



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: 2020 – Early Warning System (EWS) Evaluation
PREPARED BY: Sergeant Charles Osborne
DATE: January 29, 2021
FREQUENCY: Annual (CALEA 35.1.9)
DISTRIBUTION: Chief of Police, Lieutenant, 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					
	2016	2017	2018	2019	2020
Number of Employees Activating EWS	0	0	0	0	1
Number of Employees with EWS Incidents	31	29	29	39	35
Total Number of EWS Points Accumulated	85	47	59	58	101
Number of EWS Reportable Incidents by Criteria	2016	2017	2018	2019	2020
Citizen Complaints Sustained	4	2	6	0	4
Citizen Complaints Not-Sustained	1	1	1	0	2
Disciplinary Actions	3	0	4	8	5
Use of Force Incidents	57	28	20	32	64
Vehicle Pursuits	4	3	10	2	6
Work Related Accidents-Preventable	0	2	1	3	0
Traffic Collisions-Preventable	9	9	7	5	9
Total Number of Reportable EWS Incidents	78	45	49	50	90

Conclusions from Evaluation:

During the 2020 calendar year, the Department had one employee who activated the EWS. The employee's incidents were reviewed by the Lieutenant and the results were discussed with the employee and his supervisor. It was discovered that all of the incidents where force was used, was justified and corresponded to the general orders.

There was an increase from the previous year in sustained and non-sustained citizens' complaints which was actually comparable to 2016 - 2018 years. There was a decrease in disciplinary actions and an increase in use of force incidents in the past year. The increase in use of force incidents is believed to be a trend nationwide in resistance toward the police. Preventable traffic collisions and pursuits increased in the past year. The department will continue our increased focus on driver training, in which our officers receive every year, to try and minimize the traffic collisions and pursuits which occur. 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.