CLAYTON

POLICE DEPARTMENT

2018 Annual Report

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Contents

Message from the Chief

150 years! That's how old the Town of Clayton turned this year. Throughout 2019, we will celebrate the Town's sesquicentennial anniversary by remembering our past and thinking about our future. In that regard, let me again welcome you to the Clayton Police Department's Annual Report for 2018. You should find this report to be an open and transparent account of what we have accomplished in 2018. As always, we share with you our successes and our failures. I hope you learn more about our department and more specifically, about the men and women who make up this outstanding organization.

We continue to make changes to our processes and procedures with a focus on continuous improvement. We transitioned into new police uniforms and introduced a refreshed design to our police vehicles. We instituted a leadership development program and are investing much in our people. Our first-ever student graduated from the Administrative Officers Management Program at NC State University. This exceptional twelve-week executive management program enhances the abilities of emerging leaders and professionalizes the field.

We are a full year into our new performance management process where we measure progress related to strategic goals to reduce crime, improve traffic safety, recruitment, and developing and retaining a professional workforce. We continue to enhance public respect for our work. We actively participate in Coffee with a Cop, National Night Out, Riverwood Night Out, Pack a Police Car, and Christmas with a Cop. Our relationship with you gets stronger every day and we sincerely appreciate your support.

As I look back over the past year, I am reminded of the exceptional work done by the members of this agency. Great work that we celebrate during our annual awards ceremony that you will see documented in these pages.

In closing, thank you for letting me serve you as the Chief of Police and for allowing me the opportunity to work alongside the exceptional people who are the Clayton Police Department.

Very Respectfully,

CPD 2018

Mission

To deliver outstanding police service to everyone; every time.

Vision

To be a model of law enforcement excellence by exceeding the highest standards of quality in our profession.

Values

Commitment:

We are committed to serving others before ourselves by being alert and vigilant, never influenced by bias or prejudice, and unwavering in the performance of our duties. We are respectful, fair, and ethical in every instance. We do more, endure more, and are more.

Professionalism:

We are responsive and adaptive to our community because we endeavor to be skilled, efficient, and effective in our actions and behavior. We model integrity, honesty, and bravery no matter the cost. Perfection is not our goal; excellence is.

Distinction:

We are distinct because we welcome challenge and demand teamwork. We promote creativity and innovation to achieve our maximum potential. There are none other like us.
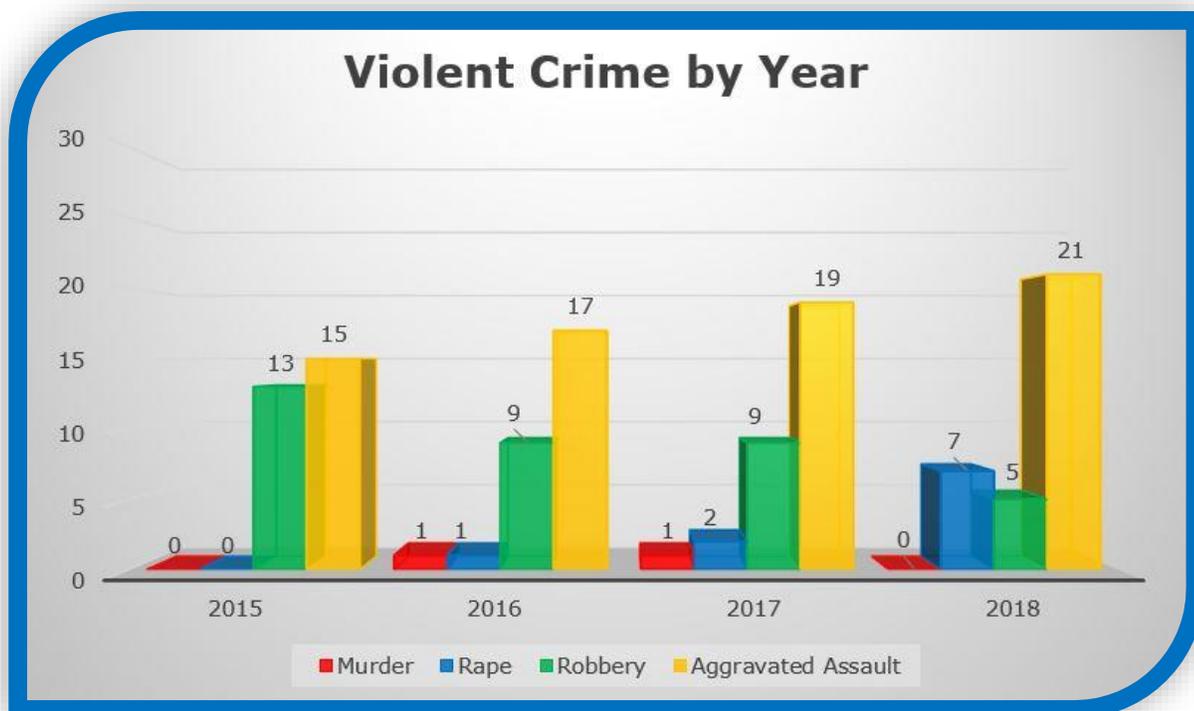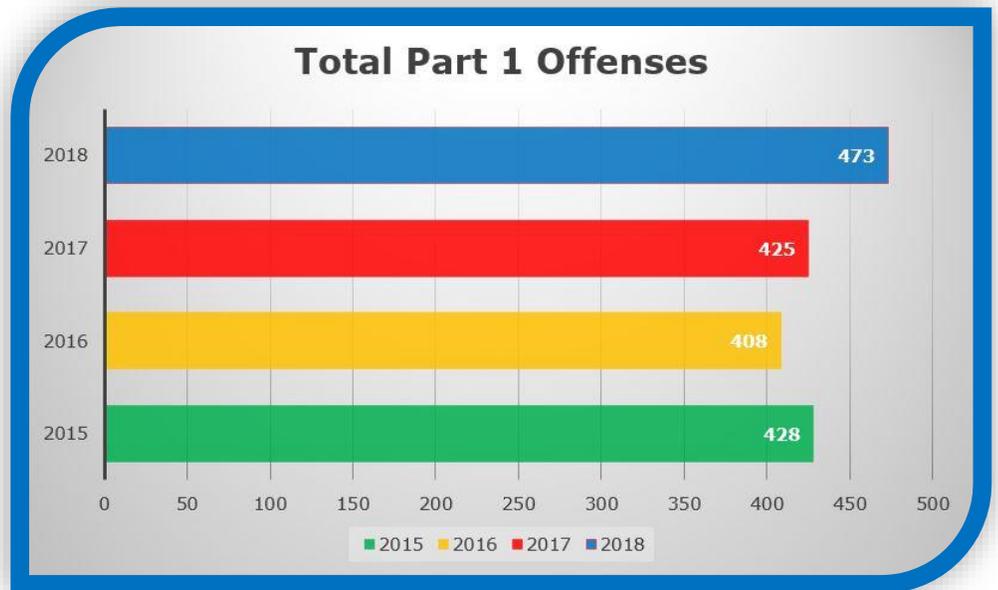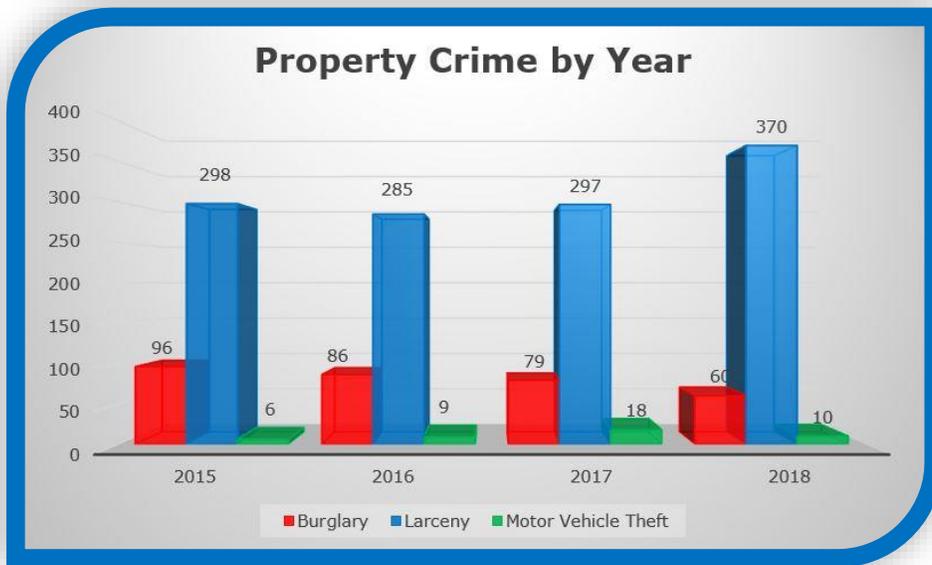
Slogan

"Keepers of Clayton"

Crime Statistics

This is the Clayton Police Department's 2018 report on Part 1 Offenses (Index Crimes). The data analyzed for this summary covers the period from January 1, 2018 through December 31, 2018.

During the past year, the Clayton Police Department received **473** reported Part I Offenses. The overall Part 1 Offenses increased **+11.29%** over last year's **425** reported offenses. The total number of violent crimes reported in 2018 increased to **33** over the 2017 number of **31**.

Total Part 1 Offenses

Year	Offenses
2018	473
2017	425
2016	408
2015	428

Violent Crime by Year

Year	Murder	Rape	Robbery	Aggravated Assault
2015	0	0	13	15
2016	1	1	9	17
2017	1	2	9	19
2018	0	7	5	21

CPD 2018

Property Crime by Year

The total number of property crimes increased **+11.68%** this year with a total number of **440** reported crimes, as compared to **394** reported in 2017. Thankfully, burglaries are down for a fourth year in a row; this year by **19** offenses having only **60** reported in 2018. Larcenies increased **+24.58%** with **370** reported and motor vehicle thefts decreased from **18** in 2017 to only **10** in 2018.

These statistics must always be viewed in the context that numerical deviations are influenced by many factors (see Appendix A). We carefully monitor crimes trends and are cautiously pleased with our relatively low crime rates. However, you are our priority and even one crime is too many. The Police Department staff, officers, and civilian employees are steadfastly commitment to improving our department and to making Clayton a better place to live, work and visit.

Custodial Arrests

Custodial arrests consist of persons arrested and taken into physical custody. During the 2018 calendar year, Clayton Police Officers arrested **345** persons for a myriad of misdemeanor and felony offenses**.** This number is a **-10.4%** decrease when compared to the **385** persons arrested during 2017.

Custodial Arrests

CPD 2018
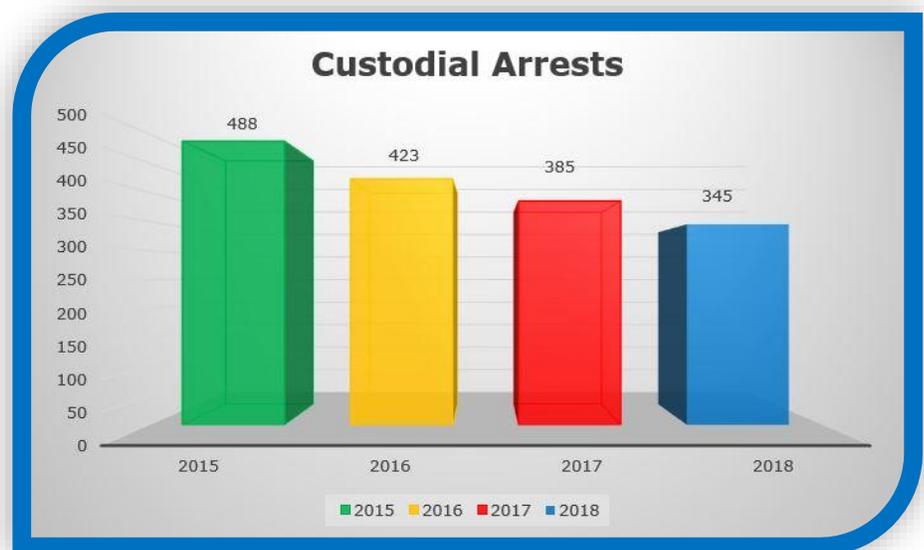
Racial Profiling
and Enforcement During Traffic Stops

Clayton Police Department

Enforcement Action Taken by Driver's Sex, Race, and Ethnicity
Monday, May 13, 2019
Report From 1/1/2018 through 12/31/2018

Action	Gender	White	Black	Native American	Asian	Other	Total By Race	Hispanic	Non Hispanic	Total By Ethnicity
Citation Issued	Female	395	239	0	2	2	638	83	555	638
No Action Taken	Female	16	7	0	1	0	24	5	19	24
On-View Arrest	Female	19	6	0	0	0	25	3	22	25
Verbal Warning	Female	287	195	1	4	4	491	39	452	491
Written Warning	Female	57	26	0	1	2	86	5	81	86
Citation Issued	Male	565	313	1	7	7	893	179	714	893
No Action Taken	Male	22	11	0	0	0	33	7	26	33
On-View Arrest	Male	21	25	0	0	0	46	8	38	46
Verbal Warning	Male	483	319	3	2	4	811	85	726	811
Written Warning	Male	77	38	2	2	1	120	5	115	120
Female Total	Female	774	473	1	8	8	1264	135	1129	1264
Male Total	Male	1168	706	6	11	12	1903	284	1619	1903
Total		1942	1179	7	19	20	3167	419	2748	3167

The chart above shows the total number of enforcement actions taken by Clayton Police Officers during 2018. The data reflects enforcement actions taken during traffic stops and does not include any enforcement a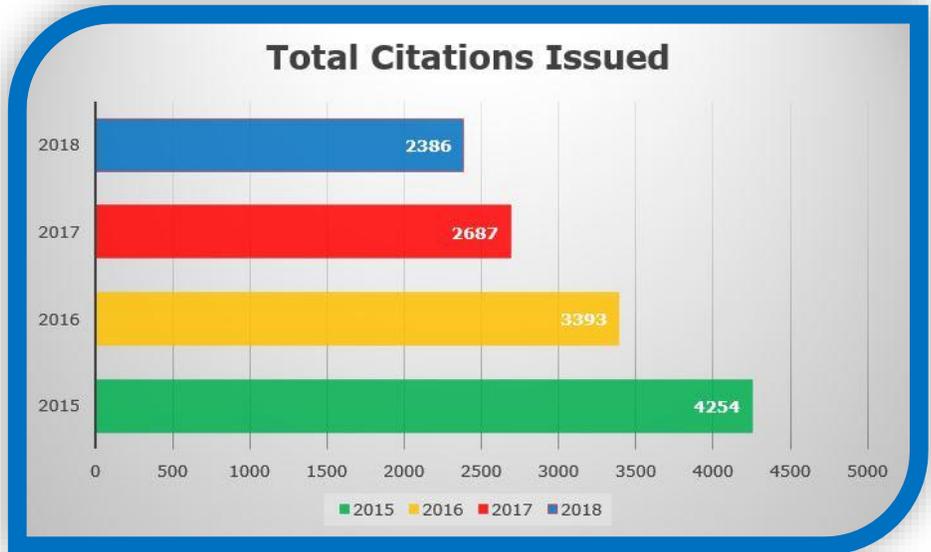ctions during calls for service involving criminal offenses. A total of **3,167** enforcement actions were taken during the 2018 calendar year. This is a **+57.7%** increase compared to the **2,015** enforcement actions taken in 2017.

Total Enforcement Actions Taken

| Year	Value
2018	3167
2017	2015
2016	3270
2015	4017

■2015 ■2016 ■2017 ■2018

CPD 2018
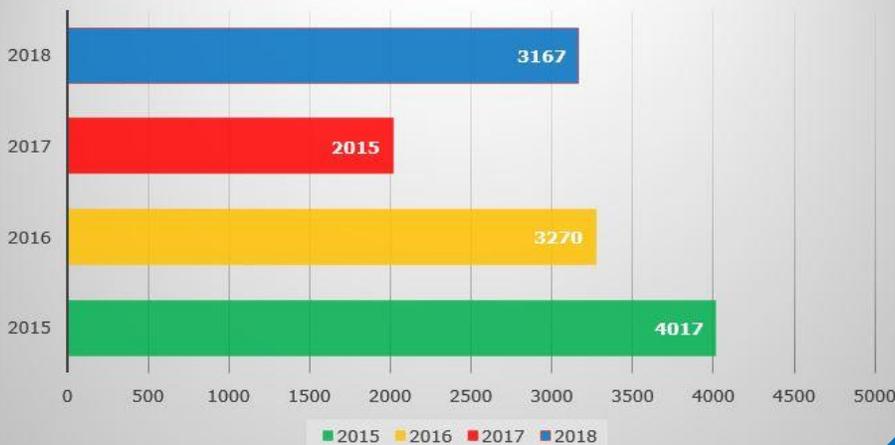
Citations Issued

Citations are issued to offenders charged with infractions or misdemeanors that do not require the posting of a bond. They are written for traffic violations and a variety of misdemeanor offenses. Clayton Police Officers issued **2,386** citations during 2018. This number is a **-11.2%** decrease when compared to the **2,687** issued during 2017.

Total Citations Issued

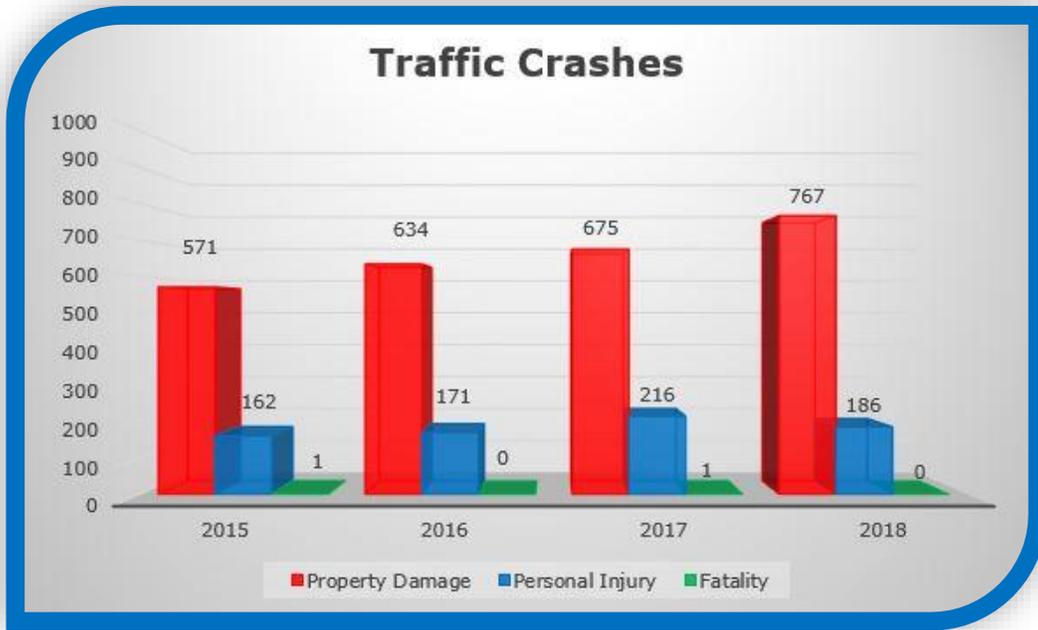| Year	Citations
2018	2386
2017	2687
2016	3393
2015	4254

■ 2015 ■ 2016 ■ 2017 ■ 2018

Calls for Service

Clayton Police Officers answered **29,032** calls for police services during 2018. This is a **-6.1%** decrease in the number of calls answered by officers when compared to the **30,938** answered in 2017. These calls for police services encompass a wide variety of police functions to include responses to crimes in progress, traffic crash investigations, disturbances, security checks, escorts, and other officer-initiated activity.

Total Calls for Service

Year	Calls
2018	29032
2017	30938
2016	32851
2015	31364

■ 2015 ■ 2016 ■ 2017 ■ 2018
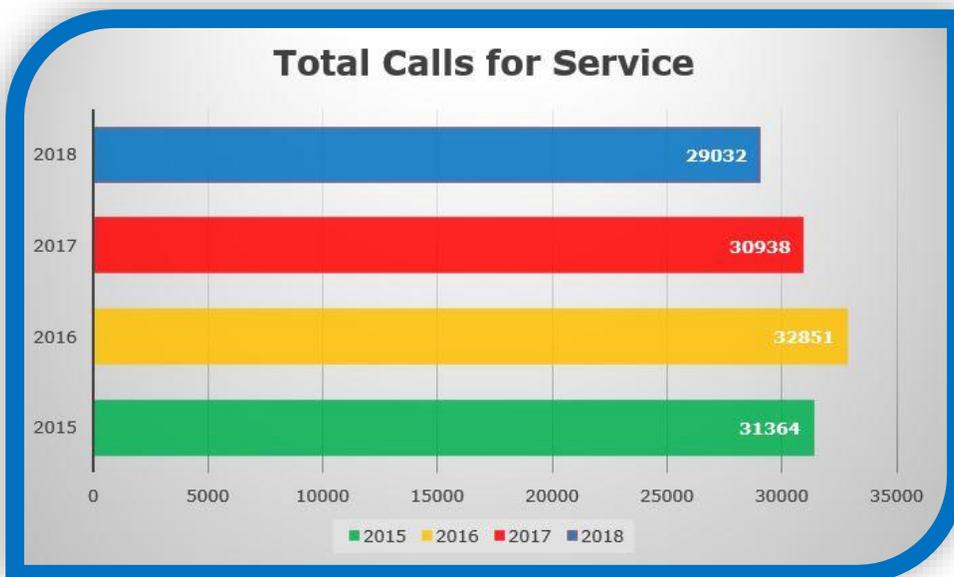
Traffic Crashes

Traffic Crashes

Clayton Police Officers responded to and investigated **953** traffic crashes in 2018. This is a **+6.8%** increase when compared to the **892** traffic crashes that were investigated during 2017. Traffic crashes resulting in property damage only increased **+13.6%**, while personal injury crashes decreased **-13.9%** from 2017. There were no traffic fatalities reported during 2018.

Vehicle Pursuits

There were **2** vehicle pursuits conducted by members of the Clayton Police Department during 2018. Departmental policy requires officers to document each vehicle pursuit in writing and this report is then reviewed at each supervisory level to ensure that it was conducted safely and that departmental policy was adhered to.
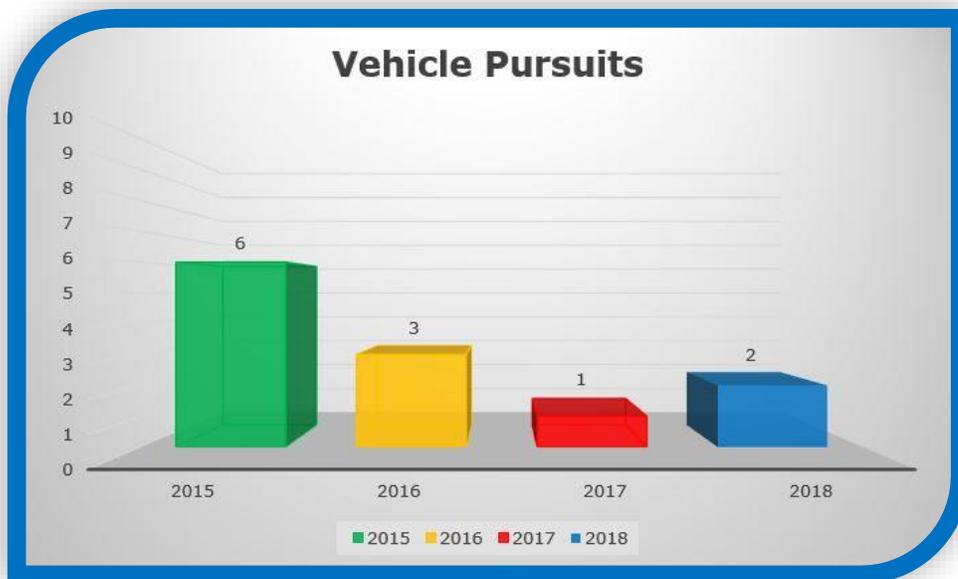
Use of Force

Clayton Police Officers used force in **12** encounters with individuals during 2018. Departmental policy requires officers to document use of force for each occasion. Our intent is to capture the type of force used, the reasoning for the application, and to review our actions for reasonableness and necessity. Clayton Police Officers answered **29,032** calls for service during the 2018 calendar. Of these public interactions, Clayton Police Officers were only required to use force during **.04%** of them.

We review staff's application of force in self-defense situations, while affecting an arrest, while responding to aggressive actions or resistance, or while performing some other type of lawful action. Of the **12** uses of force, we saw a **-42.9%** decrease when compared to the **21** reports filed in 2017. The actions preceding each use of force were grouped into one of **5** categories (listed in the table below). **3** instances involve assaults on officers, **4** involved aggressive actions toward officers, **1** instance of passive resistance, and **4** instances of resisting, delaying and obstructing officers.

CPD 2018
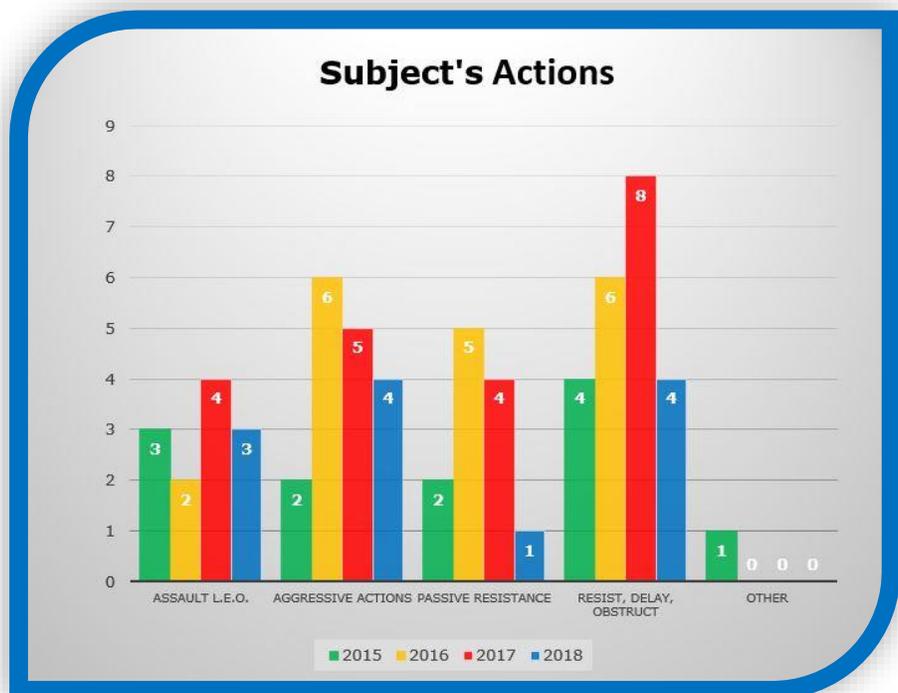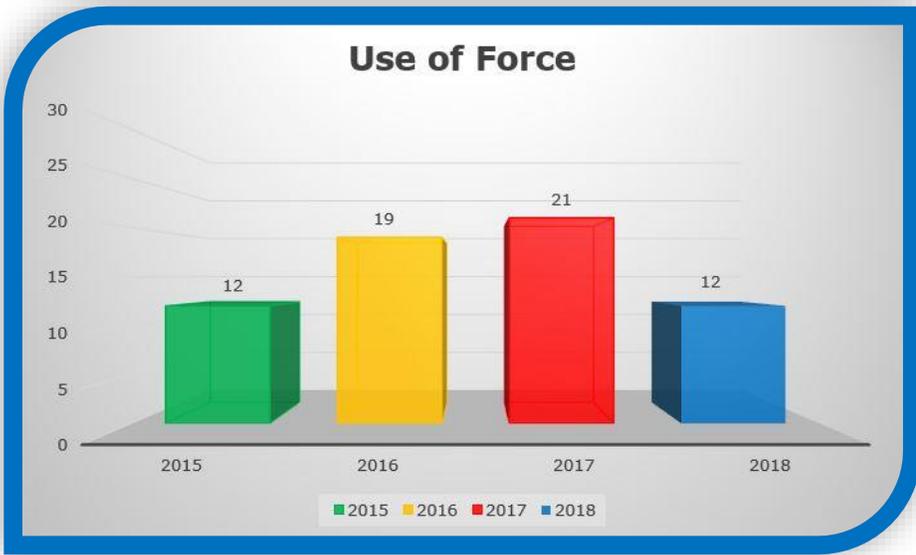
Complaints and Internal Reviews

We continue to assess the conduct of our employees as we strive to ensure that all employees represent the agency in the most professional manner. Our goal is to offer the highest level of quality, commitment, and professionalism always. To that end, we document and fully investigate all complaints against members of our department and communicate with complainants regarding the status of individual complaint. During 2018, the Clayton Police Department received and investigated **12** complaints against departmental personnel. This is a slight increase over the **11** complaints investigated in 2017.
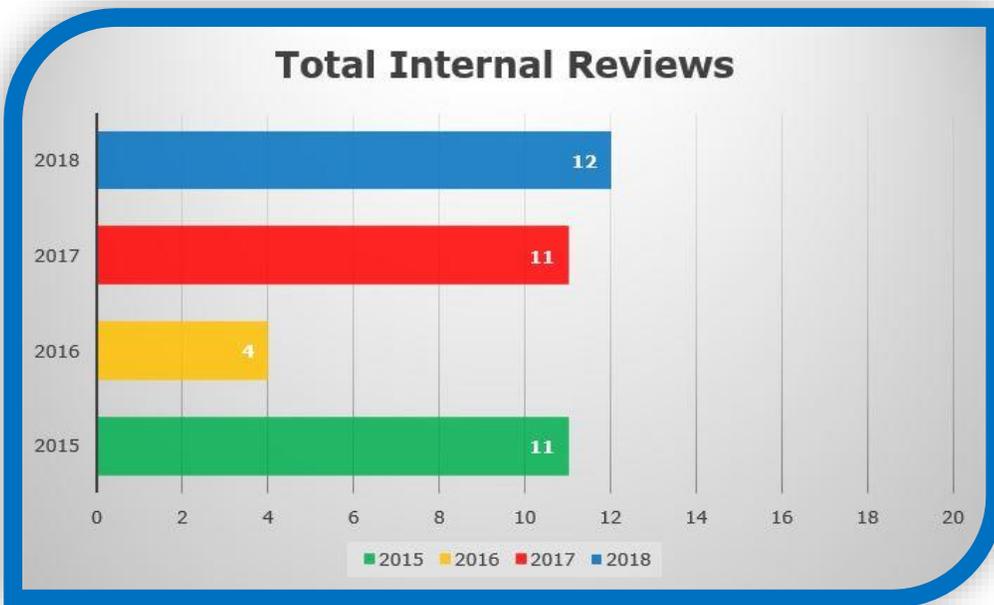
Of the **12** complaints that were investigated during 2018, **8** were UNFOUNDED, **3** were SUSTAINED, and **1** was deemed that misconduct was not based on the original complaint. Some level of disciplinary or corrective action was taken in **4** of the **12** instances.

CPD 2018
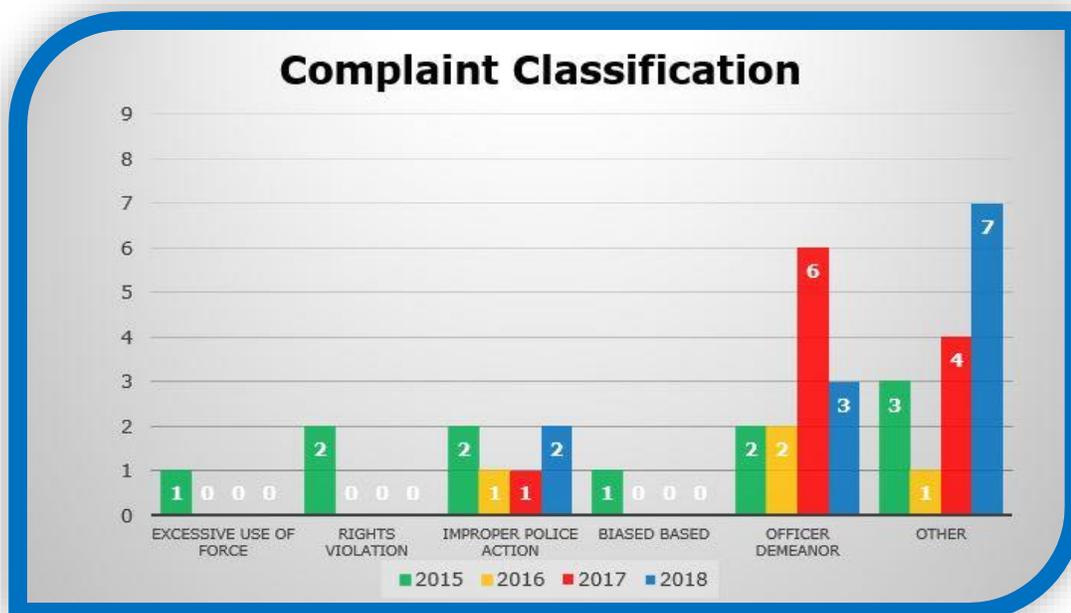
New Officers

Ofc. Grant Harris

Officer Harris started work with the Clayton Police Department in April of 2018. He graduated from the Basic Law Enforcement Training program at Johnston community College in December of 2017 and is new to the field of law enforcement.

Ofc. Jonathan Guider

Officer Guider started work with the Clayton Police Department in April of 2018 after working previously with the Apex Police Department where he served as a Police Officer with the uniformed Patrol Services. He is a combat United States Marine Corps Veteran.

Ofc. Komivi "EK" Ekoule

Officer Ekoule started work with the Clayton Police Department in August of 2018. He worked previously with the UNC Greensboro Police Department where he served as a Police Officer with the uniformed Patrol Services. He is a veteran of the US Army Reserves.

Ofc. Will Carter

Officer Will Carter started work with the Clayton Police Department in October of 2018. He worked with the Selma Police Department where he served as a Police Officer with the uniformed Patrol Services before coming to us. He is a United States Marine Corps veteran.

K9 Raven

K9 Eli

K9 Raven joined the Clayton Police Department in March of 2018. She and her handler, Ofc. Tyler McNeill are assigned to A Squad with the Patrol Services Division. She is the department's first female Canine.

K9 Eli joined the Clayton Police Department in June of 2018. He and his handler, Ofc. Isaiah Ruffin are assigned to C Squad with the Patrol Services Division.

Education and Professional Development

Sgt. Jeff Young

Sgt. Jeff Young joined the Clayton Police Department in 2014 and is assigned to the Patrol Services Division. He graduated in the spring of 2018 from Miller-Motte College with a Bachelor of Science in Business Administration.

Bachelor's Degree Ribbon

Lt. Greg Earp

Lt. Greg Earp graduated from the Administrative Officers Management Program (AOMP) at North Carolina State University in the fall of 2018. AOMP is a 12-week rigorous academic program that provides management and leadership education for law enforcement executives. Lt. Earp is currently assigned to the Investigative Services Division of the Clayton Police Department and is the first person ever sent to such an executive leadership development school in the department's history.

Promotions

Sgt. Brian Temple

Sergeant Brian Temple has been with the Clayton Police Department since 2001. During his tenure, he has served in every division in the department. He was promoted to Sergeant on February 23, 2018 and is currently assigned to D Squad in the Patrol Services Division.

Awards

Sgt. Keith Garner

Sgt. Keith Garner was awarded the Meritorious Service Award for his work as the department's Training Sergeant. He scheduled all in-house training and outsourced other external training to fit the department's needs. He developed a weapon-mounted light lesson plan and ensured every sworn officer was properly trained. He oversees all weapon inspections and maintains an accurate accountability.

He supervises all department general and specialized instructors to ensure department personnel are adequately trained. He increased department range time and has focused his energy at teaching good weapon handling skills over marksmanship.

Keith frequently coordinates the Johnston Community College, Wilson Tech, WakeTech, and the North Carolina Justice Academy to facilitate the department's training needs. He developed the department's new Field Training program and manual and oversees new employee orientation so that new employees are ready to train when their Field Training Program begins.

In his spare time, he operates the department motorcycle by participating in several special events including Christmas Parade, National Night Out, Touch-a-truck, and more. He partners with other local police departments to teach motorcycle safety as part of the BikeSafeNC program.

In 2018, Sgt. Garner contributed greatly to enhancing the overall effectiveness of the department by improving operations, enhancing training, and enforcing standards. He has distinguished himself thru his dedication to the department and its mission.

Meritorious Service Ribbon

CPD 2018

Meredith Mumford

Meredith Mumford was awarded the Meritorious Service Award for her exceptional service during 2018. She serves this community and this organization, not only in her role as the Department's front receptionist, but she works in other capacities throughout town.

She does not shy away from any challenge. She welcomes the opportunity to learn new skills and apply herself to bettering any process. When asked, she jumped at the opportunity to be part of the Town's revisit into a new wellness program. Not only did she become part of the team, but she became its leader and was instrumental in redeveloping the Town's Wellness program. She worked with other town employees gathering data and creating the program we enjoy today. Without a doubt, she is responsible for improving the overall wellness of all town employees and far above what is expected of someone in her role as administrative support specialist.

Meritorious Service Ribbon

Meredith played a tremendous role in the department's attempt this year at having a successful Christmas with a Cop program. She coordinated volunteers, helped vet participants, secured food donations, put together crafts for the kids, and facilitated the wrapping and delivery of the gifts. This year's program would not have been as successful if not for Meredith's commitment to service.

In her official role, Meredith is a face of the department. She is the first person people see when they come to the Police Department and the first person people talk to when they call. She is always pleasant and constantly professional.

Sgt. Andy Jernigan
                    Retired

Sergeant Andy Jernigan served this agency honorably for 15 years from January 2003 until his retirement in December 2018. During that time, he served in many different capacities with distinction.

Most recently, he served as the Training Sergeant where he expertly managed all in-service training for the department. He was the lead instructor for Johnston County's Crisis Intervention Team Training program and participated in many classes at both Johnston Community College and WakeTech.

He kept meticulous and accurate records and passed every audit with flying colors. Andy enabled future people in the Training Sergeant role to function effectively and efficiently because of the procedures he established and set into place.

Meritorious Service Ribbon

Lt. Russell Flint

Sgt. Brian Temple

Ofc. Scott Holzshu

Ofc. Erick Martinez

Ofc. Jonathan Guider

Unit Commendation Ribbon

Late at night on August 5, 2018, Officers Martinez and Guider were in the parking lot of the police department early one morning when they heard a loud crashing noise somewhere on Main Street followed by a loud and audible alarm. The officers responded to the area and began to check downtown businesses, but initially saw no signs of forced entry into any businesses. They stayed in the area and soon heard more breaking glass on Main Street and then a white male running from the sound of breaking glass. The officers immediately gave chase while requesting other units to establish a perimeter and cordon off the area.

While getting into position, Sgt. Temple saw a person matching the suspect's description running along the railroad tracks. Officer Holzshu set in position and diverted the suspect from escaping near his position.

Officer Guider saw the suspect scaling a fence behind a local business and shown his flashlight on the suspect. The suspect continued running until Lt. Flint, Sgt. Temple, and Ofc. Holzshu soon found the suspect behind a downtown business and took him into custody without incident. A career criminal and drug addict was caught in the act by observant officers committed to providing exceptional service to the business community.

In all, the suspect broke into two businesses and a vehicle in downtown Clayton. Detectives from surrounding agencies closed several unsolved cases and their teamwork and coordinated efforts were instrumental in capturing a dangerous criminal.

Retirement

Sgt. Andy Jernigan
Retired

Sgt. Andy Jernigan honorably served the citizens of Clayton for fifteen (15) years. During his time with the department, he has served in the Patrol Services Division, The investigative Services Division, and the Administrative Services Division. Sgt. Jernigan retired on December 31, 2019.

Employee of the Year

Sgt. Keith Garner

Employee of the Year Ribbon

Because of his hard work and dedication to the department and the Town of Clayton, Sgt. Keith Garner was chosen as the 2018 Employee of the Year. Sgt. Garner is a valued member of the department and a credit to the law enforcement profession.

Appendix A

About Crime Reporting

The Clayton Police Department voluntarily participates in the FBI's Uniform Crime Reporting program (UCR) by submitting monthly reports to the North Carolina State Bureau of Investigations. Through this voluntary program, and with the cooperation of participating agencies such as our own, the UCR program strives to ensure the production of a reliable and uniform set of crime statistics, from which a nationwide and statewide view of crime is possible. The North Carolina State Bureau of Investigations' (SBI) Division of Criminal Information (DCI) gathers data from participating law enforcement agencies throughout the state and forwards the UCR statistics to the FBI in UCR format.

Because of their seriousness and frequency, seven offenses comprise a **Crime Index**, which is used by law enforcement agencies throughout the nation to serve as indicators of crime experience within jurisdictions. These figures are intended to represent the volume of crime in Clayton, NC. Volume indicators do not represent the actual number of crimes committed; rather, they represent the number of offenses reported to law enforcement for each category. The Uniform Crime Reporting program (UCR) collects data on offenses known to law enforcement, and on persons arrested, to depict total crime and to provide data for administrative and operational use in addressing community problems. With respect to Murder, Rape and Aggravated Assault, the volume represents the number of actual victims known to law enforcement, while for Robbery, Burglary, Larceny – Theft, and Motor Vehicle Theft, the number of known offenses is represented.

When analyzing UCR statistics, the user of this information should guard against superficial agency-to-agency comparisons. Such direct comparisons, without taking into account the demographic differences between law enforcement jurisdictions, are misleading.

The underlying causes of crime are complex, and they resist simplistic "quick-fix" solutions. Crime is a community problem that requires law enforcement, citizens of the community, and other social institutions in the community to cooperatively form crime-specific strategies for resisting crime. We continue to bring the resources that are available to us to bear on specific criminal activities, within our operating and resource limitations.

To accept crime as a fact of life is an admission of defeat. Only through the establishment of short and long-term strategies and the assistance of the citizens can the community successfully resist crime problems in our neighborhoods. The identification of our community's crime patterns, through an examination of local crime experience, is a starting point. Thus, these crime statistics are a way of revealing to all of the people in our community just what we're up against.

Social and economic factors have an enormous impact on the nature and levels of crime in any particular community. The FBI, as part of the Uniform Crime Reporting system (UCR), lists a number of factors that affect the volume and type of crime:

- *the size of the community and its population*
- *the density of its population*
- *how the population is composed*
- *stability of the population with respect to mobility and transience*
- *the prevailing economic conditions*
- *cultural conditions, such as educational, recreational, and religious characteristics*
- *climate*
- *effective strength of law enforcement agencies*
- *what law enforcement emphasizes in its administrative and investigative roles*
- *the policies of other components of the criminal justice system (prosecutors, courts, corrections, and probation)*
- *citizen attitudes towards crime*
- *how citizens report crime (how often, how quickly)*

The majority of these factors are somewhat beyond the control of the police. However, the Police Department can play a major role in controlling "street crimes" - those that occur in public places (e.g., purse snatching, assaults/muggings). Crimes of passion committed among relatives or friends and other crimes committed indoors, such as shoplifting, are crimes for which law enforcement agencies' typically have little to no control over any increases and decreases in frequency. Police agencies collect information about these crimes and make arrests, as an order maintenance measure, whenever possible.The rate at which citizens report crime varies from community to community. We strive to be responsive to our citizens' reports of criminal activity – the public's confidence in our ability to effectively respond to specific events is crucial if we, as a community, want to

Appendix A   (continued)

formulate an effective community-wide strategy to resist increases in the frequency with which crimes occur. Therefore, increases in the frequency of crimes reported may be viewed favorably provided that we, as a community, use the statistics to identify our specific problems and formulate reasonable short and long-term responses.

In addition to arresting suspects after a crime has been committed, crime prevention and deterrence activities are methods by which Law Enforcement agencies and the citizens of the community can collaboratively resist increases in the volume of crimes.

All offenses are classified on the basis of law-enforcement officer investigation and in accordance with UCR offense definitions (which will not necessarily coincide with N.C. Statute definitions.) Because UCR identifies a Police problem, offense classifications are not based on the findings of a court, coroner, jury or decision of a prosecutor.

SCORING OF UCR OFFENSES

The method of scoring in the Uniform Crime Reporting program varies with the type of crime committed, and it is important to remember that the number of offenders does not determine the number of offenses.

For murder and non-negligent manslaughter, rape, and aggravated assaults, one offense is scored for each victim regardless of the number of offenders involved. For example, three offenders could be involved in the murder of one victim, and in this case one murder would be scored.

For robbery and larceny, one offense is counted for each distinct operation - that is, separate in time and place. The number of victims in any one operation does not determine the number of offenses. For example, if ten (10) people are robbed in a bar at the same time, only one offense is counted. However, if that robber then leaves the bar and holds up a passerby, a second offense has occurred and would be scored.

For burglary, one offense is counted for each "structure" which is illegally entered. For UCR purposes, a structure is generally defined as an enclosed, permanently occupied area. The illegal entries for the purpose of committing a felony or theft of such structures as dwelling houses, garages, offices, barns and the like are considered burglaries, and one burglary is scored for each separate unit entered. The illegal entry of several structures used to hold transients, such as hotel rooms, is scored as one burglary if there was one distinct criminal operation, regardless of the number of rooms or structures that have been entered. For motor vehicle theft, one offense is counted for each theft or attempted theft of a motor vehicle. For UCR purposes, a motor vehicle is defined as any self-propelled vehicle that runs on the surface and not on rails or a body of water. Thefts of farm and construction equipment are excluded from this definition and are scored as larcenies. All cases where persons not having lawful access take automobiles are classified as motor vehicle theft, even though the vehicles may later be found abandoned. This includes "joyriding." One offense is scored for each vehicle stolen or for each attempt to steal a motor vehicle.

Attempts to commit any of the above offenses are counted with the exception of attempts or assaults to kill, which are classified and scored under aggravated assaults.

For multiple offenses that occur in one incident (at the same "time and place"), only the most serious offense is counted.

Part I crimes are ranked according to UCR's definition of seriousness, and appear in order from the most serious to least serious. For example, a robber may seize a man's wallet and then beat him causing serious injury. Both a robbery and an aggravated assault have occurred, but because robbery is considered by UCR to be more serious, only the robbery is scored. From one perspective, this method of counting seriously understates the crime problem, but from another, it prevents undue inflation of crime statistics.

Blair Myhand
Chief of Police