# Goose Creek Police Department 2020 Annual Report







Submitted by:

LJ Roscoe

Chief of Police

### Agency Mission Statement

The mission of the Goose Creek Police Department is to create and maintain a safe city by reducing and deterring crime, ensuring the safety of our residents and visitors by building trust through partnerships with our community.

### Agency Vision Statement

The Goose Creek Police Department will strive to represent itself as law enforcement's benchmark for excellence, while exemplifying leadership, professionalism, community policing and aggressive crime fighting.

### Department Staffing

The police department was authorized 74 sworn officers and 29 full-time civilians during 2020 as follows:

**Chief Executive Officer** 

01 – Chief of Police

#### Upper Management

- 01 Field Services Division Commander (Captain)
- 01 Support Services Commander (Captain)
- 01 Administrative Services Division Commander (Captain)

Middle Management and First Line Supervisors (17):

- 04 Uniformed Patrol Team Supervisors (Lieutenants)
- 01 Strategically Assigned Officer (Lieutenant)
- 01 Traffic Team Supervisor (Lieutenant)
- 01 Criminal Investigations Supervisor (Lieutenant)
- 01 Training Supervisor (Lieutenant)
- 01 School Resource Officer (SRO) Supervisor (Lieutenant)
- 01 OPS Supervisor/Investigator/Polygraph Examiner (Sergeant)
- 04 Uniformed Assistant Patrol Team Supervisors (Sergeants)
- 01 Strategically Assigned Officer (SAO) Supervisor (Sergeant)
- 01 Traffic Team Supervisor (Sergeant)

### 01 - Criminal Investigations Supervisor (Sergeant)

### Patrol Officers (42):

- 04 Uniformed Patrol Corporals
- 01 Traffic Team Corporal
- 24 Uniformed Patrol Officers
- 06 Traffic Team Officers (2-traffic officers were added via grant funding)
- 07 Strategically Assigned Officers (4 are assigned a K-9 working dog)

### Special Services Officers (4):

- 03 School Resource Officers (SROs)
- 01 Community Oriented Policing Services Officer

### Investigative Personnel (7):

07 - Investigators

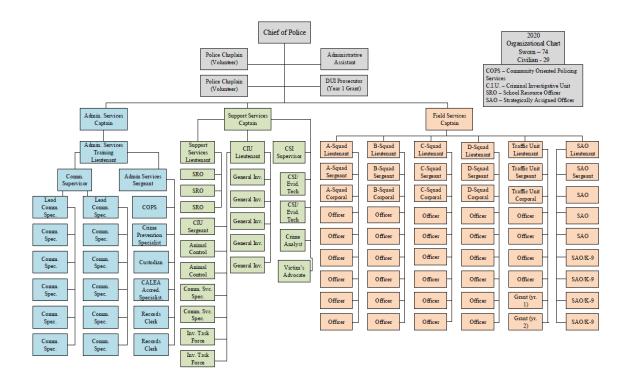
### Civilian Support Staff (29):

- 01 Communications Supervisor
- 02 Lead Communications Specialists
- 10 Communications Specialists
- 02 Community Service Specialists
- 01 CALEA Accreditation Specialist
- 02 Records Clerks
- 01 Administrative Assistant
- 01 Crime Analyst/Investigative Specialist
- 02 Animal Control Officers
- 01 Custodian
- 01 Crime Prevention Specialist
- 01 Forensic Services Unit Supervisor
- 02 Forensic Services Unit

- 01 Victim Advocate
- 01 DUI Prosecutor/Attorney

### Volunteer Employees (2):

02 - Police Chaplains





Chief LJ Roscoe Chief of Police



Captain Dave Soderberg Support Services Division Commander

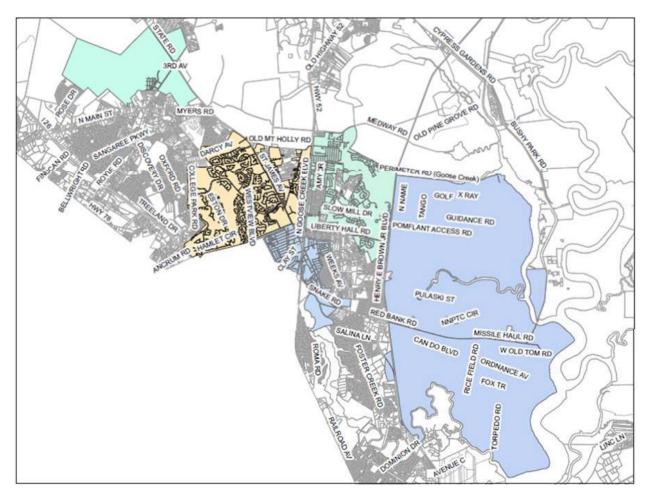


Captain Tom Hill Field Services Division Commander



Captain James Brown Administrative Services Division Commander

### **Jurisdiction and Service Population**

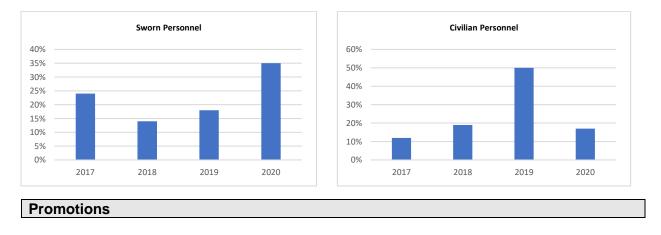


### 45,351

With a 2020 population of 45,351, it is the 8th largest city in South Carolina and the 866th largest city in the United States. Goose Creek is currently growing at a rate of 1.89% annually and its population has increased by 26.19% since the most recent census, which recorded a population of 35,938 in 2010.

### Personnel Turnover

The police department Experience a 35% turnover of sworn personnel and a 18% turnover of civilian personnel in 2020. Four previous years and numbers are included below for reference.



- Promoted to Forensic Services Supervisor W
- Promoted to Corporal
- Promoted to Sergeant
- Promoted to Lieutenant
- Promoted to Accreditation Specialist
- Promoted to Communications Lead
- Promoted to Corporal

Wendy Myers	1/6/2020
Danielle Fowler	1/20/2020
Chadwick Moree	1/27/2020
Ted Davis	1/27/2020
Allegra Robinson	2/10/2020
Deborah Maynard	2/10/2020
Bryan Carlson	7/13/2020

### **Points of Interest**

- On February 3<sup>rd</sup>, 2020 citizens were able to participate in a Habitat for Humanity active shooter training with safety.
- On February 12<sup>th</sup>, 2020 the Goose Creek Police Department hosted a Real Estate Safety Training.
- On February 15<sup>th</sup>, 2020 the Goose Police Department Participated in the Polar Bear Plunge that took place on the on the Isle of Palms. Chief Roscoe and Officer Derrick took the plunge.
- February 19<sup>th</sup>, 2020 the Goose Creek Police Department hosted Crisis Intervention Team training, where officers from around the low country were taught how to interact with individuals suffering from a mental crisis.
- March 5<sup>th</sup>, 2020 women's self-defense class was held at Goose Creek Police Department.
- March 7<sup>th</sup>, 2020 training was held in preparation for the Hot Pursuit 5K event.
- March 8<sup>th</sup>, 2020 officers went by the assisted living facility, The Blake, for veteran's day breakfast.
- April 9<sup>th</sup>, 2020 officers participated in a parade in support of health care workers at Roper hospital on Callen Boulevard.
- April 13<sup>th</sup> 17<sup>th</sup>, 2020 the Goose Creek Police Department celebrated Telecommunications week and also recognized our Animal Control Officers.
- May 13<sup>th</sup>, 2020 training was held in preparation for the Hot Pursuit 5K event.
- June 13<sup>th</sup>, 2020 the Goose Creek Police Department hosted the annual Hot Pursuit 5K

held at the Goose Creek Police Department, Officers, citizens, and participants ran and walked through the neighborhoods of Goose Creek.

- August 30<sup>th</sup>, 2020 WWII Ceremony was held.
- September 2<sup>nd</sup>, 2020 the Goose Creek Police Department held Narcan training and subsequently distributed Narcan to those that participated in the training.
- September 11<sup>th</sup>, 2020 the Goose Creek Police Department participated in the honoring of fallen heroes during 9/11 at a ceremony held on the Naval Weapons Station
- October 6<sup>th</sup>, 2020, The Goose Creek Police Department hosted National Night Out in front of Pet Supplies Plus, even with poor weather conditions, there was an outstanding turnout and officers and civilian staff danced, ate, and communicated with the community.
- October 24<sup>th</sup>, 2020 the Goose Creek Police Department participated in the DEA Drug take back day, where citizens were encouraged to turn in old, unused prescription medication at the Goose Creek Police Department.
- October 31<sup>st</sup>, 2020 The Goose Creek Police Department hosted its annual Trunk or Treat Event in the police department's parking lot.
- November 9<sup>th</sup>, 2020 police officers participated in a community reading event where they read stories to elementary school students in a virtual classroom.
- November 11<sup>th</sup>, 2020 the police department participated in the Annual Veterans Day ceremony at the American Legion.
- November 14<sup>th</sup>, 2020 the police department participated in the Therapeutic Fishing Rodeo that took place at the lake behind city hall.
- November 21<sup>st</sup>, 2020 the Goose Creek Police Department participated in the MADD walk.
- November 24<sup>th</sup>, officers participated in MUSC Goodnights where officers surrounded MUSC and activated their emergency lights to show the children at MUSC that we they were being thought of during the holiday season.
- December 4<sup>th</sup>, 2020 officers were present at the annual City of Goose Creek Christmas tree lighting ceremony.
- December 5<sup>th</sup>, 2020 The Goose Creek Police Department hosted its annual Shop with a Badge event, where officers took 45 underprivileged children from around Goose Creek and the low country shopping for Christmas presents utilizing the proceeds earned from our Annual Hot Pursuit 5K.
- December 20<sup>th</sup>, 2020 the police department hosted its first annual Operation Christmas Joy, which was held at the Crowfield Golf and Country Club. The police department used excess funds from our Annul Hot Pursuit 5K to feed six families and provide them with Christmas gifts and covered other necessities such as clothing, electricity bills, and water bills.
- December 25<sup>th</sup>, 2020 the police department participated in Toys for Tots.
- The Goose Creek Police Department recognized that COVID19 was putting a damper on birthdays and began to conduct birthday parades throughout the year, where officers and the fire department would drive by the child's residence with their lights and siren on. The police department would also provide the child with a gift.

- The Goose Creek Police Department hosted police department tours throughout the year for citizens, upon request.
- Officers assisted with student mentoring at several schools throughout the year.

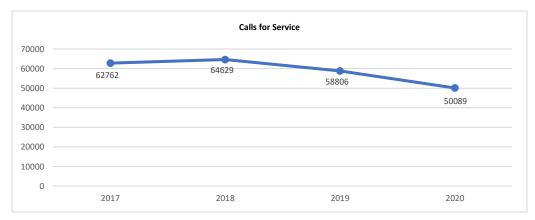
# **Field Services Division**

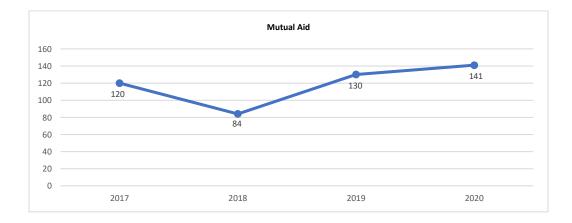
### Staffing and Service Delivery

The Field Services Division was led by a captain, six lieutenants, six sergeants, five corporals and was allocated thirty-seven officers. Twenty-four-hour coverage of the city was provided by twelve hour overlapping shifts.

### Calls for Service

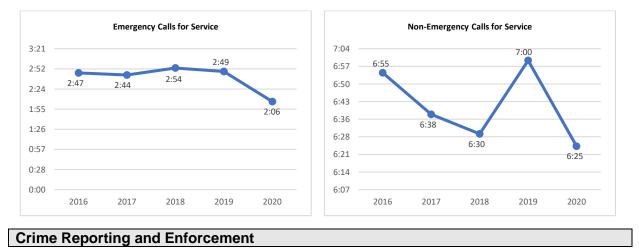
The Field Services Division answered the majority of the agency's 50,089 calls for service in 2020 (-14.8%). Of the total calls for service, 141 (+8.5%) were calls from the Berkeley County Sheriff's Office requesting mutual aid assistance to incidents in their jurisdiction where they had not yet arrived on scene or could not respond due to personnel shortages. Previous years included for reference.



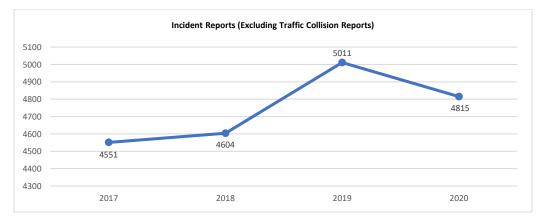


### **Response Times**

Response times for 2020 were six minutes, twenty-five seconds (-35 seconds) for nonemergency calls for service and two minutes, six seconds (-23 seconds) for emergency calls for service. Four previous years' numbers are included below for reference:

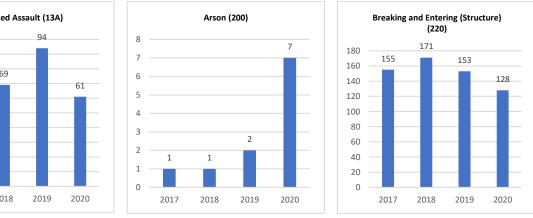


The Field Services Division wrote the majority of the department's 6391 total reports in 2020. Of these 4,815 (-3.9%) incident reports were related to criminal and non-criminal incidents (excluding traffic collisions) in 2020. Three previous years' numbers are included for reference.

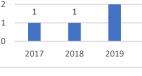


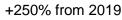
Part 1 crimes include eight individual crimes chosen by the FBI Uniform Crime Reporting (UCR) regulations. These crimes are chosen because they are serious crimes, they occur with regularity in all areas of the country, and they are likely to be reported to police. Part 1 crimes are used to compare crime relatively between jurisdictions based on ratios per 1,000 residents.

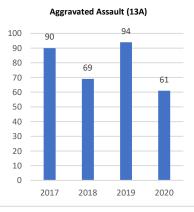
The following are the Part 1 Offenses (to include the UCR Code), with five-year comparison



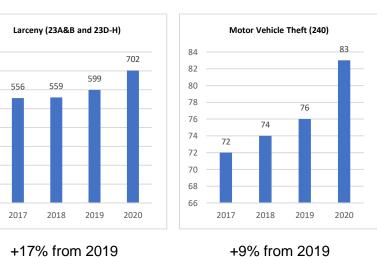
-16% from 2019

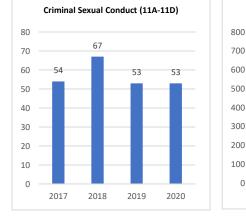






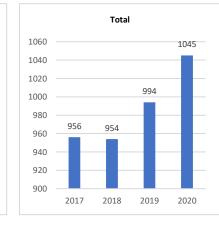
-35% from 2019

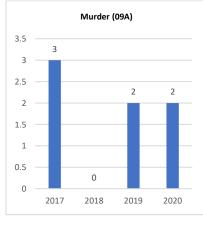




0% from 2019





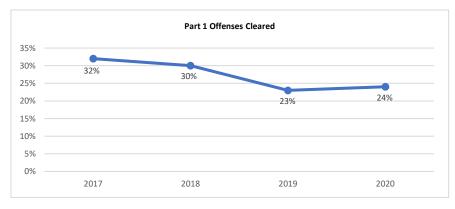


+100% from 2019

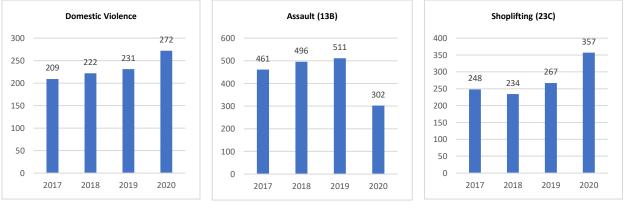
+44% from 2019

+5% from 2019

Cases can be cleared in multiple ways. The closure statuses approved for Uniform Crime Report standards are: Cleared by arrest; Prosecution Declined; Occasionally there are circumstances beyond the control of law enforcement that exist once the offender is identified and located such as the offender's death; Victims who refuse to cooperate; Extradition from another state being denied; and certain cases involving juveniles.

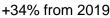


Also included in the total reports written are the following 2019 offenses with three previous years' numbers included for reference:

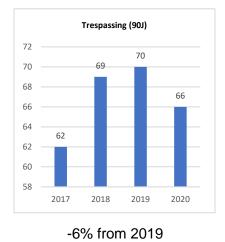


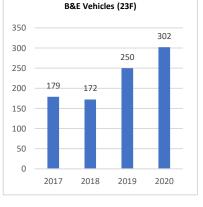






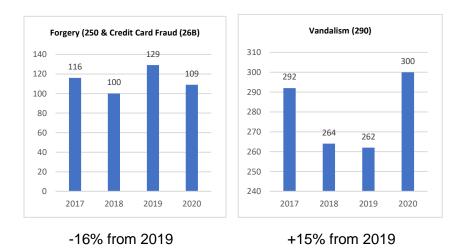
**Disorderly Conduct (90C)** 



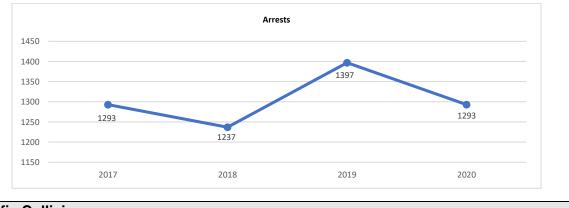


### +21% from 2019



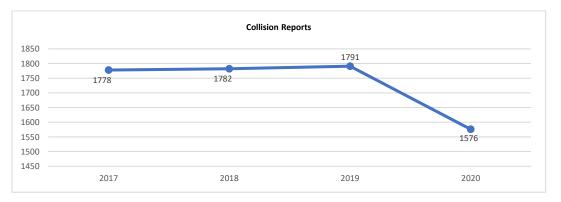


The Field Services Division made a majority of the department's 1,293 (-7.4% from 2019) arrests in 2020. Three Previous years' numbers are included below for reference:

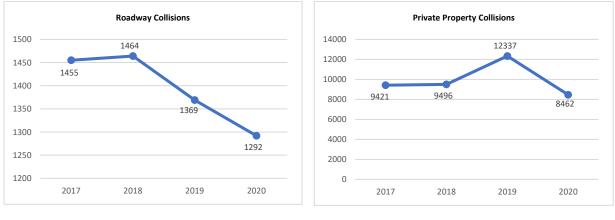


### **Traffic Collisions**

The statistics for traffic related collisions and enforcement are directly affected by the COVID-19 pandemic and are therefore (in many cases) lower than previous year's statistics. There were 1,576 (-12% from 2019) traffic collisions investigated during calendar year 2020. Three previous years' numbers are included below for reference.



Traffic collisions were investigated both on roadways and private property. A breakdown of traffic collisions by location with three previous years as reference is as follows:



-6% from 2019

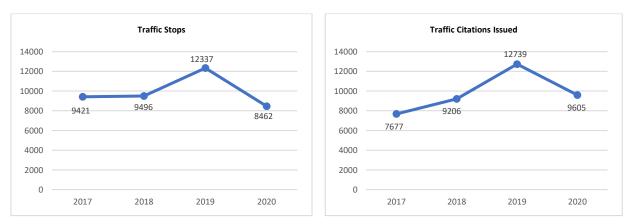
-31% from 2019

While traffic collisions were down overall the number of traffic fatalities increased. Where there were no fatalities in 2019, the agency responded to six traffic fatalities in 2020.

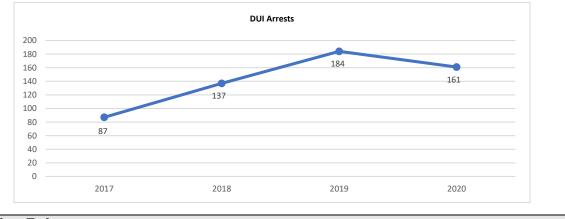


### **Traffic Enforcement**

There were 8,462 (-31% from 2019) traffic stops conducted and 9,602 (-25% from 2019) traffic citations issued by patrol and traffic officers. Three previous years' numbers are included below for reference:

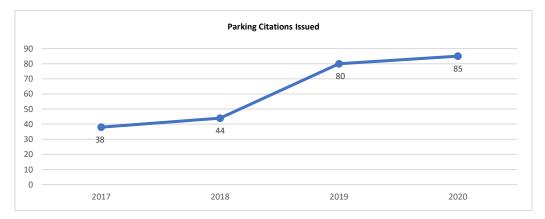


Patrol and Traffic Officers arrested 161 (-13% from 2019) motorists for driving under the influence (DUI) in 2020. Three previous years' numbers are included below for reference:



### Parking Enforcement

There were 85 (+6% from 2019) parking citations issued in 2020. Three previous years' numbers are included below for reference:

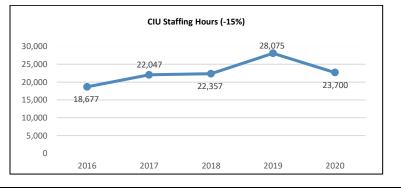


# **Support Services Division**

### Staffing and Service Delivery

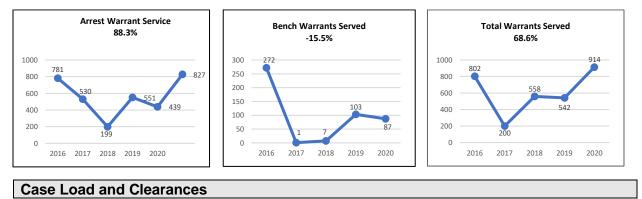
The Support Services Division was led by a police captain, two lieutenants, one sergeant, one Forensic Services Unit Supervisor (Civilian) and was allocated eleven sworn officers and eight civilian support staff members.

The Criminal Investigations Unit experienced a decrease in manpower hours in 2020. This was the result of a shortage of personnel assigned to the Unit. The unit experienced the departure of a sergeant and several investigators and immediate replacements had to wait due to the shortage of personnel in the Field Services Division. The sergeant position remains vacant.



### Warrants Served

The Criminal Investigations Unit tracks all warrants served department wide. There were 827 (88.3%) arrest warrants and 87 (-15.5%) bench warrants served for a total of 914 (68.6%) warrants served in 2020. There was a moderate decrease in bench warrant service in 2020 and is most likely due to the shutdown of the Municipal Court due to the COVID-19 Pandemic. A dramatic increase in bench warrant service in 2019 is attributable to the Municipal Court's adherence to guidance from the S.C. Supreme Court to rescind all bench warrants pending additional legal guidance from the Court in 2018. The new procedures started in 2019, which is why there was a substantial increase in bench warrant service. Four previous years' numbers are included below for reference:



A total of 411 (11.6%) cases were assigned to investigators in 2020. Investigators cleared 253 (11.4%), which equals 62% of the cases assigned. Four previous years' numbers are included below for reference:



## Case Assigned and Clearance Type

	Total Cases	Arrest	Ex- Cleared	Unfounded	Active	Adm. Closed	Total Cleared	% Cleared
Murder	2	1	0	0	1	0	1	50%
Attempted Murder	8	1	0	0	1	6	1	13%
Kidnapping	1	0	0	1	0	0	1	100%
Criminal Sexual Conduct	13	1	3	5	4	0	9	69%
Criminal Sexual Conduct w/ Minor	37	8	6	10	8	5	24	65%
Home Invasion	0	0	0	0	0	0	0	0%
Commercial Robbery	4	2	1	0	1	0	3	75%
Robbery of a Person	5	1	0	0	0	4	1	20%
Assault and Battery	7	2	2	3	0	0	7	100%
Harassment	8	1	2	1	3	1	4	50%
Stalking	3	1	1	0	1	0	2	67%
Indecent Exposure	0	0	0	0	0	0	0	0%
Arson	4	0	1	1	0	2	2	50%
Commercial Burglary	3	1	0	0	0	2	1	33%
Residential Burglary	19	7	1	0	3	8	8	42%
Motor Vehicle Theft	0	0	0	0	0	0	0	0%
B & E Motor Vehicle	30	21	0	0	0	9	21	70%
Grand Larceny	13	5	0	2	1	5	7	54%
All Other Larcenies	36	11	2	8	5	10	21	58%
Forgery	27	5	0	5	6	11	10	37%
Fraud	62	8	8	12	12	22	28	45%
Identity Theft	2	0	2	0	0	0	2	100%
Receive/Posses Stolen Property	1	1	0	0	0	0	1	100%
Breach of Trust	1	1	0	0	0	0	1	100%
Obtain Money by False Pretenses	1	0	1	0	0	0	1	100%
Runaway	30	1	29	0	0	0	30	100%
Missing Person	6	0	5	1	0	0	6	100%
Neglect of a Child	7	0	3	3	0	1	6	86%
Cruelty to Children	4	1	0	2	1	0	3	75%
Contribute to Delinquency of Minor	1	0	1	0	0	0	1	100%
Sexual Exploitation of a Minor	18	10	3	2	0	3	15	83%

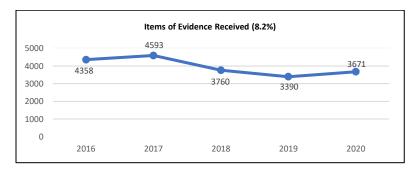
Neglect of a Vulnerable Adult	1	0	0	1	0	0	1	100%
Abuse of a Vulnerable Adult	0	0	0	0	0	0	0	0%
Exploitation of a Vulnerable Adult	0	0	0	0	0	0	0	0%
All Other Crimes	39	7	5	8	3	16	20	51%
Death Investigations	18	0	15	0	1	2	15	83%
Totals:	411	97	91	65	51	107	253	62%

### Narcotics Investigation Berkeley County DEU: Goose Creek Jurisdiction

Arrests:	45
Firearms:	31 Seized
Search Warrants Conducted:	8
Heroin:	4 grams seized
Cocaine Base (Crack):	10.6 grams seized
Cocaine:	11.4 grams seized
Fentanyl:	14.17 grams seized
Marijuana:	256.8 lbs. seized
Methamphetamine:	165.1 grams seized
MDMA (Ecstasy or Molly):	7.2 grams seized
Currency:	\$20,181.00

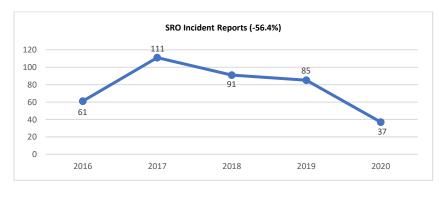
### Evidence

The Forensic Services Unit experienced an increase of personnel with the addition of a supervisor position. The Crime Scene Investigators (CSIs) / Evidence Technicians processed 3,671 (8.2%) items of evidence in 2020.



### **School Resource Officers**

The department has two full- time school resource officers (SRO) assigned to Stratford High School, one full-time SRO assigned to Westview Middle School and one full-time SRO assigned to Marrington Elementary/Marrington Middle School. The supervising lieutenant floats between all nine schools in the city limits. SROs wrote thirty-seven (-56.4%) incident reports in 2020. This decrease is as a result of the closure of schools related to the COVID-19 Pandemic. Four previous years' numbers are included below for reference:



### **Animal Control Services**

The department provides two animal control officers. These are non-sworn employees who wear a designated animal control uniform. They respond and deliver essential services using marked animal control vehicles (pickup trucks).

Animal control officers answered 1,452 (-11%) calls for service and impounded 419 (6%) animals in 2020. Four previous years' numbers are included below for reference:



### \_\_\_\_\_

The Law Enforcement Explorer Program is a partnership between the Boy Scouts of America and the Goose Creek Police Department. Explorers are young men and women between the ages of fourteen and twenty. Explorers learn the various aspects of law enforcement and compete in local and state competitions, as well as serve in and assist with the many special events and programs in which the Police Department participates. Currently, there are thirty Law Enforcement Explorers.

Explorers participated in the 2020 Winter S.C.A.L.E. Competition hosted by the North Myrtle Beach Police Department, on January 17-20, 2020 and received the following awards:

1<sup>st</sup> Place Team Overall Officer Down (1<sup>st</sup> Place) Team Event: Justin Wyatt, Tristen Foster, Andrea Rivera and Dakota Gouin Assault in Progress (1<sup>st</sup> Place) Andrea Rivera and Justin Wyatt Pabery in Progress (2<sup>nd</sup> Place) Team Event: Justin Wyatt

Robbery in Progress (2<sup>nd</sup> Place) Team Event: Justin Wyatt, Tristen Foster, Andrea Rivera and Dakota Gouin

Explorers were scheduled to participate in Summer S.C.A.L.E. in 2020, but it was cancelled due to the COVID-19 Pandemic.

### Youth Court

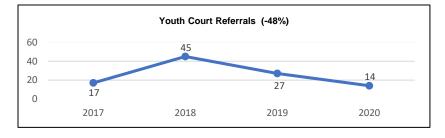
Youth Court provides a service that is two-fold. The purpose of Youth Court is to give juvenile offenders the opportunity to be tried by a group of peers instead of a typical jury trial. The program also educates the teenagers conducting the trial – teaching them about the judicial process and the rule of the law through a hands-on approach. These courts continue as one of the fastest growing crime intervention and prevention programs in the nation.

In the City of Goose Creek, Youth Court offers a judicial procedure in which peers sentence nonviolent juvenile offenders. By involving the community and family members of offenders and victims, our youth court influences the lives of juveniles in a unique and positive way. The program is sanctioned by the 9<sup>th</sup> Circuit Solicitor's Office.

The City's Youth Court is comprised of students from Goose Creek and Stratford High Schools. Students can elect to become a part of the Youth Court Program by signing up for this credited course at either of the high schools in Goose Creek.

The students are given Youth Court training classes through several means other than the assigned instructor. City judges, police officers, and attorneys are called in as guest instructors. During court, each student is given the opportunity to be the bailiff, defense or prosecuting attorney, or one of the three judges who preside over each individual case.

The program is very successful for both the teenage participants and the juvenile offenders. Officers referred fourteen (-48.1%) cases to Youth Court in 2020. Only four cases were heard in 2020 due to the COVID-19 Pandemic and schools being closed. School started back in September 2020, but due to a mix of classes (In-Person and Virtual) Youth Court was suspended until January 2021 when it would be re-evaluated.



# Administrative Services Division

### **Staffing and Service Delivery**

The Administrative Services Division was led by one (1) Captain, one (1) Lieutenant, one (1) Sergeant, and one (1) certified Community Oriented Policing Services Officer. The division is also allocated eighteen (18) civilian support staff members.

### **Department Training**

A quality training program is a department priority. The department conducted 16,706 (-12.63%) in-service/roll-call training hours, 6,824 (-52.91%) formal training hours, and a grand total of 23,530 (-30.00%) department-wide training hours. COVID-19 greatly reduced the amount of outside training our department was able to attend. It also limited the number of classes we were able to host.

Three previous years' numbers are included below for reference:



The Administrative Services Division is responsible for the Police Department's community oriented policing activities. Crime prevention and education programs allow citizens to become a vital partner in the City's safety efforts.

In an effort to foster increased participation and equitable representation Citywide, the police department has a full-time crime prevention specialist position in order to better meet the needs of the City. This function conducted 3 crime prevention meetings, 29 child safety seat checks, and made 65 business contacts, and coordinated 1 Women Self Defense Seminar in the 2020 calendar year. COVID-19 greatly limited the amount of citizen contact we were able to schedule this year.

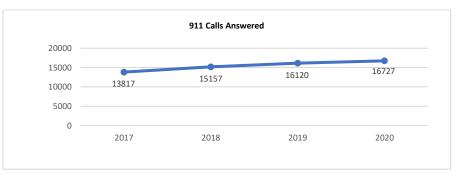
### Communications

The City of Goose Creek Police Department's communications center is a 24-hour operation staffed by 3 lead communications specialists and 9 full-time communications specialists under general supervision of the communications supervisor.

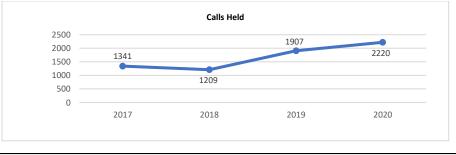
The communications center is responsible for dispatching and monitoring all radio equipment for the City including to include police, fire, EMS, mutual aid, public works, and sanitation.

Communications specialists are responsible for gathering information, evaluating situations, processing all information into the Computer Aided Dispatch (CAD) system, assisting callers, and dispatching the proper parties to related calls.

The communications center received 16,727 (+3.76%) 911 calls during 2020. Three previous years' numbers are included below for reference:



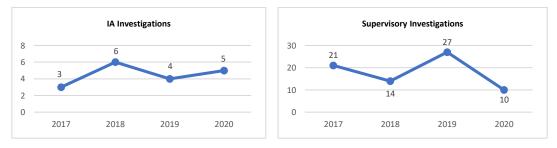
The communications center held 2,220 (+16.41%) calls, which was a result of all on-duty officers being previously assigned to other calls during 2020. Three previous years' numbers are included below for reference:



### **Internal Affairs**

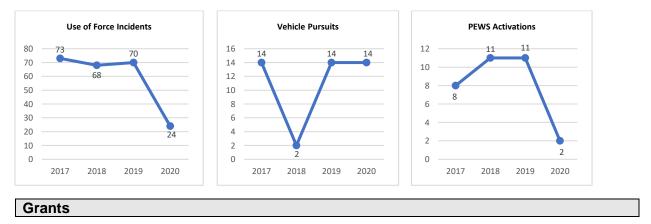
Complaints made against the agency or personnel are classified as either Supervisory Investigations (Sis), which are complaints of a minor nature, or Internal Affairs (IAs), which are complaints of a more egregious nature. A total of 5 IA investigations and 10 separate SI investigations were conducted subsequent to internal and external complaints.

Internal Affairs and Supervisory Investigations Conducted:



### Administrative Reviews

A total of twenty-four (24) incidents involving use-of-force occurred in 2020. This is a 65.7% decrease from 2019, which was the direct result of a change in departmental policy concerning use of force. In previous years the pointing and presenting of a weapon would be considered a utilization of force, which is no longer the case as it unnecessarily drives the statistics for uses of force up, when no force was used. A total of fourteen (14) vehicle pursuits were reviewed and statistically tracked, which was a 0% change from 2019. Two (2) Personnel Early Warning System (PEWS) alerts were generated. This was an 81.8% decrease from 2019, which was also affected by the change to the use of force policy.



The department applied for and received the following grants from the state and federal government:

- BJA FY20 Corona Virus Emergency Supplemental Funding Program (\$37,578)
- Impaired Driving Countermeasures Officer Year 4 approval for this highway safety grant (\$73,200)
- Traffic Enforcement Officer Year 3 approval for this highway safety grant (\$73,200)
- Special DUI Prosecutor Grant Year 2 approval (\$93,350)
- Justice Assistance Grant Program No. 1G20018 Radio Interoperability (\$141,750)

### Accreditation

The department was re-assessed by the Commission on Accreditation for Law Enforcement Agencies (CALEA) in July of 2017. Subsequently, the department was awarded its 5<sup>th</sup> reaccreditation in November of 2017 at CALEA's fall conference in Jacksonville, Florida. A year three (3) review was completed in 2020, which found that the agency was in 100% in compliance with all standards assessed. Due to the restructuring of the CALEA accreditation process, the next CALEA onsite assessment will be conducted by Assessors from CALEA in 2021.

### Applicant Processing and Testing

A total of 98 (+81%) sworn and 44 (+7%) civilian applicants were processed for potential employment in 2019. Processing includes, at a minimum, logging biographical data and checking criminal and driving records.

### Polygraph Examinations

A total of 164 (+173%) polygraph examinations were conducted. The increase in polygraph examinations stemmed from the police department having a new polygraph examiner that was fulfilling the requirements of his internship with the South Carolina Law Enforcement Division. The figure includes both inter and intra-agency examinations for criminal and pre-employment polygraphs.