



2016



Conover Police
Department
ANNUAL
REPORT

***IN RECOGNITION
OF
STEVEN W. BREWER***



***Chief of Police
2009-2016***

***City of Conover Employee
1980-2016***

Retired April 1, 2016

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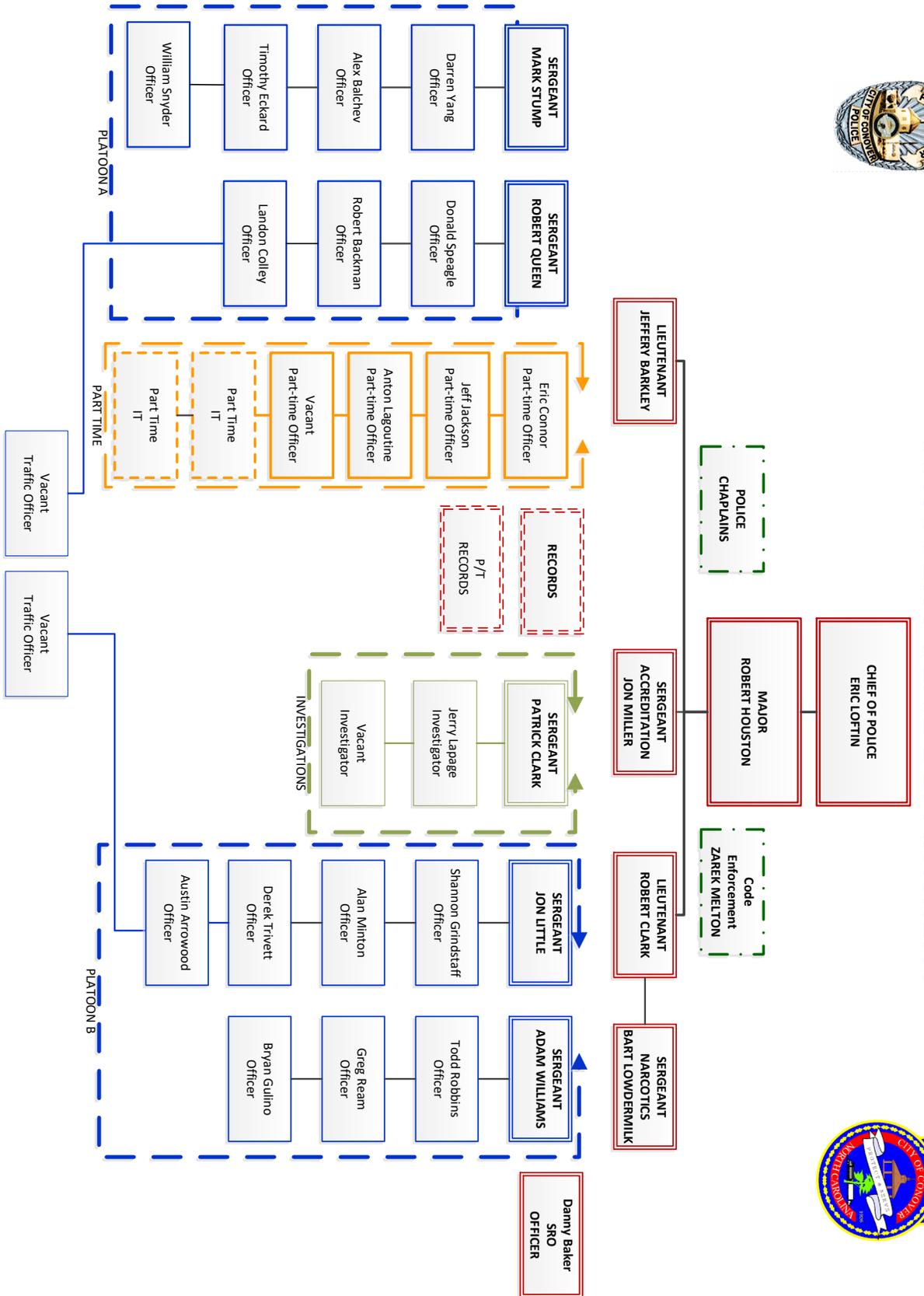
THE AGENCY



2010



CONOVER POLICE DEPARTMENT



I - Or-

II- Conover Police Roster

Conover Police Roster			
Name		Rank	Assignment
Last	First		
Administration			
Loftin	Eric	Chief	Administration
Houston	Robert	Major	Administration
Clark	Robert	Lieutenant	Administration
Barkley	Jeff	Lieutenant	Administration
Lowdermilk	Bart	Sergeant	Narcotics
Miller	Jonathan	Sergeant	Accreditation
Baker	Daniel	Officer	School Resource
Platoon A			
Stump	Mark	Sergeant	Patrol
Queen	Robert	Sergeant	Patrol
Yang	Darren	Officer	Patrol
Speagle	Donald	Officer	Patrol
Balchev	Alexander	Officer	Patrol
Backman	Robert	Officer	Patrol
Eckard	Timothy	Officer	Patrol
Colley	Landon	Officer	Patrol
Snyder	William	Officer	Patrol
Platoon B			
Little	Jon	Sergeant	Patrol
Williams	Adam	Sergeant	Patrol
Grindstaff	Shannon	Officer	Patrol
Robbins	Todd	Officer	Patrol
Minton	Alan	Officer	Patrol
Trivett	Derek	Officer	Patrol
Ream	Greg	Officer	Patrol
Gulino	Bryan	Officer	Patrol
Arrowood	Matthew	Officer	Patrol

II- Conover Police Roster (Continued)

Conover Police Roster			
Name		Rank	Assignment
Last	First		
Investigations			
Clark	Patrick	Sergeant	Investigations
LaPage	Jerry	Specialist	Investigations
		Investigations	Investigations
Reserve			
Jackson	Jeff	Officer	Part time
Connor	Eric	Officer	Part time
Lagoutine	Anton	Officer	Part time
Vacant		Officer	Part time
Vacant		Officer	Part time
Part time IT			
Pannell	Stephanie	IT	Part time
Eades	Peggy	IT	Part time
Code Enforcement			
Melton	Zarek	Code Enforcement	Code Enforcement
Records			
Hayes	Debra	Records	Records
Badillo	Debbie	Records	Records
Chaplains			
Bledsoe	Don	Chaplain	Chaplain
Lagoutine	Anton	Chaplain	Chaplain
Repass	Byron	Chaplain	Chaplain
Correll	Brian	Chaplain	Chaplain
Bledsoe	Helen	Chaplain	Chaplain
Mann	Kenneth	Chaplain	Chaplain

III - Special Recognitions



Sergeant Jonathan Miller received his Intermediate Law Enforcement Certificate from the State of North Carolina Criminal Justice Education and Training Commission on April 13, 2016. Jonathan joined the Conover Police Department in 2008.



Major Robert Houston received a Master of public administration degree from Appalachian State University on December 10, 2016.

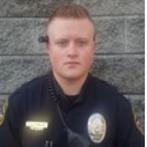


Investigator Jerry LaPage received his traffic investigation certificate from the North Carolina Justice Academy by completing 500 hours of investigative courses in November, 2016.

IV- New Employees



Officer Timothy Eckard joined Conover Police Department in May, 2016. Officer Eckard is from Alexander County and attended Alexander Central High school. Officer Eckard attended basic law enforcement training at Catawba Valley Community College.



Officer Landon Colley joined Conover Police Department in July, 2016. Officer Colley graduated from Patton High School and attended Western Piedmont Community College where he obtained his Basic Law Enforcement Training Certificate.



Officer Derek Trivett joined Conover Police Department in July, 2016. Officer Trivett attended Basic Law Enforcement Training at Caldwell Community College. Officer Trivett attended Catawba Valley Community College where he attained his High School Diploma.



Officer Bryan Gulino joined Conover Police Department in July, 2016. Officer Gulino attended Western Piedmont Community College to obtain his Basic Law Enforcement Certificate.



Officer Matthew Arrowood joined Conover Police Department in July, 2016. Officer Arrowood graduated from McDowell High School and attended Western Piedmont Community College where he received his basic law enforcement training certificate.



Officer William Snyder joined the Conover Police Department in December, 2016. Officer Snyder attended Catawba Valley Community College where he received his Basic Law Enforcement training certificate.



V. Top Performers for 2016

The Conover Police Department is proud to recognize Officer Jonathan Miller, Officer Shannon Grindstaff, Officer Darren Yang, Officer Donald Speagle, and Officer Adam Williams as the top five performers for 2016. Monthly averages are computed for incident reports, accident reports, citations, arrest, legal processes, field interviews, community policing, alarms, assist motorist, escorts and premise checks. These seven officers consistently ranked average or above average in these eleven categories.



J. Miller



S. Grindstaff



D. Yang



D. Speagle



A. Williams



CPD Chevrolet Tahoe

VI - Mission Statements

CITY OF CONOVER



The mission of the City Council and City Staff of Conover is to provide the community with the responsible leadership and essential, effective local government services.

CONOVER POLICE DEPARTMENT



The mission of the Conover Police Department is to provide a safe environment and improve the quality of life through professional law enforcement and interaction with the community.

VII - Values Statement

Ethics - We recognize that personal and organizational ethics are essential for the department to perform at the highest professional level and to the accomplishment of our mission.

Loyalty and Trust - We must be loyal to our oath of office, to the people and communities we serve. Our actions are reliable, dependable, and consistent.

People - Our communities and department members are deserving of our full efforts and attention.

Professionalism - We strive for excellence in providing quality service while maintaining a work environment that develops our members through effective, timely training and progressive leadership.

Teamwork - We encourage independent action and initiative, while realizing that our success depends on a cooperative effort within the Department and throughout the community.

Integrity - Greatly valued by the Conover Police Department. Departmental integrity requires that members maintain the highest standards for the law enforcement profession and are held accountable for the exercise of their authority. The Constitutions of the United States and the State of North Carolina, State Statutes, and Departmental Policy serve to establish boundaries by which authority may be responsibly used recognizing that policies and procedures cannot be written to anticipate every circumstance in which authority may be exercised appropriately.

VIII - Law Enforcement Code of Ethics

As a law enforcement officer, my fundamental duty is to serve the community; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation and the peaceful against violence or disorder; and to respect the constitutional rights of all to liberty, equality and justice.

I will keep my private life unsullied as an example to all and will behave in a manner that does not bring discredit to me or to my agency. I will maintain courageous calm in the face of danger, scorn or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed both in my personal and official life, I will be exemplary in obeying the law and the regulations of my department. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty.

I will never act officiously or permit personal feelings, prejudices, political beliefs, aspirations, animosities or friendships to influence my decisions. With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force or violence and never accepting gratuities.

I recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of police service. I will never engage in acts of corruption or bribery, nor will I condone such acts by other police officers. I will cooperate with all legally authorized agencies and their representatives in the pursuit of justice.

I know that I alone am responsible for my own standard of professional performance and will take every reasonable opportunity to enhance and improve my level of knowledge and competence.

I will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession . . . **law enforcement.**

(International Association Of Chiefs Of Police)



IX - Statistical Overview

City of Conover Demographics	
Population*	8215
Number of Households*	3,181
Square Miles*	10.9
Miles of Streets	88.40
Police Department Staffing	
Total Authorized Personnel	36
Full-Time Sworn Personnel	28
Full-Time Non-Sworn Personnel	2
Part-Time Personnel	6
Summary of Police Department Personnel	
Administration	6
Patrol	18
Investigations	4
Clerical	2
Part time	6
2015-16 Fiscal Data	
City of Conover General Fund Budget	\$8,930,594
Police Department General Fund Budget	\$2,307,817
Police Department Per Cent of Total	25.8%
Police Department Spending Per Capita	\$281
Police Department Spending Per Household	\$725.50
Summary of Police Department Budget	
Personnel Cost	74.9%
Operating Cost	20.4%
Capital Cost	4.7%
* 2010 Census Data	

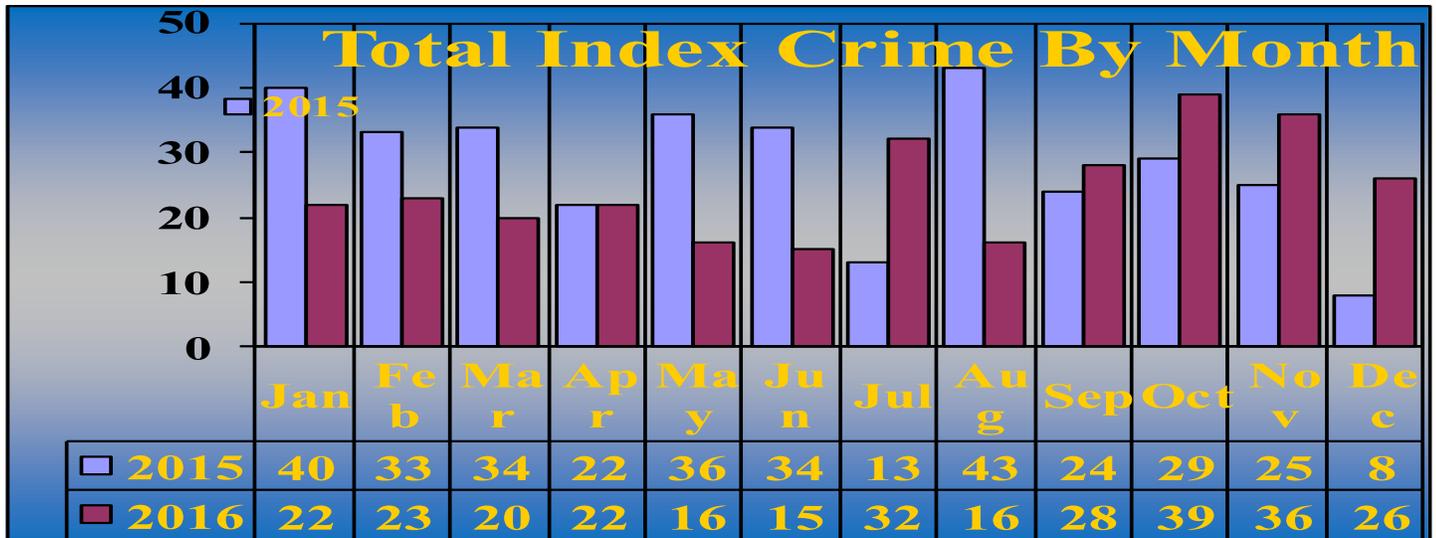
PERFORMANCE REPORTS



CPD 2010

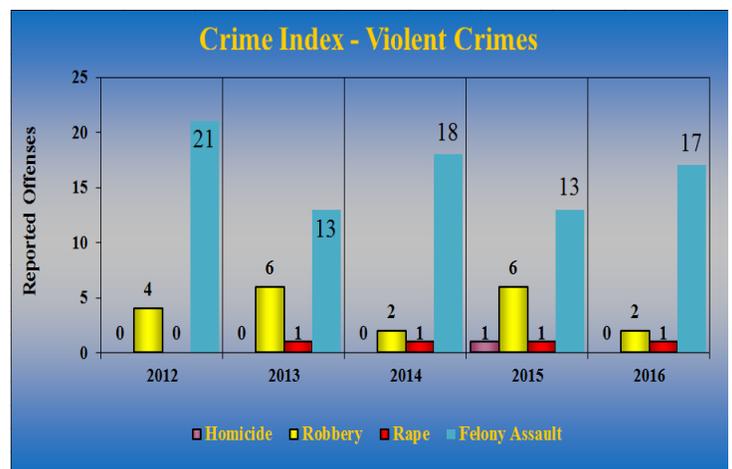
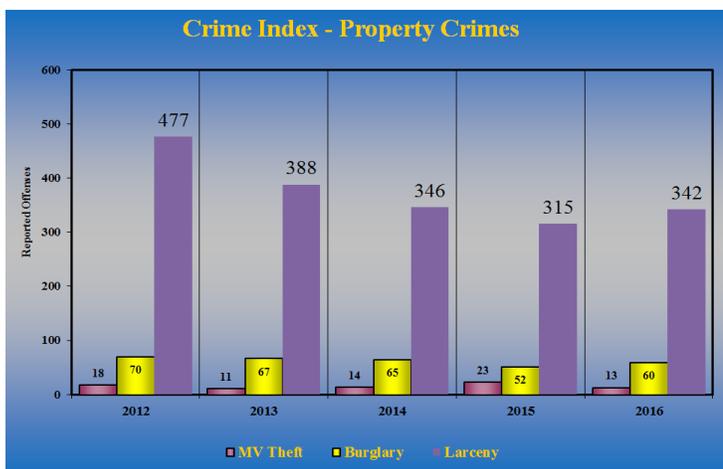
I- The Crime Index

The Conover Police Department reports monthly the reportable crimes electronically to the North Carolina State Bureau of Investigation's (SBI) Research and Planning Division. The SBI and FBI compile the data at the state and national levels into the Uniform Crime Reporting Program (UCR). The UCR program is based on a Crime Index. The Crime Index consists of seven major crimes selected for their serious nature, their frequency of occurrence and on the reliability of reporting from citizens to law enforcement agencies.¹ The Crime Index includes the violent crimes of homicide, rape, robbery and aggravated assault; and the property crimes of burglary, larceny, and motor vehicle theft. The Crime Index is used when comparing crime rates and statistics for various cities, towns and counties across the United States.

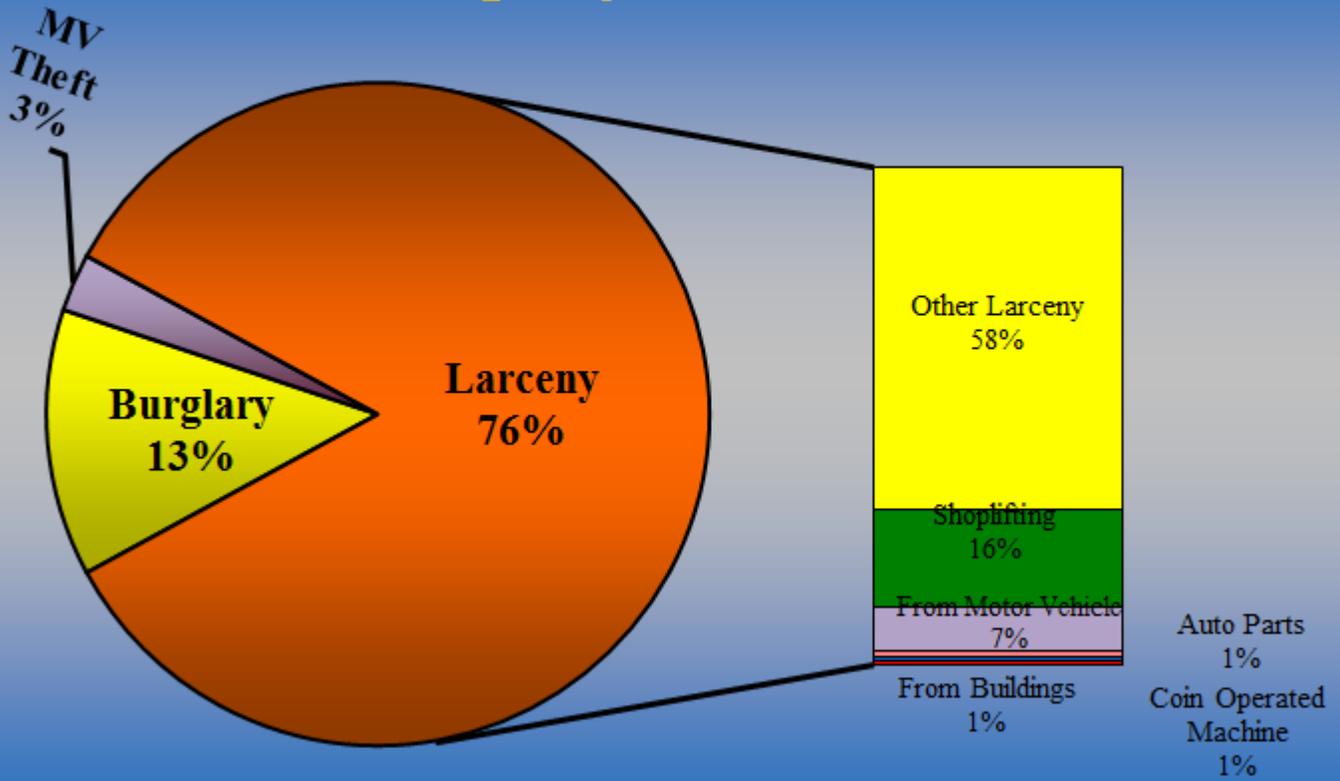


¹State of North Carolina, State Bureau of Investigation, Index and Offenses Rates 2015-2016 Summary Reporting Data for Conover NC

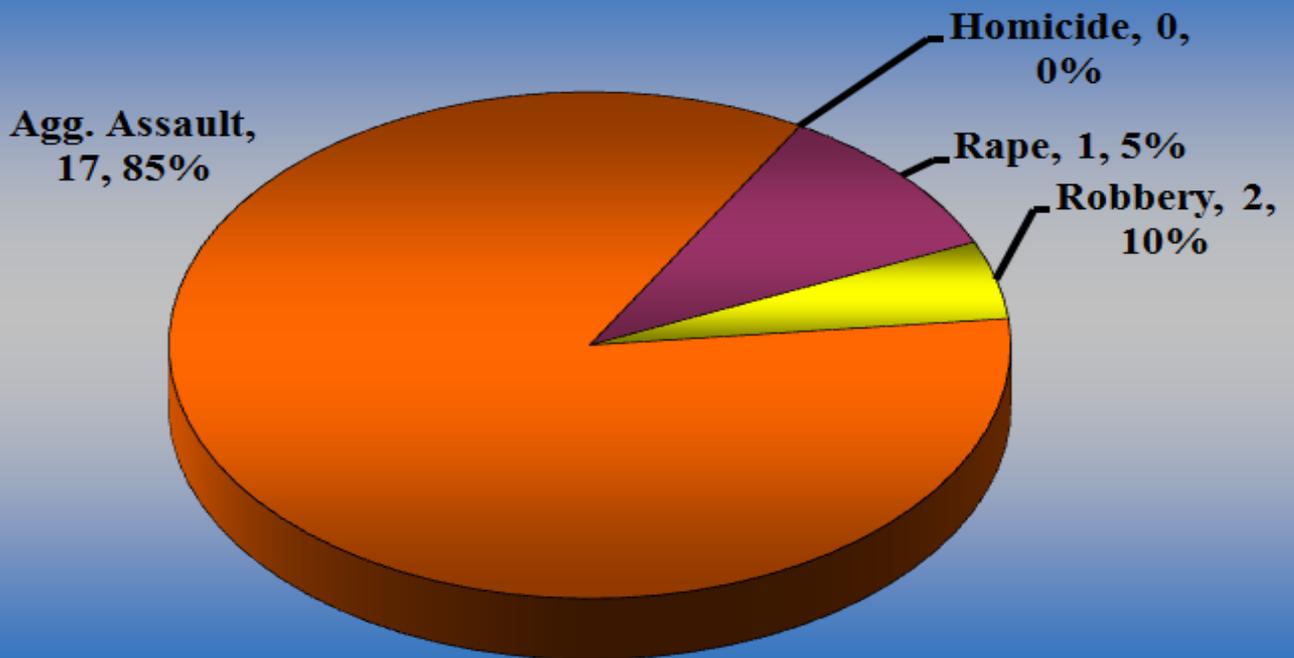
2016 Features	
Most Frequent Month	October
Least Frequent Month	June
Most Common Offense	Larceny



Property Crimes 2016



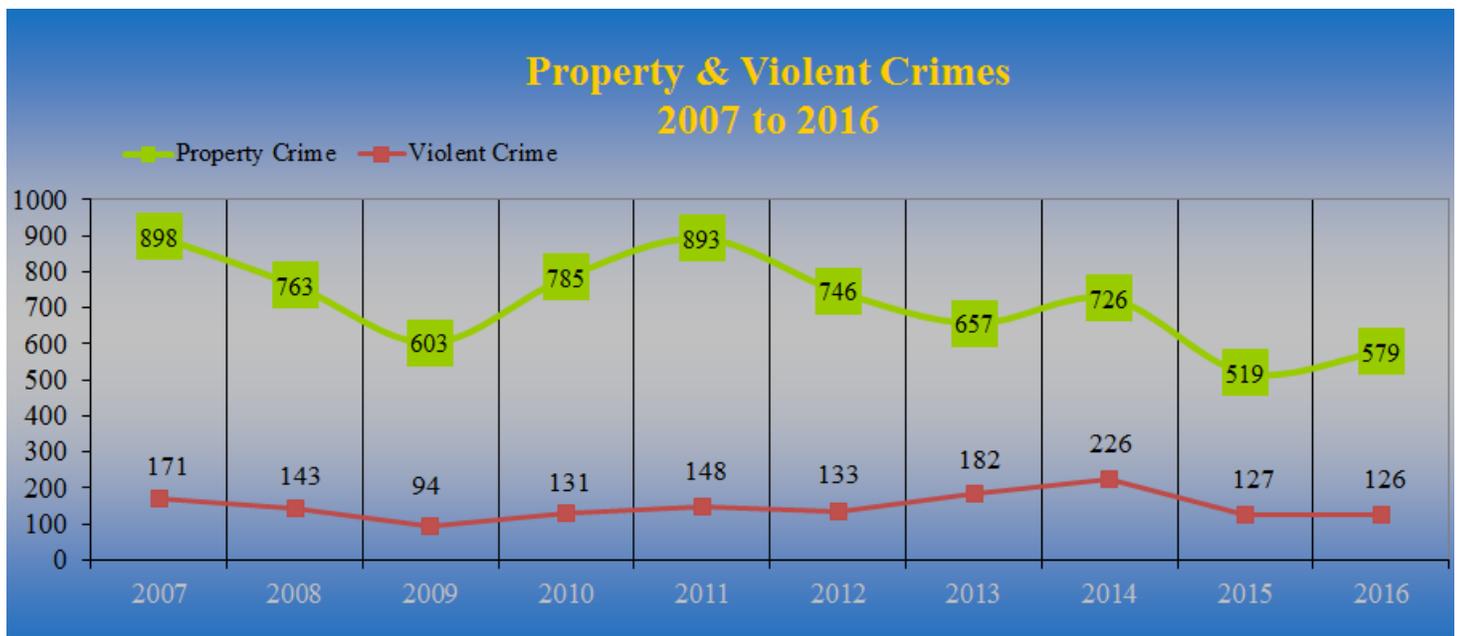
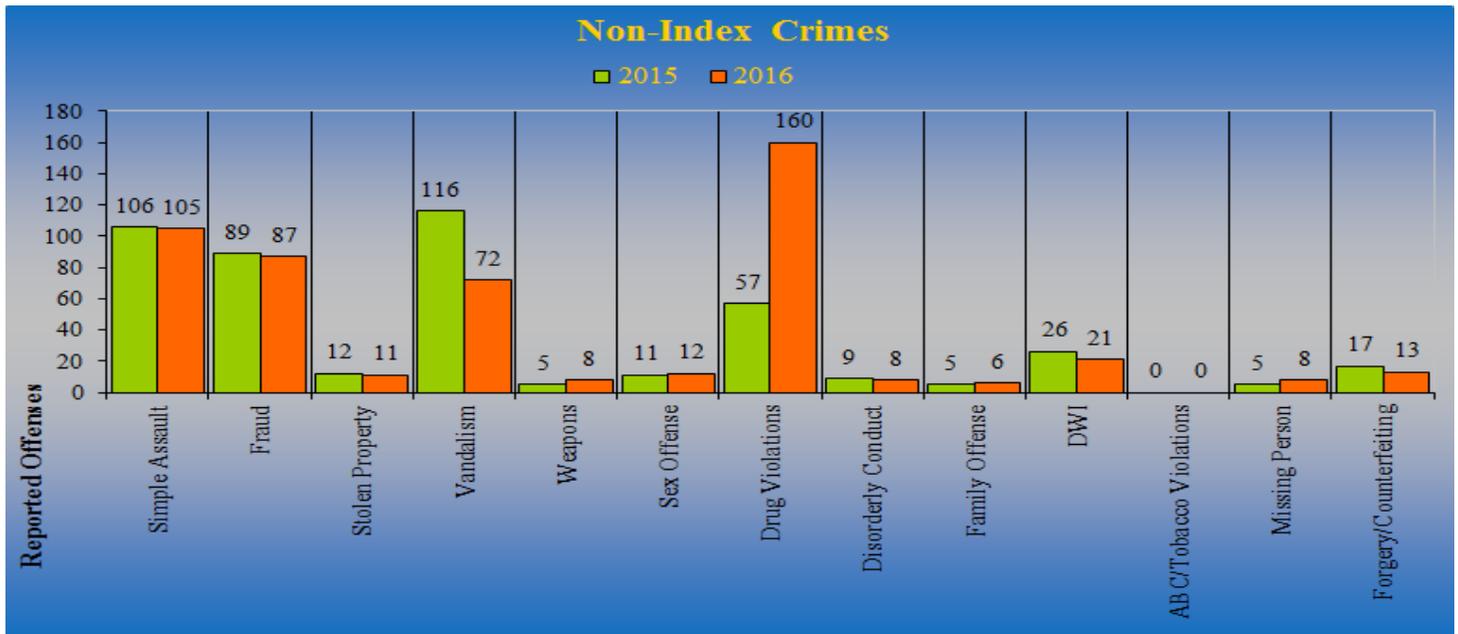
Violent Crime 2016



In 2016 the agency experienced a increase in the Part I Index Crimes. Motor Vehicle thefts decreased from 23 to 13. Aggravated Assaults increased from 13 to 17. An increase was seen in Burglaries (+15%), Robberies (-67%), Larcenies (+9%), Rape offenses (0%), and Homicide (0%). Arson remained unchanged at 0. The department continues to take a proactive approach by increasing community policing efforts and working to increase the number of community watch programs in neighborhoods. Citizen cooperation and participation are critical for a successful law enforcement agency.

II - Non-Index Crimes

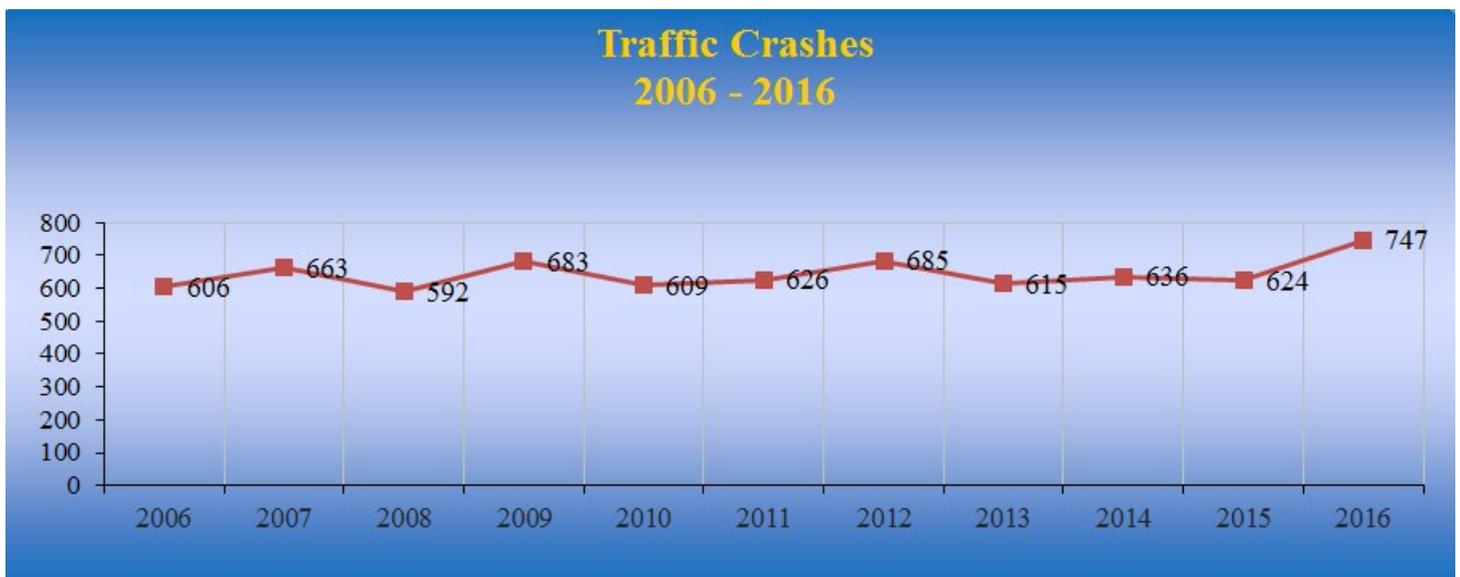
The Non-Index crimes include all other crimes or incidents reported during the year. There were 511 non-index crimes reported in 2016 compared to 548 in 2015. These crimes are taken seriously as many times they are an indication of the quality of life in a community. Graffiti and other types of vandalism may indicate gang activity and increases in simple assaults, drug offenses, disorderly conduct, and family disturbances may be a barometer of economic times.



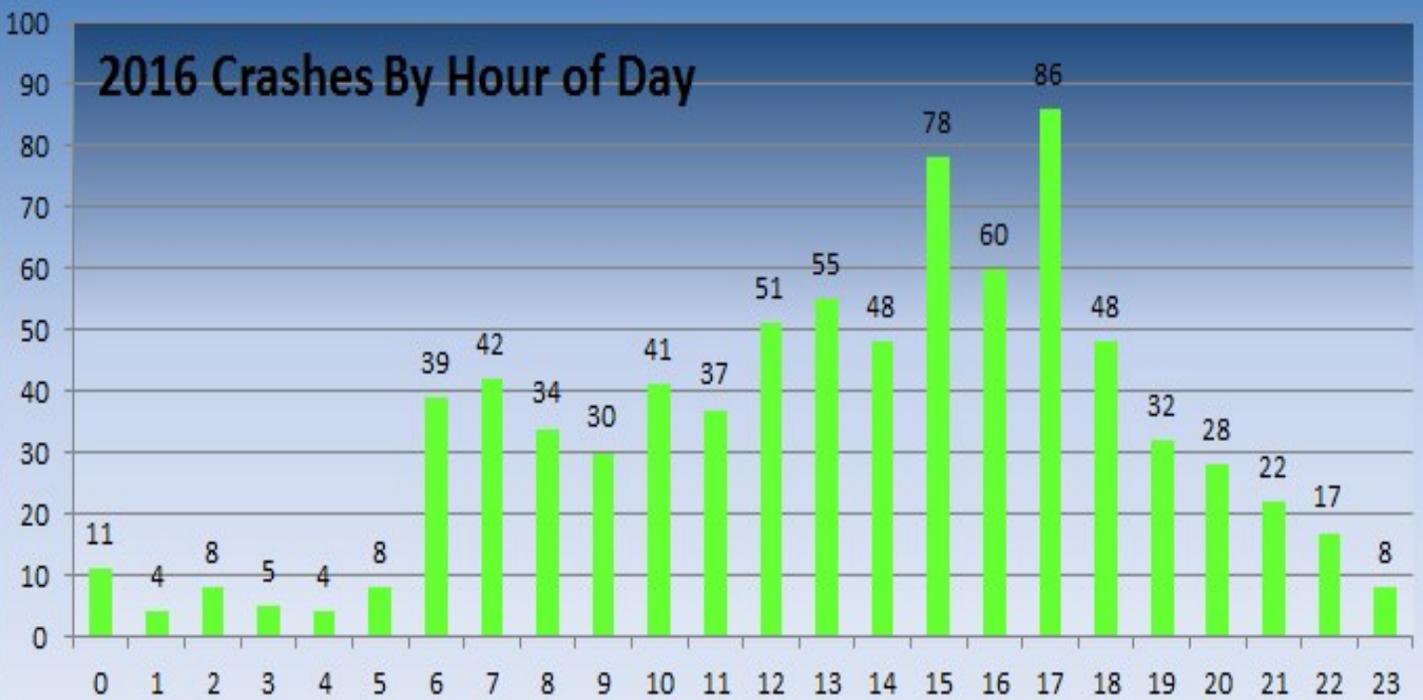
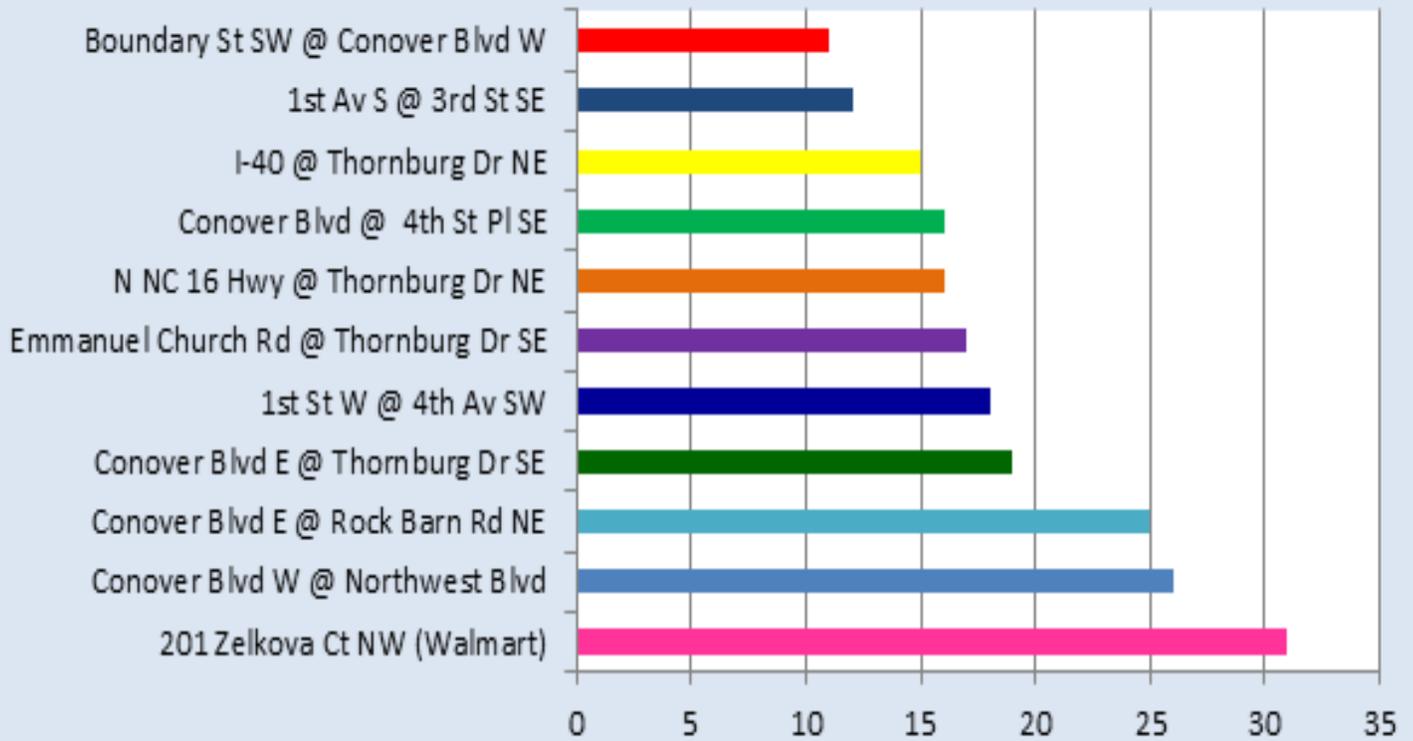
III - Traffic

The population of the City of Conover increases from 8,200 to in excess of 26,000 during the work week. The commercial and industrial base around the City, in addition to Conover being the geographic center of Catawba County with the bisecting of an Interstate, US and NC Highways contributes to the influx of traffic during the work week. The following daily traffic counts document these figures: 1st Street West (Old 70A) – 15,000; 1st Avenue North (NC 16)- 10,000; 1st Avenue South (NC16)- 18,000; Rock Barn Road- 9,300 and Conover Boulevard (Hwy 70)- 14,000. In addition, the new Highway 16 corridor continues to see an increased flow of traffic and it is expected to see a continual increase in traffic as the widening to four lanes project from Charlotte is complete.

From 2009 through 2016 the City of Conover has averaged 653 crashes per year. Conover continues to have one of the highest crash rates for Cities under 10,000 population. Traffic crashes and traffic related problems continues to be one of the agency's top priorities.



2016 Top Crash Locations

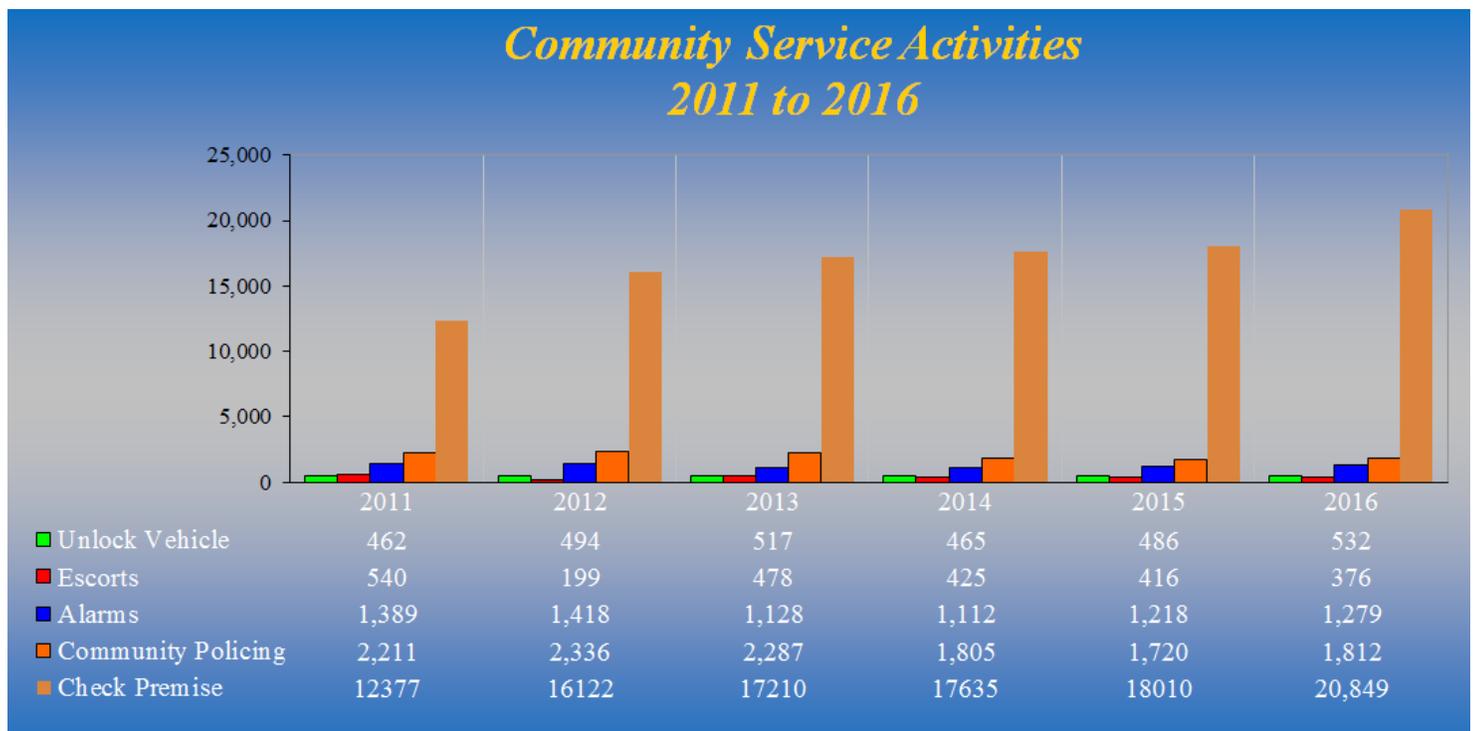


IV - Community Service

The Conover Police Department has a long tradition of community service. This organizational philosophy continues to guide the department and was verified by the Commission on Accreditation for Law Enforcement on-site assessment team's appraisal of the department "... doing it all for their residents, no matter how small the task."

The agency has maintained the community service philosophy during declining economic times and limited budgets. These activities include vacation/premise checks, funeral and business escorts, unlocking vehicles, responding to alarms in addition to the daily community policing contacts in retail and residential areas of the city.

Several of the Community Watch programs have had changes in leadership and have not conducted meetings on a regular basis. Most programs have changed to meeting two times a year. The Southwest Community, and Brentwood/Cambridge Developments continue to meet and share information with the police department as problems or concerns arise. Community Watch programs have proven to be a positive asset for the department by improving community relations and by educating the community and the police to potential community problems and concerns. The additional eyes and ears in the communities are beneficial to the crime prevention and crime reporting efforts. Major community events for 2016 included National Night-Out, Community Job Fair, Christmas in the Park, Secret Santa Shuffle, and the Santa Cop Program.



V - Special Awards/Projects



National Night-Out 2016: National Night-Out 2016 was held in August with average temperatures. This year's event featured The Band of Oz. The City of Conover held its Community Workshop during the event also. The event was held once again on the Concordia Square and attracted approximately 1100 people despite the temperatures. The Community Workshop, which originally was held in April, allows the different city departments to highlight events and projects accomplished during the year. Other displays included a static display of vehicles and equipment by local law enforcement agencies, local merchants, retailers, the armed forces and food and drink vendors.

Attendees visited the various displays presented by the different departments, enjoyed the entertainment and renewed old friendships with their neighbors and friends. This is a great event that receives an enormous amount of support from the community and local businesses. Their support through monetary donations and supplies helps make the event a success each year.

Santa Cop: The Santa Cop program was originally started as a community project designed to help local families in need to have a memorable Christmas. The project has continued to grow and has become a department wide project. Families in need were identified through the Department of Social Services, Probation and Parole and area schools. This was the ninth annual Santa Cops event.



Donation boxes were placed throughout the city and contributions were accepted from local merchants and others wanting to contribute to the program. Conover Police partnered with Run Time Races who held a 4 mile run called the Secret Santa Shuffle. Conover Police also received unwrapped toys from a Rock Barn golf tournament designed to benefit children in need. This year the Conover Police Department was able to provide assistance to forty three (43) families including eighty three (83) children in and around the Conover area. They received clothing, toys and food valued in excess of \$4,000.



ANNUAL REVIEW AND ANALYSIS



2016 National Night Out



2016 National Night Out

I - Use Of Force:

Because the application of force on an individual by a police officer is subject to close scrutiny by society the Conover Police Department investigates all incidents involving officers where some level of force was used on an individual. All force must be reasonable and necessary.

Each use of force incident is reviewed by the Assistant Chief for compliance with policy and the reasonableness of force used. The annual review includes Use of Force and Incident reports alleging Resist, Obstruct or Delay of an Officer.

During 2016 members of the Conover Police Department were involved in 11 incidents requiring some type of use of force. The incidents involved a total of 11 officers. Eight of the incidents involved only one officer and three incidents involved two officers. Members of other agencies were not involved in any of the Use of Force incidents. Four of the incidents involved the officer pulling their service weapon until the offender(s) could be safely taken into custody. These incidents involved a 911 call, domestic, shoplifting, and a warrant. No officer fired his/her service weapon during any of the incidents. Tasers were drawn on two occasions, once during a shoplifting and another during a fight in progress call.

Two of the incidents resulted in shoplifting calls. All other incidents were the result of different calls for service. These included; domestic, assault, fight in progress, medical, trespassing, unauthorized use, overdose, 911, and a warrant. There were no excessive force issues in any of the 11 Use of Force incidents. Six of the incidents did not identify any policy or training issues. Five of the incidents identified training issues for the involved officers. All incidents were handled by verbally advising officers to turn on their recording devices at appropriate times. The incidents where multiple officers were on the scene were examined to see if any training or policy needs could be identified that would have eliminated the use of force. There were not any.

One of the incidents involved a domestic in which evidence of an assault was found in a vehicle. One incident involved an assault between father and son. One incident involved a fight in progress between two subjects who refused verbal commands from the officer. Another incident involved a medical call in which a subject was taken to the hospital for an involuntary commitment. Another incident involved a trespassing call in which a female was physically resistive to the officer. One incident involved an unauthorized use of a vehicle. Another incident involved an overdose. One incident involved a 911 call for help in which the subject refused verbal commands and hid inside of a home refusing to open the door. Another incident involved officers serving a warrant on a subject who was hiding in a bedroom. The officers had prior knowledge that the subject may be armed with a handgun. Two of the incidents involved shoplifting subjects.

One of the incidents occurred at Walmart. Two other incidents occurred at businesses in Conover. All other incidents occurred at residences. One of the incidents involved injury to the subject due to a taser deployment. One incident involved an officer having minor scrapes from a resisting subject who the officer was chasing. All other incidents had no injury to either the suspect or the officer.

The review of the use of force reports and resist, obstruct and delay reports during 2016 indicated all use of force incidents were properly reported, investigated, and reviewed by the chain of command. The force used in all eleven incidents was reasonable, necessary and in compliance with policy.

2016 USE OF FORCE

Type of Incident:	2011	2012	2013	2014	2015	2016
Assault	3	5	6	1	0	1
Traffic Stop	11	4	3	4	2	0
Domestic	6	2	5	6	3	1
Mental Subject	4	1	1	2	0	0
Mutual Aid	0	0	1	1	0	0
Larceny	2	2	3	1	2	2
Burglary	0	1	0	0	1	0
Drunk/ Disruptive	0	0	0	4	0	0
Forgery	0	0	0	0	0	0
Resist Arrest	0	0	1	1	0	5
Trespass	0	1	1	0	0	1
Warrant/High Risk Call	1	1	1	1	1	1
Suspicious Person/Vehicle	0	0	1	0	0	0
Type of Force:						
Firearm	4	3	2	8	2	4
(Fired)	(0)	(0)	(0)	(0)	(0)	(0)
(Drawn)	(4)	(3)	(2)	(8)	(2)	(4)
Taser	9	9	5	10	4	2
(Deployed)	(6)	(2)	(1)	(6)	(3)	(1)
(Drawn)	(3)	(6)	(4)	(4)	(4)	(1)
Bodily Force (Hands)	13	8	16	7	4	5
Officers on Scene:						
Single	8	3	10	7	2	8
Two or More	18	14	13	14	7	3
Location of Event:						
Residence	10	9	9	11	2	8
Retail Business	2	7	2	4	4	3
Roadway	2	10	12	6	1	0
Wooded Area	2	0	0	0	0	0
Disposition:						
Force Neces- sary	26	17	23	21	9	11
Force Unnec- essary	0	0	0	0	0	0
Policy Change	0	0	0	0	0	0

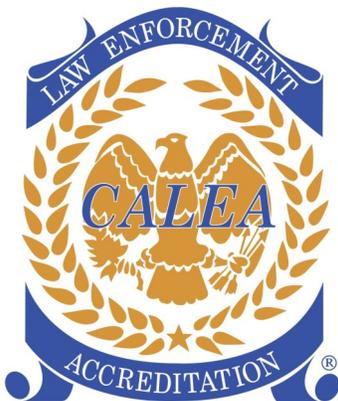
II—Internal Affairs/Complaints

The Conover Police Department investigates all complaints received by the agency. Complaints may be received in writing, in person, by telephone, by email and anonymous complaints are accepted. The preferred method is in writing on a *Citizen Complaint and Inquiry Form*.

The agency uses a two-tiered investigative system that involves the First Line Supervisor for minor complaints that may be a misunderstanding of policy or procedures and a formal internal investigation for more serious complaints. Any complaint that may result in criminal charges is investigated as a criminal and an administrative investigation by separate investigators. All Officers assigned to internal investigations have specialized training in internal investigation affairs. The Chief of Police assigns all complaints to either a First Line Supervisor or as an internal investigation.

The agency investigated three internal affairs cases in 2016 which was an increase from 2015.

External complaints continue to be relatively low. The department utilizes an early warning system to monitor officer behavior that identifies potential issues.



<i>Internal Affairs/Complaints</i>					
Complaint Origins:	2012	2013	2014	2015	2016
Citizen	5	2	3	0	2
Internal	5	0	1	0	1
Originating Action:					
Traffic Stop	2	1	1	0	0
Arrest	0	0	0	0	0
Officer's Conduct	5	2	3	0	1
Vehicle Pursuit	0	0	0	0	0
Accident Investigation	1	0	0	0	1
Juvenile Investigation	0	0	0	0	0
Officer's Driving	0	1	0	0	0
Call for Service	2	0	0	0	1
Disposition:					
Sustained	4	1	1	0	1
Not Sustained	3	4	2	0	1
Unfounded	2	2	1	0	0
Exonerated	0	0	0	0	0
Resolved W/Complainant	1	0	0	0	1

III - Vehicle Pursuits

Police pursuits have high liabilities and receive much attention from the media and citizens. The policy of the Conover Police Department is for an immediate review of all pursuits to insure compliance with policy and a high regard for the safety and welfare of the public. Review and analysis of the pursuits from past years indicated a high percentage of the pursuits began with a misdemeanor or minor traffic violation. The high liability of pursuits and the risk to the motoring public did not justify pursuing for minor offenses. The policy was modified in 2007 to authorize a pursuit only when an officer has a reasonable suspicion the driver or an occupant has committed a serious felony or other circumstances exist that can justify a pursuit.

The policy change has resulted in a significant decline in pursuits. There was one vehicle pursuit in 2016.

The policy changes implemented in 2007 continue to be successful in reducing the number of pursuits that Conover Police officers are involved in. The agency will continue in-service training related to pursuit driving, emergency response driving and defensive driving. A review of the pursuit policy will be conducted during the 2017 in-service driver training.

VEHICLE PURSUITS					
Reason for Pursuit:	2012	2013	2014	2015	2016
Larceny	0	0	0	0	0
DWI	1	1	1	0	0
Assault	0	0	0	0	0
Burglary	0	0	0	0	0
Mutual Aid	0	0	0	0	1
Traffic Violation	0	0	0	0	0
Wanted Person	0	0	0	0	0
Pursuit Results:					
Accident	0	0	0	0	0
Injuries	0	0	0	0	0
Arrest of Driver	0	1	1	0	0
Terminated	1	0	0	0	1
Deflation Device	0	0	0	0	0

IV - Grievances

There were no grievances filed in 2016.

This analysis reveals no disproportionate pattern of employee grievances by gender or race. Given this, no changes concerning Conover Police Department employee grievance policy or procedure are recommended. The findings of this analysis indicate no (a) uncommon trends (b) areas for improvement in training (c) opportunities for process improvement or (d) need to provide additional training on the employee grievance process.

V– Bias Based Reporting

The Conover Police Department’s policy prohibits race, citizenship, national origin, religion, ethnicity, age or gender of an individual be the basis for a traffic stop, field interview or seizure of property. The agency is not required by North Carolina General Statutes to collect statistical data on traffic stops but the agency, in compliance with an accreditation standard, has taken a proactive stance and voluntarily collects the data and submits it to the North Carolina State Bureau of Investigation.

Citations were issued in 58.54% of the stops in 2016 compared to 70.56% in 2015. Written warnings decreased from 13.70% in 2015 to 7.47% in 2016 and verbal warnings increased to 30.53% in 2016 compared to 14.80% in 2015. In comparison to 2010 Catawba County census data, the traffic stop data is within acceptable ranges for the population demographics.

There were no biased-based complaints or concerns expressed or identified in 2016.

Bias Based Profiling								
Race:	2012	2013	2014	2015	2016	Per Cent	Cat. Co. Demo.*	Conover Demo.*
Asian	71	94	61	39	23	2.15%	3.50%	4.20%
Black	331	465	311	199	216	20.17%	8.40%	9.20%
Native American	6	10	2	3	4	0.37%	0.30%	0.20%
White	1746	2080	1333	853	821	76.66%	86%	83.90%
Other	8	5	9	0	7	0.65%	1.90%	2.50%
Unreported	0	0	0	0	0	0.00%	NA	NA
Totals:	2162	2654	1716	1094	1071			
Ethnicity:								
Hispanic	490	488	298	157	97	9.06%	8.40%	12.20%
Non-Hispanic	1672	2166	1418	937	974	90.94%	91.60%	87.80%
Unreported	0	0	0	0	0	0.00%	NA	NA
Sex:								
Female	761	1050	677	420	407	38.00%	51%***	52.70%
Male	1401	1604	1039	674	664	62.00%	49%***	47.30%
Unreported	0	0	0	0	0	0.00%	NA	NA
Enforcement:								
Citation	1462	1805	1160	772	627	58.54%		
On-View Arrest	45	45	34	6	6	0.56%		
Verbal Warning	413	573	341	162	327	30.53%		
Written Warning	205	179	162	143	80	7.47%		
No Action	37	52	19	11	31	2.89%		
Unreported	0	0	0	0	0	0.00%		
* Based on 2010 Census *** Age 15 +								

Reviewing the three year combined totals of traffic stops for the department and comparing the ratio of warnings to citations, Caucasians received warnings 34% of the time compared to citations 66% of the time on the reported traffic contacts. African-Americans received warnings 33% of the time and citations 67% of the time. Hispanics received warnings 18% of the time and citations 82% of the time. Asians received warnings 40% of the time compared to citations 60% of the time. Others received warnings 25% of the time and received citations 75% of the time.

The traffic data indicates that Hispanics receive less warnings compared to other groups. One reason for this is that the Hispanic group receives a higher percentage of the department’s “No Operator License” charges which is an offense that is usually a non-warning offense.

In comparing the total citations issued by the department to the total citations received by each group, Caucasians received 77% of the citations, African-Americans received 19% of the citations, Hispanics received 20% of the citations issued and Asians received 3% of the total citations issued for the three year period.

There were no asset seizures during 2016.

During 2016 there were 11 traffic stops that resulted in searches . Four of those searches were consensual and

Conover Police Department

Drivers and Passengers Searched by Sex, Race, and Ethnicity

Wednesday, February 1, 2017

Report From 1/1/2016 through 12/31/2016

Type	Gender	White	Black	Native American	Asian	Other	Total By Race	Hispanic	Non Hispanic	Total By Ethnicity	Total Stopped	Percent Searched
Driver	Female	0	0	0	0	0	0	0	0	0	407	0.00
Driver	Male	9	2	0	0	0	11	1	10	11	664	1.66
Passenger	Female	3	0	0	0	0	3	1	2	3	3	100.00
Passenger	Male	4	0	0	0	0	4	1	3	4	4	100.00
	Female	3	0	0	0	0	3	1	2	3	410	0.73
	Male	13	2	0	0	0	15	2	13	15	668	2.25

three were a result of probable cause. The drivers were searched in 11 of those traffic stops. In addition, seven passengers were searched during those stops for a total of 18 people searched. In a break down by group it was determined that Caucasians accounted for 89% of the searches and African-Americans accounted for % 11. Hispanics accounted for 17% of the searches and Non-Hispanics accounted for 83% of the searches.

Conover Police Department
 Drivers and Passengers Searched by Sex, Race, and Ethnicity
 Report From 1/1/2016 through 12/31/2016

VI - Evidence Control System Review

During 2016 the Conover Police Department collected 513 pieces of evidence and disposed of 1554 pieces of evidence. Emphasis has been place on evidence disposal. The evidence custodian assembles the dispositions for the property and forwards it to the District Attorney's office for review and then presentation to a judge. This is a lengthy process that takes up to two months before the evidence dispositions are returned for disposal.

<i>EVIDENCE ROOM</i>			
Collected Items	2014	2015	2016
Total Pieces Collected	398	435	513
Total Pieces Disposed	360	44	1554
<i>EVIDENCE ROOM Totals</i>			
Year end Total	4110	4501	3460
PROPERTY			
Found Property	34	14	25
Collected/Seized Property	364	421	488
Total Pieces	398	435	513

GOALS AND OUTCOMES



I– 2016 Departmental Goals and Outcomes

Administration

 Develop a planning committee comprised of a representative from each City Department to coordinate the National Night-Out and the Community Workshop event.

 National Night-Out was held on August 2, 2016. The event featured The Band of Oz. Static displays were set up by local law enforcement and local merchants. Included with this years event was the City of Conover's Community Workshop. Prior to the event, meetings were held by Lt. Clark with other departments of the city and officials from Target to plan the event. Attendance was estimated at 1100 people.

 Utilizing performance evaluations and patrol shift workloads and outputs increase the First Line Supervisors performance through accountability and responsibility.

 All supervisors have been encouraged and shown the proper way to evaluate and monitor performance. This goal continues to be a work in progress. This goal will continue into 2017.

 Develop a mentoring/field training program for newly appointed supervisors.

 Supervisors continue to be mentored. A mentoring program has been developed, however, an official program/process has not been implemented. This will continue as a goal for 2017. Leadership training will be sought for the supervisors. Administration will continue to explore options for this type of program.

 Develop an employee of the quarter/year policy to recognize outstanding officer performance.

 An officer of the quarter/year policy has been developed and implemented. Several officers have been awarded officer of the quarter and one officer has been awarded officer of the year.

Patrol Division

 Strengthen the community policing philosophy of the agency through the following goals:

1. Increase interaction with the local public and private schools through participation in school events and other events in order to build rapport with the students.

 The community policing philosophy continues to be a success. Patrol division has continued to participate in visiting with the local schools. Officers are able to visit with the students that are identified by school staff and therefore are able to interact and mentor the student. School community policing effort increased from (93) in 2015 to (101) in 2016 for a 7% increase.

2. Continue the Santa Cop program incorporating division wide support.

 The Santa Cops program was a success this year as it continues to grow. There was a slight decrease in the number of children that were assisted, but the number of families was slightly higher. Volunteers from the patrol and investigation divisions assisted in the success of the program.

3. Increase the Community Watch Programs in residential neighborhoods.
 -  Officers continue to attend community watch meetings with the existing community watch groups. During 2016 no new community watch groups were started.
4. Increase the frequency and time allotted to bicycle patrols in residential communities by 10%.
 -  The Patrol Division performed bicycle patrols on 3 occasions during this year. This is an decrease from the previous year of 70%.

 Participate in the Governors Highway Safety Programs (GHSP), Click it or Ticket, Booze It or Lose It in conjunction with other traffic safety initiatives identified during the goal period. Participate in monthly GHSP checkpoint program to earn “Grant” points toward equipment.

-  Participation in the Governors Highway Safety Program was a success in 2016. The agency’s participation in around 38 check points and several multiple agency check-points during the year accounted for a total of 5,943 participation points for the year. Conover Police acquired (1) Python III radar and 4 HP In-car printers.

 Continue the Santa Cop program incorporating division wide support.

-  Santa Cops was a success this year. There was a slight decrease in the number of families that were assisted. This year the Conover Police Department was able to provide assistance to forty three (43) families and 83 children in and around the Conover area. Volunteers from both patrol platoons and investigations contributed to the success of the program.

 Reach out to the senior citizens in the various communities and raise awareness of the “R U OK” program. Increase participation by 10%.

-  Ono Conover resident was added to the program in 2016. Currently there are eleven (11) residents from Conover on the R U OK list.

 Develop a relationship/contact list with local churches as they are a valuable asset to the community.

-  The Patrol Division continues to update the contact list of churches in Conover. The list is stored on the City’s computer server for all officers to access.

Investigations Division

 Continue the efforts towards obtaining and disseminating criminal intelligence information with other agencies in an effort to impact multijurisdictional criminal activity and move forward in reducing crime.

1. Participate in all (MDT) Multi-Disciplinary Team Meetings currently being held on a monthly basis at the Child Advocacy and Protection Center of Catawba County.
 -  The Conover Police Department CID Division, has attended meetings on the following dates; 02/26/2016, 03/11/2016, 04/08/2016, 05/27/2016, 06/10/2016, 07/08/2016, 09/09/2016, and 12/09/2016 and has presented cases to (MDT).

 Improve the coordination and sharing of information with other divisions within the department to help reduce crime.

1. Strengthen the exchange of information with the patrol division by attending a shift briefing every quarter and providing at least (2) training sessions on a topic related to investigations and a shift briefing.

 There were two shift briefings conducted by Investigations in 2016 on LinxCarolina In July and October 2016. I have sent emails to patrol officers and Sgt's when new information comes in to me regarding important matters. 7-6-16 and 10-24-16 Investigator Lapage did a shift briefing on Linx.

2. Provide a monthly activity report to the administration of the department to keep the administration informed of new information related to any high profile cases or other relevant information.

 Information was shared with the patrol division about current trends of residence and vehicle burglaries. Narcotic and vice crime information was disseminated through completed narcotic/vice/organized crime (tip) information reports to be shared between the investigation and patrol division.

 A monthly report is completed at the first of each month and provided to the Major and Chief of Police.

 Continue to build and update the data information in the Case Management Access Software to improve the ability to track and maintain current cases assigned to the Criminal Investigations Division.

 All cases that are assigned to CID have been entered into the CIDCMS software. The cases within the software include victim information, suspect information, and the status of the investigation.

 As we move forward to continue to build and update the data information, the Conover Police Department Investigations Division (CID) will utilize the case management access software.

 Continue to involve the community to assist with solving crimes by utilizing the media, the Internet, and other available resources.

 The Conover Police Department Investigations Division attended (7) meetings during the past year. CID attended the Southwest community watch meeting on 07-19-2016 and 09-21-2016. Sgt. Clark also attended and gave a presentation to Brandywine homeowners association on 10-4-2016. Investigator LaPage gave presentations to Shuford elementary on 01-05-16, Clyde Campbell Elementary on 03-11-16, the Adult Life Program on 09-8-16, the Rotary Club on 10-25-16, and the boy scouts on 10-24-16 and 12-12-16, and Shuford Elementary on 12-1-2016.

 The Conover Police Department Investigations Division continues to work with the Conover IT Department to update a list of "Conover's Most wanted" to the City of Conover website. The list is comprised of individuals with outstanding warrants that Officers have been unable to locate through conventional methods.

 Conduct biannual review of all cases to ensure that the cases are being investigated accurately and timely.

 A biannual review was conducted of all the assigned cases within the Conover Police Department (CID) Investigations Division. Sgt. Clark provides administration with an up to date report monthly as to the progress of cases. This process ensures that each case is handled in a timely manner.

Records Division

 Prepare the Agency for the DCI audit.

 All files are checked for accuracy when completed. DCI audit is completed every other year.

 Develop Crystal reports in RMS to assist with retrieving information needed for evaluations, monthly reports, open cases, and annual reports.

 Administration worked with the Records Division and several new reports were developed. The reports will assist staff in the retrieval of data from the Records Management Division.

 Coordinate all DCI activities including TAC, Validations, and all reports.

 All DCI activities and validations were kept current.

 Ensure incident reports are pulled into RMS with the correct information and notify Admin supervisors about any identified problems/issues.

 All reports have been imported and accuracy has been verified.

 Keep Biased-Based Traffic Stop Reports up to date and properly filed.

 All Biased-Based Traffic Stop Reports have been entered into the SBI's system.

II - 2017 Departmental Goals

Administration

 Develop a planning committee comprised of a representative from each City Department to coordinate the National Night-Out and the Community Workshop event.

 Develop and implement a Citizens Academy.

-  Develop a mentoring/field training program for newly appointed supervisors and provide Leadership training.
-  Continue the employee of the quarter/year to recognize outstanding officer performance.
-  Develop a physical fitness policy/program for the department.

Patrol

-  Participate in the North Carolina Governor's Highway Safety Programs (GHSP) "Click It or Ticket" and "Booze It & Loose It" along with other traffic safety initiatives during the goal period. Conduct monthly GHSP checkpoints to earn participation points towards acquiring equipment.
-  Ensure equal workload and performance through monthly officer activity reports.
-  Strengthen the community policing philosophy of the agency through the following goals:
 1. Increase interaction with the local public and private schools through participation in school events and other events in order to build a rapport with the students.
 2. Increase the frequency and time allotted to bicycle patrols in residential communities by 10%.
 3. Increase Community Watch Programs in residential neighborhoods.
-  Continue the Santa Cop program incorporating division wide support.
-  Reduce traffic collisions by 5% through selective traffic enforcement measures at known high crash locations.

Investigations Division

-  Continue the efforts towards obtaining and disseminating with other agencies, criminal intelligence information in an effort to impact multijurisdictional criminal activity and move forward in reducing crime.

Investigations Division (continued)

-  Improve the coordination and sharing of information with other divisions within the department to help reduce crime.
 1. Strengthen the exchange of information with the patrol division by attending a minimum of at least one shift briefing a quarter and provide at least two (2) training sessions on a topic related to investigations at a shift briefing.
 2. Provide a monthly activity report to the administration of the department to keep the administration informed of new information related to any high profile cases or other relevant information.
-  Continue to build the data information in the Case Management Access Database software to improve the ability to track and maintain current cases assigned to the Criminal Investigations Division.
-  Continue to involve the community to assist with solving crimes by utilizing the media, the Internet, and other available resources.
-  Conduct a biannual review of all cases to ensure that the cases are being investigated accurately and timely.

Records

-  Keep records up to date in preparation for future DCI audit.
-  Evaluate the Crystal reports in RMS and develop new ones as needed to assist with retrieving information needed for evaluations, monthly reports, open cases, and annual reports.
-  Coordinate all DCI activities including TAC, Validations, and all reports.
-  Ensure incident reports are pulled into RMS with the correct information and notify Admin supervisors about any identified problems/issues.
-  Keep Biased-Based Traffic Stop Reports up to date and properly filed.

