

Cherokee Indian Police Department

Public

MONTHLY REPORT

April 2024

MONTHLY SUMMARY

By: Chief of Police Carla Neadeau

I want to address two issues that have been the subject of much public discussion recently: (1) employment-at-will; and (2) whether the Chief of Police should be an elected position.

Two years ago, Tribal Council passed Ordinance No. 144 (2022). The ordinance amended Cherokee Code Sec. 96-11 to provide that sworn officers and detention officers at the CIPD serve at the pleasure of the Chief of Police. In other words, they are "at-will" employees. This change was requested by then-Chief of Police Josh Taylor in consultation with the Office of the Attorney General and the Tribe's Human Resources Office. Tribal Council clearly supported the ordinance – every Tribal Council member voted in favor of the ordinance. The ordinance made the CIPD similar to most other law enforcement agencies in the region, where employment-at-will has been the standard practice for decades. The change was necessary so the Chief of Police could take action against some officers who were failing or refusing to do their jobs.

Employment-at-will is necessary in today's police departments. Law enforcement is one of the few professions for which the failure of an employee (an officer) to conduct oneself as law and policy require can have deadly consequences. Because the consequences for poor behavior can be so extreme, officers – from the Chief of Police on down – have to be held to the highest levels of integrity and accountability. The job demands this, and the public expects it.

We have all seen cases in the national news, such as the George Floyd case, that show how bad conduct by police officers can have serious consequences for alleged perpetrators, the officers themselves, and for law enforcement as a whole. Most law enforcement officers are dedicated to the profession and are careful to do things right. Unfortunately, sometimes an individual officer may allow or participate in corrupt practices that harm the ability of the entire police force to do its job. Corruption can spread like wildfire if you don't put out the flame when it begins.

Every sheriff's department in the state follows the at-will model, and it is part of state law in North Carolina. This allows the sheriffs and chiefs of police to maintain the highest level of accountability among their officers. Accountability reaches deep into an officer's career. If a law enforcement officer engages in certain kinds of misconduct, the North Carolina Criminal Justice Standards Commission may revoke their certification. This is necessary to maintain accountability and the public trust. Without the certification, the person can no longer wear a badge and carry a gun. As with everything we do, public safety is paramount.

Some people have criticized at-will employment in police departments because they have been told that it keeps people from applying to the CIPD. This is not true. At-will employment is the norm in police departments, it is widely accepted. Recruitment problems are caused by low salaries when compared to other law enforcement agencies, concerns about maintaining retirement benefits, and the greater workload CIPD officers must deal with. On average, CIPD officers respond to 55 calls per day. This is higher than neighboring sheriffs' departments. Officers who work in neighboring sheriffs' departments often choose to stay where they are and make a little less money because they have to do less work.

The CIPD is unique. Nowhere else in Indian country or in the counties of the state do officers have to charge offenders in five different jurisdictions, attend court in five different jurisdictions, work special

events, attend court on their days off, and lead funeral processions. Our officers have a lot of demands put on them. We sometimes hear comments that individuals in other departments can sit in their office and make more money than a CIPD officer, and they don't have to risk their lives every day.

The CIPD is not alone in its struggle to recruit qualified officers. Across the country, fewer people are entering the field. They are choosing professions that require less work, and present less risk and stress. Multiple social, political, and economic factors are at play. Police officer shortages are a complex challenge for all law enforcement departments. The number of police officers who are in-service has decreased while the population has increased. Law enforcement agencies have fewer officers, but more people to serve.

The increased risk and scrutiny that police officers experience is not going unnoticed by potential recruits. In 2022, a study showed that the number of police officers shot on duty had risen by 6% from 2021. Officers today must deal with many factors that were not issues even 10 years ago - cellphone recordings of interactions, negative media coverage, and pronounced hostility toward officers – all of these things drive away potential recruits.

Ordinance No. 144 (2022) streamlined the ability of the Chief of Police to make important employment decisions. Red tape was reduced. Morale, professionalism, and accountability at CIPD have improved. The fear that some people have expressed – that the Chief of Police would become a rogue agent, firing officers at the drop of a hat – has not materialized. The Chief of Police works closely with the Human Resources Office and the Attorney General's Office when considering significant employment decisions. My goal is to foster professionalism and accountability at the CIPD. Our success lies in our ability to work in collaboration with other Tribal offices, to protect and serve our community, and to earn the respect of our peers in other law enforcement agencies.

The second issue that I want to address is the idea that the Tribe should have an elected Chief of Police. I have researched this issue, and the consensus is that electing a Chief of Police is a poor way to fill the position and creates bad results. Here are some of the problems that come with electing a Chief of Police.

- It means that law enforcement would be run by politicians.
- Enforcement decisions are more likely to be influenced by political factors rather than the law.
- Unqualified individuals could be elected.
- Individuals could join together to elect their friends, so that they can get away with major crimes.
- It destroys morale in the department because at every election, officers start to pick sides.

This section was left in as we do not know if it went out in enough time to get it to the public this past month

We were not made aware of any other concerns regarding EBCI Law Enforcement.

Calls Answered

Calls Dispatched Cherokee

2023												
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg.
2009	1770	1960	1457	1639	1442	1542	1574	1335	1531	1285	1241	1599
2024												
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg.
1084	1323	1365	1165									

Calls Dispatched Snowbird/Cherokee Co.

2023												
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg.
256	372	254	244	280	167	220	167	167	199	112	122	213
2024												
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg.
116	145	236	172									

Traffic Safety Total

Traffic Stop:

2023												
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg.
189	160	184	191	238	177	160	196	138	213	153	206	184
2024												
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg.
123	158	233	154									

Total Citations Issued:

2023												
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg.
67	83	94	45	138	224	104	86	68	51	56	79	91
2024												
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg.
60	68	97	62									

DWI Arrests:

2023												
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg.
4	3	5	6	1	3	8	9	13	7	2	4	5
2024												
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg.
5	2	5	5									

Total Motor Vehicle Crashes:

2023												
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg.
50	37	43	33	48	47	64	52	71	66	31	54	50
2024												
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg.
46	35	49	36									

Extra Patrol:

2024												
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg.
72	61	82	44									

Crimes, Reports, and Arrests *Criminal Arrests:*

2023												
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg.
18	58	58	78	60	56	49	76	36	58	44	39	53
2024												
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg.
30	55	58	28									

Incident Reports:

2023												
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg.
165	179	213	212	207	181	185	217	584	1020	702	385	354
2024												
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg.
382	365	370	326									

Drug Offenses:

2023												
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg.
28	32	32	27	32	24	29	30	31	39	33	31	31
2024												
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg.
19	30	27	22									

Larcenies:

2023												
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg.
26	25	26	28	53	35	27	37	32	20	18	19	29
2024												
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg.
23	22	23	30									

Assaults:

2023												
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg.
40	30	33	32	40	47	40	57	37	45	39	35	44
2024												
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg.
38	39	26	37									

Checkpoints:

2023												
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg.
4	3	12	12	24	11	14	6	7	6	10	12	10
2024												
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg.
9	14	9	11									

Overdoses:

2023												
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg.
7	9	8	7	13	12	9	12	11	6	11	13	10
2024												
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg.
5	10	11	5									

Fatal Overdoses:

2023												
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg.
0	1	3	1	2	1	1	2	0	0	0	1	1
2024												
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg.
0	2	1	1									

Non-Fatal Overdoses:

2023												
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg.
7	8	5	6	12	11	8	11	11	6	11	12	9
2024												
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg.
4	8	9	4									

Natural Resource Enforcement

Citations:

2023												
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg.
3	28	61	23	56	84	37	32	15	13	9	3	30
2024												
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg.
6	11	67	19									

Special Operations

Civil Service:

2023												
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg.
126	109	100	75	67	107	67	131	62	100	70	101	104
2024												
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg.
57	104	126	124									

Special Operations

Outstanding Paper service:

2023												
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg.
8	8	11	18	8	8	10	3	15	8	14	0	9
2024												
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg.
3	5	9	3									

Special Operations

Warrants:

2023												
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg.
7	4	9	4	5	3	1	0	0	1	5	0	3
2024												
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg.
1	0	7	7									

Special Operations

Transports:

2023												
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg.
12	20	21	6	16	11	14	19	9	18	28	23	16
2024												
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg.
3	23	18	28									

Investigations

Major Crimes: : *(the rest of the information will be added to next month's report)*

2023												
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg.
2024												
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg.
			60									

Investigations

Special Victim Crimes: *(the rest of the information will be added to next month's report)*

2023												
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg.
2024												
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg.
			85									

Investigations

General Crimes: *(the rest of the information will be added to next month's report)*

2023												
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg.
2024												
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg.
			59									

Investigations

Narcotics:

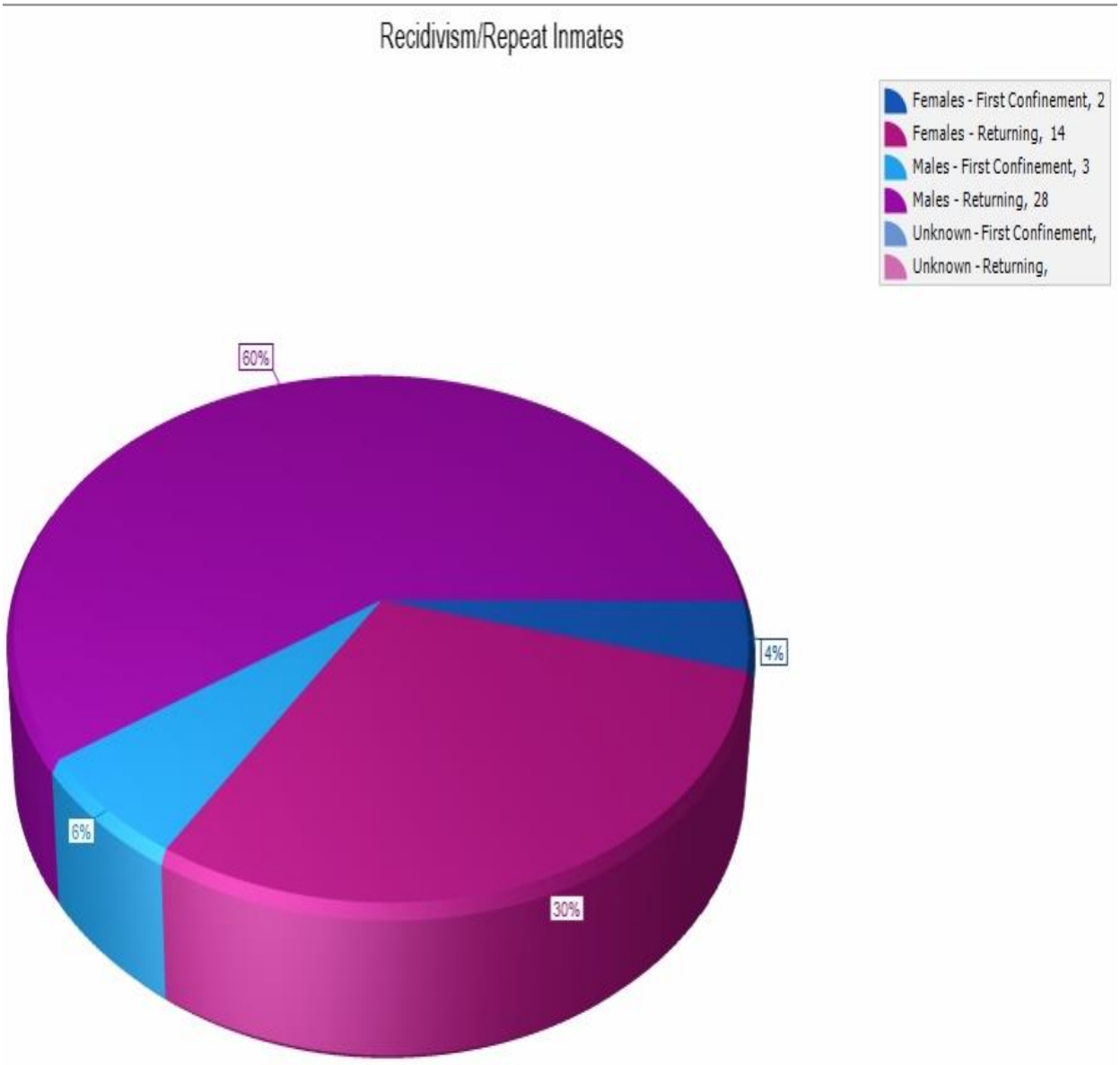
2023												
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg.
105	110	116	118	119	104	111	118	115	109	112	114	103
2024												
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg.
116	117	115	98									

Probation

Active Probationers:

2023												
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg.
66	11	11	94	104	115	154	178	231	256	304	305	152
2024												
Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Avg.
319	318	332	339									

Cherokee Tribe
Dashboard



Community Tip – ATM Precautions

Automated Teller Machines (ATM's) are very commonplace today, offering convenience to users and opportunities to criminals. Although not a usual part of Neighborhood Watch activities, you and your neighbors no doubt use these machines.

Here are a few precautions you need to take:

1. Prepare for ATM transactions at your home or office to minimize your time at the ATM.

2. Mark each transaction in your account record, but not while at the ATM.

3. Always save your receipts. Don't leave them at the ATM because they may contain important account information.

4. Don't lend your ATM card to anyone.

5. Remember, do not leave your card at the ATM-----especially in the machine.

6. Protect the secrecy of your Personal Identification Number (PIN). Don't tell anyone your PIN, don't write your PIN where it can be discovered, don't keep a note of your PIN in your wallet or purse. Especially, and don't write your PIN on your ATM card.

7. Prevent others from seeing you enter your PIN by using your body or other hand to shield their view.

8. If you lose your ATM card or if it is stolen, promptly notify your bank and your local law enforcement agency. Keep the phone number of your ATM and credit card companies handy, at home or you're in office, so you can notify them immediately if your card is lost or stolen.

9. At the ATM, be especially mindful of your surroundings. Look out for suspicious activity near the ATM facility. At night be sure the ATM site, the parking area and walkways are all well lighted. It may be wise to bring someone with you when you make a transaction. If you observe anything unusual, go to another ATM facility.

10. Don't accept assistance from anyone you don't know when using an ATM.

11. If you notice anything suspicious or any other problem arises after you have begun an ATM transaction, cancel the transaction, cancel the transaction, pocket your card, and leave.

12. Wait until you are in secure surrounds to count your cash.

13. If you are held up after you get your cash, throw the cash on the ground, and run, screaming for help.

14. At a drive-up ATM, make sure all the car doors are locked and all the windows are rolled up, except the driver's window. Be mindful of #1 above, be prepared. Keep the engine running and remain alert to your surroundings.

15. If you are held up after you get your cash at a drive-up, and someone blocks your path, run them down.

16. The ATM should be safe and convenient for you. Tell your bank of any problem with an ATM facility. Report any suspicious activity to the bank and to the police.

17. ATMs are here to stay. Practice these precautions at the ATM facilities where you bank, and at point-of-purchase sites where you may purchase gasoline or your groceries.

Complaints and Findings

- A citizen complained in April 2024, that an officer charged him too much on a citation, and took his fishing gear, this complaint is under investigation.
- A citizen complained in April 2024, that an officer charged a juvenile, backdated a report, and took that juvenile out of class to serve her the paperwork, this complaint is under investigation.
- A citizen complained in April 2024, that an officer charged her child abuse, when she should not have been charged. Corrective action has been taken.

Operations/Notable Events

April 16th Cherokee Police Department, State Troopers, Swain, Maggie Valley Police Department, and council member Dike Sneed did a walk through of the Qualla LLC Cannabis Dispensary to familiarize themselves with the business module, and the packaging of the products.





Officers attended Week of the Young Child on April 18th.










Officers attended Autism Awareness on April 25th.





Detective Case and Victim Advocate spent time with the Awakes therapy dog Tucker on April 22.



On Monday April 29 the Cherokee Police Department in coordination with numerous Law Enforcement, Fire, and Emergency Service Agencies conducted an extensive search of Spivey Mountain and the surrounding areas, there was no evidence located regarding Mr. Crow.



