



CHARLOTTE-MECKLENBURG POLICE DEPARTMENT

2013 ANNUAL REPORT



CMPD Celebrates its 20th Anniversary

In the early 1990's, the most significant event in local policing was the consolidation of the Charlotte Police Department and the Mecklenburg County Police Department. Consolidation of the two departments was first discussed in 1949 and was studied several times but, lacking a strong mandate from the two governing bodies and the community, the issue was always tabled. By the early 1990's, the City Council and County Commission were concerned about the expense of maintaining two full service police departments, especially since the City's aggressive annexation policy was rapidly reducing the size of the unincorporated area policed by the County.

A Committee was formed to develop a consolidation plan that could be implemented in the latter part of 1993. The two departments were officially consolidated as the Charlotte-Mecklenburg Police Department on October 1, 1993. Charlotte Police Department Chief Ronnie Stone was selected as Chief of the consolidated department. Chief Vic Orr of the Mecklenburg County Police Department was chosen as the Deputy Chief. Consolidation resulted in formation of a stronger and more diverse police department, providing an unprecedented level of police service to the citizens of Charlotte and the unincorporated area of Mecklenburg County.

To our citizens,

In 2013, the Charlotte-Mecklenburg Police Department (CMPD) reached a major milestone in celebrating 20 years as a department. Since its merger with the Mecklenburg County Police Department, our organization continues to accomplish great things. Whether we are using cutting-edge technology to fight crime, or participating in community events, the delivery of exceptional customer service is one of our department's top priorities.

This year alone, CMPD enhanced its crime fighting efforts with our Real Time Crime Center. The center allows staff to be more proactive in identifying trends and to assist with investigations. Our Aviation Unit and Targeted Action Plan Unit (TrAP) also have played major roles in the reduction of crime in our community.

Another major accomplishment was our Animal Care & Control Division earning a national distinction. They were named a Partner Community with the American Society for the Prevention of Cruelty to Animals.

CMPD continues to bolster its relationship with the citizens we serve. Our efforts include our annual participation in National Night Out. This nationwide celebration to combat crime marked its thirtieth year in 2013.

We are also much attuned to the needs of citizens experiencing tragedy. Our Homicide Support Group provides survivors with resources needed to help them deal with personal loss.

In addition, our community engagement has focused on the department enhancing its utilization of social media. Staying connected is a pivotal factor to help fight crime. CMPD implemented applications for crime reduction through a CrimeStoppers mobile app and the Nextdoor.com social network.

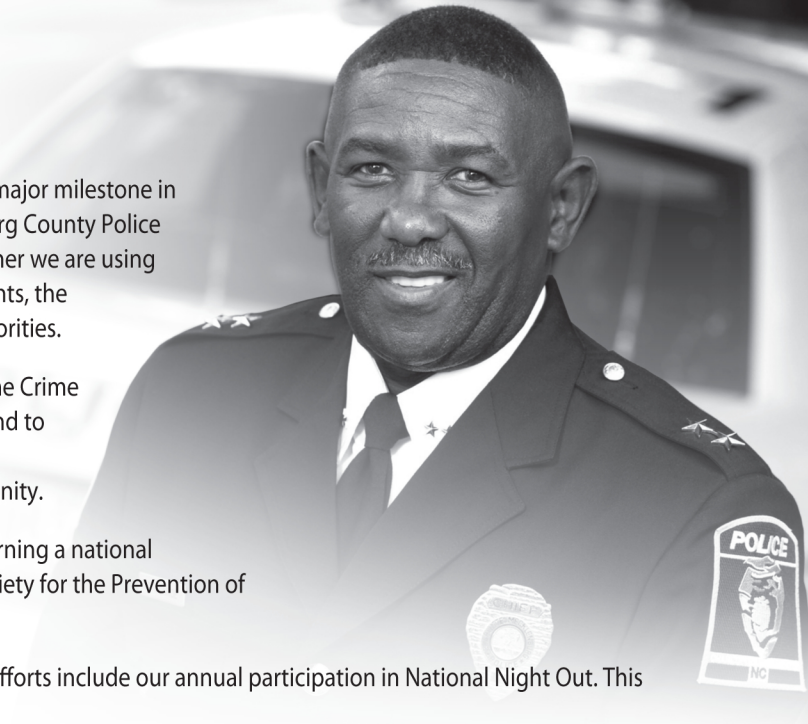
Our department is also very dedicated to ensuring our workforce is reflective of the citizens we serve. In an attempt to educate Charlotte-Mecklenburg citizens regarding the benefits of working for the department, CMPD initiated a successful community oriented recruiting campaign focused on increasing diversity.

As you can see, 2013 was a very productive year. However, none of these accomplishments would have been possible without the dedicated and highly professional members of our department. I do hope that as you read the annual report you will gain a better of understanding of the hard work and commitment put forth every day to help keep our city safe and ensure the community maintains a higher quality of life.

Best Regards,



Rodney D. Monroe
Chief of Police



Charlotte Quick Facts

2013 Population:

749,737 City of Charlotte
947,373 Mecklenburg County
802,079 CMPD jurisdiction

Total Square Miles:

303 City of Charlotte
546 Mecklenburg County
438 CMPD jurisdiction

CMPD Employees:

1,831 sworn
506 civilian
463 volunteers
55 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 70 percent have some college.
- CMPD is a 20-year-old organization with a history that dates back more than 100 years. Before CMPD was formed in 1993, separate Charlotte Police and Mecklenburg County Police departments existed.

About Charlotte:

- 1.6 million people visit the city each year
- 2nd largest banking center in the United States
- Home to eight Fortune 500 company headquarters, with more than 273 Fortune 500 companies placing one or more facilities within Mecklenburg County
- Fifth Fastest Growing Metro 2000-2012 (March 2013, U.S. Census)
- Fourth Fastest Growing City Since Recession (June 2013, Forbes.com)
- Eighth Best City for Jobs (May 2013, Forbes.com)
- Rated First in Best Employee Engagement (April 2013, Forbes)

Table of Contents

CMPD Division Map	4
CMPD Implements Real Time Crime Center	6
CMPD Expands Automated License Plate Reader System	7
Serving at Home: CMPD Recruits from the Neighborhoods it Serves	8
Recruiting Police Officers from the U.S. Military	9
CMPD Directs Leadership Development Learning Agency Program	10
Diversity Training is Important to CMPD	11
Helping First Time Offenders Get Back on Track	12
K-9 Unit Receives Target Grant	13
CMPD Implements Applications for Crime Reduction	14
Giving Support to the Survivors of Homicide Victims	15
The Call	16
In Remembrance of Officers John Burnette and Andy Nobles	17
Not Your Typical Rookie Cop...	18
Making a Community Presence by Strategic Planning	19
National Night Out Celebrates 30 Years of Community Interaction	20
TrAP Targets Prolific Property Offenders	21
A Partnership Dedicated to Saving Animal Life	22
A Proud History of Airborne Law Enforcement	23
Statistical Review	24
Employee Recognition for 2013	27
Officers in the Military / 2013 Retirees	32



CMPD Divisions

Central Division | 119 E. Seventh St., Suite 2B | (704) 336-5729

Divison Captain: Capt. Mike Campagna

Response Area Lieutenants: RA1 Lt. Bret Balamucki, RA2 Lt. Joseph Carey, RA3 Lt. Casey Carver

Eastway Division | 3024 Eastway Dr. | (704) 336-8535

Divison Captain: Capt. Demetria Faulkner-Welch

Response Area Lieutenants: RA1 Lt. Tonya Arrington, RA2 Lt. Christian Wagner, RA3 Lt. Jackie Bryley

Freedom Division | 4150 Wilkinson Blvd. | (704) 432-6795

Divison Captain: Capt. Gregg Collins

Response Area Lieutenants: RA1 Lt. Anderson Royston, 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. Brad Koch, 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. Rod Golding

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. Rob Dance

Response Area Lieutenants: RA1 Lt. Steven Durant, RA2 Lt. Jeffery Harless, RA3 Lt. Ken Schul

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

Divison Captain: Capt. Karl Bannerman

Response Area Lieutenants: RA1 Lt. Tom Barry, 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. Chris Dozier

Response Area Lieutenants: RA1 Lt. Mark Santaniello, RA2 Lt. James Hummel, RA3 Lt. Andy Harris

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

Divison Captain: Capt. Todd Garrett

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. Alex Watson, RA2 Lt. Shawn Mitchell, RA3 Lt. Thomas Gwaltney

CMPD Implements Real Time Crime Center

Made possible primarily through funding provided by Charlotte's 2012 hosting of the Democratic National Convention (DNC), the Charlotte-Mecklenburg Police Department (CMPD) had the opportunity to acquire the latest in technology for law enforcement agencies.

Following DNC, the decision was made to leverage the new technology to implement a Real Time Crime Center (RTCC). The RTCC, now operating 20 hours per day, seven days a week, has capitalized on the ability to monitor over 900 surveillance cameras, both publically and privately owned. In addition, RTCC monitors CMPD's Automated License Plate Reader system (ALPR) consisting of 95 cameras in fixed positions and 13 mobile message/radar trailers equipped with ALPR cameras. The RTCC also monitors CMPD's ShotSpotter gunfire detection system operational in five square miles of Charlotte covering several neighborhoods.

RTCC also has access to several data sharing networks including NCAWARE, CJLEADS, CopLink, CMPD records management system (KBCOPS), the state crime information center (DCI), and the National Crime Information Center (NCIC).

Staff assigned in RTCC is alerted when a Priority 1 call for service is entered into the Computer Aided Dispatch (CAD). Staff immediately begins to look at all of the assets available to them, scanning for vehicles or subjects and relaying any information to responding officers. Staff remains in constant radio or telephone contact with responding officers and detectives. In the event of a homicide, RTCC staff will respond to the scene where they can conduct their work from a Sprinter van equipped with the mobile capabilities needed to assist in the investigation. This quick action allows for investigations to begin in real time in an effort to identify trends and/or identify suspects or vehicles involved in crimes.

Since becoming operational the spring of 2013, RTCC has assisted with 720 cases including locating missing persons, stolen vehicle recoveries, and identifying suspect vehicles in robberies.

RTCC technology and assigned staff allows CMPD to proactively assist in ongoing investigations earlier. The technology in RTCC allows staff to identify trends, suspects, and vehicles allowing CMPD to make more timely arrests.

CMPD Expands Automated License Plate Reader System

The CMPD began its Automated License Plate Reader system (ALPR) several years ago with four marked patrol vehicles deployed and equipped with ALPR cameras.

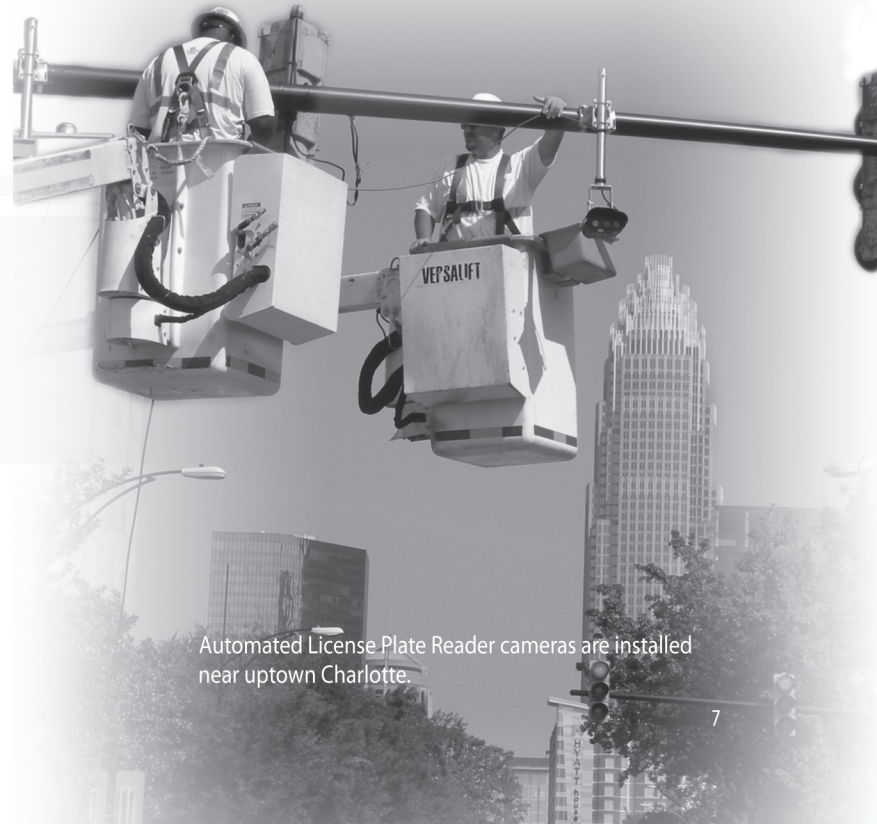
There has been significant progress in the understanding of the ALPRs and their value beyond using them as a tool to locate stolen vehicles. ALPR is an information technology system with the capability for quick scanning and matching. Data may also be used for predictive purposes, i.e., to scan and record vehicular activity in high risk/crime locations and to identify unusual patterns of traffic by one or multiple vehicles resulting in a heightened risk or concern that emerges from analyzing the data. An ALPR system can link people, places, and events in real time.

As part of the preparation for the 2012 Democratic National Convention (DNC), the CMPD purchased and installed, in strategic fixed locations, 95 ALPR cameras, eight portable speed/message trailers equipped with ALPR cameras, and two portable ALPRs used by detectives and patrol officers. Since the DNC, the CMPD has purchased an additional five portable speed/message trailers equipped with ALPR cameras.

Monitored continually in the CMPD's Real Time Crime Center, the ALPR system has proven to be a valuable tool. For example, when the CMPD received a call reporting a "car-jacking", the ALPR camera captured the car and license tag. The ALPR picked up a pattern of the same car traveling through the same intersection regularly. The ALPR then captured the license tag on a different car. Using the information captured by the ALPR, a perimeter was established in the vicinity of the ALPR "hits" resulting in the vehicle being stopped. This case was cleared determining an unauthorized use of a vehicle and other charges rather than the reported "car-jacking".

The 13 portable speed/message trailers equipped with ALPR cameras have been used extensively in neighborhoods in an effort to reduce crime. With the ability to create "hot lists", suspect vehicles are entered in the ALPR database allowing the CMPD to provide information regarding whether suspects may be committing crime in identified neighborhoods.

The ALPR system has resulted in the CMPD sending out, on average, 40 "Be on the Lookout (BOLO)" announcements based on ALPR "hits". Typically, each week, 4-5 of these "hits" result in the clearing of cases. Examples of cases cleared include stolen vehicles, missing persons, and stolen tags.



Automated License Plate Reader cameras are installed near uptown Charlotte.

Serving at Home: CMPD Recruits from the Neighborhoods it Serves

The Charlotte-Mecklenburg Police Department (CMPD) initiated a recruitment campaign in 2012 to increase the diversity of its applicant pool.

Its purpose was to increase the diversity of CMPD. Focus was placed on targeting females, African Americans, Latinos and Asians who have spent a considerable portion of their lives in Charlotte-Mecklenburg. In an effort to accomplish this, videos were produced featuring a diverse group of CMPD officers. The message they conveyed and emphasized was that working with the department would lead to success, respect, and advancement.


After several focus group meetings in 2012, six officers, three women and three men, volunteered to be interviewed on camera. They were asked several questions about growing up in Charlotte-Mecklenburg, how law enforcement became their chosen profession, how working for CMPD had affected their lives, and any challenges or successes that they were willing to share.

The videos were produced by the City of Charlotte's Corporate Communications Department, Government Channel 16. The three female officers, Officer Kenia Medrano, Captain Martha Dozier, and Major Sherie Pearsall each told personal stories about what it means to give back to the community in which they grew up. They also shared what working for CMPD has meant to them.

The videos of the three male officers, Detective Michael Nguyen, Detective Eric Boulware, and Sergeant Rico McIlwain were shot at locations that had a positive effect on growing up in Charlotte-Mecklenburg. This allowed the finished production to be intensely personal because it showcased the local

connection they had to Charlotte-Mecklenburg. The resulting videos were rich in cultural and personal heritage. Each interviewee conveyed the satisfaction of working in the community where they grew up and pride of being a member of the CMPD family.

The interviews were aired on the Government Channel 16 and posted on the CMPD website (www.cmpd.org). In addition, they are shown by the CMPD's Recruiting Division at recruiting fairs and public events. The videos also can be viewed on YouTube by searching the phrase, "I am CMPD."



These officers who grew up in Charlotte tell their stories in recruitment videos.

Recruiting Police Officers from the U.S. Military

The CMPD takes great pride in supporting the brave men and women who serve and sacrifice for our country. Many of the values and attributes military members exhibit are what the department seeks in the employees it recruits. The CMPD is a strong advocate of hiring veterans and provides them with opportunities through the base testing program and application process.

The CMPD actively recruits active duty, reserve, and retiree's and has in place three distinct programs through three distinct military recruiting programs.

Through the CMPD's military base testing program, CMPD recruiting staff travel to military bases in North Carolina, South Carolina, Georgia, and on occasion, to other states along the Eastern seaboard. During these visits, the CMPD offers military

members the entry level test for employment. Military members are briefed that this is an opportunity Chief Monroe extends to them because of their service to our country and he acknowledges that many of the character and work traits found in the military fit well with CMPD's philosophy.

In addition, the CMPD provides an extended application timeline. Military members are allowed up to 18 months to apply for a position if they pass the police officer entry exam. CMPD recognizes that a commitment to serve our country can be dictated by world events and subsequently separation dates can change. In addition, CMPD recognizes that the military requires members to forecast 3-12 months to separate from the military.

Finally, the CMPD Training Academy is a certified VA occupational institute and has established a working relationship with NC Veterans Administration. This means veterans may be entitled to Post 911 Educational benefits through the Federal government. Recruits are briefed at the Training Academy during week two of training and partners from the NC VA system come to the Training Academy to assist with the necessary paperwork.

To learn more about the CMPD's military recruitment program contact Officer Bill Haynes, CMPD Recruiting Division (Military Recruitment) located at 1770 Shopton Road, Charlotte, NC 28217, telephone 704-432-1614 or email whaynes@cmpd.org



CMPD Directs Leadership Development Learning Agency Program

In 2010, the U.S. Department of Justice, Bureau of Justice Assistance (BJA) and the Major Cities Chiefs organization undertook the task to think about the future of policing. As outlined in BJA's 2011 Organization of the Future Report, there are several potential organizational models that could create a "police organization of the future" to better meet the broad range of community needs.

Participating in this national effort, CMPD Deputy Chief Kerr Putney, joined by Deputy Chief Katrina Graue, Major Jeff Estes, Research & Planning Director Paul Paskoff and UNC Charlotte Associate Professor Dr. Joseph Kuhns developed the Leadership Development Learning Agency Program (Program) model.

Leadership development is imperative for:

- Building public confidence and trust within the police organization
- Recruiting and developing qualified staff and preparing them for advancement to fill each key positions within the agency
- Building community/neighborhood capacity to advance and sustain quality of life


For police agencies today, there is a need to fill the gap for sworn and non-sworn staff to learn for the sake of learning, through the method of experiential learning. Staff should be taught the "Purpose" rather than the "Process" of the body of knowledge required to continuously move a police agency forward.

Policing can no longer afford to see itself as a monolithic, stand alone authority. Partnerships with other non-policing and policing agencies will become the prevailing business model of the future. Community Policing may be redefined as Community Governance with staff across public agencies and private firms initiating problem solving and leveraging resources of the total group. The strategic shift will be to a broader focus on community, seeking out new ways of creating and nurturing safe communities. Leadership will be required at all levels of the

CMPD (and other police agencies) by building agency-wide critical thinking, innovation, and operational flexibility to become a highly adaptable agency.

The Program was launched with two classes in May and August 2013 including lieutenants and non-sworn administrative staff from the CMPD, Greensboro, Raleigh, Winston-Salem, Wilmington, and Asheville Police Departments.

In addition, the Program includes an Executive Speakers Series. In 2013, speakers included Philadelphia Police Commissioner Charles Ramsey who spoke and took questions on the challenges facing police departments over the next 10 years and how do police departments earn, build, and maintain trust, and Lance Fitzmorris, United States Central Intelligence Agency (retired) Senior Operations Officer/ National Clandestine Service, who discussed leadership in a high reliability environment. In 2014, the Program will be expanded to include South Carolina police agencies and the continuation of the Executive Speakers Series.



LEADERSHIP IN A HIGH
RELIABILITY ORGANIZATION

Lance Fitzmorris, retired CIA Operations officer
was part of CMPD's Executive Speaker Series

Diversity Training is Important to the CMPD

The CMPD provides police recruits with information to effectively communicate and interact with the public in a wide variety of situations, fostering cooperation for more effective resolutions.

Using classroom training and materials, recruits are taught to recognize and provide the appropriate assistance to groups of individuals, including but not limited to, autistic, hearing impaired/deaf, visually impaired/blind, mobility impaired, elder persons or persons having Alzheimer's disease, and how to identify and conduct a preliminary investigation of a "Suspected Hate Crime."

In addition, through in-services training, CMPD staff participates in the workshop, "Creating an Inclusive Work Environment: What's My Role?" This workshop is designed to help create a work environment where ideas are openly shared; people are treated with respect and dignity, and where employees are fully engaged to provide excellent comprehensive citizen service. Staff also participates in a "Harassment Workshop", where they learn to appreciate the differences in others while avoiding and preventing behaviors that could be considered harassing.

Juvenile Minority Sensitivity: Race Matters training provides a historical perspective of the criminal justice system and the transition to the current juvenile justice system with particular emphasis placed on the role race has played in the system's formation, along with presenting a decision making model that may be applied in the decision making process. Americans with Disabilities Training includes understanding and working with those with blindness, vision impairments, deafness, hard of hearing, epilepsy and seizures, mental illness, mobility

impairments, mental retardation and speech impairments. Through Domestic Violence: Lesbian, Gay, Bi-Sexual, Transgender training officers learn to define and recognize issues concerning domestic violence in lesbian, gay, bisexual, and transgender relationships.

CMPD staff also participated in "Dismantling Racism" training. This two-day workshop is a collaborative of trainers and organizers building on a model developed in the early 1990s by Kenneth Jones and Tema Okun. The Dismantling Racism process is designed to help organizations proactively understand and address racism, both in their organization and in the community where the organization is working.

Helping First Time Offenders to Get Back on Track

The current criminal justice system provides minimum opportunity for first time offenders of minor crimes to participate in a diversion program as a means to avoid a criminal record and be held accountable for their mistakes while saving their futures.

The CMPD's Youthful Offender Diversion Program (Diversion Program) addresses the continuum of need by bridging the gaps between the law enforcement-student relationship and the State Department of Juvenile Justice (DJJ)/client relationship through the offering of a diversion opportunity instead of affecting an arrest as a means to enforcing discipline and responsibility of students without potentially damaging their future with an arrest history.

The Diversion Program allows CMPD Officers and members of the DJJ staff to refer pre-adjudicated and adjudicated offenders who have committed minor crimes such as simple assault, larceny, trespassing, public affray, communicating threats, disorderly conduct, damage to property, undisciplined, truant and runaways to the Diversion Program that provides much needed inter-personal programming. In addition, the CMPD also provides, through partner service provider agencies, parenting training and support to mitigate at-risk behavior occurring with the youth targeted by the Diversion Program. The target population is juveniles between the ages of 6 and 17 (predominately 16 and younger).

Juveniles identified to participate are initially screened by CMPD for placement into the appropriate program, including but not limited to, Youth Development Initiatives, Teen Court, Urban League, and the QFoundation.

Participation in the interpersonal skill building/problem solving programs offered by our service provider partners serve to show the juveniles that they have choices and dissuade them from committing anti-social behavior expressed through criminal activity. Parents/guardians receive skills to improve their communication, problem solving, parenting skills, and family management.

Early intervention at the first sign of criminal activity is critical to address inappropriate behavior and provide much needed pro-social activities with positive adult role models on a regular basis. Interpersonal skill building sessions help to promote positive interaction and social skills.

K-9 Unit Receives Target Grant

The CMPD received a \$4,000 grant from Target to purchase portable GPS devices for K-9 handlers. Sgt. Mike Graue, K-9 Unit Supervisor, said, first and foremost, the portable GPS devices will provide safety for K-9 handlers.

Sgt. Graue explained, "Daily, our K-9 handlers must go on extended woodland tracking assignments. Often K-9 handlers find that at the end of the track they do not know their location. There have been several occasions when K-9 handlers have had to call in the CMPD's helicopter to locate and guide the K-9 team safely out of the woods. By using the GPS device the K-9 team will know their exact location at all times. This would be critical if the K-9 handler, K-9, or suspect were injured and in need of emergency medical treatment."

The K-9 Unit must document all successful tracks for court purposes. Before receiving the Target grant, K-9 handlers had to print a map of the area and then hand draw the tracking route onto the map. With the new GPS device, K9 handlers now have the ability to download all successful tracks onto a computer and print a more professional looking map for court showing the K-9 Team's track.

In addition, almost daily, the GPS device is used for laying and running training tracks. The GPS device is the most precise method to ensure K-9 teams are training accurately. Before having the GPS devices, the K-9 Unit used small surveying flags set in place by hand.



K-9 Handler Stephen W. Arnold and Ronin 13

CMPD Implements Applications for Crime Reduction

In an effort to assist in neighbor to neighbor communication, the Charlotte-Mecklenburg Police Department (CMPD) began participating in the social network site Nextdoor.com in September 2013.

On Nextdoor.com, each Charlotte neighborhood will have its own private Nextdoor neighborhood website, accessible only to residents of that neighborhood. Residents can use their website to get to know their neighbors, ask questions, and exchange local advice and recommendations.

CMPD will use Nextdoor to share important news, services, programs, free events, and emergency notifications to neighborhoods signed up on the platform.

This smart device App has one touch dialing to call Crime Stoppers or the nearest law enforcement office.

Charlotte-Mecklenburg is the first Crime Stoppers organization in the Southeast to employ this innovative technology.

For more information or to become a subscriber, visit iTunes, Google Play or the Blackberry platform and download the Charlotte Mecklenburg Crime Stoppers App for free.

In 2013, Crime Stoppers had another successful year. Over 2,400 calls were made to the tip line. As a direct result of these calls, nine homicides were solved, 292 arrests were made, 449 cases were cleared, and 200 fugitives were arrested. CMPD's Firearm by Felon Program was very successful, resulting in 31 arrests since the program's implementation in 2012 along with 73 guns being recovered.



In February 2013, CMPD partnered with the Charlotte-Mecklenburg Crime Stoppers program in developing the latest tool in crime prevention. This innovative technology allows our community the ability to assist CMPD in reducing crime by using the Crime Stoppers Mobile Application (App).

With the use of this Mobile App, citizens have the ability to submit crime tips anonymously through telephone, email, video, or photo. The technology also features some of CMPD's most wanted and can guide citizens to the nearest law enforcement office, should they need assistance.



Giving Support to the Survivors of Homicide Victims

The Charlotte Mecklenburg Police Department (CMPD) Homicide Support Group has become an integral part of the services provided to survivors of homicide victims. Started in December 2009 as a pilot program with grant funding by Chief Rodney Monroe, it has grown in scope and is now a permanent part of CMPD.



The objective is to provide a platform where survivors can explore strategies on how to handle difficult times. Survivors support each other and gain insight on a variety of issues they may face. The group consists of volunteers who are survivors of homicide and who have been trained by CMPD. They demonstrate a commitment and willingness to support those touched by homicide.

Martine Hight, homicide support specialist, works directly with all the families. Her role is to support the families from the day of the homicide until the lengthy court process is complete. In addition, Sgt. Ricky Robbins has supervised the group since it began. He stated, "This is one of the greatest programs ever established between the community and CMPD. It shows that we all care and have a common goal—justice for all."

Many survivors report that one of the most traumatic events of their lives was when they were notified of the death of their loved one. In light of that, the Homicide Support Group volunteers now respond to the scene of the homicide in a support capacity and assist in the death notification process. The volunteers are able to make the families feel less isolated.

They understand the importance of seeking support and accepting help as they navigate through their grief journey. The District Attorney's Office also responds to all homicide notifications and is represented at the group meetings.

In addition to the support group, victim families are provided a variety of client services: crisis intervention, community referrals, case management, court accompaniment and assistance with the Victim Compensation Application process.

The Homicide Support Group meets the first Tuesday of each month at 6:30 p.m. at the Charlotte-Mecklenburg Police Department. The group also sponsors several events throughout the year including: National Day of Remembrance for Homicide Victims, Victims' Rights week, and a holiday tree lighting ceremony.

The Call

Each year, during the third week of May, police departments across the United States celebrate National Police Week. During this week, many events are held to honor those who have paid the ultimate sacrifice. The Call was written by CMPD Major Jeff Estes, Southwest Service Area.

Years ago, I answered a call for service regarding an elderly woman who had called and simply said she “needed the police”. The dispatcher couldn’t get her back on the phone, and so I went. I pulled up to the house and peered inside. A woman in her late 80’s met me at the door and welcomed me in. It turned out she was soon to be put in a nursing home, and her suitcase was in the attic and out of her reach. She was determined not to call any members of her family for help in an effort to show her independence, and so she called the police. She said her husband always told her if she needed help, to call us. I got her suitcase and listened to her worries about leaving her home and losing all things familiar. I talked to her a long time. I think it made me feel worse, while she felt better. In her life, things seemed over and she had nowhere else to turn. In desperation, she reached out for help, and so we came.

And isn’t that what we do? People need help and we go. It plays itself out every day in our line of work, or rather, in our service. Calls by the thousands, and we go. Rather young or old, citizen, or fellow police officer, when someone cries out, we go. We know the feeling when a call comes in and there are people pleading for our help, time grinding as we go. Or the way we move towards the sound of gunfire out in the street at night, or of the chaos of violence when people are running one way, and we run the other. And yet, we go.

Other times, different times, we need help ourselves. We call, we plead and we come. Sometimes, most times, we help each other in time. Sometimes, it’s too late. A hero’s price is high. We know full well that at any moment, we could go and never come back. But that’s our calling, that’s who we are, we go.

And it is that reliance on one another, the knowledge that we go together, that separates us. It is why we are not a collection of people doing a job, engaged in a career, just earning a paycheck. We are members of a rich and distinguished police service. We wear uniforms and we have hornet’s nest badges pinned over our hearts to symbolize the fact that when people need help, we go. It is a special trust that our society gives us, that we volunteer for. They recognize that it’s not always easy to go when called. Things get tough, routine sets in, and things aren’t always right, but yet, they know we will always come.


Major Jeff Estes participates in Charlotte’s National Police Week events.

I was reminded of this at the funeral of just-retired Detective Steve Furr; when I listened to his daughter speak of this very thing. Her dad had recently told her that he had helped a young woman about her age, because he knew that if it was his daughter, the police would be there to help. He reminded her that if she ever needed help, to call the police and we would come. The day Steve passed away, his daughter needed us. She called, and we came. I don't think she will ever forget that. I won't.

This week is police week, and your organization, your history is calling. Police Officers who came when people called are honored this week. They are the ones who went, and didn't return. Their legacy, our legacy is calling. Their families are calling, and everything that is good, and honorable and just

about living in a society that requires hero's everyday is calling. You should be proud to be in the company of heroes, to assemble as those who confront the darkness and uncertainty every night, and among those that come when society calls. You are few.

Rest assured, that today, this very moment, if you call, we would come. Don't forget that. Don't forget what that means. And don't forget those who never came home. They don't get the chance to answer the call again. Now it's up to us. We go and we remember.



Officer John Burnette



Officer Andy Nobles

In Remembrance of Officers John Burnette and Andy Nobles

Twenty years ago, on October 5, 1993, Officers John Burnette and Andy Nobles were responding to a call about a suspicious vehicle in Boulevard Homes. After the officers confirmed that the vehicle had been reported stolen and that the driver was a wanted person, the driver ran into a nearby wooded area. The officers caught up with the suspect and a struggle ensued. During the fight, the suspect was able to grab one of the officers' service weapon and shoot both of them. The suspect was later apprehended after an intense manhunt. Officer Burnette was 25 years old. Officer Nobles was 26 years old

Not Your Typical Rookie Cop...

She's 43 years old. She's a single mother of two girls. And she's already worked for the Charlotte-Mecklenburg Police Department for 15 years.

Jacqueline Clyburn is believed to be the longest serving police department employee to later become an officer.

"We've had people spend a year or two in communications or animal control before they got into the police academy," said Recruitment Division Capt. Stella Patterson, who lives in a neighborhood in Clyburn's response area. "But to spend more than a decade as a non-sworn employee and then make the switch, I don't think that's ever happened before."

Clyburn started as a telecommunicator in 1998, while she was still working on her Criminal Justice degree at UNC Charlotte. She thought about becoming a police officer back then, but never got serious about it.

After 10 years of working behind a desk, Clyburn decided she wanted a job that would let her move around a bit more. Again, she briefly thought about applying to the police academy. But again, she decided the timing wasn't right. So, she transferred to the Passenger Vehicles for Hire Unit.

As a PVH inspector, Clyburn inspected taxis and issued civil citations. She had some authority, but she had to call a sworn police officer anytime she spotted a criminal violation. The work convinced her that she has what it takes to be a police officer.

She entered the police academy in October of 2012. Clyburn said the academics came fairly easy; she'd already learned a lot of the material on the job. The physical training – push-ups, long runs, and lots of burpees – were challenging though. Her classmates were supportive and helped her get through.

She's since settled into her role as a third shift officer in the North Division.



Officer Jacqueline Clyburn

Clyburn, at 5 feet, 3 inches, isn't tall – so she often sits on top of her raincoat to make sure she's got a proper view from the behind the wheel of her patrol car. (It's a trick she learned from a training officer.) She cruises through neighborhoods in her response area, looking for anything out of the ordinary.

Recently, she spotted a Nissan Maxima that kind of looked like the car described by the victim of a home invasion-style robbery. The victim had told 911 that the robbers had a gun and were driving a Nissan Altima. As Clyburn got closer to Maxima, the driver abruptly made a turn and sped up. She stopped the car and detained the occupants until backup arrived.

Clyburn later arrested them for the robbery and recovered all the items taken from the victim's home. She received an "Officer of the Month" award for her work that morning. Clyburn says she's enjoyed all of her jobs with the CMPD. She says she is still learning her newest role but has gotten tremendous support from her family and co-workers.

"I'm learning something new every day. Each night there's such a variety of calls. What I'm trying to say is that I'll never get bored in this profession," she said. "I'm just glad to be a very small piece of the CMPD puzzle."

Making a Community Presence by Strategic Planning

Successful neighborhood crime reduction includes a few key components: increased police visibility, enforcement, and prevention strategies that are tailored to the crimes and offenders causing the most significant harm in each of CMPD's 39 patrol response areas. Other key components include rapid identification and response to emerging crime trends, and the arrest of criminals. It is clear that neighborhood-based crime reduction is most effectively supported by patrol division offices which facilitate the delivery of a broad range of police services at the neighborhood level, while providing a high level of visibility and accessibility to division residents.

In order to meet both current and future needs of the community, CMPD decided to make the development of a strategic facilities plan a departmental priority at a January 2009 strategic plan retreat. The plan focuses on several key objectives approved by Chief Rodney Monroe. They include:

- High visibility and accessibility to the public;
- Accommodation of future personnel growth and delivery of police functions at the neighborhood level
- Similar design for public recognition and cost reduction; and
- Standardized floor plans to meet functional requirements and reduce cost.

The Facilities Strategic Plan 2010-2025, prepared in February 2010, found that nine of CMPD's current 13 patrol division offices were in leased space. The use of leased space has created a number of issues, including cost, compromises, and location that have significantly impacted both the budget and police operations. In addition, population growth has had a direct effect on increased workload leading to imbalances in calls for service and staffing levels among the patrol divisions. Based on these challenges, CMPD recommended, and City Council adopted, the Facilities Strategic Plan that focused on housing patrol divisions in city owned facilities.

The City of Charlotte, through its Capital Improvement Program, earmarked funds for the construction of new patrol division buildings.

The Metro Division Team Office was the first to be built in 2009. On November 21, 2011, CMPD opened the doors to the new Providence Division Team Office. The Providence Division Team Office serves as the prototype design for future division offices. On September 19, 2012 the new Steele Creek Division Team Office opened to the public. The Steele Creek Team Office is 12,484 square feet accommodating more than 100 officers, non-sworn staff, and volunteers.

In 2013, ground was broken for the new Eastway Division Office and completion is scheduled in April 2014. Also scheduled for 2014 is the purchase of land for the new Westover Division Office.



National Night Out Celebrates 30 years of Community Interaction

For 30 years, National Night Out (NNO) has encouraged members of the community to connect with one another and with the officers who patrol their neighborhoods. By “leaving the lights on,” neighbors symbolically express their stance against crime.

The National Association of Town Watch (NATW) held the first NNO in 1984. It is a non-profit organization committed to developing and promoting programs to prevent crime and to making communities safer.

Since its inception, NNO has grown significantly. Its vast community support currently encompasses more than 37.8 million people and over 16,000 communities from all 50 states, U.S. territories, Canadian cities, and military bases around the world. Occurring annually, NNO is held on the first Tuesday of August.

On a local level, Charlotte-Mecklenburg neighborhood participation continues to grow. In 2013, a total of 82 neighborhoods, from all parts of Charlotte-Mecklenburg, participated in NNO. Residents hosted cookouts, block parties, and children’s activities—all with the ultimate goal of raising awareness and heightening police-community relations.



TrAP Targets Prolific Property Offenders

The most prolific property offenders in Mecklenburg County – and the region – are getting special attention from a team of Charlotte-Mecklenburg Police officers, who specialize in putting together the best possible cases against these criminals.

The Targeted Action Plan Unit, commonly referred to as TrAP, served 393 warrants on 180 individuals in 2013. The team of 13 officers, one sergeant, and one lieutenant works with every CMPD division and with other police departments in the area. They focus on repeat offenders who shoplift, break into homes, cars or businesses, or commit other property crimes.

“Our goal is to put them away, so they stay away,” said Lt. Brian Sanders, who heads the TrAP Unit.

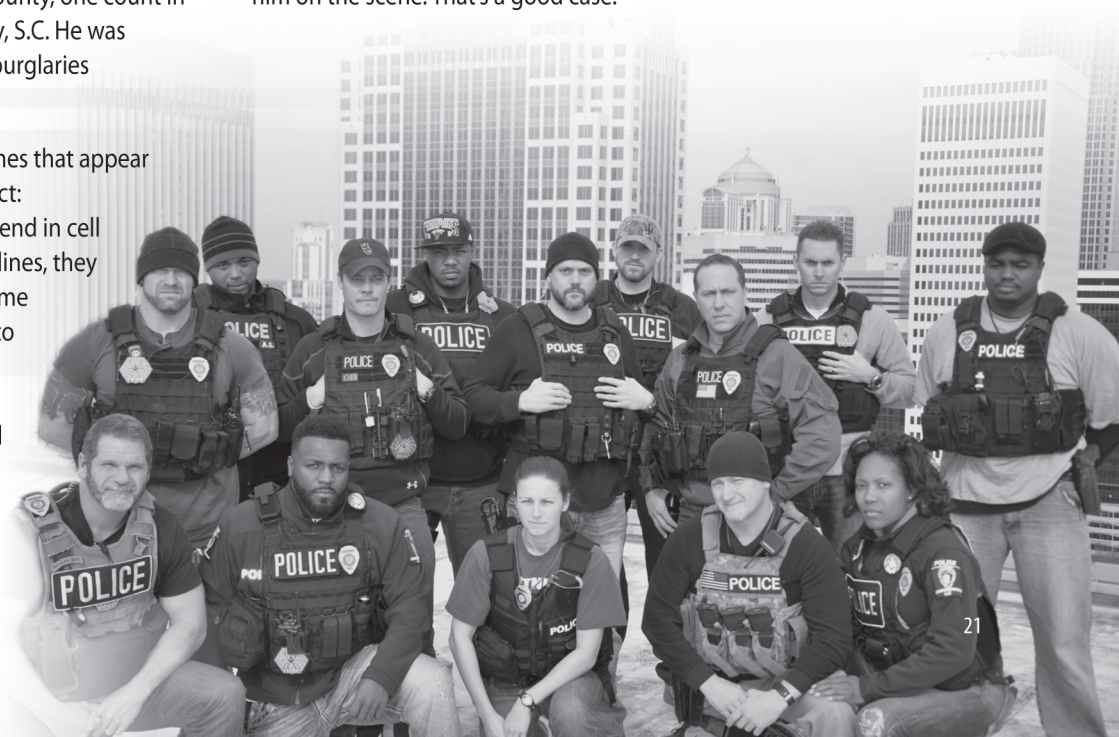
Sometimes TrAP focuses on a particular offender: In one example, a man named Jeremy Edwards was wanted for one case of breaking and entering, but was thought to be involved in others. TrAP officers got involved. When they finished, Edwards was charged with two counts of breaking and entering in Charlotte, two counts in Rowan County, one count in Gaston County and two counts in York County, S.C. He was believed to have been involved in dozens of burglaries throughout the Carolinas.

Sometimes the unit focuses on a series of crimes that appear connected but don't have an identified suspect: For instance, when crime analysts noticed a trend in cell phone burglaries that crossed patrol division lines, they notified TrAP. The officers worked with the Crime Analysis Division and several patrol divisions to pull video from each case, and eventually identified one suspect. They researched that person's associates and located a vehicle used in the burglaries, which led to other suspects. In the end, TrAP identified and charged everyone involved.

TrAP officers train in surveillance, researching and locating suspects, and safely making high-risk arrests. Rather than charge a suspect in a case with only circumstantial evidence, TrAP officers will research the suspect's patterns, conduct surveillance and then catch the person in the act.

Sanders has two officers who focus on organized retail theft. They target groups of individuals who are very specific about what they steal and where they steal it from. In recent cases, the detectives investigated groups believed to be responsible for well over \$100,000 of theft per group, per year.

“We want several good cases, not just one circumstantial one,” Sanders said. “We'll do surveillance and follow him. Then we have police officers, who have watched him do it and arrested him on the scene. That's a good case.”



A Partnership Dedicated to Saving Animal Life

In August 2013, the CMPD's Animal Care & Control (ACC) Division the Humane Society of Charlotte (HSC), was informed that Charlotte was one of only two cities nationwide in 2013 to be named partner community with the American Society for the Prevention of Cruelty to Animals (ASPCA). The city of Charlotte was nominated by the ASPCA state director of North Carolina due to its innovative and dedicated community outreach and animal life saving initiatives.

Post-nomination, a series of site visits, along with an in-depth data analysis, and a panel interview were conducted with the ASPCA, resulting in Charlotte solidifying its position as an official ASPCA Partner. Becoming a partner community is an incredibly prestigious honor as only 12 cities have ever received this designation.

To kick off the partnership, ACC held an event at the CMPD's West Service Center at which ASPCA staff members were introduced to some of the county's strongest animal welfare advocates who were educated in the purpose of the partnership. Having joint participation between public, private, and non-profit agencies dedicated to animal welfare is a giant leap forward for a community-wide collaborative animal welfare model.

Following a week-long strategic planning session including site-visits and data analysis, it was determined that four new animal life-saving programs should be incorporated in the first year including 1) Increase the overall Live Release Rate for community shelter partners; 2) Increase the community shelter adoption rate; 3) Increase targeted Spay/Neuter in the community; and 4) Improve the Return-to-Owner rate.

Every year, for five consecutive years, ASPCA experts will conduct thorough research of the ACC shelter to determine the particular areas of animal welfare that need to be addressed to decrease the euthanasia rate. Based on the results of the end-of-year analysis, ASPCA officials will determine if each of the programs is succeeding. If a program is not producing expected



results, they will examine the best way to adjust it and decide how much funding should be allocated to ensure optimal results for the subsequent year. Officials also will determine if new initiatives need to be implemented in order to achieve the goals set forth in the beginning of the partnership.

Through allocation of funding provided by the ASPCA, many new and innovative programs can be implemented. The ASPCA Partnership is an essential tool for a city to better understand what programs and initiatives can be introduced and improved upon in order to increase the overall welfare of animals and citizens in the Charlotte-Mecklenburg community.

A Proud History of Airborne Law Enforcement

The Charlotte-Mecklenburg Police Department's (CMPD) use of helicopters in policing began 42 years ago when in 1971 the Charlotte Police Department, using a federal grant, purchased a small piston engine Bell model 47G-5, 260-horsepower helicopter. Police radios, a searchlight, and a public address loudspeaker were installed on the aircraft.

In 1972, school children were given the honor of choosing a name for the helicopter. The majority of the children picked the name Snoopy. Just as the cartoon dog took to the air to fight the evil Red Baron, the helicopter would take to the air to fight crime. The unit was based at the police department's uptown headquarters and flew from a rooftop helipad.

In 1976, the original Snoopy was retired and replaced by a new Bell model 206B JetRanger. In 1977, the Aviation Unit moved to a new hangar on the grounds of Charlotte-Douglas International Airport and in 2000, a new hangar was built next to the old hangar providing increased office space, equipment storage and room for additional aircraft.

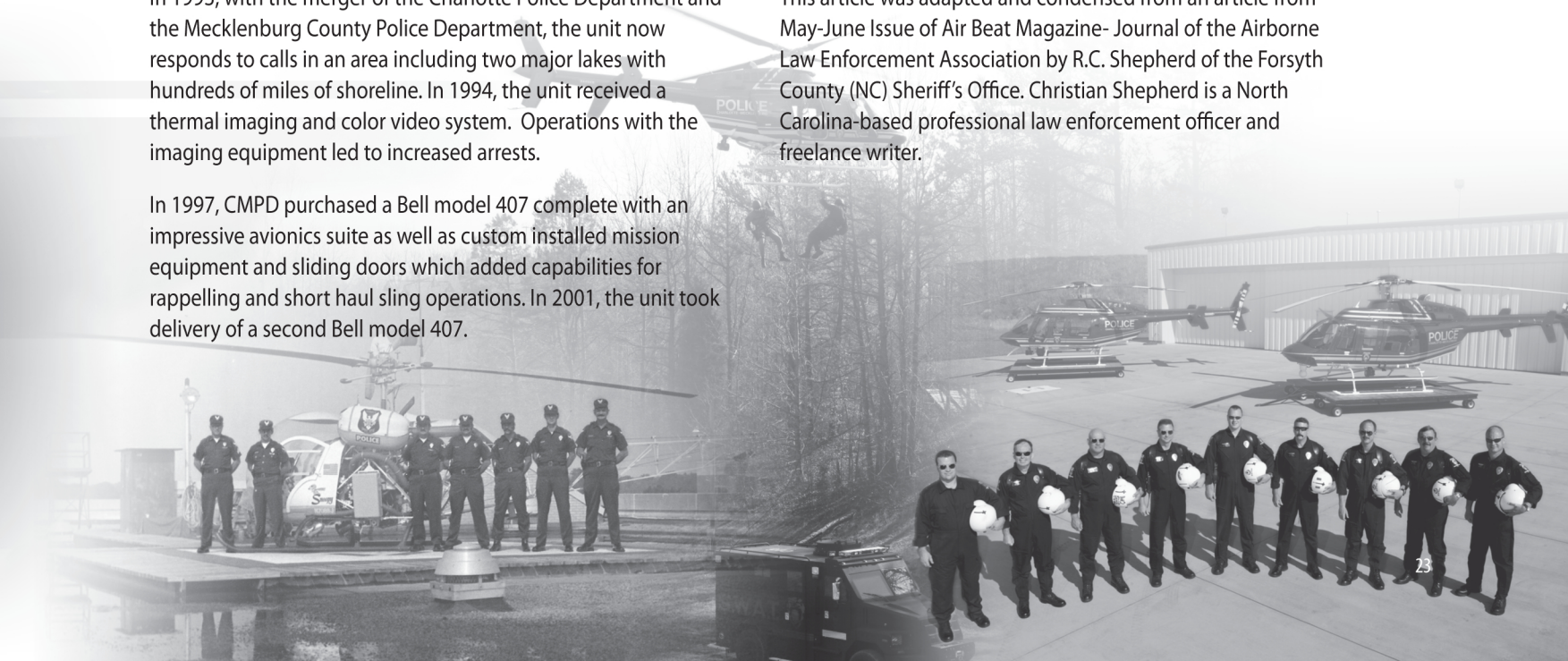
In 1993, with the merger of the Charlotte Police Department and the Mecklenburg County Police Department, the unit now responds to calls in an area including two major lakes with hundreds of miles of shoreline. In 1994, the unit received a thermal imaging and color video system. Operations with the imaging equipment led to increased arrests.

In 1997, CMPD purchased a Bell model 407 complete with an impressive avionics suite as well as custom installed mission equipment and sliding doors which added capabilities for rappelling and short haul sling operations. In 2001, the unit took delivery of a second Bell model 407.

Today, the Aviation Unit provides a vast array of services in support of CMPD operations, including but not limited to, directed patrol, major scene command and control, vehicle pursuits, SWAT operations, swift water rescue, photography, and nuclear emergency drills. During the 2012 Democratic National Convention in Charlotte, the Aviation Unit provided countless airborne hours providing surveillance for the safety and security of delegates and visitors.

The CMPD Aviation Unit is supervised by a sergeant and six full-time officers, a qualified full time mechanic, and qualified part-time CMPD officers as needed. All members of the unit are required to meet national and FAA required training annually.

This article was adapted and condensed from an article from May-June Issue of Air Beat Magazine- Journal of the Airborne Law Enforcement Association by R.C. Shepherd of the Forsyth County (NC) Sheriff's Office. Christian Shepherd is a North Carolina-based professional law enforcement officer and freelance writer.



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 '13 - Dec '13	Jan '12 - Dec '12	Percent Change
MURDER & NON-NEGLIGENT MANSLAUGHTER	58	52	11.5%
RAPE TOTAL	233	219	6.4%
RAPE BY FORCE	222	207	7.2%
ATTEMPTED RAPE	11	12	-8.3%
ROBBERY TOTAL	1805	1798	0.4%
ARMED	1275	1308	-2.5%
STRONG-ARM	530	490	8.2%
AGGRAVATED ASSAULT TOTAL	2998	3165	-5.3%
BURGLARY TOTAL	6439	7761	-17.0%
RESIDENTIAL	5138	5801	-11.4%
COMMERCIAL	1301	1960	-33.6%

FORCE	4712	5945	-20.7%
NO FORCE	1191	1235	-3.6%
ATTEMPT	536	581	-7.7%
LARCENY TOTAL	22274	22689	-1.8%
\$200 AND OVER	11747	11440	2.7%
\$50 TO \$200	4440	4957	-10.4%
UNDER \$50	6087	6292	-3.3%

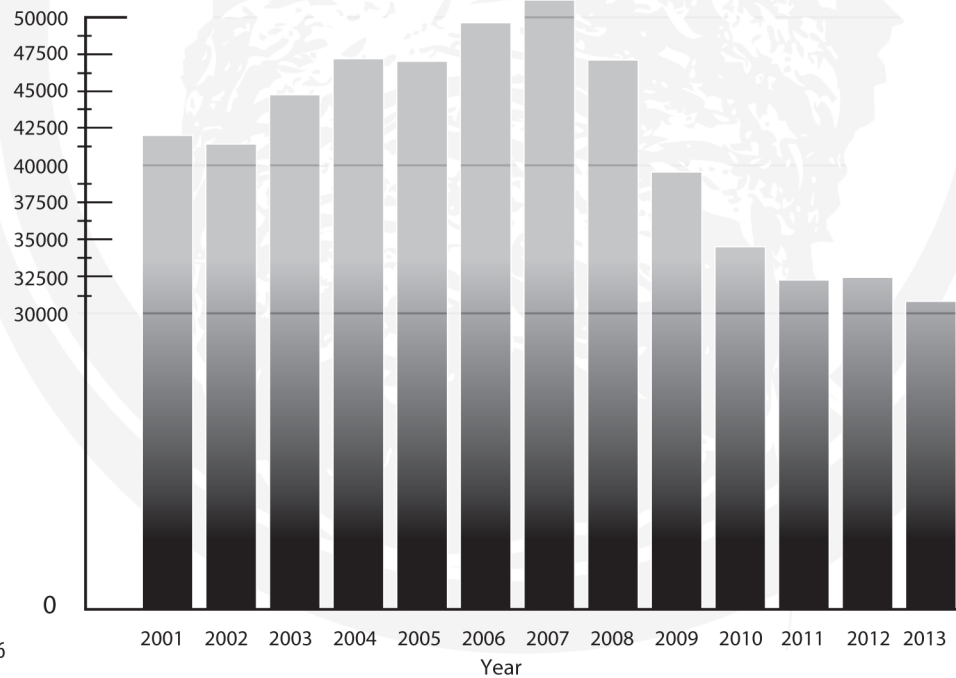
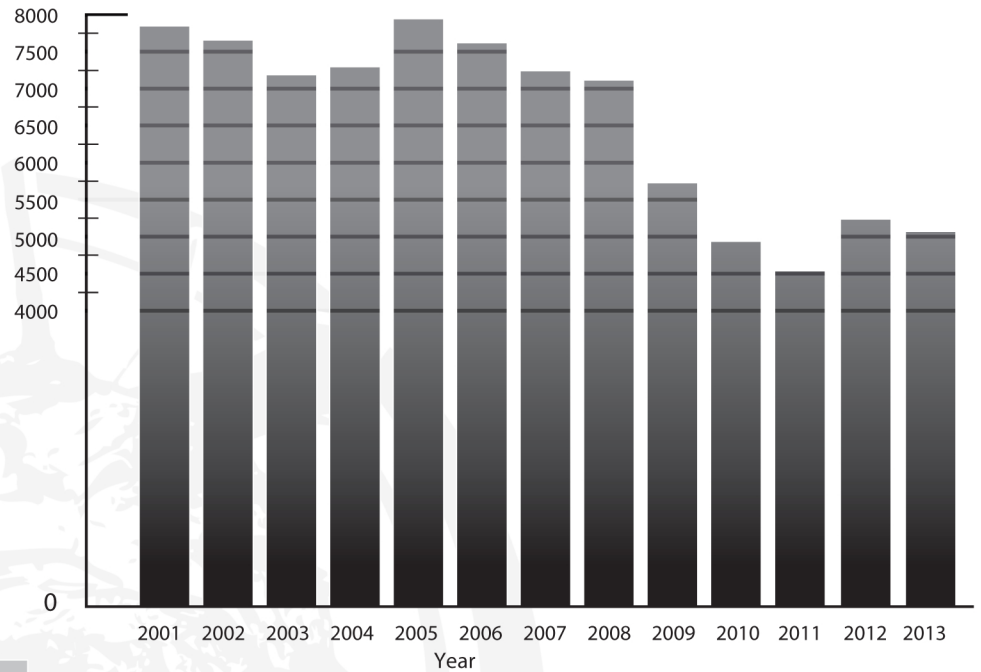
FROM AUTO	7835	8336	-6.0%
BICYCLE	301	387	-22.2%
SHOPLIFTING	4377	4603	-4.9%
OTHERS	9761	9363	4.3%
VEHICLE THEFT TOTAL	1856	2138	-13.2%
ARSON TOTAL	217	194	11.9%
TOTALS	35880	38016	-5.6%
VIOLENT	5094	5234	-2.7%
PROPERTY	30786	32782	-6.1%

Arrests by CMPD									
Year-to-Date: 2012 - 2013 (Through December)	Adult 18 & Older			Juveniles Under 18			Total Arrests		
	2012	2013	% CHANGE	2012	2013	% CHANGE	2012	2013	% CHANGE
Murder/Non-Negligent Manslaughter	45	39	-13.3%	6	2	-66.7%	51	41	-19.6%
Negligent & Vehicular Manslaughter	19	15	-21.1%	1	0	-100.0%	20	15	-25.0%
Rape	56	39	-30.4%	7	13	85.7%	63	52	-17.5%
Robbery	578	590	2.1%	159	234	47.2%	737	824	11.8%
Aggravated Assault	1777	2473	39.2%	121	181	49.6%	1898	2654	39.8%
Burglary	731	575	-21.3%	409	383	-6.4%	1140	958	-16.0%
Larceny	2216	1505	-32.1%	720	528	-26.7%	2936	2033	-30.8%
Vehicle Theft	72	80	11.1%	40	48	20.0%	112	128	14.3%
Non-Aggravated Assault	2620	1212	-53.7%	729	560	-23.2%	3349	1772	-47.1%
Arson	15	35	133.3%	26	36	38.5%	41	71	73.2%
Forgery/Counterfeit	191	178	-6.8%	11	2	-81.8%	202	180	-10.9%
Fraud	290	339	16.9%	9	4	-55.6%	299	343	14.7%
Embezzlement	126	140	11.1%	9	1	-88.9%	135	141	4.4%
Stolen Property	410	364	-11.2%	61	50	-18.0%	471	414	-12.1%
Vandalism	202	151	-25.2%	124	89	-28.2%	326	240	-26.4%
Weapons	460	232	-49.6%	203	99	-51.2%	663	331	-50.1%
Prostitution	87	47	-46.0%	5	2	-60.0%	92	49	-46.7%
Sex Offenses	159	132	-17.0%	25	33	32.0%	184	165	-10.3%
Drugs	2703	2695	-0.3%	286	241	-15.7%	2989	2936	-1.8%
Gambling	2	15	650.0%	0	0	NA	2	15	650.0%
Offenses Against the Family	7	20	185.7%	0	2	NA	7	22	214.3%
Driving While Alcohol/Drug Impaired	1250	1441	15.3%	1	7	600.0%	1251	1448	15.7%
Liquor Violation	302	127	-57.9%	27	27	0.0%	329	154	-53.2%
Disorderly Conduct	487	259	-46.8%	191	177	-7.3%	678	436	-35.7%
Other Non-Traffic Arrests	6113	6032	-1.3%	626	546	-12.8%	6739	6578	-2.4%
TOTAL	20918	18735	-10.4%	3796	3265	-14.0%	24714	22000	-11.0%

Violent Index Crime Statistics

Charlotte-Mecklenburg Police Department: 2001 – 2013

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



Property Index Crime Statistics

Charlotte-Mecklenburg Police Department: 2001 – 2013

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

Employees Recognized for Performance in 2013

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 Jeff Courtet**

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.

- **Captain Todd Garrett**

School Resource Officer of the Year

The School Resource Officer (SRO) of the Year Award is presented to the SRO who has demonstrated exceptional leadership qualities to reduce crime on school property and throughout the surrounding communities to develop a positive learning environment. The SRO serves as a positive role model and mentor through appropriate behavior and demeanor by initiating positive contact with students. Acts as a club leader and promotes police sponsored agencies such as Police Activities League, Right Moves for Youth, Do the Right Thing, and Gang of One. The SRO conducts thorough investigations of all criminal incidents and encourages and facilitates the development of appropriate solutions to crime and related problems.

- **Officer Drexel Galmon**

Detective of the Year

The Detective of the Year Award is presented to the Detective whose body of work demonstrated a high degree of creativity, tenacity, and sense of urgency in solving cases. The Detective worked cases with a high level of complexity, either as part of a team or alone, from which their work stood out. The Detective demonstrated a respected relationship and high level of confidence from partners including patrol officers and members of the criminal justice system, i.e., Mecklenburg County District Attorney's Office, as it related to the quality of their work, case preparation, and case acceptance.

- **Detective Allison Rooks**

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.

- **Paul Paskoff**

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 Jennifer Audet, Officer Marvin Francisco**
- **Officer Joshua Baswell**
- **Sergeant George Mentavlos, Officer Robert "Chet" Ensley, Officer Jeffrey Baucom, Officer Robert Wise**

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.

- **Officer Jean Wassenaar**

Life Saving Award



This award recognizes employees for saving a human life.

- **Officer Terry Boag**
- **Officer Robert Russell**
- **Officer Michael Gibbons, Officer Thomas Hildebrand**
- **Major Mike Adams**
- **Officer Joel Bush**
- **Officer Andrew Hyde**
- **Officer William Witherell, Officer Mark Putnam**
- **Officer Doug Lambert, Officer Edwin Echerd, Officer Fran Reitano**
- **Officer Piotr Ignaczak, Officer Mitch Reedy**

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.

- **Youthful Offender Program:** Officer Adrian Johnson
- **Garibaldi Avenue Investigation:** Detective Michael Sardelis, Detective David Osorio
- **K9-ICE:** Officer Chris Newman
- **Enderly Park:** Lieutenant Blake Hollar, OfficerCarolynn Pierce, Officer Norma McKee, Officer Roman McNeil, Officer John Frisk, Officer Catina McClendon, Officer Miguel Jaco-Vargas, Officer Michael King, Officer James Franklin, Detective Jeffrey Fletcher, Detective Kim Blackwell, Detective Donald Queen, Detective Jennifer Hetrick, Detective Charlie Davis, Detective JJ Teague, Jacqueline Bush, Kaiti Mrak
- **North Tryon Men's Shelter:** Lieutenant Norman Garnes, Officer Paul Blackwood, Officer Greg McTigue, Officer Jared Porter, Officer Kelly Murphy, Officer Patrick Diekhaus
- **Airport Property Crimes Investigations:** ASO Detective Steve Brown
- **Freedom Division Daytime Crime Reduction Team:** Officer Troy Hurst, Officer Jamie Smith, Officer Joe Pearson, Officer Sandy Nance, Officer Scott Svancarek, Officer Matt Watts
- **Christmas Eve Robbery Case:** Officer Dean Lauber, Officer Christina Cougill, Officer Matthew Bedard, Officer Scottie Carson, Detective James Ivie, Detective Matthew Wagner
- **Take it Out, Lock It Up, Bring It Home:** Officer Beth Jackson
- **DWI Enforcement:** Officer Matthew Pressley
- **Counterfeit Merchandise Initiative:** Officer Jesse Morton, Officer David Tropeano
- **JPOST School Truancy Initiative:** Officer Bill Bostick
- **License Plate Reader Project:** Paul Paskoff, Kevin Hoskins, Cliff Chapman, Officer Doug Toggweiler

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.

- **DNC Intel Group:** Sergeant Sandy Richardson, Sergeant Joel McNelly, Detective Wesley Caldwell, Detective Thomas Case, Detective Christine Helms, Detective Nyvia Keene, Detective David McCallum, Detective Timothy Slater, Detective James Welch, Detective Serita Wright
- **Violent Criminal Apprehension Team (VCAT):** Sergeant Andy Hall, Sergeant Steve Winterhalter, Sergeant Donnie Penix, Sergeant Chris Kimbell, Officer Jessica Zinobile, Officer Steven Davis, Officer Kirk Bynoe, Officer Jason Peetz, Officer Jeremy Towe, Officer Paul Weis, Officer Dave Michaud, Officer Shane Page, Officer Seth Green, Officer Johnny Lester, Officer Brent Koeck, Officer Vaughn Pauls
- **University City Division Focus Mission Team:** Sergeant Ryan Jackson, Sergeant Melvin Miner, Officer Michael Suddreth, Officer Michael Griffin, Officer Richard Beam, Officer Nathan Watkins, Officer Eric Markley, Officer Christopher Rorie, Officer Kirsten Bartsch, Officer Michael Sullivan, Officer Andrew Greenlees, Officer Bradley Wahab
- **Independence Division RA2 Team:** Lieutenant Dave Cristy, Detective Rick Williams, Officer Wes Corell, Officer Alissa Whaley, Officer Chris Clifton, Officer Mark Hanson, Officer Amanda Williams, Officer Charles Jamieson, Officer Andy Holt, Officer Bill Clark
- **Independence Division RA3 Team:** Officer Andrew Seward, Officer Olivia Myers, Officer John Jurbala, Officer Fabio Jaramillo, Officer James Armlin, Officer Marko Thompson, Officer Jimmy Jackson, Officer Brent Helms, Officer Marty Baucom, Officer Jeff Cashion
- **Central Division Crime Suppression Team:** Lieutenant Bret Balamucki, Officer Gerren Willis, Officer Jonathan Chow, Officer Pamela Blum, Officer Derrick Crawford, Officer Craig Wilkes, Officer Steven Ensminger, Officer Johnathan Henry
- **POST TRAP:** Lieutenant Brian Sanders, Sergeant Marc Robson, Officer Josh Allman, Officer Shawn Blee, Officer Brian Comer, Officer Dan Harmon, Officer Barry Kipp, Officer Lorenzo Knaff, Officer Derrick Lail, Officer Harlon McKinney, Officer Jimmy Pendergraph, Officer Jennifer Plymouth, Officer Lane Richardson, Officer Stefan Rucker, Officer Jason Grier, Officer Vaughn Pauls

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 2013:

Officer David L. Ash
Officer William S. Cook
Officer John T. Bowman

Officer Daniel D. Federowicz
Officer Jeffrey S. Cashion
Officer Jerrod W. Kester

Officer Joseph O. Caulfield
Sergeant Sidney C. Wright

2013 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 Reginald D. Boyce
Officer David D. Brown
Detective Robert G. Buening
Officer Robert E. Cachine Jr.
Officer Anthony C. Crawford
Detective Mary B. Crowell
Lieutenant Oliver W. Cunningham Jr.
Detective John A. Dixon
Detective Gerald J. Esposito
Detective John R. Fish
Detective Stephen D. Furr
Sergeant John R. Garrett
Sergeant Leonard J. Gigante
Officer Richard E. Grubb
Officer Steven W. Hallgren
Detective Karen Davis Harris
Detective Dickie W. Hayes
Detective Gregory W. Hester
Officer Terry S. Howard
Officer Troy K. Johnson

Sergeant Melissa A. Mangum
Detective Sally R. McCauley
Detective Charles W. McMurray
Sergeant Christopher G. Miller
Officer Michael L. Moser
Detective Randy L. Owens
Captain Jeffrey H. Pless
Sergeant David L. Scheppegegrell
Officer Andrew C. Scott
Detective Kimberly R. Simma
Detective Kenneth R. Sims
Officer Brian L. Sprinkle
Detective Jeffery W. Stewart
Deputy Chief Ruth A. Story
Officer Jeffrey T. Taylor
Sergeant David Thaw
Detective Matthew L. Thompson
Sergeant Patrick J. Tynan
Sergeant Robert C. Wallace
Captain John H. Williams
Major Richard F. Williams

Officer Joseph J. Willinsky
Sergeant James H. Windle
Detective Charles H. Witherspoon Jr.
Officer Ken J. Worthy

Non-Sworn Employees

Adam J. Cataldi, Communications Division
John N. Couchell, Planning & Research
Division
Melissa A. Gary, Communications Division
Elizabeth A. Kusenberg, Computer
Technology Solutions
Rosemary Locklear, Communications Division
Susan J. Marks, Communications Division
Nancy A. Mayer, Violent Crime Division
Gerald T. McMahon, Records Division
Shelly Johnston Norman, Animal Care &
Control
Flora D. Rankin, Property Crimes Division
Peggy J. Weaver, Records Division
Donna Ziegler, Crime Reporting Unit

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.

- **Johnny Clack**
- **Jeffrey Seaford**
- **Jamise Jones**

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.

- **North Division:** Lateisha Boyd
- **Metro Division:** William Hicks
- **North Division:** Ed Winters
- **North Tryon Division:** Jeffrey Allen Harris

2013 Telecommunicator of the Year

This award recognizes a telecommunicator who demonstrates the highest level of commitment through dedication to continuous improvement, professional development, leadership by example, and by act or deed, makes an exceptional noteworthy contribution.

- **Megan Sloop**

Non Sworn Employee Service Award

The Non-Sworn Employee Service Award (NSES) is presented to a non-sworn police employee who exemplifies the mission and principals of the CMPD. Their day-to-day performance is indicative of a high degree of initiative, determination, diligence and cooperative effort shown through continual efforts, expertise, exceptional service, commitment, and/or dedication. Non Sworn employees selected for this award have contributed to the overall success of the CMPD.

- **Blake Helms,** Communications
- **Tracey Kirchofer,** Animal Care & Control
- **Michelle Williams,** Independence Division



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