

Town of Chapel Hill Reimagining Community Safety Task Force

March 22, 2021

5:30 PM

Proposed Meeting Agenda

Attendance:

Proposed Agenda

Agenda Item	Presenter	Time
Welcome and Roll Call	Staff Team	5 minutes
<u>Policing 101 Presentation</u> • Policing 101 Presented by Chief Blue • Q&A • Group debrief and processing	Staff Team/Task Force	60
Brief Overview of Listening Sessions	Amplify	5 minutes
Plus/Delta	Amplify	5 minutes
Adjourn		

Next steps

To do	Who is Responsible	By when
Invite community stakeholders to listening sessions	All	March 22
Rep. from State Atty Gen Office with Recommendations on Racial Equity speaking on 3/29 (30-35 min)	Staff will invite	March 22

Links/Documents

Reimagine Community Safety Project Folder

https://drive.google.com/drive/folders/1c2OuecOjpHEb9BB-tkPnl2plmoWj_APr?usp=sharing

March 8 Task Force Meeting Minutes

https://docs.google.com/document/d/1RkOmnhqc_M9g48EKgBO8kFIVF4iw4MYS/edit

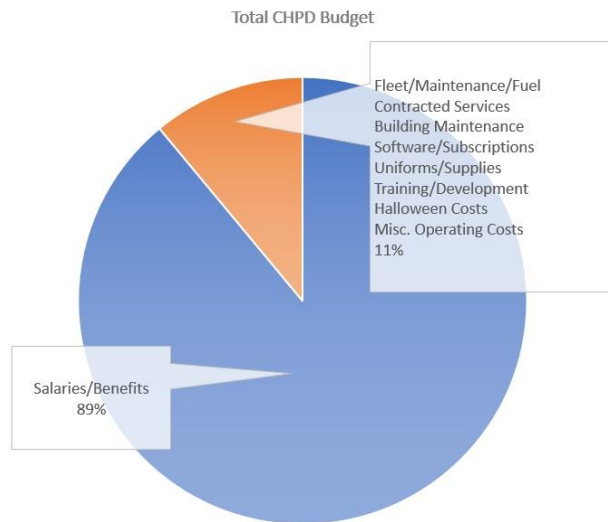
Next meeting

March 22nd

Community Safety 101

Chapel Hill Police Department

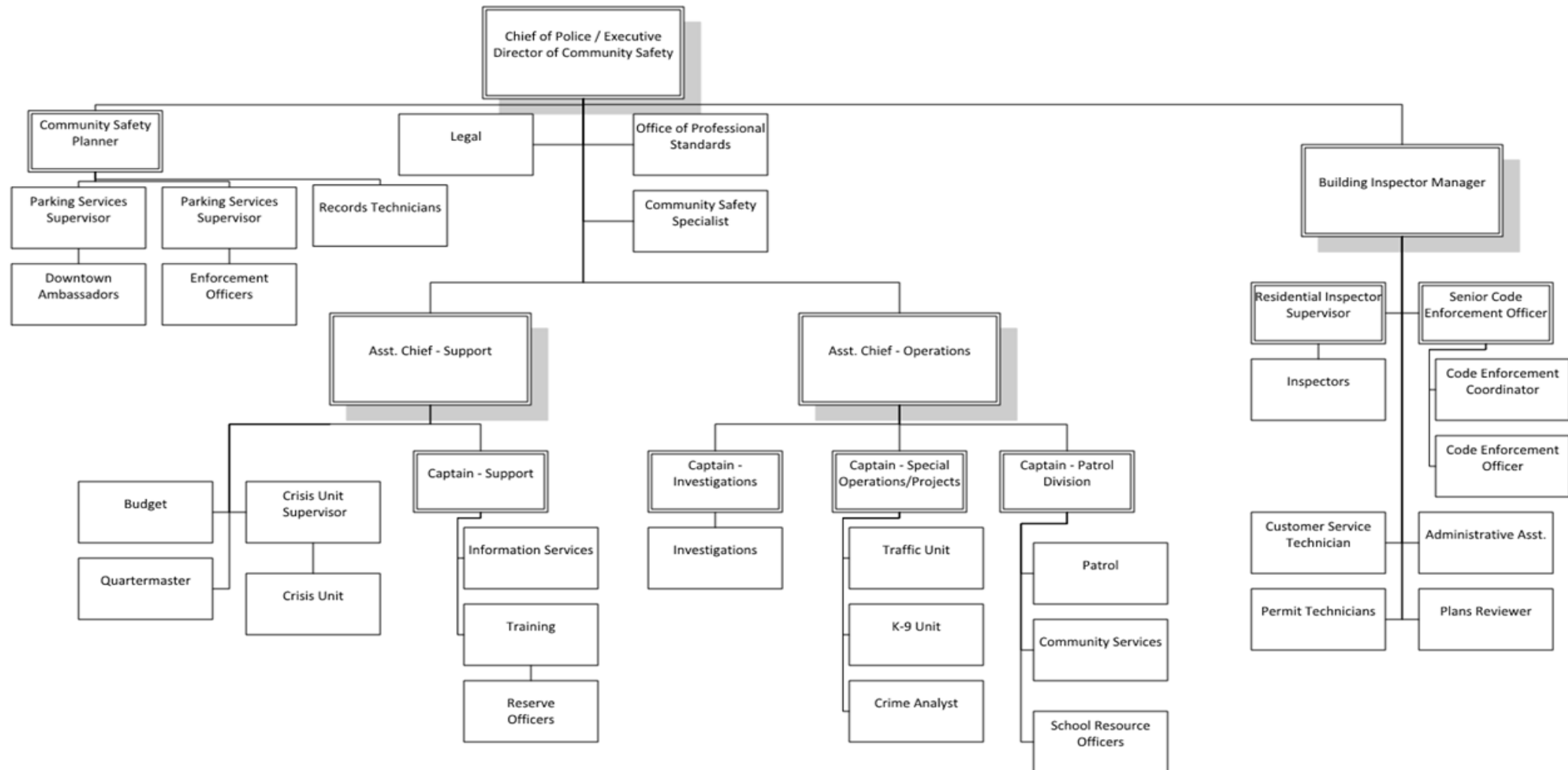




Total Salaries & Benefits (Admin & Operations) = \$12,343,531
 Total Operating Costs (Admin & Operations) = \$1,505,602
 Total Halloween Costs = \$75,000
 Total PD Budget = \$13,924,133

Budget Item	Operating Costs	Percentage Of Total
Salaries/Benefits	12,343,531	89%
Fleet/Maintenance/Fuel	328,300	2%
Contracted Services	281,500	2%
Building Maintenance	271,882	2%
Software/Subscriptions	267,470	2%
Uniforms/Supplies	244,500	2%
Training/Development	92,500	1%
Halloween Costs	75,000	< 1%
Misc. Operating Costs	19,450	< 1%

2020 POLICE DEPARTMENT BUDGET



POLICE DEPARTMENT ORGANIZATIONAL CHART

PATROL & INVESTIGATIONS DIVISIONS

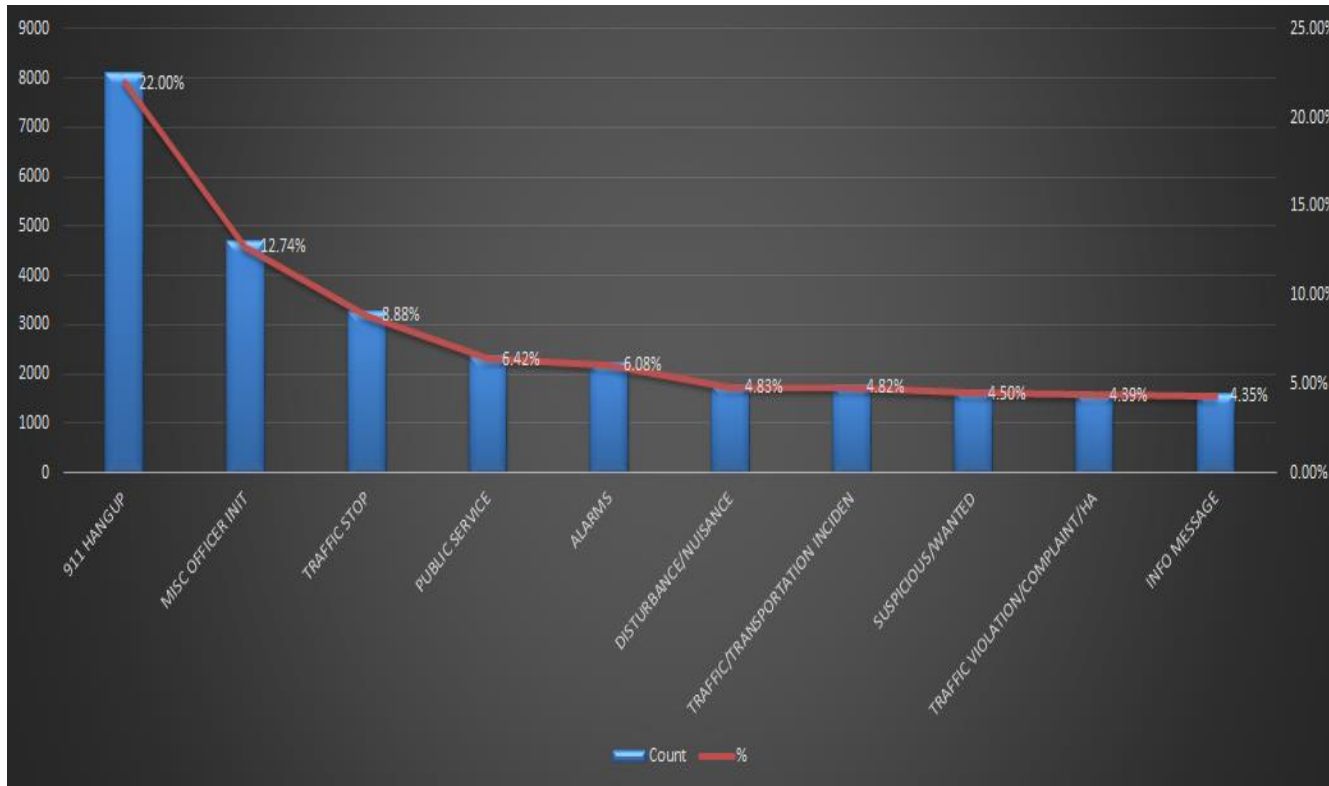


The Patrol Division includes four platoons of uniformed officers, supervisors, and one K-9 officer on each shift.

The Investigations Division consists of investigators, supervisors, and ID Techs. They are responsible for:

- All felony crimes, major crimes
- Sexual offenses
- Crimes against children
- Missing Persons
- Managing all evidence and storage, all crime scene processing

WHAT HAPPENS WHEN YOU CALL 911?



- In 2019, CHPD received 36,811 calls, about 100 calls per day
- Of these, 8,557 or 23% ended up in reports being written
- The average time spent on each call was 15 minutes and 9 seconds

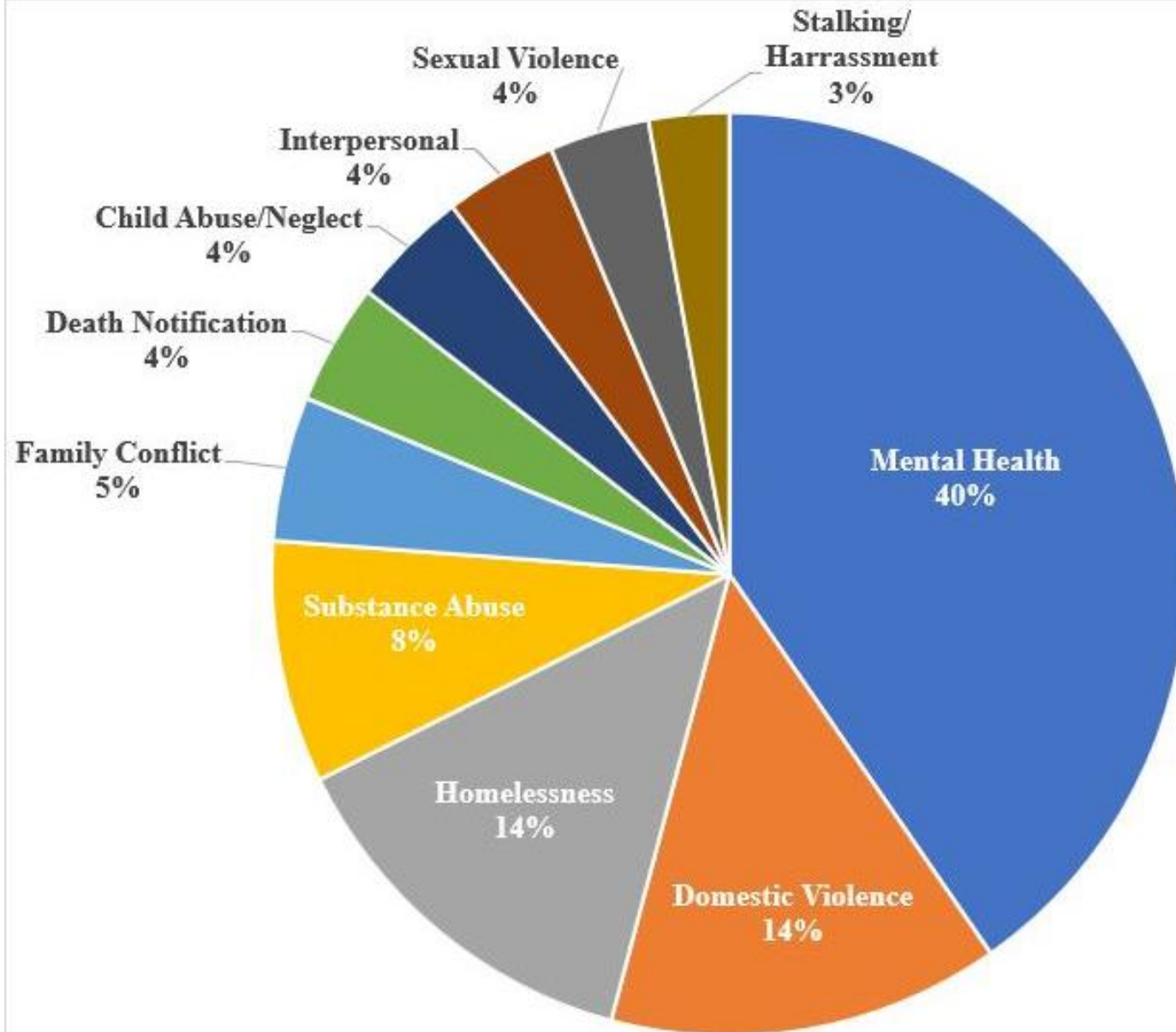
CRISIS UNIT



The Crisis Unit is a 24-hour co-response team that provides onsite emergency response with officers to persons in crisis situations.

Unit Goals:

- Coordinate co-response with law enforcement to people in crisis
- Identify and assist individuals and families that need services in the community
- Provide the right intervention at the right time
- Enhance the level and accessibility of services provided to our community
- Divert from the criminal justice system and unnecessary hospitalization



COMMUNITY ENGAGEMENT



Officers serve as a department liaison to community organizations and events, such as:

- Residential & Business Security Surveys
- Senior Lunch & Grocery Delivery
- Good Neighbor Initiative
- Guest book readers at elementary schools
- National Night Out Events
- Coffee with a Cop
- Food for the Summer Program
- Scout Presentations and Summer Camp Visits
- Faith ID events and Hispanic Outreach
- Community Conversations Series with Refugee Community Partnership
- **Community Policing Advisory Committee (CPAC)**

OFFICE OF PROFESSIONAL STANDARDS



The Office of Professional Standards (OPS) is a fact finding internal investigative unit, with the authority and responsibility to conduct investigations into potential employee misconduct and complaints involving employees.

Types of investigations could be:

- Use of force
- Violation of law or policy
- Demeanor

CHAPEL HILL POLICE DEPARTMENT

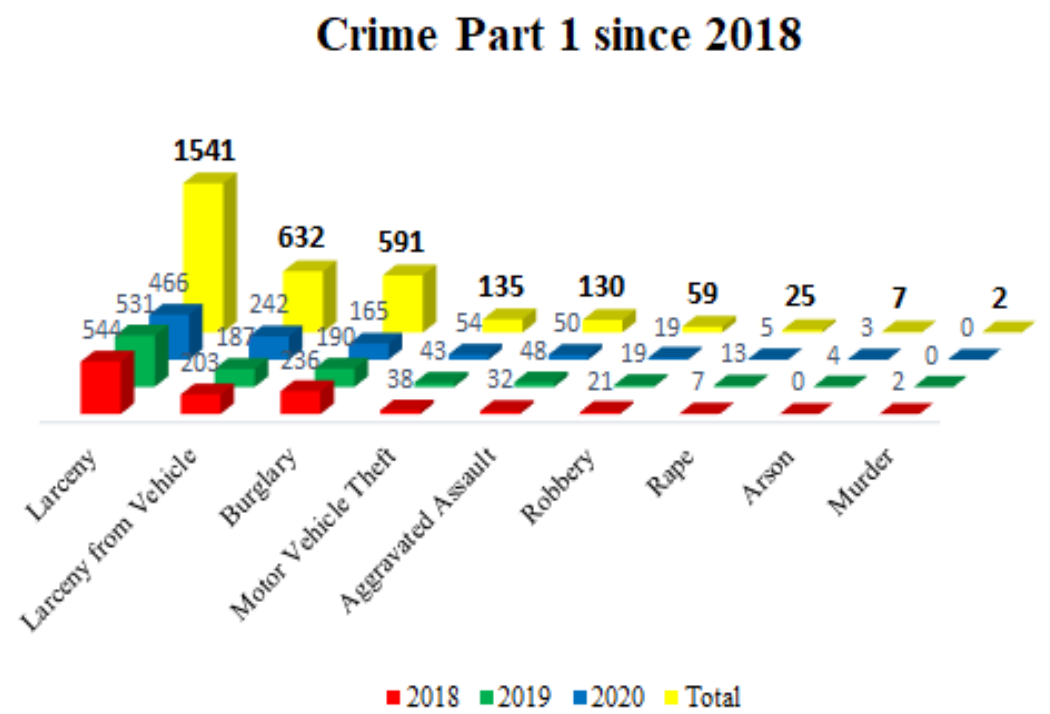
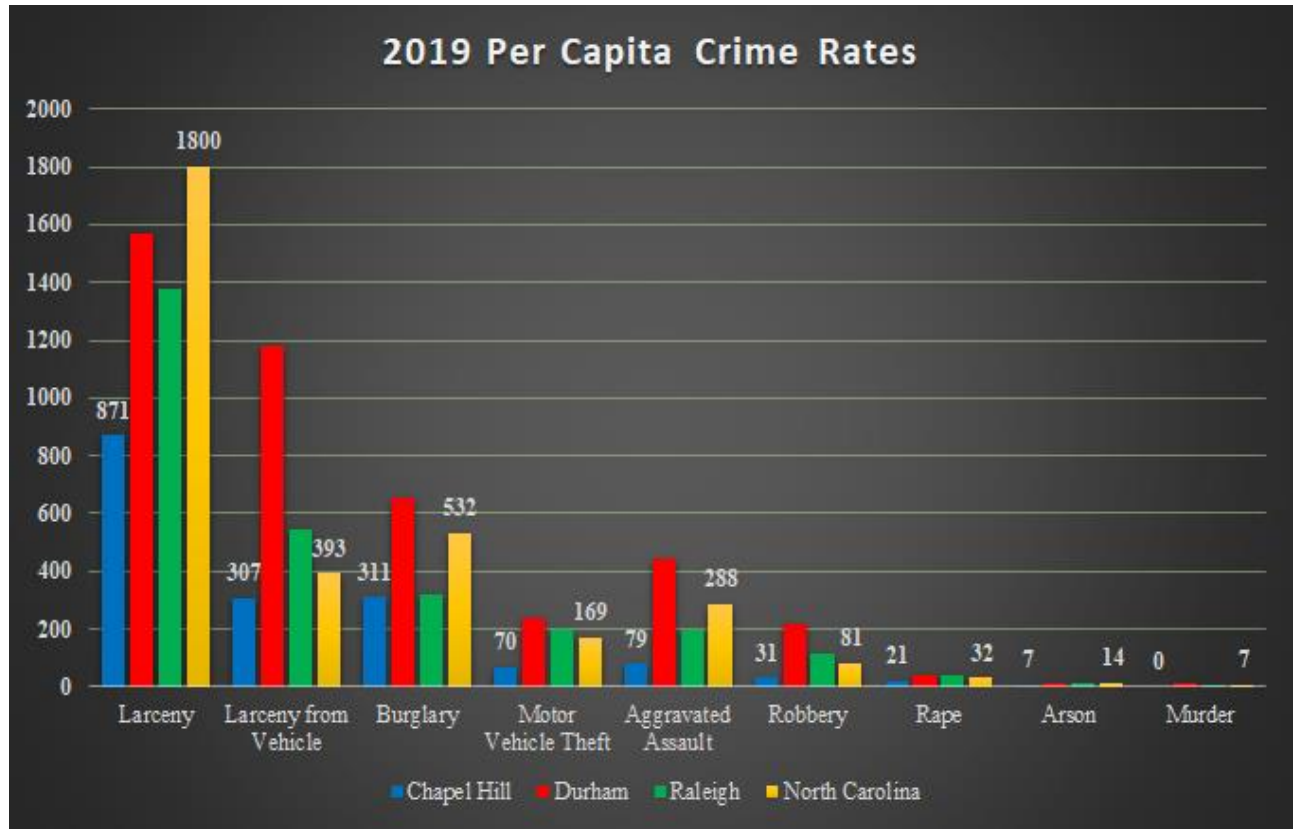
Quarterly Report
January-March 2020



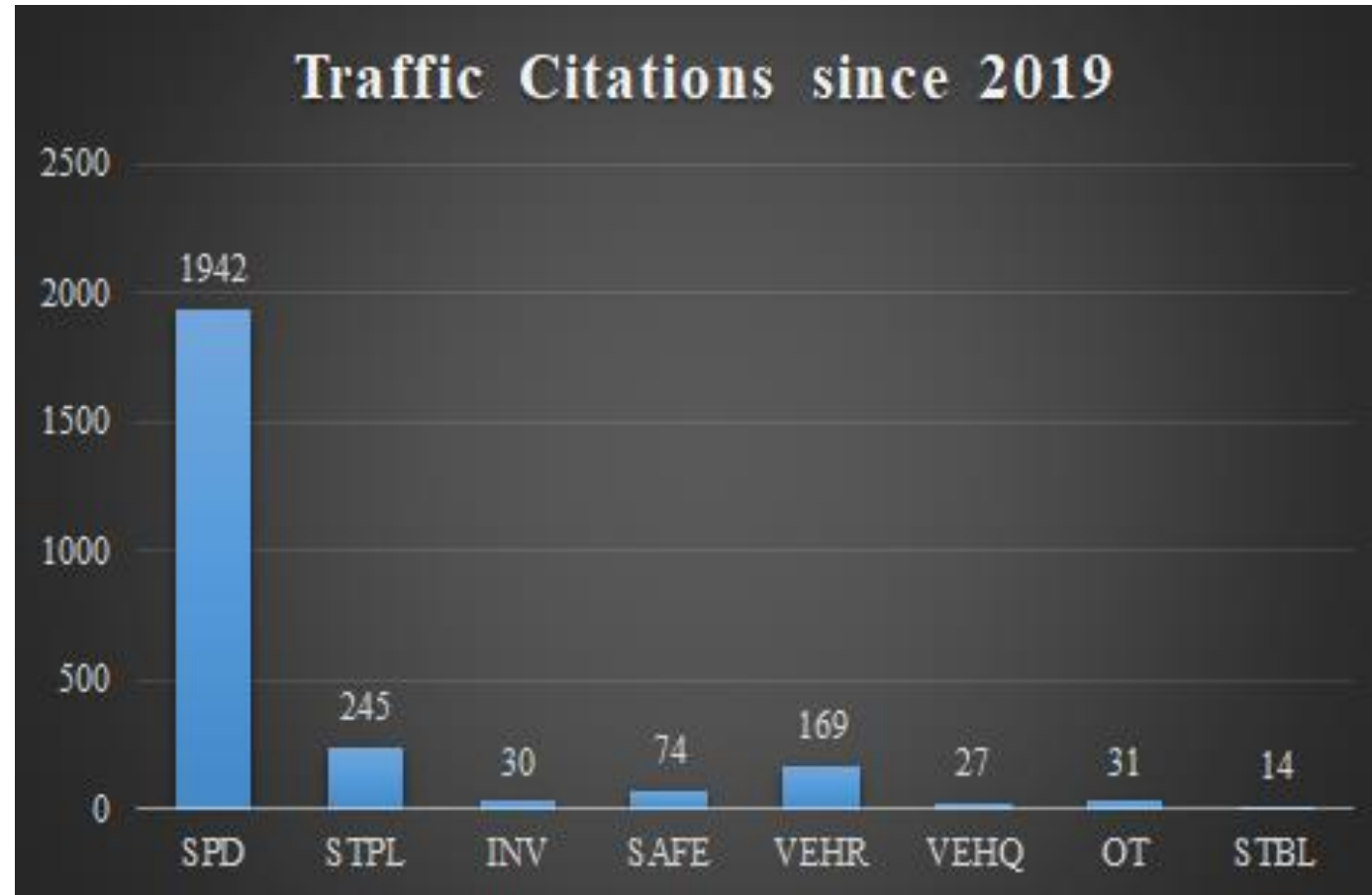
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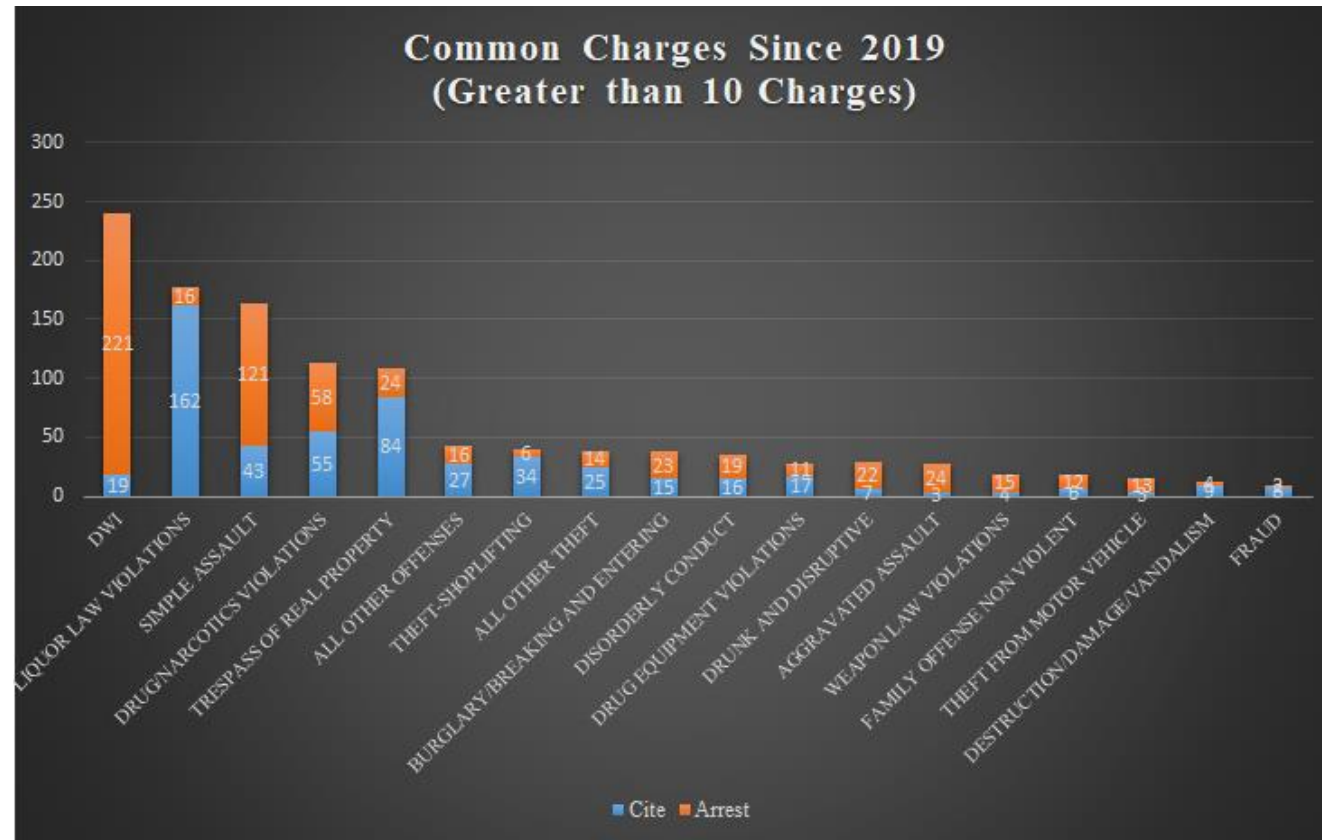
POLICE DEPARTMENT QUARTERLY REPORT



CRIME DATA

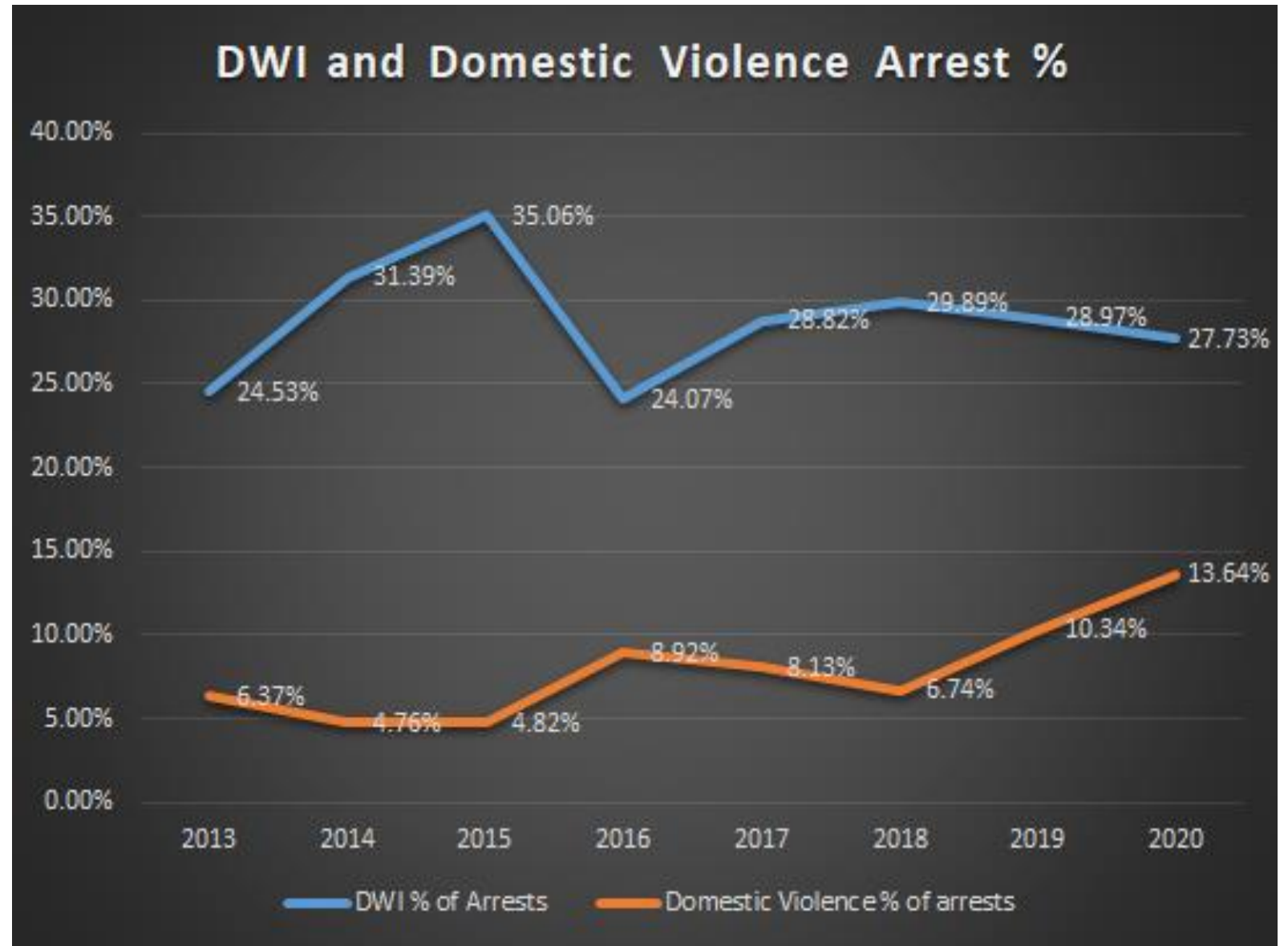


- Since June 2020, the department no longer makes stops for vehicle registration or equipment issues.



- DWI is most common charge type and generally involves a custodial arrest.

- Domestic Violence and DWI are the two most common types of physical arrests and are non-discretionary
- In the last 2 years, these charges account for around 40% of all arrests



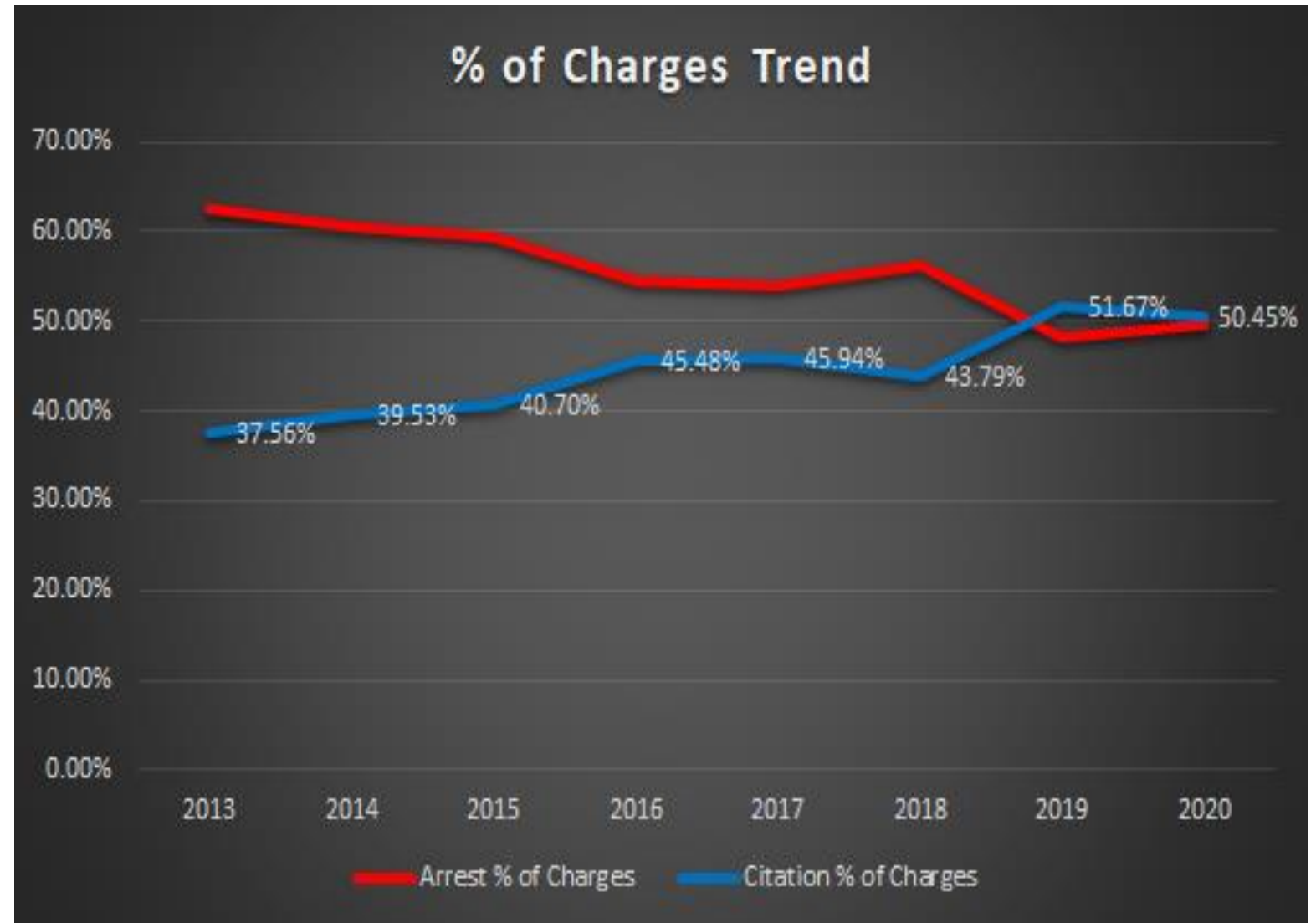
Reform Efforts

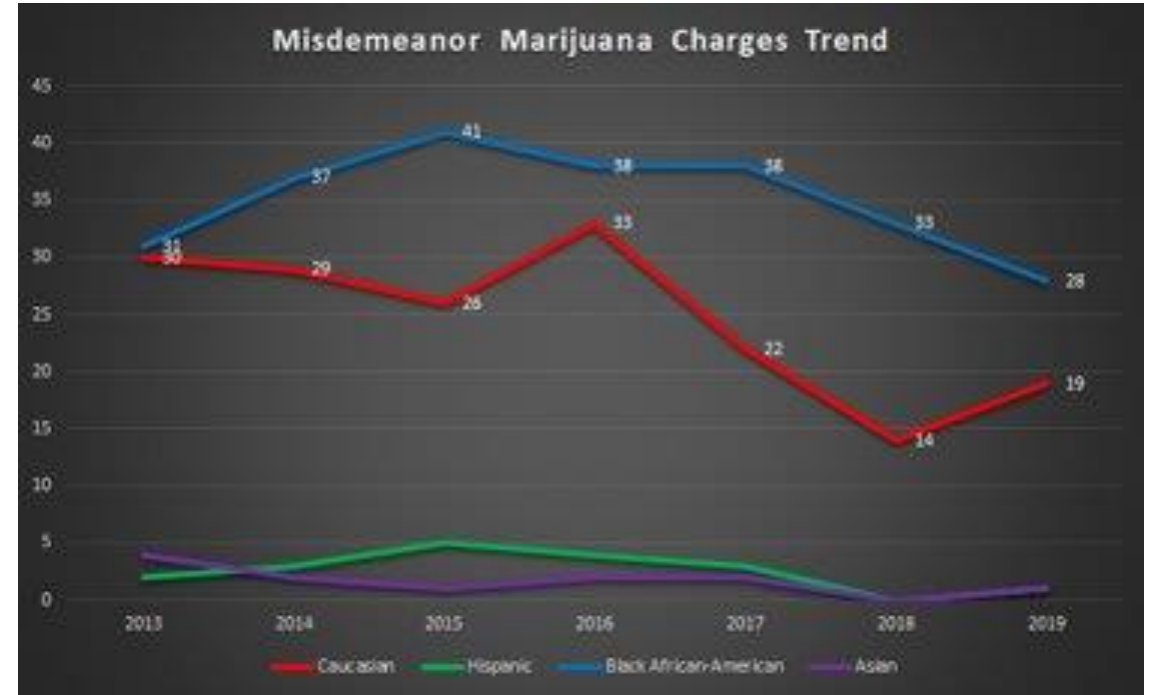
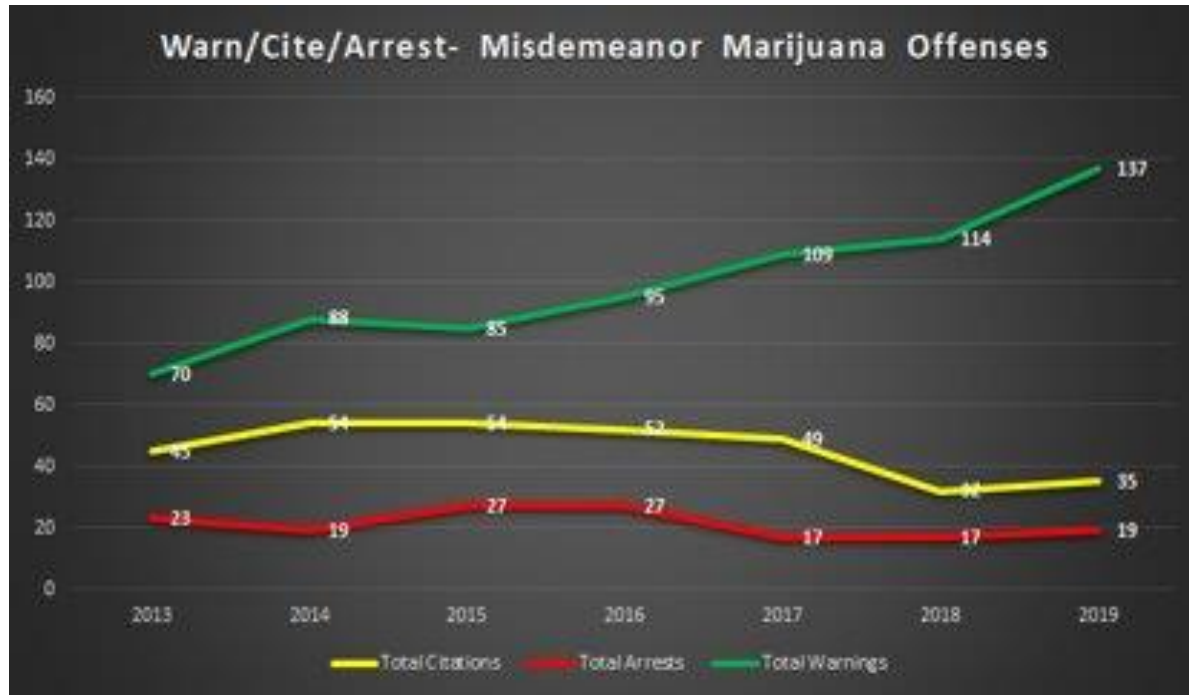
- OC Bias Free Policing Coalition report

- Spring of 2015

- 11 recommendations submitted to elected Boards

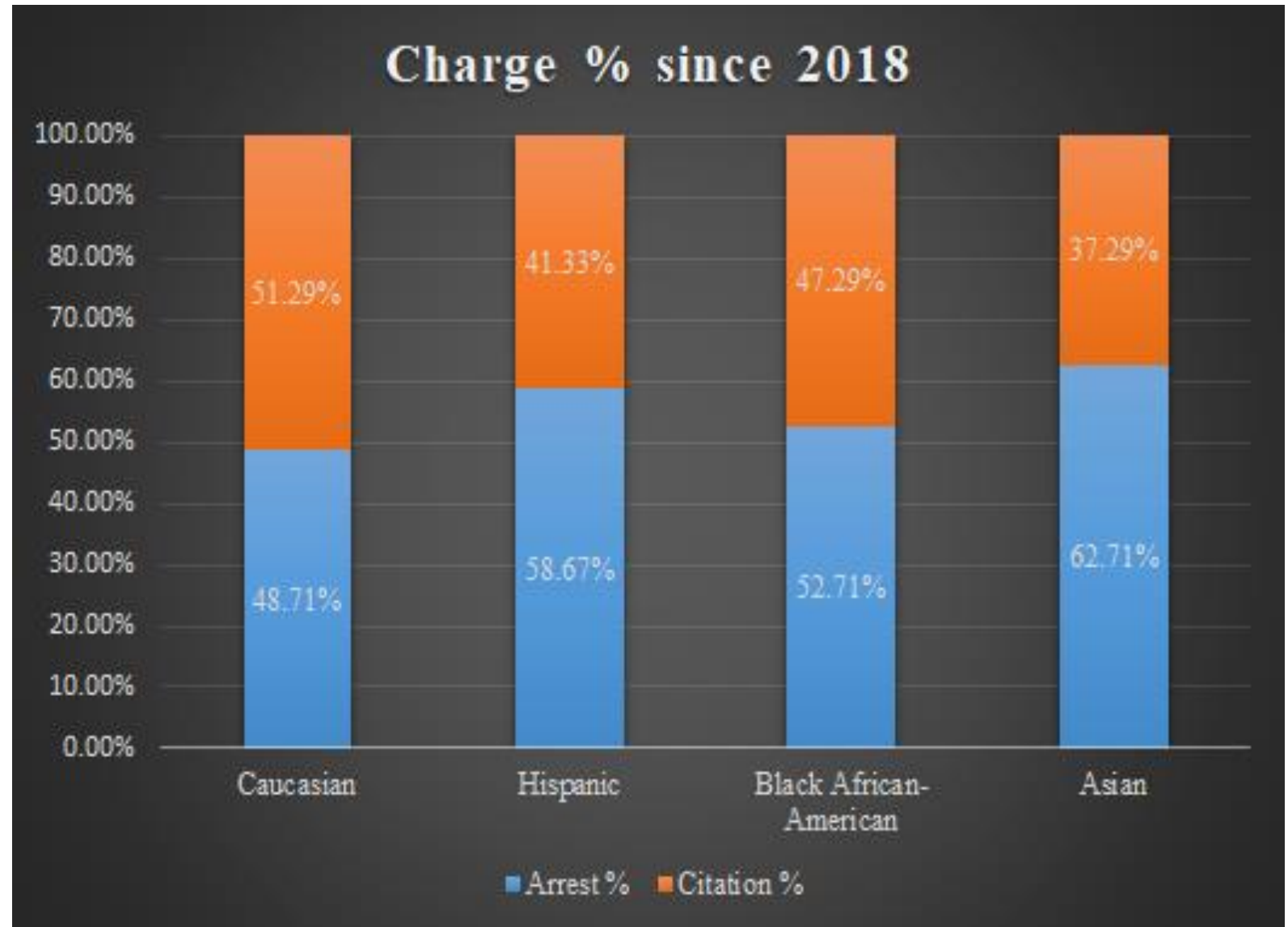
- CHPD's policy of warn/cite/arrest has resulted in a general trend of decreasing arrests per year and an increase in citations. This is especially true in 2019
- Citation/Arrest % has changed from a 37/63 split in 2013 to 50/50 in 2020





- The department prioritizes warnings over charges for misdemeanor marijuana offenses.
- Since 2013, warnings have steadily risen while citations and arrests have fallen.

- The citation/arrest ratio hovers around 52/48% splits most years.



RECRUITMENT & HIRING

State of NC Minimum Requirements:

- United States citizen
- At least 20 years old
- High school education or GED
- Be of good moral character
- 620 hours of BLET, and pass State exam
- Satisfactorily complete agency's in-service firearms training program
- Pass medical, psychological examinations, and drug testing
- Not have committed or be convicted of a felony, a crime for which the punishment could have been imprisonment for more than two years, or certain (more serious) misdemeanors
- Interview by the hiring agency



Additional CHPD Requirements:

- Pass polygraph examination
- Review social media accounts
- Total hours of BLET is 800
- Must pass all written and practical tests at 80%, compared to 70% for the State.

CHPD INCENTIVES FOR OFFICERS

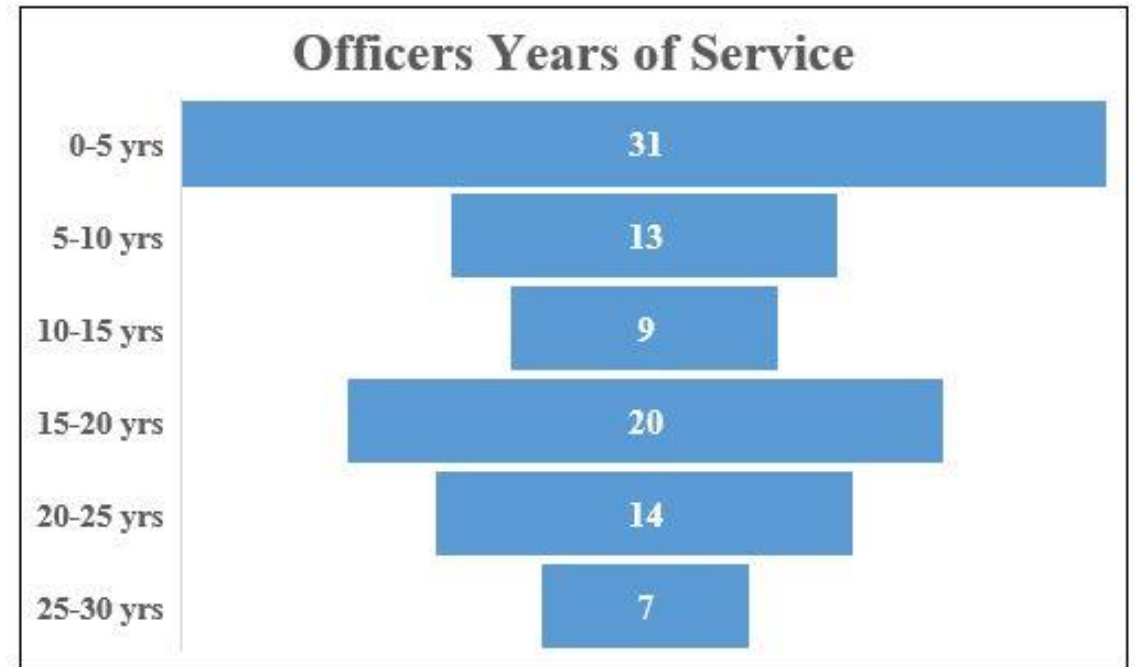
Education Incentives:

- 2.5% for Associate degree
- 5% for Bachelor's degree
- 2.5% for Master's degree
- 2.5% Language Incentive
- \$500 annually for successful completion of Police Officer Physical Abilities Test (POPAT)
- 3% Field Training Officer (FTO)

Higher Education Degrees		
	Officers	Percentage
Associates	15	15.96%
Bachelor's	44	46.81%
Master's	6	6.38%
Total:	65	

CHPD OFFICER INFORMATION

Demographics		
	Officers	Percentage
White/Male	68	72.34%
Black/Male	10	10.64%
White/Female	8	8.51%
Hispanic/Male	4	4.26%
Asian/Male	2	2.13%
Black/Female	2	2.13%
Total:	94	



**Data includes 11 cadets who will complete BLET in April 2021.

QUESTIONS?

Contact us:

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Asst. Chief Jabe Hunter

RICS Task Force Information Requests

3.26.21

Below are responses to questions and information requests following the Community Safety 101 presentation to the Task Force on Monday, March 22, 2021.

(1) Is the police department familiar with Crisis Intervention Training (CIT)?

Crisis Intervention Training (CIT) teaches unique risk factors and warning signs in responding to situations involving mental health, substance abuse, and intellectual and developmental disabilities. We have offered this training to our officers for a number of years and one of our supervisors is an instructor in the CIT curriculum. For CHPD officers:

- CIT is introduced during the Basic Law Enforcement Training (BLET).
- Officers receive 40 hours of focused CIT training on a variety of topics, including an overview of mental health, geriatrics, substance abuse/co-occurring disorders, special concerns with adolescents, mental health commitment process, personality disorders, developmental disabilities, autism, suicide, trauma and its aftermath, homelessness crisis intervention, and de-escalation.

(2) What are pros/cons of having the Crisis Unit as co-responders with the Police Dept?

The co-responder model is considered a best practice and, in our case, is defined by having clinicians embedded within our police department. The benefits of this include increased efficiency, more immediate access to community supports and needed care, as well as increased collaboration and communication between law enforcement and co-responders.

(3) What are root causes are for people committing crimes? What services are available to address those root causes?

Some people may be charged with crimes that are secondary to other issues in their lives like homelessness, mental health and substance use. The Street Outreach team is a great example of programming that is working to decriminalize social issues like homelessness and mental health by providing supportive wrap-around services that are both therapeutic, solution-focused, and long-term.

(4) How will the police department work with community organizations to address the possible increase in reports of sexual assault when kids go back to in-person school?

We have strong relationships with school counselors and school social workers as well as strong partnerships with Orange County Child Protective Services, Orange County Rape Crisis Center, and UNC Gender Violence Services. Through these partnerships, we are able to connect survivors directly to resources or an investigator, eliminating the need for a survivor to speak with more than one officer. This is a more trauma-informed approach. Our Crisis Unit often responds to the schools when a crisis arises. We've seen a decrease in this due to COVID19 and are prepared to continue this partnership as schools return to in-person learning.

(5) Explain what resources, staffing, budget, etc. would be necessary for the Crisis Unit to sufficiently meet the community's needs.

Currently, we staff the Police Crisis Unit in-person Monday - Friday from 8am - 11pm and provide on-call coverage outside of these hours and on Town observed holidays. During on-call ours, our crisis counselors respond to scenes within one hour. Staff expansion would allow for expanded in-person coverage hours which, in turn, increases officer access to their services and decreases response time.

Additionally, enhanced staffing minimizes counselor burnout which is the leading cause of turnover in our profession. The budget allocation now for salaries and benefits for 4 Crisis Counselors and a supervisor is \$428,931. Each Crisis Counselor is allotted a computer, desk phone, cell phone, multiple civilian uniforms (i.e. polos, pants, jackets). We currently have 2 vehicles assigned to our Crisis Unit to use when in the field.

(6) Request for information on future of School Resource Officer (SRO) presence in schools and what roles they serve.

CHPD currently does not have a contract with the Chapel Hill-Carrboro City Schools (CHCCS) for SRO's. Prior to August 2020, SRO's were in our middle and high schools. CHCCS has formed a taskforce to provide recommendations to the school board on their role, responsibilities and use in our schools. Since 2017, CHPD and CHCCS have had a memorandum of understanding (MOU) which outlined the roles and responsibilities of our SRO's and School Administrators. The mission of the SRO program is to support school safety and the educational climate at the school. School administrators are responsible for student conduct and school discipline.

(7) Request for information on what budget, coordination, and resources would be needed for an alternative number to 911; that community members could call to address issues that do not require a police officer to respond to.

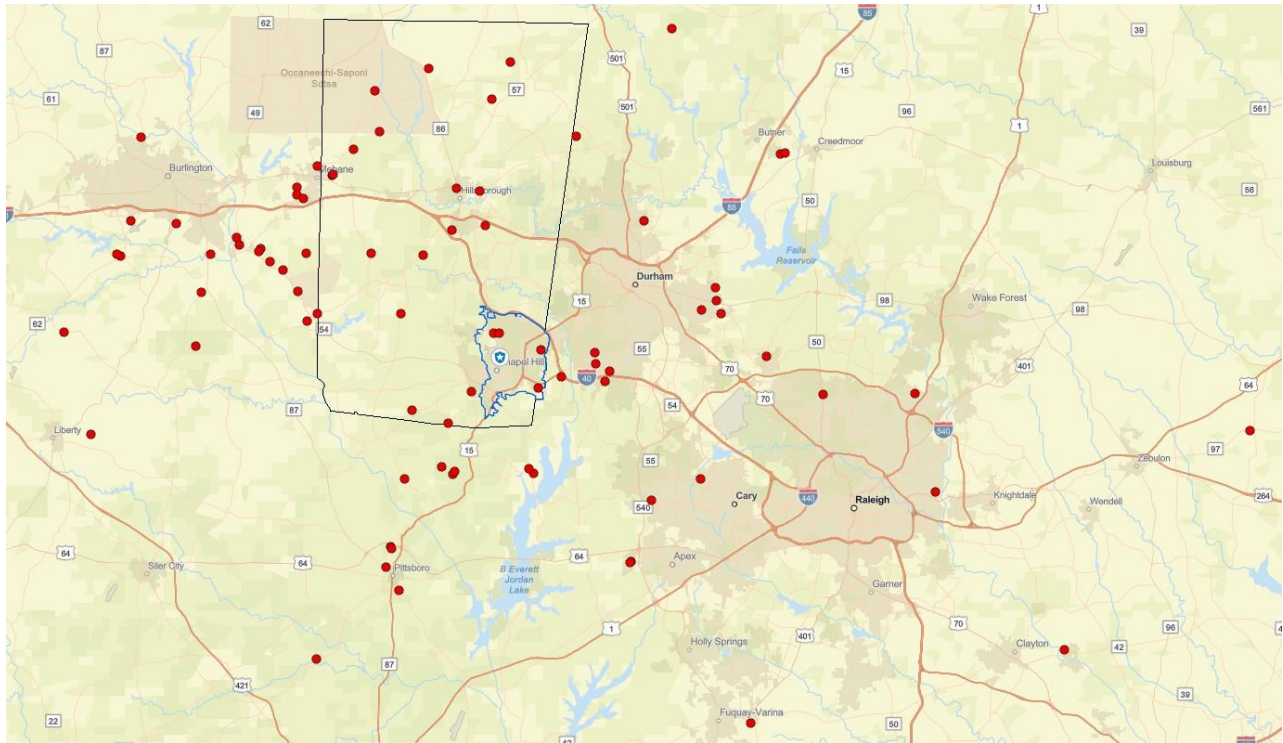
We are gathering this information with our partners in Orange County and will provide it to the Task Force at a later date.

(8) Request for data on current vacant positions for sworn officers. What potential incentives is CHPD considering offering?

There are currently 21 vacant positions for sworn officers. The market for quality officers is extremely competitive both regionally and nationally. Although we offer a variety of incentives (highlighted in the Community Safety 101 presentation), other departments offer key incentives that we do not and many offer higher salaries. To attract and retain diverse applicants who become successful officers, the department must explore options such as take home cars, shift differential pay, additional education incentives, and higher salaries when compared to departments in our area.

(9) How many officers live in Chapel Hill versus other towns or counties?

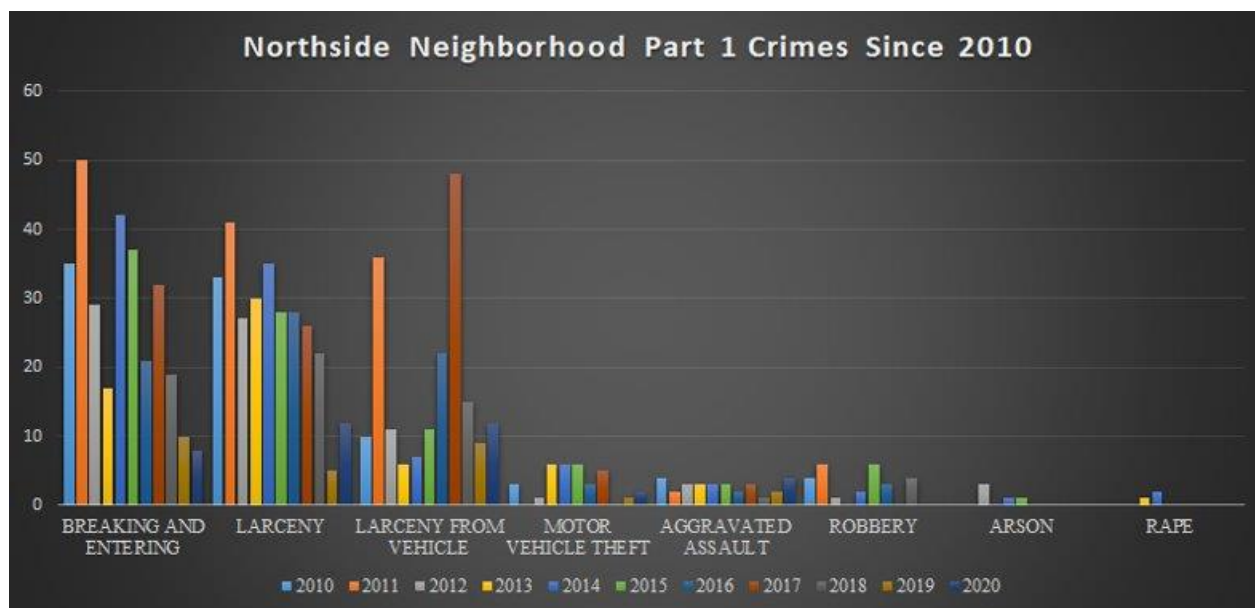
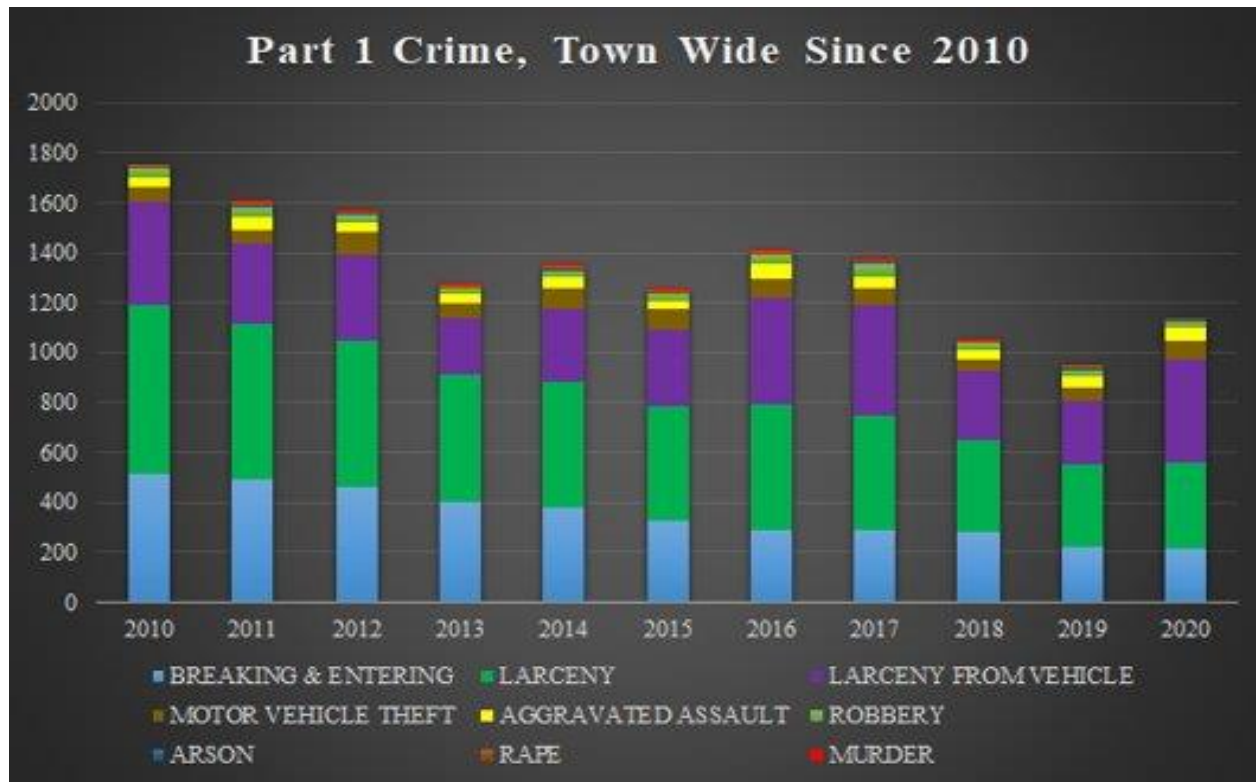
The red dots on the map below indicate where officers live. Orange County is outlined in black, with Chapel Hill town limits indicated in blue. Our current BLET cadets are not included in this map and data below.



This data set shows the county of residence for officers.

Alamance County	24
Chatham County	14
Durham County	13
Granville County	2
Guilford County	1
Johnston County	1
Nash County	1
Orange County	21
Wake County	9
Grand Total	86

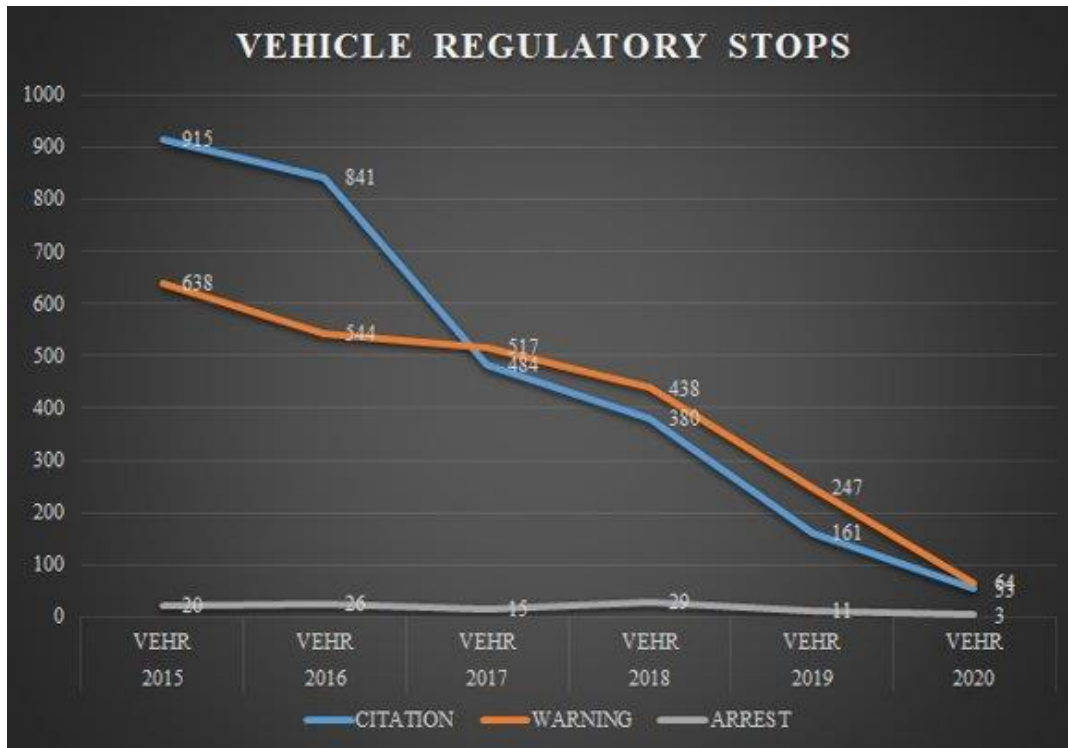
(10) Request for data trends of crimes town wide, and specifically in the Northside neighborhood:



Traffic stops are indicated by dots, with color indicating the violation. 4,941 stops are represented here, and many dots overlap each other due to stops being made in the same location. The dot color key is located at the bottom of the map. The overlay of color indicates the areas with the highest density of traffic crashes since 2018. Darker shading equates to a higher crash concentration.



This chart shows regulatory traffic stops. Since June 2020, it is our policy not to conduct regulatory violations as a basis for conducting a traffic stop. Regulatory traffic stops are defined as any non-moving, non-safety related traffic stops (example, expired registration, cracked windshield, broken taillight, broken license plate light and other laws not connected to safe operation of a motor vehicle).



(13) Request for data on residence or address of people who have been cited or arrested in Chapel Hill:

