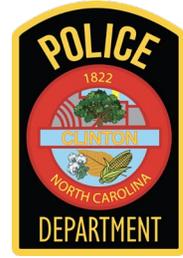




Clinton Police Department

P.O. Box 986
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910-592-3105



USE OF FORCE: (CALEA 4.2.4)

In 2023, the agency had an increase in its number of use of force cases by 15%. There was 34 total use of force incidents. There were twelve officers involved in these thirty-four cases, with some of these officers being involved in more than one case. There were thirty-five subjects involved in the use of force incidents. The police department assisted multiple agencies with felony vehicle stops this year also.

| Reason for Force | 2019 | 2020 | 2021 | 2022 | 2023 | 5-year total | 5-year average* |
|---|-------------|-------------|-------------|-------------|-------------|---------------------|------------------------|
| Physically Resisting Arrest | 5 | 2 | 5 | 5 | 10 | 27 | 5 |
| Failure to comply with Commands during arrest | 4 | 4 | 5 | 5 | 6 | 24 | 5 |
| Fleeing from Arrest | 3 | 0 | 4 | 3 | 5 | 15 | 3 |
| Fleeing with Weapon | 1 | 1 | 1 | 0 | 2 | 5 | 1 |
| Assault of Officer | 2 | 2 | 3 | 3 | 1 | 11 | 2 |
| Fighting/Assault of other | 1 | 0 | 1 | 0 | 1 | 3 | 0 |
| Search Warrant/Felony Vehicle Stops | 5 | 1 | 8 | 16 | 7 | 37 | 7 |
| Other | 2 | 1 | 1 | 0 | 2 | 6 | 1 |
| TOTAL UOF INCIDENTS | 22 | 11 | 28 | 32 | 34 | 128 | 25 |

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.

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Clinton Police Department

P.O. Box 986
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 910-592-3105



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

| Types of Force Used | 2019 | 2020 | 2021 | 2022 | 2023 | 5 Year Total | 5 Year Average |
|----------------------------|-------------|-------------|-------------|-------------|-------------|---------------------|-----------------------|
| Soft hand | 11 | 9 | 6 | 6 | 9 | 41 | 8 |
| Hard Hand | 6 | 2 | 4 | 2 | 10 | 24 | 5 |
| OC Spray | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| ASP Baton | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Taser | 1 | 0 | 5 | 3 | 4 | 13 | 2 |
| Pointing Firearm | 10 | 3 | 13 | 21 | 13 | 60 | 12 |
| Discharging Firearm* | 0 | 0 | 0 | 0 | 2 | 2 | |

With several officers, more than one subject, and/or officers employing various tools or techniques, the types of force categories will vary. In 2023, there was only one incident of discharging a firearm by officers. 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.

In 2023, there was only one incident of discharging a firearm that sadly ended in the death of an individual. This is the first shooting by officers in Clinton in seven years. Consistent with our policy and procedure and applying the best police practices, this case, as is all others, was investigated at the time of occurrence. Usually use of force cases can be investigated internally, but this type case also requires an independent outside investigation. At the department's request, the State Bureau of Investigation conducted an investigation separate and apart from the agency's internal investigation.

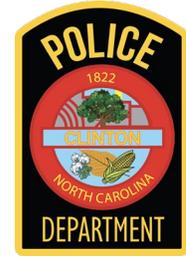
| Injuries During Use of Force | 2019 | 2020 | 2021 | 2022 | 2023 | 5 Year Total | 5 Year Average |
|-------------------------------------|-------------|-------------|-------------|-------------|-------------|---------------------|-----------------------|
| Officer-Minor Injury/No medical | 0 | 1 | 1 | 0 | 4 | 6 | 1 |
| Officer-Minor Injury/EMS | 0 | 1 | 0 | 0 | 0 | 1 | 0 |
| Officer-Serious Received Medical | 0 | 0 | 0 | 1 | 0 | 1 | 0 |
| Subject-Apparent Injury | 1 | 1 | 0 | 0 | 5 | 7 | 1 |
| Subject-Complaint of Injury | 1 | 0 | 0 | 0 | 1 | 2 | 0 |
| Taser Prong/No other injury* | 1 | 0 | 4 | 3 | 2 | 10 | 2 |

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 910-592-3105



The use of force on African American Males, African American Females, White Females, all saw an decrease for 2023. In the age category, all age groups were below the five-year average. Age groups 30-39 saw 50% decrease for 2023.

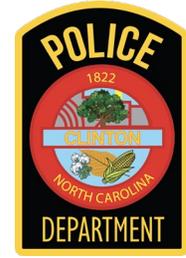
| Use of Force by Race/Sex | 2019 | 2020 | 2021 | 2022 | 2023 | 5 Year Total | 5 Year Average |
|---------------------------------|-------------|-------------|-------------|-------------|-------------|---------------------|-----------------------|
| B/M | 12 | 4 | 12 | 22 | 17 | 67 | 13 |
| B/F | 3 | 1 | 4 | 5 | 4 | 17 | 3 |
| W/M | 5 | 5 | 9 | 3 | 4 | 26 | 5 |
| W/F | 1 | 0 | 1 | 2 | 1 | 5 | 1 |
| H/M | 3 | 1 | 1 | 6 | 7 | 18 | 4 |
| H/F | 1 | 0 | 0 | 0 | 1 | 2 | 0 |
| NA/M | 0 | 0 | 1 | 0 | 0 | 1 | 0 |
| NA/F | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Use of Force by Age | 2019 | 2020 | 2021 | 2022 | 2023 | 5 Year Total | 5 Year Average |
| Under 18 years of age | 3 | 0 | 1 | 0 | 1 | 5 | 1 |
| 18-29 years of age | 7 | 6 | 8 | 16 | 15 | 52 | 10 |
| 30-39 years of age | 6 | 3 | 9 | 16 | 8 | 42 | 8 |
| 40-50 years of age | 7 | 2 | 8 | 5 | 5 | 27 | 5 |
| 51 years of age | 2 | 0 | 2 | 2 | 1 | 7 | 1 |

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910-592-3105



Use of Force Analysis:

In 2023, the Clinton Police Department's 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 2023 for the 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 85% Crisis Intervention Trained for 2023. 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 2023, most of the use of force cases came from high-risk vehicle stops stemming from vehicle pursuits. De-escalation and conflict resolution training continues to play a vital role in the officer's ability to take 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 2023 data, the highest category for the reason why force was used is felony vehicle stops. These felony stops come from vehicle pursuits and known weapon traffic stops. The next highest categories are failing to comply with officers' commands, and physically resisting arrest. 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.

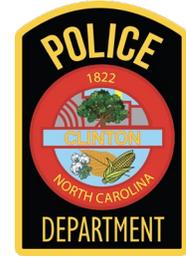
We continue to believe that our commitment to building community trust and mutual respect, training on communication skills like de-escalation, and continual training on use of force options has helped in this area. The Police Department reviews its policies, to include use of force at least annually, 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.

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Clinton Police Department

P.O. Box 986
Clinton, North Carolina 28329-0199
910-592-3105



For 2023 there were no Use of Force cases using intermediate impact weapons (Asp Batons), or OC Spray. 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 2023, the Police Department had fifteen internal affairs investigations filed. The number increased this year, by ten, compared to last year. The most common investigation is supervisory investigations

| Type of Investigation | 2019 | 2020 | 2021 | 2022 | 2023 | 5 Year Total | 5 Year Average |
|-----------------------------|-----------|-----------|----------|-----------|-----------|--------------|----------------|
| Internal Affairs | 3 | 3 | 2 | 2 | 2 | 12 | 2 |
| Citizen Complaints | 1 | 5 | 2 | 9 | 4 | 21 | 4 |
| Critical Incident Review | 1 | 0 | 0 | 0 | 1 | 2 | 0 |
| Employee Grievance | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Supervisor Investigations | 7 | 10 | 1 | 4 | 11 | 33 | 6 |
| Civil Complaint | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL INVESTIGATIONS | 12 | 18 | 5 | 15 | 18 | 68 | 13 |

The two most common investigations continue to be supervisory investigations and citizen complaints. As mentioned in last year's annual report, a goal was set at the end of 2022 to reduce citizen complaints. In 2023 the department reduced the number by 51%, Community involvement, training, mentoring, and use of body worn and dash cameras seem to be helping this trend.

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Clinton Police Department

P.O. Box 986
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910-592-3105



| Complaint Type | 2019 | 2020 | 2021 | 2022 | 2023 | 5 Year Total | 5 Year Average |
|---------------------------------|-----------|-----------|----------|-----------|-----------|--------------|----------------|
| Use of Force | 0 | 0 | 0 | 0 | 4 | 0 | 0 |
| Racial Profiling | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Rules of Conduct | 6 | 9 | 3 | 14 | 13 | 45 | 9 |
| Unsatisfactory Job Performance | 4 | 1 | 1 | 0 | 7 | 13 | 2 |
| Reporting Violations | 6 | 9 | 1 | 1 | 3 | 17 | 3 |
| Extra Duty Employment Violation | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL COMPLAINTS | 16 | 19 | 5 | 15 | 27 | 82 | 16 |

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 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 | 2019 | 2020 | 2021 | 2022 | 2023 | 5 Year Total | 5 Year Average |
|--|------|------|------|------|------|--------------|----------------|
| Internal Affairs Sustained | 3 | 3 | 2 | 1 | 1 | 10 | 2 |
| Internal Affairs Not Sustained | 0 | 0 | 0 | 1 | 1 | 2 | 0 |
| Citizen Complaint Sustained | 0 | 1 | 0 | 1 | 0 | 2 | 0 |
| Citizen Complaint Not Sustained | 1 | 4 | 2 | 8 | 4 | 19 | 3 |
| Supervisor Investigation Sustained | 7 | 9 | 0 | 2 | 14 | 32 | 5 |
| Supervisor Investigation Not Sustained | 0 | 1 | 1 | 2 | 7 | 11 | 2 |

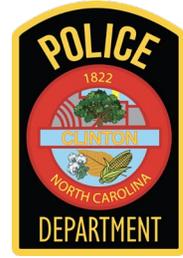
During an investigation, a violation may be found that is not part of the original complaint. In some cases, they are completely unrelated, but must be addressed through the investigative process. Body camera/In car camera footage is extremely helpful in investigating Citizen Complaints. Because most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

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Clinton Police Department

P.O. Box 986
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 910-592-3105



| Complainant Race/Sex | 2019 | 2020 | 2021 | 2022 | 2023 | 5 Year Total | 5 Year Average |
|----------------------|------|------|------|------|------|--------------|----------------|
| B/M | 0 | 2 | 0 | 2 | 2 | 6 | 1 |
| B/F | 1 | 2 | 1 | 4 | 0 | 8 | 1 |
| W/M | 0 | 1 | 2 | 2 | 1 | 6 | 1 |
| W/F | 0 | 0 | 0 | 1 | 3 | 5 | 1 |
| H/M | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| H/F | 0 | 0 | 2 | 0 | 0 | 2 | 0 |
| NA/M | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| NA/F | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

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.

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.. 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.

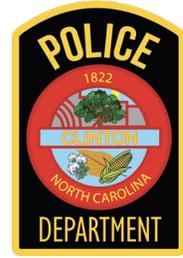
The department continues to accept complaints, even anonymous complaints, and publicizes this through the City's website and during many community meetings. This allows the agency to maintain the balance and integrity of the internal affairs process. If indicated, a complete and thorough investigation 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

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Clinton Police Department

P.O. Box 986
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910-592-3105



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.

Early Warning: (CALEA 35.1.9c)

In 2023 we began using a new internal affairs software that creates an early warning for potential employee issues. There were ten automatic early warnings generated through the Internal Affairs Software. 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 2023 that meets the criteria can generate an early warning by recognizing one or more events from 2022. 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.

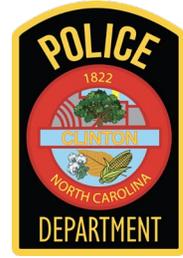
| Early Warning Intervention Type | 2019 | 2020 | 2021 | 2022 | 2023 | 5 Year Total | 5 Year Average |
|--|-------------|-------------|-------------|-------------|-------------|---------------------|-----------------------|
| 3 Incidents in 90 Days | 6 | 5 | 5 | 14 | 3 | 33 | 6 |
| Internal Investigations -4 in 365 days | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| Use of Force – 5 in 365 days | 13 | 3 | 4 | 16 | 6 | 42 | 8 |
| Vehicle Accidents- 3 in 365 days | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Vehicle Pursuits- 3 in 365 days | 0 | 0 | 0 | 6 | 0 | 12 | 2 |
| Annual EWS Total | 19 | 8 | 9 | 36 | 10 | 88 | 17 |
| Number of Employees Involved | 6 | 7 | 5 | 14 | 9 | 41 | 8 |

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Clinton Police Department

P.O. Box 986
 Clinton, North Carolina 28329-0199
 910-592-3105



| Action Taken | 2019 | 2020 | 2021 | 2022 | 2023 | 5 Year Total | 5 Year Average |
|-------------------------|------|------|------|------|------|--------------|----------------|
| No Further Action | 28 | 8 | 15 | 59 | 8 | 120 | 24 |
| Suspension | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Termination/Resignation | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Counseling | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| Training | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| Transfer/Reassignment | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Work Plan | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| EAP | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| No Action listed | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Early Warning System Analysis:

The ten early warnings generated in 2023 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.

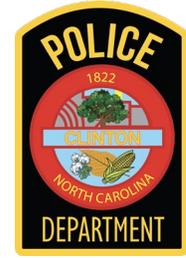
The majority of the cases were directly related to proactive policing and arresting violent offenders and this continues to show the commitment to excellence by all the officers. The continued review of early warnings indicates that the Command staff is committed to the practices of the department. Each 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.

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Clinton Police Department

P.O. Box 986
Clinton, North Carolina 28329-0199
910-592-3105



Grievance Analysis: (CALEA 25.1.3)

There were no appeals filed for 2023. 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

Vehicle Pursuit Review: (CALEA 41.2.2 j)

There were eight vehicle pursuits in 2023, 2-initiated from forcible felonies, 2-public threat DWI, and 3-non-public threat traffic.

Vehicle Pursuit Analysis:

We saw a decrease in pursuits compared with the previous year. The five-year average increased slightly to six. 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.

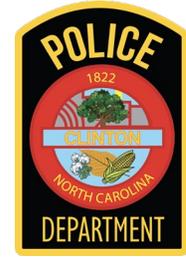
| Policy Compliance | 2019 | 2020 | 2021 | 2022 | 2022 | 5 Year Total | 5 Year Average |
|-------------------|------|------|------|------|------|--------------|----------------|
| In Policy | 2 | 4 | 5 | 13 | 7 | 31 | 6 |
| Out of Policy | 1 | 1 | 0 | 1 | 0 | 3 | 0 |

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Clinton Police Department

P.O. Box 986
Clinton, North Carolina 28329-0199
910-592-3105



Out of the seven pursuits for 2023, all were found in policy. 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. 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 three sworn personnel during 2023 out of 11 applicants. The positions hired were 7 Patrol Officers.

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.

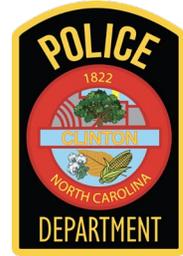
Social media and the City of Clinton website were used to communicate job openings for potential applicants. We will continue to use these tools and other methods to recruit the best candidates.

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Clinton Police Department

P.O. Box 986
 Clinton, North Carolina 28329-0199
 910-592-3105



| 2023 | | | |
|-------------------|----------------|--------------------|--------------|
| Applicants | Applied | Interviewed | Hired |
| White/Male | 4 | 1 | 1 |
| White/Female | 0 | 0 | 0 |
| Black/Male | 2 | 2 | 1 |
| Black/Female | 2 | 0 | 0 |
| Latino/Male | 3 | 1 | 1 |
| Latino/Female | 0 | 0 | 0 |
| Unknown/Female | 0 | 0 | 0 |
| Civilians | | | |
| White/Female | 1 | 1 | 0 |
| Black/Female | 2 | 2 | 0 |
| Asian/Female | 0 | 0 | 0 |
| Other/Female | 3 | 3 | 1 |

Eleven applicants applied for the position of police officer. 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 had little to no law enforcement experience.

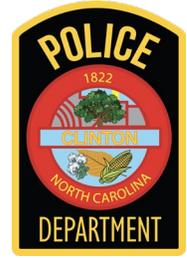
Going forward, the department must look for ways to expand our recruitment. By emailing, BLET programs, using social media, and the City of Clinton website, we hope to increase the number of qualified applicants that apply with our organization. We have currently implemented a BLET Cadet program. This program allows 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.

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Clinton Police Department

P.O. Box 986
Clinton, North Carolina 28329-0199
910-592-3105



Recruitment Analysis:

According to 2020 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 U.S Census, given that Clinton is the county seat and Sampson County is rich in agricultural resources.

In 2023, 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 continue to be a challenge for law enforcement and are ongoing issues for 2022. Social media, email, and employee word of mouth were the main tools used for recruitment.

Our local BLET program at Sampson Community College continues to be a great source of applicants and has been for several years. 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.

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 salaries, career development, benefits, and incentives to make sure that we are competitive with other agencies.

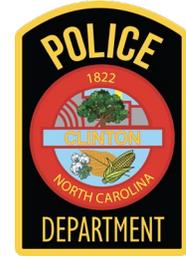
We must continue exploring innovative ideas and reaching over jurisdictional lines to draw a more diverse applicant pool for the department. We do not think there is a singular answer to recruitment or retention, so it is imperative that we are continually reviewing our internal programs to be competitive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

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Clinton Police Department

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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 2024 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 department technology and equipment to applicants
- Promote the department career development program to draw lateral transfers
- Be sure all hiring, and job postings are current with all relevant information
- Promote the agency 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.

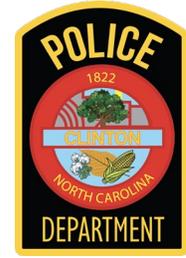
In 2023, there were 5,892 traffic stops reported which is an increase from 4,748 in 2022. Bias based data is queried from these traffic stops every month then compared with video from in car/body camera systems and information from the 911 data to be sure that all vehicle stops are being properly documented 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.

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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.

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, 103 illegal guns were seized and taken off the streets of Clinton in 2023. 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 2023 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.

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