



2021



Conover Police

ANNUAL

REPORT

TABLE OF CONTENTS

Dedication	1
Agency	
I. Organizational Chart	3
II. Police Roster	4
III. Special Recognitions	6
IV. New Employees	6
V. Top Performers	7
VI. Mission Statement	8
VII. Values Statement	8
VIII. Code of Ethics	9
IX. Statistical Review	10
Performance Reports	
I. Crime Index	12
II. Non-Index Crime	14
III. Traffic	15
IV. Community Service	17
V. Special Awards/Projects	18
Annual Review and Analysis	
I. Use of Force	20
II. Internal Affairs/Complaints	22
III. Vehicle Pursuits	23
IV. Grievances	24
V. Bias Based Reporting	25
VI. Evidence Control System Review	27
Goals and Outcomes	
I. 2021 Goals and Outcomes	29
II. 2022 Departmental Goals	32



THE AGENCY



2021

II- Conover Police Roster

Conover Police Roster			
Name		Rank	Assignment
Last	First		
Administration			
Loftin	Eric	Chief	Administration
Houston	Robert	Major	Administration
Clark	Robert	Lieutenant	Administration
Barkley	Jeff	Lieutenant	Administration
Miller	Jonathan	Sergeant	Accreditation
Grindstaff	Shannon	Specialist	School Resource
Baker	Daniel	Officer	School Resource
Platoon A			
Stump	Mark	Sergeant	Patrol
Williams	Adam	Sergeant	Patrol
Minton	Alan	Officer	Patrol
Craig	Patrick	Officer	Patrol
Hopkins	Mark	Specialist	Patrol
Speagle	Donald	Specialist	Patrol
Willman	Joshua	Officer	Patrol
		Officer	Patrol
		Officer	Patrol
		Officer	Patrol
Platoon B			
Little	Jon	Sergeant	Patrol
		Sergeant	Patrol
Bumgarner	Stephen	Officer	Patrol
Backman	Robert	Officer	Patrol
Mathis	Johnathan	Officer	Patrol
Ream	Greg	Specialist	Patrol
Hice	Austin	Officer	Patrol
Beard	Ronnie	Officer	Patrol
Cross	Michael	Officer	Patrol

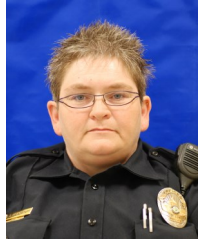
II- Conover Police Roster (Continued)

Conover Police Roster			
Name		Rank	Assignment
Last	First		
Investigations			
		Sergeant	Investigations
LaPage	Jerry	Master	Investigations
Williams	Brett	Specialist	Investigations
Balchev	Alex	Sergeant	Narcotics
Reserve			
Lagoutine	Anton	Officer	Part time
Winstead	Brandon	Officer	Part time
Davis	Ryan	Officer	Part time
Snyder	William	Officer	Part time
Fox	Ethan	Officer	Part time
Vacant		Officer	Part time
Code Enforcement			
Duggan	Danny	Code Enforcement	Code Enforcement
Records			
Clement	Bonnie	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

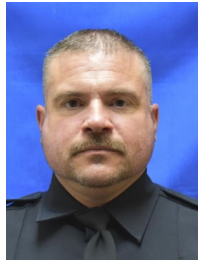


Master Police Officer Jerry LaPage received a Bachelor of Science Information Technology degree in April of 2021. MPO LaPage completed 400 hours of law enforcement criminal investigative courses to earn the Criminal Investigation Certificate from the North Carolina Justice Academy.



School Resource Officer Shannon Grindstaff received her Intermediate Law enforcement certificate from the NC CJETS Commission in August of 2021 by completing the required training hours and years of service.

IV- New Employees



Officer Brett Williams joined Conover Police Department in January of 2021. Officer Williams completed BLET at Catawba Valley Community College in 2009. Officer Williams attended Cambria-Friesland High School in Wisconsin. Officer Williams began his law enforcement career with Alexander County Sheriffs Office. Officer Williams and his family reside in Catawba County.



Officer Joshua Willman joined the Conover Police Department in April of 2021. Officer Willman completed BLET at Catawba Valley Community College. Officer Willman lives in Catawba County with his family.

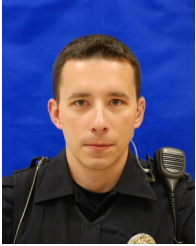


Officer Johnathan Mathis joined the Conover Police Department in April of 2021. Officer Mathis completed BLET at Catawba Valley Community College. Officer Mathis attended Bandys High School and currently lives in Catawba County with his family.

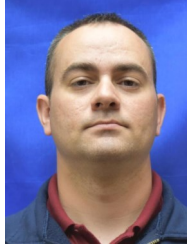


V. Top Performers for 2021

The Conover Police Department is proud to recognize Officers Balchev, Beard, Hice, Craig and Cross as the top five performers for 2021. 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.



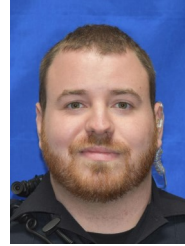
A. Balchev



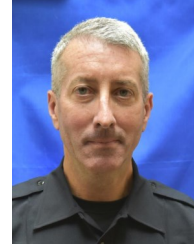
R. Beard



A. Hice



P. Craig



M. Cross



CPD Chevrolet Tahoe

VI - Mission Statements

CITY OF CONOVER



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

CONOVER POLICE DEPARTMENT



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

VII - Values Statement

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

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

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

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

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

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

VIII - Law Enforcement Code of Ethics

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

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

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

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

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

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

(International Association Of Chiefs Of Police)



IX - Statistical Overview

City of Conover Demographics	
Population*	8301
Number of Households*	3,181
Square Miles*	10.96
Miles of Streets	88.40
Police Department Staffing	
Total Authorized Personnel	36
Full-Time Sworn Personnel	28
Full-Time Non-Sworn Personnel	3
Part-Time Personnel	5
Summary of Police Department Personnel	
Administration	6
Patrol	19
Investigations	3
Clerical	3
Part time	5
2020-21 Fiscal Data	
City of Conover General Fund Budget	\$11,132,561
Police Department General Fund Budget	\$2,802,862
Police Department Per Cent of Total	25.17%
Police Department Spending Per Capita	\$337.65
Police Department Spending Per Household	\$881.13
Summary of Police Department Budget	
Personnel Cost	78.8%
Operating Cost	14.9%
Capital Cost	6.3%
* 2010 Census Data	

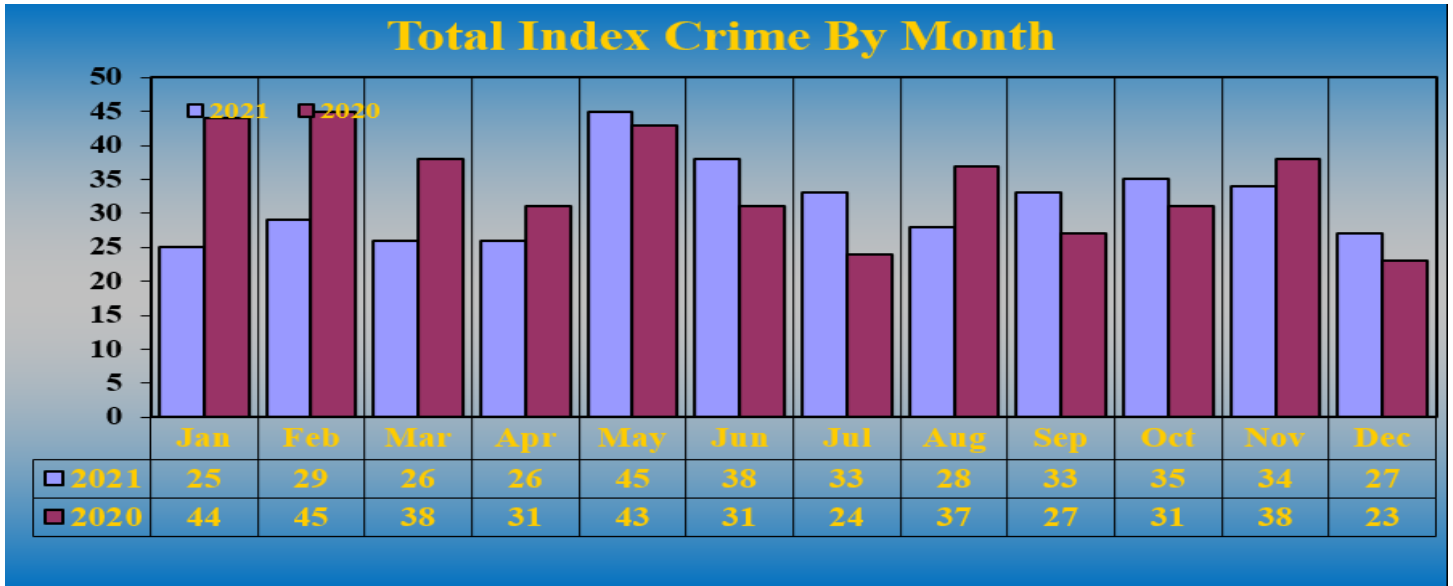
PERFORMANCE REPORTS



CPD 2021

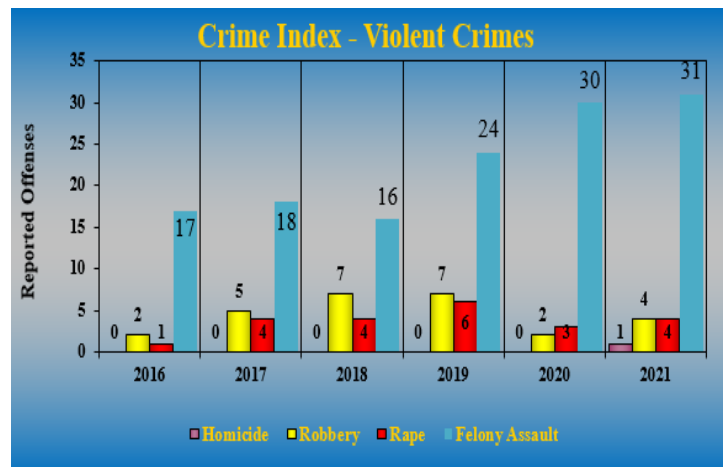
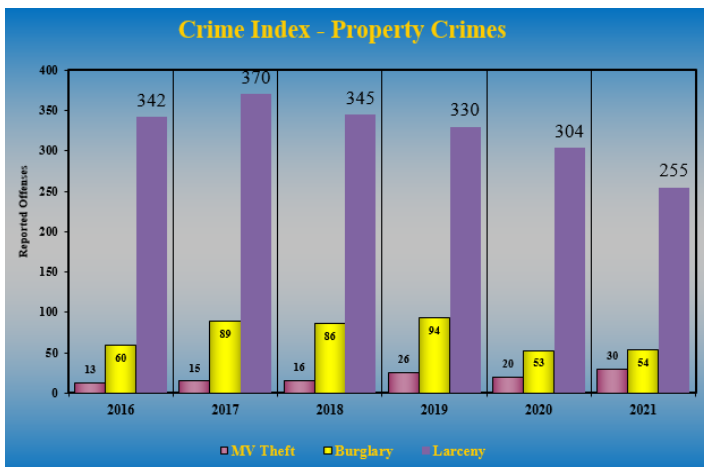
I- The Crime Index

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

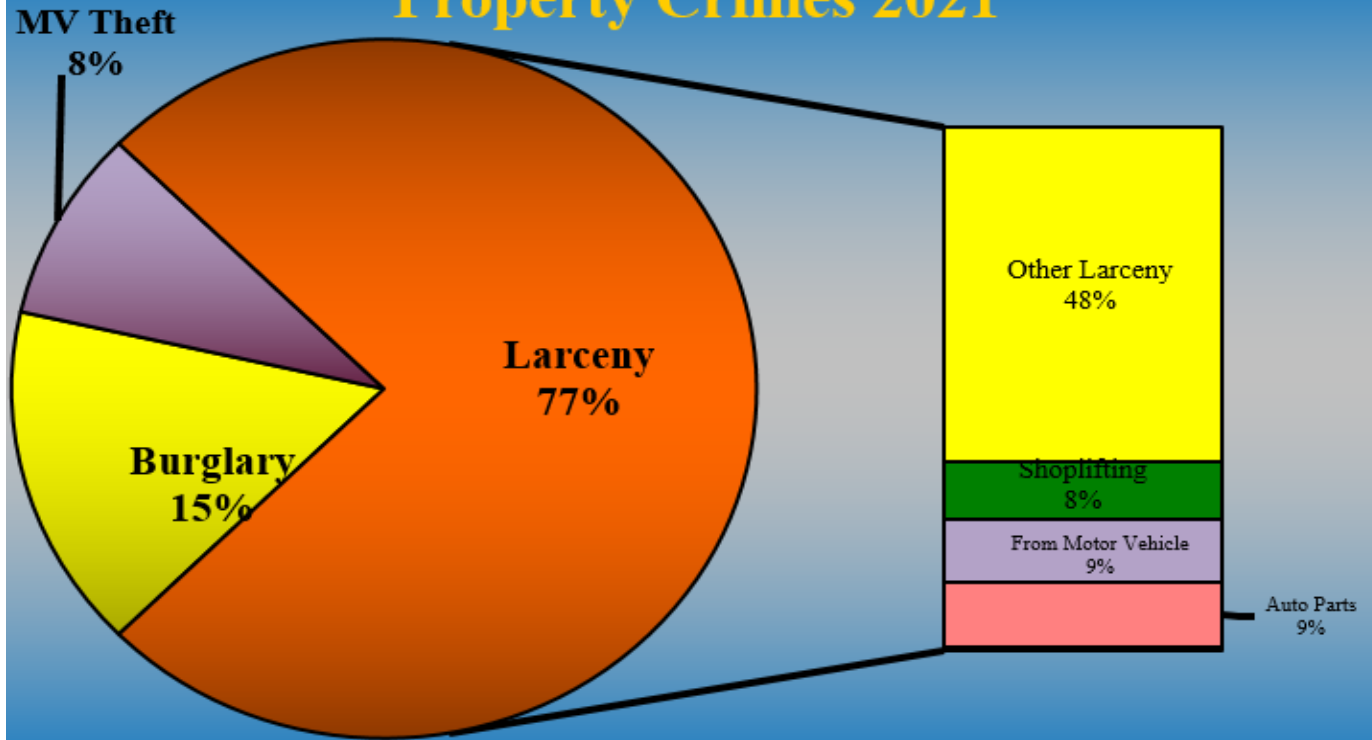


¹State of North Carolina, State Bureau of Investigation, Index and Offenses Rates 2020-2021 Summary Reporting Data for Conover NC

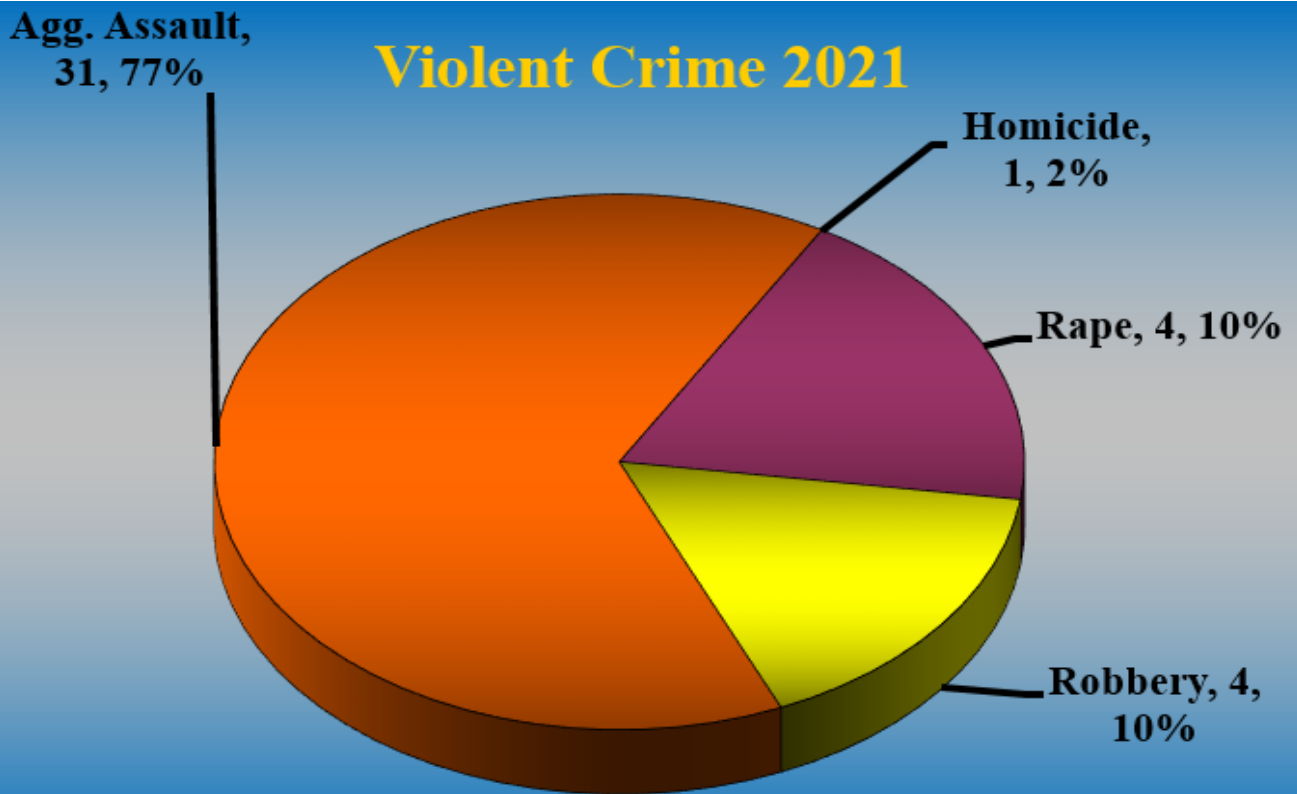
2021 Features	
Most Frequent Month	May
Least Frequent Month	January
Most Common Offense	Larceny



Property Crimes 2021



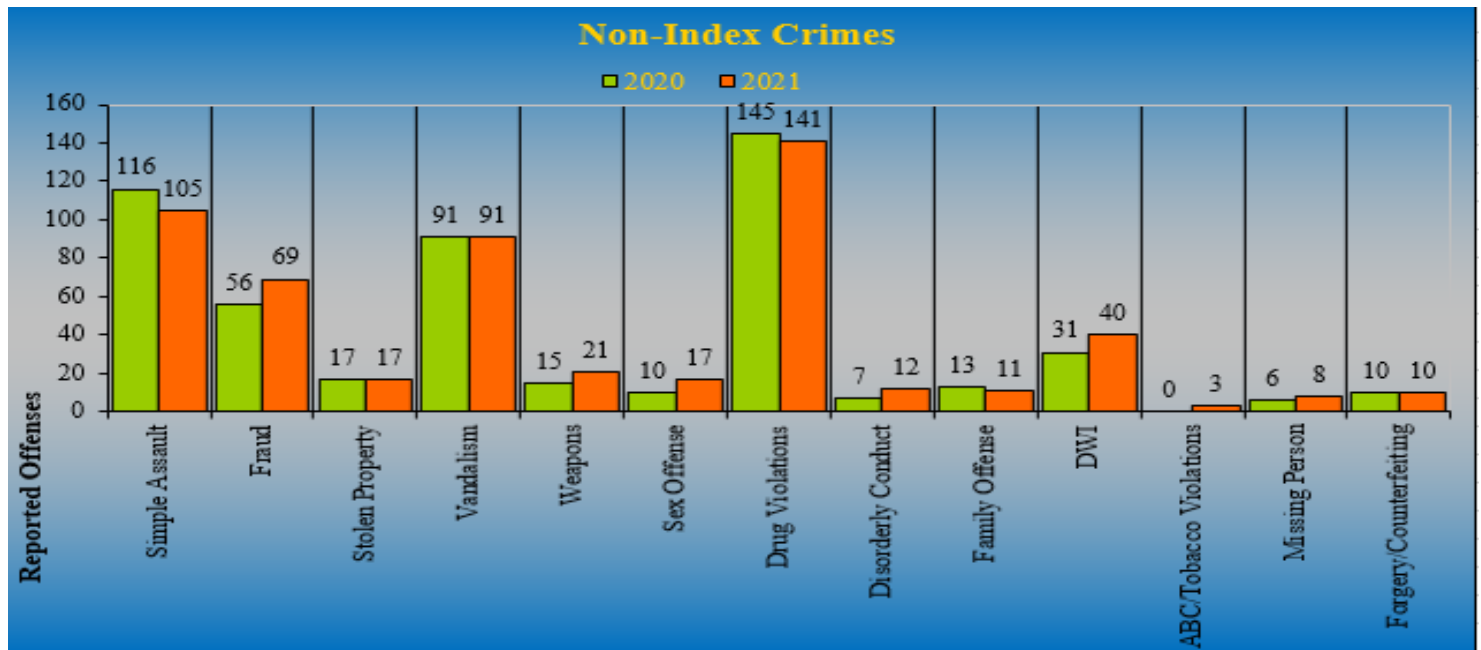
Violent Crime 2021



In 2021 the agency experienced a decrease in the Part I Index Crimes. Motor Vehicle thefts increased from 20 to 30. Aggravated Assaults increased from 30 to 31. An increase was seen in Burglaries (+2%), Robberies increased by (+50%), Larcenies decreased (-19%), Rape offenses increased (+25%), and Homicide increased to 1 from last year(100%). There was 0 arson incidents. 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 517 non-index crimes reported in 2020 compared to 545 in 2021. These crimes are taken seriously as many times they are an indication of the quality of life in a community. Graffiti and other types of vandalism may indicate gang activity and increases in simple assaults, drug offenses, disorderly conduct, and family disturbances may be a barometer of economic times.



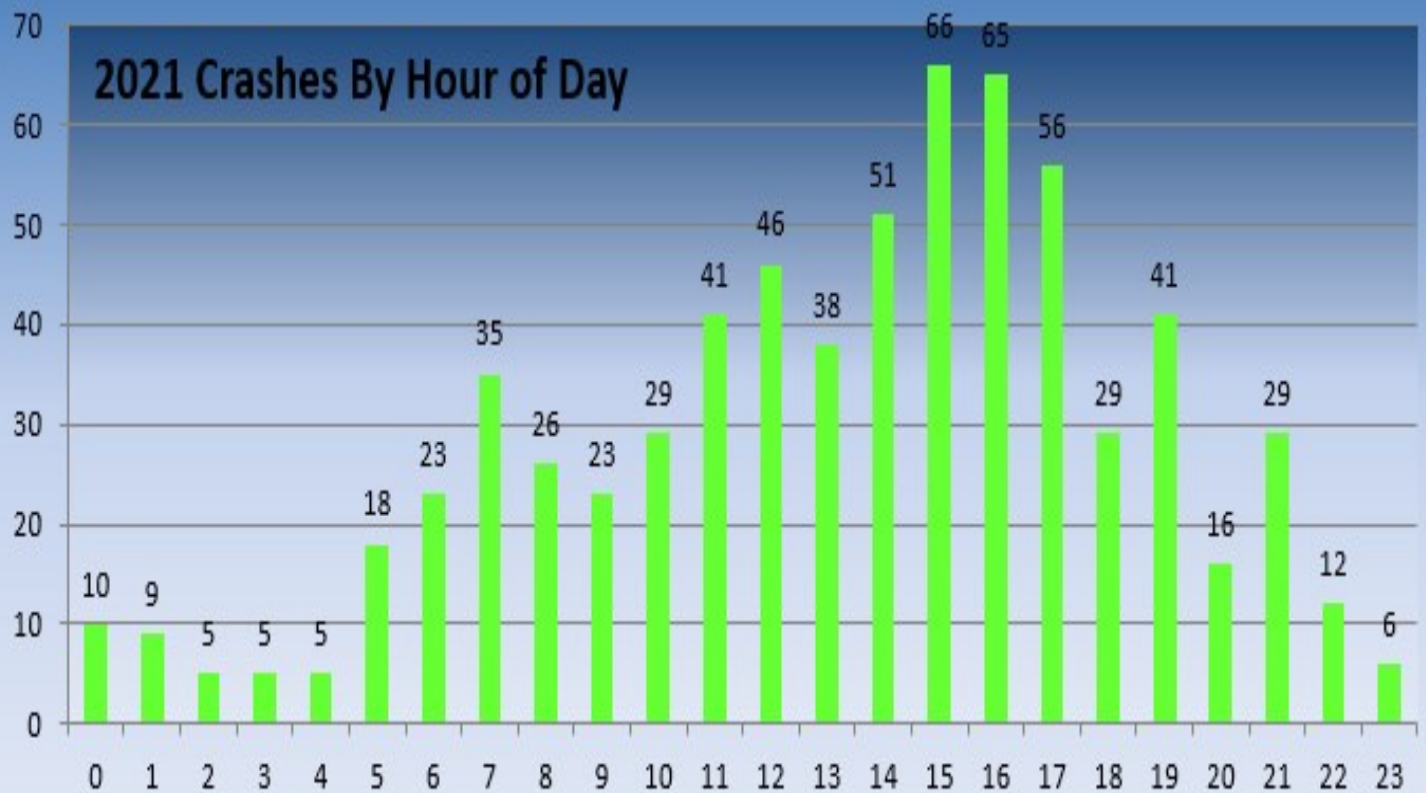
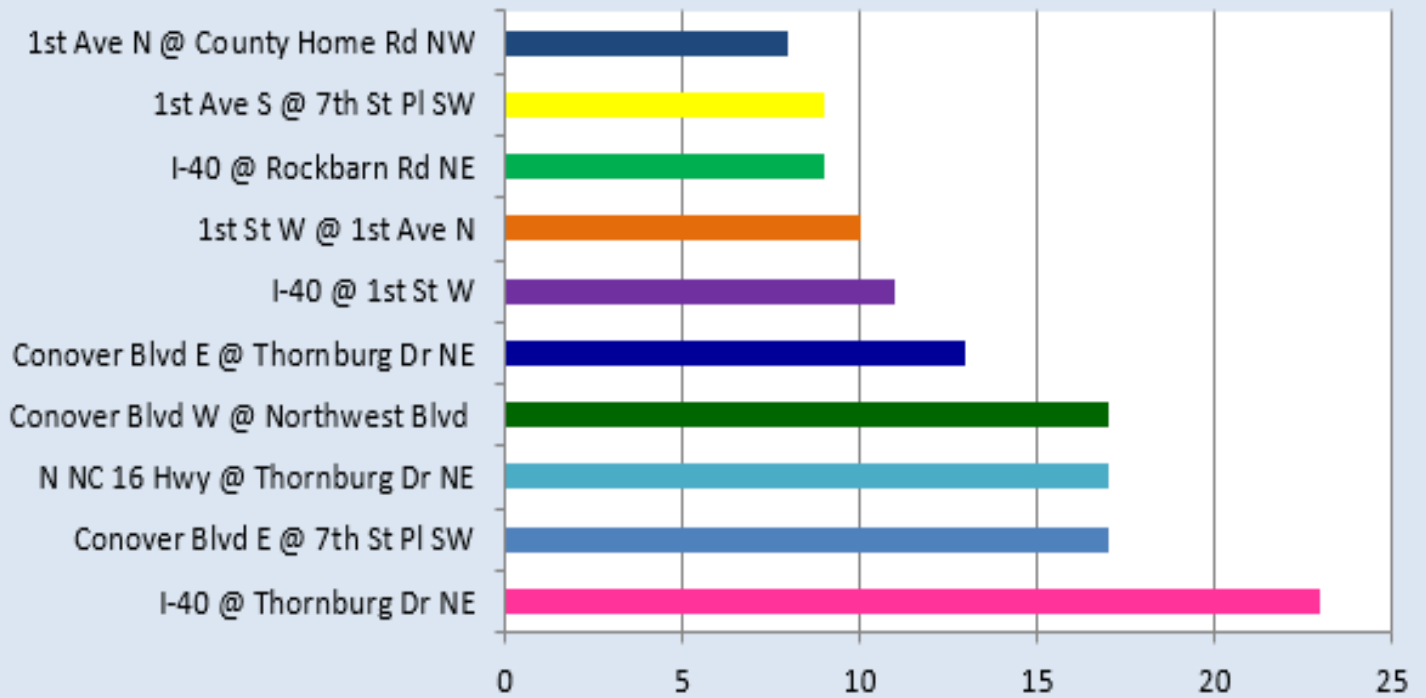
III - Traffic

The population of the City of Conover increases from 8,300 to in excess of 30,000 during the work week. The commercial and industrial base around the City, in addition to Conover being the geographic center of Catawba County with the bisecting of an Interstate, US and NC Highways contributes to the influx of traffic during the work week. The following daily traffic counts document these figures: 1st Street West (Old 70A) – 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 2014 through 2021 the City of Conover has averaged 712 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.



2021 Top Crash Locations

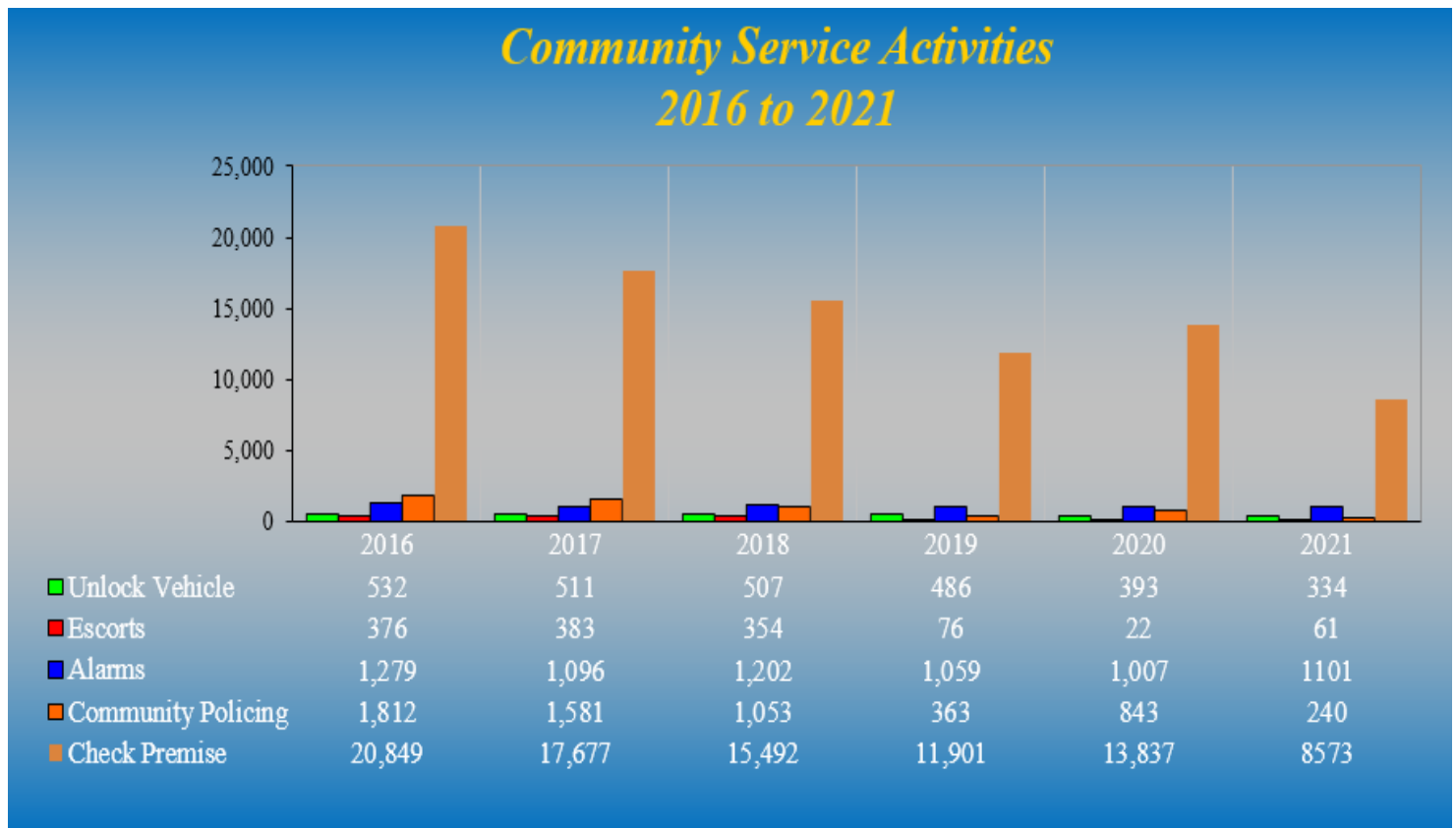


IV - Community Service

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 2021 include the Santa Cop Program. All other events were cancelled due to COVID-19.



V - Special Awards/Projects



National Night-Out 2021: National Night-Out 2021 was not held in Conover this year due to COVID 19 concerns. During this event the city holds a community workshop which allows the different city departments to highlight events and projects accomplished during the year. This is a great event for the City and receives an enormous amount of support from the community and local businesses. The City will strive to hold the event in 2022.

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 thirteenth 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 twenty nine (29) families including seventy (70) children in and around the Conover area. They received clothing, toys and food valued in excess of \$4,000.



Santa Cop 2021

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 2021 members of the Conover Police Department were involved in 17 incidents requiring some type of use of force. The incidents involved a total of 16 officers. Seven of the incidents involved only one officer, five incidents involved two officers, and five incidents involved three or more officers. Three of the incidents involved the officer pulling their service weapon until the offender(s) could be safely taken into custody. These incidents involved a psychiatric subject, an intoxicated subject, and a traffic stop. Two officers fired his/her service weapon during one of the incidents. Tasers were drawn on two occasions during; psychiatric and a warrant service. A taser was deployed in one incident involving a subject threatening officers with a knife. The subject refused to put the knife down and continued to threaten officers.

The Use of Force incidents consisted of the following; three warrant services, and two each of; psychiatric, overdose, B&E, and a fight in progress. There was one each of the following; domestic, calls for service, suspicious person, larceny, property dispute, and a traffic stop. 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.

Six of the incidents occurred at residences. Nine incidents occurred at businesses in Conover. All other incidents occurred in the roadways of Conover. Nine 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. One of the incidents involved deadly force. 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 2021 indicated all use of force incidents were properly reported, investigated, and reviewed by the chain of command. The force used in all seventeen of the incidents was reasonable, necessary and in compliance with policy.

2021 USE OF FORCE

Type of Incident:	2016	2017	2018	2019	2020	2021
Assault	1	4	2	2	2	2
Traffic Stop	0	7	7	2	4	1
Domestic	1	3	1	7	3	1
Mental Subject	0	1	2	1	2	2
Mutual Aid	0	1	1	0	1	
Larceny	2	11	4	4	1	1
Burglary	0	4	1	1	0	2
Drunk/ Disruptive	0	3	0	0	1	0
Forgery	0	1	0	0	0	0
Resist Arrest	5	1	0	7	2	0
Trespass	1	0	0	2	1	1
Warrant/High Risk Call	1	1	1	1	1	3
Suspicious Person/Vehicle	0	1	1	1	0	4
Type of Force:						
Firearm	4	12	9	8	5	4
(Fired)	(0)	(0)	(0)	(0)	(0)	(1)
(Drawn)	(4)	(12)	(9)	(8)	(5)	(3)
Taser	2	4	4	9	2	2
(Deployed)	(1)	(0)	(3)	(4)	(1)	(1)
(Drawn)	(1)	(4)	(1)	(5)	(2)	(1)
Bodily Force (Hands)	3	26	11	12	11	12
Officers on Scene:						
Single	8	13	1	8	6	7
Two or More	3	25	19	20	12	10
Location of Event:						
Residence	8	15	8	12	8	6
Retail Business	3	14	5	7	6	9
Roadway	0	6	6	9	4	2
Wooded Area	0	1	1	0	0	0
Disposition:						
Force Necess- ary	11	38	19	28	18	17
Force Unnec- essary	0	0	1	0	0	0
Policy Change	0	0	0	0	0	0

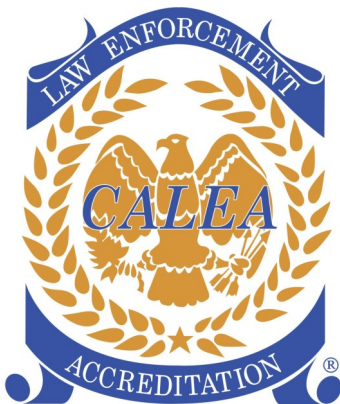
II—Internal Affairs/Complaints

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 2021 which was an decrease from 2020.

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



<i>Internal Affairs/Complaints</i>					
Complaint Origins:	2017	2018	2019	2020	2021
Citizen	9	11	3	5	4
Internal	2	1	1	0	0
Originating Action:					
Traffic Stop	4	2	1	2	2
Arrest	1	2	0	0	0
Officer's Conduct	4	2	1	3	2
Vehicle Pursuit	0	0	0	0	0
Accident Investigation	1	2	1	0	0
Juvenile Investigation	0	0	0	0	0
Officer's Driving	0	1	0	0	0
Call for Service	1	3	1	0	0
Disposition:					
Sustained	1	1	1	2	0
Not Sustained	3	2	0	0	2
Unfounded	5	5	1	3	1
Exonerated	0	1	1	0	1
Resolved W/Complainant	2	3	1	0	0

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 2021.

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 2022 in-service driver training.

VEHICLE PURSUITS					
Reason for Pursuit:	2017	2018	2019	2020	2021
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	1	0	0	0	0
Wanted Person	0	0	0	0	0
Pursuit Results:					
Accident	1	0	0	0	0
Injuries	0	0	0	0	0
Arrest of Driver	1	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 2021.

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 58.6% of the stops in 2021 compared to 61.2% in 2020. Written warnings increased from 2.51% in 2020 to 2.65% in 2021 and verbal warnings increased from 30.48% in 2020 to 36.68% in 2021. In comparison to 2010 Catawba County census data, the traffic stop data is within acceptable ranges for the population demographics.

Bias Based Profiling								
Race:	2017	2018	2019	2020	2021	Per Cent	Cat. Co. Demo.*	Conover Demo.*
Asian	78	29	50	29	18	1.71%	3.50%	8.50%
Black	348	200	271	165	183	17.35%	8.40%	11.50%
Native American	1	1	0	1	2	0.19%	0.30%	0.20%
White	1416	890	1152	754	840	79.62%	86%	64.80%
Other	16	3	5	9	12	1.14%	1.90%	2.50%
Unreported	0	0	0	0	0	0.00%	NA	NA
Totals:	1859	1123	1478	958	1055			
Ethnicity:								
Hispanic	176	159	194	148	175	16.59%	8.40%	12.20%
Non-Hispanic	882	964	1284	810	880	83.41%	91.60%	87.80%
Unreported	0	0	0	0	0	0.00%	NA	NA
Sex:								
Female	382	462	570	326	345	32.70%	51%***	50.40%
Male	676	661	908	632	710	67.30%	49%***	49.60%
Unreported	0	0	0	0	0	0.00%	NA	NA
Enforcement:								
Citation	1,058	743	889	587	618	58.58%		
On-View Arrest	20	2	8	19	8	0.76%		
Verbal Warning	631	303	471	292	387	36.68%		
Written Warning	93	33	64	24	28	2.65%		
No Action	57	42	46	36	14	1.33%		
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 2021.

Reviewing the three year combined totals of traffic stops for the department and comparing the ratio of warnings to citations, Caucasians received warnings 38.5% of the time compared to citations 59.2% of the time on the reported traffic contacts. African-Americans received warnings 41.5% of the time and citations 56.8% of the time. Hispanics received warnings 21.7% of the time and citations 76.5% of the time. Asians received warnings 55.5% of the time compared to citations 44.4% of the time. Others received warnings 33.3% of the time and received citations 66.6% 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 80.5% of the citations, African-Americans received 16.8% of the citations, Hispanics received 21.6% of the citations issued and Asians received .01% of the total citations issued for the this period.

Conover Police Department

Drivers and Passengers Searched by Sex, Race, and Ethnicity

Thursday, March 17, 2022

Report From 1/1/2021 through 12/31/2021

Type	Gender	White	Black	Native American	Asian	Other	Total By Race	Hispanic	Non Hispanic	Total By Ethnicity	Total Stopped	Percent Searched
Driver	Female	6	1	0	0	0	7	0	7	7	345	2.03
Driver	Male	6	1	0	0	0	7	4	3	7	710	0.99
Passenger	Female	0	0	0	0	0	0	0	0	0		
Passenger	Male	4	0	0	0	0	4	0	4	4	4	100.00
	Female	6	1	0	0	0	7	0	7	7	345	2.03
	Male	10	1	0	0	0	11	4	7	11	714	1.54

There were no asset seizures during 2021

During 2021 there were 14 traffic stops that resulted in searches . None of these searches were consensual and twelve were a result of probable cause. One was the result of some other officials information and one was a result of erratic/suspicious behavior. The drivers were searched in all of those traffic stops. In addition, four passengers were searched during those stops for a total of eighteen people searched. In a break down by group it was determined that Caucasians accounted for 88.8% of the searches and African-Americans accounted for 11.1%. Other races were searched 0% of the time. Hispanics accounted for 22.2% of the searches and Non-Hispanics accounted for 77.7% of the searches.

Conover Police Department
 Drivers and Passengers Searched by Sex, Race, and Ethnicity
 Report From 1/1/2021 through 12/31/2021

VI - Evidence Control System Review

During 2021 the Conover Police Department collected 730 pieces of evidence and disposed of 208 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.


<i>EVIDENCE ROOM</i>			
Collected Items	2019	2020	2021
Total Pieces Collected	617	559	730
Total Pieces Disposed	1519	2127	208
<i>EVIDENCE ROOM Totals</i>			
Year end Total	3704	2136	2658
PROPERTY			
Found Property	9	22	4
Collected/Seized Property	600	523	723
Safekeeping	8	14	3
Total Pieces	617	559	730

GOALS AND OUTCOMES





I– 2021 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.

 The event was cancelled due to COVID-19.

 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 2022.


 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. Conover was able to certify two officers 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. Due to COVID-19 officers were not able to visit with 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 70 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 2021 there were no additional community watch groups started, in part due to Covid19.


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 2021. Due to Covid there have not been any bicycle training courses offered this year.


 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 2021. The agency’s participation in 18 check points and several multiple agency checkpoints during the year accounted for a total of 1,385 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 due to Covid19. This year the Conover Police Department was able to provide assistance to twenty nine (29) families and 70 children in and around the Conover area. 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 CARE Program “Are You OK” program. Increase participation by 10%.

 No Conover resident was added to the program in 2021. Currently there are five (5) residents from Conover on the Care program (Are you ok) list.


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

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


Investigations Division

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


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

 The Conover Police Department CID Division, has attended meetings on the following dates; 01/22/2021, 03/12/2021, 04/09/2021, 04/23/2021, 08/13/2021, 10/08/2021, 10/22/2021, and 12/10/2021. CID Division has presented cases to (MDT) on several of the above listed dates. The CID Division hosted a meeting on 01/12/2021, with the Executive Director of the Children’s Advocacy and Protection Center, to discuss the continuation of agency cooperation.


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

 The Conover Police Department Investigations Division attended (5) meetings during the past year. On 01/12/2021 and on 03/03/2021, the Investigations Division met with NC SHP to work on developing evidence in fatality crashes. On 03/16/2021, the Investigations Division attended a meeting with the Attorney Generals Office to discuss prosecution in a murder trial. On 03/18/2021, the Investigations Division attended a WebEx meeting with the SBI to address the increase of ICAC cases and


proper investigations using the ICAC Data System. On 10/29/2021, the Investigations Division attended a meeting with IRS to assist with an embezzlement 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.

 Emails were utilized to send out information to patrol division during this time to ensure information sharing continued. Information consisted of current trends of residence, vehicle, burglaries, and the increase in catalytic converter larcenies. Narcotic and vice crime (tips) information has been shared between the investigation and patrol division.

2. Provide a monthly activity report to the administration of the department to keep the administration informed of new information related to any high profile cases or other relevant information.

 Information was shared with the patrol division about current trends of residence and vehicle burglaries and the increase of catalytic converter thefts. Narcotic and vice crime information has been shared between investigations and patrol divisions.


 A monthly report is completed at the first of each month and provided to the Lieutenant over Investigations.


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

 All cases that are assigned to CID are entered into a CID case log spreadsheet. The cases within the software include: OCA, Date of Offense, Crime, Party Involved, Disposition, Status, Notes, and Assigned Investigator.


 The Conover Police Department Investigation Division (CID) will continue to build and maintain the data in the CID case log spreadsheet.


 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 were involved with the community in four (4) presentations: On 04/01/2021, CID attended a virtual career day at Shuford Elementary school. On 04/07/2021, CID attended a pinwheel for prevention at Zahra Baker playground to assist with providing awareness for child abuse. On 05/14/2021, CID attended the law enforcement memorial service. On 09/02/2021, CID participated in a security presentation at Woodlawn Baptist Church.


 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. In addition, posts are added to the Conover Police Departments Facebook page for assistance on identities and information.


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


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

Records Division

 Prepare the Agency for the DCI audit.


 All files are checked for accuracy when completed. The DCI audit was completed this year with no findings. The records clerks worked to ensure that all files were entered and recorded properly.

 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 - 2022 Departmental Goals


Administration

-  Develop a planning committee comprised of a representative from each City Department to coordinate the National Night-Out and the Community Workshop event.
-  Continue to build and improve upon the Citizens Police Academy.
-  Develop a profound Field Training Officer Team who is tasked with training new officers
-  Continue the employee of the quarter/year to recognize outstanding officer performance.
-  Develop a physical fitness policy/program for the department.
-  Continue to develop and improve the Explorer post program.





Patrol

-  Participate in the North Carolina Governor's Highway Safety Programs (GHSP) "Click It or Ticket" and "Booze It & Loose It" along with other traffic safety initiatives during the goal period. Conduct monthly GHSP checkpoints to earn participation points towards acquiring equipment.
-  Ensure equal workload and performance through monthly officer activity reports.
-  Strengthen the community policing philosophy of the agency through the following goals:
 1. Increase interaction with the local public and private schools through participation in school events and other events in order to build a rapport with the students.
 2. Increase the frequency and time allotted to bicycle patrols in residential communities by 10%.
 3. Increase Community Watch Programs in residential neighborhoods.
-  Continue the Santa Cop program incorporating division wide support.
-  Reduce traffic collisions by 5% through selective traffic enforcement measures at known high crash locations.






Investigations Division

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

Investigations Division (continued)

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

Records

-  Keep records up to date in preparation for future DCI audit.
-  Evaluate the 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.

