

2024 ANNUAL REPORT



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Chief's Message



Anthony Davis

As Police Chief of the City of Clinton, I am proud to present the 2024 annual report for the Clinton Police Department. This report serves as a comprehensive overview of our efforts to serve the community, providing valuable insight into our policing strategies, initiatives, and department divisions. It also highlights our ongoing commitment to building trust, fostering mutual respect, and strengthening relationships with those we serve.

Within these pages, you will find a range of data on crime trends, as well as an in-depth look at the proactive steps we've taken to enhance public safety and improve the quality of life in our neighborhoods. The report also offers transparency on important topics such as racial profiling and police use of force, providing a clearer understanding of the policies and practices in place to ensure fairness and accountability.

This report is not just a reflection of our past efforts but also a look ahead, offering insight into the direction of the department. As our community continues to grow, new challenges will emerge, but we are dedicated to meeting them with professionalism, strategic planning, and a focus on continuous improvement. We view these challenges as opportunities to enhance the safety and well-being of our community, strengthening our collective success.

Two areas of particular importance in this report are community partnerships and professional policing. We recognize that the support and collaboration of the community are essential in carrying out our mission. By working together, we can address issues at the root of crime and fear in our neighborhoods. Each aspect of this report aligns with national law enforcement standards, and we are proud to have been accredited by the Commission on Accreditation for Law Enforcement Agencies (CALEA) since 2009. Achieving and maintaining these standards requires the dedication of our entire staff, who remain committed to advancing the profession and upholding the highest standards of policing.

On behalf of the men and women of the Clinton Police Department, I want to express our deepest gratitude for your continued support. It is an honor to serve this incredible community. We remain focused on meeting your needs and improving the quality of life for all. As we move forward, we will continue to assess and refine our strategies, always guided by our core values: Integrity, Professionalism, Respect, and Teamwork.

As Albert Pine wisely said, "What we do for ourselves dies with us. What we do for others and the world remains and is immortal." The work we do together has the power to leave a lasting and positive impact on future generations.

Please don't hesitate to reach out if we can be of service to you.

Law Enforcement Code of Ethics

"As a Law Enforcement Officer, my fundamental duty is to serve the community; to safeguard lives and property, to protect the innocent against deception, the weak against oppression or intimidation, and the peaceful against violence or disorder; and to respect the Constitutional rights of all men to liberty, equality and justice. I will keep my private life unsullied as an example to all and will behave in a manner that does not bring discredit to me or to my agency. I will maintain courageous calm in the face of danger, scorn or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed in both my personal and official life, I will be exemplary in obeying the laws of the land and the regulations of my department. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty.

I will never act officiously or permit personal feelings, prejudices, political beliefs, aspirations, animosities, or friendships to influence my decisions. With no compromise

for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force or violence and never accepting gratuities.

I recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of police service. I will never engage in acts of corruption or bribery, nor will I condone such acts by other police officers. I will cooperate with all legally authorized agencies and their representatives in the pursuit of justice.

I know that I alone am responsible for my own standard of professional performance and will take every reasonable opportunity to enhance and improve my level of knowledge and competence.

I will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession... law enforcement."



Mission

It is the mission of the Clinton Police Department to enhance the quality of life in the community by building partnerships. To provide a safe, secure community through proactive and impartial enforcement of the laws of North Carolina and the United States Constitution

Core Values

All employees of the Clinton Police Department are expected to consistently demonstrate the agency's Core Values through their daily job performance and interaction with the public. Our Core Values are central tenets that identify what we believe to be most important to our role as public servants, and it is a belief system that drives our overall mission.

Our Core Values – Professionalism, Respect, Integrity, and Teamwork guide us in everything we do.

Professionalism is not only a commitment to our professional appearance, but to our competency and expertise as well. Our uniforms, vehicles, offices, and equipment will be maintained in a clean and professional manner. Our conduct, in deed and voice, will also be professional at all times. We remain committed to advancing our skills and knowledge in order to provide the best police services possible to the citizens of this community. We are dedicated to being respectful during our interactions with fellow officers, other city employees, and the public we serve.

We will demonstrate our integrity and dedication through our daily work ethic and productivity. We will give our best effort in all of our tasks and commit to doing the best job possible. Everything we do will be commensurate with highest of ethical standards. We will adhere to and enforce the law in accordance with the Constitution and our oaths of office. We will always conduct ourselves in a manner that is consistent with our oaths and the Law Enforcement Code of Ethics.

These values are the principles to which every member pledges their allegiance. We commit to holding one another accountable for our allegiance to these values, and call on our stakeholders to do the same. In doing so, we can ensure that the Clinton Police Department is an agency that fosters a positive, high energy atmosphere in which to accomplish the goals and objectives we have established for ourselves and our community.

Professionalism
Integrity RESPECT
TEAM WORK

2024 Snapshot



16,159

Dispatched Calls



5,368

Officer Initiated Calls



35

Violent Crimes



275

Property Crimes



2500

Training Hours



2:49min

Priority 0-2 Response Time



8,469

Population Serviced



640

Vehicle Accidents



29

Accidents with Injuries



4,831

Traffic Stops



105

DWI Arrests



1071

Arrests



9,360

Followers



9165

Page Likes



93

Firearms Seized



1472

Logged Property



31

Sworn Officers



4

Civilian Personnel

Racial Profiling

The Clinton Police Department is committed to providing professional policing services, free of bias, while treating all people fair and equitable.

This objective is met by being transparent and inclusive in all matters of business pertaining to the organization. Officers receive Juvenile Minority Sensitivity Training, Ethics Training and Bias Based training annually.

Citizen Complaints

Differential Treatment Complaints

There were zero complaints for differential treatment filed in 2024 and one complaint filed for Racial Profiling filed in the last five years

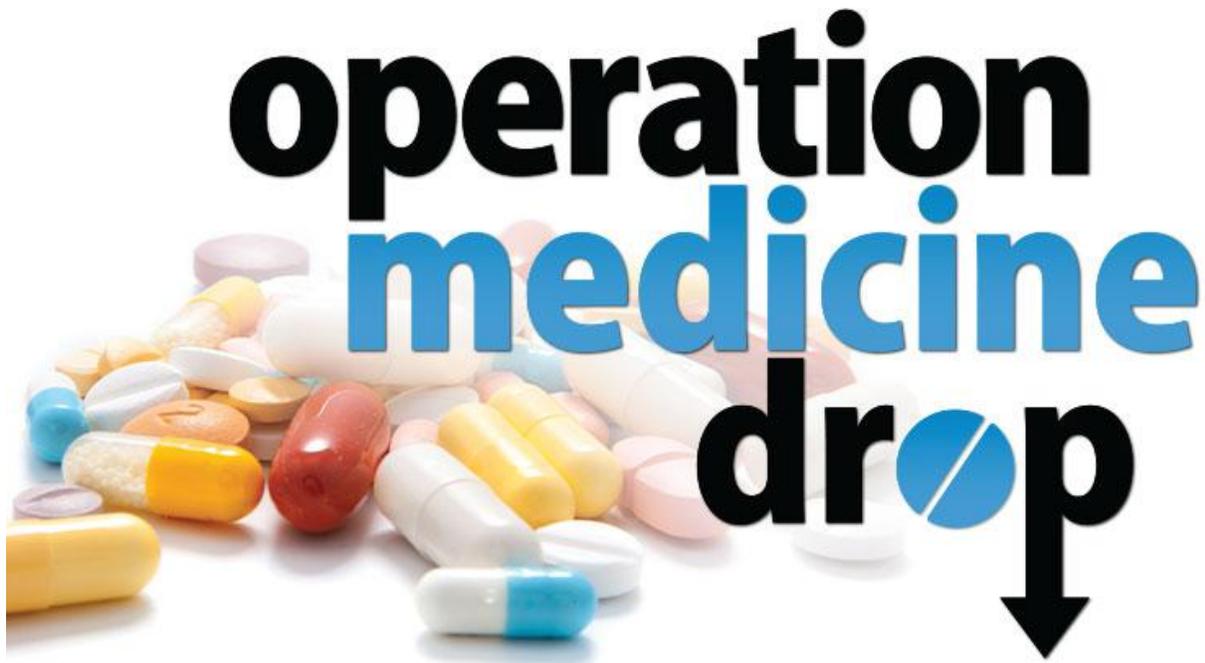
Enforcement Actions Pursuant to Traffic Stops

Traffic Stop Data for Males by Race

YTD Traffic Stops 4831

	January	February	March	April	May	June	July	August	September	October	November	December	Totals	Percents
W/M (Stops)	68	84	79	69	63	79	98	61	41	81	53	70	846	18%
Citation	12	16	12	11	21	12	25	12	10	15	9	16	171	20%
Verbal Warning	54	61	63	55	40	63	71	46	24	61	43	49	630	74%
Written Warning	2	4	2	1	2	3	1	1	4	3	1	2	26	3%
No Action	0	2	1	2	0	1	1	1	1	0	0	2	11	1%
Arrest	0	1	1	0	0	0	0	1	2	2	0	1	8	1%
B/M (Stops)	124	108	126	90	91	126	127	103	97	98	71	80	1241	26%
Citation	28	12	26	12	23	23	27	26	22	21	15	22	257	21%
Verbal Warning	89	85	90	74	66	96	94	67	66	69	43	56	895	72%
Written Warning	1	3	5	1	0	4	0	2	6	2	1	0	25	2%
No Action	2	3	1	2	1	0	1	1	1	1	0	0	13	1%
Arrest	4	5	4	1	1	3	5	7	2	5	2	2	41	3%
H/M (Stops)	71	63	68	57	64	63	73	69	73	88	44	64	797	16%
Citation	25	28	24	20	26	14	25	29	28	22	13	19	273	34%
Verbal Warning	45	34	42	36	36	46	45	34	42	61	27	43	491	62%
Written Warning	0	1	1	0	0	0	1	0	2	2	0	0	7	1%
No Action	1	0	0	0	0	0	0	0	0	1	3	1	7	1%
Arrest	0	0	1	1	2	3	2	6	0	1	3	1	20	3%
I/M (Stops)	1	2	4	3	2	4	5	1	0	2	3	2	29	1%
Citation	0	0	0	3	0	0	2	1	0	1	0	0	7	24%
Verbal Warning	1	2	2	0	2	4	0	0	0	1	3	1	16	55%
Written Warning	0	0	0	0	0	0	3	0	0	0	0	1	4	14%
No Action	0	0	0	0	0	0	0	0	0	0	0	0	0	0%
Arrest	0	0	2	0	0	0	0	0	0	0	0	0	2	
A/M (Stops)	1	0	0	0	0	1	2	2	1	2	0	1	10	0%
Citation	0	0	0	0	0	0	0	2	1	1	0	0	4	40%
Verbal Warning	1	0	0	0	0	1	1	0	0	1	0	1	5	50%
Written Warning	0	0	0	0	0	0	0	0	0	0	0	0	0	0%
No Action	0	0	0	0	0	0	1	0	0	0	0	0	1	0%
Arrest	0	0	0	0	0	0	0	0	0	0	0	0	0	0%
U/M (Stops)	0	0	1	2	0	0	1	0	0	0	2	3	9	0%
Citation	0	0	0	0	0	0	0	0	0	0	1	0	1	11%
Verbal Warning	0	0	1	2	0	0	1	0	0	0	1	2	7	78%
Written Warning	0	0	0	0	0	0	0	0	0	0	0	0	0	0%
No Action	0	0	0	0	0	0	0	0	0	0	0	0	0	0%
Arrest	0	0	0	0	0	0	0	0	0	0	0	1	1	11%

Total Male Subjects Stopped 2934



For 2024 Clinton Police Department destroyed over 490 lbs of prescription drugs.

The Clinton Police Department recognizes the need for community members to have a means to properly and safely dispose of unused, unwanted, and expired medications. Diverted prescription drugs have become a significant community health concern due to their high rate of abuse, illicit re-sales, and accidental overdoses & deaths. In addition, improper disposal of these drugs has proven to present hazards to the environment.

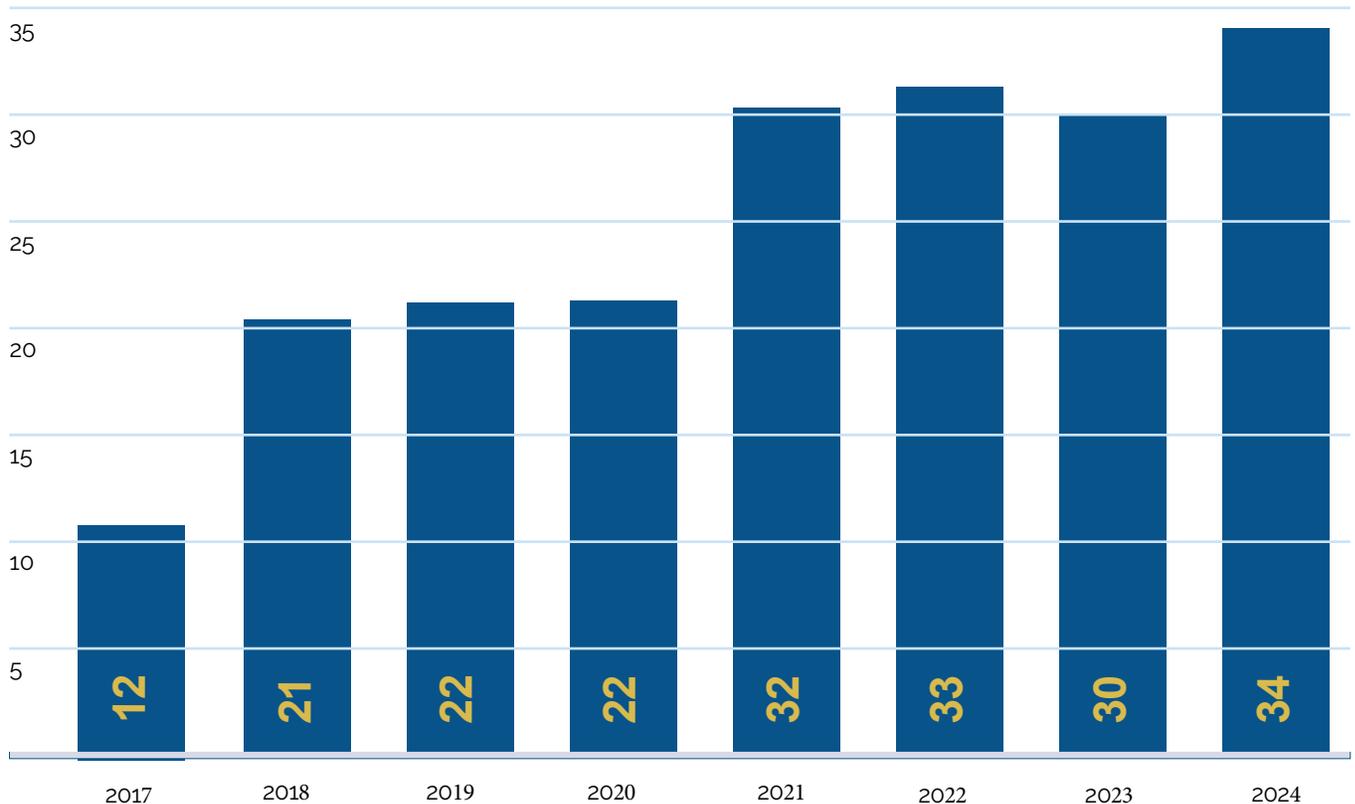
In addition to department sponsored Medication Takeback Events, citizens can stop by the police department during business hours to utilize the Prescription Drug Disposal Box to dispose of their unwanted medications. The box is intended for prescription drugs only. We cannot accept needles, liquids, or aerosols.



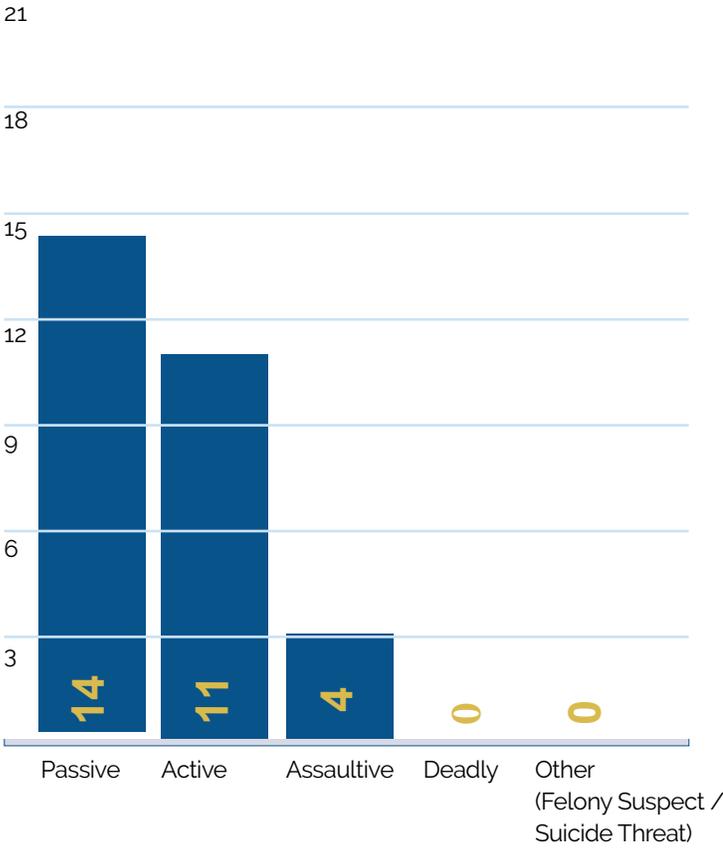
2024 Response to Resistance Statistics

In addition to conducting administrative reviews of each incident involving use of force, the Clinton Police Department annually conducts a systematic, structured analysis to recognize patterns or trends and evaluate the overall effectiveness of our Response to Resistance policy. This process allows the department to make necessary improvements in training, equipment, the Early Warning System or policy.

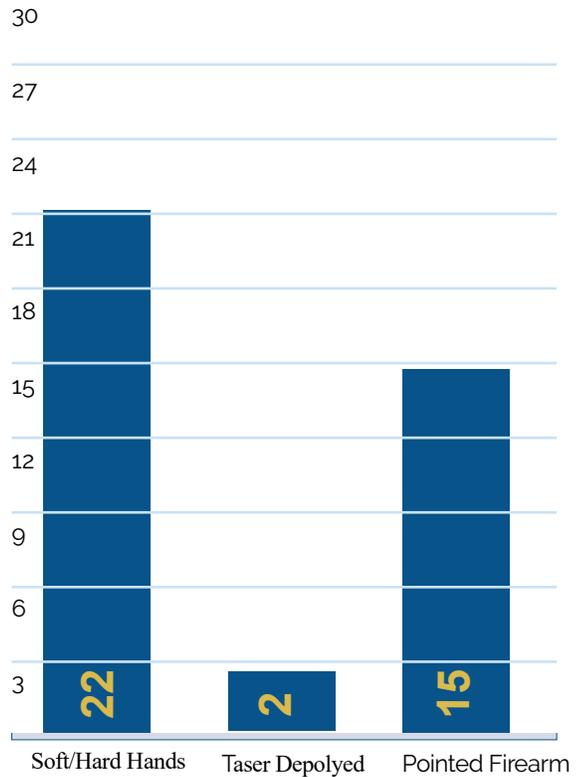
Number of Use of Force Incidents



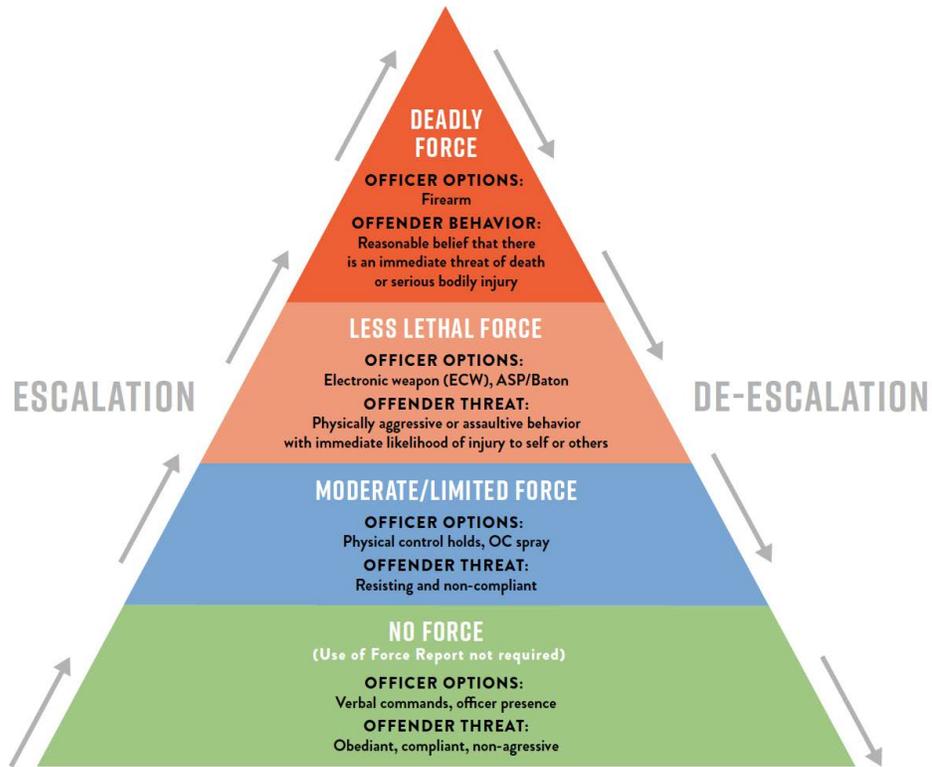
Resistance Encountered



Force Option Used By Officers



As an internationally accredited police department, our policies follow the best practices of the profession. The issue of police use of force is complex, so we welcome a call or visit by those who wish to better understand our policies.



USE THE OPTION THAT REPRESENTS THE MINIMAL AMOUNT OF FORCE NECESSARY TO REDUCE THE IMMEDIATE THREAT

Overview of Complaints

Number of Complaints against Department Members

Total: **5**

Use of Force Complaints **2**

Racial Profiling Complaints **1**

Rules of Conduct Complaints **2**

Dispositions

Sustained **0**

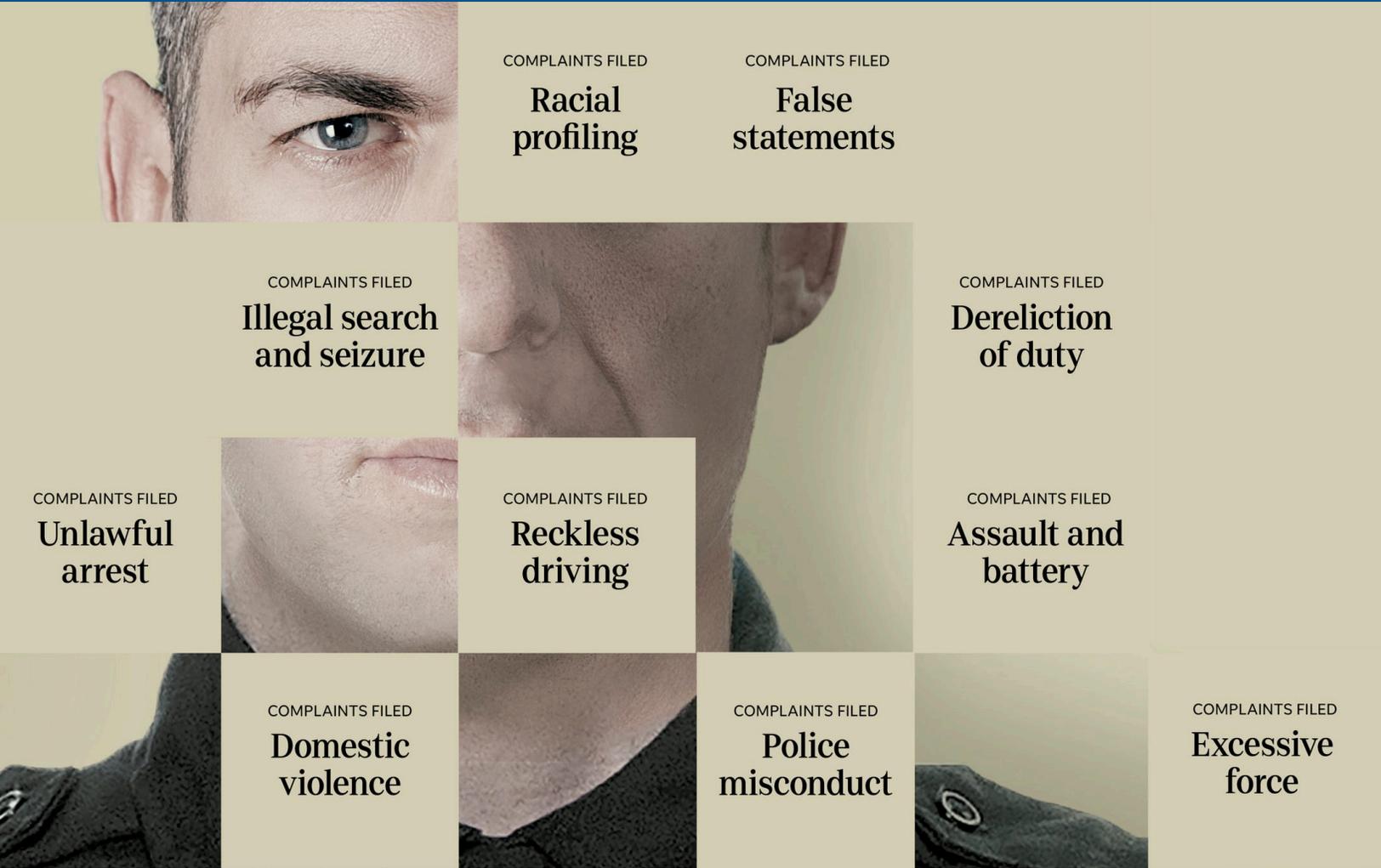
Not Sustained **0**

Exonerated **2**

Unfounded **3**

	2020	2021	2022	2023	2024
<i>Number of Complaints</i>	5	2	9	2	5

The Clinton Police Department is committed to building strong relationships within the community. As such, we welcome your compliments or complaints regarding officer performance. Complaints or compliments are generally directed to the on-duty supervisor. Members of the public may visit the station, or call our non-emergency number at 910-592-3105 and request to speak to a supervisor. Citizens may also email Assistant Chief Adrian Mathews the details of their compliment or complaint to the agency. All complaints against the department or its employees will be documented and investigated fully, to include anonymous complaints.



COMPLAINTS FILED

Racial profiling

COMPLAINTS FILED

False statements

COMPLAINTS FILED

Illegal search and seizure

COMPLAINTS FILED

Dereliction of duty

COMPLAINTS FILED

Unlawful arrest

COMPLAINTS FILED

Reckless driving

COMPLAINTS FILED

Assault and battery

COMPLAINTS FILED

Domestic violence

COMPLAINTS FILED

Police misconduct

COMPLAINTS FILED

Excessive force

How to File a Complaint



IN PERSON

Complaints can be filed with any supervisor



BY PHONE

File a complaint by calling (910) 592-3105



ONLINE

Access and submit the complaint form online at www.CityofClintonNC.com



AT A STATION

Complaints can be filed at the Clinton Police Department

Succession Planning

The International Association of Chiefs of Police identifies succession planning as the process of reviewing an agency for leadership talent, identifying possible successors, and then providing those individuals with the training, mentoring, and support they need to prepare themselves for critical roles within the organization as vacancies occur. Succession

planning is often associated primarily with the chief executive's position, but it is also essential to identify and prepare leaders for all levels of management. Developing a succession plan for each level of supervision ensures that no matter what personnel changes occur, there will be experienced and trained employees available to step into leadership roles.



To achieve these succession planning goals, the Clinton Police Department embraces the following practices and strategies:

- The promotion of formal education in career related fields of study, and assisting employees in leveraging the benefits of the Town's tuition reimbursement program
- The utilization of promotional assessment centers as a means of evaluating job suitability against multiple performance dimensions
- The creation of annual professional development goals for all employees
- Maintaining affiliations with professional groups such as the International Association of Chiefs of Police, the Police Executive Research Forum, the N.C. Association of Chiefs of Police, the FBI National Academy Associates, and the N.C. Police Executives Association
- The completion of the FBI Leadership Trilogy course for all personnel holding the rank of Lieutenant or above
- Participation in nationally renowned police leadership courses
- Advanced training in the areas of risk management and law enforcement accreditation; the assignment and management of certain accreditation standards to personnel
- Creating opportunities for personnel to serve in an acting command capacity for defined periods of time, or allowing personnel to shadow divisional leaders
- Providing opportunities for members to represent the command staff at community events, or to serve as the chief's representative on various boards and committees
- The delegation of command level tasks such as event planning & ICS functions, conducting topical research, preparing annual analyses, or conducting policy reviews
- Emphasizing specialized, subject matter training for topics like grant management and preparation, internal affairs investigations, human resources & personnel law, budgeting, property & evidence management, accreditation, and media relations



2024 Training Overview

Total Training Hours: **2,250**

24

**State
Required
Training
Hours per
Officer**

75

**Average
Training
Hours per
Officer**

9

**Departmental
Instructors**

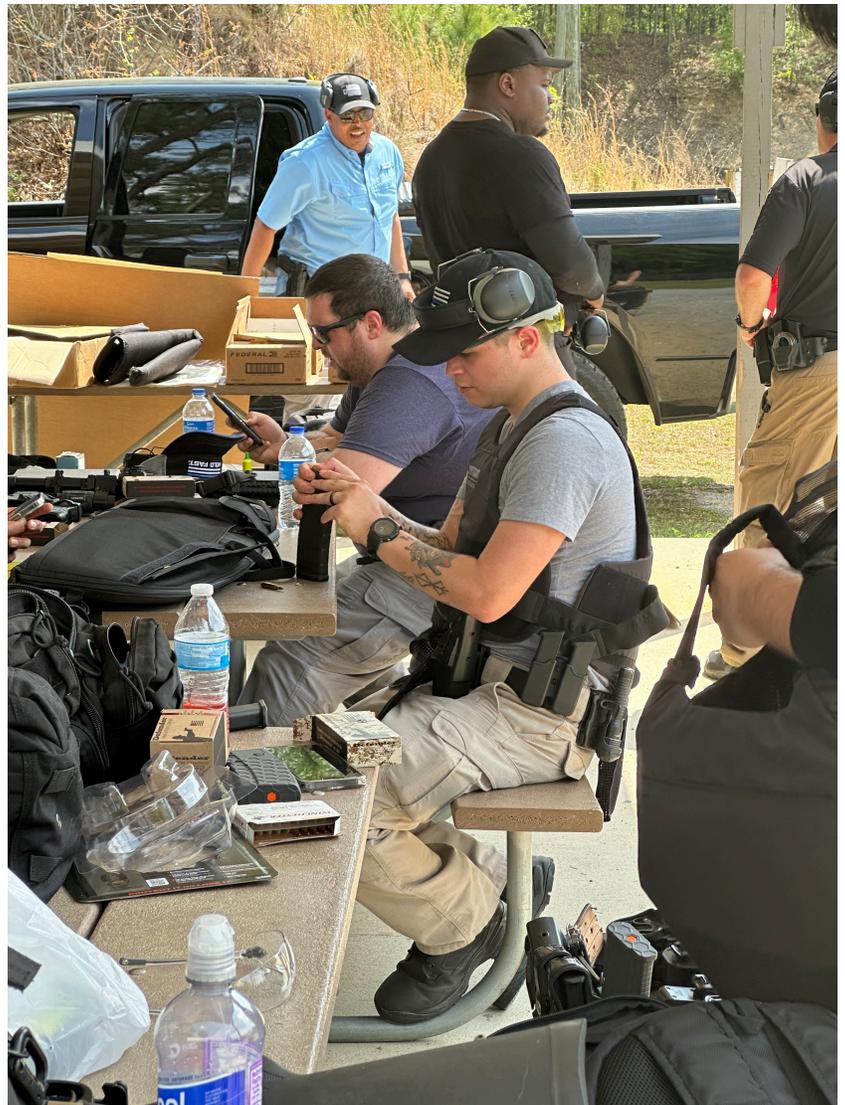
All officers received the following training in **2024**:

- Firearms Training and Qualifications
- Active Threat
- Officer Awareness: Responding to Victims of Trauma
- School Safety and Responding to School Incidents
- Continue to Make a Difference: Positive Engagement Stories & Studies
- Patrol Vehicle Operations
- Legal Update
- Hazmat
- Anti-Bias Policing
- Use of Force Review
- Taser Recertification
- Law Enforcement Ethics

Examples of Additional Training Attended in **2024**:

- Radar/LIDAR Operator
- Financial Crimes
- Critical Incident Management
- FBI-LEEDA Executive Leadership Institute
- Intoxilyzer Operator
- Drug Investigations
- Interview and Interrogation
- Police Law Institute
- Criminal Street Gangs
- Traffic Crash Reconstruction





Mental Health

The Clinton Police Department is a recognized member of the [IACP One Mind Campaign](#). The campaign seeks to ensure successful interactions between police officers and persons with mental health disorders and/or intellectual and developmental disabilities.



We have established sustainable partnerships with local mental health organizations, implemented a model policy addressing law enforcement response to people in crisis and/or with mental health issues or disorders, and have met campaign requirements for providing Mental Health First Aid and Crisis Intervention Training.

Crisis Intervention Team

CIT programs create connections between law enforcement, mental health providers, hospital emergency services and individuals with mental illness and their families. Through collaborative community partnerships and intensive training, CIT improves communication, identifies mental health resources for those in crisis and ensures officer and community safety.



Did you know...

Over 85% of Clinton officers are CIT certified.

Clinton Police Officers Train Yearly on Mental Health



Professional Accreditation

CALEA standards provide a proven management system of written directives, sound training, clearly defines lines of authority, and routine reports that support decision-making and resource allocation. Accreditation provides objective evidence of an agency's commitment to excellence in leadership, resource management and service delivery.

The nature of law enforcement accreditation drives us to continuously focus on adherence to high standards and professional best practices. The accreditation process helps ensure the timely revision of policies, procedures, and practices, which allow us to keep pace with the everchanging landscape of our profession, while mitigating potential risks and liabilities. Our commitment to accreditation is demonstrated through our meticulous accreditation file maintenance and our constant pursuit of excellence. The Clinton Police Department is extremely proud to be among the ranks of all law enforcement agencies who strive for greatness. We are convinced that our commitment to accreditation, along with our investment of personnel and resources in this area, is evidence of our mission to serve all Clinton stakeholders through the implementation of professional policing practices.

Promotions & New Employees

New Employees



Officer Daniel Lopez



Officer Autumn Lockamy



SRO Thomas Matthews

Promotions



Sergeant Antwan Weathersby



Sergeant Bradley Linz

CLINTON



Officer of the Year

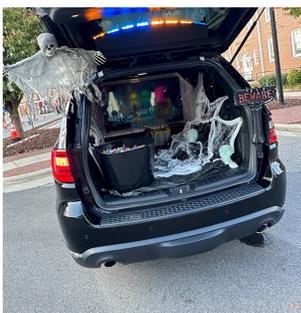
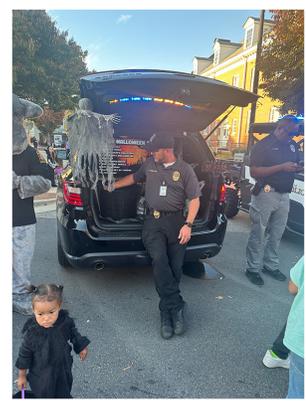
Detective Brianna Martinez

As is customary, the agency annually recognizes one of its members as Officer of the Year. It is an honor bestowed upon the person whose contributions and efforts best symbolize what it means to be a Clinton Police Officer. This year, that honor goes to Detective Brianna Martinez who has demonstrated exceptional leadership skills and has been instrumental in DWI enforcement. Her dedication to her work and her commitment to the community are truly commendable. She has gone above and beyond the call of duty to ensure the safety and well-being of the citizens of Clinton.



Community Engagement

While the following are some of the ways we were able to engage with our community members last year the Clinton Police Department strives to build and foster positive police-community relations through communications, programs, partnerships, and volunteer opportunities. We believe by creating strong relationships and working together, our residents and law enforcement officers can establish a better foundation of trust, help to proactively address public safety concerns



Join our team

The Clinton Police Department offers challenging and rewarding opportunities for responsible, dedicated individuals interested in pursuing a career in law enforcement. CPD is small enough that you will know all of your co-workers, yet large enough to allow you to pursue promotional opportunities and advance into specialty police functions.

The size of the city supports a wide variety of specialty units and investigative functions. If you have a special interest or skill, there is probably a corresponding specialty unit at CPD.

We want you to join our team! Learn more at CityofClinton.NC.com.

