

Garner Police Department Annual Report 2015

Chief Brandon V. Zuidema
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**A Nationally Accredited
Law Enforcement Agency**



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A Message from the Chief

THANK YOU FOR TAKING THE TIME to learn more about the Garner Police Department. I am proud to serve as the Chief of Police for the Town of Garner and feel fortunate to work with an outstanding group of men and women dedicated to the values of Commitment, Integrity, and Professionalism and to maintaining public safety for our residents, businesses, and visitors.

As the law enforcement profession continues to evolve, the Garner Police Department is committed to maintaining trust with our community, to focusing on procedural justice and transparency in all those whom we come in contact with and all that we do to serve the Garner community, and to keeping Garner a Great Place to Be. We recognize the authority we have and the responsibility we are given has a tremendous impact on the community, and we continually strive to ensure that our actions, individually and collectively, are not just lawful and appropriate but are aimed at doing the best we can in every situation.

This report provides some insight into the specific methods and programs we utilize throughout the year to combat crime and address traffic safety. It addresses our efforts in use of force and complaint investigation, it highlights our status as an accredited law enforcement agency, and it recognizes the accomplishments of our staff.

We appreciate your interest in the Garner Police Department and encourage you to consider working with us in the weeks, months, and years ahead. For more information about the Garner Police Department, please visit our website (garnerpd.org), follow us on social media, and consider enrolling in our next Garner Citizens Police Academy.

If you have any questions or would like to provide any feedback, feel free to visit us at 912 7th Avenue, to call us at (919) 772-8810, or email me at bzuidema@garnernc.gov.

Sincerely,

Chief Brandon Zuidema

GPD Mission and Values

IN THE SPRING OF 2010, an employee committee was tasked with developing and implementing a mission statement and set of values that represent who we are as a law enforcement agency, what role we play in the Garner community, and what values we embrace and use in making day-to-day decisions. The committee received feedback from all employees and developed the following:

Our Mission Statement

The Garner Police Department is dedicated to excellent police service through partnerships that reduce crime, create a safe environment, build trust, and enhance the quality of life in our community. We are committed to delivering quality service in an effective, responsive, and professional manner.

Our Values

COMMITMENT:

We have a selfless determination and relentless dedication to the public, our partners, and to each other. We will strive to continually improve our community and our agency.

INTEGRITY:

We are committed to the highest standards of honesty and ethical conduct, which are the cornerstones of our profession.

PROFESSIONALISM:

We accept responsibility for our actions. We are accountable to ourselves and to those we serve. We will communicate honestly and consistently strive for excellence.

The Law Enforcement Oath of Honor

POLICING IS AN HONORABLE profession full of men and women dedicated to the well-being and quality of life of others, and the Garner Police Department is no exception. We embrace the Oath of Honor as the basis of our individual and organizational strength and our commitment to the community. The Oath of Honor is used at all of our public ceremonies to share that commitment with those we proudly serve:

On my honor,

I will never betray my badge,

my integrity, my character,

or the public trust.

I will always have the courage

to hold myself and others

accountable for our actions.

I will always uphold the Constitution,

my community

and the agency I serve,

so help me God.

Developed by the International Association of Chiefs of Police Committee on Police Ethics in 1997



Garner Police Department Overview

DURING 2015, the Garner Police Department was authorized 63 sworn police officers and 10 civilian personnel (including full-time and part-time staff) to provide law enforcement services to a town roughly 15 square miles in area with a permanent residential population of over 27,000 citizens.

The Town of Garner operates in a Council-Manager form of government with an elected mayor and five members of the Town Council. The Town Council sets Town policies, enacts ordinances, and appoints the Town Manager. The Town Manager administers the daily operations and programs of the municipal government through department heads, including the Chief of Police, and other Town staff. The Garner Police Department is one of 11 Town departments, with the Town Manager directly supervising the Chief of Police.

Chief Brandon Zuidema was appointed Chief of Police in December 2009. The Chief of Police is

responsible for the overall administration and operation of the police department and reports directly to the Town Manager. In addition to his role as Chief of Police, Chief Zuidema also served as the Chairman of the Wake County Emergency Communications Organization (WECO), a member of the Smaller Agency Advisory Board for the International Association of Chiefs of Police (IACP), and as the Sergeant-at-Arms and North Carolina representative to the IACP State Association of Chiefs of Police (SACOP) Division for the North Carolina Association of Chiefs of Police during 2015.

Deputy Chief Eric Copeland had served as “second in command” of the Garner Police Department since 2001 and had responsibility for the Operations Bureau, which includes all sworn personnel except those assigned to the Administration Bureau under the command of Captain Chris Hagwood.



Police Department Components

IN LATE 2015, the Garner Police Department started a major reorganization that saw the dissolution of the Professional Standards and Special Operations units. The department is now comprised of the Administration Bureau headed by Captain Chris Hagwood, and the Operations Bureau currently headed by Deputy Chief Eric Copeland. The Administration Bureau assumed the responsibilities of the Professional Standards division as well as the Records Unit. The Operations Bureau has three divisions: Patrol, Criminal Investigations, and Support Services. The Operations Bureau also receives support from the civilian Crime Analyst.

Administration Bureau

An Administration Lieutenant serves as back up Internal Affairs Investigator, and assumed some responsibilities from the former Support Services Lieutenant. Currently, he manages department fleet services including new and replacement vehicle purchasing and equipment. Related duties include administering the in-car camera system to include all updates and maintenance/troubleshooting. Additional duties include serving as the agency liaison to the IT Department and administering department databases and software. The Administration Lieutenant supervises the Personnel and Training Sergeant.

The Personnel and Training Sergeant is responsible for ensuring the department complies with all training mandated by the NC Criminal Justice Education and Training Commission. This sergeant also is responsible for recruitment, retention, and administering the hiring processes for the department.

The Records Unit contains a Records Manager, three Criminal Records Clerks and the Quartermaster. The Criminal Records Clerks are tasked with managing all of the department's records, which include criminal reports, motor vehicle crashes, and other incidents. The Quartermaster is responsible for issuing equipment to officers and is the primary custodian of all evidence and department property. The Accreditation Specialist manages the

department's compliance with Commission on Accreditation for Law Enforcement Agencies (CALEA) standards and ongoing review of Department policies and procedures.

Operations Bureau – Patrol Division

The Patrol Division was commanded by Lt. Paul Shambaugh and later Lt. Chris Clayton and is the largest division in the Garner Police Department. This division is responsible for responding to 911 calls and proactive patrol in the Town of Garner. These uniformed officers, including four canine teams, work 12 hour shifts and provide police response to calls for service 24 hours a day, 7 days a week. All of these officers work collaboratively with members of the community to engage in problem-oriented policing. Each patrol platoon is staffed by a sergeant, a platoon leader, and six patrol officers – including a canine team.

Operations Bureau – Criminal Investigation Division

The Criminal Investigation Division (CID) was commanded by Lieutenant Lorie Smith. The division consists of the General Investigation and Special Investigation Units. The General Investigation Unit includes a sergeant and five investigators. The Special Investigation Unit includes a sergeant, two drug investigators, a gang investigator and two Impact officers. In 2015 CID was assigned 429 cases to investigate. The division cleared 126 cases in 2015: 50 by arrest, 25 missing persons located, 35 by exceptional clearance, 5 were unfounded, and 5 cases in which warrants were pending service.

The General Investigation Unit is responsible for handling investigations of most felony crimes that are reported to the Garner Police Department such as burglaries, robberies, frauds, and other crimes.

The Special Investigation Unit is comprised three special investigators and two Impact Team officers. The Special Investigators focus on drug, gang, and vice crimes. The Impact Team is a unit which serves

outstanding warrants, assists the other investigators, supports CID both in plain clothes and uniform, and supports the patrol division.

Operations Bureau – Support Services Division

In 2015, the Special Operations Division was merged with the Support Services Division. It now consists of the Traffic Safety Unit led by a Traffic Safety Sergeant, and a Community Services Sergeant. The Support Services Lieutenant also manages special events and extra duty assignments.

The Traffic Safety Unit is responsible for the investigation of traffic crashes, addressing speed complaints, conducting traffic studies and analyses, and managing traffic control at large events like the Christmas Parade and the Town's annual July 4th Celebration. Since October 2013 one of these five officers has been committed solely to DWI enforcement through a grant provided by the North Carolina Governor's Highway Safety Program. All Traffic Safety Officers have advanced training in crash investigation and also work to provide educational services to the community through programs such as seatbelt emphasis (Click it or Ticket), DWI enforcement (Booze It and Lose It) and anti-texting/distracted driving campaigns both on the road and in our high school.

Support Services is also staffed by a Community Services Sergeant and four school resource officers (SROs). The SROs patrol our two middle schools and high school, working with students and staff to ensure a safe learning environment. These SROs are partners with the school, and work to educate, mentor, and enforce laws. We have had a productive SRO program in place since 1994.

The Community Services Sergeant also supervises Civilian Services Officers. This entry level part-time position is used as a supplemental position to assist with tasks normally assigned to patrol officers after business hours such as locking park gates, answering animal control complaints, and responding to public works call outs for evaluation. This position, although assigned to the police department, is utilized in partnership with Parks, Recreation, and Cultural Resources, and Public Works.



The Traffic Safety Unit's fleet includes these motorcycles, which are used in the BikeSafe program to promote motorcycle driver safety.

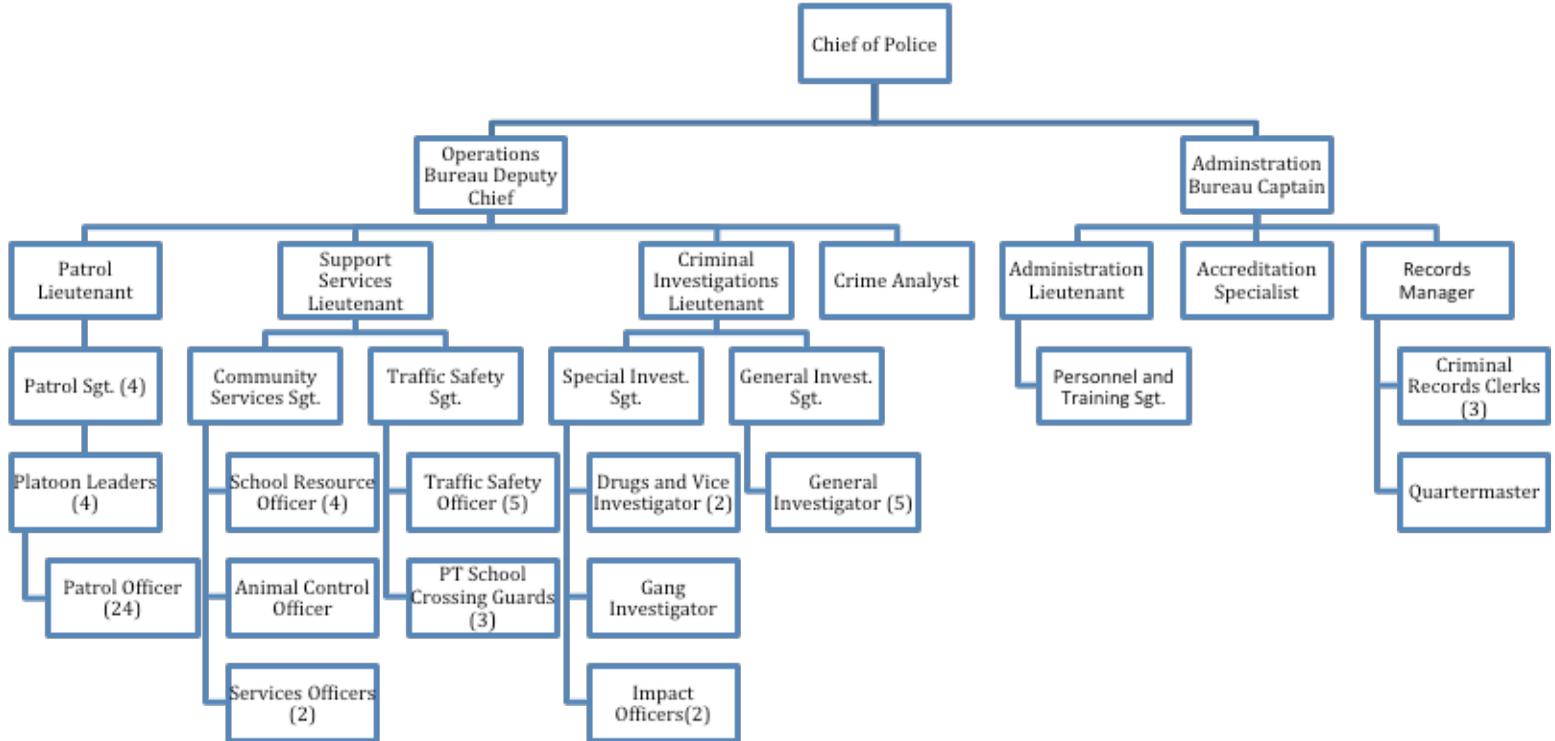
Animal Control is also assigned under the Community Services Sergeant, and is responsible for investigating all animal bite cases, cruelty cases, and stray animal complaints. During 2015 the Animal Control Program in Garner handled 1,086 calls for service, including the capture of 357 stray animals, 68 reports of vicious animals, 70 reported animal bites, and 134 cases of reported animal cruelty.

Operations Bureau – Special Teams

The Deputy Chief also supervised the Special Response Team (SRT) and the Crisis Negotiations Team (CNT). The Special Response Team is currently commanded by the Patrol Lieutenant, Chris Clayton. The Special Response Team is a part-time assignment responsible for high risk critical incidents such as barricaded persons, hostage situations, warrant service, or other incidents as needed. The Crisis Negotiations Team provides support in operations involving barricaded or non-compliant individuals.

The K-9 Unit is supervised by our K-9 Training Officer, Sonny Roberson. He manages a police dog and coordinates training of three other handlers. The K-9 Unit trains to detect illegal narcotics, perform suspect or victim tracking, search buildings or wooded areas for suspects, or locate evidence. K-9 officers undergo hundreds of hours of training with their assigned police dogs in order to become proficient in these tasks.

Department Organizational Chart



Facilities



The new police station at 912 7th Avenue was completed in December 2015.

UNTIL LATE 2015, The Garner Police Department was housed in three separate facilities within the Town. In December, the department opened a state of the art facility at 912

7th Avenue. This facility now contains all divisions and includes all offices, storage, conference, training, and fitness space in use by the department. The town's IT department shares the facility.



Local artist Vince Wood painted a mural honoring law enforcement on the side of the new police station.

Departmental Training



Firearms instruction and other types of training—including a mandatory fitness program—are an essential part of maintaining the Garner Police Department’s rigorous professional standards.

ALL SWORN OFFICERS employed by the Garner Police Department are required to complete annual classroom, firearms, and practical training in order to maintain their North Carolina certification as law enforcement officers. North Carolina requires 24 hours of in-service training every year (including 18 hours of classroom and 6 hours of firearms); however, Garner police officers received 49 hours of mandatory classroom training each year which includes 22 hours of weapons training. Department personnel also attend external training aimed at expanding their knowledge and expertise. As a department, in 2015 Garner police officers completed more than 5,000 hours of training beyond the mandated in-service or re-certification training.

The Garner Police Department is one of the first law enforcement agencies in North Carolina to have implemented a mandatory fitness program for all sworn employees. The Personnel and Training Sergeant manages the department’s fitness program that was fully implemented in 2012 and requires all sworn personnel to complete the North Carolina

Police Officer Physical Abilities Test (POPAT) at the department’s pre-established fitness standard twice a year.

We have seen significant improvement in the overall health and fitness levels of our employees since the implementation of the program. Our department average for all employees completing POPAT in fall 2012 was 8:29; our department average for all employees in fall 2013 was 7:52. In 2015, the department average POPAT time was 7:16 for both spring and fall combined, down from 7:32 in 2014. Five (5) out of sixty-three (63) sworn employees failed to meet the Department’s fitness standard on either test and were retested meeting the Department fitness standard on their retests. The Department’s Fitness Committee recommended a reduction in POPAT time for the Department’s fitness standard beginning in the fall 2014, moving towards meeting the state standard of 7:20 for all employees in the spring of 2018. Employees continue to be afforded opportunities to work out on duty and other incentives such as pay-for-performance raises to improve their fitness.

Crime in Garner

ONE OF THE HALLMARKS that most governments, citizens, and many prospective residents look to in evaluating a community is crime and the perception of crime among residents. The Garner Police Department recognizes that crime control is one of our critical missions.

However, it is important to make the distinction between the totality of crime and the subset of crimes that are reported, and therefore become known to the police. Although there are many factors that influence the reporting of crime, it is generally accepted that only a modest percentage of crime is ever reported to the police. The law enforcement community's primary objective with regards to the collection and analysis of crime data is to provide a reliable set of crime statistics for criminal justice and law enforcement administration, operation, and management. This data is also used to provide an objective measurement and indication of the overall level of crime in our community.

Crime Reporting

The Garner Police Department participates in both the state and federal crime reporting systems. We are an incident based agency, which means we submit the most comprehensive type of crime data to both the federal and state systems.

The FBI's Uniform Crime Reporting (UCR) Program collects offenses that come to the attention of law

enforcement for violent crime and property crime, as well as data regarding clearances of these offenses. In addition, the FBI collects auxiliary data about these offenses (e.g. time of day of burglaries). This expanded offense data also includes trends in both crime volume and crime rate per 100,000 inhabitants.

All crime related statistical data can be found at the NC State Bureau of Investigations website at <http://crimereporting.ncdoj.gov>. This site contains all current and historical data for the Garner Police Department.

2015 Crime Statistics

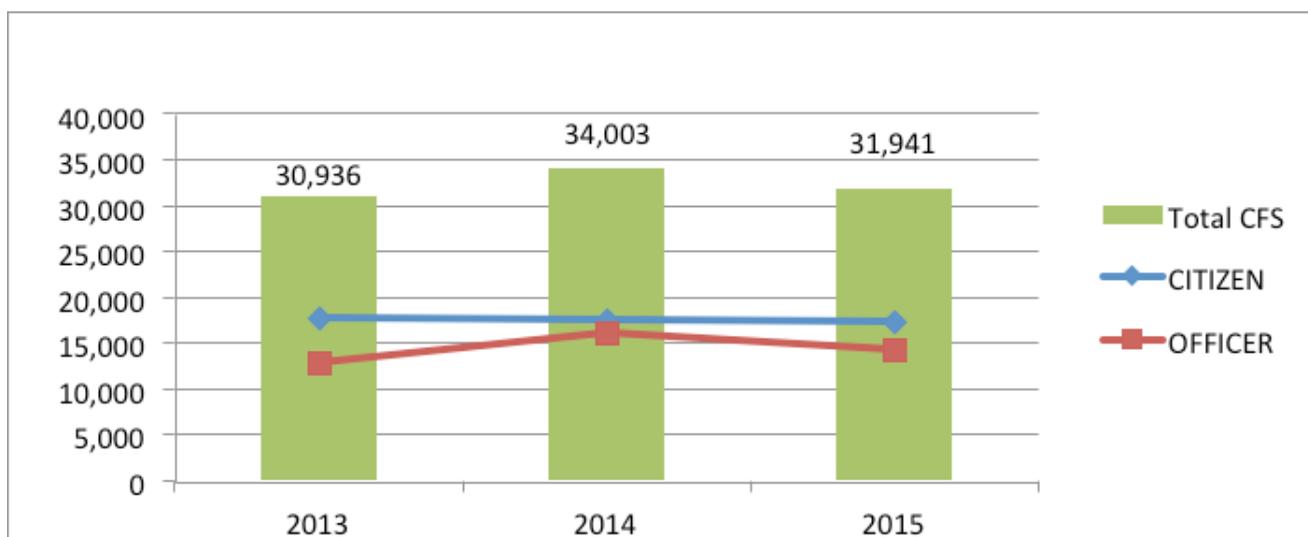
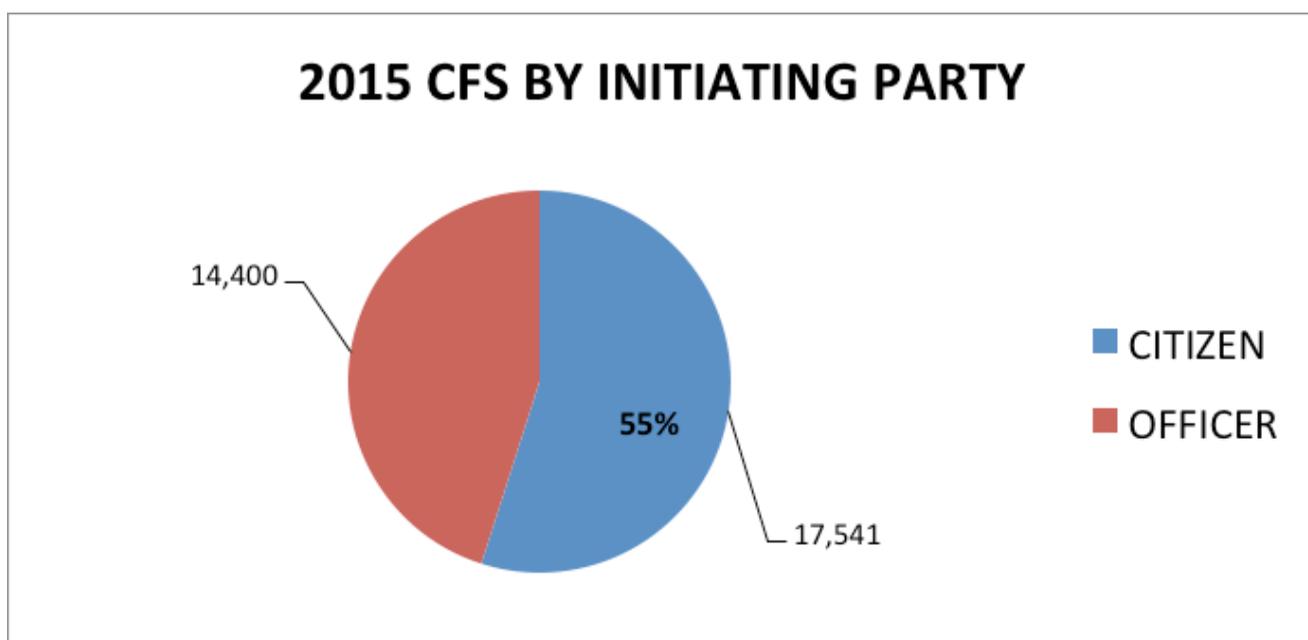
In 2015 the Town of Garner saw a 5.9% reduction in the total number of Part One Crimes reported. These crimes, which are separated into violent crimes and property crimes, include the following offenses: murder, rape, aggravated assault, robbery, burglary, larceny, and motor vehicle theft. The total number of Part One Crimes reported in the Town of Garner in 2015 was 1,181. The total number of violent crimes decreased from 51 to 44, which equates to a 13.7% decrease. Total property crime decreased by 5.6%, down from 1,210 in 2014 to 1,137 in 2015. When calculated on our rate per 100,000 residents, we continue to remain well below our ten year average in both violent and property crime. For a more detailed explanation of our crime statistics, please see the Garner Police Department 2014 Crime Statistics Addendum.

Calls for Service

A CALL FOR SERVICE (CFS) represents one incident or situation that was initiated by or brought to the attention of the Garner Police Department and was handled through the application of departmental resources. Calls for service originate from citizens (citizen-initiated CFS) and police officers patrolling the community (officer-initiated CFS). Calls for service vary in nature, severity, and the level of departmental resources required to address them—particularly with regard to the number of staff members and the

staff time required to adequately and appropriately handle the call for service.

Individual analyses were completed on citizen-initiated and officer-initiated calls for service using data from Raleigh Wake Emergency Communications Center, which serves as our dispatching service agency. The following graphs illustrate the total calls for service by initiating party for 2015 and the three year trend:



Traffic Safety Information



A crash reconstruction team performs an investigation after a serious crash on Creech Road in July 2015.

TRAFFIC SAFETY IS ONE method that the Garner Police Department uses for reducing the risk of being killed or seriously injured on our roads. The traffic safety team aggressively enforces the motor vehicle laws, provides citizen education, and seeks voluntary compliance to improve the safety of the motoring public. The Garner Police Department participates in numerous local and regional traffic safety checkpoints throughout our community supporting the Wake County Traffic Safety Task Force. The traffic safety program is focused on addressing all safety violations related to the operation of a motor vehicle. Not all traffic stops will end with a citation; in fact, less than half of the department's traffic stops resulted in the driver being issued a citation.

The traffic safety program is heavily involved in educating the community. The department partners with Garner Magnet High School in an anti-texting campaign, Click it or Ticket - Secure Your Future, and Prom Promise. Fatal Vision

Goggles combined with the DWI golf cart allows for simulated intoxicated driving scenarios for students at the high school as well. Child seat installations and inspections for parents occur on a weekly basis with an appointment based system. The appointment based system allows our officers to give a parent dedicated time to ensure that the child seat is correctly installed.

The Garner Police Department remains committed to the pursuit of traffic safety by partnering with the Governor's Highway Safety Program (GHSP). GHSP's main focus is to reduce alcohol related crashes, gain seat belt compliance, promote motorcycle safety, and conduct speed enforcement through various campaigns such as "Booze it and Lose it", "Click it or Ticket", and "BikeSafe" to help raise awareness". We are in year four of a GHSP funded DWI grant where we have an officer dedicated to impaired driving enforcement and reducing impaired driving crashes.

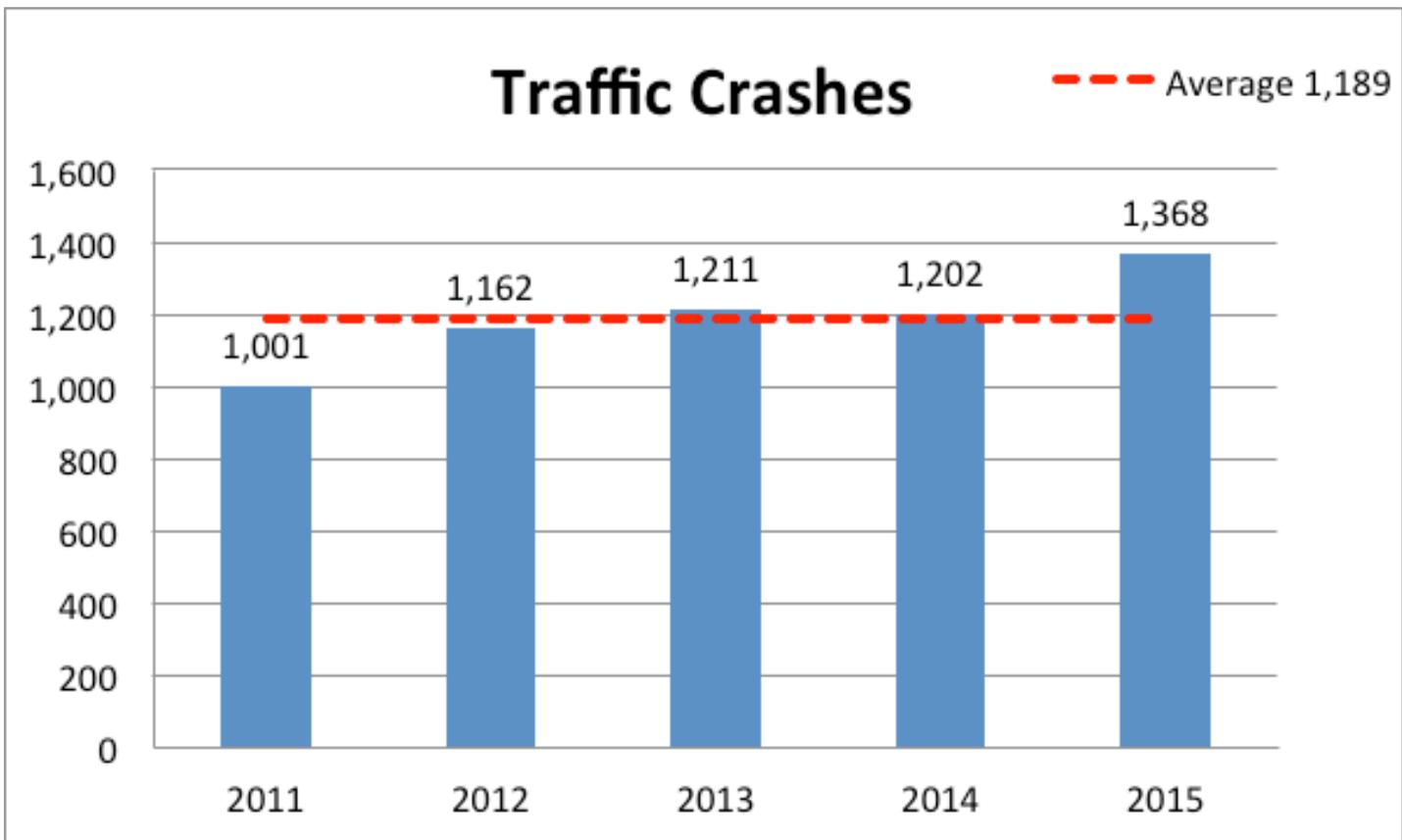
Traffic Crash Data

THE GARNER POLICE DEPARTMENT investigated 1,368 traffic crashes in 2015, up from 1,201 in 2014. Of those crashes, 259 reported personal injury, a decrease from the 283 reporting injury in 2014. There were two fatal crashes in 2015 and none in 2014. The chart below shows the traffic crash history for the past five years and our current average. Crashes in 2015 were 15% above average.

Crashes were most common between noon and

7pm, with the 1 o'clock hour and 3pm-5pm being most frequent. The highest number of reported crashes occurred on Friday and the fewest number of crashes occurred on Sundays.

Inattention was the leading contributing circumstance for all crashes last year; 274 crashes indicated a driver not paying attention was a contributing factor in the crash. NCDMV estimates 22% of crashes in NC involved a driver that was distracted, and Garner's statistics are similar.



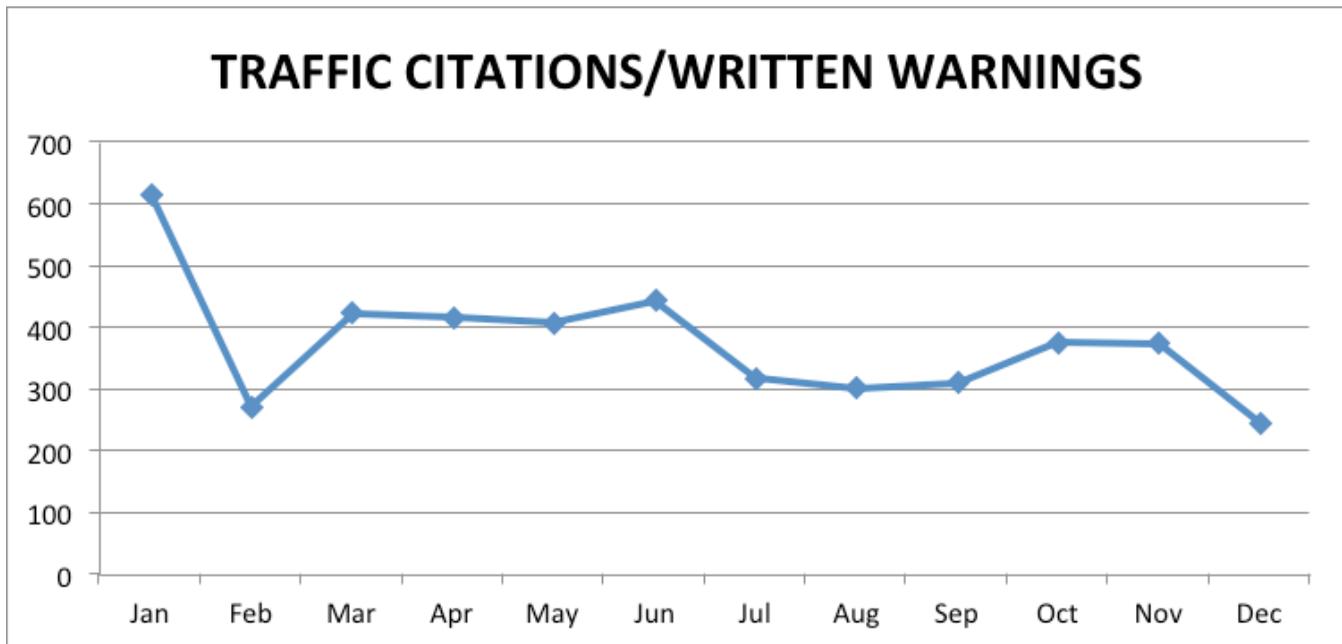
Traffic Citation Data

IN 2015, the Garner Police Department issued a total of 4,509 traffic citations or written warnings. This was a 41% decrease from the 7,665 written in 2014. In early 2015, two traffic safety officers retired. These retirements were compounded with unexpected vacancies and the traffic safety positions were not filled for most of 2015. As a result, traffic enforcement decreased in Garner. The data is summarized by month in the chart below.

It is important to note that in North Carolina, thirty-three percent of all traffic fatalities in 2014

were related to speeding (source: NCDMV) and we remain committed to enforcing speed limits. Garner officers issued speeding citations to 1,397 drivers in 2015.

The Garner Police Department remains dedicated to the pursuit of traffic safety through both education and enforcement. We will continue to work collaboratively with citizens and other government agencies to encourage safe motor vehicle operation through defensive driving and voluntary compliance with traffic laws as well as strict enforcement efforts.



Community Policing

COMMUNITY POLICING is our philosophy and organizational strategy that promotes a partnership between citizens and their police. It is based on the premise that both the police and the community must work together to identify, prioritize, and solve contemporary problems such as:

- Crime
- The fear of crime,
- Social and physical disorder, and

- Overall neighborhood decay
- ...With the goal of improving the overall quality of life.

Community policing in Garner encompasses all that we do as law enforcement officers and employees on a daily basis – whether we are involved in education, enforcement, partnerships, prevention, or problem solving, we are following the community policing philosophy.

Community Involvement

THE GARNER POLICE DEPARTMENT encourages and is committed to having our employees and our department involved with community activities and outreach in an effort to develop and maintain working relationships with the people we serve. In response to increasing concerns about Community-Police relations across the country, the Garner Police Department initiated an internal Community Relations Workgroup in spring 2015 with the goal of discussing both internal and external methods of improving and expanding on our community relations efforts. We sent out 130 letters to various groups and organizations in the greater Garner community asking them to meet with us at their convenience to allow us to listen to their perceptions of, experiences with, and any concerns about the Garner Police Department and law enforcement in general. To date, we have met with approximately twenty groups and have received primarily positive feedback along with suggestions for areas we could expand and/or improve upon our efforts to collaborate with, educate, and serve our community.

The department was involved with the following activities, programs, and projects during 2015:

Citizen's Police Academy

The Citizens' Police Academy, a 10-week-long program, is an opportunity for citizens to learn how our Police Department works, to meet officers who

work in their community, and to learn more about what it means to be a police officer in Garner today. The goal of the Academy is to build relationships between officers and the community through better understanding of our jobs and functions. It also provides a forum for feedback and suggestions for improvement. Each week, one or more topics are taught by members of the Department. Citizens have opportunities for hands-on practical exercises where appropriate. The following classes are currently taught: Introduction to Class/Department Overview, Communications, Vehicle Stops, Drug Investigations/K-9, Arrest, Search and Seizure, Domestic Violence Investigations, Use of Force, Rapid Deployment, and Traffic Enforcement/Crash Analysis/DWI Detection. After graduation, students are given an opportunity to apply for the Citizens and Police Together team (CAPT).

Citizens and Police Together

Citizens and Police Together (CAPT) is a volunteer group composed of Citizens' Police Academy graduates who are willing to volunteer their time to give back to their community. The CAPT mission statement is, "The goal of the Citizens and Police Together team is to partner with the officers and support personnel to provide extra assistance as needed, to be a positive influence, and to return a service to the citizens of Garner that will make a great community even greater". CAPT helps with such events as Child ID stations, the July 3rd

Celebration, and National Night Out. In 2015, the CAPT team donated 287 hours of their time to the Town of Garner. If you are interested in becoming part of CAPT, please contact Sgt. Sophia Sandlin (ssandlin@garnernc.gov).

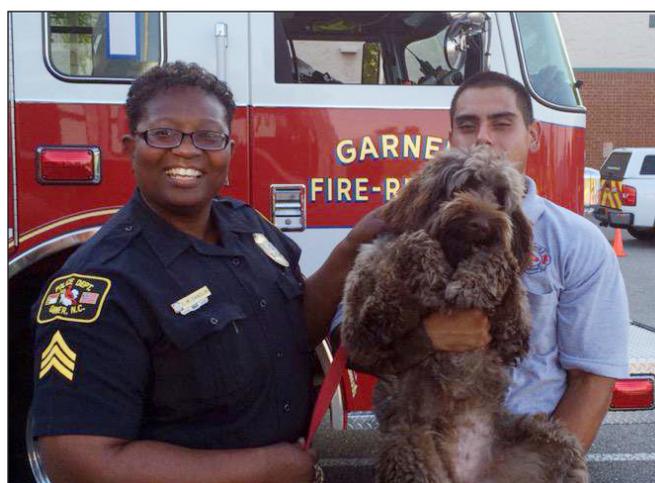
Achievement Academy

The Achievement Academy was originally developed by our School Resource Officer (SRO) and DARE officer in 1994 and was called “Challenge Camp” at the time. The program is aimed at students at our two middle schools. Students are selected by school counselors, school resource officers, and police officers who volunteer with the Garner Police Athletics/Activities League (PAAL), based on a combination of their academic performance, socioeconomic background, and discipline record. Those invited to attend are selected because they have expressed a desire to challenge themselves to overcome mental and physical obstacles and to improve themselves, both individually and as a team with their group.

In 2015 the Achievement Academy was held in the format of two mini-camps (spring and fall). In the spring camp we had the students attend a ropes course at NC State’s Schenck Forest. There they learned about team building and developed self-confidence by overcoming high ropes courses and a zip line. The spring group also did a community service project on campus and took part in a laser tag battle between two teams. The fall group got some track time on go-carts, as well as their own community services projects (litter sweep and going to visit a senior day group and play games with their elders). They also got to spend some time in the woods doing team-building exercises, building a camp fire, and having a lot of fun.

Cadet Program

The police department sponsors a Cadet Program through the Garner Police Athletics Activities League (Garner PAAL) to allow teenagers with an interest in law enforcement to learn more about what it means to be a police officer. Garner police officers volunteer their time to serve as cadet leaders and meet bi-weekly with the cadets to give them hands-on experience while learning the tasks of a



Sgt. Sophia Sandlin hangs out with Garner Volunteer Fire-Rescue during the 2015 National Night Out.

police officer. In addition to Garner officers, the program brings in professionals from other criminal justice agencies such as the US Secret Service, Federal Bureau of Investigation, NC Wildlife, and other local agencies to supplement instruction and give Cadets a well-rounded view of criminal justice career opportunities. In 2014 the Cadet meetings transitioned over to being held at Garner Magnet High School under the direction of the School Resource Officers who are assigned there.

Civic Organizations

Members of the Garner Police Department serve as volunteer members, leaders, and officers of a number of civic organizations in the town, including the Civitan Club, the Garner Educational Foundation, and the Rotary Club. Many of our employees also serve as volunteer coaches and mentors in area sports leagues and after-school programs.

Membership in these organizations allows our personnel and members of the community to become better affiliated with one another outside of normal police interactions. It also allows our employees to demonstrate community leadership outside of their roles with the police department.

National Night Out

The Garner Police Department participated in “National Night Out,” an annual event sponsored by the National Association of Town Watch (NATW)

and supported by law enforcement agencies nationwide. In 2015 we partnered with Target, The Village at Aversboro, Adeline Apartments at White Oak, other public safety agencies, and Garner residents to celebrate the 32nd Annual NNO. The event is an opportunity for citizens and businesses to join the Police Department in heightening public awareness of crime and crime prevention, strengthening police-community partnerships and relationships, and sending a message to criminals that the community does not tolerate crime.

Garner PAAL

The Garner Police Athletic/Activities League (PAAL) is a youth crime prevention program that utilizes educational, athletic and recreational activities to create trust and understanding between police officers and youth. It is based on the conviction that young people - if they are reached early enough - can develop strong positive attitudes towards police officers in their journey through life toward the goal of maturity and good citizenship. Garner PAAL brings youth under the supervision and positive influence of a law enforcement agency and expands public awareness about the role of a police officer and the reinforcement of the responsible values and attitudes instilled in young people by their parents. The following is a summary of our programs as of the end of 2015:

- PAAL hosted bi-weekly school based programs at Vandora Springs, Timber Drive Elementary,



The PAAL Olympics are a fun way to promote and raise awareness about the program.

Creech Road Elementary, East Garner Elementary, Aversboro Elementary, and Rand Rd. Elementary Schools. PAAL provides support and collaborates with school staff to provide life learning lessons combined with fun activities.

- PAAL hosted weekly after school programs at East Garner Magnet Middle These coed programs provide academic support, intramurals, field trips, and other activities such as campus beautification.
- PAAL hosted an after school Cadet Program for students at Garner Magnet High School. Students in all grades learn the intricacies of law enforcement.
- PAAL partnered with the Garner Parks, Recreation, and Cultural Resources Department to attend one day a week at the after-school program at Avery St. Recreation Center. Police Officers enjoy playing basketball with the students while providing outreach and mentoring.
- PAAL has partnered with various organizations to serve over 500 students at Garner United Methodist Church's annual Back to School Bash.

Garner PAAL hosted a PAAL Olympics in 2015 to raise funds to support the program. Formerly a single-sport broomball tournament, the PAAL Olympics allows teams to compete in a variety of fun events while raising money for youth programs. A PAAL golf tournament was added in 2014 to also raise funds. Hosted by a local restaurant, MoonRunners, the tournament raised money and brought the community together to support additional programming. More information on the PAAL program can be found on the PAAL website at www.garnerpaal.org.

Schools and Community Organized to Read (SCOR)

SCOR is a locally-developed reading buddy program sponsored by the Garner Educational Foundation to support Garner's elementary schools. SCOR serves primarily second graders who need additional assistance to improve their reading. Six GPD volunteer reading buddies met with school-identified students for 30 minutes each week to provide mentoring and to read from a collection of books provided by the

media specialist of that school.

Shop with a Cop

Each year the Garner Police Department partners with TT&E Iron and Metal, Inc. and other area businesses to provide a Christmas party and shopping opportunity to Garner area families who might not otherwise have a Christmas. With the assistance of local school counselors, families in need are identified; with TT&E's generosity, the families are provided with a shopping budget and police officer escorts at a local retailer that allows for a Christmas celebration that would not otherwise be possible. Since its inception, the "Shop with a Cop" program has provided support to close to 300 children and their families, and more than \$100,000 has been donated to support families in need in the Garner community.

Special Olympics

Raising money for Special Olympics has a long tradition in law enforcement locally and nationally. Our agency participates by raising funds and participating in Special Olympics North Carolina. In 2015, we raised a total of \$10,680, which was \$255 more than 2014. Fundraising events included a Polar Plunge sponsored by Zaxby's and t-shirt sales to the public. We participated in the torch relay across North Carolina, and also participated in the Unified Relay Across America in support of the World Special Olympics Games in June. Representatives from the department were at the kickoff event in January at NC State University, the Summer Games opening Ceremony in May, and local Spring Games in which officers went with student athletes from local schools to participate. The department's efforts to support Special Olympics were led by Officer Kevan Anderson, who is also a School Resource Officer at East Garner Magnet Middle School.

Youth Thrive Partnership

Youth Thrive is a community-based collaborative comprised of individuals and organizations

working to create positive change for Wake County Youth. The Garner Police Department has been an active partner with the Youth Thrive collaboration by serving on Action Teams, working to create a strategic planning blueprint for Wake County youth. The goal of this blueprint is to keep youth out of the criminal justice system and give them the tools they need to be successful in life. The goals and strategies created were evidence-based, data-driven actions items that can be implemented by the agencies and organizations that serve our local youth. Chief Zuidema served as a member of the Youth Thrive Board of Directors while other members served on the individual action teams.

Social Media

The Garner Police Department remains committed to using social media to engage our community and keep our followers updated on important information. During 2015 we notified followers of traffic related incidents, crime alerts, news releases, and even gave out the location of speed enforcement/DWI checkpoints. We realize that social media plays an important part in staying connected with the community.

GPD maintains a website as part of the Town of Garner's website that can be accessed via www.garnerpd.org or www.garnernc.gov/Departments/Police/. Our website allows citizens to receive information, send us information, and get copies of motor vehicle crash reports.

We currently partner with www.raidsonline.com to provide public crime statistics and crime mapping at no cost to the town or to the public. Public copies of crime reports are available from p2c.wakeso.net.

Garner Police also has a Nextdoor account which can be located at www.nextdoor.com. Nextdoor is a neighborhood based platform where residents can connect with each other. The police department maintains communication with neighbors through sending important safety information and crime alerts. GPD maintains a Facebook page to disseminate

The Garner Police Department remains committed to using social media to engage our community and keep our followers updated on important information.

information to the community. We can be found on Facebook as “Garner NC Police” or by going to www.facebook.com/GarnerPolice.

We can be found on Twitter as “@GarnerPolice”. Please consider giving us a follow for regular access to useful information regarding the Garner Police Department and the Town of Garner.

Finally, we encourage you to follow Chief Brandon

Zuidema’s Twitter account. His account, “@ChiefZuidema,” provides information about the department and other activities Chief Zuidema is involved in both regionally and nationally.

(Please note: Our social media is not currently monitored outside of regular business hours; in the event of an emergency or if you need immediate assistance, please call 9-1-1.)



Department Accreditation

ON MARCH 26, 1994, the Garner Police Department became accredited by the Commission for the Accreditation of Law Enforcement Agencies, Inc. (CALEA). The department sought and has maintained accredited status as a means of benchmarking our policies and procedures against international best practices for law enforcement agencies, as a means of ensuring effective service delivery to the citizens of Garner, and as an ongoing demonstration of commitment to professionalism through voluntary adherence to national standards.

Fewer than 650 law enforcement agencies are currently accredited by CALEA within the United States. CALEA accreditation is conferred for a period of three years, during which time the agency must submit annual reports attesting continued compliance with those standards under which it was initially accredited as well as new standards added over time. The Garner Police Department was required to

comply with more than 460 procedural standards in order to earn our most recent re-accreditation.

The Garner Police Department was recommended by the CALEA Commission for full accreditation at its March 2014 conference in Garden Grove, California. This accreditation award was unanimously recommended and GPD was recognized for maintaining continuous accreditation for over 15 years, resulting in GPD receiving the Meritorious Accreditation Award. Chief Zuidema and the accreditation team of Mrs. Dana Clay and Sergeant Scott Crawford accepted the award on behalf of the GPD. Mrs. Dana Clay was awarded a CALEA certificate of appreciation for her efforts in GPD’s accreditation.

For more information regarding the Commission on Accreditation for Law Enforcement Agencies, Inc. please contact the Commission at 13575 Heathcote Blvd, Suite 320, Gainesville, VA 20155, or visit their website at www.calea.org.

Complaint Investigation

THE GARNER POLICE DEPARTMENT investigates all complaints made by citizens regardless of the source of the complaint or how it is communicated to us; complaints are typically deemed to be either an allegation of serious misconduct or a performance complaint. The department utilizes electronic tracking software to record and track all complaints that are brought to the attention of the department.

Allegations of serious misconduct are complaints that allege corruption, misuse of force, violation of the law, violation of an individual's civil rights, or a serious breach of department policy or employee rules of conduct.

Performance complaints typically allege an inappropriate action or response by an employee, improper operation of a police vehicle, violation of a department policy or employee rules of conduct, or any other act or failure to act that does not rise to the level of an allegation of misconduct.

Upon conclusion of an investigation, each complaint is assigned one of the following findings:

Sustained—Findings indicate there is sufficient evidence to prove the allegation or complaint.

Non-Sustained—Findings indicate there is insufficient evidence to prove or disprove the allegation or complaint.

Exonerated—Findings indicate there is sufficient evidence to prove the incident occurred, but the actions or demeanor of the employee was proper, lawful and/or within policy.

Unfounded—Findings indicate there is sufficient

evidence to prove the allegation or complaint did not occur or was demonstrably untrue or false.

Policy Failure—Findings indicate there is sufficient evidence to prove the allegation or complaint occurred, but the actions of the employee were within GPD policy when the incident took place. This finding indicates the policy is faulty and in need of review or revision.

During 2015 there were seven instances of citizen concerns, in which no policy violation or misconduct was alleged, but the citizen was still initially unsatisfied with their contact with an officer. Six additional complaints were filed that did rise to the level of a performance complaint. In each instance, two distinct allegations were made against each officer involving the respective incident for a total of twelve. In five of the allegations, the officer was exonerated. Two additional allegations were unfounded, and five allegations were sustained.

The rate of policy violations or misconduct is extremely low given that the department had a minimum of 18,304 documented citizen contacts.

In addition, a total of 36 allegations were made by supervisors when officers were observed to have violated policy or it was discovered they had engaged in personal misconduct. Of those internally initiated investigations, thirty three were sustained, two were exonerated, and one was not sustained.

The rate of policy violations or misconduct is extremely low given that the department had a minimum of 18,304 documented citizen contacts (as measured by incident reports, calls for service, citations, and arrests). In summary, one out of every 1,076 contacts resulted in an internal or external complaint or citizen concern, or less than 0.1% of all contacts.

Use of Force

GARNER POLICE DEPARTMENT policy dictates that police officers will use only that force necessary to protect life and affect lawful objectives. In addition to the use of physical force, police officers in Garner are equipped with and trained to use batons, conducted electrical weapons (better known by the name brand “Taser”) and, if necessary, their firearms when performing their lawful duties.

Use of Force Review

During 2015, there were a total of 34 incidents that resulted in a total of 52 separate applications of force by individual officers, which is 15% less than 2014. There were multiple incidents in which more than one officer was required to use force or a single officer used more than one type of force in order to subdue an individual. However, the vast majority of our incidents continue to involve one officer and one offender.

Every incident in which force is used or a firearm or Taser is pointed at a suspect by a Garner Police Officer is thoroughly investigated and documented by supervisory staff and is reviewed through the

department’s chain-of-command.

In addition to the review of the individual incident, the Garner Police Department has implemented an “Early Intervention System” (EIS) to more effectively evaluate employee performance. An EIS is a data-base police management tool that is designed to monitor officer activity to identify patterns and to provide for consistent, proactive intervention and assistance when appropriate.

Statistical Summary

There were 1,070 arrests for 2015, a decrease of 439 from 2013. There were 52 total uses of force, including weapon pointing; this results in a use of force rate of 5% for all arrests. This is a 1% increase from 2014.

Excluding the 29 weapon pointings there were 23 uses of physical force, Taser, or K-9 deployment in the 1,070 arrests in 2015. This results in a physical use of force rate of 2% for all arrests. In comparison to the 18,304 documented interactions with citizens in 2015, we used force in less than 0.3% (three tenths of one percent) of all documented contacts.

Bias-based Policing Review

GARNER POLICE DEPARTMENT policy 820.09, Bias-Free Policing, establishes our commitment to ensuring fair and equitable treatment of all persons. The policy states, “The Garner Police Department is committed to preserving the peace and maintaining order in our community by practicing bias-free policing and respecting the rights and dignity of all. No member of this department shall engage in bias-based profiling in any arrests, asset seizure / forfeiture efforts, field contacts or traffic stops.”

Each year the Garner Police Department reviews traffic stops and other areas where bias may be present. We are pleased to report that our analysis of 2015 traffic stop data and review of other data

did not indicate bias in our interaction with those we serve. The Garner Police Department received one complaint of a race based arrest in 2015. This complaint was not sustained after an investigation by the supervisor.

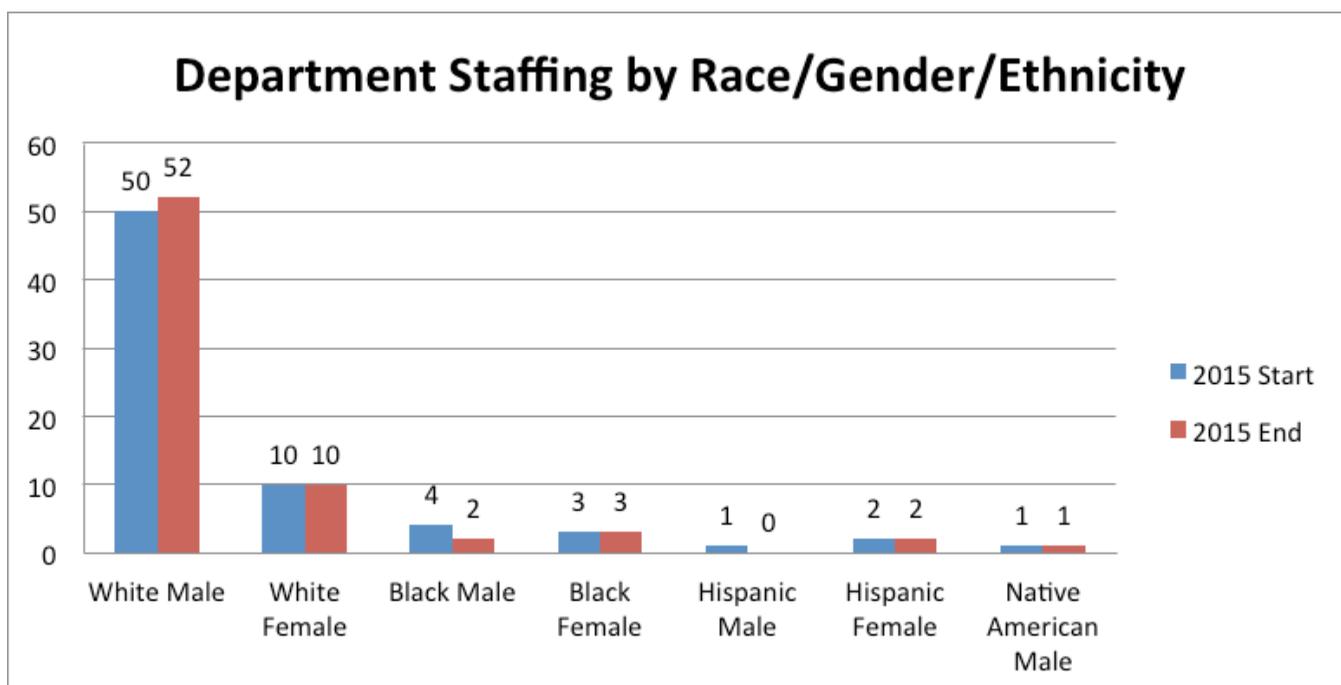
The Garner Police Department is committed to treating all persons with respect and dignity. Our thorough review of traffic stop data, use of force reviews, and complaint investigation practices ensure that we continue to police without any bias or prejudice towards others.

For the full report on our review of biased based policing, please read our Bias-Based Patterns Annual Review for 2014.

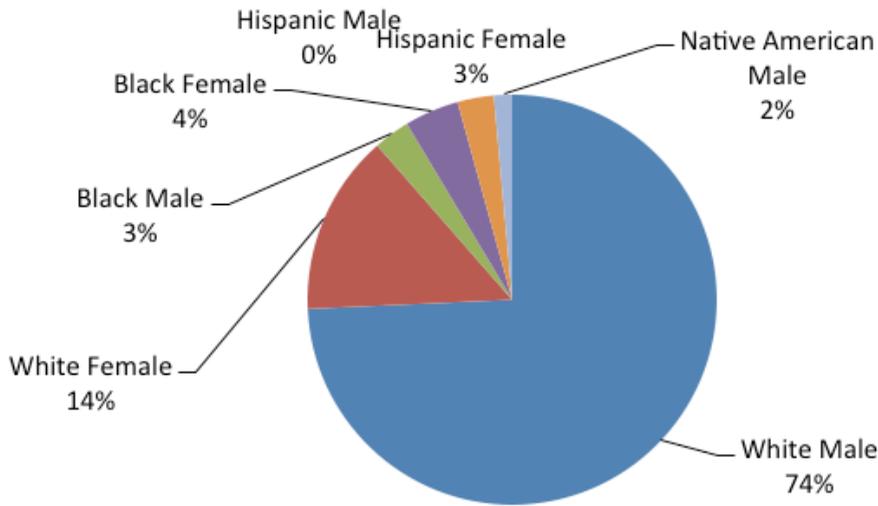
Staffing Diversity

THE GARNER POLICE DEPARTMENT strives to hire employees that represent the community we serve. Recruiting efforts attempt to attract employees from a diverse background of races, ethnicities and gender. The department experienced employee turnover

from retirements and other causes in 2015, but this turnover only slightly affected the overall employee profile. The department continues to seek innovative ways to attract and retain quality, diverse employees in an effort to reflect the community we serve.



End-of-Year Staffing by Race/Gender/Ethnicity



Budget Information

THE GARNER POLICE DEPARTMENT budget is one component of the budget for the Town of Garner and is based on the town's fiscal year from July 1–June 30. Two budgets were in effect in calendar 2015: Fiscal Year 2015 (July 1, 2014–June 30, 2015) and Fiscal Year 2016 (July 1, 2015–June 30, 2016). The budget is categorized into Personnel Services that fund salaries and benefits for

employees, Professional Services that fund services from other entities, Operations and Maintenance that fund operating expenses for uniforms, supplies, training, auto fuel and repairs, as well as capital outlay that funds major vehicle and equipment purchases.

The chart below shows the department approved budgets during calendar year 2015:

Category	FY15	FY16
Personnel Services	\$6,023,226	\$5,987,906
Professional Services	1,200	800
Operations & Maintenance	987,095	928,544
Capital Outlay	151,000	384,600
Total Department Expenditures	\$7,162,521	\$7,301,850

The police department accounted for approximately 26% of the Town budget in calendar 2015:

Approved Budget	FY15	FY16
Town of Garner	\$26,862,111	\$28,467,600
Police Department	7,162,521	7,301,850
Percent of Total	26.6%	25.6%

Employee Accomplishments, Awards, and Recognition

New Employees

Officer Patrick McGuire joined GPD on February 23, 2015.

Officer Mitchell Lanphier joined GPD on June 1, 2015.

Officer Michael Beverley joined GPD on June 1, 2015.

Services Officer Gerald Leapheart joined GPD on June 22, 2015.

Crime Analyst Cheryl Matter joined GPD on August 24, 2015.

Officer Skyler Reeve joined GPD on September 21, 2015.

Officer Will Simpson joined GPD on November 30, 2015.

Officer TJ Vesce joined GPD on November 30, 2015.

Retirements

Lieutenant Len Hatcher retired on February 27, 2015. He joined the department in 1988 and served as an officer, investigator, and a Lieutenant for operations, administration, investigations, and special operations.

Officer Randy Smith retired on April 30, 2015. He joined the department in 2001 and served as a police officer and traffic safety officer.

Officer Brian Hanson retired on April 20, 2015. He joined the department in 2006 and served as a police officer and traffic safety officer.

Lieutenant Paul Shambaugh retired on October 1, 2015. He joined the department in 1989 and served as a police officer, Sergeant, and Lieutenant



Officers Randy Smith (left) and Brian Hanson (right) were among the retirees in 2015.

in community services and operations.

Career Progression Advancements

The following personnel earned career progression advancements based on educational, training, and years of service achievements:

Lorie Smith was promoted to Lieutenant in March 2015.

Grant Davis was promoted to Sergeant in March 2015.

Detective Amy Miller was elevated to Senior Officer in July 2015.

Chris Hagwood was promoted to Captain in October 2015.

Walt Myer was promoted to Lieutenant in October 2015.

Christina Pappas was promoted to Sergeant in October 2015.

Paul Caldwell was promoted to Sergeant in November 2015.

Specialized Assignment Selections

The following personnel participated in competitive selection processes and were selected to specialized positions in the department:

Officer Scott Klein was selected to serve as K9 Officer.

Officer Kevin Murray was selected to serve as DWI Enforcement Officer.

Officer Richard Roach was selected to serve as General Investigator.

Officer William Hinson was selected to serve as General Investigator.

Drug Investigator Jason Jones was selected to serve as General Investigator.

Officer Barbara Caquias was selected to serve as School Resource Officer.

Sergeant Grant Davis was selected to serve as the Crisis Negotiation Team Leader.

Platoon Leader David Casteline and Officer Andre Guffey were selected to serve as negotiators with the Crisis Negotiation Team.

Officer Bert Walker was selected to serve as Gang Investigator.

Officer Tyler Rose was selected to serve as Drug Investigator.

Officer Judy Benitez was selected to serve on the IMPACT team.

Significant Educational and Training Achievements

The following personnel successfully completed significant education and/or training programs:

Lieutenant Joe Binns graduated from the FBI National Academy-261st Session.

Lieutenant Lorie Smith completed her Master's of Justice Administration Degree from Methodist University.

Sergeant Mike McIver completed his Master's of Justice Administration Degree from Methodist University.

Lieutenant Walt Myer graduated from NC State University's Administrative Officers Management Program.

Sergeant Troy Young obtained his Firearms Instructor certification.

Other Recognitions

Criminal Records Clerk Dawn Weber received a civil citation for her assistance in identifying an armed robbery suspect.

Officers Adam Wolfe, Steven Doak, Andre Guffey, Frank Hughes, Greg Holding, Sonny Roberson, Eric Ankarstran, Tyler Rose, Platoon Leader David Casteline and Sergeant Scott Selvek received a departmental commendation for their involvement in locating a drug operation and stolen firearm.

Officer Michael Medlin received a departmental commendation for his efforts to save a citizen's life by administering CPR until EMS units arrived on scene.

Officer Kevan Anderson received a departmental commendation for the hard work and dedication he demonstrated after a student's family was involved in homicide-suicide.

Sergeant Grant Davis received the Meritorious Conduct award for his outstanding work in persuading a suicidal subject off a bridge.

Officer Kevan Anderson was selected as the "Rob Apple Officer of the Year" by his peers.

Officer Kevan Anderson was recognized by the American Legion Post 232. He was awarded a Certificate of Commendation for his outstanding public service.



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of your community.
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nextdoor.com

You can also contact Garner PD, sign up for our mailing list, or submit an anonymous tip at garnerpd.org.

