2019

Conover Police

ANNUAL REPORT

NATIONAL SCHOOL RESOURCE OFFICER OF THE YEAR 2019

SRO DANNY BAKER

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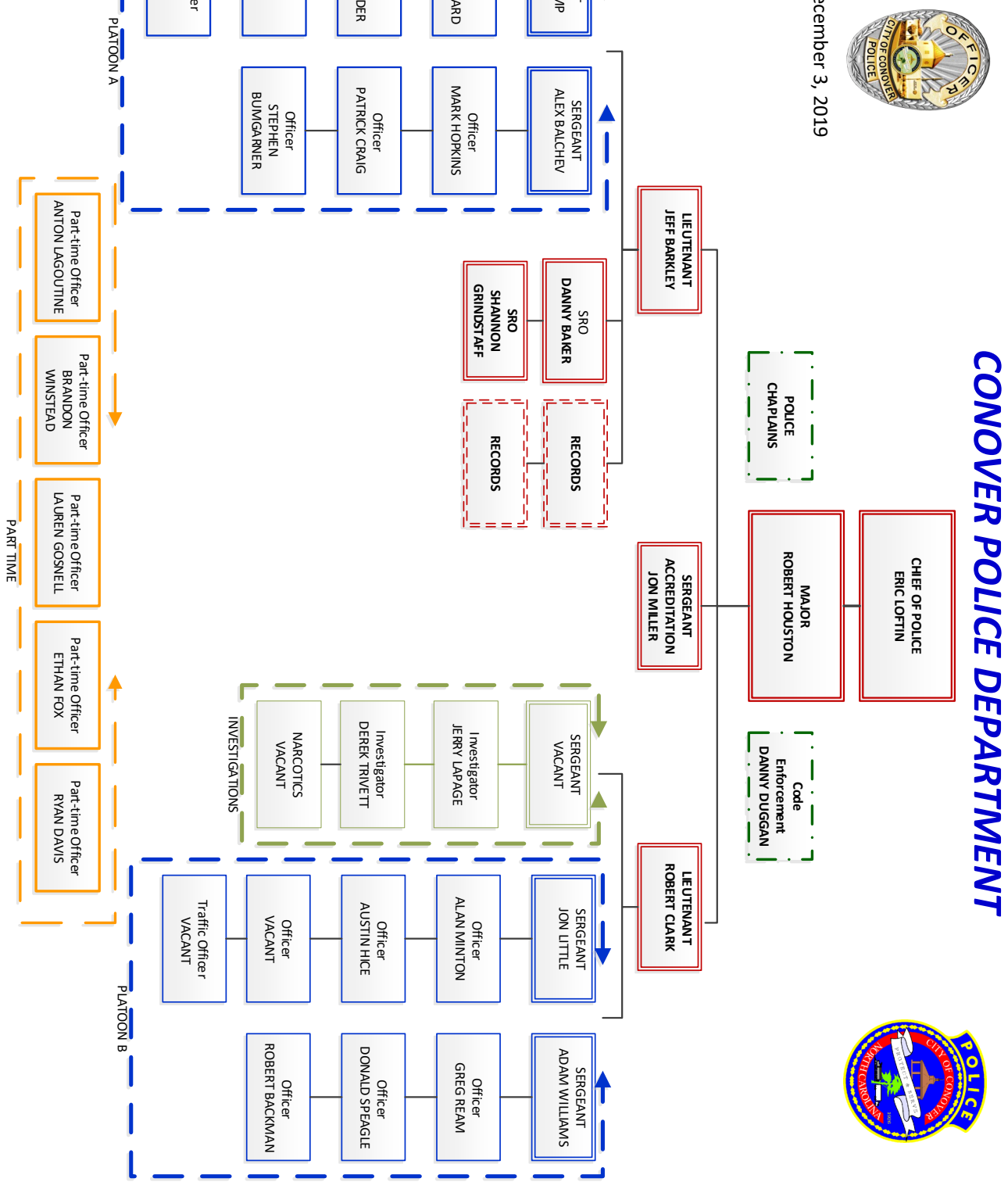
THE AGENCY

2019

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
Balchev	Alex	Sergeant	Patrol
Eckard	Timothy	Officer	Patrol
Fox	Ethan	Officer	Patrol
Craig	Patrick	Officer	Patrol
Snyder	William	Officer	Patrol
Hopkins	Mark	Specialist	Patrol
		Officer	Patrol
		Officer	Patrol
		Officer	Patrol
Platoon B			
Little	Jon	Sergeant	Patrol
Williams	Adam	Sergeant	Patrol
Minton	Alan	Officer	Patrol
Acord	Jonathon	Officer	Patrol
Backman	Robert	Officer	Patrol
Ream	Greg	Specialist	Patrol
Speagle	Donald	Specialist	Patrol

II– Conover Police Roster (Continued)

Conover Police Roster			
Name		**Rank**	**Assignment**
Last	**First**		
Investigations			
		Sergeant	Investigations
LaPage	Jerry	Master	Investigations
Trivett	Derek	Specialist	Investigations
Reserve			
Lagoutine	Anton	Officer	Part time
Winstead	Brandon	Officer	Part time
Davis	Ryan	Officer	Part time
Gosnell	Lauren	Officer	Part time
Code Enforcement			
Duggan	Danny	Code Enforcement	Code Enforcement
Records			
Hilton	Connie	Records	Records
Cook	Angela	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

Investigator Jerry LaPage received his Advanced Law Enforcement Certificate from the North Carolina Criminal Justice Education & Training Standards Commission. Investigator LaPage earned his Master Police Officer rank by completing training and years of service to the Conover Police Department.

Officer Gregory Ream received a Bachelor of Science in Legal Studies from American Military University. Specialist Ream received his Advanced Law Enforcement Certificate from the North Carolina Justice Education & Training Standards Commission. Specialist Ream lives in Catawba County with his wife and children.

Investigator Derek Trivett *received his Bachelor of Science Degree from American Military University in Criminal Justice in February, 2019. Investigator Trivett earned his Intermediate Law Enforcement Certificate from the North Carolina Justice Education & Training Standards Commission in June, 2019*

IV– New Employees

Officer Patrick Craig joined Conover Police Department in May, 2019. Officer Craig completed BLET at Catawba Valley Community College. Officer Craig attended Crest High School in Cleveland County and he now resides in Catawba County.

Officer Mark Hopkins joined the Conover Police Department in June, 2019. Officer Hopkins has 7 years experience in Law Enforcement and holds many certifications. Officer Hopkins resides in Catawba County.

Officer Stephen Bumgarner joined the Conover Police Department in December, 2019. Officer Bumgarner has 7 years previous experience in Law Enforcement and is a welcomed addition to the Conover staff.

V. Top Performers for 2019

The Conover Police Department is proud to recognize Officer Jonathon Acord, Officer Timothy Eckard, Officer Ethan Fox, Officer Robert Backman, and Officer William Snyder as the top five performers for 2019. 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. Acord

T. Eckard

E. Fox

R. Backman

W. Snyder

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

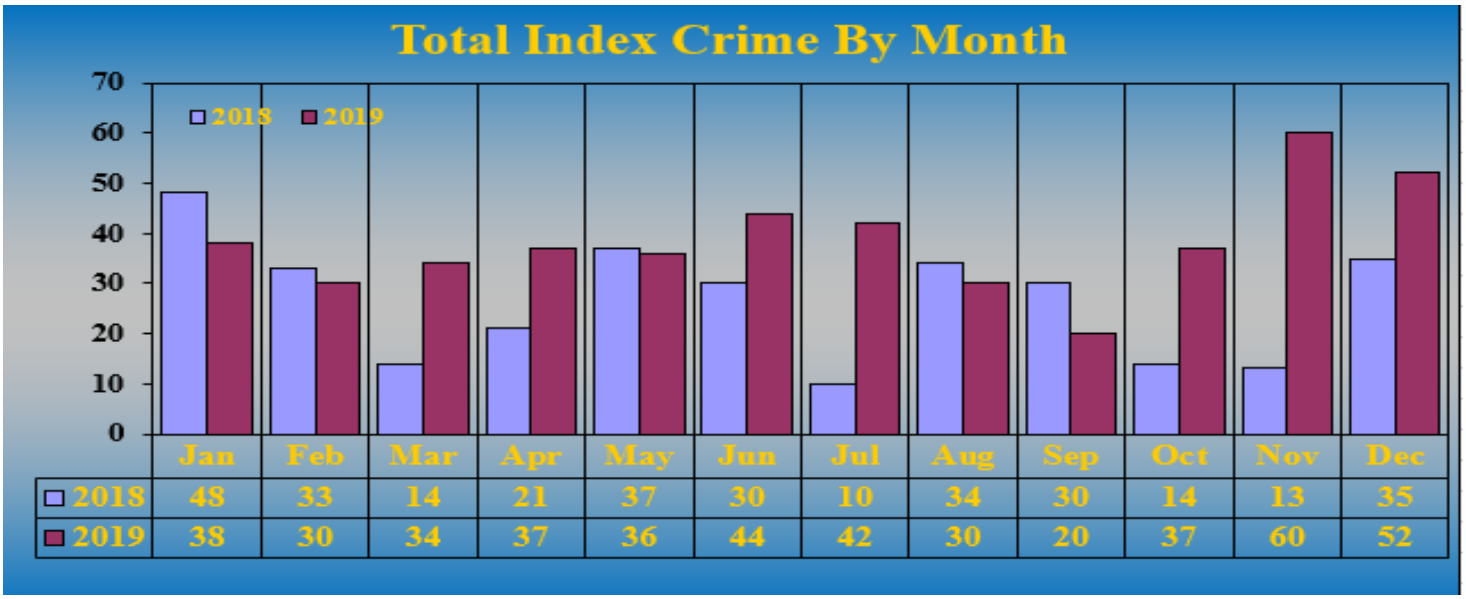
City of Conover Demographics	
Population*	8301
Number of Households*	3,181
Square Miles*	10.96
Miles of Streets	88.40
Police Department Staffing	
Total Authorized Personnel	35
Full-Time Sworn Personnel	28
Full-Time Non-Sworn Personnel	3
Part-Time Personnel	4
Summary of Police Department Personnel	
Administration	6
Patrol	19
Investigations	3
Clerical	3
Part time	4
2018-19 Fiscal Data	
City of Conover General Fund Budget	$10,149,076
Police Department General Fund Budget	$2,778,605
Police Department Per Cent of Total	27.3%
Police Department Spending Per Capita	$334.73
Police Department Spending Per Household	$873.50
Summary of Police Department Budget	
Personnel Cost	74.5%
Operating Cost	17.8%
Capital Cost	7.7%
* 2010 Census Data	

PERFORMANCE REPORTS

CPD 2019

I- The Crime Index

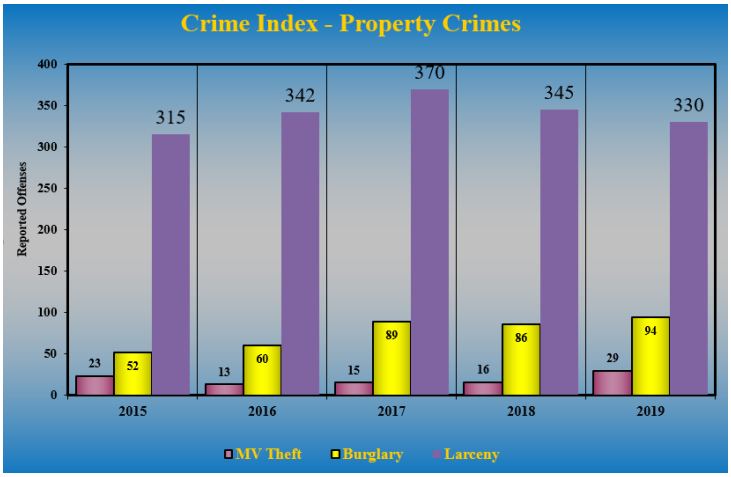
The Conover Police Department reports monthly the reportable crimes electronically to the North Carolina State Bureau of Investigation's (SBI) Research and Planning Division. The SBI and FBI compile the data at the state and national levels into the Uniform Crime Reporting Program (UCR). The UCR program 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.

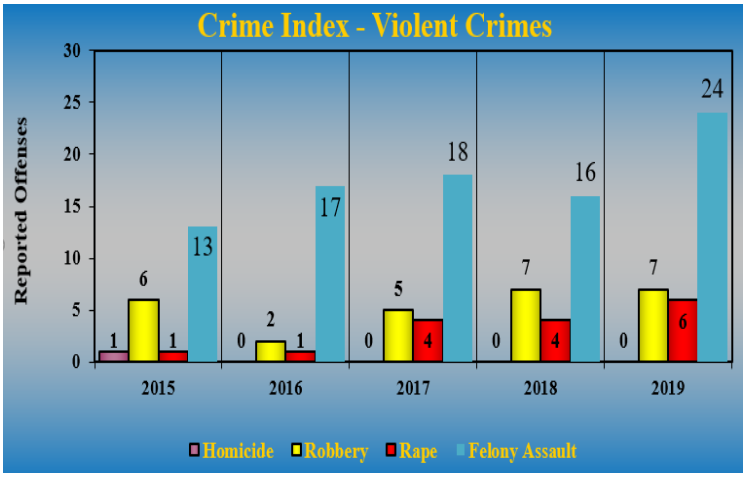


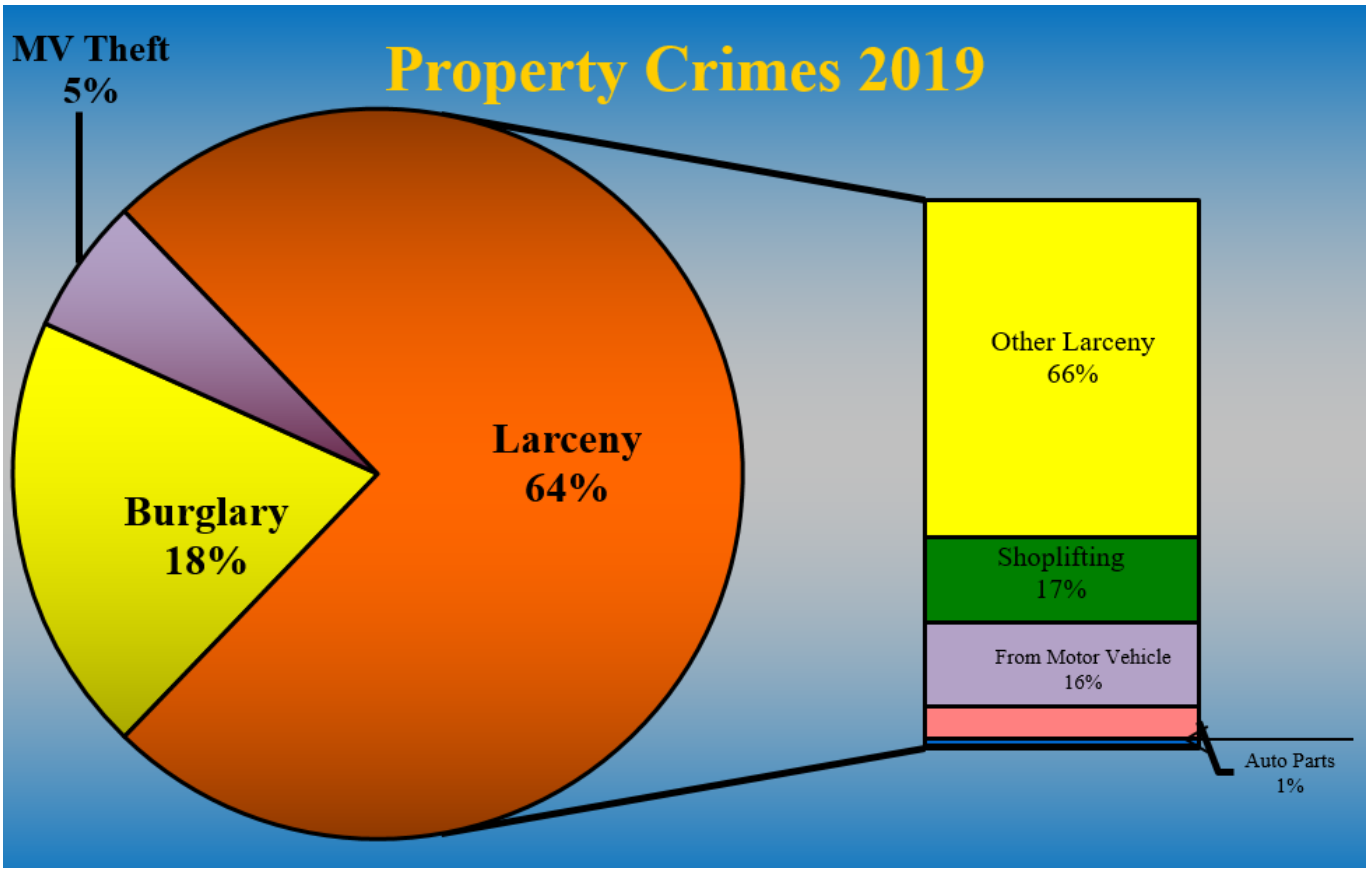
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2018	48	33	14	21	37	30	10	34	30	14	13	35
2019	38	30	34	37	36	44	42	30	20	37	60	52

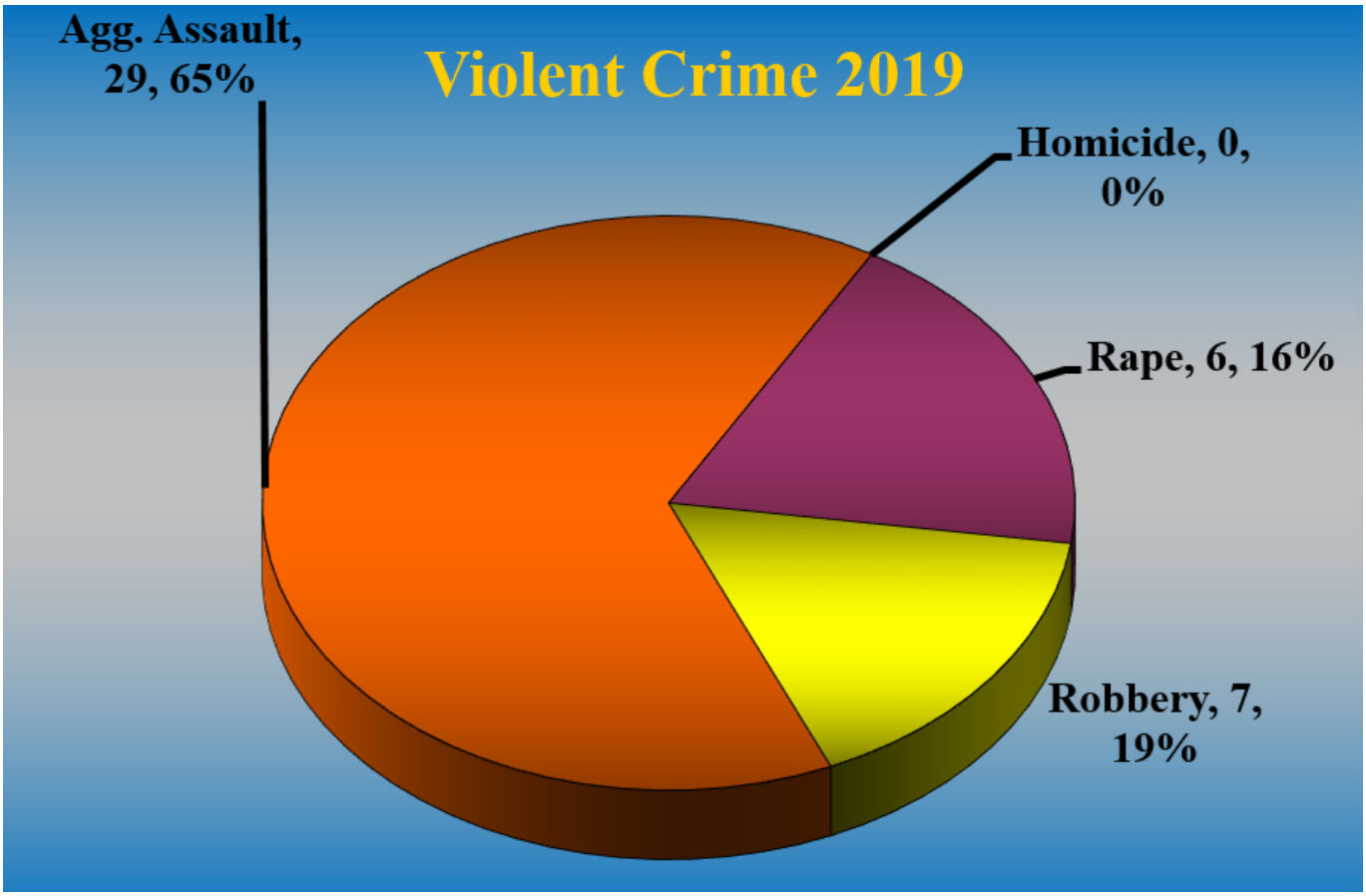
[1]State of North Carolina, State Bureau of Investigation, Index and Offenses Rates 2018-2019 Summary Reporting Data for Conover NC

2019 Features	
Most Frequent Month	November
Least Frequent Month	September
Most Common Offense	Larceny





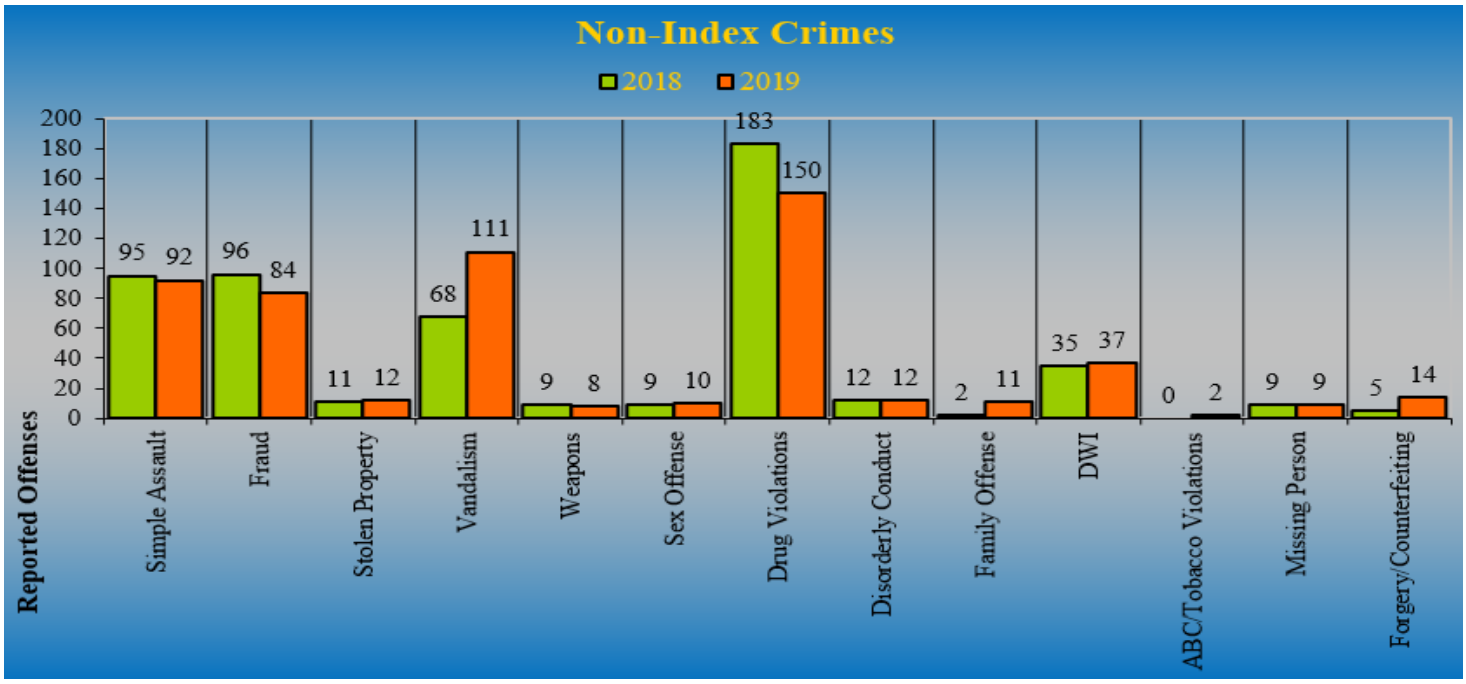

Property Crimes 2019
MV Theft
5%
Burglary
18%
Larceny
64%
Other Larceny
66%
Shoplifting
17%
From Motor Vehicle
16%
Auto Parts
1%

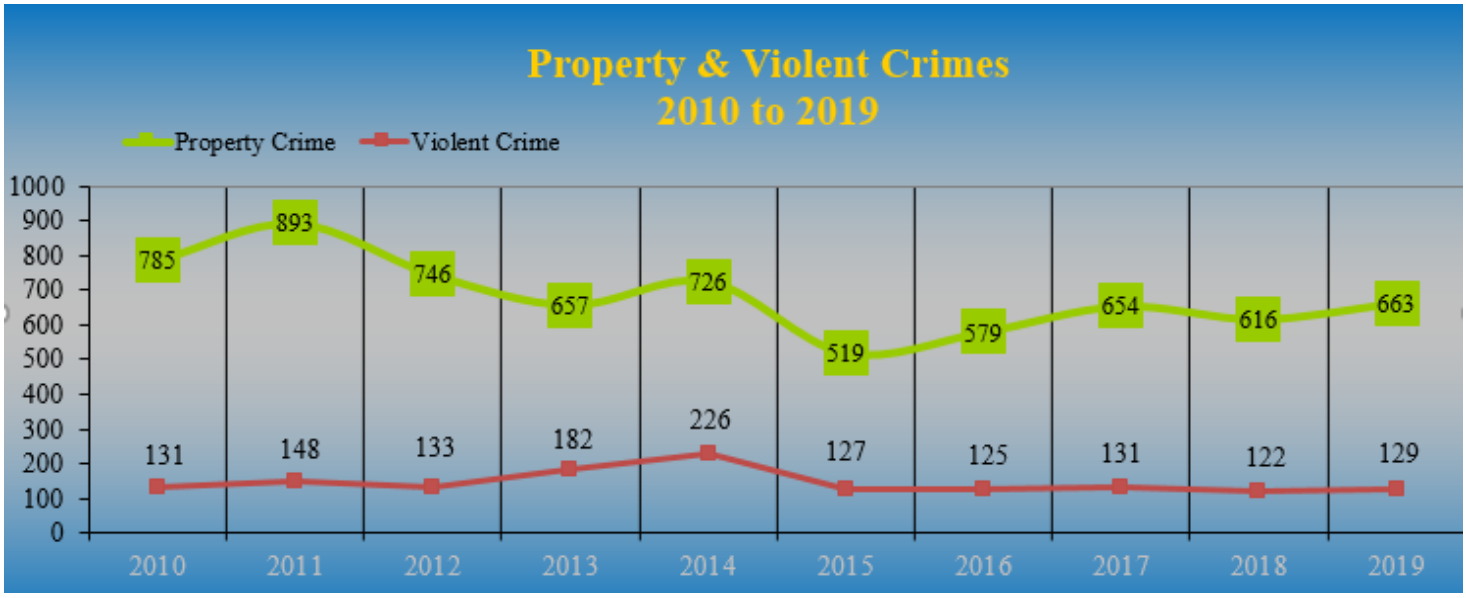

Violent Crime 2019
Agg. Assault,
29, 65%
Homicide, 0,
0%
Rape, 6, 16%
Robbery, 7,
19%

In 2019 the agency experienced an increase in the Part I Index Crimes. Motor Vehicle thefts increased from 16 to 29. Aggravated Assaults increased from 16 to 24. A increase was seen in Burglaries (9%), Robberies remained the same (0%), Larcenies decreased (-5%), Rape offenses increased (33%), and Homicide had no change (0%). There was 1 arson incident. The department continues to take a pro-active 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 534 non-index crimes reported in 2018 compared to 552 in 2019. 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,

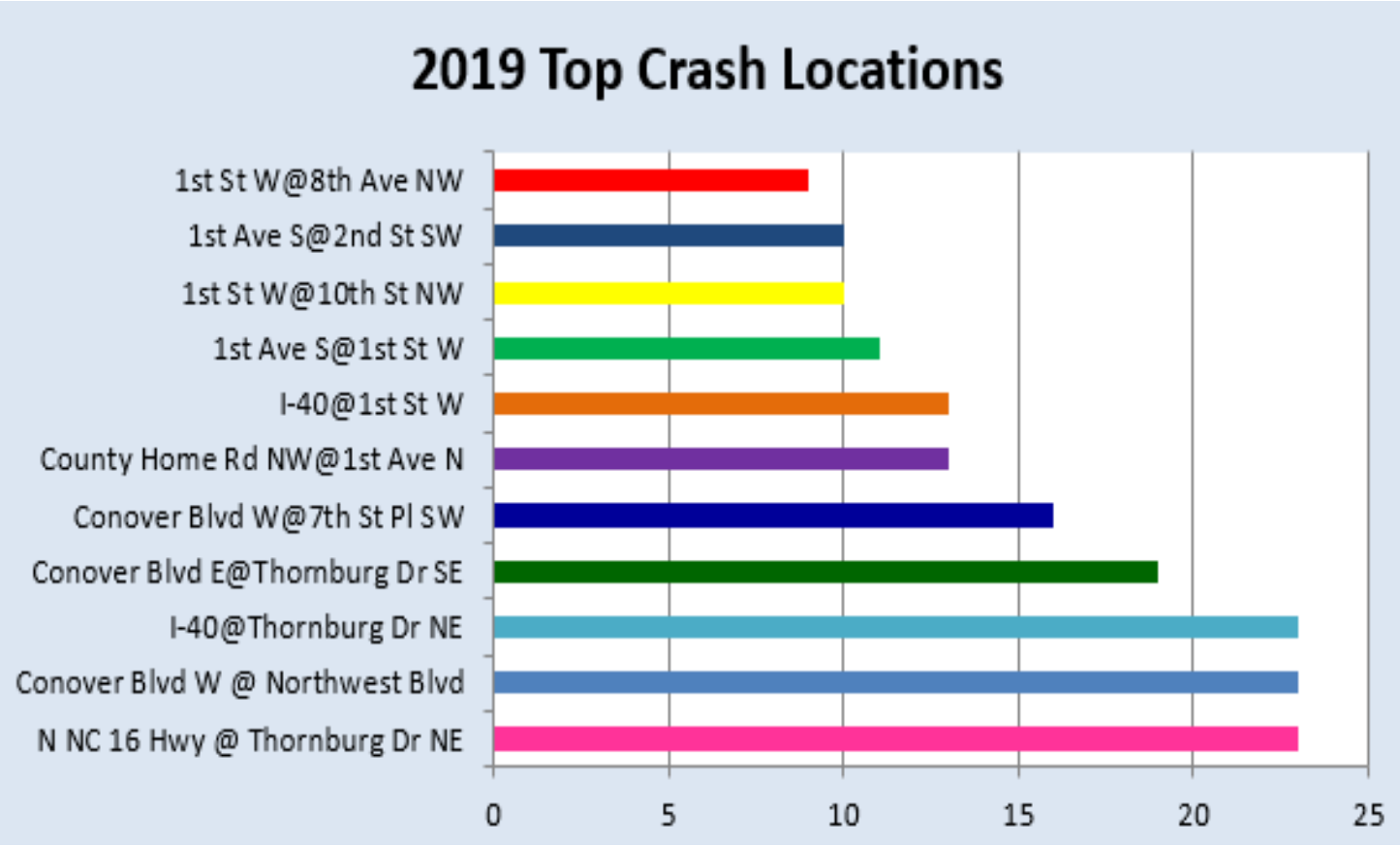


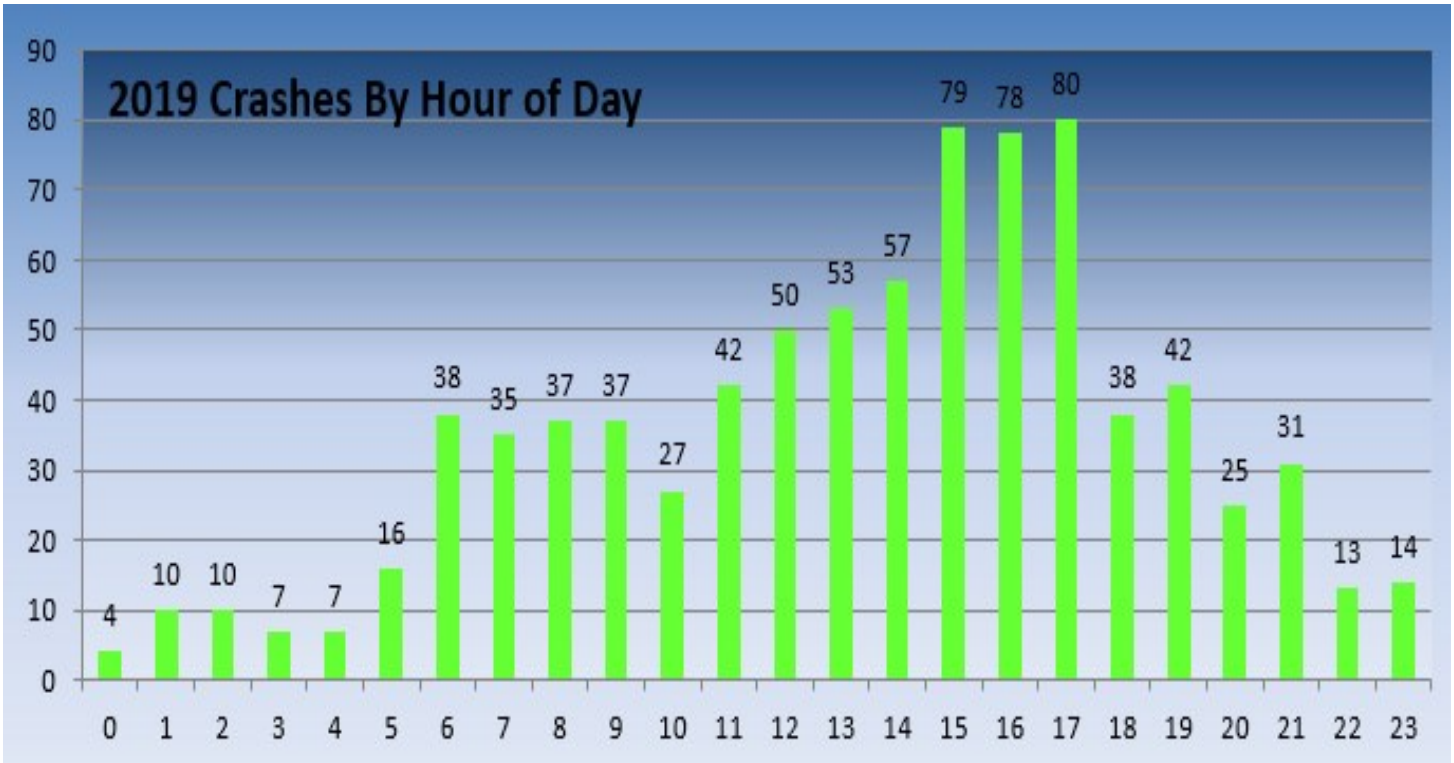


III - Traffic

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) – 18,000; 1st Avenue North (NC 16)- 10,000; 1st Avenue South (NC16)- 18,000; Rock Barn Road- 9,300 and Conover Boulevard (Hwy 70)- 15,000. In addition, the new Highway 16 corridor continues to see an increased flow of traffic and it is expected to see a continual increase in traffic as the widening to four lanes project from Charlotte is complete.

From 2012 through 2019 the City of Conover has averaged 705 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.


2019 Top Crash Locations
1st St W@8th Ave NW
1st Ave S@2nd St SW
1st St W@10th St NW
1st Ave S@1st St W
I-40@1st St W
County Home Rd NW@1st Ave N
Conover Blvd W@7th St Pl SW
Conover Blvd E@Thornburg Dr SE
I-40@Thornburg Dr NE
Conover Blvd W @ Northwest Blvd
N NC 16 Hwy @ Thornburg Dr NE
0
5
10
15
20
25


2019 Crashes By Hour of Day
90
80
70
60
50
40
30
20
10
0
4
10
10
7
7
16
38
35
37
37
27
42
50
53
57
79
78
80
38
42
25
31
13
14
0
1
2
3
4
5
6
7
8
9
10
11
12
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14
15
16
17
18
19
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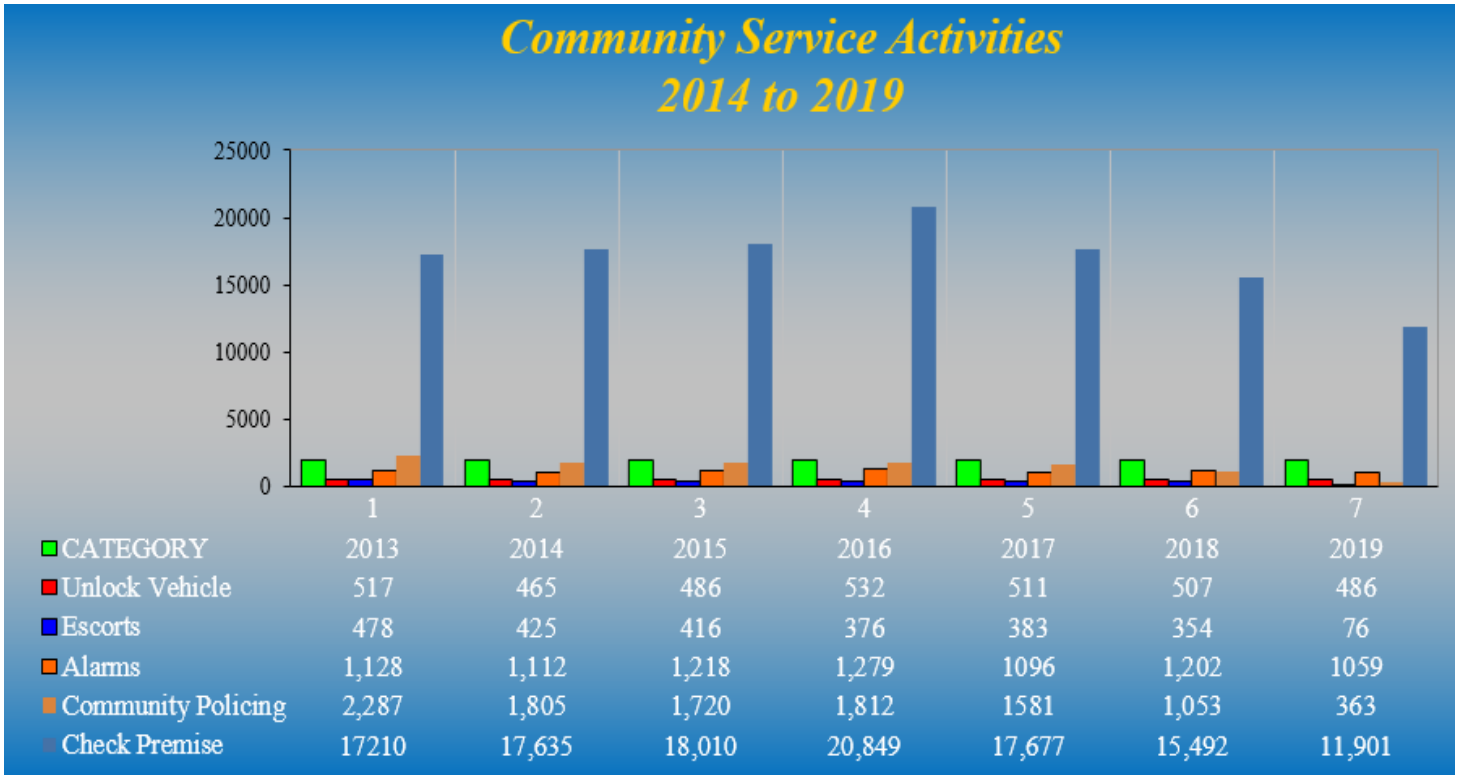
21
22
23

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 2019 included National Night-Out, Community Job Fair, Conover Concert Series, Santa Cop Program, and the Explorer program.



CATEGORY	2013	2014	2015	2016	2017	2018	2019
Unlock Vehicle	517	465	486	532	511	507	486
Escorts	478	425	416	376	383	354	76
Alarms	1,128	1,112	1,218	1,279	1096	1,202	1059
Community Policing	2,287	1,805	1,720	1,812	1581	1,053	363
Check Premise	17210	17,635	18,010	20,849	17,677	15,492	11,901

V - Special Awards/Projects

National Night-Out 2019: National Night-Out 2019 was held in October with clear skys and accommodating temperatures. This year's event featured The Band of Oz. The City of Conover held its Community Workshop during the event as well. The event was once again held on the Concordia Square and attracted approximately 1,000 people. The Community Workshop, which originally was held in April, allows the different city departments to highlight events and projects accomplished during the year. Other displays included a static display of vehicles and equipment by local law enforcement agencies, local merchants, retailers, the armed forces and food and drink vendors. Attendees visited the various displays presented by the different departments, enjoyed the entertainment and renewed old friendships with their neighbors and friends. This is a great event that receives an enormous amount of support from the community and local businesses. Their support through monetary donations and supplies helps make the event a success each year.

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 twelfth 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. This year the Conover Police Department was able to provide assistance to forty nine (49) families including one hundred fourteen (114) children in and around the Conover area. Conover Police Department was also able to provide assistance to Newton-Conover City schools for their Community luncheon where gifts for over 100 children were provided. They received clothing, toys and food valued in excess of $4,000.

Santa Cop 2019

ANNUAL REVIEW AND ANALYSIS

2019 National Night Out

2019 National Night Out

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 2019 members of the Conover Police Department were involved in 28 incidents requiring some type of use of force. The incidents involved a total of 17 officers. Eight of the incidents involved only one officer, twelve incidents involved two officers, and eight incidents involved three or more officers. Eight of the incidents involved the officer pulling their service weapon until the offender(s) could be safely taken into custody. These incidents involved a six traffic stops, a narcotics complaint, and communicating threats. No officer fired his/her service weapon during any of the incidents. Tasers were drawn on nine occasions during; domestics, trespassing, larceny, and warrant. A taser was deployed in two incidents involving felony warrant service and a mental subject. Tasers were used to drive stun combative subjects in one additional incident.

The Use of Force incidents consisted of seven domestics, 2 each of the following; traffic stops, stolen vehicle, larceny, traffic crashes, trespassing, and a suspicious person. One each of the following; narcotics complaint, communicating threats, break & enter, assault with a deadly weapon, mental subject, warrant service, assault, and a checkpoint. None of the incidents identified a policy or training issue. The incidents where multiple officers were on the scene were examined to see if any training or policy needs could be identified that would have eliminated the use of force. There were not any.

Twelve of the incidents occurred at residences. Seven incidents occurred at businesses in Conover. All other incidents occurred in the roadways of Conover. Six of the incidents involved injury to the subject due to the subject physically resisting and the officer having to utilize hard hands to gain control. 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 2019 indicated all use of force incidents were properly reported, investigated, and reviewed by the chain of command. The force used in all twenty-eight of the incidents was reasonable, necessary and in compliance with policy.

2019 USE OF FORCE

Type of Incident:	2014	2015	2016	2017	2018	2019
Assault	1	0	1	4	2	2
Traffic Stop	4	2	0	7	7	2
Domestic	6	3	1	3	1	7
Mental Subject	2	0	0	1	2	1
Mutual Aid	1	0	0	1	1	0
Larceny	1	2	2	11	4	4
Burglary	0	1	0	4	1	1
Drunk/ Disruptive	4	0	0	3	0	0
Forgery	0	0	0	1	0	0
Resist Arrest	1	0	5	1	0	7
Trespass	0	0	1	0	0	2
Warrant/High Risk Call	1	1	1	1	1	1
Suspicious Person/Vehicle	0	0	0	1	1	1
Type of Force:						
Firearm	8	2	4	12	9	8
(Fired)	(0)	(0)	(0)	(0)	(0)	(0)
(Drawn)	(8)	(2)	(4)	(12)	(9)	(8)
Taser	10	4	2	4	4	9
(Deployed)	(6)	(3)	(1)	(0)	(3)	(4)
(Drawn)	(4)	(4)	(1)	(4)	(1)	(5)
Bodily Force (Hands)	7	4	3	26	11	12
Officers on Scene:						
Single	7	2	8	13	1	8
Two or More	14	7	3	25	19	20
Location of Event:						
Residence	11	2	8	15	8	12
Retail Business	4	4	3	14	5	7
Roadway	6	1	0	6	6	9
Wooded Area	0	0	0	1	1	0
Disposition:						
Force Necessary	21	9	11	38	19	28
Force Unnecessary	0	0	0	0	1	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 a criminal and an administrative investigation 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 2019 which was a decrease from 2018.

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

Internal Affairs/Complaints					
Complaint Origins:	**2015**	**2016**	**2017**	**2018**	**2019**
Citizen	0	2	9	11	3
Internal	0	1	2	1	1
Originating Action:					
Traffic Stop	0	0	4	2	1
Arrest	0	0	1	2	
Officer's Conduct	0	1	4	2	1
Vehicle Pursuit	0	0	0	0	
Accident Investigation	0	1	1	2	1
Juvenile Investigation	0	0	0	0	
Officer's Driving	0	0	0	1	
Call for Service	0	1	1	3	1
Disposition:					
Sustained	0	1	1	1	1
Not Sustained	0	1	3	2	
Unfounded	0	0	5	5	1
Exonerated	0	0	0	1	1
Resolved W/Complainant	0	1	2	3	1

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 2019.

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 2020 in-service driver training.

VEHICLE PURSUITS					
Reason for Pursuit:	**2015**	**2016**	**2017**	**2018**	**2019**
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	1	0	0	0
Traffic Violation	0	0	1	0	0
Wanted Person	0	0	0	0	0
Pursuit Results:					
Accident	0	0	1	0	0
Injuries	0	0	0	0	0
Arrest of Driver	0	0	1	0	0
Terminated	0	1	0	0	0
Deflation Device	0	0	0	0	0

IV - Grievances

There were no grievances filed in 2019.

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 60.15% of the stops in 2019 compared to 66.16% in 2018. Written warnings increased from 2.94% in 2018 to 4.33% in 2019 and verbal warnings increased from 26.98% in 2018 to 31.87% in 2019. In comparison to 2010 Catawba County census data, the traffic stop data is within acceptable ranges for the population demographics.

Bias Based Profiling

Race:	2015	2016	2017	2018	2019	Per Cent	Cat. Co. Demo.*	Conover Demo.*
Asian	39	23	78	29	50	3.38%	3.50%	8.50%
Black	199	216	348	200	271	18.34%	8.40%	11.50%
Native American	3	4	1	1	0	0.00%	0.30%	0.20%
White	853	821	1416	890	1152	79.25%	86%	64.80%
Other	0	7	16	3	5	0.34%	1.90%	2.50%
Unreported	0	0	0	0	0	0.00%	NA	NA
Totals:	1094	1071	1859	1123	1478			
Ethnicity:								
Hispanic	157	97	176	159	194	13.13%	8.40%	12.20%
Non-Hispanic	937	974	882	964	1284	86.87%	91.60%	87.80%
Unreported	0	0	0	0	0	0.00%	NA	NA
Sex:								
Female	420	407	382	462	570	38.57%	51%***	50.40%
Male	674	664	676	661	908	61.43%	49%***	49.60%
Unreported	0	0	0	0	0	0.00%	NA	NA
Enforcement:								
Citation	772	627	1,058	743	889	60.15%		
On-View Arrest	6	6	20	2	8	0.54%		
Verbal Warning	162	327	631	303	471	31.87%		
Written Warning	143	80	93	33	64	4.33%		
No Action	11	31	57	42	46	3.11%		
Unreported	0	0	0	0	0	0.00%		

* Based on 2010 Census *** Age 15 +

There were no biased-based complaints or concerns expressed or identified in 2019.

Reviewing the three year combined totals of traffic stops for the department and comparing the ratio of warnings to citations, Caucasians received warnings 35.7% of the time compared to citations 60.6% of the time on the reported traffic contacts. African-Americans received warnings 37.2% of the time and citations 58.6% of the time. Hispanics received warnings 19.0% of the time and citations 77.8% of the time. Asians received warnings 42.0% of the time compared to citations 56.0% of the time. Others received warnings 20.0% of the time and received citations 60.0% 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 78.6% of the citations, African-Americans received 17.8% of the citations, Hispanics received 16.9% of the citations issued and Asians received 3.1% of the total citations issued for the this period.

There were no asset seizures during 2019.

Conover Police Department

Drivers and Passengers Searched by Sex, Race, and Ethnicity

Friday, February 7, 2020

Report From 1/1/2019 through 12/31/2019

Type	Gender	White	Black	Native American	Asian	Other	Total By Race	Hispanic	Non Hispanic	Total By Ethnicity	Total Stopped	Percent Searched
Driver	Female	5	6	0	0	1	12	0	12	11	570	2.11
Driver	Male	11	3	0	0	0	14	3	11	14	908	1.54
Passenger	Female	6	1	0	0	1	8	0	8	7	8	100.00
Passenger	Male	8	2	0	0	0	10	4	6	10	10	100.00
	Female	11	7	0	0	2	20	0	20	18	578	3.46
	Male	19	5	0	0	0	24	7	17	24	918	2.61

During 2019 there were 26 traffic stops that resulted in searches . One of those searches were consensual and twenty three were a result of probable cause. Two were the result of some other officials information. The drivers were searched in all of those traffic stops. In addition, eighteen passengers were searched during those stops for a total of 44 people searched. In a break down by group it was determined that Caucasians accounted for 68% of the searches and African-Americans accounted for 27.2%. Other races were searched 4.5% of the time. Hispanics accounted for 15.9% of the searches and Non-Hispanics accounted for 84.1% of the searches.

Conover Police Department
Drivers and Passengers Searched by Sex, Race, and Ethnicity
Report From 1/1/2019 through 12/31/2019

VI - Evidence Control System Review

During 2019 the Conover Police Department collected 617 pieces of evidence and disposed of 1519 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.

EVIDENCE ROOM			
Collected Items	**2017**	**2018**	**2019**
Total Pieces Collected	743	587	617
Total Pieces Disposed	162	22	1519
EVIDENCE ROOM Totals			
Year end Total	4041	4606	3704
PROPERTY			
Found Property	29	17	9
Collected/Seized Property	696	560	600
Safekeeping	18	10	8
Total Pieces	743	587	617

GOALS AND OUTCOMES

I– 2019 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.
  - National Night-Out was held on October 1, 2019. The event featured The Band of Oz. Static displays were set up by local law enforcement and local merchants. Included with this years event was the City of Conover's Community Workshop. Prior to the event, meetings were held by Lt. Clark and Lt. Barkley, with other departments of the city and officials from Target to plan the event. Attendance was estimated at 1000 people.
- 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 2019.

- Develop a mentoring/field training program for newly appointed supervisors.
  - Supervisors continue to be mentored. A mentoring program has been developed, however, an official program/process has not been implemented. This will continue as a goal for 2019. Leadership training will be sought for the supervisors. Administration will continue to explore options for this type of program.

- Develop an employee of the quarter/year policy to recognize outstanding officer performance.
  - An officer of the quarter/year policy has been developed and implemented. However, there have not been any nominations for either during this year.

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. Patrol division has continued to participate in visiting with the local schools. Officers are able to visit with the students that are identified by school staff and therefore are able to interact and mentor the student. School community policing efforts decreased from (124) in 2018 to (48) in 2019 for a 158% decrease.

2. Continue the Santa Cop program incorporating division wide support.
   - The Santa Cops program was a success this year as it continues to grow. There was a large increase in the number of children that were assisted, and the number of families was also higher. Volunteers from the patrol and investigation 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 2019 there were no additional community watch groups started, however, the frequency of meetings increased.

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 2019. This is due to the equipment needing repairs.

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 2018. The agency's participation in 52 check points and several multiple agency checkpoints during the year accounted for a total of 2,550 participation credits for the year.

Continue the Santa Cop program incorporating division wide support.

Santa Cops was a success this year. There was a slight decrease in the number of families that were assisted. This year the Conover Police Department was able to provide assistance to forty nine (49) families and 114 children in and around the Conover area. An additional 100 children were provided with gifts through Newton-Conover High School and Conover Police partnership. Volunteers from the patrol division, investigations, and Administration contributed to the success of the program.

Reach out to the senior citizens in the various communities and raise awareness of the "R U OK" program. Increase participation by 10%.

No Conover resident was added to the program in 2019. Currently there are eleven (11) residents from Conover on the R U 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; : 02/08/2019, 02/22/2019, 08/09/2019, 09/13/2019, and 09/27/2019. The CID unit division has presented cases to MDT on two of the above listed dates. The CID Division also attended the Fall retreat team building exercise on 10/11/2019 and the vigil for child deaths in NC held on 10/29/2019.

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

- The Conover Police Department Investigations Division attended (4) meetings during the past year; on 03/13/2019 CID met with Hickory Police Department to confer on video of breaking and entering suspects, on 04/02/2019 CID attended the NC homicide investigation conference, on 11/14/2019 CID met with SBI to confer over a child abuse case involving a business, on 12/16/2019 CID met with investigators with the dental board to confer on a case.

- 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.

- There were two shift briefings conducted by Investigations in 2019. On September 24-25 briefings were conducted by Inv. J. LaPage on entering and modifying DCI entries. On December 9-10 briefings were conducted by Inv. D. Trivett on databases available for patrol officers.

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 at the first of each month and provided to the Major and Chief of Police.

- 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 have been entered into the CIDCMS software. The cases within the software include victim information, suspect information, and the status of the investigation.
- As we move forward to continue to build and update the data information, the Conover Police Department Investigations Division (CID) will utilize the case management access software.

- 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 attended (7) meetings during the past year. CID attended and provided the following presentations; Active Shooter presentation at First United Methodist Church on 02/21/2019, mock crime scene for the Explorers program on 03/21/2019, STEM tour on 03/22/2019, career fair at NCHS on 03/28/2019, Special Olympics on 05/03/2019, active shooter presentation for Leggett & Platt on 06/28/2019, and Coffee with a cop on 10/18/2019.

- The Conover Police Department Investigations Division continues to work with the Conover IT Department to update a list of "Conover's Most wanted" to the City of Conover website as well as post added to the Conover Police Departments FaceBook profile for assistance on identities and information. The most wanted list is comprised of individuals with outstanding warrants that Officers have been unable to locate through conventional methods.

- 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. DCI audit is completed every other year.

- Develop Crystal reports in RMS 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 RMS 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 - 2020 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 mentoring/field training program for newly appointed supervisors and provide Leadership training.
- 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 Crystal reports in RMS 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 RMS 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.