



2021

INTERNAL AFFAIRS REPORT

CITY OF CHARLESTON POLICE DEPARTMENT

Professional Standards Division

Office of Internal Affairs

City of Charleston Police Department

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OFFICE OF INTERNAL AFFAIRS



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

The department's image and reputation greatly depend 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.

One of the main functions of the Office of Internal Affairs is the investigation, management, and review of both internal and external complaints and allegations of misconduct against department personnel, both civilian and sworn.

The Office of Internal Affairs also manages the reporting of all "Response to Resistance/Aggression" reports, employee-involved vehicle collisions, and all vehicle pursuits. The information and sources of data contained in this report are from CPD General Orders, CPD Records Management System, and IA Pro.

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MISSION/VISION

MISSION:

It is the mission of the Charleston Police Department to serve all people with respect, fairness, and compassion.

Our mission is accomplished through the commitment 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.

VISION:

The vision of the Charleston Police Department 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 organization and community. We are dedicated to service, lifelong learning, and professional growth.¹

¹ CPD General Order 1: Mission and Objectives

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.²

² CPD General Order 1.

INTRODUCTION AND OVERVIEW

This annual report was prepared by the Office of Internal Affairs (OIA) as part of the Charleston Police Department's Professional Standards Division in accordance with CPD's standards of integrity and commitment to building public trust. The report provides an overview of data in the areas of use of force, administrative investigations, and vehicular pursuits and collisions. The information will assist the department in identifying any trends or issues that need to be addressed by the department.

The first part of the report provides background and overview of the data-captured areas, to include findings at-a-glance, use of force in response to resistance and aggression policy, transparency and accountability measures, on-going training efforts, and a geographical overview.

The second part of the report provides statistical information captured by CPD in 2021 in the areas of use of force in response to resistance/aggression, internal affairs investigations, vehicle pursuits, and employee-involved vehicle collisions.

As an agency, the Charleston Police Department is committed to providing the highest quality of police services to those who live, work, and visit the City of Charleston. The Charleston Police Department continues to encourage individuals to relay any concerns or compliments to the department regarding the actions of CPD employees.

Citizens may file a complaint or compliment by accessing the following link:

[Office of Internal Affairs | Charleston, SC - Official Website \(charleston-sc.gov\)](http://charleston-sc.gov)

FINDINGS AT-A-GLANCE

The following table offers an at-a-glance view of data collected in 2021 in the areas of public interactions, use of force incidents, administrative investigations, vehicle pursuits, and collisions. The data indicates an increase in total estimated public interactions, calls for service and arrests, from the prior year. Out of the total number of increased public interactions, there was only a slight increase in the categories of use of force incidents, collisions involving CPD vehicles, administrative investigations, and vehicle pursuits. The data indicates that use of force incidents occurred in 0.12% of the estimated public interactions in 2021, compared to 0.11% in 2020. The comparison indicates that for the overwhelming majority of public interactions, officers rarely use force in response to resistance in the performance of their duties.

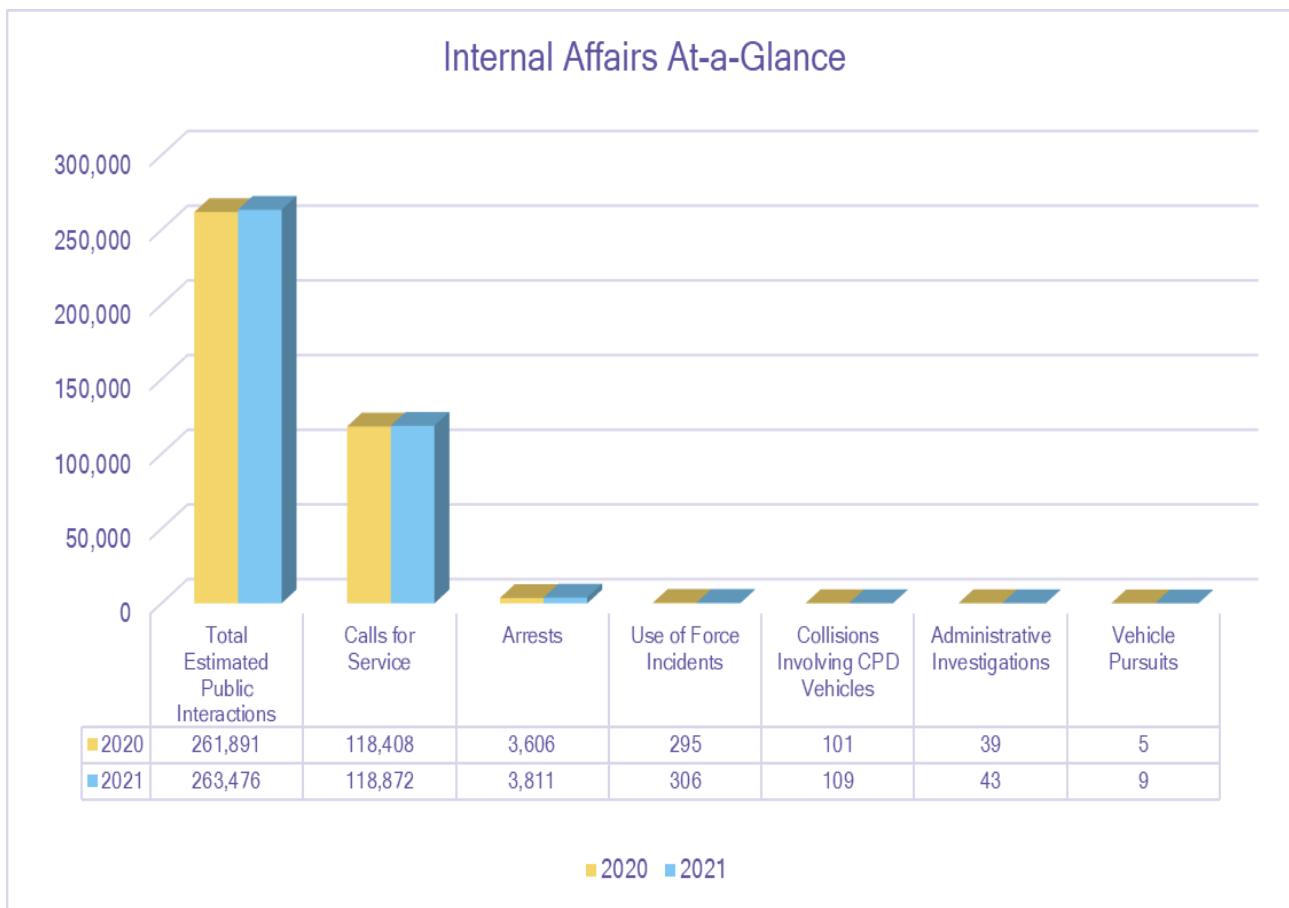


Figure 1: Summary of CPD Public Interactions³, Arrests, and Use of Force Incidents.

³ See Appendix A

USE OF FORCE POLICY

RESPONSE TO RESISTANCE/AGGRESSION POLICY:

The Charleston Police Department (CPD) continually reviews policies and procedures to ensure compliance with changes to state and federal laws and provides officers with guidance based on best practices in policing. The department's Response to Resistance / Aggression policy was updated in 2021 and the Less-Lethal and Lethal Weapons policy was updated in 2020.⁴ Highlights:

- *It is the policy of CPD to treat all members of the public with respect and in adherence with the rights afforded by the Constitution, the laws of the State and applicable local laws.*
- *CPD policy recognizes that officers may be confronted with situations where they must respond to resistance or aggression in order to gain the control necessary to effect arrests and to ensure public safety.*
- *Recognizes where an officer must respond to resistance or aggression, only reasonable force will be used; under no circumstances will the force used be greater than necessary to achieve lawful objectives.*
- *Recognizes and respects the sanctity and value of every life.*
- *Establishes a **duty to intervene** to prevent any officer present from use of excessive force.*
- *States officers shall use **de-escalation** techniques to resolve a situation, if circumstances permit.*
- *Establishes that officers may use deadly force only when the officer has a reasonable belief that his/her life or that of another is in immediate danger of death or serious bodily injury.*
- *Requires officers to report any response to resistance and/or aggression through the officer's chain of command at the end of shift.*
- *Establishes responsibility to render medical aid.*
- ***Bans neck restraints**, except in deadly force situations.*

⁴ CPD General Order 23: Response to Resistance/Aggression; CPD General Order 25: Less-Lethal & Lethal Weapons.

USE OF FORCE POLICY

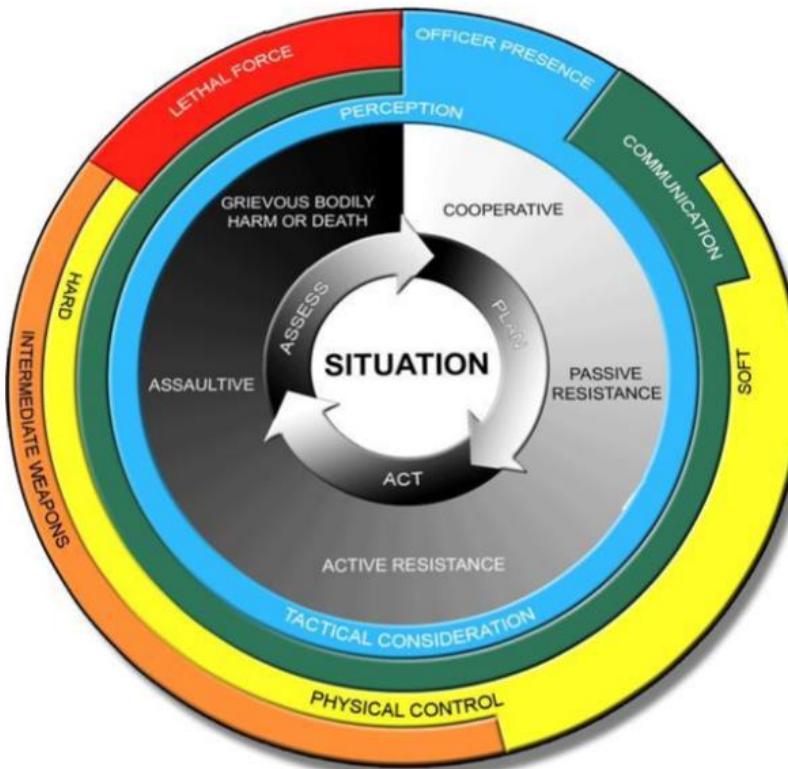


Figure 2: Response to Resistance/Aggression Decision Model.⁵

In a complex urban society, officers are confronted daily with situations where they must respond to resistance or aggression in order to gain the control necessary to effect arrests and to ensure public safety.

The Response to Resistance/Aggression decision model requires selection of the amount of force that is objectively reasonable and necessary relative to the situation. The officer relies upon reasoned discretion in terms of the Response to Resistance/Aggression options. Which option officers use depends on many factors, but the option is generally dictated by the amount of resistance offered by the subject. Depending upon the situation, the officer is trained to select the appropriate force option. If the situation should worsen or improve, then the officer is trained to re-evaluate the situation and select a more appropriate force option based on the officer's knowledge, skills and ability to justify the force used.

⁵ CPD General Order 23: Response to Resistance/Aggression.

TRANSPARENCY & ACCOUNTABILITY

Independent Investigations

If an officer uses deadly force, an independent agency, the State Law Enforcement Division (SLED), investigates the incident and presents the completed investigation to the 9th Circuit Solicitor's Office. The Solicitor reviews the lawfulness of the use of deadly force and determines whether the officer should be criminally charged. OIA will conduct an internal affairs investigation to determine whether the officer violated department policy.

Reporting, Tracking and Monitoring Use of Force and Complaint Data

Use of Force in Response to Resistance/Aggression

The department has procured BlueTeam, a software program utilized by CPD since 2008 that improves OIA's ability to track use of force incidents and officer-involved shootings. Officers complete Use of Force/Response to Resistance and Aggression reports for incidents where some type of force was used in response to resistance/aggression. Officers document these incidents utilizing the department's BlueTeam software platform. Each use of force report undergoes a review process by supervisors and command staff at various levels within the department.

Internal Affairs Investigations

When a complaint alleging misconduct is brought to the department's attention, either by an external or internal source, it is forwarded to OIA for review. Internal investigations stem from a complaint made by a CPD employee, while external investigations originate from a member of the public. OIA is responsible for conducting and managing the administrative investigations into allegations of employee misconduct and ensuring that all investigations are conducted in a thorough, fair, unbiased, and timely manner.

OIA is also responsible for capturing, maintaining, and reporting statistical information concerning the complaints received by the department, the allegations made against CPD employees, and the results of all administrative investigations, including any disciplinary actions imposed by the Chief of Police. This information is entered in the department's IAPro software platform.

TRANSPARENCY & ACCOUNTABILITY

Vehicle Pursuits and Collisions

Charleston Police Department employees are required to document involvement in vehicle pursuits and vehicle collisions. These incidents are recorded in the BlueTeam software platform.

Internal Affairs Dashboard

In June of 2021, the Office of Internal Affairs 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. In providing this data to the public, CPD is continuing to build its relationship of trust with the community.

<https://pdi-charleston-sc.opendata.arcgis.com/>

Charleston Police Data Initiative (PDI)

As a participant in the White House Police Data Initiative (PDI), created under President Obama, the City of Charleston and the Charleston Police Department are committed to making policing activity data available to the public. The City of Charleston Police Department currently provides raw data on arrests, field contacts, electronic citations, hate bias incidents and calls for service (911), including officer initiated calls on the PDI website. Also, accessible in this database, is the Office of Internal Affairs dashboard.

<https://pdi-charleston-sc.opendata.arcgis.com/>

Early Intervention System

The BlueTeam software also supports an early intervention system, allowing command staff to identify, address and prevent problematic behavior before it escalates to a matter for Internal Affairs. This system is designed to monitor employee behavior by creating an alert if an employee is involved in a certain type of incident (such as vehicle accident, vehicle pursuit, use of force, and/or complaint) numerous times within a specified time. The alert allows the

TRANSPARENCY & ACCOUNTABILITY

department to review the employee behavior in question and determine if there are any underlying issues that need to be addressed or whether some type of intervention (additional training, supervisor counseling session, etc.) can take place.

Accreditation

The Charleston Police Department 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.

CALEA requires the annual reporting and analysis of department use of force policies, procedures, and a summary of reported complaints filed against department employees.

Furthermore, the department has been recognized by the SCLEA, (*South Carolina Law Enforcement Accreditation*) having met certain 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.

TRANSPARENCY & ACCOUNTABILITY

Body-Worn Camera (BWC) Program

In 2015, the Charleston Police Department implemented its body worn camera (BWC) program. The availability of BWCs 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 BWCs while on duty and performing any uniformed law enforcement function, as well as any off-duty assignment.⁶

Officers will activate the BWC at the arrival of a call for service or at the initiation of any other law enforcement or investigative encounter with a citizen, unless exigent circumstances exist that make it unsafe, impossible, or impractical to do so. Once the BWC is activated, it will remain on until the incident has reached a conclusion or the officer leaves the scene. Officers have limited discretion, in certain circumstances, to stop recording prior to clearing the call.

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

BWC video/audio files are maintained by the department as determined by the retention policy. All complaints are thoroughly investigated and the BWC has proven to be a very useful tool in resolving complaints.

⁶ CPD General Order 77: Body Worn Cameras.

TRAINING & GEOGRAPHICAL OVERVIEW

Training

All officers are required to attend training, demonstrate proficiency with all approved lethal and/or less-than-lethal weapons, and review the department's Response to Resistance/Aggression policy at least once every year. Officers also receive training regularly on techniques to reduce use of force incidents, such as conflict resolution, cultural diversity, de-escalation, responding to people with mental health issues and disabilities, and community policing.

In order to be authorized to carry lethal and/or less-than-lethal weapons, police officers must:

- Receive and sign a copy of the department's Response to Resistance Policy;
- Receive instruction on the Response to Resistance Policy;
- Pass the written Response to Resistance test; and
- Demonstrate proficiency in the use of all authorized weapons.
- Undergo annual use of force scenario-based training

The Department encourages and trains officers to use de-escalation tactics in any situation where the use of force is applicable. With the proper application of de-escalation tactics and techniques, officers can avoid physical confrontations, unless the need to protect themselves or others from harm is immediate. The tactics used are to increase the likelihood of voluntary compliance and cooperation.

The process of de-escalating a situation can allow the officers to further communicate with each other in order to formulate the best plan with the appropriate resources to use the least amount of force necessary (if any) to resolve the situation.

Finally, a Crisis Intervention Team (CIT) is a police mental health collaborative program designed to help guide interactions between law enforcement and those living with a mental illness. In 2021, twenty-four CPD Officers became CIT certified. To date, there are a total of 131 CPD officers that are CIT certified.

TRAINING & GEOGRAPHICAL OVERVIEW

Geographical Overview

Team One

- Patrol Team One serves the area of the Peninsula City on a line north of Calhoun Street to the North Charleston city line between the Cooper River and the Ashley River.

Team Two

- Patrol Team Two serves the area of the Peninsula City on a line south of Calhoun Street between the Cooper River and the Ashley River. Team Two also serves Fort Sumter in Charleston Harbor.

Team Three

- Patrol Team Three serves major portions of James Island and some areas of Johns Island, including the Charleston Executive Airport.

Team Four

- Patrol Team Four serves major portions of the St. Andrews / West Ashley areas of the city and extends from the Intercoastal Waterway on Charleston Harbor to Magnolia Gardens on State Highway 61 and on Main Road and U.S. Highway 17, between the Ashley River and the Stono River to Rantowles Creek.

Team Five

- Patrol Team Five was established in January 2002 and serves Daniel Island, Thomas Island, Rodden Island, and portions of Clements Ferry Road (Highway 33), Cainhoy Road (Highway 98), and areas adjacent to Highway 41. The team also patrols approximately five square miles within the Francis Marion Forest, bordered by the Wando River in Berkeley County.

Team Nine (Central Business District)

- The Central Business District consists of the portion of the city that includes the Market along with Upper and Lower King Street. This Team works with the city's business services, zoning, planning and transportation departments to maintain a successful management plan for the city's growing hospitality areas.

USE OF FORCE

2021 USE OF FORCE INCIDENTS

CPD policy states that when an officer exercises any response to resistance and/or aggression, takes any action that results in, is alleged to result in, injury or death of another person, applies force through the use of less-lethal or lethal weapons or applies force through any other means identified in the policy, a response to resistance or aggression report will be submitted by the employee using force.⁷

The following graph summarizes the estimated number of public interactions with officers compared to the number of arrests and use of force incidents for the years 2020 and 2021.

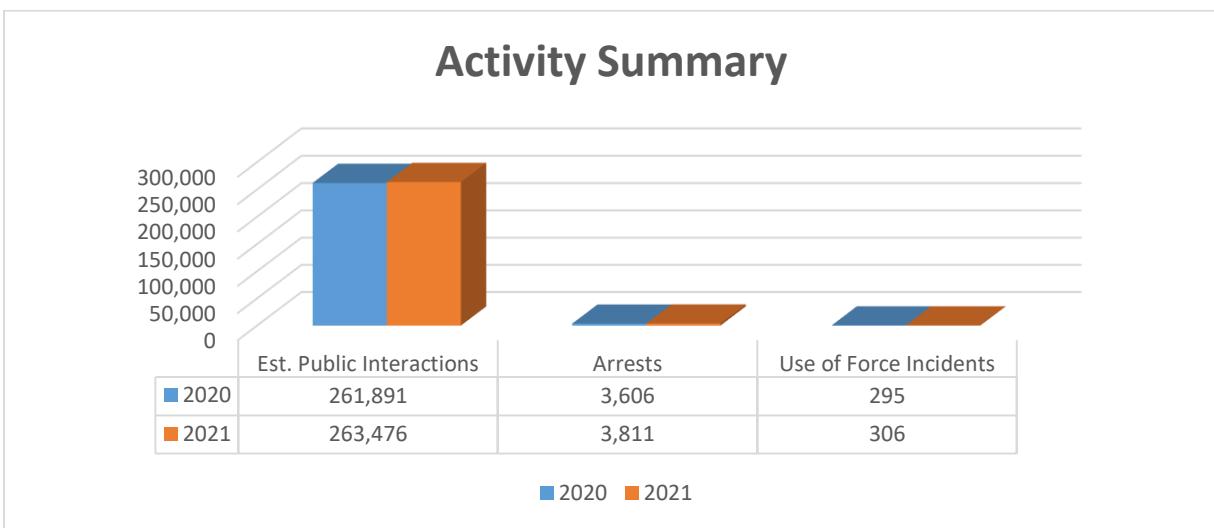


Figure 3: Summary of CPD Public Interactions⁸, Arrests, and Use of Force Incidents.

In 2021, the Charleston Police Department recorded 306 use of force incidents, an increase of 11 incidents (+3.73%), compared to 2020. The data indicates that out of an estimated 263,476 public interactions in 2021, the number of use of force incidents represented approximately 0.12% of citizen encounters with officers (compared to 0.11% in 2020). The number of arrests in 2021 represent 1.45 % of public interactions (compared to 1.38% in 2020). The comparison indicates that for the overwhelming majority of public interactions, officers rarely use force in response to resistance in the performance of their duties.

⁷ CPD General Order 23: Response to Resistance/Aggression.

⁸ See, Appendix A.

USE OF FORCE

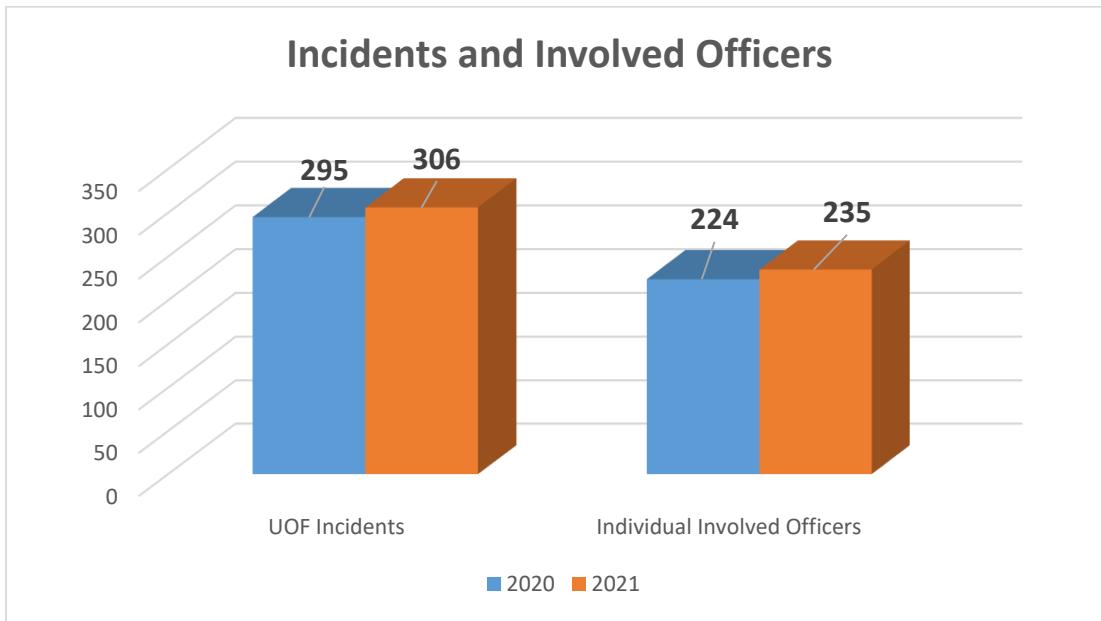


Figure 4: Number of UOF incidents and the number of involved officers.

In 2021, there were a total of 306 use of force incidents that involved 235 individual officers. The data shows a 3.73% increase in the number of use of force incidents from 2020 to 2021. The number of individual officers involved increased by 4.9%.

It is important to note that any single use of force incident may include more than one officer and more than one type of force in response to resistance when attempting to make an arrest or control a situation. Many times in response to a call for service, a primary officer is dispatched and at least one additional officer responds as a back-up unit. Thus, in the majority of the circumstances where force is used, more than one officer may be involved.

In 2020, per CNA audit recommendation, CPD began requiring officers involved in use of force incidents to file individual use of force reports in the BlueTeam reporting system, instead of the then-practice of grouping individual reports together under the name of the primary officer on scene. This change in data reporting has assisted CPD in tracking the number of officers involved in use of force incidents, as well as types of weapons used.

Continuing with this recommended practice, in 2021, out of the 306 use of force incidents noted above, 590 individual officer reports were filed, compared to 2020 where out of 295 use of force incidents, 551 reports were filed. This indicates that out of the number of officers involved in use of force incidents, some officers were involved in use of force incidents more than once throughout the year.

USE OF FORCE

Types of Force Used By Officers in Response to Resistance/Aggression

CPD Policy defines “force” as the striking of a person by the use of fist, hand, foot, baton or other object; or the application of any type of irritant or gas; or the application of any kind of hold or grip that results in the breaking of the skin, the swelling of the body or any of the limbs, or is used on a non-compliant subject.⁹

The data below shows the types of force used by officers in response to resistance/aggression in use of force incidents in 2021. The types of force used are presented in two physical force categories: empty hand control/restraining types and applied force types. Also included in the use of force data are special unit activations. Finally, as CPD requires the reporting of removal and pointing of weapons, that data is included as well.

Empty Hand Control/Restraining

Data from this category consists of physical control techniques utilized by officers in response to resistance or aggression of a non-compliant subject. The category includes empty hand control, restraining a subject, use of restraints and bringing a subject to the ground. The majority of the circumstances when these types of force are used occur when an officer is attempting to achieve compliance with lawful orders or to affect a lawful arrest. Examples of these physical control techniques include bringing a non-compliant suspect to the ground, escorting a disorderly/uncooperative citizen out of a business or to a police cruiser, controlling a subject after a foot pursuit, and restraining a subject who is kicking medical personnel or the arresting officer.

In 2021, there were 365 reports of empty hand control/restraining force types. These force types accounted for approximately 45.1% of *all* force types used in 2021 and approximately 87.1% of *all physical force* types used in 2021. Note that any single use of force incident may have included the use of multiple weapons by one or more officers, which is why the number of weapons used is greater than the number of use of force events.

Specifically within this category, the most common type of force used by officers in 2021 was empty hand control, followed by restraining and restraining on floor or wall. In 2020, the most common type of physical force used was also empty hand control followed by restraining/restrain on floor or wall.

⁹ CPD General Order 23: Response to Resistance/Aggression.

USE OF FORCE

Applied Force Used by Officers in Response to Resistance/Aggression

The chart below indicates the types of applied force officers used in response to resistance/aggression. The types are categorized as follows: hands/legs, baton, OC spray, CEW (Conducted Energy Weapon), K-9 (no-bite), K-9 (bite) and firearm discharge. The “hands/legs” category includes hand strikes, pressure points, joint locks and knee/leg strikes.

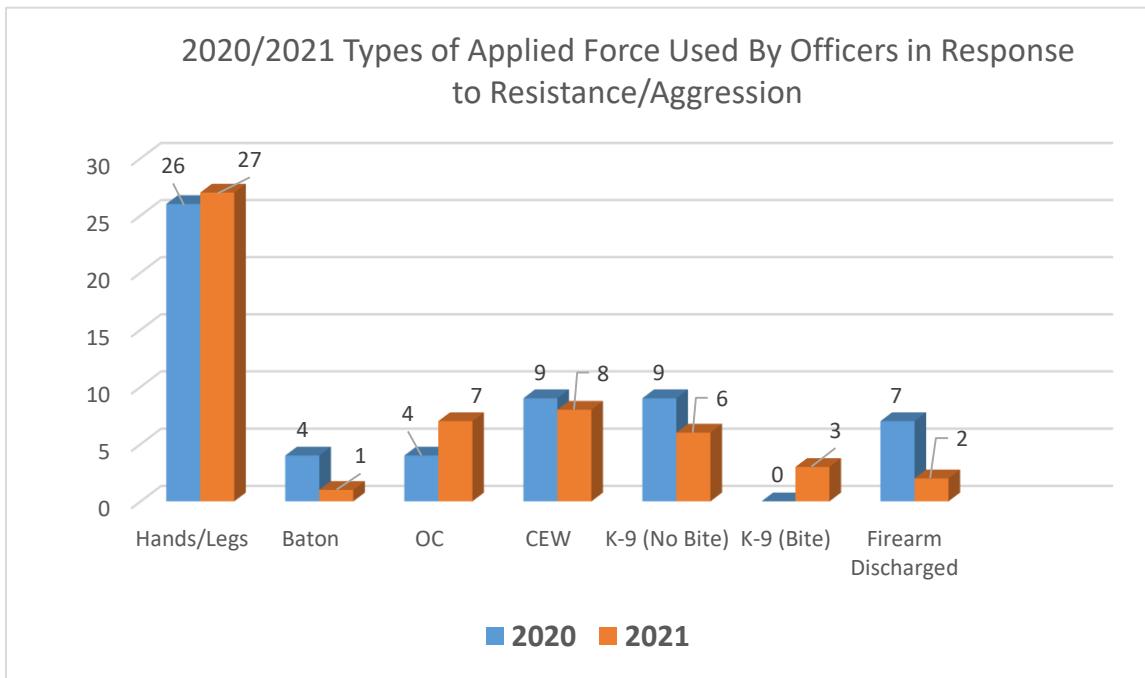


Figure 5: Applied force types used by Officers in 2021 in use of force incidents.

This graph demonstrates that in 2021, the most commonly used type of applied force in response to resistance/aggression was hands/legs, with 27 uses in 2021, and 26 in 2020. The CEW was utilized 8 times in 2021, compared to 9 times in 2020, and OC spray was used 7 times in 2021, compared to 4 times in 2020. K-9 no bite was used 6 times in 2021, compared to 9 times in 2020, and the baton was used 1 time in 2021, compared to 4 times in 2020. There were 3 K-9 bite uses in 2021, and none reported in 2020. Two officers discharged their service weapons in two incidents in 2021, compared to 7 officers discharging their service weapons in 3 incidents in 2020.

USE OF FORCE

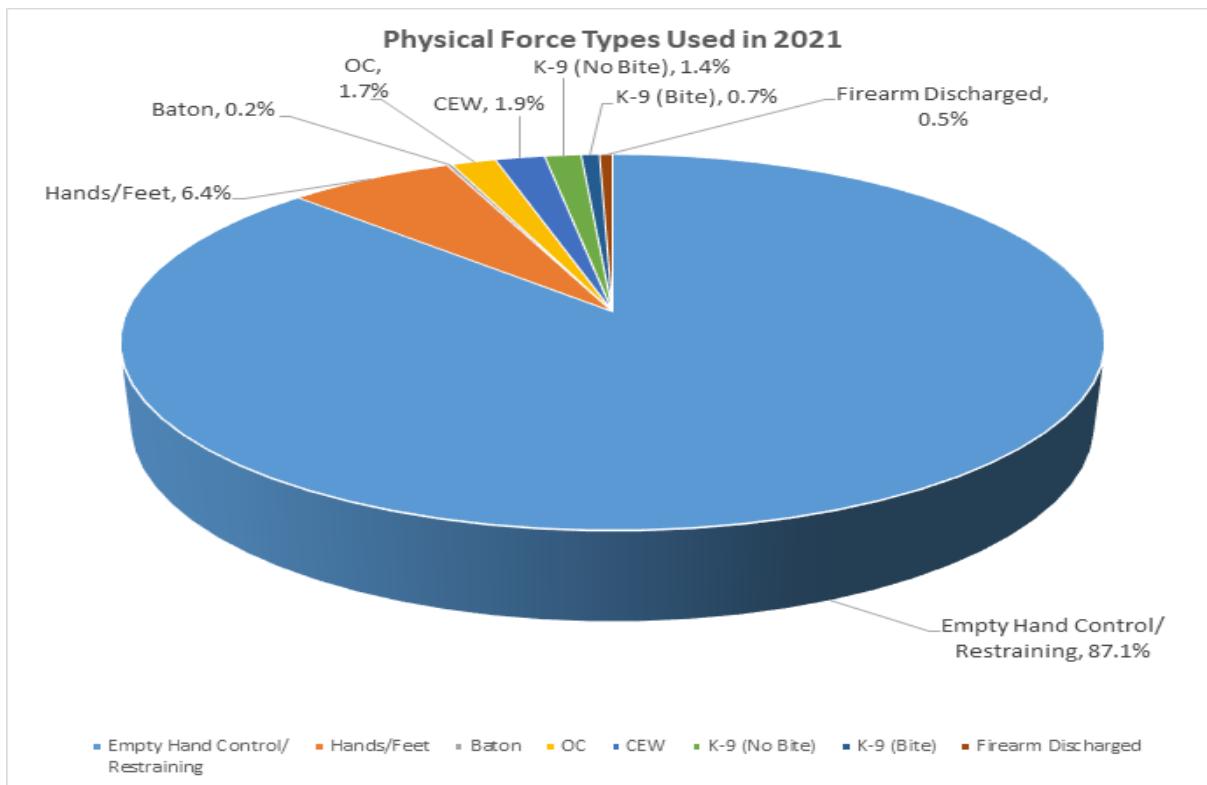


Figure 6: Physical force types used by Officers in 2021 in use of force incidents.

Total Physical Force Types

The above chart depicts the total physical force types (empty hand control/restraining and applied force) used by officers in response to resistance/aggression in 2021. Of all the force types, the data shows that the overwhelming type of force utilized in use of force incidents was empty hand control/restraining at 87.1%. The category of hands/feet was 6.4% of the total physical force types used in 2021. The remaining types consist of a total of 6.5% of total physical force, with the lowest percentages being firearm discharged and baton, at 0.5% and 0.2%, respectively.

Removal/Pointing of Weapons Reporting Requirement

CPD Policy states that when an officer removes/points a weapon such as a firearm, Conducted Energy Weapon (CEW, commonly referred to as a “Taser”), or Impact Munition during their duties, the officer must complete a written report indicating the circumstances that led to the removal or pointing of the weapon.¹⁰ This category of data is broad and includes times officers remove their firearms to conduct building clearances where an individual may not be present, and/or

¹⁰ General Order 25: Less-Lethal & Lethal Weapons.

USE OF FORCE

while on a perimeter position during a high-risk situation merely in the view of the public. Thus, the data may include situations where force is not used on an individual. The removal/pointing of weapons consisted of 47.1% of all force types used in 2021.

In 2021, officers removed/pointed their firearms 345 times (323 in 2020), removed/pointed their CEW 34 times (26 in 2020), and their impact munition 2 times (2 in 2020).

The removal/pointing of a weapon reporting requirement, along with empty hand control/restraining physical force types made up approximately 92.2% of all types of force used in the 306 incidents in 2021.

Special Unit Activations

The Special Weapons and Tactics (SWAT) team deployed 7 times and the Civil Disturbance Unit (CDU) deployed 1 time throughout 2021. These activations accounted for 1.1% of all force types used in 2021. One SWAT activation included a chemical agent deployment.

SWAT

1. **03.10.2021 --- Barricaded Subject**
2. **04.06.2021 --- Barricaded Subject**
3. **05.27.2021 --- Residential Search Warrant (Narcotics Offense)**
4. **08.11.2021 --- Barricaded Subject**
5. **09.01.2021 --- Residential Search Warrant (Violent Crime Offense)**
6. **09.01.2021 --- Arrest Warrant Service**
7. **10.07.2021 --- Residential Search Warrant (Violent Crime Offense)**

CDU

1. **04.18.2021 --- First Amendment Protest**

Use of Force Incidents by Geographical Team

When specifically looking at the Response to Resistance/Aggression incidents by geographical team, Teams One and Four led the patrol teams in the number of submissions in 2021 with 125 and 101 incidents, respectively. This is due to the teams having a high call volume and the largest complement of officers of all patrol teams. It is expected that these officers would have more encounters and contacts with the public.

USE OF FORCE

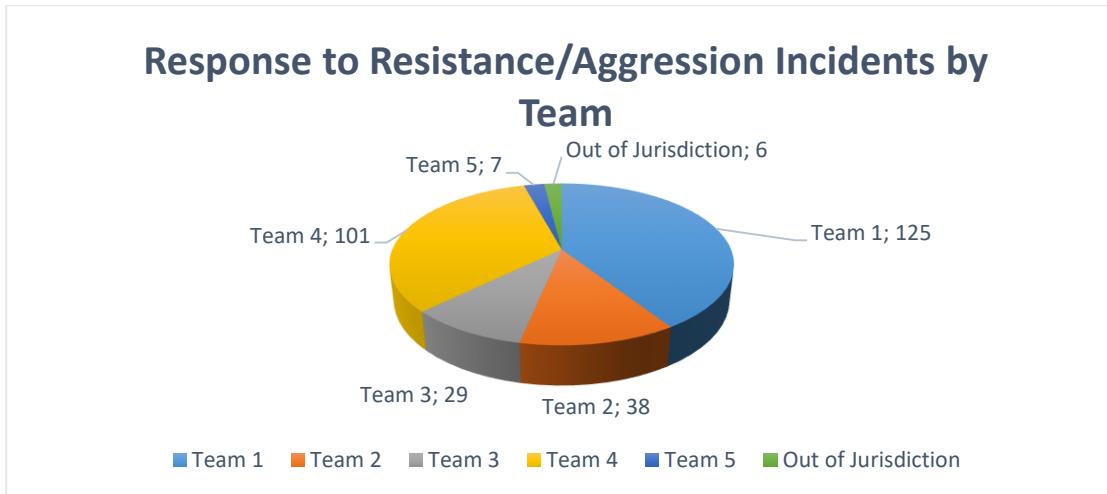


Figure 7: Number of use of force incidents by geographical team.

Type of Service Rendered

The most common type of service during use of force incidents in 2021 was officer dispatch to a call. The second most frequent type of service was after officers reacted to an offense they viewed. These categories were the same in 2020. The data in the chart below reflects the type of service being rendered for each individual use of force submission. As previously stated, multiple officers may have completed a use of force report when responding to the same incident. The “Dispatched to Call” type of service being rendered in 2021 accounted for 64% of the use of force submissions in each year. The “On-View Offense” type of service being rendered accounted for 14% of total number of use of force reports submitted in 2021.

Type of Service Being Rendered	2020	2021
Code Enforcement	0	2
Collision Inv.	1	1
Dispatched to Call	336	377
On-View Offense	78	83
Foot Pursuit	33	20
Traffic Enforcement	33	39
Warrant Service	31	38
Patrolling / Driving	19	10

USE OF FORCE

Field Contact	13	10
Follow Up Investigation	1	9
Walk and Talk	2	1
Transporting	3	0
Crowd Control	1	0
Total	551	590

2021 Demographics in Use of Force Incidents

It is very common for one single response to resistance/aggression incident to have involved more than one citizen or more than one officer. For example, one incident can involve a single citizen, but involve several officers, which might be the case in a High-Risk Car Stop. Conversely, a single response to a resistance/aggression incident can involve several citizens and one officer, which might be the case in a large physical disturbance.

The table below shows a breakdown of the Sworn Officer Demographics including race, gender, and age. As of February 2022, there were 410 Sworn Officers employed with the Charleston Police Department.¹¹

Sworn Personnel Demographics Summary						
Current SWORN: 410						
	Male: 340					White: 328
	Female: 70					Minority: 82

	Age Groups					Total Count / %
	20-29	30-39	40-49	50-59	>=60	
<i>White</i>	86	136	80	23	3	328 / 80.0%
Female	18	26	8	1	-	
Male	68	110	72	22	3	
<i>Black</i>	10	15	18	10	2	55 / 13.4%
Female	2	3	6	3	-	
Male	8	12	12	7	2	
<i>Asian</i>	2	0	0	0	0	2 / 0.5%
Male	2	-	-	-	-	
<i>Hispanic</i>	5	6	4	0	1	16 / 3.9%
Female	-	2	-	-	-	
Male	5	4	4	-	1	
<i>Other</i>	2	3	3	0	0	8 / 2.0%
Female	-	-	1	-	-	
Male	2	3	2	-	-	
<i>Unreported</i>	1	0	0	0	0	1 / 0.2%
Male	1	-	-	-	-	
TOTAL:	106	160	105	33	6	410

¹¹ For a breakdown of the current demographics of CPD's non-sworn employees, see Appendix A.

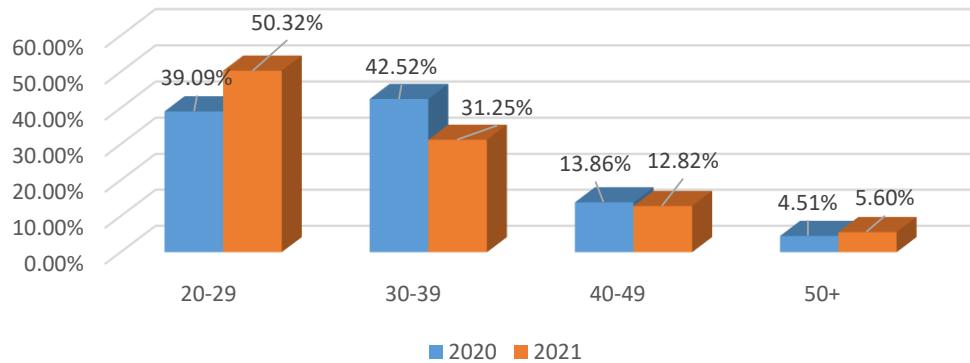
USE OF FORCE

The demographic information with regard to the age, race, and gender of the officers in the use of force incidents for both 2020 and 2021 is depicted in the following table and charts:

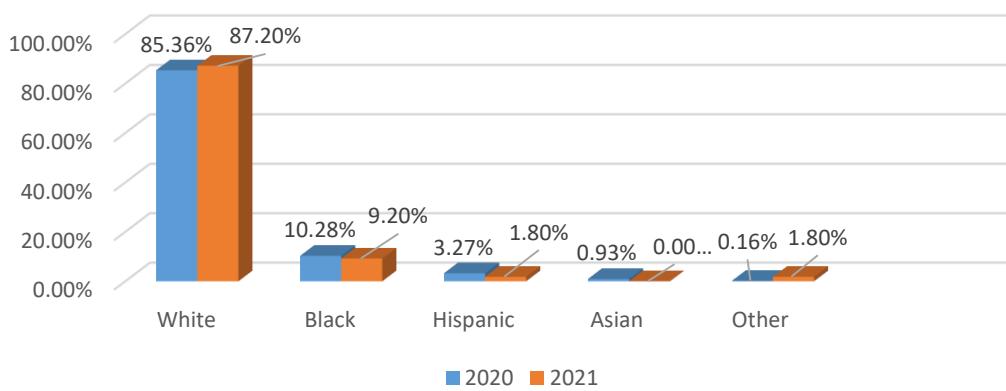
Officer Demographic Information	2020	2021
Total # of Individual Involved Officers	224	235
Age of Involved Officers		
20 to 29	39.09%	50.32%
30 to 39	42.52%	31.25%
40 to 49	13.86%	12.82%
50+	4.51%	5.60%
Total	100%	100%
Race of Involved Officers		
White	85.36%	87.2%
Black	10.28%	9.2%
Hispanic	3.27%	1.8%
Asian	0.93%	0.0%
Other	0.16%	1.8%
Total	100%	100%
Gender of Involved Officers		
Male	91.90%	90.5%
Female	8.10%	9.5%
Total	100%	100%

USE OF FORCE

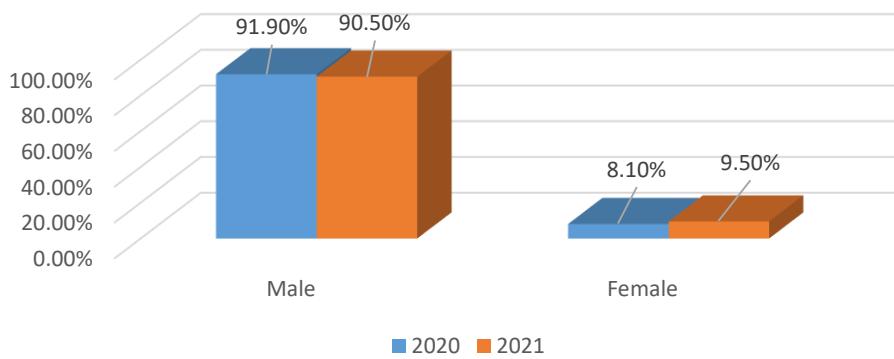
Officer Age in Use of Force Incidents



Officer Race in Use of Force Incidents



Officer Gender in Use of Force Incidents



Figures 8, 9, 10: Officer Demographics in 2021 Use of Force Incidents.

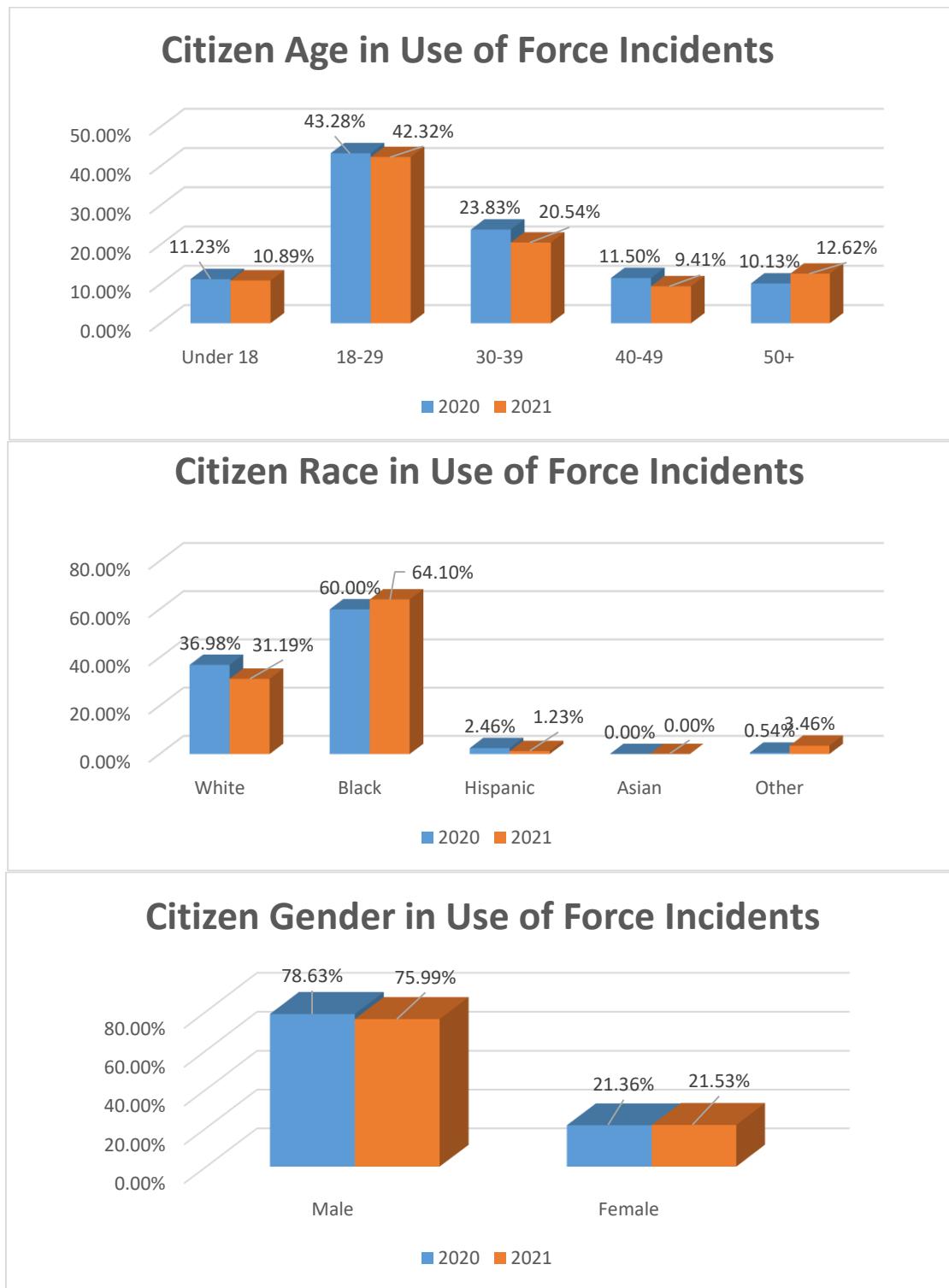
USE OF FORCE

In 2021, the length of service for the majority (approximately 53%) of the involved officers is 5 years or less. In 2020, the majority of use of force submissions were also from officers employed 5 years or less (approximately 57%).

The demographic information with regard to the age, race, and gender for the citizens in these incidents for 2020 and 2021 is depicted in the following table and charts. In 2021, due to circumstances such as removing a firearm while on a perimeter or the citizen not being apprehended, the ages of 17 of the citizens, and the gender of 10 of the citizens were not documented when completing the use of force reports.

Citizen Demographic Information	2020	2021
Total # of Involved Citizens	365	404
Age of Involved Citizens		
Under 18	11.23%	10.89%
18 to 29	43.28%	42.32%
30 to 39	23.83%	20.54%
40 to 49	11.50%	9.41%
50+	10.13%	12.62%
Race of Involved Citizens		
White	36.98%	31.19%
Black	60.00%	64.10%
Hispanic	2.46%	1.23%
Asian	0.0%	0.0%
Other	0.54%	3.46%
Gender of Involved Citizens		
Male	78.63%	75.99%
Female	21.36%	21.53%

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Figures 11, 12, 13: Citizen Demographics in 2021 Use of Force Incidents.

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2021 Citizen Demographics: Race and Gender By Age

Demographics: Race and Gender by Age Range								
	Juvenile	18-29	30-39	40-49	50-59	60+	Unk	Total
Black								259
Female	9	27	8	5	2	4	-	55
Male	30	97	39	12	13	9	4	204
Hispanic								5
Female	-	1	-	-	-	-	-	1
Male	-	2	-	1	-	1	-	4
White								126
Female	2	10	7	6	2	4	-	31
Male	3	32	29	14	11	5	1	95
Other								14
Male	-	2	-	-	-	-	2	4
Unknown	-	-	-	-	-	-	10	10
Total	44	171	83	38	28	23	17	404

2021 Day of the Week and Time of Day Analysis

The tables and charts below depict the day of the week and the time of day when a use of force in response to resistance/aggression incident occurred between a citizen(s) and officer(s).

An analysis of the use of force in response to resistance/aggression occurrences in 2021 shows the most common day of the week for such incidents is Sunday, the second highest occurred on Saturdays, and the third highest occurred on Fridays. In comparison, 2020 showed the most responses to resistance/aggression occurred on

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Fridays, followed by Mondays. The highest and second highest days of the week are not consistent between the last two years.

The Charleston Police Department experienced the highest average calls for service on Tuesdays (an average of 843 calls for service with an average of 515 of the calls being self-initiated).

Day of the Week	2020	2021
Sunday	45	57
Monday	47	40
Tuesday	33	43
Wednesday	45	37
Thursday	36	35
Friday	54	46
Saturday	35	48

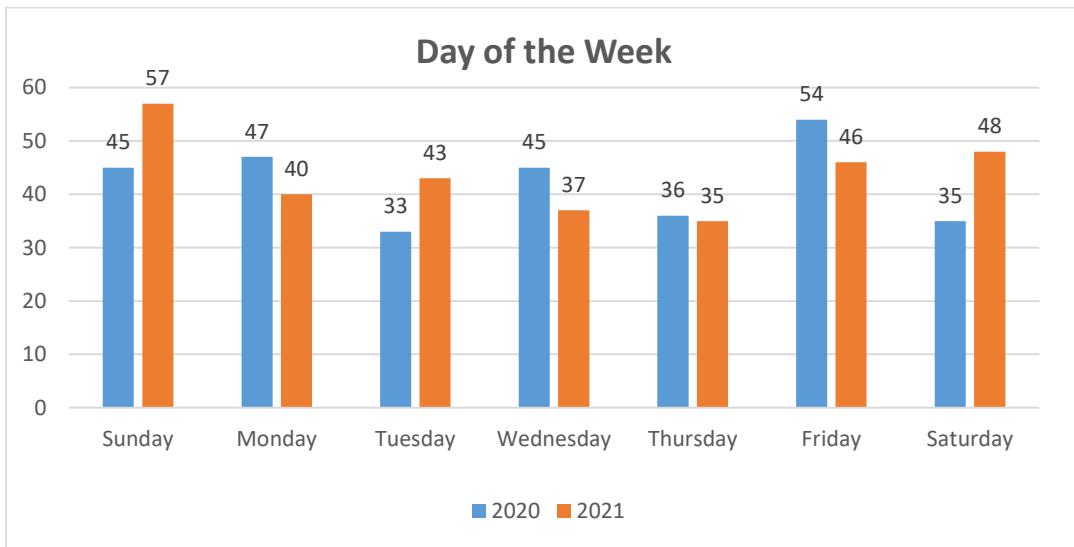


Figure 14: 2021 Use of Force Incident Count by Day of the Week.

An analysis of the use of force incidents in response to resistance/aggression in 2021 shows that the most common time of day for such incidents is between 1800-2359 hours followed by 1200-1759 hours. These two time slots also had the highest number of response to resistance/aggression incidents in 2020. The time slot of 0600-1159 hours had the fewest number of incidents in both 2020 and 2021. The increase of

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criminal activities in the hours of dusk and darkness can lead to a higher number of police responses to in-progress calls for service and self-initiated events.

Time of Day	2020	2021
0000-0559	68	80
0600-1159	41	49
1200-1759	71	82
1800-2359	115	95

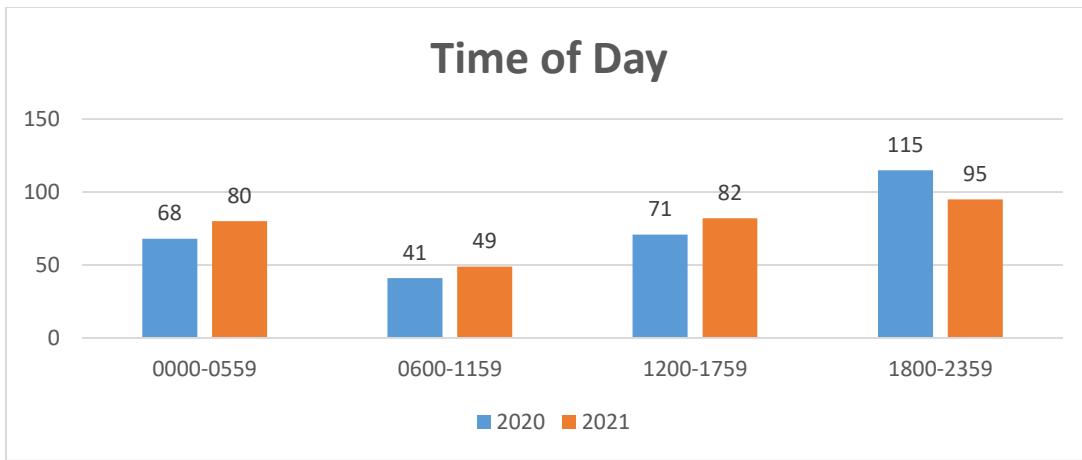


Figure 15: 2021 Use of Force Incident County by Time of Day.

2021 Injuries During Response to Resistance/Aggression Incidents

Out of the 306 use of force in response to resistance/aggression incidents reported in 2021, 30 officers were injured during 25 incidents. The most serious injuries were concussion and bite injuries. The remaining injuries were minor, such as lacerations, scratches and abrasions.

There were 44 citizens injured during the 306 use of force incidents, all were minor (scrapes, abrasions, swelling), except for the two officer-involved shootings that resulted in serious bodily injuries to both citizens.

A more in-depth look into the 30 officers injured during 25 response to resistance/aggression incidents revealed that all were minor injuries, with one officer injured when an offender threw bleach in an officer's eye. Additionally, 10 officer injuries of the 30 reported injuries were a direct result of being assaulted by an offender. After taking a closer look into these 10 incidents, there does not appear to be a common theme in terms of the officer involved or the type of incident that lead to the citizen assaulting the officer.

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Officer Involved Shooting Incidents

Deadly force is defined as the degree of force likely to cause death or great bodily harm. An officer may employ deadly force when the officer has a reasonable belief that his/her life or that of another is in immediate danger of death or serious bodily injury. This is based on the totality of the circumstances known to the officer at the time he/she employs the deadly force.¹² All incidents that involve the use of deadly force or in-custody deaths are investigated by an independent investigative agency, typically the South Carolina Law Enforcement Division (SLED).

In 2021, there were 2 officer involved shooting incidents involving 2 officers, compared to 3 incidents involving 7 officers in 2020. A brief summary of the incidents that occurred in 2021 is provided below.

INCIDENT NO. 1: January 19th, 2021 @ Spruill Avenue and Beech Street

Officers identified a suspect driving on Meeting Street in connection with an armed carjacking that recently occurred. A confrontation during the stop resulted in an officer using deadly force against an armed suspect, after the suspect refused to comply with the officer's verbal commands. During the confrontation, the suspect was shot by the police officer. The suspect was transported to a local hospital and treated for his injuries.

Pursuant to protocol when an officer-involved shooting occurs, SLED conducted an independent criminal investigation. The 9th Circuit Solicitor's Office reviewed the investigative findings and concluded that the use of deadly force by the officer was lawful under South Carolina law. The administrative investigation was reviewed by the officer's Chain of Command and Command Staff. It was determined that the officer's use of force was justified and was not in violation of department directives and procedures.

INCIDENT NO. 2: March 10th, 2021 @ 3590 Mary Ader Avenue

Patrol units were dispatched for the report of a male causing a disturbance while armed with a rifle. Arriving units were confronted by a suspect armed with a rifle, who after

¹² CPD General Order 23: Response to Resistance/Aggression.

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refusing to comply with the officer's verbal commands fired his weapon at an officer. During the confrontation, the suspect was shot by the police officer. The suspect was transported to a local hospital and treated for his injuries.

As per protocol when an officer-involved shooting occurs, SLED conducted an independent criminal investigation. The 9th Circuit Solicitor's Office reviewed the investigative findings and concluded that the use of deadly force by the officer was lawful under South Carolina law. The administrative investigation was reviewed by the officer's Chain of Command and Command Staff. It was determined that the officer's use of force was justified and was not in violation of department directives and procedures.

Response to Resistance/Aggression Investigations

There were nine complaints that alleged excessive or unreasonable force throughout the year of 2021. All nine complaints were investigated through the Office of Internal Affairs or through the officers' chain of command. Six of the nine allegations resulted in the allegation being unfounded or the officer being exonerated. Three of the nine allegations resulted in sustained action based on the following policy infractions: de-escalation, handling of individuals who consume narcotics, and proper use of conducted energy weapon.

Summary

A review was conducted of the 306 response to resistance/aggression incidents in 2021. Based on the review, it was determined that there were no significant increases or decreases in the number of the following: use of force incidents, individual involved officers, individual types of force, removal/pointing of weapons, use of force incidents by geographical team, type of service being rendered, the race and gender of the involved officers, the age, race, gender of the involved citizen, injuries to citizens and officers, and the time of day. There was an approximate 11% increase in the age range of 20 to 29 of the involved officer and the highest two days of the week of use of force incidents were not consistent between the last two years.

The review assists the Department in accommodating requests for statistical information regarding response to resistance/aggression events and implementing training objectives and scenarios that are derived from real data from events that occur in our jurisdiction.

COMPLAINTS AND INVESTIGATIONS

Office of Internal Affairs – Complaints and Investigations

The department has a well-established process for receiving, investigating, and adjudicating complaints made by citizens, co-workers, and supervisors regarding allegations of employees' misconduct.

It is the mission of the Office of Internal Affairs (OIA), within the Professional Standards Division, to ensure public confidence in the department through objective and thorough investigations of all allegations of employee offenses.

It is the policy of the Charleston Police Department to accept and appropriately investigate all complaints, including anonymous complaints, against department employees, both internally and externally, to equitably determine the validity of any allegation.¹³

OIA currently has a staff of one lieutenant and two sergeants, and the members of the OIA report to the Captain of Professional Standards, who in turn, reports directly to the Chief of Police.

Making a Complaint

Complaints against CPD Employees can originate externally (from a citizen) or internally (from an employee of CPD). A complaint can be submitted in a variety of ways, including anonymously:

- **Online** – email the OIA at InternalAffairs@charleston-sc.gov
- **In-Person** – file a written or in-person complaint at CPD headquarters or any team office
- **Mail** – Send a letter to: Charleston Police Department
Professional Standards Office
180 Lockwood Boulevard
Charleston, SC 29403
- **Phone** – Call the OIA at 843-720-2447.

¹³ General Order 10: Office of Internal Affairs

COMPLAINTS AND INVESTIGATIONS

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 OIA. The nature of the complaint determines the investigating entity; however, all cases are centrally recorded, tracked, and managed by the OIA 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, OIA would investigate complaints of excessive force or unbecoming conduct in the form of an Administrative Investigation, while an employee's unit supervisor would investigate allegations of rudeness or speeding in the form of a Supervisor Complaint Intake (SCI).

Types of Dispositions

Complaint dispositions are classified as one of the following:

- **Exonerated** – Incident occurred, but the employee's actions were proper;
- **Sustained** – There is SUFFICIENT evidence to prove the allegation;
- **Not Sustained** - There is INSUFFICIENT evidence to prove or disprove the allegation.
- **Unfounded** - Allegation is proven to be false; and
- **Policy Review** - Employee's actions were within policy, but the consequences of the policy need to be addressed with the employee. If a finding indicates a review of the policy with the employee is necessary, then the employee should be exonerated. A policy may need to be reviewed and updated as well.

COMPLAINTS AND INVESTIGATIONS

Once an investigation is complete, the complainant will be notified of the disposition. In matters where a violation was deemed sustained, the complainant will be notified that appropriate action has been taken by the department.

Discipline Procedures

The investigator handling any Administrative Investigation will recommend a finding. The case will then begin the command review process, which is when the employee's chain of command reviews the case and agrees or disagrees with the recommended finding. During the review for corrective action, all information associated with the investigation must be reviewed by the employee's chain of command. The Captain/Manager dispensing corrective or disciplinary actions for sustained allegations will review the employee's discipline history and consult the discipline matrix. This will maintain consistency with the amount and type of discipline that the employee may receive. The action to be taken will be determined by the disciplinary matrix. It will be commensurate with the circumstances surrounding the incident while considering the employee's service record and any prior sustained complaints. The matrix is considered a guideline and the Chief of Police has the discretion to deviate from the matrix as conditions and circumstances warrant. Corrective action and disciplinary action should serve to encourage the employee to perform at an acceptable level in the future.

Types of Discipline

- Mediation
- Verbal or Written Counseling
- Employee Assistance Program
- Remedial Training
- Written Reprimand
- Suspension
- Demotion
- Termination

COMPLAINTS AND INVESTIGATIONS

2021 Administrative Investigations and Dispositions

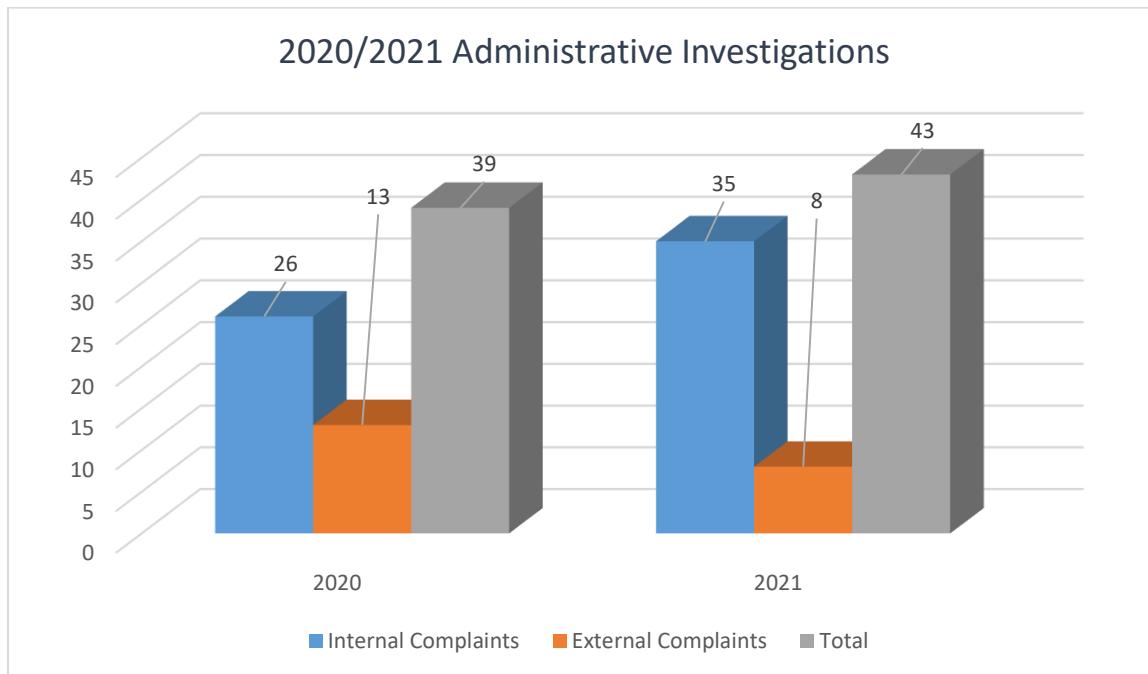


Figure 16: Administrative Investigations generated in 2020 and 2021.

As indicated in the graph above, 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.

Of the 43 investigations in 2021, 8 were a result of external complaints, a decrease of 38% from the prior year, and 35 were a result of internal department complaints, an increase of 35% from 2020. Thus, the data indicates that the majority of investigations in 2021 stemmed from complaints inside the department.

When possible issues or policy violations present themselves, they were identified, reported, and subsequently dealt with in an appropriate manner. Of the internally generated administrative investigations, 29 of the cases were sustained. Of the 8 externally generated investigations filed in 2021, 6 cases were sustained and 2 cases were not sustained.

COMPLAINTS AND INVESTIGATIONS

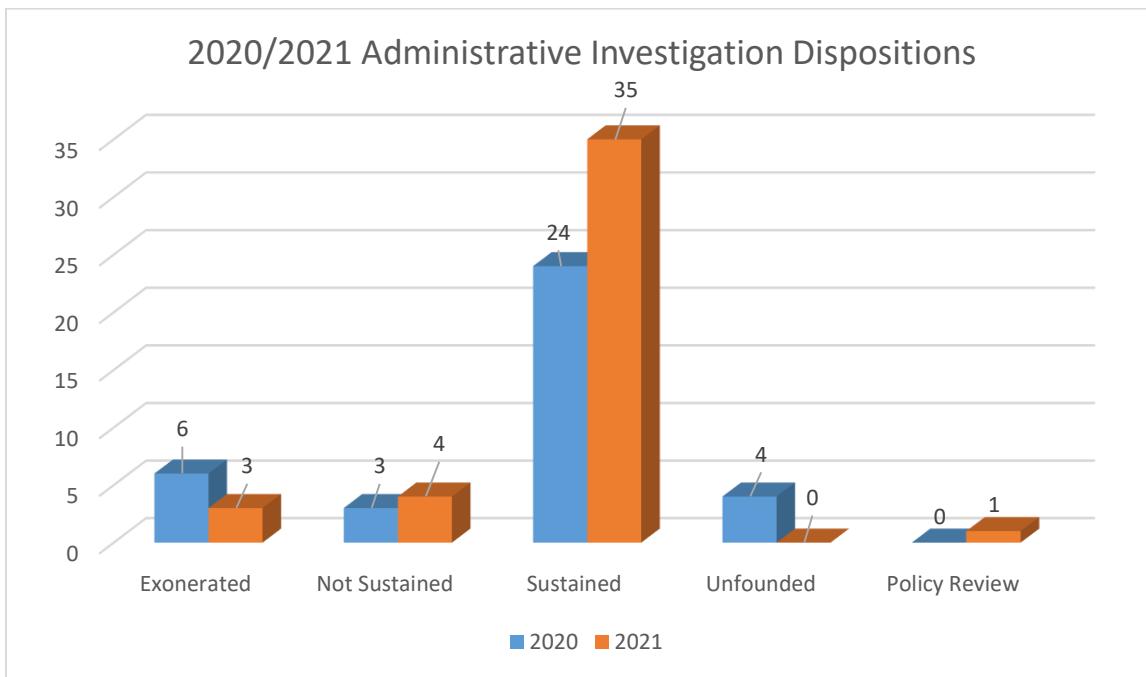


Figure 17: 2020/2021 Dispositions of Administrative Investigations. **NOTE:** One of the investigations from 2020 is still in progress; therefore, it is not reflected in the above chart.

In 2021 there were 35 investigations, which resulted in a sustained disposition. These investigations resulted in 59 sustained individual allegations and 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 where an officer may have had three sustained allegations, but only one action taken to cover all three allegations. There are also administrative investigations that may involve more than one employee. The chart below depicts disciplinary actions taken during 2021 administrative investigations that resulted in sustained allegations.

Sustained Allegations - 2021	
Actions Taken	Number
Counseling	2
Verbal Reprimand	2
Written Reprimand	31
Dismissal	3
Off-Duty Privileges Revoked	2
Remedial Training	4

COMPLAINTS AND INVESTIGATIONS

Resigned in Lieu of Dismissal	2
Retired While Under Investigation	3
Suspension	14
TOTAL	63

As a requirement by the South Carolina Criminal Justice Academy and Law Enforcement Training Council, the Charleston Police Department reports incidents of officer misconduct and anytime there is a separation of employment of an officer. This could be in lieu of a resignation, retirement, or termination.

Demographic Information-Externally Generated Administrative Investigations

There were 11 employees linked to the 8 externally generated administrative investigations in 2021, and there were 36 employees linked to the 13 externally generated administrative investigations in 2020. Of note, one externally generated administrative investigation in 2020 involved 23 employees and involved misuse of city computers.

The demographic information with regard to race and gender for the employees in these administrative investigations for 2020 and 2021 is depicted in the table below.

Officer Demographic Information	2020	2021
Total # of Involved Employees	36	11
Race of Involved Employees		
White	66.66%	91%
Black	25%	9%
Hispanic	5.55%	0%
Asian	0%	0%
Other	2.77%	0%
Total	100%	100%
Gender of Involved Employees		
Male	72.22%	100%
Female	27.7%	0%
Total	100%	100%

COMPLAINTS AND INVESTIGATIONS

There were 7 complainants linked to the 8 externally generated administrative investigations in 2021 and 11 complainants linked to the 13 externally generated administrative investigations in 2020. The one other complainant in 2021 was another law enforcement agency.

The demographic information with regard to the race and gender of the complainants for these administrative investigations for 2020 and 2021 is depicted in the table below.

Complainant Demographic Information	2020	2021
Total # of Involved Complainants	11	7
Race of Involved Complainants		
White	63.63%	42.85%
Black	36.36%	57.15%
Hispanic	0%	0%
Asian	0%	0%
Total	100%	100%
Gender of Involved Complainants		
Male	63.63%	71.42%
Female	36.36%	28.57%
Total	100%	100%

Supervisor Complaint Intakes

Supervisor Complaint Intakes (SCIs) were created at the beginning of 2019. A Supervisor Complaint Intake is an entry in BlueTeam designed to document complaints taken by supervisors or the OIA to address and document any concern or question about a possible policy violation, the procedure used, or action taken by any employee of the Department. Supervisory Complaint Intakes are forwarded to the OIA for entry into the IAPro system. This module was created to establish a method to field and document complaints in CPD's internal system.

Should a supervisor develop or receive information that a Department employee is suspected of a Class "A" Offense, that supervisor will report the violation to their Chain of Command and in turn, the OIA will be notified. A Class "A" Offense is categorized as a more serious complaint. It will be the responsibility of the OIA to record all Class "A" complaints in IAPro as an Investigation.

Any supervisor receiving a Class "B" Offense complaint will complete a BlueTeam "Supervisory Complaint Intake" and forward it through the employee's chain of

COMPLAINTS AND INVESTIGATIONS

command. A Class “B” Offense is categorized as an allegation of a less serious infraction. If the supervisor can investigate the complaint at the time it was reported, it will be noted in the intake along with how the complaint was resolved and their findings. If the complaint cannot be resolved, or if the supervisor requests the complaint be opened as an administrative investigation, then the OIA will generate an Administrative Investigation.

In 2021, 196 complaints were generated and logged into the system as Supervisor Complaint Intakes (SCIs) and 145 of these were external complaints.

The table below shows the manner in which the complaints were resolved.

Disposition	Number
Exonerated	25
Unfounded	75
Not Sustained	21
Sustained	69
Policy Review	1
Referred for Investigation	5
Total	196

In 2021, 69 SCIs resulted in a complaint being sustained against the accused officer(s). The actions taken in these supervisor complaint intakes were either verbal counseling/reprimand, off-duty privileges taken away, take-home vehicle privileges taken away, restitution, remedial training, or an employee feedback form. Out of the 196 SCIs, 5 were referred to an administrative investigation conducted by the OIA or the employee’s chain of command.

An employee’s discipline history can be a factor when determining if an SCI needs to be referred to an investigation (Example: A citizen files a complaint about an officer speeding. If this specific officer has had a prior sustained SCI pertaining to driving issues, then a referral to an investigation is warranted). An SCI may contain one or multiple allegations against a single or multiple employees.

Compliments

In 2021, CPD received a total of 188 compliments from the public and internally through the department. The compliments are documented in CPD’s BlueTeam software platform. The compliments ranged from comments praising the professionalism, empathy and compassion displayed by officers to gratitude for specific actions of officers. Highlights of the specific actions taken by officers include developing rapport with a mental health patient, purchasing a wheelchair for a homeless man, and intervening and saving the life of an individual attempting suicide.

VEHICLE PURSUITS & COLLISIONS

Vehicle Pursuits – Policy and Practice

Vehicular pursuit of fleeing suspects presents a danger to the lives of the public, officers, and suspects involved in the pursuit. The primary goal of the department is the protection of life and property. It is the policy of this department to protect all persons' lives to the fullest extent possible when enforcing the law. To effect these obligations, it is the policy of the department to strictly regulate the manner in which a vehicular pursuit is undertaken and performed. Officers involved in pursuits are permitted to exceed the speed limit and travel through traffic control devices, BUT ONLY WITH DUE REGARD FOR THE SAFETY OF OTHER PERSONS. Officers must understand the laws of the state of South Carolina and any questions that arise must be immediately directed to a supervisor. Officers are reminded that in the security of their patrol cars, they may not naturally focus on the risks that their driving and the driving of the offender's car create, but such attention is critical. In addition, it is the responsibility of the department to assist officers in the safe performance of their duties.¹⁴

	2020	2021
CPD Pursuits		
Total Pursuits	5	9
Officers involved	8	25
Terminated by Supervisor	1	0
Terminated by Officer	1	1
Terminated by Suspect Action	3	8
Policy Compliant	4	7
Policy Non-compliant	1	2
Injuries:		
Officer	1	0
Suspect(s)	2	0
Third Party	0	0
Reason Initiated:		
Traffic Offense	0	0
Criminal Offense	5	8
Suspicious Behavior	0	1

¹⁴ CPD General Order 27: Vehicle Pursuit.

VEHICLE PURSUITS & COLLISIONS

Offenses Initiating a Pursuit	2020	2021
Assault w/ Deadly Weapon	4	4
Larceny of a Vehicle	0	1
Robbery – Armed	1	3
Suspicious Behavior	0	1
Total Pursuits	5	9

The number of vehicle pursuits increased by 4 in 2021. There were no distinct patterns concerning the month of the year, the day of the week, or even time of day on which vehicle pursuits took place. Of note, one of the vehicle pursuits involved 11 CPD Officers. In this pursuit, there were two suspect vehicles involved and the pursuit traveled from one patrol team to another, requiring additional officers. Five (5) of the pursuits were either initiated in or occurred within in Team 1. Three (3) pursuits occurred in Team 4 and one (1) pursuit occurred in Team 2. No pursuits occurred in Teams 3 or 5. Two of the nine pursuits were deemed to be not within CPD policy. There were no fatalities resulting from a pursuit initiated by an officer. There were also no injuries to officers, suspects or third parties, as a result of a pursuit.

VEHICLE PURSUITS & COLLISIONS

Employee Motor Vehicle Collisions

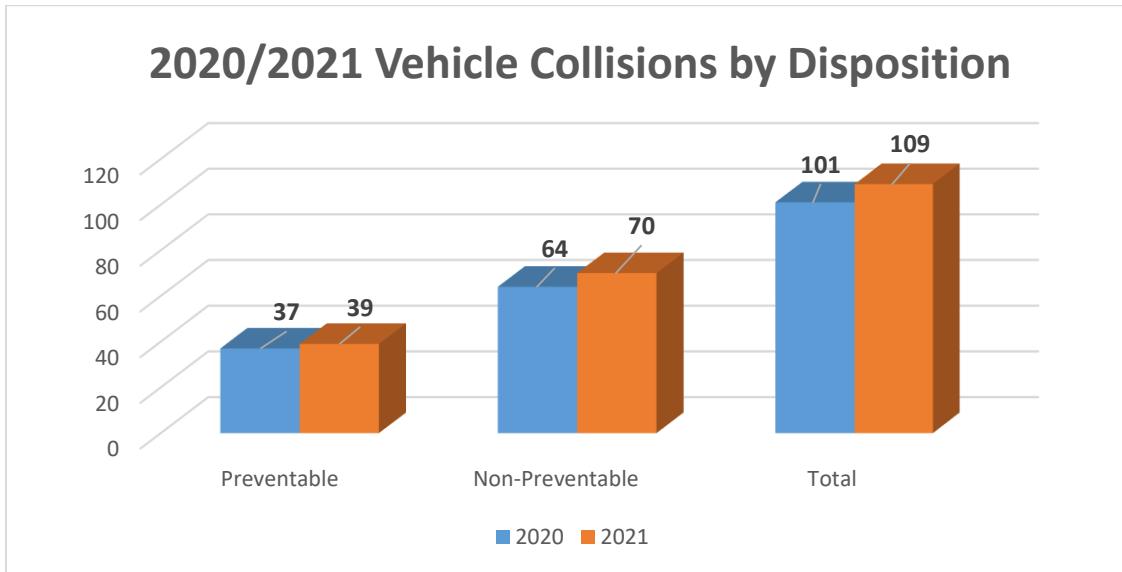


Figure 17: 2020/2021 Dispositions of Vehicle Collisions.

The total number of collisions increased from 101 to 109 between 2020 and 2021, which is a 7.9% increase. A vehicle collision can include an employee backing a vehicle into an object or vehicle, as well as a collision with another vehicle or object on the roadway. The collisions deemed preventable increased by 5.4% and represented 35.8% of the total vehicle collisions in 2021. There are currently 418 CPD employees assigned a city vehicle, with the majority of the vehicles being assigned to patrol officers who patrol the City of Charleston during all hours of the day.

APPENDIX A

2021 CPD Citizen Encounters

Source: OSSI RMS, TriTech CAD

Prepared by CIU (1950) on January 5, 2022

	Q1	Q2	Q3	Q4	Total YTD
Calls to CCCD	28,262	31,206	30,757	28,647	118,872
Self-Initiated	40,465	32,757	33,220	35,071	141,513
Investigations	766	756	847	722	3,091
Est. Interactions	69,493	64,719	64,824	64,440	263,476
Traffic Stops	2,465	2,754	2,660	2,882	10,761
Field Contacts	3,579	3,758	3,725	4,188	15,250
Arrests	921	965	996	929	3,811

2020 CPD Citizen Encounters

Source: OSSI RMS, TriTech CAD

Prepared by CIU (1950) on January 6, 2021

	Q1	Q2	Q3	Q4	Total YTD
Calls to CCCD	29,882	28,389	30,500	29,637	118,408
Self-Initiated	35,252	35,647	32,224	37,393	140,516
Investigations	849	648	716	754	2,967
Est. Interactions	65,983	64,684	63,440	67,784	261,891
Traffic Stops	3,051	2,681	2,990	2,744	11,466
Field Contacts	1,113	982	1,030	1,129	4,254
Arrests	986	812	843	965	3,606

APPENDIX A

Non-Sworn Personnel Demographics Summary

Current Non-Sworn: 91

Male: 34 White: 40

Female: 57 Minority: 42

	Age Groups					Total Count / %
	20-29	30-39	40-49	50-59	>=60	
White	6	16	9	8	10	49 / 53.8%
Female	3	11	6	3	3	
Male	3	5	3	5	7	
Black	4	7	7	11	6	35 / 38.5%
Female	2	5	6	8	4	
Male	2	2	1	3	2	
Asian	1	1	0	0	0	2 / 2.2%
Female	-	1	-	-	-	
Male	1	-	-	-	-	
Hispanic	1	0	0	1	0	2 / 2.2%
Female	1	-	-	1	-	
Other	0	0	1	0	1	2 / 2.2%
Female	-	-	1	-	1	
Unreported	0	1	0	0	0	1 / 1.1%
Female	-	1	-	-	-	
TOTAL:	12	25	17	20	17	91