# TABLE OF CONTENTS

- **Message from the Chief of Police**  
  Page 3
- **Vision Statement and Mission Statement**  
  Page 4
- **Bias Based Profiling Analysis and Administrative Review**  
  Pages 5-11
- **Complaints and Investigations Analysis and Administrative Review**  
  Pages 12-23
- **Recruiting Analysis and Administrative Review**  
  Pages 24-33
- **Use of Force Analysis and Administrative Review**  
  Pages 34-48
- **Vehicle Pursuits Analysis and Administrative Review**  
  Pages 49-55
It is my pleasure to present to you the 2019 Rock Hill Police Department (RHPD) Annual Report. The men and women of the RHPD are committed to providing the best service possible and maintaining a high level of professionalism and confidence within the community.

In an effort to be transparent and pro-active, the RHPD has created the 2019 Annual Report to help you better understand the activities, processes, and procedures of the Police Department that occurred during the 2019 year.

I look forward to working with all members of our community to make Rock Hill an even better and safer place to live, work, and visit.

Sincerely,

Chris Watts
Chief of Police

June 1, 2020
VISION STATEMENT

To be a highly respected leader in law enforcement, dedicated to providing quality police services while holding ourselves accountable to the highest standards of excellence and integrity.

MISSION STATEMENT

To protect, serve and cultivate community relationships to ensure safety and security for all.
Rock Hill Police Department  
2019 Bias Based Profiling Administrative Review  

Introduction  

The Rock Hill Police Department is committed to providing unbiased law enforcement services and ensuring the constitutional protections of the citizens we serve. The Department recognizes the legitimacy of criminal profiling. However, the selection of persons for police contact based solely on common traits of a group is unacceptable, illegal, and will not be tolerated.  

Definitions  

Bias Based Profiling: The selection of persons for police contact based SOLELY on a common trait of a group. Such traits may include, but are not limited to, race, ethnicity, gender, sexual orientation, religion, economic status, age, and cultural group.  

Reasonable Suspicion: Knowledge sufficient to cause a reasonable person with police training and experience to conclude, given the totality of the circumstances, that criminal activity may have occurred, is occurring, or is being planned.  

Probable Cause: A reasonable belief by a trained law enforcement professional that a person has committed, is committing, or is planning to commit a crime or that a place or specific physical evidence is connected with a crime; it is more than a suspicion, but less than any standard required for a criminal conviction.  

Process and Procedure  

All investigative traffic contacts, field contacts, and searches and seizures (to include asset seizure and forfeitures) have reasonable suspicion supported by specific articulable facts that any person contacted regarding his/her identification, activities, or location has, is, or is about to commit a violation of law or currently presented a threat to his/her safety or the safety of others. Complaints of bias based profiling are treated with the utmost urgency by Internal Affairs and are tracked through the IA Pro Early Personnel Warning System. Department members who believe that a violation of the bias based profiling policy has occurred are required to immediately notify a supervisor. Failure to report any observed or suspected violation may result in disciplinary action. Supervisors regularly monitor and examine the activities of their subordinates to ensure compliance with the policy. South Carolina State Law requires that all traffic contacts be documented on the Public Contact/Warning Form and the demographic data from the Public Contact/Warning forms are forwarded to the South Carolina Department of Public Safety. A monthly and Year-to-Date compilation of data from the Public Contact/Warning Forms is forwarded to Command Staff for review. Any abnormalities are recognized, discussed, and remedial action and/or training are provided when appropriate.
**Analysis**

There were zero (0) complaints of Bias Based Profiling during the 2019 calendar year. There have been only two complaints filed with the Rock Hill Police Department in the last eighteen (18) years. Both complaints filed in 2018 were not sustained after the completion of thorough investigations. This clearly demonstrates that the Rock Hill Police Department’s Bias Based Profiling policy, training, and practices have been administered fairly to all persons within the service area of the Department. In addition, no remedial training was required in 2019.

The total number of Traffic Warnings and Citations in 2019 increased compared to 2018. A total of 19,419 Traffic Stops were conducted in 2019, compared to 19,125 in 2018 resulting in a 1.54% overall increase.

![2019 Traffic Warnings & Citations](image_url)

White non-Hispanic males were stopped 5,153 times (28%) during Traffic Contacts in 2019, compared to 4,748 times (25%) in 2018 for a 8.5% increase. White non-Hispanic females were stopped 4,214 times (24%) during Traffic Contacts in 2019, compared to 3,831 (20%) in 2018 for a 10% increase. Black non-Hispanic males were stopped 4,999 times (26%) during Traffic Contacts in 2019, compared to 5,421 (28%) in 2018 for a 8% decrease. Black non-Hispanic females were stopped 3,395 (18%) during Traffic Contacts in 2019, compared to 3,774 (21%) in 2018 for a 10% decrease.

The total number of Traffic Contacts for persons in Other ethnic races (Hispanic, Asian, etc.) is extremely low compared to white and black non-Hispanic individuals. A total of 1,658 Traffic Contacts in Other ethnic races were made by RHPD officers in 2019, compared to 1,351 in 2018 for a 22.7% increase. Hispanic/Latino males were stopped 521 times (3%) during Traffic Contacts in 2019, compared to 432 (2%) in 2018 for a 21% increase. Hispanic/Latino females were stopped 257 (1.3%) during Traffic Contacts in 2019, compared to 214 (1.1%) in 2018 for a 22% increase. Traffic Warnings and Citations that were classified within the Other category equaled only 8.5% of all Traffic contacts combined.
Overall, the total number of Traffic Contacts conducted during the 2019 calendar year appears to indicate that 48% of all traffic contacts involve White non-Hispanic males and females compared to all other Race and Sex combined. The total number of Warnings and Citations indicates that traffic contacts made by the Rock Hill Police Department were generally proportional among White non-Hispanic and Black non-Hispanic individuals in 2019. The total number of Hispanic/Latino traffic contacts appears to be on the rise, although that population still exhibits a low percentage of overall traffic contacts. This increase is most likely due to the growth of the Hispanic and Latino population within the jurisdiction.

Traffic Warnings

A total of 12,103 Traffic Warnings were issued in calendar year 2019, compared to 11,930 in 2018 for a 1.45% increase overall. The total number of Traffic Warnings have slowly increased over the last four years. The increase in motor vehicle travel within our jurisdiction is most likely a contributing factor for the overall increase in traffic warnings.

White non-Hispanic males were issued a total of 3,444 Warnings (28.5%) in 2019 compared to 2,915 (24%) in 2018 for an 18% increase. White non-Hispanic females were issued a total of 2,847 Warnings (23.5%) in 2019 compared to 2,428 (20.1%) in 2018 for a 17.3% increase. Black non-Hispanic males received 3,163 Warnings (26.1%) in 2019
compared to 3,579 (30%) in 2018 for a 11.6% decrease. Black non-Hispanic females received 2,163 Warnings (17.9%) in 2019 compared to 2,535 (21.2%) in 2018 for a 14.7% decrease.

The total number of Traffic Warnings issued for persons in Other ethnic races (Hispanic, Asian, etc.) has remained extremely low compared to white and black non-Hispanic individuals. A total of 486 Traffic Warnings were issued by RHPD officers in 2019, compared to 473 in 2018 for a 2.7% increase. Hispanic/Latino males received 286 Warnings (2.4%) in 2019 compared to 239 (2%) in 2018 for a 19.7% increase. Hispanic/Latino females received 180 Warnings (1.5%) in 2019 compared to 133 (1.1%) in 2018 for a 35.3% increase. Traffic Warnings that were classified within the Other category equaled only 4% of all Traffic Warnings issued during the 2019 calendar year. The increase in the total amount of Warnings issued to Hispanic and Latino individuals is most likely attributed to the increase in the Latino population within the jurisdiction in recent years.

Overall, 52% of all Traffic Warnings issued in 2019 were to White non-Hispanic individuals than other races. A total of 44% of all Traffic Warnings were issued to Black non-Hispanic individuals over the same time period. The total number of Traffic Warnings issued over the last four years has experienced variances, which make it difficult to establish any affirmative trends at this time.

**Traffic Citations**

A total of 7,316 Traffic Citations were issued in calendar year 2019, compared to 7,195 in 2018 for an 1.7% increase overall. The total number of traffic citation issued by the Rock Hill Police Department has remained fairly consistent over the last four (4) years, with the exception of 2017.
White non-Hispanic males were issued a total of 1,709 Traffic Citations (23.4%) in 2019 compared to 1,833 (25.5%) in 2018 for a 6.8% decrease. White non-Hispanic females were issued a total of 1,367 Citations (18.7%) in 2019 compared to 1,403 (19.5%) in 2018 for a 2.6% decrease. Black non-Hispanic males received 1,836 Citations (25.1%) in 2019 compared to 1,842 (25.6%) in 2018 for a 0.08% decrease. Black non-Hispanic females received 1,232 Citations (16.8%) in 2019 compared to 1,239 (17.2%) in 2018 for a 0.56% decrease.

The total number of Traffic Citations issued for persons in Other ethnic races (Hispanic, Asian, etc.) continues to be extremely low compared to black and white non-Hispanic individuals. A total of 1,172 Traffic Citations were issued to males and females of Other ethnic races by RHPD officers in 2019, compared to 878 in 2018 for a 33.5% increase. Traffic Citations that were classified within the Other category equaled only 16% of all Traffic Citations issued during the 2019 calendar year.

Hispanic/Latino males received 235 Citations (3.2%) in 2019 compared to 193 (2.7%) in 2018 for a 21.8% increase. Hispanic/Latino females received 77 Citations (1.1%) in 2019 compared to 81 (1.1%) in 2018 for a 4.9% decrease. Other males (Asian, etc.) received 497 Citations (6.8%) in 2019 compared to 334 Citations (4.6%) in 2018 for a 48.8% increase. Other females (Asian, etc.) received 363 Citations in 2019 (5%) compared to 270 Citations (3.8%) in 2018 for a 34.4% increase.
A total of 42% of all citations issued by the Rock Hill Police Department in 2019 were to White non-Hispanics. A total of 41.9% were issued to Black non-Hispanics during the same time period. The increase in Other male and female citations may be a result of improper assignment of race in the Zuercher system at the time of citation issuance. When an officer doesn’t complete the field, it automatically assigns it to the Other category. Additional research is necessary by the Records Unit and the Research Analysts to determine if there are officer entry errors. Any errors found will be addressed in 2020.

**Arrests**

The total number of arrests in 2019 decreased compared to 2018. A total of 3,572 arrests were made in 2019, compared to 3,608 in 2018, which is a 9.8% decrease overall. Arrests have remained relatively consistent over the last four (4) years.
A total of 1,013 white non-Hispanic males (28.4%) were arrested in 2019, compared to 991 (27.5%) in 2018 for a 2.2% increase. A total of 668 white non-Hispanic females (18%) were arrested in 2019, compared to 586 (16%) in 2018 for a 14% increase. A total of 1,356 black non-Hispanic males (37.6%) were arrested in 2019, compared to 1,389 (38.5%) in 2018 for a 2.4% decrease. A total of 385 black non-Hispanic females (10.8%) were arrested in 2019, compared to 442 (12.3%) in 2018 for a 12.9% decrease.

The total number of arrests for persons in other ethnic races (Hispanic, Asian, etc.) is extremely low compared to white and black non-Hispanic individuals. A total of 150 arrests were made by RHPD officers in 2019, compared to 200 in 2018 for a 0.25% overall decrease. Arrests that were classified within the Other category equaled only 4% of all arrests made during the 2019 calendar year.

The total number of arrests appears to be consistent over the last four (4) years. White non-Hispanic individuals were arrested 47.1% compared to 48.7% of Black non-Hispanic’s during the 2019 calendar year. Rock Hill Police Department arrests have decreased 12% over the last eight (8) years. Black non-Hispanic males have had an 18% reduction in arrests since 2015.
Rock Hill Police Department

2019 Citizen Complaints and Internal Affairs Investigations
Annual Administrative Review and Analysis

Introduction

The Rock Hill Police Department is dedicated to providing exceptional service to both citizens and department personnel through a problem solving approach, which emphasizes a commitment to excellence through community and teamwork. Rock Hill Police Department personnel undergo a strenuous selection process, are held to the highest of standards, and are provided the best training available. The ultimate goal of our strenuous selection and training process is to give personnel the very best preparation to make sound, appropriate, and respectable decisions. The department is invested in rewarding above average performance and taking corrective action in instances where an employee fails to meet our standards. Unfortunately, there will be times when citizens, fellow employees, or supervisors perceive an employee’s behavior as inappropriate, unethical, or illegal. When this occurs, a system of well-established procedures for investigating and adjudicating complaints is strictly followed. The Rock Hill Police Department will provide a full and fair opportunity to file complaints against department members and will impartially accept, evaluate, and investigate all complaints involving the acts or failure to act of department members.

Law enforcement effectiveness depends upon community respect and confidence in the police department and the ability of its personnel to perform his or her duties in a manner consistent with the integrity and trustworthiness expected of them by the public and that of the Code of Conduct. Behavior which detracts from this is detrimental to public interest and the City of Rock Hill.
Definitions

Citizen Complaint: any allegation against the department and/or a department member of any action or failure to act which the complainant believes to be improper. The information may be received from a known or unknown source within or outside the department. Depending on the seriousness of the complaint and the nature of information developed, a citizen complaint may be upgraded to an internal affairs investigation.

Supervisory Investigation: an investigation generated as a result of less serious allegations that warrant investigation, but do not rise to the level of a serious allegation. Examples may include, but are not limited to: the use of profane or discourteous language or manner; rudeness; or other acts, including failure to follow department policy, which would not usually result in serious disciplinary action (i.e., suspension, demotion or dismissal).

Internal Affairs Investigation: an investigation generated as a result of serious allegations that may damage the reputation of the department or its personnel. Examples may include, but are not limited to: improper or excessive use of force; allegations of excessive or improper use of force, criminal misconduct; breaches of an individual’s civil rights; and sexual harassment.

Sustained: Allegation is true and action taken was inconsistent with policy.

Not Sustained: There is insufficient evidence to confirm or to refute the allegation.

Exonerated: Allegation is true, but action taken was consistent with policy.

Unfounded: Allegation is demonstrably false or there is no credible evidence for support.
Policy Failure: Allegation is true but action taken was not inconsistent with policy and there is an indication of a need for policy review.

Process and Procedures

Administration

The Internal Affairs Unit of the Professional Standards Division, which is under the direction of the Support Services Bureau, is responsible for the effective and efficient handling of all personnel-related issues, citizen complaints, and administrative investigations.

Complaints of less serious allegations can be addressed and/or investigated by a supervisor at the time it is received from the complainant. The Internal Affairs Supervisor may also assign a supervisor to investigate a complaint of less serious allegations. Upon completion of the investigation, the investigating supervisor forwards the complaint to the Division Commander who reviews and then forwards all original documentation of the investigation to the Internal Affairs Supervisor.

The Internal Affairs Supervisor conducts investigations of complaints that are serious in nature. However, the Chief of Police may, at his discretion, direct another department member or request the State Law Enforcement Division (SLED) to conduct the investigation. Internal Affairs investigations and criminal investigations are conducted separately.

The Internal Affairs and Supervisory Investigations General Order (General Order Chapter 52, Section #1.01) is reviewed annually by the Chief of Police, the Accreditation Manager and members of the Accreditation Team in order to ensure that policies, procedures, and training are current and applicable to department practices. Any changes in policy and practice is reviewed and discussed prior to any revisions being
made to the policy. Revised policies are published in Zuercher and are available to all personnel.

Citizen Complaint Processing

All complaints against department members are documented and investigated using the Citizens Complaint Form and an accompanying Blue Team Report. Complaints may be made in person, on-line, by telephone, by FAX, by Email, or by mail. Anonymous complaints, complaints from citizens who wish their names to be held in confidence, and complaints from third parties are also accepted. If the complaint is delivered in person, an employee documents the date and time the complaint was received on the Citizens Complaint Form and provides a Citizen’s Compliments and Complaints brochure as a receipt. Any complaint received is forwarded to the applicable unit or team supervisor, or Internal Affairs, depending upon the nature of the complaint.

Less serious complaints that do not warrant an Internal Affairs investigation are classified as Supervisory Complaints and are directed to the appropriate Unit Supervisor for Supervisory Investigation. The investigating supervisor is required to provide the complainant information on the status of the investigation within ten (10) business days of receiving the complaint and continues to keep the complainant informed of the status by periodic telephone conversations or other personal contact until the investigation is completed. The Citizen’s Complaint Form and any necessary corrective actions are documented in a Blue Team report and forwarded through the chain of command to the Internal Affairs Supervisor for final review.

The Internal Affairs Supervisor reviews the results of the investigation, re-contacts the Division Commander if further investigation is necessary, and forwards the results of the investigation to the Chief of Police when the investigation is complete. The Professional Standards Supervisor coordinates Supervisory Investigations through the chain of command. After final review and disposition by the Chief of Police, the complainant is provided with a letter signed by the Chief of Police that summarizes the findings of the
Supervisory Investigations are completed within thirty (30) business days unless the circumstances warrant an extension of time.

Any complaints that cannot be resolved by a Unit Supervisor are documented on the Citizen’s Complaint Form and a Citizen Complaint Blue Team Report is created. Any attempts to resolve the complaint by the supervisor are noted in the Blue Team Summary and it is then forwarded to the appropriate Division Commander. Upon review, the complaint is then forwarded to Internal Affairs for investigation.

The Internal Affairs Supervisor ensures that the complainant is sent an acknowledgment letter indicating the receipt of the complaint, along with a copy of the Citizen’s Compliments and Complaints brochure.

Following an investigation by the Internal Affairs Unit, using the same guidelines as above, the Chief of Police completes a complaint disposition letter to the Complainant stating the final determination of the complaint. A copy of the documentation is returned to the employee and the employee’s supervisor through the chain of command.

**Internal Affairs Investigations**

Allegations of misconduct that could result in dismissal, suspension, demotion, or criminal charges are investigated by Internal Affairs. Allegations may include, but are not limited to: corruption; excessive or improper use of force; breach of civil rights; criminal misconduct; or sexual harassment. Upon receipt of a complaint or notification of misconduct, the Internal Affairs Supervisor advises the Chief and promptly creates a Blue Team Report.

Prior to an Internal Affairs investigative interview that is part of a criminal investigation, the department member under investigation is administered *Miranda* rights, which are complied with during the course of the investigation. The member under investigation also receives written notification of the complaint to include a copy of the original
complaint or a summary adequately listing the relevant facts, and the member’s rights and responsibilities during the investigation.

In addition, the department member is advised that they are required to answer all questions truthfully when directly related to the performance of his/her official duties. Refusal to comply with an order to answer such questions is a violation of department rules, which may subject the member to further discipline, up to and including dismissal. Any required self-incriminatory admissions made during an interview may be used only in administrative proceedings, as provided under Garrity rights, and are not used against the officer in criminal proceedings.

Department members are not entitled to have an attorney, supervisor, or other personal representative present during any Internal Affairs related interview when only disciplinary actions are anticipated. However, personnel are entitled to an attorney in cases of alleged criminal misconduct.

Department members are also required to submit to medical testing (including breath, blood, and urine), polygraph, line-up participation, financial disclosure, and/or psychological examinations as part of an administrative investigation pursuant to department Policy and Procedures and the City of Rock Hill Personnel Resolutions. Photographs may also be taken and used in conducting Internal Affairs Investigations.

Contact is maintained with both the Complainant and the department member under investigation. The complainant is informed of the status of the investigation within ten (10) business days of receiving the complaint and continues to receive periodic status updates via telephone or other personal contact until the investigation is completed. Department members who are under an Internal Investigation may contact the investigator about the status of the investigation.

All Internal Affairs Investigations are completed within ninety (90) days, unless there are extenuating circumstances. Extensions may be granted by the Chief of Police.
Following the completion of the investigation, the Chief of Police, or his designee, will notify the complainant of the findings of the investigation. The results are also documented in the associated Blue Team Report.

**Disciplinary Action**

Any disciplinary action resulting from an Internal or Supervisory Investigation is made in accordance with Department and City policies and is commensurate with the circumstances of the incident and the employee’s service record.

The department member may be required to participate in a counseling program in lieu of other disciplinary action when it is determined to be in the best interest of the department, the employee, and the public. Failure to participate fully as required may result in the imposition of the original disciplinary action.

Any hearings that are a result of an Internal Affairs Investigation are conducted in accordance with department and city policies. Disciplinary action appeals are conducted in accordance with department and city policy.

**Citizen Complaint and Internal Affairs Investigation Analysis**

![Total # of Complaints](image)
In 2019, there were a total of thirty-one (31) citizen complaints received and investigated. The number of citizen complaints increased 15% compared to 2018. It should be noted that several complaints resulted from one individual and twelve (12) complaints resulted in dual findings.

As stated above, the total number of complaints has increased 19% in the last four (4) years when compared to 2016. Based on the chart above, the average number of citizen complaints over the last ten (10) years appears to be increasing. There was a significant increase in complaints during 2012 and 2013. The increase in complaints may be attributed to an increased need for customer service training and the overall mistrust of law enforcement nation-wide. In addition, the high number of new officers may contribute to the increase in complaints due to mistakes made by inexperience.
Citizen Complaint dispositions have remained fairly consistent over the last four (4) years. Nine (9) complaints were sustained, four (4) were Not Sustained, fifteen (15) were Unfounded, and twenty-four (24) were Exonerated during the 2019 calendar year (January 1 to December 31). Twelve (12) complaints yielded dual findings due to involving more than one officer in the complaint. The total number of complaints determined to be Exonerated increased significantly in 2019 compared to the previous three years. RHPD personnel who were involved in Sustained complaints received negative significant events, written warnings, suspensions, or were terminated from employment, depending on the severity of the incident. The majority of all complaints were Exonerated (46%) or Unfounded (29%), which is a testament to the high caliber of personnel in the Department.
In 2019, the Rock Hill Police Department received 91,907 Calls for Service. In addition, Rock Hill Police Department officers initiated 19,419 contacts with citizens within the City of Rock Hill. Of the 111,326 total contacts with individuals within the jurisdiction, the fact that only thirty-two (32) total complaints (0.03% of total contacts) were received is truly remarkable and speaks volumes for the overall professionalism of the department.
Two (2) Internal Affairs Investigations were completed in 2019, compared to four (4) investigations in 2018. The total number of Internal Affairs Investigations decreased by 50% during the 2019 calendar year compared to 2018. The overall low number of Internal Affairs Investigations demonstrates the high quality of officers and personnel employed at the Rock Hill Police Department.

Internal Affairs Investigations have essentially stayed the same over the past four (4) years, with the exception of 2015.
The total number of Internal Affairs Investigations has experienced a decline from the end of 2008 to the end of 2019. The Department has an average of three (3) Internal Affairs Investigations over the last four (4) years. Considering that the Rock Hill Police Department employed one hundred forty-seven (147) sworn officers and forty-six (46) non-sworn personnel in 2019, to only have two (2) Internal Affairs Investigations is rather extraordinary for a department of our size.
Rock Hill Police Department
2019 Recruiting Analysis and Administrative Review

Introduction

The Rock Hill Police Department strives to recruit the best-suited personnel and to ensure equal employment opportunities for all persons based on individual merit. The department’s recruiting efforts are designed to accomplish the objective of hiring the best qualified candidates for all positions. Recruitment strategies are used in an attempt to improve the quality of the personnel hired, increase the diversity in the work force and lower the rate of personnel turnover.

Process and Procedures

The Recruiting Officer, who is assigned to the Internal Affairs Supervisor within the Professional Standards Division, manages the recruiting process. The Rock Hill Police Department maintains an effective working relationship with the City Human Resources Department (HR) for recruiting and other personnel issues. However, all department members share in the responsibility for recruiting the best suited personnel and are encouraged to actively seek qualified candidates.

The Recruiting Officer and other designated department members actively participate in recruiting events such as job fairs and career days, both locally and throughout the East Coast. Recruiting events provide an avenue in which to advertise employment opportunities and distribute information about the work, compensation, and benefits of employment with the Rock Hill Police Department. Department members that attend job fairs and other recruitment events are educated on how to present the positive attributes of the department and personnel matters such as Equal Employment Opportunity and the Americans with Disabilities Act (ADA) as they relate to the management and operation of the department.

Applications for entry-level positions are accepted at all times regardless of the current status of staffing. The City of Rock Hill and the Rock Hill Police Department are Equal Opportunity Employers. Job notices are posted throughout City facilities, disseminated to community organizations, published on both the City of Rock Hill and the department’s internet websites, advertised through professional journals, and posted on various professional electronic and print media websites. All job notices include a description of duties, responsibilities, skills, educational level, other minimum qualifications, the salary range appropriate to the position, and any relevant application filing deadline.

Diversity is a key component of the Rock Hill Police Department’s Recruitment Plan. The department makes every effort to hire and retain personnel in proportion to the ethnic and gender composition of the community. Department members from under represented populations actively participate in recruiting efforts in order to demonstrate the department’s commitment to removing barriers in hiring.
Analysis

In the 2019 calendar year, the Rock Hill Police Department concentrated recruiting efforts on college and university campuses, military bases, and online job applicant websites in order to actively recruit from a more diversified population. Recruiting events along the east coast were conducted to attract the most qualified candidates. The Rock Hill Police Department is committed to high standards and has an intensive and difficult hiring process in order to assist the department in maintaining the high professional expectations that have been established over the years.

The Rock Hill Police Department maintains a very active award-winning recruiting website. In 2019, www.rhpdrecruit.com had 13,040 visitors to the website compared to 17,866 in 2018, which is a 27% decrease.

The Recruiting Officer has spent a large amount of time reaching out to colleges, universities, military bases, and other local programs to recruit personnel, especially minority men and women. Career Fairs and presentations included the following locations in 2019:

Appalachian State University  Bob Jones University  Camp Lejeune
Charleston Air Force Base  Charleston Southern University  Claffin University
Clemson University  Coastal Carolina University  Fort Gordon
Fort Jackson  HBC of SC Career Fair, Columbia
Hire Talent, Charleston  Hire Talent, Greenville  Liberty University
Marine Corps Air Station  Metrolina Career Fair  NC4ME
Parris Island USMC  SC Gang Investigators Conference
South Carolina State University  Southern Wesleyan University  The Citadel
UNC Charlotte  University of South Carolina  USC Sumter
UT Chattanooga  Western Carolina University  Wingate University
Winthrop University  York Technical College

The total number of police officer applications received has continued to decline over the last four (4) years. A total of two hundred fifty-eight (258) applications were received in 2019 compared to two hundred eighty (280) in 2018, which is a 7.9% decrease and below
the four-year average of two hundred ninety-seven (297) per year. The improved economy, unemployment rate, and the national negative climate towards law enforcement may have contributed to the decline. The recent negative media portrayal of law enforcement has had a negative impact on law enforcement agencies across the United States.

Of the eighty-two (82) individuals interviewed for police officer positions, forty-three (43) were given conditional offers of employment in 2019 compared to forty-four (44) in 2018. The total number of conditional offers decreased 2.3% in 2019 compared to 2018.
The total number of applicants hired increased in 2019. A total of twenty-two (22) police officer applicants were hired in 2019, compared to fifteen (15) in 2018, which is a 46.7% increase. In addition, the total number of sworn officers increased by 4.8% from one hundred forty (140) officers in 2014 to one hundred forty-seven (147) officers as of December 31, 2019.

The total number of non-sworn personnel vacancies has remained fairly low during the last four years. However, in 2019 eleven (11) non-sworn personnel were hired. Six (6) new Telecommunicators, four (4) Support Staff, and one (1) Correctional Officer were hired during the 2019 calendar year. It is anticipated that the number of non-sworn personnel hired in the upcoming year will be much less and more in line with the average. Generally, the department does not have as much turnover for non-sworn positions.
The Rock Hill Police Department strives for employee diversity that represents the available workforce in the community regarding ethnic, race, and gender composition. The following chart illustrates the Rock Hill Police Department’s current diversity composition for sworn officers, the available workforce data, and the City of Rock Hill’s population data for 2019.

The majority of applications for sworn officer positions received by the Rock Hill Police Department were from white non-Hispanics. A total of one hundred fifty-seven (157) applications were received from white non-Hispanic males and females in 2019, which was 61% of the total applications. Seventy-one (71) applications were received from black non-Hispanics, which was 28% of the total applications received. Only 4% of the applications were from Hispanics and 7% from Other Races. Continued recruiting in minority locations is necessary in order to improve the overall diversity of the department.
Males completed and returned the highest number of police officer applications. A total of one hundred ninety-nine (199) males completed applications for employment at the Rock Hill Police Department in 2019, which was 77% of all applications received. Only fifty-nine (59), or 23%, of females completed applications during the same period. The differentiation between the genders has been fairly consistent over the last four years.
Retention of certified and trained personnel is always a challenge in any law enforcement agency. The total number of personnel leaving the Rock Hill Police Department decreased 11.5% since 2018. A total of seventeen (17) officers separated from the department in 2019, compared to nineteen (19) in 2018. However, the total percentage of officers who have resigned is relatively low for a Department of our size. A total of 10.9% of all sworn officers resigned in 2019 compared to 15% in 2016.
The total number of non-sworn personnel that have separated from the Rock Hill Police Department in 2019 increased compared to 2018. A total of eleven (11) non-sworn personnel separated from the department in 2019, compared to eight (8) in 2018. The total number of non-sworn personnel that has separated from the department has stayed fairly consistent over the last four (4) years (8 in 2016 compared to 11 in 2019). The department experienced more non-sworn separations during 2019, which may be attributed to the high stress and long shift demands for Telecommunicators and Correctional Officers. Non-sworn individuals often do not have a realistic view of law enforcement work until they have a chance to experience it firsthand. The Rock Hill Police Department also added an additional five (5) non-sworn positions over the last four (4) years. However, the total percentage of non-sworn personnel who have resigned is relatively low for a department of our size. A total of 24% of all non-sworn personnel resigned in 2019 compared to 19% in 2016.
While there was a decrease in the number of resignations in 2019, there was also an increase in the total of officers hired during the same period. Twenty-two (22) officers were hired in 2019 compared to fifteen (15) in 2018. A total of 15% of all sworn officers employed at the Rock Hill Police Department in 2019 were new hires. The ability to hire so many new officers in a relatively short period of time serves as a testament to the positive reputation within the community and our commitment to finding highest quality candidates.

The total of non-sworn personnel hired increased in 2019 compared to 2018. A total of eleven (11) individuals were hired into non-sworn positions in 2019 compared to six (6) in 2018 for a 45% increase. A total of 24% of all non-sworn personnel employed in 2019 were new hires. As of December 31, 2019, all non-sworn positions were filled. The ability
to quickly hire new non-sworn personnel illustrated the Rock Hill Police Department’s commitment of finding high quality candidates.

The Rock Hill Police Department has made progress towards building upon our workforce demographics. The percentage of minorities working for the Rock Hill Police Department in 2019 stayed about the same overall compared to 2018. The total number of black non-Hispanic and Hispanic officers has also stayed fairly consistent over the last four years. However, the total number of minorities (Black-Non Hispanic, Hispanic and Other Race male and females) working at the department decreased slightly from forty-five (45) employees in 2016 to forty-two (42) employees in 2019. In addition, the total number of female officers increased significantly in 2019. A total of twenty-four (24) female officers worked for the Rock Hill Police Department in 2019, compared to seventeen (17) in 2018 for a 41% increase. The decrease in minority officers indicates that additional steps need to be taken by the Recruiting Officer and the department towards a more diverse workplace environment.
Rock Hill Police Department

2019 Use of Force Analysis and Administrative Review

Introduction

The Rock Hill Police Department only uses the amount of force reasonably necessary to effectively bring an incident under control while protecting the lives of the officers and others. Officers do not unnecessarily endanger themselves or others by their use of force. Excessive force is not tolerated. Deadly force is only used when an officer reasonably believes that the action is in defense of human life and necessary to protect the officer or others from an imminent danger of death or serious physical injury.

Definitions

*Force*: Physical contact or action taken that is considered a defensive/offensive tactic beyond mere restraint. Using handcuffs does not constitute Use of Force.

*Excessive Force*: Any force greater than a reasonable person in the same circumstances would find to be appropriate.

*Lethal Force*: Any force which a reasonable person in the same circumstances would consider likely to cause death or serious physical injury.

*Less Lethal Force*: Any force other than that which is considered lethal force and involves physical effort to overcome resistance of another.

*Lethal Weapon*: Any weapon which a reasonable person would consider likely to cause death or serious physical injury when used as it would normally be intended to be used.
**Less Lethal Weapon:** Any weapon other than one which a reasonable person would consider likely to cause death or serious physical injury when used as it would normally be intended to be used.

*Reasonable:* What an ordinary and prudent person would think or do in similar circumstances.

*Objectively Reasonable:* The determination that the necessity for using force and the level of force used is based upon the officer’s evaluation of the situation in light of the totality of the circumstances known to the officer at the time the force is used and what a reasonable officer would use under the same or similar circumstances.

*Serious Physical Injury:* An injury that creates a substantial risk of death; causes serious, permanent disfigurement; or results in long-term loss or impairment.

*De-Escalation:* Taking action or communicating (verbally and/or non-verbally) during a potential force encounter in an attempt to stabilize the situation, reduce the immediacy of the threat, and resolve the situation without the use of force or with a reduction in the force necessary. De-escalation may include the use of command presence, advisements, warnings, verbal persuasion, and tactical positioning.

*Exigent Circumstances:* Those circumstances that would cause a reasonable person to believe that a particular action is necessary to prevent physical harm to an individual, the destruction of relevant evidence, the escape of a subject, or some other consequence improperly restricting legitimate law enforcement efforts.

**Process and Procedure**

Less Lethal force will be used after it is determined what method will best de-escalate the incident and bring it under control safely. Officers are authorized to use department approved Less Lethal force techniques for resolution of incidents in order to protect
themselves or others from physical harm, restrain or subdue a person resisting arrest, or bring an unlawful situation safely and effectively under control.

Lethal force is authorized when an officer reasonably believes that the action is in defense of human life in order to protect the officer, or another person, from serious injury or death and to prevent the escape of a fleeing felon who poses a significant threat to human life. Officers are prohibited from discharging firearms at or from a moving vehicle except as an ultimate measure of self-defense or the defense of another when the suspect is using lethal force. Warning shots are prohibited.

In all incidents of use of force, medical treatment will be immediately provided in the form of first aid, EMS, or emergency room care. In the event a use of force results in serious injury or death, the involved employee(s) will be relieved from duty with pay pending a preliminary investigation of the incident. Internal Affairs is responsible for coordinating the investigation and will conduct an administrative investigation. In addition, the South Carolina Law Enforcement Division (SLED) will conduct an independent criminal investigation.

Every Use of Force incident is documented on a department Blue Team Report, forwarded through the chain of command, and required whether the officer is on or off duty. All Blue Team Use of Force entries are reviewed for compliance with federal laws, state laws, and department issued General Orders. An administrative review is conducted by Internal Affairs on all Use of Force incidents. All reports and associated evidence are reviewed and submitted to the Chief of Police as to the justification of the use of force. Blue Team reports are separate from incident reports and are not public information.

**Analysis**

The Rock Hill Police Department responded to 91,907 total calls for service between January 1 and December 31, 2019. A total of 3,572 individuals were arrested during this period. Out of the total number of calls for service, one hundred forty-seven (147) Rock
Hill Police Department officers reported forty (40) uses of force. Of these, only 0.04% of all total incidents were involved in a use of force.

As stated above, a total of forty (40) use of force incidents were reported in 2019, compared to forty-nine (49) in 2018 for an 18% decrease. The Department has averaged 42.25 use of force incidents per year over the last four years. The total number of uses of force has decreased by 15% over the last four (4) years.

A total of eighty-six (86) officers were involved in Use of Force incidents in 2019, compared to one hundred (100) in 2018 which is a 14% decrease. The total number of officers involved in Use of Force incidents decreased 7.5% compared to 2016. It should be noted that in some incidents, there were multiple types of force used, and more than one officer involved in an individual reported use of force. The decrease in the number of officers involved in use of force incidents may be attributed to an increased focus on de-escalation training and improved conflict resolution skills.
The Rock Hill Police Department experienced use of force incidents during each month of 2019. An average of three (3) use of force incidents were reported by officers throughout the year. December had six (6) use of force incidents, which was the highest month of the year. There was only one (1) use of force incident in March. The increase at the end of the year may be due to an increase in calls for service during the same months.

The period between 1800 – 2400 (6 pm – 12 am) experienced the most use of force incidents in 2019. A total of twenty-one (21) use of force incidents occurred during this time frame, which was 53% of all incidents reported in 2019. This corresponds to the
number of calls for service that the department receives on the average day. The hours of 0600-1200 have the least number of use of force reports. Most likely, this is due to work schedules, school hours, and sleep habits of individuals with the City of Rock Hill.

The majority of use of force incidents involve males. A total of thirty-two (33) males (80%) were involved in use of force incidents during the 2019 calendar year. In comparison, there were seven (7) females involved in use of force during the same time. The number of males and females use of force results are similar to the demographics for arrests during the period of January 1, 2019 to December 31, 2019.
Middle aged men and women were the highest age group involved in use of force incidents in 2019. A total of thirteen (13) individuals aged 31-40 and ten (10) aged 21-30 were involved in uses of force during the 2019 calendar year. These demographics mirror the ages of the majority of crime committed within the Rock Hill Police Department’s jurisdiction.

A total of forty (40) individuals were involved in Use of Force incidents with Rock Hill Police Department officers in 2019, which is 25% less than in 2018 (54 individuals). Black non-Hispanic males made up the highest percentage of individuals involved in Use of Force incidents during the 2019 calendar year. Nineteen (19) black males (48% total) were involved in Use of Force incidents in 2019 compared to sixteen (16) (30% total) in 2018 for a 19% increase. Twelve (12) white males (30% total) were involved in incidents where force was used in 2019 compared to nineteen (19) (35%) in 2018 which is a 37% decrease. Use of force incidents involving black males has gradually increased over the last four (4) years. Black males involved in Use of Force incidents with Rock Hill Police Department officers has increased by 36% when compared to 2016 (14 total).
Use of force incidents for both white and black females declined in 2019. However, a higher number of black females were involved in use of force incidents overall. Six (6) black females (15%) were involved in Use of Force incidents in 2019 compared to nine (9) (17%) in 2018. Three (3) white females (7% total) were involved in Use of Force incidents in 2019 compared to Five (5) (9% total) in 2018. There were zero (0) use of force incidents for both Hispanic/ Latino and Other Race males and females in 2019. Five (5) Hispanic/Latino males (9%) were involved in Use of Force incidents in 2018. Use of force incident demographics are similar to the Department’s arrest statistics.
Based on data collected for 2019, black non-Hispanic male officers have the most use of force incidents. Twelve (12) use of force incidents (35%) reported by the Rock Hill Police Department were black male officers. White non-Hispanic males were involved in six (6) use of force incidents, which equated to 18% overall. Black non-Hispanic females were involved in 15% (5 total) use of forces compared to two (2) white non-Hispanic female officers (6% overall). No officers of Hispanic/Latino or other races were involved in use of force incidents during the 2019 calendar year. Black non-Hispanic male and female officers used force during arrests more often compared to white non-Hispanic male and female officers. Some officers were involved in more than one (1) use of force incident.
Resisting Arrest is the most common justification for Use of Force by the Rock Hill Police Department. In 2019, 77% of all Use of Force incidents were a result of Resisting Arrest. The same holds true for the last eight (8) years – 63% of all Use of Force incidents reported in 2012 thru 2019 were due to Resisting Arrest.

The most common Use of Force type used by Rock Hill Police Department officers was Weaponless/Empty Hand techniques, followed by the use of Tasers. The use of Weaponless/Empty Hand techniques constituted 75% of all Use of Force types utilized in 2019. Taser Use of Force equaled 25% percent of all reported Uses of Force during the
same time period. There were no Use of Force incidents involving the Discharge of a Firearm or OC Spray. Rock Hill Police Department officers were not issued Batons.

Weaponless Use of Force techniques utilized by the Rock Hill Police Department include Empty Hand, Hands/Feet (Force Hold) and Hands/Feet (Striking). The use of Weaponless/Empty Hand techniques during Use of Force incidents decreased 60% in 2019 compared to 2018. The Department has experienced a 63% decrease in the use of Weaponless/Empty Hand use of force since 2012.
Empty Hand Use of Force is the most used technique by Rock Hill Police Department officers. It was used nineteen (19) times during the 2019 calendar year and has been used one hundred sixty-five (165) times during the last four years (2016-2019). The use of Empty Hand techniques during Use of Force incidents decreased 57% (19 incidents in 2019 compared to 44 in 2018). The use of Hands/Feet (Force Hold) decreased 82% in 2019 compared to 2018 (4 in 2019 compared to 22 in 2018), and the use of Hands/Feet (Striking) increased by 75% (4 in 2019 compared to 1 in 2018). The choice for officers to employ Weaponless Use of Force techniques is usually a decision the officer must make based on suspect behavior due to the proximity of the threat, the level of resistance being used, and the officers ability to transition to a higher level of force before being overtaken by the suspect. The information above clearly illustrates that the Rock Hill Police Department officers have a firm understanding of use of force principles and response to resistance as taught by Department instructors.
Use of Force incidents involving the use of a Taser decreased slightly in 2019. There were a total of nine (9) Use of Force incidents in 2019, compared to ten (10) in 2018. The use of Tasers during use of force incidents has stayed the same over the last four years (2016 – 2019) with the exception of 2017. The decrease in Taser use is most likely due a concentration on de-escalation techniques and an emphasis on utilizing the least amount of force necessary to bring an individual under control.

In 2019, there were zero (0) Use of Force Incidents involving a Firearm. The Rock Hill Police Department has been extremely fortunate to have very few Firearm related Use of Force incidents. A total of six (6) officer-involved shootings have occurred in the last ten years (2009 – 2019). Only 1% of all use of force incidents over the last ten (10) years has involved a firearm discharge. The small number of firearm related use of force incidents
illustrates the high level of officer restraint, the quality of officer training, and use of discretion based on the City of Rock Hill’s population, level of crime, and the total number of sworn officers in the Department.

There were thirty-three (33) arrests associated with Use of Force incidents in 2019 compared to forty-four (44) in 2018. This accounted for a 25% decrease. The total number of arrests reporting a Use of Force incident has increased slightly (10%) over a four-year period (2016 – 2019). An individual arrested by the Rock Hill Police Department has less than a 1% chance of being involved in a Use of Force incident. The low number of Use of Force incidents per arrest illustrates that Rock Hill Police Department officers only use force when absolutely necessary and as a response to resistance.

![UOF Resulting in Arrest](chart)

Citizen complaints due to a Use of Force incident increased in 2019. There were seven (7) complaints in 2019 compared to six (6) in 2018. A total of 23% of all Use of Force incidents that occurred in 2019 resulted in a Citizen Complaint. The total of Use of Force Complaints is above the four-year average of 5.5 complaints per year.
The 2017 calendar year experienced the lowest total number of Use of Force Complaints, which may be an outlier. Citizen complaints overall have increased which is most likely a result of a need for additional training, and an increase in public distrust of law enforcement throughout the United States. All Use of Force Complaints were investigated and none were found to be outside of Department policy.
Rock Hill Police Department
2019 Vehicle Pursuit Analysis and Administrative Review

Introduction

Police vehicular pursuits are potentially dangerous to the community, the officers involved, and the persons attempting to evade the police. The risk associated with pursuits requires that officers exercise sound judgment and discretion throughout every pursuit. Policies and practices are in place at the Rock Hill Police Department in order to guide officers in the decision making process, which apply to all sworn personnel that operate Department assigned vehicles equipped with lights and sirens. Vehicles that are not equipped with lights and sirens are not permitted to engage in any vehicular pursuits. Officers of the Rock Hill Police Department may engage in vehicular pursuits only when they can reasonably determine that the potential harm to persons and property threatened by the pursuit does not outweigh the potential harm to persons and property threatened by the fleeing offender.

Definitions

Pursuit: when an officer attempts a traffic stop by requesting or signaling for a motorist to stop, and the motorist fails to do so, maintaining or accelerating his speed and maneuvering his vehicle to elude the officer. The violator initiates the pursuit. The officer decides whether to continue or terminate the pursuit.

Minor traffic violation: all traffic offenses except driving while impaired/driving under the influence and reckless driving. Possible other exceptions include hit & run with personal injury, misdemeanor death by motor vehicle, etc.

Reckless Driving: any person who drives any vehicle in such a manner as to indicate either a willful or a wanton disregard for the safety of persons or property.
Violent Felony: a serious felony that involves an actual or threatened attack that the officer has reasonable suspicion to believe could result or has resulted in death or serious bodily injury (i.e. aggravated assault, armed robbery, homicide, etc.)

Process and Procedures

Rock Hill Police Department officers are trained and are thoroughly familiar with all SC Code of Laws, 1976, as amended, concerning the use of emergency vehicles and equipment and department pursuit policy. Any and all traffic law exemptions and policies are contingent upon due regard for the safety of all persons.

When an officer is involved in a situation where a possible pursuit may occur, officers consider the seriousness of the original offense and the safety of the community to include overall community safety, environmental considerations, familiarity with the roadway design, the capability and quality of police equipment, pursuit speeds, and evasive tactics. Officers are only permitted to engage in a pursuit when there is reasonable suspicion that the driver of the vehicle has committed a violent felony, there is evidence of outrageous reckless driving, or the driver is most likely driving under the influence prior to the officer's initiation of the pursuit. All pursuits are conducted in accordance with established tactical requirements and emergency equipment (blue lights and siren) will be in continuous operation during the incident.

The use of roadblocks is prohibited. The use of Low-Speed and High-Speed Box-In techniques are only used in cases where seizure and deadly force are justified. Tire deflation device use (stop sticks) is permitted by personnel that have received training on the use and deployment of the devices. The use of stop sticks is approved by a supervisor and deployment must follow the department Use of Force and Vehicular Pursuit policies.

Vehicular pursuits are terminated based on the analysis of the risk created by the pursuit compared to the benefits gained by apprehension. Pursuits are immediately terminated
upon the order of any supervisor and when other mitigating circumstances are involved in the incident. The safety of all involved is of utmost importance.

Each Vehicular Pursuit is thoroughly reviewed and critiqued by shift supervisors, Captains, and Internal Affairs to ensure that all Federal laws, State laws, and departmental policies were followed. An Accident and Pursuit Review Committee may convene to review Vehicular Pursuits that result in personal injury, death, or serious property damage. Vehicular Pursuit reviews include all the facts and evidence and may assemble witnesses and request advice from driving instructors and legal advisors. A thorough evaluation of the pursuit is performed and the results are forwarded to the Chief of Police.

**Analysis**

One hundred forty-seven (147) officers initiated a total of 19,419 traffic stops during the 2019 calendar year. The total number of traffic stops increased by 1.5% and the number of Rock Hill Police Department officers increased by 2.1% compared to 2018. The increase in the total number of traffic stops may be likely due to the overall increase in motor vehicle traffic within the jurisdiction and the increase in total number of officers. In addition, the RHPD Traffic Enforcement Unit (TEU) underwent a major overhaul during 2018, which contributed to the increase in overall traffic stops.
Rock Hill Police Department officers initiated a total of two hundred eighty-nine (289) vehicular pursuits during the period of 2006 to 2019. An average of 20.6 pursuits have occurred each year during this period. Twenty-one (21) vehicular pursuits were reported during the period of January 1, 2019 to December 31, 2019, which is an 28.6% decrease compared to 2018. The total number of pursuits has varied over the last four (4) years, which is most likely attributed to a large number of new police officers and an increase in resistance to law enforcement authority. Supervisors emphasized justifications and exemptions for pursuits, which most likely contributed to the reduction in pursuits over the last year.
There have been very few accidents with injuries as a result of vehicular pursuits. One (1) officer has been injured during vehicular pursuits in the last four (4) years. There was one (1) pursuit in 2019 that resulted in injuries. In addition, there were no fatalities reported during the same period. The very low number of accidents during vehicular pursuits is a testament to the high quality of training and the emphasis of overall safety at the Rock Hill Police Department.
The majority of vehicular pursuits by the Rock Hill Police Department during the 2019 calendar year were due to DUI’s and Reckless Driving. Half of all vehicular pursuits, ten (10) total, were due to DUI’s. A total of seven (7) pursuits were for Reckless Driving. In addition, officers were engaged in vehicular pursuits for one (1) Violent Felony, one (1) Suspicious Vehicle, and one (1) for Other Charges. All categories of pursuit justification declined in 2019, with the exception of DUI’s. The increase in DUI pursuits is most likely due to an increase in priority for focused traffic enforcement in areas of higher collisions and citations throughout Rock Hill.
A total of one (1) vehicular pursuit was found to be Outside of Policy by the Accident and Pursuit Review Committee in 2019. The officers involved in the pursuit were counseled on proper policy and procedures, received documented warnings, and reviewed the Vehicular Pursuit policy with their immediate supervisor. Overall, the total number of pursuits that were found to be out of policy is relatively low. Only 5% of all pursuits initiated in 2019 were out of policy. The total number of out of policy pursuits has decreased over the last two (2) years. There were five (5) pursuits out of policy in 2018 and four (4) pursuits were out of policy in 2017. The decrease is most likely due to an emphasis on vehicular pursuit policy and procedure throughout the year.
2019 Police Report Contributors:

Chief Chris Watts
Major Michael Belk
Captain Brent Allmon
Captain David Biggers
Captain Kathy Harveston
Captain Roderick Stinson

Prepared By: Carrie R. Gordon