



Mauldin Police Department

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REPORT TITLE: 2022 – Early Warning System (EWS) Evaluation
PREPARED BY: Lieutenant Charles Osborne
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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 6 points in a quarter or 20 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					
	2018	2019	2020	2021	2022
Number of Employees Activating EWS	0	0	1	0	1
Number of Employees with EWS Incidents	29	39	35	28	21
Total Number of EWS Points Accumulated	59	58	101	64	38
Number of EWS Reportable Incidents by Criteria	2018	2019	2020	2021	2022
Citizen Complaints Sustained	6	0	4	4	6
Citizen Complaints Not-Sustained	1	0	2	2	1
Disciplinary Actions	4	8	5	5	2
Use of Force Incidents	20	32	64	28	15
Vehicle Pursuits	10	2	6	5	1
Work Related Accidents-Preventable	1	3	0	3	2
Traffic Collisions-Preventable	7	5	9	5	4
Total Number of Reportable EWS Incidents	49	50	90	52	31

Conclusions from Evaluation:

During the 2022 calendar year, the Department had one employee who activated the early warning system. The employee's incidents were reviewed by the Lieutenant and the results were discussed with the employee and his supervisor. Remedial training was completed with the employee.

The citizens' sustained complaints increased and the non-sustained complaints decreased from the 2021 data. There was a continued decrease in use of force incidents and disciplinary actions from the previous year which is contributed to increased training at the department. The department has continued to 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.