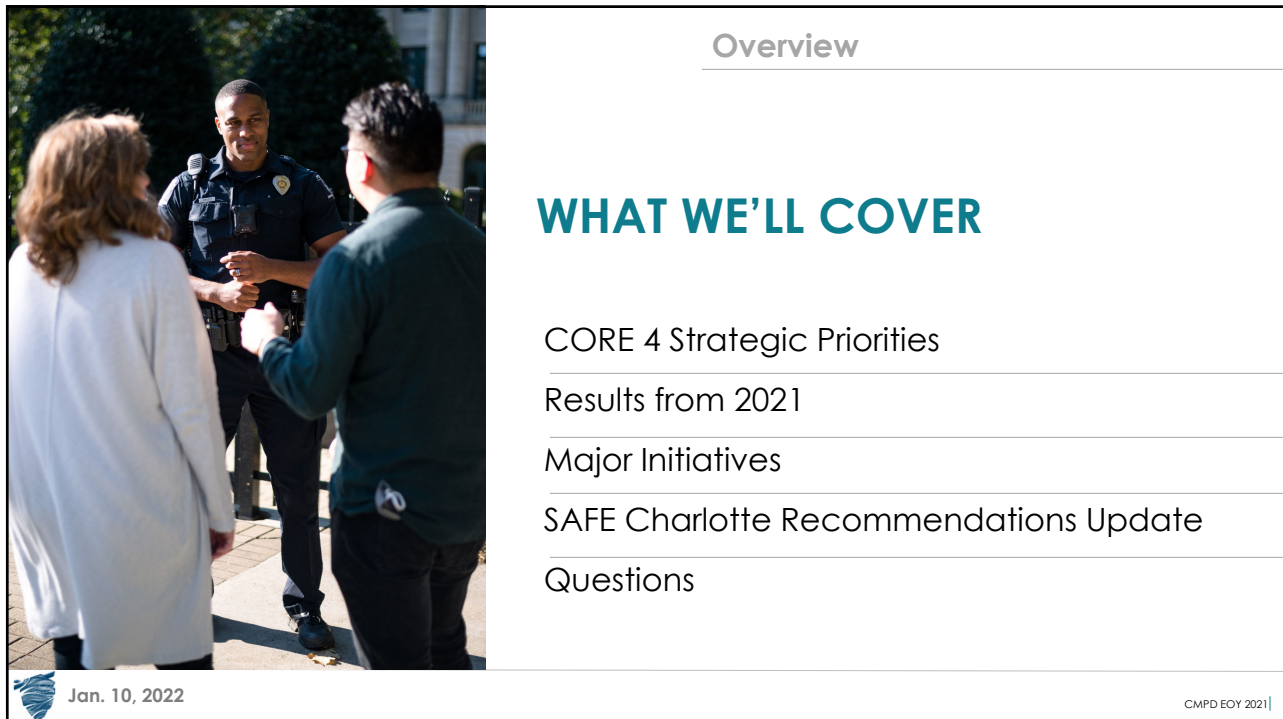




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## NEW STRATEGIC DIRECTION >>

<b>OUR MISSION</b>	<b>VISION</b>	<b>WE VALUE</b>
<p>CMPD implements solutions and expands collaborative relationships within our organization and community to enhance trust, fairness and respect, to increase public safety.</p>	<p>We envision becoming the trusted, respected and sought-after community partner by serving our citizens and taking care of our employees.</p>	<div style="display: flex; justify-content: space-around; font-size: small;"> <span> Oath of Office</span> <span> Human Life</span> <span> Integrity</span> <span> People</span> <span> Community</span> <span> Inclusion</span> </div>

**WE WILL ACHIEVE OUR VISION THROUGH:** CORE4  
STRATEGIC PRIORITIES

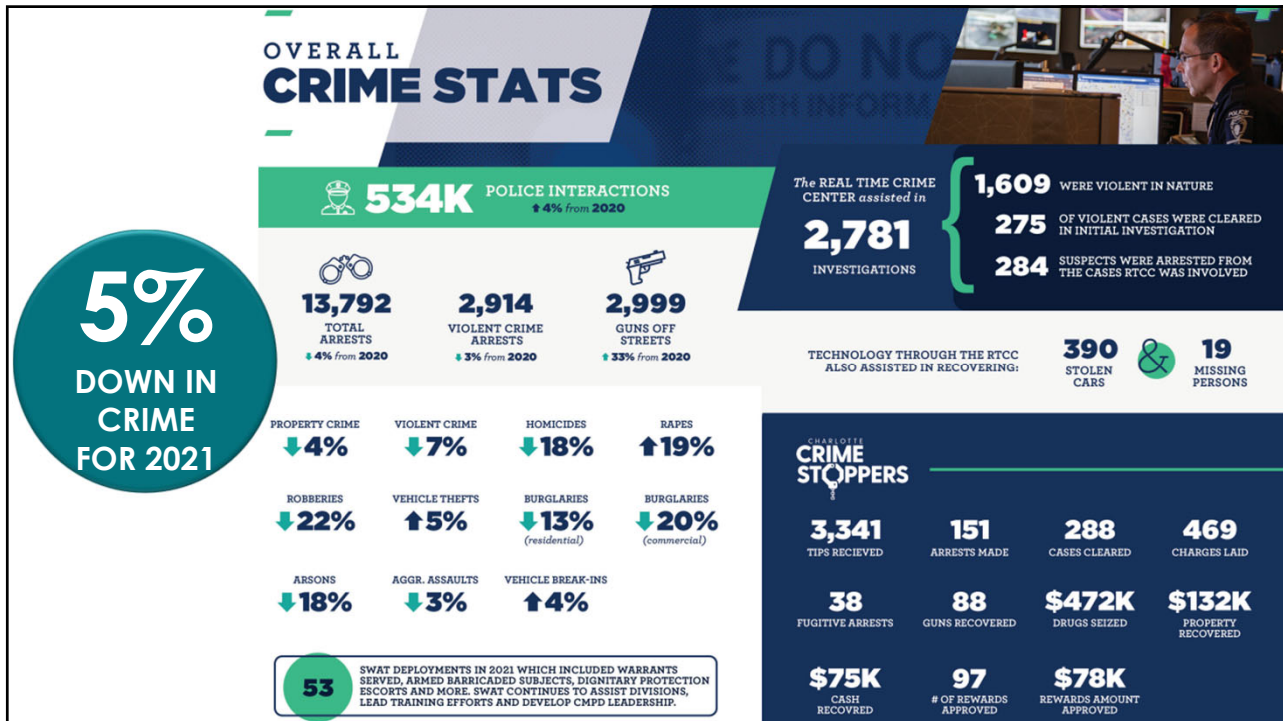
<div style="background-color: #008080; color: white; padding: 5px; display: flex; align-items: center;"> <b>COMMUNITY COLLABORATION</b> </div> <p>Community Collaboration is a process of participation by people, groups and organizations working together to achieve results. Each member must be willing to plan and share vision, mission, power, resources and most importantly, goals. Collaboration builds trust, ensures accountability and defines success.</p> <p><i>GOAL : A community that trusts and openly supports police.</i></p>	<div style="background-color: #008080; color: white; padding: 5px; display: flex; align-items: center;"> <b>CRIME MANAGEMENT</b> </div> <p>Crime Management is how we work to prevent crime from occurring. It is partnering at each level of the criminal process to analyze crime and find alternative outcomes for those affected.</p> <p><i>GOAL : Police, the Criminal Justice system and the community change a person's behavior from crime to acceptable social norms through intervention and positive impact.</i></p>
<div style="background-color: #008080; color: white; padding: 5px; display: flex; align-items: center;"> <b>PROFESSIONAL ACCOUNTABILITY</b> </div> <p>Professional Accountability is an internally driven mindset to improve ourselves and the relations &amp; outcomes we have with those we serve. As an agency we are transparent about corrective action and responsive to our community about how we police ourselves.</p> <p><i>GOAL : Professional behavior is demonstrated by each of our employees.</i></p>	<div style="background-color: #008080; color: white; padding: 5px; display: flex; align-items: center;"> <b>EMPLOYEE WELLNESS</b> </div> <p>Employee Wellness is focused on supporting better mental and physical health at work for all employees. These efforts include physical and mental fitness programs, education and incentives, interventions for and improved access to care and social support for our employees.</p> <p><i>GOAL : Our workforce is actively engaged in physical, social, emotional wellness activities.</i></p>

4





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## Violent Crime & Task Force Work

### VIOLENT CRIMINAL APPREHENSION TEAM

<b>288</b>	{	<b>86</b>	<b>24</b>	<b>28</b>	<b>59</b>
APREHENSIONS		MURDER	ATT. MURDER	ADWIKISI	ARMED ROBBERY
		<b>14</b>	<b>25</b>	<b>4</b>	<b>18</b>
		RAPE	ADW	KIDNAPPING	SIOD

### CRIME GUN SUPPRESSION TEAM

With gun-related crime on the rise, the CMPD decided to fuse three units with a proven history of successfully addressing violent crime. Detectives from the CMPD's Gang Unit, Shooting Into Occupied Property (SIOP) Task Force and TRAP Unit joined forces to create the Crime Gun Suppression Team (CGST). The fusion of these teams combined Gang Unit detectives' intimate knowledge of organized criminal structures with SIOP Task Force detectives' expertise in addressing retaliatory and series gun-crime cases. TRAP Unit detectives also added their proven track record of apprehending criminals. The concerted efforts between these units allow for more timely investigations leading to arrests, and the reduction or prevention of additional gun crime.

## 162

ARRESTS

## 155

FIREARMS  
SEIZED

## 23

STOLEN  
FIREARMS  
RECOVERED

7

## New Technology, Equipment & Facilities

- 10 motorcycles
- Body-worn cameras
- Helicopter
- South Division
- University City Division
- De-Escalation Training Facility




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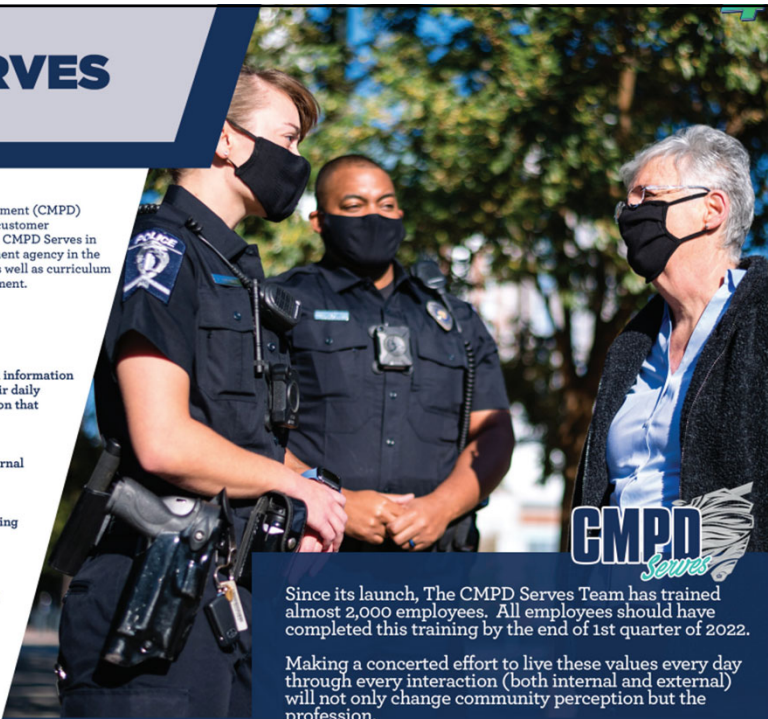


# CMPD SERVES

The Charlotte-Mecklenburg Police Department (CMPD) launched its CommUNITY Collaboration customer experience training and curriculum called CMPD Serves in June 2021 making it the first law enforcement agency in the country to develop a strategic approach as well as curriculum around ways to improve audience engagement.

**THIS WORK AIMS TO:**

1. Provide employees with impactful information that they can incorporate into their daily jobs and leave a positive impression that will earn a genuine thank you.
2. Improve morale as part of the internal culture work.
3. Change public perception of policing based on the incorporation and practice of this work.
4. Gain tangible, measurable results that demonstrate how CMPD is changing hearts and minds internally and externally with an increased and improved focus on how employees treat others.




**CMPD Serves**

Since its launch, The CMPD Serves Team has trained almost 2,000 employees. All employees should have completed this training by the end of 1st quarter of 2022.

Making a concerted effort to live these values every day through every interaction (both internal and external) will not only change community perception but the profession.

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# EMPLOYEE WELLNESS



**NEW PSYCHOLOGIST**

Dr. Nikki Vasilas joined the CMPD team as the new Behavioral Psychologist.

Dr. Vasilas comes to CMPD with 20 years of service supporting the law enforcement and military community. Throughout her professional career, Dr. Vasilas has had the privilege of providing essential mental health support to these communities, by assisting in critical incident debriefs, post-critical incident seminars, post-deployment seminars, crisis response, as well as individual, family and couple support. In 2020, Dr. Vasilas was awarded the Distinguished Professional Service Award by the South Carolina Counselors Association for her dedication in advocacy, research and clinical support of the law enforcement and military communities.

**PUBLIC SAFETY OCCUPATIONAL HEALTH CLINIC**

In 2018, an initiative began to provide Charlotte's public safety professionals a more robust service that would specifically address the physical and mental stresses they face due to the nature of their work. We announced the launch to our employees at the end of 2020, and the clinic is now fully operational to provide extensive medical exams, health coaching, nutritional guidance and unlimited access to physical therapy and behavioral health counseling.

**LEADERSHIP**

COMMAND COLLEGE	<b>16</b> GRADUATES Eight were CMPD	SERGEANT LEADERSHIP DEVELOPMENT COURSE	<b>27</b> GRADUATES All were CMPD
<b>33</b> PROMOTIONS			
<b>1</b> DEPUTY CHIEF	<b>2</b> MAJORS	<b>5</b> CAPTAINS	<b>21</b> LIEUTENANTS SERGEANTS

10



11

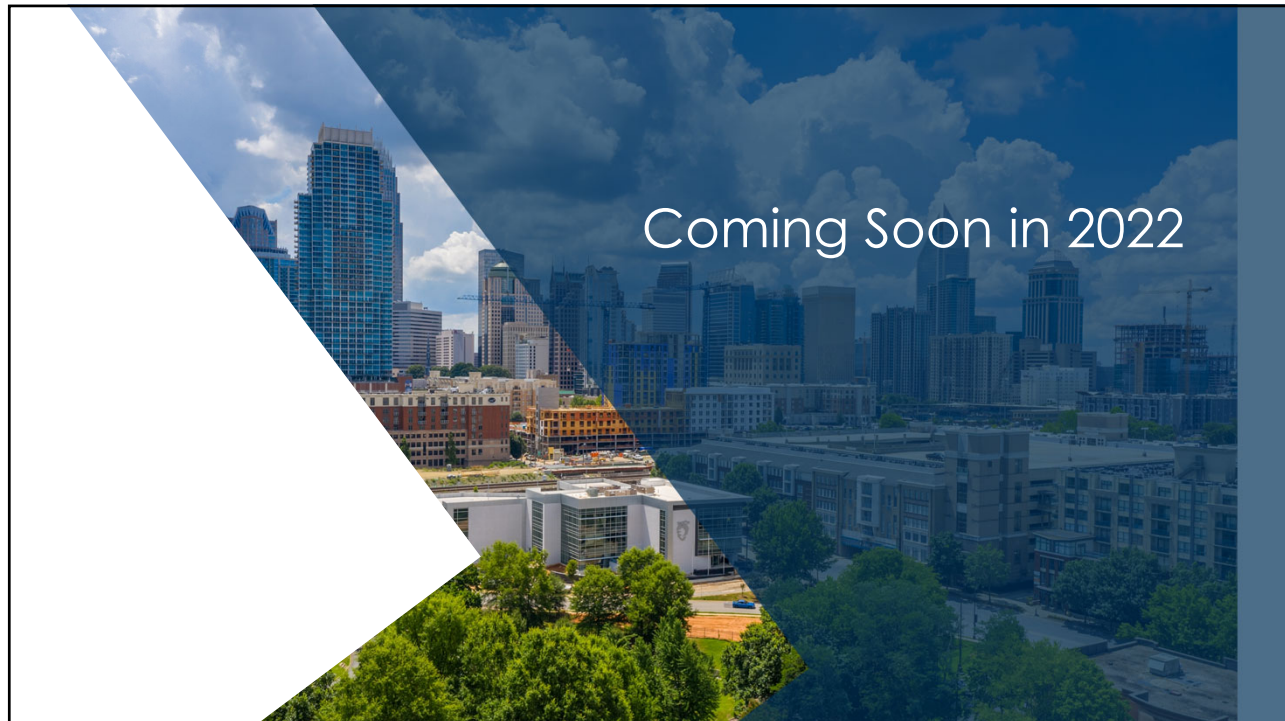
## SAFE Charlotte Recommendations **Update**

### **Making progress on recommendations:**

- Increased CPCRT team; doubled in size
- Civilianizing several roles around the department
  - Civilian traffic control officers launching Q1 2022
- Launching new recruitment marketing campaign Q1 2022
- Integrating systems and onboarding new vendor for new Early Intervention System (EIS)
- Finalizing RFP to hire vendor for the Alternative Response Program (clinician and EMT pilot program)

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## Coming Soon in 2022

- Continue work toward SAFE Charlotte objectives
- Campus Crime Stoppers relaunch
- Gun safety campaign
- Continue CMPD Serves training and engagement
- Public feedback campaign
- Internal culture strategic direction and launch



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Questions?



Jan. 10, 2022