



2018

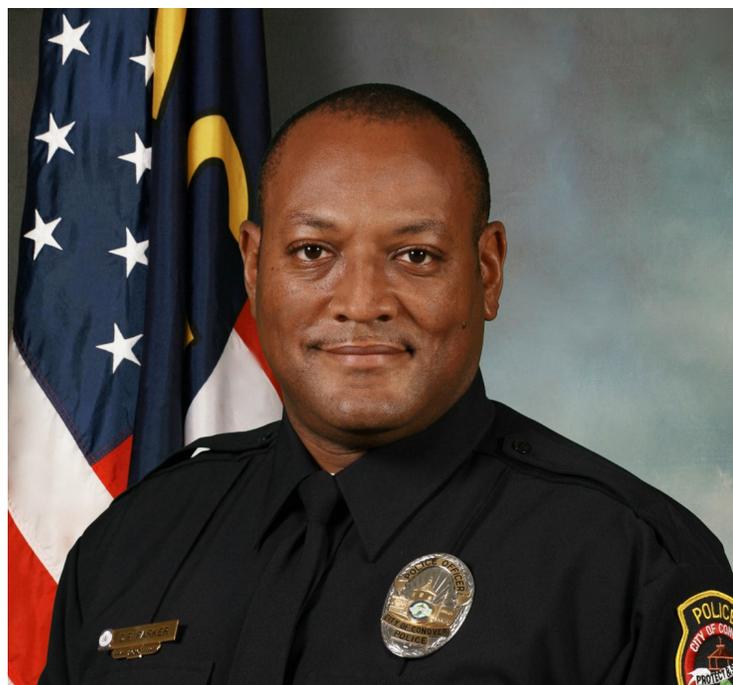


Conover Police

ANNUAL

REPORT

NORTH CAROLINA SCHOOL RESOURCE OFFICER OF THE YEAR 2018



SRO DANNY BAKER

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THE AGENCY



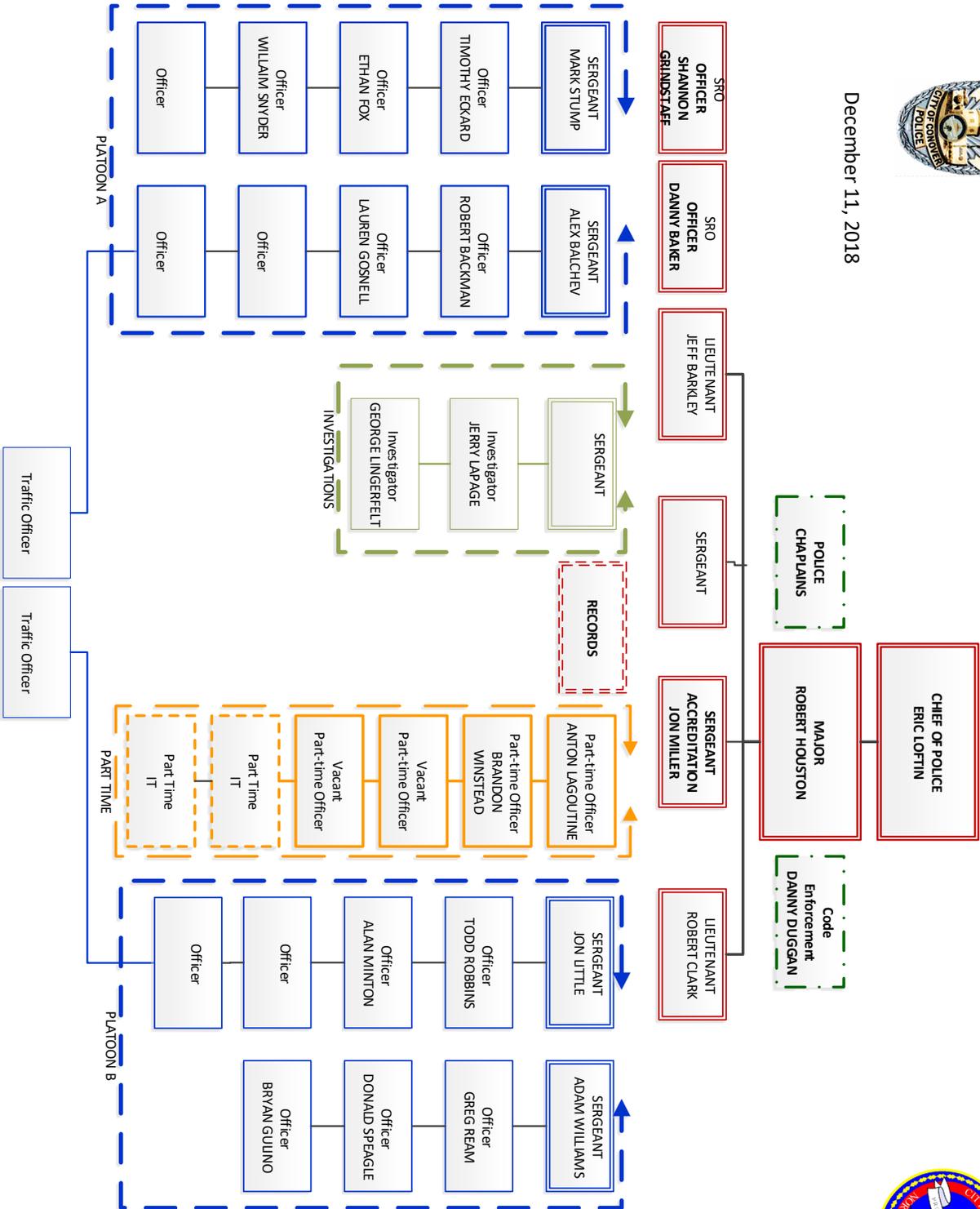
2017

I - Organizational Chart



December 11, 2018

CONOVER POLICE DEPARTMENT



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
Miller	Jonathan	Sergeant	Accreditation
Grindstaff	Shannon	Specialist	School Resource
Baker	Daniel	Officer	School Resource
Platoon A			
Stump	Mark	Sergeant	Patrol
Balchev	Alex	Sergeant	Patrol
Eckard	Timothy	Officer	Patrol
Fox	Ethan	Officer	Patrol
Backman	Robert	Officer	Patrol
Snyder	William	Officer	Patrol
Gosnell	Lauren	Officer	Patrol
		Officer	Patrol
		Officer	Patrol
		Officer	Patrol
Platoon B			
Little	Jon	Sergeant	Patrol
Williams	Adam	Sergeant	Patrol
Minton	Alan	Officer	Patrol
Robbins	Todd	Officer	Patrol
		Officer	Patrol
Ream	Greg	Specialist	Patrol
Gulino	Bryan	Officer	Patrol
Speagle	Donald	Specialist	Patrol

II- Conover Police Roster (Continued)

Conover Police Roster			
Name		Rank	Assignment
Last	First		
Investigations			
		Sergeant	Investigations
LaPage	Jerry	Specialist	Investigations
Lingerfelt	George	Specialist	Investigations
Reserve			
Lagoutine	Anton	Officer	Part time
Winstead	Brandon	Officer	Part time
Vacant		Officer	Part time

Code Enforcement			
Duggan	Danny	Code Enforcement	Code Enforcement

Records			
Hayes	Debra	Records	Records
Cook	Angela	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 10 year certificate of recognition with the City of Conover in December of 2018. Sergeant Miller is a certified instructor and has specialty training as a Firearms Instructor. Sgt. Miller is the departments accreditation manager and evidence custodian.

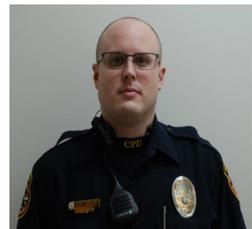


Sergeant Jon Little received his 25 year certificate of recognition with the City of Conover in December 2018. Sergeant Little has a Bachelor of Science degree from Appalachian State University. Sgt. Little holds an advanced certificate from North Carolina Criminal Justice Education & Training Standards Commission.



Officer Gregory Ream received a Bachelor of Science in Legal Studies from American Military University. Specialist Ream lives in Catawba County with his wife and children.

IV- New Employees



Officer Jonathon Acord joined Conover Police Department in August, 2018. Officer Acord completed BLET at Western Piedmont Community College in December and became a sworn member of the department in January, 2019. Officer Acord resides in Catawba County and attended St. Stephens High School.



V. Top Performers for 2018

The Conover Police Department is proud to recognize Sgt. Alex Balchev, Officer Timothy Eckard, Officer Ethan Fox, Officer Robert Backman, and Officer William Snyder as the top five performers for 2018. 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 five officers consistently ranked average or above average in these eleven categories.



A. Balchev



T. Eckard



E. Fox



R. Backman



W. Snyder



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*	8301
Number of Households*	3,181
Square Miles*	10.96
Miles of Streets	88.40
Police Department Staffing	
Total Authorized Personnel	35
Full-Time Sworn Personnel	28
Full-Time Non-Sworn Personnel	2
Part-Time Personnel	5
Summary of Police Department Personnel	
Administration	6
Patrol	19
Investigations	3
Clerical	2
Part time	5
2017-18 Fiscal Data	
City of Conover General Fund Budget	\$9,865,767
Police Department General Fund Budget	\$2,594,257
Police Department Per Cent of Total	26.2%
Police Department Spending Per Capita	\$312.52
Police Department Spending Per Household	\$815.55
Summary of Police Department Budget	
Personnel Cost	73.0%
Operating Cost	19.0%
Capital Cost	8.0%
* 2010 Census Data	

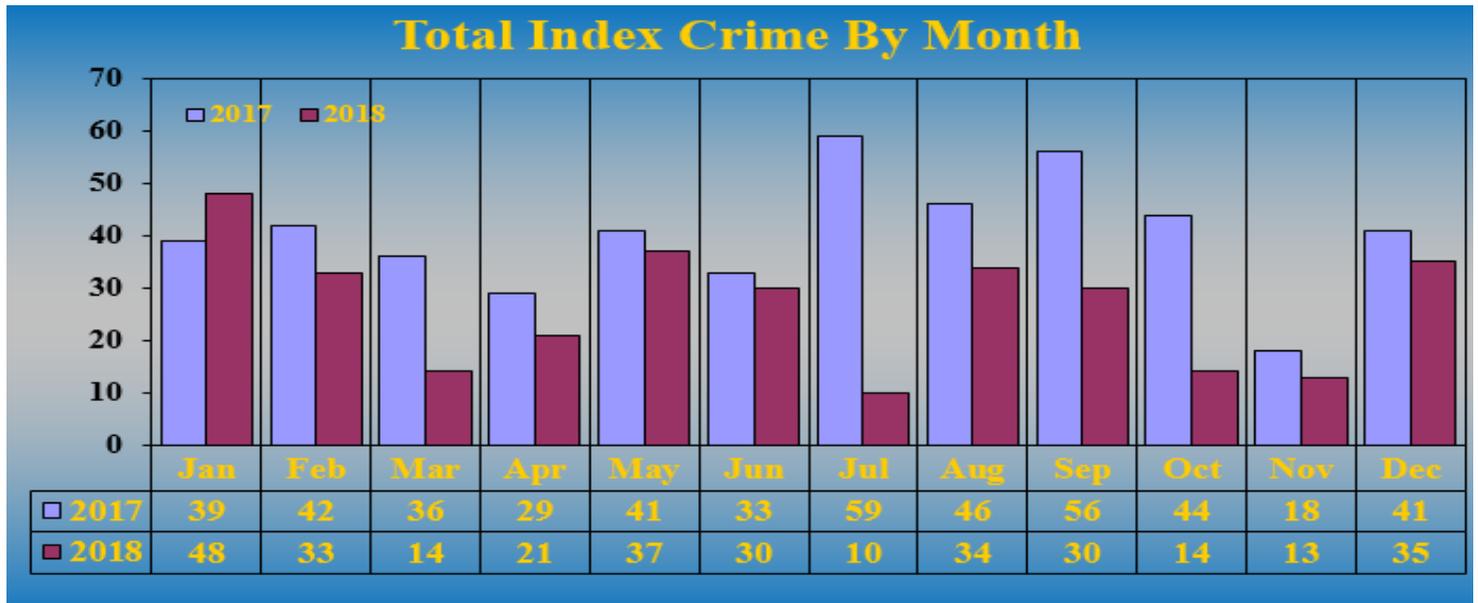
PERFORMANCE REPORTS



CPD 2018

I- The Crime Index

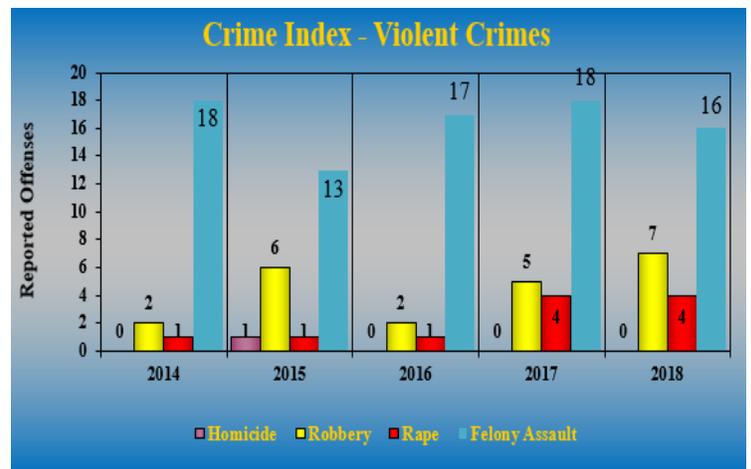
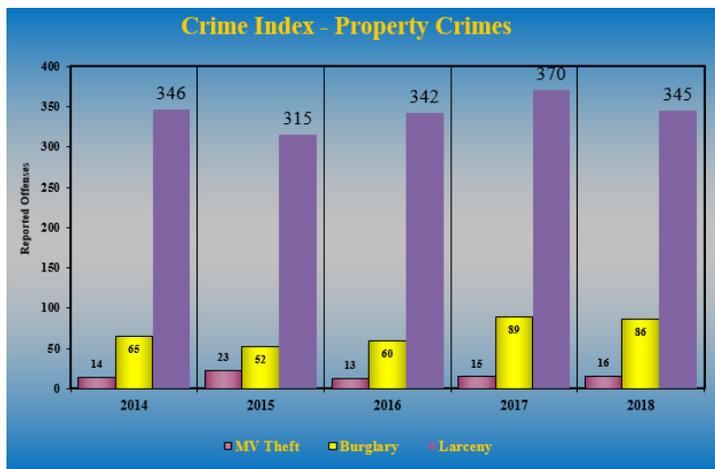
The Conover Police Department reports monthly the reportable crimes electronically to the North Carolina State Bureau of Investigation's (SBI) Research and Planning Division. The SBI and FBI compile the data at the state and national levels into the Uniform Crime Reporting Program (UCR). The UCR program 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

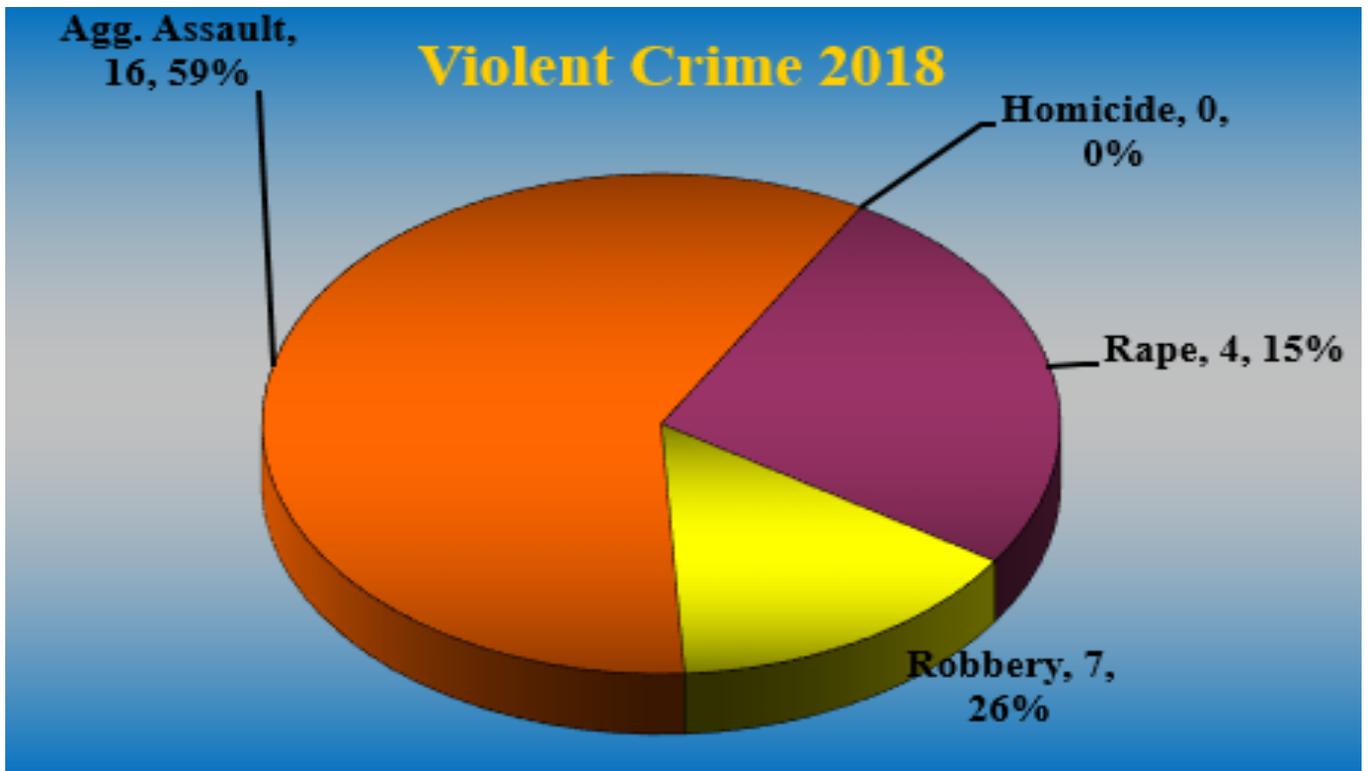
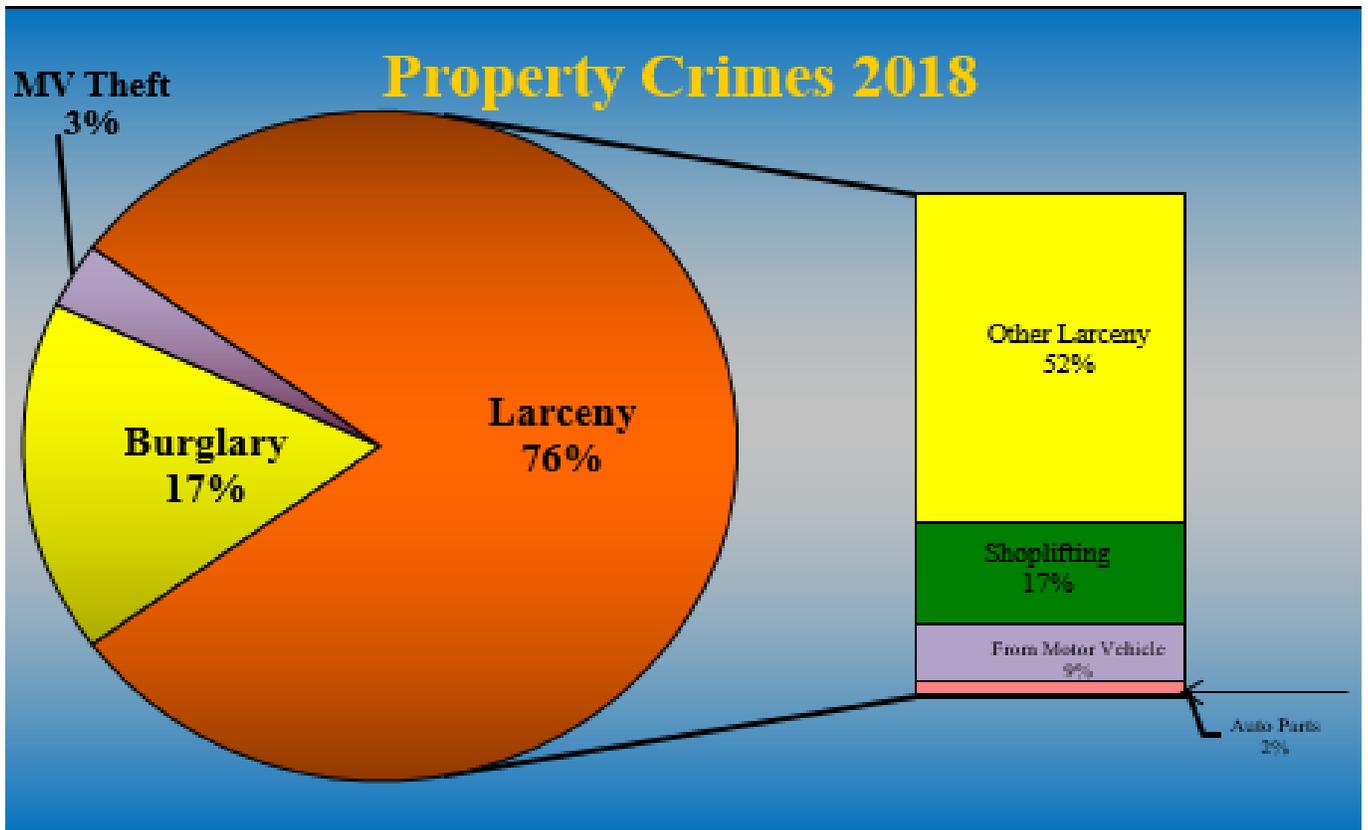


the ¹State of North Carolina, State Bureau of Investigation, Index and Offenses Rates 2017-2018 Summary Reporting Data for Conover NC

United States.

2018 Features	
Most Frequent Month	January
Least Frequent Month	July
Most Common Offense	Larceny

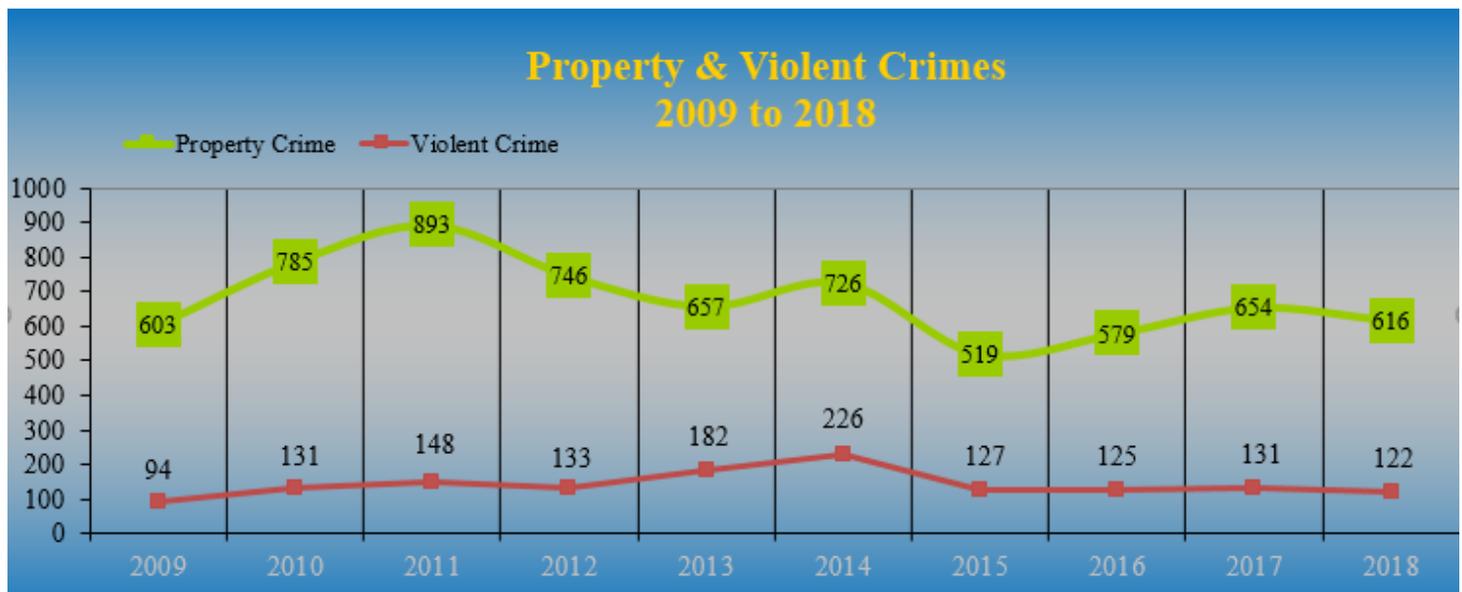
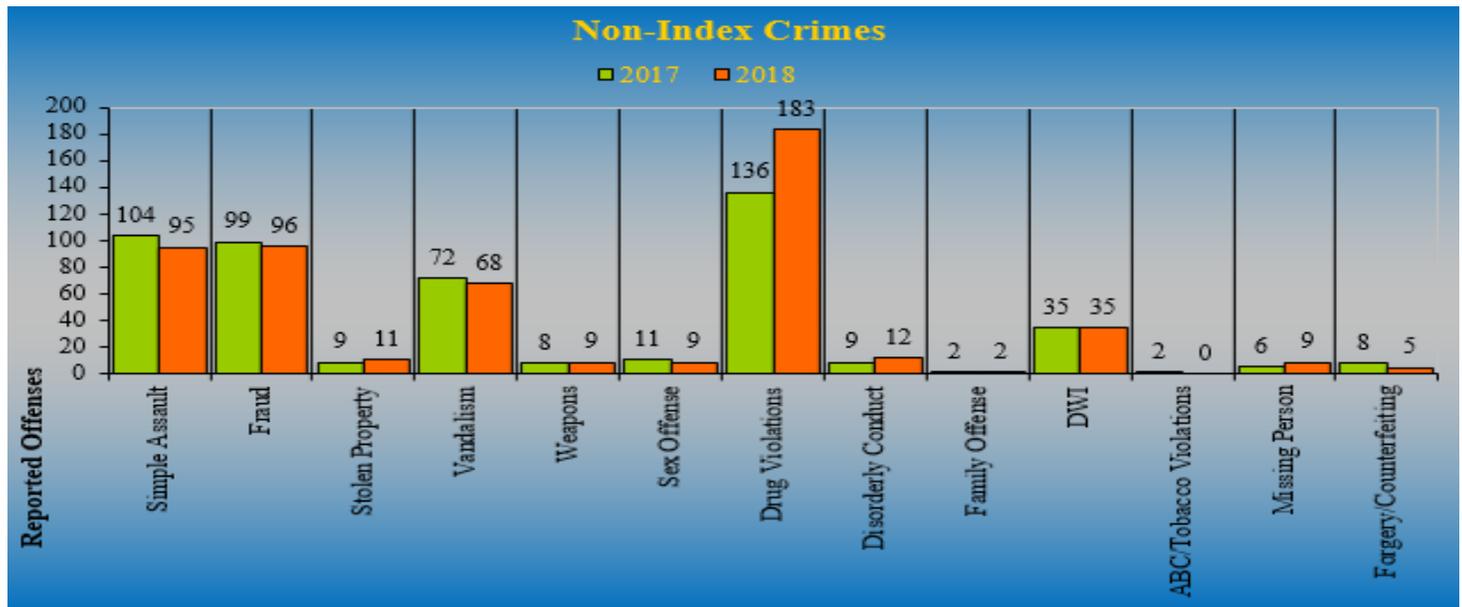




In 2018 the agency experienced an increase in the Part I Index Crimes. Motor Vehicle thefts increased from 15 to 16. Aggravated Assaults decreased from 18 to 16. A decrease was seen in Burglaries (-3%), Robberies increased (+29%), Larcenies decreased (-7%), Rape offenses had no change (0%), and Homicide had no change (0%). There were no arson incidents. 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 501 non-index crimes reported in 2017 compared to 534 in 2018. 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.



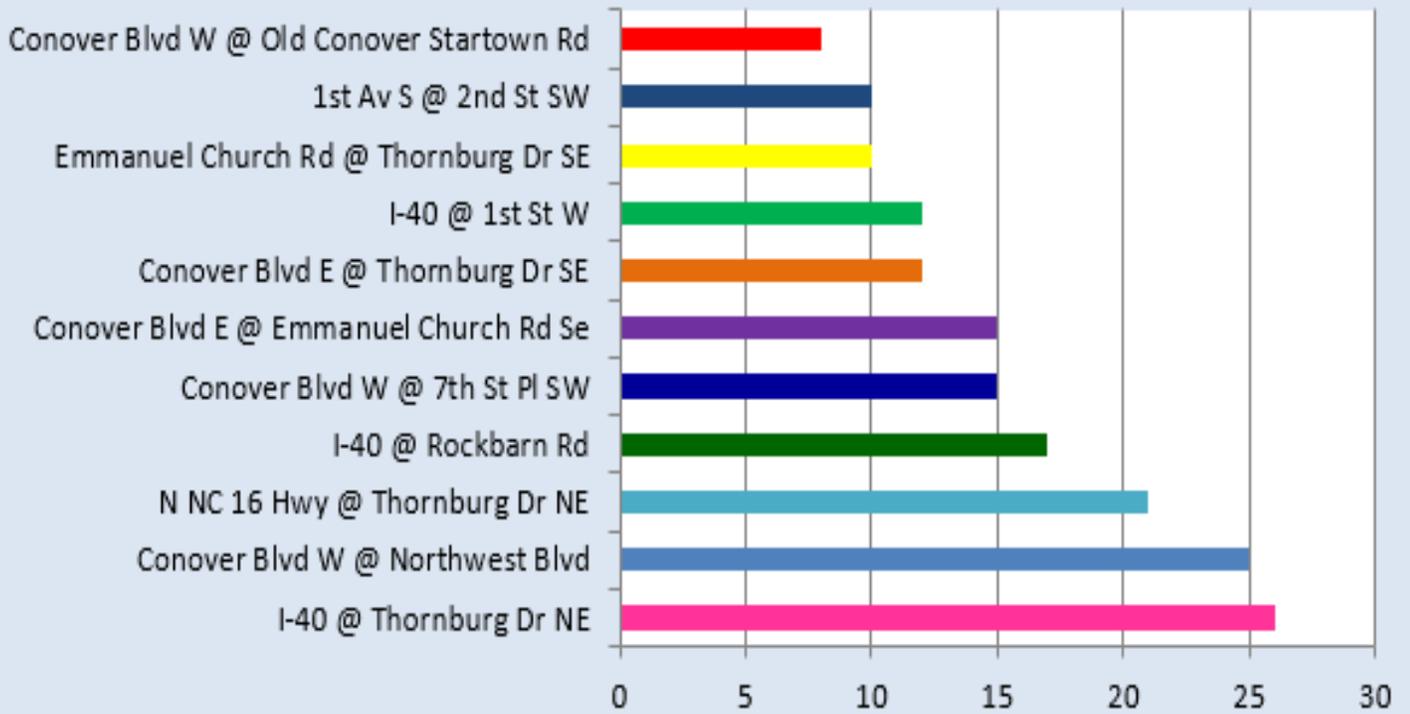
III - Traffic

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) – 18,000; 1st Avenue North (NC 16)- 10,000; 1st Avenue South (NC16)- 18,000; Rock Barn Road- 9,300 and Conover Boulevard (Hwy 70)- 15,000. 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.

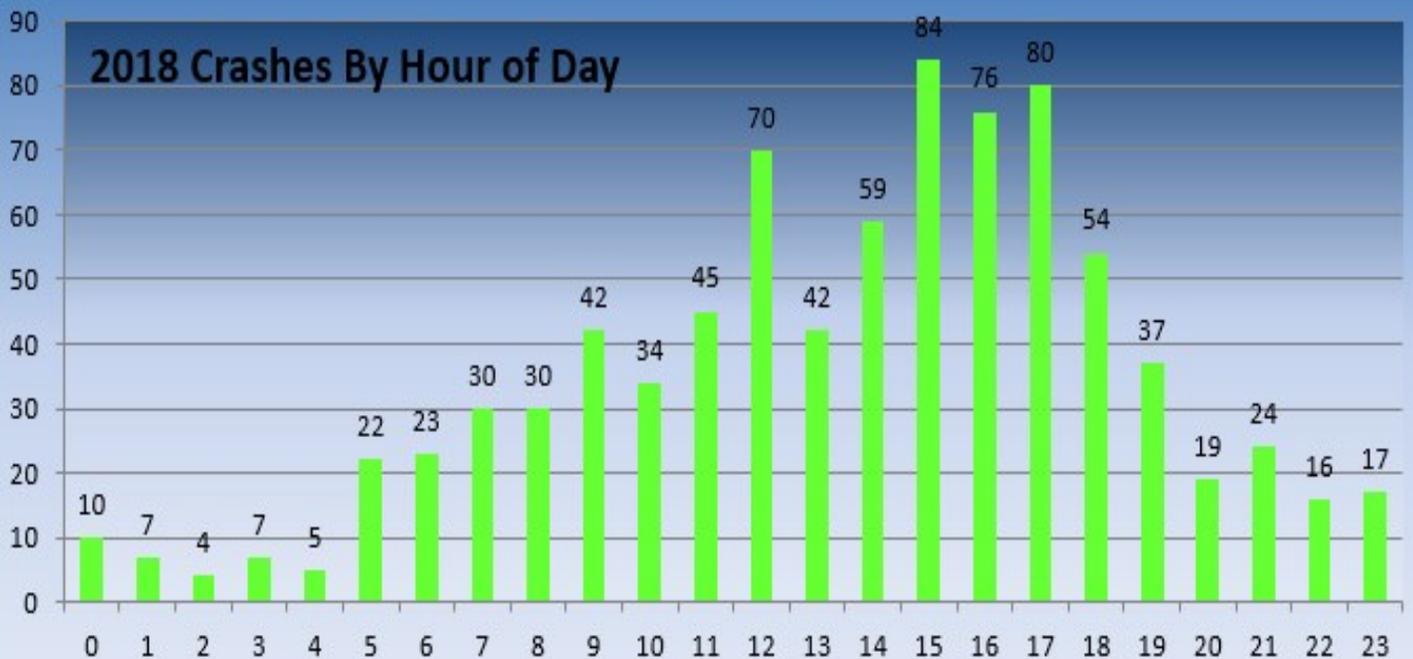
From 2011 through 2018 the City of Conover has averaged 684 crashes per year. Conover continues to have one of the highest crash rates for Cities under 10,000 population. Traffic crashes and traffic related problems continues to be one of the agency's top priorities.



2018 Top Crash Locations



2018 Crashes By Hour of Day

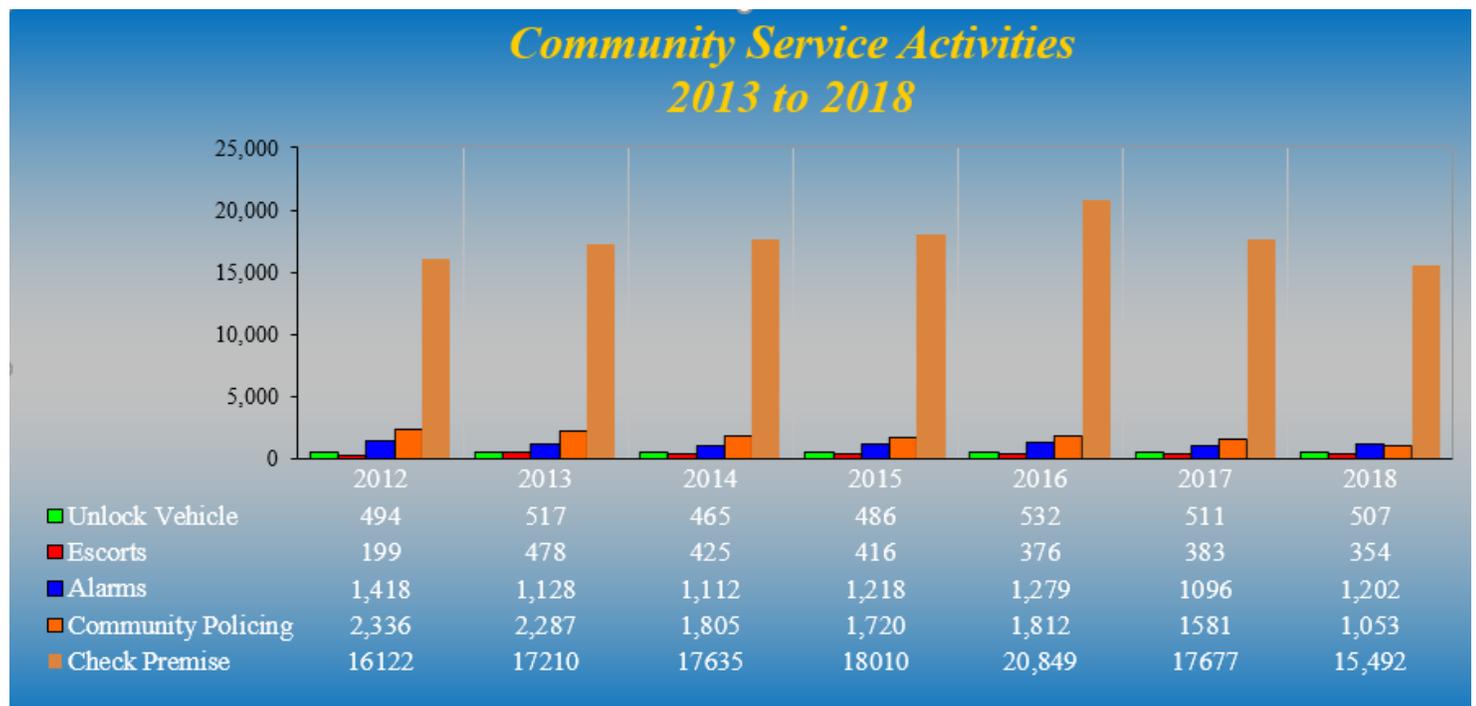


IV - Community Service

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. The Indian Springs neighborhood started a community watch program this year. 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 2018 included National Night-Out, Community Job Fair, Conover Alive, Santa Cop Program, Citizens Academy, and the Explorer program.



V - Special Awards/Projects



National Night-Out 2018: National Night-Out 2018 was held in October with mild temperatures. This year's event featured The Band of Oz. The City of Conover held its Community Workshop during the event as well. The event was once again held on the Concordia Square and attracted approximately 1,000 people. 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 tenth 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 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 thirty eight (38) families including eighty three (83) children in and around the Conover area. They received clothing, toys and food valued in excess of \$3,000.



ANNUAL REVIEW AND ANALYSIS



2018 National Night Out



2018 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 2018 members of the Conover Police Department were involved in 20 incidents requiring some type of use of force. The incidents involved a total of 16 officers. One of the incidents involved only one officer, ten incidents involved two officers, and nine incidents involved three or more officers. Nine of the incidents involved the officer pulling their service weapon until the offender(s) could be safely taken into custody. These incidents involved a shoplifting, traffic stop, B&E, stolen vehicle, and discharging a weapon inside city limits. No officer fired his/her service weapon during any of the incidents. Tasers were drawn on five occasions; a domestic, stolen vehicle, assault on government official, AWDW, and a medical call. A taser was deployed in one incident involving a stolen vehicle. Tasers were used to drive stun combative subjects in two additional incidents.

The Use of Force incidents consisted of five traffic stops, four larcenies, two domestics, two stolen vehicles, two medical calls, and one each of the following; suspicious person, assault with a deadly weapon, break or entering, discharge a weapon inside city limits, and a mutual aide call. There was one incident which the reasonableness of the amount of force was called into question out of the 20 Use of Force incidents. None of the incidents identified a policy or training issue. 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.

Two of the incidents occurred at Walmart. Six other incidents occurred at businesses in Conover. All other incidents occurred at residences or on the street or highway. Five of the incidents involved injury to the subject due to the subject physically resisting and the officer having to utilize hard hands to gain control. No officers were injured as a result of the use of force incidents. 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 2018 indicated all use of force incidents were properly reported, investigated, and reviewed by the chain of command. The force used in twenty of the incidents was reasonable, necessary and in compliance with policy.

2018 USE OF FORCE

Type of Incident:	2013	2014	2015	2016	2017	2018
Assault	6	1	0	1	4	2
Traffic Stop	3	4	2	0	7	7
Domestic	5	6	3	1	3	1
Mental Subject	1	2	0	0	1	2
Mutual Aid	1	1	0	0	1	1
Larceny	3	1	2	2	11	4
Burglary	0	0	1	0	4	1
Drunk/ Disruptive	0	4	0	0	3	0
Forgery	0	0	0	0	1	0
Resist Arrest	1	1	0	5	1	0
Trespass	1	0	0	1	0	0
Warrant/High Risk Call	1	1	1	1	1	1
Suspicious Person/Vehicle	1	0	0	0	1	1
Type of Force:						
Firearm	2	8	2	4	12	9
(Fired)	(0)	(0)	(0)	(0)	(0)	(0)
(Drawn)	(2)	(8)	(2)	(4)	(12)	(9)
Taser	5	10	4	2	4	4
(Deployed)	(1)	(6)	(3)	(1)	(0)	(3)
(Drawn)	(4)	(4)	(4)	(1)	(4)	(1)
Bodily Force (Hands)	16	7	4	3	26	11
Officers on Scene:						
Single	10	7	2	8	13	1
Two or More	13	14	7	3	25	19
Location of Event:						
Residence	9	11	2	8	15	8
Retail Business	2	4	4	3	14	5
Roadway	12	6	1	0	6	6
Wooded Area	0	0	0	0	1	1
Disposition:						
Force Necess- ary	23	21	9	11	38	19
Force Unnec- essary	0	0	0	0	0	1
Policy Change	0	0	0	0	0	0

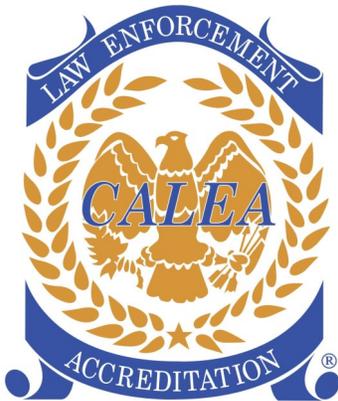
II—Internal Affairs/Complaints

The Conover Police Department investigates all complaints received by the agency. Complaints may be received in writing, in person, by telephone, by email or anonymously. 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 twelve internal affairs cases in 2018 which was an increase from 2017.

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:	2014	2015	2016	2017	2018
Citizen	3	0	2	9	11
Internal	1	0	1	2	1
Originating Action:					
Traffic Stop	1	0	0	4	2
Arrest	0	0	0	1	2
Officer's Conduct	3	0	1	4	2
Vehicle Pursuit	0	0	0	0	0
Accident Investigation	0	0	1	1	2
Juvenile Investigation	0	0	0	0	0
Officer's Driving	0	0	0	0	1
Call for Service	0	0	1	1	3
Disposition:					
Sustained	1	0	1	1	1
Not Sustained	2	0	1	3	2
Unfounded	1	0	0	5	5
Exonerated	0	0	0	0	1
Resolved W/Complainant	0	0	1	2	3

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 were no vehicle pursuits in 2018.

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 2019 in-service driver training.

VEHICLE PURSUITS					
Reason for Pursuit:	2014	2015	2016	2017	2018
Larceny	0	0	0	0	0
DWI	1	0	0	0	0
Assault	0	0	0	0	0
Burglary	0	0	0	0	0
Mutual Aid	0	0	1	0	0
Traffic Violation	0	0	0	1	0
Wanted Person	0	0	0	0	0
Pursuit Results:					
Accident	0	0	0	1	0
Injuries	0	0	0	0	0
Arrest of Driver	1	0	0	1	0
Terminated	0	0	1	0	0
Deflation Device	0	0	0	0	0

IV - Grievances

There were no grievances filed in 2018.

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 66.16% of the stops in 2018 compared to 56.91% in 2017. Written warnings decreased from 5.00% in 2017 to 2.94% in 2018 and verbal warnings decreased from 33.94% in 2017 to 26.98% in 2018. In comparison to 2010 Catawba County census data, the traffic stop data is within acceptable ranges for the population demographics.

Bias Based Profiling								
Race:	2014	2015	2016	2017	2018	Per Cent	Cat. Co. Demo.*	Conover Demo.*
Asian	61	39	23	78	29	2.58%	3.50%	8.50%
Black	311	199	216	348	200	17.81%	8.40%	11.50%
Native American	2	3	4	1	1	0.09%	0.30%	0.20%
White	1333	853	821	1416	890	79.25%	86%	64.80%
Other	9	0	7	16	3	0.27%	1.90%	2.50%
Unreported	0	0	0	0	0	0.00%	NA	NA
Totals:	1716	1094	1071	1859	1123			
Ethnicity:								
Hispanic	298	157	97	176	159	14.16%	8.40%	12.20%
Non-Hispanic	1418	937	974	882	964	85.84%	91.60%	87.80%
Unreported	0	0	0	0	0	0.00%	NA	NA
Sex:								
Female	677	420	407	382	462	41.14%	51%***	50.40%
Male	1039	674	664	676	661	58.86%	49%***	49.60%
Unreported	0	0	0	0	0	0.00%	NA	NA
Enforcement:								
Citation	1160	772	627	1,058	743	66.16%		
On-View Arrest	34	6	6	20	2	0.18%		
Verbal Warning	341	162	327	631	303	26.98%		
Written Warning	162	143	80	93	33	2.94%		
No Action	19	11	31	57	42	3.74%		
Unreported	0	0	0	0	0	0.00%		
* Based on 2010 Census *** Age 15 +								

There were no biased-based complaints or concerns expressed or identified in 2018.

Reviewing the three year combined totals of traffic stops for the department and comparing the ratio of warnings to citations, Caucasians received warnings 35.9% of the time compared to citations 60.3% of the time on the reported traffic contacts. African-Americans received warnings 36.6% of the time and citations 59.0% of the time. Hispanics received warnings 25.5% of the time and citations 72.4% of the time. Asians received warnings 43.0% of the time compared to citations 53.0% of the time. Others received warnings 19.2% of the time and received citations 73.0% 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 77.6% of the citations, African-Americans received 18.4% of the citations, Hispanics received 15.2% of the citations issued and Asians received 2.8% of the total citations issued for the three year period.

There were no asset seizures during 2018.

Conover Police Department

Drivers and Passengers Searched by Sex, Race, and Ethnicity

Wednesday, February 27, 2019

Report From 1/1/2018 through 12/31/2018

Type	Gender	White	Black	Native American	Asian	Other	Total By Race	Hispanic	Non Hispanic	Total By Ethnicity	Total Stopped	Percent Searched
Driver	Female	2	1	0	0	0	3	0	3	3	462	0.65
Driver	Male	4	2	0	0	0	6	0	6	6	661	0.91
Passenger	Female	1	0	0	0	0	1	0	1	1	1	100.00
Passenger	Male	1	5	0	0	0	6	0	6	6	6	100.00
	Female	3	1	0	0	0	4	0	4	4	463	0.86
	Male	5	7	0	0	0	12	0	12	12	667	1.80

During 2018 there were 9 traffic stops that resulted in searches . One of those searches were consensual and eight were a result of probable cause. The drivers were searched in all of those traffic stops. In addition, seven passengers were searched during those stops for a total of 16 people searched. In a break down by group it was determined that Caucasians accounted for 50% of the searches and African-Americans accounted for 50%. Hispanics accounted for 0% of the searches and Non-Hispanics accounted for 100% of the searches.

Conover Police Department
 Drivers and Passengers Searched by Sex, Race, and Ethnicity
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VI - Evidence Control System Review

During 2018 the Conover Police Department collected 587 pieces of evidence and disposed of 22 pieces of evidence. Emphasis has been placed 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	2016	2017	2018
Total Pieces Collected	519	743	587
Total Pieces Disposed	1554	162	22
<i>EVIDENCE ROOM Totals</i>			
Year end Total	3460	4041	4606
PROPERTY			
Found Property	25	29	17
Collected/Seized Property	488	696	560
Safekeeping	6	18	10
Total Pieces	519	743	587

GOALS AND OUTCOMES



I– 2018 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 October 2, 2018. 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 1000 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 2019.
-  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 2019. 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. However, there have not been any nominations for either during this 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 focus for the department. 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 (42) in 2017 to (124) in 2018 for a 195% 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 increase in the number of children that were assisted, but the number of families was slightly lower. 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 2018 one new community watch group was started. Indian Spring community watch began early in 2018.
4. Increase the frequency and time allotted to bicycle patrols in residential communities by 10%.
 - 👎 The Patrol Division did not perform any bicycle patrols during 2018. This is due to the equipment needing repairs.

💡 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 2018. The agency’s participation in 42 check points and several multiple agency checkpoints during the year accounted for a total of 2,800 participation credits for the year. Conover Police acquired (3) HP 200 printers and (1) Stalker Dual antenna radar.

💡 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 thirty eight (38) 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%.

- 👍 No Conover resident was added to the program in 2018. 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; : 02/09/2018, 02/23/2018, 03/12/2018, 04/13/2018, 05/11/2018, 05/25/2018, and 07/27/2018. The CID unit has presented cases to MDT on four occasions.

2. Participate in meetings held with other agencies to exchange information pertaining to criminal activity.

The Conover Police Department Investigations Division attended (3) meetings during the past year; on 01/08/2018 CID met with Morganton Public Safety and Taylorsville Police Department reference Breaking and Entering/Larceny, on 02/07/2018 CID met with Burke County Sheriff's Office reference armed robbery, and on 03/29/2018 CID met with FBI on a Nigeria scam that started in Conover and moved to New York.

 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 was one shift briefing conducted by Investigations in 2018. On June 19th and 20th briefings were conducted by Inv. J. LaPage on defining curtilage as it relates to search and investigation, and on the detention of Juvenile Offenders.

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 (8) meetings during the past year. CID attended provided the following presentations;

👍 Active Shooter presentation at New Vision Church on 01/09/2018, Mock crime scene for Citizen Police Academy on 03/29/2018, special Olympics on 04/20/2018, social media safety for seniors at St. Timothy Lutheran church on 05/16/2018, Tri-City tour and presentation on 10/04/2018, Concordia 4th grade tour and presentation on 10/23/2018, active shooter presentation at FKC of Catawba valley on 11/15/2018, and St. Stephens Elementary tour and presentation on 12/06/2018.

👍 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 as well as post added to the Conover Police Departments FaceBook profile for assistance on identities and information. The most wanted 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 all reports have been maintained and utilized throughout the year. 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 - 2019 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.
-  Continue to build and improve upon the Citizens Police 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.
-  Continue to develop and improve the Explorer post program.

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.

