



2024



# *Conover Police*

## **ANNUAL REPORT**

# TABLE OF CONTENTS

<b>Dedication</b>	<b>1</b>
<b>Agency</b>	
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
<b>Performance Reports</b>	
I. Crime Index	13
II. Non-Index Crime	15
III. Traffic	16
IV. Community Service	18
V. Special Awards/Projects	19
<b>Annual Review and Analysis</b>	
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
<b>Goals and Outcomes</b>	
I. 2024 Goals and Outcomes	30
II. 2025 Departmental Goals	34



# ***THE AGENCY***



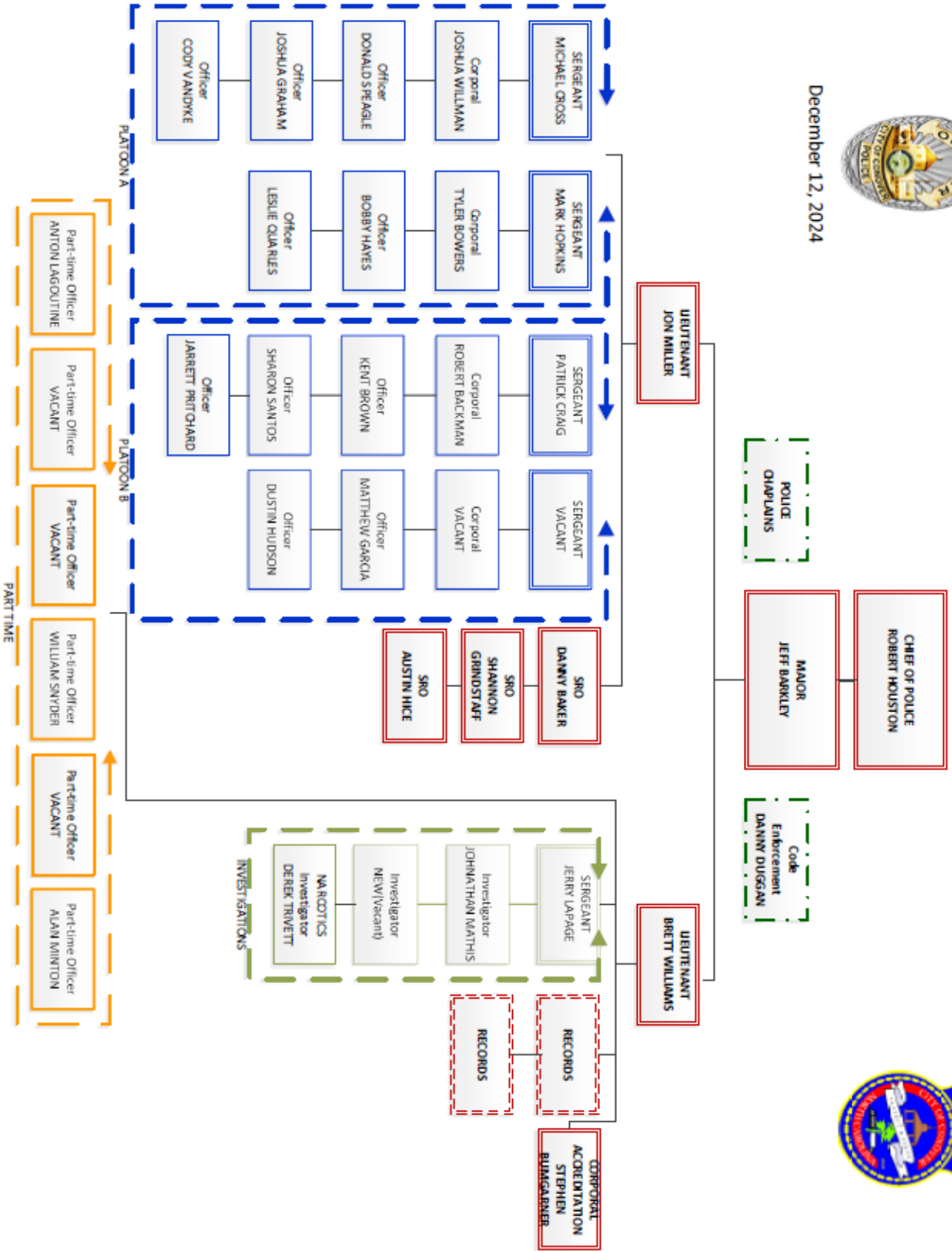
2024

# I - Organizational Chart



December 12, 2024

## CONOVER POLICE DEPARTMENT



## II- Conover Police Roster

<b>Conover Police Roster</b>			
<b>Name</b>		<b>Rank</b>	<b>Assignment</b>
<b>Last</b>	<b>First</b>		
<b>Administration</b>			
Houston	Robert	Chief	Administration
Barkley	Jeff	Major	Administration
Miller	Jonathan	Lieutenant	Patrol Admin
Williams	Brett	Lieutenant	Investigations Admin
Bumgarner	Stephen	Corpral	Accreditation
Grindstaff	Shannon	Specialist	School Resource
Baker	Daniel	Officer	School Resource
Hice	Austin	Officer	School Resource
<b>Platoon A</b>			
Cross	Michael	Sergeant	Patrol
Hopkins	Mark	Sergeant	Patrol
Willman	Joshua	Corporal	Patrol
Bowers	Tyler	Corporal	Patrol
Speagle	Donald	Specialist	Patrol
Quarles	Leslie	Officer	Patrol
Carswell	Carson	Officer	Patrol
Vandyke	Cody	Officer	Patrol
<b>Platoon B</b>			
Craig	Patrick	Sergeant	Patrol
Backman	Robert	Corporal	Patrol
Brown	Kent	Officer	Patrol
Pritchard	Jarrett	Officer	Patrol
Hudson	Dustin	Officer	Patrol
Garcia	Matthew	Officer	Patrol
Santos	Sharon	Officer	Patrol
Hayes	Bobby	Officer	Patrol
Graham	Joshua	Officer	Patrol

## II- Conover Police Roster (Continued)

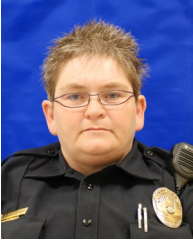
<b>Conover Police Roster</b>			
<b>Name</b>		<b>Rank</b>	<b>Assignment</b>
<b>Last</b>	<b>First</b>		
<b>Investigations</b>			
LaPage	Jerry	Sergeant	Investigations
Mathis	Johnathan	Corporal	Investigations
		Officer	Investigations
Trivett	Derek	Officer	Narcotics
<b>Reserve</b>			
Lagoutine	Anton	Officer	Part time
Minton	Alan	Officer	Part time
Snyder	William	Officer	Part time
		Officer	Part time
		Officer	Part time
		Officer	Part time

<b>Code Enforcement</b>			
Duggan	Danny	Code Enforcement	Code Enforcement

<b>Records</b>			
Reid	Deborah	Records	Records
Khang	Christine	Records	Records

<b>Chaplains</b>			
Correll	Brian	Chaplain	Chaplain
Lagoutine	Anton	Chaplain	Chaplain
Mann	Kenneth	Chaplain	Chaplain

### ***III - Special Recognitions***



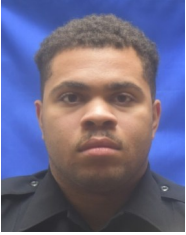
**School Resource Officer Shannon Grindstaff** received her Advanced Law Enforcement certificate from the NC CJETS Commission in December of 2024 by completing the required training hours and years of service.



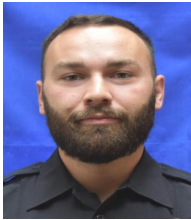
**Corporal Michael Cross** received his Advanced Law Enforcement Certificate from the NC CJETS Commission in December of 2024 by completing the required training hours and years of experience.



## IV– New Employees



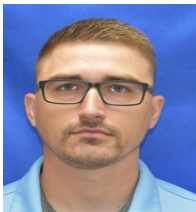
**Officer Joshua Graham** joined the Conover Police Department in December of 2024. Officer Graham completed BLET at Catawba Valley Community College. Officer Graham attended High School.



**Officer Carson Carswell** joined the Conover Police Department in September of 2024. Officer Carswell completed BLET at Caldwell Community College and Technical Institute. Officer Carswell attended Robert L. Patton High School. Officer Carswell came to Conover Police Department with two years of experience from Longview Police Department,



**Officer Sharon Santos** joined the Conover Police Department in June of 2024. Officer Santos completed BLET at Catawba Valley Community College. Officer Santos attended Bandys High School.



**Officer Bobby Hayes** joined the Conover Police Department in June of 2024. Officer Hayes completed BLET at Catawba Valley Community College. Officer Hayes attended South Caldwell High School. Officer Hayes came to Conover Police Department with four years of experience from Alexander County Sheriff's Office.

## V. Top Performers for 2024

The Conover Police Department is proud to recognize Officers Brown, Quarles, Hudson, Craig, and Cross as the top five performers for 2024. 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.



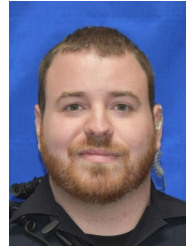
K. Brown



L. Quarles



D. Hudson



P. Craig



M. Cross



CPD Dodge Durango

## 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

<b>City of Conover Demographics</b>	
<b>Population*</b>	<b>8719</b>
<b>Number of Households*</b>	<b>3,603</b>
<b>Square Miles*</b>	<b>11.75</b>
<b>Miles of Streets</b>	<b>108.06</b>
<b>Police Department Staffing</b>	
<b>Total Authorized Personnel</b>	<b>38</b>
<b>Full-Time Sworn Personnel</b>	<b>29</b>
<b>Full-Time Non-Sworn Personnel</b>	<b>3</b>
<b>Part-Time Personnel</b>	<b>6</b>
<b>Summary of Police Department Personnel</b>	
<b>Administration</b>	<b>6</b>
<b>Patrol</b>	<b>20</b>
<b>Investigations</b>	<b>3</b>
<b>Clerical</b>	<b>3</b>
<b>Part time</b>	<b>6</b>
<b>2023-24 Fiscal Data</b>	
<b>City of Conover General Fund Budget</b>	<b>\$13,733,270</b>
<b>Police Department General Fund Budget</b>	<b>\$3,427,034</b>
<b>Police Department Per Cent of Total</b>	<b>24.95%</b>
<b>Police Department Spending Per Capita</b>	<b>\$393.05</b>
<b>Police Department Spending Per Household</b>	<b>\$951.16</b>
<b>Summary of Police Department Budget</b>	
<b>Personnel Cost</b>	<b>78.3%</b>
<b>Operating Cost</b>	<b>17.4%</b>
<b>Capital Cost</b>	<b>4.3%</b>
* 2020 Census Data	

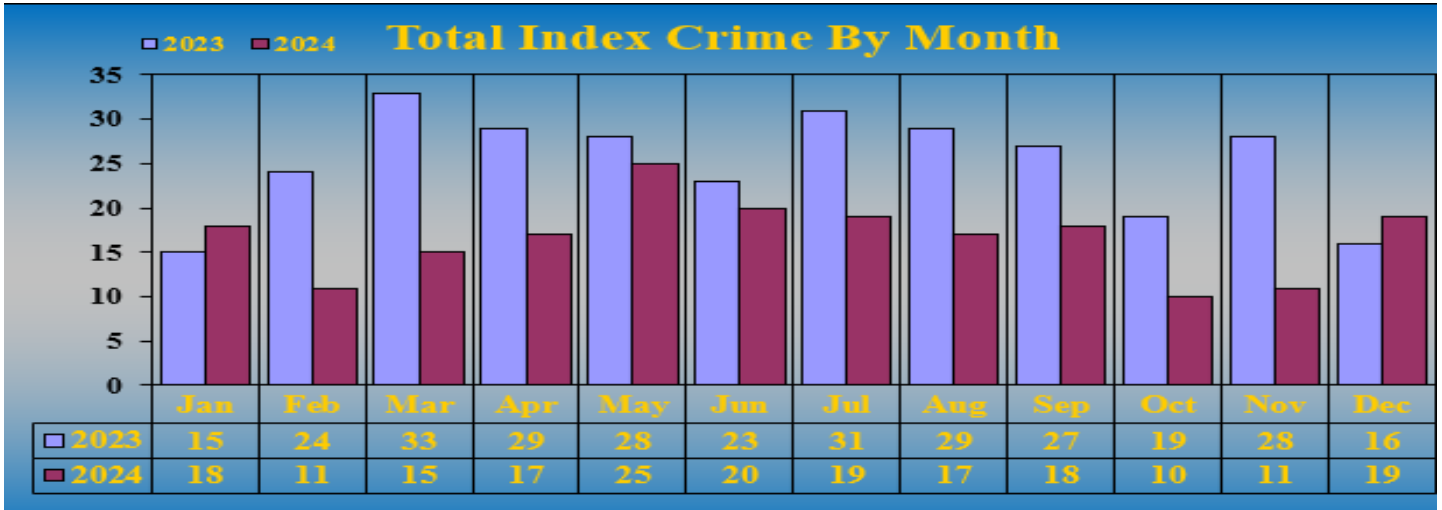
# PERFORMANCE REPORTS



CPD 2024

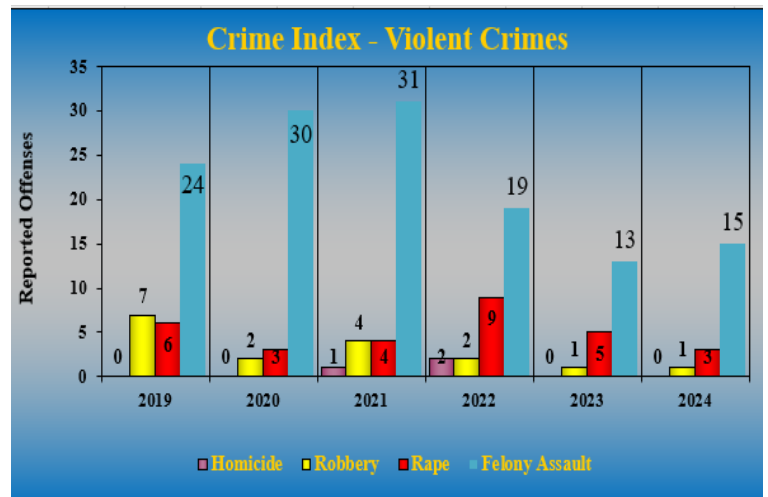
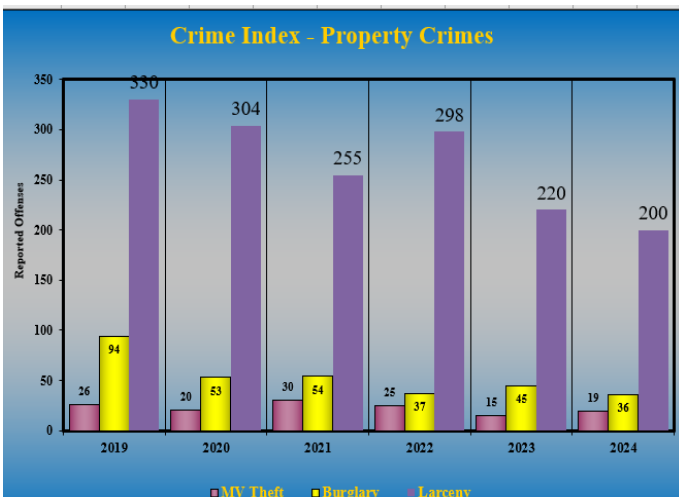
## I- The Crime Index

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.<sup>1</sup> 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.

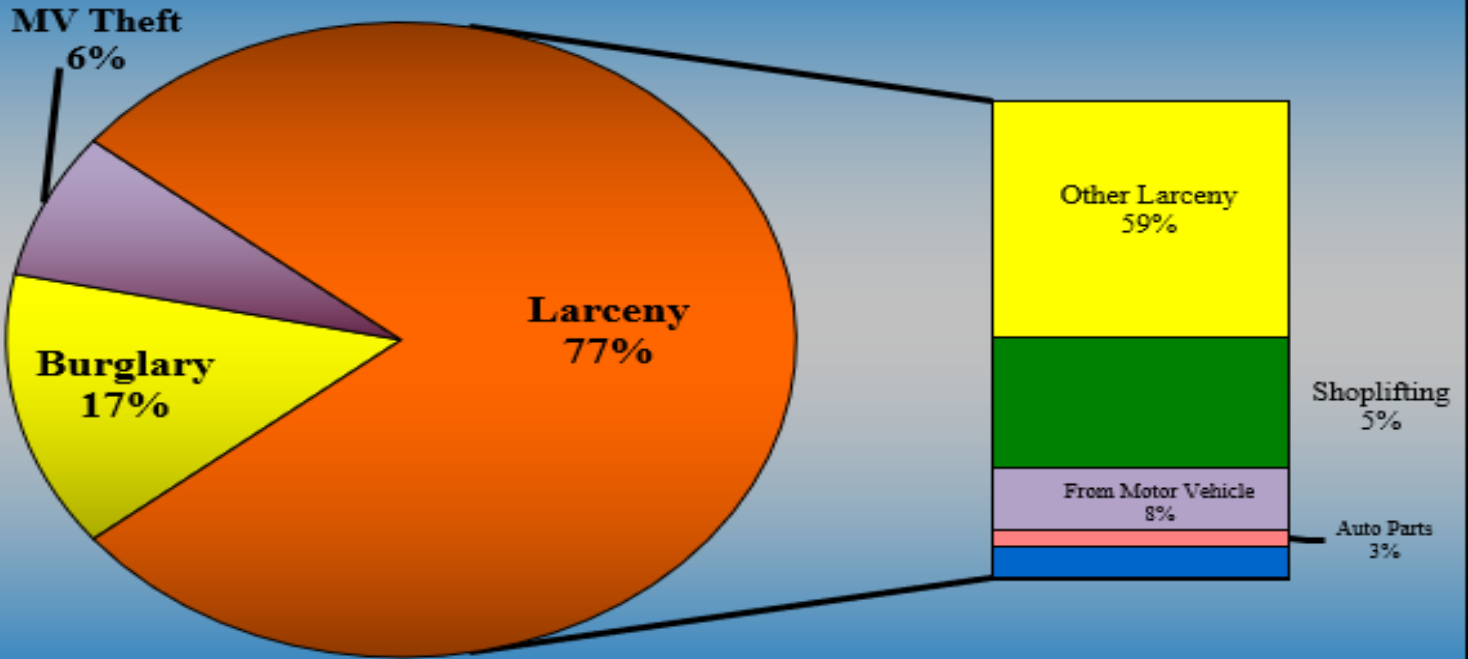


<sup>1</sup>State of North Carolina, State Bureau of Investigation, Index and Offenses Rates 2023-2024 Summary Reporting Data for Conover NC

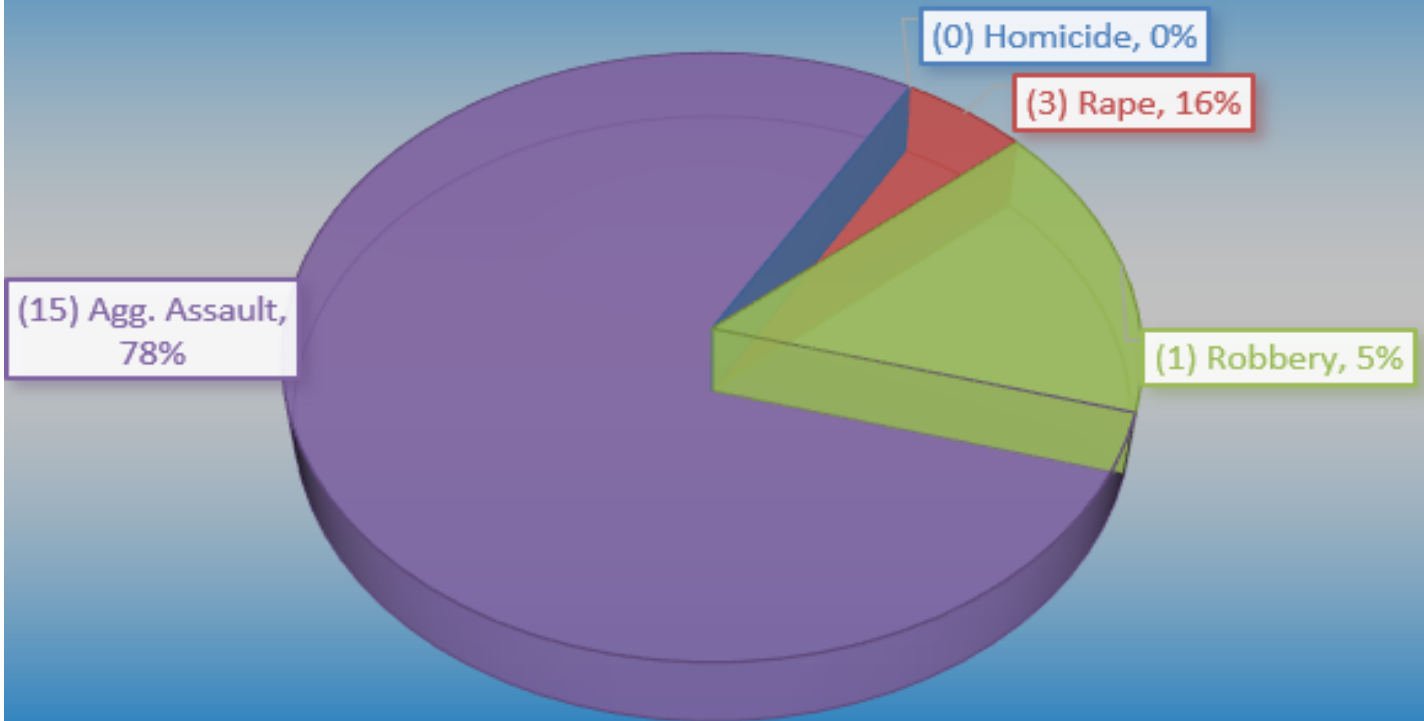
2024 Features	
Most Frequent Month	April/May
Least Frequent Month	December
Most Common Offense	Larceny



# Property Crimes 2024



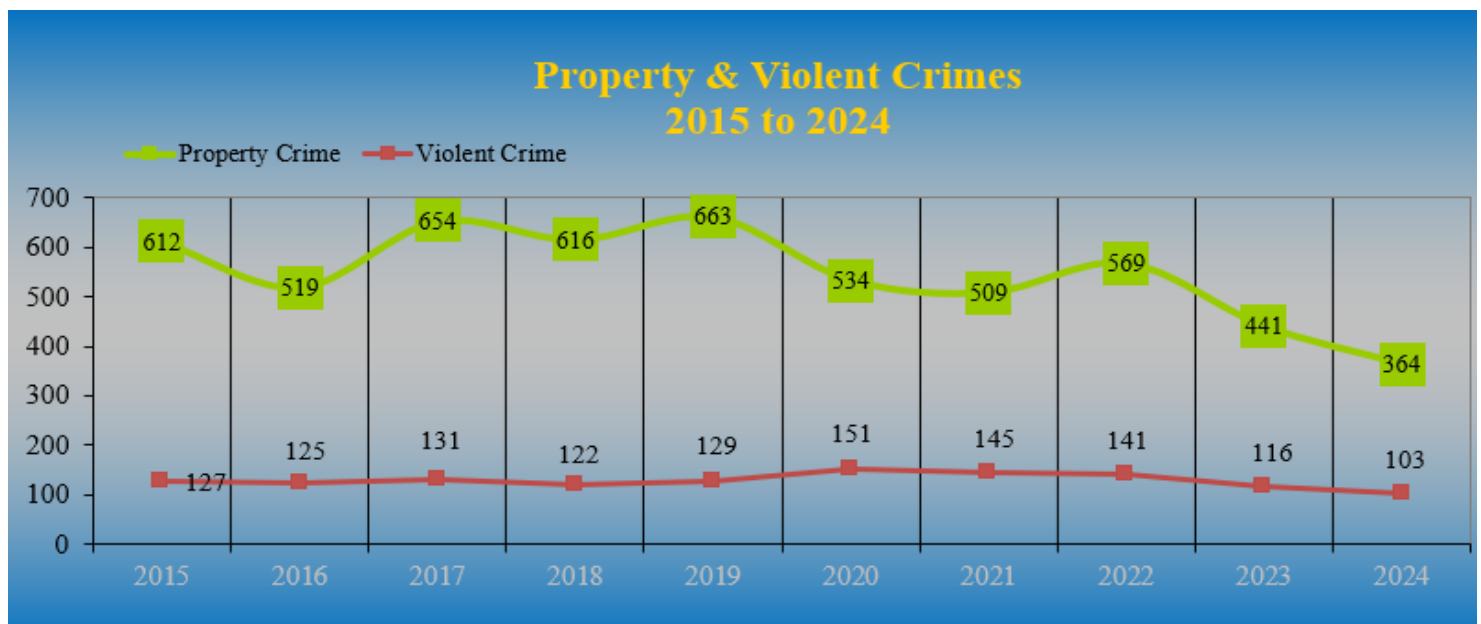
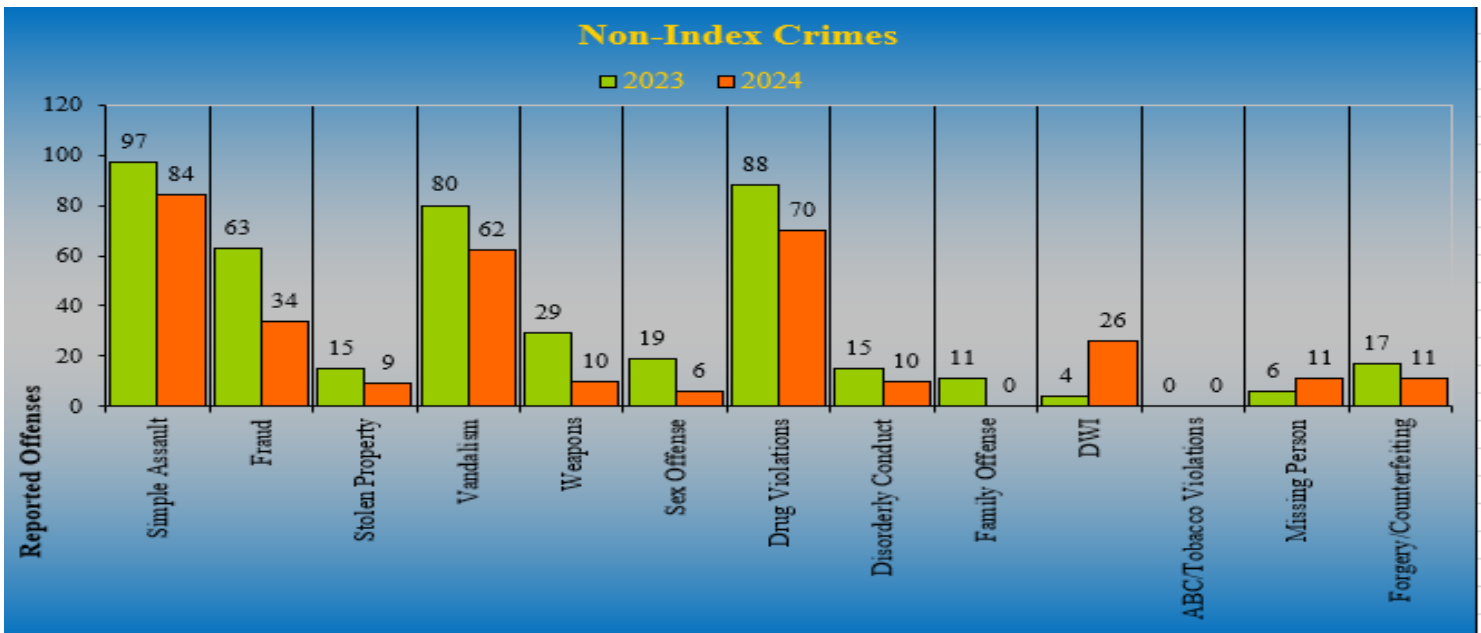
# VIOLENT CRIME 2024



In 2024 the agency experienced an over all decrease in the Part I Index Crimes. Motor Vehicle thefts increased from 15 to 19. Aggravated Assaults increased from 13 to 15. Burglaries decreased from 45 to 36, Robberies stayed the same at 1. Larcenies decreased from 220 to 200. Rape offenses decreased from 5 to 3, and Homicide stayed the same at 0. There were 2 arson incidents in 2024. 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

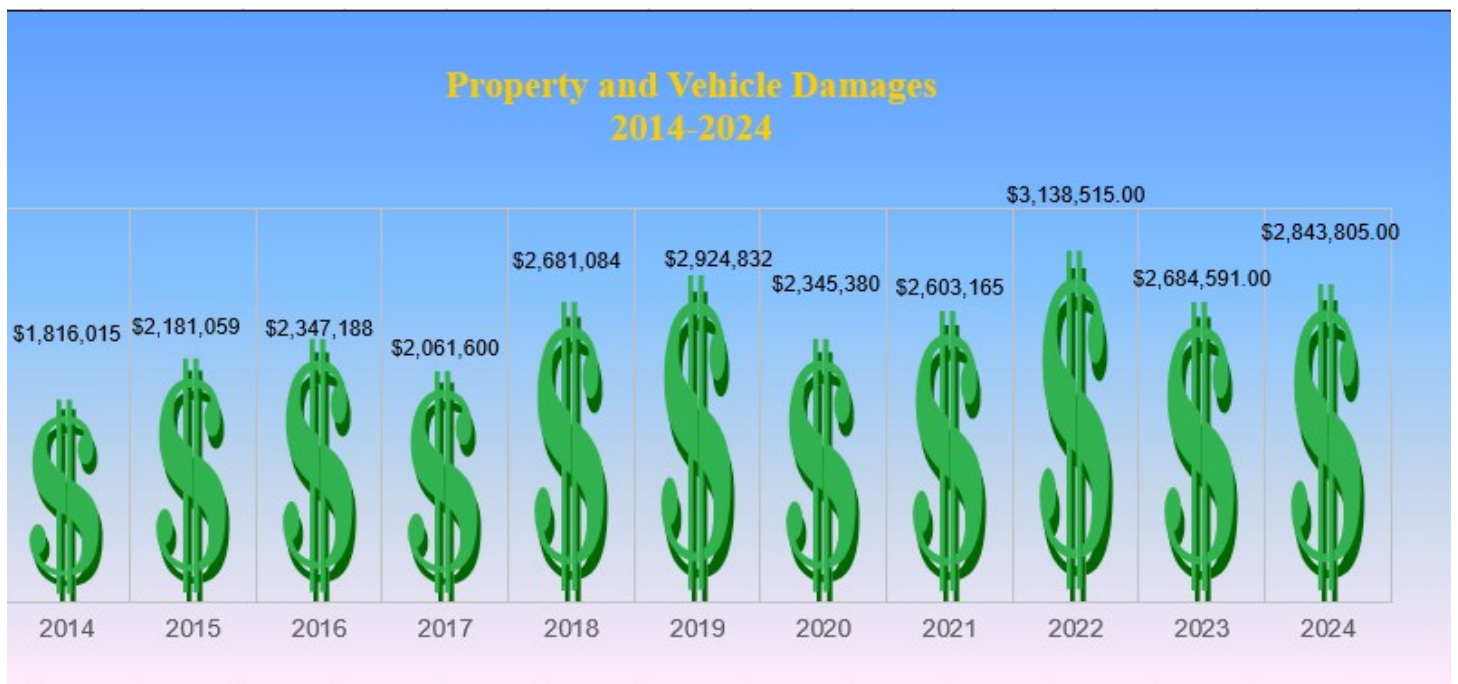
The Non-Index crimes include all other crimes or incidents reported during the year. There were 444 non-index crimes reported in 2023 compared to 333 in 2024. These crimes are taken seriously as many times they are an indication of the quality of life in a community. Graffiti and other types of vandalism may indicate gang activity and increases in simple assaults, drug offenses, disorderly conduct, and family disturbances may be a barometer of economic times.



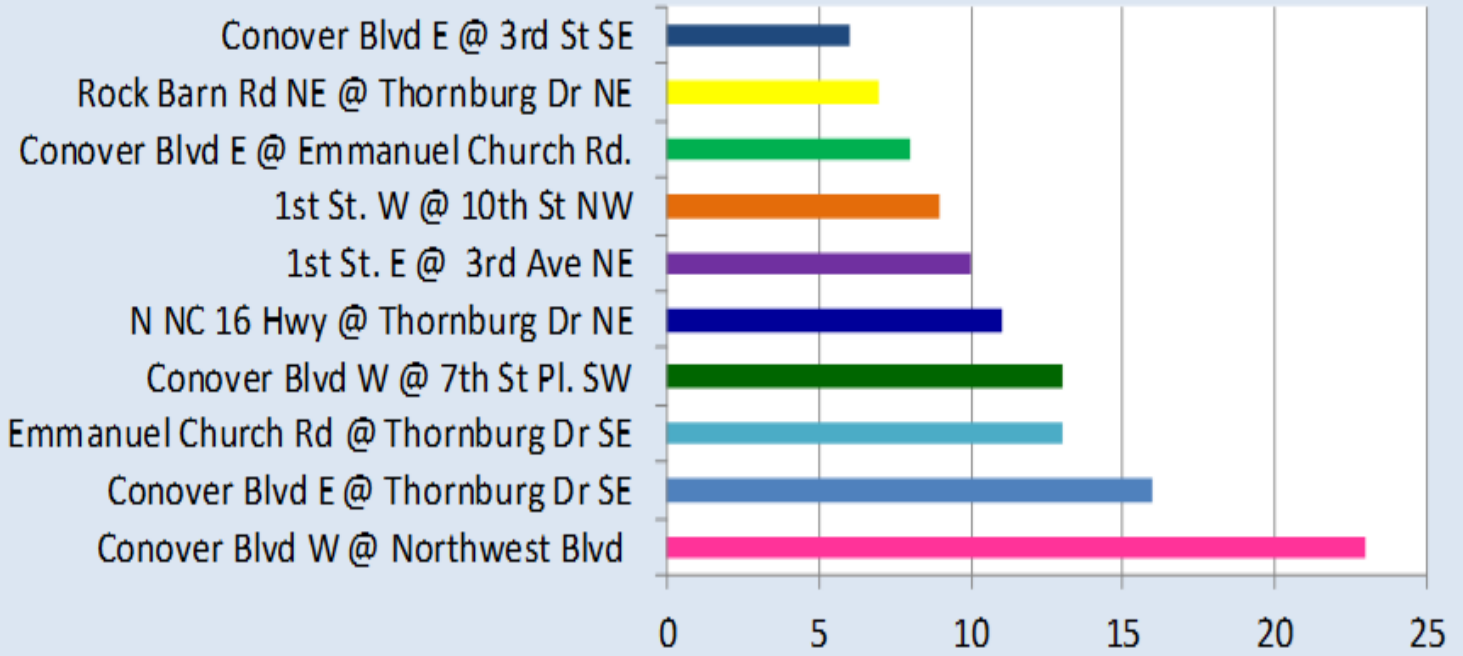
### III - Traffic

The population of the City of Conover increased from 8,719 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; 1<sup>st</sup> Avenue North (NC 16)- 9,700; 1<sup>st</sup> 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 daily average traffic count of 16,000.

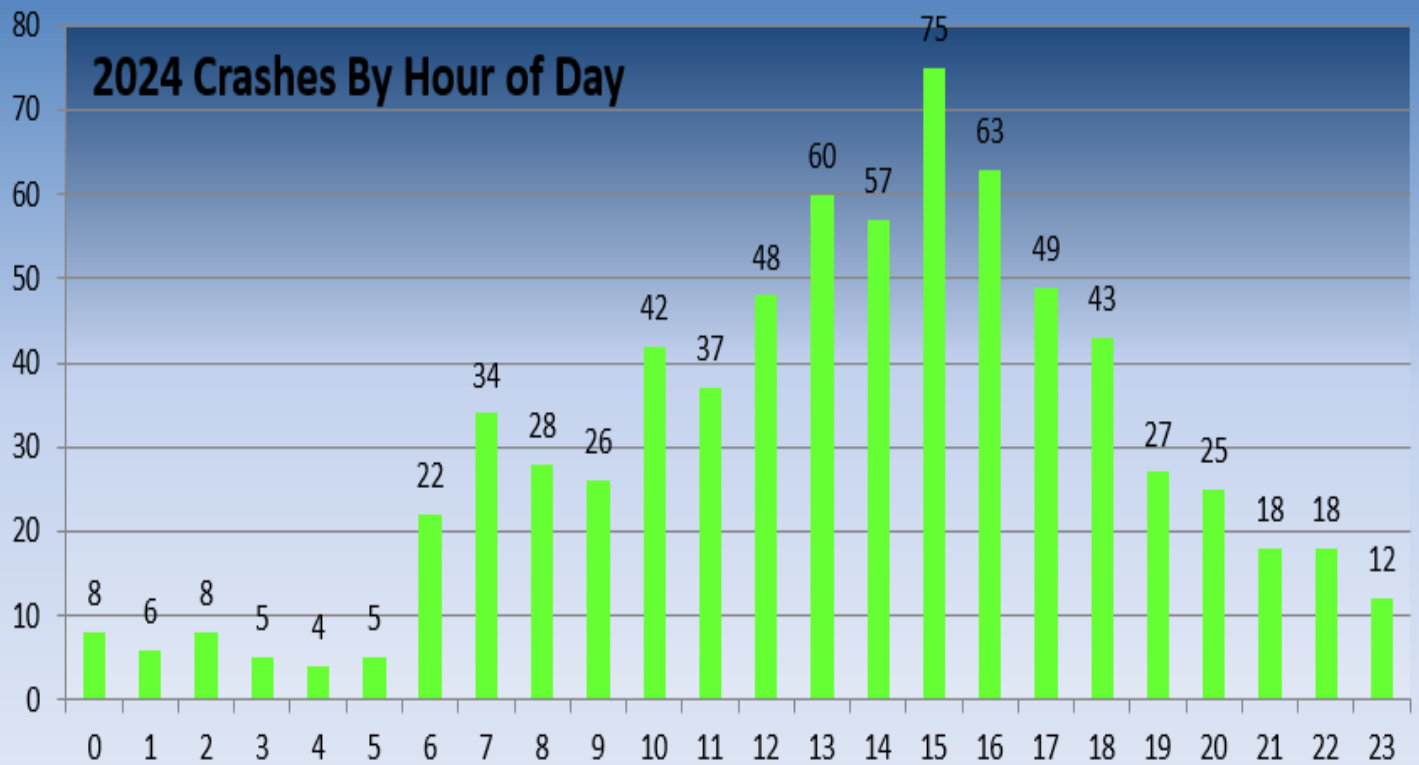
From 2014 through 2024 the City of Conover has averaged 704 crashes per year. Conover continues to have one of the highest crash rates for Cities under 10,000 population. Traffic crashes and traffic related problems continues to be one of the agency’s top priorities.



# 2024 Top Crash Locations



# 2024 Crashes By Hour of Day

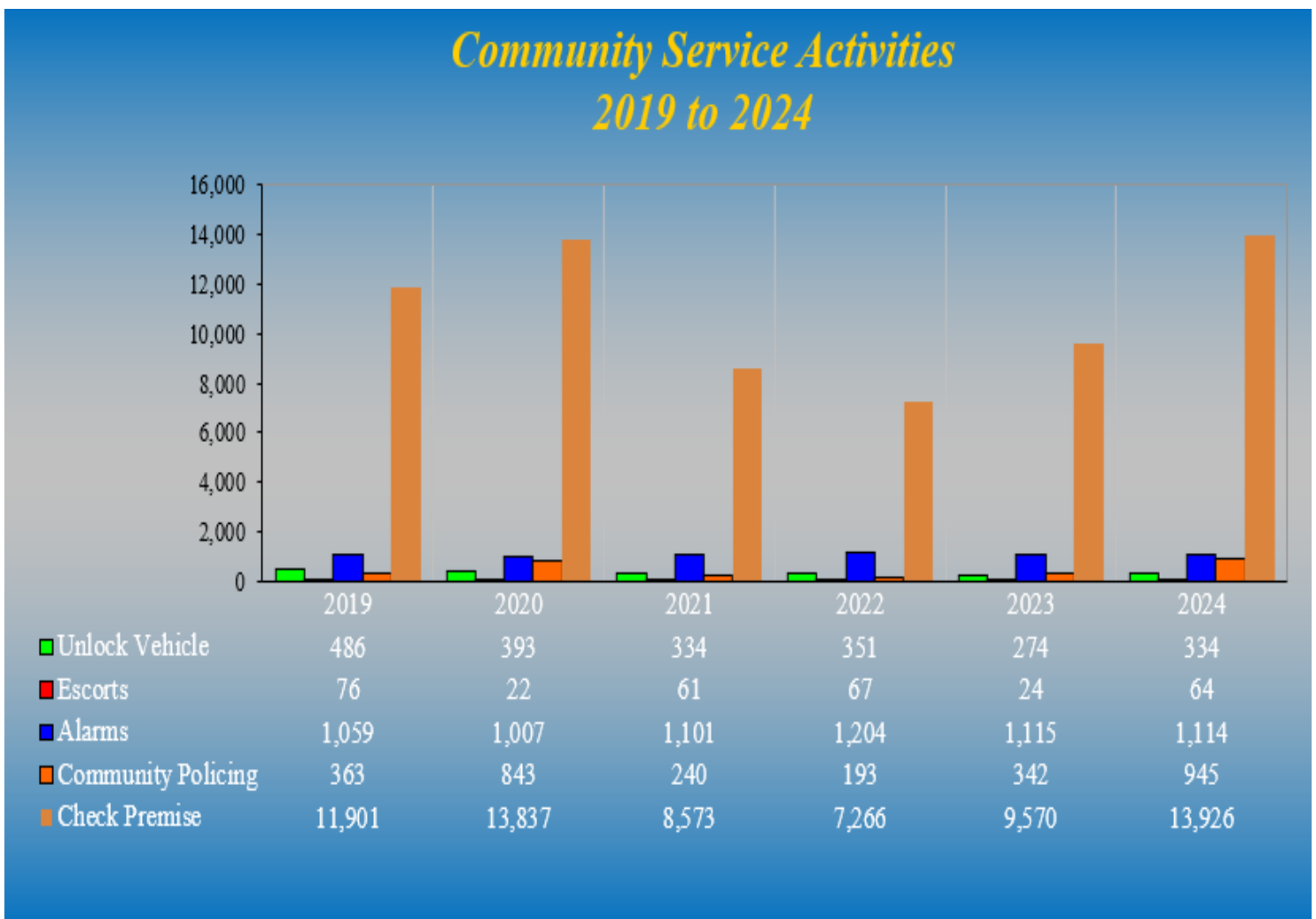


## IV - Community Service

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. In 2024 Cline Village started a new Community watch / HOA. 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 2024 include the Santa Cop Program.



## V - Special Awards/Projects



**National Night-Out 2024:** National Night-Out 2024 was canceled this year due to the destruction of Western North Carolina and surrounding States. Our generous donors that help support this event, came together and donated all collected proceeds to the Catawba County United Way.



**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 Sixteenth 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 (30) families including sixty five (65) children in and around the Conover area. They received clothing, toys and food valued in excess of \$4,000.



Santa Cop 2024

# ***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 2024 members of the Conover Police Department were involved in 18 Use of Force incidents. The incidents involved 15 Officers from the Conover Police Department. Seven of the incidents involved only one Officer. Nine incidents involved two Officers, and two incidents involved three or more Officers. Three of the incidents involved the Officer displaying or firing their service weapon until the offender was safely secured. One of those incidents involved a stolen vehicle where the driver would not comply with commands. The other two incidents, Officers were assisting other Agencies and fired their service weapons killing the suspects. Tasers were drawn or used in three incidents.

The Use of Force consisted of 5 disorderly, 4 traffic stops , 4 mutual aid, 1 Domestic, 1 suspicious person, 1 welfare check, 1 trespassing, and 1 Larceny.

One of the incidents resulted in the offender being injured with minor scrapes. Two incidents resulted in the offender being shot and killed. Two incidents, officers were injured, both officers were sent to the hospital. Both officers injuries kept them from their assigned duties.

## 2024 USE OF FORCE

Type of Incident:	2019	2020	2021	2022	2023	2024
Assault	2	2	2	1	1	0
Traffic Stop	2	4	1	2	4	5
Domestic	7	3	1	2	3	2
Mental Subject	1	2	2	1	2	0
Mutual Aid	0	1	0	0	0	2
Larceny	4	1	1	1	0	1
Burglary	1	0	2	1	0	1
Drunk/ Disruptive	0	1	0	1	0	3
Forgery	0	0	0	0	0	0
Resist Arrest	7	2	0	1	0	0
Trespass	2	1	1	1	0	3
Warrant/High Risk Call	1	1	3	3	2	0
Suspicious Person/Vehicle	1	0	4	2	0	1
<b>Type of Force:</b>						
Firearm	8	5	4	4	4	3
(Fired)	(0)	(0)	(1)	(0)	(0)	(2)
(Drawn)	(8)	(5)	(3)	(4)	(4)	(1)
Taser	9	2	2	1	1	3
(Deployed)	(4)	(1)	(1)	(1)	(1)	(2)
(Drawn)	(5)	(2)	(1)	(1)	(1)	(1)
Bodily Force (Hands)	12	11	12	11	6	15
<b>Officers on Scene:</b>						
Single	8	6	7	7	5	7
Two or More	20	12	10	9	7	11
<b>Location of Event:</b>						
Residence	12	8	6	7	6	5
Retail Business	7	6	9	6	2	8
Roadway	9	4	2	3	4	5
Wooded Area	0	0	0	0	0	0
<b>Disposition:</b>						
Force Neces- sary	28	18	17	16	12	18
Force Unnec- essary	0	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 four internal affairs cases in 2024 which was a decrease from 2023.

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>					
<b>Complaint Origins:</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Citizen	5	4	2	5	3
Internal	0	0	0	0	1
<b>Originating Action:</b>					
Traffic Stop	2	2	0	0	0
Arrest	0	0	1	1	0
Officer's Conduct	3	2	1	1	1
Vehicle Pursuit	0	0	0	0	0
Accident Investigation	0	0	0	0	0
Juvenile Investigation	0	0	0	0	0
Officer's Driving	0	0	0	0	2
Call for Service	0	0	0	3	1
<b>Disposition:</b>					
Sustained	2	0	1	0	1
Not Sustained	0	2	0	1	3
Unfounded	3	1	0	2	0
Exonerated	0	1	0	0	0
Resolved W/Complainant	0	0	1	2	4

### 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 2024.

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 2025 in-service driver training.

<b>VEHICLE PURSUITS</b>					
<b>Reason for Pursuit:</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
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
<b>Pursuit Results:</b>					
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 2024.

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 75.00% of the stops in 2023 compared to 66.00% in 2024. Written warnings decreased from .83% in 2023 to .45% in 2024 and verbal warnings increased from 22.51% in 2023 to 30.84% in 2024. 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 2024.

<b>Bias Based Profiling</b>								
<b>Race:</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>Per Cent</b>	<b>Cat. Co. Demo.*</b>	<b>Conover Demo.*</b>
Asian	29	18	25	53	48	2.69%	4.80%	5.80%
Black	165	183	308	323	304	17.05%	9.00%	3.40%
Native American	1	2	5	3	1	0.06%	0.60%	1.10%
White	754	840	1217	1406	1402	78.63%	83%	75.70%
Other	9	12	2	23	28	1.57%	2.40%	7.60%
Unreported	0	0	0	0	0	0.00%	NA	NA
<b>Totals:</b>	<b>958</b>	<b>1055</b>	<b>1557</b>	<b>1808</b>	<b>1783</b>			
<b>Ethnicity:</b>								
Hispanic	148	175	239	290	273	15.31%	10.50%	17.10%
Non-Hispanic	810	880	1318	1518	1510	84.69%	74.00%	71.50%
Unreported	0	0	0	0	0	0.00%	NA	NA
<b>Sex:</b>								
Female	326	345	379	707	711	39.88%	50.80%	50.00%
Male	632	710	715	1101	1072	60.12%	49.20%	50.00%
Unreported	0	0	0	0	0	0.00%	NA	NA
<b>Enforcement:</b>								
Citation	587	618	1094	1356	1178	66.07%		
On-View Arrest	19	8	6	3	0	0.00%		
Verbal Warning	292	387	391	407	550	30.85%		
Written Warning	24	28	48	15	8	0.45%		
No Action	36	14	18	27	47	2.64%		
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 31.43% of the time compared to citations 66.91% of the time on the reported traffic contacts. African-Americans received warnings 32.83% of the time and citations 66.84% of the time. Hispanics received warnings 23.23% of the time and citations 76.32% of the time. Asians received warnings 36.95% of the time compared to citations 63.04% of the time. Others received warnings 30.76% of the time and received citations 69.23% 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 79.6% of the citations, African-Americans received 16.2% of the citations, Hispanics received 17.14% of the citations issued and Asians received 2.8% of the total citations issued for the this period.

## Conover Police Department

### Drivers and Passengers Searched by Sex, Race, and Ethnicity

Thursday, February 20, 2025

Report From 1/1/2024 through 12/31/2024

Type	Gender	White	Black	Native American	Asian	Other	Total By Race	Hispanic	Non Hispanic	Total By Ethnicity	Total Stopped	Percent Searched
Driver	Female	1	0	0	0	0	1	0	1	1	711	0.14
Driver	Male	5	2	0	0	0	7	1	6	7	1072	0.65
Passenger	Female	4	0	0	0	0	4	0	4	4	4	100.00
Passenger	Male	1	3	0	0	0	4	1	3	4	4	100.00
	Female	5	0	0	0	0	5	0	5	5	715	0.70
	Male	6	5	0	0	0	11	2	9	11	1076	1.02

There were no asset seizures during 2024

During 2024 there were 8 traffic stops that resulted in searches . Four of these searches were consensual and four were a result of probable cause. The drivers were searched in all of those traffic stops. Seven 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 75% of the searches and African-Americans accounted for 25%. Other races were searched 0% of the time. Hispanics accounted for 12.5% of the searches and Non-Hispanics accounted for 87.5% of the searches.

Conover Police Department  
 Drivers and Passengers Searched by Sex, Race, and Ethnicity  
 Report From 1/1/2024 through 12/31/2024

## ***VI - Evidence Control System Review***

During 2024 the Conover Police Department collected 815 pieces of evidence and disposed of 1134 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.


<b><i>EVIDENCE ROOM</i></b>			
<b>Collected Items</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Total Pieces Collected	723	364	815
Total Pieces Disposed	20	807	1134
<b><i>EVIDENCE ROOM Totals</i></b>			
Year end Total	3361	2918	2599
<b>PROPERTY</b>			
Found Property	29	21	5
Collected/Seized Property	685	343	791
Safekeeping	9	0	19
Total Pieces	723	364	815

# GOALS AND OUTCOMES





# I– 2024 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 2025.


 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 65 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 2024 Cline Village community watch group was started. Also two HOA groups continue to meet at the Police department.


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


 Four Conover Officers attended Basic Mountain Bike Officer Course in July of 2024. Officers have increased Bike Patrol though the Downtown zone.


 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 2024. The agency’s participation in 14 check points, 1 saturation patrol events and several multiple agency checkpoints during the year accounted for a total of 825 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 (30) families and 65 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 to Catawba County Sheriff’s Office, Christmas Bureau and Newton City schools.


 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 2024. 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 (MDT) Multi-Disciplinary Team Meetings currently being held on a bi-monthly basis at the Child Advocacy and Protection Center of Catawba County.

 The Conover Police Department has participated in numerous bimonthly MDT these meetings but have also functioned as liaison on many other outside jurisdictional cases.

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


 The Conover Police Department Investigations Division attended several meetings during the past year: The investigations division has transitioned into monthly meetings involving an in-depth case discussion on case load and day to day operations of open cases. The purpose of these meetings is to involve all investigators as well as command staff in the operation of on-going cases. A total of five (5) investigation division meetings have taken place and a total of seven (7) out of office meetings with numerous jurisdictions have taken place. One of the meetings was with the Child Advocacy Protection Center. This was an orientation


meeting that allowed for new investigators to work with and meet the employees of the Child Advocacy Center. This type of meeting fosters and embraces a working relationship with all jurisdictions both in Catawba County and abroad.

 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 10/30/2024 and 11/01/2024, the Investigations Divisions conducted a Shift Briefing pertaining to scene security and evidence preservation and services available.


 Emails were utilized to send out information to the patrol division during this time to ensure information sharing continued. The information consisted of current trends of criminal activity in our community and outside agencies requesting assistance.


 Additionally, numerous narcotics and vice crime (tips) information has been shared between the investigation and patrol divisions.

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, Date Closed, Date of Warrants, if Flock cameras were used, Crime, Party Involved, Disposition, Status, Notes, Call Out, 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.

 The investigations division has now added SOMA Solve. The Solve system allows for better tracking of the investigation of assigned cases. The Soma system allows for notes to be added by the investigator and reviewed by the supervisor for on going investigations. Soma Solve has allowed for the investigations division to transition into using cutting edge technology to track and investigate assigned cases.


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


- 👍 The Conover Police Department Investigations Division was involved with the community in six (6) presentations:
- 👍 On April 3, 2024 a lecture was held at Adult life programs on fraud and safety. On April 16, 2024 officers participated in a career fair at Catawba Valley Community College. On June 27, 2024, a lecture on school community policing. On July 17, 2024, at 401 Rock Barn Rd NE Conover NC, 28613 a lecture was held for School community policing. On September 3, 2024 A lecture was given to autism 360 on safety. On October 23, 2024 at Concordia Christian Day School a lecture was given on Halloween safety.
- 👍 The Conover Police Department CID also assisted on a search warrant January 4, 2024 on an ICAC case. On January 9, 2024 we assisted in a meeting with the CAPC. On January 31, 2024 we assisted Maiden PD in locating a B&E suspect using Flock. On February 9, 2024 assisted SBI with a search warrant on the Isabella case. On March 14, 2024 assisted Catawba County Sheriffs Office, SBI, Maiden PD with a Search Warrant. On April 10, 2024 the Conover Police Department a investigations division attended the Pinwheel for hope. On May 10, 2024 the investigations division took part in assisting in the torch run. On May 17, 2024 the investigations division participated in the Law Enforcement Memorial. On June 3, 2024 the investigations division participated in the County wide active shooter training. On September 11, 2024 we assisted Claremont PD with promotional boards. The end of 2024 LT. Williams worked with Americas most wanted on unsolved murder cases. The investigations division worked with IJIS to insure we were following new CJIS regulations. On November 8, 2024 the Investigations Division assisted the Catawba County District Attorneys Office in viewing of evidence.
- 👍 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.
- 👍 Using social media, we were able to solve several larcenies and locate several individuals of interest in cases.


💡 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 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.

 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 - 2025 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.
-  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.

