

2019

POLICE DEPARTMENT ANNUAL REPORT



- **COURTESY**
- **PROFESSIONALISM**
- **DEDICATION**

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MESSAGE FROM OUR CHIEF

To: Mayor J.C. Cook
Clemson City Council
City Administrator, Andy Blondeau
Citizens and Visitors of Clemson

The Clemson City Police Department is proud to present the 2019 Annual Report. This report is a summation of the activity and programs that occurred during the 2019 calendar year.

The mission of our Department is to serve diligently and to be compassionate and responsive to the needs of the community by providing professional law enforcement services while enhancing the quality of life for those who work, live and visit the City of Clemson. Our overall goal is to provide a safe environment while preserving the quality of life we have all grown to enjoy in the City of Clemson. Our Police Department is fortunate to have a dedicated group of men and women who are up to the challenge; and come together in a concerted effort to ensure the safety and well-being of every individual in our great City.

I invite you to become involved with your police department in order to continue forging a strong cooperative partnership that is built upon the characteristics of mutual respect and trust. No police department can solve crime or quality of life issues alone. Effective community/police relationships, communication and engagement are critical components of our success. There are many opportunities for you to collaborate with us in a unified effort of making the City of Clemson an even greater place to live, work and visit.

I, along with every employee of this department, appreciate the opportunity to serve the citizens and visitors of Clemson. We are all grateful to our City Government and Administrator for the support and encouragement given to us in our efforts to provide quality services.

Respectfully Submitted:

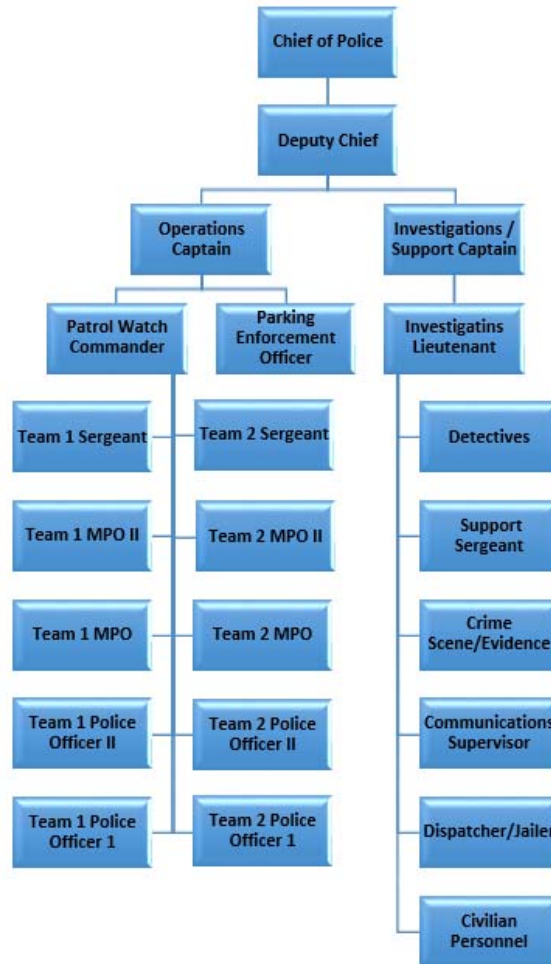
Jeffrey M. Stone

Jeffrey M Stone
Chief of Police

OUR POLICE DEPARTMENT



Organization



Mission Statement

The Clemson Police Department will serve diligently to be compassionate and responsive to the needs of the community by providing professional law enforcement services for the purpose of enhancing the quality of life for those who live, work and visit the City of Clemson.

Vision Statement

The Clemson Police Department will strive to become a bench mark agency in the law enforcement profession; accomplished through Courtesy, Professionalism and Dedication to public service; employing the highest caliber of personnel and forming community partnerships to maintain order and preserve a high quality of life.

CITY OF CLEMSON



Mayor J.C. Cook, III

COUNCIL MEMBERS:

Mr. Mark Cato

Mr. Fran McGuire

Ms. Crossie Cox

Mr. Robert Halfacre

Ms. Alesia Smith

Mr. John W. Ducworth, III

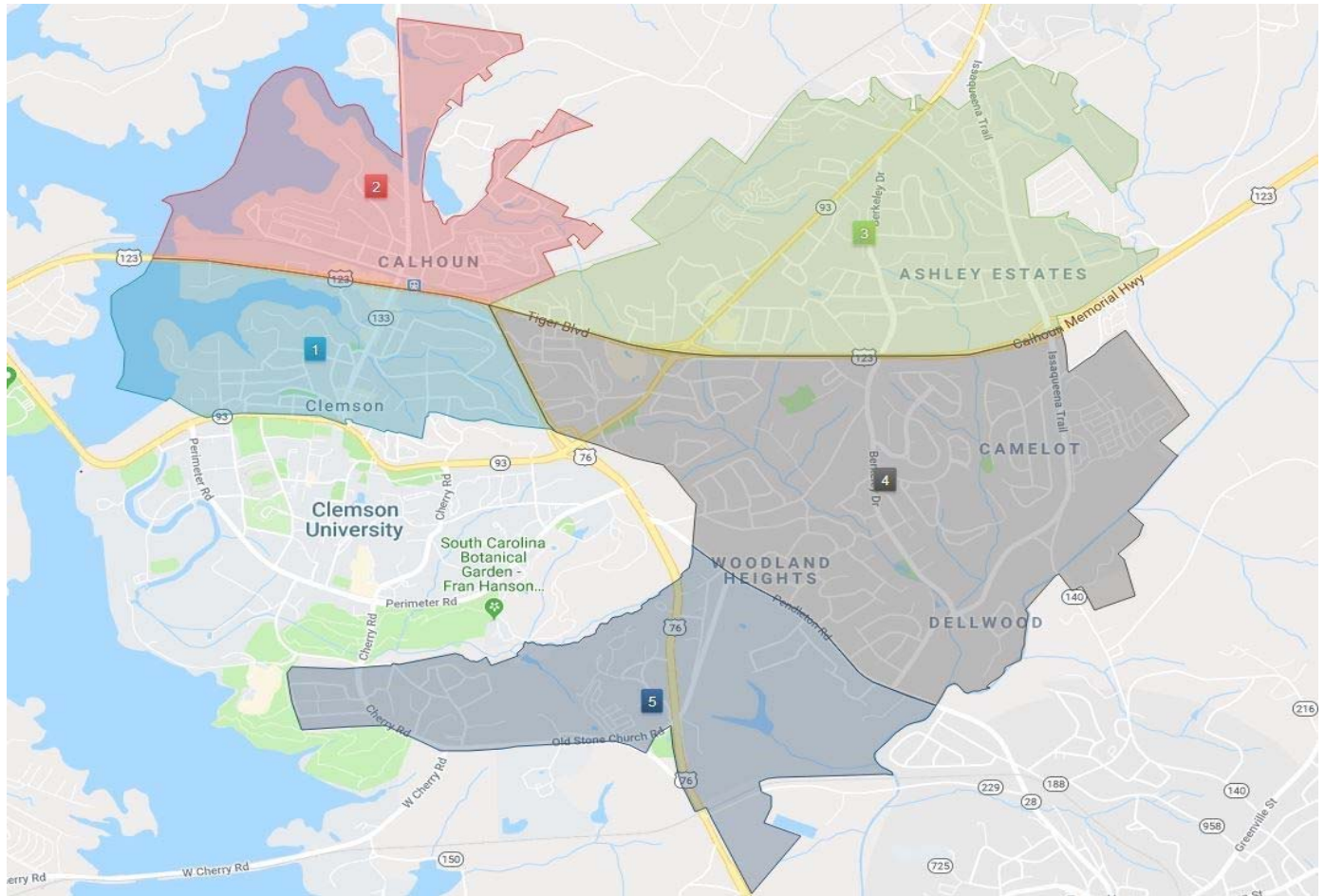
CITY ADMINISTRATOR:

Mr. David A. Blondeau



OUR PATROL ZONES

The City of Clemson is divided into five (5) patrol zones with a specific officer(s) assigned to each zone at all times.



AWARDS WON IN 2019



Clemson Police Department works hard every day to ensure the safety of our residents and visitors. In 2019, the City of Clemson was recognized by several organizations as a “safe city”*. We are proud of this accomplishment and recognition.

South Carolina's 20 Safest Cities of 2019

City of Clemson Ranked # 3



South Carolina’s safest cities blow away the state’s overall violent crime rate of 6.14 (compared to 4.49 nationally). Each of the cities that made our list boasts a violent crime rate of fewer than 3.5 incidents per 1,000 people.

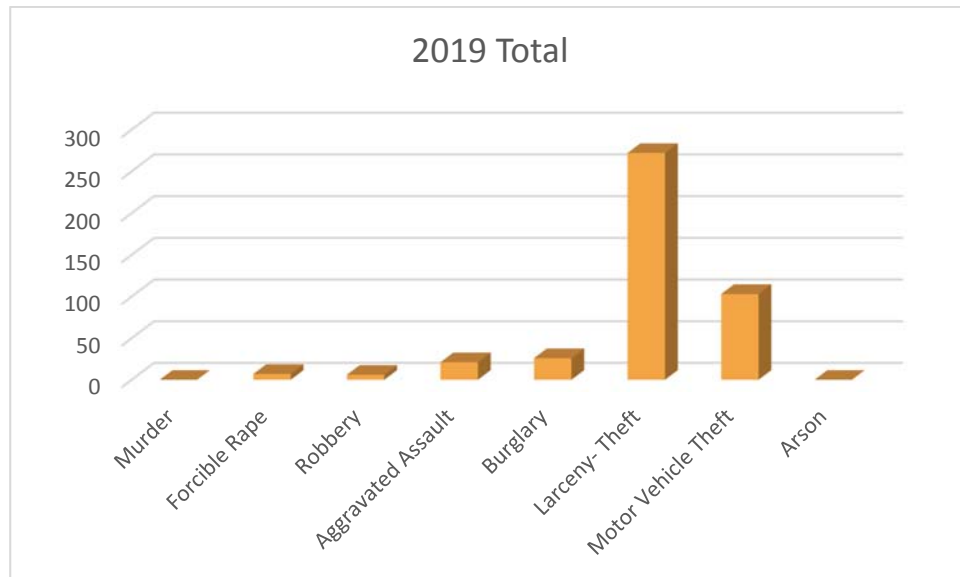
The City of Clemson is Ranked # 3 of the safest cities to live in the state of South Carolina.

*<https://www.safewise.com/blog/safest-cities-south-carolina/>



*<https://www.homesnacks.net/safest-place-to-live-in-each-state-1225415/>

CRIME STATISTICS



OF NOTE:

Incidents of reported rape cases decreased 59% from 2018 to 2019.

Incidents of burglary cases decreased 41% from 2018 to 2019.

Incidents of motor vehicle cases decreased 29% from 2018 to 2019.

The Uniform Crime Reports (UCR) are official data on crime known to law enforcement in the US, published by the FBI. Part I index crimes are the eight (8) most serious crimes reported.

(Motor vehicle thefts include reported thefts of mopeds due to UCR reporting requirements.)

*See Statistical Tables at the end of this report for more information concerning Part I Crimes.

INVESTIGATIVE SERVICES

The Clemson Police Department has three (3) full time criminal investigators, one (1) alcohol/narcotics investigator and one (1) full time forensic officer.

416

CASES INVESTIGATED BY INVESTIGATIONS

167

CASES CLEARED BY INVESTIGATIONS

93

CASES CLEARED BY INVESTIGATIONS BY ARREST

164

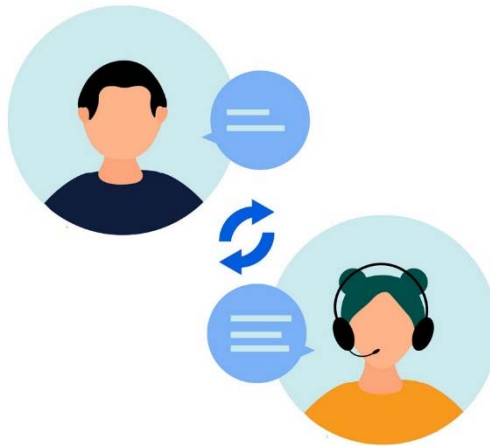
CRIME SCENES PROCESSED BY FORENSICS



SUPPORT SERVICES

2019

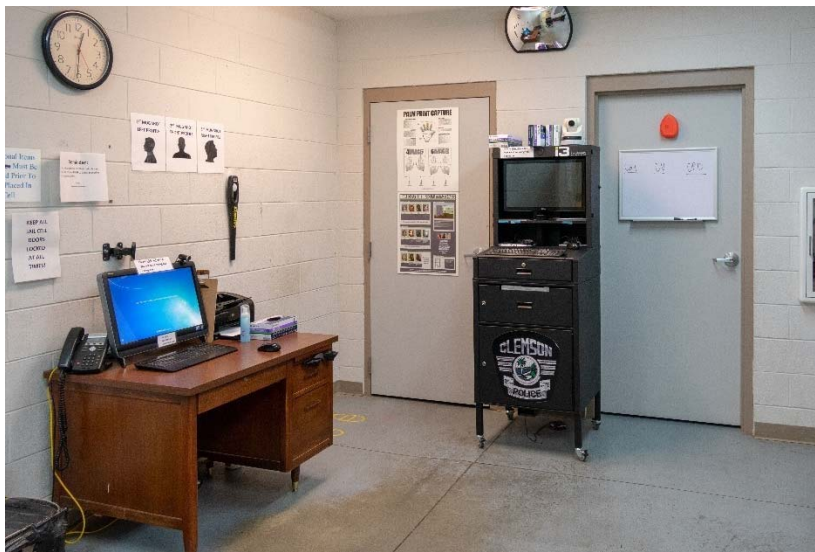
<p>DISPATCH <u>9,952</u> 911 Calls received by Clemson Dispatch</p> <p><u>58,048</u> Total calls received by dispatch initiated by citizens & officers</p>	<p>RECORDS <u>632</u> Citizen report requests processed</p> <p><u>55</u> Number of Records Checks</p>	<p>PROPERTY & EVIDENCE <u>0</u> Drug assets seized</p> <p><u>\$116,200.00</u> Stolen Property Recovered</p>
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Did you know? The CPD is the primary Public Safety Answering Point (PSAP) for Clemson and Central cities. The City PSAP also receives 911 Calls from outside the City limits of both municipalities that have to be routed to the proper agencies.

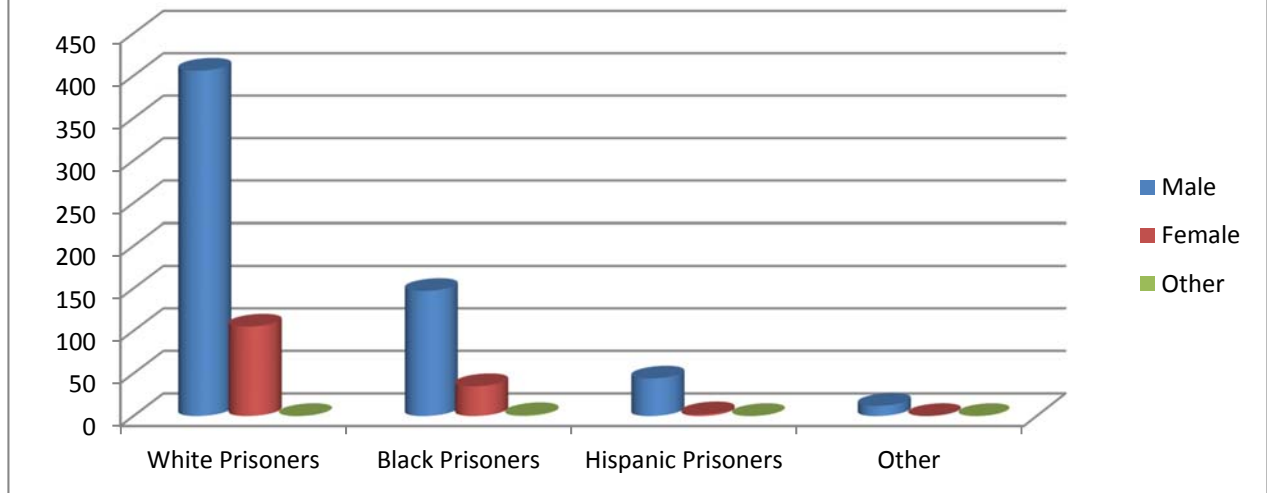
DETENTION FACILITIES

Clemson's Detention Facility houses prisoners for Clemson City, Clemson University Police, Central Police and several state agencies. Eight jailers who also double as dispatchers staff the facility. The facility is licensed through the South Carolina Department of Corrections as a Level One Jail. The South Carolina Department of Corrections and the South Carolina State Fire Marshal's Office inspect it bi-annually.



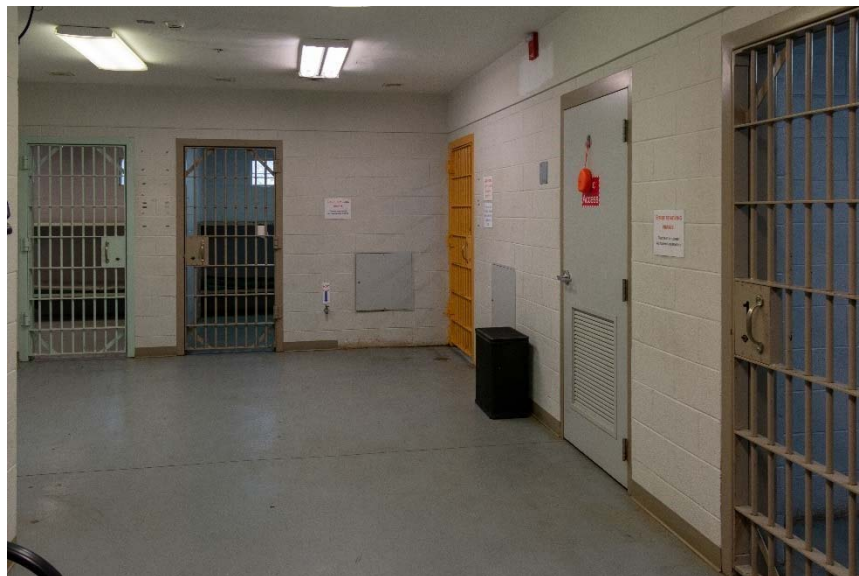
The following pages (pages 12 and 13) contain information about our detention facility and the prisoners that were housed in 2019.

2019 Detention Center Demographic Overview

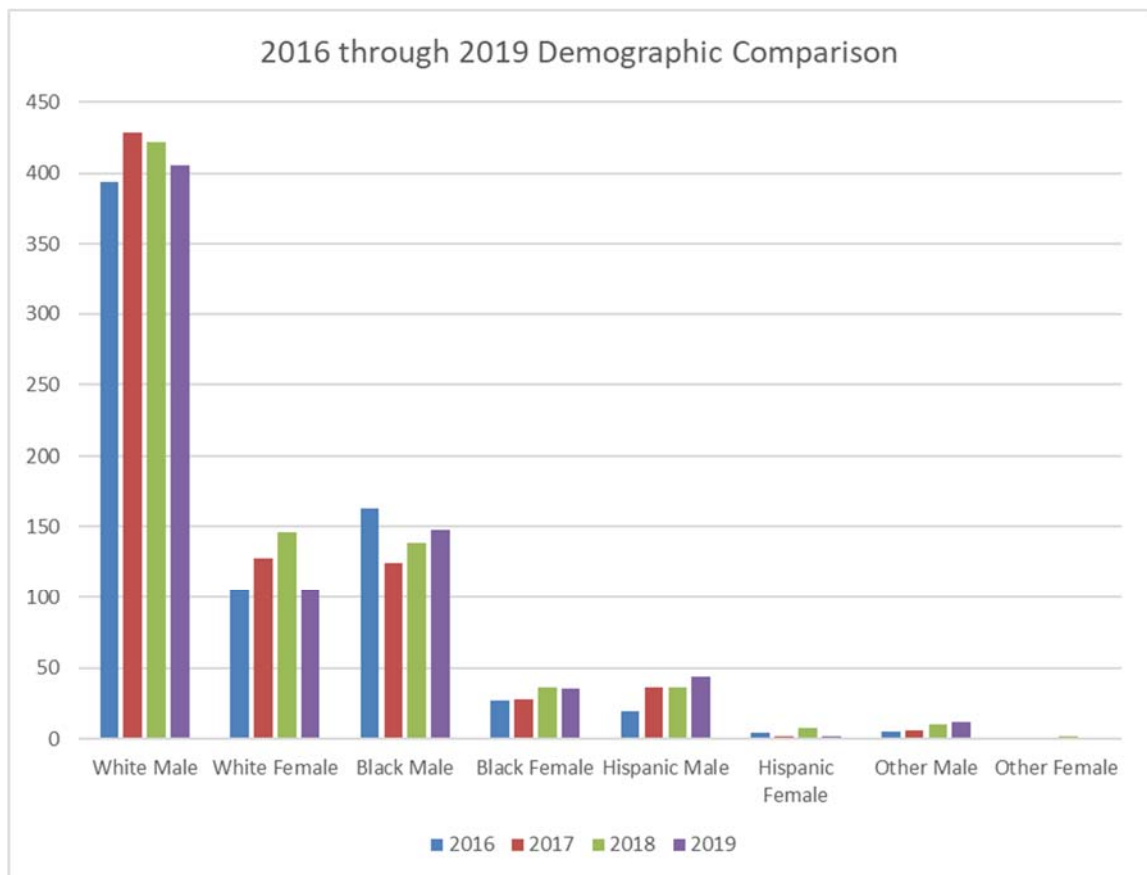
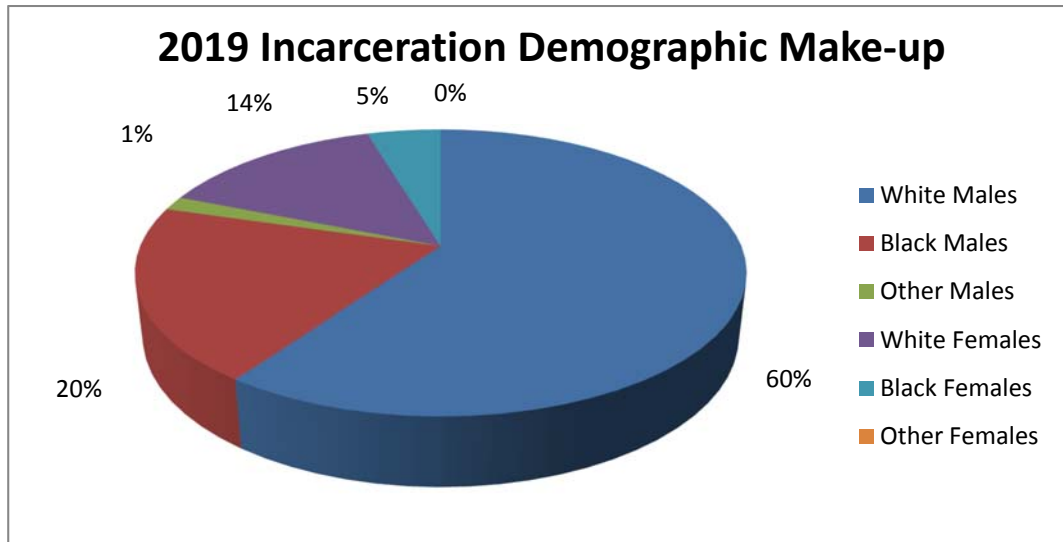


During the period of January 1, 2019 through December 31, 2019, the Clemson Detention Center housed a total of **752** prisoners arrested on criminal charges. The demographic breakdown for the inmates demonstrated in the above chart is as follows: **450** white males, **148** black males and **12** males of other ethnic backgrounds. **107** white females, **35** black females and no female of other ethnic backgrounds were incarcerated.

****FBI/CJIS guidelines include Hispanic individuals within the White category.**



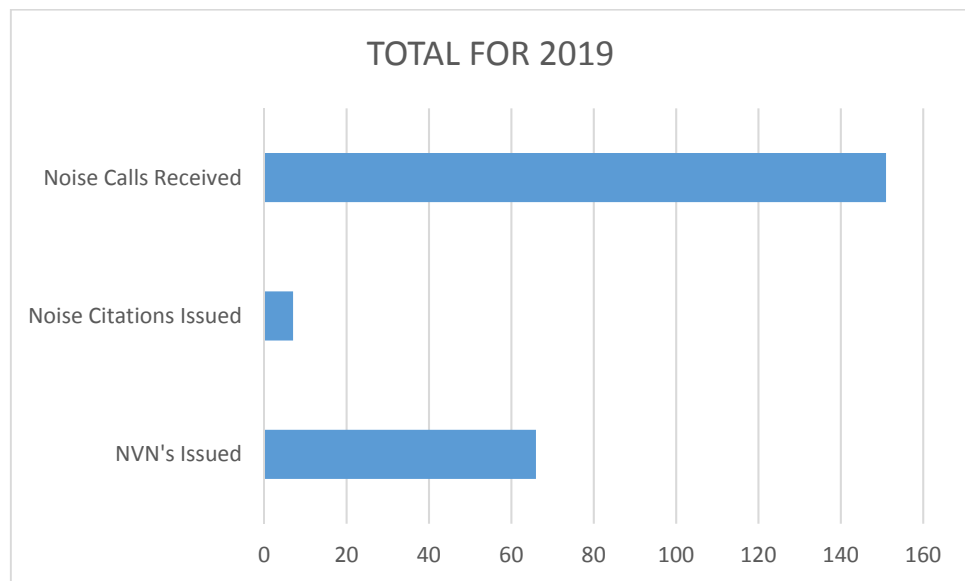
In 2019, white males represented **60%** of inmate population, while black males were **20%**, and males of other ethnic backgrounds were **2 %**. White females represented **14%** of the inmate population, black females represented **5 %** and females of other ethnic backgrounds represented **0%** of the total housed in the detention center.



NOISE/PARTY COMPLAINTS AND VIOLATIONS

In 2018, Clemson's Social Host Ordinance was introduced and passed. This has been a beneficial tool for helping officers combat underage drinking and the many other crimes that stem from alcohol and/or drug use.

During 2019, there were 214 parties registered with the Department. This was an 81% increase over 2018. If a complaint is received about a registered party location, the on duty supervisor will call the person responsible for the party and give them time to remedy the situation without law enforcement having to physically go the location. If the situation is not remedied, officers will respond to the home. Of the 214 parties, officers made 4 courtesy calls.



ALCOHOL-DISORDERLY CONDUCT VIOLATIONS

Clemson Police Department works along with The Alcohol Enforcement Team (South Carolina Law Enforcement Division and Officers from Clemson University) to aggressively target underage drinking, alcohol abuse and other alcohol abuse crimes.



Officers conducted 125 compliance checks in 2019 to ensure that licensed alcohol sales establishments are following the law and not selling alcohol to persons under the age of twenty-one (21). Seven (7) establishments were cited during 2019 for the sale of alcohol to a minor. This was a 22% decrease in citations from 2018.

In 2019, officers issued 180 citations for minor in possession of alcohol and made 81 arrests for driving under the influence.

DRUG ENFORCEMENT

IN 2019, THERE WERE 112 ARRESTS IN CLEMSON FOR DRUG RELATED OFFENSES!

Did you know? All money, assets and property that are seized and forfeited during drug arrests or investigations must be used for drug enforcement activities or for drug/law enforcement training or education.

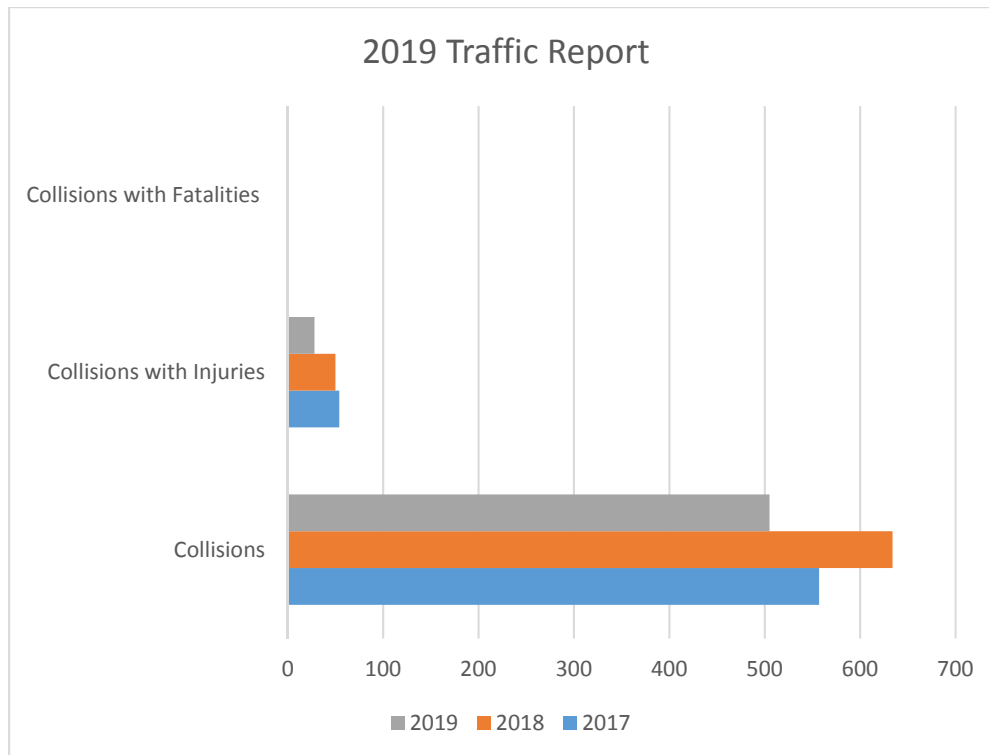


Photo of unused prescription medications turned in on Pill Take Back Day 2019

To help fight the war against drugs, Clemson City Police Department has a “Pill Take Back Box” located in the lobby that is available 24/7, 365 days a year. Additionally, CPD joined forces with other law enforcement agencies in Pickens County and participated in National Pill Take Back Day in April 2019. On this day, 433 pounds of unused prescription drugs were turned in county-wide.

TRAFFIC COLLISIONS

The City of Clemson continues to grow. In 2019, we saw many new apartment complexes, new homes and new businesses. With this new growth comes more traffic and more traffic incidents.



Year	Collisions	Collisions with Injuries	Collisions with Fatalities
2017	557	54	0
2018	634	50	1
2019	505	28	1

VEHICLE PURSUITS

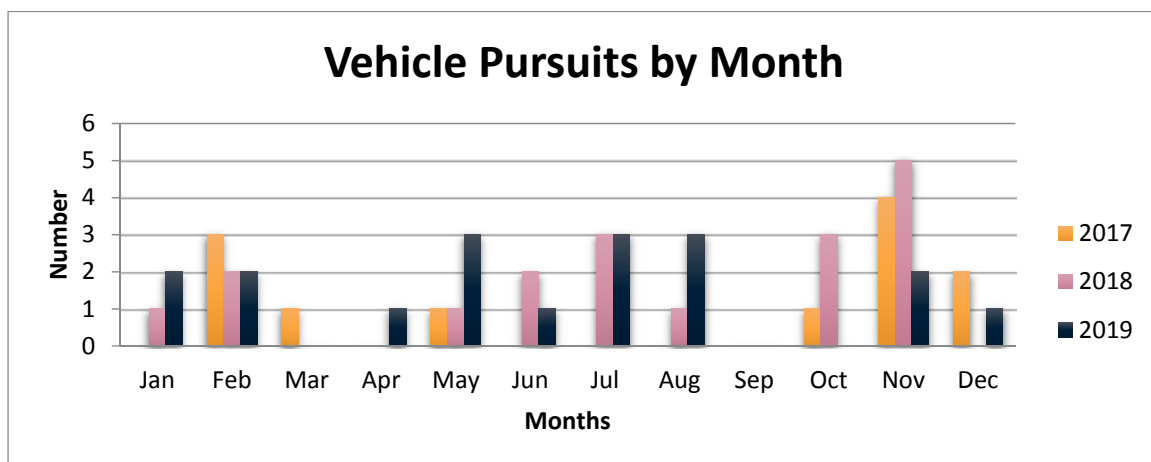
On January 30, 2020, in accordance with General Order 15.3 (Emergency Vehicle Operations), an annual review and analysis of the incidents involving vehicle pursuits for the period January through December 2019 was conducted.

The 2019 Vehicle Pursuit Analysis was prepared from a compilation of the data collected from actual reports submitted by members of the Clemson Police Department. The data was analyzed and reviewed independently for each category to determine if any patterns or significant trends exist.

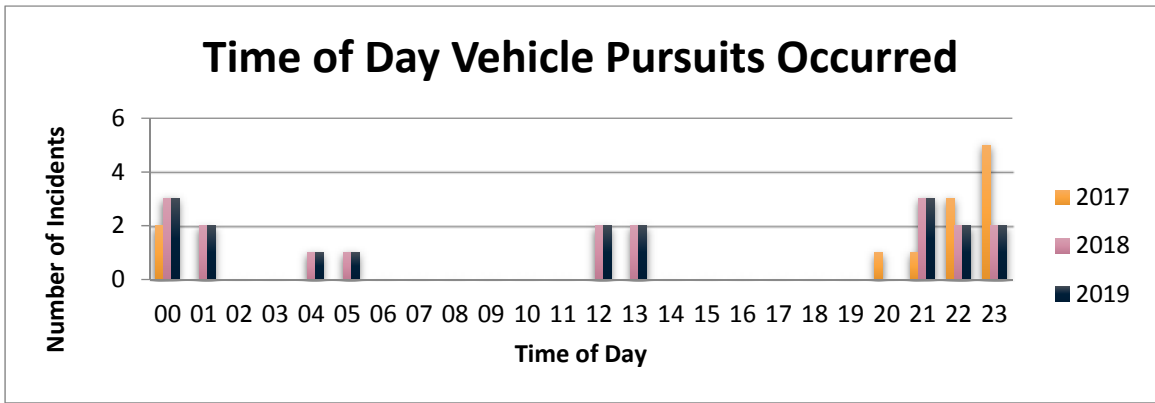
Numbers for the various categories were compiled and listed in chart or graph form to allow ease of interpretation. However, caution should be exercised when reviewing the results as the categories contained in the report are not exhaustive and allow for multiple entries.

The report contains an analysis of the data and recommendations for improving the reporting process.

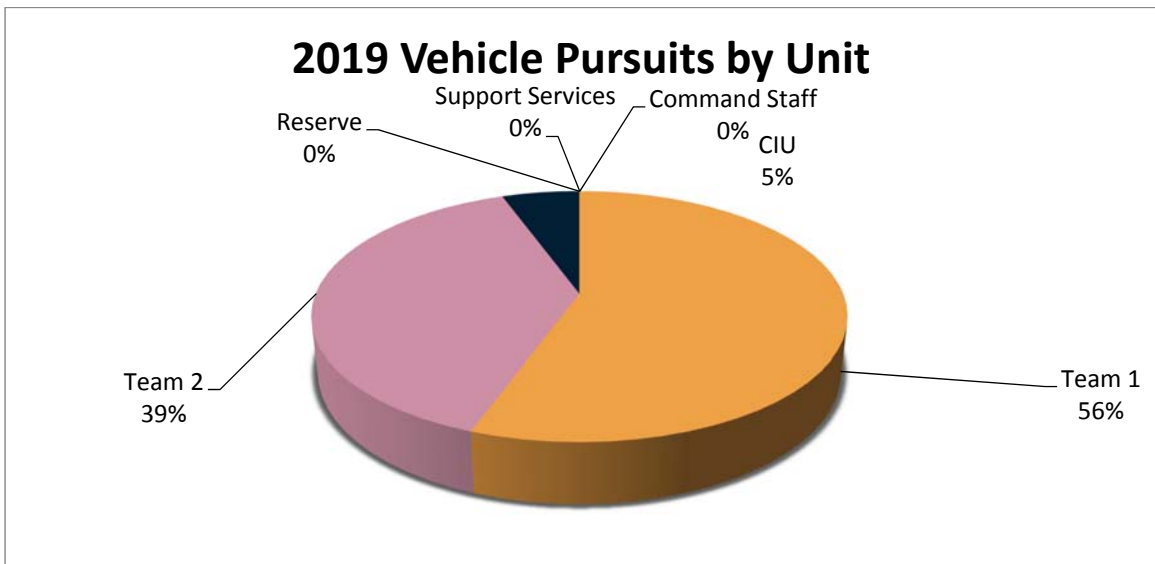
Statistical Analysis of Vehicle Pursuits for the period January through December 2019



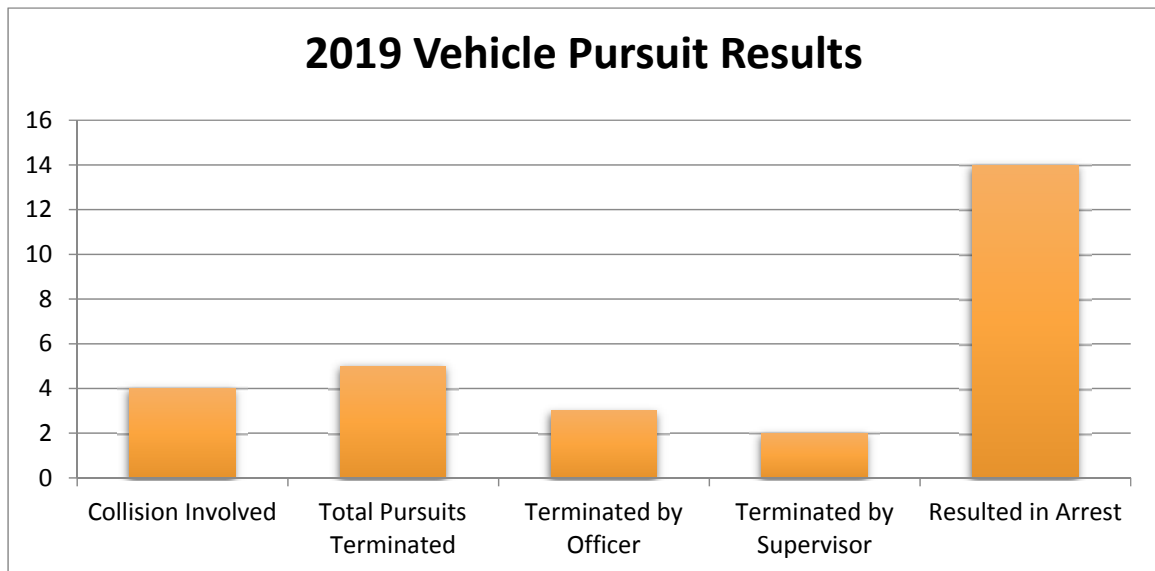
The Clemson Police Department participated in 18 vehicle pursuits in 2018, compared to 18 vehicle pursuits in 2018 and 12 for the same period in 2017. This figure remained consistent from last year's number of pursuits, and may be again attributed to the increase in traffic activity throughout the year.



In 2019, vehicle pursuits remained consistent with 2018. Again, the majority of the pursuits occurred between 9pm and 2am, but there were 4 that occurred between noon and 2pm.



2019 data shows that all but one of the vehicle pursuits were initiated by officers assigned to Uniform Patrol, while Command Staff, Support Services, and the Reserve Unit did not participate in any vehicle pursuits for the year. CIU accounted for one pursuit, and Team 1 accounted for 56% of the pursuits, which is attributed to a higher level of traffic enforcement among their personnel.



2019 data indicates that 4 pursuits resulted in a vehicle collision. Two of these collisions were involving suspects that either rammed a patrol vehicle with their vehicle, or attempted to strike the officer, causing evasive actions. SCHP investigated all collisions and found that CPD officers were not contributing to any of them. 78% of the pursuits resulted in the arrest of suspects, which is significantly above 2018 percentages. The pursuits that were terminated reinforces that supervisors and officers use sound judgment to weigh the safety risks of continuing and responded well to Emergency Vehicle Operations training.

Summary

An analysis and comparison to prior years' data was made in an effort to identify trends or patterns of behavior that could help the department analyze department's vehicle pursuits and improve the safety of our officers and the public, improve training, and provide information for agency management to address any noted deficiencies or issues regarding those pursuits.

There were 18 Vehicle Pursuits in 2019, as compared to 18 pursuits in the 2018 calendar year and 12 in 2017.

In accordance with General Order 15.3, a Unit Commander reviewed each incident and submitted the review to the Chief of Police. **In all instances, the careful review of each incident by the Unit Commander affirmed that the Vehicle Pursuit was consistent with agency policy and all instances remained well within State law.**

All officers with the Clemson Police Department received instruction and review of the Emergency Vehicle Operations General Order during annual EVO training.

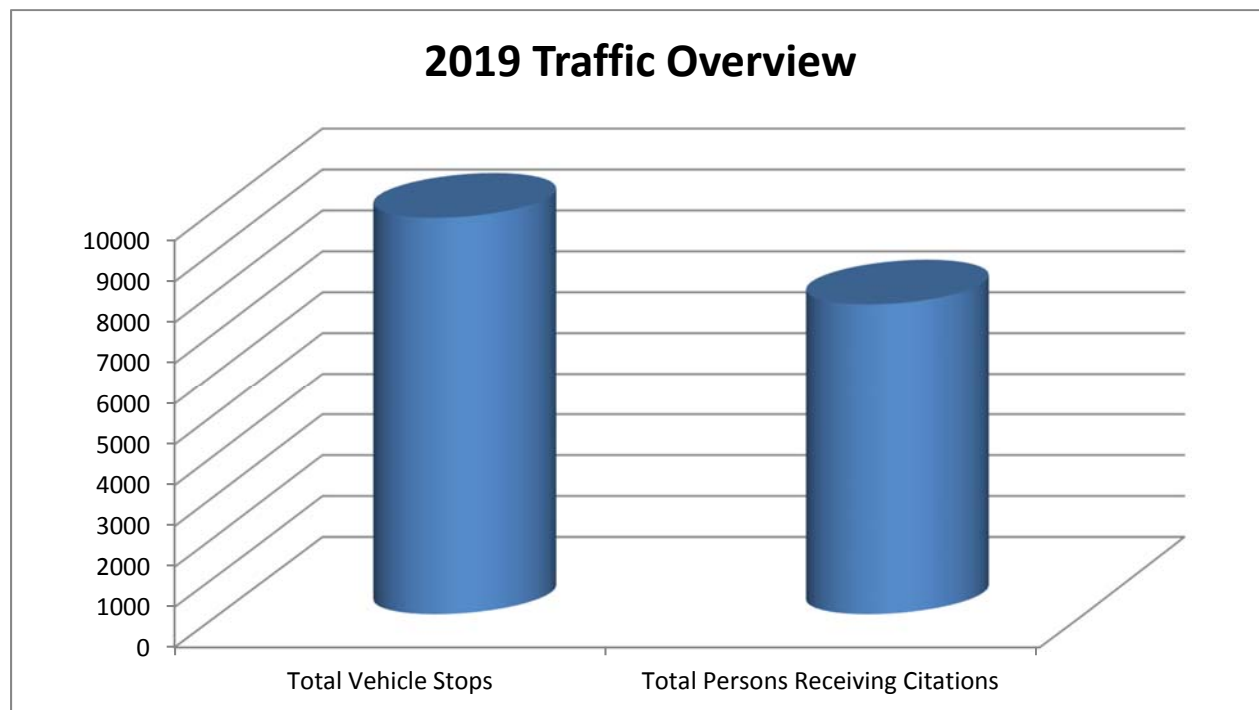
At the time of this report, General Order 15.3, which governs departmental emergency vehicle operations, was reviewed to ensure it is up to date and required no revisions. No revisions to this General Order were recommended at this time.

Recommendations

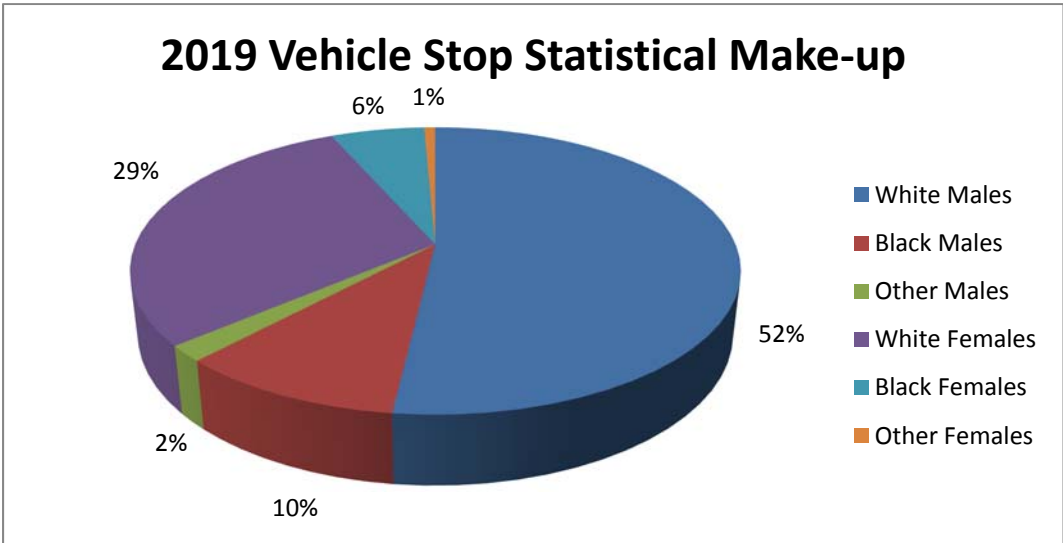
A recommendation to continue roll call training in the area of Vehicle Pursuits/Emergency Vehicle Operation once per quarter is submitted. This will ensure all personnel are re-familiarized with the General Order, and allow the Watch Commander to review recent vehicle pursuits with personnel in an environment that will benefit their assigned personnel.



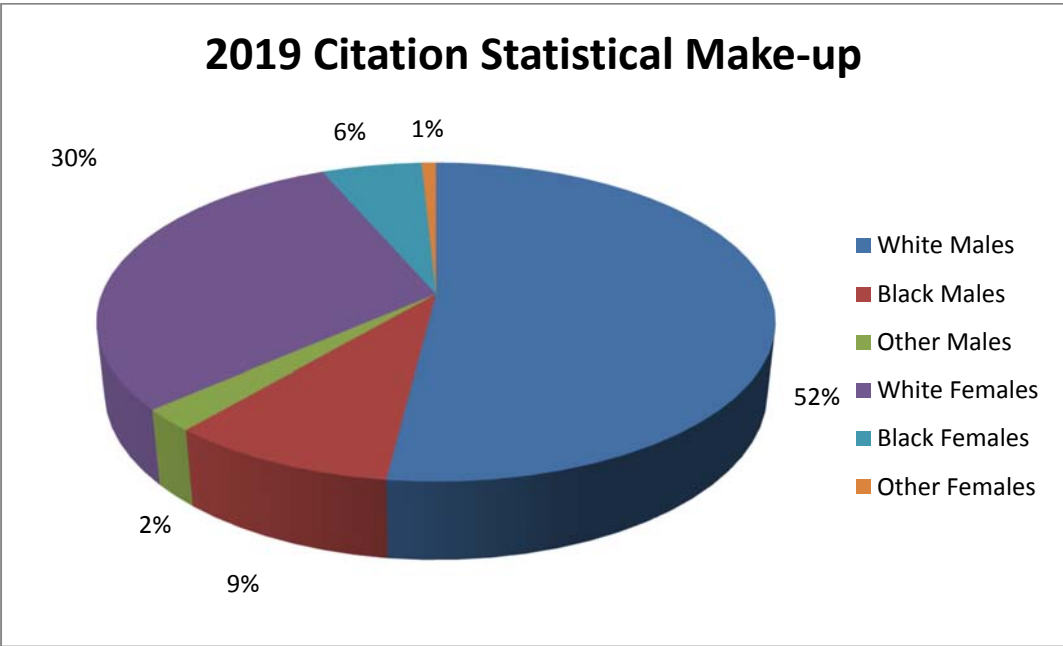
BIASED BASED POLICING



During the period of January 1, 2019 through December 31, 2019, officers at the Clemson Police Department conducted **9,738** vehicle stops and issued **7,621** citations. The charts on the following pages demonstrate the statistical make-up of those contacts.

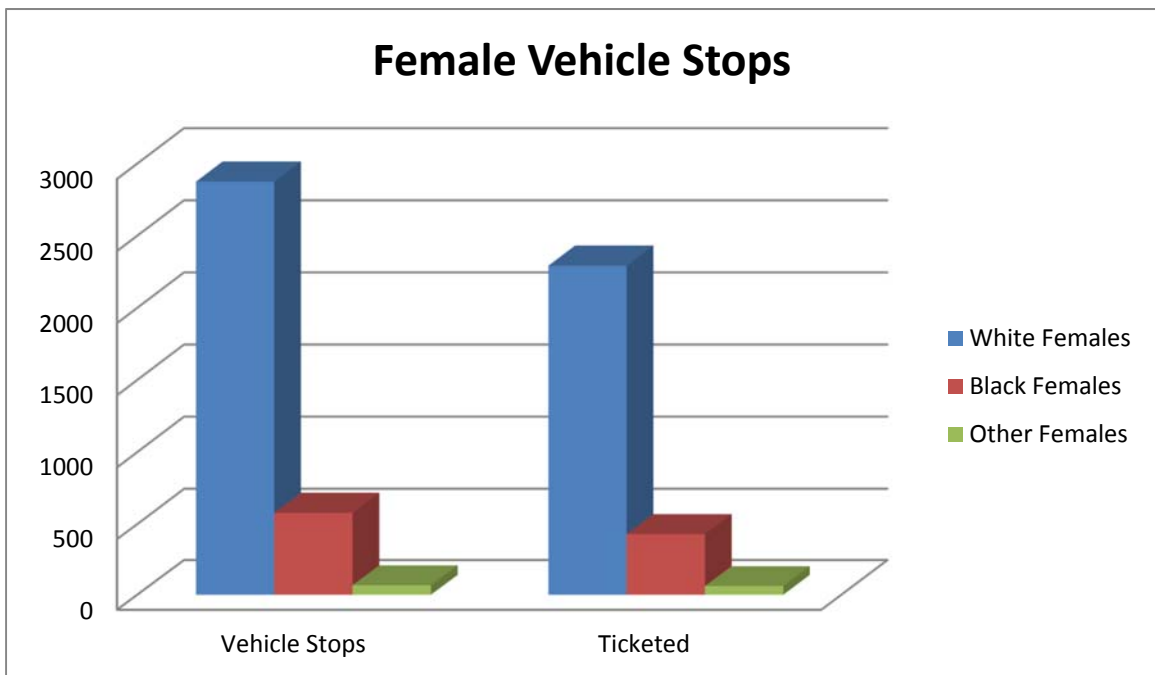
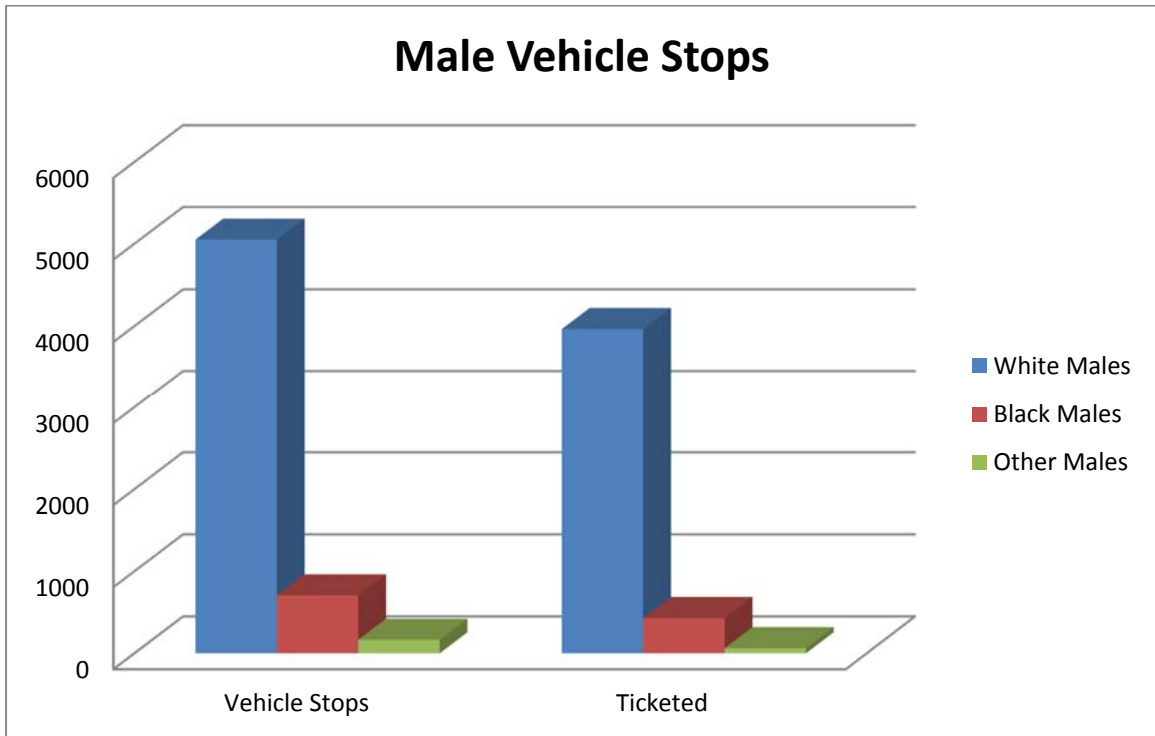


During 2019, vehicle stops involved white males **52%**, black males **10%**, and other males represented **2%** of the total. White females represented **29%**, black females **6%** and other females were **1%** of the stops.



White males received **52%** of the citations, as compared to black males receiving **9%** and other males receiving **2%** of the total. White females accounted for **30%** of the citations, with black females receiving **6%** and other females receiving **1%**

In 2019, males represented 6,217 of the total traffic stops and received 4,837 citations. Females represented the remaining 3,521 stops and received 2,784 citations.



USE OF FORCE

On January 22, 2020, in accordance with General Order 1.5 (Use of Force), an annual review and analysis of the incidents involving use of force for the period January through December 2019 was conducted.

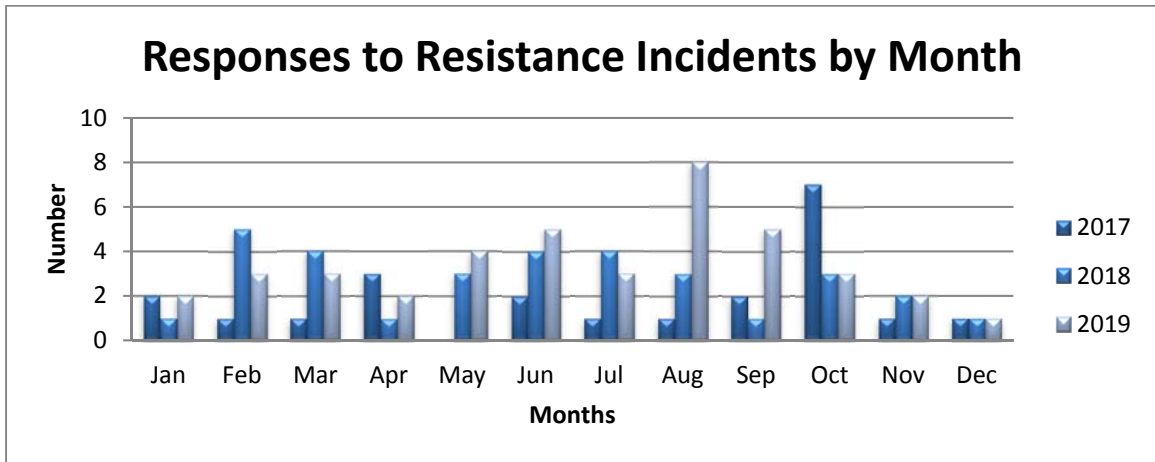
The 2019 Use of Force Analysis was prepared from a compilation of the data collected from actual reports submitted by members of the Clemson Police Department. The data was analyzed and reviewed independently for each category to determine if any patterns or significant trends exist.

Numbers for the various categories were compiled and listed in chart or graph form to allow ease of interpretation. These results were compared to previous two years. However, caution should be exercised when reviewing the results as the categories contained in the report are not exhaustive and allow for multiple entries.

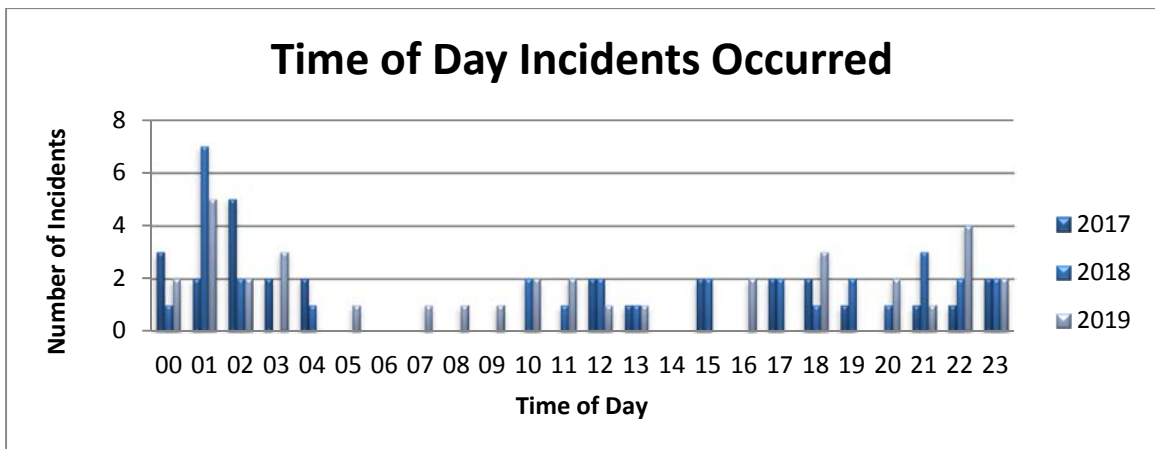
The report contains an analysis of the data and recommendations for improving the reporting process. Supplemental training may also be recommended based on the interpretation of the data.



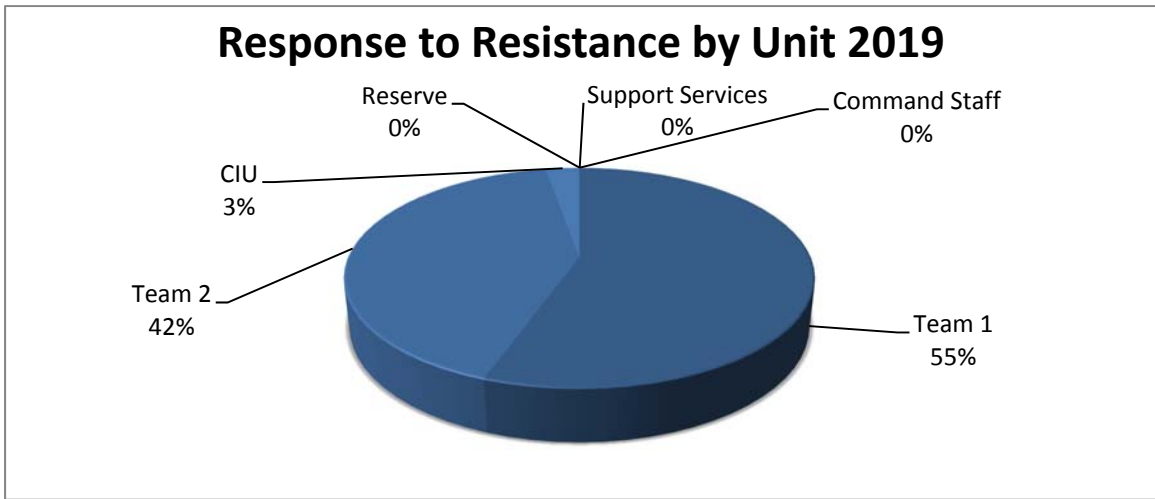
Statistical Analysis of Response to Resistance for the period January through December 2019



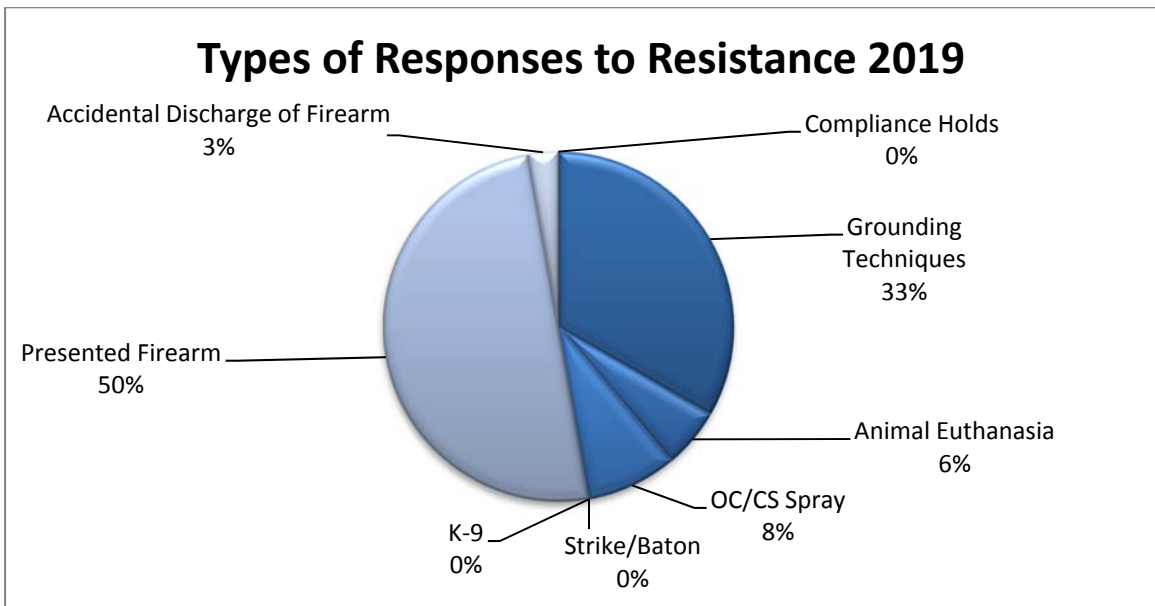
Response to Resistance was reported 36 times in 2019, as compared to 32 times in 2018 and 22 for the same time period in 2017. This figure represents a 13% increase from 2018, and is 63% higher than 2017.



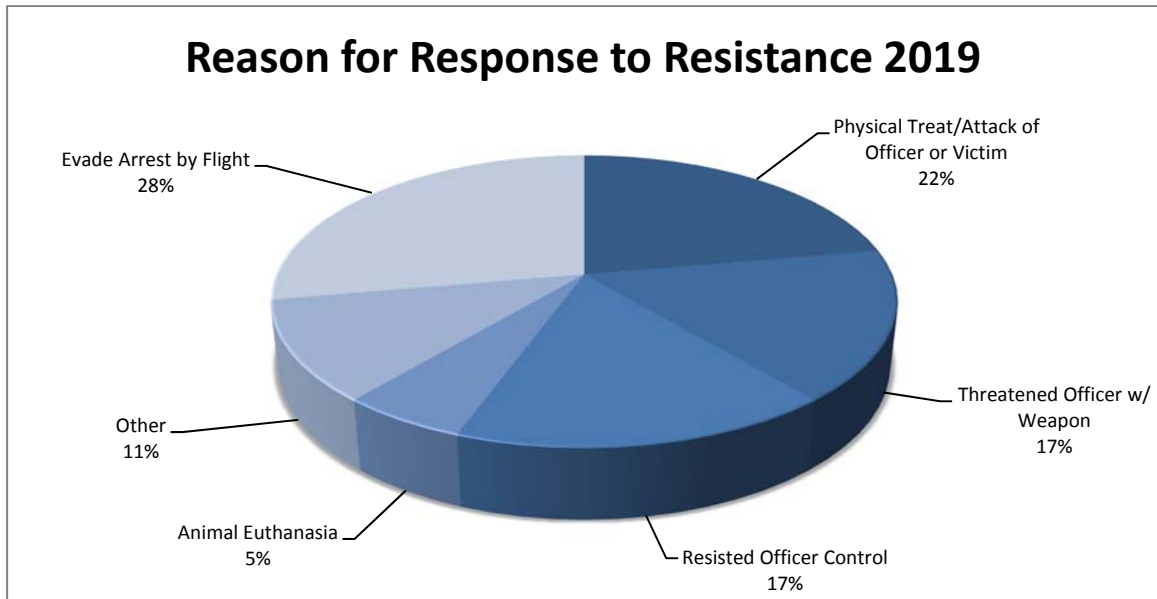
In 2019, Use of Force incidents increased by four over 2018, however; the majority of incidents continued to occur throughout the evening and early morning hours. The department experienced an overall pattern similar to previous years; however, were faced with incidents at all hours except 6am and 2pm. The Use of Force incidents during the evening and early morning hours continue to be consistent with increased activity in the downtown area and tied to alcohol consumption, with the largest increase occurring between 1am-2am.



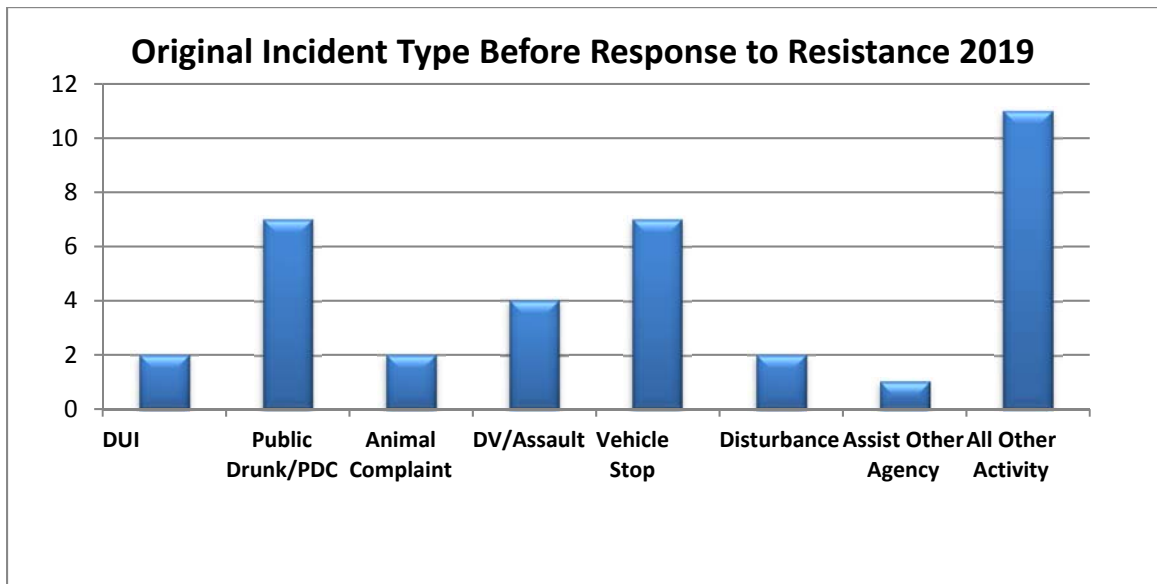
The 2019 data again shows that Teams 1 and 2 are higher than the other units, as expected. Team 1 was involved with 55% of the Use of Force incidents, and Team 2 was involved in 42%. A member of the Criminal Investigations Unit was involved in one of the incidents, or 3%. The Reserve Officers, Support Services and Command Staff personnel were not involved in use of force incidents in 2019.



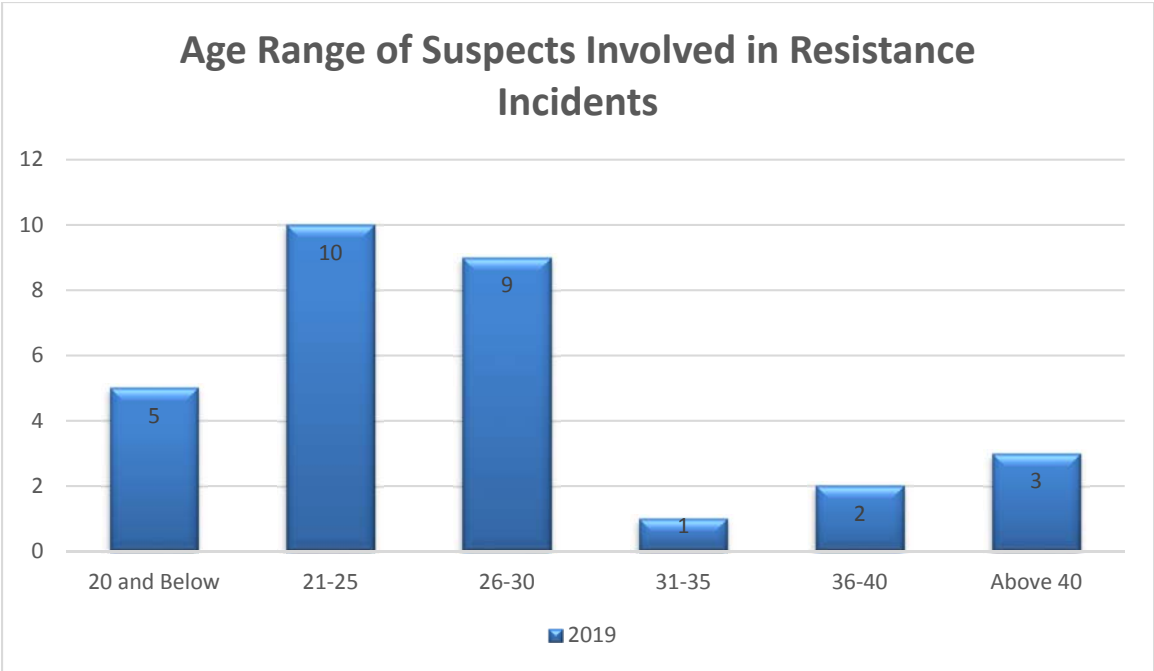
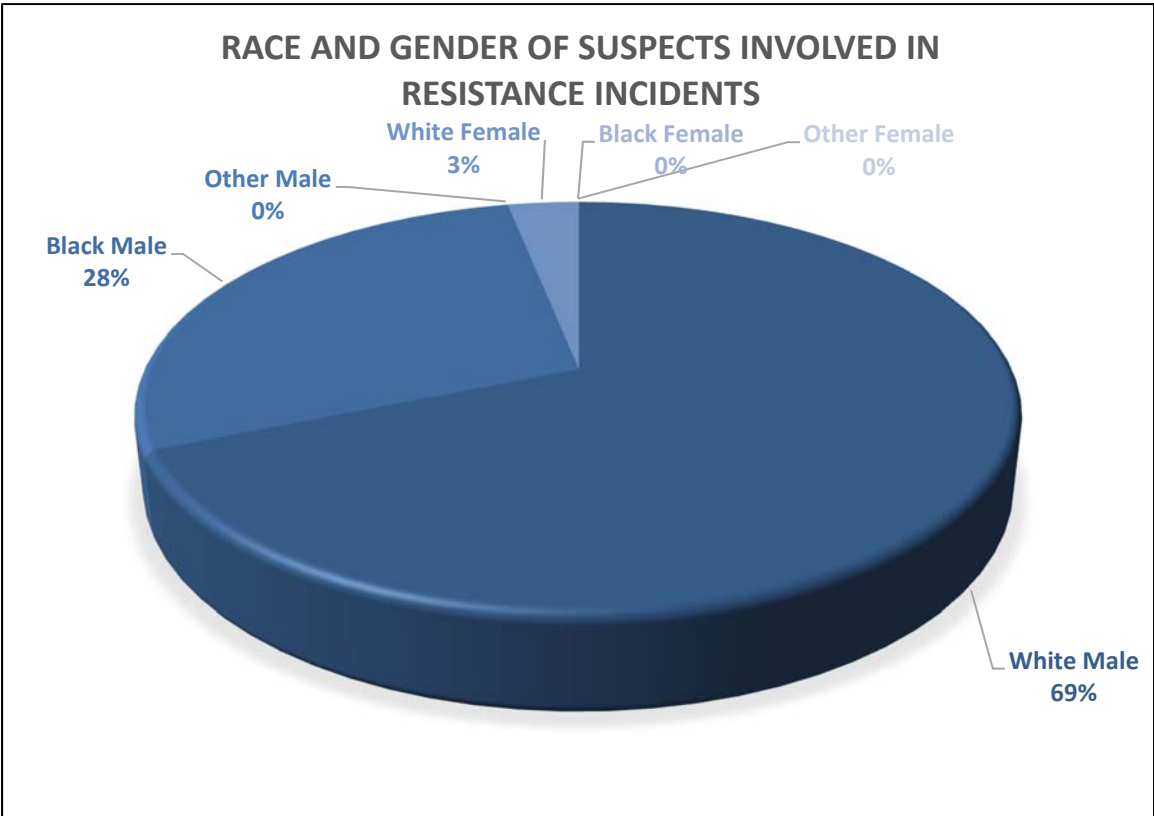
2019 data indicates that presenting a service weapon became the most commonly used resistance response (50%) than any other type as a response to resistance. This ranged from clearing buildings to confronting non-compliant suspects possession potential weapons. In these instances, the weapon was holstered immediately upon suspect compliance. Grounding techniques ranked second, at 33% of incidents in 2019. The reason for this response was due to an increase in interactions with suspects that were actively resisting officers. Animal euthanasia increased slightly to 6% over this period. There were no incidents requiring K-9 apprehension, and one accidental discharge of a firearm during training, which resulted in no injury.



The chart above illustrates the type of subject conduct that prompted a response to resistance by the officer, with the most common being *Evading Arrest by Flight*. *Physical Threat/Attack of Officer or Victim* increased to 22% this year, and incidents involving officers threatened with a weapon spiked from none in 2018 to 17% of incidents in 2019. *Animal Euthanasia* and *Other* incidents were 11% and 5%, respectively. The “other” category included officers clearing buildings with unknown risk. The physical threats involved situations where suspects used physical force against officers to avoid arrest.



The chart above details the types of original calls that were reported which ultimately resulted in a Response to Resistance. All Other Activity, which includes warrant services, larcenies, narcotics, etc., was most commonly met with resistance in 2019. Alcohol involved offenses and vehicle stops tied for 2nd.



Summary

An analysis and comparison to prior years' data was made in an effort to identify trends or patterns of behavior that could help the department analyze the Use of Force incidents and improve the effectiveness and efficiency of our officers, improve training, increase employee safety, and provide information for agency management to address Response to Resistance issues with the public.

There were 36 Use of Force incidents in 2019, compared to 32 incidents in the 2018 calendar year and 22 in 2017. These numbers increased somewhat from the past few years, but again this year, this agency was fortunate to experience an overall reduction of violent crimes involving resistance. There continues to be an apparent decline in respect for authority and an increase in the number of incidents where suspects posed a threat of harm to officers with weapons. While most of the resistance incidents our officers encounter stem from alcohol intoxication and disorderly conduct, suspects still pose a valid threat to the safety of the officers.

In 2019, the Clemson Police Department experienced an increase in incidents involving response to resistance. The total number of those is continues to be minimal, considering the number of incidents handled by this agency during the year. Out of the **58,048** incidents handled by Clemson Police Department officers, only **36** involved a response to resistance.

In accordance with General Order 1.5, a Unit Commander reviewed each incident and submitted the review to the Chief of Police. **In all instances, the careful review of each incident by the Unit Commander affirmed that the Response to Resistance was consistent with agency policy and all instances remained well within State law.**

In addition, at the time of this report, General Order 1.5, which governs departmental Use of Force and Weapons, was reviewed to ensure it is up to date and required no revisions. No revisions to this General Order were recommended at this time. All officers received instruction on General Order 1.5 during annual in-service training.

Recommendations

A recommendation to continue Use of Force training during roll call is submitted. This will ensure all personnel are familiar with the General Order, and allow the Watch Commander to review recent Use of Force incidents with personnel in an environment that will benefit their assigned personnel. In addition to roll-call training, it is imperative to continue annual defensive tactics and OC/CS recertification to ensure hands-on understanding and application of techniques that bring situations under control using the least amount of force necessary.

VICTIM SERVICES

2019 At a Glance:

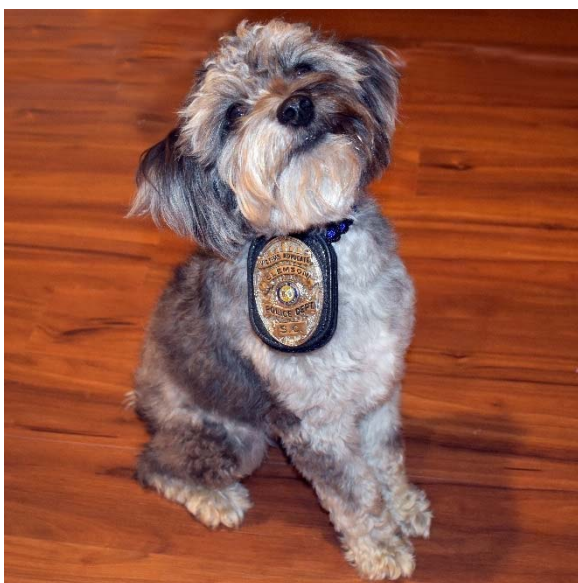
491 Victims Served

161 Courtroom Accompaniments

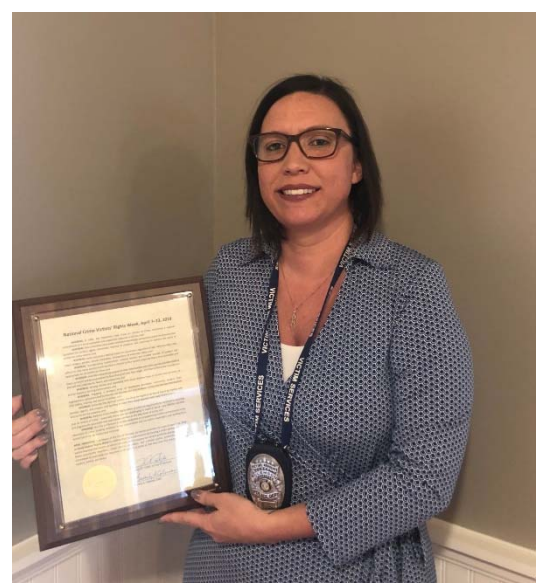
19 Community Outreach Events

The Clemson Police Department employs one full-time Law Enforcement Victim Advocate (LEVA). The role of the LEVA is to ensure that the rights of all crime victims are upheld. The LEVA offers crisis intervention, helpful information, emotional support, and help filling out necessary forms and applications. Additionally, the LEVA attends court with victims and may make referrals on the victim's behalf. CPD's LEVA also hosts and attends numerous community events throughout the year to bring awareness to and about victim rights and services available to crime victims in our area.

In September 2018, CPD's victim advocate brought the first certified Police Department Therapy Dog program to SC. This has been a wonderful tool for the LEVA to use with victims of all ages. The Department's Therapy Dog, Ozzy, and his handler, Debra Shockley, are certified by the Alliance of Therapy Dogs. They celebrated one (1) year of therapy work in September of 2019.



OZZY (CPD Therapy Dog)



LEVA Debra Shockley



OUR CANINE PARTNERS

Meet Clemson Police Department's Canines:

The Clemson K-9 Unit is currently comprised of two highly trained canines and their handlers. K-9, Jekyll, is a German Shepherd/Belgian Malinois mix. He is assigned to Sgt. Brenda L. Link. Jekyll is trained to conduct building searches for suspects, tracking and apprehension of suspects, searching for articles, and can locate illegal narcotics in many locations (in vehicles, building and in outdoor locations). He is a valuable tool and he helps keep the community of Clemson and the surrounding communities safer. K-9 Zeke is a Labrador and German Short Hair Pointer mix. Zeke is assigned to Patrol Officer Jonathan Duncan. Zeke is trained to locate illegal narcotics in many locations too (in vehicles, buildings and in outdoor locations). Zeke specializes in tracking and will be used to track missing children and vulnerable adults.

Both canines came from Shallow Creek Kennels in Pennsylvania and have a National Certification through North American Police Work Dog Association.



JEKYLL

Handler: Sgt. Brenda Link
Breed: German Shepard/Malinois Mix
Age: 3 years
Service: Serving since October 2017



ZEKE

Handler: Off. Jonathan Duncan
Breed: Lab /German Pointer Mix
Age: 3 years
Service: Serving since October 2018

TRAINING AND PERSONNEL UPDATES



Training is the most important and highest liability area of law enforcement. CPD takes training our personnel very seriously and requires all personnel to undergo advanced and specialized training quarterly.



In 2019, CPD conducted a total of 1,492 hours of in service training and a total of 1,352 hours of specialized training for personnel.

CPD hired four (4) new employees in 2019 and remains focused on providing our citizens with a top-notch work force to serve and protect them. CPD staff attended two (2) job fairs to promote available vacancies at our agency in 2019.



PHOTO ABOVE: 2019 NEW HIRES SWEARING IN CEREMONY

2019 RETIREMENTS

1

We wish Former Chief Jimmy Dixon nothing but happiness in his retirement years.

RESERVE OFFICERS



In 2019, Clemson Police Department had three (3) reserve officers. Reserve officers have the same powers of arrest as full-time officers; they are required to work at least sixty (60) hours per quarter. Reserve officers are a huge asset to the City and to our Department. The Department supplies uniforms, weapons, training and an annual stipend to these reserve officers.



Reserve Officer Alex Kiliszewski and Police Chief Jeff Stone on Lake Patrol.

THANK YOU

COMMUNITY OUTREACH

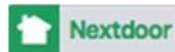
One of the challenges that we face at Clemson Police Department is to continually develop both public trust and accountability. In an effort to accomplish this, we went into 2019 implementing more community involvement initiatives as well as planning, attending and hosting more community events. In 2019, CPD attended over 28 community events and hosted 7 community events.



In 2019, the City of Clemson Police Department and the Clemson University Police Department teamed up to create the first annual youth camp. The two (2) week day camp, called CAMP 911, took place in July. Thirty (30) area children aged 7-12 took part in the camp. The camp provided students with a positive recreational and educational experience during their summer break along with mentorship and positive interaction with area police officers.



CONNECT WITH US YEAR ROUND



<https://nextdoor.com/agency/clemson-policedepartment/?i=xtn-cnpxjbd-sct-hrhfgz>



<https://www.facebook.com/>



<https://twitter.com/home>

APPENDIX A - STATISTICAL TABLES

The agency collects statistical data related to standards as a tool to determine policy effectiveness and to promote outcomes based on operating practices. The following tables will be used to collect such data. A brief explanation is included with each table. Agencies are encouraged to utilize Bureau of Justice Statistics and the United States Census Bureau websites as resources in defining data points. It is understood that data points may vary by county.

The following are the designated race categories:

White non-Hispanic

Black non-Hispanic

Hispanic-Latino any race

Other (includes American Indians, Alaskan Natives, Asians, Native Hawaiians, other Pacific Islanders, and persons of two or more races)

The statistical tables should be included in the agency's annual report.



TRAFFIC CONTACTS

- Warning: A documented contact resulting in a verbal or written warning for a traffic violation.
- Citation: A traffic related contact that results in the issuance of a non-custodial citation or summons.

Traffic Warnings and Citations			
2019			
Race/Gender	Warnings	Citations	Total
White non-Hispanic			
• Male	1,053	3,745	4,798
• Female	574	2,232	2,806
Black non-Hispanic			
• Male	285	707	992
• Female	148	430	578
Hispanic/Latino any race			
• Male	33	220	253
• Female	9	60	69
Other			
• Male	9	165	174
• Female	6	62	68
TOTAL	2,117	7,621	9,738

BIAS BASED POLICING

- **Traffic Contacts:** Includes all complaints of bias related traffic stops, whether or not a citation or warning was issued.
- **Field Contacts:** Includes all complaints of bias related to citizen contacts during field interviews, investigative stops, etc.
- **Asset Forfeitures:** Includes all complaints of bias related cases of criminal or civil asset forfeiture.

Biased Based Policing Complaints	
2019	
Complaints derived from:	
Traffic Contacts	0
Field Contacts	0
Asset Forfeitures	0

USE OF FORCE

- Firearm: Includes the total number of display and actual discharge of a pistol, rifle or shotgun by an agency member on or off duty; excluding training sessions, recreational shooting, hunting or euthanizing an animal.
 - Firearm Display: Includes pointing a pistol, rifle or shotgun by an agency member on or off duty for the purpose of using force for defensive actions; excluding training sessions, recreational shooting, hunting or euthanizing an animal.
 - Firearm Discharge: Includes the actual firing or discharge of a pistol, rifle or shotgun by an agency member on or off duty; excluding training sessions, recreational shooting, hunting or euthanizing an animal.

- ECW: Includes the total number of display and actual discharge of an Electronic Conductive Weapon, such as Taser® or similar device on another person.
 - ECW Display: Includes pointing of an Electronic Conductive Weapon, such as Taser® or similar device on another person for the purpose of using force for defensive actions.
 - ECW Discharge: Includes the actual deployment or discharge of an Electronic Conductive Weapon, such as Taser® or similar device on another person, excluding discharges conducted during training sessions.

- Baton: Includes the actual use of a fixed or expandable baton, and use of any other item in a similar manner as a baton (i.e. flashlight, etc.) to strike another person, excluding training sessions.

- Chemical / OC: Includes the discharge of any chemical (CS, CN) or oleoresin capsicum (OC) weapon, such as aerosol, liquid or powder, regardless of dispersal method (i.e. spray, launched munition, hand thrown device, etc.) on another person(s), excluding training sessions.

- Weaponless: Includes the actual use of any physical force to control another person, such as pressure points, joint manipulation, take-downs, punches, kicks, etc.

- Canine: The total number of canine releases and the total number of releases with bites.

Total Uses of Force: Total of the above use of force numbers, exclude the number of suspect injuries/fatalities.

Total Number of Suspects Receiving Non-Fatal Injuries: The total number of non- fatal injuries, by race and gender, of all uses of force.

Total Number of Suspects Receiving Fatal Injuries: The total number of fatal injuries, by race and gender, of all uses of force.

Total Number of Incidents Resulting in Officer Injury or Death: The total number of incidents resulting in officer injury or death.

Total Use of Force Arrests: The total number of custodial arrests related to incidents where the above force was used.

Total Agency Custodial Arrests: The total number of custodial arrests made by the agency.

Complaints: The total number of use of force complaints levied against the agency.

Use of Force									
2019									
Sworn Personnel	White		Black		Hispanic-Latino any race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									
• Discharge	0	0	0	0	0	0	0	0	0
• Number of Suspects Receiving Non-Fatal	0	0	0	0	0	0	0	0	0
• Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
• Display only	11	1	5	0	0	0	0	0	17
ECW									
• Discharge	0	0	0	0	0	0	0	0	0
• Display only	0	0	0	0	0	0	0	0	0
Baton	0	0	0	0	0	0	0	0	0
Chemical /OC	2	0	1	0	0	0	0	0	3
Weaponless	9	0	4	0	0	0	0	0	13
Canine	0	0	0	0	0	0	0	0	0
• Release Only	0	0	0	0	0	0	0	0	0
• Release and Bite	0	0	0	0	0	0	0	0	0
Total Uses of Force	22	1	10	0	0	0	0	0	33
Total Number of Incidents Resulting in Officer Injury or Death	0	0	0	0	0	0	0	0	0
Total Use of Force Arrests	22	1	10	0	0	0	0	0	33
Total Agency Custodial Arrests	406	105	148	35	44	2	12	0	752
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

GRIEVANCES

Grievances: Include all formal complaints made by employees related to working conditions, wages or benefits.

Formal Grievances	
2019	
Number of Grievances	1

PERSONNEL ACTIONS

- Suspension: Includes any loss of work hours or docking of pay as a result of disciplinary action.
- Demotion: Includes any loss of rank, position or assignment as a result of disciplinary action.
- Resign in Lieu of Termination: Means anytime an employee resigns their position rather than face disciplinary action.
- Termination: Includes the discharge, termination or firing of an employee as a result of disciplinary action.
- Other: Includes verbal or written warnings, reprimands, counseling, or other actions not otherwise categorized.

TOTAL: Includes the total number of the above personnel actions.

- Commendations: Includes any formal commendations or awards presented to employees for their performance.

Personnel Actions	
2019	
Suspension	1
Demotion	0
Resign In Lieu of Termination	0
Termination	0
Other	8
Total	
Commendations	13

COMPLAINTS AND INTERNAL AFFAIRS

- Citizen Complaint: The total number of complaints against the agency or its employees submitted by citizens or organizations outside of the agency.
- Directed complaint: The total number of complaints against the agency or its employees submitted by a member of the agency or initiated by the agency.
 - o Sustained: The total number of citizen complaints which were determined to be valid and either the agency or its employee(s) is responsible for some causal act or omission.
 - o Not Sustained: The total number of citizen complaints which were determined to be valid; however, it could not be determined whether or not the agency or its employee(s) were responsible for some causal act or omission.
 - o Unfounded: The total number of citizen complaints determined not to be valid (aka the situation described did not occur).
 - o Exonerated: The total number of citizen complaints determined to be valid; however, the agency or its employee(s) acted appropriately.

Complaints and Internal Affairs Investigations	
2019	
External - Citizen Complaint	
• Sustained	0
• Not Sustained	1
• Unfounded	1
• Exonerated	0
Total	2
Internal - Directed complaint	
• Sustained	0
• Not Sustained	0
• Unfounded	0
• Exonerated	0
Total	0

UCR/NIBRS Part 1 Crimes

Part 1 Crimes	
2019	
Murder	0
Forcible Rape	7
Robbery	6
Aggravated Assault	21
Burglary	26
Larceny-Theft	272
Motor Vehicle Theft	103
Arson	0

CALLS FOR SERVICE: The number of criminal and non-criminal incidents reported to the law enforcement agency.

Calls for Service	
2019	
Number of Calls	58,048

MOTOR VEHICLE PURSUITS

- **Total Pursuits:** The total number of motor vehicle pursuits occurring during the annual period.
 - Forcible Stopping Techniques Used: The total number of forcible stopping techniques used to terminate pursuits.
 - Terminated by Agency: The total number of motor vehicle pursuits during the annual period which were terminated or ceased based on the employees own judgment or that of a supervisor.
 - Policy Compliant: The total number of motor vehicle pursuits during the annual period which were in compliance with the agency's written directives.
 - Policy Non-Compliant: The total number of motor vehicle pursuits during the annual period which were not in compliance with the agency's written directives.
- **Total Collisions:** The total number of collisions or crashes that resulted from or were related to motor vehicle pursuits during the annual period.
- **Total Injuries:** The total number of injuries that resulted from, or were related to, motor vehicle pursuits during the annual period.
 - Officer Injuries: The total number of employees injured as a result of, or related to, motor vehicle pursuits during the annual period.
 - Suspect Injuries: The total number of suspects injured as a result of, or related to, motor vehicle pursuits during the annual period.
 - Third Party Injuries: The total number of people, other than employees or suspects, injured as a result of, or related to, motor vehicle pursuits during the annual period.
- **Reason Initiated:** If there are multiple charges, count only the most serious charge.
 - Traffic: The total number of motor vehicle pursuits initiated due to traffic related offenses.
 - Felony: The total number of motor vehicle pursuits initiated due to a felony or serious crime.
 - Misdemeanor: The total number of motor vehicle pursuits initiated due to a misdemeanor or minor crime.

Vehicle Pursuits	
2019	
Total Pursuits:	18
• Forcible stopping techniques used	0
• Terminated by agency	5
• Policy Compliant	18
• Policy Non- compliant	0
Total Collisions:	4
Total Injuries:	0
• Officer	0
• Suspects	0
• Third Party	0
Reason Initiated:	
• Traffic	10
• Felony	4
• Misdemeanor	4

AGENCY-WIDE BREAKDOWN OF SWORN AND NON-SWORN POSITIONS

Provide numerical data for categories given. Only include the number of full-time sworn and non-sworn positions assigned to the law enforcement function. Exclude part-time positions, volunteers, or employees assigned to corrections, fire services, or other non-law enforcement related functions.

Sworn Personnel

- Non-supervisory positions
- Supervisory
- Command: has direct authority over supervisors
- Executives: CEO and direct reports, except as noted in Command

Non-sworn Personnel

- Non-supervisory positions
- Supervisory
- Managerial : direct authority over supervisors
- Executive: CEO or direct report to the CEO

Agency Wide Breakdown of Sworn and Non-Sworn Positions									
2019									
Sworn Personnel	White		Black		Hispanic-Latino any race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Non-supervisory positions	12	1	3	0	1	2	1	0	20
Supervisory	3	2	0	0	0	0	0	0	5
Command	2	0	2	0	0	0	0	0	4
Executives	2	0	0	0	0	0	0	0	2
Subtotal	19	3	5	0	1	2	1	0	31
Non-sworn Personnel									
Non-supervisory positions	1	7	0	2	0	0	0	0	10
Supervisory	0	1	0	0	0	0	0	0	1
Managerial	0	0	0	0	0	0	0	0	0
Executive	0	0	0	0	0	0	0	0	0
Subtotal	1	8	0	2	0	0	0	0	11
Total (Sworn & Non-Sworn)	20	11	5	2	1	3	1	0	42

Demographics Report								
2019								
Race/Ethnicity	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers	
	#	%	#	%	#	%	#	%
White-non- Hispanic	13,486	81	44,275	88.7	22	71	3	10
Black-non-Hispanic	1,199	7.2	3,195	6.4	5	16	0	0
Hispanic- Latino of any race	449	2.7	1,497	3	3	10	2	6
Other	1,515	9.1	949	1.9	1	3	0	0
Total	16,649	100	49,916	100	31	100	5	16

SWORN OFFICER SELECTION

- Applications Received: Includes the total number of applications received during the year.
- Applicants Hired: Includes the number of applicants that were hired during the year.

Sworn Officer Selection		
2019		
Race/Gender	Applications	Applicants
White-non-Hispanic		
• Male	48	3
• Female	16	0
Black-non-Hispanic		
• Male	5	0
• Female	0	0
Hispanic-Latino of any race		
• Male	2	1
• Female	2	0
Other		
• Male	2	0
• Female	1	0
Total	76	4

Sworn Officer Promotions			
2019			
	Tested	Eligible After Testing	Promoted
White-non-Hispanic			
• Male	3	3	1
• Female	0	0	0
Black-non-Hispanic			
• Male	1	1	1
• Female	0	0	0
Hispanic-Latino of any race			
• Male	0	0	0
• Female	0	0	0
Other			
• Male	0	0	0
• Female	0	0	0
Total	4	4	2