



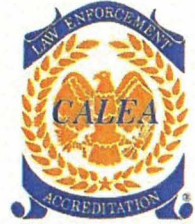
# Mauldin Police Department

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

George Miller, Chief of Police

Phone (864) 289-8900

Fax (864) 289-8912



**REPORT TITLE:** 2024 – Early Warning System (EWS) Evaluation  
**PREPARED BY:** Elizabeth Garrison  
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**FREQUENCY:** Annual (CALEA 35.1.9)  
**DISTRIBUTION:** Chief of Police, Captain, 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 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					
	2020	2021	2022	2023	2024
<b>Number of Employees Activating EWS</b>	1	0	1	0	0
<b>Number of Employees with EWS Incidents</b>	35	28	21	21	28
<b>Total Number of EWS Points Accumulated</b>	101	64	38	43	102
<b>Number of EWS Reportable Incidents by Criteria</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Complaints Sustained	4	4	6	5	7
Complaints Not-Sustained	2	2	1	0	1
Disciplinary Actions	5	5	2	4	5
Use of Force Incidents	64	28	15	10	31
Vehicle Pursuits	6	5	1	14	44
Work Related Accidents-Preventable	0	3	2	1	0
Traffic Collisions-Preventable	9	5	4	7	2
<b>Total Number of Reportable EWS Incidents</b>	<b>90</b>	<b>52</b>	<b>31</b>	<b>41</b>	<b>90</b>

**Conclusions from Evaluation:**

During the 2024 calendar year, the Department had no employees who activated the early warning system.

The sustained complaints and the non-sustained complaints increased from the 2023 data. There was an increase in use of force incidents, as well as pursuits from the previous year. The increase in pursuits was likely due to the recent policy changes, and the use of flock equipment. Preventable traffic collisions decreased from 2023. The department will continue our increased focus on driver training. Officers complete training every year to try and minimize the traffic collisions and pursuits that 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.