

CITY OF CHARLESTON **POLICE DEPARTMENT**

ANNUAL REPORT 2021



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From the Chief of Police



Resiliency. Last year, I spoke of the City's history of resilience and resolve, and that foundation was necessary as 2021 challenged us to an even greater degree. We faced a continuing pandemic, civil unrest, struggling commerce, violent crime, difficulties in officer retention, racial and social justice issues, and more.

As we worked through those challenges, one thing became clear: the best organizations and the best people shine brightest when situations are most urgent. I have a great desire for this agency to be the very best. Every decision I make is predicated on the understanding that we will do what is best for our community, our agency, and our people.

Each day, we commit to instill within ourselves the qualities that are essential for professional excellence, and to always be aware that we may suddenly find ourselves in a role where our performance has ultimate consequences.

I truly believe that the challenges you and I face become opportunities, and the greatest error is not to have tried and failed, but that in trying we do not give it our best effort. I promise you, I am giving this my best effort, and our agency is doing everything we can to earn your trust, your respect, and your faith.

I am honored to lead the Charleston Police, to work with Mayor John Tecklenburg and the leaders of our city, and to implement a vision that will make 2022 our best year yet.

I ask you to join us in our efforts to make Charleston the best place in the world to live, work and visit. Please read about our successes, challenges, people and possibilities, and let me know how we are doing!

Respectfully,

A handwritten signature in black ink that reads "Luther Reynolds".

Chief of Police Luther Reynolds



Vision, Mission, Core Values, Functional Objectives

VISION

The vision of the Charleston Police Department (CPD) is to be a world class law enforcement agency committed to the values of Honor, Excellence, Accountability, Respect, and Teamwork. We demonstrate creativity, challenge our capabilities, and encourage initiative and risk-taking. We hold ourselves to a high standard of excellence and continually improve by solving problems and making decisions that benefit the community and organization. We are dedicated to service, lifelong learning, and professional growth.



MISSION

It is the mission of the Charleston Police Department to serve all people within our jurisdiction with respect, fairness, and compassion. We are committed to the protection of life and property; the preservation of peace, order, and safety; the enforcement of local, state and federal laws; and the defense of the Constitution of the state of South Carolina and the Constitution of the United States of America in a fair and impartial manner.

CORE VALUES- H.E.A.R.T.

Honor - We serve with honor through our actions, conduct, and job performance. Performed with integrity - even at personal cost - we constantly strive towards ever-rising standards.

Excellence - We seek excellence in all that we do and strive for continuous improvement. Our employees are encouraged to be innovative and creative.

Accountability - We are an organization of employees who do the right thing and are responsible for what we do and say.

Respect - We value all citizens, each other and different points of view, regardless of race, gender, appearance, individual beliefs, or lifestyles.

Teamwork - We support an environment that recognizes mutual cooperation and group accomplishments while encouraging individual contributions.



FUNCTIONAL OBJECTIVES

Prevention of Crime

The Charleston Police Department is responsible for interacting with the community to generate mutual understanding so that there may be public support for crime prevention. Community involvement is essential to facilitate a free flow of information between the public and CPD to assist in the identification of problem areas and to inform the public of crime statistics and trends. Knowledge of the community is necessary so that each CPD employee may be instilled with a sense of concern for the crime problems and law enforcement needs in their assigned area of responsibility. The prevention of crime remains a basic obligation of society.

Apprehension of Offenders

The administration of criminal justice consists of the identification, arrest, prosecution, punishment, and rehabilitation of a law violator and it has as its objective the voluntary compliance with the law as an alternative to punishment. Once a crime has been committed, it is the duty of the police department to initiate the criminal process by identifying and arresting the perpetrator to obtain necessary evidence, and to cooperate in the prosecution of the case. As the certainty of swift and sure punishment serves as an effective crime deterrent, the CPD must diligently strive to solve all crimes and bring perpetrators to justice.

Community Engagement / Relations

Community policing strategies promote and encourage problem-solving and community engagement methods, which is the forefront of CPD. Community policing serves as a conduit between the department and community stakeholders to address public safety concerns and to find solutions through collaborative efforts. Furthermore, the Charleston community is embedded in every CPD employee's performance expectations for both sworn officers and professional staff.

Evidence Based Policing

The Charleston Police Department has ongoing enhancements to the development of data collection and analysis capabilities. These are currently in practice in order to define effective, efficient, measurable strategies and tactics to reduce/prevent crime and the fear of crime, and to establish/maintain social order in all parts of Charleston. This will include sharing data and insights with the community it serves as well as other Charleston city agencies and municipal, county, state and federal law enforcement partners.

Accountability and Transparency

In order for law enforcement to effectively and professionally serve the community, trust must exist between the public and employees of the police department. Trust is strengthened, both internally and externally, when individuals feel accountability is demonstrated, encouraged and reviewed. The Charleston Police Department strives to enhance the quality of life for every individual in the City of Charleston. Employees are expected to provide the highest quality of service to the community and will support and comply with the Constitution of South Carolina and the United States, along with rules and regulations of the CPD. The department's integrity will be maintained through a system that provides objective, fair, and thorough investigations and review of complaints against department employees.

Investment in Human Capital

The CPD is committed to continued professional development for sworn and professional staff. We understand that any type of change is difficult and an effective program must have commitment, be on-target with the training, and be continuously reinforced if we want exceptional results. The purpose of the Leadership Development Institute (LDI) is to establish a framework for lasting cultural transformation through more effective leadership at all levels. LDI's system for success is talent-based and inclusion-focused, while always having CPD's mission as a priority. The Office of Professional Development and Training (PD&T) is responsible for personal and professional development for every one of our CPD Officers. This includes everything from advanced specialized training to cultural awareness and diversity training that is required for all. PD&T also provides training to our professional staff and operates the police citizen's academy to give people an inside look at our organization.

Citizens Police Advisory Council

The Citizens Police Advisory Council was formed in 2018 and is composed of 18-members. The members are selected by the Mayor and city council members, and include two high school students. The members facilitate the communication to residents representing neighborhoods and communities in our city, to improve policing and strengthen the connection between the citizens and the CPD. The Citizens Police Advisory Council has been a partner and leader, assisting the agency in achieving meaningful progress in the pursuit of excellence. In 2021, Thuane Fielding served as the Chair of the Citizens Police Advisory Council and Paul Tamburrino served as the Vice-Chair. Due to the continuing pandemic, all meetings in 2021 were held virtually, ensuring that their work could continue.

The Citizens Police Advisory Council (CPAC) is broken down into three sub-committees: Communications, Traffic Stops and Policy. Each committee is tasked with specific objectives driven by the Citizens Police Advisory Council itself, rather than the CPD. In 2021, Paul Tamburrino served as Chair of the Communications subcommittee, Cameron Shields served as Chair of the Traffic Stop subcommittee, and Jerome Harris served as Chair of the Policy subcommittee. All of the Citizens Police Advisory Council meetings were livestreamed via YouTube, which allows for public participation.

In 2021, six members of the council attended CPD's Police Citizen's Academy to better understand CPD's operations and procedures. This ensured members were better informed, and had the subsequent ability to communicate their understanding with citizens.

In 2022, the Citizens Police Advisory Council plans to initiate a series of quarterly informational sessions to foster discussion on topics central to the Citizens Police Advisory Council's mission. These sessions are open to the public and the public is encouraged to participate.

For more information regarding these informational sessions and the Citizens Police Advisory Council in general, please visit the Citizens Police Advisory Council website:

<http://charlestonsc.iqm2.com/Citizens/Board/1065-Charleston-Citizen-Police-Advisory-Council>.

You may also contact CPAC, to give input, ask questions or offer suggestions for future sessions, at chspoliceadvisory@gmail.com.

We look forward to a dynamic 2022 with the full participation of the Citizens Police Advisory Council and our Command Staff. Current Members:

District Representatives:

- Frank Walsh
- Ryan Davis
- Thuane Brockington Fielding
- Paul Tamburrino
- George Palmer
- Emily Broome
- Melvin Hack Ezell, Jr.
- Jack Handegan III
- Doris Grant



High School Representatives:

- Becca White
- Moyu Yamaguchi

Mayor Appointees:

- Jerome Harris
- Eduardo Curry
- Marisol Bailey

Command Staff



Luther Reynolds

Chief of Police

Hometown: Gaithersburg, MD

BS Criminology, Florida State University

MS Business, Information Systems Technology, Johns Hopkins University

FBI National Academy #224

Law Enforcement Executive Development School

FBI National Executive Institute Associates

Major Cities Chiefs Association Police Executive Leadership Institute

Police Executive Research Forum Senior Management Institute for Police

31 years in service



Deputy Chief Chito Walker

Procedural Justice & Community Policing Bureau Commander

Hometown: Greenville, SC

BS Criminal Justice, SC State University

MA Management, Webster University

FBI National Academy #260

Department of Homeland Security Executive Leadership

22 years in service



Deputy Chief Jack Weiss

Investigations Bureau Commander

Hometown: Gallipolis, OH

BA History, Sociology, CSU

FBI National Academy #266

24 years in service



Deputy Chief Dustin Thompson

Operations Bureau Commander

Hometown: Camden, SC

BS Criminal Justice, USC

Senior Management Institute of Police

20 years in service



Captain Andre Jenkins
• Investigations Division Commander
• 24 years in service
• Eutawville, SC

Captain Anthony Cretella
• Professional Standards Division Commander
• 17 years in service
• Youngstown, OH

Captain Kristy McFadden
• Community Oriented Policing Division Commander
• 15 years in service
• Quimby, ME

Captain Dale Middleton
• Patrol Division Commander
• 31 years in service
• Charleston, SC

Captain Jason Bruder
• Special Operations Division Commander
• 19 years in service
• North Augusta, SC

Lieutenant Shylah Murray
• Chief of Staff
• 19 years in service
• Detroit, MI



Lieutenant Pat McLaughlin
• Special Projects
• 19 years in service
• Piedmont, SC

Lieutenant Matthew Stanley
• Persons Crime Section Commander
• 18 years in service
• Washington, DC

Lieutenant Kelly Freshman
• Property Crime Section Commander
• 19 years in service
• Spartanburg, SC

Lieutenant Michael Thomas
• Special Investigations Section Commander
• 26 years in service
• Lima, OH

Lieutenant Thomas Bailey
• Office of Internal Affairs Commander
• 16 years in service
• Charleston, SC

Lieutenant Robert Gamard
• Professional Development & Training Commander
• 24 years in service
• NYC, NY



Lieutenant Timothy Dasher
• Team 1 Commander
• 22 years in service
• Folkston, GA

Lieutenant Katrina Rivers
• Team 2 Commander
• 25 years in service
• Charleston, SC

Lieutenant James Byrne
• Team 9 Commander
• 22 years in service
• St Louis, MO

Lieutenant Corey Taylor
• Team 3 Commander
• 14 years in service
• North Charleston, SC

Lieutenant Heath King
• Team 4 Commander
• 24 years in service
• Columbia, SC

Lieutenant Matt Wojslawowicz
• Team 5 Commander
• 18 years in service
• Bayonne, NJ



Lieutenant Paul Krasowski
• Traffic Commander
• 15 years in service
• Newtown, CT

Lieutenant Jeffrey Harrison
• Team 6 Commander
• 17 years in service
• Mt Olive, NJ

Lieutenant Tonatte Mitchell
• Community Outreach Commander
• 26 years in service
• Charleston, SC

Lieutenant George Bradley
• Special Events Commander
• 23 years in service
• Mills River, NC

Lieutenant Bryant Tatman
• CDO
• 18 years in service
• Felton, DE

Lieutenant Brian Salkeld
• CDO
• 21 years in service
• Somerville, NJ

Professional Staff / Supervisors

				
David Crosby <ul style="list-style-type: none">• Data Integration and Analysis Manager• 14 years in service• Walterboro, SC	Sergeant Craig DuBose <ul style="list-style-type: none">• Accreditation Manager• 16 years in service• Manning, SC	Michael Gillooly <ul style="list-style-type: none">• Inspector, Office of Compliance and Policy• 23 years in service• Tucson, AZ	Judith Gordon <ul style="list-style-type: none">• Director, Forensic Services Division• 35 years in service• Cleveland, OH	Sonia Greene <ul style="list-style-type: none">• Office Manager for Chief of Police• 25 years in service• Charleston, SC
				
Brian Hinton <ul style="list-style-type: none">• Evidence Custodian• 21 years in service• Charleston, SC	Donna McDaniel <ul style="list-style-type: none">• NCIC Supervisor, TAC• 25 years in service• Charleston, SC	Cassandra McSwain <ul style="list-style-type: none">• Manager, Administrative Services• 7 years in service• Dallas, TX	Heather Mulloy <ul style="list-style-type: none">• Assistant Corporation Counsel, PD&T• 2 years in service• Rockville, MD	Scott Newsome <ul style="list-style-type: none">• Director, Fleet Operations• 24 years in service• Charleston, SC
				
Steve Ruemelin <ul style="list-style-type: none">• Assistant Corporation Counsel• 11 years in service• Milwaukee, WI	Brianna Simmons <ul style="list-style-type: none">• Digital Media Coordinator• 1 year in service• Charleston, SC	Catrice Smalls <ul style="list-style-type: none">• Victim Advocate Program Coordinator• 12 years in service• Charleston, SC	Brian Sommerfeldt <ul style="list-style-type: none">• Supply Officer• 3 years in service• Columbia, SC	Sergeant Elisabeth Wolfsen <ul style="list-style-type: none">• Public Information Officer• 11 years in service• Goose Creek, SC

COVID-19 Pandemic

The COVID-19 pandemic dominated health headlines for the second straight year. Two major factors emerged. First, vaccines were available and widely distributed. As of the end of December, 8.85 billion vaccination doses were administered world-wide. Second, the Delta variant and the Omicron variant spread at an alarming rate despite vaccinations and precautions. The good news is that even though the Omicron variant spread quickly, it was less lethal than previous iterations of the virus.

In 2021, the CPD continued to face a dual-pronged challenge regarding its role in public safety during the pandemic and its role as an emergency services organization that had to maintain operations without interruption. CPD staff worked closely with other city agencies to identify supply and accommodation needs to support safe operations. CPD implemented staggered or rotating shifts to promote social distancing. In addition to providing routine police services, CPD distributed supplies to support the community, including masks, food, and hand sanitizer.

Despite these challenges, CPD maintained operations without interruption, as public safety is priority one for the city. Our first responders were well equipped with personal protective equipment and virus mitigation methods.



1st Amendment Demonstrations



We believe our first responsibility is to protect and defend the Constitution. We took an oath on our first day on the job to do so and commit to that oath every day. We understand that the Constitution can only protect the innocent when law enforcement stops lawbreakers from infringing on the rights of others. This means that we will ensure the right of the people to be heard, and the right of the people to be safe.

In 2021, CPD finalized its after action report, "Strengthening Charleston". The comprehensive report assessed CPD's response to the May 30-31, 2020 protests/riots. CPD continues to implement and adhere to recommendations in the final report. The recommendations place priorities on:

- Pre-event communication and planning
- Communication with community stakeholders
- Development of new resources
- Research of new technology
- Training and equipping personnel

<https://www.charleston-sc.gov/DocumentCenter/View/28718/Strengthening-Charleston-Final-Report>

The City of Charleston Special Events Committee reviewed approximately 228 permits for events in 2021, the majority of which required some level of officer security. In addition, 91 First Amendment Permits were received by the department; compared to 81 in 2020. In 2021, the city enacted revised First Amendment ordinances. Officers received training on the new laws and First Amendment legal principles.



"The Charleston Police Department strives to protect the First Amendment rights of all our citizens while preserving the safety and security of protestors, police, citizens and businesses."
– Police Chief Luther Reynolds

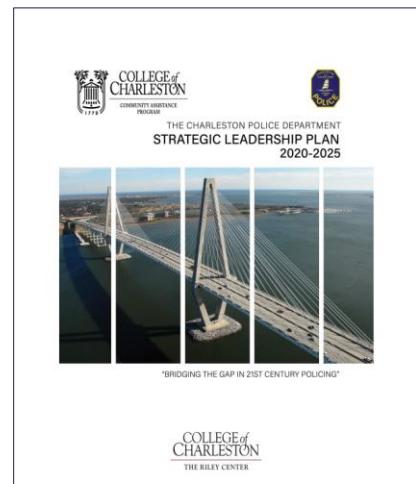
2020-2025 Strategic Leadership Plan

"Begin with the end in mind, (because) your most important work is always ahead of you, never behind you."¹ This quote from Dr. Stephen R. Covey describes why we spent so much time and energy developing our Strategic Leadership Plan (SLP). Our SLP defines our direction, our focus, and our plan. Our vision describes what we want the agency to be, our mission describes what we do in pursuit of that vision, and our core values define what we believe in - and what we expect our employees to believe in. We rely on these foundations to realistically set our goals and objectives. You will see our Vision, Mission, Values and Goals at the front of this document, and in other CPD documents because they are important, and we know it is valuable to reinforce our expectations.

Our plan is on-line because we believe this endeavor is a partnership with our community. We break down the plan into seven specific divisions:

- Community Outreach
- Patrol
- Special Operations
- Central Investigations
- Training/Professional Standards
- Analysis/Innovation
- Administrative Services

<https://www.charleston-sc.gov/DocumentCenter/View/27121/The-Charleston-Police-Department-Strategic-Leadership-Plan-2020-2025>



¹ The 7 Habits of Highly Effective People, Dr. Stephen R. Covey

Community Outreach



Throughout the year, Community Outreach Officers focused on crime prevention by presenting to and consulting with multiple apartment complexes and businesses. Outreach officers also created and attended many outreach programs for our communities including Camp Hope, Pickup Patrol basketball, back to school events, Hispanic Heritage Month events, coaching and mentoring football teams, Halloween Howl, Goodnight Lights, the Martin Park Christmas event, Santa's Escort Ride and Toys for Tots.

The 2021 Police Citizen's Academies included citizens, Citizens Police Advisory Council members and city Councilmembers who got first-hand experience of the day-to-day operations of law enforcement. The 8-week program of 2-hour classes included information about

police policies and practices and opportunities to learn about the CPD's new overdose program, defensive tactics, intelligence gathering, forensics investigations, and a chance to speak with a variety of specialized CPD personnel.

CPD was given the Greg's Groceries 2021 Annual High Impact Award by Serve & Connect, for being a stand-out partner in their programs and exemplifying strong commitment to community policing. CPD used a focused approach to deliver Greg's Groceries boxes in identified areas of need to further build relationships and spaces for positive non-enforcement interactions.



Sergeant Sean Engles was the 2021 recipient of the Knights of Columbus Officer of the Year award. He was recognized for his continued outstanding work within the department, going above and beyond in his efforts to bridge the gap between police and our youth and directing over 5 successful programs, all while remaining a pivotal part of the SWAT team and training within the department.

Law Enforcement Neighborhood Support (LENS)

The Law Enforcement Neighborhood Support Foundation (LENS) is a charitable foundation established in 2021 with a mission of providing law enforcement with support to strengthen community relations and improve public safety in the city. The LENS Foundation is particularly dedicated to providing funds and support to needy recipients while providing police personnel the opportunity to take a personal interest in their community. The charity's goals are to assist local police departments in improving community relationships and to demonstrate that the police do really care about the people they serve. (*The LENS Foundation*, <https://www.thelensfoundation.com/>).

In 2021, the LENS Foundation partnered with CPD to support several community events and programs within the city, in furtherance of its mission to strengthen the relationship between the community and the police while providing support to community organizations in need. Since its inception, LENS has generously supported several community events and initiatives, as well as CPD events. In 2021 alone, LENS provided support to community programs and CPD events such as the Hispanic Heritage Month Cook Out, Camp HOPE and Valentine's Gift Bags.



Hispanic Heritage Month Cook Out

LENS partnered with the CPD to hold its first outreach event with the Hispanic Community. Over 120 people attended, and 20 bikes were given to the youth by our partner, Pedals 4 Peanuts.

Camp HOPE

LENS helps provide funding to Camp HOPE, a five-week summer program headed by the Charleston Police Department that targets at-risk youth in poverty areas while engaging them in personal and social responsibility activities.

Valentine's Gift Bags

LENS provided the funds to purchase Valentine's Gifts for children at the CPD's Gathering Center. The Officers were able to deliver the gifts to the kids directly, connecting personally and brightening their day!

Lowcountry Pod Program

LENS has partnered with Lowcountry Youth Services to launch a 12-month mentoring program for youth in Charleston alongside the CPD. The goal is to provide youth with a positive way to impact their communities and engage with police.²

The Charleston Police Department is grateful for the support of the LENS Foundation and looks forward to its continued good works in support of the department and the Charleston community!

² Photographs and descriptions reprinted from the LENS Foundation website. <https://www.thelensfoundation.com/>

Public Information Team

The CPD Public Information Team works diligently and in an atmosphere of mutual trust, cooperation and respect for the working needs of the news media in our community. The Public Information Team's paramount focus is to provide the community with accurate and timely information on events that affect the lives of our citizens. The Public Information Team is available to assist our media partners in all ways possible and to promote expected transparency in police operations.

The Public Information Team is responsible for responding to scenes of critical incidents to ensure important information is available to the public, coordinate media releases, assist with media inquiries and coordinate the dissemination of information of interest to our community members. The Public Information Team consists of four department members. Sergeant Elisabeth Wolfsen, an 11-year veteran of the agency, leads the team. She is assisted by Inspector Michael Gillooly, who served as Assistant Chief of the Tucson Police Department and managed that agency's Public Information Team, as well as Sergeant Craig DuBose, CPD's CALEA Accreditation Manager, and Sergeant Lee Mixon, an investigator in CPD's Professional Standards Division. Brianna Simmons is CPD'S Digital Media Coordinator. The Team quickly responds to all media inquiries with a focus on open dialogue, transparency and professionalism, and works non-stop to promote the excellent work our department does as it serves the citizens of our city.



SOCIAL MEDIA

In 2021, Ms. Brianna Simmons was selected to serve as CPD's Digital Media Coordinator. Ms. Simmons brought media experience from the private sector and has hit the ground running as CPD increases its social media and digital footprint. CPD recognizes how critical digital communication can be, utilizing all avenues of social media, and Ms. Simmons is helping define that footprint.



Social Media Platforms Currently Utilized

- Facebook – <https://www.facebook.com/CityofCharlestonPD>
- Instagram - <https://www.instagram.com/charlestonpolicedepartment/>
- Twitter - <https://twitter.com/CharlestonPD>
- YouTube - <https://www.youtube.com/channel/UCDFdOsgmqO9CAPW5CeCpW6A>
- Ring: Neighbors Public Safety Service
- NextDoor

Patrol

Uniform Patrol consists of the largest contingent of officers at CPD, separated into geographical teams to provide patrol services 24 hours a day. The following are just some of the many positive actions taken on the calls for service throughout 2021. For geographical crime statistics and data information, please follow the link to the Public Data Initiative website: <https://pdi-charleston-sc.opendata.arcgis.com/>

Patrol Team 1

Serving residents of the Peninsula north of Calhoun St



Commander's Message

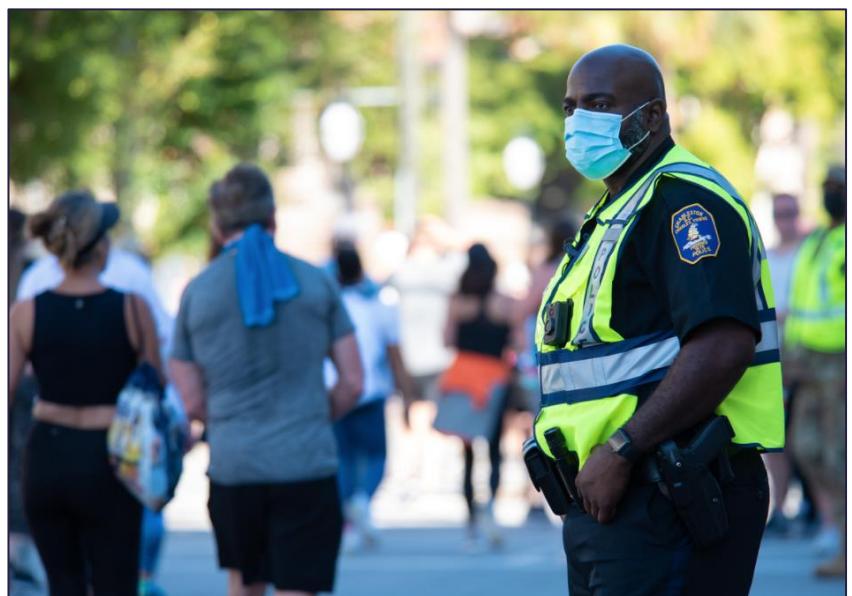
"It was an honor and privilege in 2021 to serve the great communities within the Team 1 area. The team has put forth tremendous efforts to build partnerships, have positive interactions, and created problem-solving solutions in response to the community's concerns. From this, we have seen a reduction in crime overall, but we still have a great deal of work to do in 2022, and we are looking forward to continuing to build the partnerships. We will continue to concentrate on crime reduction/prevention, community relations, and addressing social nuisances. In addition, we will continue to build trust with our community by asking them for assistance in addressing their concerns, working together, and showing them respect". **Lt. Tim Dasher**

Team Mission and Values at Work

July - Patrol Officer Newman responded to a home in reference to a 9 month old child who was choking. When he arrived, the mother ran up to Officer Newman with the child in hand, not breathing and unresponsive. Officer Newman performed the infant Heimlich maneuver which dislodged pieces of Styrofoam from a paper plate from the child's windpipe. The child quickly recovered and was treated by Fire and EMS.

October - Senior Police Officer Shearer, Patrol Officers Culp and McNamara recovered two handguns and over \$1200 in street value of cocaine base following a foot pursuit. The offender was charged with Trafficking Cocaine Base and Possession of Firearm by Convicted Violent Felon.

October - Patrol Officers Leija, Connolly, and Lancaster administered Narcan and began chest compressions on a victim who was found unconscious in an apparent heroin overdose. Due to these measures, the victim was kept stable until CFD and EMS could arrive.



Patrol Team 2

Serving residents of the Peninsula south of Calhoun St



dedicated to the profession and to ensuring the safety of the community they serve. Officers continue to explore opportunities to educate the community on good practices that will assist in lowering their potential of becoming a victim of a crime".

Lt. Katrina Rivers

Team Mission and Values at Work

March - Patrol Officer Justiniano responded to Burns Ln in reference to a private property tow. The vehicle owner was pleading with the tow truck driver because she was delivering food and could not afford the fee to have her vehicle taken off the tow truck. Officer Justiniano determined that the issue was a civil issue, and after speaking with the owner, he paid the fee so she could continue working to provide for her family and make ends meet.

March - Patrol Officers Vazquez, Lingler, Bunch, Chidina, and DuPree responded to a disturbance outside a bar on King St and were able to break up a fight between the business owner and two patrons. The patrons were subsequently charged with assault due to the officers quick response and diffusing of a situation that could have escalated badly.

November - Senior Police Officer Stewart and Patrol Officer Adams had a quick response to a peeping tom call that resulted in an arrest, which also yielded an arrest for possession of stolen property from breaking into cars. After the arrest there were no documented car break-ins in the general area for the remainder of the week.



Patrol Team 9

Serving the Central Business District, including the Market and parts of King St



"The re-opening of the Central Business District after the COVID lockdown of 2020 brought a new series of challenges at the beginning of 2021. However, the officers of Team 9 rose to the occasion and implemented an array of policing strategies to maintain the safety and security of the city's late-night corridor. I couldn't be more proud of the dedication these officers exhibited, nor more excited for the plans and opportunities we have for 2022".

Lt. Jim Byrne

Team Mission and Values at Work

May - November, Upper King St Safety Plan, Team 9 evening shift, supervised by Sergeants Gritzuk and Flaherty: Upper King St. experienced a rise in violent crime that negatively impacted tourism and evening entertainment, particularly large fights as bars closed. These officers worked diligently to maintain order and prevent serious injury, often while understaffed and dramatically outnumbered, at personal risk to themselves. They frequently had to separate combatants and on occasion suffered injury. Their efforts led to significant reductions in violent crime and quality of life violations. They also continued to address protests and demonstrations; as current events touched on deeply emotional issues within the public, they were regularly called upon to facilitate the right to free expression. They also devised a plan to alter traffic flow and place additional patrol and specialized resources in key areas to address problem behavior. Most importantly, these officers built bridges with the late-night establishments to facilitate communication while addressing long-standing issues. Among these was the dilemma of underage drinking and use of false IDs. Officers worked with bar owners and security teams to increase the voluntary use of ID scanners, seizing hundreds of false IDs out of the hands of minors. CPD is working with other City Departments to revise and improve upon the City's late night establishment ordinance.

In 2021, over 40 firearms were seized in the area, aggravated assaults decreased by over 52%, sex offenses decreased by 60%.



September - Private Property Trespassing Authorizations, Master Police Officer Wheeler: September marked the one-year anniversary of Team 9's partnership with private property owners and managers for trespassing enforcement, launched to combat long-standing issues in the area at night while businesses were closed and no one was present to report violations. MPO Wheeler took initiative to contact not only businesses but landlords and managers of vacant storefronts. Nearly 120 properties were enrolled in the program, which was expanded to other patrol teams with similar issues.

Year Long - Livability Enforcement, Patrol Officer Desz and Master Police Officer Coble: One of Team 9's goals for 2021 was improving the quality of life by focusing on livability violations in high-traffic areas. Common offenses include open containers of alcohol, public intoxication, aggressive panhandling, public urination, and other crimes committed in public venues that negatively impact the ability of citizens to enjoy those spaces. PO Desz and MPO Coble took initiative and committed themselves to addressing these crimes, many of which were committed by habitual offenders. They made a combined 346 arrests, the majority of which were quality-of-life offenses addressing these specific areas, resulting in significant reduction of camping and vagrancy in Marion Square, near-elimination of aggressive panhandling at King and Calhoun Sts, and an enhanced first impression for visitors at the newly-renovated Charleston Visitors Center.

King Street Initiatives

The Central Business District faced a number of new tests in 2021 as it recovered from the challenges of the pandemic and public demonstrations in 2020. As one of the first major tourist destinations along the East Coast to fully reopen, the Central Business District, and particularly the Upper King Street corridor, saw a swift and overwhelming influx of people from both the Charleston region and cities and states further afield who were looking for an outlet to eat, drink, and enjoy a night on the town. Additionally, college students from schools nationwide with restrictive COVID policies moved to Charleston so that they could attend classes remotely while still having "the college experience." These shifting dynamics altered the nature of dining and entertainment along Upper King and changed the way people celebrated and enjoyed their evenings and weekends. What resulted was a culture of street partying, assaultive behavior, gang-related drug activity and gun violence, and disorder that snarled traffic, frustrated businesses, and endangered innocent people trying to enjoy the city's nightlife.

In May 2021, with the full support of the Mayor, the City Council, and the King Street business community, the Charleston Police Department implemented the Upper King Street Safety Plan to address the criminal activity and traffic problems in the Central Business District. Specifically, additional officers from CPD and partner agencies were deployed to the area of King Street between Calhoun and Spring Streets on Thursday, Friday, and Saturday nights. These officers were tasked with duties ranging from increasing police presence through highly-visible officer and vehicle staging, to targeting fake identification documents at the entrance of restaurants and nightclubs, to interdicting guns and drugs. Additionally, Upper King Street parking and traffic between Spring and John Streets were restricted by eliminating on-street parking and closing the northbound lanes after 9:00 p.m. Police commanders and city officials also began meeting with individual establishment owners to discuss specific issues with their operations and identifying solutions to problematic activity.

Almost immediately, Upper King Street saw a positive change in the perceived level of order, particularly a reduction in violent crime. Pedestrian traffic safety was improved with the one-way traffic flow, the reduced vehicular speeds, and the elimination of ride-share pick-ups and drop-offs along King Street. Officers actively patrolled parking garages and lots where some individuals engaged in drug sales and use, unlawful weapons transportation, and physical fights. CPD and city officials also worked with City Council to propose and enact ordinances addressing food vending and other activities that contributed to the "after-party" atmosphere that kept revelers on the street well beyond the mandatory 2:00 a.m. bar closing. Six months after the Safety Plan was implemented, the results clearly showed the impact it had on the area: simple assaults fell by 18%, aggravated assaults fell by 52%, sex offenses dropped by 60%, proactive arrests for disorderly conduct rose 58%, drug violations increased by 254%, and more than 40 firearms were seized in the Upper King Street area. The success of the plan has demonstrated the need for increased police presence and resources in the city's primary nightlife district, and thus the Upper King Street Safety Plan has been continued into 2022 to ensure that the city's citizens and guests can safely enjoy the best that Charleston has to offer.

Patrol Team 3

Serving Charleston residents on James and Johns Islands



Commander's Message

"It was an honor to serve the James and Johns Island communities in 2021, and I am proud to have had the opportunity to lead a great team of public servants! While we experienced a reduction in crime overall, we have more work to do in 2022. We will continue to focus on crime prevention, collision reduction, community service, and increasing our levels of community engagement as we work to maintain trust among those who have it and gain it among those who remain reluctant".

Lt. Corey Taylor

Team Mission and Values at Work

February - Patrol Officer Russell's knowledge of ongoing violence of two groups in his patrol area and attention to details on a vehicle description provided in an aggravated assault led to him locating the vehicle almost immediately after a shooting occurred between the two groups. **Team 3 Sgt Brown, Inv. Genna, Sgt. Tai, and Squad B** later assisted with the search warrant and felony vehicle stop that led to the arrest of an offender in that case.

August - Patrol Officer Bishop assisted an 85 year old victim who had her purse stolen from her vehicle. He, **Sgt. Angie Stephens**, and **SPO Adam Beaver** responded and were able to locate the offender and obtain a confession but were unsuccessful in locating the purse. PO Bishop went back to the location later, located the purse in the sewer drain, pried open the manhole, and retrieved the purse for the victim.

December - After a fire on Chipley Terrace where a mother and her children were displaced, **Patrol Officer Marrazzo** followed up with the family about the resulting circumstances. He took proactive action searching for food banks and donations to get the family fed during the holidays. He later delivered the food to the family.



Patrol Team 4

Serving residents of St Andrews and West Ashley



Commander's Message

"I would like to thank the residents of West Ashley for caring so much about the area and for continuing to be a solid partner in the fight against crime. The men and women of CPD work hard to reduce victimization and maintain a strong connection with the neighborhoods and businesses that they serve. That connection and commitment by the residents is the key to public safety. I look forward to another year of being able to serve the community where I work and live. West Ashley Strong". **Lt. Heath King**

Team Mission and Values at Work

June - Patrol Officers Smith and Rogers rode 30 miles on the West Ashley Greenway in just a few hours, speaking to residents and warning a few individuals about operating motor vehicles on the Greenway. Their willingness to combat the heat and positively engage with the community was very appreciated!

August - Team 4 Officers responded to Forest Lakes for an elderly resident whose mailbox had been knocked over. The three officers cleared the hole in the ground, got the large brick mailbox lifted and reset until the resident could get someone to cement it back in. The resident was extremely appreciative of their extra efforts.

August - Sergeant Kursh saw a post on social media regarding a young resident who could not ride her bicycle over the summer because it was in desperate need of repair. He connected with the Community Outreach Unit and secured a bicycle for her through Pedals 4 Peanuts.



Patrol Team 5

Serving residents of Daniel Island, Thomas Island, and Rodden Island



Commander's Message

"It is an honor and a privilege to serve the residents of Daniel Island and Cainhoy as police commander for Team 5, a role I have cherished since January 2020. Comprising 42 square miles, Team 5 is one of the larger geographic patrol teams at the Charleston Police Department. Growing at a rapid pace, the population of Daniel Island and Cainhoy increased 92.5% since 2010. Despite the population growth in the patrol area, crime has remained consistently low. In 2021, Team 5 saw an overall decrease in crime compared with the previous year. The biggest issue facing Team 5 is the increase in traffic and the associated collisions. Team 5 observed a 54.3% increase in collisions in 2021. I look forward to serving as the commander of Team 5 in 2022 and plan on continued engagement with the community which has a proven positive effect on public safety. Officers will continue efforts in the areas of collision reduction and property crime awareness to include reminding the public to keep vehicles locked and valuables out of plain sight which will help drive crime down even further. I also look forward to the re-opening of Credit One Stadium this year which will continue to feature world-class tennis as well as a variety of concerts that I am sure all will enjoy!"

Lt. Matthew Wojslawowicz

Team Mission and Values at Work

March - Patrol Officer Shaw assisted Berkeley County with a vehicle pursuit that ended on Jack Primus Dr. While not in an active part of the pursuit, Shaw was able to determine a likely path for the driver to flee from the vehicle and placed him into custody.

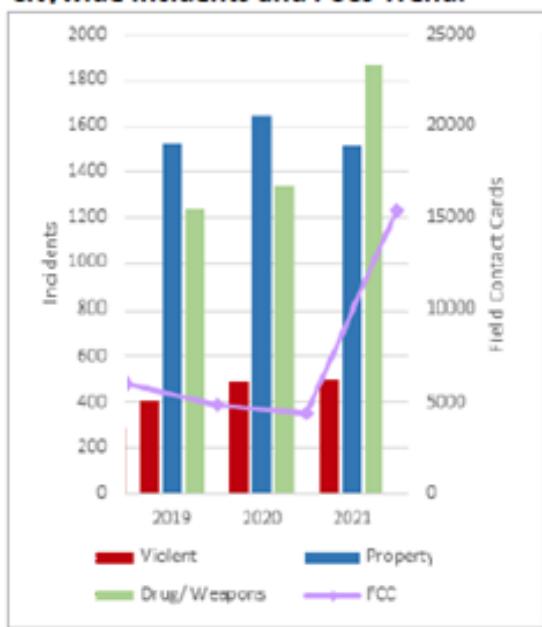
April - Senior Police Officer Braun and Patrol Officer Patillo responded to the Don Holt Bridge and encountered a resident who was in the process of attempting suicide. Patillo was able to grab him and pull him away from the side of the bridge, and Braun arrived shortly after to assist in securing the man. Their actions saved his life.

August - Sergeant LaFromboise, Master Police Officer Pastva, Senior Police Officer Braun, and Patrol Officer Patillo responded to the report of a man armed with a rifle at an apartment complex. They did an excellent job of de-escalating the situation, despite the individual pointing his weapon at officers during their response. The individual relinquished the rifle and was transported for mental health assistance.

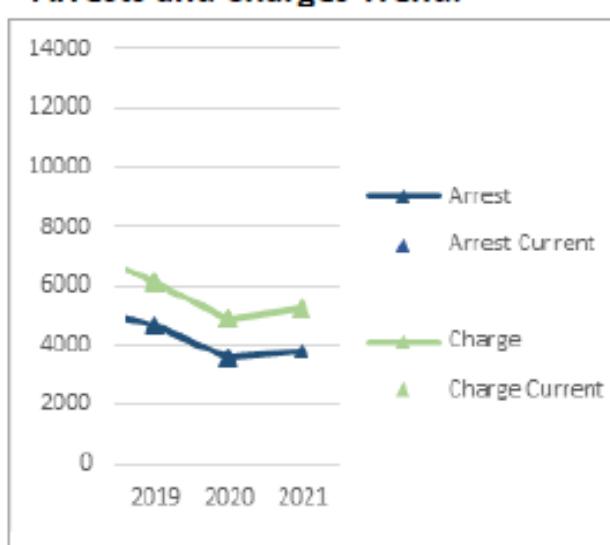


Statistics – Crime

Citywide Incidents and FCCs Trend:



Arrests and Charges Trend:



Citywide Incidents and FCCs Trend: The data indicates that in 2021, there was a slight increase of violent crime incidents (increase of 6 incidents), a decrease in property crime incidents (decrease of 131 incidents), and an increase in drug/weapons violations (increase of 534 violations). Additionally, there was a sharp increase (11,050) in Field Contact Cards (FCCs).

Field Contact Cards document encounters with individuals, when a person/vehicle is searched during a proactive stop, or as appropriate in response to calls for service. The significant increase in FCCs in 2021 was due to an intentional policy change to create more accountability in our proactive traffic, bicycle, and pedestrian stops. The policy was updated to require a FCC be completed for all proactive stops. Training sessions were held and reports were developed to monitor the progress. This clear policy revision and added tracking method have allowed CPD to collect better data regarding stops and ensure the documentation is completed in accordance with policy.

Arrests and Charges Trend: In 2021, the data shows that both charges and arrests increased in number compared to 2020. Note that each arrest can contain multiple charges.

Statistics – Crime

Crime Statistics per 100,000 citizens

	2019		2020		2021*
	State	Charleston	State	Charleston	Charleston
Murder	8.78	5.79	10.74	12.18	10.47
Aggravated Assault	388.80	262.56	426.36	348.90	300.29
Sexual Battery	55.16	36.89	47.38	40.84	37.95
Robbery	65.39	68.71	62.71	74.51	58.23
Burglary	515.59	216.99	435.14	234.99	176.64
MVT	307.03	365.27	299.63	330.99	308.80
Larceny	2144.30	1712.79	2058.35	1787.48	1617.26
Arson	11.91	5.79	14.48	13.61	12.43

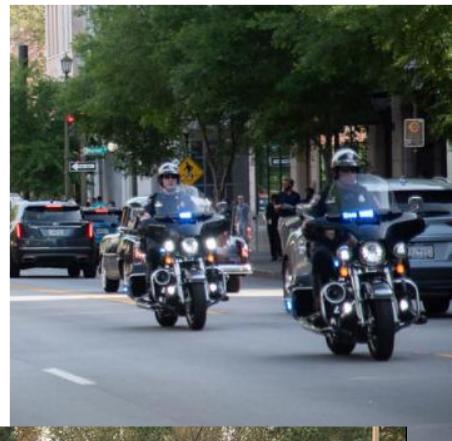
Crime Statistics per 100,000 citizens: The statistics are presented as the rate of offenses per 100,000 units of population. The data indicates a decrease in all listed crime types in the city from 2020 to 2021. Although 2021 state data is not yet available, a comparison of 2021 city data to 2020 state data shows a lower rate of the majority of crime types in the city as compared to the state, except for a slightly higher rate of MVT (motor vehicle theft). Note: per Charleston Regional Development Alliance website, the Charleston area has received up to 7.43 million visitors annually.

NOTE: Statistics prepared by CPD Crime Intelligence unit. Crimes based on offense type by date occurred, with exception of assault, which is counted by individual victim. *2021 statistics are preliminary and subject to further analysis and revision by both CPD and SLED. Sources: Crime Statistics 2019-2020: Crime in South Carolina 2020 Annual Report, SLED. Crime Statistics 2021: CPD RMS, unfounded and locked cases excluded. Population Data 2019-2020: FBI Crime in the US Reports, Table 8. Estimated Population Data 2021: City of Charleston Dept. of Planning, published Jan 2022.

Traffic

The mission of the Traffic Unit is to increase roadway safety for vehicular and pedestrian traffic. Officers in the Traffic Unit strive to reduce roadway collisions as well as facilitate the safe and orderly flow of vehicular traffic in the City's communities. The administrative staff is currently updating policies and objectives for the Unit that prioritize community outreach for awareness and education to change driving behaviors. The objectives will also outline ways to collaborate with the City's Traffic and Transportation Department to enhance roadway safety by addressing engineering deficits.

The Traffic Unit operated with thirteen (13) sworn officers for much of 2021. The unit is comprised of a Lieutenant, one (1) Administrative Sergeant, two (2) Hit & Run Investigators, and nine (9) Enforcement Officers. Members of the unit hold a variety of advanced certifications, ranging from speed measurement certifications, advanced impaired driving detection, to accident reconstruction training. All traffic officers are part of the Major Accident Investigation Team (MAIT) and maintain an on-call schedule that provides 24/7 coverage for response to major collision scenes involving critical injuries and/ or death.



2021 Highlight:

In December 2021, the Traffic Unit's motor officers attended a two-week motor school. Officers Sekulovski, Galster, French, and Jenkins successfully completed the course to become certified motor officers, and Sgt. Ryan attended the school to become the department's only motor instructor. The Traffic Unit hopes to continue to increase officers on motorcycles because of their versatility in traffic enforcement and effectiveness in leading ceremonial escorts and other special events.



Good Deeds

Investigator Chris Coghlan played a dynamic role in the Traffic Unit's investigative successes in 2021. Although 2021 was a record-breaking year for traffic fatalities with over a dozen additional major collision investigations, Inv. Coghlan led the team as an instrumental part in the majority of investigations. He also mentored other officers around him, sorted through chaotic collision scenes, sought detailed statements from those involved, and made strategic investigative decisions. Other officers looked to him for direction and guidance as he harnessed the complexities of seeking evidence from cell phones and records, event data and systems in vehicles, and forensic evidence. His dedication led to clearances of investigations and an elevated work product, which will undoubtedly lead to successful outcomes in the courtroom.

Traffic Complaint Zones:

The Traffic Unit is responsive with traffic related complaints, in addition to conducting enforcement in collision hot spot zones and known speeding areas. Often times, our residents, Councilmembers, and City Officials report traffic violations that plague their communities. Complaints generally range from stop sign violations to speeding issues.

Traffic Complaint Zone Database (Circa February 2021)			
Number of Complaint Zones	Enforcement Hours in Complaint Zones	Citations issued	Warnings issued
39	283.3hrs	138	34

The Unit began using the dynamic database in early 2021 to keep track of all complaint zones. The database organizes complaint zones by Team and offers our officers a list of locations. It also features an input section for officers to document productivity, enforcement time, and observations. Complaint zones are re-evaluated after 10-hrs of enforcement to determine if violations persist. This approach has led to responsive reporting to our community members about enforcement outcomes by tracking our productivity.

The Traffic Unit uses a concealable radar box to capture speed data for speeding issues reported on a particular street. The data helps diagnose speeding issues and the time of occurrence. The data is helpful to efficiently select enforcement time

when speeding is most prevalent. The Unit also has a radar trailer that displays vehicle speeds as they pass. The immediate feedback to drivers usually curtails speeding issues. The trailer is highly sought and often times used to address speeding complaint zones. The unit hopes to budget for a second trailer in 2022 because of its effectiveness and popularity amongst our residents.

By the Numbers:

In 2021, Charleston Police investigated 7100 collisions citywide. Although 2021 outpaced collisions in 2020, Charleston experienced less than 2019's totals which was over 7300.

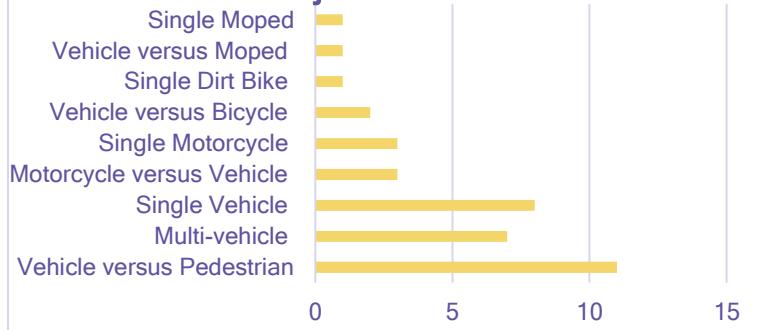
The Major Accident Investigations Team (MAIT) investigated (37) collisions of the 7100 in 2021, which involved critical injuries and/or death(s).

The graph below breaks down the types of major collisions that MAIT investigated in 2021, led by Auto vs. Pedestrian collisions. The Traffic Unit uses this information to target specific problems through enforcement, recommendations to Traffic and Transportation for roadway/ sidewalk improvements, and media campaigns to garner awareness.

2021 City-wide Collisions

6815	7304	5326	7100
2018	2019	2020	2021

MAIT Investigated Collisions - Critical Injuries / fatal in 2021



Fatal Collisions:

Charleston experienced (24) traffic related fatalities in 2021, which was part of the 37 total collision investigations handled by the MAIT. 2021 was an especially difficult year on our roadways, as the traffic fatality count surpassed all previous years' numbers in Charleston, since at least the early 2000's.

The steep increase led the Traffic Units' Administrative staff to analyze all of the major collision investigations to identify trends, such as time frame of occurrences, days of the week, location, and other causational factors. The analysis led to increased personnel working during the evening/ night time hours and an emphasis on DUI detection and aggressive driving enforcement in 2022.

Traffic Fatalities

*Determined by Coroner's Office



Hit and Run Investigations:



that cases are investigated and violators are held accountable.

Weather Related/ Flooding Responses:

In 2021, the Charleston Police Department (CPD) refined its approach to flooding and severe weather events, beginning with collaboration with the City's Emergency Management Division (EMD). Emerging severe weather threats and King Tide schedules were rapidly disseminated to CPD's Command Staff, which allowed for increased preparation time and personnel allocation.

CPD integrated the Geographic Information System (GIS) road closure platform to provide real-time roadway statuses to the public through the TIDEye website. A Command Staff member monitors road statuses via the radio and notates all closures, partial closures, and openings as reported. Our Public Information Team reiterates the information through our social media platforms and local media outlets for increased public awareness.

CPD also staged barricades in areas most prone to roadway flooding, allowing prompt road closures. Patrol Teams on the peninsula (1, 2 & 9) have access to flood capable vehicles equipped with an inventory of barricades for deployment on flooded streets. The fully capable vehicles ensure that police service remains uninterrupted during flooding. In addition to dedicated high water vehicles, CPD's fleet continues to become more versatile as the Department transitions to SUVs, which have higher ground clearances.

The Traffic Unit has (2) Hit and Run Investigators. Charleston Police investigated 1173 hit and run collisions in 2021, a 34% increase in cases from 2020. Hit and run collisions occur when a person involved in a collision fails to provide pertinent insurance / licensing information to others involved. These occurrences can range from private property damage (i.e. a sign), to parked vehicle damage, to a collisions involving vehicles on the roadway. Unfortunately, hit and run collisions are all too common, and therefore, it is vital



In all, CPD made significant improvements in our preparation, notification process, and response to flooding events in 2021.

Harbor Patrol

Harbor Patrol is a full time unit consisting of a sergeant, three full-time officers and three collateral officers who serve when activated. The unit has several craft available, depending upon operational need. These include a 32' Munson Landing Craft, a 25' SAFE Quick Response Boat, a 17' Zodiac, a 17' Pioneer, and an Air Boat. Each vessel serves a unique purpose in the CPD's commitment to assist the Coast Guard with homeland security, enforce maritime law, and assist our community with search and rescue missions in the Low country. CPD is a member of the Charleston County Metro Marine Unit, working alongside state, county, and other local police, fire, and EMS agencies. In addition, we conduct several operations throughout the year with federal agencies directed toward the security and safety of the port of Charleston.

CPD partakes annually in the federal government's Port Security Grant Program administered through FEMA. This program has resulted in CPD obtaining watercraft and equipment at no expense to local taxpayers. This is a true partnership, with CPD teaming up with the Charleston Fire Department to share these valuable assets. This level of diligence is necessary, as the Port of Charleston is one of the top 10 busiest ports in the United States.

Notable operations in 2021:

- Operation Lighthouse – with Dept. of Homeland Security to investigate and deter human trafficking during the PGA on Kiawah Island
- Operation Snowbird – with US Coast Guard and Coastal Border Patrol to address possible smuggling with boats during seasonal changes
- Operation Dry Water during July 4th
- Multi-agency safety operations over Memorial Day weekend
- Multi-day joint training with FBI Hostage Rescue Team
- SWAT training days to prepare for maritime threats



Harbor Patrol experienced higher calls for service in 2021 from previous years and expects the trend to continue in the years to come, as nationwide boat sales increased 38% in 2021. The opening of the Hugh Leatherman Terminal drastically increased

the number of commercial vessels traversing our harbor and added an additional port terminal for local agencies to provide security. Carnival Cruise Lines resume operations in 2022 and will increase demands on the unit.

Good Deeds

On July 5th, Harbor Patrol along with Charleston County Sheriff's Office, Charleston County EMS, and SC DNR received a report of an overturned vessel with a man and his dog, Izzy, in the water. When officers arrived, the man was clinging to the vessel. Deputies recovered him from the water. A Good Samaritan rescued the dog and transferred it to Harbor Patrol, where he was taken to the emergency vet. The boat operator



and Izzy sustained no injuries due to the cooperation of multiple agencies and the citizens of our community.

K9 Unit



The K9 unit saw the addition of new handlers and the retirement of K9 Rex after seven years of service. K9 Bruin was acquired by the team and ensured the unit was fully staffed with four Patrol K9 teams and three Explosive Devices Teams (EDT) K9 teams. The EDT portion conducted a total of 193 sweeps throughout 2021, including weapon searches, shell casings, and explosive device sweeps. They also completed a school search in April and several public demonstrations for local events and the CPD Citizens Academy sessions, and conducted training with and for other local agencies acquiring new handlers and K9s. In November, the team hosted a High Risk Deployment seminar attended by numerous teams from around the state.

Retired CPD K9 Orrie was laid to rest in June 2021 due to medical reasons. He was escorted to McAllister Funeral home by K9 teams from across the region. K9 Orrie served with CPD from June 2013 through July 2020 when he assisted all aspects of the department in some of the most demanding and hazardous environments of law enforcement, tirelessly working to keep his handler and other officers safe. He will be missed.

The following chart shows K-9 statistics for 2021:



Yearly Totals		
	# of Calls	Time spent
ALARM RESPONSE	104	18.5
APPREHENSION SUSPECT NO BITE	13	10.47
APPREHENSION SUSPECT WITH BI	2	2.78
BOMB THREAT	3	3.24
DEMONSTRATION -PUBLIC	4	7.02
EOD SWEEP	63	70.85
FOOT PATROL WITH K9	24	8.78
HANDLER/OFFICER PROTECTION	313	128.69
INVESTIGATIONS-SEARCH WARRANT	5	6.25
OPEN DOOR ALARM	34	10.92
SEARCH AREA DRUG	15	7.82
SEARCH AREA-ARTICLE	42	34.23
SEARCH AREA-SUSPECT	18	18.13
SEARCH BUILDING-DRUGS	1	0.8
SEARCH BUILDING-SUSPECT	49	23.39
SEARCH PACKAGES-DRUGS	1	0.04
SEARCH SHELL CASINGS	60	18.63
SEARCH VEHICLE-DRUGS	39	10.87
SEARCH WEAPONS	67	37.06
TACTICAL DEPLOYMENT	15	23.46
TRACKING/TRAILING	32	26.48
Total Activity	904	468.41
Citations		164
Public Contacts		88

School Resource Officers / SSRT

The School Resource Officers and School Security Response Team (SSRT) have the primary objective of providing safety and security to 55 schools within CPD's jurisdiction: 27 Charleston County School District schools, 27 private/charter schools, and 1 Berkeley County School District school. The SSRT are also responsible for two city buildings: City Hall and the Gaillard Offices. Seven of these schools were new to the unit, and were absorbed from Charleston County without increasing the size of the team. SSRT adjusted their clusters and provided each school with a primary point of contact while maintaining the already strong SSRT footprint.

Year in Review

The primary focuses for the unit in 2021 were: addressing the idea of "school to prison pipeline," getting more involved with students and administrations to strengthen the relationship and trust between law enforcement and community, and helping address mental health. The CPD introduced the Problem Oriented Policing module in the Records Management System (RMS) that allowed the unit to track interactions at schools and address school issues. A School Policy (General Order) was created to be entered into the policy manual at the beginning of 2022. Unit training was completed with Mental Health Clinician Sarah Kelly. Throughout the year, officers worked on unique programs and ideas, some of which were Community Circles High School and Middle School, small discussion groups with police and students; reading sessions with elementary schools; safety courses; assisting with student projects and home visits; and helping CCSD with their virtual learning process. To focus on the "school to prison pipeline," incidents were looked at case-by-case to allow the school to handle them through their administrative process, with intentional action and careful considerations. The direct impact of this continued initiative was a decrease in school arrests compared with previous years, including years without COVID-19 limitations. No repeat offenders of school weapon violations, narcotics violations, assault, disorderly, or threats occurred in the 2020-2021 year.

2022 Priorities

The unit will continue to focus on building better relationships with Family Court for accountability, follow-up, and education; look for ways to develop school, officer, and student mediation options; and increase juvenile mental health assistance. They will expand and grow the Community Circle initiative. Regarding training and equipment, the unit will certify all new transfers to the unit as SROs, certify all SSRT as active shooter instructors, build assessment training, and purchase breaching tools and medical kits. The unit is also exploring ways to conduct a school police academy similar to CPD's Citizens Academy, and expand the SSRT model to cover and assist with more of the city offices and buildings.

Good Deeds

SRO Bradish has been engaging students in a positive way while at his school assignment at Buist Academy. During March Madness he provided bracket worksheets to students and brought prizes for the winners. He also made friendly wagers on the Duke/UNC games with students who were fans of those teams. One of the students had to write a letter with him to the UNC head coach highlighting nice things about the UNC program as part of the wager, and SRO Bradish received a letter back, thanking him for his support and dedication to youth.



Special Operations

Aside from the four full time teams – Schools, Traffic, Special Events and Secondary Employment, and K9 – there are seven collateral duty teams within the Special Operations Division (SOD): Air Operations, Civil Disturbance Unit, Crisis Negotiation Team, Explosive Devices Team, Honor Guard, Special Weapons and Tactics Team, and Underwater Response Team. While, as a whole, SOD has the goal of investing in human capital and maintaining certifications, the collateral duty teams each had their part to play in operational readiness and support for the department.

Air Operations

Air Operations currently has seven FAA-Certified Remote Pilots and two Visual Observers. In 2021, they flew 95 flights for a total of over 17 flight hours. The flights were in conjunction with numerous community outreach projects, joint training with SWAT, and aerial media for traffic and other city departments. They also assisted the fire department with a train derailment in North Charleston and assisted with the bomb sweeps for the 2021 Cooper River Bridge Run.



Civil Disturbance Unit

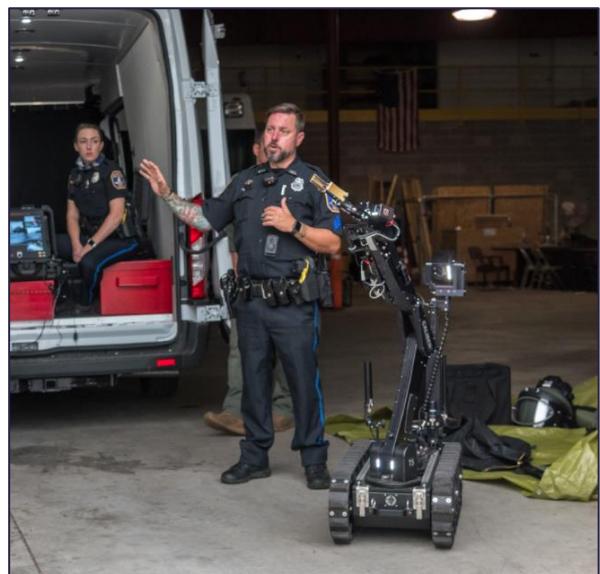
Personnel assigned to the Civil Disturbance Unit expanded to 42 including the commander and assistant commander. They conducted five training sessions over the year jointly with Charleston County and Mount Pleasant, to keep up with recent trends and overall best practices. These sessions are important to all agencies in the region for support during times of civil unrest. A department-wide training is scheduled for 2022 with highlights on lessons learned in previous years. In 2021, the CDU was activated on five occasions, at some points also in stand-by status to travel to Columbia for assistance.

Crisis Negotiations

The Crisis Negotiations Team has 13 members with specialized training in how to successfully de-escalate crises. They conducted nine training sessions; joint trainings were cancelled due to COVID-19-related concerns. There were five activations in 2021 with only two needing to be resolved with Crisis Negotiations Team engagement. Due to many of the crisis situations in 2021 being related to mental health issues, including suicidal ideations, CNT maintains a relationship with Charleston Mental Health and conducts combined training.

Explosive Devices Team

The Explosive Devices Team handled 13 planned events that included sweeps in the city and they assisted other agencies with events in and around the city, in addition to a community demonstration and four activations related to suspicious packages, bomb threats, and recovered ordinances. Five new members were added to the unit in 2021, including PO Amanda King, the first female certified bomb technician for the CPD. SPO Matthew Tulla was selected as Team Member of the Year due to his hard work and also being selected to complete FBI Hazardous Devices School certification.



Honor Guard

The Honor Guard conducted training with the SC Army National Guard on flag folding and burial ceremonies. They also conducted individual team training on drill and ceremony, as well as the 21-gun salute, which was conducted at the Charleston Riverdogs 9/11 Memorial Game. They assisted with several other events around the Lowcountry.



resulted in an officer involved shooting that was investigated by South Carolina Law Enforcement Division. The unit was activated on nine occasions for possible civil unrest in support of the Civil Disturbance Unit and one dignitary protection detail for the US Secret Service. Several operators attended outside training or provided instruction to the department. The team conducted 59 days of training. Active shooter and tac-med training for sworn and professional staff were held as part of the plan the unit has to continue providing training. The basic SWAT school conducted in 2021 had 24 students from seven agencies in the Carolinas.

Underwater Response

The Underwater Response Team was used for various missions throughout the year. For example, the team assisted the US Coast Guard and the South Carolina Law Enforcement Division with a pier sweep on Wharf Alpha, the safety sweeps of the Cooper River Bridge during the Run operational period, and numerous article and gun searches. They were activated seven times. In 2021, the URT added three new members and an administrative Sergeant position, who ensures equipment inventories, purchasing, after-action reports, and the like are completed in a timely manner.

Good Deeds

Scott Newsome, Director of Air Operations, was selected as the SC Federal Aviation Administration (FAA) Safety Team Representative of the Year. FAA Safety Team Representatives are voluntary supporters within the FAA Safe Teams, and play a vital role in the accomplishment of the mission by sharing their time, knowledge, and professional experience to create a positive safety culture amongst aviation professionals. Mr. Newsome's commitment to aviation safety is an example of community service at the highest level.

Central Investigations

These investigations are the most serious or complex crimes, often requiring a team approach with several investigators working together or with outside agencies to successfully solve and apprehend offenders.

Citywide Clearance Rate Percentages

	2019	2020	2021	National Average 2020
Violent Crime				
Aggravated Assault				
Cleared	53.30%	77.84%	49.82%	
Pending Active	10.66%	2.16%	24.91%	
Pending Inactive	36.04%	20.00%	29.92%	
CDV-Aggravated Assault				
Cleared	98.21%	97.44%	78.33%	
Pending Active	1.79%	0.00%	11.67%	
Pending Inactive	0.00%	2.56%	0.00%	
Homicide				
Cleared	87.50%	80.00%	81.25%	49.80%
Pending Active	12.50%	20.00%	18.75%	
Pending Inactive	0.00%	0.00%	0.00%	
Robbery				
Cleared	52.13%	42.76%	39.33%	23.96%
Pending Active	2.13%	2.63%	28.09%	
Pending Inactive	45.74%	54.61%	52.83%	
Sex Offense				
Cleared	30.77%	59.09%	13.79%	23.53%
Pending Active	3.85%	0.00%	27.59%	
Pending Inactive	65.38%	40.91%	24.14%	
Property Crime				
Burglary				
Cleared	31.00%	33.56%	24.81%	13.14%
Pending Active	0.33%	3.42%	15.19%	
Pending Inactive	68.67%	63.01%	62.08%	
Motor Vehicle Theft				
Cleared	9.70%	18.72%	6.78%	11.62%
Pending Active	0.81%	7.23%	28.81%	
Pending Inactive	89.49%	74.04%	79.92%	
Theft from Motor Vehicle				
Cleared	7.44%	12.59%	7.92%	
Pending Active	0.83%	0.94%	5.06%	
Pending Inactive	91.74%	86.46%	74.79%	

Citywide Clearance Rate Percentages: This table compares clearance rates percentages from 2019 to 2021. The data also compares 2020 national data to city data. The most current national data available is for 2020. The data indicates that citywide clearance rate percentages are higher than national clearance percentages in all crime types where national data is available, except for sex offense crimes and motor vehicle thefts.

Note: Clearances are defined as cases with status of Cleared (by arrest or exceptional means). Clearance percentages not shown for national average when data is aggregated differently, e.g. "all larcenies" instead of a breakdown by type. Source: CPD RMS Database 01/06/22 and 2020 Clearances, NIBRS Tables, published by the FBI.

Good Deeds

Detective Daniel Malone was selected as Detective of the Year for his impressive work in Central Investigations. He began the year assigned to auto theft. His proactive, team-centered approach led to a transition to burglary in March, where he solved high profile cases, including a commercial burglary with a loss of over \$50,000. Det. Malone coordinated with multiple law enforcement agencies; the suspects were apprehended, and the merchandise was recovered. The FBI confirmed these offenders were constituents of a large-scale burglary operation involved in millions of dollars in theft. Det. Malone transferred to the special victims unit in July, continuing to work tirelessly under constraint, assembling strong cases against offenders. His continued success and investigative talents did not go unnoticed and he was again transferred in October to the violent crimes unit. He has already aided in solving two homicide incidents. A progression that takes many detectives several years, Det. Malone accomplished in the span of one year. This accomplishment is exceedingly rare and nothing shy of exceptional.

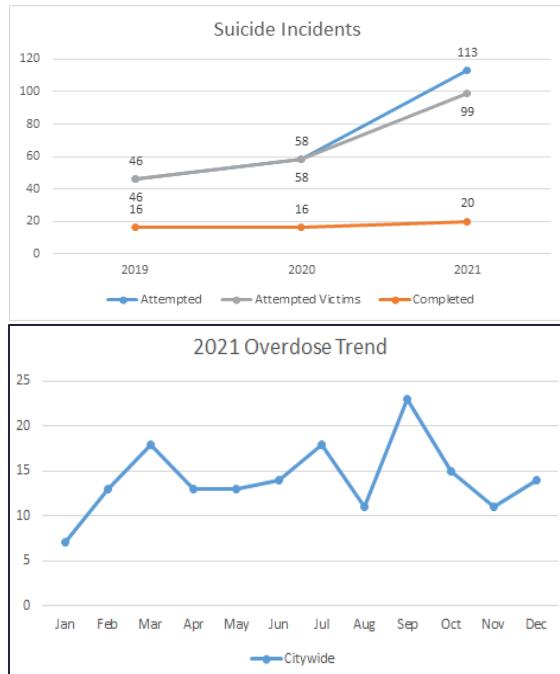
Detective Manuela Mitrevska showed great resolve in identifying criminal offenders and building solid cases in SVU related to domestic violence, child abuse, and sexual assault. She has an unmatched work ethic, strong investigative skills, and an uncanny ability to relate with victims and maintain a victim-centered approach. She was picked for a newly-created Human Trafficking Task Force position with Homeland Security, and is thriving in her new role. Det. Mitrevska conducted an extensive investigation into the circumstances surrounding a missing 15 year old and determined her to be a human trafficking victim. She physically located the victim and was able to transfer her to safety. She later coordinated a large-scale operation involving several target locations throughout the state that resulted in the identification and safe recovery of three human trafficking victims, made several brothel/prostitution related charges, and orchestrated a complete closure of the business operation. Following a months-long investigation, Det. Mitrevska coordinated a multi-jurisdictional operation involving an active brothel in West Ashley, which resulted in 27 criminal charges as well as the discovery and closure of an active methamphetamine lab.

During August and September 2021, the Charleston area had a sudden increase in golf cart thefts. Detective Lacey Chesser was able to determine a group of suspects was stealing them, repainting them, and selling them to unsuspecting customers. The ring of theft covered numerous jurisdictions around the state. Her investigation led to the arrests of three suspects for burglary, property crime enhancement, safecracking, grand larceny, and several counts of financial transaction card fraud.

Special Investigations

The Special Investigations Unit is committed to the control and suppression of narcotics, vice, organized crimes and cyber-crimes in Charleston. They lead training for the department and neighboring agencies on conducting physical surveillance and drug identification. They also continued efforts that began in 2019 to track and properly document narcotics overdoses, narcan deployments, and combating drug distribution and misuse.





Suicide Incidents/Narcotics Overdoses

The graphs above show the data for attempted suicides and completed suicides from 2019-2021, as well as the number of overdose investigations (non-suicide) in 2021. This remains an important area of focus for CPD as CPD continues to work with its partners in the mental health field on these important issues.

Training and Professional Standards

Recruitment

The importance of recruiting, hiring, and retaining officers of various backgrounds, life experiences, cultures, demographics, educational backgrounds, and capabilities is well understood. True diversity is multi-faceted and positions the department to better engage with Charleston's ever-diversifying community. The unit attended over 55 events at over 30 different locations to include national conferences, college lectures, military events, classroom presentations, and community events.

In 2021, CPD produced an evidence based policing recruitment video based on data and information analysis. The CPD recruitment video was recognized nationally at the 2021 IACP and ASEBP police association conferences. It was also featured online in Police1 and the Department of Justice Dispatch newsletter. More notably, it was selected as a top five recruitment video in the nation by Police1, a nationally recognized police resource organization.

In March 2021, CPD signed on to the National 30x30 Pledge, which aims to bring more women into policing to improve public safety, community outcomes, and trust in law enforcement. Sgt. Gibson and SPO Cherry led this initiative. The pledge helps CPD assess the state of the department with regard to gender equity, identifying factors driving any disparities, and implementing solutions to eliminate barriers and advance women in policing. The ultimate goal of 30x30 is to reach 30% of women in police recruit classes by 2030, and to ensure that agencies are truly representative of the jurisdiction the agency serves. These principles are applicable to all demographic diversity. In 2021, 41% of sworn new hires were from under-represented demographics.

This pledge means that the CPD is actively working toward improving the representation and experiences of women officers in our agency. We are honored to be among the first in the nation to make this critical commitment, and we look forward to working with and learning from agencies across the country who share our priority.

– Police Chief Luther Reynolds

Training

CPD held three Police Corps classes during 2021, resulting in the training of 48 basic law enforcement candidates and 13 additional prior-certified or lateral transfer officers from within or outside of the state. Police Corps consists of a 12-week program that delivers a minimum 480 hours of instructed training content to each cadet. Beyond the required academic training from South Carolina Criminal Justice Academy, Police Corps cadets receive a full week of defensive tactics, two weeks of firearms/weapons proficiency training, driving training, and a full week of scenario-based training. During this time, communications skills and elements of de-escalation are emphasized. Cadets also receive CPR certification, tactical medical training, exposure to crime scene handling, community-oriented policing initiatives, and courtroom testimony training, among various other topics.



After completion of the 12-week program, cadets are prepared for success at the South Carolina Criminal Justice Academy. CPD cadets have won several awards at the Academy, including awards for academics, physical fitness and firearms proficiency.



In December 2021, the CPD announced an additional grant of \$30,000 from the Rotary Club of Charleston that will be used to support continued training in the department's Leadership Development Institute. Launched in 2020, LDI focuses on personnel development to create a safe community, build strong partnerships, and develop purposeful leaders. The initial iteration of the LDI saw 46 graduates. The goal of LDI is to provide this training to over 500 employees including sworn officers and professional staff at CPD, as well as members of the Charleston Fire Department. The staff worked with an outside leadership consultant group and certified eight instructors for new curriculum development, which cascaded into CPD taking a talent-based approach allowing for the creation of 32 additional classes training

324 staff members on material that goes above their requirements. The training office is leading this initiative and has been working with several public and private entities, state and federal governments, faith-based organizations, military experts, and leadership consultants to create effective training for CPD Officers. The latest donation will be used to expand the program, allowing it to reach more employees in an effort to ensure positive community engagement.

Internal Affairs

The Office of Internal Affairs (OIA) is responsible for ensuring that the CPD operates within the boundaries and established guidelines of public trust and confidence. The department is committed to providing the highest standards of integrity and the administrative process plays an integral role in building and maintaining that public trust.

One of the functions of the Office of Internal Affairs includes the investigation, management, and review of both internal and external complaints and allegations of misconduct against department personnel, both civilian and sworn. Internal investigations stem from a complaint made by a CPD employee, while external investigations originate from a member of the public. The police department's image and reputation greatly depends upon the personal integrity and discipline of all departmental employees. To a large degree, the department's public image is significantly influenced by the prompt and professional response to allegations of misconduct against its employees.

The Office of Internal Affairs also manages the reporting of all "Response to Resistance/Aggression" reports, employee-involved vehicle collisions, and all vehicle pursuits. In addition, the Professional Standards Office oversees the Early Intervention System, which quantifies all use of force incidents related to each employee.

Internal Affairs Dashboard

In June of 2021, the Internal Affairs Unit created a dashboard to provide more transparency with the community. This data dashboard depicts information in relation to internal/external investigations, investigation allegations, investigation dispositions and compliments. The data presented within this dashboard, is from January 1, 2020 to the most recent quarter. We are hopeful that by providing this data, it will continue to build trust with the community. <https://pdi-charleston-sc.opendata.arcgis.com/>

Policy

Policies and procedures are an essential aspect of any law enforcement agency. Both policies and procedures provide a framework or roadmap for the day-to-day operations of the organization. The CPD is committed to have policies that are current, up-to-date with case law, and timely with best practices and national standards. This is why the police department has undertaken a project to ensure that every policy will undergo a thorough review every three years at minimum. Some policies will even undergo an annual review, including Mission and Objectives, Office of Internal Affairs, Response to Resistance and Aggression, Weapons Training, and Vehicular Pursuits. The CPD has a total of 77 policies and to assist with open communication with the public, the department has placed a majority of policies online.

<https://public.powerdms.com/CPD5/tree>

Accreditation

The CPD became the first municipal agency in South Carolina to attain CALEA (Commission on Accreditation for Law Enforcement Agencies) accreditation in 1991, and in 2021, the department celebrated being accredited for 30 years. CALEA ensures that accredited agencies identify policy modifications, trends, improve training and officer safety, and provide timely information for the agency to promptly address use of force issues. The CALEA Law Enforcement Accreditation Program is the primary method for a police agency to voluntarily demonstrate their commitment to excellence in law enforcement by conducting an ongoing internal review and assessment of the agency's operations, policies and procedures.

Furthermore, the department has been recognized by SCLEA (South Carolina Law Enforcement Accreditation) to have its standards regarding its use of force policy as set forth by the Presidential Executive Order on Safe Policing for Safe Communities and the U.S. Department of Justice, thereby permitting CPD to be eligible for discretionary federal grants.

Body Worn Camera Program

The CPD began implementing its body worn camera program in 2015. The availability of body worn cameras enhances documentation of police-public contacts, arrests, and critical incidents, improves public trust, and advances the departmental goal of transparency.

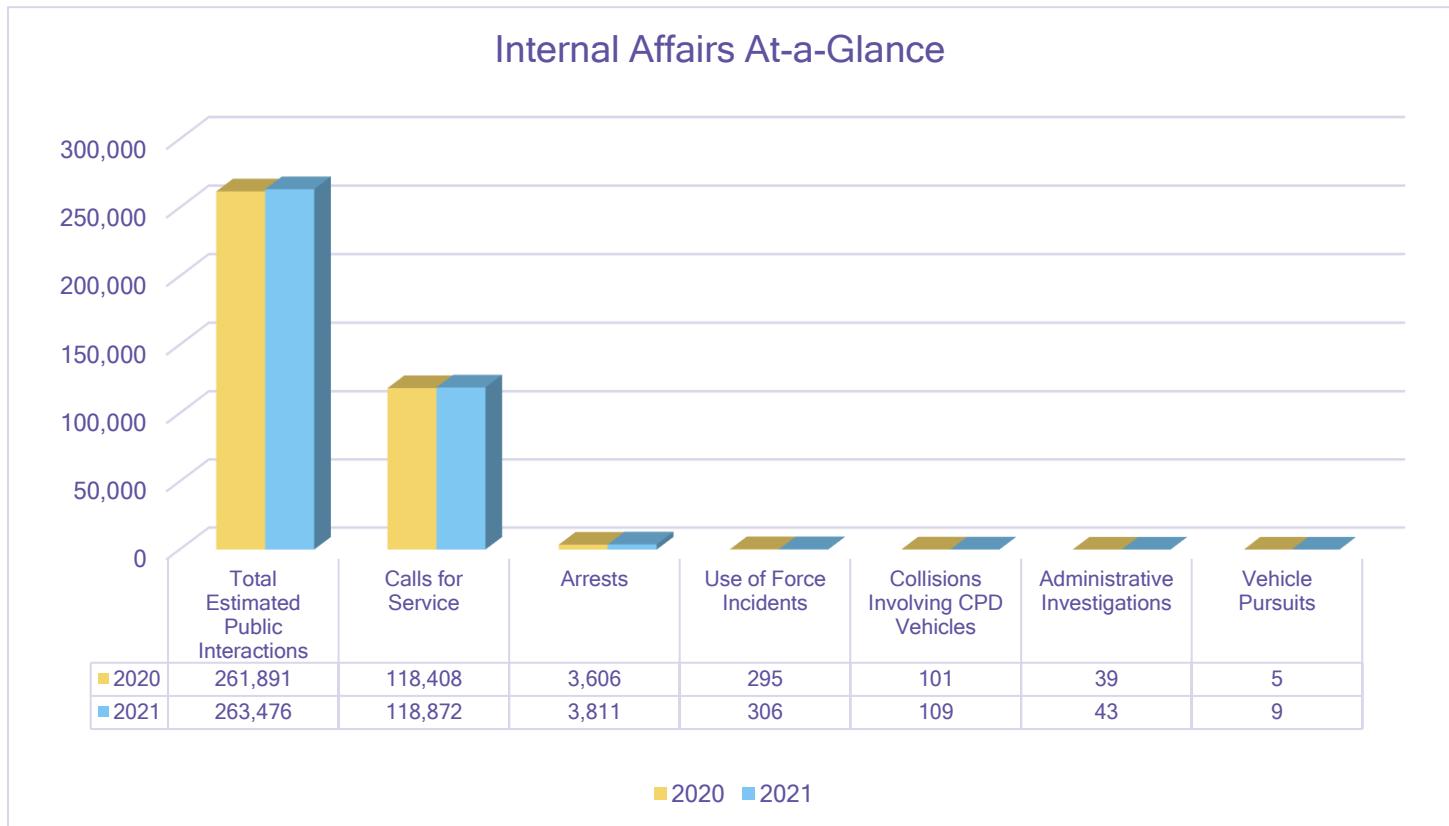
The body worn cameras must be utilized by all uniformed officers, transport officers, animal control officers, and plainclothes officers who have a reasonable expectation that they will interact with the public. CPD's body-worn camera policy requires officers to wear body worn cameras while on duty and performing any uniformed law enforcement function, as well as any off-duty assignment.

Supervisors will view all body worn camera footage related to a "Response to Resistance/Aggression" report. Furthermore, CPD requires supervisors and commanders to randomly select and review body worn camera videos monthly to ensure that policies and procedures are being adhered to and address any identified training issues.

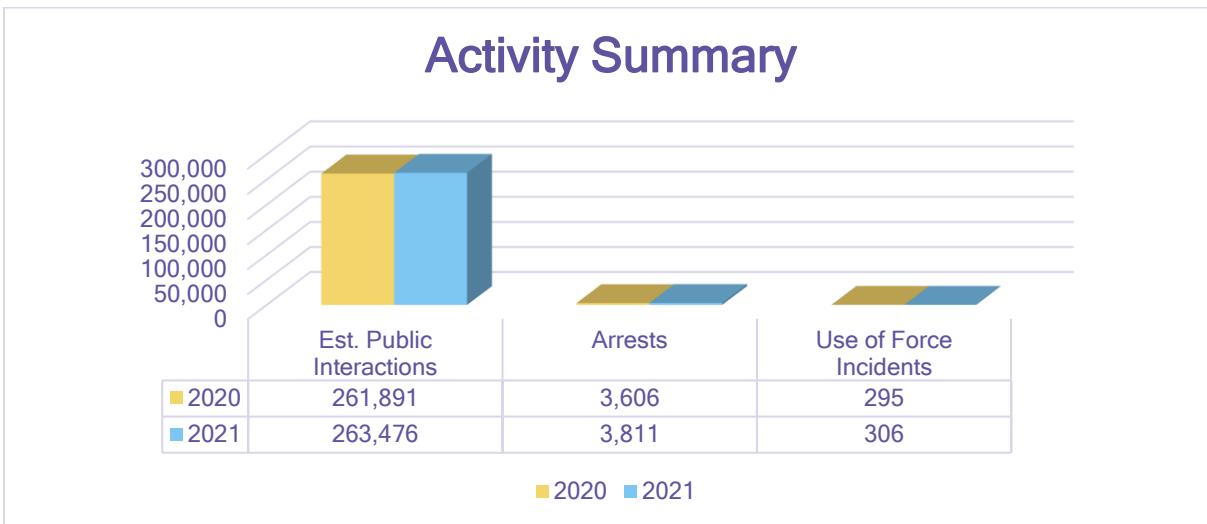
Body worn camera video/audio files are maintained by the department as determined by the retention policy. All complaints are thoroughly investigated and the body worn cameras have proven to be a very useful tool in resolving complaints.

Internal Affairs At-a-Glance

The data for 2021 indicates that there was an increase in calls for service, total estimated public interactions, and arrests from the prior year. In that same period of time, there was a small increase in the categories of use of force incidents, collisions with CPD vehicles, vehicle pursuits, and administrative investigations.

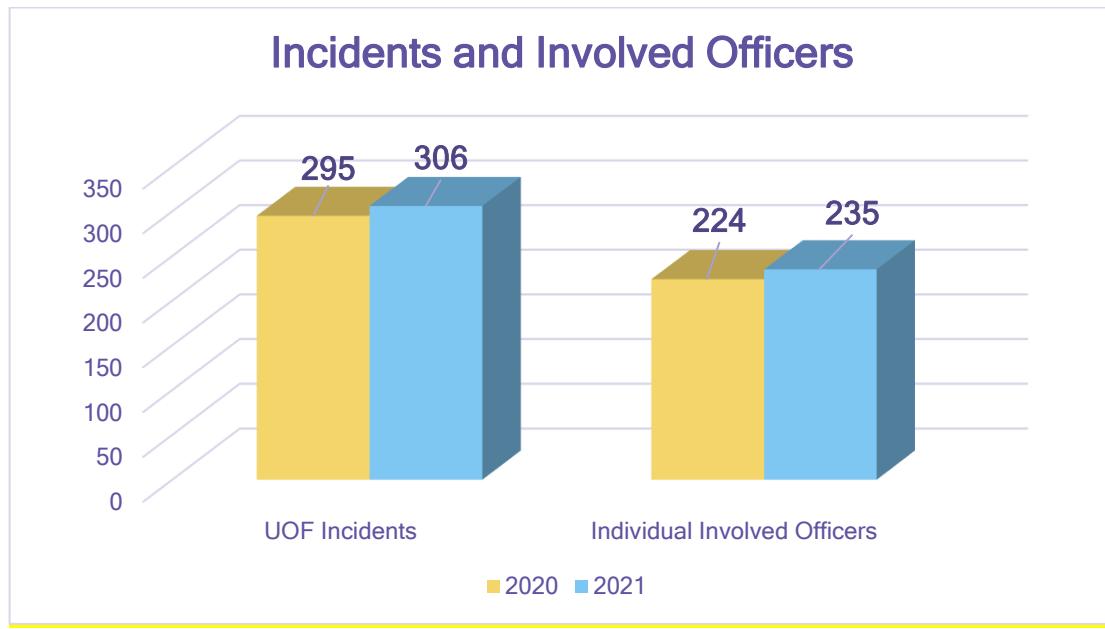


Use of Force Incidents



Summary of CPD Public Interactions, Arrests, and Use of Force Incidents. Data Source: CPD, IA PRO

This data indicates use of force incidents occurred in 0.12% of the estimated public interactions in 2021, compared to 0.11% of the estimated public interactions in 2020; thus, there was a minimal increase in the percentage rate from 2020 to 2021. This comparison indicates that for the overwhelming majority of public interactions and arrests, officers rarely used force in response to resistance in the performance of their duties.



Number of UOF incidents and the number of involved officers. Data Source: CPD, IA PRO

During 2021, there were a total of 306 use of force incidents that involved 235 individual officers, with some officers using force more than once throughout the year. The data shows a 3.7% increase in the number of use of force incidents from 2020 to 2021. The number of individual officers involved increased by 4.9% from 2020 to 2021.

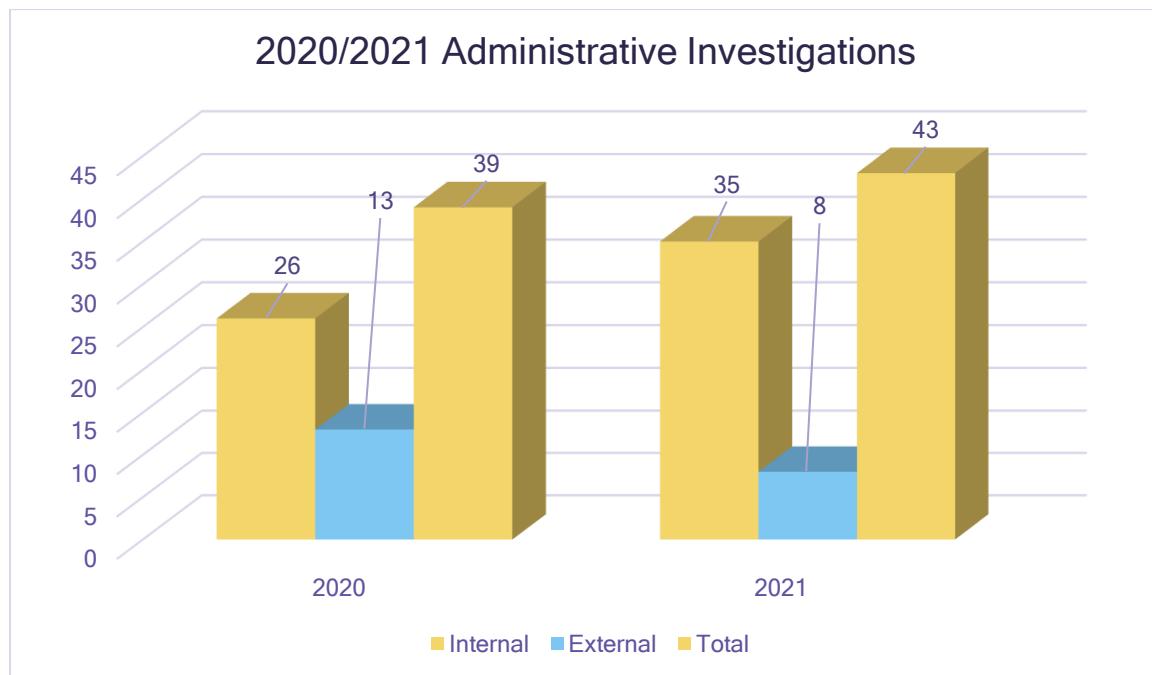
Investigations

A complaint is defined as an expression of discontent, dissatisfaction, or accusation made in a written or verbal form that alleges illegal activity, misconduct, or a violation of rules or regulations of the police department and/or the policies of the City of Charleston.

A complaint is reviewed and then assigned to either the chain of command of the involved employee or an investigator in the Office of Internal Affairs. The nature of the complaint determines the investigating entity; however, all cases are centrally recorded, tracked, and managed by the Office of Internal Affairs within the Professional Standards Office, to ensure timely completion and consistency.

While all allegations of misconduct are considered important to the department, the Office of Internal Affairs investigates allegations of misconduct that generally carry more serious consequences for the employee, the department, or community confidence in the police; while supervisors investigate those with less serious consequences. For example, the Office of Internal Affairs would investigate complaints of unbecoming conduct, while an employee's unit supervisor would investigate allegations of rudeness.

Administrative Investigations



The Office of Internal Affairs documented, managed, or handled 43 administrative investigations throughout the calendar year of 2021 stemming from internal and external complaints. This is an increase of 10.25% from 2020, when the Office of Internal Affairs managed 39 investigations. It should be noted that investigations may contain multiple allegations and involve multiple officers.

The investigations from 2021 that resulted in sustained action (35 cases) resulted in 59 sustained allegations, which totaled 63 actions taken. It is important to note that for some of the allegations, more than one action was taken. For example, an officer may have received a written reprimand and remedial training for one allegation. There may be circumstances when an officer may have had three sustained allegations, but only one action was taken to cover all three allegations.³

³ A more in-depth analysis of statistics will be provided in the 2021 Office of Internal Affairs Annual Report. <https://www.charleston-sc.gov/1357/Information-Reports>

Officer Involved Shootings

There were two officer-involved shootings in 2021 involving two officers. Per standard protocol, the South Carolina Law Enforcement Division (SLED) conducted an independent criminal investigation into both shootings. The first incident involved one officer, and the suspect suffered a serious injury and survived. (<https://www.youtube.com/watch?v=kyfZMeBhZ7c&t=515s>). The second incident involved one officer. This suspect also suffered a serious injury and survived.

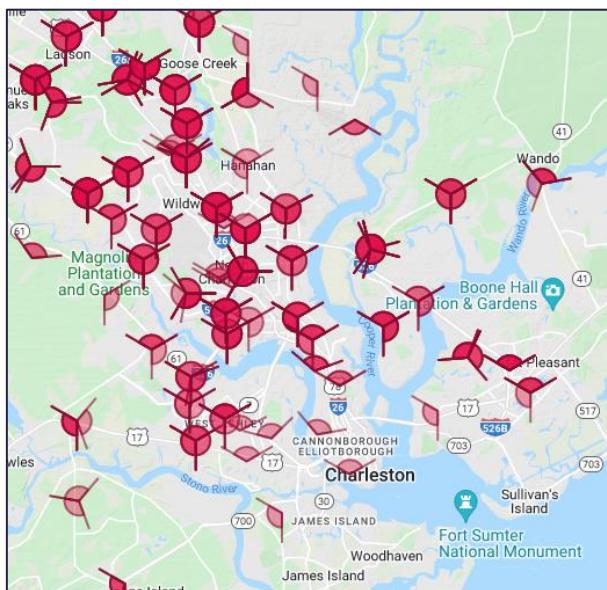
(https://www.youtube.com/watch?v=7_1l_x8xnZY). In both shootings, the 9th Circuit Solicitor's Office reviewed South Carolina Law Enforcement Division's investigative findings and concluded that the officers were justified in their actions with no wrongdoing. The administrative investigations for each shooting were reviewed by each officer's chain of command and command staff. It was determined that each officer's use of force was justified, and not in violation of department directives or procedures.

Making a Compliment or Complaint

The Charleston Police Department encourages citizens to bring to the attention of the Department any compliments or complaints they may have involving department employees. A citizen may make a compliment or complaint by any of the following means:

- In person or in writing at: 180 Lockwood Blvd., Charleston, SC 29403,
- Via the Internet by going to <https://www.charlestonsc.gov/index.aspx?nid=1153>
- They can be emailed to the OIA at INTERNALAFFAIRS@charleston-sc.gov
- OIA can be reached by telephone at (843) 720-2447
- An on-duty supervisor can be contacted through Consolidated Dispatch at (843) 743-7200

Analysis and Innovation



Map displays CDR (cell data records) by a cell phone provider gained pursuant to a search warrant and created in Cellhawk

In 2021, the Crime Intelligence Unit analysts continued their efforts in supporting various functions of the department. A civilian analyst task force officer position was created for the first time with the FBI, and many analysts assisted multi-state investigations that brought federal indictments. One of these partnerships involved a three-month investigation that led to a prostitution and narcotics manufacturing network being shut down.

Analysts also held meetings and classes with local, state, and federal partners; local area judges and solicitors; and regional partners of various kinds to forward the appropriate treatment of repeat violent offenders and gang members. They increased open source situational awareness capabilities and created new data tools for the public on the city's website for transparency. While implementing new data capturing procedures, the analysts created reports for command staff and maintained databases that assisted with the daily functions of the department. They utilized a new software for cell phone record investigation that increased digestibility of the data and decreased turn-around time.



Map displays prototype dashboard showing clusters of calls for service.

Special Projects

During 2021, numerous technology projects and initiatives were completed despite global supply chain issues:

- Deployment of 31 new in-car complete computer/camera systems, bringing the entire fleet to over 330 units
- Safety and Security Camera equipment refresh and replacement began along upper King St as part of an ongoing strategy to have better capabilities and additional cameras
- Creation and technological outfitting of two new conference rooms – one at headquarters and one at the traffic office. The TVs, computers, and webcams expanded the ability to have remote meetings and training sessions
- Assisted with city Telecommunications with deployment of almost 200 FirstNet capable cellular devices to increase 5G capabilities and have access to LE only bands during natural disasters, large-scale critical and special events

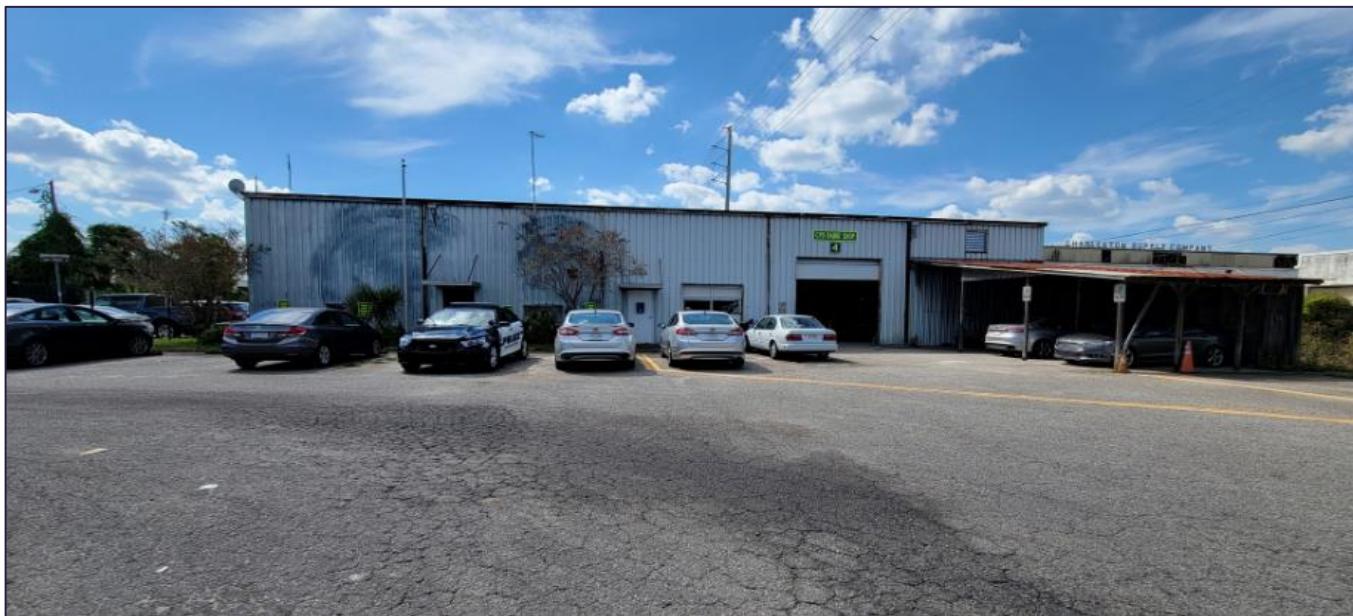
Grants

The grants unit utilized competitive proposals to apply for and receive funding for the following programs:

- Awarded a Public Safety Partnership from the US Department of Justice as a joint applicant with the North Charleston Police Department, which will provide advice, training and resources to combat violent crime and reduce victimization
- Awarded the FY21 Bureau of Justice Assistance Connect and Protect Grant for funding to be used for a Mental Health Clinician, Peer Support Specialist and Crisis Intervention Training aimed towards improving response to individuals suffering from behavioral health issues
- Awarded the FY21 Bureau of Justice Assistance Comprehensive Opioid, Stimulant and Substance abuse site-based Program grant to be used to fund a project coordinator, (2) Peer-Support Specialists and software to support overdose follow-up
- Awarded a 2021 Port Security Grant for the purchase and outfit of a new SAFE boat for Harbor Patrol

Administrative Services

Administrative Services established baseline monthly and quarterly reporting to be used in monitoring objectives for strengthening the workforce and fiscal management. With combined efforts from City Human Resources and internal staff, NEOGov was fully implemented for use of personnel requisition approvals, job description updates, and hiring process. This has now placed several steps into one system, allowing for a faster, efficient process. In addition, reporting is now available through NEOGov to measure related trends. NEOGov is an online HR site that the City moved to last year for job postings, applications and tracking hiring processes. Use of other reports allowed the department to complete all budgeted projects and initiatives for the year, while operating under fiscal restraints due to COVID-19 related budget cuts. Administrative Services established an internal workgroup concept in developing a facility needs assessment for units assigned to the Brigade Warehouses. This will assist in the assessment to be completed by the architectural firm selected by the city for completing the municipal complex project. The project is aimed toward establishing a needs assessment for all facilities at Milford Street and any leased city facilities.



For 2022, revisions will be completed for all applicable Administrative Services general orders and field guides, viable options for a facility feasibility study will be requested in the 2023 budget, and two administrative processes will be improved upon with assigned workgroups to develop solutions.

Animal Services

Animal Services is comprised of one supervisor and three officers to serve the city, operating under the Administrative Services Department. They respond to a number of different types of calls, including assisting patrol officers, detectives, and specialized units when an animal becomes involved with a previously non-animal-related call for service. They also assist EMS to secure the scene of an animal involved injury call. They investigate animal attacks, rescue injured, abandoned, stranded, or lost animals, patrol parks and neighborhoods, address complaints, and investigate animal cruelty and neglect calls.



In 2021, Animal Services responded to 2,215 calls for services, 19 of which were after-hours. Their investigations into cruelty and abandonment cases resulted in five felony ill treatment of animals charges and five misdemeanor ill treatment of animals or abandonment charges. When possible, the Animal Services Unit strives to address animal welfare through education of the owner, to keep pets with their families while still improving quality of life.

Photos on this page include L. Plachcinski and C. Bayles holding a sloth seized from an illegal petting zoo and L. Plachcinski capturing a run-away guinea pig.

Animal Services Responded Calls For Service

January 1 - December 31, 2021



NOTE - Statistics prepared by CPD Crime Intelligence Unit on 03/29/22. Source: CAD database, count based response date, by AS callsign, duplicates removed. Statistics are preliminary and subject to further analysis and revision.

Forensic Services

Construction on the Police Forensic Services building was completed and the facility opened in February 2021. The Forensic Services Division is accredited by the ANSI-ASQ National Accreditation Board and provides services in crime scene investigation, drug analysis, fire debris analysis, latent print processing and identification, firearms examination, digital evidence examinations, forensic video analysis, and body fluid identification. Architects Stubbs Muldrow Herin (SMHa) in consultation with crime lab design firm McLaren, Wilson and Lawrie, designed the 22,000 square foot facility. The facility houses forensic laboratories, evidence storage, and office/support spaces, two garage bays for processing vehicles and a projectile recovery room to house a ballistic shooting tank. Future plans include addition of DNA analysis capabilities.

Firearms

In 2021, CPD acquired an IBIS (Integrated Ballistic Information System) BrassTrax and MatchPoint system to allow in-house examinations of firearms evidence to include items recovered from crime scenes and recovered firearms. This state of the art equipment assists trained Forensic Services Division employees in providing investigative leads linking crimes and firearms across jurisdictions

In 2021, the Forensic Services Division provided 164 investigative leads to Detectives to assist in the investigations. Additionally, the Forensic Services Division acquired a projectile/ cartridge recovery tank to allow the safe test firing of a wide range of firearms to include most rifles and handguns. CPD is now able to provide fully in-house preliminary tests of firearms and fired cartridge cases; limiting the amount of firearms evidence that must be sent to SLED for analysis.

South Carolina International Association for Identification Annual Educational Conference

Three members of the Forensic Services Division gave presentations at the conference:

Nova Grilli – Use of a Photograph from a Deactivated Facebook Account to Identify Fingerprints

Luke Spratt – How to Effectively Utilize NIBIN in your Department

Ashleigh Wojslawowicz – Considerations for Forensic Response in a CBRNE/WMD Environment

Other 2021 Highlights

March 2021-Present – A partnership with CPD Recruitment to conduct quantitative and qualitative analysis for the purpose of evaluating department recruiting and onboarding processes, and identifying evidence-based recruiting strategies. Data evaluation included transcript coding, thematic analysis, and descriptive statistics.

December 2021 – Ashleigh Wojslawowicz completed her doctoral studies and published her dissertation, *Recruiting Amidst Crisis: Exploring Police Recruit Motivations in a Post-Ferguson Era* (ProQuest). Research explored police recruit motivations, with findings and implications applicable to police organizations nationwide.



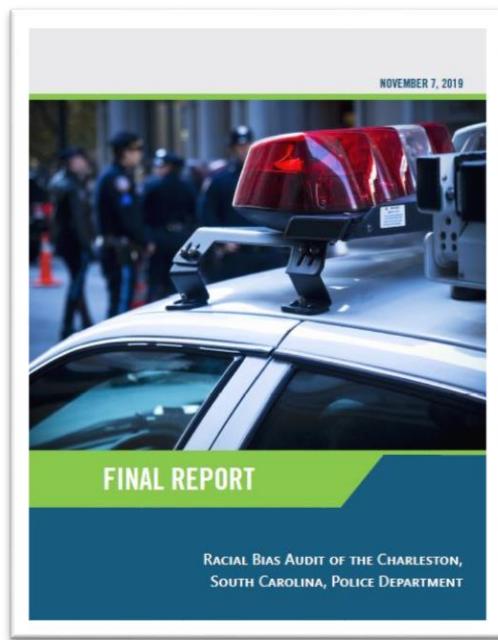
Audit Implementation

Progress

In January 2019, the City of Charleston selected the CNA Institute for Public Research (CNA) to conduct a racial bias audit of the CPD. The CNA Racial Bias Audit offered 72 total recommendations based on 48 findings that were classified into five different sections for assessment. It should be noted that one of those recommendations was withdrawn, as it was clarified before the report was published. *Over the two past years, CPD has achieved "compliance" status in 88% of the audit recommendations.*

The five areas of assessment are as follows:

- Traffic stops, to include field contact cards
- Use of force, deadly and non-deadly
- The complaint process, internal and external
- Community-oriented policing practices
- Recruitment, hiring, promotions, and personnel practices



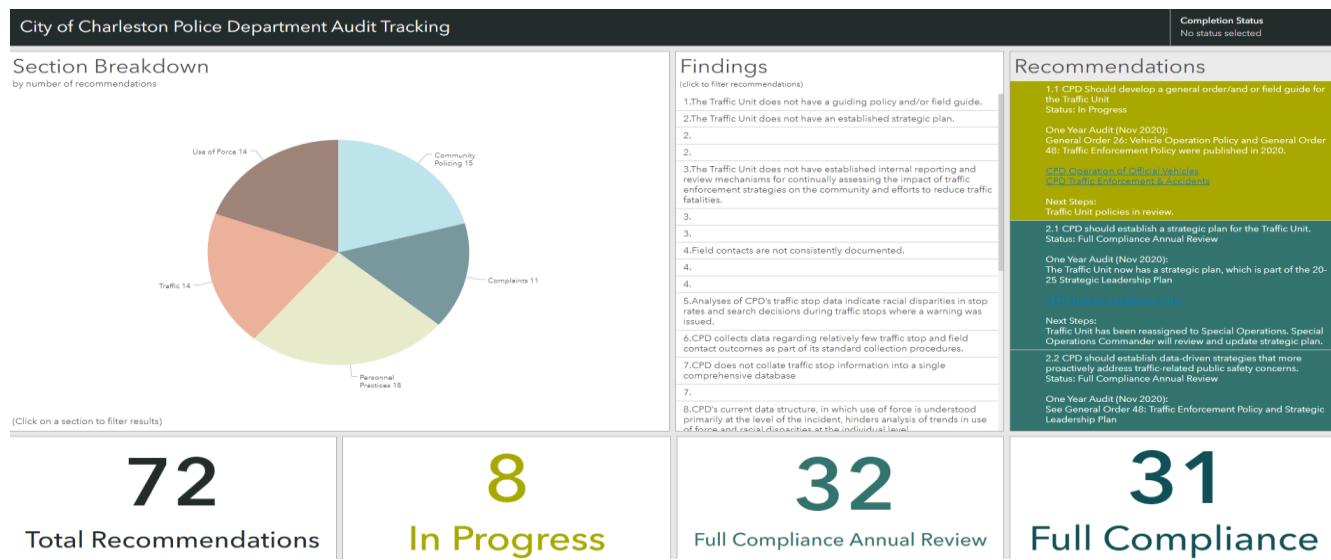
The CPD established and implemented the Racial Bias Audit Dashboard.

This interactive dashboard is now live, and will allow the user to search the status of each recommendation under the following topics: *Traffic, Personnel Practice, Complaints, Community Policing and Use of Force*. For coding purposes, the Police Department utilizes the following terminology: *In-Progress, Full Compliance and Full Compliance Annual Review*.

- In-Progress (refers to the development and ongoing implementation of the recommendation)
- Full Compliance (refers to the recommendation(s) that have been completed)
- Full Compliance Annual Review (refers to completed recommendation(s) that require an annual review)

This Dashboard will be updated to reflect real-time changes, which will be continuously progressing throughout the year, so that the community is able to see progress as it is being made with each recommendation. Through this transparency and disclosure of information, the agency continues to promote our efforts and progress in practicing fair and equitable policing within the communities we serve. <https://www.arcgis.com/apps/dashboards/f7079714ed3742c48c848747d230cbb3>
[\(Sample Dashboard\)](#)

Overview of Implementation Progress



Over the course of the last 2 years, the police department has achieved a "Compliance" status in 88% of the audit recommendations. To be more specific, there are 31 recommendations in "Full Compliance" status, 32 recommendations in "Full Compliance Annual Review" status and 8 recommendations remain "In-Progress".

Topic	Recommendations	In-Progress	Full Compliance	
			Annual Review	Full Compliance
Community Policing	15	0	5	10
Complaints	11	0	2	8
Traffic	14	7	4	3
Personnel Practices	18	1	13	4
Use of Force	14	0	8	6

Total Full Compliance:

Community Policing	15
Complaints	10
Traffic	7
Personnel Practices	17
Use of Force	14

Total Full Compliance to Date: 63 out of 72 recommendations in compliance (88%).

In-Progress Items/Next Steps:

Outlined below, are the recommendations that are classified as "In-Progress" with a summary for the next steps pertaining to each recommendation. The department is cautiously optimistic that the remaining "In Progress" items will be close to obtaining a "Compliance" status by the end of 2022.

1.1 CPD should develop a general order/and or field guide for the Traffic Unit.

Next Steps: CPD is currently in the final stages of revising and consolidating several policies and field guides that have been generated over the years. A key piece to this revision is a policy specifically for the Traffic Team, which includes the traffic, harbor, and transport units and the motorcycle officers, which were previously divided up in several policies. With this revision, the Traffic Unit will have specific objectives. Furthermore, the policy pertaining to traffic stops by all officers will be revised to provide clarity and consistency throughout the department.

2.3 CPD should ensure that any strategies developed are shared with the community in advance and provide opportunities for meaningful community input, especially those communities that will be most affected.

Next Steps: A key portion to effective traffic management is educating the community in safe driving habits and also publicizing troublesome behaviors and areas. The Traffic Unit is already working on some new ways to share this information while the updated policy referenced in Recommendation 1.1 is being reviewed.

3.1 CPD should establish a continual review process to assess the impact of traffic-enforcement strategies.

Next Steps: With the pending revision of the Traffic Team policy (as referenced in Recommendation 1.1), the objective of the traffic unit's enforcement will be clearly defined and monitored on a regular basis. The updated policy for officers not assigned to Traffic will allow for better review of stops for those assisting with Traffic Unit objectives.

3.2 CPD should assess the impact of traffic-enforcement strategies on its communities on an annual basis.

Next Steps: With the pending revision of the Traffic Team policy (as referenced in Recommendation 1.1), the objective of the traffic unit's enforcement will be clearly defined and monitored on a regular basis. In addition to the effect on traffic objectives, systems are being developed to monitor for other trends or effects on the community. The updated policy for officers not assigned to Traffic will allow for better review of stops for those assisting with Traffic Unit objectives.

3.3 CPD should include reports and analysis of traffic stops and traffic-related outcomes in its monthly STAT 360 meetings.

Next Steps: With the pending revision of the Traffic Team policy (as referenced in Recommendation 1.1), the objective of the traffic unit's enforcement will be clearly defined and monitored on a regular basis. The final version of policy will outline the frequency of review for the Traffic Unit's objectives. Monthly review as outlined in the recommendation may be too frequent for some aspects (such as collision hot spots or fatal collisions), while others require review more frequently than monthly (such as complaint areas). The updated policy for officers not assigned to Traffic will allow for better review of stops for those assisting with Traffic Unit objectives.

6.1 CPD should implement additional data fields to capture, within a single data system, traffic stop outcomes including the stop start and end times (to allow for analysis of stop lengths), traffic stop disposition (verbal warning, written warning, citation, or arrest), and seizures during searches.

Next Steps: In order to capture this information, the IT vendor must add an additional field to *Report Beam* to capture information requested via the CNA recommendations. *Report Beam* is a State run system and any changes may only be completed by the State. CPD has made the request to change the reporting field be added via the state's vendor. We are continuing to work with the State and the vendor in order to resolve the issue. We will continue to communicate with the state and vendor until our requests have been fulfilled.

7.1 CPD should assess its systems for documenting traffic stops and acquire the necessary technology or software to enter or collect all traffic stops into a master list.

Next Steps: As noted above in 6.1, in order to capture this information, the IT vendor must add an additional field to *Report Beam* to capture information requested via the CNA recommendations. *Report Beam* is a State run system and any changes may only be completed by the State. CPD has made the request to change the reporting field be added via the state's vendor. We are continuing to work with the State and the vendor in order to resolve the issue. We will continue to communicate with the state and vendor until our requests have been fulfilled.

48.1 The City of Charleston and CPD should engage an independent audit firm to track and monitor CPD's progress toward implementing the recommendations in this report.

Next Steps: The Police Department is engaged in conversations with several outside entities and the academic community to seek guidance for the best partnership for this recommendation. In addition, this recommendation was budgeted for the 2022 calendar year. It should be noted that this recommendation is a culmination of each individual recommendation, therefore, it could not be put into place until a majority of the audit was in compliance.

Audit Recommendations

Recommendation	Current Process
2.2 CPD should establish data-driven strategies that more proactively address traffic-related public safety concerns.	See General Order 48: Traffic Enforcement Policy and Strategic Leadership Plan
2.3 CPD should ensure that any strategies developed are shared with the community in advance and provide opportunities for meaningful community input, especially those communities that will be most affected.	The full implementation of this recommendation is built into the response for 1.1. However, the Traffic Team is already utilizing this approach with enforcement on Clements Ferry Road (3/1/2022) and trucks driving through restricted areas downtown (2/25/2022).
3.1 CPD should establish a continual review process to assess the impact of traffic-enforcement strategies.	Pending the policy revisions referenced in 1.1, collision data is discussed weekly and Traffic Officers monitor complaint areas. The department is also developing methods to monitor and evaluate the objectives of the Traffic Unit.
3.2 CPD should assess the impact of traffic-enforcement strategies on its communities on an annual basis.	As mentioned in 2.3 and 3.1, plans are being made for the Traffic Team to monitor collision reduction efforts including community education and enforcement. Similar strategies are in process for Patrol and other Teams that conduct traffic stops.
3.3 CPD should include reports and analysis of traffic stops and traffic-related outcomes in its monthly STAT 360 meetings.	With the pending revision of the Traffic Team policy (as referenced in Recommendation 1.1), the objective of the traffic unit's enforcement will be clearly defined and monitored on a regular basis. The final version of policy will outline the frequency of review for the Traffic Unit's objectives. For some objectives, monthly reviews may be ideal, while others may need to be more or less frequent.
4.1 CPD should conduct training for officers on the proper use of FCCs.	The department plans to conduct another training session for all officers in 2022 and make it reoccur annually.
4.2 Supervisors should continually track officers' compliance with completing FCCs.	FCC's are reviewed by supervisors when entered in to the database. Monthly reports are generated to verify reviews and track error corrections by the supervisor.
4.3 CPD should conduct an analysis of field contacts on a periodic basis and include this analysis in the annual Professional Standards Office (PSO) reports shared with the public.	The analysis has been included within the 2021 Internal Affairs Report and will be included in subsequent yearly reports from the Internal Affairs Office.
5.1 CPD should develop an action plan to address the possibility of implicit bias in the department, including concrete activities such as training for officers.	The department integrates a wide variety of annual training for officers to include fair and impartial policing, diversity training, cultural awareness and duty to intervene training. This training occurs on an annual basis within different training platforms.

Recommendation	Current Process
6.1 CPD should implement additional data fields to capture, within a single data system, traffic stop outcomes including the stop start and end times (to allow for analysis of stop lengths), traffic stop disposition (verbal warning, written warning, citation, or arrest), and seizures during searches.	New requirements in the use of FCC's are helping to capture data that was originally lacking allowing us access to new data points. We are currently doing quality control reports for compliance. A field is also being added to our citation/warning forms to capture CAD data to fill in the last data gap of our traffic stops.
7.1 CPD should assess its systems for documenting traffic stops and acquire the necessary technology or software to enter or collect all traffic stops into a master list.	FCC's being utilized to capture lacking data. Field being added to citations/warning to facilitate a linkable field for advance reporting on traffic stops. Currently working on securing a consultant to assist with a data warehouse.
7.2 CPD's personnel in the criminal intelligence unit and professional standards office should receive analysis and data integration/management training.	Members of CIU have received the appropriate training needed to successfully capture the data in regards to this recommendation.
8.1 CPD should review its use of force data system and identify a method to ensure clear linkages between officers, instances of force, and community members.	The Internal Affairs Office personnel received system updates & training for IA Pro and BlueTeam, which allow for better use of the system. Procurement process underway to contract with researchers with specific expertise in use of force analysis, which may further improve on this item.
9.1 CPD should revise policy, data structure, and training to reduce or eliminate use of the "Other" category in its use of force characterizations.	The use of "other" as a category of force was removed from the system in January 2020 and is no longer used as an option.
10.1 CPD should conduct a thorough audit of use of force reports for coding issues.	The Compliance Manager has developed a monthly randomized audit based on the CNA methodology. Three monthly audits have been conducted with no coding issues found, according to CNA standards. The consistency and application of report coding is used within the department's purpose for collecting certain information.
10.2 CPD should review policy and practice and provide refresher training to ensure that all instances of use of force are coded for each interaction and incident.	The department reviews General Order 23, Response to Resistance / Aggression, on an annual basis to reflect case law, best practices and national trends. The department conducts annual training on Response to Resistance through policy review and scenario based training. Additionally, all officers are required to review this General Order on a yearly basis.
11.1 CPD should conduct regular analyses and audits of use of force incidents with the goal of assessing disparity in use of force related to the race of the involved community members.	The reporting changes to improve data collection were implemented. The Internal Affairs Office produces an annual report with basic demographic information in use of force and publishes the report on the CPD website.
12.1 CPD should develop data audit procedures to flag missing data upon entry into IAPro and develop processes for filling in missing data whenever possible.	The personnel assigned to the Office of Internal Affairs, review use of force reports to identify missing data. Additionally, each use of force incident is reviewed through the officer's Chain of Command which also enhances the process. Pending changes to the reporting system will allow the department to force completion of more input fields to prevent omission errors.
13.1 CPD should revise GO 23 to ensure clarity in the process and procedures that supervisors and chain of command should follow when reviewing all non-deadly use of force incidents.	A revision to General Order 23, Response to Resistance/Aggression, is reviewed on an annual basis. The order specifies that every use of force incident is reviewed through the officer's Chain of Command.
13.2 CPD should require supervisors to review BWC video footage for all reported use of force incidents.	General Order 77, Body Worn Cameras, is reviewed on an annual basis. It includes a requirement for supervisors to review BWC footage for all reported use of force incidents.
14.1 CPD should establish a formal compliance and auditing process to ensure that officers comply with the BWC policy and properly tag BWC videos.	General Order 77, Body Worn Cameras, requires two random monthly reviews for supervisors to complete.
15.1 CPD should include a statement in its policies related to the sanctity of life.	General Order 23, Response to Resistance/Aggression, and General Order 25, Less Lethal and Lethal Weapons, are revised on an annual basis. Both policies include a sanctity of life statement and both documents include this in the policy statement, which is on the first page of the policy after the table of contents.
16.1 CPD should establish a formal annual review process to reexamine its policies and procedures to ensure that they align with departmental practices, training, and promising practices in the field of policing.	A 36-month formal review schedule was developed for all policies and field guides to ensure they are reviewed at least once every three years. In addition to this, numerous policies are reviewed on an annual basis to ensure that they are up-to-date with case law and best practices.
16.2 CPD should conduct periodic audits of operational practices as they relate to policy.	Several operational functions are currently audited, to include BWC's and FCC's.
17.1 CPD should examine complaints from 2014 to the present day to determine the appropriate BWC video retention period for all field contacts.	The retention period for most Body Worn Camera video is now 400 days. General Order 77, Body Worn Cameras, specifies longer retention periods for specific cases.
17.2 CPD should consider attaching the same retention periods to BWC video as it does to other types of evidence.	Body Worn Camera retention for crimes or internal investigations align with other evidence in those cases. Retention for all other videos is 400 days.
18.1 CPD should not group "failure to appear" complaints into one entry into IAPro, as it introduces data errors, including the impression that disciplinary action was taken before an incident took place.	Failure to appear complaints are no longer grouped into one entry as of January 2020.
18.2 CPD should incorporate data auditing procedures in IAPro to ensure that the date listed for Action Taken cannot precede the date of the incident in question or the date of the receipt of the complaint.	A monthly audit is conducted by the Compliance Manager to validate reporting.

Recommendation	Current Process
19.1 CPD should conduct an in-depth exploration of internal complaints over time, including a review of complaint procedures and input from current personnel, to determine the underlying causes of the decrease in internal complaints.	Even though external complaints have decreased over the years, the police department encourages citizens to voice their complaints and concerns. Complaints are taken via telephone, e-mail, through written documents and other platforms of communication.
20.1 CPD should ensure consistency of response to allegations with dispositions of not sustained and unfounded by reviewing policy and practice related to complaint disposition and assignment of corrective actions.	Recommendation removed from final report based off clarification.
21.1 CPD should recraft the PSO policy to ensure clarity in the complaint process, the methods for community members to file a complaint, the role and responsibilities of the employee's chain of command, and the role and responsibilities of the PSO.	General Order 10, Internal Affairs, is reviewed on an annual basis and a presentation was presented to the Citizen's Police Advisory Council in 2021.
21.2 CPD should develop a disciplinary matrix.	General Order 10, Internal Affairs, developed a disciplinary matrix in 2020 and the policy is reviewed yearly. This was developed to help ensure that any type of discipline that is recommended is fair and consistent.
22.1 CPD should formally track and investigate all complaints received, including information calls.	The Supervisor Complaint Intake form, was developed and implemented, in the internal affairs investigative reporting system. All supervisors are trained on the complaint process.
22.2 CPD should include information on all complaints (Class A and B) in its annual PSO reports.	The complaint analysis is included in the annual Internal Affairs Annual Report and published on CPD's website.
22.3 CPD should conduct training on the procedures for the new complaint process.	All newly promoted supervisors are trained on the department's complaint procedures.
23.1 CPD should establish a formal process for following up with community members who file a complaint or grievance.	The Office of Internal Affairs files a formal correspondence at the beginning and conclusion of each investigation to help ensure that the communication process is on-going.
24.1 CPD should update policies to ensure that all currently tracked allegation types can be readily classified by severity and seriousness.	The Internal Affairs Office conducts this analysis and is reported out in the Internal Affairs Annual Report.
25.1 CPD should expand its current initiatives and develop others to further engage and build relationships with local youth.	CPD reorganized to create a dedicated Community Outreach Division and in the 2020-2025 Strategic Leadership Plan, set the objective for all patrol officers to participate in community outreach activities. Pre-Covid 19 activities for youth engagement included job shadowing days for elementary schools, reading partners, lunch buddies, police explorers, CPD open house, coca with a cop, instructional safety presentations in elementary schools, mentoring (Future Leaders of Charleston, Kops and Kids, Hablando Español, True Blue Basketball, CAP w/ NCPD, Community Mentorship @Bridgeview). With the Covid 19 pandemic, CPD has worked to develop safe community engagement actives and year to date has participated in 70 birthday parades, multiple pop up ask a cop anything events, multiple food distributions, partnered with N. Charleston for Cops Athletic Program, bike along the greenway event with citizens, Halloween Howl trick or treat event, Static Display during Faith and Blue Weekend, Goodnight Lights event at MUSC Children's Hospital, purchased a basketball goal for pop up events, hosted kids vs. cops basketball game and created a police ice cream truck. One of the challenges and goals for community outreach is to connect with young adults and older youth. The Community Outreach commander is committed to identifying opportunities to do so. CPD continues to engage with youth in numerous outreach programs. The CPAC young adults (high school) are included in the Citizen's Academy. CPD is partnering with Lowcountry Youth Services for a yearlong mentorship project which will include other organizations and CPD Officers. The kickoff event for this mentor project was held October 30th in the Gadsden Green community center The Gathering Center. Since launching this mentorship, the community youth have been worked on communication skills, team building, problem solving and conflict resolution with Rezsaun Lewis and CPD police officers. The Gadsden Green community saw a reduction in violent crime specifically gun violence after 6 months of opening the Gathering Center. The Multipurpose Learning Center was opened in the Robert Mills community in February 2022 with the same platform as The Gathering Center. A youth chess team was created and is currently in progress. Other ongoing initiatives include youth fishing trips, CPD created youth basketball, soccer and upcoming baseball teams, Police Explorers, and other events created and hosted by CPD's Community Outreach team.
26.1 CPD should include community-policing performance metrics as part of performance evaluations.	This recommendation was incorporated in the five-year strategic plan, which also set incremental goals for expansion of community policing activities to patrol officers. There is also a specific objective within the department's annual evaluation to reflect this which was amended in January 2022.
26.2 CPD should create community-policing strategies for each of its districts.	This was incorporated in the five year strategic plan with procurement in progress to contract for community problem oriented policing implementation support.
27.1 CPD should conduct additional training sessions on interpersonal skills, cultural awareness and sensitivity, nonenforcement engagement, and other fundamental aspects of community policing.	The department has created a training class for all employees to go through which touches on implicit bias, racial equity, cultural diversity and peer support in 2022. This will be annual training for all employees.
28.1 CPD should reinforce the roles and responsibilities for all teams and patrol officers to engage in community policing activities and efforts.	This recommendation was incorporated in the five year strategic plan, which also set incremental goals for expansion of community policing activities to patrol officers.
29.1 CPD should re-evaluate the rotating shift schedule for officers.	Permanent shifts were implemented in June 2020.
30.1 CPD should integrate interpersonal skill building and procedural justice into its training program.	The department identified a need to conduct a review of recent years block training and identify options for implicit bias, racial equity and cultural diversity in the 21-25 training plans. These options have been incorporated within the 2022 block training schedule.

Recommendation	Current Process
31.1 CPD should further integrate its community outreach/engagement efforts in its monthly STAT 360	The Community Outreach Division commander provides objectives, operational plans, community events and education initiatives to include future outreach patrols in the community during weekly command meetings. The Stat 360 monthly meeting is in a development process to support the application of metrics to monitor command staff progress in meeting the Strategic Leadership Plan objectives and Racial Bias Audit recommendations. The National Police Foundation has accepted CPD as a Compstat 360 implementation site and will provide training and technical assistance to support implementation. This service is funded by the Bureau of Justice Assistance, Office of Justice Programs, US Department of Justice at no cost to the City of Charleston. Community engagement practices are presented in every Stat 360.
32.1 CPD should work with the Citizen Police Advisory Council, the city, and other community stakeholders to share with the broader community the council's goals, objectives, and standard operating procedures.	In August 2020, CPAC created a communications subcommittee to work on a strategic plan for all communications related recommendations in the audit. That subcommittee held its first meeting in September 2020 and expressed an interest in learning about best practices for citizen advisory groups to communicate with their communities. Members of similar councils from other cities were invited to participate in the November meeting to share their experiences and recommendations. CPD attends all subcommittee and CPAC meetings to provide updates and be transparent in information sharing.
32.2 CPD should leverage the Citizen Police Advisory Council to gather community feedback on policies and procedures.	In August 2020, CPAC created a communications subcommittee to work on a strategic plan for all communications related recommendations in the audit. That subcommittee held its first meeting in September 2020 and expressed an interest in learning about best practices for citizen advisory groups to communicate with their communities. Members of similar councils from other cities were invited to participate in the November meeting to share their experiences and recommendations. A subcommittee was also created to review policies and procedures. That group elected to start with an examination of the complaint policy. CPAC members are charged with engaging communities in their districts and reporting information.
32.3 CPD, the Citizen Police Advisory Council, and the city should make a concerted effort to engage and inform the community about their efforts to increase transparency and transform the CPD.	In August 2020, CPAC created a communications subcommittee to work on a strategic plan for all communications related recommendations in the audit. That subcommittee held its first meeting in September 2020 and expressed an interest in learning about best practices for citizen advisory groups to communicate with their communities. Members of similar councils from other cities were invited to participate in the November meeting to share their experiences and recommendations. CPD officers attend community meetings and create/attend special events; and engage in multiple community engagements. These efforts are presented at every CPAC meeting and councilmembers are informed of when they occur. CPAC members are charged with engaging their communities within their districts.
33.1 CPD should leverage the Illumination Project strategies and plan to develop the CPD community engagement strategic plan.	Illumination project strategies were included in the 2020-2025 Strategic Leadership Plan. The Director of Research and Procedural Justice conducted a thorough evaluation of the Illumination Project strategies with a focus on identifying which strategies were sustainable and directly or indirectly included in the strategic plan. 49% of the Illumination Project strategies were transferred to the plan. 38% of the strategies were also addressed by the 2019 CNA Racial Bias Audit. 19% of the were assigned to the community for citizen participation and implementation. Those that were sustainable are the strategies for which CPD assumed ownership for implementation. strategies were completed, with no further action needed and 20% were discontinued or uninitiated. The Strategic Leadership Plan was created using a focus on building trust through community policing and incorporates community engagement heavily within Community Outreach and the Patrol Division.
33.2 CPD should work with its community stakeholders to establish mechanisms, e.g., neighborhood community councils, for engaging directly with the community.	Scheduled and emergency neighborhood association meetings are attended by members of both Community Outreach and Patrol Divisions. Problem solving initiatives in the community are often the result of issues brought up during these meetings. Community Outreach assists neighborhood associations with setting up crime prevention programs to include increasing real time communication through text, email or online apps. CPD Officers document engagement efforts, community problems and issues as communicated by citizens and work to try to solve these problems.
33.3 CPD should communicate the importance of community support in effectively implementing changes to the community.	Community support is requested through social media platforms, email, text, phone calls and in person at all events and meetings. This recommendation was included in the 2020-2025 Strategic Leadership Plan. Often CPD command will reach out to other divisions in the city to implement community recommendations that are not a police function. During the Covid 19 pandemic, members of the Charleston community actively made efforts to connect with and support CPD, which was greatly appreciated and created opportunities to stay connected during this challenge. CPD is working to identify digital outreach tools to facilitate meaningful communication, outreach and feedback. Currently working on a digital survey to solicit feedback from citizens that can be organized via patrol team and community for engagement and citizen input.
34.1 CPD must actively engage and solicit input from the community throughout the process of implementing recommendations.	In the fall of 2019, CPD held a public follow up meeting to present the results of the Eastside Listening Session. All City Department Heads were present to present and answer questions. The Director of Research and Procedural Justice, hired in April 2020, was tasked with managing engagement on audit implementation with the community through CPAC and other public meetings. The audit implementation updates are tracked in a spreadsheet and posted on the city website. Other digital platforms are in evaluation to solicit community feedback and input on specific audit implementation strategies. This report will serve as a comprehensive one-year update on the progress of implementation. CPD will continue to update the audit tracking and post of the city website to solicit feedback.
35.1 CPD should develop a strategic plan for recruitment and hiring.	Completed in August on 2019. This includes implementation of quantitative measures of success and an increased brand presence through social media and public communication (radio ads, recruitment video).
36.1 CPD should closely re-examine the demographics of each specialized unit and team to ensure that these teams and units are diverse and inclusive.	Newly promoted Captain assumed command of Special Units in mid 2020 and is working on this recommendation in the Stat 360 process. The demographics have been assessed and plans to improve diversity of specialized units includes creation of learning sessions to make specialized unit application more accessible to department members.

Recommendation	Current Process
37.1 CPD should continue to improve and expand its efforts to ensure greater reach of its recruitment and hiring efforts to attract more diverse candidates.	CPD created an online platform through joincpd.com and expanded marketing materials to include recruitment cards which feature diversity in officers. Recruitment travel expanded to additional HBCUs and created a presentation for universities and military organizations with a socially impactful message. Expanded intern programs to other universities/colleges which led to uptick in diverse applicants. During COVID, an online zoom call was conducted for interested applicants which produced nationwide interest. CPD recruiting and the current diverse travel team attend multiple conferences a year, guest lecture at multiple colleges, attend community events and career fairs, and are frequently nationally published. As this is now complete, recruiting is an ongoing practice and we will continue to be progressive in our strategies.
38.1 CPD should establish a formal process to track applicants as they progress through the hiring process.	Quantitative measures to track applicants was included in the 5 year strategic plan for recruitment. An online platform was created for the recruitment team to track each applicant through the stages of the hiring process. A process to provide a weekly report to the division commander was implemented. Reports to the commander are provided on a weekly, quarterly and yearly basis, and other times as requested.
39.1 CPD should revise its officer job description to align with the department's recruitment and hiring priorities and community policing strategies.	An updated job description was created.
40.1 CPD should develop a comprehensive training plan on an annual basis.	The 2022 plan for block training was presented to CPAC in November 2021 by the training division. This review will occur on an annual basis.
40.2 CPD should conduct a training needs assessment to identify potential training gaps.	The 2022 training plan prioritized audit recommended training.
40.3 CPD should engage community leaders and other external stakeholders in the development of the training plan.	The 2022 plan for block training was presented to CPAC in October 2021. This will occur on an annual basis.
41.1 CPD should increase the number of officers that have received CIT training to ensure that CIT officers are available on each team/unit/shift.	The department has 35% of Patrol Officers certified in CIT. The department will be hosting another class in July 2022. There are other certified officers in CIT that are not specifically in the patrol division.
42.1 CPD should ensure that its CIT officers received recertification training on a periodic basis, at least every two years.	All officers within the department receive some aspect of mental health training that occurs yearly.
43.1 CPD should further integrate de-escalation into its scenario-based training and other related training curricula.	Officers participate in de-escalation training yearly, as it is worked into scenario based training and other related training curriculums.
44.1 CPD should establish a formal supervisory training program for newly appointed supervisors.	CPD is currently working on a formal sergeant training program and will go into effect in 2022.
45.1 CPD should establish objectives and performance metrics for each of its training lesson plans and measure officer performance against these objectives after each training session.	In 2022, all training had a measurable objective and evaluations were conducted post training to evaluate trainees. Evaluations were conducted in practical and written formats and the training academy maintains the documentation. Student feedback evaluations were administered for all in person classes and officers are being surveyed for 2023 training needs.
46.1 CPD should re-examine the guidance provided to supervisors upon promotion as they relate to conducting performance evaluations.	The department is researching models for supervisor evaluation training options.
46.2 In the event that a supervisor is newly appointed (under six months), CPD should encourage them to seek feedback from previous supervisors, if able, about each of the officers in under their supervision.	The department is researching models for supervisor evaluation training options.
47.1 CPD should examine its current internal communications process and procedures, especially as they relate to the complaints, use of force review, and promotional processes.	General Order 10, Internal Affairs, is updated annually. It provides basic information regarding the processes in complaints and use of force reviews. The promotional process is reviewed annually for internal communication improvement
47.2 CPD leadership should leverage the Chief's Advisory Council as a means to gather input and share information.	The Chief's Advisory Council was created in January 2020 and meets regularly.
48.1 The City of Charleston and CPD should engage an independent audit firm to track and monitor CPD's progress toward implementing the recommendations in this report.	CPD is contracting with independent researchers to support implementation and evaluation of the audit recommendations.

Awards



Officer of the Year
Zachariah Azari



PPO of the Year
Chase Edgren



Sergeant of the Year
William Gritzuk



Detective of the Year
Daniel Malone



Commander of the Year
Robert Gamard



Professional Staff of the Year
Brian Hinton



Fleet Services Employee of the Year
Cheryl Burgess



Forensic Services Employees of the Year
James Mossman and Michelle Baker



Citizens of the Year
Thaddeus Miller, Antwon Gathers and Keith "Jojo" Blue



Team of the Year
Crime Intelligence Unit

Medal of Valor

Recognizes acts of bravery, courage, and heroism considered extraordinary and astonishing, exceeding the expectations of an officer above and beyond the call of duty



PO
Robert Bennett



PPO
Ian Efstathiou



PO
Nicholas Jones



SPO
Christopher Malinowski



SPO
Grant Mattingley



PO
Lindsay Mungin-Brown



Sgt.
Sammy Stevens



PO
John Wall

Guardian Award

Awarded in recognition of exceptional tactical skills or verbal approaches and techniques to de-escalate deadly force situations resulting in the saving or sustaining of human life

SPO
Christopher Braun



SPO
Joseph Hartmann



Sgt.
Shane Lafromboise



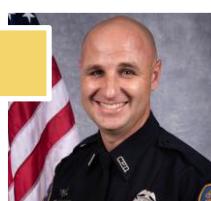
MPO
Benjamin Pastva



PO
Manwell Patillo



Sgt.
Jeffrey Thom



Life Saving Award

Awarded for an act that prevents the loss of life of another during an extreme circumstance or event



Sgt.
Bryant Marcell



SPO
Wesley Bird



MPO
Phil Dean



Sgt.
Shane Garrison



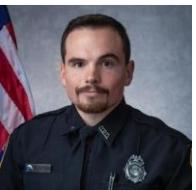
Sgt.
Jonathan Burns



PO
Justin Schmidt



PO
Anthony Powell



PPO
James Hutsell



Sgt.
William Gritzuk



PO
Chancelor Fuller



PO
Avery Torres

Promotions



Dustin Thompson

- Deputy Chief

Jack Weiss

- Deputy Chief



Kristy McFadden

- Captain



Paul Krasowski

- Lieutenant



Nicholas Brown

- Sergeant



Quintin D Collins

- Sergeant



Brett Creese

- Sergeant



Jeremy Davidson

- Sergeant



Joseph Piech

- Sergeant



Sammy Stevens

- Sergeant

“It is with great pleasure and that I announce these promotions.

These promotions not only strengthen our organization but reinforces our commitment to provide the kind of leadership that enhances our relationships with our residents and community partners.”

— Police Chief Luther Reynolds



Promoted to



Master Police
Officer



J. Laycock



S. Lucas



A. Lupisella



N. Sneath



A. Wheeler

Promoted to Senior Police Officer

J. Bailey



J. Burek



W. Cherry



W. Crockett



L. Elder



S. Fisher



B. Hartung



O. Jenkins



T. Karges



S. Kochis



K. Luthman



V. Rulon



M. Tucker



M. Vollono



Retirements

A leader is one who knows the way, goes the way, and shows the way.
Thank you for your service and happy retirement!



MPO
John Bonanni
15 years of
service



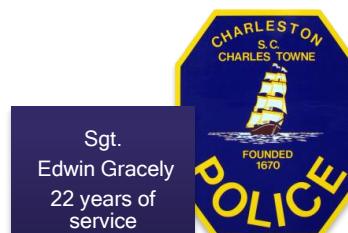
Reserve Capt.
Phillip Conlon
52 years of
service



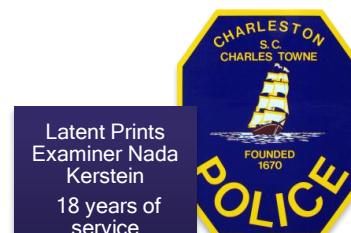
SPO
Donald
Daquigan
50 years of
service



PIO
Charles Francis
30 years of
service



Sgt.
Edwin Gracely
22 years of
service



Latent Prints
Examiner Nada
Kerstein
18 years of
service



Administrative
Assistant
Richard Kiser
13 years of
service



Sgt.
Michael Niblock
26 years of
service



Sgt.
Joseph Pinckney
30 years of
service



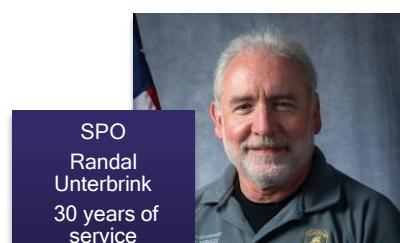
Sgt.
Brian Riggs
27 years of
service



Sgt.
Trevor Shelor
30 years of
service



Sgt.
Alexander
Sumner
25 years of
service



SPO
Randal
Unterbrink
30 years of
service

Fraternal Order of Police

National Police Week offers honor, remembrance, and peer support for law enforcement, survivors, and citizens as they gather each year to pay homage to those who gave their lives in the line of duty. The National Peace Officers Memorial Service, which is sponsored by the Grand Lodge of the Fraternal Order of Police, is one of the many events in Washington DC that bring together thousands of survivors and law enforcement each year.



Members of FOP Lodge #5 and CPD Command Staff were able to attend the memorial events in 2021, many of which were different due to COVID-19 restrictions. In 2021, 394 new names of fallen heroes were added to the National Law Enforcement Memorial due to their courageous and selfless acts of sacrifice. They travelled alongside the surviving family of fallen CPD Officer Thomas J. Martin. Private Martin is the first known City of Charleston officer and first



after research was completed bringing his valiant service to light.

As a demonstration of remembrance and respect, members of the department back home draped their badges and kept families, colleagues, and friends of the fallen in their hearts through this time of celebration and remembrance.



Pictures on this page courtesy of Dr. David Goltra and FOP Lodge #5



CHARLESTON POLICE DEPARTMENT

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Instagram: @charlestonpolicedepartment

Join CPD | Service Over Self www.joincpd.com