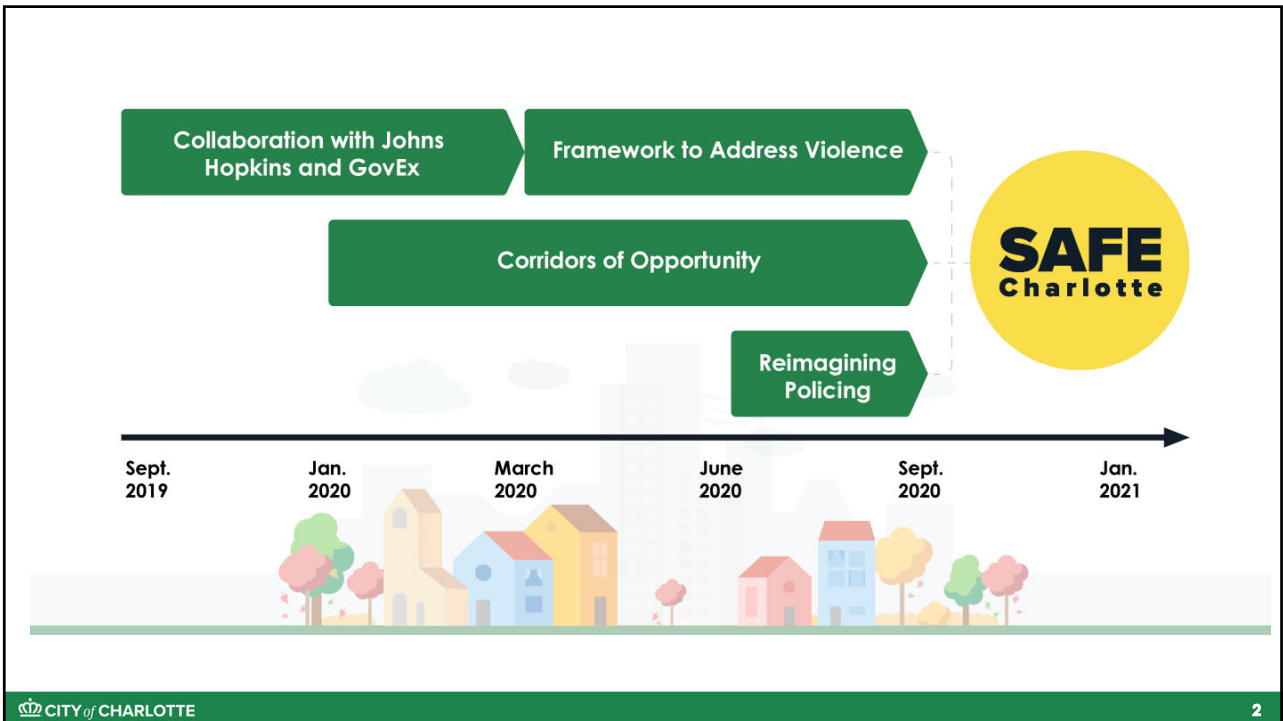


Creating a Safer Charlotte

SEPTEMBER 12, 2022



Framework to Address Violence

Purpose: City, County, Partners, and Community work together to reduce violence, increase economic opportunity, and build healthier, more resilient communities.

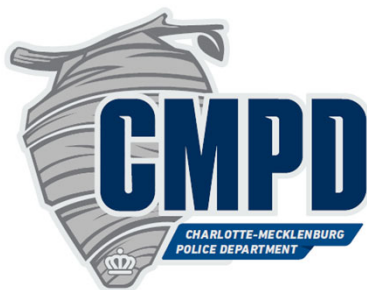
Intergovernmental Collaboration	Invest in Community-Led Efforts	Interrupt Violence	Community Collaboration in Priority Areas	Use Data and Evidence
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PROGRAMS

POLICY

PRACTICE

**CMPD Mission, Vision,
CORE 4 and more**



Chief Swearing In June 2020



-  EMPLOYEE WELLNESS
-  COMMUNITY COLLABORATION
-  CRIME MANAGEMENT
-  PROFESSIONAL ACCOUNTABILITY

Mission and Vision

Mission –

CMPD implements solutions and expands collaborative relationships within our organization and community to enhance trust, fairness and respect to increase public safety.

Vision –

We envision becoming the trusted, respected and sought-after community partner by serving our citizens and taking care of our employees.

“Reimagine Policing” Hits Home

#8CANTWAIT

#8CANTWAIT IS A CAMPAIGN TO BRING IMMEDIATE CHANGE TO POLICE DEPARTMENTS.

 CITY of CHARLOTTE

BAN CHOKEHOLDS & STRANGLEHOLDS 	REQUIRE DE-ESCALATION 	REQUIRE WARNING BEFORE SHOOTING 	REQUIRES EXHAUST ALL ALTERNATIVES BEFORE SHOOTING 
DUTY TO INTERVENE 	BAN SHOOTING AT MOVING VEHICLES 	REQUIRE USE OF FORCE CONTINUUM 	REQUIRE COMPREHENSIVE REPORTING 



State of Employees (2021)

Climate and culture survey

- Communication
 - Flow of information
 - Active listening
 - Transparency
- Low morale



Shift from mission-centered to people-focused

Mission

Protect and serve

Adhere to the law

Directives

Policies

Standard Operating

Procedures

Training

People-focused

- Inclusion
- Empathy
- Understanding
- Education
- Exceed

2021 Major Initiative Launch

First law enforcement program in the country with a curriculum built around the way we treat people

All CMPD employees have received training

Results to date:

- 150+ Acts of Excellence awarded
- 4,300 BWC tags (for positive work)
- 75+ roll call meetings

First certified law enforcement officers in the country to graduate in December

Phase II launches this month

CITY of CHARLOTTE

10 |

Revolutionary Company of the Year



Other Major CMPD Milestones (over the last year)

- Updated 35 CMPD directives and policies**
- Launched a new policy team**
- Launched a new public records team**
- Doubled CPCRT**
- Hired new psychologist**
- Opened South and University City Division offices**
- Opened the De-Escalation Training Facility**
- Managed 25+ community programs**

Addressing Violent Crime

Violent crime – up 2%

Major efforts:

- Back to school/violence prevention
- Gun violence
 - 118 juvenile suspects of firearm-related offenses in 2022
 - 482 juvenile victims in 2022
 - Down 12% in Shootings into Occupied Properties
 - Up 6% in guns recovered (about 2,000)
- Violent crime
 - VCAT – 288 apprehensions; 86 for murder
 - Crime Gun Suppression Team – 162 arrests, 155 firearms seized, 23 stolen firearms recovered



Addressing Property Crime

Property Crime is up 8% - commercial burglaries (up 42%) and auto thefts (up 16%)

- Overall crime – up 7%

Major efforts:

- Organized Retail Theft Task Force
- Operation Sawzall
 - Targeted catalytic converter market
 - Identified high-level organizer; obtained 166 search warrants, served 148
 - 7 arrests including the catalytic converter theft enterprise organizer
- 11% up in vehicle recoveries
- Special operations addressing Hyundai/Kia Auto Theft Trend
 - Connected three juveniles to more than 25 Hyundai/Kia auto thefts spanning multiple divisions
- Ongoing meetings with Community Coordinators and business owners

Challenges

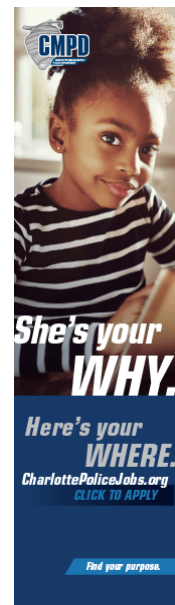
- Low bond issues
- Repeat offenders
- Ongoing work with magistrates
- Courts backlog
- Staffing



Recruitment

Current state:

- Raised entry level pay by 10%
- ~280 sworn vacancies
- 1,600 applications; 109 hires YTD
- \$7,500 hiring bonus
- Simplified application process from 13 steps to 6
- Launched new JoinCMPD.com
- Launched new marketing/advertising campaign



Addressing Violence

Framework to Address Violence

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Violence Interruption Methodology

Alternatives To Violence utilizes the Cure Violence Global model for violence interruption
 Stops the spread of violence by using the methods and strategies associated with disease control
 Data-driven and evidence-based



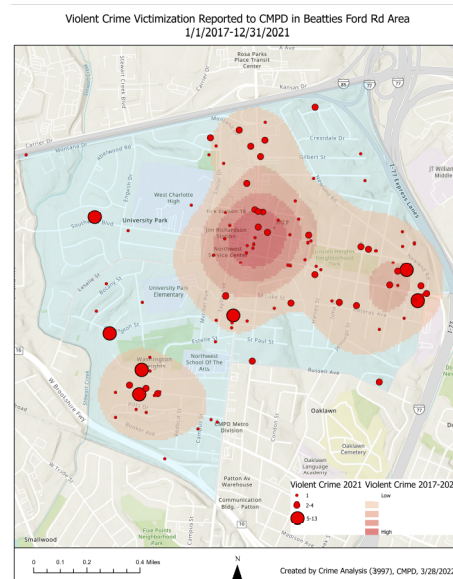
Focus Area

For period 1/1/2017 – 8/31/2022

- Citywide, 22.1% of Homicides have had a circumstance listed as argument.
- 57.3% of violent crime incidents involve a gun.
- 32.4% of the violent crime victims are below age 24.

For period 1/1/2022 – 8/31/2022

- Aggravated Assault still drives violent crime in that area.
- There have been 106 Aggravated Assaults in the Beatties Ford Area so far this year.



Working Together

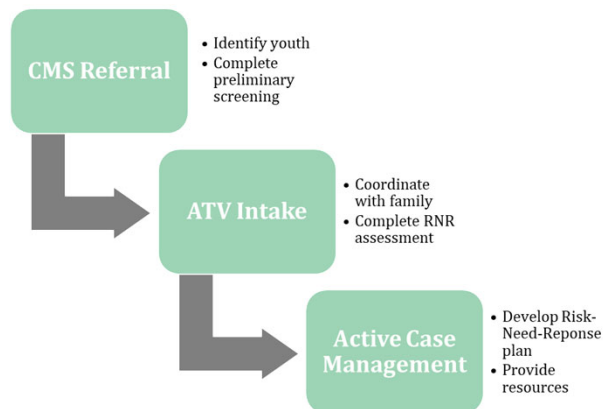
City of Charlotte and Mecklenburg County have partnered to fund program
 Cure Violence Global provides the methodology and technical support
 Youth Advocate Programs has been selected to implement the Alternatives to Violence (ATV) program



CMS Partnership

Allows for:

- Efficient & effective identification of highest-risk youth
- Holistic approach to violence reduction through individualized case management
- Data-sharing
- More informed decision making when synthesized with other data managed by the data collaborative



ATV along the Beatties Ford Corridor

Preliminary results

- Over 18,000 hours of services provided
- Program participants – 19
- Mediations completed – 45
- Data shows a stabilization of violent crime in the area since the launch of ATV
 - *Too early in implementation to draw conclusions regarding program impact*

Recently extended YAP's services to implement ATV for another year

Evaluation underway with Charlotte's urbanCORE

- 3-year evaluation to assess, adjust, and monitor the program's success

Path Forward

Expansion using \$1.0m DOJ Byrne JAG grant

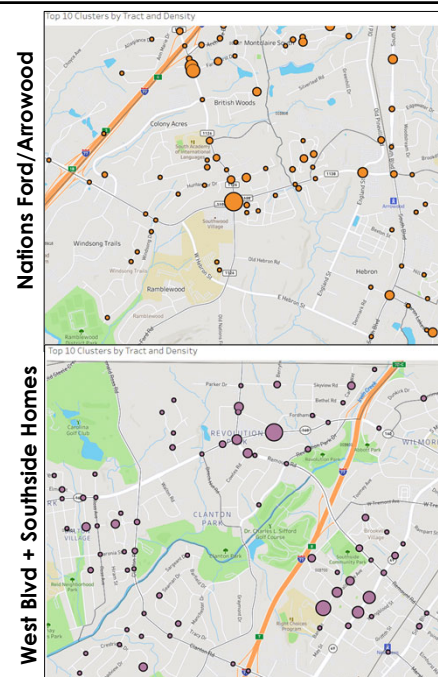
- Working with Cure Violence to determine two expansion sites
- Three locations have been determined to be "best fits" - Nations Ford/Arrowood, Southside Homes and West Blvd/Remount Rd.

Site Timeline

- Cure Violence Global will conduct site visits at the three locations in the fall; final decisions will follow
- RFP will go out in early Winter '22
- Host organizations will be online May '23

Council Action Tonight

- Vote to accept the \$1 million DOJ Byrne JAG Grant



Questions?

[Charlottenc.gov/safecharlotte](https://charlottenc.gov/safecharlotte)