

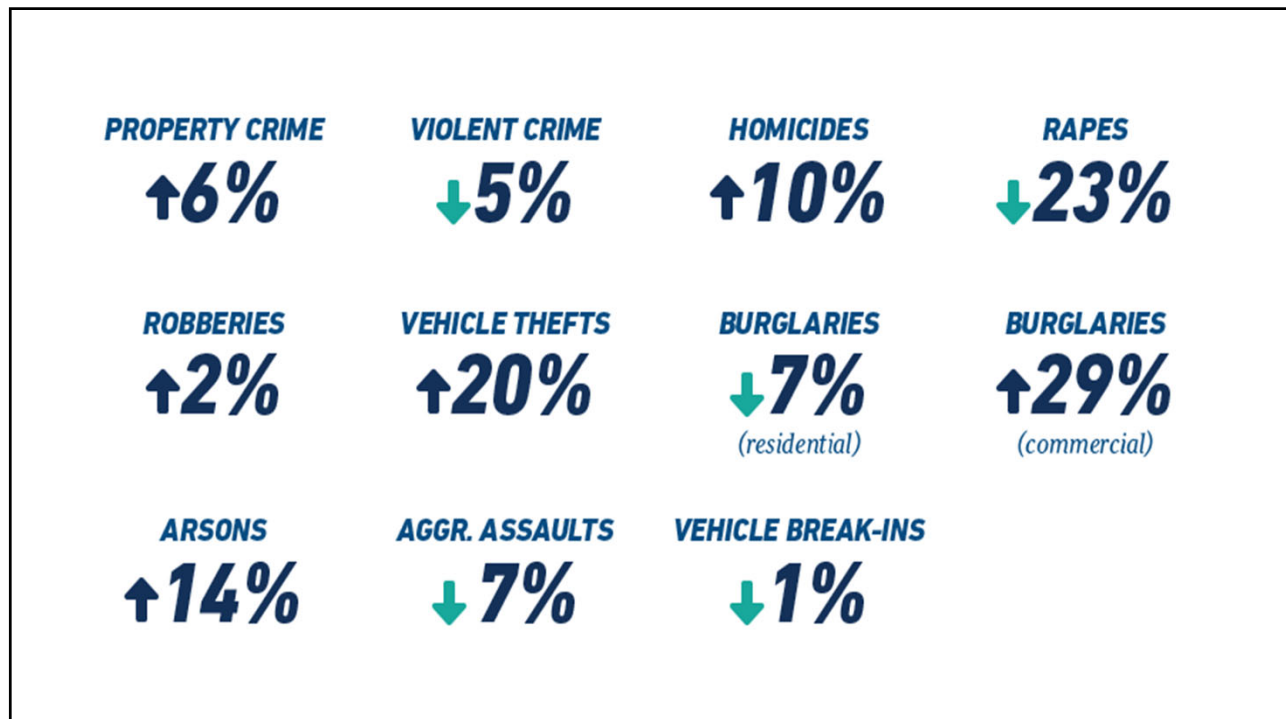
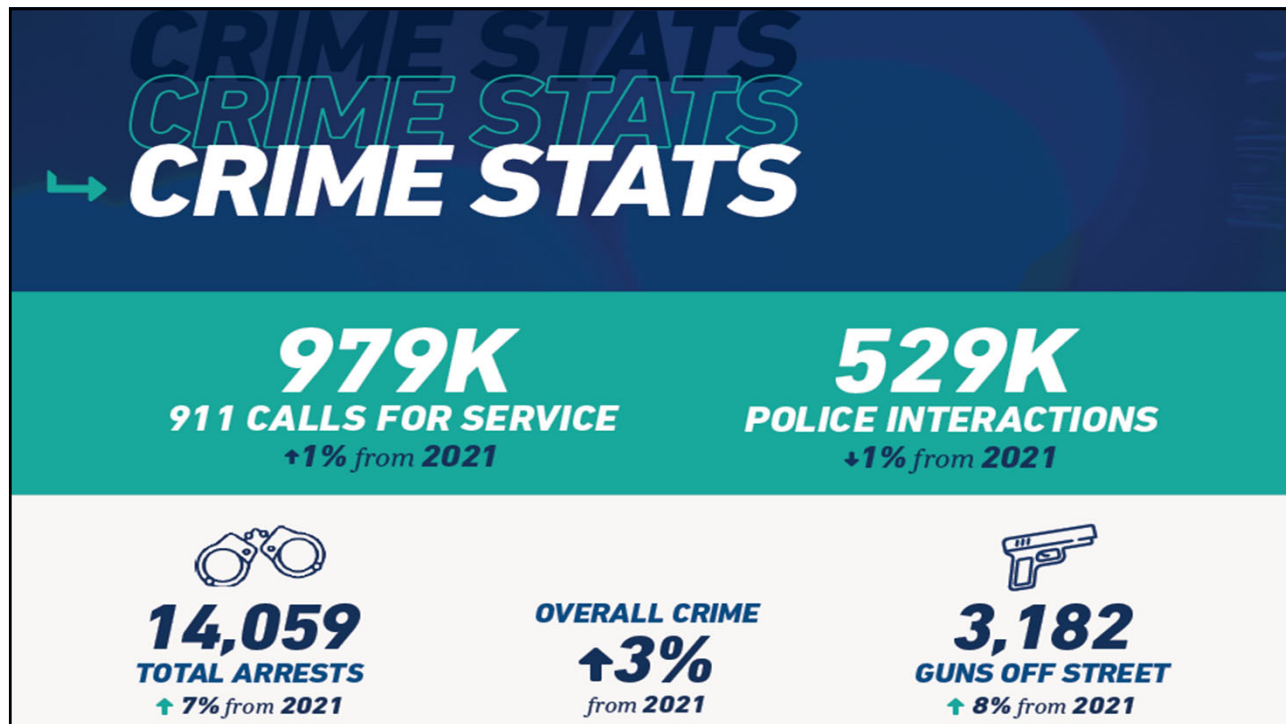


OUR STRATEGIC DIRECTION >>

OUR MISSION	VISION	WE VALUE	
<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>	 Oath of Office	 Human Life
		 Integrity	 People
		 Community	 Inclusion

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

<div style="background-color: #2e8b57; color: white; padding: 5px; text-align: center;">  COMMUNITY COLLABORATION </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>GOAL : A community that trusts and openly supports police.</p>	<div style="background-color: #0070c0; color: white; padding: 5px; text-align: center;">  CRIME MANAGEMENT </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>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.</p>
<div style="background-color: #008080; color: white; padding: 5px; text-align: center;">  PROFESSIONAL ACCOUNTABILITY </div> <p>Professional Accountability is an internally driven mindset to improve ourselves and the relations & 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>GOAL : Professional behavior is demonstrated by each of our employees.</p>	<div style="background-color: #0070c0; color: white; padding: 5px; text-align: center;">  EMPLOYEE WELLNESS </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>GOAL : Our workforce is actively engaged in physical, social, emotional wellness activities.</p>



VIOLENT CRIMINAL APPREHENSION TEAM

The Violent Criminal Apprehension Team (VCAT) conducts fugitive recovery investigations and operations targeting the most violent offenders operating or located within the City of Charlotte and Mecklenburg County. VCAT's primary mission is to facilitate the apprehension of individuals wanted for murder, rape, and armed robbery but may include additional violent felonies.



CRIME GUN SUPPRESSION TEAM

In 2021, to combat rising gun crime, CMPD merged three units to form the Crime Gun Suppression Team (CGST). The CGST combines detectives from the former Gang Unit, the Shooting into Occupied Property (SIOP) Task Force, and the Targeted Response and Apprehension (TRAP) Unit. The CGST combines the specialized skills of those units to crack down on retaliatory and series gun-crime cases. The results speak for themselves with arrests, gun seizures, and search warrants nearly doubling in 2022 since the Team's creation last year.



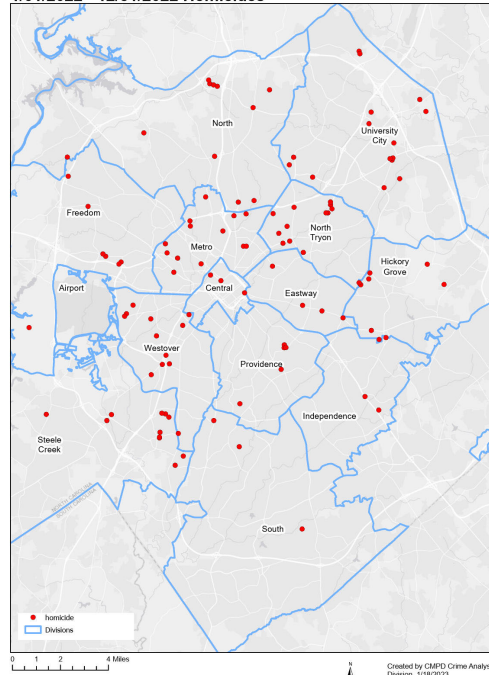
VIOLENT CRIME VIOLENT CRIME VIOLENT CRIME EFFORTS

THE **HOMICIDE**
CLEARANCE RATE IS
75.7%

This 5-year average outpaces the national average which is 61%. The tenacious work of CMPD Homicide detectives and community involvement are two critical elements in reaching such a high clearance rate.

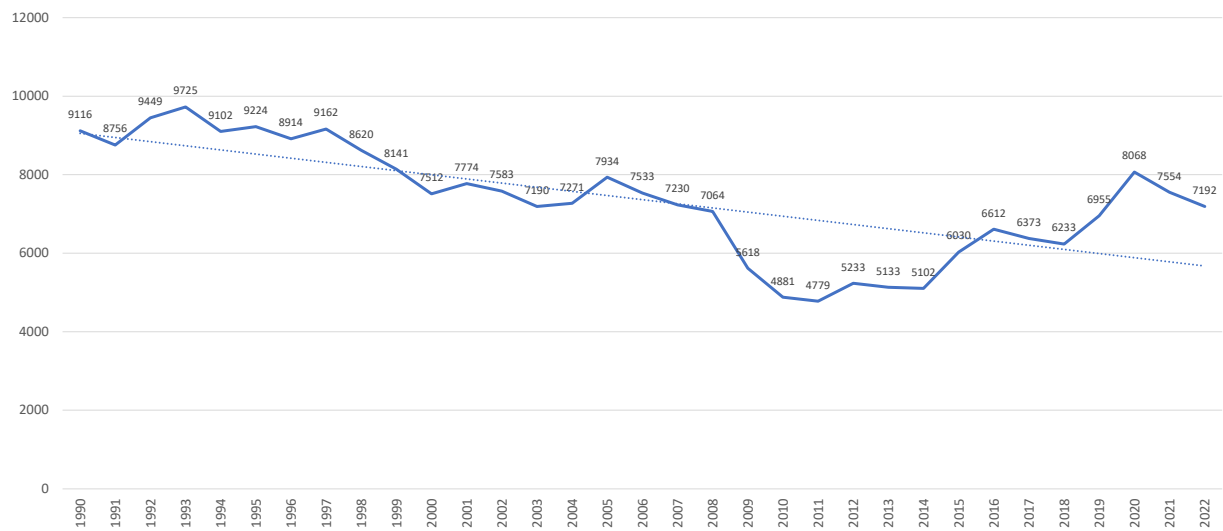
110* **HOMICIDES**
*3 of those cases are with the District Attorney's Office for evaluation.

1/01/2022 - 12/31/2022 Homicides



Created by CMPD Crime Analysis Division, 1/18/2023

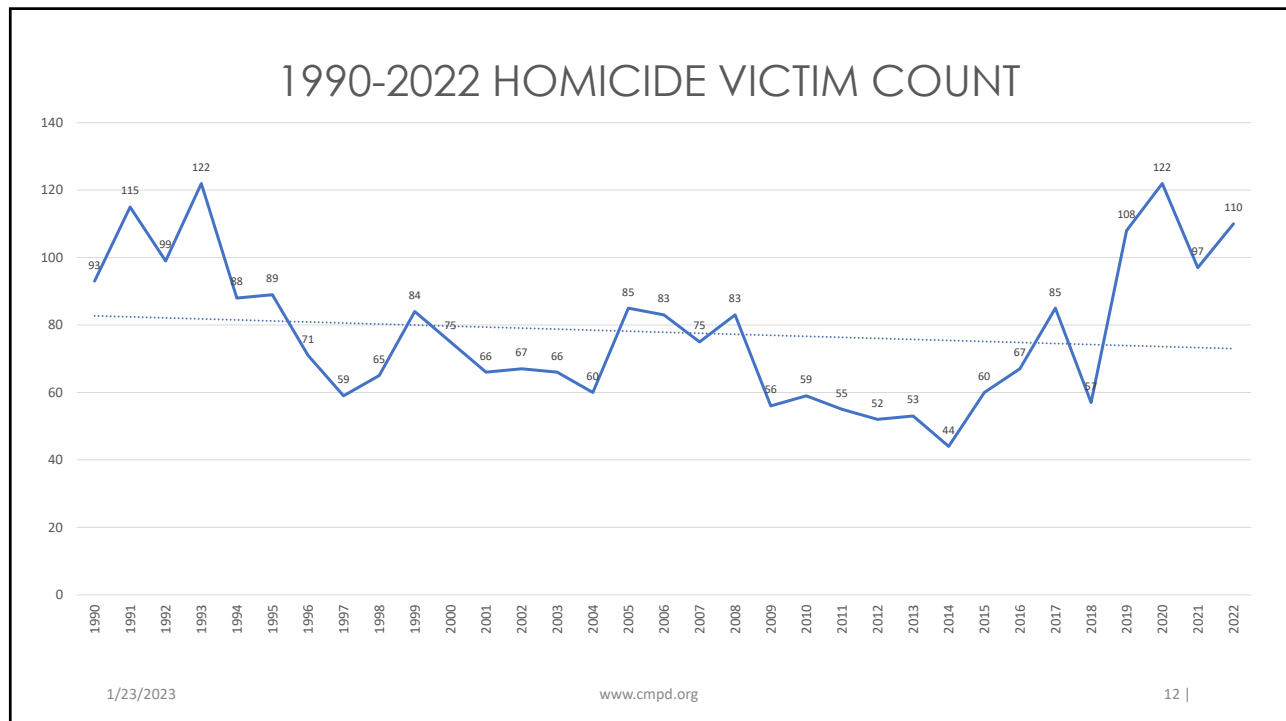
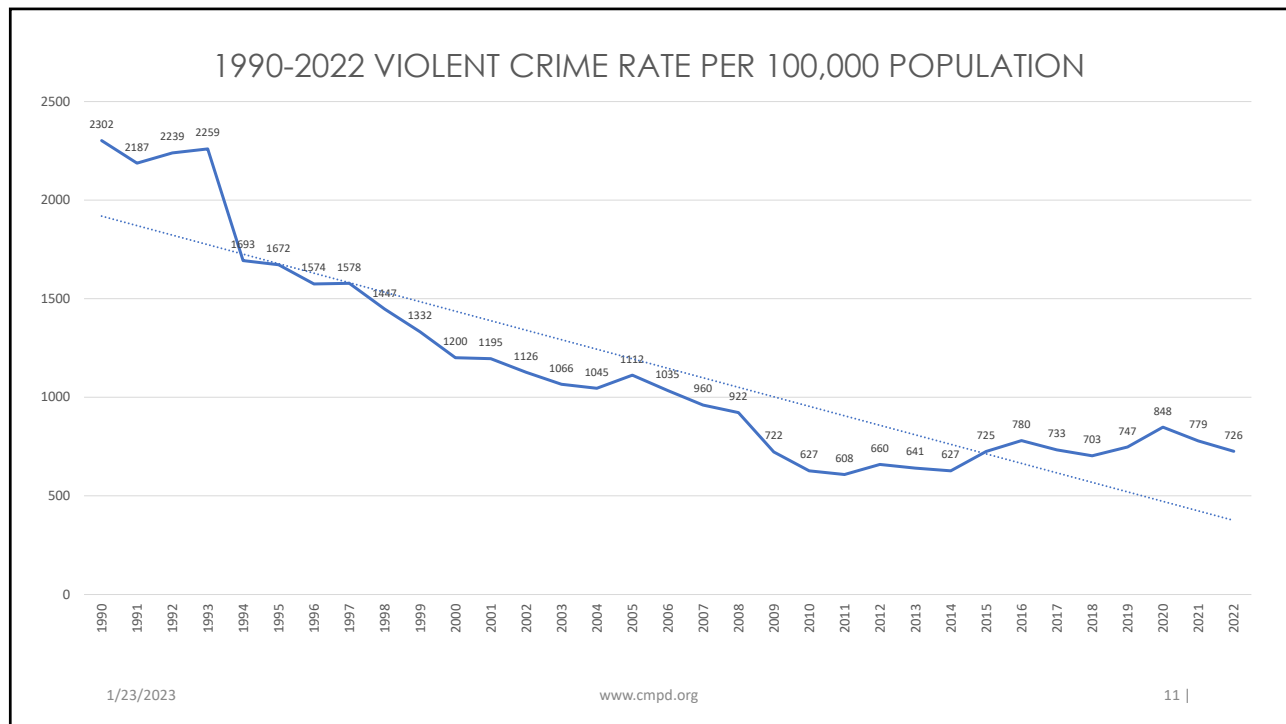
1990-2022 VIOLENT CRIME COUNT



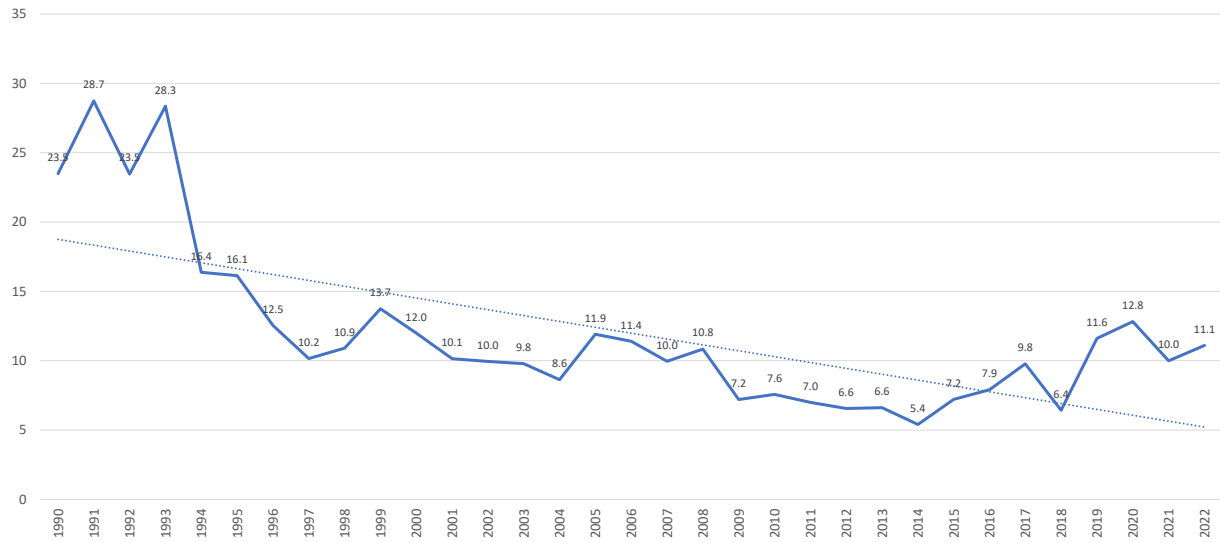
1/23/2023

www.cmpd.org

10 |



1990-2022 HOMICIDE VICTIM RATE PER 100,000 POPULATION



1/23/2023

www.cmpd.org

13 |

MENTAL HEALTH MENTAL HEALTH RESPONSE

CRISIS INTERVENTION TEAM

The Crisis Intervention Team (CIT) is a partnership between the community, local law enforcement, mental health professionals, advocates and community service providers that seek to provide safety, services and jail diversion to behavioral health consumers and their families.

Through training, officers can receive the CIT certification, helping them assess a situation, identify the issue and respond accordingly based on their skills as a CIT officer. Some examples would be evaluation at repeat call for service locations or dealing with subjects in mental/emotional distress.

910
CIT TRAINED
EMPLOYEES

4,954
CIT DEPLOYMENTS
↑ 70% from 2021



COMMUNITY ASSISTANCE RESPOND, ENGAGE, SUPPORT (CARES) TEAM

CARES is a community response program providing a person-centric mobile crisis response to community members who are experiencing problems related to homelessness, mental health, poverty, and/or substance use disorders. A CARES pilot program in CMPD's Central Division started in 2022 as part of the SAFE Charlotte initiative.

The CARES Team consists of two social workers, currently contracted through Mobile Crisis, who will respond together as a single unit. The goal of the CARES Team is to provide a more appropriate alternate 911 response option for calls related to homelessness and mental health. The team consists of two professional social workers trained and expected to provide service for three specific types of calls – Loitering, Loitering for Money and Homelessness.

The CARES Team will conduct brief mental health assessments and provide crisis intervention, provide referrals, coordinate care with homeless service providers and community resources, and provide items such as water, snacks, socks and hand warmers.

COMMUNITY POLICING CRISIS RESPONSE TEAM

The Community Policing Crisis Response Team (CPCRT) includes Master's-level mental health clinicians who accompany CIT officers to incidents involving a behavioral health and/or substance-abuse crisis.

1,502
ASSESSMENTS
COMPLETED

29% ALREADY
RECEIVING
TREATMENT
55% would have been
SENT TO A
PSYCH HOSPITAL

60% ASSISTED IN
DIVERTING
.5% would have been
ARRESTED IF
NOT DIVERTED



Nationwide Trends

National data as reported by the Police Executive Research Forum:

- **Down 4%** in hirings 2021 compared to 2019
- **Up 43%** in resignations 2021 compared to 2019
- **Up 24%** in retirements 2021 compared to 2019



Sworn Employees	Terminations	Resignations	In Lieu of	Retirements	Total
2019	0	40	8	75	123
2020	1	47	7	78	133
2021	1	67	4	68	144
2022	2	72	2	88	164

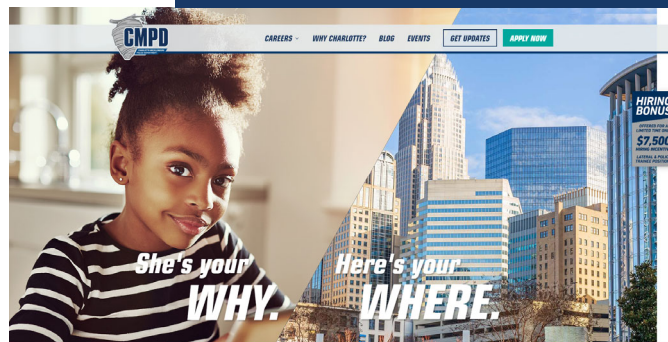
Forecasted Retirement Year	Employees Eligible to Retire
2023	91*
2024	57*
2025	63*
2026	56*

* Numbers above indicate 30 years of service or 55 years of age



Recruitment/Retention Efforts

- \$7,500 hiring incentive
- Application process from 13 to 6 steps
- National digital advertising campaign
- Recruit team regional focus
- Residency incentive
- Shift pay differential
- Military differential
- Pay increases
- Secondary language incentive increased – 15 languages
- Updated grooming standards
- Take-home car program





Officer of the Past vs. Future


POLICE and FIRE TRAINING ACADEMY
 Mission-centered and **people-focused**

Mission	People-focused
• Protect and serve	• Diversity and inclusion
• Adhere to the law	• Empathy
• Directives	• Education
• Policies	• Exceed
• Standard Operating Procedures	• Professional development
• Training	• Wellness





PRIORITIES
PRIORITIES
in **2023**

- 1** CONTINUED EFFORTS TO REDUCE VIOLENT CRIME.
- 2** RECRUITMENT AND RETENTION EFFORTS TO INCREASE APPLICANT POOL, HIRING AND ENHANCE CURRENT WORKFORCE.
- 3** CONTINUED CUSTOMER EXPERIENCE TRAINING FOCUSED ON EMPLOYEE WELLNESS AND WORLD-CLASS INTERNAL CULTURE.
- 4** ENSURING OFFICERS HAVE THE BEST EQUIPMENT, TECHNOLOGY AND TRAINING POSSIBLE FOR SHARED SUCCESS.



CHARLOTTE-MECKLENBURG
POLICE DEPARTMENT

Questions?