

AMERICANS COMING TOGETHER

2012 CHARLOTTE

# 2012 DEMOCRATIC NATIONAL CONVENTION CHARLOTTE, NORTH CAROLINA

NORTH CAROLINA



CHARLOTTE-MECKLENBURG POLICE DEPARTMENT

**2012 ANNUAL REPORT**

To our citizens,

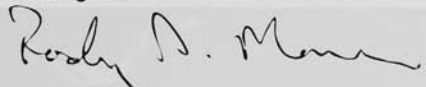
This past year was an exciting time for the Charlotte-Mecklenburg Police Department (CMPD). A few of our key accomplishments included hosting the 2012 Democratic National Convention, using new technology, and building upon our existing relationship with the community.

By providing safety and security for elected officials, delegates, and visitors, the CMPD was integral to the success of the 2012 Democratic National Convention. I am extremely proud that CMPD was able to meet the challenge with the help of our partnering agencies. The dedication and professionalism of the members of our department was phenomenal. The world got a small glimpse of the wonderful men and women I have the honor of working with each and every day.


To better serve the community and strengthen the department's outreach, CMPD partnered with Charlotte Mecklenburg Schools in an anti-bullying campaign. In addition, the department launched an aggressive social media campaign to include Facebook and Twitter to help distribute accurate and timely information to the community. Moving forward with its strategic facilities plan, CMPD opened its doors to the new Steele Creek Division this past August. CrimeStopper's new Firearm by Felon program urges citizens to call the tip line and to anonymously relay any information that may include the identity and whereabouts of a criminal.

I do hope you will find the information in this report to be enlightening as to what your police department has been doing this past year. We are here to serve you; however, we will always need you to take an active role because you are our best ally in fighting crime.

Best Regards,



Rodney D. Monroe  
Chief of Police



**2012 DEMOCRATIC  
NATIONAL CONVENTION**  
CHARLOTTE, NORTH CAROLINA



*Chief of Police Rodney D. Monroe with DC Vicki Foster, DC Harold Medlock,  
DC Kerr Putney, DC Katrina Graue, DC Ruth Story and DC Doug Gallant.*



## Charlotte Quick Facts

### 2012 Population:

743,397 City of Charlotte  
936,716 Mecklenburg County  
793,454 CMPD jurisdiction

### Total Square Miles:

303 City of Charlotte  
546 Mecklenburg County  
438 CMPD jurisdiction

### CMPD Employees:

1,791 sworn  
473 civilian  
572 volunteers  
57 Reserve Officers

### About CMPD:

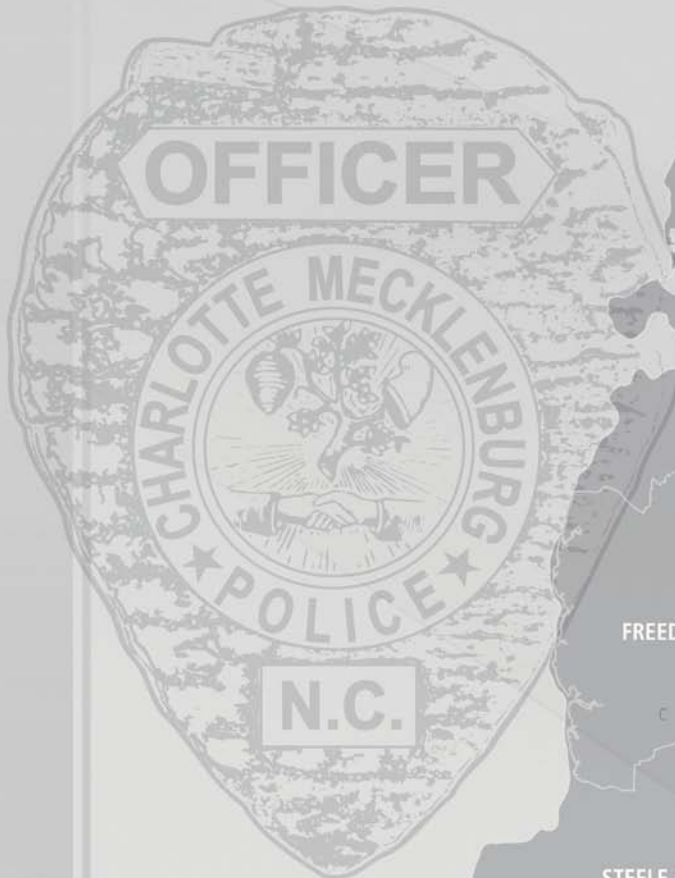
- CMPD is the largest law enforcement agency in Mecklenburg County and the largest police department between Washington, D.C. and Atlanta.
- More than half of CMPD's employees have at least a bachelor's degree and 67 percent have some college.
- CMPD is a 19-year-old organization with a history that dates back more than 100 years. Before CMPD was formed in 1993, separate Charlotte Police Department and Mecklenburg County Police Department existed.

### About Charlotte:

- 1.6 million people visit the city each year
- 2nd largest banking center in the United States
- Home to seven Fortune 500 company headquarters, with more than 273 Fortune 500 companies placing one or more facilities within Mecklenburg County
- #1 Largest Population Increase 2000-2010 (March 2012, U.S. Census)
- #5 Most Desirable Place to do Business (June 2011, Area Development Special Magazine)
- #3 City of The Future (April 2011, fDi Magazine)

## Table of Contents

CMPD Division Map	4
CMPD Honored with IACP Community Policing Award	6
39 Sergeants Promoted to the New Rank of Lieutenant	7
Firearms by Felon Campaign Reaches Out for Community Involvement	8
CMPD Honored by CrimeStoppers Board	9
Nuisance Enforcement Strategy Team Targets Repeat Offenders	10
CMPD Provides More Coverage with New Homicide/ADW Unit	11
Crime Laboratory Receives Prestigious Recognition	12
CMPD Purchases A New Firearms Simulator	13
New Initiative Places Priority on Larcenies From Autos	14
CMPD Partners with CMS in Anti-Bullying Campaign	15
How CMPD Measures Success of Listed Objectives	16
Future Officers Targeted Through Programs for Young Adults	18
CMPD Unveils New Steele Creek Division Office	19
Charlotte Welcomes the 2012 IAEP Conference	20
Employees Participate in Wellness Activities	21
Pink Lady Fire Truck Pull Raises Money to Fight Cancer	22
CMPD Launches Social Media Networks	23
Statistical Review	24
Employee Recognition for 2012	27
Officers in the Military / 2012 Retirees	32



## CMPD Divisions

**Central Division** | 119 E. Seventh St., Suite 2B | (704) 336-5729  
Divison Captain: Capt. Jackie Hulsey  
Response Area Lieutenants: RA1 Lt. Dave Moorefield, RA2 Lt. Joseph Carey, RA3 Lt. Bill Cunningham

**Eastway Division** | 3024 Eastway Dr. | (704) 336-8535  
Divison Captain: Capt. Demetria Faulkner-Welch  
Response Area Lieutenants: RA1 Lt. Tonya Arrington, RA2 Lt. Robert Dance, RA3 Lt. Jackie Bryley



**Freedom Division** | 4150 Wilkinson Blvd. | (704) 398-6733

Divison Captain: Capt. Gregg Collins

Response Area Lieutenants: RA1 Lt. Ryan Butler, RA2 Lt. Lisa Carriker, RA3 Lt. David Blum

**Hickory Grove Division** | 5727-A N. Sharon Amity Rd. | (704) 567-9198

Divison Captain: Capt. Chuck Henson

Response Area Lieutenants: RA1 Lt. Jonathan Thomas, RA2 Lt. Eric Brady, RA3 Lt. Robert Childs

**Independence Division** | 9315 - G Monroe Rd. | (704) 841-1477

Divison Captain: Capt. Lisa Goelz

Response Area Lieutenants: RA1 Lt. Gerald Farley, RA2 Lt. David Cristy, RA3 Lt. Roseann DeTommaso

**Metro Division** | 1118 Beatties Ford Rd. | (704) 336-8300

Divison Captain: Capt. Michael Harris

Response Area Lieutenants: RA1 Lt. Norman Garnes, Jr., RA2 Lt. Spence Cochran, RA3 Lt. Blake Hollar

**North Division** | 10430-R Harris Oaks Blvd. | (704) 432-3801

Divison Captain: Capt. Cecil Brisbon

Response Area Lieutenants: RA1 Lt. Brian Foley, RA2 Lt. Steve Huber, RA3 Lt. John Thornton

**North Tryon Division** | 4045 North Tryon St., Suite B | (704) 336-8398

Divison Captain: Capt. Nick Pellicone

Response Area Lieutenants: RA1 Lt. Todd Garrett, RA2 Lt. Jeffery Harless, RA3 Lt. Ken Schul

**Providence Division** | 715 N. Wendover Rd. | (704) 336-2878

Divison Captain: Capt. Martha Dozier

Response Area Lieutenants: RA1 Lt. George Austin, Jr., RA2 Lt. Shawn Crooks, RA3 Lt. Fred Newell

**South Division** | 8050 Corporate Center Dr., Suite 100 | (704) 544-4835

Divison Captain: Capt. James Wilson

Response Area Lieutenants: RA1 Lt. Travis Pardue, RA2 Lt. Nathan King, RA3 Lt. Pam Lisenby

**Steele Creek Division** | 2227 Westinghouse Blvd. | (704) 336-7800

Divison Captain: Capt. Allan Rutledge, Jr.

Response Area Lieutenants: RA1 Lt. Mark Santaniello, RA2 Lt. James Hummel, RA3 Lt. Casey Carver

**University City Division** | 8401-120 University Executive Park Dr. | (704) 432-3900

Divison Captain: Capt. Freda Lester

Response Area Lieutenants: RA1 Lt. Jim Wright, RA2 Lt. Dave Johnson, RA3 Lt. Jim Morrison

**Westover Division** | 1540 West Blvd. | (704) 432-2442

Divison Captain: Capt. Gerald Smith

Response Area Lieutenants: RA1 Lt. Andy Harris, RA2 Lt. Todd Lontz, RA3 Lt. Thomas Gwaltney

## CMPD Honored with IACP Community Policing Award

In 2012, CMPD was chosen as one of three recipients for the International Association of Chief's of Police's Community Policing Award. The CMPD Volunteer Unit was awarded this honor due to the time, talents, and ideas the members have contributed that have resulted in CMPD becoming a stronger and more diverse Department.

CMPD policing strategies place a major emphasis on engaging citizens as active partners in problem identification and crime reduction, raising the perception of safety and using enforcement actions and partnerships that target priority chronic offenders. As a result of these and other initiatives, the Charlotte-Mecklenburg community continues to experience a significant reduction in its crime rate, 5% in the past three years, making the area a better place to live, work, and play.

Since the implementation of the Volunteer Program in 1994, there has been a dramatic increase in the number of volunteers and the hours that they have served. In 2011, more than 600 volunteers contributed almost 54,000 hours of service, resulting in a benefit of more than \$1.1 million to both the CMPD and the community.

These volunteers served in various departments within the CMPD such as the Crime Scene Search Unit, Animal Care and Control Division, Domestic Violence Unit, Citizens on Patrol, Bilingual Volunteer Unit, Lake Citizens on Patrol, Mobile Radar Unit, various Division Offices, Homicide Cold Case Review Unit, Felony Investigations Bureau, Records Division, the CMPD Gift Shop, and



Volunteer Parking Enforcement Unit. Prior to beginning activities, volunteers go through an extensive orientation process where they are adequately trained and educated on duties, policies, and procedures of CMPD to ensure that they can be as effective and efficient as possible while carrying out the Department's mission.

Additional requests for volunteer assistance are always being submitted. Both CMPD and the Charlotte-Mecklenburg community will benefit greatly from the addition of new members to the Volunteer Unit with their enthusiastic desire to give, help, and serve a diverse and vastly growing community.



## 39 Sergeants Promoted to the New Rank of Lieutenant

In 2012, CMPD added the rank of lieutenant and promoted 39 staff to this new rank. Each lieutenant is responsible for supervising one of the CMPD's 39 response areas. Though some responsibilities for lieutenants may vary by Patrol Division, there are three very important common elements that define a lieutenant's responsibility. They include being held accountable for day to day crime and quality of life issues, using any and all resources available to address those issues, and actively engaging the community to reduce crime at the neighborhood level.

Working closely with the CMPD's Crime Analysis Division, the lieutenant is responsible for analysis of crime problems and development of action plans that precisely focus resources and activities to effectively reduce targeted crimes. The lieutenant must establish performance measures for all activities and evaluate action plan effectiveness through regular assessments of work outputs and changes in crime and/or citizen service calls.

Lieutenants also have the duty of establishing and reviewing response area staffing levels to ensure planned activities and responses to citizen calls are handled efficiently. They are responsible for direct supervision of field sergeants, community coordinators, and officers assigned to the Focus Mission Team. Lieutenants provide leadership and direction to sergeants and officers to ensure effective policing practices are incorporated into daily activities.

Deputy Chief Doug Gallant summed up the role of a lieutenant when he said, "The lieutenant is the face of the response area." Lieutenants actively seek to build effective working relationships with residents and businesses within the response area through direct interactions, including attending community meetings and maintaining knowledge of local business and community leaders. They seek to establish productive working relationships with other public and private agencies operating within the response area. The lieutenants must seek to balance both division and community goals.



Lieutenants must account for progress, or the lack thereof, toward their response area's goals. Each month, lieutenants are committed to reviewing their crime statistics, objectives, and activities at the CompStat meeting. Declines in crime are identified, any lack of progress is examined, and new strategies are developed.



## Firearm by Felon Campaign Reaches Out for Community Involvement

In 2012, the CMPD launched a program intended to target felons who were found to be carrying firearms in our community. The program was adopted to urge Charlotte-Mecklenburg citizens to call the Firearm Tip Line and relay any anonymous information that may include the identity and whereabouts of a felon in the possession of a firearm.

The anonymous caller would be eligible for a \$500 reward if an arrest was made as the result of his or her anonymous tip. Additionally, anyone in the public who forwarded information leading to the arrest of a person illegally carrying a firearm was eligible for a cash reward.

During the campaign the community was told to call the tip line and provide the name and/or detailed description of the suspect, the caller's relationship to the suspect, the type of weapon that was being carried illegally, and the location of the person in question at the time of the call. Callers were not required to leave their name, number, or address if they did not feel comfortable doing so.

A Detective with the Charlotte-Mecklenburg Crime Stoppers was then assigned to follow up on the dispositions of these anonymous calls and arrange a time and date to pay out reward money to the caller when applicable. This initiative has aided in reducing the number of felons that carry weapons and may pose a threat in Charlotte-Mecklenburg resulting in increased safety. Since its implementation in May 2012, this new program resulted in 14 arrests and the confiscation of 38 guns.



## CMPD Honored by CrimeStoppers Board

Traditionally, Crime Stoppers and the CMPD have worked very closely together. In 2012, those ties were strengthened by Officer Marty Cuthbertson, who was both recognized as the North Carolina Crime Stoppers Coordinator of the Year and elected to the Board of Directors of the NC Crime Stopper Organization. Cuthbertson's appointment was the direct result of his efforts with officers, the community, and Crime Stoppers to increase the visibility and effectiveness of the program.

Neighborhood engagement has built community trust in the Crime Stoppers program. 2012 marked the greatest number, 2,081 phone calls into the tip line. These calls resulted in 281 arrests and the recovery of \$245,894 in property and drugs. The Crime Stoppers program also took a leap forward in technology by launching a free mobile application that allows tips to be sent by text and telephone.

Charlotte-Mecklenburg Crime Stoppers and Campus Crime Stoppers programs have provided the community with a means to forward anonymous information to assist CMPD in solving open cases. Tipsters become eligible for cash rewards while maintaining their anonymity. The rewards in 2012 totaled \$34,625. The direct result was the confiscation of 57 guns off the streets and the arrest of 180 fugitives. Detectives from the CMPD's Criminal Investigations Bureau were able to clear 443 cases as a result of tips received from the hotline.

In 2012, the local Charlotte Crime Stoppers Board honored Chief Monroe with a fundraising banquet. The event was emceed by Paul Cameron of WBTV and the guest speaker was Mayor Pro-Tem Patrick Cannon. Over \$50,000 in donations were made as a result of the banquet.

In addition to his duties with Crime Stoppers, Cuthbertson launched the Firearm by Felon Program. Since its implementation in May 2012, this new program has resulted in 14 arrests and the confiscation of 38 guns.

Cuthbertson was also recognized by the Charlotte Community Relations Board for his dedication to solving crime in Charlotte through the success of Crime Stoppers, Campus Crime Stoppers, and Firearm by Felon programs.





## Nuisance Enforcement Strategy Team Targets Repeat Offenders

Crime is committed by a relatively small number of people, many of whom are repeat offenders. It is also true that a small number of locations may cause or attract a disproportionate amount of disorder. These areas account for more than their fair share of police and municipal resources. Just as CMPD has developed strategies to address repeat and violent offenders, a new effort to target problem locations has been implemented. The new strategy is called the Nuisance Enforcement Strategy Team (NEST).

This strategy serves as a means of channeling cases through the process of Nuisance/Abatement. The Team identifies cases truly in need of legal action to go through the overloaded and expensive judicial system. Cases that are handled outside the judicial system are still tracked and held responsible with other resources.

NEST allows multiple city/county agencies to coordinate efforts and record activities at problem locations. CMPD Division representatives recommend and submit their problem locations to be entered into the NEST database. Meetings are held to determine the root causes of the disorder and identify the resources that are needed to address the problems.

The database allows all participating agencies, CMPD, Code Enforcement, Health Department, Fire Inspector, Alcohol Law Enforcement and others to track the activities and work they are doing at these locations. The database has the

capability to track groups of locations such as apartment complexes, hotel corridors, and multiple houses in a neighborhood. Metrics were developed to identify problem locations from across the CMPD's jurisdiction. Additional metrics are used to judge the month to month success of coordinated efforts based on a combination of violent crime, property crime, drug crime, and disorder-related calls for service at the target locations.

The NEST Strategy has achieved success since implementation. In total, 69 locations have been entered into the database. Of those entered, 25 have achieved reductions in the citizen-initiated calls for service and 8 have achieved reductions in Part I offenses (homicide, rape, aggravated assault, burglary, auto theft, and arson). During 2012, five problem locations were resolved through demolition, tenant evictions, or increased cooperation. Civil cases were also initiated against several hotels.



## CMPD Provides More Coverage with New Homicide/ADW Unit

The Criminal Investigations Bureau merged the Homicide Division and Assault with a Deadly Weapon (ADW) Unit. This consolidation allowed the Charlotte-Mecklenburg Police Department to create a fourth Homicide/ADW squad. ADW detectives were distributed among the four homicide squads, providing each with at least two or three ADW detectives.

This merger has allowed for extended on-duty homicide coverage on weekdays until 3:00 a.m. and on Saturday and Sunday during 4th shift hours. Prior to this implementation, homicide coverage ceased at midnight during the week, and Saturdays and Sundays were subject to "call-back". Incorporating this fourth squad into the line-up of available units has allowed for more rapid responses to homicide scenes. Another advantage is the elimination of the time consuming determination process whether a squad should be called to a scene if life-threatening ADWs were to occur.

This merger has been very beneficial for the Homicide/ADW squads. With the addition of the fourth squad and extension of on-duty homicide coverage, CMPD can now provide the community with quicker, more efficient public safety services.



## Crime Laboratory Receives Prestigious Recognition

The Charlotte-Mecklenburg Police Department's Crime Laboratory was awarded accreditation by the American Society of Crime Laboratory Directors/Laboratory Accreditation Board (ASCLD/LAB) under the International Testing program. The ASCLD/LAB-International accreditation program is based on internationally recognized guidelines for testing laboratories and supplemented by requirements specific to forensic laboratories.

To achieve accreditation, the laboratory had to demonstrate that it met or exceeded the highest established standards for forensic laboratories, including the ISO/IEC 17025:2005 "General Requirements for the Competence of Testing and Calibration Laboratories," the ASCLD/LAB Supplemental Requirements for Testing Laboratories, and the FBI's Quality Assurance Standards for Forensic DNA Testing Laboratories.

The lengthy accreditation process involved a thorough evaluation of the laboratory's entire management system, technical procedures and practices, personnel qualifications, quality assurance program and facilities. In addition, the process included a comprehensive on-site assessment in which every aspect of the laboratory's operation was carefully reviewed.

By achieving this accreditation, the laboratory became the first public laboratory in North Carolina to attain accreditation under the ISO17025 based ASCLD/LAB-International program. Joining only 250 other local, state, federal and international laboratories that have achieved this level of accreditation.

This achievement is the result of years of preparation. The accreditation demonstrates the laboratory's commitment to providing the highest quality of forensic services to the citizens of Charlotte-Mecklenburg and the criminal justice system. The laboratory has been accredited since 2002 by ASCLD/LAB, previously under the Legacy Program requirements.

The laboratory performs forensic testing in the areas of serology/DNA, illicit drug identification, blood alcohol analysis, firearm and fired evidence examinations, latent fingerprint processing and comparisons, fire debris analysis and questioned document examinations. The Crime Lab processes evidence in over 11,000 cases each year. The American Society of Crime Laboratory Directors/Laboratory Accreditation Board (ASCLD/LAB) is the oldest and most well-known crime/forensic laboratory accrediting body in the world. ASCLD/LAB has been accrediting crime laboratories since 1982 and currently accredits most of the federal, state and local crime laboratories in the United States, plus forensic laboratories in six countries outside of the United States.

The North Carolina Forensic Sciences Act of 2011 requires forensic analyses to be performed in a laboratory that is certified by an accrediting body that necessitates conformance to forensic specific requirements and is a signatory to the International Laboratory Accreditation Cooperation Mutual Recognition Arrangement for Testing.



## CMPD Purchases A New Firearms Simulator

In the fall of 2012, the CMPD purchased and finalized implementation of the new Virtual Portable XVT Law Enforcement System. This firearms simulator allows for officers to practice and improve their sensory, judgmental, and weapon handling skills while reacting to a series of events that could occur in a real life setting. Although the simulator was installed with pre-programmed scenarios, the program allows for CMPD personnel to create new situations for officers that are based on real-life incidents that have been reported to the department.

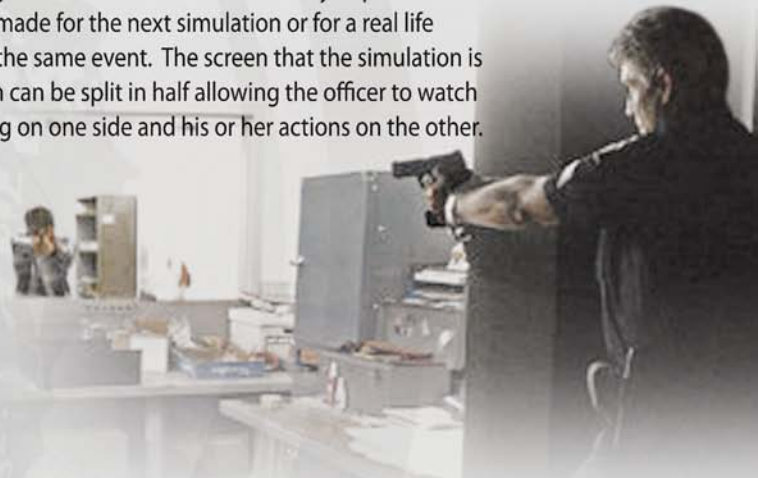
There are a variety of weapons that the participant can make use of during the training. A Smith and Wesson M&P 40, the firearm carried by patrol officers, is available for use during the simulation. The gun has been stripped down and replaced with pressurized gas in order to make the test as realistic as possible. Officers also have the option to train using a TASER, pepper spray, or other instruments that they deem fit for the scenario that is in play. All of the weapons used are wireless, operating from a computer that is also portable, allowing instructors to guide and educate officers while still being capable of changing the scenarios.

Many different scenarios including SWAT tactics, school incidents, airport issues, vehicle stops, terrorist threats, etc. are available for practice in the simulations. Numerous scenarios within each of these incidents are capable of being implemented in accordance with officers' reactions to each set of events that occur. The simulator also allows for more than one officer at a time to participate, thereby creating a more realistic scenario, allowing officers to rely on each other to secure the situation.

Officers are encouraged to react to the simulation as if it was actually occurring by communicating verbally to the recording, maneuvering behind objects to obtain the best cover from counter strikes, and avoiding civilians in the midst of the hectic incident. There is also the capability to fire back at the officers with a paintball system in order to give an even greater realistic feel to the program.

After a scenario is completed, the actions of the officer are replayed so he or she can take note of all of the positive steps taken during the simulation and establish any improvements that can be made for the next simulation or for a real life situation of the same event. The screen that the simulation is displayed on can be split in half allowing the officer to watch the recording on one side and his or her actions on the other.

This new simulator is an outstanding asset to CMPD. By providing numerous scenarios for recruits and officers to train, they can gain extensive knowledge of how a certain policing situations may play out. Through the knowledge gained from partaking in the simulations, participants can also increase their situational awareness.





## New Initiative Places Priority on Larcenies From Autos

Since 2008, the annual number of larceny from autos (LFA) has dropped from 15,987 to 7,958. Much of the decrease in the number of LFAs can be attributed to the innovative Larceny from Auto Initiative.

This initiative was created in order to reduce/prevent LFA by working collaboratively with stakeholders while thoroughly and aggressively pursuing offenders. The following action steps were taken to achieve this success.

1. Bi-weekly LFA suppression meetings along with regional information exchanges with area police departments were held.
2. There was a collaborative effort with property owners and managers to identify and correct environmental crime issues. The CMPD distributed crime prevention flyers to vehicles in commercial areas and identified cars with items in plain view and left discrete messages on the vehicle. We also posted CMPD signs at high volume locations.
3. The CMPD leveraged tracking devices and used bait cars to obtain video of LFA incidents. In addition, a searchable link between our records management system and our crime lab system to connect cases and suspects was created.
4. The CMPD placed a priority on property crime and LFA offenders through its focus-mission teams. Officers visited LFA offenders within 48 hours of their release from jail and communicated to the Assistant District Attorneys to increase their awareness of high value suspects.
5. LFA cases were assigned to Patrol Division detectives for case follow-up and interviewing LFA suspects. City ordinances were enforced that prohibit loitering in parking lots. Vehicles in LFA hotspots were identified, tags were checked and owners identified. The CMPD used sky towers in commercial parking lots and relied on the Crime Analysis Division to identify and analyze areas that were consistent problems over time.

The combination of these initiatives through the Larceny from Auto Initiative, has contributed greatly in the significant reduction in LFAs.

## CMPD Partners with CMS in Anti-Bullying Campaign

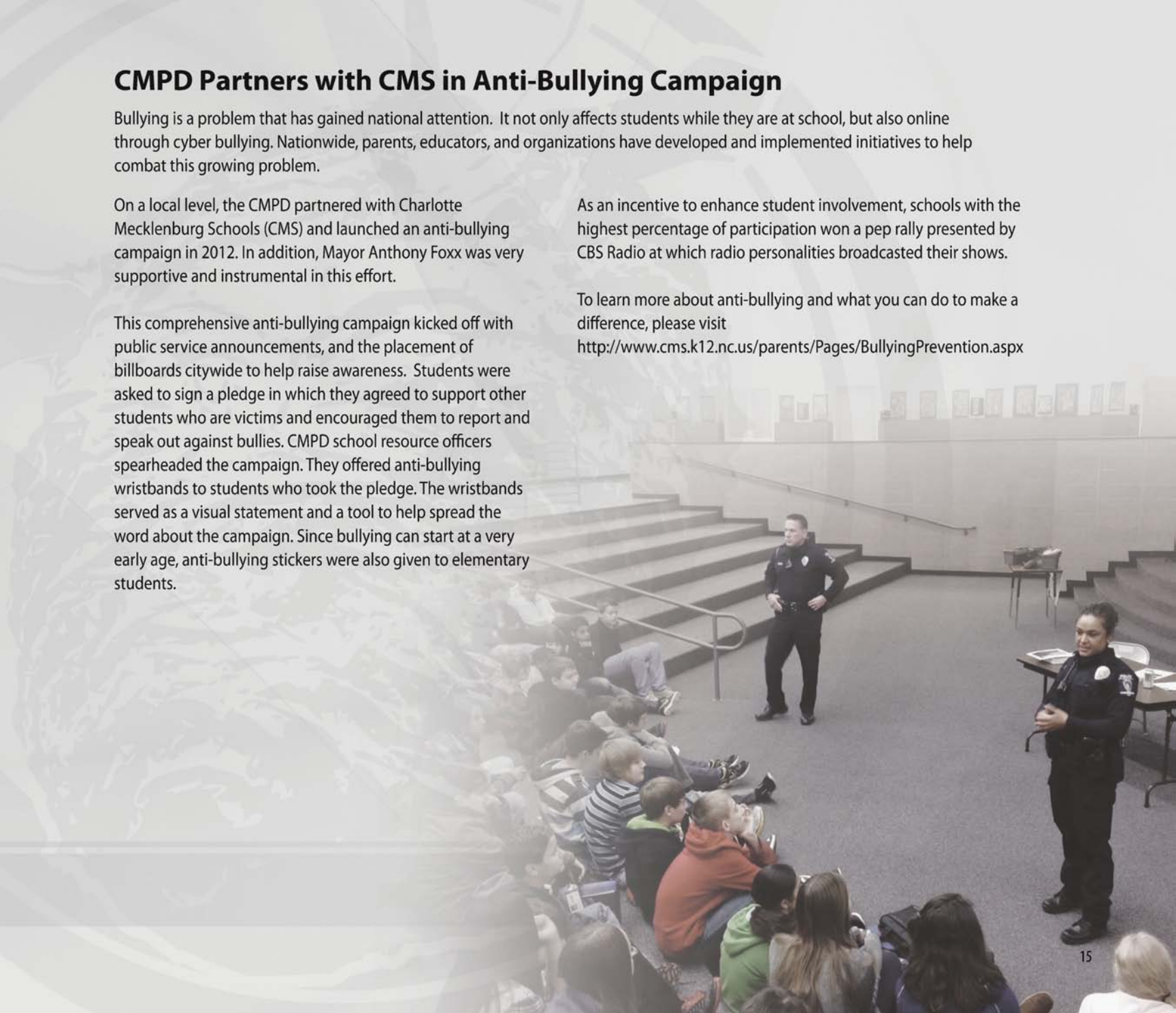
Bullying is a problem that has gained national attention. It not only affects students while they are at school, but also online through cyber bullying. Nationwide, parents, educators, and organizations have developed and implemented initiatives to help combat this growing problem.

On a local level, the CMPD partnered with Charlotte Mecklenburg Schools (CMS) and launched an anti-bullying campaign in 2012. In addition, Mayor Anthony Foxx was very supportive and instrumental in this effort.

This comprehensive anti-bullying campaign kicked off with public service announcements, and the placement of billboards citywide to help raise awareness. Students were asked to sign a pledge in which they agreed to support other students who are victims and encouraged them to report and speak out against bullies. CMPD school resource officers spearheaded the campaign. They offered anti-bullying wristbands to students who took the pledge. The wristbands served as a visual statement and a tool to help spread the word about the campaign. Since bullying can start at a very early age, anti-bullying stickers were also given to elementary students.

As an incentive to enhance student involvement, schools with the highest percentage of participation won a pep rally presented by CBS Radio at which radio personalities broadcasted their shows.

To learn more about anti-bullying and what you can do to make a difference, please visit <http://www.cms.k12.nc.us/parents/Pages/BullyingPrevention.aspx>





# How CMPD Measures Success of Listed Objectives

Did you know that CMPD receives an annual report card?

Every year, CMPD Command Staff decides what goals it must achieve in order to move the Department towards its stated mission of reducing crime. These objectives are listed on what is called a **"Balanced Scorecard."** Command Staff is tasked each year with developing this list of objectives. Some of the objectives for fiscal year 2014 include: Obtaining a three percent reduction in reported Part I UCR crimes, redeploying surveillance cameras purchased for the 2012 DNC in four patrol divisions, obtaining court orders for electronic monitoring for 90 percent of robbery offenders in Mecklenburg County, and answering 90% of all 911 calls within 10 seconds or less.

Once the list of objectives is finalized, each City department will designate several of the objectives as incentive targets. These are important because half of the annual employee incentive payment amount is determined by how many incentive targets are met by the end of the fiscal year. The other half is determined by the actual dollar savings the City has achieved for the same time period. Several other objectives come directly from the City Council's Community Safety Focus Area plan.

The concept of the balanced scorecard came out of the early 1990's from the Harvard School of Business. The City of Charlotte adopted this approach in 1996 for both its corporate objectives and those of all its operating departments. Charlotte was the first public sector agency to

do so. While CMPD is primarily concerned with its own objectives, the department must also fit into the overall City strategy. Several general guidelines apply to all departments, such as health and wellness objectives. Other objectives are specifically geared to the individual department but must still move the City towards its stated mission. Objectives for each City department should have an owner who has a vested interest in and accountability for achieving the objective.

The objectives serve two purposes. First, they allow a single department to educate both the public and employees about what the department considers its most important priorities. In a larger sense, when all of the department scorecards are viewed as a whole, they show the vision of the City of Charlotte. Also these objectives note that if an objective is not achieved, there is a learning opportunity to discover what resources are needed to meet the objective in the future. This helps build a business case for additional resources such as staffing, equipment, shift reassignment, or organizational restructuring.



# STRATEGY



## CITY COUNCIL FOCUS AREAS

Community Safety • Housing and Neighborhood Development  
Environment • Transportation • Economic Development

## COMPREHENSIVE CITIZEN SERVICE

## CORPORATE OBJECTIVES

- Reduce Crime
- Increase Perception of Safety
- Strengthen Neighborhoods
- Develop Collaborative Solutions
- Enhance Customer Service
- Achieve Positive Employee Climate
- Recruit & Retain Skilled, Diverse Workforce
- Promote Learning & Growth

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## CITY COUNCIL FOCUS AREAS

Community Safety • Housing and Neighborhood Development  
Environment • Transportation • Economic Development

## COMPREHENSIVE CITIZEN SERVICE

## CORPORATE OBJECTIVES

- Increase Perception of Safety
- Strengthen Neighborhoods



## Future Officers Targeted Through Programs for Young Adults

CMPD is committed to making Charlotte-Mecklenburg one of the safest areas in the United States. By teaching young adults the principles and values of law enforcement youth interested in policing will be prepared to one day become the most effective officers to serve the Charlotte-Mecklenburg area. The CMPD offers several opportunities for young adults to become involved with through the **High School Academy**, **Explorers**, and **Cadets** programs.



The **High School Academy** program consists of a one-week, hands-on course for young people of Mecklenburg County who are interested in a career in law enforcement or would like to find out more about the CMPD. Students must be at least 14 years old, have no arrests or school suspensions, and maintain a "C" average or better in school. Participants are taught a wide array of topics including team building, crime scene and criminal investigation, physical fitness, suspect encounters, and many more relevant courses that embrace the tactics employed by CMPD personnel. The sessions are held at the CMPD Police Academy, two times each summer.

The **Explorers** program is a worksite-based academy in which young adults, ages 14-20, and interested in law enforcement, can learn more about the duties and responsibilities of a law enforcement officer. CMPD sponsors two Exploring Posts that introduce students to the world of law enforcement at the local, state, and national levels. Explorers are trained in numerous areas of police work and have the opportunity to compete with other posts in state, region, and national

conferences. Students are also awarded the opportunity to participate in the Ride-Along Program, which allows the Explorers to ride in the patrol car with an experienced CMPD officer on the job. Two academies are offered every year by both the CMPD and the North Carolina Association of Law Enforcement Explorers. The CMPD academy requires Explorers to meet on the first and third Monday of each month at the Police Training Academy.

The **Cadet** program provides qualified local Mecklenburg County college students the opportunity to work in a professional law enforcement environment while learning about and training for future employment as a Police Officer with the CMPD. The program's intent is to enhance the participating students' knowledge of the CMPD and all operating aspects so that when the participant turns 21, he or she may enter into a career as a CMPD Officer.

Cadets work in different areas of the department, developing the necessary skills to make them the type of Officer CMPD needs to be successful in its mission to prevent the next crime. Individuals interested in becoming a Cadet must be enrolled in college with a concentration in Criminal Justice or other related field, take a minimum of 12 semester hours, and maintain an overall GPA of 2.0. Students are required to commit to the program for 20 hours per week year round. Cadets are compensated for their participation and may also be eligible for tuition reimbursement or for the use of the Cadet experience as a college internship credit.

## CMPD Unveils New Steele Creek Division Office

In August of 2012, the officers of CMPD's Steele Creek Division moved into their new division office located at 2227 Westinghouse Boulevard. The Steele Creek Division comprises approximately 61 square miles in southwest Mecklenburg County. Prior to the move to its new facility, the Steele Creek Division was located on the CMPD/CFD Training Academy grounds.

This project moved very smoothly from beginning to end with the entire process of land acquisition and construction taking just over a year. When selecting a location for the new Steele Creek Division Office, as with all new patrol division facilities, several factors are taken into consideration in site selection. The new division office must be centrally located within the division, highly visible on a major thoroughfare, and situated on a public transit line.

The new facility is approximately 12,500 square feet in size, including a 1,000 square foot garage for equipment. The total project cost, including building construction, was \$7 million. Police Chief Monroe, members of Charlotte City Council, and officers of the Steele Creek Division, welcomed members of the public to the new facility during an open house and ribbon cutting on September 19, 2012.





## Charlotte Welcomes the 2012 IALEP Conference

The CMPD hosted the 21st annual conference of the **International Association of Law Enforcement Planners (IALEP)**. The IALEP consists of sworn and non-sworn planners from law enforcement agencies from the United States and Canada.

Attendees were presented with a broad array of relevant lecture topics in law enforcement today, given by a wide range of presenters. The presenters represented a group of highly qualified individuals from organizations across the United States and Canada, including several members of the CMPD staff.

The keynote presenter for the conference was Deputy U.S. Attorney General Jim Burch who spoke on the *"New Realities of Federal Support to State and Local Law Enforcement."* Other topics during the conference included, but was not limited to, *"The Role of Research and Planning in Law Enforcement"*, *"Planning for a Major Event- DNC"*, *"Automated License Plate Readers"*, *"Use of Process Improvement in Law Enforcement"*, *"Predictive Analytics and the Use of GIS"*, and *"Electronic Monitoring in the CMPD"*.

In addition to the professional lecture topics, the group was also treated to a variety of entertaining extracurricular opportunities including lunch with David Browning, *"The Mayberry Deputy,"* a trip to the Biltmore Estate, and a southern BBQ at Charlotte Motor Speedway. The conference concluded with a roundtable discussion for suggestions for next year's conference in Columbus, Ohio.



## Employees Participate in Wellness Activities

To promote physical well being and team building skills, CMPD took the initiative to ensure that all employees had access to numerous programs that incorporated various types of physical activities. These programs included the Cruiser to 5K, CMPD's Biggest Loser 2012, CrossFit training, and the creation of a kickball league.

The Cruiser to 5K was a six week program aimed at encouraging staff to "get into shape quick." Participants were asked to register in one of three categories, "Still in Park" (have not run at all in last 6 months), "1st Gear" (sporadically exercising), or "Full Throttle" (capable of running a 5K right now). Throughout the six weeks of the program, participants were sent workout routines to help them get into the physical shape needed to successfully complete a 5K run and increase their overall well being. The Cruiser to 5K program concluded with the participants competing in the CMPD's "Thin Blue Line" charity 5K.

The Biggest Loser Competition was directed toward those employees wanting to lose weight. Working in 3-5 person teams, participants were required to attend routine weigh-ins every other week throughout the program. At the final weigh-in 3,442 total pounds were lost by all participants; an average of over 9 pounds per participant. The Biggest Loser program succeeded in its goal to increase CMPD staff wellness.

CrossFit is a principal strength and conditioning program that is constantly varied and uses functional movements that are executed at high intensity. The load and the intensity of the program was modified for any member of the staff interested in participation. The program began with future CMPD recruits as their primary fitness routine. The success of the program led to the incorporation of the CrossFit initiative to the CMPD Academy Training and Recruiting staff into their own workout regiments. The CrossFit methods proved to be

highly beneficial for those that employed this method regularly, with greater gains in weight control/loss, power, speed, agility, balance, and coordination.

The CrossFit program was further expanded for use by sworn and non-sworn staff throughout the CMPD including the creation of the "The Breakfast Club" of 24 employees participating in a regular CrossFit schedule. Members ranged in age from 21 to 64.

The CMPD Wellness and Fitness subcommittee started the CMPD Kickball League to provide employees with a recreational, yet competitive, activity that would improve overall fitness and build team camaraderie within CMPD Divisions and Units.





## Pink Lady Fire Truck Pull Raises Money to Fight Cancer

Teams worked together in the first annual *"Pink Lady Fire Truck Pull."* The objective was to drag the Charlotte Fire Department's pink fire truck across the finish line the quickest. Teams competed for prizes in three categories; all male, all female, and co-ed.

This unique fund raiser helped raise money for breast cancer research. Also a collaboration between the CMPD and the CFD aided in raising funds for the CMPD's *"Cops for the Cure"* and the CFD's *"Fight to Extinguish"* campaigns.



## CMPD Launches Social Media Networks

Social media has proved to be a critical resource for the CMPD, enabling the department to broadcast important information directly affecting the safety of our community. Due to the nature of how citizens learn about news today, it is essential that the CMPD has the ability to provide information to the public in an unfiltered manner.

The CMPD created a Facebook account to provide information on traffic alerts, emerging crime trends, community events, and additional important items of interest to the public. To follow the **CMPD** on **FACEBOOK**, please visit <http://www.facebook.com/pages/Charlotte-Mecklenburg-Police-Department/124757580932140>

In 2012, the CMPD also began using the social media network Twitter. Several officers with the department created Twitter accounts that were relevant to their respective patrol response areas.

Twitter has been a tremendous asset to the community, affording officers the ability to receive real time information from citizens concerning neighborhoods directly from the officers who patrol their communities. The CMPD plans to expand the Twitter program more broadly in 2013.

- Follow our traffic alerts feed on Twitter @QCTrafficAlerts
- Follow our official CMPD newsroom on Twitter @CMPD\_newsroom
- Follow Officer Marty Cuthbertson and our CrimeStoppers efforts on Twitter @CrimeStoppersQC





## Statistical Review: Crime Continues to Decrease

The key variables that put crime numbers into perspective -- and allow more accurate comparisons from year to year -- are growth and population. Put simply, the larger a community, the more opportunities there are for victimization. That is why crime rates (the number of crimes per 100,000 citizens) provide a more complete picture of the potential for victimization, successes and crime problems that need more attention.

INDEX OFFENSES	Jan '12 - Dec '12	Jan '11 - Dec '11	Percent Change
MURDER & NON-NEGLIGENT MANSLAUGHTER	52	55	-5.5%
RAPE TOTAL	219	211	3.8%
RAPE BY FORCE	207	197	5.1%
ATTEMPTED RAPE	12	14	-14.3%
ROBBERY TOTAL	1798	1612	11.5%
ARMED	1308	1148	13.9%
STRONG-ARM	490	464	5.6%
AGGRAVATED ASSAULT TOTAL	3165	2901	9.1%
BURGLARY TOTAL	7761	8536	-9.1%
RESIDENTIAL	5801	6352	-8.7%
COMMERCIAL	1960	2184	-10.3%
*****			
FORCE	5945	6600	-9.9%
NO FORCE	1235	1336	-7.6%
ATTEMPT	581	600	-3.2%
LARCENY TOTAL	22688	21369	6.2%
\$200 AND OVER	11437	10871	5.2%
\$50 TO \$200	4905	4564	7.5%
UNDER \$50	6270	5934	5.7%
*****			
FROM AUTO	8415	8185	2.8%
BICYCLE	385	363	6.1%
SHOPLIFTING	4536	3831	18.4%
OTHERS	9276	8990	3.2%
VEHICLE THEFT TOTAL	2138	2101	1.8%
ARSON TOTAL	194	195	-0.5%
TOTALS	38014	36980	2.8%
VIOLENT	5233	4779	9.5%
PROPERTY	32781	32201	1.8%

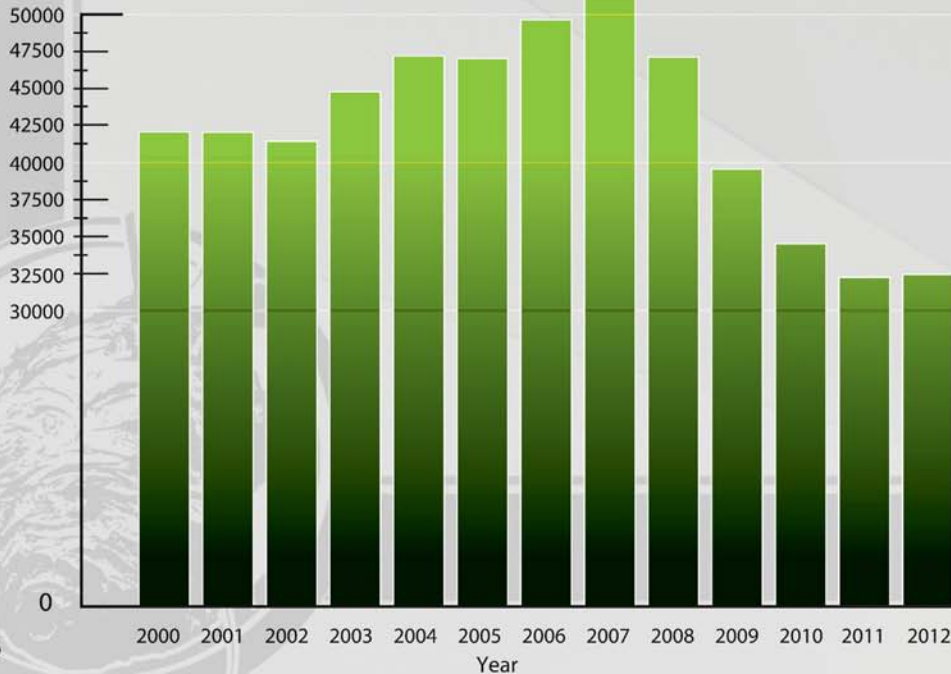
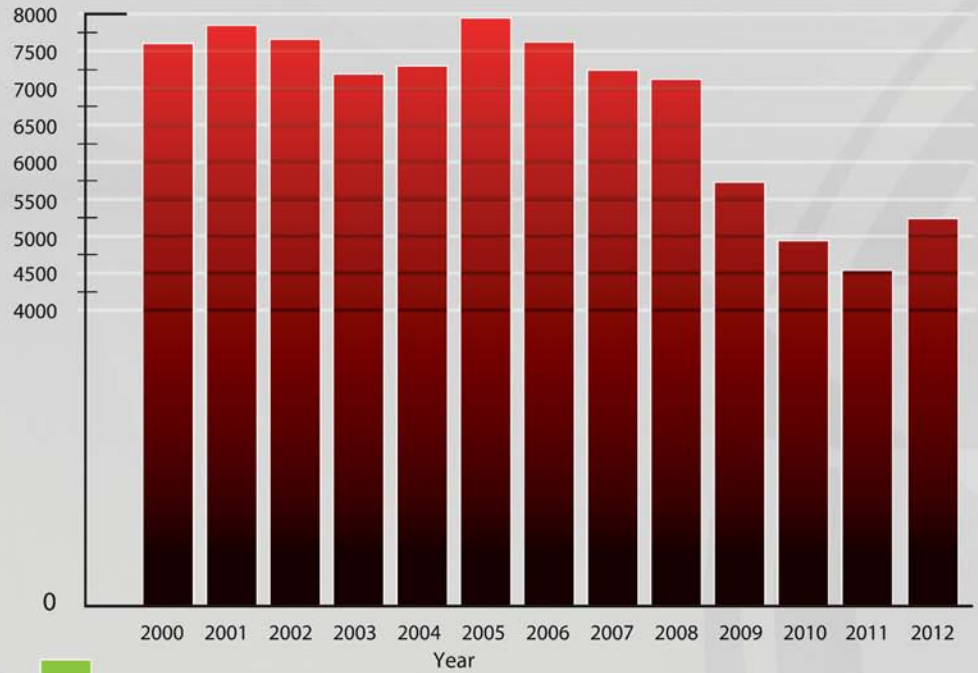
Arrests by CMPD Year-to-Date: 2011 - 2012 (Through December)	Adult 18 & Older			Juveniles Under 18			Total Arrests		
	2011	2012	% CHANGE	2011	2012	% CHANGE	2011	2012	% CHANGE
Murder/Non-Negligent Manslaughter	50	45	-10.0%	5	6	20.0%	55	51	-7.3%
Negligent & Vehicular Manslaughter	11	19	72.7%	0	1	NA%	11	20	81.8%
Rape	72	56	-22.2%	6	7	16.7%	78	63	-19.2%
Robbery	473	578	22.2%	143	159	11.2%	616	737	19.6%
Aggravated Assault	1689	1777	5.2%	126	121	-4.0%	1815	1898	4.6%
Burglary	767	731	-4.7%	411	409	-0.5%	1178	1140	-3.2%
Larceny	1959	2216	13.1%	703	720	2.4%	2662	2936	10.3%
Vehicle Theft	77	72	-6.5%	54	40	-25.9%	131	112	-14.5%
Non-Aggravated Assault	2554	2620	2.6%	764	729	-4.6%	3318	3349	0.9%
Arson	17	15	-11.8%	42	26	-38.1%	59	41	-30.5%
Forgery/Counterfeit	171	191	11.7%	4	11	175.0%	175	202	15.4%
Fraud	345	290	-15.9%	10	9	-10.0%	355	299	-15.8%
Embezzlement	105	126	20.0%	6	9	50.0%	111	165	21.6%
Stolen Property	338	410	21.3%	45	61	35.6%	383	471	23.0%
Vandalism	186	202	8.6%	155	124	-20.0%	341	326	-4.4%
Weapons	481	460	-4.4%	236	203	-14.0%	717	663	-7.5%
Prostitution	139	87	-37.4%	5	5	0.0%	144	92	-36.1%
Sex Offenses	171	159	-7.0%	34	25	-26.5%	205	184	-10.2%
Drugs	3026	2703	-10.7%	339	286	-15.6%	3365	2989	-11.2%
Gambling	2	2	0.0%	0	0	NA	2	2	0.0%
Offenses Against the Family	9	7	-22.2%	1	0	-100.0	10	7	-30.0%
Driving While Alcohol/Drug Impaired	2006	1250	-37.7%	7	1	-85.7%	2013	1251	-37.9%
Liquor Violation	382	302	-20.9%	49	27	-44.9%	431	329	-23.7%
Disorderly Conduct	784	487	-37.9%	292	191	-34.6%	1076	678	-37.0%
Other Non-Traffic Arrests	6862	6113	-10.9%	602	626	4.0%	7464	6739	-9.7%
<b>TOTAL</b>	<b>22676</b>	<b>20918</b>	<b>-7.8%</b>	<b>4039</b>	<b>3796</b>	<b>-6.0%</b>	<b>26715</b>	<b>24714</b>	<b>-7.5%</b>



## Violent Index Crime Statistics

Charlotte-Mecklenburg Police Department: 2000 – 2012

Violent Index Crime includes homicide, rape, robbery, and aggravated assault.



## Property Index Crime Statistics

Charlotte-Mecklenburg Police Department: 2000 – 2012

Property Index Crime includes burglary, larceny, vehicle theft, and arson.

# Employees Recognized for Performance in 2012

Every year, the Charlotte-Mecklenburg Police Department recognizes employees who distinguish themselves through heroic actions and outstanding performance or service.

## Departmental Awards

### Patrol Training Officer of the Year

*The PTO of the Year Award is presented to the PTO who has demonstrated exceptional leadership qualities in training newly sworn officers in patrol functions, preliminary investigative functions, in State and municipal laws and departmental policies, practices and procedures. The actions of the PTO of the year expose new officers to a variety of experiences and encourage career development. The PTO of the Year is a positive role model for newly sworn officers both on and off duty.*

- Officer Robert Land

### Non-Sworn Employee of the Year

*The Non-Sworn Employee of the Year is presented to a non-sworn member of the CMPD who has distinguished themselves through either an accumulation of exceptional contributions or in a single incident. The actions of the employee clearly place him or her above others of an equal status. Areas of recognition include, but are not limited to: extraordinary valor, positive community impact, administrative accomplishments, crime prevention, training programs, traffic safety and innovation in policing.*

- Cliff Chapman

### Sworn Employee of the Year

*The Sworn Employee of the Year Award is presented to a sworn member of the CMPD who distinguish themselves through either an accumulation of exceptional contributions or a single incident, and whose actions clearly place the individual well above others of equal rank or grade. Areas of recognition include, but are not limited to: extraordinary valor, positive community impact, administrative accomplishments, crime prevention, training programs, traffic safety and innovation in policing. This award may be presented to an officer who has also won other awards.*

- Lieutenant Brian Foley

### Police Silver Cross

*This is awarded to employees who are seriously injured by assault or other overt acts in the performance of their duties.*

- Officer Jeffrey Bumgarner



### Medal of Valor

*The Medal of Valor may be awarded to employees who have distinguished themselves by acts of extraordinary bravery in the performance of an act to preserve life or property with the clear risk of serious injury or death present during the action.*

- Officer Gregory Lineberger, Officer Joseph Hovis, and Officer Robert Kierce
- Officer Robert Preston Jr., and Officer Ryan Shields
- Detective Shane Page, Officer Brian Walsh, and Officer Chandos Williams
- Officer Joseph Monteleone

### Medal of Merit

*The Medal of Merit Award recognizes CMPD employees who have performed admirably in response to specific situations. The incident may have been of an emergency nature or a routine event, but the employee's exceptional performance merits special recognition.*

- Sergeant Michael Hervey, Officer Brian Matthews, Officer James M. Teague, Officer Edward Gonzalez, Officer Jason Reeves, Officer Matthew Mescan, Officer Ted Crowley, Officer William Andy Foster, Officer William Pallone, and Officer Williams Bostick
- Officer Benjamin Downs & Officer Brandon Kimble

### Life Saving Award

*This award recognizes employees for saving a human life.*

- Sergeant Michael Shy & Officer Matthew Tipp
- Officer Paul Updegraff
- Officer Lee Saunders & Firefighter Doug Jernigan
- Officer Douglas Toggweiler
- Officer Caleb Skipper

## Chief's Award for Excellence in Policing



*The Chief's Award for Excellence in Policing may be awarded to CMPD employees who have distinguished themselves by exceptional performance that clearly benefited CMPD, citizens, the communities we police and/or advanced the field of policing in general.*

- **Crime Stoppers** — Detective Marty Cuthbertson
- **Juvenile Case Records Management System, JPOST** — Mike Wilson, Dalton Moore, Mustapha Saoui, Officer Williams Haynes, and Officer William Clark
- **MDMA XANAX Investigation** — Detective Donald Queen, Detective James Monroe, Detective Kimberly Blackwell, Detective Todd Hepner, Officer Anthony Finnocchio, Officer Gabriel Chickoree, Officer John Causey, and Officer Marvin Starnes
- **Project C.A.R.E Team** — Detective Allison Rooks, Lieutenant Fred Newell, Officer Douglas Leonard, Officer Jason Ott, Officer Joel Wing, Officer Kamil Waters, Officer Richard Taylor, Officer Rodney Mull, Officer Ronda Cline, and Officer Stephen Iyvebe
- **Rent-A-Center Investigation** — Officer Eugene Jarka
- **Hickory Grove Firearms/Drug Investion** — Officer Gresham Wilhelm and Officer Jesus Rendon
- **North Tryon Sugar Creek Hotel Corridor** — Detective Randy Call, Detective Thomas Jarrett Wishon, Lieutenant Ken Schul, Officer Gregory Altizer, Officer Reggie Gilmore, Sergeant Jason Kelly, US Attorney Ann Claire Phillips, Agent Gerod King, Agent Kris Kluttz, and Assistant District Attorney Elizabeth Greene
- **Metro Division North Tryon St. Corridor Operation** — Detective Sidney Lackey, Detective Terrance Gerald, Officer Jared Porter, Officer Paul Blackwood, Officer Kelly Murphy, Sergeant Christopher Eubanks, and Staff Sergeant Torri Ellis
- **Metro, Vice, & ATF Lakewood Community Drug Operation** — Officer Johnathan Frisk, Officer Roman McNeil, Detective Stephanie White, Detective Sidney Lackey, Detective Scott Shipman, Detective Michael Blee, and Agent Laurel Griswold
- **Westover Division Property Fencing Operation** — Lieutenant Andrew Harris, Officer Harlon McKinner, Officer Shawn Blee, and Officer Steven Selogy

## Chief's Unit Citation

*This citation is awarded to a departmental unit or section whose performance is indicative a high degree of initiative, determination, diligence and cooperative effort in the fulfillment of a difficult mission, operation task or project.*

- **Steele Creek Division FMT** — Officer Adam DeGeorge, Officer Adam Jones, Officer Charles Bolduc, Officer Erin Navaratil, Officer James Helms, Officer Joseph Dollar, Officer Joseph Wilson, Officer Michael Reagan, Officer Ryan Buckler, Officer William Dotson, and Sergeant Graham Brown
- **Westover FMT and Drug Team** — Officer Daniel Molles, Officer David Haulsee, Officer Dennis McClain, Officer Steven Selogy, Officer Tammy Post, Officer Time Kiefer, and Officer Will Henson
- **Animal Care & Control Emergency Response Team** — Adam Lockley, Matthew Marler, William Morrison, Amy Yeager, Chloe Hankinson, Mary Ermold, and Robbi Porter



- **Homicide Unit** — Detective Bill Ward, Detective Blair Fitch, Detective Brad Tisdale, Detective Dave Abbott, Detective Dave Osorio, Detective Dave Phillips, Detective Ed Morales, Detective Eric Boulware, Detective Faye Strothers, Kim Brewington, Detective Miguel Santiago, Detective Mike Grande, Detective Phil Rainwater, Detective Steve Furr, Detective Steve Ladd, Detective Susan Sarvis, Detective Terry Brandon, Detective Tim Jolly, Detective Todd Burkhard, Sergeant Lee Ann Oehler, Sergeant Lisa Mangum, Sergeant Rudy Stevenson, and Sergeant Susan Manassah
- **Armed Robbery Unit** — Detective Adrian Washington, Detective Allison Rooks, Detective Andy Ban, Detective Angie Caroway, Detective Chelsey Padilla, Detective Chris Decker, Detective Danny Brathwaite, Detective Eddy Quevedo, Detective Randy Carroll (posthumously), Detective Jim Ivie, Detective Jim Andringa, Detective Stephen Fischbach, Detective Stephen Todd, Detective Todd Stutts, Detective Tom Ledford, Kim Chapman, Sergeant Brian Scharf, and Sergeant Keith Caviness
- **Homicide Support Group** — Alisa Greene, Jacqueline McGill, Martine Highet, Regena Dooley, Susan Barber, Andrea Long, Bette Royster-Scott, Beverly Johnson, Christie Osorio, Darwin Davis, Gerard Vidale, Gwendolyn Davis, James Hardrick, Jane Montognese, Justine Mason, Kyle Goodson, Lu Prodhomme, Makiba Blackmon, Margaret Raye, Ned Flemming, Robbie Harrison, Robin Carn, and Sergeant Ricky Robbins
- **Electronic Monitoring Unit** — Sergeant Dave Scheppegrell, Officer Adrian Johnson, Officer Bruce Edwards, Officer Dorne Percy, Officer Emily Gardener, Officer Scott Carter, and Officer William Kozlowski
- **Firearms ATF Violent Crime Task Force** — Detective Jimmy Messer, Agent Anthony Hoskins, Agent Gerod King, and Agent Shawn Stahlo
- **Homeland Security Investigations Special Task Force** — Detective Chris Newman, Detective Dwayne Spears, Detective James Beaver, Agent Angela Watlington, Agent Glenn MacDonald, Agent James Bryant, Agent Joe Barringer, Agent John Pavlovic, Agent Roger Jernigan, Agent Todd Elmore, and Agent Ubaldo Rios
- **Metro Division FMT** — Officer Chad Denton, Officer Derrick Rudd, Sergeant Jason Colquitt, Officer Jonathan LeCompte, Officer Michael Anderson, Officer Michael Wallin, Officer Richard Morgan, Officer Robert Stark, Officer Seth Adcox, Officer Steven Schuster, Officer Sue Martin, Officer Thomas Bisignano, and Officer Zachary Cooper
- **North Tryon FMT** — Officer Brandon Overcash, Officer Jarrod Lancaster, Officer Jason Passafiume, Officer Jonathan Wally, Officer Josh Allman, Officer Samuel Howard, Officer Justin Coleman, Officer Nyvia Keene, Officer Sean Fulton, Officer Sean Solomon, Officer Thomas Jarrett Wishon, and Sergeant Chris Parnell
- **Providence RA1 Team** — Officer Jason Hooven, Officer Michael Birch, Officer Rebecca Evans, Officer Robert Sprague, Officer Wade Cantrell, Officer William Eubank, Staff Sergeant Richard Stahnke, and Officer James Gilliland
- **Providence RA1 Team** — Officer Cory Thigpen, Officer Dan Kellough, Officer Gregory Martin, Officer Tim Savelle, Officer Todd Houser, Officer Franchot Pack, Officer Chris Matlock, Officer Tom Grosse, Officer Zachary Riggan, Staff Sergeant Thomas Berry

## **Meritorious Award**

*The Meritorious Award is the highest award given to citizens who distinguish themselves by meritorious service. This award is given for extraordinary actions during which the citizen is at risk of serious injury or death.*

- Lee Blasse & Krystel Harrell
- Shaun Polston

## **Citizen Service Award**

This award is presented to citizens who have worked with the police and exhibited considerable initiative and resolve in one or more of the following areas: addressing problems within the community, improving neighborhood safety and conditions, serving as a community leader as demonstrated by their actions, service or work with youth, and/or have accomplished some other extraordinary act of service to CMPD or the community.

- **Providence Division** — Tom Donaldson & Kristen Henderson
- **Providence Division** — Barbara Simpson
- **Hickory Grove Division** — Vanesse James
- **North Division** — David Hunter, Heith Freeland, & Zlaleh Cole
- **North Division** — Sandra Fick
- **University City Division** — Hector Aviles & Karla Aviles
- **University City Division** — Terry Joe Leonard
- **University City Division** — Johnny White

## **Non Sworn Employee Service Award**

- Michael Desmond
- Anna Pharr
- Julia Conner
- Debra Kramer



## **Active Military**

Many Charlotte-Mecklenburg Police Department employees also serve in the United States military. The department would like to thank them for their service to our country and specially recognize those who were deployed for active duty in 2012:

Officer Charles C. Adkins  
Officer Terry Boag  
Officer John Bowman  
Officer Joseph Caulfield

Officer William "Stan" Cook  
Officer Timothy Gerald  
Officer Jerrod Kester  
Officer Sangwon Lee

Officer Kurt Rex  
Officer Richard Starnes  
Officer Matthew Tipp  
Officer Mark Webb

## **2012 Retirees**

The Charlotte-Mecklenburg Police Department would like to congratulate the following employees on their retirement and say thanks for their many years of committed service:

### ***Sworn Officers***

Officer Ernest Alexander  
Detective Mark T. Balmas  
Officer Richard A. Benson  
Officer Carl R. Boger  
Detective William T. Brandon  
Officer Randy N. Call  
Officer Odessa Chapman  
Officer William A. Foster  
Officer Victoria L. Gibson  
Sgt. Richard J. Hammett  
Officer James M. Hart  
Sgt. Tammy N. Hatley

Officer Terry S. Howard  
Officer Michael C. Hurley  
Sgt. James E. Jones, Jr.  
Detective John F. Kyle  
Detective Thomas G. Ledford  
Major George A. Leonard  
Sgt. Steven B. Murphy  
Major Glen A. Neimeyer  
Officer Kathryn J. Pierce  
Officer Charles E. Talton, Jr.  
Officer Steven E. Tate  
Officer Alvester W. Tucker  
Detective William E. Ward, Jr.

### ***Civilian Employees***

Patricia Amos, Crime Scene Search  
Lenora R. Barbour, Crime Scene Search  
Sylvia V. Bennett, Communications  
Jeffrey A. Diamond, Property & Evidence  
Donna J. Flowe, Communications  
Sandra M. Harrington, Records  
Jerry L. Hicks, Crime Scene Search  
William S. Jobe, Crime Scene Search  
Jerline Johnson, Property & Evidence



CHARLOTTE

POLICE



CHARLOTTE-MECKLENBURG

CHARLOTTE-MECKLENBURG POLICE DEPARTMENT  
601 EAST TRADE STREET CHARLOTTE, NC 28202

[WWW.CMPD.ORG](http://WWW.CMPD.ORG)

2012

2012

OBAMA BIDEN

BAIL  
OUT  
PEOPLE  
NOT  
BANKS!

B076

B080

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