

LAW ENFORCEMENT ANNUAL STATUS REPORT

Charlotte-Mecklenburg (NC) Police Department



Awarded agencies are required to submit this annual report summarizing the accreditation maintenance experience for the preceding year. In the report, the agency declares its continued compliance with applicable standards, identifies strengths and weakness, and discusses agency risks and future opportunities. The intent of the annual report is to communicate to the Commission on Accreditation for Law Enforcement Agencies, Inc., (CALEA®) on the agency's continued compliance and establish the information necessary for future reaccreditation assessments.

In addition to submitting this Annual Report, the agency is responsible for notifying its Regional Program Manager (RPM) of any major incident, event or circumstance that may affect its standard(s) compliance and/or the CALEA Accreditation Program. This notice should be provided to your RPM as soon as possible following the event.

This report is required to be submitted through the CALEA Information and Management Reporting System (CIMRS) at the time of the annual review process.

Agency Name: Charlotte-Mecklenburg (NC) Police Department
Agency Address: 601 E Trade Street
Charlotte , NC US 28202
704-336-7600
www.cmpd.org

CEO: Kerr Putney
Title: Chief of Police

Accreditation Manager: Sgt. Christopher Busic
Phone: 704-353-1139
Email: cbusic@cmpd.org

Date of original award:

Date of last award:

Date of last Annual Report: Apr 17, 2020

Standards Compliance – Agencies are required to remain in compliance with all applicable standards. Please supply the following information:

1. Is the agency in compliance with all applicable mandatory standards?
Yes
2. Does the agency remain in compliance with at least 80% of all applicable other-than-mandatory standards?
Yes

Memorandum of Agreement/Consent Decree or Investigation

1. Is the agency currently operating under a Memorandum of Agreement and/or Consent Decree?
No
2. Is the agency currently under review or investigation by the Department of Labor, Department of Justice, or any other investigating authority?
No
3. Has your agency had any lawsuits where the processes or practices required by the CALEA standards were used in defense of the lawsuit?
No

Policy, Procedures & Practice Updates – Agencies are required to remain in compliance with all applicable standards. Please supply the following information:

1. Have you updated any policy, procedure or practices that impact the application of the CALEA standards?
Yes
--Changes to CMPD Directives--

200-002 Employee Transfers and Separation
(Related Standards 33.6.1, 16.2.1, 16.2.2)

- Definitions added Organized Fit and Relevant Job Experience
- Changes to procedure to separating employees
- Changes to posting a vacancy with division-level transfers
- Changes to department-wide transfers
- Changes command reassignments

200-005 Returning of Issued Uniforms and Equipment
(Related Standards 16.3.4, 17.5.2)

- New directive created for the purpose of standardizing procedures for the return of Charlotte-Mecklenburg Police Department issued uniforms and equipment. Consolidates procedures previously in several directives into one.

200-006 Youth Diversion
(Related Standards 1.1.3, 44.1.1, 44.1.3)

- Directive was updated because of new NC Raise the Age legislation (Juvenile/Adult cutoff from 16 to 18 years of age).
- Removed prior Misdemeanor arrests from automatic disqualification (1.1.3, 44.1.1, 44.1.3)

200-011 Asset Management

(Related Standards 53.1.1, 53.2.1, 17.1.1, 17.2.1, 17.4.1, 17.5.1, 1.3.9)

New Directive

- Adds position of Inventory Control Coordinator (53.1.1)
- Directs Prof. Standards to verify inventories (53.2.1)
- Adds duties for Financial Management (17.1.1, 17.2.1)
- Establish uniform procedures for asset and inventory management of CMPD Capital and Sensitive Non-Capital Assets. (17.5.1)

300-007 Secondary Employment

(Related Standards 22.3.4, 22.3.5)

- Directive was updated as part of a periodic review.
- Clarifies rules for civilian employees engaging in secondary employment. (22.3.4)
- Requires probationary officers to work certain manpower intensive events. (22.3.4, 22.3.5)

300-009 Employee Drug and Alcohol Testing

(Related Standards 52.2.6)

- Clarified that the Breath Alcohol Test must be administered by a Chemical Analyst. (52.2.6 a)
- Clarified post-accident/critical incident drug/alcohol testing procedure requirements. (52.2.6 a)

300-010 Administrative Assignment/Leave

(Related Standards 52.2.7, 22.2.1, 1.3.8)

- Added administrative leave for instances with deaths while subjects are In-custody or under police control. (52.2.7, 1.3.8)
- Clarified court attendance rules for employees on administrative assignment/leave. (52.2.7, 1.3.8)
- Minor grammatical corrections in the definitions. (22.2.1 a)
- Changed wording from “Use of Force” to Response to Resistance” per our new policy.

300-011 Promotional Procedures

(Related Standards 33.8.4, 34.1.1, 34.1.2, 34.1.3, 34.1.4, 34.1.5, 34.1.6)

- Officers must have completed the Supervisor’s Career Path classes to be eligible to participate. (34.1.6 c)
- Added, per City policy, results cannot be grieved on the basis that the employee was “better qualified” than another.

300-012 Departmental Awards

(Related Standards 26.1.2)

- Directive was revised to add a new award: The Civilian Medal of Valor (26.1.2)
- Changed an awards committee member position from “Field Major” to “Major”. (26.1.2)
- Specifies information required in nomination request. (26.1.2)

300-020 Police Critical Incident Stress

(Related Standards 22.2.4, 1.3.8)

- Directive was revised because of a periodic review.
- Peer support section was revised to include support from friends and with job-related problems. (22.2.4)
- Directs employees to attend the traumatic stress response session or tactical debriefing. (22.2.4)

300-023 Employee Assistance Program

(Related Standards 22.2.3, 22.2.6)

- Directive was updated as part of a periodic review.
- Clarified that sessions are confidential except in the event of disclosure of child abuse or threat of harm to the employee or others. (22.2.3, 22.2.6 a)
- Employee must consent in writing to EAP treatment. 22.2.6 b, e)

300-025 Peer Support Program

(Related Standards 22.2.3)

- Added NC Statute number to Policy section. (22.2.3)
- Definitions added for Peer Support Officer Involved Shooting Team and Officer Support Detail.

400-001 Uniform and Personal Appearance

(Related Standards 26.1.1, 17.5.2, 22.2.5, 22.2.7, 41.3.4, 41.3.5, 41.3.6)

- Updated to the uniform and equipment committee positions. (41.3.4)

400-003 Equipment

(Related Standards 53.1.1, 16.3.4, 17.5.1, 17.5.2, 17.5.3, 22.2.5, 41.3.4, 41.3.5, 1.3.9)

- Updated requirements for wear of traffic vest (16.3.4)
- Removed section pertaining to returning of equipment and uniforms (now covered in Directive 200-005 Return of Issued Equipment)
- Procedure for issuing Cellular Phones changed. (17.5.2)
- Body Worn Camera (BWC) was added to the list of required equipment for Sergeant and below. (17.5.3)

400-005 Digital Mobile Video Recordings (DMVR)

(Related Standards 41.3.8, 53.1.1)

- Directive was updated to clarify the retention period for videos to make more consistent with Body Worn Cameras. (41.3.8 d)
- Changes regarding Disclosure of Law Enforcement Video/Audio Recordings
- 'Use of force' was changed to 'response to resistance'

400-006 Body Worn Camera (BWC)

(Related Standards 41.3.8, 53.1.1)

- Directive was updated to describe during search warrants or exigent circumstances, sworn employees wearing a BWC will avoid recording any employee working in an undercover or covert

capacity.

- Removed requirement for Captains to personally review footage. (41.3.8 g, 53.1.1 a,c,d,e)
- Directive was also updated to describe BWC video disclosure to Superior Court under access to review video/audio recordings. (41.3.8 c)
- ‘Use of force’ was changed to ‘response to resistance’. (41.3.8 b)

500-002 Confinement of Arrestees and Booking Procedures

(Related Standards 1.2.5, 70.1.6, 70.3.1, 70.3.2, 83.2.7)

- Directive was updated as part of a periodic review with minor wording changes. Nothing changed impacts CALEA.

500-003 Management of Subjects with Mental Illness

(Related Standards 41.2.7, 70.2.1)

- Clarification added for when an officer believes an individual has ingested contraband. (70.2.1)

500-007 Use of Interview Rooms

(Related Standards 42.2.10)

- Directive was updated to reflect changes regarding equipment in interview rooms. (42.2.10 e)
- Directive was also updated to clarify that the individuals would be under continual observation and monitoring by officers while in the interview room. (42.2.10 b)
- Added video to the options for monitoring an individual in an interview room. (42.2.10 d)
- Language was changed throughout document to “individual” instead of “prisoner” to cover anyone who was in the interview room. (42.2.10 f)

500-008 Prisoner Transport

(Related Standards 41.3.3, 70.1.1, 70.1.2, 70.1.3, 70.1.4, 70.1.5, 70.1.6, 70.1.7, 70.1.8, 70.2.1, 70.3.1, 70.3.2, 70.3.3, 70.4.1, 70.4.2)

- Clarification added for when an officer believes an individual has ingested contraband. (70.1.4, 70.3.1, 70.3.3)
- ‘Use of force’ was changed to ‘response to resistance’

500-004-C Conducting Vehicle Searches

(Related Standards 1.2.4)

- Clarified which areas of the vehicle can be searched. (1.2.4)
- Clarified the need for RS that subject has access to a weapon for frisk. (1.2.4)

500-004-D Search Warrants

(Related Standards 74.3.1, 43.1.5)

- Clarified that CMPD officers must independently verify PC and validity of search warrants before assisting non CMPD agencies with service of search warrants. (74.3.1, 43.1.5)
- Simplified wording in regard to returning a search warrant. (74.3.1)

600-002 Vehicle Damage & Review Procedure

(Related Standards 52.2.6)

- Definition added for Law Enforcement and Development.
- Grammatical changes were made throughout.

600-003 Seizure of Electronic Evidence
(Related Standards 83.2.5)

- Directive was updated to include the new procedure for request for items to be processed. (83.2.5)

600-005 Domestic Violence
(Related Standards 55.1.1, 55.1.3, 55.2.2, 1.2.7)

- Section added for strangulation response.

600-008 False Alarms
(Related Standards 81.2.13)

- Added requirement for officers to record names of people present at false alarm calls. (81.2.13)

600-009 Juvenile Procedures
(Related Standards 44.1.1, 44.1.2, 44.2.1, 44.2.2, 44.2.3, 82.1.2)

- Directive was updated to reflect the new juvenile legislation—NC raised Juvenile age from 15 to 17. (44.1.1, 44.2.1, 44.2.3, 82.1.2 a, b)
- Also, updated that when subjects are in police custody they will be under continual observation and monitoring. (44.1.1)

600-018 Use of Deadly Force
(Related Standards 1.2.2, 1.3.1, 1.3.2, 1.3.3, 1.3.4, 1.3.5, 1.3.6, 1.3.7, 1.3.8, 1.3.9, 1.3.10, 1.3.11, 1.3.12)

- Changes were made to procedures following the use of deadly force.
- This directive was merged with 600-019 Use of Less Lethal Force, and 600-020 Use of Force Continuum to become 600-019 Response to Resistance (1.2.2, 1.3.1, 1.3.2, 1.3.3, 1.3.4, 1.3.5, 1.3.6, 1.3.7, 1.3.8, 1.3.9, 1.3.10, 1.3.11, 1.3.12)

600-019 Use of Less Lethal Force
(Related Standards 1.2.2, 1.3.1, 1.3.2, 1.3.3, 1.3.4, 1.3.5, 1.3.6, 1.3.7, 1.3.8, 1.3.9, 1.3.10, 1.3.11, 1.3.12)

- Changes were made to Procedures Following the Use of Less Lethal Force.
- This directive was merged with 600-018 Use of Deadly Force and 600-020 Use of Force Continuum to become 600-019 Response to Resistance. (1.2.2, 1.3.1, 1.3.2, 1.3.3, 1.3.4, 1.3.5, 1.3.6, 1.3.7, 1.3.8, 1.3.9, 1.3.10, 1.3.11, 1.3.12)

600-020 Use of Force Continuum
(Related Standards 1.2.2, 1.3.1, 1.3.2, 1.3.3, 1.3.4, 1.3.5, 1.3.6, 1.3.7, 1.3.8, 1.3.9, 1.3.10, 1.3.11, 1.3.12)

- This directive was merged with 600-018 Use of Deadly Force and 600-020 Use of Force Continuum to become 600-019 Response to Resistance

600-022 Emergency Response and Pursuit Vehicles Operations

(Related Standards 41.2.1, 41.2.2, 41.2.3, 41.3.1)

- Directive was reviewed during the yearly review.
- Removed section about non-pursuit rated SUVs because we no longer have any. (41.3.1)
- Grammatical changes were made and wording moved between sections. No major policy changes. (41.2.1)
- Clarification was made in the Pursuable Offense definition in reference to burglary pursuits. (41.2.2 a)
- Clarified that if two-officer unit, both officers should be listed as employee investigated. (41.2.2 i)

600-024 Electronic Recording of Interviews-Interrogations

(Related Standards 42.2.1, 1.2.3, 42.2.10)

- Directive was reviewed and revised as part of a periodic review with minor wording and grammatical changes

700-001 Submitting Impounded Property

(Related Standards 84.1.4, 84.1.1, 83.2.1, 83.2.2, 83.2.6, 83.3.2)

- Minor grammatical wording changes.
- Reference and link to CMPD property packaging manual added. (83.3.2 b)
- Edible drug evidence added to perishable section. (83.3.2 b)
- Examples of items containing gasoline included. (83.3.2 b)
- Mandates that photos of evidence be uploaded into the Digital Evidence Management System. (83.2.2)
- Refers officers to the CMPD Evidence Packaging Manual for submission of drugs. (83.3.2 b)

700-003 Found Property

(Related Standards 84.1.1)

- Revised procedure for turning in ATVs and other bulky items. (84.1.1 a)

700-004 Release of Property

(Related Standards 84.1.5, 84.1.1)

- Added safekeeping to the list of evidence that can be released. (84.1.5, 84.1.1 g)

700-006 Laboratory Analysis of Evidence

(Related Standards 83.2.7, 83.3.2)

- Updated procedure regarding DNA examination. (83.2.7 d)
- Updated procedure regarding fingerprint evidence. (83.3.2 a, b, c, d, e)

800-002 Media Relations

(Related Standards 54.1.1, 54.1.2, 54.1.3)

- ‘Use of force’ was changed to ‘response to resistance’
- Directive was also updated with minor wording changes.

800-006 Vice, Drug and Organized Crime Complaints
(Related Standards 43.1.1)

- Directive was updated with a minor change regarding the receiving of complaints from outside agencies. (43.1.1 a, b, c)

800-007 Communications and Reports
(Related Standards 12.1.4, 15.2.1, 15.2.2, 15.3.1, 11.4.1)

- Several meetings/committees’ titles were changed. (12.1.4, 15.2.2, 15.3.1 b)
- Minor grammatical wording changed.

800-011 Inspections and Audits
(Related Standards 53.1.1, 53.2.1)

- The Staff Inspection Team will now be coordinated by the Quality Assurance Division. (53.1.1 a, 53.2.1 b)
- Safety and Training Coordinator added to the Facilities Inspection team. (53.1.1 c)
- All officers below the rank of sergeant, department wide and regardless of assignment will be formally inspected at least once per calendar year. (53.1.1 b)

800-015 Criminal Intelligence
(Related Standards 42.1.6, 46.3.2, 46.3.3)

- Changes were made regarding the dissemination of criminal intelligence. (42.1.6 f)

--Changes to Standard Operating Procedures (SOPs)--

Canine Unit SOP
(Related Standards 33.6.1, 84.1.4, 41.1.4)

- ‘Use of force’ was changed to ‘response to resistance’
- Minor grammatical edits were made.
- No changes pertaining to CALEA standards.

Civil Emergency Unit SOP
(Related Standards 46.1.1, 46.1.2, 46.2.5, 17.5.3, 1.3.9, 1.3.10)

- Minor grammatical edits were made.
- No changes pertaining to CALEA standards.

CMPD Specialty Vehicles SOP
(Related Standards 41.1.3)

- Grammar changes were made to this SOP.
- An addition in the Equipment Section, each unit assigned to a specialty vehicle will maintain a list of equipment to be kept in or in the vehicle. (41.1.3 d)

Crime Analysis Division SOP
(Related Standards 15.3.1, 46.3.1, 82.1.4)

- “Work Hours” was moved from the definitions section to the procedure section.
- The Crime Analysis Division and The Criminal Intelligence Division were made into two separate units. (15.3.1 a—46.3.1, 82.1.4)

Criminal Intelligence Unit SOP
(Related Standards 15.3.1, 46.3.1)

- Definition of Open Source Intelligence was added to this SOP.
- The Crime Analysis Division and The Criminal Intelligence Division were made into two separate units. (15.3.1 b, c, 46.3.1)

Dual Sport Motorcycles SOP
(Related Standards 41.1.3)

- This SOP was revised to allow operation with single officer (previously only in pairs) on roadways. (41.1.3 a)

Imprest Fund Guidelines SOP
(Related Standards 42.2.7, 43.1.2, 43.1.3, 43.1.5, 17.4.2)

- Under Responsibilities and Duties section, an addition was made clarifying that the safe room is secured by card access, key lock and numeric code. The room will only be accessed by a Vice and Narcotics sergeant or the chain of command to conduct official business. Also, officer should not be left unattended inside this room while the cash, drugs or other sensitive material is accessible. (43.1.2)
- Clarifies that informants must be registered with the Vice and Narcotics Division before use. (42.2.7 e, 43.1.3)
- Removed the option for imprest funds to be used for immediate travel needs. (43.1.3, 17.4.2 e)
- City Internal Audit will audit and authorize cash replenishments as needed. (17.4.2 c)

Officer Involved Critical Incident SOP
(Related Standards 52.2.7, 1.3.8, 11.4.5)

- Under the Notification Procedures section ‘Watch Commander’ was changed to ‘Operations Command’
- Under the Initial Patrol Response Protocol section, an addition was made to Involved Officers will request appropriate medical aid.
- Also, under Initial Patrol Response Protocol, Witness Officers’ will provide scene security and maintain the integrity of the scene.
- The Witness Officer will also apply first aid if he or she is trained and certified to apply.

Patrol Rifle Program SOP
(Related Standards 1.3.9, 1.3.10)

- Changes were made regarding the decertification and removal of a Patrol Rifle Officer.

School Resource Officer SOP
(Related Standards 44.2.4, 44.1.1, 3.1.2)

- The definition of the Division Liaison was added to this SOP.
- An addition to the CMPD Responsibilities section concerning the SRO Sergeant will be the primary contact for CMS and SRO's concerning school related issues and emergency. (44.2.4)
- CMPD roles were updated to remove "intervene and resolve any problems between the school and the surrounding residential or business communities". (44.2.4, 3.1.2)
- Additions were made to the School Resource Supervisor section concerning duties of the supervisor. (44.2.4)
- Addition was made to the Division Liaison duties.

Sworn Hireback SOP

(Related Standards 16.3.1, 16.3.2, 16.3.3, 16.3.4, 16.3.5, 16.3.6, 16.3.8, 16.3.9)

- Major revisions in this SOP. (16.3.1, 16.3.2, 16.3.3, 16.3.4, 16.3.5, 16.3.6, 16.3.8, 16.3.9)
- The definition of Retiree was edited. (16.3.1, 16.3.2, 16.3.3, 16.3.4, 16.3.5, 16.3.6, 16.3.8, 16.3.9)
- An addition of the Procedure section of this SOP concerning when a retired employee can seek hireback. (16.3.1, 16.3.2, 16.3.3, 16.3.4, 16.3.5, 16.3.6, 16.3.8, 16.3.9)
- An addition to the Compensation and Benefits section concerning how a retired employee works during a calendar year. (16.3.1, 16.3.2, 16.3.3, 16.3.4, 16.3.5, 16.3.6, 16.3.8, 16.3.9)

2. Has the agency experienced any grievances since its annual review or initial assessment?
Yes

Trends and Patterns

1. Has the agency recognized any trends or patterns within the reviews, audits, inspections, or analyses required by the accreditation process?
No

Goals and Objectives - The accreditation standards require the formulation and annual updating of goals and objectives for the agency and its major organizational components.

1. List any goals and objectives that affect compliance with the standards and their status.
The goals and objectives of the Charlotte-Mecklenburg Police Department fall under three primary categories; Crime Fighting, Community Engagement and Professional Development.

CMPD strives to make Charlotte one of the safest large cities in America. Ensuring crimes are properly and thoroughly investigated is paramount in ensuring the safety of our community. CMPD strives to continually improve our crime fighting efforts by advancing both preliminary and follow-up investigation techniques and through appropriate uses of technology. Related Standards 42.16, 42.1.6, 42.2.1, 42.2.2.

Community Engagement is a cornerstone of CMPD. From seeking assistance from the community in solving a crime, to providing services for youth and young adults, to maintaining open and honest lines of communication, CMPD is committed to working together with all members of the community to solve problems, prevent the next crime, and enhance the quality of life throughout our community. Related Standards 1.1.13, 44.2.1, 44.2.5, 45.1.1, 45.1.2, 45.2.1, 45.2.4.

Professional Development within the ranks of CMPD ensures we are prepared to serve our community, both today and in the future. Recruiting the best and brightest from all walks of life is the foundation of our future leadership. Providing career path and supervisor path training gives current employees new and additional tools to better prepare for new assignments or promotion. Providing opportunities for employees to expand their knowledge through attending advanced training provides new perspectives and experiences that translate into tools to be effective leaders. Related Standards

Organization Strengths, Weaknesses, Opportunities, and Threats - Effective organizations' leaders are aware of strengths, weaknesses, opportunities, and threats, and use these as planning tools for the future. The intent of this section is for the CEO to report on these issues for the purpose of structuring future assessments.

1. Strengths

Quality Assurance Division (53.2.1, 53.1.1)

Community Engagement and Crime Prevention (44.2.5, 45.1.1, 45.2.1)

Employee Development (33.8.1, 33.8.3)

2. Weaknesses

Line Inspections (53.1.1, 53.2.1)

Performance Evaluation System (35.1.1)

3. Opportunities

Line Inspections (53.1.1, 53.2.1)

IG Inspections (53.1.1, 53.2.1)

Patrol Rifle Program (1.3.9, 1.3.10)

Patrol 40MM Program (1.3.9, 1.3.10)

4. Threats

2020 Republican National Convention Host City (46.1.1)

Recruiting and Selection (Ch 31 and Ch 32)

Areas for Future Review - The accreditation process is designed to involve the agency in determining those areas of operational or administrative activities that may require further examination during the annual compliance reviews or the site-based assessment. This section provides an opportunity for the agency CEO to direct attention to those areas that he/she feels may require such review.

1. Please list any operational area or activities in the agency that need specific examination during future reviews and indicate the circumstances.

Use of Force issues.

CMPD recently combined several policies (Use of Deadly Force, Use of Less Lethal Force, and the Use of Force Continuum) were combined into one document entitled Response to Resistance. This policy combines all levels of resistance and the response to each with emphasis on deescalation techniques and safety.

2. Please list any administrative area or activities in the agency that need specific examination during future reviews and indicate the circumstances.

Directives and SOPs.

As a new accreditation manager, (with a new policies and directives officer) I want to make sure new directives are closely examined by CALEA in order to monitor my understanding of the spirit of CALEA and my progress in this role.

Impact of Accreditation - This section is used to define the value of the accreditation process for your agency and provide suggestions for future improvements for the CALEA accreditation process.

1. What suggestions do you have for improving the CALEA process?

As a new accreditation manager I do not yet have any suggestions for improvement in the CALEA program.

2. Are you satisfied with the level of support provided by the CALEA staff? Please explain.

Our Regional Program Manager, Laura Saunders, has been very responsive and helpful whenever I

have asked for clarification or assistance. She responds quickly with helpful information. We are very satisfied with the relationship, guidance, and feedback from our CALEA partners.

3. What specific value do you gain from involvement in the CALEA accreditation process?

The exceptional value of CALEA accreditation can be measured in several ways. It allows member agencies to constantly learn, grow, and adapt to changing conditions both internally and within the community. It is a reassurance to employees and the community that CMPD cares about self-improvement and maintaining the highest standards. We recently revamped our CALEA training module for new officers to better highlight the benefits of CALEA accreditation.

Chief Executive Officer's Certification:

I have reviewed this CALEA Agency Status Report and the entries are complete and correct to the best of my knowledge and I certify that my agency is in compliance with applicable CALEA accreditation standards.

Yes

CEO Signature: 

Print Name: Chief Kerr Putney

Date: Apr 01, 2020

Prepared By: Sergeant C. E. Busic