

2019



GRAHAM POLICE DEPARTMENT ANNUAL REPORT

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Mission Statement, Vision & Values

DEPARTMENT MISSION

The Graham Police Department is dedicated to the highest quality of law enforcement services delivered with compassion and professionalism. We are committed to provide our agency members a stable work environment with equal opportunity for learning and professional growth.

VISION

The vision is to be a leading, progressive, and unified agency of highly trained professionals who inspire excellence within law enforcement and partner with all to protect, serve and create a safe community.

VALUES

We value all members of our organization and our community. We are committed to providing exceptional public service through these core values.

Commitment - To our community and the organization

Integrity - Doing the right thing at the right time for the right reason

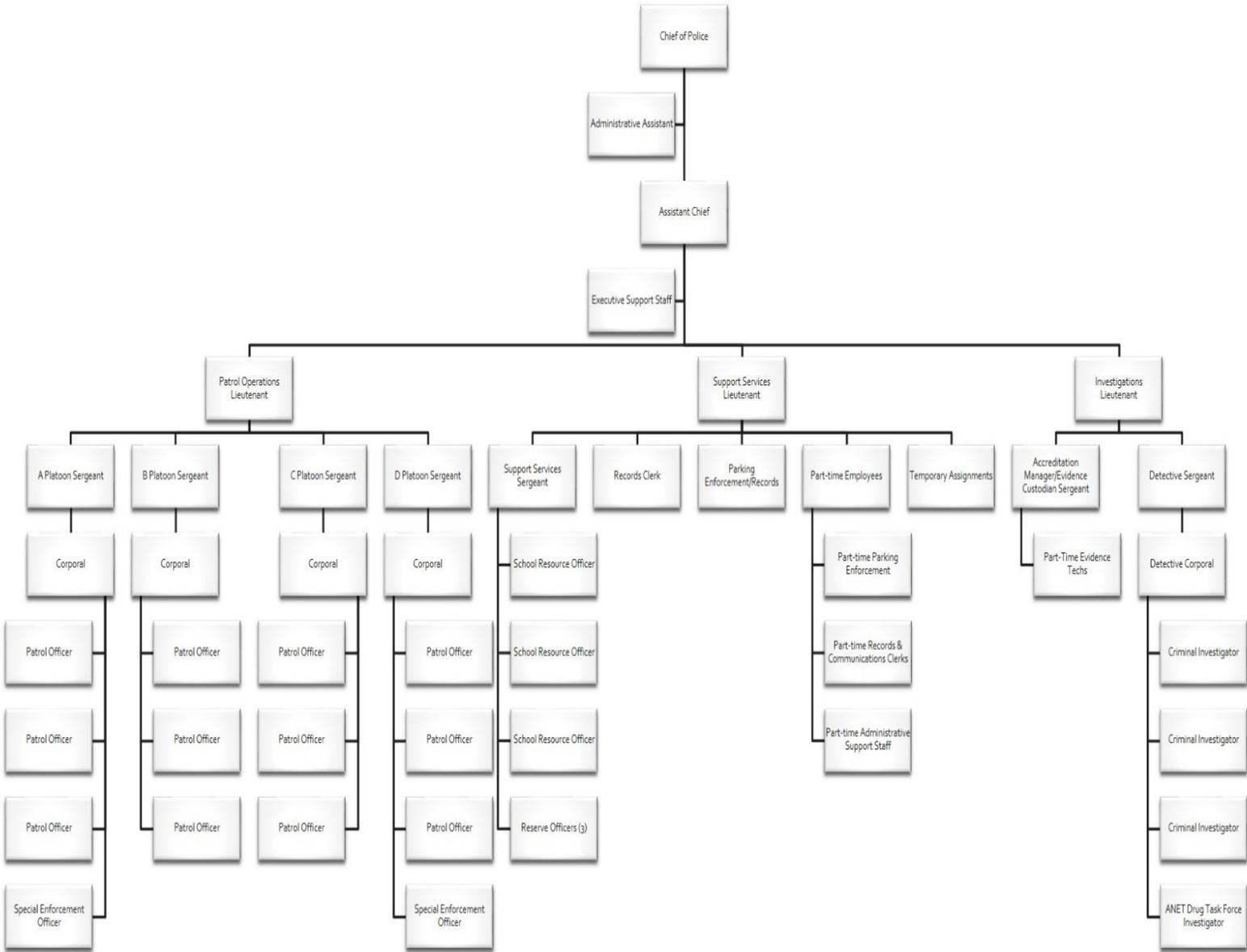
Respect - In our contacts with our community, fellow officers and neighboring agencies.

Accountability - In our individual actions and as a whole organization.

Teamwork - Working together to reach a common goal

Leadership - In the development of our agency members and the education of our citizens.

2019 Organizational Chart



Budget / Demographics

The Graham Police Department had an operating budget of \$4,148,700 for the 2019-2020 fiscal year.

According to the most recently published Community Profile (2013), the City of Graham has a population of 14,357. The city's land area is approximately 10 square miles in Alamance County within the north central area of North Carolina. The median household income in 2011 was \$39,300. In 2010, the percentage of the population without a high school diploma was 25%, while 18% of the population had a four-year college degree or more. The property tax base is \$997,500,000 while annual retail sales equal approximately \$814,000. Of 3,865 jobs in Graham, most were in manufacturing followed by retail trade and accommodation, and food services. The three largest employers in Graham are Alamance County Government, Alamance Community College, Buckner Companies.

As the Alamance County seat, Graham is home to many Alamance County services including the County Office Buildings, Emergency Medical Services, Youth Services Center, Board of Elections, Register of Deeds, Judicial Services, and Maintenance. State of North Carolina offices located in Graham include the offices and court rooms/buildings for jurisdiction 15-A, Driver License Office, as well as the NC Department of Transportation County Maintenance Yard and District Engineer's Office. There are a number of private health clinics in Graham, but the major hospital serving the area is in Burlington. Graham is home to the Graham Public Library, the Graham Historical Museum, and the Children's Museum of Alamance County. In addition to Graham Police Department, public safety agencies housed in Graham include Graham Fire Department, Alamance County Emergency Medical Services, Alamance County Sheriff's Office, and Alamance County Rescue Unit. The City of Graham's Public Works Department includes Sanitation, Streets and Highways, Property Maintenance, and a City Garage. The City's Recreation and parks includes 14 parks and facilities. Graham's water comes from Graham-Mebane Lake and is processed through the Graham-Mebane Water Treatment Plant before distribution. The capacity of the plant is 12 million gallons per day and as a 1/2 owner, Graham's available capacity is 6 MGD. Water is currently sold on a regular and an emergency basis to surrounding towns and cities. The City of Graham operates a Public Owned Treatment Works consisting of a NC Grade II Collection System and a NC Grade IV Wastewater Treatment Plant. The system includes approximately 89 miles of piping and seven lift stations. Graham has two elementary schools, one middle school, one high school, and two charter schools within its city limits.

What's New



Coco is a Springer Spaniel who was born in the UK. She spent many months in training with NC-K9 trainer Jim O'Brien before spending 8 weeks in training with her new partner, Corporal Clint Cross.

Throughout 2019, Coco has continued her training with her Partner and other police dogs in Alamance County.



Training Activity	Count	Hours
Article Search	42	7.340000153
Bite Work	1	1
Narcotics Search	133	98.87000275
Obedience	6	1.029999971
Track	83	11.51000023
Tracking	38	6.320000172
Trail	36	5.980000019
Subtotal:		132.0500031

K9 INCIDENT ACTIVITY SUMMARY



Incident Activity	Count
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K9: Coco

Alcohol Violations	3
Demonstration - School	2
Drug Paraphernalia	4
Evidence Recovery	5
Evidence Search	2
Marijuana Seizure – Qty.	10
Narcotics Search	22
Other Drugs Seizure – Qty.	1
Property Recovery - Value	3
Searches - Area(s)	1
Searches - Building(s)	1
Searches - Vehicle(s)	8
Track	19
Subtotal:	81





GRAHAM POLICE GO GREEN

In 2019, Graham Police introduced the 1st pursuit rated hybrid police responder to its fleet. These vehicles are designed to reduce CO₂ emissions and save fuel. Our future goal is to continue to expand our fleet with the hybrid product.



The Graham Police Department partnered with Extra Duty Solutions to assist with scheduling needs for extra duty police services. Extra Duty Solutions administers extra duty programs for law enforcement agencies. They handle the customer interaction, the communication and scheduling of the details, the officer payment and the customer invoicing and collections. In doing that EDS eliminates the financial risk and limits the legal risk for our department and municipality.

WRECKER SERVICE UPDATE

For the new year of 2020 it was determined that the Wrecker Service procedure and policy needed to be updated. With this in mind it was good to look into other agencies, previous policies and procedures and determine what is needed to develop our current program. While looking at the policy it was determined that a new procedure for wreckers needed to be based on accountability and the best services that we can provide for the citizens of Graham.

A price sheet was created so that the services that are provided for the citizens of Graham are fair and similar to surrounding agencies. The tow companies that are interested in being a part of the Graham Police Wrecker Rotation were required to attend a meeting that was held on December 14, 2019. This allowed us to provide them with our expectations and for them to voice any concerns. The companies were asked to bring with them a signed copy of our new contract, liability insurance paperwork, copy of all driver information, and a copy of the registration of all vehicles being utilized for this service.

In the new update the tow companies have approximately 30 days to bring all required items and to have an inspection completed on the facility and the trucks. Each tow truck driver for the City of Graham received a background check to ensure the safety of property and the public during future interactions. The copy of registrations and liability insurance is to ensure that the companies are following all state DOT laws and that the City will not be held liable.

After inspection the truck is labeled with a Graham Police Department sticker. This sticker is clearly marked with the year and month of the first inspection. This allows officers to know that the tow truck has been inspected and allowed to be used on the rotation. After the completion of this step they are then placed on the tow list.

A new tow sheet has been created in order to assist with the annual inspections. Due to certain drivers being assigned to the City of Graham they will sign off on the tow sheet that documents the condition of the vehicle and the purpose for tow. The tow sheet is carbon copied which allows one sheet to be given to the driver and one placed in our records box. Once the sheet is entered into our WebRMS system the tow truck company is automatically emailed another copy for records purposes.

Inspections for any tow truck company can occur at any time. A random inspection could include drivers compliance, records, and the amounts designated by the Graham Police Department are being used. This allows us to maintain the quality that we seek within our department and the companies.

There is a process created for any complaints that may develop throughout the year. These complaints will be received by the Tow Truck Coordinator and then provided to the Patrol Lt.

The Patrol Lt will then provide them to the Assistant Chief. All of these complaints will be documented and handled accordingly.

The goal for this update on the Wrecker Rotation is to implement new policy and procedure that will be beneficial for the department and the citizens of the City of Graham. We have opened the process for tow services within Alamance County that ensures that the City of Graham community receives service within 30 minutes and allows us the opportunity to grow with the development of the city. The renewal will occur every year.

AWARDS

Officers from the Police Department nominate a fellow officer for the designation of Officer of the Quarter for each quarter of the calendar year. Those nominations are presented to the Command Staff who makes the selection based on peer recommendations.

The following officers received this award for 2019.

OFFICER OF THE QUARTER



1ST QUARTER
KEITH KIRKMAN



2ND QUARTER
BRANDON NEWSOME



3RD QUARTER
SCOTT SWINK



4TH QUARTER
JUSTIN HOPKINS

ANNUAL AWARDS



OFFICER OF THE YEAR

SCOTT SWINK

The Officer of the Year is selected by the Command Staff from one of the four Officer of the Quarter award winners.

DWI ENFORCEMENT AWARD

Officer Anthony Louizes
(total of 30 DWI charges)

COMMENDATION OF VALOR

Det. Noah Sakin

For actions that went above the call of duty at personal risk to the officer's safety

LIFE SAVING AWARDS

Officer Miles Acosta
Sgt. Tifanie Barnes
Officer Chad Boggs
Officer Chris Dunnagan
Officer Justin Hopkins
Det. Scott Neudecker
Officer Robert Parks
Officer Marcus Pollock
Det. Noah Sakin
Cpl. Keith Scoggins
Sgt. John Way
Officer Steven Dailey

ADVANCED LAW ENFORCEMENT

CERTIFICATES
Sgt. Tifanie Barnes
Officer Scott Swink
Officer Chris Dunnagan
Sgt. Joshua Payne
Officer Chad Boggs

INTERMEDIATE LAW ENFORCEMENT

CERTIFICATE
Cpl. Clint Cross

Administration

GRANTS

In 2019 the Graham Police Department participated in the Governor's Highway Safety Program traffic officer grant. Below are the statistics related to the assigned officer's activities.

DWI Checkpoints	4
Seatbelt Enforcement	17
License checkpoints	12
Saturation Patrols	17
Child Passenger Events	10
Community Presentations	25
#People reached at events	831
DWI Charges	11
Restraint Charges	82
Motorcycle charges	4
Speeding charges	265
DWLR	92
NOL	47
GDL	14
Other Misc. charges	432
Warnings	157
Drug/Criminal charges	10
Traffic Stops	947
Traffic crashes	198

- Investigated 1 fatal crash within the city limits, assisted Burlington PD on 3 fatal crashes, assisted Mebane PD with 1 serious injury crash, and Gibsonville with 1 serious injury crash
- Attended the National Traffic Safety Conference in Louisville Ky. (Lifesavers Conference)
- Attended the NC Traffic Safety Conference in Raleigh NC
- Attended 10 Alamance County Safe Kids meetings.

RECRUITING/HIRING

The following is the Graham Police Department's Hiring/Recruitment Program Annual Analysis/Review for 2019 (As of 12/31/2019).

Sworn Officer Selection Activity for 2019

Race/Sex	Applications Received	Applicants Hired	Percent Hired	Percent of workforce population
Caucasian/Male	24	2	8.3%	33%
Caucasian/Female	1	0	0%	30%
African-American/Male	3	0	0%	8%
African-American/Female	1	1	100%	10%
Hispanic/Male	1	0	0%	5%
Hispanic/Female	2	1	50%	4%
Other	1	0	0	10%
Total	33	6	18%	100%

Comments/Measurements:

Over the past four (4) years the Graham Police Department has put forth a great deal of time, effort and training toward recruitment. The overall statistics show that the department has begun to make gains in our goal of department demographics in proportion to our area workforce. However, progression remains slow. This can be partially attributed to the lack of qualified applicants.

In 2019, 6 officers separated the department at a rate of 15.78%. As part of this analysis and review a study was done regarding not only the statistics of turnover within the agency but the reasons for persons leaving the department. To show an overall picture this data was collected on full-time, sworn personnel back to 2016.

The department's turnover during the period of 2016-2019 was 47.36% of the agency's 38 full-time sworn positions. However, a closer analysis shows, out of eighteen vacancies since 2016:

Two (2) Officers (11.11%) Retired with credible service

Seven (7) Officers (38.88%) Resigned to take a job outside of Law Enforcement

Eight (8) Officers (44.44%) Resigned to take a position with another agency

One (1) Officer (5.55%) Resigned due to out of state relocation

A new pay plan was implemented beginning FY 16-17 and each employee was placed on the progression to midpoint plan. In addition, the City implemented a two tier raise system to allow for faster progression to midpoint based on performance. Considering the turn over with this pay plan in place, pay is not the only factor of consideration if an employee leaves. This occurs even with the COLA increases that our city has initiated.

We have concentrated our efforts to recruit and hire more minority and female applicants, and our total percentage of both has increased over the past three years. Females account for 16.6% of the department's workforce. Of our female officers, 25% are minorities. The efforts that the department took in 2018 and 2019 included:

- Updating the agency's recruitment information to show the department's diversity in personnel as well as the agency's diversity in department functions. What does that last part mean?
- Posting employment opportunities on our city website and on Facebook.
- Sending personnel and recruitment information to the Community Colleges in the region to Basic Law Enforcement Training (BLET) Classes, Criminal Justice Departments and college-wide job fairs.
- Sending recruitment information to colleges such as Elon University, A&T State, UNC Central, NAACP Facebook page, Randolph CC, Alamance CC, Guilford Tech CC, Rockingham CC and Durham Tech.
- We were unable to set up a booth at NC Central University, NC A&T University and Shaw University.
- Updating the application packet to include an online fillable version.
- Discussing job openings and asking for referrals of qualified applicants from members of the department.
- Sponsoring qualified applicants for BLET. In 2018 we sponsored 3 candidates for the BLET program at Alamance Community College in 2 different BLET classes. In 2019 we sponsored 5 candidates at Alamance Community College.
- Visiting the BLET classes at Alamance Community College in 2018 and 2019.
- Seeking budget monies for a video. No approval yet.
- Using NEOGOV in 2019 (public sector job advertisement and application management software and service) to reach a wider applicant base.

Demographics Report (sworn personnel, service population, available workforce).

The demographic composition of the service area and agency are represented in the following table (36 filled of the 38 sworn positions):

	Service Population		Available Workforce (Alamance Co.)		Current Sworn Officers		Current Female Sworn Officers		Prior Assessment Sworn Officers		Prior Assessment Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
Caucasian	8,908	63%	60,359	65%	31	86.1%	4	66.6%	33	89%	4	67%
African-American	3,229	23%	17,112	18%	2	5.5%	1	16.6%	3	8%	1	17%
Hispanic	2,229	16%	8,849	9%	3	8.3%	1	16.6%	1	3%	1	17%
Other	2,016	14%	6,875	7%	0	0%	0	0%	0	0%	0	0%
Total	14,153	116%	93,195	100%	36	100%	6	100%	37	100%	6	100%

**Demographics Report is based on 2010 US Census Data*

- 38 Full-Time, Sworn Positions
- 4 Caucasian Female Officers (11.1%)
- 1 African-American Female Officer (2.7%)
- 1 Hispanic Female Officer (2.7%)
- 27 Caucasian Male Officers (75.0%)
- 1 African American Male Officers (5.4%)
- 5.5% of Current Staff are African-American
- 86.1% of Current Staff are Caucasian
- 16.6% of Current Staff are Female
- 83.3% of Current Staff are Male

TRAINING

In 2019, the Police Department completed more than 4400 hours of training. This includes state mandated in-service training, in-house departmental training by quarter, and outside agency training. In addition to this, officers participate in countless roll call training topics during their shift change briefings.

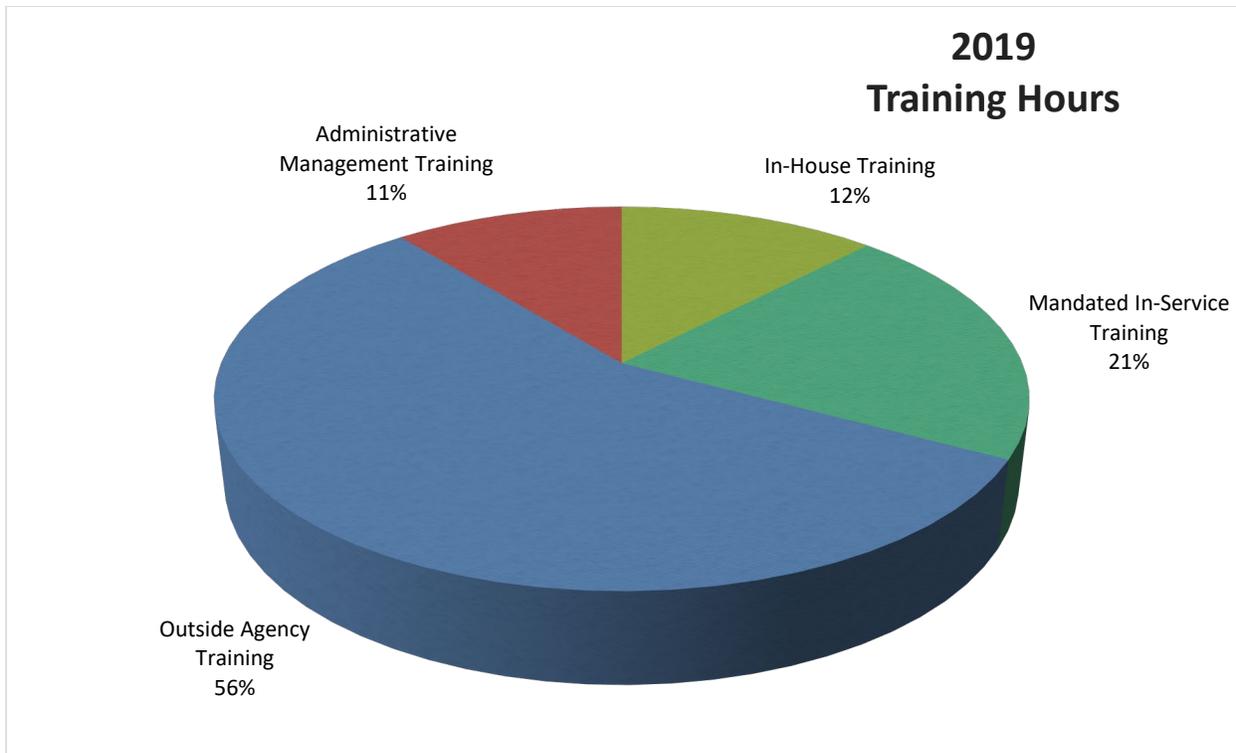
Breakdown of the training completed by this agency:

540 hours of In-House Departmental Training

912 hours of Mandated In-Service Training (MIST)

2,485 hours of Outside Agency Training

480+ hours Administrative Management School



In-House Departmental Training

Patrol Rifle Operators Course	Less Lethal Munitions
Rifle Operator Refresher	Drivers Training & Traffic Stops
Subject Control & Arrest Technics (SCAT), Self-defense Training	

Mandated In-Service Training (MIST)

Legal Updates	Juvenile Law	Firearms
Intelligence Update	Individual Wellness	Community Dissent
Domestic Violence	Opioid Awareness	Leadership Development

Outside Agency Training

(Listed by Generalized Topic Names)

Specialized Leadership	Speed Measuring Instrument Training	Trauma Care	Alcohol and Drug Investigations
Non-Verbal /Body Language Training	Specialized Investigations	Officer Safety	Traffic Safety

Administrative Management School

One Sergeant was sent to the Southern Police Institute’s Administrative Officers Course on the Campus of the University of Louisville in Kentucky. This 13-week course included intense study of police leadership and management. The course included four graduate level courses taught by staffed experts and several other police management classes by experts from all over the country. Attendees potentially come from all 50 states and must be at the rank of Sergeant or above.

CRIME PREVENTION & COMMUNITY ENGAGEMENT

During the year of 2019 members of the Graham Police Department have been active and involved in multiple Community Policing and Community Engagement Efforts along with Crime Prevention efforts in order to better serve the citizens of Graham. The following document highlights the efforts of the Graham Police Department over the course of the past year.

CONNECTING WITH OUR SENIOR CITIZENS

Graham Recreation Center Seniors Group

Over the course of 2019 members of the Graham Police Department, both sworn and non-sworn, have met with the senior group at the Graham Recreation Center. The purpose of attending these meetings is not only to interact with our senior citizen community but to also give us the opportunity to speak with our seniors about crime issues that relate to them and measures in which they can take to better protect themselves. Some of the topics of discussion have included Fraud, Scams, Identity Theft, safety while at home, and safety while out and about. Some of the activities in which we have participated with them in includes the following; playing bingo, making an Easter craft for Easter, making a patriotic vase for July 4th, singing Christmas songs for Christmas.

Meeting with our seniors is something that has been very valuable to the ones that attend the group itself at the Recreation Center but also the members of the department that have participated. This is something that we need to continue to do as an agency and remain as involved with as possible.

Assisting a Seniors in Need

In April of 2019 Officer Hopkins responded to a complaint regarding a yard having become overgrown on Travora Street. Upon looking into this he discovered that the resident was elderly and disabled and that her husband was in the hospital and unable to take care of the yard. Instead of taking any form of enforcement action Officer Hopkins and Officer Hicks worked together and made arrangements to return to the property on their day off and utilize their own lawn equipment to mow the yard, at no cost, for the elderly lady.

Meals on Wheels

Periodically over the course of the year members of the Police Department assisted with the delivering of meals with Meals on Wheels of Alamance County. As part of this officers would deliver meals to seniors at their residence. For some of these seniors they are unable to get out and about and this gives them an opportunity to interact in a positive setting with our officers and staff.

Stockings for Seniors

Once again this year at Christmas the Graham Police Department conducted Stockings for Seniors as part of our Operation Merry Christmas. This year officers and staff prepared approximately 150 stockings and delivered them to residents at Peak Resources and Springview Assisted Living. These stockings contained items that the residents could use such as tooth paste, tooth brush, deodorant, soap and shampoo, lotion, and activity books.

This program has been going for several years now and has been a great way to bring us together with the community and work with the community for a great cause. All of the items that we provided to our seniors come from donations from the community. When it comes time to put the stockings together and deliver the stockings members of the agency and family members come together to make it happen.



RUOK Program

The Police Department continues to operate and offer the RUOK Program. The RUOK program is an automated program designed to generate one or more phone calls a day to check on individuals enrolled in the program. If the individual fails to answer the phone call an officer is dispatched to their residence to check on them and make sure that they are doing okay. The program software is scheduled to be updated in 2020. We hope that over the course of this year to get more of our senior residents enrolled in this program.

CONNECTING WITH OUR YOUTH

PD Tours

Over the course of 2019 officers have conducted multiple tours of the police department for school groups, daycares, and scout groups. During these tours the kids are taken around the PD and then taken outside to see a police vehicle. During the tours we take the opportunity to speak with the children about the importance of staying in school and give them the opportunity to ask us questions pertaining to safety and the duties of a police officer.



Visit at the Children's Museum

On May 16, 2019 Lt. Velez and Officer Dailey took a patrol vehicle to the Children's Museum and spoke with children and their parents about Law Enforcement. Both officers stayed at the Museum for a period of time walking around interacting with staff and patrons of the museum. Every child in which they interacted with was given a Junior Police Officer badge sticker. This event afforded these officers with the opportunity for some very positive interaction with the community.

K-9 Demonstration for Girl Scouts

On Sunday Oct. 6th, 2019 Corporal Cross conducted K-9 demonstrations for Girl Scouts at Alamance Community College. This was a great opportunity for these young ladies to see and learn a little about our Police K-9 Coco. The groups were also given the opportunity for a question and answer session with Cpl. Cross.

Reaching out to Kids for Halloween

This year for Halloween officers assigned to C Platoon and D Platoon wanted to do something to reach out to kids in our community that may not be able to get to Halloween events taking place throughout the community and may not be able to go out for trick or treat. In an effort to reach these children these officers made up approximately 100 Trick or Treat candy bags and handed them out to kids in which they come into contact with on Halloween. These little candy bags afforded our officers on these shifts another opportunity for positive interaction with our youth.

HELPING THOSE IN NEED

Alamance County Service League Baby Closet Donation Collection

From March 20th through April 5th, 2019 the Graham Police Department assisted the Alamance County Service League with the collection of new and gently used baby items for the ACSL Baby Closet. Items from the baby closet help to serve Alamance County Department of Social Services clients that have a need for such items. The Police Department was able to collect several boxes of items and monetary donations for this cause.

United Way Health and Hygiene Drive

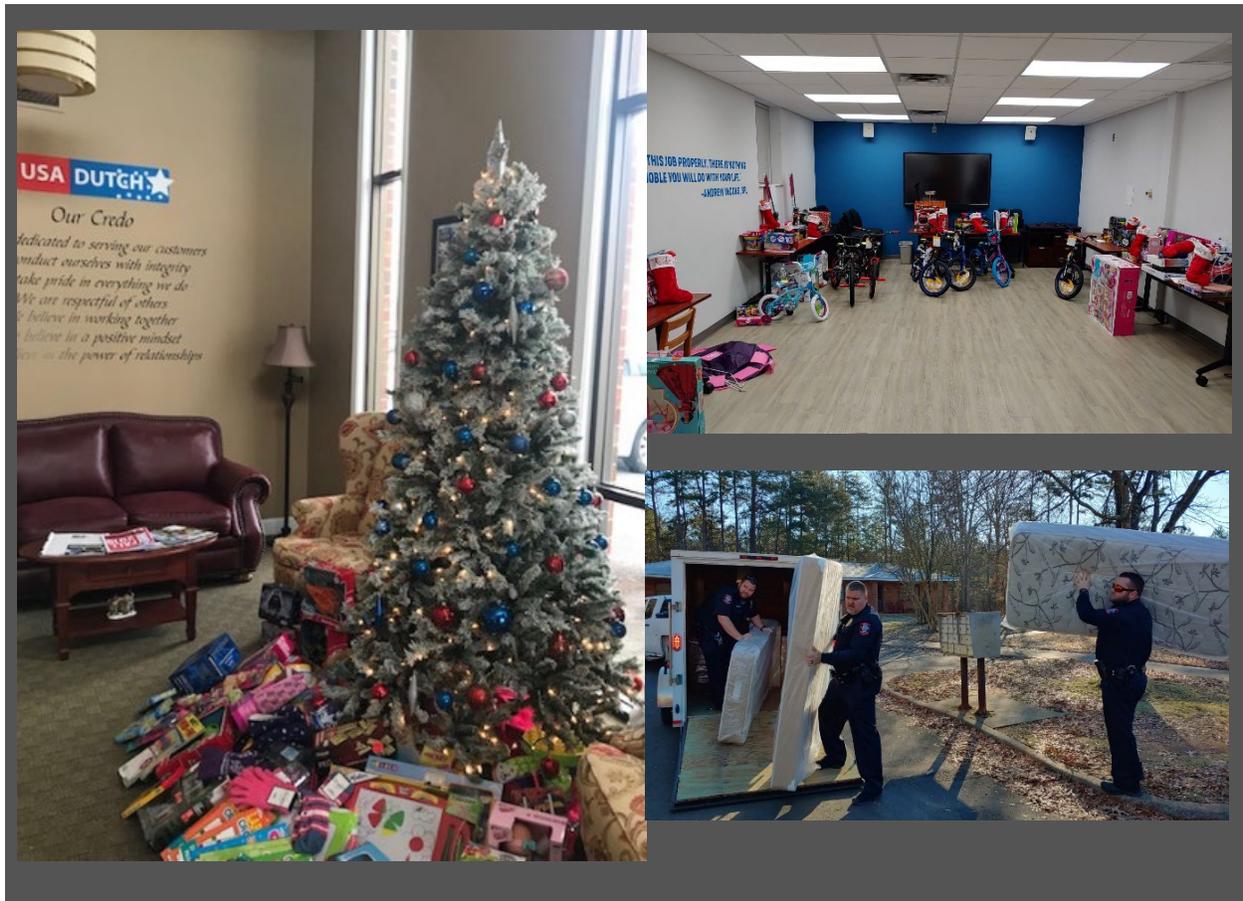
In June of 2019 the Graham Police Department participated with other community organizations in a health and hygiene drive for men, women, and children in Alamance County. A twenty-gallon plastic tote was placed in the lobby of the police department for donations. Emails were

sent throughout the City and several posts were created on our social media outlets soliciting donations. By June the 21st the bin was full and these items were given to the United Way.

Operation Merry Christmas

Once again in 2019 the department conducted its annual Operation Merry Christmas event. Operation Merry Christmas is designed to assist families in need and provide Christmas for underprivileged children in Graham. This year as part of the program we assisted 5 families with a total of 14 children. Each family received toys for each child, a gift card for each child to get clothing or shoes, and a Food Lion gift card to assist the family with getting some food. While working on this year's efforts it was discovered that one of the families did not have beds to sleep in. We were able to partner with First Presbyterian Church of Burlington to get beds for the family. B&L Bedding donated new mattresses for each of the beds.

Operation Merry Christmas is only possible because of the donations that we receive from our community and business partners. We are fortunate to have been conducting this program now for twenty years and look forward to continuing this program in the future.



NATIONAL NIGHT OUT

Once again in 2019 the Graham Police Department participated with National Night Out on August 6th. Several communities worked with the Police Department to plan events for National Night out, however, most of the events ended up being cancelled due to weather. One event was still held at Crescent Square Apartments. Both the officers and the residents seemed to enjoy the event and having the time to talk and connect with each other.



PUBLIC SAFETY DAY

On September 28, 2019 the Graham Police joined with the Graham Fire Department to host the first annual City of Graham Public Safety Day here in the parking lot between the Police and Fire Departments. Multiple interactive activities were set up for the public. These activities included the Impaired Driving simulator pedal carts, seat belt convincer, impairment awareness station, and SRT Demonstration area. We also handed out safety information to participants and items such as coloring books and stickers to children in attendance. The event was well attended for our first event and we look forward to continuing to host this event in the future.

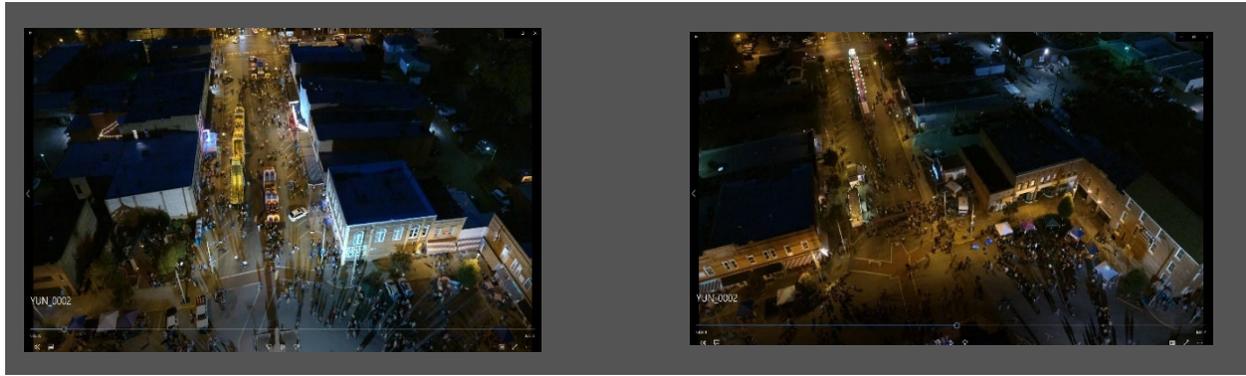




PUMPKIN BASH

Again this year the Police Department partnered with the Graham Recreation and Parks Department to hold the Annual Downtown Graham Pumpkin Bash. The Pumpkin Bash has become one of the largest events hosted by the City with several thousands of people in attendance. This event provides families and children with a safe environment to get candy and have fun for Halloween. The police department assists with the planning of the event and also decorates the trunk of a police vehicle to hand out candy for the event.





CANCER AWARENESS

Breast Cancer Awareness

During the month of October, the police department participated in Breast Cancer Awareness Month. This year the department had one of our vehicles striping redone in pink and placed a pink ribbon on the hood of the vehicle. In addition to the vehicle the exterior of the department was illuminated pink at night.



Lung Cancer Awareness

During the month of November, the Police Department wanted to do something for Lung Cancer Awareness. For our Lung Cancer Awareness efforts, we designed and sold a shirt with all proceeds going directly to the Terrell Lung Legacy Fund managed through the Alamance Regional Medical Center Charitable Foundation.



CRIME PREVENTION

Bar Staff Education

On May 31st 2019 Sgt. Payne and Officer Boggs conducted Bar Education for staff at the Challenge Golf Course Clubhouse. During this training session, they spoke with staff about obtaining an ID from customers, recognizing fake IDs, and Sunday Brunch Laws. Such training with staff of alcohol establishments is very important in helping to reduce the sales of alcohol to underage individuals.



Violent Gang Reduction and Interdiction Project

In July of 2019 officers from the department spent time on foot patrol in some of our higher crime areas handing out flyers about the FBI Violent Gang Reduction and Interdiction Project (VGRIP). VGRIP is an initiative by the FBI and local law enforcement to reduce violent crime. On the flyers that were being handed out was information for reporting crime to Crime Stoppers of Alamance County and directly to the FBI. The initiative also afforded officers the opportunity to speak with residents about crime concerns in their neighborhood.

Alamance Burlington Board of Realtors Safety Luncheon

On September 12th 2019 Lieutenant Daniel Sisk attended an Alamance Burlington Board of Realtors luncheon as part of their safety month. As part of the luncheon Lt. Sisk spoke with the group and provided safety tips for realtors to use while interacting with their potential buyers and sellers.

Social Media

The Police Department maintains Social Media pages such as Facebook and Twitter as a platform for connecting with our community. Currently our Facebook page alone has 6,856 people following the page. We utilize the page to let people know about what is going on within the agency and the community, as well as Crime Alerts and Crime Prevention and Safety topics. Some of the Crime Prevention topics in which we have put out on social media over the course of 2019 are as follows; Forms of Digital Abuse, Drugs Uncovered: What Parents and Adults Need to Know, Be Rail Safe Stay Off the Tracks, Child Abuse Awareness and Prevention, Recognizing the Signs of Terrorism Related Suspicious Activity, Human Trafficking, Navigating Intersections When the Power is Out, NHTSA Child Safety, NC School Bus Stop Law, Domestic Violence Safety Tips and Resources, Black Friday Shopping Safety Tips, The Importance of Visible Address Numbers, and Ways to Get Home Safely and Not Drive Drunk or High.

SCHOOL RESOURCE OFFICER & JUVENILE PROGRAMS

SCHOOL RESOURCE OFFICER (SRO)

The Graham Police Department has three full time SROs in three schools within the City of Graham. An SRO is assigned at Graham Middle School, Graham High School, and Ray Street Academy, an alternative learning school. SROs are not only assigned to the school for the purpose of keeping the schools safe, but also as a Crime Prevention tool to make contact with and build rapport with the students as an effort to reduce crime. It is a goal of the Graham Police Department to have our SROs conduct programs within their respective schools and host Community Events within their school. The following is a highlight of events conducted at the schools by SROs during the 2018-2019 school year.

Graham High

SRO Newsome continued to be active at Graham High School during the 2018-2019 school year. During this school year SRO Newsome served as an assistant football coach for the football team as a way of building a better connection and rapport with the students. One big accomplishment that Newsome accomplished this school year was working with staff to develop an in-school drug diversion program. This program focused on students that were caught with a small amount of drugs or paraphernalia, which had not been in trouble in the school in the past. This program taught these students' ways to deal with peer pressure, decision making skills, and the dangers of drugs. The program was a big success and they are looking to open it up to other schools in the coming school year.

Graham Middle

This was SRO McCann's first full year as an SRO at Graham Middle School. During this school year there was also a big change within school Administration. The school experienced an increase in student disciplinary problems which consumed a lot of SRO McCann's time. SRO McCann did a good job in dealing with these issues and diverting a lot of the cases to Teen Court and keeping them out of the Juvenile Justice System.

Lt. Duane Flood served as the Head Coach for the Graham Middle School baseball team this school year. This was his third year in a row in this position. Being a coach at the school aids in building a rapport with the students outside of a Law Enforcement role.

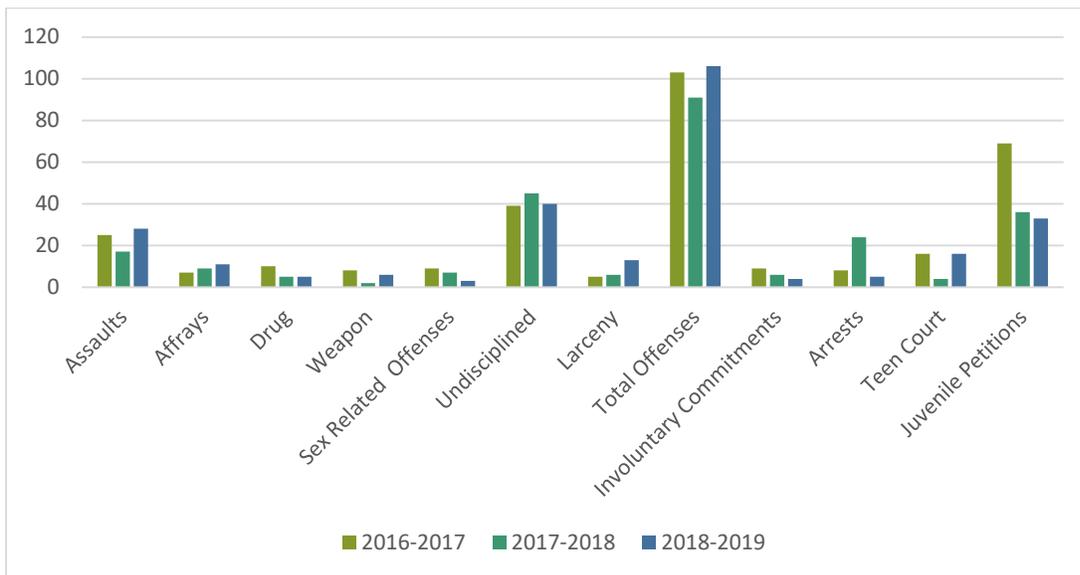
Ray Street Academy

SRO Haynes continues to play a large role in student's life at Ray St Academy. During this school year SRO Haynes, though not a school system employee, was recognized by Alamance Burlington School System as the Ray St Academy Classified Employee of the Year.

ENFORCEMENT ACTION IN OUR SCHOOLS

Over the course of the 2018-2019 school year SROs dealt with issues related to criminal activity in addition to school rule violations. A comparison of reported incidents, based on CAD and RMS reports, was conducted for our schools over the course of the past three school years. The charts below show the number comparison for the past three school years. The percentage of change indicated in the chart shows the percentage of change for 2018-2019 compared to 2017-2018.

	2016-2017	2017-2018	2018-2019	% of Change
Assaults	25	17	28	+64.71%
Affrays	7	9	11	+22.22%
Drug	10	5	5	0%
Weapon	8	2	6	+200%
Sex Related Offenses	9	7	3	-57.14%
Undisciplined	39	45	40	-11.11%
Larceny	5	6	13	+116.67%
Total Offenses	103	91	106	+16.48%
Involuntary Commitments	9	6	4	-33.33%
Arrests	8	24	5	-79.17%
Teen Court	16	4	16	+300%
Juvenile Petitions	69	36	33	-8.33%



DARE

Drug Abuse Resistance Education (**D.A.R.E.**) is a curriculum that focuses on teaching children how to make wise decisions and the development of their social skills. The curriculum also provides information on the harmful effects of drugs and alcohol. This program is a beneficial and cooperative effort between the School System and the Police Department. Its main function is to give the students a positive image of the Police Officers and let them know that it's ok to associate with the Police in a beneficial manner. The **D.A.R.E.** curriculum consists of ten core lessons. The focus with the DARE program is decision making and making good choices when faced with peer pressure, drugs, alcohol, and violence. Due to personnel changes, **D.A.R.E.** curriculum was not delivered in any of our schools this school year. The Annual County-wide

D.A.R.E. basketball tournament was held at Graham Middle School again this year. SRO McCann and Lt. Flood assisted with this event.

ELEMENTARY SCHOOL SRO GRANT PROGRAM

Thanks to a grant obtained by the Alamance Burlington School System the Graham Police Department contracted with the School System to place SRO's in both N. Graham and S. Graham Elementary Schools. These Officers received in-agency SRO training and worked at the schools in an extra-duty capacity in which they were paid by the school system.

Officers working with the Elementary Schools did not encounter any Criminal Law violations within the Elementary Schools this school year. Officers did make contact and build valuable rapport with students and staff at each school. Officers spent time talking to students at lunch, taking time to speak individually with students who were having behavioral issues in the classroom, and taking the time to speak with individual classrooms about law enforcement careers and safety related topics.

This is the fourth year of this program. This program continues show its value by showing a difference in interactions between the students and the SRO at the Middle School. This program not only has value for the schools, but also is valuable in the development of our officers who participate.

JPA

The Junior Police Academy's mentoring of cadets is a continued effort by the Middle School SRO to encourage the cadet to maintain the conduct standards taught during the Junior Police Academy. Each year the Graham Police Department participates in the Junior Police Academy which is held at the Burlington Police Department Training Center. The program runs throughout the month of July. This is a project that was started by the Burlington Police Department and they allow other law enforcement agencies in Alamance County to participate. Each officer who assists in the program is given a position such as Squad Leader or Counselor.

During the first week of the program, students stayed in dorms at The North Carolina Justice Academy at Salemburg, NC and trained each day. The students were away from their parents during this week. This time away from home keeps them focused and does not allow for distractions in their lives. For the remainder of the month, cadets went home each day and trained at the Burlington Police Training Center. Trained law enforcement officers from each participating agency help deliver a four week structured and highly disciplined method of teaching that teaches the children various social and behavioral skills needed to succeed in today's society. We are allotted four students each year. We identified students from Graham Middle School who are at risk and need a helping hand. Each prospective student candidate is

interviewed while in school and at his/her home talking to their parents. They are screened carefully before the start of the academy.

The two students that were selected for JPA have shown great improvement in their behavior both at home and at school. One of the students was removed from the program. The students continued to receive mentoring as a continuation of the JPA program and participated in outings during school breaks with the 2018 JPA Group. For the 2019 JPA, which is selected from 2018/2019 school year students, four students have been selected from Graham Middle School for the program.

Police Explorers Post

The Graham Police Department remains registered with Boy Scouts of America for a Law Enforcement Explorer Post. Efforts are being made to build the post back up but at this time is down to just a couple of active members. More efforts to build the post will be made during the 2019-2020 school year,

Outside Agency Sources Utilized

Below is a list of programs from outside agencies that were utilized by Graham Police this school year.

Campus Crime Stoppers

Graham Police Department has a long-standing relationship with the Alamance County Crime Stoppers and Campus Crime Stoppers program. In 2018-2019 school year SROs pushed Campus Crime Stoppers within the schools to encourage students to report crimes or criminal activity that is observed.

Teen Court

For several years now the Graham Police Department has utilized Teen Court. Teen Court, which is funded by the Juvenile Crime Prevention Council and offered through Alamance County Dispute Settlement and Youth Services is a Juvenile Diversion Program that allows alternative to the Juvenile Court System for first offenders that commit minor criminal offenses. With Teen Court offenders are judged and held accountable for their actions by their peers. In 2018-2019 sixteen juveniles were referred by SROs to Teen Court. This does not account for the cases that other officers within the agency deferred to teen court throughout the year. Teen Court has been found to be very successful with many not becoming repeat offenders.

Uniform Operations

NEW OFFICERS

New Police Officers for 2019



JONATHAN TAYOR



ADA CABANILLAS



BRANDON LAND

PATROL

The Graham Police Department Patrol Operations Division is made up of 4 total platoons comprised of One Sergeant, One Corporal and Three patrol officers. The Patrol Division also had one officer designated as the traffic officer and one vacant animal control position. When fully staffed the Patrol division has 22 uniformed patrol officers that provide 24-hour coverage within the city limits.

Use of Force Analysis – created by Lt. Tony Velez

In the year of 2019, the Graham Police Department recorded 53 reports of use of force in 43 incidents involving 20 officers employed at the agency during this past year. All of these uses of force were concluded to be compliant with departmental policy. In 2019, according to the Alamance County Central Communications, there were 25,064 calls for service that the Graham Police Department responded to (this includes self-initiated activity). This concludes that force was used in .17% of all calls within the entire 2019 calendar year. In 2018, there were 26,228 calls for service and use of force was used in .08% of calls for that year. This means that the use of force percentage over calls for service has increased by 112.5%. Although this increase may seem like a lot, there were over 1,100 less calls in 2019 and the incidents of force more than doubled. Overall however use of force incidents are still a rare occurrence.

In 2019 there were no firearm discharges on persons, but there were 21 displays of firearms. However, there were 9 discharges of firearms on animals due to the animal suffering from previously being sick, struck by a vehicle or attacking an officer. The only fatal incidents this calendar year were the animal incidents. There were no incidents involving the use of baton this year. There was one use of OC and one of a Taser, each against an aggressive animal. Use of force incidents this calendar year were mainly split between weaponless (such as soft and hard hand techniques, empty hand techniques, and verbal direction) and display of a firearm. There were 7 white males, 1 white female, 14 black males, 5 black females, 8 Hispanic males, 1 Asian male and 10 animals that force was used against. Of the 36 people force was used against, the average age was approximately 32. The ages ranged between 10 and 63. The most common ages of suspects were between 21 and 30 years old.

Of the 36 suspects forced was used against, 5 suspects were injured. The injuries were minor, ranging from minor lacerations to abrasions. All subjects received appropriate medical care for their injuries. There were also 4 incidents where officers were injured. One officer received a laceration to the face while attempting to subdue a subject experiencing a mental health crisis, that later required stitches. The rest were minor injuries ranging from abrasions to pulled muscle/ tendon injuries to extremities from exertion or positioning during physical altercations. None of these situations/ incidents revealed data that would suggest a need to change training or practices at this time.

Use of force by type (5 year comparison):

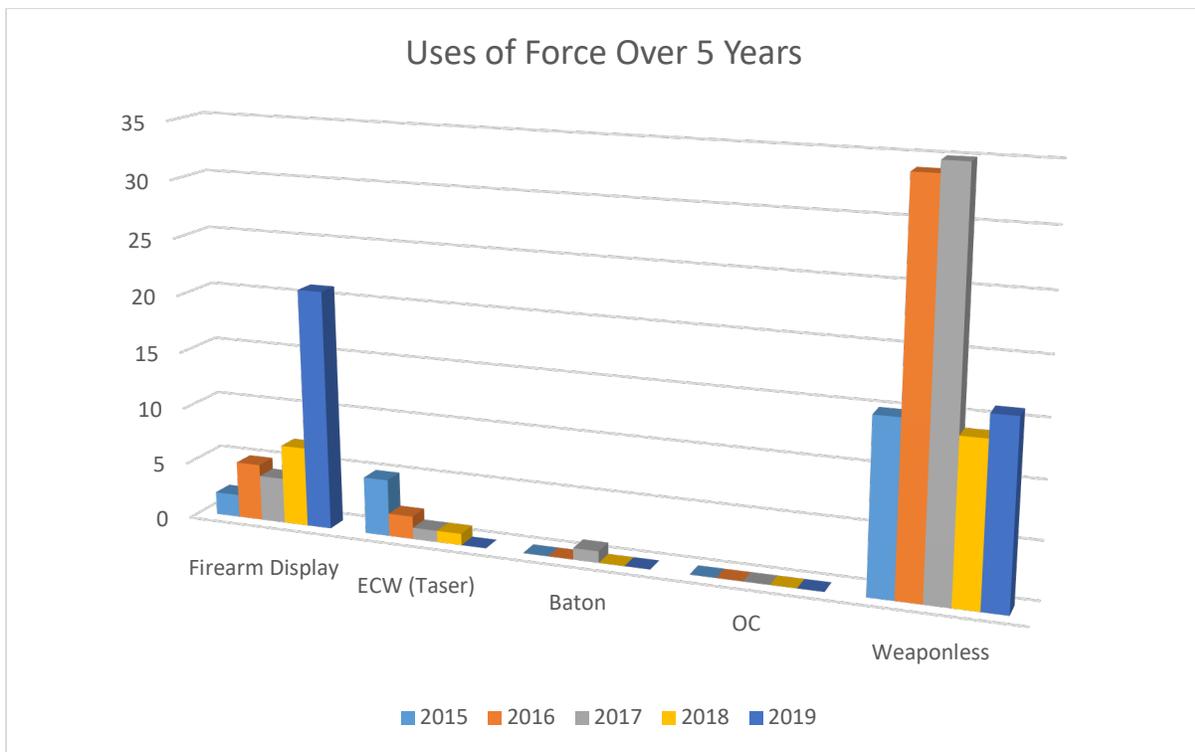


Table above does not include force used against animals

Use of Force by offender's race 2019:

	White non-Hispanic		Black non-Hispanic		Hispanic-Latino any race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
									36
Firearm									x
Discharge	0	0	0	0	0	0	0	0	0
Display only	6	0	8	1	5	0	1	0	21
ECW									x
Discharge only	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	0	0	0	0	0	0	0	0	0
Weaponless	1	1	6	4	4	0	0	0	16
Canine									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	7	1	14	5	8	0	1	0	37
Number of Suspects Receiving Non-Fatal Injuries	0	0	3	0	2	0	0	0	5
Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total # of Incidents Resulting in Officer Injury or Death	1	1	1	1	0	0	0	0	4
Total Use of Force Arrests	4	0	8	5	6	0	0	0	23
Total Agency Custodial Arrests	239	131	312	155	88	15	6	2	948
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

Conclusion:

A review of all use of force applications for calendar year 2019 shows that force, when used, was minimal, justified, and in accordance with departmental policy. Types of force used, as stated previously, were weaponless control techniques to facilitate the apprehension and detention of a subject as a result of the subject's noncompliance, active fleeing, or aggression; as well as the display/ pointing of a firearm due to aggressive/furtive movements, suspected armed individuals or known/ unknown risk encounters. Any injuries that were caused as a result of the use of force were minimal, and officers always provided or offered medical treatment if necessary or requested by the individual who had been injured.

Trends noticed as a result of this analysis were that (similar to last year) there were obviously more use of force incidents involving minorities. 38.89% of the suspects in use of force incidents were black males, which was the largest portion when broken down by race and gender. Followed by Hispanic males which comprised 22.23% of those subjects involved in use of force incidents. White males were only made up 19.45% of the subjects involved in these

incidents. Males, by far, are more likely to be involved in use of force incidents. They account for 83.34% of the subjects in 2019. Minorities made up 77.78% of subjects involved in use of force incidents this year. This of course raised some concern and prompted a closer look at our force related incidents.

According to the Biased Based Profiling Review for 2019 completed by Lt. Flood, the demographics for the City of Graham are as follows (based on latest U.S. Census data): White- 63.9%, Black- 21.9%, Hispanic- 18.3% and Other-1.1%. Use of Force incidents break down as follows: White- 22.23%, Black- 52.78%, Hispanic- 22.23%, and Other- 2.78%. As stated earlier, this confirms that use of force incidents are occurring more frequently amongst the minority population. On its face, this data appears to indicate that there is a bias in the application of force by officers. Once again I consulted the Bias Based Profiling Review for 2019. This report contained data that indicated officers' self-initiated field activity (activity such as traffic stops initiated by the officer, not calls they are dispatched to) was being applied without bias. Officers have no control over where they are sent pursuant to 911 calls, but self-initiated activity starts with the officer. These numbers indicated that their contacts from such activity as traffic stops was consistent with the demographics of the City of Graham.

I then looked further at the incidents involving use of force and whether or not they were from self-initiated activity or dispatched calls. Of the 43 total use of force incidents in 2019, 26 involved minorities. Of those 26 incidents, 20 (or 76.92%) were in reference to dispatched calls. I further examined these situations to determine whether or not the officer or subject were the first to initiate a force encounter. I found that officers initiated force in 9 (45%) of these 20 incidents. The majority of these were due to displaying and pointing of a firearm when dealing with armed suspects, unknown risk encounters, or suspects hiding their hands. The smaller portion dealt with subjects who refused to comply with arrest or commands forcing the officer to use empty hand techniques to complete the arrest or move a detainee from one place to another. However, the majority of the situations (11/20 or 55%) were initiated by the suspect, through active resistance or open aggression. In reference to the 6 remaining incidents involving minorities, 6 (23.08%) were from self-initiated field activity (traffic stops or warrant attempts). In 4 of these 6 incidents, the force was used by the stopping officer. One where the officer pointed a firearm at the suspect due to furtive movements. In the other 3 incidents the suspect initiated the force encounter. This explains 24 of the 26 incidents involving minorities. In the final 2 incidents, the force encounters were initiated by actions of the suspects, however the force was applied by officers who were backing up the officer who initiated the enforcement encounter. The data above indicates that the majority of force incidents involving minorities was due to dispatched calls where the officer(s) were not responsible for initiating the encounter or the subsequent force encounters.

The above statistics indicate that there is no evidence or bias on behalf of the officers. It is also consistent with data indicating that current call volume is highest in areas of higher minority population.

Pursuit Analysis – completed by Lt. Tony Velez

The Graham Police Department policy defines pursuit as “The operation of a police vehicle in accordance with policy and training to stop a suspect who is trying to avoid detection or apprehension by using high speed driving or other evasive tactics that create a danger to the public, while failing to yield to the officers visible and audible signal to stop.” CALEA Standard 41.2.2 has required police departments that are CALEA accredited to make a record of all vehicle pursuits and forcible stopping techniques used by agency personnel. This report contains an analysis of the pursuit and forcible stopping data collected during the year 2019 (period covered January 01, 2019 through December 31, 2019).

The past year, police officers of the Graham Police Department reported a total of 9 pursuits. The total number of pursuits is more than in 2018, which had only 6 reported pursuits. This total is also one more than the 3 reported in 2017. The following are noteworthy statistics taken from this report:

- No police officers, passengers or third parties were injured or killed during pursuits.
- Of the 9 pursuits, 1 resulted in a crash involving the suspect vehicle only.
- Of the 9 pursuits; only one involved 2 Graham Police units. The others were handled by one officer.
- Of the 9 pursuits; 1 ended with a crash and the suspect was arrested, in 3 the suspects submitted and were arrested, 2 were terminated (1 by the pursuing officer, the other by the supervisor), 2 ended with a jump and run (in 1 the suspect escaped), and in one pursuit the suspect escaped when officers lost sight of them.
- One pursuit was initiated by NCSHP and our officer assisted until it was terminated due to dangerous conditions by the supervisor.
- Techniques used in the apprehensions were accomplished by 100% using a trailing pursuit, the least forceful technique. No Stop Sticks/Tire Deflation Devices were deployed during the pursuits.
- No Taser devices, a Conducted Electrical Weapon (CEW) were used to facilitate an arrest.

Comprehensive analyses of other pursuit factors are contained within this report. The year 2019 Pursuit Analysis demonstrates that little has changed over the past few years with respect to the pursuit factors analyzed.

Pursuit Factors

Pursuit factors listed in this section were compiled and analyzed from data obtained from the Graham Police Department Pursuit Report, Form 42 and 42A. These factors were comprehensively analyzed by combining pursuit reports from the pursuing officer and the supervisory findings.

As it has been stated in the past by Assistant Chief M.K. Cole, due to the lack of a National pursuit database, and because law enforcement agencies maintain different reporting procedures, there is little comparative information available that can be used for serious analytical research regarding pursuits. However, several independent studies revealed similar results as Graham Police Department in the analysis of certain pursuit factors such as apprehension, collision and fatality rates. Pursuit factor data for the year 2019 is provided below.

Reason Initiated

Of the nine pursuits that occurred during the calendar year 2019, seven of the pursuits originated because the operator was in violation of North Carolina Motor Vehicle laws, one because the driver was had outstanding warrants, and one was because NCSHP requested assistance with a careless and reckless driver.

Apprehension

This pursuit factor was designed to identify the number of pursuits which resulted in a violator's arrest. Furthermore, if a violator was not arrested, this factor serves to determine why an arrest was not made. In 3 pursuits the subject eventually stopped and was arrested. There were two pursuits that ended with a "jump and run" (suspect stops vehicle and runs or bails out of moving vehicle). One suspect was apprehended and the other escaped. The suspects also escaped in both pursuits that were terminated. And there was one pursuit where the suspect escaped in their vehicle. There was one pursuit that ended with the suspect crashing their vehicle. They also attempted to flee on foot, but were apprehended. In summary the suspects were apprehended in 55.56% of the pursuits.

Reason terminated

This pursuit factor categorizes the reasons why pursuits were terminated or what factors caused a pursuit to end. Of the 9 pursuits in 2019, as stated earlier, 3 ended with the surrender of the suspect drivers (33.34%). Two other pursuits were terminated due to dangerous conditions (once by the officer, the other by the supervisor, 22.23%). One pursuit ended with a crash (11.12%). No violators were stopped as a result of stop sticks being used.

Crash Types

Of the nine pursuits, one ended with a collision. The suspect poorly negotiated a turn and crashed into a bridge support. She was uninjured and fled on foot. She was apprehended shortly thereafter.

Ending Apprehension

This pursuit factor measures what apprehension techniques police utilized to end a pursuit. Three pursuits ended when the violators voluntarily stopped and surrendered. One pursuit ended when the violator crashed their vehicle. At no time did officers utilize a tire deflation device.

Violators Arrested

Five of the pursuits ended with the apprehension of the fleeing violators, one was arrested and charged by the ACSO. In four pursuits, the violators escaped.

Type of Police Vehicles

Overall 100% of the pursuits involved marked police vehicle(s) as the primary unit. No unmarked units were used in the pursuits.

Vehicle Pursuits History

PURSUIT	2015	2016	2017	2018	2019
Total Pursuits	6	5	3	6	9
Policy Compliant	4	4	2	5	4
Policy Non-compliant	2	1	1	1	5
Crashes	3	4	2	3	1
Injuries (officer/suspect/3rd party)	2/Suspects	1/Officer	1/Passenger 1/Death-susp	1/ Suspect-Pos sible	None
Traffic offense	4	2	2	9	9
Felony	2	2	2	7	2
Misdemeanor	0	1	1	6	8



Administrative Review conducted by Lt. Duane Flood 01/16/2020

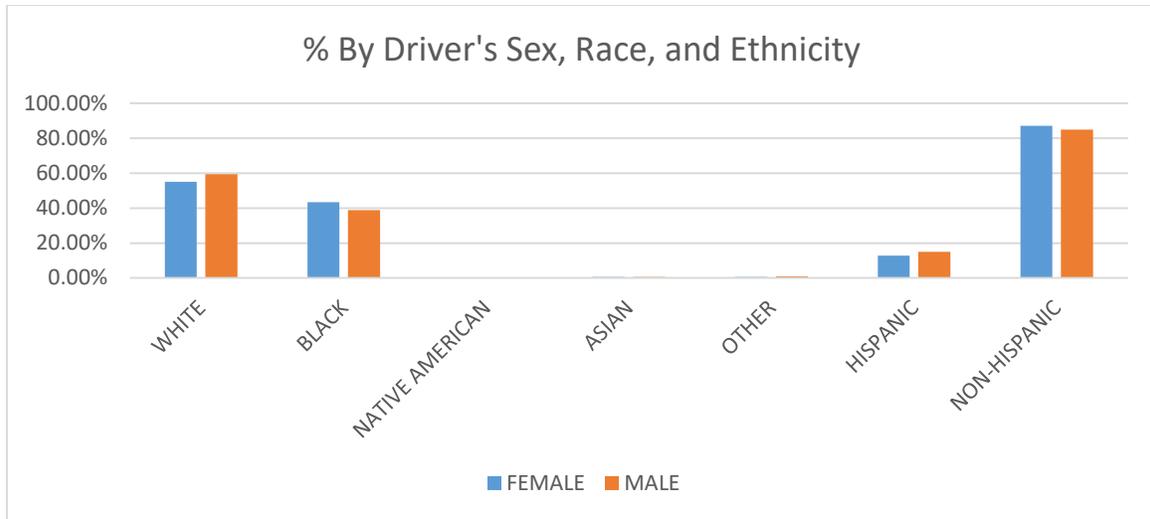
Biased-Based Profiling Review:

This documented annual review of our agencies bias based profiling policy, procedures and practices is required by CALEA standard 1.2.9 and must be completed annually. The Graham Police Department conducts a number of traffic stops every year and is required by North Carolina law to report each traffic stop on a Traffic Stop Report Form based on the size of our department and the population of the City of Graham. US Census figures, as of July 1, 2017, shows the estimated population for the City of Graham at 14,814. Of the population 63.9% of the population in Graham was white, 21.9% were black, 18.3% were Hispanic, .9% were Native American, and .2% were Asian. In 2019 a total of 4,618 traffic stops were conducted.

The following data was compiled and reported to the North Carolina State Bureau of Investigations based on the year 2019 traffic stops.

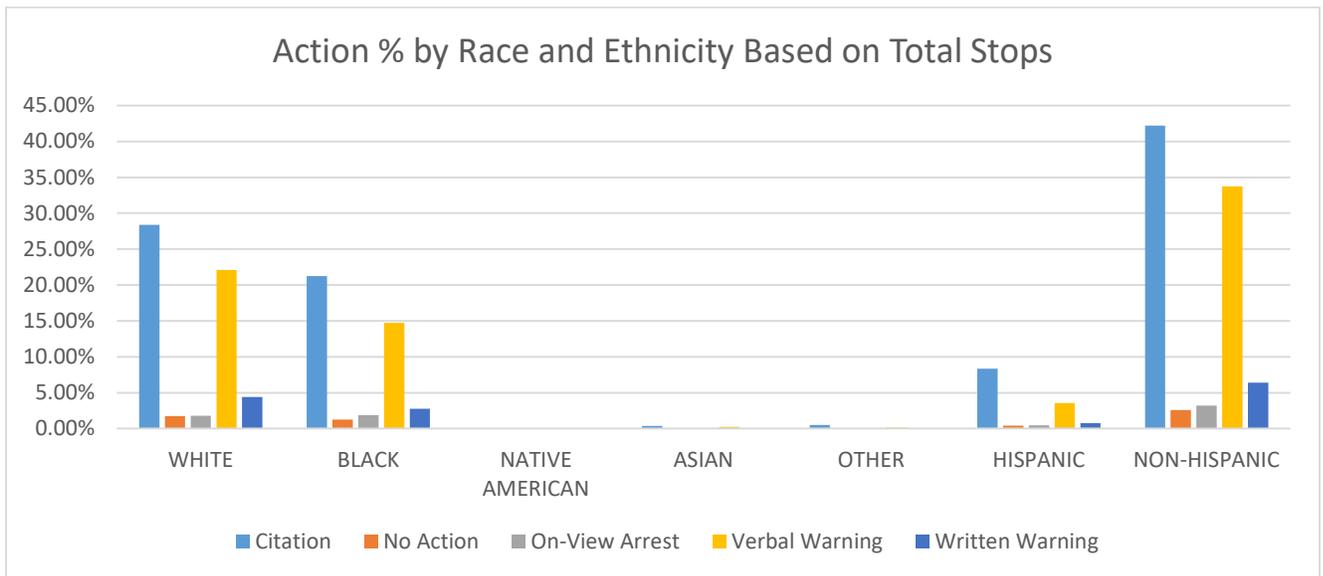
Initial Purpose of Traffic Stop by Driver's Sex, Race, and Ethnicity

PURPOSE	GENDER	WHITE	BLACK	NATIVE AMERICAN	ASIAN	OTHER	HISPANIC	NON-HISPANIC	TOTAL
Check Point	M	28	22	0	0	3	21	32	53
	F	18	10	0	0	1	6	23	29
Driving While Impaired	M	24	12	0	2	0	11	27	38
	F	6	3	0	0	0	2	7	9
Investigation	M	62	47	1	0	0	19	91	110
	F	24	22	1	0	0	10	37	47
Other Motor Vehicle Violation	M	46	19	0	0	0	16	49	65
	F	34	20	0	0	0	7	47	54
Safe Movement	M	145	74	0	5	2	40	186	226
	F	75	59	0	1	1	14	122	136
Seat Belt	M	113	88	0	1	1	25	178	203
	F	70	61	0	1	0	11	121	132
Speed Limit	M	308	156	0	5	6	80	395	475
	F	203	134	1	5	6	62	287	349
Stop Light/Sign	M	270	144	0	1	4	69	350	419
	F	167	138	0	2	2	45	264	309
Vehicle Equipment	M	254	166	3	1	5	71	358	429
	F	129	102	0	1	2	31	203	234
Vehicle Regulatory	M	394	345	0	3	5	64	683	747
	F	295	255	1	3	0	51	503	554
Female Total		1021	804	3	13	12	239	1614	1853
%		55.10%	43.39%	0.16%	0.70%	0.65%	12.90%	87.10%	40.13%
Male Total		1644	1073	4	18	26	416	2349	2765
%		59.46%	38.81%	0.14%	0.65%	0.94%	15.05%	84.95%	59.87%
TOTALS		2665	1877	7	31	38	655	3963	4618
%		49.05%	40.65%	0.15%	0.67%	0.82%	14.18%	85.82%	



Enforcement Action Taken by Driver's Sex, Race, and Ethnicity

ACTION	GENDER	WHITE	BLACK	NATIVE AMERICAN	ASIAN	OTHER	HISPANIC	NON-HISPANIC	TOTAL	ACTION % BY GENDER
Citation	M	796	554	1	11	16	236	1142	1378	29.84%
	F	515	427	2	6	7	150	807	957	20.72%
Citation Total		1311	981	3	17	23	386	1949	2335	
Citation %		56.15%	42.01%	0.13%	0.73%	1.35%	16.53%	83.47%		
% of Total Stops		28.39%	21.24%	0.06%	0.37%	0.50%	8.36%	42.20%	50.56%	
No Action	M	30	27	0	0	1	5	53	58	1.26%
	F	20	14	0	0	0	3	31	34	0.74%
No-Action Total		81	58	0	1	0	20	120	140	
No-Action %		57.86%	41.43%	0.00%	0.71%	0.00%	14.29%	85.71%		
% of Total Stops		1.75%	1.26%	0.00%	0.02%	0.00%	0.43%	2.60%	3.03%	
On-View Arrest	M	44	54	0	0	0	20	78	98	2.12%
	F	15	18	0	0	0	4	29	33	0.32%
Arrest Total		83	87	0	0	0	21	149	170	
Arrest %		48.82%	51.18%	0.00%	0.00%	0.00%	12.35%	87.65%		
% of Total Stops		1.80%	1.88%	0.00%	0.00%	0.00%	0.45%	3.23%	3.68%	
Verbal Warning	M	609	354	2	7	5	125	852	977	21.16%
	F	347	254	1	6	4	65	547	612	13.25%
Verbal Warning Total		1020	681	1	14	7	165	1558	1723	
Verbal Warning %		59.20%	39.52%	0.06%	0.30%	0.41%	9.58%	90.42%		
% of Total Stops		22.09%	14.75%	0.02%	0.25%	0.15%	3.57%	33.74%	37.31%	
Written Warning	M	165	84	1	0	4	30	224	254	5.50%
	F	124	91	0	1	1	17	200	217	4.70%
Written Warning Total		204	127	0	0	0	36	295	331	
Written Warning %		61.63%	38.37%	0.00%	0.00%	0.00%	10.88%	89.12%		
% of Total Stops		4.42%	2.75%	0.00%	0.00%	0.00%	0.78%	6.39%	7.17%	



Drivers and Passengers Searched by Sex, Race, and Ethnicity

	GENDER	WHITE	BLACK	NATIVE AMERICAN	ASIAN	OTHER	HISPANIC	NON-HISPANIC	TOTAL	TOTAL ENCOUNTER	% SEARCHED
DRIVER	M	58	107	0	0	0	24	141	165	2774	5.95%
	F	23	35	0	0	0	6	52	58	1853	3.13%
PASSENGER	M	22	47	0	0	0	15	54	69	69	100%
	F	10	16	0	0	1	0	27	26	27	100%
TOTALS	M	80	154	0	0	0	39	195	234	2843	8.23%
	F	33	51	0	0	1	6	79	84	1880	4.52%

Synopsis of Data: During the calendar year of 2019 the Graham Police Department had 4,618 traffic related contacts. Of these 4,618 traffic related contacts 92 were from Check Points with the remainder of the traffic related contacts came from traffic stops. During the calendar year 2018 the Graham Police Department had a total of 5,560 traffic related contacts. This shows that the traffic stop data for 2019 had a decrease of 942 (16.94%) compared to 2018 traffic stop data.

In 2019 the percentages based on sex and race are consistent with the actual census population of the City of Graham. Furthermore, when you compare the traffic stops to the traffic crash data for the City of Graham, found in the 2019 Traffic Crash Analysis, traffic stop percentages are consistent with the traffic crash percentages for 2019.

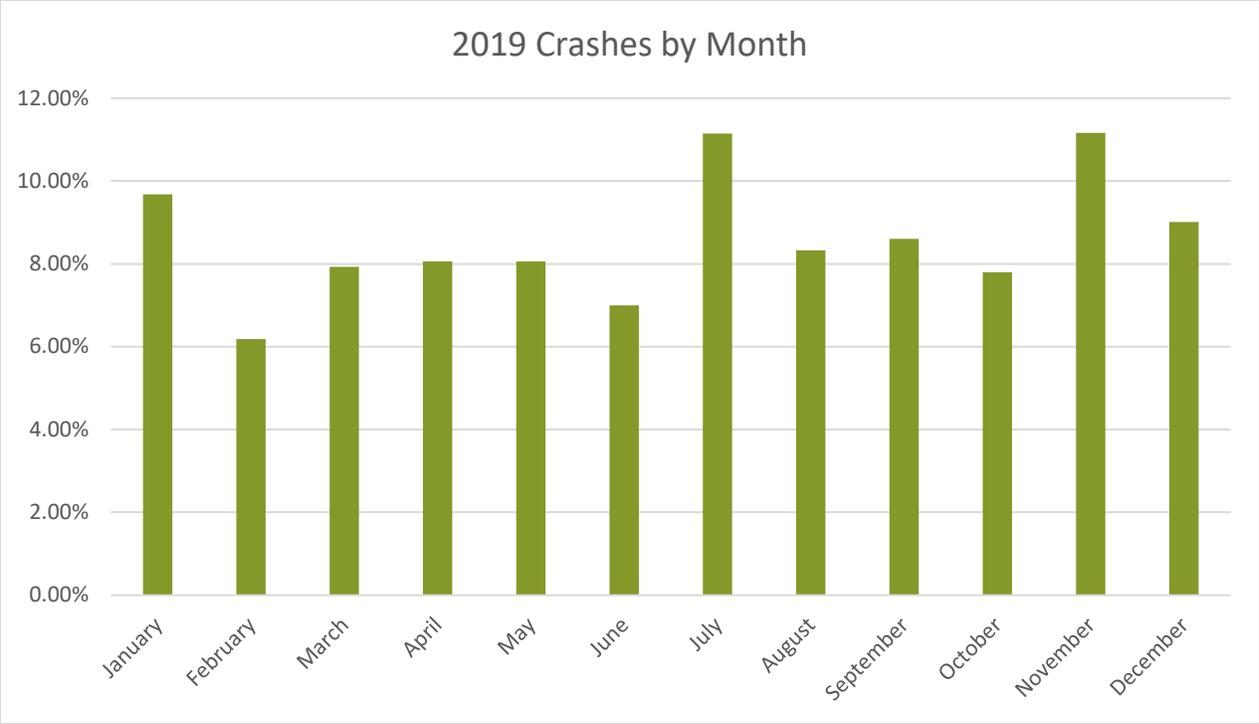
Training: During the 2019 calendar year all sworn personnel of the Graham Police Department received In-Service Training as mandated by North Carolina Administrative Code in Legal Updates. Legal Updates training reviewed applicable cases and case law related to Laws, of Arrest, Search, and Seizure to include; 4th Amendment, 5th Amendment, 6th Amendment, Reasonable Suspicion, Probable Cause, Investigative Stops, Terry Frisk, and laws/cases related to traffic stops.

Complaints/Citizen Concerns: During the calendar year 2019 there were no sustained complaints received concerning profiling as a result of traffic stops, field contacts, or asset seizures.

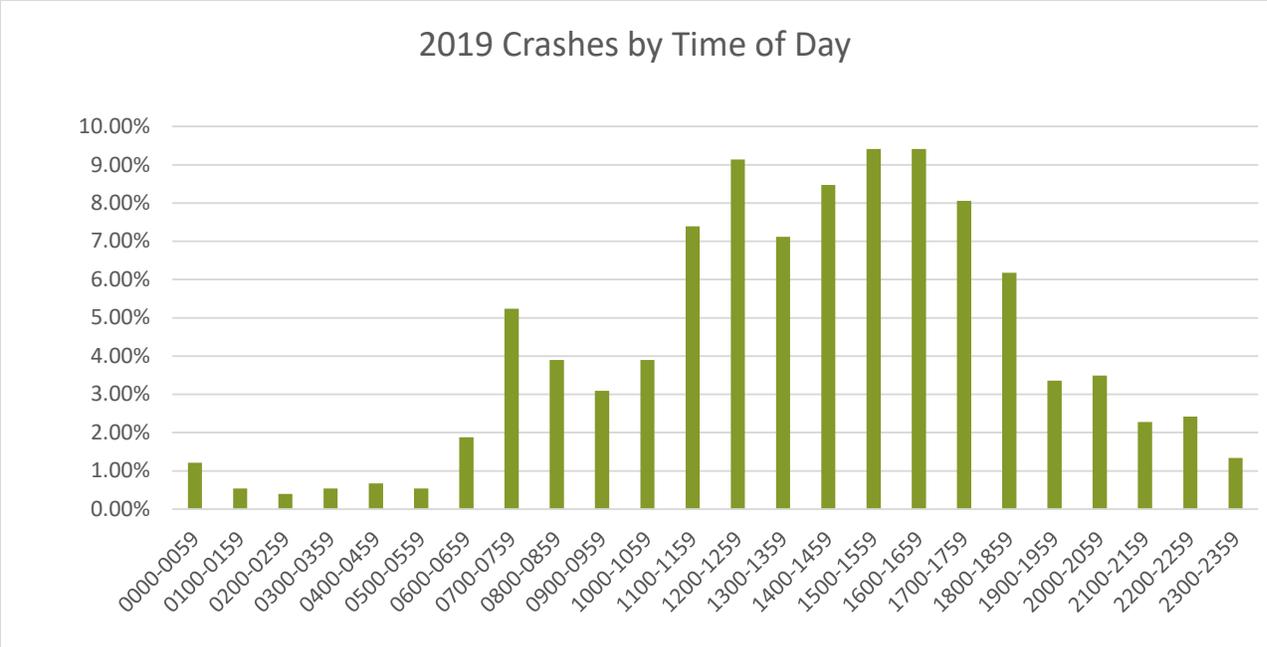
Traffic Stop Statistics related to the Graham Police Department are available from the SBI website at <http://trafficstops.ncsbi.gov/>.

Traffic Crash Analysis

For the entire year of 2019 there were a total of 744 reported crashes. The total reported crashes for 2019 increased by 1.09% or 8 crashes over 2018. Traffic crashes in 2019 accounted for approximately \$2,462,745.00 in property damage and 229 reported injuries. We had one reported fatality in 2019. Total reported injuries decreased by 38.77% in 2019 when compared to 2018.



During 2019 July and November saw the most crashes and February saw the least number of crashes. Outside of these three months the rest of the months stay relatively consistent (+/- 1%) with each other.



The above chart shows crashes by time of day for the entire year of 2019. Looking at this data one can see that the highest number of crashes are occurring between 1200 hrs. and 1300 hrs. and 1600 hrs. through 1800 hrs. Overall we are seeing more crashes from 1100 hrs. until 1800 hrs. than we see in any other portion of the day. When compared to data from 2018 we have seen a slight increase in the number of crashes in the morning during the morning commute between the hours of 0700 and 0800. We have also seen an increase in the number of crashes occurring around lunch during the hours of 1100 and 1300. The number of crashes occurring between 1600 hrs. and 1800 hrs. has consistently remained high from year to year

Crash Types and Contributing Factors

During the months of July through December there were three most common types of crashes that occurred. The highest percentage of crashes were rear end collisions which accounted for 17.47%. This was followed by Angle collisions which accounted for 14.18% and collisions while backing which accounted for 13.67%. Most of the crashes occurred on days in which the weather was clear (81.01%) and the road way was dry (89.11%).

There were multiple contributing factors on the part of drivers that resulted in traffic crashes. Speed was the number one contributing factor in crashes in which officers investigated. Speed was a contributing factor in 18.48% of the crashes. The second highest contributing factor during the months of July through December “Failure to Yield Right of Way” was a factor in 16.96% of the reported crashes. During this period of time there were eleven crashes in which Impairment was a contributing factor in the crash. Impairment was a factor in 2.78% of the crashes. Distracted driving, which can be as bad as Impaired Driving was a contributing factor 3.04% of the time.

For the entire year of 2019 the highest percentage of crashes (19.76%) were rear end collisions. Most of the crashes occurred on days in which the weather was clear and the road way was dry.

For the entire year of 2019 there were multiple contributing factors on the part of drivers that resulted in traffic crashes. Speed was the number one contributing factor in crashes in which officers investigated. Speed was a contributing factor in 20.56% of the crashes. During 2019 there were eighteen (18) crashes in which Impairment was a contributing factor in the crash. Impairment was a factor in 2.42% of the crashes. Distracted driving, which can be as bad as Impaired Driving was a contributing factor 1.61% of the time.

Locations/Intersections with highest volume of crashes (≥ 10) for 2019

PVA- 212 or 28.49%- This number includes PVA and a few Private Property accidents. PVA accidents continue to account for a high percentage of our traffic accidents. Accidents in PVAs increased by 19.77% when compared to 2018

S. Main and 40/85- 37 or 4.97%- When it comes on crashes occurring on the roadway this location had the highest number of crashes in 2019. This intersection has consistently accounted for the highest number of crashes from year to year.

E. Harden and 40/85- 30 or 4.03%- Crashes at this location increased by 66.66% or 12 crashes in 2019 compared to 2018. In 2018 there was more focus on traffic enforcement than there was in 2019. The decrease in focus at this location may account for some of the increase, however, this location also saw an increase in traffic due to residential growth in this area in 2019.

S. Main and Bruce Turney- 17 or 2.28%- This intersection only saw one less crash in 2019 compared to 2018.

S. Main and McAden- 15 or 2.01%- Crashes at this location increased by 4 crashes in 2019 compared to 2018.

N. Main and Harden- 14 or 1.88%- Crashes at this location decreased by 46.15% in 2019 compared to 2018.

S. Main and Crescent Square Dr- 14 or 1.88%- This location saw the same number of crashes in 2019 compared to 2018.

E. Harden and Woody- 13 or 1.75%- This intersection saw a slight decrease in the number of crashes in 2019 compared to 2018.

Court Square- 12 or 1.61%- This location saw a decrease by 33.33% in 2019 compared to 2018.

Jimmie Kerr Rd and 40/85- 12 or 1.61%- This location saw a slight decrease in 2019 compared to 2018.

S. Main and Gilbreath- 11 or 1.48%- Crashes at this location remained exactly the same in 2019 as compared to 2018.

It should be noted that the following intersections dropped off this list for then or more crashes in 2019 when compared to 2018.

Marshall and Harden- which had a decreased of 65% (20 crashes to 6 crashes).

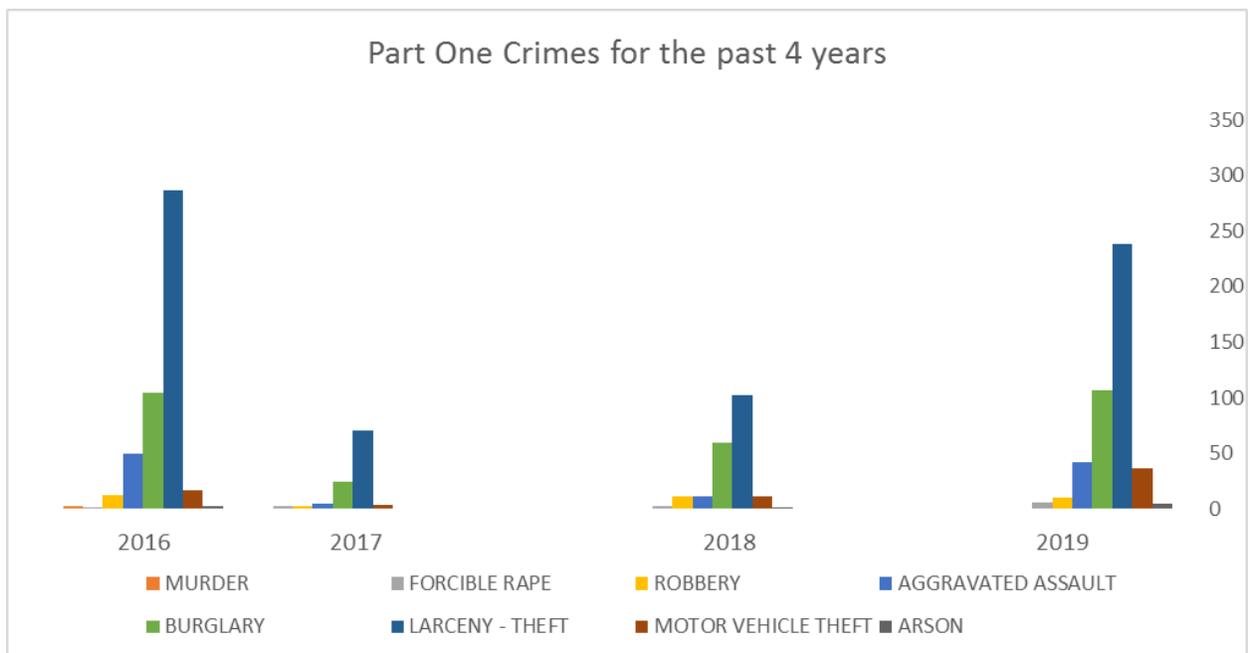
S. Main and Ivey Rd- which had a decrease of 53.33% (15 crashes to 7 crashes).

CRIMINAL INVESTIGATIONS

The Graham Police Department Criminal Investigations Division is comprised on one Sergeant, two Corporals (one of which is assigned as the departments Alamance Narcotics Enforcement Team [ANET] investigator), and three criminal investigators.

Part 1 Crimes

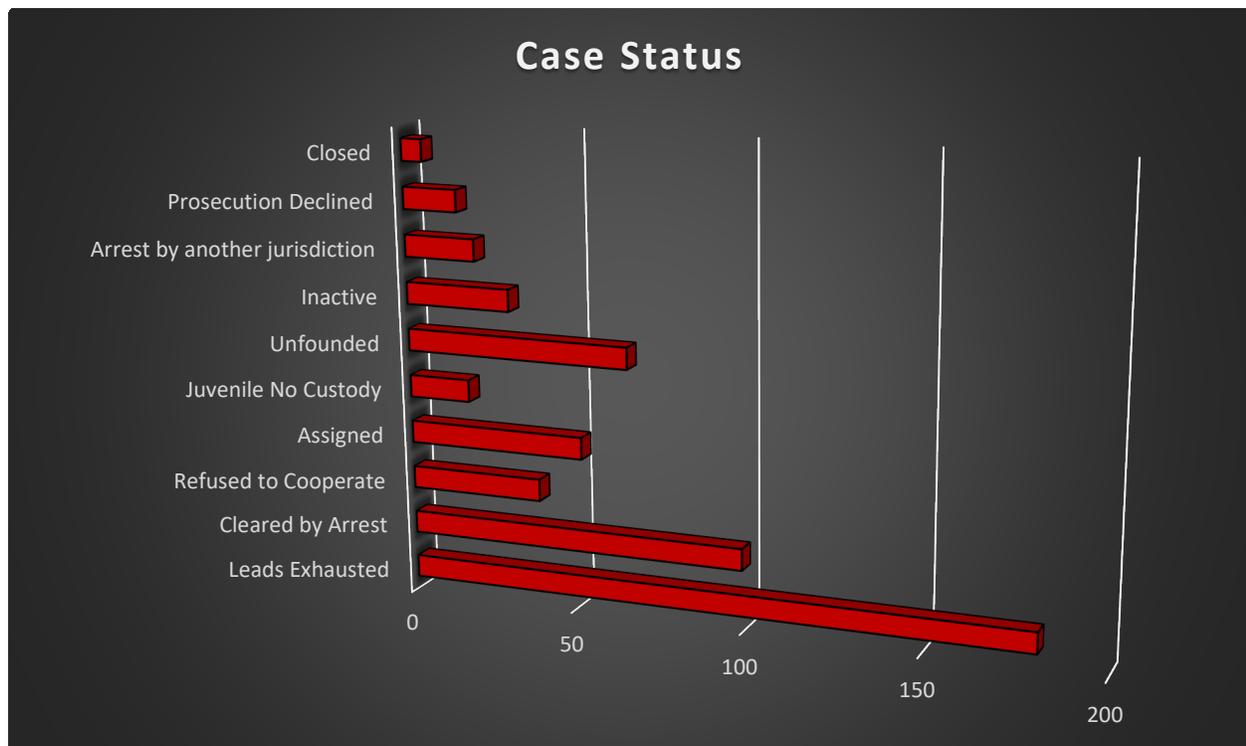
2018		2019		% OF CHANGE
TOTAL CALLS FOR SERVICE	26228	TOTAL CALLS FOR SERVICE	25064	
MURDER	0	MURDER	0	0%
FORCIBLE RAPE	2	FORCIBLE RAPE	6	200 % INCREASE
ROBBERY	11	ROBBERY	10	9.09% DECREASE
AGGRAVATED ASSAULT	11	AGGRAVATED ASSAULT	42	281.82% INCREASE
BURGLARY	60	BURGLARY	107	78.33% INCREASE
LARCENY - THEFT	102	LARCENY - THEFT	238	133.33% INCREASE
MOTOR VEHICLE THEFT	11	MOTOR VEHICLE THEFT	37	236.36% INCREASE
ARSON	1	ARSON	5	400% INCREASE



Case Assignment and Clearance Status

CASES ASSIGNED TO THE CRIMINAL INVESTIGATIONS DIVISION & CLOSURE STATUS

Leads Exhausted	181
Cleared by Arrest	99
Refused to Cooperate	39
Assigned	52
Juvenile No Custody	18
Unfounded	66
Inactive	31
Arrest by another jurisdiction	21
Prosecution Declined	16
Closed	6
Total Cases	529



SPECIAL INVESTIGATIONS

Internal Affairs

During 2019, Graham officers responded to almost 26,000 calls for service. Out of those, the department received 15 external complaints which equates to an average of one complaint for approximately every 1,733 calls for service. The low number of complaints is a positive reflection of the quality of employees who serve the community. The Graham Police Department considers the Investigations of complaints regarding an employee's actions or our policies to be one of our most important missions. Our internal affairs function is commanded by the Assistant Chief and includes supervisors who have received specific training in internal affairs to ensure all complaints are investigated objectively and thoroughly. Through this function, we examine our practices closely and investigate allegations and circumstances that may not meet our expectations, or the expectations of our community. We provide a summary of those investigations to the public annually to show transparency and accountability.

Complaints and Internal Affairs Investigations – 2019

External	
Citizen Complaint	15
Sustained	1
Not Sustained	2
Unfounded	8
Exonerated	4
Misconduct Not Based on Original Complaint	0
Internal	
Directed Complaint	2
Sustained	2
Not Sustained	1
Unfounded	1
Exonerated	1
Misconduct Not Based on Original Complaint	1

2019 GPD had a total of 17 complaints classified as part of the IA function; 15 were External complaints and 2 were internal. There was an increase from CY 2018, when 12 total complaints were investigated, however the number of internal complaints has decreased since 2018. All complaints were thoroughly investigated and a determination was made. Complainants were notified of the conclusion with the case, however specific action taken is not allowed to be released pursuant to North Carolina personnel regulations. Where appropriate, internal action was taken to address any complaint that was “Sustained” or otherwise resulted in a finding of misconduct. Action taken may include training, counseling and/or discipline, as provided for in Graham Police Departments policies and procedures and City of Graham personnel policies.

Complaint dispositions will fall into one of the following categories:

- **Unfounded:** The acts complained of did not occur or did not involve Police Department personnel.
- **Exonerated:** The alleged conduct occurred but it was justified, lawful, and proper, and not in violation of statute, orders, policies or directives.
- **Not Sustained:** The investigation does not reveal evidence that a trained and experienced investigator would rely upon to prove or disprove the allegation made in the complaint.
- **Sustained:** The allegation is supported by evidence that a trained and experienced investigator would rely upon, and the allegation involved unlawful or improper conduct, or conduct which violates a statute, order, policy or directive.

It is our goal to constantly strive to improve our service and examining the actions of our employees provides a mechanism for improving performance, training, and compliance with policy.

ABC Annual Report

In 2019 the Graham Police Department's ABC Enforcement Unit was formed to assist in the compliance of the contract between the Police Department and the Alamance-Burlington Municipal ABC Board. Participation in the unit is on a part-time basis in addition to the officers' regular duties. The unit was comprised of the following officers: Sgt. J.R. Payne (Supervisor), Cpl. S.D. Neudecker (Assistant Supervisor), Det. K.M. Belk, Det. N.W. Sakin, and Officer C.A. Boggs. Initial training for the unit was conducted by Sgt. Payne and NC ALE Special Agent M. Hedgepeth.

Beginning on July 1, 2019 members of the ABC Enforcement Unit began conducting annual administrative inspections of ABC licensed establishments in Graham. As of December 31, 2019, 15 of the 43 establishments in the city have been inspected. During the inspections, 2 significant violations were found and reported to the North Carolina ABC Commission. There were an additional 4 minor violations found that were addressed with a written warning.

Officers in the unit have also conducted targeted enforcement around ABC licensed establishments, as well as conducted investigations into complaints of ABC violations throughout the city. Since July 1, 2019 the ABC Unit has had 24.5 hours of dedicated ABC enforcement time. This time is outside of the officers' regular duties within the department.

Along with internal operations within the City of Graham, ABC officers represent the department at the Alamance Alcohol Law Enforcement Response Team (ALERT), a county-wide alcohol enforcement initiative supported by local community groups. Officers participated in 3 underage compliance checks, resulting in 27 violations of selling to underage persons. Of those 27, 10 of the violations occurred in the City of Graham. The ABC unit co-hosted a multi-jurisdictional DWI checking station inside the City of Graham. A total of 52 charges were made during this operation. A total of 17 hours was spent participating in these operations.

Going forward into 2020 the ABC Unit has several goals. First, the unit plans on conducting inspections on all ABC licensed establishments within the City of Graham by July 1, 2020. This will in turn become a yearly requirement for all establishments to have at least 1 inspection per fiscal year. A second goal is to increase directed enforcement of ABC establishments, particularly during peak times such as special events downtown. This will ensure compliance with all applicable ABC laws and regulations and help to promote a positive atmosphere within the city. Lastly, the unit wants to send at least 2 officers to specialized training in ABC enforcement. These officers would then bring their training back to the other members of the unit.

There are also personnel changes coming in 2020. Cpl. Neudecker has stepped down from his position within the unit. A replacement is in the process of being selected from eligible officers. Other changes may take place depending on promotional opportunities within the department.

The biggest issue faced this year was funding. Currently, officers performing their duties are compensated with compensatory time off (comp time), or via extra duty pay from Alamance Citizens for a Drug Free Community (coalition). Employees at the police department are currently carrying large amounts of comp time. There are currently measures in place to limit comp time gain, which inhibits the ability of ABC officers to perform their duties beyond the most basic requirements. Funding from ALERT is limited, with an anticipated sunset of October 1, 2021. Alternative funding and compensation would be beneficial for increased enforcement.

SWAT Summary

The Graham Police Department participates as part of the Burlington Regional SWAT team. The team is composed of members from the Burlington Police Department, Graham Police Department, Gibsonville Police Department and Mebane Police Department. The overall purpose of the team is to provide pooled resources to multiple jurisdictions in high risk situations. The team operates under a Memorandum of Understanding and is subject to the policies and procedures of both the Burlington Police Department as well as each member's respective agency. Each agency is responsible for determining the number of participants and outfitting each of its members.

Currently, the Graham Police Department allows for four operators to be assigned to the team. The current Graham Police Officers assigned to the team are Sgt. Kirkman (15yrs.), Officer Newsome (7 yrs.), and Officer Acosta (>1yr.).

During 2019, the Burlington Regional SWAT team responded to 21 "callouts" or requests for service. These included pre-planned missions such as high risk arrest/search warrant service and emergency situations like barricaded subjects. Members from the team also participated in approximately four civic group demonstrations for Impact Alamance, Leadership Alamance, and the Burlington Citizens Police Academy.

The team conducts semi-monthly training, held the second and fourth Tuesday of every month. In 2019, the team typically trained during the hours of 1300-2100 each training day, for a total of 16 hours a month, or 192 hours a year, which is the National Tactical Officers Association recommended minimum standard. In addition to these team training hours, individual members of the team attend separate training to address job specific tasks and special operations leadership development. The Graham Police Department members of the team attended approximately 256 total hours of training in 2019.

Due to outside circumstances, there have only been two operators assigned for the past few years. However, in 2019 a selection process was held and a third operator was selected. The process began in July of 2019 and consisted of the letter of intent, testing battery (physical and firearms), oral appraisal board, psychological testing and final selection. The minimum requirements to participate were:

1. Must have completed the initial probationary period with the Graham Police Department.
2. Must have a minimum of one (1) year sworn law enforcement experience to be selected, and three (3) years sworn law enforcement experience to achieve operational status.
3. Must not have received less than an "Acceptable" rating on the most recent performance evaluation.
4. Must not be under a Divisional level or higher reprimand or other disciplinary action, including probation.

At the closing of the announcement, three officers had declared their intent to participate. However, one withdrew prior to beginning the testing battery. At the completion of the process, one officer (Acosta) was recommended and selected. Acosta began in his probationary status with the team effective September 12, 2019.

Technical Services

PROPERTY & EVIDENCE

The Property & Evidence function at Graham Police Department was very active in calendar year 2019. This report will feature the major events affecting the Property & Evidence function and the relevant statistics to quantify the work done in this function.

Full Property Inventory

Lt. Sisk and Sgt. O’Neal spent several months completing a full evidence inventory. This was the first attempt to use the inventory tool in WebRMS. The inventory took a great deal of time due to the number of items being stored and the fact that some of the items were either not logged into RMS (due to age) or in RMS but not assigned to a location. When the inventory concluded, all items were reconciled and no major issues were found. The inventory lists of items that are not in RMS were used to create requests for destruction. By the end of the year, evidence staff were over half way finished with purging those older items from our inventory. The process will continue into 2020. Additionally, several hundred items were in RMS but were not assigned to a location – most of those items have been moved within RMS based on the findings from the inventory.

Sexual Assault Evidence Collection Kits

Due to changes in North Carolina General Statutes and best practices, Sgt. O’Neal conducted an inventory of all Sexual Assault Evidence Collection Kits (SAECK) in the agency’s possession. This inventory was followed by barcoding and entry of each kit currently stored in evidence into STIMS, the State Crime Lab’s Sexual Assault Tracking and Information Management System. This required opening and repackaging some of the items. Additionally, all new kits are shipped to hospitals with a barcode label for tracking.

In anticipation of the passage of the Survivor Act, Sgt. O’Neal helped to develop and participated in the Multidisciplinary Teams (MDT) required to review all untested SAECKs. She submitted, packaged and shipped 14 kits to BODE for testing. A few more kits remain to be submitted before the Spring 2020 deadline.

K-9 Training Aids

With the addition of a new K-9 Unit, older DEA drugs held for K-9 training were disposed of at Stericycle so that we could acquire new drug K-9 training aids. We acquired Cocaine, Meth, and Heroin and moved the existing firearm K-9 training aid was loaded into RMS. A new system of checking the training aids in and out of the evidence room was established to ensure proper accountability for these high risk items.

North Carolina Association for Property and Evidence (NCAPE) & International Association for Property and Evidence (IAPE)

O’Neal attended the Spring NCAPE Training Conference and Abbott attended the Fall NCAPE Training Conference. Both employees get regular emails from NCAPE and Abbott has joined the Conference Committee. The agency also maintains a membership in IAPE and accesses its resources periodically.

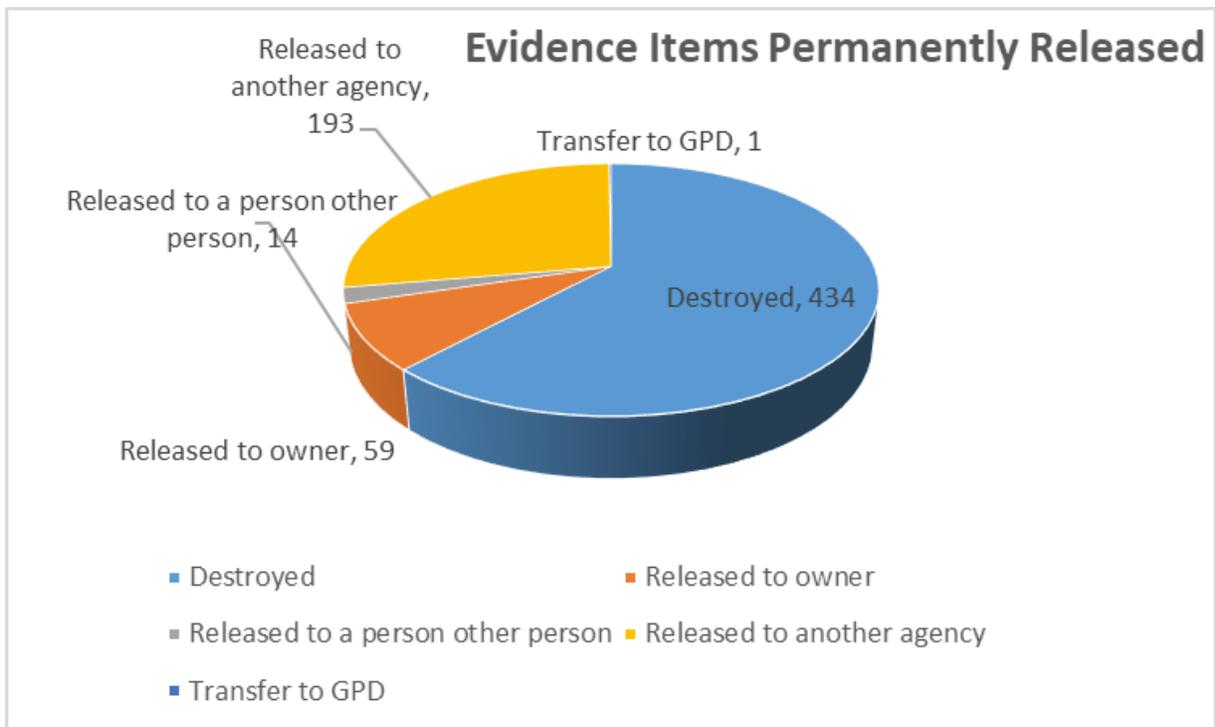
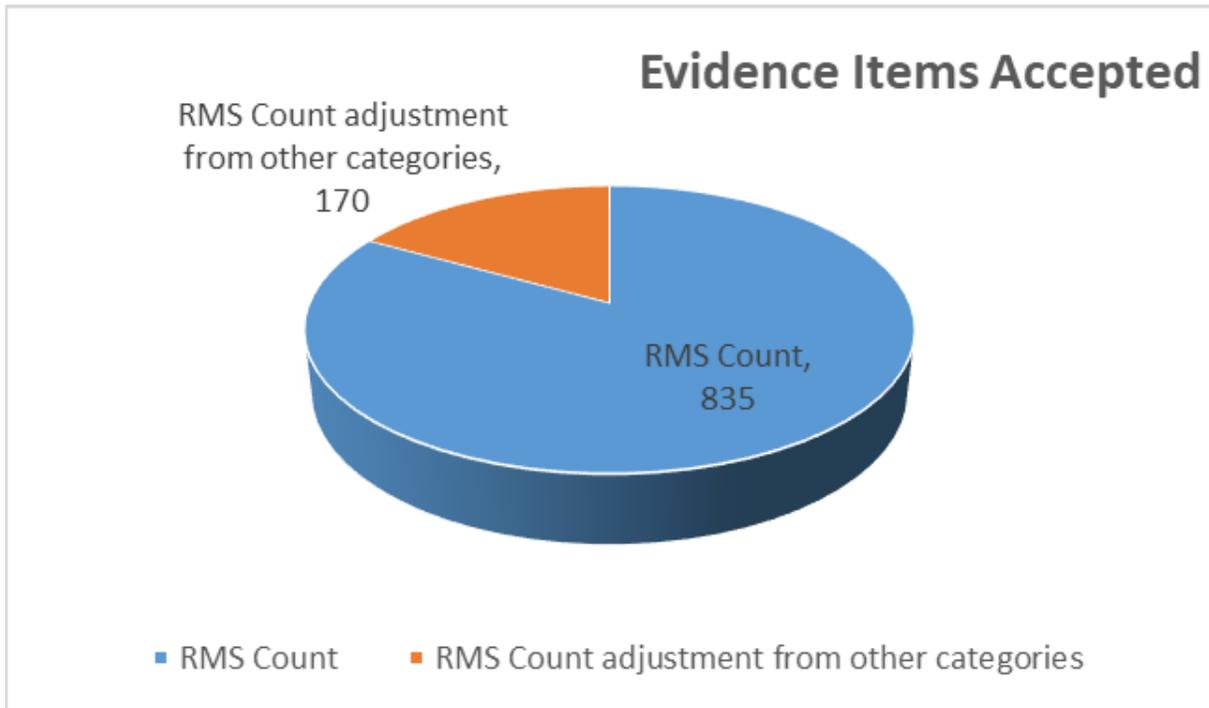
Alamance Evidence Meetings

Sgt. O’Neal coordinates the regular meetings of the Alamance County Evidence techs and custodians. This group meets every other month and each agency rotates the hosting duty (including providing lunch). All evidence staff attend these meetings and Sgt. O’Neal takes attendance, notes, and sends meeting reminders. This has proved to be very beneficial in problem solving and coordinating joint efforts – especially the MDT Reviews of untested sexual assault cases.

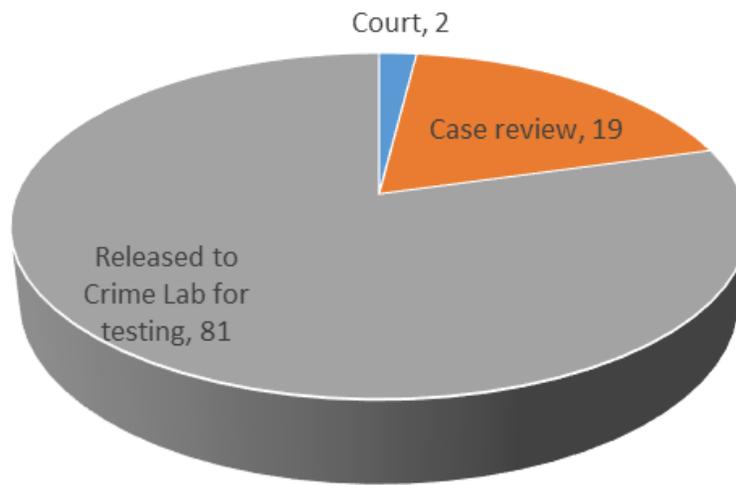
Staffing

The evidence staff increased in 2019. Lt. Daniel Sisk was added as a key-holder as the supervisor of the evidence function. Additionally, civilian Jessica Abbott was moved from Records Clerk to Evidence Tech in 2019. She has been trained on basic evidence procedures and spent a large part of her time in evidence aiding in the destruction of older evidence.

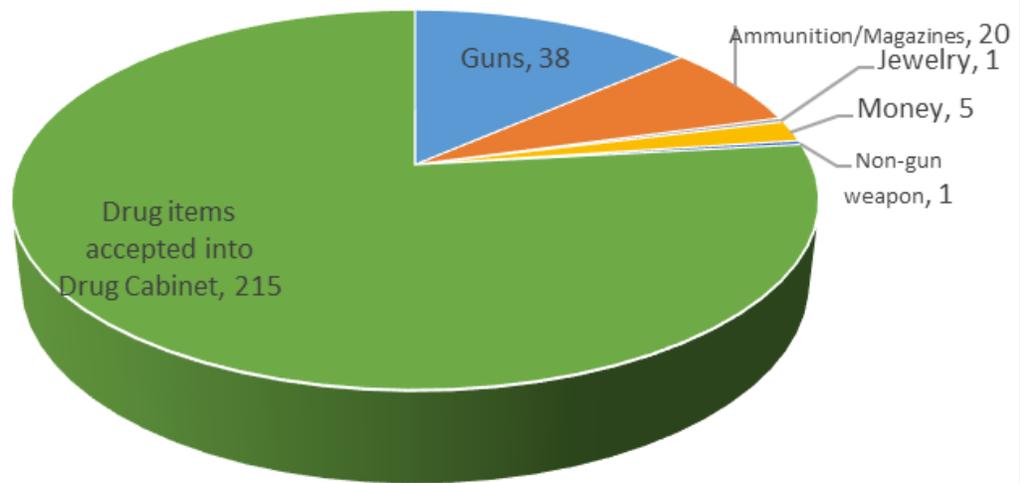
Data Charts



Evidence Items Temporarily Released



High Risk Evidence Items Accepted



Compiled Property & Evidence Data for 2019 (in number of items)

Received (Accepted): 1,005

RMS Count: 835

RMS Count adjusted for other categories: 170

(38 Destroyed, 10 Moved, 63 Permanently Released, 59 Temp Release = 170)

Moved: 842

Permanently Released (Disposed/Purged/Released):703

Destroyed: 434

Released to owner: 59

Released to a person other person: 14

Released to another agency: 193 (mostly to ACSO for destruction per court order)

Transfer to GPD: 1

Other: 0

Temporarily Released

Court: 2 (could later be returned to GPD, could be destroyed by clerk's office)

Case review: 19 (hand counted from property log entries)

Released to Crime Lab for testing: 81

Greensboro: 61 Other lab: 20

Rejected in RMS: 19

Duplicate entries: 18

Errors (item not collected as evidence): 1

High Risk Items

Total Items accepted into Safes: 30

Guns: 14

Ammunition/Magazines: 9

Jewelry: 1

Money: 5 items totaling \$1632.66

Non-gun weapon: 1

Total items accepted into Drug Cabinet: 215

Historical moves: 80 additional items

Total Items accepted into Gun Cabinet: 35

Guns: 24

Magazines/Ammunition: 11

Historical moves: 0

Found Property - RMS

Accepted: 23

Moved (historical): 1

Released: 8

Found Property

(Note – RMS shows 23 items accepted and one moved – likely due to items not being labeled in RMS as Found Property in the Hold Reason field)

Accepted: 50

Released: 8

PARKING ENFORCEMENT

2019 CALENDAR YEAR

Parking Ticket Fines	\$10.00 ea
Handicapped Parking Ticket	\$50.00 ea
Parking Ticket Late Fees	\$10.00 ea
Parking Civil Court Cost	\$126.00 ea
Internet Report Fees	\$2.00 ea
Parking Permit Fees	\$5.00 per day
Parking Permit Fees	\$25.00 per month
Parking Permit Fees	\$150.00 per year

Number of Parking Tickets Issued | 1287

Number of Tickets Paid \$10.00	917	Total Ticket Fines	\$ 9170.00
Number of Handicapped Parking \$50	7	Total Ticket Fines	\$ 350.00
Number of Parking Ticket Late Fees	216	Total Ticket Late Fees	\$ 2160.00
Number of Internet Reports	8	Total Internet Reports	\$ 16.00
Parking Permits	18	Parking Permit Fees	\$ 635.00

Total Fines Collected | \$ 12,331.00

Unpaid Parking Tickets for | 327