



2023



Conover Police
ANNUAL
REPORT

TABLE OF CONTENTS

Dedication	1
Agency	
I. Organizational Chart	3
II. Police Roster	4
III. Special Recognitions	6
IV. New Employees	7
V. Top Performers	8
VI. Mission Statement	9
VII. Values Statement	9
VIII. Code of Ethics	10
IX. Statistical Review	11
Performance Reports	
I. Crime Index	13
II. Non-Index Crime	15
III. Traffic	17
IV. Community Service	18
V. Special Awards/Projects	19
Annual Review and Analysis	
I. Use of Force	21
II. Internal Affairs/Complaints	23
III. Vehicle Pursuits	24
IV. Grievances	25
V. Bias Based Reporting	26
VI. Evidence Control System Review	28
Goals and Outcomes	
I. 2023 Goals and Outcomes	30
II. 2024 Departmental Goals	34

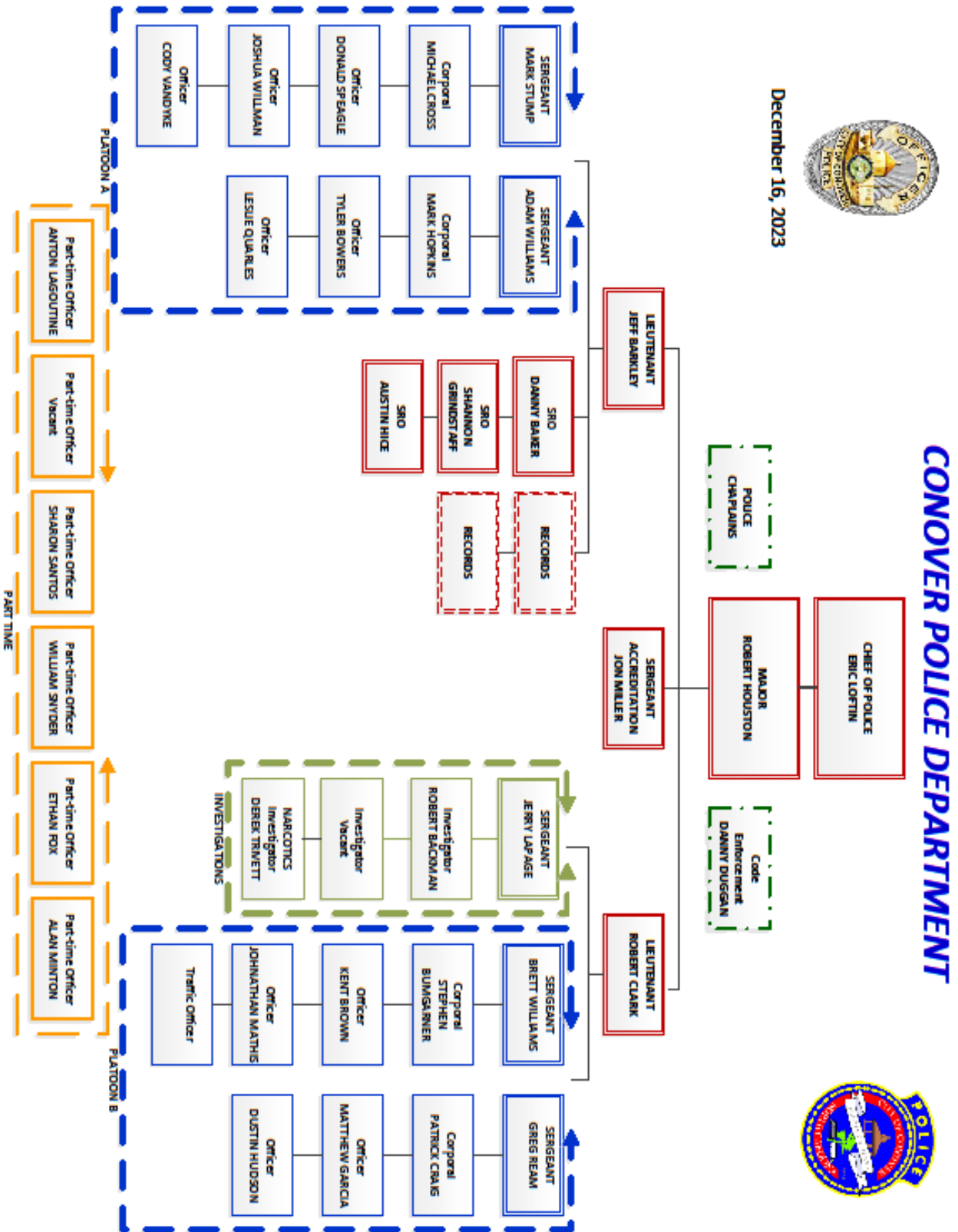


THE AGENCY



2023

I - Organizational Chart



II– Conover Police Roster

Conover Police Roster			
Name		Rank	Assignment
Last	First		
Administration			
Loftin	Eric	Chief	Administration
Houston	Robert	Major	Administration
Clark	Robert	Lieutenant	Administration
Barkley	Jeff	Lieutenant	Administration
Miller	Jonathan	Sergeant	Accreditation
Grindstaff	Shannon	Specialist	School Resource
Baker	Daniel	Officer	School Resource
Platoon A			
Stump	Mark	Sergeant	Patrol
Williams	Adam	Sergeant	Patrol
Cross	Michael	Corporal	Patrol
Hopkins	Mark	Corporal	Patrol
Speagle	Donald	Specialist	Patrol
Willman	Joshua	Officer	Patrol
Quarles	Leslie	Officer	Patrol
Bowers	Tyler	Specialist	Patrol
Vandyke	Cody	Officer	Patrol
Platoon B			
Williams	Brett	Sergeant	Patrol
Bumgarner	Stephen	Corporal	Patrol
Craig	Patrick	Corporal	Patrol
Mathis	Johnathan	Officer	Patrol
Ream	Greg	Sergeant	Patrol
Brown	Kent	Officer	Patrol
Garcia	Matthew	Officer	Patrol
Trivett	Derek	Officer	Patrol
Hudson	Dustin	Officer	Patrol

II- Conover Police Roster (Continued)

Conover Police Roster			
Name		Rank	Assignment
Last	First		
Investigations			
LaPage	Jerry	Sergeant	Investigations
Backman	Robert	Corporal	Investigations
		Officer	Investigations
		Officer	Narcotics
Reserve			
Lagoutine	Anton	Officer	Part time
Minton	Alan	Officer	Part time
Fox	Ethan	Officer	Part time
Snyder	William	Officer	Part time
		Officer	Part time
		Officer	Part time

Code Enforcement			
Duggan	Danny	Code Enforcement	Code Enforcement

Records			
Reid	Deborah	Records	Records
Khang	Christine	Records	Records

Chaplains			
Bledsoe	Don	Chaplain	Chaplain
Lagoutine	Anton	Chaplain	Chaplain
Correll	Brian	Chaplain	Chaplain
Bledsoe	Helen	Chaplain	Chaplain
Mann	Kenneth	Chaplain	Chaplain

III - Special Recognitions



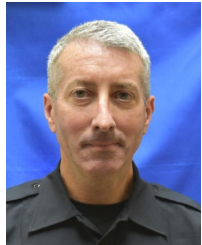
Officer Derek Trivett received his Advanced Law Enforcement certificate from the NC CJETS Commission in October of 2023 by completing the required training hours and years of service.



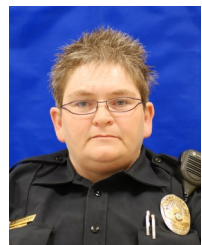
Officer Kent Brown received his Advanced Law enforcement certificate from the NC CJETS Commission in August of 2023 by completing the required training hours and years of service.



School Resource Officer Danny Baker received his Advanced Law Enforcement certificate from the NC CJETS Commission in April of 2023 by completing the required training hours and years of service.



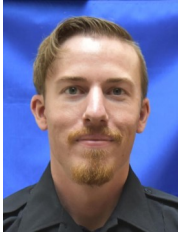
Corporal Michael Cross received his Intermediate Law Enforcement Certificate from the NC CJETS Commission in April of 2023 by completing the required training hours and years of experience.



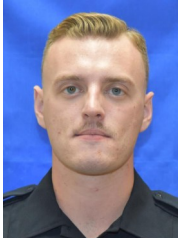
School Resource Officer Shannon Grindstaff received her Community Policing Certificate from the North Carolina Justice Academy for completing 400 hours of training in the community oriented policing focused courses.



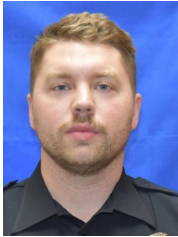
IV– New Employees



Officer Tyler Bowers joined the Conover Police Department in March of 2023. Officer Bowers completed BLET at the Charlotte Mecklenburg Police Academy and had previously worked in law enforcement out of state.



Officer Matthew Garcia joined the Conover Police Department in October of 2023. Officer Garcia completed BLET at Catawba Valley Community College. Officer Garcia attended Bunker Hill High School.



Officer Cody Vandyke joined the Conover Police Department in October of 2023. Officer Vandyke completed BLET at Catawba Valley Community College. Officer Vandyke attended Maiden High School.



Officer Dustin Hudson joined the Conover Police Department in October of 2023. Officer Hudson completed BLET at Catawba Valley Community College. Officer Hudson attended Fred T Foard High School.

V. Top Performers for 2023

The Conover Police Department is proud to recognize Officers Mathis, Willman, Hice, Craig and Cross as the top five performers for 2023. Monthly averages are computed for incident reports, accident reports, citations, arrest, legal processes, field interviews, community policing, alarms, assist motorist, escorts and premise checks. These five officers consistently ranked average or above average in these eleven categories.



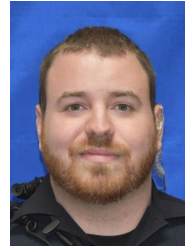
J. Mathis



J. Willman



A. Hice



P. Craig



M. Cross



CPD Chevrolet Tahoe

VI - Mission Statements

CITY OF CONOVER



The mission of the City Council and City Staff of Conover is to provide the community with the responsible leadership and essential, effective local government services.

CONOVER POLICE DEPARTMENT



The mission of the Conover Police Department is to provide a safe environment and improve the quality of life through professional law enforcement and interaction with the community.

VII - Values Statement

Ethics - We recognize that personal and organizational ethics are essential for the department to perform at the highest professional level and to the accomplishment of our mission.

Loyalty and Trust - We must be loyal to our oath of office, to the people and communities we serve. Our actions are reliable, dependable, and consistent.

People - Our communities and department members are deserving of our full efforts and attention.

Professionalism - We strive for excellence in providing quality service while maintaining a work environment that develops our members through effective, timely training and progressive leadership.

Teamwork - We encourage independent action and initiative, while realizing that our success depends on a cooperative effort within the Department and throughout the community.

Integrity - Greatly valued by the Conover Police Department. Departmental integrity requires that members maintain the highest standards for the law enforcement profession and are held accountable for the exercise of their authority. The Constitutions of the United States and the State of North Carolina, State Statutes, and Departmental Policy serve to establish boundaries by which authority may be responsibly used recognizing that policies and procedures cannot be written to anticipate every circumstance in which authority may be exercised appropriately.

VIII - Law Enforcement Code of Ethics

As a law enforcement officer, my fundamental duty is to serve the community; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation and the peaceful against violence or disorder; and to respect the constitutional rights of all to liberty, equality and justice.

I will keep my private life unsullied as an example to all and will behave in a manner that does not bring discredit to me or to my agency. I will maintain courageous calm in the face of danger, scorn or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed both in my personal and official life, I will be exemplary in obeying the law and the regulations of my department. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty.

I will never act officiously or permit personal feelings, prejudices, political beliefs, aspirations, animosities or friendships to influence my decisions. With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force or violence and never accepting gratuities.

I recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of police service. I will never engage in acts of corruption or bribery, nor will I condone such acts by other police officers. I will cooperate with all legally authorized agencies and their representatives in the pursuit of justice.

I know that I alone am responsible for my own standard of professional performance and will take every reasonable opportunity to enhance and improve my level of knowledge and competence.

I will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession . . . **law enforcement.**

(International Association Of Chiefs Of Police)



IX - Statistical Overview

City of Conover Demographics	
Population*	8421
Number of Households*	3,399
Square Miles*	11.17
Miles of Streets	88.40
Police Department Staffing	
Total Authorized Personnel	37
Full-Time Sworn Personnel	29
Full-Time Non-Sworn Personnel	3
Part-Time Personnel	5
Summary of Police Department Personnel	
Administration	6
Patrol	20
Investigations	3
Clerical	3
Part time	6
2022-23 Fiscal Data	
City of Conover General Fund Budget	\$13,735,377
Police Department General Fund Budget	\$3,427,034
Police Department Per Cent of Total	24.95%
Police Department Spending Per Capita	\$406.96
Police Department Spending Per Household	\$1,008.25
Summary of Police Department Budget	
Personnel Cost	78.3%
Operating Cost	17.4%
Capital Cost	4.3%
* 2010 Census Data	

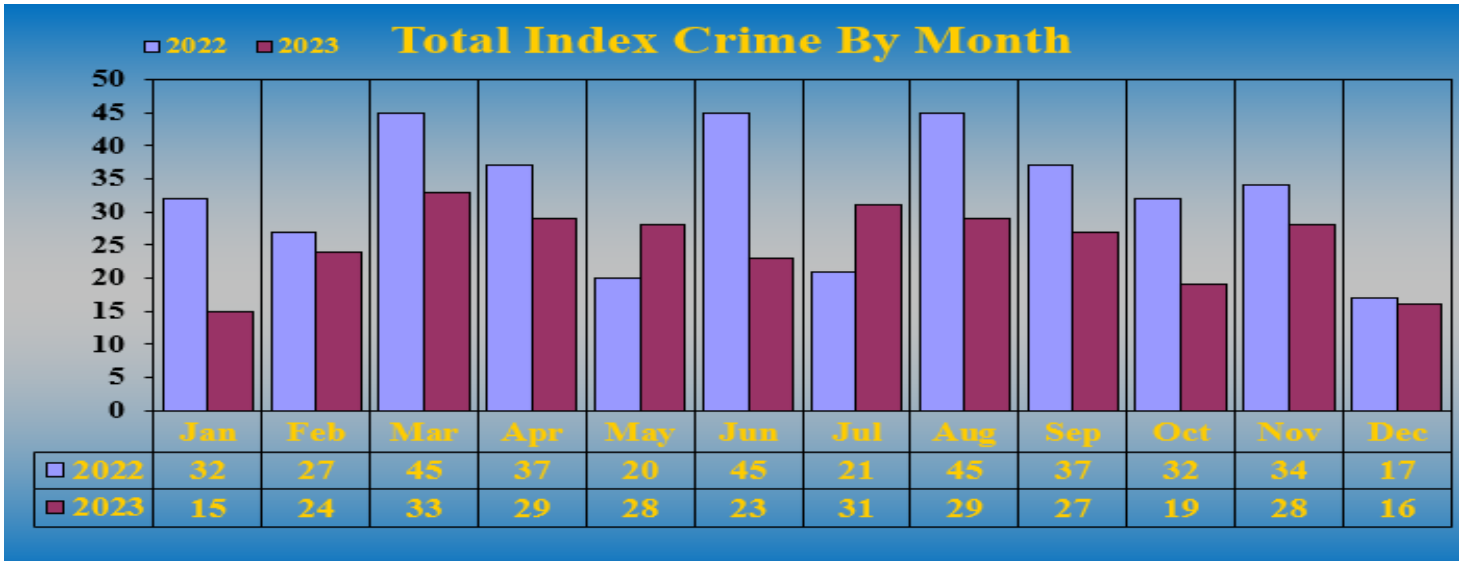
PERFORMANCE REPORTS



CPD 2023

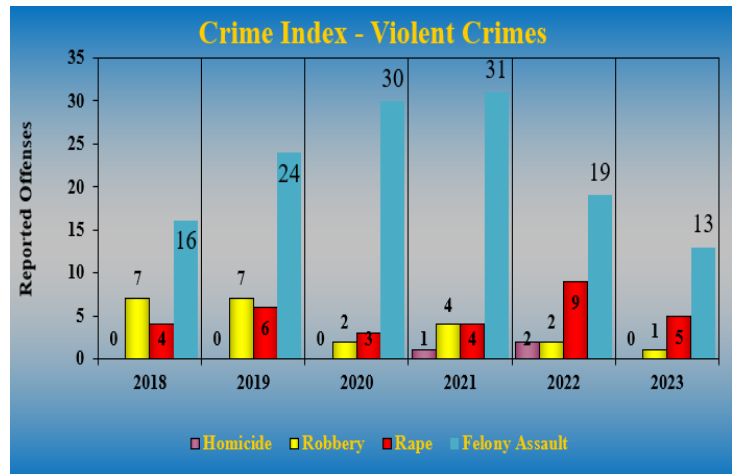
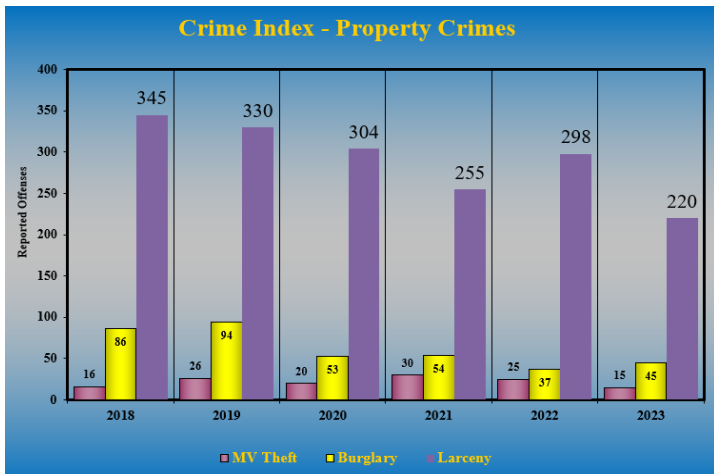
I- The Crime Index

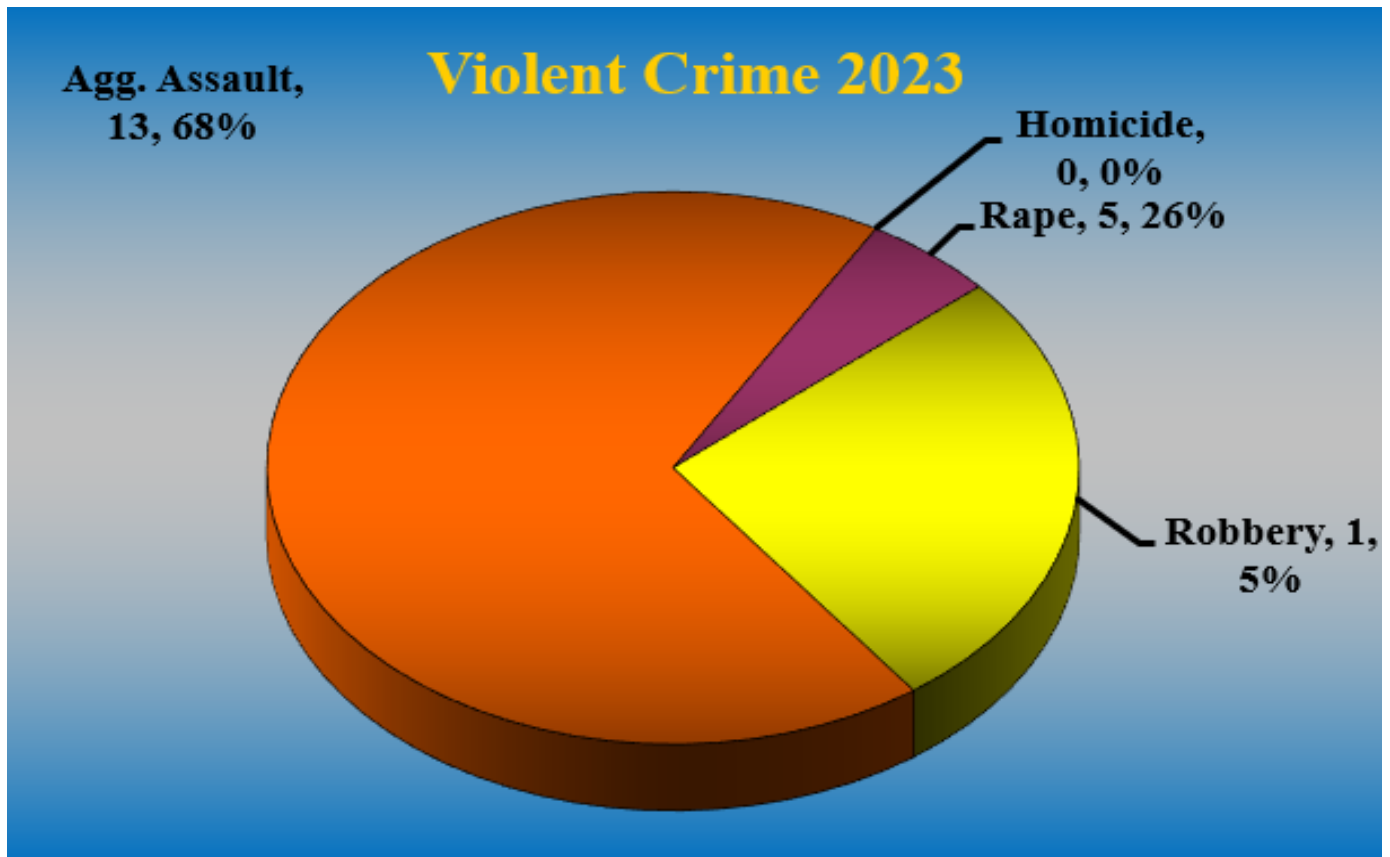
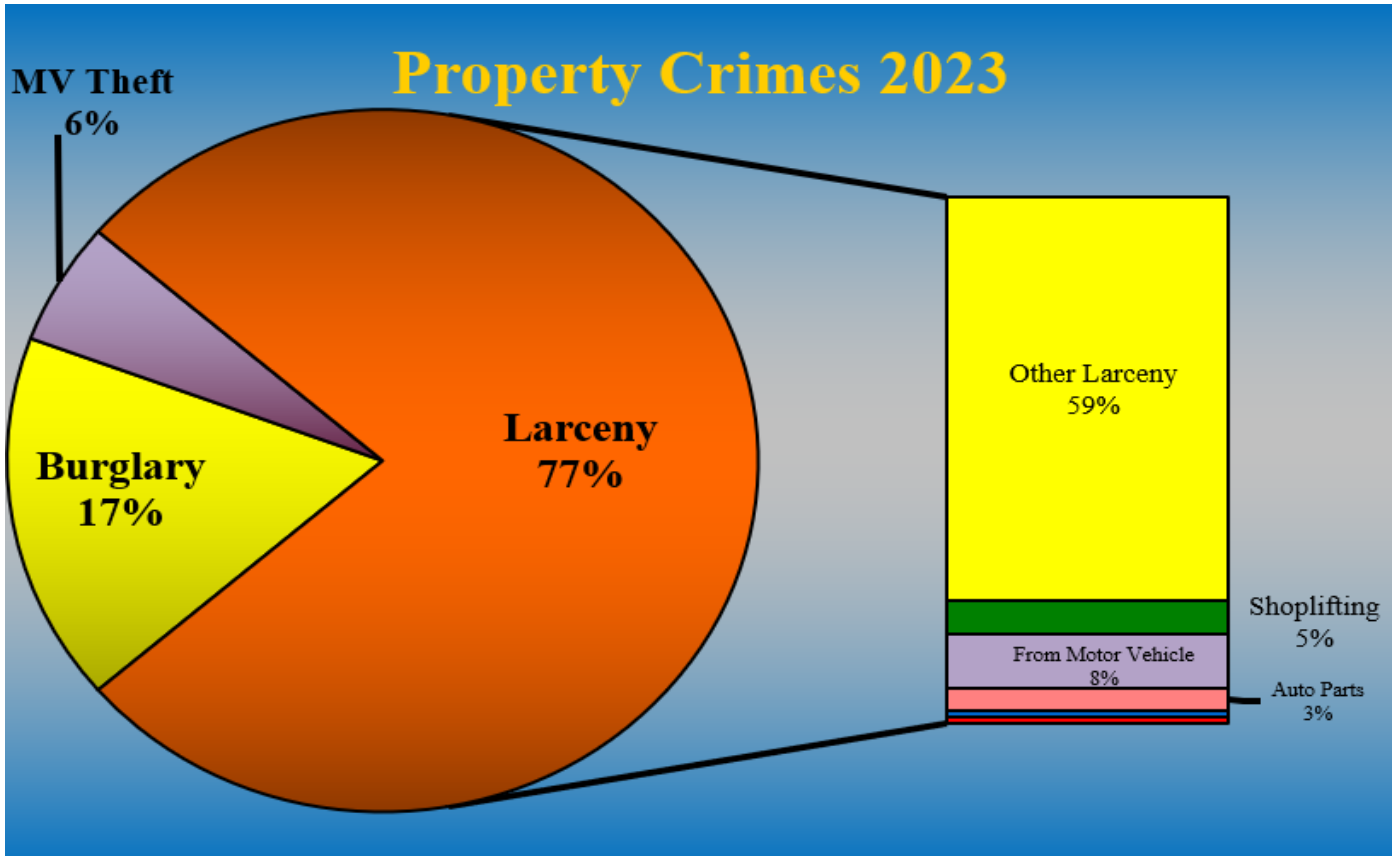
The Conover Police Department reports monthly the reportable crimes electronically to the North Carolina State Bureau of Investigation's (SBI) Research and Planning Division. The SBI and FBI compile the data at the state and national levels into the Uniform Crime Reporting Program (UCR). The UCR program is based on a Crime Index. The Crime Index consists of seven major crimes selected for their serious nature, their frequency of occurrence and on the reliability of reporting from citizens to law enforcement agencies.¹ The Crime Index includes the violent crimes of homicide, rape, robbery and aggravated assault; and the property crimes of burglary, larceny, and motor vehicle theft. The Crime Index is used when comparing crime rates and statistics for various cities, towns and counties across the United States.



¹State of North Carolina, State Bureau of Investigation, Index and Offenses Rates 2022-2023 Summary Reporting Data for Conover NC

2023 Features	
Most Frequent Month	March
Least Frequent Month	January
Most Common Offense	Larceny

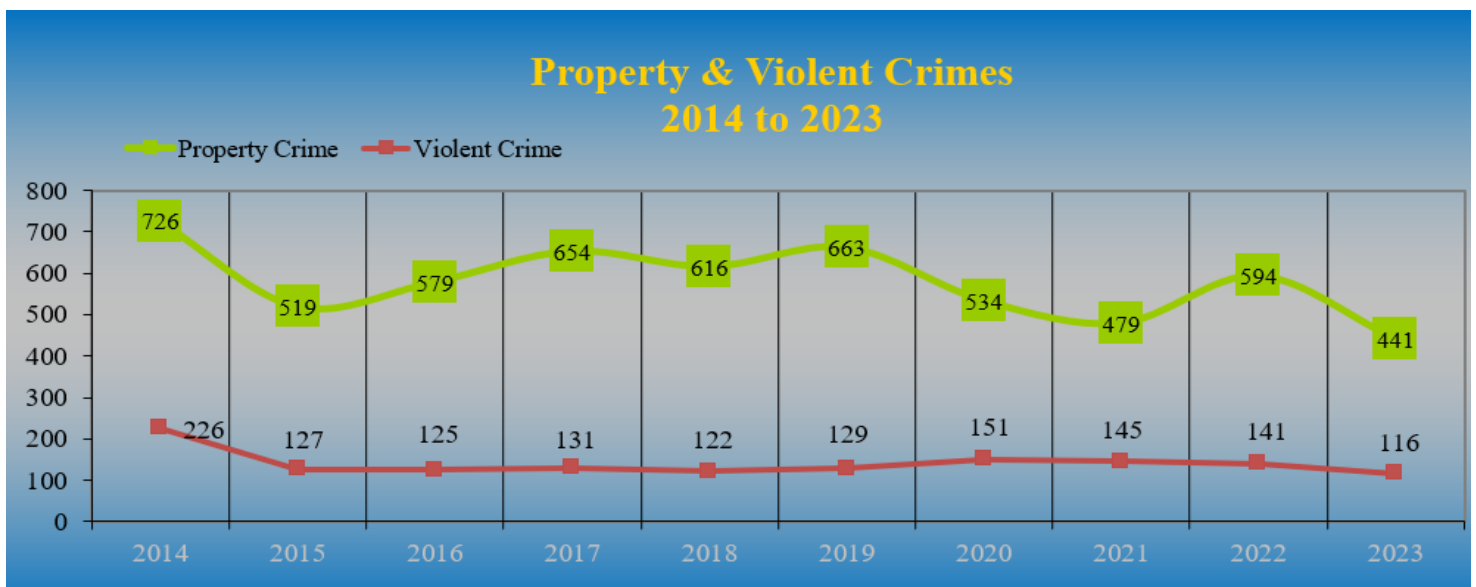
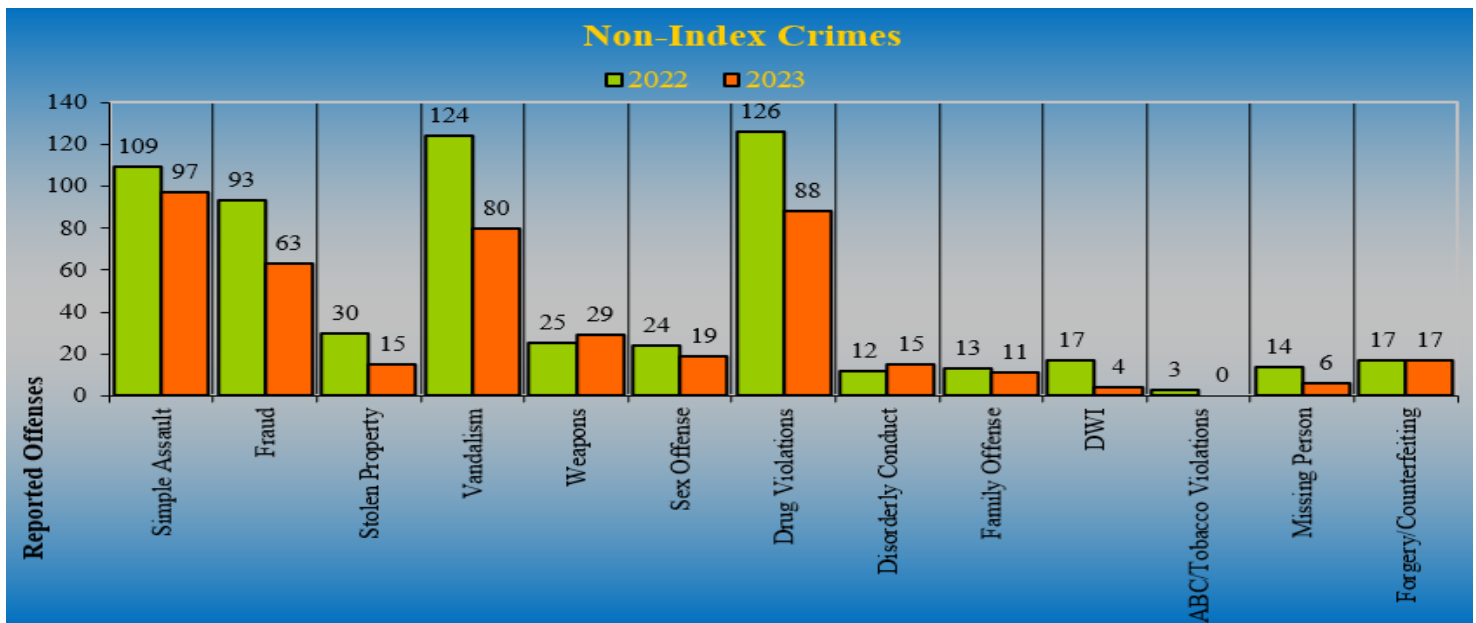




In 2023 the agency experienced a decrease in the Part I Index Crimes. Motor Vehicle thefts decreased from 25 to 15. Aggravated Assaults decreased from 19 to 13. An increase was seen in Burglaries from 37 to 45, Robberies decreased from 2 to 1, Larcenies decreased from 298 to 220, Rape offenses decreased from 9 to 5, and Homicide decreased from 2 to 0 from last year. There was 1 arson incident. The department continues to take a proactive approach by increasing community policing efforts and working to increase the number of community watch programs in neighborhoods. Citizen cooperation and participation are critical for a successful law enforcement agency.

II - Non-Index Crimes

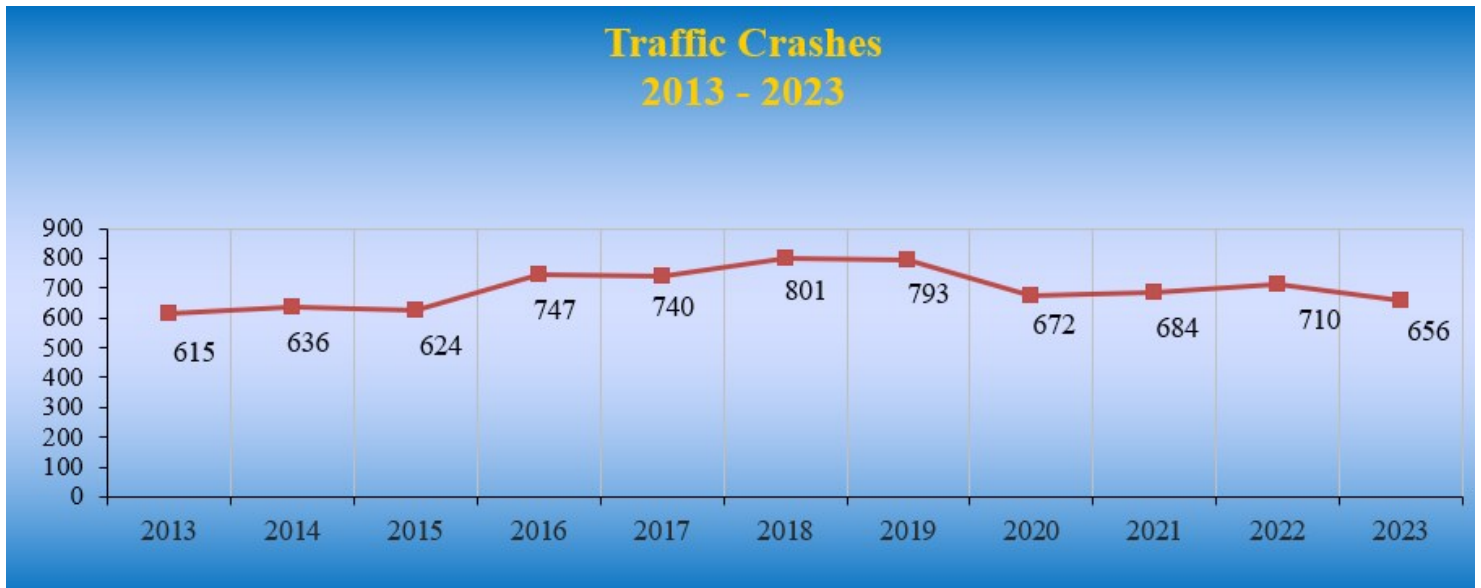
The Non-Index crimes include all other crimes or incidents reported during the year. There were 607 non-index crimes reported in 2022 compared to 444 in 2023. These crimes are taken seriously as many times they are an indication of the quality of life in a community. Graffiti and other types of vandalism may indicate gang activity and increases in simple assaults, drug offenses, disorderly conduct, and family disturbances may be a barometer of economic times.



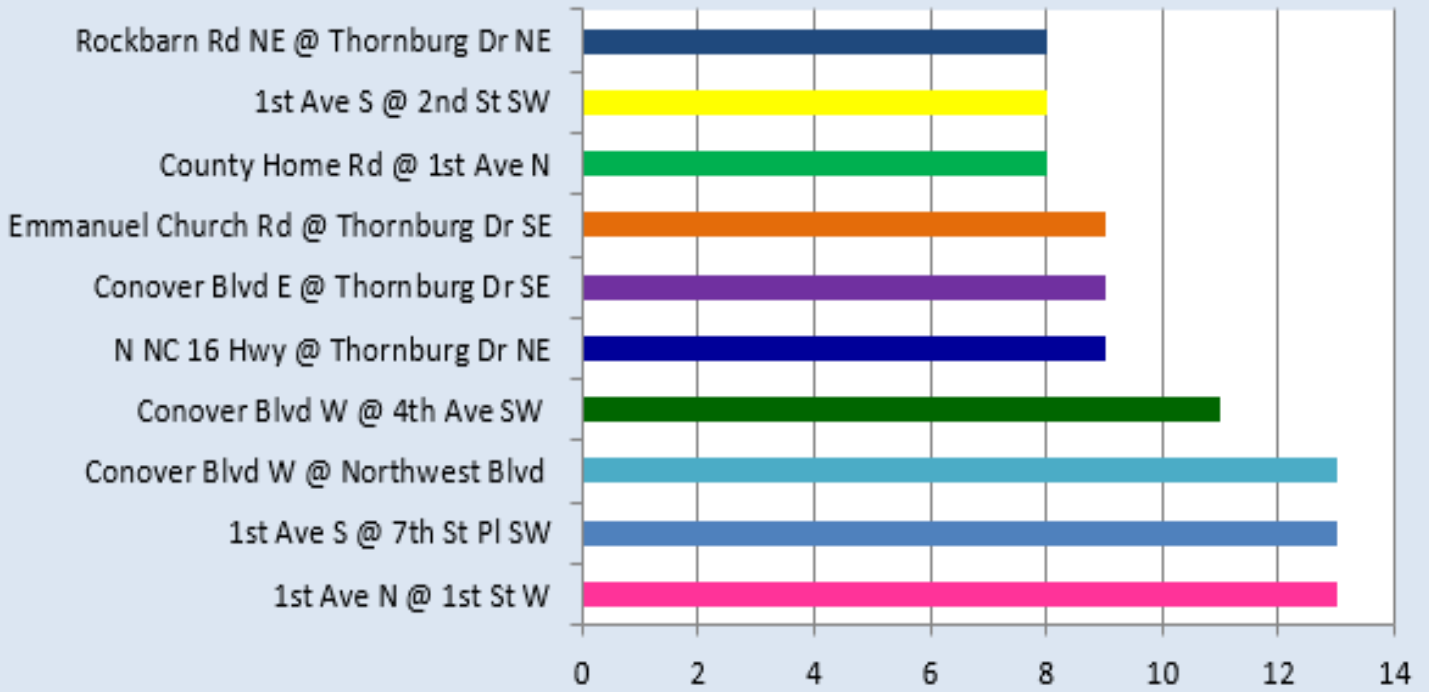
III - Traffic

The population of the City of Conover increases from 8,300 to in excess of 30,000 during the work week. The commercial and industrial base around the City, in addition to Conover being the geographic center of Catawba County with the bisecting of an Interstate, US and NC Highways contributes to the influx of traffic during the work week. The following daily traffic counts document these figures: 1st Street West (Old 70A) – 16,500; 1st Avenue North (NC 16)- 9,700; 1st Avenue South (NC16)- 16,500; Rock Barn Road– 7,100 and Conover Boulevard (Hwy 70)- 23,000. The new Highway 16 corridor from Charlotte through Conover is now complete with a daily average traffic count of 16,000.

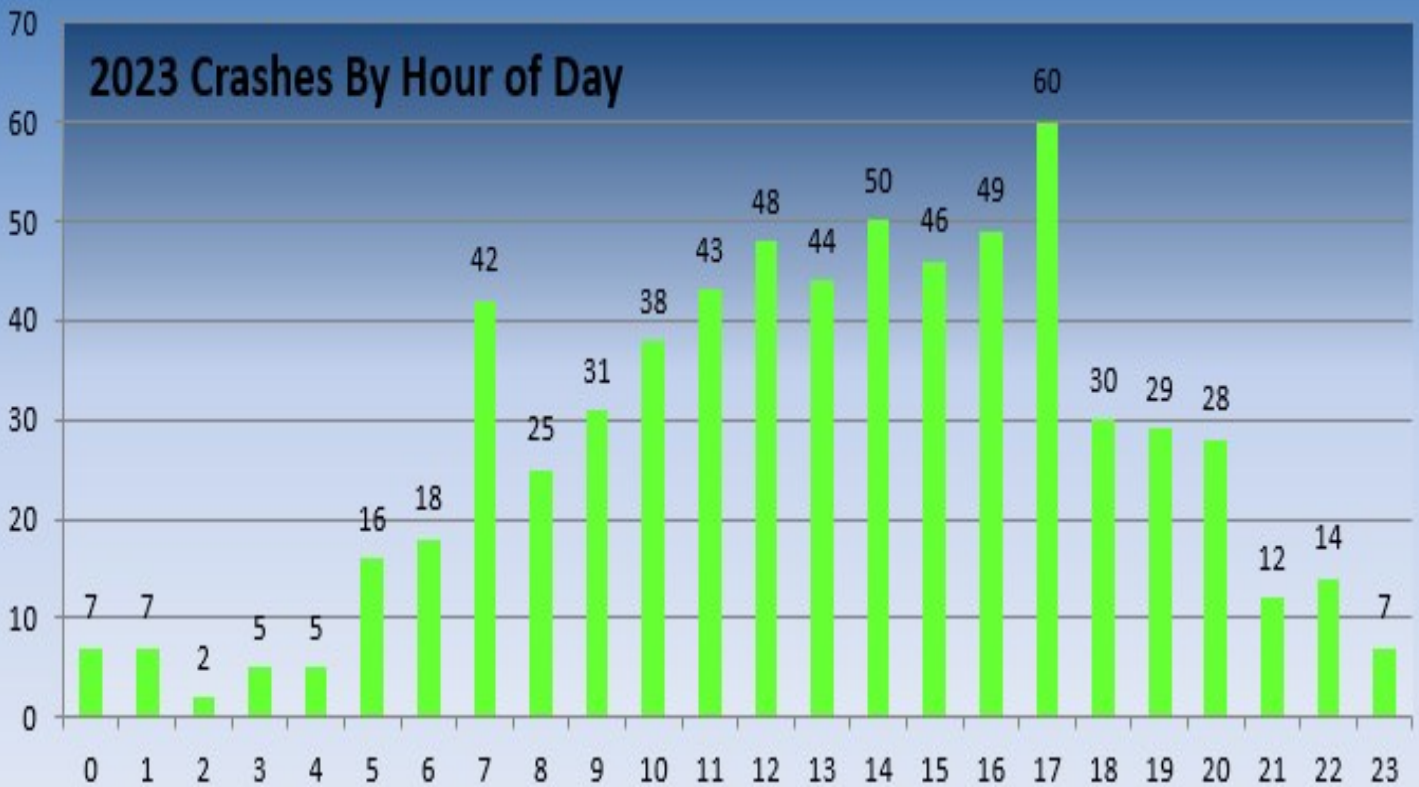
From 2016 through 2023 the City of Conover has averaged 722 crashes per year. Conover continues to have one of the highest crash rates for Cities under 10,000 population. Traffic crashes and traffic related problems continues to be one of the agency’s top priorities.



2023 Top Crash Locations



2023 Crashes By Hour of Day

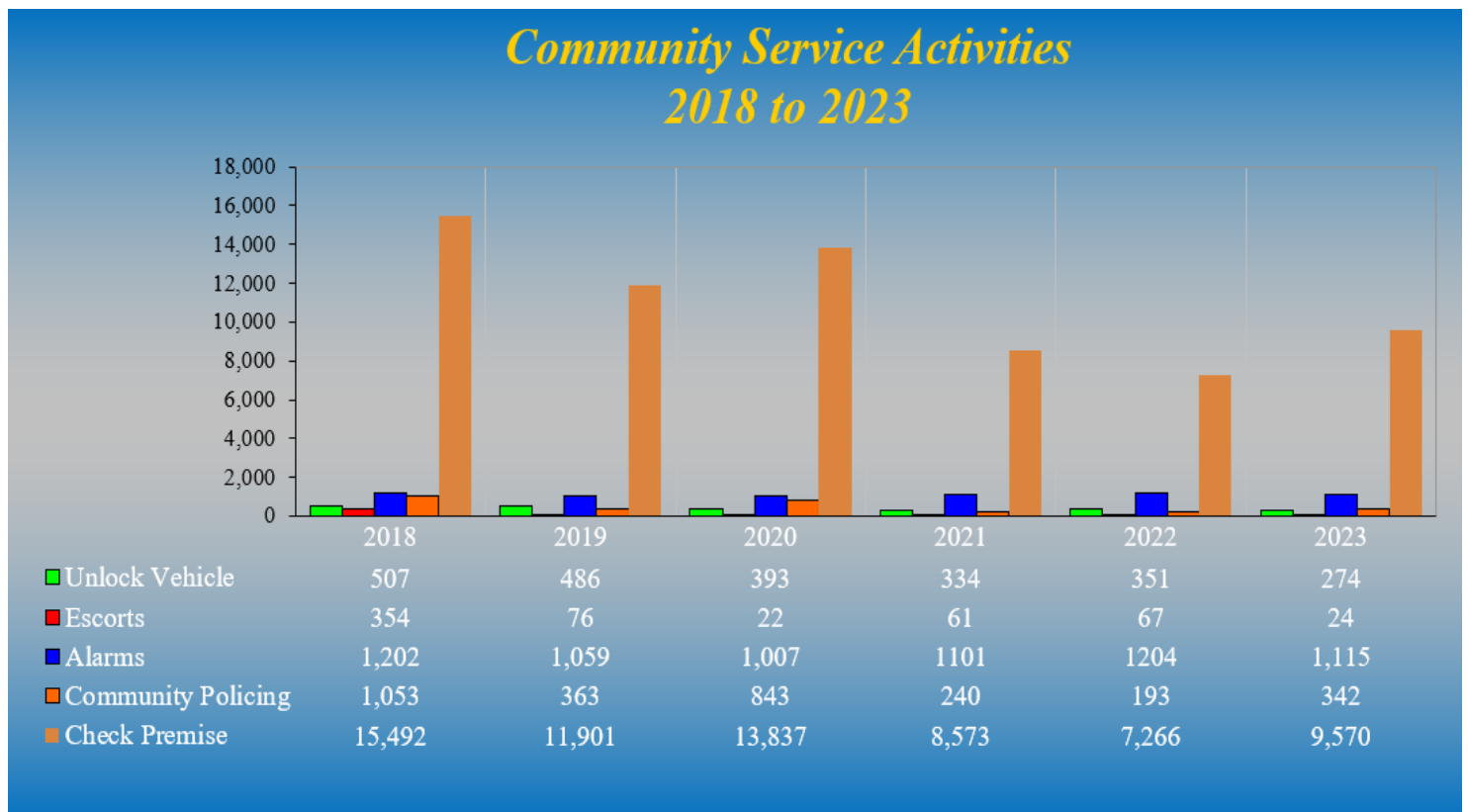


IV - Community Service

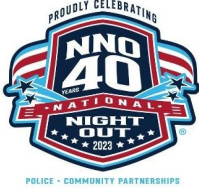
The Conover Police Department has a long tradition of community service. This organizational philosophy continues to guide the department and was verified by the Commission on Accreditation for Law Enforcement on-site assessment team's appraisal of the department "... doing it all for their residents, no matter how small the task."

The agency has maintained the community service philosophy during declining economic times and limited budgets. These activities include vacation/premise checks, funeral and business escorts, unlocking vehicles, responding to alarms in addition to the daily community policing contacts in retail and residential areas of the city.

Several of the Community Watch programs have had changes in leadership and have not conducted meetings on a regular basis. Most programs have changed to meeting two times a year. The Southwest Community, Indian Springs, and Brentwood/Cambridge Developments continue to meet and share information with the police department as problems or concerns arise. Community Watch programs have proven to be a positive asset for the department by improving community relations and by educating the community and the police to potential community problems and concerns. The additional eyes and ears in the communities are beneficial to the crime prevention and crime reporting efforts. Major community events for 2023 include National Night Out and the Santa Cop Program.



V - Special Awards/Projects



National Night-Out 2023: National Night-Out 2023 was held on October 3rd under clear skies and mild temperatures. During this event the city holds a community workshop which allows the different city departments to highlight events and projects accomplished during the year. This is a great event for the City and receives an enormous amount of support from the community and local businesses.



Santa Cop: The Santa Cop program was originally started as a community project designed to help local families in need to have a memorable Christmas. The project has continued to grow and has become a department wide project. Families in need were identified through the Department of Social Services, Probation and Parole and area schools. This was the fifteenth annual Santa Cops event.

Donation boxes were placed throughout the city and contributions were accepted from local merchants and others wanting to contribute to the program. Conover Police also received unwrapped toys from a Rock Barn golf tournament designed to benefit children in need. S&A Sports held a softball tournament and collected unwrapped toys to donate to the Conover Santa Cops program. This year the Conover Police Department was able to provide assistance to thirty-four (34) families including eighty one (81) children in and around the Conover area. They received clothing, toys and food valued in excess of \$4,000.



ANNUAL REVIEW AND ANALYSIS



I - Use Of Force:

Because the application of force on an individual by a police officer is subject to close scrutiny by society the Conover Police Department investigates all incidents involving officers where some level of force was used on an individual. All force must be reasonable and necessary.

Each use of force incident is reviewed by the Assistant Chief for compliance with policy and the reasonableness of force used. The annual review includes Use of Force and Incident reports alleging Resist, Obstruct or Delay of an Officer.

During 2023 members of the Conover Police Department were involved in 12 incidents requiring some type of use of force. The incidents involved a total of 12 officers. Five of the incidents involved only one officer, two incidents involved two officers, and five incidents involved three or more officers. Four of the incidents involved the officer pulling their service weapon until the offender(s) could be safely taken into custody. These incidents involved an armed person, felony stop, an assault, and a traffic stop in which a passenger fled from the scene. No officer fired his/her service weapon during any of these incidents. Tasers were drawn on one occasion during a domestic call. A taser was deployed in this incident due to the offender threatening officers, taking a fighting posture and finally advancing toward officers.

The Use of Force incidents consisted of the following; three domestic incidents, three traffic stops, two mental health incidents, and one each of the following; fleeing officers, warrant service, an armed person, and an assault. None of the incidents identified a policy or training issue.

Six of the incidents occurred at residences. Two incidents occurred at businesses in Conover. All other incidents occurred in the roadways of Conover. Two of the incidents involved injury to the subject due to the subject physically resisting. Three officers were injured as a result of the use of force incidents. All other incidents had no injury to either the suspect or the officer.

The review of the use of force reports and resist, obstruct and delay reports during 2023 indicated all use of force incidents were properly reported, investigated, and reviewed by the chain of command. The force used in all thirteen of the incidents was reasonable, necessary and in compliance with policy.

2023 USE OF FORCE

Type of Incident:	2018	2019	2020	2021	2022	2023
Assault	2	2	2	2	1	1
Traffic Stop	7	2	4	1	2	4
Domestic	1	7	3	1	2	3
Mental Subject	2	1	2	2	1	2
Mutual Aid	1	0	1	0	0	0
Larceny	4	4	1	1	1	0
Burglary	1	1	0	2	1	0
Drunk/ Disruptive	0	0	1	0	1	0
Forgery	0	0	0	0	0	0
Resist Arrest	0	7	2	0	1	0
Trespass	0	2	1	1	1	0
Warrant/High Risk Call	1	1	1	3	3	2
Suspicious Person/Vehicle	1	1	0	4	2	0
Type of Force:						
Firearm	9	8	5	4	4	4
(Fired)	(0)	(0)	(0)	(1)	(0)	(0)
(Drawn)	(9)	(8)	(5)	(3)	(4)	(4)
Taser	4	9	2	2	1	1
(Deployed)	(3)	(4)	(1)	(1)	(1)	(1)
(Drawn)	(1)	(5)	(2)	(1)	(1)	(1)
Bodily Force (Hands)	11	12	11	12	11	6
Officers on Scene:						
Single	1	8	6	7	7	5
Two or More	19	20	12	10	9	7
Location of Event:						
Residence	8	12	8	6	7	6
Retail Business	5	7	6	9	6	2
Roadway	6	9	4	2	3	4
Wooded Area	1	0	0	0	0	0
Disposition:						
Force Neces- sary	19	28	18	17	16	12
Force Unnec- essary	1	0	0	0	0	0
Policy Change	0	0	0	0	0	0

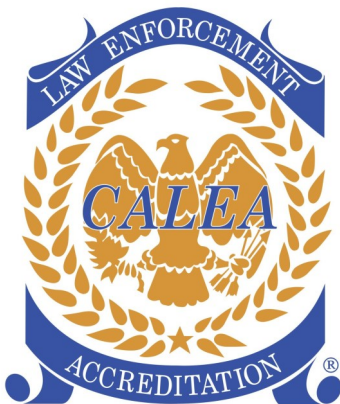
II—Internal Affairs/Complaints

The Conover Police Department investigates all complaints received by the agency. Complaints may be received in writing, in person, by telephone, by email or anonymously. The preferred method is in writing on a *Citizen Complaint and Inquiry Form*.

The agency uses a two-tiered investigative system that involves the First Line Supervisor for minor complaints that may be a misunderstanding of policy or procedures and a formal internal investigation for more serious complaints. Any complaint that may result in criminal charges is investigated as criminal and an administrative investigation is completed by separate investigators. All Officers assigned to internal investigations have specialized training in internal investigation affairs. The Chief of Police assigns all complaints to either a First Line Supervisor or as an internal investigation.

The agency investigated five internal affairs cases in 2023 which was an increase from 2022.

External complaints continue to be relatively low. The department utilizes an early warning system to monitor officer behavior that identifies potential issues.



<i>Internal Affairs/Complaints</i>					
Complaint Origins:	2019	2020	2021	2022	2023
Citizen	3	5	4	2	5
Internal	1	0	0	0	0
Originating Action:					
Traffic Stop	1	2	2	0	0
Arrest	0	0	0	1	1
Officer's Conduct	1	3	2	1	1
Vehicle Pursuit	0	0	0	0	0
Accident Investigation	1	0	0	0	0
Juvenile Investigation	0	0	0	0	0
Officer's Driving	0	0	0	0	0
Call for Service	1	0	0	0	3
Disposition:					
Sustained	1	2	0	1	0
Not Sustained	0	0	2	0	1
Unfounded	1	3	1	0	2
Exonerated	1	0	1	0	0
Resolved W/Complainant	1	0	0	1	2

III - Vehicle Pursuits

Police pursuits have high liabilities and receive much attention from the media and citizens. The policy of the Conover Police Department is for an immediate review of all pursuits to insure compliance with policy and a high regard for the safety and welfare of the public. Review and analysis of the pursuits from past years indicated a high percentage of the pursuits began with a misdemeanor or minor traffic violation. The high liability of pursuits and the risk to the motoring public did not justify pursuing for minor offenses. The policy was modified in 2007 to authorize a pursuit only when an officer has a reasonable suspicion the driver or an occupant has committed a serious felony or other circumstances exist that can justify a pursuit.

The policy change has resulted in a significant decline in pursuits. There were no vehicle pursuits in 2023.

The policy changes implemented in 2007 continue to be successful in reducing the number of pursuits that Conover Police officers are involved in. The agency will continue in-service training related to pursuit driving, emergency response driving and defensive driving. A review of the pursuit policy will be conducted during the 2024 in-service driver training.

VEHICLE PURSUITS					
Reason for Pursuit:	2019	2020	2021	2022	2023
Larceny	0	0	0	0	0
DWI	0	0	0	0	0
Assault	0	0	0	0	0
Burglary	0	0	0	0	0
Mutual Aid	0	0	0	0	0
Traffic Violation	0	0	0	0	0
Wanted Person	0	0	0	0	0
Pursuit Results:					
Accident	0	0	0	0	0
Injuries	0	0	0	0	0
Arrest of Driver	0	0	0	0	0
Terminated	0	0	0	0	0
Deflation Device	0	0	0	0	0

IV - Grievances

There were no grievances filed in 2023.

This analysis reveals no disproportionate pattern of employee grievances by gender or race. Given this, no changes concerning Conover Police Department employee grievance policy or procedure are recommended. The findings of this analysis indicate no (a) uncommon trends (b) areas for improvement in training (c) opportunities for process improvement or (d) need to provide additional training on the employee grievance process.

V– Bias Based Reporting

The Conover Police Department’s policy prohibits race, citizenship, national origin, religion, ethnicity, age or gender of an individual be the basis for a traffic stop, field interview or seizure of property. The agency is not required by North Carolina General Statutes to collect statistical data on traffic stops but the agency, in compliance with an accreditation standard, has taken a proactive stance and voluntarily collects the data and submits it to the North Carolina State Bureau of Investigation.

Citations were issued in 70.26% of the stops in 2022 compared to 75.00% in 2023. Written warnings decreased from 2.00% in 2022 to .83% in 2023 and verbal warnings increased from 17.69% in 2022 to 22.51% in 2023. In comparison to 2020 Catawba County census data, the traffic stop data is within acceptable ranges for the population demographics.

There were no biased-based complaints or concerns expressed or identified in 2023.

Bias Based Profiling								
Race:	2019	2020	2021	2022	2023	Per Cent	Cat. Co. Demo.*	Conover Demo.*
Asian	50	29	18	25	53	2.93%	4.80%	5.80%
Black	271	165	183	308	323	17.87%	9.00%	3.40%
Native American	0	1	2	5	3	0.17%	0.60%	1.10%
White	1152	754	840	1217	1406	77.77%	83%	75.70%
Other	5	9	12	2	23	1.27%	2.40%	7.60%
Unreported	0	0	0	0	0	0.00%	NA	NA
Totals:	1478	958	1055	1557	1808			
Ethnicity:								
Hispanic	194	148	175	239	290	16.04%	10.50%	17.10%
Non-Hispanic	1284	810	880	1318	1518	83.96%	74.00%	71.50%
Unreported	0	0	0	0	0	0.00%	NA	NA
Sex:								
Female	570	326	345	379	707	39.10%	50.80%	50.00%
Male	908	632	710	715	1101	60.90%	49.20%	50.00%
Unreported	0	0	0	0	0	0.00%	NA	NA
Enforcement:								
Citation	889	587	618	1094	1356	75.00%		
On-View Arrest	8	19	8	6	3	0.17%		
Verbal Warning	471	292	387	391	407	22.51%		
Written Warning	64	24	28	48	15	0.83%		
No Action	46	36	14	18	27	1.49%		
Unreported	0	0	0	0	0	0.00%		
* Based on 2020 Census *** Age 15 +								

Reviewing the three year combined totals of traffic stops for the department and comparing the ratio of warnings to citations, Caucasians received warnings 31.6% of the time compared to citations 68.36% of the time on the reported traffic contacts. African-Americans received warnings 30.9% of the time and citations 69.08% of the time. Hispanics received warnings 20.9% of the time and citations 79.08% of the time. Asians received warnings 38.6% of the time compared to citations 61.36% of the time. Others received warnings 19.5% of the time and received citations 80.5% of the time.

The traffic data indicates that Hispanics receive less warnings compared to other groups. One reason for this is that the Hispanic group receives a higher percentage of the department’s “No Operator License” charges which is an offense that is usually a non-warning offense.

In comparing the total citations issued by the department to the total citations received by each group, Caucasians received 77.5% of the citations, African-Americans received 18.28% of the citations, Hispanics received 17.33% of the citations issued and Asians received .02% of the total citations issued for the this period.

Conover Police Department

Drivers and Passengers Searched by Sex, Race, and Ethnicity

Thursday, February 15, 2024

Report From 1/1/2023 through 12/31/2023

Type	Gender	White	Black	Native American	Asian	Other	Total By Race	Hispanic	Non Hispanic	Total By Ethnicity	Total Stopped	Percent Searched
Driver	Female	3	1	0	0	0	4	1	3	4	707	0.57
Driver	Male	8	0	0	0	0	8	2	6	8	1101	0.73
Passenger	Female	0	0	0	0	0	0	0	0	0		
Passenger	Male	4	0	0	0	0	4	1	3	4	4	100.00
	Female	3	1	0	0	0	4	1	3	4	707	0.57
	Male	12	0	0	0	0	12	3	9	12	1105	1.09

There were no asset seizures during 2023

During 2023 there were 12 traffic stops that resulted in searches . Five of these searches were consensual and seven were a result of probable cause. One was the result of some other officials information. The drivers were searched in all of those traffic stops. Four passengers was searched during those stops for a total of sixteen people searched. In a break down by group it was determined that Caucasians accounted for 93.8% of the searches and African-Americans accounted for 6.2%. Other races were searched 0% of the time. Hispanics accounted for 25% of the searches and Non-Hispanics accounted for 75% of the searches.

Conover Police Department
 Drivers and Passengers Searched by Sex, Race, and Ethnicity
 Report From 1/1/2023 through 12/31/2023

VI - Evidence Control System Review

During 2023 the Conover Police Department collected 364 pieces of evidence and disposed of 807 pieces of evidence. Emphasis has been placed on evidence disposal. The evidence custodian assembles the dispositions for the property and forwards it to the District Attorney's office for review and then presentation to a judge. This is a lengthy process that takes several months before the evidence dispositions are returned for disposal. The District Attorney's office has also implemented a change in the way evidence from some cases are disposed. Conover Police has presented many disposition requests for those cases to the District Attorney's office.


<i>EVIDENCE ROOM</i>			
Collected Items	2021	2022	2023
Total Pieces Collected	730	723	364
Total Pieces Disposed	208	20	807
<i>EVIDENCE ROOM Totals</i>			
Year end Total	2658	3361	2918
PROPERTY			
Found Property	4	29	21
Collected/Seized Property	723	685	343
Safekeeping	3	9	0
Total Pieces	730	723	364

GOALS AND OUTCOMES





I– 2023 Departmental Goals and Outcomes

Administration

 Develop a planning committee comprised of a representative from each City Department to coordinate the National Night-Out and the Community Workshop event.

 Staff from each department were consulted in the planning of this event.

 Utilizing performance evaluations and patrol shift workloads and outputs increase the First Line Supervisors performance through accountability and responsibility.


 All supervisors have been encouraged and shown the proper way to evaluate and monitor performance. This goal continues to be a work in progress. This goal will continue into 2024.


 Develop a profound Field Training Officer Team who is tasked with training new officers.

 Supervisors have recommended officers who meet qualifications to attend field training officer school.


Patrol Division

 Strengthen the community policing philosophy of the agency through the following goals:


 Increase interaction with the local public and private schools through participation in school events and other events in order to build rapport with the students.

 The community policing philosophy continues to be a focus for the department. Officers were able to visit with and eat lunch with students at several schools.


2. Continue the Santa Cop program incorporating division wide support.


 The Santa Cops program was a success this year as it continues to grow. Conover police were able to provide gifts to 81 children. This wouldn't be possible without the generous donations by our citizens. Volunteers from the patrol, investigation and Administration divisions assisted in the success of the program.


3. Increase the Community Watch Programs in residential neighborhoods.


 Officers continue to attend community watch meetings with the existing community watch groups. During 2023 there were no additional community watch groups started, however, two HOA groups have been meeting at the department.


4. Increase the frequency and time allotted to bicycle patrols in residential communities by 10%.


 The Patrol Division did not perform any bicycle patrols during 2023. Due to staffing concerns, officers were not able to attend training classes to become certified bike officers.


 Participate in the Governors Highway Safety Programs (GHSP), Click it or Ticket, Booze It or Lose It in conjunction with other traffic safety initiatives identified during the goal period. Participate in monthly GHSP checkpoint program to earn “Grant” points toward equipment.


 Participation in the Governors Highway Safety Program was a success in 2023. The agency’s participation in 7 check points, 2 saturation patrol events and several multiple agency checkpoints during the year accounted for a total of 550 participation credits for the year.


 Continue the Santa Cop program incorporating division wide support.

 Santa Cops was a success this year. This year the Conover Police Department was able to provide assistance to thirty four (34) families and 81 children in and around the Conover area. Volunteers from the patrol division, investigations, and Administration contributed to the success of the program. Conover was also able to provide toys for ECCCM for the Christmas Bureau 2024.


 Reach out to the senior citizens in the various communities and raise awareness of the CARE Program “Are You OK” program. Increase participation by 10%.

 No Conover resident was added to the program in 2023. Currently there are five (5) residents from Conover on the Care program (Are you ok) list.


 Develop a relationship/contact list with local churches as they are a valuable asset to the community.

 The Patrol Division continues to update the contact list of churches in Conover. The list is stored on the City’s computer server for all officers to access.


Investigations Division

 Continue the efforts towards obtaining and disseminating criminal intelligence information with other agencies in an effort to impact multijurisdictional criminal activity and move forward in reducing crime.


1. Participate in all (MDT) Multi-Disciplinary Team Meetings currently being held on a monthly basis at the Child Advocacy and Protection Center of Catawba County.





 The Conover Police Department CID Division, has attended meetings on the following dates; 05/12/2023, 06/23/2023, 08/11/2023, and 08/25/2023. CID Division has presented cases to (MDT) on several of the above listed dates. The CID Division presented a joint case to the Lincoln County CAC MDT team.


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




 The Conover Police Department Investigations Division attended (13) meetings during the past year. On 01/13/2023 and 01/17/2023, CID had a meeting with the District Attorney’s Office about prosecuting a murder case. On 03/10/2023, the Investigations Division worked with the US Marshal Service to process a vehicle related to a murder case. On 05/31/2023, CID met with the US Secret Service to discuss a nationwide fraud ring. On 06/07/2023, the Investigations Division met

with a representative from the Regional Organized Crime Information Center (ROIC) to become members of the Regional Information Sharing Systems (RISS). On 06/13/2023, CID worked with The NC SBI Polygraph Division on a rape case. On 08/16/2023, CID assisted Anderson, SC Police Department on a rape case. On 08/31/2023, the Investigations Division assisted the Hickory Police Department with identifying a fraud suspect. On 09/05/2023, CID worked with Lincoln County Sheriff's Office and Lincoln County CAC on a child abuse case. On 11/03/2023, the Investigations Division worked with the District Attorney's Office on evidence viewing and trial prep for a murder case. On 10/03/2023, CID participated in the National Night Out (NNO). On 11/27/2023, the Investigations Division worked with the NC SBI on an ICAC case involving Child Pornography.

 Improve the coordination and sharing of information with other divisions within the department to help reduce crime.

1. Strengthen the exchange of information with the patrol division by attending a shift briefing every quarter and providing at least (2) training sessions on a topic related to investigations and a shift briefing.
 -  On 08/22/2023 and 08/23/2023, the Investigations Divisions conducted a Shift Briefing pertaining to changes in victims' rights, documentation, and services available.
 -  Emails were utilized to send out information to patrol division during this time to ensure information sharing continued. Information consisted of current trends of residence, vehicle, burglaries, and the increase in catalytic converter larcenies. Narcotic and vice crime (tips) information has been shared between the investigation and patrol division.
2. Provide a monthly activity report to the administration of the department to keep the administration informed of new information related to any high profile cases or other relevant information.
 -  Information was shared with the patrol division about current trends of residence and vehicle burglaries and the increase of catalytic converter thefts. Narcotic and vice crime information has been shared between investigations and patrol divisions.
 -  A monthly report is completed and provided to the Lieutenant over Investigations.

 Continue to build and update the data information in the Case Management Access Software to improve the ability to track and maintain current cases assigned to the Criminal Investigations Division.

-  All cases that are assigned to CID are entered into a CID case log spreadsheet. The cases within the software include: OCA, Date of Offense, Crime, Party Involved, Disposition, Status, Notes, and Assigned Investigator.
-  All cases that are assigned to CID investigators are logged into SOMA.
-  The Conover Police Department Investigation Division (CID) will continue to build and maintain the data in the CID case log spreadsheet and SOMA.

 Continue to educate and involve the community to assist with solving crimes by utilizing the media, the Internet, and other available resources.

- 👍 On 03/17/2023, the Investigations Division attended Career Day at Shuford Elementary School. On 03/20/2023, CID attended a community watch meeting for Cambridge Place. On 04/05/2023, the Investigations Division attended Pinwheel for Prevention at Zahra Baker Playground to assist with providing awareness for child abuse. On 04/25/2023, the Investigations Division conducted a presentation at Adult Life related to crimes that target disabled adults. On 06/14/2023, CID completed a presentation on forensics at the Newton Conover Middle School Summer Camp. On 06/28/2023, the Investigations Division conducted a presentation at Trinity School about a career in law enforcement. On 10/11/2023, CID conducted a presentation at First Methodist Church about Elder Scams and Awareness.
- 👍 The Conover Police Department CID also assisted or attended the Torch Run, the Law Enforcement Memorial Service, the 9/11 Memorial Service, and Christmas in the Park. The Conover Police Department Investigations Division continues to work with the Conover IT Department to update a list of "Conover's Most Wanted" on the City of Conover website. The most wanted list is comprised of individuals with outstanding warrants that Officers have been unable to locate through conventional methods. In addition, posts are added to the Conover Police Department's Facebook page for assistance in identifying persons of interest and disseminating information.

💡 Conduct biannual review of all cases to ensure that the cases are being investigated accurately and timely.

- 👍 A biannual review was conducted of all the assigned cases within the Conover Police Department (CID) Investigations Division. A monthly report was prepared and submitted to administration to provide progress on open cases. This process ensures that each case is handled in a timely manner.

Records Division

💡 Prepare the Agency for the DCI audit.


- 👍 All files are checked for accuracy when completed. The DCI audit was completed this year with minimal findings. The records clerks worked to ensure that all files were entered and recorded properly.

💡 Develop reports in SOMA to assist with retrieving information needed for evaluations, monthly reports, open cases, and annual reports.

- 👍 Administration worked with the Records Division and all reports have been maintained and utilized throughout the year. The reports will assist staff in the retrieval of data from the Records Management Division. The Records Division was able to successfully transition to a new records management software called SOMA.

💡 Coordinate all DCI activities including TAC, Validations, and all reports.

- 👍 All DCI activities and validations were kept current.

 Ensure incident reports are pulled into SOMA with the correct information and notify Admin supervisors about any identified problems/issues.


 All reports have been imported and accuracy has been verified.


 Keep Biased-Based Traffic Stop Reports up to date and properly filed.

 All Biased-Based Traffic Stop Reports have been entered into the SBI's system.


II - 2024 Departmental Goals

Administration


 Develop a planning committee comprised of a representative from each City Department to coordinate the National Night-Out and the Community Workshop event.

 Continue to build and improve upon the Citizens Police Academy.


 Develop a profound Field Training Officer Team who is tasked with training new officers


 Continue the employee of the quarter/year to recognize outstanding officer performance.

 Develop a physical fitness policy/program for the department.

 Continue to develop and improve the Explorer post program.


Patrol


 Participate in the North Carolina Governor's Highway Safety Programs (GHSP) "Click It or Ticket" and "Booze It & Loose It" along with other traffic safety initiatives during the goal period. Conduct monthly GHSP checkpoints to earn participation points towards acquiring equipment.

 Ensure equal workload and performance through monthly officer activity reports.


 Strengthen the community policing philosophy of the agency through the following goals:

1. Increase interaction with the local public and private schools through participation in school events and other events in order to build a rapport with the students.
2. Increase the frequency and time allotted to bicycle patrols in residential communities by 10%.
3. Increase Community Watch Programs in residential neighborhoods.

 Continue the Santa Cop program incorporating division wide support.

 Reduce traffic collisions by 5% through selective traffic enforcement measures at known high crash locations.

Investigations Division

 Continue the efforts towards obtaining and disseminating with other agencies, criminal intelligence information in an effort to impact multijurisdictional criminal activity and move forward in reducing crime.

Investigations Division (continued)

- 🚓 Improve the coordination and sharing of information with other divisions within the department to help reduce crime.
 1. Strengthen the exchange of information with the patrol division by attending a minimum of at least one shift briefing a quarter and provide at least two (2) training sessions on a topic related to investigations at a shift briefing.
 2. Provide a monthly activity report to the administration of the department to keep the administration informed of new information related to any high profile cases or other relevant information.
- 🚓 Continue to build the data information in the Case Management Access Database software to improve the ability to track and maintain current cases assigned to the Criminal Investigations Division.
- 🚓 Continue to involve the community to assist with solving crimes by utilizing the media, the Internet, and other available resources.
- 🚓 Conduct a biannual review of all cases to ensure that the cases are being investigated accurately and timely.

Records

- 🚓 Keep records up to date in preparation for future DCI audit.
- 🚓 Evaluate the reports in SOMA and develop new ones as needed to assist with retrieving information needed for evaluations, monthly reports, open cases, and annual reports.
- 🚓 Coordinate all DCI activities including TAC, Validations, and all reports.
- 🚓 Ensure incident reports are pulled into SOMA with the correct information and notify Admin supervisors about any identified problems/issues.
- 🚓 Keep Biased-Based Traffic Stop Reports up to date and properly filed.

