socks and hand warmers. In Dec., the CARES Team was moved to Mecklenburg County's oversight and management.



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 crises.





School Safety

CMPD's Education Outreach and Youth Services Division has 55 school resource officers covering 50 Charlotte-Mecklenburg middle and high schools. They work alongside Charlotte-Mecklenburg Schools Police Department to handle safety issues.

61

**SCHOOL THREATS
INVESTIGATED**

1

**FIREARM
SEIZED**

24

**SCHOOL-RELATED TIPS
FROM CRIMESTOPPERS**

↑ 50% from 2023

SRO HIGHLIGHT

Officer David LaFranque was honored as the Charlotte-Mecklenburg Police Department's School Resource Officer of the Year in 2024 for his work at Turning Point Academy.

As a first-year SRO in the 2023-2024 school year, Officer LaFranque hit the ground running by scheduling events such as curriculum nights for students. These events were hugely successful as Officer LaFranque partnered with multiple sponsors to provide food, smoothie samples and even a winter coat giveaway.

Through his work with the Turning Point Middle School students, Officer LaFranque is helping to guide students onto a successful path. "Officer LaFranque, he's a part of the family and the team at Turning Point," said Turning Point Academy Middle School Principal Walter Clyburn.



Community Services & Engagement

TOTAL
PROGRAMS
12

TOTAL
PARTICIPANTS
1,869

YOUTH ENVISION ACADEMY

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

PARTICIPANTS: **31** SCHOLARS **2** AMBASSADORS **1** INTERN **11** CMPD STAFF



POLICE ACTIVITIES LEAGUE

CMPD provided **\$40,000** to the Police Activities League (PAL) in support of summer camp programs at Bette Rea Thomas Recreation Center, Greenville Neighborhood Center and Hidden Valley Elementary School. Camps included field trips, lunch, special events and priority access to after-school admission.

With a focus on football, young campers had the exciting opportunity to suit up and play with the Carolina Panthers on their practice field. It was the first time the PAL program partnered with the NFL, and it was a dream come true for these future football stars.

PARTICIPANTS: **680** YOUTH **12** CMPD STAFF



REACH (Respect, Engage, Accountability, Character & Honesty)

REACH Enrichment program is a gender-specific program that builds positive relationships between participants and officers and promotes personal and social responsibility through leadership opportunities, educational seminars, field trips and career and vocational development classes. Upon graduation, youth may participate in monthly “booster sessions” designed to nurture the education and relationships developed during interactions. High-performing REACH students are invited to attend the six-week REACH Summer Academy which seeks to expose inner-city youth to countless educational and explorational opportunities all within the city they call home.

PARTICIPANTS: **26** YOUTH (FEMALE) **29** YOUTH (MALE) **10** CMPD STAFF

REACH OUT (Respect, Engage, Accountability, Character, Honesty - Officers Understanding Teens)

The Reach Out Program is a partnership between the Charlotte-Mecklenburg Police Department, the Mecklenburg County District Attorney’s Office and other supporting agencies. This voluntary program is designed to give participating youthful offenders the resources, skills and support necessary to become successful adults. Participants are referred to the Reach Out Program by the courts, CMPD and the District Attorney’s Office.

PARTICIPANTS: **56** YOUTH **64%** COMPLETED



Community Services & Engagement



CADETS

CMPD provides qualified students, actively enrolled in a local college, an opportunity to work in a professional law enforcement environment while learning about and training for future employment as a police officer.

PARTICIPANTS: **7** CURRENT CADETS **1** CMPD STAFF **6** CADETS ENTERED THE POLICE TRAINING ACADEMY IN 2024

MIDDLE & HIGH SCHOOL ACADEMIES

Middle & High School Academies consisted of separate week-long camps that allowed the campers to experience life in the Police Academy as well as team-building exercises. Some of the events they experienced were: Law Enforcement Center tour, jail tour, Animal Care & Control tour, Defensive Tactics/ Subject Control and Arrest Technique class, DWI/traffic stop scenarios, range tour, court tour, Cop Care program, a gang prevention presentation as well as many open discussion sessions. All sessions were facilitated by police officers and meant to establish bonds with the officers and create better working relationships with SROs when they return to school. Youth are introduced to the Explorers and Cadet programs with an emphasis on creating the recruitment pipeline for CMPD.

PARTICIPANTS: **68** YOUTH **10** CMPD STAFF



DIVERSION PROGRAMS

YOUTH DIVERSION is a first-time offender program that is an alternative to arrest for ages 8-17.

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

475 PARTICIPANTS
↑ 7% from 2023

54% COMPLETED
143 Cases

68% DIVERTED
53 Pending Cases

6% RECIDIVISM RATE

17 PARTICIPANTS
↑ 42% from 2023

6 ACTIVE CASES

8 SUCCESSFUL COMPLETIONS

1 PENDING INTAKE

0 RE-OFFENDED

ELECTRONIC MONITORING

Electronic Monitoring is a post-release condition that allows CMPD to keep offenders in their homes during court-ordered curfew, deter new crimes and assist in their apprehension for new warrants. In the area of domestic violence, offenders and victims can be monitored around the clock to ensure adherence to Domestic Violence Protective Order and no contact orders.

386 PARTICIPANTS

38 JUVENILES MONITORED

65 TOTAL MONITORS CUT

30 JUVENILE MONITORS CUT



Explorers Christmas Project

612

**UNDERSERVED
FAMILIES**

1,848

**CHILDREN
REPRESENTED**

326

**BIKES
GIVEN OUT**

2,000

**POINSETTIAS
DONATED**

Since 1974, 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 project started 50 years ago when Quail Hollow Country Club reached out to a CMPD officer after collecting toys at Christmas. The goal was simple: to brighten the holiday season for families in need. At the helm of this initiative was a dedicated officer, retired Deputy Chief Glen Mowery. He tirelessly worked with local schools to identify families struggling to make ends meet, ensuring that no child would go without a gift during the festive season.

Deputy Chief Mowery, a visionary even then, understood the importance of making the experience truly magical. He introduced Santa Claus to the project, creating cherished memories for countless children. In that inaugural year, Santa visited 15 homes bringing joy and wonder to two excited children at each stop.

Over the past 50 years, the Explorers Christmas Project has blossomed into a beacon of hope for thousands of families. An estimated 87,500 children, representing approximately 35,000 families have received toys through this heartwarming endeavor. In 2024, approximately 600 families in Charlotte experienced the magic of the project.

However, the impact of the Explorers Christmas Project extends far beyond the immediate joy of receiving a gift. It fosters a sense of community and reinforces the importance of giving back. For many officers, participating in the project has become a cherished tradition; a chance to connect with their community and share the spirit of the season with younger generations.

The project has evolved significantly over the years, expanding its reach to include not only toys but also essential food items for families in need. This year, recognizing the devastating impact of Hurricane Helene on our neighbors in Western North Carolina, the project has taken on an added dimension. The Charlotte community was encouraged to donate two toys: one for a local child and another for a child in the affected region.

First responders from Mecklenburg County, including CMPD officers, personally delivered the toys to the children of first responders in Western North Carolina, demonstrating a remarkable show of solidarity and support.

The 50th anniversary of the CMPD Explorers Christmas Project is a testament to the enduring power of compassion and community spirit. It is a reminder that when we come together, even the smallest acts of kindness can have a profound and lasting impact.



OVER 3,200 TOYS
AND 30 BIKES
WERE DELIVERED
TO WESTERN
NORTH CAROLINA





Hurricane Helene

In times of crisis, law enforcement's reach goes far beyond the usual boundaries. CMPD's commitment extends to wherever our law enforcement family needs support, including active assistance in recovery efforts.

Following the devastating impacts of Hurricane Helene in late September, more than a dozen members of the CMPD deployed to western North Carolina to aid in search and rescue operations, food and water distribution as well as provide technological resources. The CMPD team also assisted with responding to calls for service in the Black Mountain, Montreat and Swannanoa areas.

The CMPD Aviation Unit flew multiple missions delivering supplies, assisting local law enforcement and conducting aerial surveys with emergency management officials to assess damage and allocate resources.

It was an honor to support our western North Carolina neighbors as they heal and rebuild from this tragic event.





Animal Care & Control

27,067

CALLS FOR SERVICE

↑ 8% from 2023

19,936

ANIMALS CARED FOR

↑ 98% from 2023

58,175

VOLUNTEER HOURS GIVEN

↑ 18% from 2023

5,518

ANIMALS ADOPTED

↑ 14% from 2023

RENOVATION CELEBRATION

Animal Care & Control (ACC) celebrated the completion of a massive shelter renovation project over the summer wrapping up several years of ongoing revitalization and compliance updates.

The renovation and updates began in 2017 with the installation of mandatory air conditioning and heating in the 148 indoor/outdoor dog kennels to meet current guidelines from the North Carolina Department of Agriculture. This significant HVAC project was a major upgrade for these dog kennels. All dog kennel walls and floors were repaired; and, the animal intake room, where all incoming animals are documented in the database and receive their vaccines, was transformed into three separate areas for dogs, cats and ferrets. Additionally, the entire back half of the shelter, where the animals reside, was redesigned to better accommodate lifesaving efforts and the progressive animal shelter medicine practiced today.

The new design replaced a single room with 80 cat kennels with multiple rooms featuring independent filtration systems housing fewer cats per room to help control disease spread. More isolation rooms were added for both cats and dogs, and most rooms now have banks of kennels on wheels allowing for flexibility and housing customization based on specific cases.

The lobby has also been completely revamped to better handle more visitors and enhance customer service. Last but not least, the renovation concluded with the replacement of all dog kennel cages with new stainless-steel enclosures, which are much safer and more secure for both the dogs and the staff.

EVERYTHING OLD IS NEW AGAIN

The final part of the renovation plans involved replacing the caging and transition doors on all the dog kennels. This was a challenging task as dog intake was high and they remained at capacity in the dog kennels. Operating without 25 to 50 kennels at a time was not feasible. Everyone at CMPD and the city worked together to find a solution.

The answer came when the old Animal Control Shelter on Toomey Avenue was reopened, thanks to an investment from the city to modify the old shelter. This shelter was home to the Humane Society of Charlotte for nearly 30 years before their move to a new shelter in 2022. In late summer/early fall of 2023, ACC took up residence in the old Animal Control shelter with 33 dogs and 11 cats. It is now referred to as the satellite or overflow shelter, nicknamed "Toomey" by staff and the community. This investment saved countless lives.



1,229

LOST PETS
RETURNED

↓ 9% from 2023

\$248K

GRANT FUNDING
RECEIVED

↑ 71% from 2023

\$245K

DONATIONS
RECEIVED

↓ 9% from 2023

SHINY AND BRAND NEW

ACC received much-needed new staffing allocations in 2024. Amid the COVID-19 pandemic in 2020, a new movement emerged in animal welfare known as foster-centric animal sheltering. The philosophy behind this movement is straightforward: animals living in shelters should primarily be those with medical or behavioral needs or those still under the legally mandated 72-hour stray hold required for owners to find their lost pets and adoptable animals living in foster homes within the community.

This model benefits everyone. The animals are more comfortable in foster care, and fosters can provide valuable insights on the foster animals to potential adopters. It also frees up kennel space for animals that require medical care or behavioral training.

ACC embraced this new model and made significant strides in 2024. Success! There are now more shelter animals in foster homes than in the shelter itself; however, these foster animals remain under

ACC's care, meaning that the capacity for care has increased.

Additional staffing was critical to maintain this lifesaving program. In late summer, two key positions were added: a third veterinarian, essential for caring for the average of over 900 animals in our care across both shelters and foster homes, and a Pet Reunification Specialist to the customer service team, a position which functions like a pet detective, dedicated to reuniting lost animals with their owners. Many shelters across the country have implemented this role in recent years, significantly improving pet reunification rates. In the first few weeks after this position was added at ACC, the return-to-home numbers increased dramatically.

**Thank you for your support and please continue to:
ADOPT. DONATE. FOSTER. VOLUNTEER.**

Customer Experience Program

CMPD SERVES: 2024 YEAR IN REVIEW

In 2024, the Charlotte-Mecklenburg Police Department delivered its third year of CMPD Serves, the agency's groundbreaking customer experience initiative. The program continued its mission to enhance the department's commitment to community service and internal culture through innovative training and recognition programs. This initiative, which has sparked national interest, showcases CMPD's commitment to enhancing customer service in law enforcement.

The 2024 training program emphasized the transformative potential of cultivating growth mindsets, reviewed crucial takeaways from prior years and reaffirmed the importance of fostering positive police-community relations. Additionally, the program incorporated assessments to evaluate the effectiveness of its training initiatives.

The success of CMPD Serves garnered national recognition in 2024, attracting the interest of major police departments like Minneapolis, Portland, New York City and Winston-Salem. This recognition allows CMPD to disseminate its innovative customer service approach to law enforcement agencies nationwide, fostering positive internal and community relationships and driving industry-wide transformation.



KEY ACHIEVEMENTS

TRAINING & DEVELOPMENT

Growing Minds Together: Delivered to 2,500 employees focusing on growth mindset, police legitimacy and fostering positive interactions.

Customer Service Integration: Successfully integrated customer service training into Training Academy curriculum for new recruits and orientation programs for all civilians.

EMPLOYEE RECOGNITION

Acts of Excellence: Awarded 98 employees for outstanding service.

Positive Interactions: Officers labeled over 3,500 body-worn camera videos demonstrating positive work including de-escalation, life-saving interventions, community engagement and positive interactions.

PROGRAM EFFECTIVENESS

EMPLOYEE IMPACT

- 70% of employees reported they could apply training knowledge.
- 61% demonstrated competency in foundational customer service elements.
- 43% successfully applied training concepts in their daily work.

ORGANIZATIONAL IMPACT

- Over 40% of employees observed improved communication or experienced better interactions with the community.
- 36% observed improved communication or experienced better interactions within the department.
- 32% agreed that departmental culture has improved within the first two years of the program.



Employee Wellness

3,334
TOTAL EMPLOYEE
CONTACTS

The Office of Wellness continues to prioritize the well-being of sworn and civilian employees through various services, consultations, outreach programs and debriefing sessions.

In 2024, the Office of Wellness had **558** individual employee contacts. These contacts were made across different services, including assessments, consultations, briefings and case management.

335
FIRST
CONSULTATIONS

77
THIRD
CONSULTATIONS

106
CLINICAL CARE
ACCESS PILOT (CCAP)
APPOINTMENTS

40
CRITICAL INCIDENT
CHECK UPS

CCAP REIMBURSEMENTS

The Critical Care Assistance Program (CCAP) provided reimbursements to employees during the year. These reimbursements support employees in times of critical need.

253
TOTAL
REFERRALS

154
CLINICAL
REFERRALS

99
NON-CLINICAL
REFERRALS

2,383
HOURS OF
SERVICE

CMPD CHAPLAIN PROGRAM

There are **18 chaplains** that volunteer their faithful service to support the growth of our CMPD employees in their spiritual wellness.



CRITICAL INCIDENT STRESS MANAGEMENT (CISM) DEBRIEFS

The Office of Wellness facilitated 14 critical incident stress management debriefs, offering support to more than 150 employees impacted by high-stress incidents. These debriefs included both individual and group sessions.

OUTREACH HOURS & EVENTS

In 2024, the Office of Wellness attended 144 outreach events and interacted with 1,727 employees. These outreach efforts were conducted across various divisions, providing wellness resources and stress management support.

NETWORKING HOURS

To enhance services and maintain connections with key stakeholders, the office participated in over 140 hours of networking with organizations such as the Charlotte Fire Department, the CMPD Chaplain program and other relevant groups.

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.

OVER 1,000 EMPLOYEES HAVE BEEN SEEN FOR ANNUAL OCCUPATIONAL HEALTH EXAMS.

OVER 40% OF OFFICERS ARE VOLUNTARILY ELECTING TO PARTICIPATE IN THE "ENHANCED WELLNESS EXAM" INCLUDING ADDITIONAL BLOODWORK, CHEST X-RAY AND CARDIAC STRESS TEST.

OVER 300 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 SETH FULTON**

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 ADAM THOMPSON**

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.

CMPD SERVES EXCEPTIONAL SERVICE AWARD

Recipients: **SERGEANT QUENTIN BLAKENEY**
OFFICER MATTHEW DRAPER
OFFICER CHARLES FOOTMAN
OFFICER JESSICA HALL

This award recognizes employees who exemplify the core values and principles of the CMPD Serves program. Recipients demonstrate a commitment to excellence by consistently leaving a positive and lasting impact on both internal and external stakeholders. This includes providing exceptional internal service through innovative ideas, collaborative efforts and actions that enhance departmental culture as well as delivering outstanding customer service to the community that positively shapes public perception of law enforcement.

SCHOOL RESOURCE OFFICER OF THE YEAR

Recipient: **OFFICER DAVID LAFRANQUE II**

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: **BRITTANY ALBERT**

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 EMPLOYEE OF THE YEAR

Recipient: **WHITNEY SUGGS**

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.





OFFICER OF THE YEAR

Recipient: **OFFICER MALEK ODEH**

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.

Officer Odeh has been with CMPD since December 2020. Assigned to the Steele Creek Division, he consistently demonstrates excellence in every aspect of his work. Officer Odeh can be counted upon to carry a positive and motivating energy for his shift, pushing his fellow officers to be successful and maintain wellness. He is a member of peer support, teaches PAL sports and volunteers for special assignments and manpower pulls.

Officer Odeh leads the shift in statistics. The average number of KBCOPS reports taken for 2nd shift officers over the past 12 months was just under 100. Officer Odeh wrote 296 reports. He achieved the highest number of citizen contacts and was in the top six for traffic stops and the top five for arrests.

There are countless examples of the excellent work performed daily by Officer Odeh, including nominations for his outstanding work on an Assault with a Deadly Weapon call for service, an armed robbery call for service and a traffic stop on a stolen vehicle.

On the traffic stop for the stolen vehicle, the suspects jumped and ran from the vehicle, neglecting to put the vehicle in park. While trying to take a suspect into custody, the car was rolling towards Odeh and the suspect. Odeh pushed the suspect out of the way and the vehicle struck Odeh in the knee and pinned him to a fence. Officer Odeh put himself in harms way to save the suspect from getting struck.

Officer Odeh regularly volunteers for the jobs that others would rather not do. He possesses the professionalism, experience level and emotional maturity to handle the new officers in training as a PTO replacement for a shift. In addition to going above and beyond the call in his normal work week, Officer Odeh continues to maintain a healthy work-life balance and maintains physical fitness and mental wellness.



PROFESSIONAL ACCOUNTABILITY

Recruitment



THE RECRUITMENT
CAMPAIGN AND
EFFORTS YIELDED

3,037

APPLICATIONS

↑ 18% from 2023
(INITIAL SUBMISSIONS)

WHICH
RESULTED
IN

248

SWORN HIRES

↑ 30% from 2023

JoinCMPD.com



Recruitment requires dedication and perseverance to buck the national trend of staffing and recruitment levels dropping or remaining flat at police departments. CMPD is on a different trajectory and its recruitment team can point to several wins in 2024.

CMPD's digital recruitment advertising campaign resulted in **7,832,241 impressions** and **120,008 clicks** among potential recruits interested in learning more and beginning the application process.

The recruitment net continues to be cast farther and wider, with our team hosting and participating in recruitment events at universities, community colleges and military bases – locally, regionally and across the nation.

CMPD's College Internship Program is a direct pipeline for future officers, and since the program was initiated in 2019, nearly 20 individuals have made the transition from intern to officer.

BIG NEWS AT THE TRAINING ACADEMY

200 AND COUNTING

CMPD is excited to reach a major milestone: its 200th recruit class at the Training Academy. On average, three classes graduate each year, which means CMPD has been providing exceptional officer training for nearly seven decades. For Recruit Class 200, which began in December, CMPD welcomed 73 men and women eager to learn, grow and succeed as Charlotte-Mecklenburg's newest police officers, dedicated to protecting and serving the citizens of one of the nation's fastest-growing metropolitan areas.

4TH BECOMES A 1ST

To accommodate the growing number of recruits, CMPD added a fourth Academy class in 2024. This is the first time in history that four classes in a single year have moved through the rigorous 8-month program. The expansion of CMPD's Academy program represents a positive new direction and is a testament to the strength of ongoing recruiting efforts.

DOCUSERIES SHARES THE INSIDE STORY

CMPD was proud to premiere the newest season of "Journey to the Badge," the award-winning docuseries that gives a Hard Knocks-style, behind-the-scenes look at the challenges and successes recruit classes face on their journey to becoming sworn officers. To view the new season, and to catch up on previous ones, scan this QR code to visit the CMPD YouTube channel.



CIVILIAN POSITIONS

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

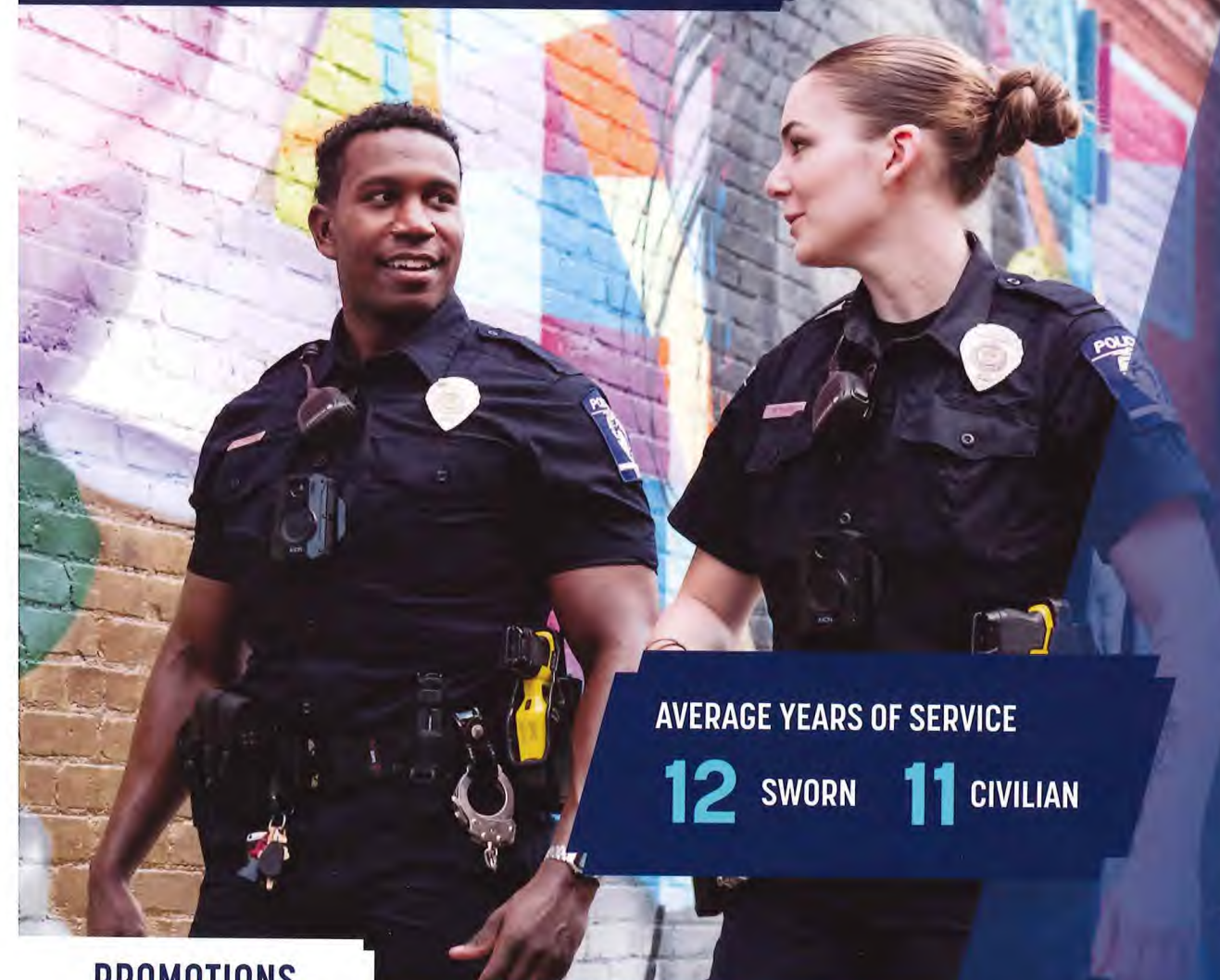
9,943
CIVILIAN
APPLICATIONS
↑ 210% from 2023

108
CIVILIAN HIRES
↑ 9% from 2023



PROFESSIONAL ACCOUNTABILITY

CMPD Workforce



AVERAGE YEARS OF SERVICE

12 SWORN **11** CIVILIAN

PROMOTIONS

43
TOTAL
PROMOTIONS

3
MAJOR

5
CAPTAIN

12
LIEUTENANT

23
SERGEANT

2024 GRADUATES

14

GRADUATES

SERGEANT LEADERSHIP DEVELOPMENT COURSE

The Sergeant Leadership Development Course is an annual four-month experience to prepare sergeants seeking career advancement the opportunity to develop problem-solving and decision-making skills through practical exercises.

40

GRADUATES

COLLEGE INTERNSHIP PROGRAM

The CMPD College Internship Program is an eight-week paid experience that provides participants enrolled at a college or university as an undergraduate or graduate student seeking a career as a sworn law enforcement officer the opportunity to work in a CMPD Investigative, Support Services and /or Field Services group. Interns receive an overview of the various work duties and responsibilities of sworn law enforcement personnel as they work in various areas of the department. They are required to complete a written assignment and oral presentation detailing their experiences during their internship, lessons learned and indicate if their time in the program inspired them to pursue a career in law enforcement. This program is made possible by the Edward J. Byrne Justice Assistance Grant Program awarded through the U.S. Department of Justice Bureau of Justice Assistance.

12

GRADUATES

CIVILIAN LEADERSHIP DEVELOPMENT INSTITUTE

The Civilian Leadership Development Institute is a specially designed course for non-sworn members of the department to develop the skills necessary to advance in their careers as law enforcement professionals. The 12 graduates of class 002 engaged in an intensive six-month course to develop business and planning acumen, personal branding, and relationship building.

12

GRADUATES

LATERAL CLASS

CMPD's lateral entry program allows officers with previous law enforcement experience to join the CMPD with a condensed Training Academy. Lateral officers join CMPD with a higher base pay and a shortened academy because of their previous experience.

16

GRADUATES

COMMAND COLLEGE

The CMPD Command College graduated its 9th class in 2024, which included 16 sworn law enforcement professionals from 11 different law enforcement agencies across North and South Carolina. This six-month program is an advanced professional development course for the next generation of law enforcement leaders promoting leadership, physical fitness, networking and the exchange of crime reduction strategies.

108

GRADUATES

RECRUIT CLASS

In 2024, CMPD accomplished many historic milestones. The department introduced a fourth recruit class to its training academy schedule to fill officer vacancies faster. Class 196 represents the largest class since 2010, with 58 new officers who graduated in April. The CMPD also welcomed its 200th recruit class in December.



CMPD Workforce



SWORN PERSONNEL - DEMOGRAPHICS

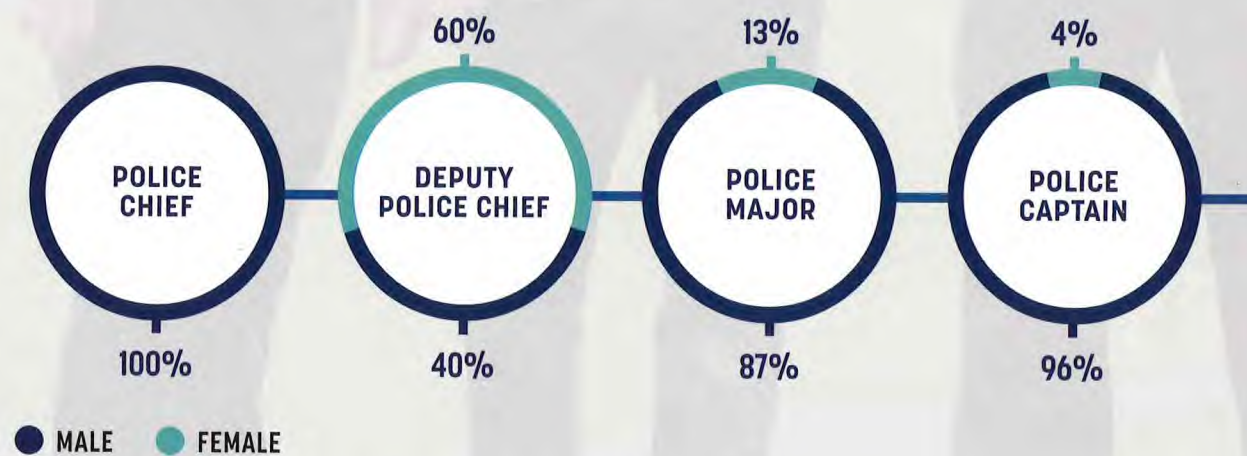
0.5%
AMERICAN INDIAN/
ALASKAN NATIVE

3%
ASIAN/PACIFIC
ISLANDER

17%
BLACK/AFRICAN
AMERICAN

8%
HISPANIC/
LATINO

SWORN PERSONNEL - GENDER / RANK







Transparency & Accountability

Transparency and accountability are vital to fostering trust between the police and the community. By shedding light on police procedures, decisions and outcomes, these principles enable the public to understand the reasons behind police actions. Accountability ensures fair and consistent law enforcement, discouraging misconduct and upholding the law impartially.

CMPD's Public Affairs Division and Public Records Unit are dedicated to promoting transparency and accountability. The Public Affairs Division bridges the gap between the police department and the community by providing clear and timely information. The Public Records Unit diligently processes public records requests, balancing the public's right to information with the need to protect confidential data.

IN 2024, THE PUBLIC RECORDS REQUEST UNIT RECEIVED AND MANAGED 3,558 PUBLIC RECORDS REQUESTS, UP 146% FROM REQUESTS IN 2023.



303

SOCIAL MEDIA/
APP ALERTS TO
MEDIA & PUBLIC

458

PRESS
RELEASES

126

PRESS
CONFERENCES
OR STANDUPS

160

COORDINATED
MEDIA
INTERVIEWS

109

CAMPAIGN
SOCIAL MEDIA
POSTS





Internal Affairs

106

OFFICER COMPLAINTS

↓ 39% from 2023

77

INTERNAL

↓ 27% from 2023

29

EXTERNAL

↓ 57% from 2023

5

**OFFICER-INVOLVED
SHOOTING INCIDENTS**

↓ 38% from 2023

390

**RESPONSE TO RESISTANCE /
USE-OF-FORCE INCIDENTS**

↓ 16% from 2023

184

**EMPLOYEE
COMMENDATIONS**

↑ 23% from 2023

76

**PURSUIT
INCIDENTS**

↑ 7% from 2023

*These numbers may fluctuate as 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 verbally.

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



Policy Updates

CIVILIAN CRASH INVESTIGATION UNIT SOP

CMPD launched the Civilian Crash Investigation Unit. This unit comprises a team of 15 civilian crash investigators (CCIs) whose work will support CMPD's response to non-injury crashes. CCIs are assigned to patrol divisions with high volumes of non-injury crashes and are responsible for documenting non-injury crashes, assisting with traffic control and handling large property items.

64
TOTAL POLICY
UPDATES & CHANGES

PEER SUPPORT PROGRAM SOP

The Peer Support Program was restructured and redesigned as a standard operating procedure under the Office of Employee Wellness to offer voluntary and confidential support services to employees experiencing stress, emotional difficulties and personal or work-related circumstances that may impact the employee or pose a danger to the safety and welfare of the employee or others. The Peer Support Program consists of CMPD employees who are trained to provide day-to-day emotional support, participate in comprehensive responses to critical incidents, augment outreach programs (e.g., the Office of Employee Wellness, Employee Assistance Program (EAP), and out-of-agency wellness services) and provide information regarding professional referral resources (e.g., licensed mental health professionals).

500-004 SEARCH DEFINITIONS AND 500-004-A CONDUCTING PERSON SEARCHES

In collaboration with the Commission on Accreditation for Law Enforcement Agencies (CALEA) and the National Institute of Health, CMPD has defined gender, gender expression, gender identity and sex. For inclusivity, CMPD policy now states that person searches, specifically strip or body cavity searches, will be conducted with respect for the arrestee's privacy, sex, gender, gender identity and/or gender expression.

600-009 JUVENILE PROCEDURES

Effective December 1st, 2024, North Carolina's Raise the Age law (N.C.G.S. § 7B-1501) was amended to include language that states sixteen (16) and seventeen (17) year olds will be charged as adults for Class A through Class E felonies committed on or after 12/01/24. This amendment also includes any offenses that are transactionally related to the Class A – Class E felony offense, which means "any offense based on the same act or transaction or on a series of acts or transactions connected together or constituting parts of a single scheme or plan of that offense, and any greater or lesser included offense of that offense."

600-019-B DE-ESCALATION

In November 2023, Chief Jennings requested that the Charlotte-Mecklenburg Community Relations Committee form the Community and Police Collaboration Group to review a response to resistance incident. This group was comprised of members from CMPD and the community. Representation from CMPD included the Training Academy, the Professional Accountability Bureau, the Police Attorney's Office and a Deputy Chief. Members from the community included individuals from the Charlotte-Mecklenburg Community Relations Committee, Citizens Review Board, NAACP, Action NC, Latin American Coalition, Clergy members, CMPD Ambassadors and the George Floyd Global Memorial.

The Community and Police Collaboration Group recommended creating a dedicated de-escalation addendum to the existing response to resistance policy. Directive 600-019-B, De-escalation, serves as an addendum to Directive 600-019, Response to Resistance, providing CMPD employees with de-escalation techniques.



CMPD Budget & Grant Funding

CMPD was Awarded

\$5,758,057 IN GRANTS

\$4,494,238

TOTAL FEDERAL AWARD

\$289,523

TOTAL FED PASS-THROUGH AWARD

\$240,000

TOTAL STATE AWARD

\$734,296

TOTAL FOUNDATION AWARD

CMPD FY24 Budget

\$287M

PERSONNEL 82%

\$47M

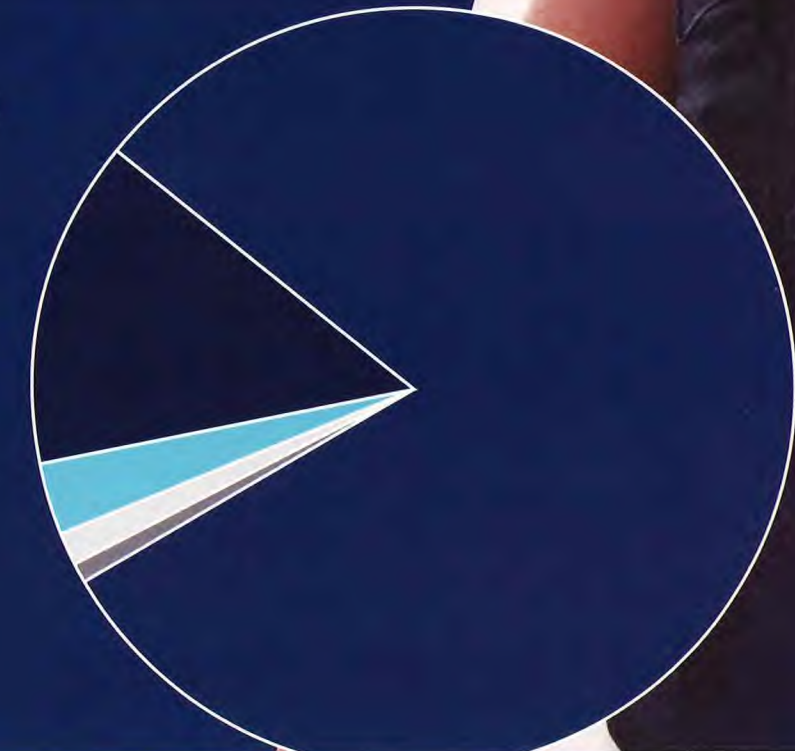
OPERATING 15%

\$5.7M

SPECIAL FUND 2%

\$5.4M

GRANTS 2%





Charlotte-Mecklenburg POLICE FOUNDATION

The Charlotte-Mecklenburg Police Foundation (CMPF) is an independent, not-for-profit organization was created in 2013. The mission of the CMPF is to invest in creating a safer community by supporting efforts to pilot new strategies and improve officer safety and effectiveness, while promoting trust in and support for the CMPD.

CMPF efforts are focused on building community, providing investments in equipment, technology and training, improving employee morale, increasing employee health, safety and wellness and investing in recruitment and retention. CMPD would like to thank the CMPF for their contributions to help CMPD be the best-trained agency in the country.

CMPF has provided funding for several projects in 2024 including:

- De-escalation training
- Connect Charlotte pilot program
- Training equipment for active shooter situations
- Clinical Care Access Pilot reimbursement funding
- "Help our Heroes" fund following April 29 tragedy

Chief's Priorities

1

**ATTRACT, RECRUIT
AND RETAIN A
VIABLE WORKFORCE.**

2

**INVEST IN OPTIMIZING
INFRASTRUCTURE,
INNOVATION AND
TECHNOLOGY NEEDS.**

3

**CONTINUE FOCUSING ON
CORE4 STRATEGIC
PRIORITIES THAT REDUCE
CRIME AND DRIVE A SAFE
AND VIBRANT COMMUNITY.**





CMPD
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