



Mauldin Police Department

P.O. Box 249
5 East Butler Road
Mauldin, S.C. 29662

M. Bryan Turner, Chief of Police

Phone (864) 289-8900

Fax (864) 289-8912



REPORT TITLE: 2019 – Early Warning System (EWS) Evaluation
PREPARED BY: Sergeant Charles Osborne
DATE: January 24, 2020
FREQUENCY: Annual (CALEA 35.1.9)
DISTRIBUTION: Chief of Police, Website, File

The Mauldin Police Department has a responsibility to our employees and to our community, to ensure that we are performing our duties in an appropriate manner. The EWS is designed to identify employees who may be exhibiting signs of stress or personal issues that affect their job performance. The Department has identified specific types of significant incidents that, when reviewed together, may indicate a pattern of behavior that isn't desirable from an employee.

A review of the EWS is conducted on a quarterly and annual basis to determine if there are any patterns or trends in an employee's performance that may require mitigation. If an employee accumulates over 5 points in a quarter or more than 19 points in a calendar, the EWS for the specific employee is activated, which requires a more extensive evaluation of the employee's performance.

In an effort to remain transparent, the department compiles statistical data for annual reports to share with our employees and citizens. This report is an annual evaluation of our EWS designed to identify employee's needs, policies issues, and training needs that may need to be addressed.

Early Warning System Evaluation Data					
	2015	2016	2017	2018	2019
Number of Employees Activating EWS	0	0	0	0	0
Number of Employees with EWS Incidents	38	31	29	29	39
Total Number of EWS Points Accumulated	129	85	47	59	58
Number of EWS Reportable Incidents by Criteria	2015	2016	2017	2018	2019
Citizen Complaints Sustained	3	4	2	6	0
Citizen Complaints Not-Sustained	2	1	1	1	0
Disciplinary Actions	5	3	0	4	8
Use of Force Incidents	87	57	28	20	32
Vehicle Pursuits	13	4	3	10	2
Work Related Accidents-Preventable	1	0	2	1	3
Traffic Collisions-Preventable	9	9	9	7	5
Total Number of Reportable EWS Incidents	120	78	45	49	50

Conclusions from Evaluation:

During the 2019 calendar year, the Department had no employees who activated the EWS. There was a reduction in sustained and non-sustained citizens complaints. We did receive complaints during this time period but they were closed as being exonerated or unfounded after they were investigated. There was an increase in disciplinary actions and use of force incidents in the past year. These two areas were not connected and we will continue to monitor this in the future to make sure this is not a continuing upward trend. Preventable traffic collisions and pursuits are showing a decrease and I believe this is to our increased focus on driver training that our officers are receiving on a yearly basis. After examining the data from our EWS, I believe that our EWS system is revealing the type of information that it was designed to detect.