

Public Records Request #4073

The following materials have been gathered in response to public records request #4073. These materials include:

- Safe Communities Committee – August 18, 2020 – Meeting Materials

This information was provided as a response to a public records request on 8/18/20 and is current to that date. There is a possibility of more current information and/or documents related to the stated subject matter.

Further Information

For further information about this request or the Citywide Records Program, please contact:

Cheyenne Flotree
Citywide Records Program Manager
City of Charlotte/City Clerk's Office
600 East 4th Street, 7th Floor
Charlotte, NC 28202
Cheyenne.Flortree@charlottenc.gov

Amelia Knight
Public Records Specialist
City of Charlotte/City Clerk's Office
600 East 4th Street, 7th Floor
Charlotte, NC 28202
Amelia.Knight@charlottenc.gov

Safe Communities Committee

August 18, 2020, 11:00 a.m.

The public and the media can view the meeting on the [Government Channel](#), the [City's Facebook page](#) or on the [City's YouTube page](#)

Committee Members: Larken Egleston, Chair
James Mitchell, Vice Chair
Dimple Ajmera
Renee Johnson
Victoria Watlington

Staff Resource: Marcus Jones, City Manager

AGENDA

I. Overview of Agenda

Staff Resource: Marcus Jones, City Manager

II. Review of Feedback from the Community Input Group

Staff Resource: Federico Rios, Office of Equity, Mobility and Immigrant Integration

- Input considerations, feedback from the group, and proposed deliverables

Action Requested: Informational and Input

III. Updates on Alignment of CMPD Practices with the "8 Can't Wait" Initiative

Staff Resource: Johnny Jennings, Chief of Charlotte-Mecklenburg Police

- Updates from CMPD

Action Requested: Informational

IV. Continued Discussion on Reviewing the Roles of the Civil Service Board and the Citizens Review Board

Staff Resource: Stephanie Kelly, City Clerk

Federico Rios, Office of Equity, Mobility and Immigrant Integration

- Overview from City Clerk of Civil Service and Citizens Review Boards
- Recommendations from the Citizens Review Board
- Feedback from the Community Input Group on Civil Service Board

Action Requested: Informational and Input

V. Continued Discussion on the Review of Police Training and Recruitment

Staff Resource: Johnny Jennings, Chief of Charlotte-Mecklenburg Police

Federico Rios, Office of Equity, Mobility and Immigrant Integration

- Overview of Training from CMPD
- Feedback from the Community Input Group on Recruitment

Action Requested: Informational and Input

VI. Review of CMPD Rules of Conduct

Staff Resource: Johnny Jennings, Chief of Charlotte-Mecklenburg Police

- Overview from CMPD

Action Requested: Informational and Input

VII. Discussion of Next Steps

Staff Resource: Marcus Jones, City Manager

- Confirm planned items for review at next meeting

Action Requested: Informational and Input

Next Meeting: September 1, 2020 at 11:00

Upcoming topics:

- Continue topic report outs from Community Input Group
- Continue discussions on review of Rules of Conduct
- Review of 600-014 Passive Protest and Peaceful Demonstrations and 600-015 First Amendment Activities

Follow-Up Information

From August 4, 2020 Safe Communities Committee

Additional information was requested for the following items:

- **A breakdown of the categories of calls received by CMPD**

Please see attached [Citizen Initiated Calls for Service Requiring a Patrol Response Within CMPD Jurisdiction](#)

- **Recommendations on who can address minor issues/calls received by CMPD**

Please see below for priority 5 call types that could be further assessed for alternative service options:

CALL TYPE	CALL SUBTYPE	2015	2016	2017	2018	2019	2020
AC-NR/PD: ACCIDENT NON ROADWAY-PROPERTY DAMAGE	REPORT	8,805	9,438	8,832	8,655	8,755	3,756
BE-RESD: BREAK/ENTER RESIDENTIAL-UNOCCUPIED	REPORT	5,029	4,611	4,090	3,629	3,475	1,321
DTP-GRAF: GRAFFITI	REPORT	200	147	159	126	104	80
DTP-PROP: INJURY TO REAL/PERSONAL PROPERTY	REPORT	2,254	2,401	2,475	2,290	2,386	1,208
HR-NR/PD: HIT & RUN-NON ROADWAY-PROPERTY DAMAGE	REPORT	5,559	6,020	5,879	5,766	5,933	2,876
LA-LARC: LARCENY	REPORT	3,020	3,198	3,324	3,377	3,595	1,709
LA-VEHC: LARCENY FROM VEHICLE	REPORT	6,767	8,626	8,409	7,568	8,055	2,973
NC-NOISE: NOISE COMPLAINT	JUST OCCURRED	10,430	10,354	9,722	9,129	8,725	4,384
PRP-ABND: ABANDONED PROPERTY	REPORT	125	170	156	144	147	79
PRP-FND: FOUND PROPERTY	JUST FOUND	1,425	1,477	1,487	1,384	1,493	685
PRP-LOST: LOST PROPERTY	REPORT	37	55	104	86	169	45
QL-HMLSS: HOMELESS PEOPLE	REPORT	547	693	747	810	910	417
TF-BLOCK: ROAD BLOCKAGE	REPORT	238	219	248	322	316	174
TF-PARK: ILLEGAL PARKING	REPORT ONLY	3,653	3,646	3,905	3,778	3,803	1,587
VE-ABN/V: ABANDONED VEHICLE	REPORT	2,145	2,317	2,026	2,194	2,163	965
<i>Total Priority 5 Calls</i>		50,234	53,372	51,563	49,258	50,029	22,259
<i>Percent of all Calls</i>		13.4%	13.5%	12.9%	12.5%	12.4%	10.6%

- **Percent of officers residing in Charlotte after implementation of the residency incentive**

There are many of reason why officers move into the City of Charlotte jurisdiction. The residency incentive (\$2,500) is certainly a benefit that officers are utilizing. So far, 319 officers have received the full residency incentive. (It is broken down into two payments.)

- Currently, 535 CMPD officers (approximately 34%) live within the City of Charlotte jurisdiction,
- 308 officers live outside of the city limits within Mecklenburg County, and
- Approximately 750 officers live outside of Mecklenburg County.

- **Why does it take longer to get hired in the north than here? Do northern cities provide retirement health benefits?**

Pay and benefits are competitive in the Northeast, and the eligible employment lists can have hundreds of applicants. It is common for the applicant lists to be active for several years, and the departments go down the lists based on their needs. It is not uncommon for applicants to wait multiple years to just

Follow-Up Information

From August 4, 2020 Safe Communities Committee

have a chance to move into the background phase of the process with some of the departments. Hiring processes also vary between cities, and in particular for the cities with police unions.

Based on a review of Charlotte's 20 peer cities that are in the northern US:

City	Retirement Healthcare offered to new officers?
Columbus, OH	Yes
Indianapolis, IN	Yes
Minneapolis, MN	Yes* until Medicare age
Portland, OR	No
Seattle, WA	No

- ***Regarding the 2.6 ratio, as it relates to actual output metrics, what are CMPD's performance metrics? (in the context of assessing the need)***

CMPD response time goal for Priority 1 calls for service is 7 minutes. Below are CMPD's average response times for Priority 1 (Emergency) calls for service:

- 2020 Year-to-Date = 6.6 minutes
- 2019 = 6.7 minutes
- 2018 = 6.8 minutes
- 2017 = 6.9 minutes

Our response time goal for Priority 1 calls for service is 7 minutes.

- ***The breakdown of officer's activities and the time spent on those activities***

The majority of an officer's time is spent responding to calls for service (911 calls). Officers also work on the following duties while on shift (A breakdown of percentage of time spent on each of the duties is currently not available):

- Paperwork
- Taking reports
- Training
- Administrative time for body worn camera tagging
- Clearing calls
- Property disposition
- Court

The department facilitates several different officer roles including:

- Patrol officer
- Community coordinator
- Bike officer
- Dual sport officer
- Crime reduction unit officer
- School Resource Officer
- K-9 officer

Follow-Up Information

From August 4, 2020 Safe Communities Committee

- Aviation
- Airport officer
- Homeless outreach officer
- Detectives (homicide, gang, vice, sex crime, etc.)

Officers also work on locating wanted criminal offenders and investigating both property and violent crime trends.

Due to staffing constraints, the capacity for proactive efforts such as walking beats, neighborhood meetings (in-person and virtually), community roll calls and more are limited.

- ***How CMPD's salaries compare to other careers that a Criminal Justice major could pursue***

Job Title	Employer	Minimum Hiring Requirements	Pay Scale	
			Min	Max
FBI Special Agent	Federal Bureau of Investigation	Bachelor's Degree plus 2 Years Professional Experience - usually as Law Enforcement	\$71,674	\$93,175
Border Patrol	U.S. Customs Agency	Bachelor's Degree plus 1 Year Law Enforcement experience or 1 Year Master's level education	\$54,668	\$88,176
Police Officer	City of Charlotte	High School Degree/GED - Ability to obtain LEO certificate	\$45,757	\$78,260*
NC State Trooper	NC Department of Public Safety	High School Degree/GED - Ability to obtain LEO certificate	\$44,000	\$64,202
DEA Agent	U.S Drug Enforcement Administration	Bachelor's Degree plus 1 Year Law Enforcement experience or 1 Year Master's level education	\$40,634	\$68,983
NC SBI Agent	NC State Bureau of Investigation	1 Year Law Enforcement experience or 1 Year Master's level education	\$39,632	\$63,372
Sheriff Deputy	Mecklenburg County	High School Degree/GED - Ability to obtain LEO certificate - usually requires previous 2 Years as a Retention Officer	\$38,498	\$48,123
Retention Officer	Mecklenburg County	High School Degree/GED	\$38,498	\$48,123
NC Probation/Parole Officer	NC Department of Public Safety	Bachelor's Degree plus 1 Year Probation/Parole Officer or law enforcement experience	\$38,125	\$41,938
Security Guard	Private Sector	High School Degree/GED	\$19,911	\$38,563

Notes:

*Number does not include 5% salary premium for 2-year degree, or 10% for 4-year degree incentive that Officers are eligible for.

Jobs that require additional degrees/certifications/licenses include Attorney, Criminologist, Forensic Accountant, Forensic Psychologist, Cyber-Crimes Investigator

- ***Explanation of the cultural indicators that dictate the frequency of use of force during a violent crime in a city and where Charlotte matches on those cultural indicators versus other areas***

This comparison requires consideration of many factors that CMPD and the I&T Data Analytics teams are working to examine. Further information will be provided as available.

**Citizen Initiated Calls for Service Requiring a Patrol Response
Within CPD Jurisdiction (1/1/2020 - 8/2/2020)**

CALL TYPE	COUNT
10-18 URGENT ASSISTANCE NEEDED	2
911-BUSY ON CALL BACK	66
911-HANG UP	1,145
911-NUISANCE CALLS	51
911-OPEN LINE	107
911-UNABLE TO DETERMINE	2,013
911-UNAVAILABLE ON CALLBACK	172
911-WIRELESS	841
Animal Care and Control (A/C) ASSIST OTHER AGENCY	14
A/C CHECK COMPLIANCE	3
A/C NOTIFY	1
A/C ZONECHECK	1
ABANDONED ANIMAL	4
ABANDONED PROPERTY	81
ABANDONED VEHICLE	984
ABC-INSPECTION	1
ABC-INTOXICATED PERSON	706
ABC-VIOLATIONS-CITATIONS	13
ACCIDENT IN ROADWAY-PROPERTY DAMAGE	10,868
ACCIDENT NON ROADWAY-PROPERTY	3,835
ACCIDENT-FATALITY	7
ACCIDENT-PERSONAL INJURY	5,020
Assault with a Deadly Weapon (ADW)- WITH INJURY	738
ADW-NO INJURY	1,713
ADW-SHOTS FIRED INTO OCCUPIED	434
AGGRESSIVE ANIMAL	25
AIRPORT ALARM	13
AIRPORT ALERT	49
ALARM NO PERMIT NUMBER	432
ALARM PERSONAL	11
ALARM-AUDIBLE	232
ALARM-AUTO	40
ALARM-CMS	39
ALARM-COMMERCIAL	7,046
ALARM-COMMERCIAL-HOLD UP	895
ALARM-RESIDENTIAL	4,835
ALARM-RESIDENTIAL-PRIORITY	554
ANIMAL ATTACK	10
ANIMAL BARKING	3
ANIMAL BITE	6
ANIMAL CRUELTY	15

CALL TYPE	COUNT
ANIMAL ODOR	1
ANIMAL RABIES EXPOSURE	12
AOA VIOLATION	3
ARMED PERSON	786
ARMED TO THE TERROR OF PUBLIC	2
ASSAULT- PHYSICAL ONLY	2,759
ASSIST CMS PD	7
ASSIST CORNELIUS PD	1
ASSIST FIRE DEPARTMENT	1,845
ASSIST HIGHWAY PATROL	193
ASSIST LOGISTICS	1
ASSIST MATTHEWS PD	9
ASSIST MEDIC	6,131
ASSIST MINT HILL PD	7
ASSIST OTHER AGENCY	368
ASSIST OTHER JURISDICTION	15
ASSIST PINEVILLE PD	1
ASSISTANCE REQUEST	538
ATTEMPT TO LOCATE	5,250
BOMB SWEEP	1
BOMB THREAT	10
BOMB-SUSPICIOUS ITEM FOUND	4
BREAK/ENTER COMMERCIAL	1,428
BREAK/ENTER RESIDENTIAL-OCCUPIED	1,430
BREAK/ENTER RESIDENTIAL-UNOCCUPIED	2,304
BREAK/ENTER VENDING MACHINES	2
CALLER REQUEST SUPERVISOR	3,484
CARELESS/RECKLESS DRIVING	984
CARRYING CONCEALED WEAPON	10
CDCP CLINICIAN VISIT	105
CHECK THE WELFARE OF	12,021
CITIZEN CONTACT	1,035
CMPD	3
CMS PD	1
COMMUNICATING THREATS-OTHER	589
COMMUNICATING THREATS-PERSON	1,267
CONCOURSE/CHECKPOINT	1
CRISIS INTERVENTION TEAM	8
CRITICAL INCIDENT	1
CRITICAL INCIDENT CIVIL UNREST	6
CURFEW VIOLATION	1
DEATH INVESTIGATION	59
DEATH-NATURAL	8
DIGNITARY SECURITY/ESCORT	6

CALL TYPE	COUNT
DISABLED BOATER	1
DISCHARGING A FIREARM	4,977
DISTURBANCE	17,246
DISTURBANCE TOWING	477
DOMESTIC DISTURBANCE	13,765
DOMESTIC PROPERTY RECOVERY	1,015
DOMESTIC TRESPASS	3
DOMESTIC VIOLENCE-PHYSICAL ASSAULT	6,102
DRAG RACING	189
DRUG PARAPHERNALIA-FOUND/PICKUP	77
DRUG POSSESSION-	1154
DRUG PRESCRIPTION-FRAUD	10
DRUG SALE/PURCHASE	710
DV-ADW- WITH INJURY	159
DV-ADW-NO INJURY	762
DV-COMMUNICATING THREATS-OTHER	353
DV-COMMUNICATING THREATS-PERSON	569
DV-VIOLATION OF LEGAL ORDER	621
DWI	135
ENTICING A JUVENILE	19
ESCORT	1,185
ESCORT TO MENTAL HEALTH	214
EXTORTION/BLACKMAIL	23
FIELD INTERVIEW/SUBJECT STOP	1
FIGHT	728
FIGHT-CROWD	405
FIRE CASE/INV	7
FOOT PURSUIT	2
FOUND PROPERTY	700
FRAUD/FORGERY	712
GAMBLING	9
GRAFFITI	110
HARASSING PHONE CALLS	87
HIT & RUN-FATALITY	5
HIT & RUN-IN ROADWAY-PROPERTY	2,367
HIT & RUN-NON ROADWAY-PROPERTY	2,929
HIT & RUN-PERSONAL INJURY	264
HOMELESS PEOPLE	422
ILLEGAL PARKING	1,997
IN FLIGHT VIOLATION	10
INDECENT EXPOSURE	361
INJURED ANIMAL	56
INJURY TO REAL/PERSONAL PROPERTY	2,160
JUVENILE-PHYSICAL ABUSE OR NEGLECT	446

CALL TYPE	COUNT
JUVENILE-SEX OFFENSE OR SEXUAL ABUSE	106
JUVENILE-WEAPON AT SCHOOL	10
KIDNAPPING	99
KIDNAPPING-JUVENILE-STRANGER	20
LAKE ABANDONED BOAT	5
LAKE ACCIDENT PERSONAL INJURY	1
LAKE ACCIDENT PROPERTY DAMAGE	1
LAKE ASSIST OTHER JURISDICTIONS	1
LAKE ILLEGAL WASTE OR FUEL DISCHARGE	1
LAKE MEDICAL ASSISTANCE	1
LAKE RECKLESS OPERATION	7
LAKE WAKE VIOLATION	5
LARCENY	7,101
LARCENY FROM VEHICLE	3,895
LARGE ANIMAL	8
LASER INCIDENT	3
LICENSE PLATE READER HIT	431
LOITERING	1,729
LOITERING FOR MONEY	2,074
LOITERING-ALCOHOL RELATED	475
LOITERING-PROSTITUTION RELATED	154
LOITERING-SALE/PURCHASE DRUGS	473
LOST PROPERTY	45
MISSING PERSON	1,079
MISSING PERSON-RUNAWAY	539
MISSING PERSONS RECOVERY	483
MISSING PERSON-SPEC NEEDS/CHILD	287
NEGLECT/ABANDON OF DEPENDENT NOT	2
NO OPERATOR LICENSE	2
NOISE COMPLAINT	4,468
NOISE COMPLAINT-CROWD	106
NOISE COMPLAINT-FIREWORKS	392
NOTIFY	1,704
OVERDOSE	850
OWNER SURRENDER	1
PEEPING TOM	22
PERSON DOWN/PUBLIC ACCIDENT	92
PICK UP PROPERTY OR EVIDENCE	1,006
PORNOGRAPHY	7
PUBLIC URINATION	77
RAPE/SEXUAL ASSAULT	407
ROAD BLOCKAGE	2,670
ROBBERY FROM BUSINESS	155
ROBBERY FROM BUSINESS-ARMED	162

CALL TYPE	COUNT
ROBBERY FROM PERSON	352
ROBBERY FROM PERSON-ARMED	454
SECURITY CONCERN	9
SERVE LEGAL PAPERS	2,034
SPECIAL EVENT	3
STALKING	66
STOLEN VEHICLE	2,660
STRAY ANIMAL	19
SUICIDE-ATTEMPT	464
SUICIDE-THREAT	1,746
SUSPICIOUS INCIDENTS	557
SUSPICIOUS PERSON/PROWLER	6,264
SUSPICIOUS PROPERTY	191
SUSPICIOUS VEHICLE OCCUPIED	5,005
SUSPICIOUS VEHICLE UNOCCUPIED	977
SUSPICIOUS-AIRCRAFT	4
TRAFFIC CONTROL/MALFUNCTION	1,164
TRAFFIC STOP	990
TRASH/LITTERING	83
TRESPASS	1,996
TRUANCY	75
UNAUTHORIZED USE OF VEHICLE	64
VEHICLE CHECKPOINT	8
VEHICLE DISABLED IN ROADWAY	2,308
VEHICLE DISABLED NOT IN ROADWAY	140
VEHICLE RECOVERY	661
WARRANT SERVICE	467
WARRANT SERVICE-SPECIAL SERVICE	1
WARRANT-PUBLIC/911 CALL	478
WEAPON FIREARM BY FELON	9
WILD ANIMAL	17
WORTHLESS CHECKS	1
ZONE CHECK	2,182
Total CFS	211,871
Total "Violent" CFS	20,366
"Violent" % of Total	10%

Overview of the Citizens Review Board and the Civil Serve Board

Safe Communities Committee Meeting

August 18, 2020

Citizens Review Board

The Board reviews appeals by citizens who file complaints on dispositions imposed by the Chief of Police or his designee relating to allegations of misconduct against a sworn police officer.

Types of complaints:

- use of force
- unbecoming conduct
- arrest, search, and seizure
- arbitrary profiling
- discharge of a firearm by an officer which results in the death or injury of a person

The Board also serves in an advisory role to the Chief of Police, the City Manager, and the City Council. It is charged with making periodic reports to the Chief of Police, the City Manager, the City Council, and the Community Relations Committee.

Membership: 11 (3 by Mayor, 5 by Council, 3 by City Manager)
1 Hispanic (female)
7 Black (3 females, 4 males)
2 White (males)

Term Length: 3 Years, staggered
Term Limit: 2 Terms

Counsel to the Board:

Cary B. Davis,
Julian Wright, and
Gabe Wright
*Robinson, Bradshaw &
Hinson, P.A.*

Civil Service Board

The Board is a quasi-judicial board that was established in 1929 by the North Carolina General Assembly. At present, its principal functions are to evaluate and potentially approve new applicants for employment as submitted to the Board by the Fire and Police Chiefs; to evaluate and potentially approve all promotions and demotions recommended by the Chiefs of both departments; to maintain a register of officers graduating from the academy; to hold hearings for employees of these departments who have been cited for termination by the Chief; to hold hearings for employees of these departments, upon their request, against whom charges have been brought by the Chiefs of the respective department; and to require that the departments investigate matters involving Police Officers or Firefighters in the public interest.

Membership: 9 members (3 by Mayor, 6 by Council)

4 Black (1 female, 3 males)

1 Hispanic (male)

4 White (2 females, 2 males)

Term Length: 3 Years, staggered

Term Limit: 2 Terms

Meeting Day: 1st Tues, monthly

Meeting Time: 4:00 p.m.

Meeting Location: Government Center

Time Commitment: 1+ hours monthly; 2 to 5 hearings/year (lasting 1 to 3 days)

Counsel to the Board:

Andrea Leslie-Fite, Senior Assistant City Attorney

Overview of CRB Recommendations & Opportunities

I. CRB policy recommendations adopted by CMPD:

1. De-escalation requirement added to Use of Force policy
 - CRB has pushed for this since at least the Keith Scott shooting
 - Language added to policy not as strong as what CRB advocated
2. Body Worn Cameras (BWCs)
 - CRB pushed for years for CMPD to implement a department-wide program to capture audiovisual recordings of all police interactions with the public.
 - That eventually happened: BWCs are now issued to all officers and generally must be activated when encountering members of the public
 - In addition, CMPD adopted specific CRB recommendations to require officers:
 - to activate BWC when asking for consent to search
 - to wear BWC and comply with BWC policy when working off-duty
3. Time limits to investigate misdemeanor traffic offenses
 - Must follow up within 48 hours
4. Activate DMVR when transporting a suspect in a police cruiser
5. Duty to Intervene
 - CMPD initially rejected this recommendation when CRB pushed for it in response to Chief Putney's request for input on revisions to Use of Force policy, and again following the Danquirs Franklin appeal
 - In the aftermath of George Floyd, added a duty to intervene to Neglect of Duty policy
6. New vehicle apprehension policy after Keith Scott

II. CRB recommendations not fully adopted; other areas for improvement

1. Subpoena power
 - CMPD was behind this until the Franklin case highlighted the potential for issuing a subpoena to the accused officer; now CMPD opposes, at least as to granting broad subpoena power that doesn't carve out the accused officer
 - City Manager could require accused officers to appear as part of employment policies
 - Appearing, either in response to subpoena or pursuant to city policy, would not strip the officer of his/her constitutional right to plead the Fifth
2. New "Justified but Potentially Preventable" disposition
 - For situations where the shooting itself may have been justified but police actions escalated the situation unnecessarily
 - City Ordinance amended to include this new category

Overview of CRB Recommendations & Opportunities

4. Study reaction time when suspect has a gun but not pointed at police
 - CMPD initially agreed to do this after Keith Scott
 - Issues setting up a reliable study led CMPD to abandon the project
5. Duty to Intervene
 - Need to amend City Ordinance to give CRB jurisdiction to review violations of Neglect of Duty policy because that's where the duty to intervene now lives

III. Areas to strengthen Citizen's Review Board

- Subpoena power
- "Justified but potentially preventable" disposition
- Jurisdiction to review Neglect of Duty violations

Safe Communities' Community Input Group

Sub Group Analysis

Topics for Specific Feedback

- **Role of the Civil Service Board**
- Passive Protests and Peaceful Demonstrations
- First Amendment Activities
- Criminal Process

Sub Group Members:

Rev. Peter Wherry

Kass Ottley

Ann Kuester Steppe

Ryan McGill

Topic 1. Civil Service Board

*How to make CSB process more accessible? -> Educational outreach possibly through Corridors of Opportunity work?(Cherie) Make meetings available to public via WebEx or Zoom? (Ryan)

*Are CMPD applicants asked about tattoos? (Wherry)

*Psycho-social history (narrative)? CMPD would complete this in-house and CSB would review results (Wherry)

Concerns/Improvement Opportunities	Factors for Consideration	Proposed Changes to Consider
How to make it so CRB and CSB work better together	Changes to scope of CSB would have to be approved by General Assembly	Have CSB to act as appeal board (Ryan)
Giving citizens of Charlotte another avenue to have the decisions made by Chief of Police appealed		Have CSB to act as appeal board (Ryan)

Concerns/Improvement Opportunities	Factors for Consideration	Proposed Changes to Consider
* Lack of transparency in deliberations creates some sense of hiding among citizens	Employee has option to make hearing open or closed. If open, the trial is public	Possible to have some portion of deliberations to be made public? (Wherry)
Minimize opportunity for officers to disconnect from community		Make sure that officers live within the City (Ryan)



Training & Education

Charlotte-Mecklenburg Police Department
Aug. 18, 2020



OVERVIEW

- * Police Academy and curriculum
- * Leadership training and development
- * Community training opportunities





ACADEMY AND CURRICULUM



CMPD TRAINING ACADEMY

More than 50 certified instructors; Highly trained in various BLET topics





BASIC LAW ENFORCEMENT TRAINING – AT THE ACADEMY



State Requirement --- 640 hours

CMPD Requirement --- 1,040 hours

In-Service State Requirement --- 24 hours



BLET CURRICULUM – STATE REQUIREMENT

BLET Topic List and Hours	Required Hours		
Course Orientation	2	First Responder	32
Physical Fitness Training	54	Domestic Violence Response	16
Ethics for Professional LE	4	Controlled Substances	12
Arrest, Search and Seizure/CL	28	Techniques of Traffic Law Enforcement	24
Elements of Criminal Law	24	In-Custody Transportation	8
Communication Skills for LE	8	Traffic Crash Investigation	24
Law Enforcement Radio Procedures	8	Explosives & Hazardous Material	
Field Notetaking & Report Writing	12	Emergencies	12
Interviews: Field & In Custody	16	Individuals W/Mental Illness or	
Subject Control Arrest Techniques (SCAT)	40	Developmental Disabilities	24
Juvenile Law & Procedures	8	Crowd Management	12
Fingerprinting & Photographing Arrestees	6	Preparing for Court & Testifying in Court	12
Responding to Victims & the Public	10	Patrol Techniques	28
Firearms	48	Sheriff's Responsibilities: Detention Duties	4
Criminal Investigation	34	Sheriff's Responsibilities: Court Duties	6
ABC Laws & Procedures	4	Civil Process	24
Motor Vehicle Law	20	Anti-Terrorism	4
Law Enforcement Driver Training	40	Rapid Deployment	8
Crime Prevention Techniques	6	Human Trafficking	2
		Testing	16
		TOTAL	640



BLET CURRICULUM – ADDITIONAL CMPD REQUIREMENT

Topic

Drill and Ceremony
 OC Training
 Bloodborne Pathogen
 BWC
 CMPD History
 Scenario Training (De-Escalation)
 K9 Perimeter/Suspect Encounter
 Drivers Training
 Subject Control & Arrest Tactics Training
 Firearms
 KBCOPS Training
 DCI/NCIC/NCAWARE
 Taser Training

Topic

Surviving the first 3 Seconds
 Legal Update
 Ride-A-Long in Patrol Division
 Spanish for Law Enforcement
 Community Enrichment
 Cultural Competency
 Diversion Training
 Developing Resilience
 Domestic Violence Strangulation
 Bus tour
 Tactical Decision Making
 2nd Shift Ride-Along
 Criminal investigations scenarios



CRISIS INTERVENTION TEAM TRAINING

Employees Trained

- Officers --- 710
- Dispatchers and NEPS --- 178
- Crisis Intervention Team (CIT) --- 40 hours of training for sworn
 --- 16 hours for non-sworn
- Officers must be in the department for 1-2 years before CIT
- CIT Refresher Course --- 4 hours (every 2 years)



CPCRT TRAINING

Community Policing Crisis Response Team:

- CMPD makes a commitment to being responsive to those suffering with mental illness.
- Launched in April 2019
- The program has 8 officers (experienced veterans and instructors) and 6 licensed clinicians
- Responded to over 2,800 calls for service
- If officers are not responding to a call, they are proactive --- meeting with community members, conducting follow ups, etc.
- Approximately half were able to be referred to services
- Diverted 62% of community members from jail or psych hospitals; these issues were solved on the scene. (8% would have gone to jail)



DE-ESCALATION AND CULTURAL COMPETENCY TRAINING

Surviving Verbal Conflict (Verbal Judo) - 4 hrs., Academy Staff (De-Escalation)

Scenario Day 1 and 2 (De-Escalation) - 6 hrs., Academy Staff (De-Escalation)

Cultural Competency - 8 hrs., Jennifer Davis & Associates

Tactical Decision Making - 4 hrs., CMPD Staff (De-Escalation & Implicit Bias)

Dealing with Subjects with Mental Illness (BLET) - 24 hrs. (De-Escalation & Implicit Bias)

Communication Skills (BLET) - 8 hrs. (Cultural Competency & De-Escalation)

Dealing with Victims and the Public (BLET) - 10 hrs. (De-Escalation & Implicit Bias)

TOTAL HOURS – 64 hours of training



PROFESSIONAL DEVELOPMENT



LEADERSHIP TRAINING AND DEVELOPMENT

- **Command College** – A formalized leadership program for CMPD command staff and other agencies
 - 6-week program

Offers comprehensive course of study in:

- Cultural Proficiency
- Leadership Development
- Community Impact
- Governmental Functions
- Media Strategies
- Problem Solving
- Defensive Tactics
- Communication
- Health/Fitness
- Service Excellence



LEADERSHIP TRAINING AND DEVELOPMENT

- **Sergeants Course –**
 - Designed for first line supervisors at the rank of Sergeant
 - This 6-week course convenes for 17 sessions
 - Consists of a class size of 16-20 Sergeants
 - Offered quarterly
 - A practical training course focused on the specific and high liability job dimensions of a CMPD Sergeant.



LEADERSHIP TRAINING AND DEVELOPMENT

- **Sergeants Course –**

The topics include:

 - A self-assessment and 360 reviews
 - Leadership styles and police management
 - Leadership and problem solving during critical incidents
 - Fundamentals of policing
 - Law and policy
 - Crime fighting
 - Community engagement
 - Physical health
 - Officer wellness



ELECTIVE COURSES

Additional Classes Offered for Professional Development

- Basic Spanish for Law Enforcement
- Responding to Elder Abuse
- Tactical Medical First Aid
- Mental Health First Aid
- Women in Leadership
- Personal Branding



EXTERNAL/COMMUNITY TRAINING
OPPORTUNITIES



COMMUNITY TRAINING OPPORTUNITIES

Racial Equity Institute Training

- In partnership with Race Matters for Juvenile Justice (RMJJ)
- About 700 CMPD personnel have received this training
- Training in place since 2010



COMMUNITY TRAINING OPPORTUNITIES

Communicating Law Enforcement Actions & Responsibilities (CLEAR) Workshops

3-day event to give community members an inside understanding of CMPD's processes, services and operations.

Participants will learn:

- Staffing and deployment of officers
- Crime fighting and community engagement strategies
- Arrest, search and response to resistance laws and policies
- Accountability and investigation of police misconduct





COMMUNITY TRAINING OPPORTUNITIES

Citizens Academy – 2 months

- Department Mission & Structure, Tour of Training Academy
- Constitutional Law, Laws of Arrest, Search and Seizure
- Response to Resistance / Defensive Tactics
- Firearms Training, Firearms Training System
- Traffic Stops, Police Driving
- Activity Day, SWAT, Bike Patrol, K9, Helicopter, AC&C, Lake Enforcement, Bomb Squad and Volunteer Unit
- Crime Scene Search, Crime Lab, Communications - 911



COMMUNITY TRAINING OPPORTUNITIES

Citizens Academy (cont.) – Online Sessions

- CMPD History, Police Officer Recruitment & Selection, and Police Officer Recruit & In-Service Training
- Internal Affairs and Crime Prevention
- Traffic Enforcement and Body Worn Camera
- Criminal Investigations and Gang Unit
- Police Records, Crime Reporting, Property Control
- Community Policing - Philosophy and Use of Crime Analysis
- Community Engagement (CMPD YouTube Channel)
- Community Meeting
- Patrol Ride-Along



Safe Communities' Community Input Group

Sub Group Analysis

Topics for Specific Feedback

- Roles of Police Recruitment and Training
-
-

Sub Group Members: Tonya Jameson, Geoff Alpert, Michael Barnes, Vicki Foster, Fatina Lorick, Corine Mack

Topic 1. Recruitment and Training

Discussion Notes

Concerns/Improvement Opportunities	Factors for Consideration	Proposed Changes to Consider
<p>Vicki Foster: If there are concerns by a recruiter and it has happened and the top official doesn't agree, the notes of the recruiter should still be presented to civil service Recruiters should be allowed to express their concerns if any to civil service</p>	<p>Can cause retaliation on the recruiter (an example is with a police officers son)and the recruiter found things that disturbed them but the official was a friend and over the recruiter and wanted to suppress the notes</p>	<p>Any concerns by the recruiter should have be noted and turned in without retribution or bias by the recruiter or official</p> <p>Request all notes of concern</p>
<p>Civil Service involvement</p>	<p>May need training on key things to focus on as they can sometimes get hung up on small things (driving records etc) need more question about those coming from other agencies</p>	<p>Although obtaining IA records from other agencies tis he best actual tool we have, not all cops that are not good cops have IA records, we need recruiters who can go to the agencies and talk with people they have worked with and for of all different backgrounds</p>

<p>Social media tells a lot about a person and we need to figure out how to get info earlier (although hard without passwords and permission)</p>	<p>Most are aware their social media will be looked at and they have time to clean it up ahead of time even before the interview where they ask to see it</p>	<p>Not sure of the solution but thinking</p>
<p>There is a need for more real recruiters where they can go spend time, unfortunately a lot of their time is administrative</p>	<p>Hard to do with their caseloads and intensive work they have to do as this involves Need more actual recruiters</p>	
<p>Time to look at all psychological tests again to see if there is anything else out there that may be better..no test will measure a persons heart, racism or agenda but need to constantly check for improvements</p>	<p>Cost is a factor if new ones are found and validation studies</p>	<p>Look for new or other psych tests to ensure we are keeping up with the times</p>
<p>More recruiters that look like what you want to recruit although CMPD has done a good job at that, more is needed</p>	<p>Some people have been in the role a long time and are callous and don't like thinking outside the box</p>	<p>Move them, yes it causes issues and possibly lawsuits but we know who they are, if you constantly speak ill of the agency itself should you be a recruiter</p>
<p>Resident Incentive</p>	<p>Very good tool and im more than familiar with the idea but the suggestion of adding more money to get people to live in those 4 areas will not likely produce what you think</p>	<p>Officers move out of the city for a host of reasons primarily taxes as the department is younger now and making 50k a year with a family they chose to live where taxes are cheaper, the other issue is its real easy to say live here but ask yourself do you want to live there for a few thousand extra dollars? Officers want to be OFF too, you will never be OFF as people perceive you to be their</p>

		<p>personal police if living in the neighborhood. You become 911, next you have to feel safe for you and your family. Certain areas will require enforcement action and they have to worry about if they had to lock up someone in the area if they and their family are safe. We tried this in the 90's when Earle village was being transformed. Not saying you will not find any but unlikely to net what you expect</p>
<p>Finding other people or companies to answer non-violent</p>	<p>Can work as proven by the COPS (citizens on patrol) who handle certain small things like picking up found items and turning them in, helping direct traffic etc however they are volunteers and not paid so you don't have as much control on how many are working a given day and how long. There are many areas someone else can do. Many have been tried but can be tried again but the City will need to help with the buy-in. When CMPD tried to implement many citizens were upset and demanded to see the police saying it was their tax dollars (ie stolen cars, larcenies)</p>	<p>Would need the city to push and do education on the "why" doesn't work well coming from CMPD. Has to be a joint effort. They will call them saying they want to see a officer and once you cave that's all it takes.</p> <p>Look at call impact, victim/citizen impact, hours saved and time saved. Will have to be paid positions, cant do consistency with volunteers</p>
<p>Geoff Alpert: Impact of training</p>	<p>While we were provided the statistics on training there was no information about its impact or effectiveness.</p>	<p>Consider the academy scores as part of an evaluation of officer performance. This could be done randomly or when there is a complaint filed against an officer</p>
<p>Evaluation of training</p>	<p>Again, the hours and topics are one thing – but there was no information of how the training</p>	<p>Develop and implement a survey and hold focus groups of officers who have been on the department for a while to</p>

	is perceived by officers AFTER they have been in the field.	determine which areas should be improved. This should be done by an outside entity, perhaps UNCC?
Modification of training	Agency and officer data	Using the agency and officer data, a committee of stakeholders should make recommendations to the department for modifications or changes

Statement from Rev. Corine Mack

We need to ensure that police training is more communal and community friendly. There are simply too many officers on the street who are not prepared to be there. In fact, American police officer training is only a fraction of the time allotted in other civilized societies. Most police departments, paramilitary traditions extend well beyond the academy. Senior police officials commonly refer to patrol officers as "troops."

The paramilitary aspects of police culture are so deeply entrenched that most officers and police chiefs take them for granted, rarely questioning the need for boot polishing, drill and formations, and rigorous mandatory workouts as a central part of police training. But the paramilitary model is as pernicious as it is ubiquitous, and any meaningful approach to police transformation needs to confront it head-on.

Culturally responsive, localized approaches are the only way forward. The experts are assembled, the data has been compiled, and the research is complete. It is time for law enforcement to utilize the collective benefit of culturally sensitive researchers, policy experts, civil rights lawyers, experienced trainers and the voices of the individuals who continue to be ritualistically sacrificed at the altar of injustice.

Recruiting must include specific qualifications and qualities.

Important Qualities

Communication skills. Police and detectives must be able to speak with people when gathering facts about a crime and to express details about a given incident in writing.

Empathy. Police officers need to understand the perspectives of a wide variety of people in their jurisdiction and have a willingness to help the public.

Good judgment. Police and detectives must be able to determine the best way to solve a wide array of problems quickly and safely.

Leadership skills. Police officers must be comfortable with being a highly visible member of their community, as the public looks to them for assistance in emergency situations. All communities should be able to recognize an officers leadership skills by the way he/she interacts in the community.

Perceptiveness. Officers, detectives, and fish and game wardens must be able to anticipate a person's reactions and understand why people act a certain way. Having officers with experience in mental health is a plus.

Physical stamina. Officers and detectives must be in good physical shape, both to pass required tests for entry into the field, and to keep up with the daily rigors of the job.

Mental stamina. There must be a continual test of officers mental capacity and capabilities to deal with all people fairly. The rules of engagement on the streets of Charlotte are not the same rules of engagement in war.

Physical strength. Police officers must be strong enough to physically apprehend offenders but make room to adjust for physical differences of gender.

Culturally Responsible. Culturally relevant and responsive to the true needs of the community. Ultimately, transparency and accountability must serve as guides along the path to police reform.

Racial Bias and Implicit Bias. Every recruit must be tested for bias. Explicit racism — where police officers used mugshots of Black people as target practice. This training must be ongoing.

In CMPD, they used brown paper when training for all assailants. I brought it to Chief Monroe's attention and that practice ended. Imagine the subliminal and implicit biases that training instilled. Such biases may occur at the implicit bias level, where people's subconscious biases guide their choices even when they're not fully aware of it.

Residency Requirements- The majority of CMPD officers should live in the city they serve. There isn't any attachment to the community when you don't live in the City.

Background checks. All background checks should include extra curricular activities including membership of white supremacists and white nationalists groups.



Rules of Conduct

Charlotte-Mecklenburg Police Department
Aug. 18, 2020



PURPOSE

The Charlotte-Mecklenburg Police Department has a **well established tradition of serving the community with integrity and in a professional manner.**

To maintain that tradition and continue improving the quality of service the department provides to the community, each and every employee must accept the responsibility for their role in **maintaining integrity, quality and high professional standards.**





POLICY

- A. CMPD expects all employees to maintain professional standards in their conduct on and off duty, and observe all policies and procedures in carrying out their responsibilities.
- B. CMPD will investigate all complaints against employees to final disposition. When directed by the designated department authority, employees are required to make truthful statements during administrative investigation or inquiry.
- C. CMPD has the responsibility to identify and address employee behavior that discredits the department or impairs its effective operation. Rights of the employee and the public must be preserved, and any investigation or hearing arising from a complaint will be conducted in a fair and timely manner with truth as its primary objective.



REVIEW LEVEL

- All complaints of Rules of Conduct are investigated by Internal Affairs.
- The review and adjudication of these complaints are handled in one of two ways:
 - Independent Chain of Command Review Board (ICOC): a disciplinary review board comprised of supervisors and peers when selected who are not members of the employee's immediate chain of command. Independent review board members are selected from a pool of available supervisors and peers.
 - Service Area Bureau





RULES OF CONDUCT

Abuse of Position
Arbitrary Profiling
Arrest, Search, and Seizure
Associations
Conformance to Laws
Duty to Report
Gifts, Gratuities, and Donations
Harassment
Improper Use of Property and Evidence
Insubordination
Intervention
Labor Activity
Participation in Administrative Investigations
Political Activity
Possession and Use of Drugs
Public Statements and Appearances
Residence and Telephone Requirements
Truthfulness
Unbecoming Conduct
Unsatisfactory Performance
Use of Alcohol on Duty or in Uniform

Use of Department Equipment
Response to Resistance
Use of Weapons
Visiting Prohibited Establishments
Absence from Duty
Chain of Command
Complaints
Courtesy
Departmental Reports and Records
Driving
Employment Outside CMPD
Identification
Knowledge of Regulations
Legal Process Brought by or Against Employees
Neglect of Duty
Personal Appearance
Radio Communications
Reporting for Duty
Supervision
Use of Tobacco
Violations of Rules
Use of Body Worn Cameras

- **BOLD DESIGNATES ROCs that can be appealed to the CRB**
- **ALL ROCs can be reviewed by the ICOC Board**



APPENDIX A

Rule of Conduct	Charge Code	Investigation Level	Review Level
Abuse of Position	22 (A1-A3,B-G)	IA	ICOC or Service Area/Bureau
Arbitrary Profiling	41 (A-D)	IA	ICOC Review Board
Arrest, Search, and Seizure	29	IA	ICOC Review Board
Associations	15	IA	ICOC or Service Area/Bureau
Conformance to Laws	14 (A-C)	IA	ICOC or Service Area/Bureau
Duty to Report	43 (A-C)	IA	ICOC or Service Area/Bureau
Gifts and Gratuities, and Donations	23 (A,B,C1,C2,D)	IA	ICOC or Service Area/Bureau
Harassment	39	IA/HR	ICOC Review Board/HR
Improper Use of Property and Evidence	31	IA	ICOC or Service Area/Bureau
Insubordination	4 (A,B)	IA	ICOC or Service Area/Bureau
Intervention	30 (A1,A2,B)	IA	ICOC or Service Area/Bureau
Labor Activity	12	IA	ICOC or Service Area/Bureau
Participation in Administrative Investigations	35 (A,B,C1-C5)	IA	ICOC or Service Area/Bureau
Political Activity	13	IA	ICOC or Service Area/Bureau
Possession and Use of Drugs	18 (A,B)	IA	ICOC or Service Area/Bureau
Public Statements and Appearances	24 (A-D)	IA	ICOC or Service Area/Bureau
Residence/Telephone Requirement	7 (A-C)	IA	ICOC or Service Area/Bureau
Truthfulness	38 (A1-A6,B,C)	IA	ICOC or Service Area/Bureau
Unbecoming Conduct	6 (A,B1-B4)	IA	ICOC Review Board
Unsatisfactory Performance	5 (A-C)	IA	ICOC or Service Area/Bureau
Use of Alcohol on Duty or in Uniform	17 (A,B)	IA	ICOC or Service Area/Bureau
Use of Department Equipment	32 (A,B)	IA	ICOC or Service Area/Bureau
Response to Resistance	28 (A,B)	IA	ICOC Review Board
Use of Weapons	27	IA	ICOC or Service Area/Bureau
Visiting Prohibited Establishments	16	IA	ICOC or Service Area/Bureau



CONFORMANCE TO LAWS

- Employees will obey all laws of the U.S. and any state and local jurisdiction.
- Employees will not obey any order which they know or should know requires them to commit an illegal act.
- Any employee arrested or charged with any crime must notify the Chief of Police within 48 hours of being cited or charged.
 - Any suspension or revocation of an employee's motor vehicle operator's license must be reported to the Chief of Police



ARBITRARY PROFILING

Officers will not conduct any law enforcement activity that is motivated by an arbitrary stereotype or profile.

- Racial Profiling: Officers are prohibited from detaining, arresting, or conducting any law enforcement action against an individual solely based on the individual's perceived race, color, national origin, or ancestry
- Other Biased Based Policing: Officers are prohibited from detaining, arresting or conducting any law enforcement action against an individual solely based on the individual's actual or perceived gender, religion, disability, sexual orientation and/or their marital, parental, military discharge, or socioeconomic status.
- Language: Officers are prohibited from using derogatory or disrespectful language nicknames, terms, slurs, or slang that refers to a person of a particular racial group, national origin, religion, gender, sexual orientation or disability.
- Foreign Nationals: CMPD will provide law enforcement service and protection to all members of the Charlotte-Mecklenburg community.



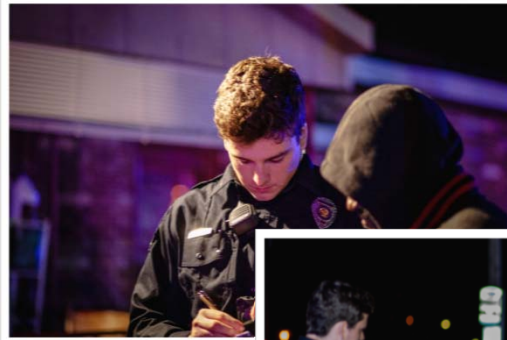
ARREST, SEARCH, & SEIZURE

Officers will not make any arrest, search or seizure which they know, or should know, is not in accordance with the law.



HARASSMENT

No employee will intentionally subject any fellow employee to any verbal or physical harassment of a sexual, ethnic, racial, disability or religious nature.



*These complaints can also be reviewed by Human Resources



UNBECOMING CONDUCT

- Employees will conduct themselves at all times, both on and off duty, in a manner which is in keeping with the highest standards of the law enforcement profession.
- Employees of CMPD are prohibited from engaging in any conduct which:
 - Brings CMPD into disrepute;
 - Reflects unfavorably upon the employee as a member of CMPD;
 - Damages or negatively affects the reputation of any member of CMPD;
 - Impairs the operation or efficiency of CMPD or any of its personnel



RESPONSE TO RESISTANCE (FORMERLY USE OF FORCE)

- Officers will use no more force than necessary in the performance of their duties and will then do so only in accordance with CMPD procedures and the law.
- Officers will comply with CMPD procedures concerning the documentation and investigation of the use of physical force.



RULES OF CONDUCT – SOME HISTORICAL CONTEXT


- In 2014, the City of Charlotte passed the Civil Liberties Resolution, which went into effect in June 2015. The Resolution protects citizens from racial profiling and provides the Charlotte Citizens Review Board the opportunity to hear complaints related to arbitrary profiling. In May 2015, CMPD's Arbitrary Profiling directive was amended to incorporate guidelines included in the Civil Liberties Resolution.
- In 2017, Rule of Conduct 43 – Duty to Report was added to CMPD's policies. This rule requires employees who witness or have knowledge of another employee engaging in what may be unbecoming conduct to report that immediately to a supervisor. In addition, the policy requires any employee who witnesses or has knowledge of another employee engaging in behavior that violates any State or Federal law to immediately report it to a supervisor. The final part of the policy requires any employee who witnesses or has knowledge of a use-of-force that is required to be reported to immediately notify a supervisor.



RULES OF CONDUCT – SOME HISTORICAL CONTEXT

- In 2020, Rule of Conduct 10-F – Neglect of Duty was revised to include a "Duty to Intervene" provision to ensure Officers will take appropriate and immediate action in any situation in which they know or should have known their failure to act would result in an excessive response to resistance or egregious behavior which shocks the conscience.



	Charlotte-Mecklenburg Police Department		ROC
	Interactive Directives Guide	Rules of Conduct	
		Effective Date 06/04/2020	1 of 11


1. Abuse of Position **22 (A1-A3, B-G)**

- A. Employees will not use their official position or identification for:
 - 1. Personal or financial gain.
 - 2. Obtaining privileges not otherwise available to them except in the performance of their duty.
 - 3. Avoiding the consequences of illegal acts.
- B. Employees will not lend to another person their official identification cards, badges, or permit them to be photographed or otherwise reproduced without the prior approval of the Chief of Police.
- C. Employees will not permit the use of their names, photographs, or official titles that identify them as police officers or as employees of the Charlotte-Mecklenburg Police Department (CMPD) in connection with testimonials or advertisements of any commodity or commercial enterprise without the prior approval of the Chief of Police.
- D. Employees will take no part, either directly or indirectly, in sales promotions, solicitations, fund raising campaigns, or similar activities for personal gain or benefit of commercial enterprise while representing themselves as police officers or as employees of CMPD, or authorize others to conduct themselves in a manner as indicated above that would leave the impression they are representing CMPD, without the prior approval of the Chief of Police.
- E. Employees while on duty or acting in an official capacity will not recommend or suggest in any manner, except in the transaction of personal business with family and close friends, the employment or procurement of a particular product, professional service, or commercial service.
- F. Employees will not interfere with or attempt to influence the lawful business of any person.
- G. Employees will not knowingly make false accusations or false criminal charges.

2. Arbitrary Profiling **41 (A-D)**

Officers will not conduct any law enforcement activity that is motivated by an arbitrary stereotype or profile. All law enforcement activity involving the detention of a member of the public must be based on a lawful and articulable action.

- A. **Racial Profiling:** Officers are prohibited from detaining, arresting or conducting any law enforcement action against an individual solely based on the individual's actual or perceived race, color, national origin, or ancestry.
- B. **Other Biased Based Policing:** Officers are prohibited from detaining, arresting or conducting any law enforcement action against an individual solely based on the

	Charlotte-Mecklenburg Police Department		ROC
	Interactive Directives Guide	Rules of Conduct	
		Effective Date 06/04/2020	2 of 11

individual's actual or perceived gender, religion, disability, sexual orientation and/or their marital, parental, military discharge, or socioeconomic status.

- C. Language: Officers are prohibited from using derogatory or disrespectful language nicknames, terms, slurs, or slang that refers to a person of a particular racial group, national origin, religion, gender, sexual orientation or disability.
- D. Foreign Nationals: CMPD will provide law enforcement service and protection to all members of the Charlotte-Mecklenburg community.

3. Arrest, Search, and Seizure **29**

Officers will not make any arrest, search or seizure, which they know, or should know, is not in accordance with the law.

4. Associations **15**


Employees will avoid associations with persons who they know, or should know, are involved in criminal activity, are under criminal investigation or indictment or who have a serious criminal record, except as necessary to the performance of official duties or where unavoidable due to family relationships.

5. Conformance to Laws **14 (A-C)**

- A. Employees will obey all laws of the United States and of any state and local jurisdiction in which they may be present and will obey all administrative regulations enacted pursuant to local, state, or federal law.
- B. Employees will not obey any order which they know or should know requires them to commit an illegal act.
- C. Any employee arrested or charged with any crime, to include traffic related charges such as Hit and Run, DWI, Death by Motor Vehicle, must notify the Chief of Police in writing within 48 hours of that arrest or charge. Any employee must notify the Chief of Police in writing within 48 hours of being cited or charged with any traffic offenses or infractions that could result, if there were a conviction, in a suspension or revocation of the employee's driver's license. The employee will also notify the Chief of Police in writing of the court disposition within 48 hours of that disposition. In addition, any suspension or revocation of an employee's motor vehicle operator's license must be reported to the Chief of Police within 48 hours of this action regardless of whether the suspension or revocation is the result of a conviction.

6. Duty to Report **43 (A-C)**

- A. Any employee that witnesses another employee engaging in behavior which may constitute Unbecoming Conduct or has knowledge an employee engaged in Unbecoming Conduct, shall report it to a supervisor immediately.

	Charlotte-Mecklenburg Police Department		ROC
	Interactive Directives Guide	Rules of Conduct	
		Effective Date 06/04/2020	3 of 11

- B. Any employee that witnesses another employee engaging in behavior which violates any State or Federal law or has knowledge an employee violated State of Federal law, shall report it to a supervisor immediately.
- C. Any employee that witnesses a use of force or has knowledge of a use of force that is required to be reported, shall report it to a supervisor immediately.

7. Gifts, Gratuities, and Donations **23 (A, B, C1, C2, D)**

- A. Employees will not use their position to solicit any form of gift, gratuity, or service for gain.
- B. Employees will not use their position to solicit any donations while representing themselves as a CMPD employee without the prior approval of the Chief of Police. Any employee desiring to seek donations from any entity will submit a written request to the Deputy Chief of Administrative Services to be routed to the Assistant Chief of Police. The request will include entity's name, type of donation, and the amount requested.
- C. Employees will not accept from any person, business, or organization any gift if it may reasonably be inferred that the person, business, or organization:
 - 1. Seeks to influence an official action or to affect the performance of an official function.
 - 2. Has an interest, which may be substantially affected, either directly or indirectly, by the performance or non-performance of an official function.
- D. Employees may not accept any form of reward for the performance of an official function without the prior approval of the Chief of Police.

8. Harassment **39**


No employee will intentionally subject any fellow employee to any verbal or physical harassment of a sexual, ethnic, racial, disability or religious nature.

9. Improper Use of Property and Evidence **31**

Employees will not convert to their own use, manufacture, conceal, destroy, remove, tamper with or withhold any property or evidence in connection with an investigation or other police action, except in accordance with established CMPD procedures.

10. Insubordination **4 (A,B)**

- A. Employees will promptly obey any lawful order or direction of a supervisor. This includes any lawful order or direction relayed from a supervisor by an employee of the same or lesser rank. If an employee does not understand the direction given to them the employee will seek guidance from a supervisor.
- B. Employees will not use profane or intentionally insulting language toward any supervisor.

	Charlotte-Mecklenburg Police Department		ROC
	Interactive Directives Guide	Rules of Conduct	
		Effective Date 06/04/2020	4 of 11

11. Intervention **30 (A1,A2,B)**


- A. Officers will not interfere with or take action in cases being handled by other officers of CMPD or by another governmental agency unless:
 - 1. Ordered to intervene by a superior officer.
 - 2. The intervening officer believes that a manifest injustice would result from failure to take immediate action.
- B. Officers will not undertake any investigation or other official action, which is not part of their regular duties without obtaining permission from their supervisor, unless the exigencies of the situation require immediate police action. Any officer taking such an action must notify his immediate supervisor as soon as possible after the incident occurs.

12. Labor Activity **12**

Employees will not engage in any strike, work slowdown, unreasonable or selective enforcement of the law, or other concerted failure to report for duty for the purpose of inducing, influencing, or coercing a change in conditions, compensation, rights, privileges, or obligations of employment.

13. Participation in Administrative Investigations **35 (A,B,C1-C5)**

- A. All procedures carried out under this rule will be specifically directed and narrowly related to a particular internal administrative investigation being conducted by CMPD.
- B. Employees who are involved in administrative investigations and who have been advised in writing (or orally, if the interview is conducted by telephone) that no statement they make can be used against them in a criminal prosecution, will truthfully answer all questions which are specifically directed and narrowly related to their job performance and/or fitness for duty.
- C. Upon the order of the Chief of Police, the Chief's designee or a superior officer, an employee will:
 - 1. Provide a complete and truthful statement to the Chief's representative or designee.
 - 2. Submit to a polygraph examination.
 - 3. Submit to any medical, ballistics, chemical, or other test, photographs, or line-ups required in a particular administrative investigation being conducted by CMPD and release the results of any such tests to CMPD in connection with the administrative investigation.
 - 4. Submit financial disclosure statements in accordance with CMPD procedures in connection with a complaint in which this information is material to the

	Charlotte-Mecklenburg Police Department		ROC
	Interactive Directives Guide	Rules of Conduct	
		Effective Date 06/04/2020	5 of 11

investigation. Financial statements are to be confidentially maintained and used by the Chief of Police and will not be made available to the public.

5. Submit medical records that are granted by the employee and/or the employee's physician, and that relate to a condition that the employee has raised as an issue, and the condition pertains to the employee's fitness for duty or job performance.

14. **Political Activity 13**

Employees may not engage in political activity when on duty, (other than voting and registering to vote in uniform) and will not engage in political activity while identifying themselves as representatives of CMPD by virtue of their uniform or otherwise.

15. **Possession and Use of Drugs 18 (A,B)**


- A. Employees will not possess or use any controlled substances, narcotics, hallucinogens, or prescription drugs except when prescribed by a physician or dentist.
- B. When narcotics are prescribed to an employee, the employee will notify his or her supervisor prior to reporting for duty under the influence of such medication. When a medication other than a narcotic is prescribed and that medication could affect an employee's fitness for duty, the employee will notify his or her supervisor prior to reporting for duty under the influence of such medication.

16. **Public Statements and Appearances 24 (A-D)**

- A. Employees will treat the official business of CMPD as confidential and will disseminate information regarding CMPD operations only in accordance with established CMPD procedures.
- B. Employees will not divulge the identity of persons giving confidential information in a criminal investigation.
- C. Employees will not publicly criticize or ridicule CMPD or its personnel when such statements may interfere with the maintenance of discipline or the effective operation of CMPD, or when such statements are made with reckless disregard for truth.
- D. Employees will not disseminate any information that would violate North Carolina General Statute (N.C.G.S. 160A -168).

17. **Residence and Telephone Requirements 7 (A-C)**

- A. All sworn police officers may reside in North Carolina or South Carolina and within a 45-mile radius of the CMPD Central Headquarters Building within six months after their date of employment. During the period of their employment with the CMPD, all sworn employees will continue residing within this 45-mile radius. Any officer found to have violated this rule will be cited to the Civil Service Board with the recommendation that he/she be terminated.

	Charlotte-Mecklenburg Police Department		ROC
	Interactive Directives Guide	Rules of Conduct	
		Effective Date 06/04/2020	6 of 11

- B. Each employee will have a functioning telephone.
- C. Employees will inform their supervisor and the Human Resources Division of any change in their permanent address or telephone number before the end of the next business day after making such change.


18. Truthfulness **38 (A1-A7, B)**

- A. Making materially false statements or intentionally omitting material facts will be deemed as being untruthful. Employees are prohibited from being untruthful relating to:
 - 1. Performance of their duties;
 - 2. Fitness for duty;
 - 3. Giving testimony;
 - 4. Reporting to superiors;
 - 5. Criminal investigations;
 - 6. Internal investigations;
 - 7. Other official duties.
- B. Employees are prohibited from intentionally failing to disclose information in connection with the performance of official duties when the purpose of such nondisclosure is to conceal suitability or unsuitability for duty of themselves or another or to gain improper personal advantage.
- C. Any material falsification of or any intentional failure to disclose information relevant to suitability or fitness for police employment which is discovered after an individual is hired can result in the termination of that employee.

19. Unbecoming Conduct **6 (A, B1-B4)**

- A. Employees will conduct themselves at all times, both on and off duty, in a manner which is in keeping with the highest standards of the law enforcement profession.
- B. Employees of CMPD are prohibited from engaging in any conduct which:
 - 1. Brings CMPD into disrepute;
 - 2. Reflects unfavorably upon the employee as a member of CMPD;
 - 3. Damages or negatively affects the reputation of any member of CMPD;
 - 4. Impairs the operation or efficiency of CMPD or any of its personnel

20. Unsatisfactory Performance **5 (A-C)**

	Charlotte-Mecklenburg Police Department		ROC
	Interactive Directives Guide	Rules of Conduct	
		Effective Date 06/04/2020	7 of 11

- A. Employees will maintain sufficient competence to properly perform their duties and assume the responsibilities of their position.
- B. Employees will perform their duties in a manner that will maintain the highest standard of efficiency in carrying out the functions and objectives of CMPD. Unsatisfactory performance may be demonstrated by a lack of knowledge of the application of laws to be enforced; unwillingness or inability to perform assigned tasks; the failure to conform to work standards established for an employee's rank, grade, or position; the neglect of duty; the display of cowardice, absence without leave, or the physical or mental inability to perform the essential functions of the position and required duties.
- C. In addition to other indications of unsatisfactory performance, the following will be considered unsatisfactory performance: Repeated poor evaluations and records of repeated violations of orders, rules, procedures, or other directives of CMPD.

21. Use of Alcohol on Duty or in Uniform **17 (A,B)**

- A. Employees will not consume intoxicating beverages while in uniform or on duty except in the performance of duty and while acting under orders.
- B. Employees will not appear for duty, or be on duty, while under the influence of alcohol, or with the odor of an alcoholic beverage on their breath.

22. Use of Department Equipment **32 (A,B)**

- A. Employees will utilize departmental equipment, including any vehicle, computer and radio, only for its intended purpose in accordance with all laws and departmental procedures and will not damage or lose departmental equipment.
- B. Employees will utilize departmental equipment, including any vehicle, computer and radio, only for its intended purpose in accordance with all laws and departmental procedures and will not intentionally damage or abuse departmental equipment.

23. Use of Force **28 (A,B)**


- A. Officers will use no more force than necessary in the performance of their duties and will then do so only in accordance with CMPD procedures and the law.
- B. Officers will comply with CMPD procedures concerning the documentation and investigation of the use of physical force.

24. Use of Weapons **27**

Officers will carry and use firearms only in accordance with law and established CMPD procedures.

25. Visiting Prohibited Establishments **16**

Employees will not knowingly visit, enter, or frequent a house of prostitution, gambling house, or establishment wherein the laws of the United States, the State, or the local jurisdiction are regularly violated, except in the performance of duty.

	Charlotte-Mecklenburg Police Department		ROC
	Interactive Directives Guide	Rules of Conduct	
		Effective Date 06/04/2020	8 of 11

26. Absence from Duty **9 (A1, A2, B, C)**

- A. Employees will be considered absent without leave if they fail, within 2 hours after the beginning of their regularly scheduled tour of duty, to:
 - 1. Report for duty; or,
 - 2. Notify the appropriate supervisor of their inability to report for duty and be granted approved leave.
- B. Employees will not be absent from secondary duty assignments such as court, Grand Jury, and training without first obtaining permission from proper authority.
- C. Employees will not feign illness or injury, falsely report themselves sick, ill or injured, or otherwise deceive or attempt to deceive any official of CMPD as to the condition of their health or that of their families.

27. Chain of Command **3**

Employees will conduct CMPD business through accepted channels unless written procedures or orders from proper authority dictate otherwise.

28. Complaints **26 (A, B)**


- A. Employees will follow established procedures for processing complaints.
- B. Employees may attempt to amicably resolve public complaints, but they will not attempt to prevent any member of the public from lodging a formal complaint against any individual employee or against CMPD.

29. Courtesy **25 (A-D)**

- A. Employees will be courteous and tactful in the performance of their duties or while representing themselves as members of CMPD.
- B. Employees will not use profane or intentionally insulting language toward any member of the public or employee of CMPD.
- C. Employees will promptly (usually within 24 hours) return messages from members of the public and should keep a record of unsuccessful efforts to return messages.
- D. Officers will not taunt, verbally bait, or initiate needless or unnecessary physical contact with a subject.

30. Departmental Reports and Records **34 (A, B)**

- A. Employees will submit all necessary reports and records on time and in accordance with established CMPD procedure.
- B. Reports and records submitted by employees will be accurate and complete.

	Charlotte-Mecklenburg Police Department		ROC
	Interactive Directives Guide	Rules of Conduct	
		Effective Date 06/04/2020	9 of 11

31. Driving **40 (A-D)**

- A. Employees will obey all traffic laws while driving under normal conditions and will drive with due regard for the safety of others.
- B. Officers will only initiate and continue in a pursuit in accordance with CMPD directive that governs pursuits.
- C. Officers will comply with CMPD directives concerning the documentation and investigation of any event which an officer knows, or should know, qualifies as a pursuit.
- D. Officers will only initiate and continue with an emergency response in accordance with the CMPD directive governing emergency responses.

32. Employment Outside CMPD **11**

Employees will adhere to all regulations, procedures, and other directives governing secondary employment established by CMPD.


33. Identification **21 (A-C)**

- A. Officers will carry their police identification cards on their persons at all times, except when impractical or dangerous or harmful to the progress of a criminal investigation.
- B. Officers will furnish their names and code numbers to any person requesting that information when they are on duty or presenting themselves as police officers, except when the withholding of such information is necessary to the performance of police duties or is authorized by proper authority.
- C. Employees will display their identification cards while on duty as required by CMPD procedures.

34. Knowledge of Regulations **1 (A-D)**

- A. Employees will familiarize themselves with and understand all rules, regulations, directives, and written procedures of CMPD.
- B. Employees who do not understand their duties or responsibilities will read the relevant directives, rules, etc., and will consult their immediate supervisor for clarification and explanation.
- C. When dealing with a situation for which there are no regulations or established procedures, employees will consult their immediate supervisor for direction.
- D. If a supervisor gives an order, the supervisor is responsible for that order. If the employee perceives an apparent conflict between the supervisor's order and the rules, regulations, directions, or written procedures of CMPD, the employee will seek clarification or confer with a higher authority.

35. Legal Processes Brought By or Against Employees **36**

	Charlotte-Mecklenburg Police Department		ROC
	Interactive Directives Guide	Rules of Conduct	
		Effective Date 06/04/2020	10 of 11

Employees will immediately report in writing directly to the Chief of Police or his designee any criminal charges brought against them and any court actions brought against them as a result of the performance of duty or which involve the employee's fitness for duty. Employees will also notify the Chief of Police or his designee in writing before filing claims for damages or entering into any legal compromise or settlement regarding events which resulted from the performance of duty.

36. Neglect of Duty **10 (A-H)**

- A. While on duty, employees will not engage in any activities or personal business, which would cause them to neglect or be inattentive to their assigned responsibilities.
- B. Employees will remain awake, alert, and attentive while on duty. If unable to do so, they will so report to their supervisor, who will determine the proper course of action.
- C. Officers will take any official action required by federal or state law, by city or county ordinance or by any directive of the Chief of Police.
- D. Employees will not leave their assigned duty post during a tour of duty except as authorized by proper authority.
- E. Civilian employees will take any action which is required or is responsible and appropriate in connection with the performance of their assigned duties.
- F. Officers will take appropriate and immediate action in any situation in which they know or should have known their failure to act would result in an excessive response to resistance or egregious behavior which shocks the conscience.
- G. Employees will, whether requested or not, assist any employee involved in an emergency situation or any other situation in which additional assistance would be critical to the successful performance of a CMPD function.
- H. Officers will respond to all radio communications directed to them.


37. Personal Appearance **19 (A,B)**

- A. Employees on duty will wear uniforms and other clothing and equipment in accordance with established CMPD procedure.
- B. Except when acting under orders from proper authority, employees on duty will maintain a neat, well-groomed appearance and will style their hair according to CMPD procedures.

38. Radio Communications **33**

Officers will keep available radio communications equipment turned on and operating at all times while on duty, unless ordered by proper authority to do otherwise.

39. Reporting for Duty **8 (A-C)**

	Charlotte-Mecklenburg Police Department		ROC
	Interactive Directives Guide	Rules of Conduct	
		Effective Date 06/04/2020	11 of 11

- A. Employees will report at the scheduled time for any duty assignment, including court, Grand Jury appearances, and training.
- B. Employees will be properly equipped and prepared to perform their duties.
- C. Employees who are unable to report to a duty assignment will notify the appropriate supervisor prior to the beginning of that scheduled assignment.

40. Supervision **37 (A, B)**

- A. Supervisors are charged with insuring compliance with all applicable laws, CMPD policies, Directives, and Standard Operating Procedures by those employees under their supervision. Supervisors are responsible for investigating and reporting all known violations to their immediate supervisor.
- B. Any sworn or civilian CMPD employee who supervises any other CMPD employee will perform their duties completely, diligently, promptly, professionally, and satisfactorily.

41. Use of Tobacco **20**

Officers will not use tobacco products, including lit smoking products, smokeless tobacco and electronic nicotine delivery devices, while engaged in any activity that causes them to be in direct contact with the public, while engaged in traffic direction and control, when they must leave their duty assignment for the sole purpose of doing so, when the use of tobacco is prohibited by law, or when the use of tobacco would violate any written City or CMPD policy.

42. Violation of Rules **2**

Employees will not commit any acts or make any omissions, which constitute a violation of any of the rules, policies, procedures, or other directives of CMPD.

43. Use of Body Worn Cameras **42 (A-D)**

- A. Employees shall utilize the BWC, its accessories, components, and related equipment only for its intended purpose in accordance with all laws and departmental procedures.
- B. Employees shall not utilize the BWC for unofficial or personal use outside the scope of their official duties.
- C. Employees will treat all BWC recordings as the official property of CMPD and will disseminate recordings only in accordance with established CMPD procedures.
- D. Employees will not disseminate in any manner BWC recordings that are considered a record of a criminal investigation or recordings that are not a public record as outlined in North Carolina General Statutes (N.C.G.S. 132-1.4 and N.C.G.S. 132-1).