

2020 Annual Report

Clinton Police Department



*The Perfect Place
To Serve*

Clinton, North Carolina

Clinton Police Department
2020 Annual Report

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The Clinton Police Department collects and analyzes essential data throughout the year and monitors its performance through internal monthly and quarterly reporting. At the end of the year, this data is compiled and analyzed for an annual analysis. Since 2014, the agency has been able to conduct five-year comparisons on key operational police functions and provide in-depth analysis.

The critical areas of focus in this annual report include statistics and analysis on use of force, internal affairs, early warnings, grievance procedures, vehicle pursuits, recruitment, and bias-based profiling. The five-year average reported is the average based on the most recent five-year period 2016 through 2020. Last year's five-year average may be referenced for discussion and comparison, but the current average is applicable for this reporting period.

USE OF FORCE: (CALEA 1.3.13)

In 2020, the agency had a decrease in its number of use of force cases by 50%. There was 11 total use of force incidents. There were twenty-three officers involved in these eleven cases, with some of these officers being involved in more than one case. There were eleven subjects involved in the use of force incidents. There were five cases where the individuals attempted to flee the officer with a deadly weapon or were involved in aggravated criminal activity. These incidents stemmed from felony vehicle stops, felony firearm possession, and a felony breaking and entering. The one listed as Felony vehicle stop was a subject apprehended following a vehicle pursuit involving an intoxicated driver.

| Reason for Force | 2016 | 2017 | 2018 | 2019 | 2020 | 5-year total | 5-year average* |
|---|-------------|-------------|-------------|-------------|-------------|---------------------|------------------------|
| Physically Resisting Arrest | 1 | 2 | 2 | 5 | 2 | 12 | 2 |
| Failure to comply with Commands during arrest | 1 | 1 | 1 | 4 | 4 | 11 | 2 |
| Fleeing from Arrest | 0 | 0 | 3 | 3 | 0 | 6 | 1 |
| Fleeing with Weapon | 0 | 3 | 1 | 1 | 1 | 6 | 1 |
| Assault of Officer | 2 | 0 | 4 | 2 | 2 | 10 | 2 |
| Fighting/Assault of other | 0 | 0 | 0 | 1 | 0 | 1 | 0 |
| Search Warrant/Felony Vehicle Stops | 1 | 3 | 6 | 5 | 1 | 16 | 3 |
| Other | 3 | 3 | 4 | 2 | 1 | 13 | 3 |
| TOTAL UOF INCIDENTS | 8 | 12 | 21 | 22 | 11 | 75 | 15 |

**all averages are rounded*

Fifty of the seventy-five incidents over the past five years have been high-risk encounters, incidents where subjects were armed, physically resisted officers, subjects that assaulted an

Officer, or subjects involved in Felonious criminal activity. 2019 reflected 58% of the use of force cases, and for 2020 it was 54%, reflecting a consistency with dealing with violent offenders attempting to escape apprehension and/or involved in aggravated criminal activity. This is a pattern that had steadily increased over the past three years, however for 2020 we saw a slight reduction down 4%.

Proactive law enforcement can impact the "reason for force" category by increasing the opportunities where force is necessary. However, the reason for force is primarily created by the situation or subject encountered and is beyond the control of the police. However, the Clinton Police Department continues to train officers in techniques pertaining to citizen encounters such as de-escalation and mental illness training that is intended to help reduce the potential for the use of force. Although these techniques may not diffuse every situation, they give the officer another tool to resolve a situation if warranted.

In most of these cases there was more than one officer involved.

| Types of Force Used | 2016 | 2017 | 2018 | 2019 | 2020 | 5 Year Total | 5 Year Average |
|----------------------------|-------------|-------------|-------------|-------------|-------------|---------------------|-----------------------|
| Soft hand | 6 | 8 | 11 | 11 | 9 | 45 | 9 |
| Hard Hand | 4 | 0 | 5 | 6 | 2 | 17 | 3 |
| OC Spray | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| ASP Baton | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Taser | 2 | 1 | 3 | 1 | 0 | 7 | 2 |
| Pointing Firearm | 7 | 11 | 12 | 10 | 3 | 43 | 9 |
| Discharging Firearm* | 7 | 0 | 0 | 0 | 0 | 7 | 1 |

*Euthanizing animal(s) is not included in this reporting, but animal control activity may be seen in other types of force.

With several officers, more than one subject, and/or officers employing various tools or techniques, the types of force categories will vary. An example seen in 2020 was when an officer responded to an IVC patient who was being combative and assaulting hospital staff. The officer initially used soft hands to place the subject in handcuffs, but the subject failed to comply with the officer's commands and grabbed his Taser. The Officer then used hard hand techniques to get the subject to release his Taser and placed him in handcuffs. The subject was able to be taken into custody without anyone sustaining injury. This accounts for two categories in the one use of force incident: soft hand and hard hand use of force.

In 2020, there were no incidents where officers had to discharge their duty weapon. As seen in the past three years, the highest categories this year are soft hand and pointing a weapon. They remain the highest in both the yearly total and the five-year average. The most notable changes are in the five-year totals, especially in soft hand application, which increased by 5 with the drop of 2015 data. Pointing a firearm saw a reduction of three, 43. The five-year averages saw minor changes from 2019, with only soft hand force increasing by one. As discussed in the last two years, the reduction in Taser application and rise in Soft hand and Hard hand application

coincides with the way new case law governs the Taser's application. All intermittent weapons, Asp baton and OC Spray, were also included in these new case laws. We saw an increase in Soft hand application again for the yearly total and five-year average. While these changes seem small, it is still important to look back at the reason for force to understand this change. In some of the use of force cases, officers were either dealing with assaultive subjects, facing high-risk felony stops, or subjects under the influence of an impairing substance.

Due to a physical altercation with a suspect, we had one reported officer injury for 2020, officer injured elbow on asphalt while gaining control of the suspect. There was one "Apparent Injury" from a subject officer used force on to apprehend during a suspicious person call. The subject was under the influence of Methamphetamine and refused to comply with officers' commands. The subject and officer both sustained apparent injuries from the asphalt. Both received medical treatment from EMS.

All subjects are evaluated by EMS and receive medical treatment before being transported to the jail. These actions are within the policy of the Clinton Police Department, and any visible injury or complaint of injury will be checked by medical personnel prior to processing.

| Injuries During Use of Force | 2016 | 2017 | 2018 | 2019 | 2020 | 5 Year Total | 5 Year Average |
|-------------------------------------|-------------|-------------|-------------|-------------|-------------|---------------------|-----------------------|
| Officer-Minor Injury/No medical | 0 | 3 | 4 | 0 | 1 | 8 | 2 |
| Officer-Minor Injury/EMS | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| Officer-Serious Received Medical | 1 | 0 | 3 | 0 | 0 | 4 | 1 |
| Subject-Apparent Injury | 1 | 0 | 1 | 1 | 1 | 4 | 1 |
| Subject-Complaint of Injury | 1 | 0 | 0 | 1 | 0 | 2 | 1 |
| Taser Prong/No other injury* | 0 | 1 | 1 | 1 | 0 | 3 | 1 |

In 2020 there was one reported officer injury, still under the 5-year average of two. There was one apparent injury to a subject, consistent with last year's data and the five-year average. No injuries were reported for officers or subjects that required serious medical attention.

Changes in policy and case law are continually reviewed and incorporated throughout the department's training programs. Use of force is an area that continues to be a key topic for training with a specific focus on proficiency, judgment, policy, and legal considerations. This will continue to be a standard practice of the Clinton Police Department going into 2021.

| Use of Force by Race/Sex | 2016 | 2017 | 2018 | 2019 | 2020 | 5 Year Total | 5 Year Average |
|---------------------------------|-------------|-------------|-------------|-------------|-------------|---------------------|-----------------------|
| B/M | 4 | 8 | 15 | 12 | 4 | 43 | 9 |
| B/F | 2 | 1 | 7 | 3 | 1 | 14 | 3 |
| W/M | 2 | 1 | 1 | 5 | 5 | 14 | 3 |
| W/F | 0 | 1 | 0 | 1 | 0 | 2 | 0 |
| H/M | 0 | 3 | 0 | 3 | 1 | 7 | 1 |
| H/F | 1 | 0 | 0 | 1 | 0 | 2 | 0 |
| NA/M | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| NA/F | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Use of Force by Age | 2016 | 2017 | 2018 | 2019 | 2020 | 5 Year Total | 5 Year Average |
| Under 18 years of age | 1 | 3 | 1 | 3 | 0 | 8 | 2 |
| 18-29 years of age | 5 | 6 | 10 | 7 | 6 | 34 | 7 |
| 30-39 years of age | 1 | 2 | 7 | 6 | 3 | 19 | 4 |
| 40-50 years of age | 1 | 1 | 3 | 7 | 2 | 14 | 3 |
| 51 years of age | 1 | 2 | 2 | 2 | 0 | 7 | 1 |

The use of force on African American Males, African American Females, White Females, Hispanic Males, and Hispanic Females all saw a decrease for 2020. White Males remained the same as in 2019 and was the highest category for 2020 at 5. All categories were below the five-year average except for White Males. In the age category, all age groups were below the five-year average. There were no cases of force used on anyone under the age of 18 or over the age of 50.

All age groups saw a decrease for 2020. 2020 was very challenging for the department due to COVID-19. Some outreach programs dealing with youth had to be postponed, and School Resource Officers saw a significant decline in attendance due to restrictions. It is apparent in the Use of Force data that COVID-19 had a direct effect on the amount of cases force was used on juveniles. Going into 2021, we must re-establish our partnerships with community groups and leaders to get youth involved in community outreach programs and sustain their involvement. School Resource Officers will have a significant role in these programs with the return of students to the classrooms and school campus.

The calls for service dropped again in 2020, which was a trend from 2018. The decline in calls can be related to the way some police-related actions are recorded, which started in 2019. Certain police actions that were recorded in CAD, which would have generated a Call for Service number, are put into our RMS system. By documenting the actions here, there is no CAD

number generated. This documentation allows for quicker and more efficient proactive policing by giving Command staff the ability to look at our Records Management System/Mobile Data Information System and see where our resources are focused. Although the calls for service number reduced by 700 for 2020, it would be realistic to notate that the actual calls for service would be closer to 2019 including the police actions noted in RMS and Mobile CAD. With restrictions in place due to COVID-19, you would expect a possible reduction due to the citizens not being involved with one another. This will be data that will be reviewed as we go into 2021 with restrictions easing for public gatherings.

The use of force percentage saw a reduction of 50% compared to 2019 data. The arrest data discussed in the annual reports is retrieved from the report management system for the annual report but are not reflected in graphs. Comparing the use of force figures against the overall arrest data, the department was at 2.8% in 2019. This means that 2.8% of the time an arrest is made, some type of force is involved. This year that rate decreased to 1.2%, with eleven use of force cases and a reduction in calls for service. Arrest data has been increasing over the past five years, from 514 in 2014 to 795 in 2019. This year we saw an increase in arrests to 859.

| | 2016 | 2017 | 2018 | 2019 | 2020 |
|---------------------------------|----------------------------------|--------------|-------------|-------------|---------------|
| <u>Calls for Service</u> | 14,020 | 17,248 | 15,457 | 15,044 | 14,323 |
| | Five Year Average: 15,218 | | | | |
| <u>Use of Force</u> | 8 | 12 | 21 | 23 | 11 |
| | Five Year Average: 15 | | | | |
| <u>UOF/CFS</u> | 0.000570 | 0.000696 | 0.00126 | 0.00152 | 0.000768 |
| <u>% UOF/CFS</u> | .057% | .069% | .13% | .15% | 0.076% |

Use of Force Analysis:

In 2020, the Clinton Police Department saw a 50% reduction in use of force cases by eleven. Arrests were up 8% compared to 2019. With the rise in arrests and the drop in use of force cases, the percentage of force used to calls for service was well below 1%. The UOF data remains consistent and is in line with departmental policies. Every case is investigated and reviewed at multiple levels by supervisors and command personnel at the time of occurrence. When necessary, outside agencies are requested to conduct independent investigations. There were no complaints filed for 2020 for the use of force used by officers.

Clinton Police Department continues its commitment to training on verbal conflict resolution and de-escalation, and it continues to be a significant component of the agency's training every year. The agency has continued its pledge to the One Mind Campaign by sending officers through the 40-hour Crisis Intervention Training. The department was 100% Crisis Intervention Trained for 2020. With the hiring of three new officers in December, they will undergo this training to keep our pledge to the One Mind Campaign and our commitment to providing the highest level of service to the Citizens of Clinton. Our relationship with our community and this commitment to use of force training on legal updates, policy, proficiency, and decision making should help keep use of force cases down and limit the liability to the department and City.

In 2020, most of the use of force cases came from subjects under the influence of narcotics, high-risk vehicle stops stemming from a vehicle pursuit, breaking and entering suspect, and firearm by felons. De-escalation and conflict resolution training continues to play a vital role in the officer's ability to take these subjects into custody without further incident even though these subjects were involved in aggravated criminal activity. This training played a vital role in preventing the use of force cases from being higher and is consistent with best practices for policing. By continuing to build on the relations our agency has with the community, through partnerships and educational activities, we hope to continue reducing the crime and use of force cases.

Considering the 2020 data, the highest category for the reason why force was used is failing to comply with officers commands, non-compliance (4). Some of these led to physical resistance, and these cases often result in the use of force because of the hands-on approach required by law. When officers are confronted by the use of physical force to resist apprehension, it is reasonable that a level of force be used to overcome the resistance and affect the arrest. Active assaults occurring in an officer's presence will require prompt action, and some type of force may be involved to end the assault and apprehend the suspect.

In 2019 we discussed the raise the age law and the commitment by the department to implement practices to reduce juvenile crime and building relationships to sustain juvenile involvement. In 2020 we built upon standing relationships with juvenile justice community programs to assist in deferment programs for Juvenile offenders. These programs have directly assisted in reducing juvenile arrests and use of force incidents for 2020. COVID-19 did have an impact on our community outreach face-to-face programs dealing with the youth. Resource officers continue to be role models within the school system and have had the opportunity to deter criminal activity by guiding students on the right path even with a challenging school year dealing with COVID-19. SRO's will lead efforts going into 2021 for juvenile engagement and mentoring programs as students return to full time in-person instruction.

Reporting changes were included in the last two Annual Reports and will also be included here because of the appearance of some of the data, due to the changes in the way crime reporting may appear. These changes will continue to be included until comparison data is able to be shown for the NIBRS changes, so that the reported data can be understood correctly. The FBI made changes to the way that crimes are reported. In the USA, the two primary sources for accessing criminal data are the Summary reporting System (SRS) and the National Incident-Based Reporting System (NIBRS). The SRS was the old and outdated system for keeping criminal records which were replaced by the revised and updated NIBRS in our agency in June of 2018. Even though this changed in mid-2018, the changes have been ongoing into 2019 and 2020 to facilitate these throughout the department. Instead of looking at a single report, it will require looking into the case further to see if there may be more than one crime reported. This was one of the most significant changes to crime reporting.

With arrests going up 8% and Proactive incidents up 65%, you would expect that use of force would have had some increase; however, Use of Force cases saw a 50% decrease. We continue to believe that our commitment to building community trust and mutual respect, training on communication skills like de-escalation, and continual training on use of force options has

helped in this area. The Police Department reviews its policies, to include use of force at least annually, and as legal concerns are addressed through court cases or professional law enforcement-related organizations. Having staffed specialized instructors in areas dealing with use of force is important in providing the best training for our officers in the developing trends, legal concerns, and liability issues. Our continued involvement in accreditation assists the agency in modeling our policies after the best policing practices seen throughout the Nation.

For 2020 there were no Use of Force cases using intermediate impact weapons, Taser, OC Spray, and Asp Baton. Law changes do affect the way these tools are used, and these laws are reflected in Clinton Police Department Policy. These law changes demand a "hands-on approach" before implementation. Emphasis is placed on these changes during in-service training and on-going roll call training. The department will continue to train in subject control, de-escalation, arrest techniques, defensive tactics skills and effective decision-making skills to effectively employ our use of force continuum while considering officer and subject safety as priority.

Internal Affairs: (CALEA 52.1.5)

In 2020, the Police Department had eighteen internal affairs complaints filed. The number increased this year, by six, compared to last year. Supervisor investigations remained the highest category. Citizen Complaint investigations came in the second-highest, up slightly from last year at five. There were three internal affairs investigations and ten supervisory investigations. There were some notable changes in the five-year totals and averages; Citizen Complaints five-year total decreased by 4, reducing the five-year average by 1. Supervisor investigations five-year total increased by 5, increasing the five-year average by 2.

In 2020, the Clinton Police Department continued the reporting procedures for all internal affairs with no changes to internal affairs policies.

The most common investigation continues to be supervisory investigations. These investigations usually result from a violation noted by Command staff or supervisors during other investigations or reviews. Citizen Complaints were up four however, the data is consistent with the five-year average. Continued involvement in the community, specialized training, mentoring of younger officers, and use of body-worn and dash cameras assist with providing quality customer service. With the continual evolution of technology, we have continued to research these devices to provide officers with the latest integrated camera systems possible. These devices afford officers the ability to record in many different aspects that older camera systems cannot provide. These systems have been proven to be beneficial for citizens, officers, and the City of Clinton.

Use of force investigations remained at 0 for the year and below the five-year average. The department has rules on when a use of force is reported and the manner it is to be investigated. For the purpose of this annual report, an allegation pertaining to either of those policies will appear in the use of force category. The Clinton Police Department has worked diligently to reduce all category totals and will continue to review areas that need improvement.

Consistent with previous years' reporting, a single incident may have multiple allegations or involve multiple officers. Therefore, the number of allegations listed under the "complaint type" section may not equal the "types of investigations" section. In eighteen different types of cases,

| Type of Investigation | 2016 | 2017 | 2018 | 2019 | 2020 | 5 Year Total | 5 Year Average |
|------------------------------|-------------|-------------|-------------|-------------|-------------|---------------------|-----------------------|
| Internal Affairs | 0 | 1 | 2 | 3 | 3 | 9 | 2 |
| Citizen Complaints | 6 | 5 | 3 | 1 | 5 | 20 | 4 |
| Critical Incident Review | 1 | 1 | 0 | 1 | 0 | 3 | 1 |
| Employee Grievance | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Supervisor Investigations | 4 | 6 | 13 | 7 | 10 | 40 | 8 |
| Civil Complaint | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL INVESTIGATIONS | 11 | 13 | 18 | 12 | 18 | 72 | 14 |

there were 19 complaint types filed. All categories are equal or below their respective five-year average except Reporting Violations.

This year there was an increase in internal affairs cases with a total of eighteen, up to six from the previous year. The total number of investigations, 18, is above the five-year average of fourteen. There was an increase in supervisor investigations and citizen complaints for the year, while internal affairs remained the same. There was one violation documented for unsatisfactory job performance violation that was directly tied to their work performance. This complaint was investigated and sustained.

| Complaint Type | 2016 | 2017 | 2018 | 2019 | 2020 | 5 Year Total | 5 Year Average |
|---------------------------------|-------------|-------------|-------------|-------------|-------------|---------------------|-----------------------|
| Use of Force | 3 | 1 | 0 | 0 | 0 | 4 | 1 |
| Racial Profiling | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Rules of Conduct | 6 | 9 | 15 | 6 | 9 | 45 | 9 |
| Unsatisfactory Job Performance | 4 | 5 | 3 | 4 | 1 | 17 | 3 |
| Reporting Violations | 2 | 1 | 3 | 6 | 9 | 21 | 4 |
| Extra Duty Employment Violation | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL COMPLAINTS | 15 | 16 | 21 | 16 | 19 | 87 | 17 |

Rules of conduct allegations cover a wide area of policy concerns, including discourtesy, proper camera usage, and policy violations that should be considered less serious than those that have been placed in unsatisfactory job performance.

Reporting violations also vary and may include reporting to work or other assignments as directed, completing proper reports in accordance with policy, or notifying supervisor/command as required by policy. The nine reporting violations consisted of failing to turn in required case files in a timely manner, failing to complete required paperwork, and failing to carry out assignments as directed. The rules of conduct allegations included discourtesy on a traffic stop, police response, and unprofessional behavior. Internal review is important to the overall success of the police department; a majority of the rules of conduct allegations came from internal review.

| Type of Disposition | 2016 | 2017 | 2018 | 2019 | 2020 | 5 Year Total | 5 Year Average |
|--|-------------|-------------|-------------|-------------|-------------|---------------------|-----------------------|
| Internal Affairs Sustained | 0 | 1 | 2 | 3 | 3 | 9 | 2 |
| Internal Affairs Not Sustained | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Citizen Complaint Sustained | 3 | 3 | 0 | 0 | 1 | 7 | 1 |
| Citizen Complaint Not Sustained | 6 | 4 | 3 | 1 | 4 | 18 | 3 |
| Supervisor Investigation Sustained | 5 | 7 | 9 | 7 | 9 | 37 | 7 |
| Supervisor Investigation Not Sustained | 0 | 0 | 4 | 0 | 1 | 5 | 1 |

During an investigation, a violation may be found that is not part of the original complaint. In some cases, they are completely unrelated, but must be addressed through the investigative process. For 2020, nine supervisory investigations were sustained, just above the five-year average of 7. Body camera/In car camera footage is extremely helpful in investigating Citizen Complaints. Because most of these complaints stem from traffic stops or calls for service, one of the five complaints received was sustained.

| Complainant Race/Sex | 2016 | 2017 | 2018 | 2019 | 2020 | 5 Year Total | 5 Year Average |
|-----------------------------|-------------|-------------|-------------|-------------|-------------|---------------------|-----------------------|
| B/M | 2 | 1 | 0 | 0 | 2 | 5 | 1 |
| B/F | 3 | 2 | 1 | 1 | 2 | 9 | 2 |
| W/M | 1 | 1 | 0 | 0 | 1 | 3 | 1 |
| W/F | 1 | 1 | 1 | 0 | 0 | 3 | 1 |
| H/M | 0 | 0 | 1 | 0 | 0 | 1 | 0 |
| H/F | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| NA/M | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| NA/F | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

For 2020, we saw an increase in citizen complaints. In car/body camera footage was utilized in all 5 complaints to reach an unbiased decision. This year's data remains consistent with the five-year averages for all categories with a small increase in the B/M category by one. This is the seventh consecutive year neither Hispanic females nor Native Americans were among the

complainants and the second year no complaints were filed from White females and Hispanic males.

The department saw a small decrease in calls for service for 2020. In relation to the internal affairs cases the percentages increased slightly due to the rise in cases. Even with the small rise in citizen complaints, they remain well below 1% compared to calls for service.

| | 2016 | 2017 | 2018 | 2019 | 2020 |
|---------------------------------|----------------------------------|--------------|--------------|--------------|--------------|
| <u>Calls for Service</u> | 14,020 | 17,248 | 15,457 | 15,044 | 14,323 |
| | Five Year Average: 15,218 | | | | |
| <u>Internal Affairs</u> | 11 | 13 | 18 | 12 | 18 |
| | Five Year Average: 14 | | | | |
| IA/CFS | 0.00075 | 0.00075 | 0.00116 | 0.00079 | 0.0010 |
| % IA/CFS | .075% | .075% | .12% | .079% | .10% |
| <u>Citizen Complaint</u> | 6 | 5 | 3 | 1 | 5 |
| | Five Year Average: 4 | | | | |
| CC/CFS | 0.00041 | 0.00028 | 0.00019 | 0.00006 | 0.00034 |
| % CC/CFS | .041% | .028% | .019% | .006% | .003% |

Internal Affairs Analysis:

The Clinton Police Department is proud of the mutual trust and respect it has with the community. That is not taken lightly when the agency develops and applies policies and procedures for conducting internal affairs cases, especially regarding citizen complaints. The agency continues to implement strategies to strengthen an already sound infrastructure for addressing employee performance. In addition to practices to ensure uniform application of performance evaluations, the use of the internal affairs system helps identify issues and reinforce protocols that ensure the agency achieves service excellence with fairness, integrity, and respect.

Over the past several years we have seen a decrease in citizen complaints. This year we saw a small increase however the complaints still remain below one hundredth of a percent at .003%. Data shows that out of 14,323 calls for service there was less than 3/1000th of a percent chance that an Internal Affairs case would be initiated from Citizen Contact, that remains a great accomplishment. There has been an overall increase in Internal Affairs cases compared to 2019. The total number of cases increased by 6 and the category is above the five-year average of 14.

A supervisory investigation indicates that a supervisor discovered an issue with an employee's performance or actions and took measures to correct the issue. This explains why most of the supervisory investigations are sustained. The department continues to implement strategies to keep citizen complaints at a minimum. Even with the small increase for 2020, it is apparent that these strategies are assisting in officer engagement. With the departments continued commitment to customer service and continued yearly training for officers, citizen complaints have remained below one hundredth of a percent. Integrated camera systems, body worn cameras, and GPS technology continue to be a vital tool, assisting in monitoring performance and quickly addressing these complaints and/or issues fairly and accurately. The new systems have integration technology which allows the body camera and in car systems to be reviewed

simultaneously with all officers that were involved in the incident. This also gives officers the ability to activate the system from either device without compromising officer safety. These technologies have given the agency factual information on incidents that previously would not have been available. It allows for a fair and unbiased review of many situations where our personnel are involved.

The department continues to accept complaints, even anonymous complaints, and publicizes this through the City's website and during many community meetings. This allows the agency to maintain the balance and integrity of the internal affairs process. If indicated, a complete and thorough investigation is conducted. In either case, the complaint is registered in the internal affairs system, but special handling and dispositions allow for quicker clearance of the complaint. Supervisors review a minimum of five body camera or dash camera recordings from each of their personnel, per month, to insure we are providing the highest quality service, reinforce policy compliance, identify training/safety needs, and address equipment concerns at the earliest moment possible. This has assisted supervisors and commanders, especially on officer safety concerns with police encounters. This also gives officers the ability to review their own citizen encounters to identify any areas that they may need to be more proficient in performing their duties.

The department must continue to research the best national police practices and implement these practices to better serve the Citizens of Clinton. Technology continues to drive many areas of policing; we must continually update in-car/body camera technology for officer safety and agency transparency. For 2020, police/citizen interaction became a national discussion, with several incidents making national headlines. Even with COVID-19, We remain responsive, conducted a citizen's survey but COVID set us back. 2021, we will re-engage.

Early Warning: (CALEA 35.1.9c)

There were nine automatic early warnings generated through the Administrative Investigation Management system. To understand the early warning system, it is important to understand that this system does not look at calendar years. It automatically tracks incidents and investigations across calendar years, so a single incident in 2020 that meets the criteria can generate an early warning by recognizing one or more events from 2019. This system has and continues to prove beneficial in that it requires command staff to review employee performance beyond the individual cases that are documented and investigated at the time of the incident. Those cases are the ones listed in the internal affairs and use of force sections of this report.

| Early Warning Intervention Type | 2016 | 2017 | 2018 | 2019 | 2020 | 5 Year Total | 5 Year Average |
|---|-------------|-------------|-------------|-------------|-------------|---------------------|-----------------------|
| 3 Incidents in 120 Days | 2 | 2 | 11 | 6 | 5 | 26 | 5 |
| Command Intervention | 0 | 0 | 1 | 0 | 0 | 1 | 0 |
| Complaints or Disciplinary Actions- 2 within 120 days | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Complaints/Policy Violations – 4 in 365 days | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Firearms/ 3 Failures to Qualify within 2 Years | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Missed Firearms Practice | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Use of Force – 5 in 365 days | 1 | 0 | 10 | 13 | 3 | 27 | 5 |
| Use of Force - Three in 120 days | 3 | 1 | 6 | 9 | 1 | 20 | 4 |
| Vehicle Accidents- 3 in 365 days | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Vehicle Accidents- 2 in 120 days | 1 | 0 | 0 | 0 | 0 | 2 | 0 |
| Vehicle Pursuits- 3 in 365 days | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Vehicle Pursuits– 2 in 120 days | 1 | 1 | 0 | 0 | 0 | 2 | 0 |
| Annual EWS Total | 8 | 4 | 28 | 28 | 9 | 77 | 15 |
| Number of Employees Involved | 5 | 3 | 7 | 6 | 7 | 28 | 6 |

The current five-year average is 15, which is consistent with 2019 data. 2020 was below the five-year average at nine. The averages are rounded, so the five-year average data may not appear to match the total listed. For the nine cases listed, seven employees were involved. This does occur when one employee has an action that meets the criteria for two or more of the early warning types. Use of Force 5 in 365 days saw the largest reduction down to 3 from 13 in 2019. Three incidents in 120 days saw a reduction by 1 from the previous year.

| Action Taken | 2016 | 2017 | 2018 | 2019 | 2020 | 5 Year Total | 5 Year Average |
|-------------------------|-------------|-------------|-------------|-------------|-------------|---------------------|-----------------------|
| No Further Action | 8 | 4 | 26 | 28 | 8 | 74 | 15 |
| Suspension | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Termination/Resignation | 0 | 0 | 1 | 0 | 0 | 1 | 0 |
| Counseling | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Training | 0 | 0 | 1 | 0 | 0 | 1 | 0 |
| Transfer/Reassignment | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Work Plan | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| EAP | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| No Action listed | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Early Warning System Analysis:

Coming off two years with increases, 2020 was below the 5-year average at 8. The eight early warnings generated in 2020 resulted in 8 "no further action needed". The incidents that generated the early warnings were investigated independently and reviewed as seen previously in this report. The early warning system continues to be a vital portion of internal affairs for quality control. The intent of early warning is to detect and correct a behavior early, before it escalates, and to help an employee overcome any challenges so they can become more productive and successful. The early warning system catches behaviors that the other parts of the internal affairs system may overlook. This allows command staff to evaluate the early warning and decide if it warrants some type of corrective action for the officer to correct the behavior.

The majority of the cases were directly related to proactive policing and arresting violent offenders. There were no officers identified from the early warning system this year to be below satisfactory performance or need additional training to fix a deficiency, and this continues to show the commitment to excellence by all the officers. The continued review of early warnings indicates that the Command staff is committed to the practices of the department. Each incident is reviewed in a timely manner and on a fair/unbiased basis so not to compromise public trust. The department trains officers in best practices for policing and conducts performance evaluations annually to assist the officer in identifying areas that they can improve. The vested interest of accountability to the officers and first-line supervisors allows for quality control on

many levels and not just at the command level. There are no recommended changes needed for the early warning system.

Grievance Analysis: (CALEA 25.1.3)

There were no appeals filed for 2020. Employees of the department are routinely advised of the ability to file a grievance for matters they feel need to be reviewed by higher levels of management. All newly hired personnel go through training on the grievance procedure and have access to the entire City's Personnel Policies on the department's computer system. Personnel that are promoted to supervisor level go through supervisor training provided by HR and/or the department. Supervisor training gives them the knowledge of the different policies and programs that are available to all employees should the need arise.

During all disciplinary actions and evaluations, information on the grievance procedure is given to the employee. Employees are encouraged to use all the available programs offered at any time if they have concerns. Employees of the Clinton Police Department continue to hold themselves accountable for their actions and model themselves after the principles of the department; Teamwork, Respect, Integrity, and Professionalism. This allows for self-growth and improved effectiveness of the department as a whole. By continuing to review our policies and applying the best practices, maintaining and improving technology, and working with Human Resources to improve information sharing and guidelines on work behavior, employee grievance is expected to remain low.

Vehicle Pursuit Review: (CALEA 41.2.2 j)

There were five pursuits in 2020, 2-initiated from forcible felonies, 2-public threat DWI, and 1-felony property crime. The speeds in two of the cases were 86mph and above. Four of the vehicle pursuits fell into the low-risk category, and the fifth one fell into the medium-risk category. The total for the five-year period increased to 17 in 2020 from 12 in 2019. Four of the pursuits were initiated by uniformed officers in marked patrol cars with emergency equipment activated. The fifth pursuit was initiated by the Sampson County Sheriff's Office, Clinton PD officers assisted in the pursuit when it reached the city limits. The first pursuit was initiated from an attempted traffic stop for a suspected driver operating under the influence, the chase ended with the apprehension of the suspect. The second pursuit was initiated from an attempted traffic stop on a suspected stolen motorcycle- driver arrested for felony possession stolen property and Flee to Elude. The third pursuit was initiated by SCSO for a suspected driver operating under the influence. The fourth pursuit was initiated from an attempted traffic stop on a wanted subject for possession of firearm by a felon, later arrested after escaping apprehension. After an officer witnessed a subject flee a vehicle accident after striking another vehicle, the fifth pursuit was initiated, subject wrecked and apprehended. The subject in the fifth pursuit received injuries after hitting a tree while fleeing to elude the officer.

| Year | Risk Condition | Pursuit Reason | Maximum Speed (MPH) |
|------|----------------|-------------------------------------|---------------------|
| 2016 | Low | Traffic Violation/Public Threat | 45 and below |
| 2016 | Low | Traffic Violation/Public Threat | 45 and below |
| 2017 | Medium | Felony Property Crime | 86 and above |
| 2017 | Low | Traffic Violation/Non-Public Threat | 86 and above |
| 2017 | Medium | Aggravated Misdemeanor | 45 and below |
| 2017 | Low | Violent Forcible Felony | 45 and below |
| 2018 | Medium | Traffic Violation/Public Threat | 86 and above |
| 2018 | Low | Misdemeanor Property Crime | 46 to 70mph |
| 2018 | High | Traffic Violation/Public Threat | 46 to 70mph |
| 2019 | High | Traffic Violation/Non-Public Threat | 86 and above |
| 2019 | Medium | Traffic Violation/Public Threat | 46 to 70mph |
| 2019 | Low | Violent Forcible Felony | 46 to 70mph |
| 2020 | Medium | Traffic Violation/Public Threat | 86 and above |
| 2020 | Low | Felony Property Crime | 45 and below |
| 2020 | Low | Traffic Violation/Public Threat | 46 to 70mph |
| 2020 | Low | Forcible Felony | 86 and above |
| 2020 | Low | Forcible Felony | 71 to 85mph |

For the agency, the primary risk condition continues to be low, at 58%. The most common reason for initiated pursuit remains Traffic Violation/Public Threat at 35%. The five-year average for speeds in the pursuits changed with the addition of 2020 data: 29% - at or below 45mph, 35% - at or above 86mph, and 29% 46 to 70mph. Officers cannot predict the actions of offenders however they are continually trained on pursuits and are given guidance by policy so they can make sound judgements when considering continuing a pursuit or terminating. With any vehicle pursuit the officer must proceed with caution and safely pursue with a due regard for the motoring public.

Vehicle Pursuit Analysis:

We saw an increase in pursuits for 2020 by two, compared with the previous year of three. The five-year average increased slightly to two. When a pursuit is initiated, the officer initiating the pursuit has specific information that must be relayed over the radio to communications and the on-duty supervisor. The on-duty supervisor must continually monitor the vehicle pursuit for all safety concerns, reason for the pursuit, and the condition of the officer pursuing the offender. This remains a standard operating procedure for the Clinton Police Department. At the conclusion of a pursuit, even those terminated, an incident investigation is required to ensure policy compliance and to identify any policy revisions or training needs for the agency. This system is also linked to the early warning system; and can generate an early warning if combined with another incident such as a use of force, complaint, or other internal affairs case.

| Policy Compliance | 2016 | 2017 | 2018 | 2019 | 2020 | 5 Year Total | 5 Year Average |
|-------------------|------|------|------|------|------|--------------|----------------|
| In Policy | 2 | 3 | 1 | 2 | 4 | 12 | 2 |
| Out of Policy | 0 | 1 | 2 | 1 | 1 | 5 | 1 |

Comparing the five-year data, most vehicle pursuits remain in-policy at 70%, the same as last year. The low-risk category remained consistent with 2019, with 58% being low-risk pursuits. The medium-risk category fell to 29%, and the high-risk category fell to 11% for the year.

| 2019 5-Year Average | | | 2019 Speeds Involved Percentages | | | |
|---------------------|--------------------|-----------------|----------------------------------|------------|-----------|------------|
| High Risk | Medium Risk | Low Risk | 45 MPH and below | 46-70 MPH | 71-85 MPH | 86+ |
| 16% | 33% | 50% | 0% | 66% | 0% | 33% |

| 2020 5-Year Average | | | 2020 Speeds Involved Percentages | | | |
|---------------------|--------------------|-----------------|----------------------------------|-----------|-----------|-----|
| High Risk | Medium Risk | Low Risk | 45 MPH and below | 46-70 MPH | 71-85 MPH | 86+ |
| 11% | 29% | 58% | 20% | 20% | 20% | 40% |

Out of the five pursuits for 2020, one of them was found to be out of policy. During internal review, this pursuit was found to be in violation of the Clinton Police Department Standard Operating Procedures. Vehicle pursuits by their very nature have inherited dangers and must proceed with due diligence according to policy and all applicable laws. The requirement to continually assess the risks remains a standard for all officers, and the supervisor on duty is charged with monitoring the activity, weighing the same factors in their decision to allow a pursuit to continue or to terminate a pursuit. Officers must understand that when they make the decision to pursue a vehicle, they assume the risks associated with such a chase.

Policy review is done on a yearly basis and no changes are suggested for policy. The agency will continue to provide driver training to all personnel by certified driving instructors on staff at the police department. The agency will conduct driver training in our 2021 in-service training, and it will incorporate felony vehicle stops, decision-making skills, and precision driving. Instructors will incorporate new practices and review the policy during these training sessions. By seeking up-to-date training on vehicle chases, quality control review of each vehicle pursuit, and reviewing the departmental policy on a yearly basis the agency can continue to maintain a high level of accountability for vehicle pursuits.

Recruitment Review: (CALEA 31.2.2)

The Clinton Police Department hired seven sworn personnel during 2020 out of 16 applicants. The positions hired were 5 Patrol Officers, 1 reserve officer in the Operations Division, and a Lieutenant in the Administrative Division. We had three times as many applicants as 2019, this increase was seen because of the use of an online hiring format the city implemented and recruiting efforts by internal staff.

Hiring boards are used for interviewing and assessing applicants for the position of a police officer. These hiring boards require time to make sure the person is qualified for the position of a sworn law enforcement officer. The hiring assessment is not a short process and requires the applicant to meet State and Clinton PD standards to participate in interview boards, written tests,

and role play exercises when needed. The hiring board then makes a recommendation for the applicant to proceed to a Chief's interview if they meet standards set forth in the hiring process. After a Chief's interview and the results of the assessment, the most qualified applicant would receive a conditional offer of employment outlining criteria that must be met to move forward with employment; a credit check, extensive background investigation, psychological exam, physical exam, etc. If the conditions of the conditional offer of employment could not be met then the position would be re-posted until a qualified applicant could be vetted.

COVID-19 was definitely an impediment to the face-to-face recruiting efforts for the department. Social media and the City of Clinton website were used to communicate job openings for potential applicants. We will continue to use these tools until face-to-face gatherings can be utilized to recruit applicants.

| 2020 | | | |
|-------------------|----------------|--------------------|--------------|
| Applicants | Applied | Interviewed | Hired |
| White/Male | 7 | 4 | 3 |
| White/Female | 1 | 1 | 0 |
| Black/Male | 5 | 3 | 2 |
| Black/Female | 2 | 2 | 2 |
| Latino/Male | 1 | 1 | 0 |
| Latino/Female | 0 | 0 | 0 |
| Unknown/Female | 0 | 0 | 0 |
| Civilians | | | |
| White/Female | 0 | 0 | 0 |
| Black/Female | 0 | 0 | 0 |
| Latino/Female | 0 | 0 | 0 |
| Asian/Female | 0 | 0 | 0 |

Compared to last year, we had more applicants that met entry requirements to be interviewed for a position. We expected the applicant pool to be higher for 2020, coming off a low year for 2019. With the implementation of an online job application tool, we are experiencing a rise in interest however, most of those applying are from out of state and do not meet in-state requirements to be a sworn law enforcement officer in North Carolina. We lost a couple of officers to higher-paying agencies this year and are continually seeking ways to retain our experienced officers. We're continually researching options with career development that recognizes and rewards those veteran officers that have been serving for many years. This will assist in maintaining experience within the department by retaining the highly skilled officers that are currently employed. For

2020 there were no non-sworn openings. All non-sworn personnel continue to provide the needed services to the department and are vital to the success of the department's mission.

Fifteen applicants applied for the position of police officer, and one applied for the position of Lieutenant. The majority of the applicants continue to be identified through the Sampson Community College BLET program. Other applicants were identified through the City of Clinton website, communication with present employees, and social media. All applicants, except for 2, had little to no law enforcement experience. Eleven of the sixteen applicants were interviewed after reviewing applications for mandated qualifications and departmental standards, and five were disqualified for not meeting the minimal standards needed to become a sworn law enforcement officer in the State of NC.

Going forward, the department must look for ways to expand our recruitment efforts when face-to-face communication may be limited due to COVID-19. By emailing BLET programs, using social media, and the City of Clinton website, we hope to increase the number of qualified applicants that apply with our organization. We are currently implementing a BLET Cadet program. This program would allow us to hire on an applicant and pay them to attend BLET so that they can be retained once they graduate. This will allow the department to recruit the top diversity from those BLET programs.

Recruitment Analysis:

According to 2019 Census data, Clinton has a population of 8,454 people with a median age of 40.6 and a median household income of \$33,982. Between 2018 and 2019, Clinton's population decreased from 8,557 to 8,454, and its median household income increased from \$30,689 to \$33,982. The population of Clinton is 41.5% White, 39.5% African American, and 13% Hispanic. 9.2% of the people in Clinton speak a non-English language. If you factor in a margin of error of 10% of the total with these figures, then there will be some slight differences. The diversity of our jurisdictional area is not truly reflected in the census, given that Clinton is the county seat and Sampson County is rich in agricultural resources.

In 2019, the median age of all people in Clinton was 42.4 which is consistent with the previous year. While there is no age limit on when an applicant can apply for a job in law enforcement, the average age of an applicant is between 20 and 29 years old. This data must be taken into account when planning recruiting efforts here and abroad.

Recruitment and retention continued to be a challenge for law enforcement and were no exception for 2020. With the addition of COVID-19, recruitment saw a new dynamic that had never been experienced. The many recruitment events that we have attended in the past were not held, so we had to find new avenues to recruiting talent. Social media, email, and employee word of mouth were the main tools used for recruitment due to COVID-19 restrictions that were issued across the state.

Our local BLET program at Sampson Community College continues to be a great source of applicants and has been for several years. With the implementation of a program to hire BLET recruits and send them through the training we can get the top diversity and talent from the class.

We must continue our partnership with SCC, the BLET program, and partner with other organizations across the State. This is a great way to generate interest in the Clinton Police Department and get those needed recruits, but the agency still must extend its recruitment reach to surrounding areas to draw diversity. With the ease of COVID-19 restrictions, we must get involved in any recruiting events to draw applicant's interest to the department and City of Clinton.

A career development plan was implemented and will assist in drawing interest from candidates and retaining the highly trained officers currently employed with the agency. It is imperative that we continually review the level of training and education officers have so that we can retain them. These officers are essential to the overall effectiveness of the agency and the level of customer service that citizens expect. We also will continue to review our internal programs like career development, benefits, and incentives to make sure that we are competitive with other agencies.

The male/female population by race/ethnicity is consistent with 2019 data that was collected from the Census. The graph depicts the population combined to give the total service population for males and females. From this population, we get our applicant pool which is shown on the right side of the graph with the specific number of citizens and percentages. The available workforce is compiled using criteria that are needed to become a sworn law enforcement officer in the State of North Carolina.

| | Service Population | | Available Workforce | |
|-----------------------------|--------------------|--------|---------------------|-----|
| | # | % | # | % |
| White Non-Hispanic | 4,231 | 49.75% | 1,714 | 41% |
| Black Non-Hispanic | 3,385 | 39.8% | 1,628 | 39% |
| Hispanic Latino Any Race | 624 | 7.33% | 511 | 12% |
| Other | 264 | 3.11% | 237 | 5% |
| Total | 8,504 | | 4,090 | |

We must continue exploring innovative ideas and reaching over jurisdictional lines to draw a more diverse applicant pool for the department. We do not think there is a singular answer to recruitment or retention so it is imperative that we are continually reviewing our internal programs to be competitive with other agencies.

In 2020 we found competing agencies have the ability to sponsor and pay applicants while they attend BLET. This locks that recruit into the sponsoring agency for a period of time after the student graduates BLET. Most of the highly motivated and skilled students get recruited before graduating from BLET. With the assistance of the City Manager and Human Resources, the department is implementing a BLET Cadet program in 2021. This will allow the department to compete with those agencies who pay BLET students while they attend Basic Law Enforcement Training.

For veterans, the State of North Carolina, through the Criminal Justice Education and Training Standards, has made provisions to allow certain military personnel to transfer training and experience so they can more easily enter civilian law enforcement. We continue to be a strong supporter of our military and our partnership with Sampson Community College, the Clinton Police Department continues to promote this program to get the information out to veterans that may be interested in pursuing state certification. This has been a successful program and has been very beneficial to the agency. About 20% of our staff has some military experience, and these employees have demonstrated themselves as leaders in the agency and community. In 2020 we hired another Military Veteran who is currently assigned to the Operations Division. We will continue to support and update the military program as necessary to provide the most up-to-date information to military veterans.

We will continue working with HR and the City Manager on any improvements needed to the career development/lateral entry and BLET Cadet program.

Recruitment Goals:

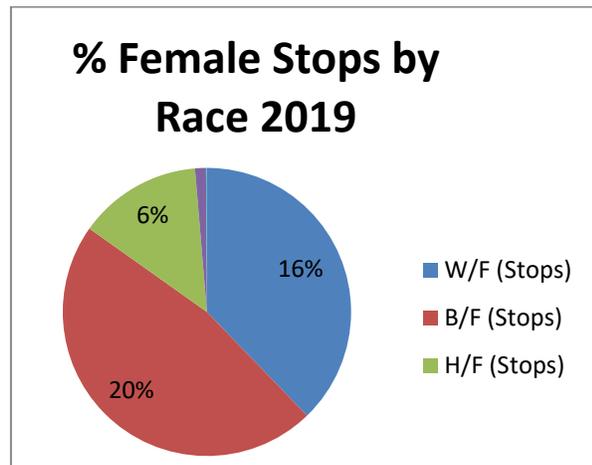
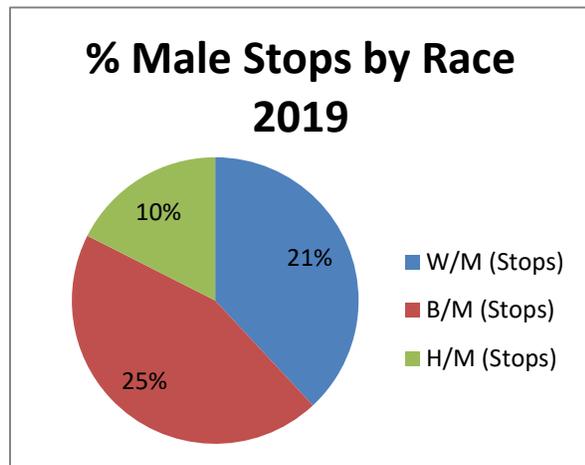
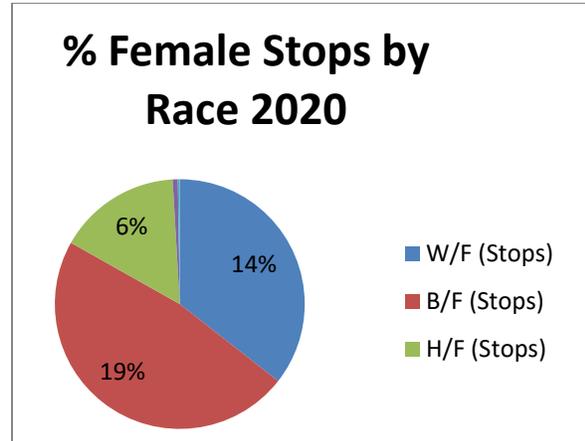
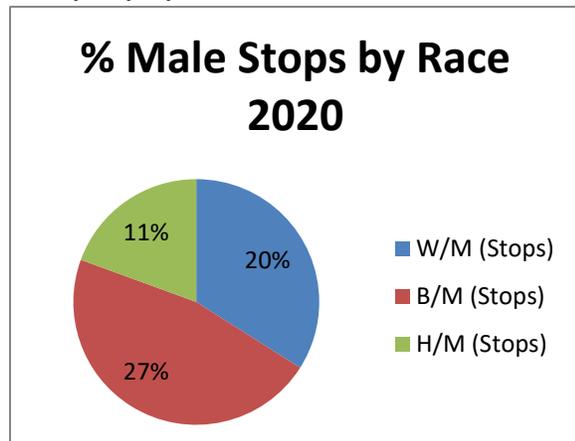
At the core of our recruitment goals is to make efforts to target a diverse field of potential applicants that are representative of the available workforce within our service area. This will continue to be a key focus that envelopes all other recruitment goals. Many of the goals entering 2021 remain the same with little change:

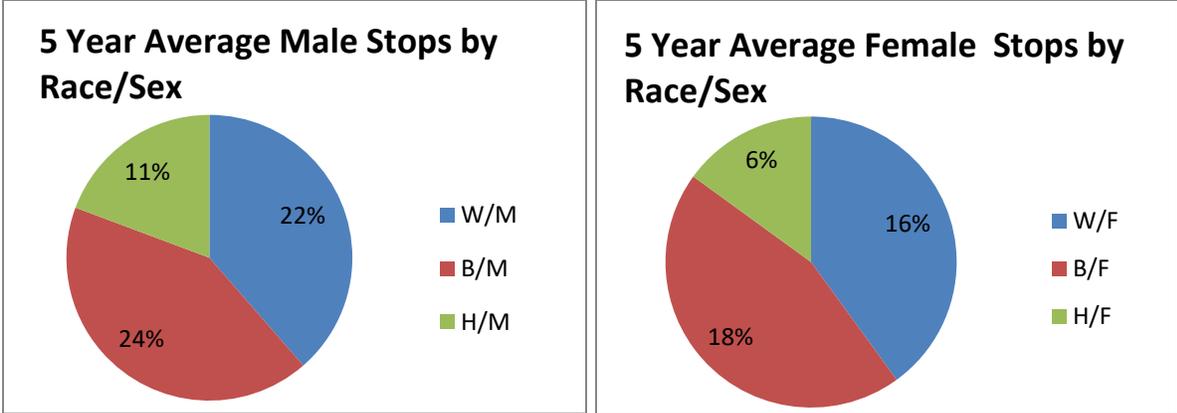
- Update recruitment pamphlets then use them in various outlets, including job fairs, to promote the agency.
- The Commander over recruitment will seek opportunities to promote the agency at Colleges and Universities to solicit applicants with higher levels of education.
- The Department will work to increase student awareness at Sampson Community College about the agency, our ride-a-long program, and the BLET recruitment program.
- Target job fairs in communities that historically serve veterans, such as Cumberland and/or Wayne County and promote the State's recent military incentive program.
- The recruitment team will promote BLET sponsorships and promote the ride-a-long program, with the goal of mentoring for employment through Sampson Community College and surrounding areas
- Use community meetings to promote the agency and recruit within our service area
- Use social media platforms to solicit applicants from other jurisdictions
- Promote the departments technology and equipment to applicants
- Promote the departments career development program to draw lateral transfers
- Be sure all hiring and job postings are current with all relevant information
- Promote the agencies BLET Cadet program

BIAS BASE REVIEW: (CALEA 1.2.9)

The Clinton Police Department collects bias based data from every vehicle stop that is initiated by an officer. This data is collected and disseminated on a monthly basis to all departmental staff so that they can monitor their own performance, while giving supervisors and command staff a snapshot of current trends, if any.

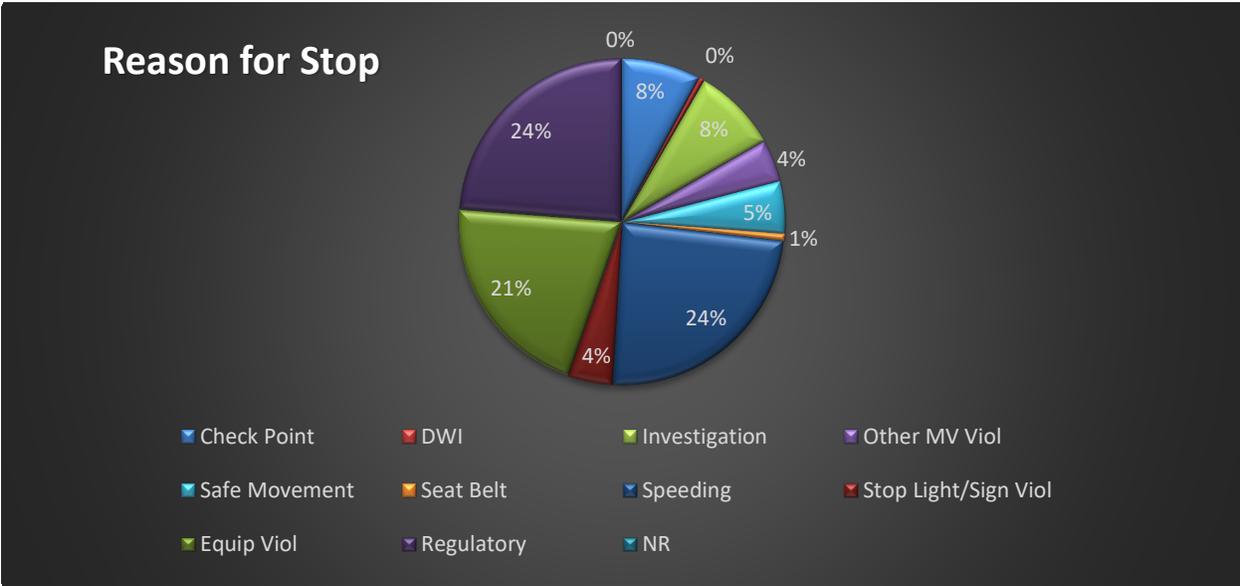
In 2020, there were 3,078 traffic stops reported which is an increase from 2,329 in 2019. Bias based data is queried from these traffic stops every month then compared with video from in car/body camera systems and information from the 911 data to be sure that all vehicle stops are being properly documented by officers. The integrated camera systems are an integral part of data collection, they allow for simultaneous activation of the in-car system and the body worn camera system with the activation of the blue lights. The video is uploaded automatically from the patrol vehicles and stored in a virtual server for review. This data can't be altered or changed in anyway by the officers.





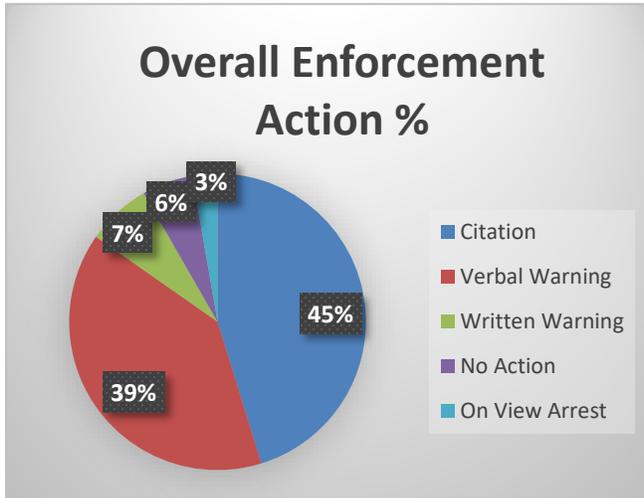
Native Americans, Asians, and other races remained at or below 1%, so they are not depicted in the above graphs. Compared to 2019 data B/M and H/M had an increase in traffic stops. B/F, W/F, and W/M saw a decrease while all other categories remained the same. Comparing the five-year averages with 2020 data shows that B/M were slightly above average. H/F and H/M were consistent when compared to the five-year average of 6% and 11%. B/M and W/M are the highest categories for the five-year averages at 24% and 22%.

Regulatory stops and speeding have been the highest categories for traffic stops for the last three years, for 2020, both were at 24%. Equipment violations came in second at 21%, which is up from 16%. Investigatory and Checkpoint Stops came in third at 8%. Regulatory category includes violations dealing with vehicle registration and driver's license. All other driver contacts make up the remaining 14%, and this includes seat belt violations, stop sign/light violations, safe movement, etc. DWI and all other violations not listed make up the lowest categories that fall under 1%.



Consistent with previous years, citations continue to be the highest single action taken of the enforcement actions, slightly down 7% from 2019 (45%). Verbal and written warnings make up 46% of the overall enforcement action. No action and on-view arrest are the lowest categories

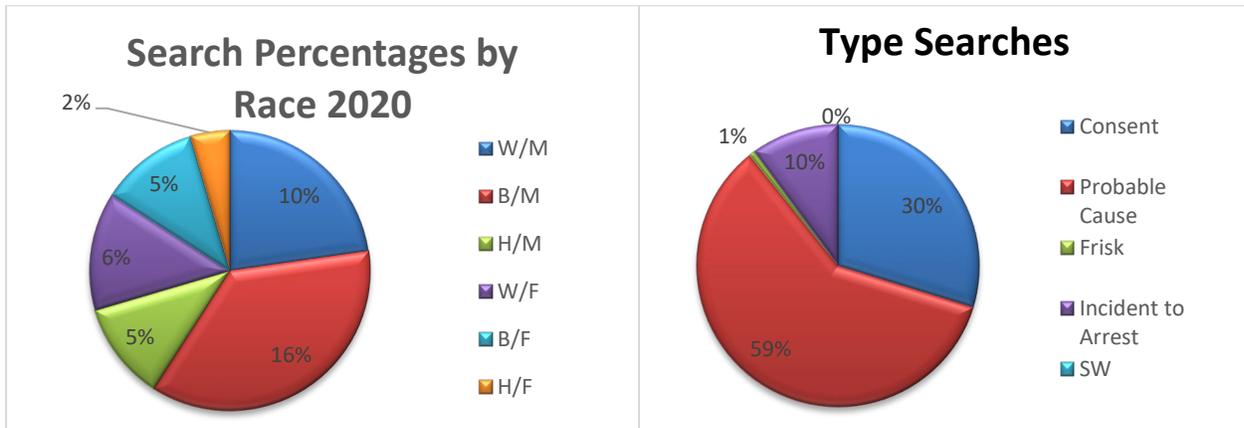
making up 4%. Hispanics were the most cited in 2020. Data shows that equipment and regulatory violations are the most common reasons for Hispanic traffic stops in 2020.



Command staff continually looks into traffic stop data in the reporting system and analyzes it further than what is depicted in these graphs. However, these graphs do accurately reflect the data the department collects in the reporting system and analyzes, and it shows no questionable trends or patterns were found that would warrant further review.

Driver Search Review:

Vehicle searches saw an overall increase for 2020. Comparing the search data to the vehicle stop data, 59% of the total searches came from probable cause searches. In 2020 African American Males and White Females were the highest groups searched for their respective groups. African American males were searched about 6% more frequently than W/M. White Females were searched about 1% more frequently than African American Females. These searches include consent searches, K9 alerts, the odor of marijuana, and visual indicators of the presence of narcotics. 30% of the searches conducted came from the driver giving the officer consent to search the vehicle. 10% of the searches came from the driver being arrested and officers conducting a search incident to that arrest. Majority of the searches were probable cause searches at 59%. These searches are conducted based on articulable facts that a crime is or has been committed such as the odor of marijuana, visual indicators of a crime, and search subsequent to an arrest.



Consistent with previous data, when compared with the frequency of search ratio to race, the percentages were plus/minus 6%. The percentages are 16%, 10%, and 5%, for African American

males, White males, and Hispanic males respectively. The female search/race ratio is within 1%, with White and African American females being the highest.

Race/Sex Total for Searches

| | W/M | B/M | H/M | I/M | A/M | W/F | B/F | H/F | I/F | A/F |
|-----------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 2016 | 22 | 26 | 10 | 0 | 0 | 2 | 10 | 1 | 1 | 0 |
| 2017 | 41 | 62 | 11 | 2 | 0 | 20 | 21 | 4 | 1 | 0 |
| 2018 | 43 | 93 | 17 | 7 | 0 | 34 | 25 | 4 | 2 | 0 |
| 2019 | 32 | 44 | 13 | 3 | 1 | 20 | 21 | 2 | 0 | 0 |
| 2020 | 61 | 132 | 19 | 4 | 0 | 27 | 30 | 3 | 0 | 0 |
| 5 Year Total | 199 | 357 | 70 | 16 | 1 | 103 | 107 | 14 | 4 | 0 |
| 5 Year Average | 40 | 71 | 14 | 3 | 0 | 21 | 21 | 3 | 1 | 0 |

For 2020 there was an increase in every category except for Indian females and Asian male/female categories which stayed at zero. With 2020 being a very proactive year we saw an increase in traffic stops which lead to vehicle searches, if the officer had articulable facts to proceed. Every category was above their respective five-year average except for H/F. The Clinton Police Department continues the use of intelligence-led policing. Data-driven policing continues to assist in identifying particular areas in the City that may need proactive enforcement, such as high crime areas, speed issues, drug complaints, nuisance properties, etc.

| Type Search | Total Count |
|--------------------|-------------|
| Consent | 83 |
| Probable Cause | 166 |
| Frisk | 2 |
| Incident to Arrest | 28 |

Data on race/search type shows White males, and White females are searched most often for consent searches. African American males were searched the most for Probable Cause. The highest category for Hispanic males and females combined is Probable Cause.

Bias Base Profiling Analysis:

The agency chose to collect and report bias base data consistent with the General Statutes of North Carolina even when it is not required of our department. The agency prides itself on the relationship it has with the community we serve. Providing this information allows the department to maintain openness and transparency with the community and is one step to ensure

the efficient operation and management of the Clinton Police Department. The department continues to demand a high level of professionalism from its officers and strongly prohibits traffic/pedestrian stops and enforcement actions based on race, religion, national origin, sex, or any other personal characteristic or belief.

In addition to the annual report, internally, the Command staff provides monthly summaries to all personnel so that each individual can evaluate their own performance as well as that of the entire agency. Bias-based data is also posted on the City of Clinton's website monthly to give the public access to real-time information. Training on bias base reporting and profiling is conducted with every new employee and then annually for the entire agency. This training is supplemented with Ethics training and Juvenile Minority Sensitivity Training. The use of in-car video systems and body-worn cameras also allows supervisors and commanders to monitor the traffic and pedestrian stops conducted by officers, to assure that they are in compliance with policy and protect against profiling. This also gives the officer the ability to watch their own traffic stops to critique themselves and make any changes they feel necessary.

Traffic stops continue to be a driving factor in crime deterrence. Through the efforts of proactive traffic enforcement, 60 illegal guns were seized and taken off the streets of Clinton in 2020. It is important when analyzing bias-based data to cross-reference the data with directed resources based on intelligence-led policing. Bias-Based data will have a correlation with crime data based on the positioning of resources. There are many factors that are continually reviewed by Commanders on a monthly basis, and these reviews show the commitment to excellence that the department has to being open and transparent with the community we serve.

Consistent with previous years, there were no bias-based complaints for 2020 but the department will continue monitoring data for accountability and transparency. Each and every complaint, regardless in nature, will be reviewed for the appropriate response. The traffic and search data show the agency does an exceptional job of being fair and balanced in its service. Bias in any application of law enforcement service, especially enforcement action, is not acceptable and if discovered, will be handled appropriately. We will continually strive to instill a culture within the agency that reflects the core principles of the department, Teamwork, Respect, Integrity, and Professionalism.

2020 Annual Report Summary:

The Clinton Police Department continues to strive for excellence through the use of best practices and 21st Century Policing strategies. 2020 was the fourth year of our Accreditation cycle, and we received our third CALEA re-accreditation. As the nation faced unprecedented times with Covid, civil unrest, and the call for police reform, we believe our relationship with our community and our participation in accreditation put us in good position to respond to the calls for reform. The staff has worked diligently to ensure we adhere to the best internationally recognized standards and policies for a law enforcement organization and apply those best practices specifically to how we serve the Clinton community. We finished year four of our accreditation cycle with 100% reporting and no file maintenance requests from our assessors. We also found we only had to make minor changes within our policies and practices to meet the recommended social reforms, specifically in the areas of use of force and duty to intervene. This

was possible because of the ongoing commitment our staff has to conduct self-assessments and to work as a team to evaluate our policies and practices.

Crime reduction and the improvement in the quality of life for the citizens of Clinton are always a focus of the department. There were 57 violent crimes reported in 2020, which is close but slightly above our five-year average. Clearance rates for crime is a good indication of performance and community trust and respect. Without open communication with the community and professional response to calls for service many crimes could go unsolved. Of the 57 violent crimes, 68% were cleared exceptional (arrest, unfounded, prosecution declined, etc.) Seventy three percent of the 37 were cleared by arrest. Property crime for 2020 was 13% below our five-year average and our clearance rates remained high at nearly 44%. The 2019 national clearance rate percentages were 45.5% for violent crimes and 17.2% of property crimes.

Closed/Cleared Exceptional means by arrest, arrest by another agency, unfounded, victim refused to cooperate, prosecution declined, etc.

| 2020 YTD Crimes Against Persons: | | | | | |
|---|--|-------------------|----------------------|------------------------|--------|
| | Reported in 2020 | 2020 Cases Closed | 2020 C/C Exceptional | 2020 Cleared by rest | |
| | 151 | 145 | 119 | 100 | 96.03% |
| 96% were closed | Of this ninety-six percent, 82% were cleared exceptionally | | | | 82.07% |
| | 84% of the exceptional clearance were closed by arrest | | | | 84.03% |
| | Overall YTD exceptional clearance rate= 78% | | | | 78.81% |
| <i>Does not include any prior years' cases closed/cleared in 2020.</i> | | | | | |
| 2020 YTD Property Crimes: | | | | | |
| | Reported in 2020 | 2020 Cases Closed | 2020 C/C Exceptional | 2020 Cleared by Arrest | |
| Includes Damage to Property | 503 | 406 | 222 | 192 | 80.72% |
| 80% were closed | Of this 80%, 54% were cleared exceptionally | | | | 54.68% |
| | 86% of the exceptional were closed by arrest | | | | 86.49% |
| | Overall YTD exceptional clearance rate= 44% | | | | 44.14% |
| <i>This does not include any prior years' cases closed/cleared in 2020.</i> | | | | | |
| 2020 YTD Violent Crime: | | | | | |
| | Reported in 2020 | 2020 Cases Closed | 2020 C/C Exceptional | 2020 Cleared by Arrest | |
| Includes persons and property crime codes | 57 | 52 | 39 | 29 | 91.23% |
| 91% were closed | Of the 52 closed cases, 75% were cleared exceptionally | | | | 75.00% |
| | 74% of the exceptional clearance were by arrest. | | | | 74.36% |
| | Overall YTD exceptional clearance rate is 68%. | | | | 68.42% |
| <i>This does not include any prior years' cases closed/cleared in 2020.</i> | | | | | |

The department's clearance rates consistently track above the national average, showing that officers are practicing due diligence in investigating and bringing criminal charges where applicable. The officers of the Clinton Police Department exemplify the core values of the department and exceed expectations daily by instilling confidence within the community and building strong relationships with the citizens they serve.

Intelligence-led policing is another tool the police department uses to direct its daily operations. Monthly statistical data on crime and our response to crime is provided to all employees through crime analysis and monthly zone reports. Supervisors use the information to direct teams to target problems in specific areas identified through these monthly reviews. Targeted and saturated patrols are used in conjunction with normal patrols to help focus on an area of interest, not just a particular type of crime. With the ability to plot officers' saturated and directed patrols, it gives us a true analysis of the overall effectiveness. The statistical information is used along with citizen feedback to best address neighborhood concerns. Citizen involvement will remain crucial to the overall effectiveness of combatting crime and improving the quality of life in the neighborhoods we serve. It is important we continue to emphasize the agency's commitment to

communicate, partner, and be responsive to our citizens. And we must work to ensure these ideals are part of the culture of the agency. By having a shared vision, it will strengthen our community policing philosophy.

Clinton Police officers have been on the frontline of the coronavirus response. Officers have been expected to educate, enforce, or coordinate with the public on local shutdown restrictions, social distancing guidelines, and stay-at-home mandates all while completing normal day-to-day responsibilities. Throughout 2020, we remained on regular scheduling, full staffed, and did not reduce nor alter service levels. While the pandemic creates new challenges for policing and exacerbates others, the hardships related to the coronavirus also presented new opportunities for strengthening citizens' trust, safety, and improving relations with law enforcement. Our outreach programs were hindered, but CPD embraced the responsibility by increasing proactive patrols to focus on specific neighborhood concerns, conducting a citizen survey, and being responsive, not only to the survey replies, but to other community concerns.

Some of those concerns are shared through our Tip411 system. It continues to be a vital part of combatting crime in Clinton. Information from citizens is essential to the overall effectiveness of the department. We utilize Tip411 as a more modern and progressive way to give citizens options to submitting information when wanting to remain anonymous. We still maintain the tip-line at 910-590-3009 and may also be reached through our non-emergency line 910-592-3105. The tip411 messaging system also provides phone apps for iPhone and Android users from their respective app stores. This application gives the citizens the option to submit photographs with their tip and allows officers working to communicate with the citizen without the fear of the person being identified. None of these tip-line services should ever replace 911 for emergencies when a quicker response is desired. The Dogwood Circle substation is another way to reach staff, currently from 4-6 PM on Wednesday or 9-11 AM on Thursday except holidays. And as always, our office is open, and all Command staff personnel remain available to speak with citizens about any concerns they may have.

The Clinton Police Department recognizes its staff as one of its most valuable resources and remains committed to employee development. The agency continually searches and provides the best and most current training opportunities for its staff. Due to COVID-19 most of the training for 2020 came in the form of online training; however, certain portions of in-service training require in person instruction, such as firearms, legal updates, CPR, etc. The department was able to coordinate this training with COVID-19 safety precautions in place. In planning training, annually commanders meet and discuss trends in law enforcement, and we solicit ideas from employees that they feel will enhance service to our community. Many aspects of training are well established and will continue to be foundations in our training, policy, and practices to include ethics, juvenile and minority sensitivity, understanding and prohibiting bias-based profiling, legal updates, de-escalation, mental illness, and crisis intervention. In the areas of use of force, we continue to focus on policy, precision, law, judgement, use of force continuum application, and decision making. Our instructor pool remains highly skilled and diverse in several topics. These instructors are able to conduct all the in-service training, to include specialized training, and answer specific questions from the officers about their areas of specialty with a focus on serving the City of Clinton.

Technology continues to be a driving factor in law enforcement. New technologies, new methods, and new ideas have brought significant change to law enforcement. Clinton PD has embraced this change and is continually researching these technological advances to implement solutions where feasible. We have and continue to update our body worn and in car camera systems. We are working to incorporate our interview system, so the programs are on one platform. To improve community engagement, trust, and public safety, technology and software programs allow us to document and review our own performance. The areas of liability are closely monitored through a strong administrative review system. To further promote trust and respect through communication and transparency this data is made available for public inspection and provided through the City of Clinton's website. In addition, replacement programs have been and continue to be applied to resources like fleet maintenance, taser and computer rotations. Our goal is to ensure our equipment and software provide efficient, consistent, and dependable service.

It is no secret society has changed, and so too has law enforcement. Yet, at its core, law enforcement still requires the same dedication to citizens, the same sense of duty and sacrifice, and the same integrity it always has. The Clinton Police Department has continued its commitment to community policing and building necessary relationships with community partners and the citizens we serve. One area is our response to mental health services. Again, with the COVID-19 restrictions in place, nearly all our meetings and events were canceled. Training for mental health and wellness became limited to short on-line sessions. For most of 2020, we were 100% Crisis Intervention Team (CIT) certified. With new hires and training restrictions, we are down to approximately 90% of our current staff being certified. As we move in to 2021, we have renewed our commitment with our mental health partners. Training is being planned with sensitivity to Covid restrictions and we are reconnecting through our local mental health collaborative. Focusing on quality training and partnerships and then incorporating this into our policies and practices will help more firmly establish these principles in the agency's culture.

Another area made challenging during 2020 given the Covid 19 restrictions was community policing. Our City's excellence demands that we, the Clinton Police Department and our community, maintain partnerships that provide opportunities for collaborative ideas. Strong relationships with mutual trust and open communication are critical to maintaining public safety and effective policing. We have hosted or participated in over forty community events each year for the past several years. These activities were abruptly ended, and the year passed with uncertainty of when we would be able to gather again. The department tried to stay connected through social media and online contact with our partners. We recognize it is through this type of teamwork we can build upon the respect and trust we have with the community. As we move in and through 2021, we will have to find ways to stay involved in our community outreach programs. We hope by having positive interactions we can intercept problems before they grow and help us develop sustainable solutions to crime and quality of life concerns.

To continue to meet the needs of the City of Clinton, the Police Department must continue to evaluate its recruitment and retention plans to attract and retain the most professional employees. Diversity is critical to the recruiting mission of the department so we may have a work force

reflective of our community. Like so many agencies across North Carolina we did struggle to find qualified applicants, but we were able to increase the number of applications we received over 2019. Despite Covid 19 seriously limited recruitment efforts, we were able to hire several new employees throughout the year. At the end of 2020, the agency had the most diversity within its workforce than we have seen in nearly two decades. Word of mouth from our current employees contributed to that increase. With the successful implementation of career development and developing a Police Cadet program, we are hopeful to recruit more diverse talent from colleges, universities, and specifically within BLET programs.

The Clinton Police Department understands the willingness to trust the police depends on whether the citizens believe police actions reflect and uphold shared community values. To understand the values, we must actively communicate. Our technology will provide us the tools for self-assessment, accountability, and officer safety. We also must use community input in our response decisions, remaining fair and impartial in our actions. Our focus for the upcoming year will be communication, partnerships, and responsiveness. By remaining open, accessible, and transparent with citizens, the Clinton Police Department can continue to provide citizens the highest level of service consistent with our core values of integrity, professionalism, respect, and teamwork.