

CITY OF CHARLESTON **POLICE DEPARTMENT**

ANNUAL REPORT 2020



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From the Chief of Police



Luther T. Reynolds
Chief of Police

2020 was a challenging year in many aspects, for our community and for policing. The COVID-19 pandemic, the strong international movement for justice in policing coupled with civil unrest shifted our paradigms. Reflecting on the year, I feel hope for our community and for the future. Our response to the pandemic was an opportunity to strengthen our collaborations and emergency management strategies. The lessons learned will improve our readiness. We are grateful for our partnership with the Medical University of South Carolina, which provided access to testing early in the pandemic so that we could maintain our operations with few interruptions. The call for racial justice in policing reinforced our work to implement the 2019 Racial Bias Audit. The City of Charleston demonstrated vision and commitment with the audit.

The City of Charleston has a long history of resilience and resolve. Our neighbors, our businesses, our students, our families and our organizations create a spirit of community that draws over seven million visitors each year.

I am hopeful for 2021 and beyond.

In 2020, the Charleston Police Department developed and published a five year Strategic Leadership Plan, which incorporated the recommendations of the 2019 Racial Bias Audit and the strategies of the 2016 Illumination Project. This Annual Report offers not just a review of our work and fiscal management for 2020, but our progress in the implementation of our Strategic Leadership Plan.

Vision, Mission and Core Values

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 organization and community. 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 vigorous 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.

Foundational Goals

1. Connecting with and being an integral part of the Charleston community is embedded in every CPD employee's performance expectations, both for sworn officers and professional staff. Community Oriented Policing is a core philosophy the Department will build day after day and year after year.
2. The CPD will be known for operating with high integrity and extreme transparency in all of its activities. Trust is earned and fortified through consistent, impartial enforcement; active listening; and considerate, timely, effective response to problems. Internally and externally building and maintaining trusting personal relationships is at the center of CPD's culture.
3. The CPD will become an evidence-based agency relentlessly focused on learning in order to continuously improve service to the community. Data collection and analysis capabilities will be developed and dramatically enhanced in order to define effective, efficient, measurable strategies and tactics, to reduce/prevent crime and the fear of crime and 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.
4. The CPD invests in its people, both professional staff and sworn officers. Emphasis is placed on hiring talented and committed people to fill all open positions. Training opportunities, both inside and outside of the agency, will be reviewed and upgraded, as needed. Diversity, equity, and inclusion will guide hiring, training, and promotion practices. Clear career pathways will be evident for officers and staff at all levels.
5. Recruitment, hiring, and retention are central to the effective operation of the CPD. CPD will meet its full complement of sworn officers (adding 60 in 2020) and fill all open professional staff positions (adding 40 in 2020). Going forward, recruitment will be ongoing so that candidates are identified as soon as openings occur. Through changes in policy and practices, CPD will improve its retention of officers and professional staff to build the Department's collective capacity and experience.

Citizens Police Advisory Council

The Charleston Citizens Police Advisory Council worked to support the implementation of the CNA Racial Bias Audit in 2020 through the creation of subcommittees to serve as workgroups with a focus on reviewing policies, traffic stops and crafting a communication strategy for CPAC. In December 2020, Chairperson Thuane Fielding and Vice Chair Paul Tamburrino were both re-elected to serve a second term.

The Citizen Police Advisory Council saw transition, change and momentum in 2020. With the completion of the Racial Bias Audit in 2019, we formed three subcommittees among our members to address the audit's findings in the areas of Communications, Policy Review, and Traffic Stops. We had to pause our efforts in early 2020 to allow some time and space for our members and community to adjust to the impact of COVID-19. With the use of technology and City/CPD's personnel, we resumed our work in June 2020 to support the audit implementation process. The continuation of police involved senseless killings (George Floyd in Minneapolis, Jamal Sutherland in North Charleston) and the apparent lack of accountability has made even clearer the need for police reform and diversity training on our local and national levels. We hosted a virtual meeting with citizen police advisory leaders of cities from around the nation to learn more about how other communities are integrating citizen input in their police departments. We developed a communications strategy for CPAC to engage with the department and the community and began the process of conducting an informed review of the department's internal affairs/complaint policy. The foundational work of 2020 led us towards formalizing our recommendations and feedback for the police department and City of Charleston. We look forward to a productive 2021 and beyond.

Members



Thuane Fielding
Chair



Paul Tamburrino
Vice Chair and Chair,
Communications Subcommittee



Joseph Lysight
Chair
Traffic Stop Subcommittee



Max Milliken
Chair
Policy Subcommittee



Emily Broome



Jerome Harris



Cameron Shields



Frank Walsh



Melvin Ezell

Not pictured:

Doris Grant
Chris Russo
George Palmer
Kevin Smith
Matt Austin
Peter Beck
Vansh Nagpal

Command Staff



Naomi Broughton
Deputy Chief



Luther Reynolds
Chief



Chito Walker
Deputy Chief



Jason Bruder
Captain



Anthony Cretella
Captain



Andre Jenkins
Captain



Dale Middleton
Captain



Dustin Thompson
Captain



Jack Weiss
Captain



Thomas Bailey
Lieutenant



George Bradley
Lieutenant



James Byrne
Lieutenant



Timothy Dasher
Lieutenant



Kelly Freshman
Lieutenant



Robert Gamard
Lieutenant



Jeffrey Harrison
Lieutenant



Heath King
Lieutenant



Kristy McFadden
Lieutenant



Patrick McLaughlin
Lieutenant



Tonette Mitchell
Lieutenant



Shylah Murray
Lieutenant



Katrina Rivers
Lieutenant



Matt Stanley
Lieutenant



Corey Taylor
Lieutenant



Michael Thomas
Lieutenant



Matt Wojslawowicz
Lieutenant

Executive Staff



Chelsea Frances
Grants Coordinator



Charles Francis
Public Information Officer



Sonia Gathers
Office Manager



Michael Gillooly
Compliance and Policy
Manager



Judith Gordon
Forensic Services Director



Heather Mulloy
Assistant Corporation
Counsel



Cassandra Payton
Administrative Services
Manager



Scott Newsome
Fleet Manager

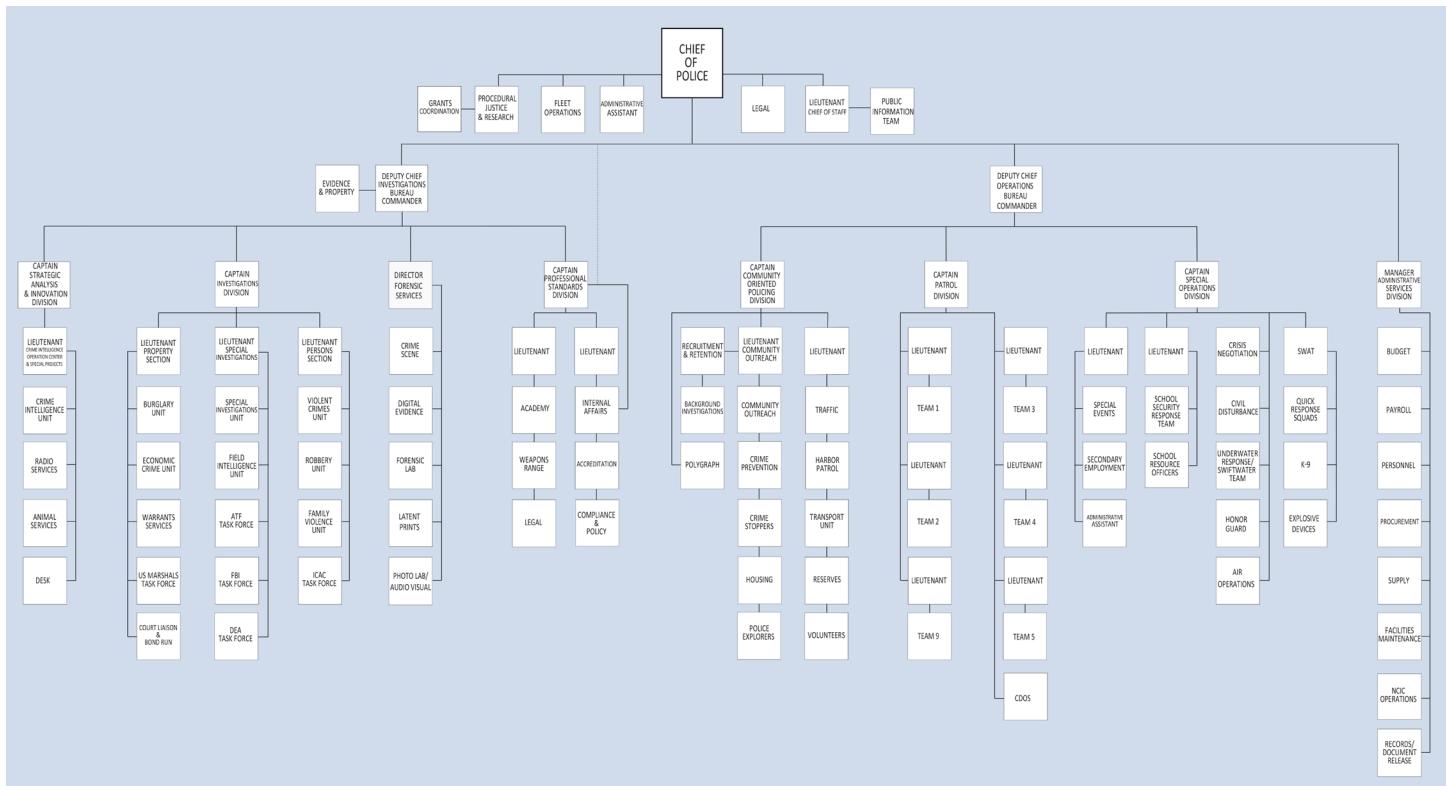


Wendy Stiver
Director of Research and
Procedural Justice



Steve Ruemelin
Assistant Corporation
Counsel

Organizational Chart



COVID-19 Pandemic

The World Health Organization (WHO) announced the identification of a potentially dangerous new virus on January 9, 2020. The first US case was diagnosed on January 21. COVID-19 was officially declared a pandemic by the WHO on March 11 and a national emergency in the US on March 13. The virus was new to health officials, so the guidance and response evolved as the Centers for Disease Control (CDC), South Carolina Department of Health and Environmental Control (DHEC), and the City of Charleston learned more about the virus and how to prevent the spread. While the COVID-19 pandemic impacted everyone, the Charleston Police Department faced a dual-pronged challenge regarding its role in public safety during a 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. Staggered or rotating shifts were implemented to promote social distancing. The department suddenly needed more portable computers, as well as personal protection equipment, hand sanitizer, disinfectants, and cleaning supplies. As health officials discovered the virus was transmissible through the air, mask mandates became necessary and CPD supported the Department of Livability in enforcement. In addition to providing routine police services, CPD worked to distribute supplies to support the community, including: masks, food, and hand sanitizer. Administrative Services Manager Cassandra Payton, Grants Coordinator Chelsea Frances, and Community Outreach Coordinator LaQuilla Simmons went above and beyond to coordinate supplies and services.



*Giving Tuesday at
Costco West Ashley*

Protest

Following the protests and riots of May 30 and May 31, 2020, the Charleston Police Department underwent an extensive after-action review of its response to those activities. The review entailed hundreds of hours of analysis of information, the formation of committees, and the development of lessons learned, positive practices, and a list of actionable items. The review culminated in the development of CPD's preliminary after-action report titled "Strengthening Charleston" and was presented to the Public Safety Committee in October 2020 for review and public comment. The full report is available on the Charleston Police Department website.

The Charleston Police Department strives to protect the First Amendment rights of all our citizens, while preserving the safety and security of protesters, police, citizens and businesses. In furtherance of this goal, CPD officers worked closely with event organizers in 2020 to ensure that legally-required permits for groups of 25 or more are issued prior to the start of the event. No permits were issued from March-July 2020 due to COVID protocols not allowing any permits to be issued by the City. Prior to March, none were requested. 82 parade permits were requested of the Charleston Police Department in 2020.



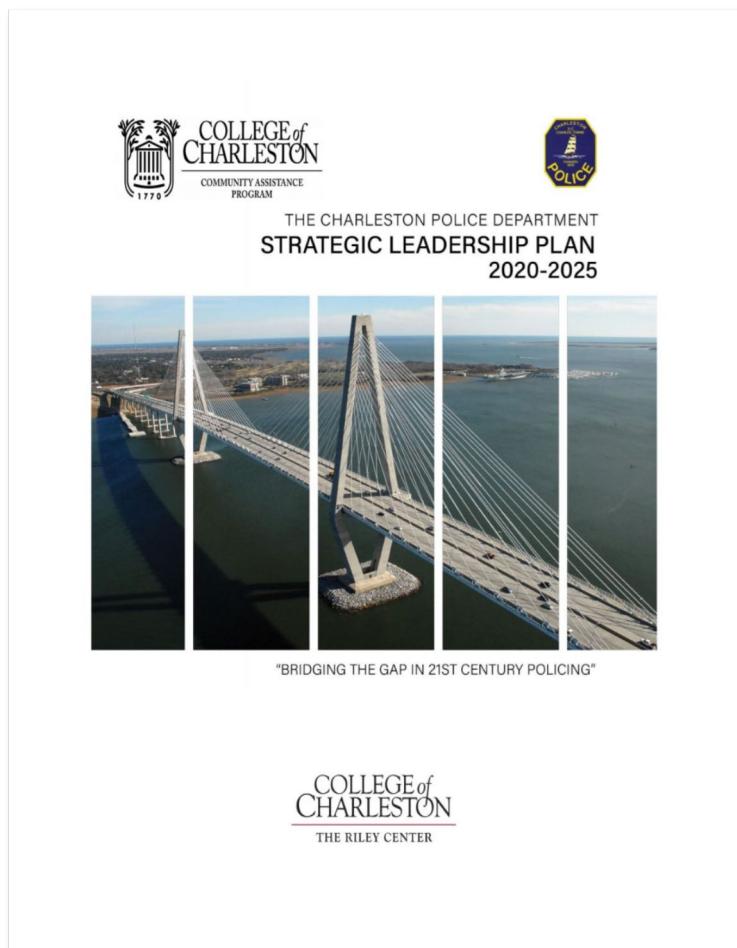
Protest, East Bay Street

2020-2025 Strategic Leadership Plan

Collaboration with the College of Charleston Riley Center

The Strategic Leadership Plan was a collaborative effort with the College of Charleston Riley Center under the leadership of Bob Kahle to create a roadmap for the future of the Charleston Police Department. The plan was written with the input of department leadership at multiple levels and included key recommendations and strategies from the 2019 Racial Bias Audit and the Illumination Project. This report is designed to provide an annual update on the progress of strategic plan implementation and tie key achievements and department status to the foundational goals of CPD. The plan provides goals, objectives and measurements for each division of the police department and links each element to its respective strategy or recommendation in Illumination Project and/or Racial Bias Audit.

One of the key achievements for CPD in 2020 was the finalization of the strategic plan and first stages of implementation. Prior to sharing the plan with the public, the department took steps to roll it out internally. That included focus groups and video roll call training with commanders highlighting the key goals for their respective units to garner internal support and awareness of the plan. In early 2021, patrol commanders will share a comprehensive presentation on the plan with community organizations. The plan is on the department's website, as well as other key documents. To support implementation, the plan serves as guidance for the continued implementation of Compstat 360, a data driven management model to support decision making and information sharing.



Community Outreach

Leading the plan is the Community Outreach division. The goals and objectives of this section make it clear that building trust through problem solving and consistent dialogue is the responsibility of every CPD employee.

In early 2020, a new Community Outreach Division was created under the leadership of Captain Dustin Thompson. The Traffic Division and Recruiting were also aligned under Captain Thompson. A key recommendation in the 2019 Racial Bias Audit was to improve communication with the community and solicit feedback about traffic enforcement strategies. This reorganization helps to connect both the recruiting function and Traffic Division to community outreach strategies. The COVID-19 pandemic created some challenges for community outreach, but it also created opportunities to seek creative ways to safely connect with people in our community.

Goal #1: Build community partnerships and problem solve to improve trust between the police and citizens.

Objective: Attend neighborhood meetings and community events

The Community Outreach Division and Patrol Division Commanders attended virtual community meetings in 2020. Department representatives, including Chief Reynolds and the command staff, participated in neighborhood and business association meetings and meetings conducted by the Charleston Area Justice Ministry (CAJM). Chief Reynolds participated in a Racial Justice Town Hall hosted by the AND Project.

Goal #2: Create a multifaceted approach to reach all members

Objective: Hold quarterly community events

Objective: Increase social media presence through strategic implementation.

- Community Outreach Officers and School Resource Officers participated in "Red Ribbon Week", a drug awareness and prevention program. The mission of Red Ribbon Week is to come together to keep children, families and communities safe, healthy and drug-free.
- Officers, Community Outreach, and Family Violence staff participated in Art Pot events with Charleston's immigrant community. Events are designed to build cross-cultural partnerships that benefit and empower the immigrant community.
- We participated in multiple pop up Ask-a-Cop Anything event at local grocery stores.
- Every Wednesday afternoon from 3-5pm "Farmacy" occurs. Fruits, vegetables, and local resources are distributed to the underserved community.
- Continue ongoing partnership with The Waring Senior Center for multiple Drug Take Back Events.
- Distributed over 1000 boxes of food for families in need with The Lowcountry Food and Church of Jesus Christ of Latter-day Saints
- Partnered with a local chief to distribute hot meals to over 100 families at the Arthur Christopher Community Center.
- The COP Unit deployed the Command Post at various locations throughout the city to for COVID Supply Giveaway (Sanitizers, masks, gloves, etc.).
- Hospital Staff Appreciation was held multiple nights during the beginning of the pandemic.

- Bank security assessments were conducted for various locations throughout the year.
- “Blue Bike the Green” is an event where the community joins law enforcement on the bike path of the greenway.
- Raised over \$3000 for the American Cancer Society. Sales came from community donations, pink badges, patches, and breast cancer t-shirts.
- Participated in the National Faith and Blue Weekend, where enforcement, the community, and faith-based organizations joined to make a positive impact in the community.
- We participated in Charleston Parks and Recreation Trunk or Treat event on Hampton Park.
- Partnered with Coastal Crisis Chaplaincy for the “*Partnership Project*” for several community events.
- We held our second annual Santa’s Escort Ride, distributing over 200 toys to families at the Ronald McDonald House and Fisher House.

Goal #3: Increase police participation and positive encounters with the youth.

Objective: Increase positive, non-confrontational police interactions in elementary-aged children

During the 2019-20 school year, Master Police Officer Deming and Officer Nick Brown worked with St Johns High School to develop and facilitate Community Circles: group discussions between students and officers. COVID-19 interrupted the project, but relaunched when students returned to in person learning in September 2020. Discussions focused on building and rebuilding stronger relationships, trust, and overall communication between society and police. Due to MPO Deming’s leadership, enthusiasm, and initiative the first discussion group met with three officers, mediated by a teacher and was student-driven. The students were able to ask anything they wanted and some of the topics were social justice, racism, and law enforcement. The first meeting was so successful that CPD and St. John’s High School now meets monthly, with approximately 6 officers per meeting from all areas of the department. The discussions now have a 20 minute initial period where students can ask the officers questions, and then the main group is broken into two small groups, each with its own mediator. The group discussion topics are selected by the students the week prior. Each group forms a circle (typically about 10 students and 3 officers) and the discussion is driven by the students with everyone allowing for input, feelings, and opinions in a safe place. Following each discussion, a student debrief is conducted (also a teacher and officer debrief) to get feedback, future topics, and suggestions for other students to participate. Some topics covered have been social justice, racism, protests, social media and media influence, violent crime, the capitol riot, and police procedures and policies.

MPO Deming has been instrumental to the development, growth, and success of the initiative. This program, as it continues, has already begun building stronger relationships and trust between society and police. These relationships and trust will lead to developing police strategies, reduce violent crime, improve police interactions, policy and procedure development, and shed light on gun violence and the grip it has on society.

- CPD Ice Cream Truck School Visits
- The COP Unit held our first Halloween Howl, similar to trunk or treat. Families were able to safely enjoy the holiday and check out cool cars displays.
- School Resource Officer Virtual Book Reading
- Our “*Good Night Lights*” Initiative started: first responders shined their lights at the Children’s Hospital as the families shined their flashlights back. The purpose of this event is to show support for children in the hospital as they undergo treatment from MUSC. Over 400 flashlights and trinkets were distributed to families to participate in this event.
- The Community Oriented Policing Unit participated in approximately 70 birthday parades.
- Partnered with North Charleston Police Department for their C.A.P program (Cops Athletic Program)
- Cougars, Cops & Kids

*Goodnight Lights at the
MUSC Shawn Jenkins
Children's Hospital*



Public Information Team

To create a more robust and responsive community information strategy while supporting the Community Outreach strategic plan goal to increase both transparency and social media presence, CPD formalized the Public Information Team in 2020. The Community Outreach Division handles most of the department's social media outreach while the Public Information Team manages official press releases related to major cases, incidents or newsworthy announcements. In 2020, the team produced their first media training day for members of local media affiliates. The team responds to critical incidents and provides information support when needed. The team consists of full-time Public Information Officer (PIO) Charles Francis, Compliance Manager Michael Gillooly and Inspector Karen Nix. In 2021, the team will add a social media coordinator.



Traffic Division

The City of Charleston Police Department is devoted to providing our citizens and visitors with a safe environment when utilizing roadways, whether by vehicle, bicycle, or foot. The overall goals are the reduction of impaired driving and a target of zero collisions that cause great bodily injuries and fatalities, accomplished through research-based traffic law enforcement and education.

The Traffic Division also includes the Police Motor Unit and Harbor Patrol Unit. The primary goal of the motor unit is to serve as a primary response unit for the enforcement of traffic laws, traffic control, and collision response, as well as other incidents requiring the mobility or other unique capabilities of motorcycles. A secondary goal of the motor unit is to assist with special events such as community service functions, public education events, funerals, and dignitary escorts.

The primary goals of the Harbor Patrol Unit are to safely operate vessels to provide the City of Charleston services and protection on waterways (such as search and rescue operations, investigation, interdiction, and apprehension of waterborne violators), to provide vessel support for special team units, and to operate in concert with other agency marine units. In 2020, the Harbor Patrol Unit added a new boat to its fleet, funded with a grant.

Goal: The traffic safety plan identifies specific objectives and tasks to meet the objectives, designed to impact current strategies and make traffic safety a main focus of the Charleston Police Department.

Objective: Research-based enforcement, utilizing strategy and technology.

Objective: Trust within the community and integrity within the unit.

Objective: Highly trained police officers able to investigate collisions and identify problems in roadways.

Objective: Improved road safety for bicyclists and pedestrians.

Objective: Educate and inform citizens on the effects of impaired driving and traffic safety matters.

Statistics – Traffic

	2020	2019	Change
Activity by Traffic Division			
Arrests	132	144	-8%
Traffic Citations	3240	9007	-64%
Public Contacts/ Warnings	788	2448	-68%
Field Contact Reports	162	36	350%
VCRO Arrests	16		
VCRO Citations	217		
Total Traffic Collisions			
Public Roadway	5325	7304	-27%
Private Property	4491	6164	-27%
Fatal Traffic Collisions			
Involving Impairment	13	18	-28%
Involving Pedestrians	5	10	-50%
Hit and Run Investigations			
	834	1139	-27%
	13	18	-28%
	9		
	769	974	-21%

Activity Department-wide

Traffic Citations	6820	19903	-66%
DUI Arrests	331	437	-24%

Source: 2020 End of Year Report, Traffic Division

VCRO: The traffic unit supplemented patrol officers in a Violent Crime Reduction Operation in August, October, and November.



Motor Unit

Harbor Patrol

The Charleston Police Department Harbor Patrol Unit is tasked with the safety and protection of public and government entities on and along our waterways. As a member of the Metro Marine Unit and Project Seahawk, the unit works alongside multiple local, state, and federal agencies in a cooperative effort to promote safe boating and a secure port. For 2020, Harbor Patrol identified three main goals to accomplish their mission. Additionally, the Charleston Police Department Strategic Plan identified three objectives for Harbor Patrol.

Goal 1: Reduction of boating related deaths and serious injury.

With a multi-pronged approach to address boating related deaths, there has been a drop in deaths and serious injuries in the Metro Marine Units jurisdiction.

2018 - 8 fatalities

2019 - 2 fatalities. Both persons were involved in commercial activities.

2020 - 1 fatality. Harbor Patrol participated in the successful rescue of an overboard party in the water for over an hour.

Throughout the year, Harbor Patrol proactively patrolled and conducted vessel stops for violations. During stops, officers conducted inspections of required safety equipment. Officers communicated to all parties on the vessel the reason for the safety check and answered any questions regarding safety equipment and safe operation of the vessel.

In 2020, Harbor Patrol participated in Operation Dry Water, a national campaign to address boating under the influence over the 4th of July weekend. Additional staffing increased the number of CPD boats on the water. Harbor Patrol used social media to promote the operation and raise public awareness.

Goal 2: Protection of vulnerable targets in the Charleston area.

The continuously growing Port of Charleston contains crowded places. Harbor Patrol strives to protect the lives of those who attend events near the water and important assets in the area. The unit conducted random side scan checks of port terminals for suspicious items. The unit participated in five cruise ship escorts in 2020 prior to COVID-19 restrictions and one military vessel escort. On February 20th, the US Coast Guard held their State of the Coast Guard Address in Charleston. Harbor Patrol assisted the USCG with a security zone on the water side of the event.

Sgt Morrell is a member of the USCG active shooter committee. The committee is developing the first USCG active shooter plan in the United States. Sgt Morrell assisted with the development and implementation of an active shooter tabletop exercise that occurred on July 14th.

Goal 3: Increased cooperation with local and federal agencies

As a member of the Charleston Metro Marine Unit and Operation Seahawk, Harbor Patrol routinely works with multiple local and federal agencies. Cooperation among these agencies is essential to successfully protect the Port of Charleston. We aim to foster a stronger partnership with agencies in our area in order to accomplish our common goals.

Throughout 2020 Harbor Patrol continued to partner with local, state, and federal agencies for joint enforcement activities. These efforts include events such as cruise ship enforcement and Operation Hammerhead.

Members of Harbor Patrol routinely conduct joint patrols with members of the Metro Marine Unit, USCG, Customs and Border Patrol, and SLED to increase our crew's capabilities when on patrol.

In 2020, MPO Merrill began working with the SC Department of Natural Resources (DNR) to address abandoned vessels in our waterways. CPD and DNR partnered with a local environmental group, Wounded Nature, in the removal of over eighty abandoned vessels in the Charleston area.

In 2020 Harbor Patrol took a more active role in participation and development of Metro Marine Unit training. Throughout 2020 we conducted training twice monthly with members of the Metro Marine Unit to increase our individual abilities, along with our abilities to function together as a unit. Though training was suspended from March through May we have strived to add additional training to our already scheduled days to address the missed training. Harbor Patrol continued to train with CPD Underwater Recovery team. Through 2020, Harbor Patrol trained with K9 to acclimate the K9s to the marine

environment. On October 16th, CPD SWAT and the Metro Marine Unit combined to conduct training for the first time. The day involved two marine based scenarios, boarding while underway, and firing of sim guns from a moving vessel.

On July 7th, members of Harbor Patrol and CPD SWAT travelled offshore with the USCG on the USCG ship Yellowfin to conduct firearms training.

Sgt Morrell has been an active member of several committees made up of local, state, and federal agencies to strengthen our working relationships and develop a stronger port security program. These committees include:

USCG Active Shooter Committee- Working to develop the first active shooter plan for the USCG in the nation.

Maritime Security Committee- Working to identify potential areas susceptible to terrorist attacks and develop strategies to protect and respond to an attack.

Harbor Safety Committee- Address concerns and upcoming events in the Charleston Harbor. This committee is made up of Maritime business, Port Authority, and government agencies. Sgt Morrell is the representative for the area law enforcement agencies.

Goal 4: The primary goals of the Harbor Patrol Unit are to safely operate vessels, to provide the City of Charleston services and protection on waterways (such as search and rescue operations, investigation, interdiction, and apprehension of waterborne violators), to provide vessel support for special team units, and to operate in concert with other agency marine units.

4.1 Objective: Highly trained and proficient marine unit officers.

Harbor Patrol strives to enhance the skills of its officers to be able to provide better service for the citizens of Charleston. The unit conducts monthly training with the Metro Marine Unit to maintain certifications, develop new skills, address emerging threats, and identify deficiencies. A training plan is prepared for each training. Following training, a debrief is conducted with all participants to evaluate the trainings' successes and identify any deficiencies. Harbor Patrol supported training for CPD Underwater Recovery Team, Charleston Fire Department, SLED, FBI, and US Army Special Operations in 2020.

4.2 Objective: Equipment maintenance and upgrade.

Harbor Patrol must maintain its current equipment while also planning replacement equipment, to ensure the unit can successfully complete its mission. Prior to launching any vessel, officers conduct a check of all safety equipment, and ensure the vessel is working properly. Once a month a more thorough inspection of the vessel is conducted, including all vessel trailers. As needed, vessels are removed from the water and cleaned.

Harbor Patrol maintains a five-year equipment plan. This plan outlines a timetable for vessel replacement and includes engine replacement dates, to maintain optimal performance and longevity of equipment.

The Homeland Security Port Security Grant Program (PSGP) allows local agencies to obtain federal funds for equipment and training essential to the protection of the Port of Charleston. Over the past two grant periods, CPD and Harbor Patrol have been extremely successful in securing funds to upgrade the unit's capabilities. In August 2020, the unit took delivery of a 25' Safe boat. This vessel is the first quick response boat for Harbor Patrol. This vessel was purchased with funds awarded under the PSGP. In 2020 we were once again successful in securing \$160,000 from the PSGP to overhaul the 2012 Munson landing craft. Additionally, funds were secured from the PSGP to purchase night vision for Harbor Patrol and CPD SWAT.

4.3 Objective: Unit succession and training plan.

Harbor Patrol requires specifically trained officers with the ability to conduct highly specialized skills. Select officers from outside Harbor Patrol have attended NASBLA Boat Crew Member training. These three officers attend monthly Metro Marine Training to maintain their certifications and to better develop their skills. In 2020, Officers Allen and O'Leary were added to the call-out schedule to lessen the burden on the limited amount of officers in the unit, and to better prepare the unit for extended call-outs. As additional NASBLA classes become available in 2021, additional officers from outside the unit will be selected to attend.

In Fall 2020, Harbor Patrol and the Training Unit worked together to create a Maritime Operations class for officers within CPD. Harbor Patrol conducted two classes to provide officers in the department with basic knowledge of the operation of the unit. The primary goal of the class was to prepare officers to assist the Harbor Patrol Unit in emergency situations.



Never boat under the influence.

OPERATION DRY WATER

*Operation Dry Water
CPD social media post*



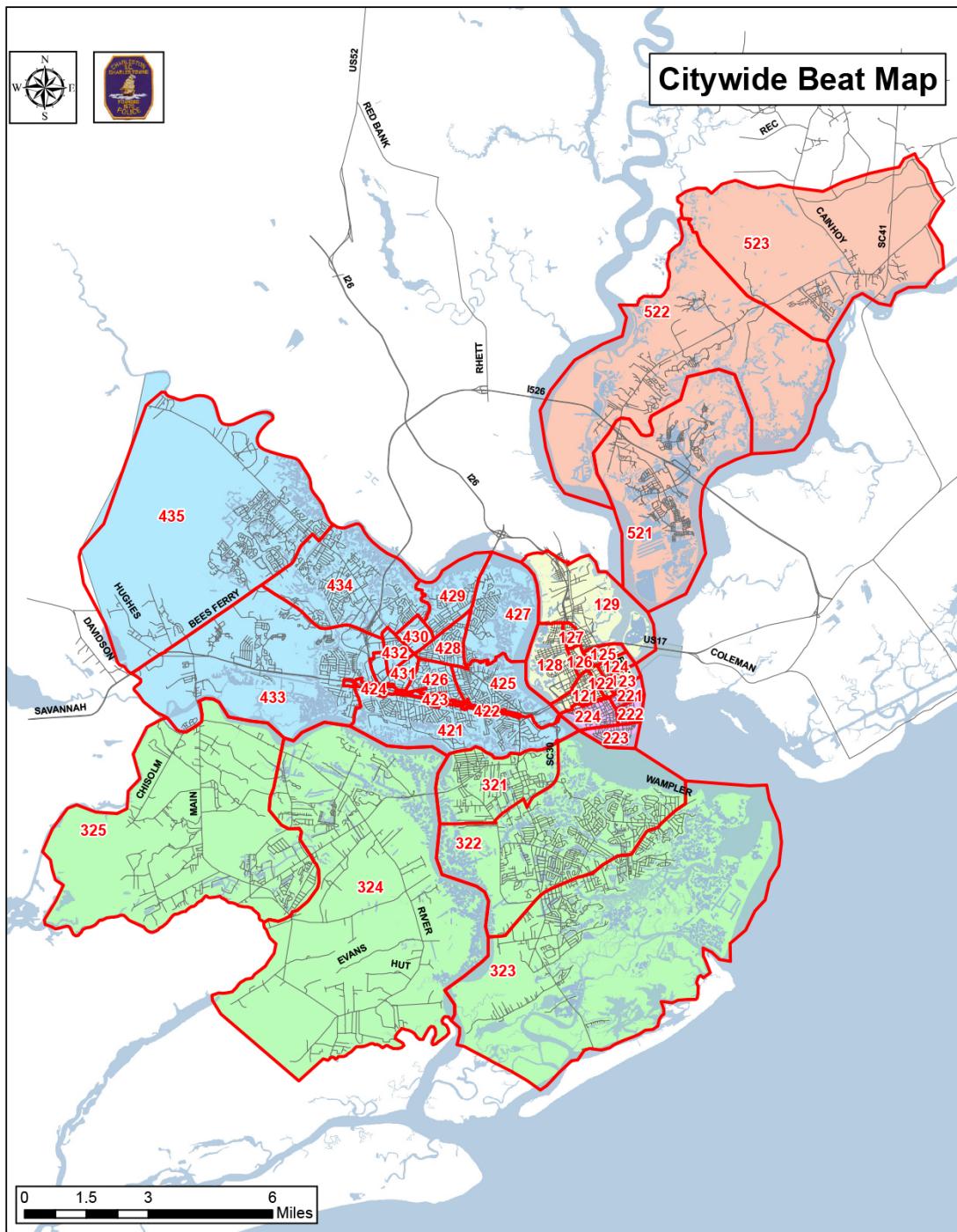
Patrol

The Patrol Division is the largest and most visible community-facing division of the CPD. Central to this aspect of the plan is movement to permanent shifts and “beat integrity” (officers staying in the same geographic districts for extended periods). This will allow for more effective and longer-term community engagement as the police and community build their relationships through mutual experiences and over time.

The Patrol Division is under the command of Captain Jack Weiss. Patrol is the most visible part of any police department. Patrol officers often have the greatest number of contacts with community members, through responding to calls for service, traffic enforcement, and community engagement activities. While investigative units are usually focused on specific crime types across the entire city, patrol officers are assigned to geographic divisions and neighborhoods. They are expected to know the people and places in their patrol areas. They are expected to rapidly respond to emergencies, often with little information about the nature of the emergencies. When a major incident occurs, they are often the first to arrive and the last to leave. They are the foundation of any police department, and in the Charleston Police Department, the Patrol Division is a team of dedicated officers, supervisors and commanders who consistently place service before self.

- Team 1: Patrol Team One serves the area of the peninsular city generally north of Calhoun Street to the North Charleston city line, between the Cooper River and the Ashley River.
- Team 2: Patrol Team Two serves the area of the peninsular city generally south of Calhoun Street between the Cooper River and the Ashley River. Team Two also serves Fort Sumter in Charleston Harbor.
- Team 3: Patrol Team Three serves major portions of James Island and some areas of Johns Island, including the Charleston Executive Airport.
- Team 4: Patrol Team Four serves major portions of the St. Andrews / West Ashley areas of the city and extends from the intracoastal 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 5: 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.
- Team 9: 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.

Patrol Team Geography

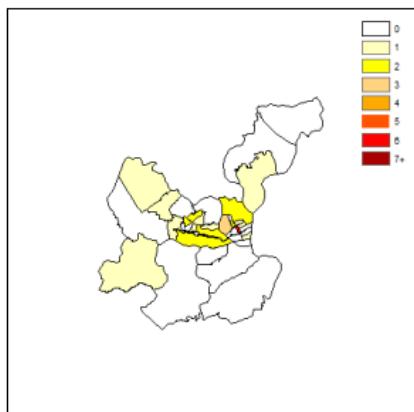


Statistics – Crime

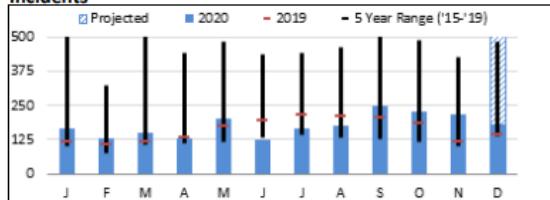
Charleston Police Department - Citywide

Ops Stat Reporting Week 52: Dec 28, 2020 - Jan 3, 2021

Crime Activity Map



Incidents



Arrests



	Weekly Summary			MTD (Dec 1 - Dec 31)			QTD (Oct 1 - Dec 31)			YTD (Jan 1 - Dec 31)		
	Curr	Last	Last Yr	2020	2019	% Change	2020	2019	% Change	2020	2019	% Change
VIOLENT												
Aggravated Assault	8	5	10	29	22	31.8%	95	55	72.7%	324	253	28.1%
Homicide	0	1	0	2	1	100.0%	5	2	150.0%	16	8	100.0%
Robbery	6	5	4	19	6	216.7%	39	20	95.0%	103	94	9.6%
Sex Offense Forcible Rape	0	3	0	6	1	500.0%	11	4	175.0%	45	40	12.5%
Total Violent	14	14	14	56	30	86.7%	150	81	85.2%	488	395	23.5%
NONVIOLENT												
Burglary / Breaking & Entering	2	4	8	24	15	60.0%	69	62	11.3%	316	295	7.1%
Motor Vehicle Theft	5	10	8	27	37	-27.0%	114	106	7.5%	445	495	-10.1%
Theft From Motor Vehicle	15	15	7	72	62	16.1%	287	196	46.4%	865	726	19.1%
Total Nonviolent	22	29	23	123	114	7.9%	470	364	29.1%	1,626	1,516	7.3%
TOTAL	36	43	37	179	144	24.3%	620	445	39.3%	2,114	1,911	10.6%
OTHER CRIMES												
Drug Violations	21	15	12	84	67	25.4%	282	232	21.6%	1,068	1,051	1.6%
Weapons Law Violations	8	10	6	31	15	106.7%	102	54	88.9%	296	221	33.9%
TOTAL	29	25	18	115	82	40.2%	384	286	34.3%	1,364	1,272	7.2%
Firearms Stolen from Vehicles (23F)												
Total Number Stolen	3	4	1	16	6	166.7%	64	24	166.7%	176	178	-1.1%
Number Stolen from Unlocked Vehicles	0	1	1	8	4	100.0%	23	13	76.9%	86	107	-19.6%

Prepared by CPD Crime Intelligence Unit on January 4, 2021 09:43

Source: RMS database, based on date occurred, unfounded cases and locked narcotics cases excluded
Note: these statistics are preliminary and subject to further analysis and revision

Crime Activity Map and Incidents Graph do not include drug or weapon violations

Arrests Graph includes arrests made for all charge types

n.c. = not calculated (cannot divide by zero to calculate percent change)

Current Week: Dec 28, 2020 - Jan 3, 2021

Last Week: Dec 21, 2020 - Dec 27, 2020

Week Last Year: Dec 30, 2019 - Jan 5, 2020

Goal #1: Prevent crime and reduce citizens' fear of crime. All citizens expect and deserve to feel safe in their homes, neighborhoods, businesses, and daily travels.

Objective: The Patrol Division will utilize permanent shifts and beat integrity in the patrol teams. Officers will have a greater opportunity to engage with citizens that have similar schedules in the same areas over a period of time to build relationships.

In June and July, the Patrol Division implemented permanent shifts through the Stabilized Shift Assignment Program, with extensive work by a committee to ensure the alignment of the shifts to community and organizational needs. This included surveys, data collection, and management of payroll issues. The new schedule added an additional "double day" to patrol staffing, which is a day where officer schedules overlap. Patrol commanders can apply that extra staffing to special projects or community outreach efforts. The committee was comprised of Lieutenant Patrick McLaughlin and Sergeants Bryant Tatman, Shaun Flaherty, Philip Dunford, Shane LaFromboise, Kyle Ryan, and Matt Greenleaf.

Goal #2: That officers always present a professional and positive image of themselves and the police department. Ensure that officers conduct themselves in a positive and professional manner at all times when engaging with the community that they serve.

Cameras were installed in 58 patrol vehicles to complement body worn cameras.

Goal #3: Increase community trust and relationships.

Objective: Commanders, supervisors, and officers take part in community events.

Objective: Each commander develops a specific community policing plan for their patrol team.

Community outreach assisted patrol with community events in compliance with COVID-19 safety protocols. Officers used a mobile command post to hold neighborhood roll calls. The public roll call is an effort to connect with communities by moving a squad's pre-shift roll call from police facilities out into the neighborhoods that officers patrol.

CPD requested a bid for a Problem Oriented Policing/Problem Solving Project using funds allocated to implementation of the Racial Bias Audit. The Office of Analysis and Innovation developed a Problem Oriented Policing module in the Records Management System (RMS). The bid was awarded to the University of Cincinnati Crime Science Institute and implementation of both the project and tracking module will begin in 2021.

Commanders worked closely with the Crime Intelligence Unit (CIU) to monitor data on traffic stops, body worn camera usage, field contact card data and additional activity. CIU also pulled data sets throughout the year to assist the team commanders in presenting information to community leaders at meetings, as well as completing plans to address crime trends. CIU also supported patrol with a city-wide gang overview training. Patrol commanders and supervisors applied planning and data support with flexibility to adapt to rapidly evolving work environments through the COVID-19 pandemic and frequent protest activities. Their efforts kept both the community and their officers safe.

Special Operations

Special Operations is a complex and multi-dimensional division of the CPD. Special Operations will invest in equipment and human capital to be ready when needed, including training, recruitment and retention of highly skilled, diverse officers with specialized expertise to serve and protect the citizens of Charleston under any and all circumstances.

The Special Operations Division was most frequently tasked with the operational planning, coordination and support for an increased number of first amendment activities in 2020. There were several protest events and marches, but also multiple events with opposing groups and potential for conflict between protesters and counter-protesters. While officers worked extra hours to protect the constitutional right to free speech, commanders and staff worked to negotiate fair terms for all protesters and manage competing permit applications under new COVID rules. CPD processed and approved 86 permits between July 10 and the end of 2020 for first amendment activities. A number of unpermitted first amendment activities occurred between late May and mid-July, for which CPD provided some level of support to ensure public safety. CPD supported 9 major events which required extensive planning and staffing, to include staffing the Public Safety Operations Center (PSOC).

In October 2020, Special Operations Division Commander Captain Chip Searson retired from CPD to accept the position of Chief of Public Safety at the College of Charleston, passing the torch to Captain Jason Bruder. CPD is grateful for Chief Searson's continuing service to the City of Charleston.

The Special Operations Division is comprised of both full-time units and units filled by officers performing ancillary duties. In the full-time units, officers perform the duties of their special unit as their primary function in the department. Those units are the Quick Response Squad (QRS), K9 Unit, and the School Units, comprised of School Resource Officers and the School Safety Response Team. The special units are teams filled with officers who work in patrol or investigative units as their primary assignment and are available to respond as a member of their special unit when needed. These officers work hard to apply to the teams, participate in extra training and respond at any hour. These units are the Civil Disturbance Unit (CDU), Unmanned Aerial Systems (UAS) Unit, Special Weapons and Tactics Team (SWAT), Explosive Devices Team (EDT), Crisis Negotiation Team (CNT), Underwater Rescue Team (URT), and Honor Guard.

Goal #1: Readiness - Invest in human capital.

Objective: Assess each element of SOD for specific job task skills for mission readiness. Assess the capabilities and limitations of each unit.

Due to the COVID-19 pandemic, certification courses and training opportunities were cancelled or postponed in 2020. The Special Operations Division reviewed all certifications nearing expiration and courses that were required to maintain operational capacity for each of the specialized units. Necessary instruction to maintain readiness was conducted in a safe manner with adherence to COVID-19 protocols. Two explosive detection canines were acquired and trained, enhancing the department's ability to proactively search for explosives.

Goal #2: Training - Maintain federal, state, local, and all applicable certifications for all personnel.

Objective: Maintain proper administrative procedures.

Objective: Ensure compliance with training hours required for each element

The Special Operations Division initiated the effort to develop a tracking system for specialized unit training and certifications. There are a wide range of standards and requirements for multiple specialties. When completed, the process will provide commanders and senior leaders the objectives, completion status, and timelines for officers and units.

Goal #3: Identify and employ the best candidates available.

Objective: Assess recruitment of women and minority group members to meet and maintain diversity goals within each special unit.

Objective: Support Team: Conduct learning sessions for interested candidates who want to join special units. Assess the standards and qualifications required for each unit.

In compliance with both the Strategic Leadership Plan and with the 2019 Racial Bias Audit, CPD is working to further diversify both the department and the members of Special Operations Division Units. The current ratio of underrepresented demographics in CPD special units are below. Underrepresented members include female officers and officers who are persons of color. In 2020, the Special Operations Division worked to plan learning sessions to promote special unit membership to all members of CPD.

Unit	Underrepresented Members
All Sworn CPD Officers	33%
Special Operations Division	28%
Quick Response Squad (QRS) /K9	8%
School Units	35%
All Special Units	27%
Civil Disturbance Unit (CDU)	21%
Unmanned Aerial System (UAS) Team	10%
Special Weapons and Tactics (SWAT)	15%
Explosive Devices Team (EDT)	46%
Crisis Negotiation Team (CNT)	40%
Underwater Response Team (URT)	31%
Honor Guard	50%

SPECIAL OPERATIONS

K9 Unit

The Charleston Police Department K9 Unit has four patrol K9 teams. At the beginning of 2020, there were three Explosive Ordnance Detachment (EOD) K9 teams. K9 handlers complete a 6 week handler course and then upon completion of this course complete an additional 4-6 weeks of FTO training with a senior unit handler. The K9 handler and their four-legged partner recertify every year during a 40 hour training/certification week. The K9 team is North American Police Working Dog Association (NAPWDA) certified.

Dogs are uniquely suited for scent tracking because they have from 125 to 300 million olfactory sensory cells, compared to 5 to 10 million for humans (AKC Canine Health Foundation). EOD K9's (also known as bomb dogs) are trained to detect the scent of explosive components. Patrol K9's can be used to search for evidence at crime scenes or for suspects who have fled a crime scene on foot or are hiding in a building. They can detect the odor of narcotics in a vehicle or in a building. K9 teams are also used to apprehend potentially dangerous violent crime suspects and provide protection for officers to deter suspects from assaulting police officers. A protection deployment means the K9 is present during a potentially dangerous situation to discourage suspects from assaulting officers or fleeing but is not actively involved in an apprehension.

In 2020, CPD K9 teams accomplished 27 apprehensions with no bites. The handlers make all efforts to use the dogs' bite function as a last resort, when there is no alternative to safely apprehend suspects.

*Left-Right:
SPO M. Tulla & K9 Apollo,
MPO P. Hall & K9 Hektor,
Sgt J. Thom & K9 Paco,
MPO. J. Brewer & K9 Rex,
SPO Hartmann & K9 Jersey*

Deployments

Apprehensions without Bite	27
Apprehensions with Bite	0
Handler/Officer Protection Deployments	301
Human Odor Tracks	66
Vehicles Searched for Narcotics	55
Buildings Searched for Suspects	58
Tactical Deployments with SWAT or US Marshals	16
EOD K9 Searches for Weapons	42
EOD K9 Searches for Bullet Casings	38
Total	827



Central Investigations

Central Investigations is focused on delivering justice by reducing criminal victimization through the identification of offenders and acquiring evidence leading to prosecution.

This division of detectives works on the most serious and violent crimes, often partnering with federal agencies. Crimes committed with guns and related to the drug trade are priorities. An essential part of Central Investigations is providing advocacy services and mental health support to crime victims. This service helps to restore the victim and also reduces the likelihood of repeat victimization.

Consolidating forensic services into a new facility is another goal of this division, as it seeks to increase the speed, efficiency, and breadth of forensic service provided.

Goal #1: Reduce crime victimization - Thoroughly investigate major crimes and serious incidents with an appropriate sense of urgency to identify offenders, acquire evidence for criminal prosecution, and prevent the recurrence of such crimes.

CPD Clearance Report 2020

	Cases Reported	Cases Cleared*	Case % Cleared	Cases Cleared Reported Prior to 2020		Total Cases Cleared	% Cleared relative to new cases added
				Reported	Prior to 2020		
Homicide	16	5	31.3		1	6	37.5
Rape	55	6	10.9		28	34	61.8
Robbery	108	38	35.2		23	61	56.5
Agg Assault	330	165	50.0		24	189	57.3
Burglary	334	75	22.5		19	94	28.1

*Clearances defined as cases with a status of Cleared, Exceptionally Cleared, or Unfounded

Success Story – Homicide Solved through Teamwork

Forensic Services Division Latent Print Manager, Nova Grilli published a case report about a 2016 homicide in the *Journal of Forensic Identification*. The victim was shot multiple times outside his home. Investigators tracked a suspect vehicle using surveillance video and found it parked with a firearm inside. Acting on a search warrant, Forensic Services Division personnel recovered a suspect's latent prints from a trash bag inside the vehicle. Unfortunately, no prints of value were recovered from the firearm; however, entry into the National Integrated Ballistics Identification Network (NIBIN) and a comparison by a trained examiner confirmed that the firearm was the murder weapon.

Three years after the homicide, information about the murder weapon was discovered during court preparation. A witness came forward claiming that her gun was stolen prior to the homicide and matched the murder weapon in make, model and caliber. Due to its distinctive color, the witness recognized the firearm in a photo that the suspect posted to his Facebook account which had since been deactivated. With a search warrant for the Facebook account, investigators retrieved an image of a left hand holding the firearm. Portions of friction ridge skin were visible in the photograph and Grilli enhanced the image to conduct a fingerprint comparison. Grilli directly linked the suspect to the firearm and he ultimately plead guilty on all charges, including voluntary manslaughter. He was sentenced to 25 years in prison and Nova Grilli's innovative work in this case was published in the *Journal of Forensic Identification*, 70 (4), 2020.



Original image from Facebook warrant.

Goal #2: Identify serious crime trends - Identify crime trends and disseminate information for the purpose of preventing any escalation in criminal activity.

Objective: Participate in the Addiction Crisis Task Force (ACTForce) to facilitate support services for overdose victims in order to reduce the likelihood of future drug overdoses.

In 2020, we became the first law enforcement agency in South Carolina to join the Police Assisted Addiction and Recovery Initiative. P.A.A.R.I. is a community policing movement formed to create non-arrest pathways to treatment and recovery. The Department received a grant to hire a position specifically dedicated to opioid overdose data collection and program design. We continue to work with other law enforcement agencies and addiction recovery practitioners to create non-arrest diversion programs, thereby reducing overdose deaths, expanding access to treatment, improving public safety, reducing crime, diverting people away from the criminal justice system, and increasing trust between our agency and our community.

Goal #3: Provide victim advocacy services and mental health resources.

Objective: Victim Advocates will provide adequate victim support services.

In 2020, the Family Violence Unit provided victim services to 1,462 individuals.

Goal #4: Provide recruit training and assist with developing personnel - CID Detectives and Forensic Services Division personnel will use their experience and expertise to provide investigative, crime scene, and forensic science training to new academy recruits, and to further develop police investigation and forensic capabilities.

Goal #5: Support community relationships - CID Detectives and Forensic Services Division personnel will treat community members with dignity, respect, and fairness. Detectives will participate in community outreach activities and build relationships with community members to facilitate successful investigations.

Forensic Services Division personnel participated in community outreach including Bingo Night at the Ronald McDonald House, Hospital Appreciation events at MUSC and Roper/St. Francis, Santa's Escort Ride, Red Cross blood drives, Special Olympics Polar Plunge, Lowcountry Food Bank as well as numerous STEM events and career days at local schools.

The Charleston Police Department hosted the first-ever Halloween Howl. This event was a fun and safe option for children to trick-or-treat, check out police cars decorated with Halloween displays, and enjoy the spooky holiday.



Goal #6: Consolidate the Forensic Services Division into a new facility - The Forensic Services Division will develop the facilities to conduct an array of services that support investigative functions of the department.

Groundbreaking on the new Charleston Police Department Forensic Services Division Building began in Fall 2019. The new two-story facility replaced three buildings that previously were leased for use by the division, and includes administration spaces, evidence receiving and storage rooms, office and analysis spaces for crime scene processing, latent prints, and digital evidence. It also includes a chemical storage room, chemistry laboratory and office, biology and DNA laboratory and office, and two garage bays for vehicle examination and storage. Work continued through 2020 and the building was completed in Feb 2021.

Goal #7: Enhance the capabilities of the Forensic Services Division - The Forensic Services Division will seek to expand their array of services for the purpose of supporting investigative functions of the department.



*The Charleston Police
Department Forensic
Services Division Building*

The Forensic Services Division was reaccredited by the ANSI National Accreditation Board (ANAB) in 2020, a continuation of uninterrupted accreditation since 1998. The accredited fields of testing include Biology (serology), Digital and Video/Imaging Analysis and Technology (digital evidence), Fire Debris and Explosives (fire debris), Friction Ridge (latent prints and latent recovery), and Seized Drugs (drug analysis).

ANAB is the longest established provider of accreditation based on ISO standards for forensic agencies in the United States. ANAB is a non-governmental organization that provides accreditation services to public- and private-sector organizations.

Accreditation provides formal recognition by an independent third-party organization that the Forensic Services Division is fully compliant with ISO/IEC 17025:2017 requirements and ANAB Forensic Testing Program requirements. Accreditation is granted after thorough evaluation of the laboratory's management system and technical practices and procedures. Each accreditation cycle includes an on-site assessment followed by regular surveillance activities to ensure continued compliance with accreditation requirements.

Training and Professional Standards

The Training and Professional Standards Division is the conscience of the CPD. Consistent with foundational goals, enhancing training is another way to invest in people. The Office of Internal Affairs ensures integrity and adherence to ethical and policy standards in a fair and unbiased manner. Special attention is placed on assuring all use of force events are within CPD policy and reviewed monthly.

Captain Anthony Cretella was assigned to command the Training and Professional Standards Division in 2020. As a veteran of the Professional Standards Division and Office of Internal Affairs, Captain Cretella brings experience to the division. In early 2020, Compliance Manager Michael Gillooly joined the Charleston Police Department to add greater focus to inspections, audits and compliance. He brings a wealth of experience from his career at the Tucson Police Department in Arizona.

In September 2020, the Commission on Accreditation for Law Enforcement Agencies (CALEA) conducted its third annual web-based assessment for the four year accreditation cycle. During this assessment, 25% of the standards were reviewed and approved by the compliance service member. Preparations began for the 2021 CALEA Re-Accreditation on-site, which will occur in March 2021. The Department became the first municipal agency in South Carolina to attain CALEA accreditation in 1991, and will be accredited for 30 years in 2021.

The CALEA office is in the process of updating the Department's General Orders and Field Guides and a schedule has been created to have all reviewed over a three year period. A new Communicable Disease Planning and Response Field Guide was created to deal with the COVID-19 pandemic in March 2020.

CALEA met with CPAC multiple times in 2020 to give an overview of the CALEA process and report on the review and updating of the Department's general orders.

CALEA continues to manage the Department's PowerDMS site by continuing to post documents, surveys and tests for employees to review, complete and electronically sign. For more transparency and ease of viewing general orders, the office was able to add a feature in PowerDMS that allows the public to view these general orders real time, as they are updated and avoids the possibility of outdated information on the website.

Goal #1: To provide quality training designed to increase individual and organizational development.

Even though COVID-19 altered the way that training presented itself, it never stopped due to the pandemic. All mandatory training for certified officers continued as well as additional training for certified officers. CPD's Training Team was creative in their approach to ensure that all officers received the same caliber of training. Many traditional ways of training had to be re-developed to ensure that all officers were safe and maintained social distancing while instructional was taking place. In addition to this, virtual instruction was adapted and well received by the officers.

The CPD training division was not slowed by COVID-19 in 2020. Over the course of the year, we graduated 42 cadets from our Police Corps Training Program and sent them to the academy. We also had 370 Officers complete the week long block training session. Included in that session was our EPIC presentation as well as EVOC, active shooter and patrol tactics, legal updates, CPR, annual firearms training and qualifications, defensive tactics and response to resistance or aggression. In 2020 we also completed the training necessary for the AXON TASER 7 rollout and completed a low-light firearms training. CPD also hosted several outside classes in 2020 to include HIDTA Social Media Investigations, HIDTA Drug Investigations, SCCJA Prejudice and Personality w/Crisis communication, FBI Leadership workshops and NASRO training for school resource officers. In addition to that we continued our in house training that included three DUI/SFST classes, financial wellness, two patrol officer trainer classes, maritime operations, a joint multiculturalism class with the College of Charleston and a gang investigations class. Lastly after receiving the grant from the rotary club the CPD training staff has been working on the Submarine Way initiative which is a train the trainer leadership program that includes both police employees as well as our professional staff. The group is set to begin training all CPD and professional staff beginning in June of 2021.

Goal #2: To provide development opportunities for all officers to increase their knowledge and skills and comply with state standards.

The Training Division ensured that all officers maintained their yearly certifications. In addition to this, there was an abundant of classes that were offered in addition to this and numerous Federal partnerships/relationships were developed out of these training opportunities. Also, 3 Police Corps classes graduated throughout the year. Police Corps was extended from an 8-week academy to now a 12-week academy.

Goal #3: To provide ongoing leadership development and support CPD's succession plan.

In 2020, the Leadership Development Institute (LDI) partnered with the Charleston Rotary Club with the goal of promoting leadership excellence within the Charleston Police Department. The Rotary Club donated \$50,000 to the police department and a leadership consultant group, The Submarine Way (TSW) was hired. TSW is committed to the professional development within ranks at all levels, leading to better empowerment, recognition of implicit bias, and higher levels of accountability. The mission is to drive interdependent collaboration between officers and citizens both internally between officers and staff and externally with the community to ensure more effective outcomes in community policing relations. Professional leadership development is core to a successful outcome. The entire program will be implemented in June 2021 and will require all sworn and professional staff within the Charleston Police Department to attend. Additionally, the Charleston Fire Department will also be participating in the training to make Charleston Public Safety services more effective and efficient for the community.

40 Participants in program # 1:

8 Law enforcement leadership courses (delivered in concurrent pairs)

1. Strengths The Submarine Way
2. The Five Anchors of Leadership
3. Higher Levels of Accountability
4. Leadership What is Your Brand
5. Compassionate Leadership
6. The Mission-Oriented Mind
7. Self-Regulation and Peer Accountability

Goal #4: To improve trust and relationships in the community.

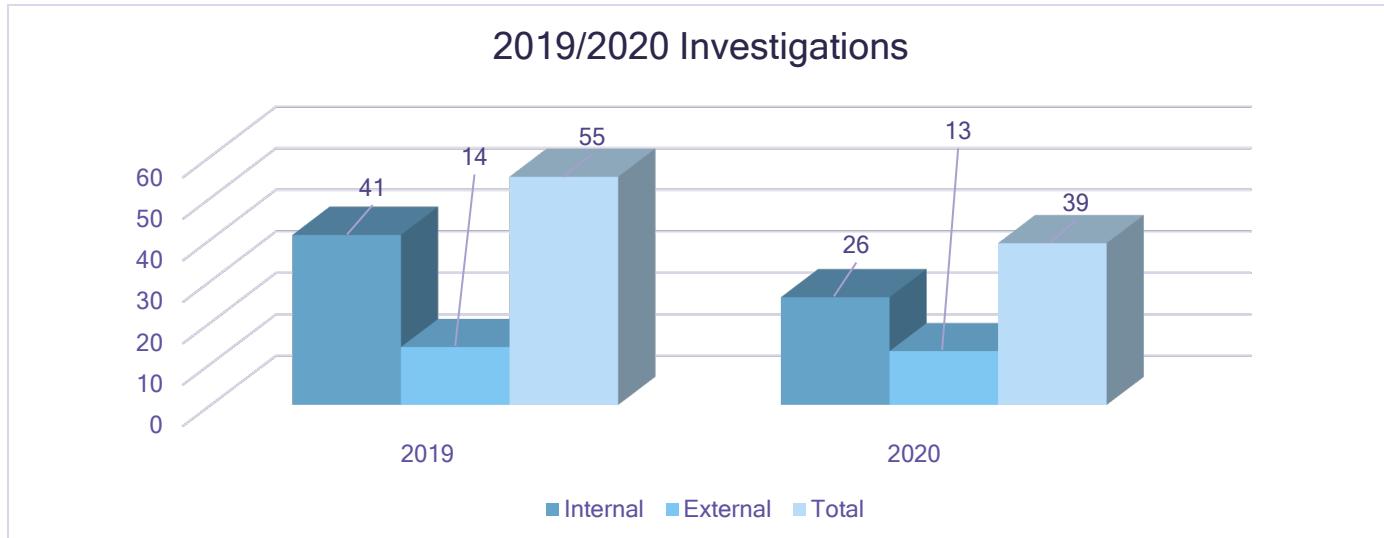
Through the partnerships with the Citizen's Academy and the Citizens Police Advisory Council, we have been able to offer training to these groups to enhance their knowledge about Department practice, policy and procedure.

Goal #5: Improve preparedness and response to DUI and traffic-related incidents.

The Charleston Police Department has continued to offer classes surrounding the topics of DUI and traffic collisions. This will be an on-going effort as we continue to educate our officers on these topics.

Goal #6: (OIA) To ensure that the integrity of the police department is maintained through a system of internal discipline where an objective and impartial investigation and review assures fairness and justice. Also, it is the responsibility of OIA to ensure that all use of forces that are conducted by police department members are within policy.

Internal Affairs Investigations

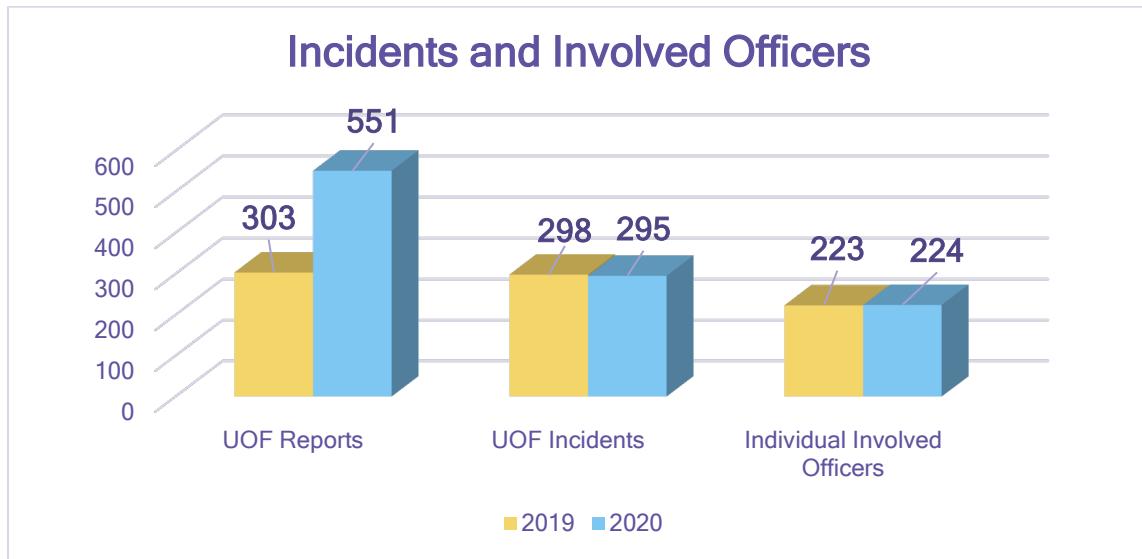


As indicated in the graph above, The Office of Internal Affairs documented, managed, or handled 39 administrative investigations throughout the calendar year of 2020. Administrative Investigations stem from either a policy or procedural violation. This is a slight decrease of 29% from the previous year of 2019, during which the Office of Internal Affairs managed 55 investigation. It should be noted that investigations may contain multiple allegations and involve multiple officers. Internal investigations stem from a complaint made by a CPD employee, while external investigations originate from a member of the public.

Sustained Allegations - 2020	
Actions Taken	Number
Counseling	1
Verbal Reprimand	24
Written Reprimand	15
Off-Duty Privileges Revoked	3
Take-Home Privileges Revoked	1
Remedial Training	23
Resigned	3
Resigned in Lieu of Dismissal	3
Retired While Under Investigation	1
Suspension	5
Mediation Process	1
TOTAL	80

The investigations from 2020 that resulted in sustained action (24 cases) resulted in 54 sustained allegations, which totaled 80 actions taken. Sustained means there is sufficient evidence to establish that the incident did occur. 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.

Response to Resistance Incidents



Number of times a response to residence incident was reported and the number of involved officers.

Data Source: CPD, IA PRO

As seen in the above paragraph, the number of use of force reports submitted showed an increase in 2020. This increase is due to a change in policy as to how officers complete response to resistance/aggression reports. The policy change was in effect for the entire year of 2020. In years past, when there were multiple officers involved in a use of force incident, the primary officer would submit the use of force report, and the secondary officers would complete a memorandum that attached to the primary officer's report. To collect data more accurately, individual officers must now complete their own use of force report even when they use force in a support effort to the primary officer. Although there has been a change in the way data is being collected, resulting in higher numbers in 2020, the actual number of incidents has essentially remained the same.

Example: An officer attempting to arrest a suspect gets involved in a physical altercation with the suspect and uses an intermediate or less-lethal weapon. Two additional officers respond to assist and help the primary officer restrain the suspect. All three officers are now required to complete a separate use of force report justifying their actions (creating three use of force reports). In years past, the primary officer would complete a use of force report and the two assisting officers would attach a memo to the primary officers' use of force report (creating one use of force report).

During 2020, there were 551 response to resistance/aggression reports submitted; however, these 551 submissions resulted from 295 incidents. There were a total of 224 individual officers involved in these 295 incidents, with some officers using force more than once throughout the year. The data shows an increase (81%) in use of force reports submitted from 2019 to 2020; however, the number of individual officers involved and number of incidents in both years were nearly the same.

Activity Summary



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

This data indicates force being used in .11% of the estimated public interactions and 8.18% of the arrests made in 2020, compared to .11% of the estimated public interactions and 6.41% of the arrests made in 2019. This comparison indicates that for the overwhelming majority of public interactions and arrests, officers rarely use force in the performance of their duties.

Office of Compliance and Policy

In FY 2020, and upon recommendation of the CNA Audit, the Charleston Police Department created the CPD Office of Compliance and Policy. After a nationwide search was completed a member was selected and employed to staff this critical function. During the course of the remainder of 2020 procedures were developed to guide the efforts of this position.

This Office now reviews and audits all policies, procedures and operational practices throughout the organization to provide oversight, compliance and opportunities for improvement. Numerous areas of the department have been reviewed with a focus on efficiency, improved operations and current law enforcement practices as CPD serves the residents of Charleston.

In addition to the above the Office of Compliance and Policy also conducts routine and on-going Staff Inspections utilizing selected command personnel to audit and inspect various portions of the organization to ensure compliance with policies and best practices. Focus is on efficiency and current best practices in both department and law enforcement standards.

The Office also conducts monthly and on-going audits of use of force reports for consistency, timely submittal, and accuracy in reporting, as dictated by department policy, while ensuring all required coding requirements are being followed. This practice ensures thorough and complete data is captured for accurate and transparent use of force reporting purposes. Deficiencies, when noted, are presented for review and correction as necessary.

Consistent body worn camera use by department members is critical to developing trust, credibility and transparency during police operations. The Office of Compliance and Policy conducts regular and routine audits to insure required random review of body worn camera video, by supervisory and command personnel, is being completed. Deficiencies, when noted, are submitted for correction as necessary.

Analysis and Innovation

Strategic Innovations (Technology)

Strategic Innovations had the daunting task of facilitating the department's technology needs amid a global pandemic. New systems and creative thinking were needed to ensure that our level of service was not impacted during those ever evolving and unique times. One initiative was the introduction of remote collaboration software to facilitate distanced meetings. This system created new workflows and has opened up the door to numerous increases in efficiency and productivity, a positive that has come out of a trying time. Another hurdle that had to be overcome was tele-working. With a large number of staff not assigned laptops, and everyone in the entire city outfitting their teams, CPD was able to recover laptops that were being decommissioned from the patrol teams and re-purposed them to cover a large gap that would have existed without them. The department was able function effectively and confidently while minimizing the risk of infection of an entire team.

While the pandemic was challenging and presented new problems, strategic innovations was able to complete all scheduled projects and develop plans to address audit and strategic plan needs.

Some of these tasks were but not limited to:

- 40 New MDT deployments
- 30 New In car/MDT complete systems which brings the entire fleet to over 300 units
- 10 City safety and security cameras paid for via a grant.
- Safety and security camera equipment refresh on the east side downtown as part of a replacement program.
- Addition of FLOCK ALPR cameras.
- Addition of RTI CFS Analytics Tool
- Technology upfit of the new main training room at 180 Lockwood
- Replacement of all "smart boards" at 180 Lockwood with more cost effective TV/PC combos
- Additional roll out of Alastar for ICS

Intelligence/Analysis

The Crime Intelligence and Analysis Unit also faced new challenges this year. Analysts had to be broken into various groups so that no more than 2 were in the office at a time for COVID precautions. They quickly pivoted with the help of Microsoft Teams to setup new procedures and stay in communication. The analysis group was called on to create new tracking systems and reports to help monitor changing calls for service types, overdose/suicides, domestic violence calls and violent crime trends. These reports helped command staff keep a pulse on emerging trends during these unique times.

The analysis group also assisted in the creation of a number of databases that various parts of the department needed to accurately track new procedures that came out of the strategic plan and bias audit. An increase in violent crime and a trend in gang activity opened the door to new initiatives and directives for the unit. This unit acts as a situational awareness group leading up to and during critical incidents, demonstrations, and emergency events. The year was very demanding due to the increase in demonstration activity and COVID-related activity. These emerging trends have also created new procedures and workflows to ensure that information is appropriately collected, vetted, shared with local and regional partners and disseminated in a timely manner so that resources can be deployed appropriately. Many lessons were learned and changes made but the unit met each challenge head on and worked diligently to assist all departmental operations.

Administrative Services

Goal #1: Strengthen our workforce.

Objective: Streamline application and hiring process. Implement internal tracking mechanism to evaluate hiring process trends and identify needs for improvement.

- During the first quarter of FY20, the department's recruitment and personnel office implemented use of an applicant tracking tool to better track and evaluate the hiring process.
- During the second quarter of FY20, the department's personnel and recruitment office began working with City HR in the last quarter of FY20 on implementing revisions to the current application systems. This would allow for streamlining of the initial application phase. In addition, various portions of the application to include forms have been re-evaluated for redundancies and an updated applicant document is planned to be implemented as part of the overhaul within the second quarter of FY21.

Objective: Develop plans for staffing/retention/recruitment to align with current and future needs. This should incorporate use of workload analysis and plans for current and future Staffing needs based on growth or programs.

- During FY20 priorities on staffing were geared towards recruitment as it relates to filling the current sworn vacancies.
- Work is slated to begin in the second quarter of FY21 in developing a staffing plan associated with current and future needs. This plan would outline a 3-5year road map for budgeting purposes.

Objective: Develop and create opportunities for developing skills for administrative staff to assist in succession planning.

- During the first quarter of FY20, the administrative services division implemented a monthly training event to be held during the monthly staff meeting. (2) training events were held prior to the pandemic, which caused the division to temporarily stop all in-person staff meeting and training events.
- Within the last quarter of FY20, PD&T implemented a training program for professional staff, but due to COVID-19 the training was temporarily suspended. It is anticipated to be re-established with COVID-19 safety precautions beginning in the second quarter of FY21. In addition, it is intended to also provide leadership development training as part of this initiative.

Objective: Develop career-based step increase plan for civilian personnel based on certifications, skills, and education.

- During the fourth quarter of FY20, an HR initiative plan was started which outlines various civilian positions where a potential step plan could be developed. In addition, this includes the evaluation of several civilian positions.
- It is projected that this HR initiative plan be completed within the second quarter of FY21 and implementation requested in the FY22 budget.
- Future plans include the evaluation of civilian position job descriptions on an annual basis to determine accurate certifications, skills and education needs.

Goal #2: Strengthening fiscal management.

Objective: Provide quarterly financial forecasting reports to command staff prior to the end of each period to include personnel costs, overtime, and operating budget.

- During the first quarter of FY20, an internal tool was implemented to track true expenditures. This tool will be used to give a more real time account for expenses and allow for historical information to be pulled concerning budgetary impacts.
- During the second quarter of FY20, a quarterly report was developed to be used by senior and command staff in tracking personnel, overtime and operating budgets. Due to COVID-19, these reports were temporarily suspended, as the department was required to develop budgetary cuts due to the City's loss of revenues. In addition, the department needed to allocate as many financial resources to the implementation of a robust PPE program in protecting staff from COVID-19.
- It is projected that the quarterly reporting be re-implemented within the second quarter of FY21. In addition, there is an intent to provide a more robust detailed report on overtime use, as the department's overtime budget for FY21 was cut due these revenue shortfalls.

Objective: Provide monthly status reports to command staff regarding expenditures and project completion for budgeted items.

- During the first quarter of FY20, monthly reports were developed. Due to COVID-19 and multiple changes to the budget, these reports were temporarily suspended.
- During the third and fourth quarter of FY20, monthly reports were provided to all staff as it pertained to the development of the FY21 budget. This was a new initiative based on the revenue shortfalls within the City and to assist in ensuring personnel were provided the most up-to date and accurate information.
- It is intended that the monthly reports be re-established within the second quarter of FY21.

Objective: Make fiscal decisions based on operational needs and expenditure/historical data.

- During FY20, the department completed all FY20 budgeted initiatives, which included the following:
 - Hiring of the new Director of Procedural Justice and Research
 - Hiring of the new Compliance Inspector
 - Completed the procurement and up fit of Taser replacement plan
 - Completed the procurement of 95% of Audit Implementation Plan initiatives to include:
 - Critical Mention media monitoring SAAS
 - QMarkets idea management and innovation tool
 - USC contract for collaboration in forming Racial Biased Recommendation Plan in meeting audit objectives
 - Contract with UC for the training and technical assistance in problem solving and implementing a community problem-oriented policing plan.
 - Execution of contract and funding reallocation for the Partnership Project with the Coastal Crisis Chaplaincy. Procured various items to be used for efforts in community events associated with the program.
- Due to the FY20 budgetary cuts associated with COVID-19, it is noted that these initiatives were accomplished via the department's ability to make fiscal decisions based on operational needs and determine re-prioritization of funding.

Goal #3: Infrastructure expansion and capital investment.

Objective: Create and implement a 5-year capital replacement plan for all CPD equipment and vehicles.

- During the fourth quarter of FY20, work began on a draft plan incorporating a 5-year capital replacement plan for all CPD equipment.

Objective: Continue to pursue permanent facilities for leased sites; fleet/shop, brigade warehouses, and office spaces.

- During the first quarter of FY20, discussions began concerning the re-location of personnel from the brigade warehouses. Due to COVID-19 space requested was not approved and further renovations of HQ's space was re-prioritized due to budgetary cuts.
- During the last quarter of FY20, work began on a draft facilities improvement plan, which will incorporate team office spaces and any identified future needs. It is anticipated that this plan be completed by the fourth quarter of FY21.

Objective: Pursue the viability of developing a new HQ's facility to include feasibility study, land acquisition, and capital project approval.

- Information pertaining to the needs for this facility is to be included in the facilities improvement plan, slated for completion by the fourth quarter of FY21.

Objective: Pursue the viability of developing a shared public safety training facility to include feasibility study, land acquisition, and capital project approval.

- Information pertaining to the needs for this facility is to be included in the facilities improvement plan, slated for completion by the fourth quarter of FY21.

Objective: Prioritize facility needs and work with Capital Projects in incorporating a 5-10- year capital facilities replacement and expansion plan for CPD facilities.

- Information pertaining to priorities for facility needs will be developed within the CPD facility improvement plan, slated for completion by the fourth quarter of FY21. Work on this plan should include close partnerships with the capital projects division and budget.

Objective: Continue to provide annual facility related recommendations for incorporation into the Capital Improvement Plan.

- During the first quarter of FY20, a punch list was developed for maintenance needs for police facilities. Due to budgetary cuts associated with COVID-19, these initiatives were re-prioritized to be completed within the first quarter of FY21.
- During the third quarter of FY20, a list of priorities based on facilities was submitted as a priority within the FY21 budget. This was not approved, due to the anticipated budgetary impact of revenue shortfalls in FY21 due to COVID-19.
- During the third quarter of FY20, a list of capital renovation requests for HQ's was submitted as a priority within the FY21 budget. This was not approved, due to the anticipated budgetary impact of revenue shortfalls in FY21 due to COVID-19.

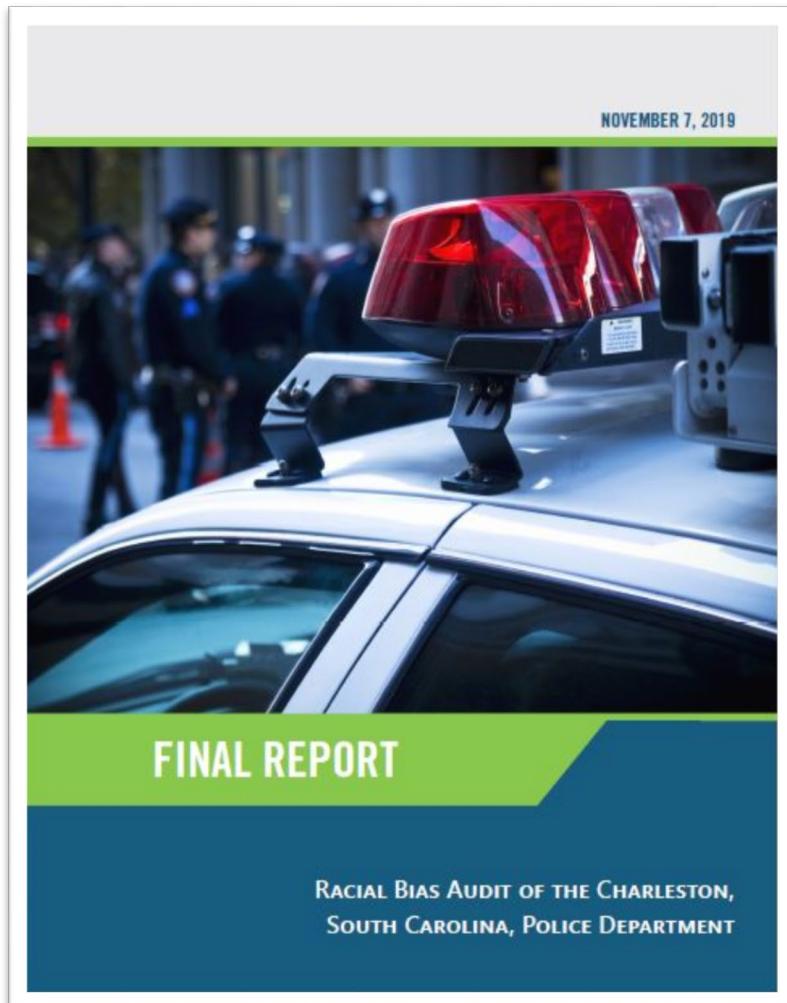
Racial Bias Audit – First Year

Organizational Changes

Community Outreach, the Traffic Division, and Recruiting were consolidated under a new Division of Community Oriented Policing, led by Captain Dustin Thompson. The Racial Bias Audit emphasized the need for the department to communicate with the community and seek feedback on traffic enforcement strategies. Aligning these units together ensures strong communication between the Traffic Division and Community Outreach. The department created two positions to facilitate the recommendations of the racial bias audit and improve on internal audit procedures. The Director of Research and Procedural Justice, Wendy H. Stiver, and the Compliance Manager, Michael Gillooly were hired in April 2020.

Progress

The Charleston Police Department focused on the audit recommendations pertaining to organizational structure, policies, training and capacity building to build a strong foundation for the next phase of audit implementation. The policy changes recommended by the audit were implemented, as was a formal 36 month policy review schedule. In 2020, CPD implemented EPIC (Ethical Policing is Courageous), a peer intervention model developed in New Orleans. The department worked to establish partnerships with researchers to leverage expertise in topics including use of force and traffic stop analysis. Capacity building included the acquisition of community outreach technology to facilitate crowdsourcing and feedback on strategies, policies and plans.



Overview of Implementation Progress

The CNA Racial Bias Audit offered 72 total recommendations based on 48 findings in five sections. One of those was withdrawn, as it was clarified before the final report was published. The withdrawn recommendation was not included in the assessment below, so statuses are computed based on the 71 active recommendations.

All Sections - One Year Status

Status	Recommendations	Percent
Complete	35	50%
Partially Complete	6	8%
In Progress	30	42%
Total Recommendations	71	100%

Progress by Section - One Year Status

Section	Topic	Recs	Complete	Partially Complete	In Progress
1	Traffic Stops and Field Contacts	14	36%	21%	43%
2	Use of Force	14	64%	0%	36%
3	Complaints	10	90%	0%	10%
4	Community Oriented Policing	15	20%	7%	73%
5	Recruitment, Hiring, Promotions	18	50%	11%	39%

Progress by Section - Six Month Status - June 2020

Section	Topic	Recs	Complete
1	Traffic Stops and Field Contacts	14	29%
2	Use of Force	14	50%
3	Complaints*	10	91%
4	Community Oriented Policing	15	20%
5	Recruitment, Hiring, Promotions	18	33%

* Calculation of progress was adjusted for one year status to remove the withdrawn audit recommendation, which was listed as complete for the six month status update.

Awards



Charleston Police Department

2020 Annual Award Recipients



Nicole Quick
Officer of the Year



Amanda King
PPO of the Year



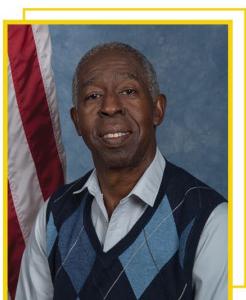
Violent Crime Unit
Team of the Year



Holly Saunders
Forensic Services Tech of the Year



Luke Spratt
Forensic Services Tech of the Year



Oscar Wright
Fleet Services Person of the Year



Sonsarae Miller
Professional Staff of the Year



Pastor Matthew Rivers
Citizen of the Year

Awards



Charleston Police Department 2020 City of Charleston Harry Bellavita Customer Service Employee of the Year



Sally Pranger

Master Police Officer Sally Pranger

MPO Pranger responded to a shooting at a motel on Savannah Highway. She discovered a mother with three children was living with the victim of a fatal shooting and found herself holding an inconsolable infant. It was cold and the family was unable to retrieve food or their belongings from the crime scene. MPO Pranger personally purchased slippers, blankets, toys, diapers and baby formula for the family.

MPO Pranger is a 14 year veteran of CPD, currently serving as a School Resource Officer.



*Chief Reynolds with
Master Police Officer
Sally Pranger*

Promotions

Deputy Chief

Chito Walker

Captain

Jason Bruder
Anthony Cretella
Andre Jenkins

Lieutenant

Thomas Bailey
George Bradley
Timothy Dasher
Tonatte Mitchell
Brian Salkeld
Bryant Tatman

Sergeant

Jonathan Burns
Brett Gault
Anthony Gibson
Matthew Jahngen
Jamal Medlin
Joseph Owens
Ariel Polite
James Richardson
Jason Scurry
Richard Wiersma

Master Police Officer

Raymond Coble
Philip Dean
Lucas Huffman
Ryan Marotta
Sally Pranger
Daniel Wilson

Senior Police Officer

Shelby August
Wesley Bird
Kyle Bogumil
Caleb Bradish
Katelyn Brogan
Michael Calore
Antwan Carter
Christopher Coghlan
Clinton Davis
Nicholas Fusco
Michael Galka
Andrew Gallo
Gregory Genna
Richard Gerten
Edward Gilliard
Kate Lenihan
Grant Mattingly
Timothy O'Leary
Sarah Plantz
James Reeves
John Saunders
Benjamin Shearer
Sammy Stevens
David Stewart
Anthony Stomski

Retirements

Deputy Chief Naomi Broughton
Deputy Chief Jerome Taylor
Captain Francis Searson
Lieutenant Thomas Adams
Lieutenant Peter Farrell
Lieutenant Charles Hawkins
Sergeant Lisa Altine
Sergeant Thomas Dalinsky
Sergeant Steven Hood
Sergeant Trevor Shelor
Master Police Officer Marc Hall
Master Police Officer Craig Mielcarek
Senior Police Officer Melvin Magwood
Senior Police Officer Jeffrey Ward
Reserve Officer Captain Phillip Conlon
Part Time Investigator Eugene Gordon
Front Desk Duty Officer Rose Barron
Records Specialist Barbara Carrington
Community Outreach Specialist Betty Lessington

As we express our gratitude for your service, we must never forget that the highest appreciation is not to utter words, but to live by them.
May we live up to your example.



*Captain Searson and
Deputy Chief Broughton*

Fraternal Order of Police

Sergeant Craig DuBose (Vice President for the FOP Charleston Lodge#5) performed outstanding work to honor Private Thomas J. Martin, the first known City of Charleston Police Officer and first African American City of Charleston Police Officer tragically killed in the line of duty.

Private Thomas Martin was shot on July 21st, 1870 as he attempted to calm a disturbance among soldiers on King Street. After ignoring Private Martin's request to be quiet, one of the soldiers fatally shot Private Martin in the chest. Several of the soldiers were arrested and charged with murder.

A retired Wyoming State Capitol Police Officer discovered information regarding the murder of Private Martin and contacted CPD. Sergeant DuBose researched Private Martin, confirmed the story and obtained a copy of Private Martin's death certificate with the help of a Charleston County Library historian. He prepared the applications to add Private Martin's name to the National Law Enforcement Memorial Wall in Washington DC and the South Carolina Law Enforcement Officers Hall of Fame in Columbia, SC. In May 2020, Private Martin was honored in a ceremony to add his name to the FOP police memorial at Brittlebank Park.

The Gullah Society and the Church of Jesus Christ of Latter-Day Saints aided in connecting with Charleston resident Mrs. Johanna Martin Carrington, the great granddaughter of Private Martin, who attended a ceremony.



Heal our City, Heal our Nation



CHARLESTON POLICE DEPARTMENT

180 Lockwood BLVD, Charleston SC 29403

Non-Emergency 843-743-7200

charleston-sc.gov/303/Police-Department

Questions or concerns to speaktocpd@charleston-sc.gov

Facebook: CityofCharlestonPD Twitter: CharlestonPD