



# 2023

## ANNUAL REPORT

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# Chief’s Message



Anthony Davis

As Police Chief for the City of Clinton, I am honored to present the agency’s 2023 annual report. This report is a comprehensive collection of the department’s efforts to provide policing statistics, review of policing initiatives, and insight into the divisions of the department. It also provides information on the departments efforts to foster trust, mutual respect, and stronger relationships among those we serve.

This report provides our community stakeholders with a range of crime data and trends with a detailed look into the many efforts the department has taken to improve the quality of life and promote safer neighborhoods. Most importantly, the annual report provides transparency and a look into important issues such as racial profiling and police use of force.

The information provided in this report is not just a reflection of the past but also gives insight into direction of the department. As our community grows, we will continue to face challenges. We will continue to meet these emerging issues with increased professional services with attention to professional development and strategic planning. The Clinton Police Department views these challenges not as obstacles but tremendous opportunities to further the success of our community.

In this report we want to draw attention to two important areas, community partnerships and professional policing

Having community support is vital in promoting organizational strategies, these partnerships and problem-solving techniques assist in proactively addressing immediate conditions that give rise to criminal activity and fear of crime. As you read this report you will find that every component is tied to recognized national standards of policing. We have been nationally accredited by the Commission on Accreditation for Law Enforcement Agencies (CALEA) since 2009. Maintaining these professional standards takes dedication and commitment from the entire police department staff. The entire department has committed themselves to these professional practices that continue to shape the law enforcement profession in the 21st century.

On behalf of the men and women of the Clinton Police Department, I extend our gratitude for your continued support. We are deeply honored for the opportunity to serve such a remarkable community. We will continue to review our initiatives and strategies to meet the community’s needs. Enhancing the quality of life is our main goal while maintaining our four principles; Integrity, Professionalism, Respect, and teamwork. I believe Albert Pine said it best, “What we do for ourselves dies with us. What we do for others and the world remains and is immortal”. What we do for one another will leave a lasting impression forever.

Never hesitate to call on us if we can be of service to you.

Anthony Davis  
Chief Of Police

# Law Enforcement Code of Ethics

"As a Law Enforcement Officer, my fundamental duty is to serve the community; to safeguard lives and property, to protect the innocent against deception, the weak against oppression or intimidation, and the peaceful against violence or disorder; and to respect the Constitutional rights of all men to liberty, equality and justice. I will keep my private life unsullied as an example to all and will behave in a manner that does not bring discredit to me or to my agency. I will maintain courageous calm in the face of danger, scorn or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed in both my personal and official life, I will be exemplary in obeying the laws of the land and the regulations of my department. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty.

I will never act officiously or permit personal feelings, prejudices, political beliefs, aspirations, animosities, or friendships to influence my decisions. With no compromise

for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force or violence and never accepting gratuities.

I recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of police service. I will never engage in acts of corruption or bribery, nor will I condone such acts by other police officers. I will cooperate with all legally authorized agencies and their representatives in the pursuit of justice.

I know that I alone am responsible for my own standard of professional performance and will take every reasonable opportunity to enhance and improve my level of knowledge and competence.

I will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession... law enforcement."

## Mission

It is the mission of the Clinton Police Department to enhance the quality of life in the community by building partnerships. To provide a safe, secure community through proactive and impartial enforcement of the laws of North Carolina and the United States Constitution

## Core Values

All employees of the Clinton Police Department are expected to consistently demonstrate the agency's Core Values through their daily job performance and interaction with the public. Our Core Values are central tenets that identify what we believe to be most important to our role as public servants, and it is a belief system that drives our overall mission.

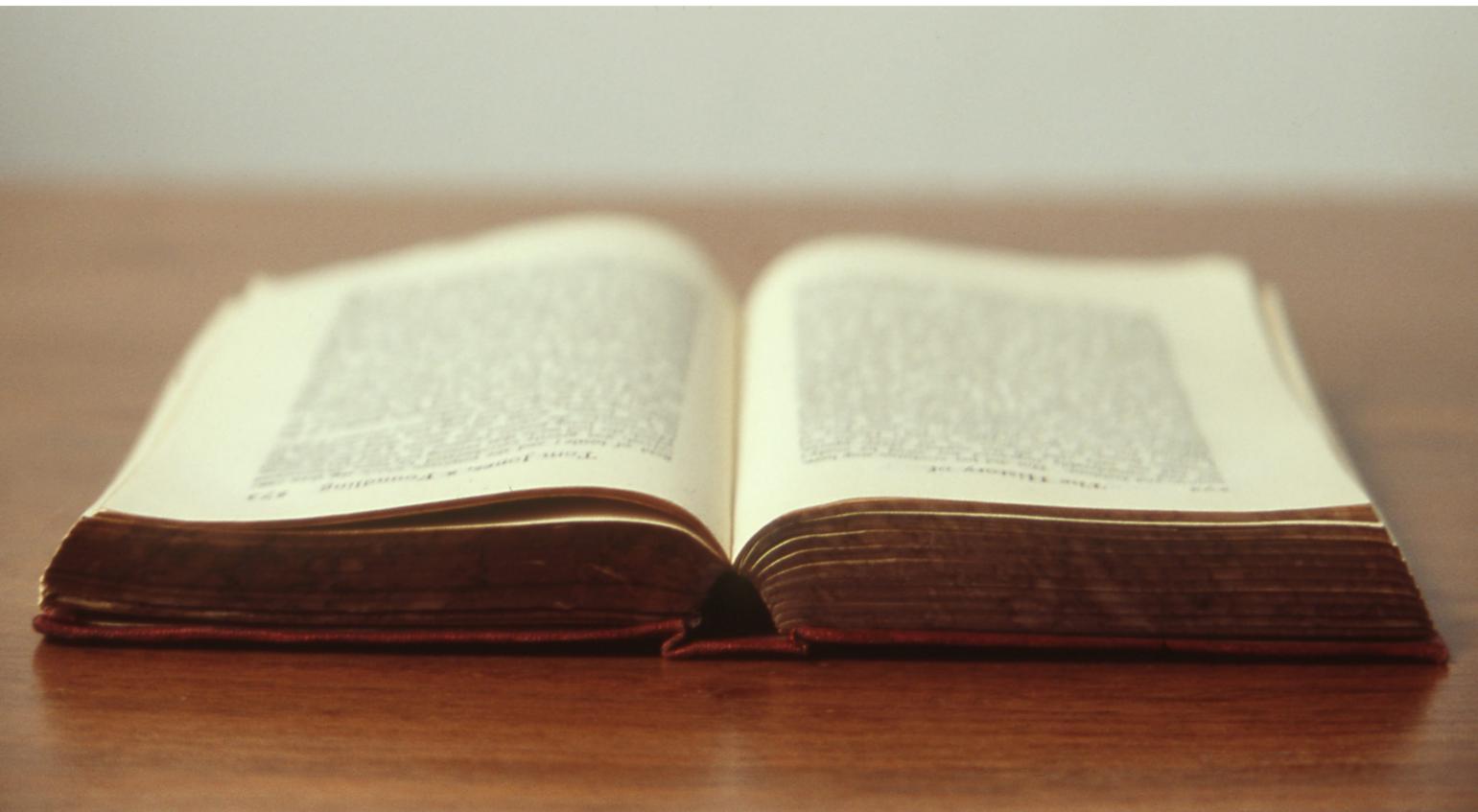
Our Core Values – Professionalism, Respect, Integrity, and Teamwork guide us in everything we do.

Professionalism is not only a commitment to our professional appearance, but to our competency and expertise as well. Our uniforms, vehicles, offices, and equipment will be maintained in a clean and professional manner. Our conduct, in deed and voice, will also be professional at all times. We remain committed to advancing our skills and knowledge in order to provide the best police services possible to the citizens of this community. We are dedicated to being respectful during our interactions with fellow officers, other city employees, and the public we serve.

We will demonstrate our integrity and dedication through our daily work ethic and productivity. We will give our best effort in all of our tasks and commit to doing the best job possible. Everything we do will be commensurate with highest of ethical standards. We will adhere to and enforce the law in accordance with the Constitution and our oaths of office. We will always conduct ourselves in a manner that is consistent with our oaths and the Law Enforcement Code of Ethics.

These values are the principles to which every member pledges their allegiance. We commit to holding one another accountable for our allegiance to these values, and call on our stakeholders to do the same. In doing so, we can ensure that the Clinton Police Department is an agency that fosters a positive, high energy atmosphere in which to accomplish the goals and objectives we have established for ourselves and our community.

Professionalism  
Integrity RESPECT  
TEAM WORK



# 2023 Snapshot



16,382

Dispatched Calls



5,905

Officer Initiated Calls



35

Violent Crimes



5,892

Traffic Stops



102

DWI Arrests



1255

Arrests



420

Property Crimes



2500

Training Hours



4:52min

Priority 0-2 Response Time



8,000

Followers



9123

Page Likes



103

Firearms Seized



8,469

Population Serviced



606

Vehicle Accidents



35

Accidents with Injuries



1608

Logged Property



30

Sworn Officers



4

Civilian Personnel

# Racial Profiling

The Clinton Police Department is committed to providing professional policing services, free of bias, while treating all people fair and equitable.

This objective is met by being transparent and inclusive in all matters of business pertaining to the organization. Officers receive Juvenile Minority Sensitivity Training, Ethics Training and Bias Based training annually.

## Citizen Complaints Differential Treatment Complaints

*There were zero complaints for differential treatment filed in 2023 and no complaints filed for Racial Profiling filed in the last five years*

## Enforcement Actions Pursuant to Traffic Stops

Traffic Stop Data for Males by Race

YTD Traffic Stops 4615

	January	February	March	April	May	June	July	August	September	October	November	December	Totals	Percents
W/M (Stops)	62	44	96	35	54	67	85	95	73	97	82	88	878	19%
Citation	25	18	33	9	21	23	32	29	17	24	21	33	285	32%
Verbal Warning	27	23	49	24	29	37	33	53	48	60	47	48	478	54%
Written Warning	4	2	5	1	2	6	18	10	2	9	8	7	74	8%
No Action	3	1	6	0	2	0	1	0	4	0	2	0	19	2%
Arrest	3	0	3	1	0	1	1	2	2	4	4	0	21	2%
B/M (Stops)	72	102	107	54	63	89	138	155	100	110	116	93	1199	26%
Citation	27	47	41	14	20	27	39	39	23	28	27	25	357	30%
Verbal Warning	34	39	49	38	35	50	74	83	66	65	70	51	654	55%
Written Warning	4	5	2	0	5	5	20	16	9	10	10	11	97	8%
No Action	2	7	4	1	0	1	0	7	1	1	4	1	29	2%
Arrest	5	4	11	1	3	6	5	7	1	6	5	4	58	5%
H/M (Stops)	32	34	35	25	35	39	46	69	67	91	54	51	578	13%
Citation	20	18	20	6	20	19	27	29	20	48	21	23	271	47%
Verbal Warning	10	15	15	19	13	18	14	34	42	37	30	24	271	47%
Written Warning	1	1	0	0	0	1	2	3	3	6	2	3	22	4%
No Action	1	0	0	0	1	1	1	0	2	0	0	0	6	1%
Arrest	0	0	0	0	1	0	2	3	0	0	1	1	8	1%
I/M (Stops)	1	1	6	3	1	1	1	9	5	9	4	5	46	1%
Citation	1	0	5	1	1	0	0	1	0	1	0	1	11	24%
Verbal Warning	0	0	1	1	0	1	1	4	5	6	4	2	25	54%
Written Warning	0	0	0	1	0	0	0	4	0	1	0	0	6	13%
No Action	0	1	0	0	0	0	0	0	0	1	0	0	2	4%
Arrest	0	0	0	0	0	0	0	0	0	0	0	0	2	2%
A/M (Stops)	0	0	1	0	0	1	0	1	1	0	1	0	5	0%
Citation	0	0	1	0	0	0	0	0	1	0	1	0	3	12%
Verbal Warning	0	0	0	0	0	1	0	1	0	0	0	0	2	40%
Written Warning	0	0	0	0	0	0	0	0	0	0	0	0	0	0%
No Action	0	0	0	0	0	0	0	0	0	0	0	0	0	0%
Arrest	0	0	0	0	0	0	0	0	0	0	0	0	0	0%
U/M (Stops)	3	2	3	5	2	2	3	8	1	2	1	1	33	1%
Citation	0	1	1	0	1	1	1	3	0	1	1	1	11	33%
Verbal Warning	2	1	1	5	1	1	2	5	1	1	0	0	20	61%
Written Warning	1	0	0	0	0	0	0	0	0	0	0	0	1	3%
No Action	0	0	1	0	0	0	0	0	0	0	0	0	1	3%
Arrest	0	0	0	0	0	0	0	0	0	0	0	0	0	0%



For 2023 Clinton Police Department destroyed over 590 lbs of prescription drugs.

The Clinton Police Department recognizes the need for community members to have a means to properly and safely dispose of unused, unwanted, and expired medications. Diverted prescription drugs have become a significant community health concern due to their high rate of abuse, illicit re-sales, and accidental overdoses & deaths. In addition, improper disposal of these drugs has proven to present hazards to the environment.

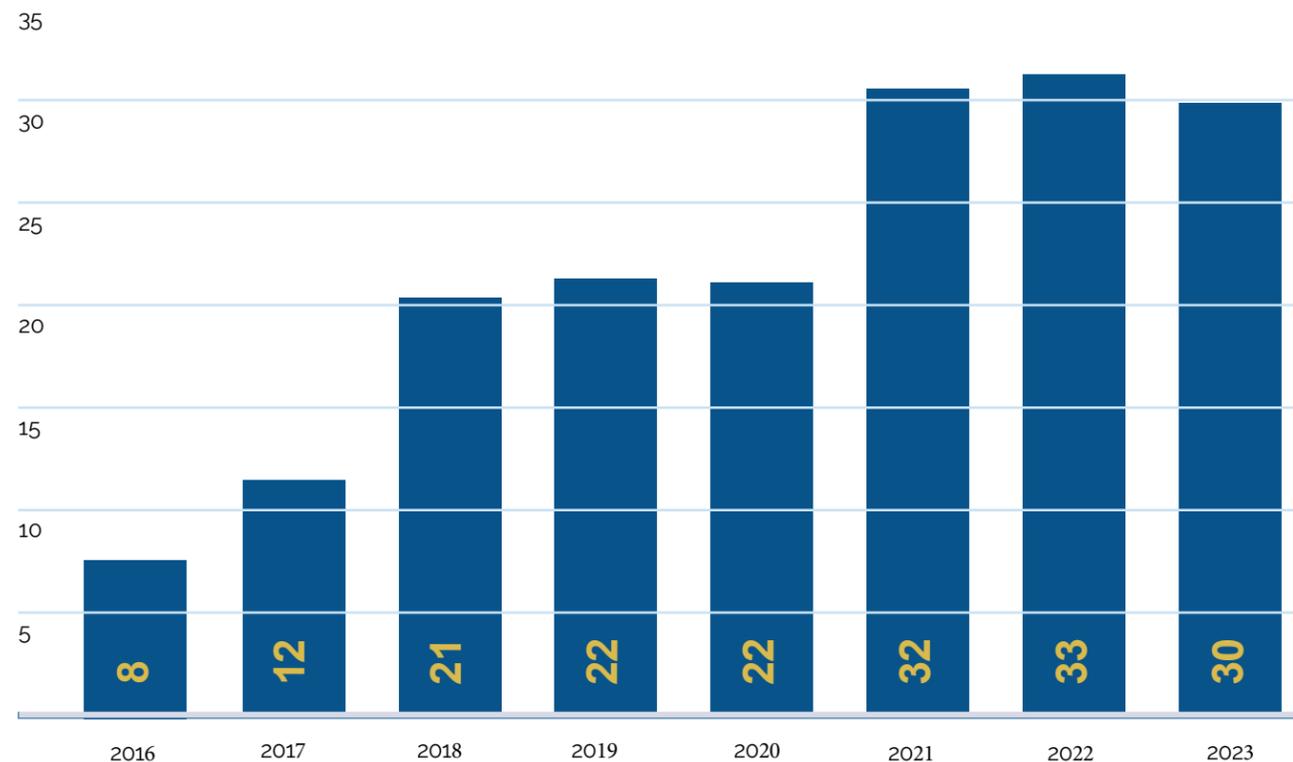
In addition to department sponsored Medication Takeback Events, citizens can stop by the police department during business hours to utilize the Prescription Drug Disposal Box to dispose of their unwanted medications. The box is intended for prescription drugs only. We cannot accept needles, liquids, or aerosols.



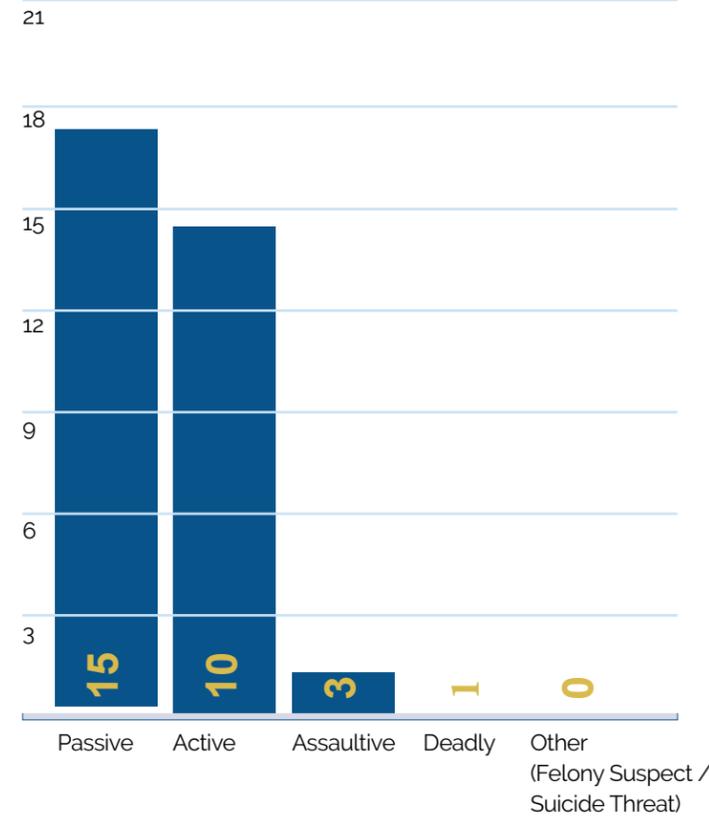
# 2023 Response to Resistance Statistics

In addition to conducting administrative reviews of each incident involving use of force, the Clinton Police Department annually conducts a systematic, structured analysis to recognize patterns or trends and evaluate the overall effectiveness of our Response to Resistance policy. This process allows the department to make necessary improvements in training, equipment, the Early Warning System or policy.

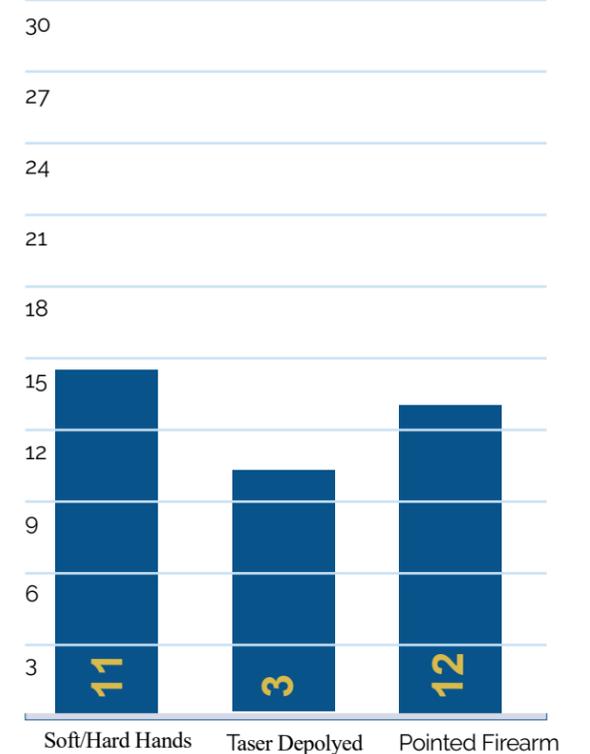
Number of Use of Force Incidents



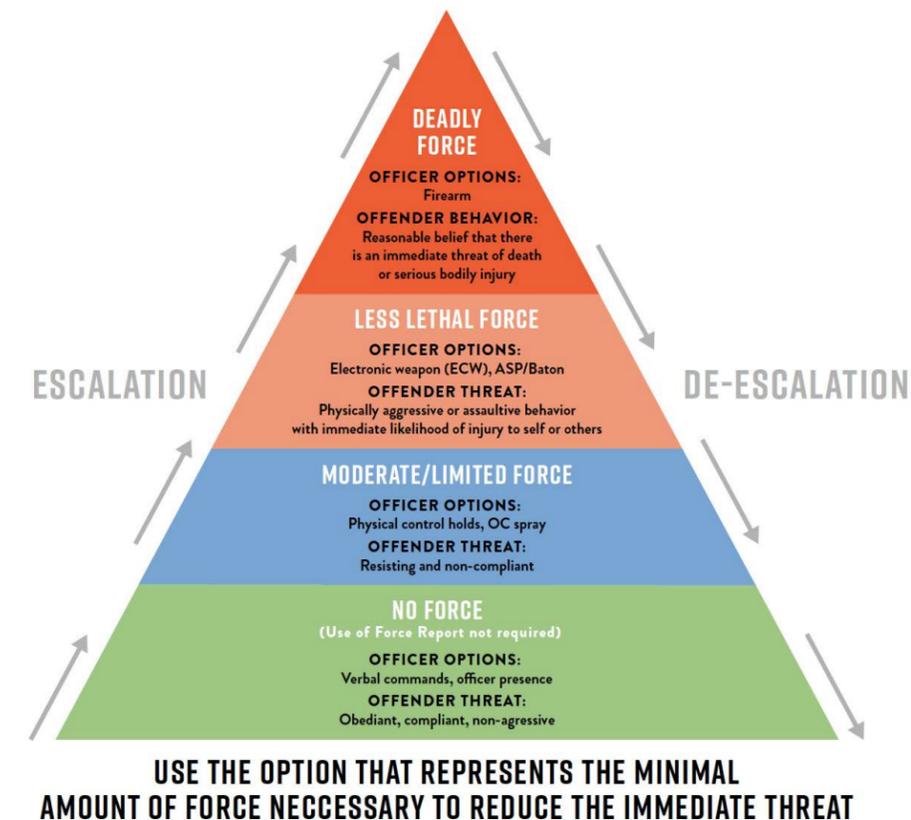
Resistance Encountered



Force Option Used By Officers



As an internationally accredited police department, our policies follow the best practices of the profession. The issue of police use of force is complex, so we welcome a call or visit by those who wish to better understand our policies.



# Overview of Complaints

## Number of Complaints against Department Members

Total: **2**

Use of Force Complaints **0**

Racial Profiling Complaints **0**

Rules of Conduct Complaints **2**

## Dispositions

Sustained **0**

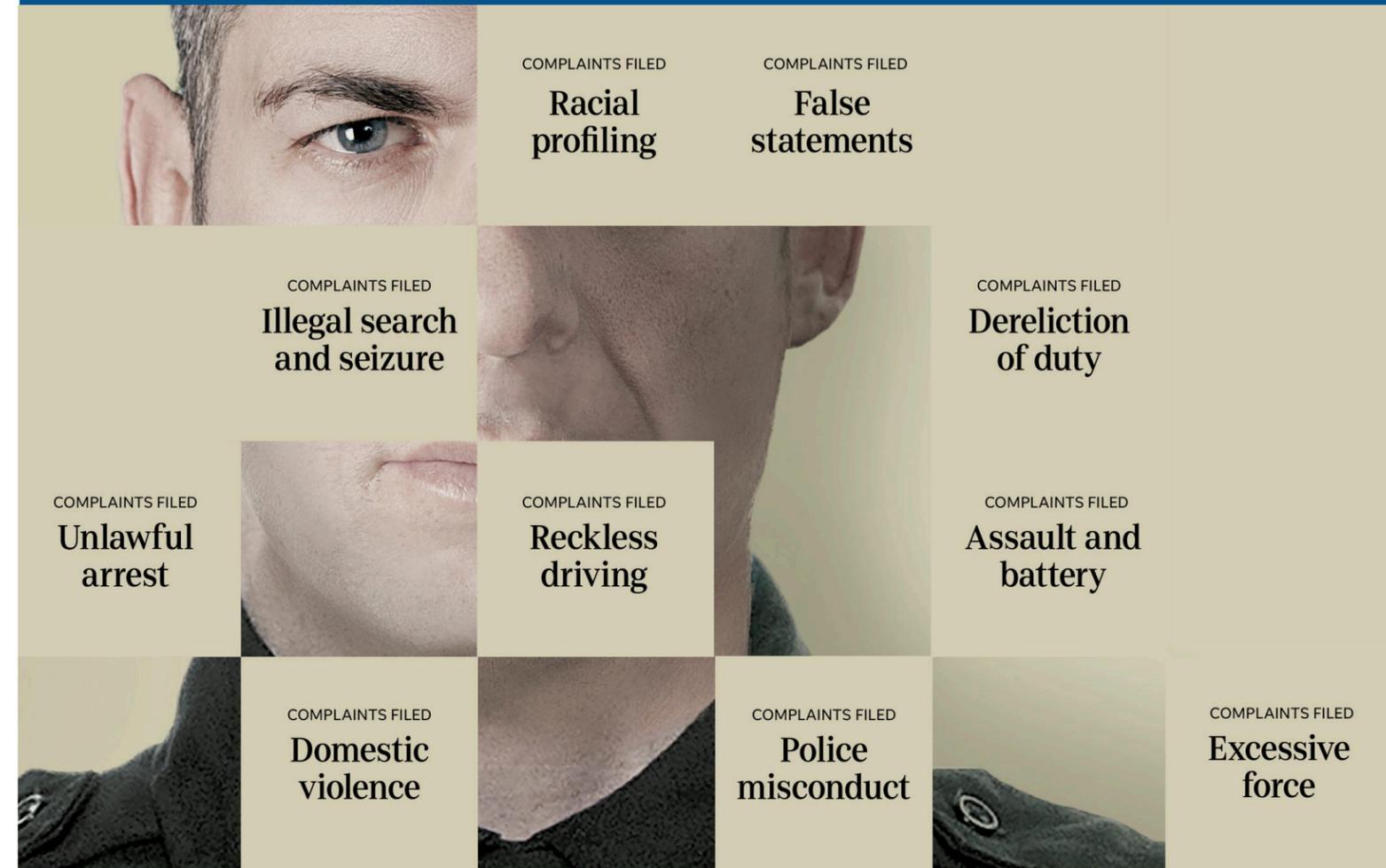
Not Sustained **0**

Exonerated **0**

Unfounded **2**

	2019	2020	2021	2022	2023
<i>Number of Complaints</i>	1	5	2	9	2

The Clinton Police Department is committed to building strong relationships within the community. As such, we welcome your compliments or complaints regarding officer performance. Complaints or compliments are generally directed to the on-duty supervisor. Members of the public may visit the station, or call our non-emergency number at 910-592-3105 and request to speak to a supervisor. Citizens may also email Assistant Chief Adrian Mathews the details of their compliment or complaint to the agency. All complaints against the department or its employees will be documented and investigated fully, to include anonymous complaints.



## How to File a Complaint



**IN PERSON**

Complaints can be filed with any supervisor



**BY PHONE**

File a complaint by calling (910) 592-3105



**ONLINE**

Access and submit the complaint form online at [www.CityofClintonNC.com](http://www.CityofClintonNC.com)



**AT A STATION**

Complaints can be filed at the Clinton Police Department

# Succession Planning

The International Association of Chiefs of Police identifies succession planning as the process of reviewing an agency for leadership talent, identifying possible successors, and then providing those individuals with the training, mentoring, and support they need to prepare themselves for critical roles within the organization as vacancies occur. Succession

planning is often associated primarily with the chief executive's position, but it is also essential to identify and prepare leaders for all levels of management. Developing a succession plan for each level of supervision ensures that no matter what personnel changes occur, there will be experienced and trained employees available to step into leadership roles.



## To achieve these succession planning goals, the Clinton Police Department embraces the following practices and strategies:

- The promotion of formal education in career related fields of study, and assisting employees in leveraging the benefits of the Town's tuition reimbursement program
- The utilization of promotional assessment centers as a means of evaluating job suitability against multiple performance dimensions
- The creation of annual professional development goals for all employees
- Maintaining affiliations with professional groups such as the International Association of Chiefs of Police, the Police Executive Research Forum, the N.C. Association of Chiefs of Police, the FBI National Academy Associates, and the N.C. Police Executives Association
- The completion of the FBI Leadership Trilogy course for all personnel holding the rank of Lieutenant or above
- Participation in nationally renowned police leadership courses
- Advanced training in the areas of risk management and law enforcement accreditation; the assignment and management of certain accreditation standards to personnel
- Creating opportunities for personnel to serve in an acting command capacity for defined periods of time, or allowing personnel to shadow divisional leaders
- Providing opportunities for members to represent the command staff at community events, or to serve as the chief's representative on various boards and committees
- The delegation of command level tasks such as event planning & ICS functions, conducting topical research, preparing annual analyses, or conducting policy reviews
- Emphasizing specialized, subject matter training for topics like grant management and preparation, internal affairs investigations, human resources & personnel law, budgeting, property & evidence management, accreditation, and media relations

# 2023 Training Overview

Total Training Hours: **2,250**

24

State  
Required  
Training  
Hours per  
Officer

75

Average  
Training  
Hours per  
Officer

9

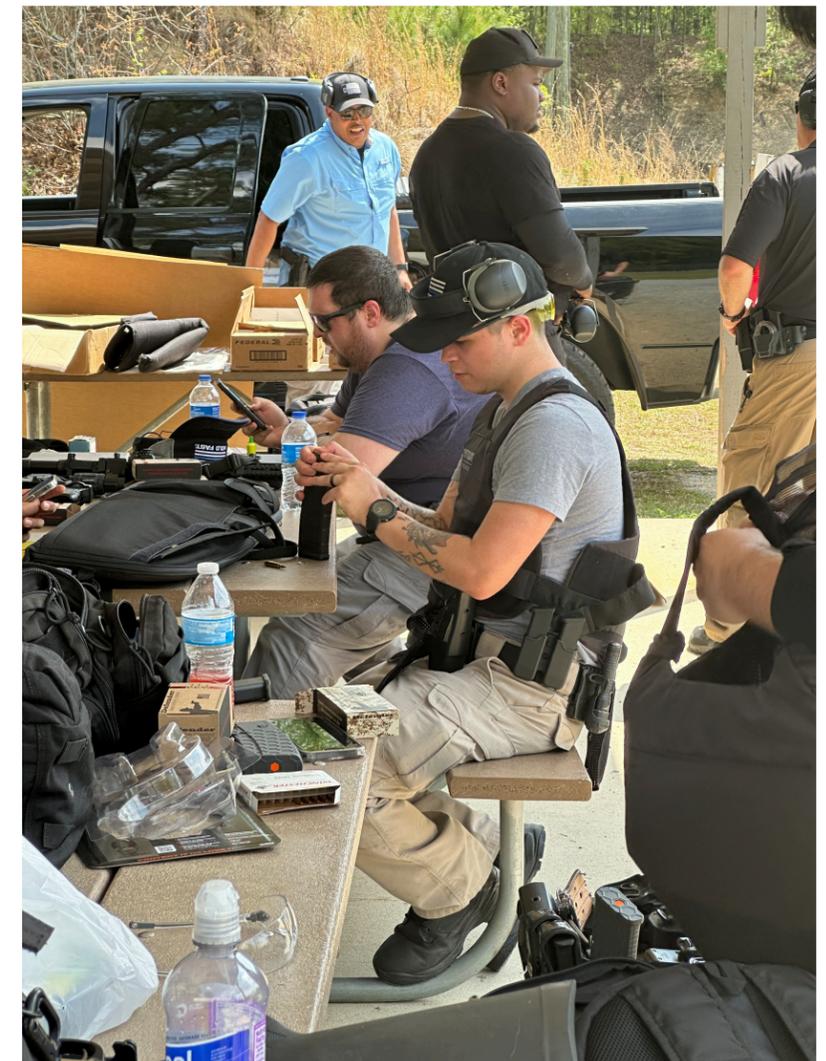
Departmental  
Instructors

All officers received the following training in **2023**:

- Firearms Training and Qualifications
- Active Threat
- Officer Awareness: Responding to Victims of Trauma
- School Safety and Responding to School Incidents
- Continue to Make a Difference: Positive Engagement Stories & Studies
- Patrol Vehicle Operations
- Legal Update
- Hazmat
- Anti-Bias Policing
- Use of Force Review
- Taser Recertification
- Law Enforcement Ethics

Examples of Additional Training Attended in **2023**:

- Radar/LIDAR Operator
- Financial Crimes
- Critical Incident Management
- FBI-LEEDA Executive Leadership Institute
- Intoxilyzer Operator
- Drug Investigations
- Interview and Interrogation
- Police Law Institute
- Criminal Street Gangs
- Traffic Crash Reconstruction



# Mental Health

**The Clinton Police Department is a recognized member of the [IACP One Mind Campaign](#). The campaign seeks to ensure successful interactions between police officers and persons with mental health disorders and/or intellectual and developmental disabilities.**



We have established sustainable partnerships with local mental health organizations, implemented a model policy addressing law enforcement response to people in crisis and/or with mental health issues or disorders, and have met campaign requirements for providing Mental Health First Aid and Crisis Intervention Training.

## Crisis Intervention Team

CIT programs create connections between law enforcement, mental health providers, hospital emergency services and individuals with mental illness and their families. Through collaborative community partnerships and intensive training, CIT improves communication, identifies mental health resources for those in crisis and ensures officer and community safety.



Did you know...

# Over 85% of Clinton officers are CIT certified.

## Clinton Police Officers Train Yearly on Mental Health

**CALEA**<sup>®</sup>  
THE GOLD STANDARD IN PUBLIC SAFETY

## Professional Accreditation

CALEA standards provide a proven management system of written directives, sound training, clearly defines lines of authority, and routine reports that support decision-making and resource allocation. Accreditation provides objective evidence of an agency's commitment to excellence in leadership, resource management and service delivery.

The nature of law enforcement accreditation drives us to continuously focus on adherence to high standards and professional best practices. The accreditation process helps ensure the timely revision of policies, procedures, and practices, which allow us to keep pace with the everchanging landscape of our profession, while mitigating potential risks and liabilities. Our commitment to accreditation is demonstrated through our meticulous accreditation file maintenance and our constant pursuit of excellence. The Clinton Police Department is extremely proud to be among the ranks of all law enforcement agencies who strive for greatness. We are convinced that our commitment to accreditation, along with our investment of personnel and resources in this area, is evidence of our mission to serve all Clinton stakeholders through the implementation of professional policing practices.

# Promotions & New Employees

New Employees



*Detective Camden Gunter*



*Officer Kaleab Stevens*



*Corporal Antwan Weathersby*



*Corporal Bradley Linz*



*Corporal Brianna Martinez*



*Corporal Stephen Cannady*

Promotions



## Officer of the Year

**Detective Allen McDuffie**

As is customary, the agency annually recognizes one of its members as Officer of the Year. It is an honor bestowed upon the person whose contributions and efforts best symbolize what it means to be a Clinton Police Officer. This year, that honor goes to Detective Allen McDuffie who has demonstrated exceptional leadership skills and has been instrumental in solving several high-profile cases. His dedication to his work and his commitment to the community are truly commendable. He has gone above and beyond the call of duty to ensure the safety and well-being of the citizens of Clinton.

## Smithfield Foods Donates \$20k for K9 Remi

**Smithfield.**  
*Good food. Responsibly.®*

There's a new pup in town, and she's here to sniff out danger. The canine acquired by the Clinton Police Department can detect explosives, facilitating the response to any bomb threats made in the county.

Smithfield Foods funded the purchase of the canine after a bomb threat at their facility in May took more than three and a half hours to clear because out-of-county resources had to be called in to handle the incident.



Remi's handler will be Lieutenant Jeremey Honeycutt. The yellow Labrador was trained by Ventosa Kennels in Scotland Neck. The K-9's main responsibilities will include bomb detection, human tracking, narcotics and evidence searches related to cases. Canines are useful tools that can go beyond human limitations due to their sense of smell. They are highly useful in locating evidence, they are extremely beneficial in locating persons who walk away from home and get lost, such as small children and persons with cognitive impairments.



# Community Engagement

While the following are some of the ways we were able to engage with our community members last year the Clinton Police Department strives to build and foster positive police-community relations through communications, programs, partnerships, and volunteer opportunities. We believe by creating strong relationships and working together, our residents and law enforcement officers can establish a better foundation of trust, help to proactively address public safety concerns



# Join our team

The Clinton Police Department offers challenging and rewarding opportunities for responsible, dedicated individuals interested in pursuing a career in law enforcement. CPD is small enough that you will know all of your co-workers, yet large enough to allow you to pursue promotional opportunities and advance into specialty police functions.

The size of the city supports a wide variety of specialty units and investigative functions. If you have a special interest or skill, there is probably a corresponding specialty unit at CPD.

We want you to join our team! Learn more at [CityofClinton.NC.com](http://CityofClinton.NC.com).



