

Men of Distinction Outreach Initiative

Impacting youth through non-enforcement activities and building life skills to change lives.

Developed by Lt. Ricky Hughes and Mr. Burt Poole

ROXBORO POLICE

2018 Annual Report

Mission Statement

The basic mission of the Roxboro Police Department is to create a safer Roxboro by reducing crime, ensuring the safety of our citizens and building trust and partnership with our community.

David L. Hess, Chief of Police

Published: February 1, 2019

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MESSAGE FROM THE CHIEF OF POLICE

Thank you for taking time to read our department's annual report which highlights the accomplishments, community policing events, and community support. With the support of the community, civic leaders, and City Council, we are blessed to uphold, defend, and maintain the law to provide a safer Roxboro that is vibrant and flourishing with growth. The relationships we establish and seek to maintain are examples of our commitment to a relentless pursuit of excellence of service, professional training for our staff, and transparency with the community.

We are actively involved in the CommUNITY and provide a lot of opportunities to connect with our staff. I invite you to attend one of the quarterly Coffee with a Cop events, register to attend our free Citizens Police Academy, and other opportunities throughout the year. To learn more about your police department, follow us on [Facebook](#), [@ChiefDavidHess](#) on Twitter, and check out our [website](#).

If you have any questions or would like to provide any feedback, feel free to visit us at 109 North Lamar Street, to call us at (336) 599-8345, or [email](#) me.



Sincerely,
David L. Hess
David L. Hess
Chief of Police
FBINA 264



ROXBORO POLICE DEPARTMENT

MISSION AND VALUES

Mission of the Roxboro Police Department

The basic mission of the Roxboro Police Department is to create a safer Roxboro by reducing crime, ensuring the safety of our citizens, and building trust and partnership with our community.

Vision Statement

The dedicated professionals of the Roxboro Police Department will provide benchmark law-enforcement excellence through our progressive and innovative problem-solving efforts that will bridge the gap between the police department and the community we serve.

Core Values

- Fairness:** We accept responsibility for our actions. We are accountable to ourselves and those we serve. We will communicate honestly and consistently for excellence.
- Honesty:** We are truthful and transparent in our actions with each other as well as the members of our community.
- Integrity:** We are committed to the highest standards of honesty and ethical conduct, which are the cornerstones of our profession.
- Respect:** We recognize the authority that we hold and will treat others as we would like to be treated.
- Teamwork:** We will work in collaboration with the community and law enforcement partners to improve quality of life.

INTERNATIONAL ASSOCIATION OF CHIEFS OF POLICE OATH OF HONOR

*On my honor,
I will never betray my badge,
my integrity, my character,
or the public trust.
I will always have
the courage to hold myself
and others accountable for our actions.
I will always uphold the constitution
my community and the agency I serve.*



ROXBORO POLICE DEPARTMENT OVERVIEW

The [Roxboro Police Department](#) is authorized 33 sworn police officer positions, supplemented by five non-sworn staff to provide law enforcement services to a city approximately 6.9 square miles with a residential population of approximately 8,100 citizens.

The [City of Roxboro](#) operates under a Council-Manager form of government. The [City Council](#) sets city policies, enacts ordinances and appoints the [City Manager](#). City Manager Brooks Lockhart oversees the daily operation of the city and municipal functions of government through the department heads, including the Chief of Police. The Roxboro Police Department is one of many City departments, with the City Manager directly supervising the Chief of Police.

Chief David L. Hess was appointed Chief of Police on June 1, 2015. The Chief of Police is responsible for the overall administration, leadership, and fiscal management of the police department. Chief Hess serves on a variety of professional association boards. Most notable is his role in the leadership of the [North Carolina Chiefs of Police Association](#) where he serves on the Executive Board of Directors and is slated to be the Association's President in 2020. Chief Hess was awarded the [International Association of Chiefs of Police 40 Under 40 Leadership award](#) in October of 2018. Chief Hess is a graduate of the prestigious [FBI National Academy Session 264](#), and is the first Chief in the city's history to hold the honor. With his commitment to community policing, Chief Hess is a resident of the city, is member of the Roxboro Rotary Club and Executive Director of the Roxboro Person Police Athletic & Activity League (RP-PAAL) program. Chief Hess has a Bachelor Degree in Criminal Justice from Liberty University and is currently a Graduate student at Liberty pursuing a Master's in Executive Leadership. Chief Hess, his wife Laura of 15 years and two children reside in the city. Chief Hess has an adult son who lives in Virginia. Chief Hess and his family are members of Antioch Baptist Church.

Deputy Chief of Police

Deputy Chief Jimmy Hawkins serves as "second in command" of the police department. He is a Class of 1987 graduate of Person High School. He is a twenty-seven-year veteran of the agency beginning his law enforcement career with the Roxboro Police Department in 1992. He served as an assistant coach for the Police Department's 2017 Person County Parks and Recreation youth baseball team. He is the recipient of the North Carolina Justice Department Training, Education and Standards Commission Intermediate and Advanced Certificates. He has completed numerous professional development and leadership courses to include the Person County Leadership Program, North Carolina Association of Chiefs of Police President's Task Force forum on Twenty First Century Policing, Use of Force Risk Management training from the North Carolina League of Municipalities, and Leading Your Community Through Challenging Times. In 2016, he was awarded the [FBI-Law Enforcement Executive Development Association Trilogy](#) award. He is a graduate of the [NCSU Law Enforcement Executive Program](#).



ROXBORO POLICE DEPARTMENT COMPONENTS



The Roxboro Police Department provides full service law enforcement to the citizens of Roxboro. The department is sub-divided into four units. The Administration which encompasses the Chief of Police, Deputy Chief of Police, and the Police Management Assistant; Administrative Services Unit, Field Operations Division, and Criminal Investigations Division.

Administrative Services Unit

The Administrative Services Unit serves as a support role in the agency. The unit is responsible for Fleet Services, Training, Technology Services, Equipment Acquisition, Grant Management, Community Resourcing, Evidence Custodian, Animal Control, and Parking Enforcement.

Lieutenant Dan Walker leads the division by providing guidance and administrative oversight of current trends, best practices, and fiscal management. He is a veteran of the United States Marine Corps. He graduated from the

[Methodist University West Point Leadership Academy](#) and is currently enrolled at [Piedmont Community College](#) pursuing an Associate's degree in Criminal Justice. Lt. Walker can be contacted by calling (336) 599-8345 or via email at dwalker@cityofroxboro.com.

Training

Providing the highest quality of professional police services requires a dedication to train staff in the most current procedures and practices of law enforcement. The training division is a component of the Administrative Services Unit and is responsible for the career development of police staff. The division ensures that officers receive the annual mandatory training prescribed by the State of North Carolina.

Sergeant R. Ford leads the division. Several officers who are certified as general or specialized law enforcement instructors assist with facilitating in-house training. The department is a regional host site for numerous training courses to provide the most advanced training available. Sgt. Ford can be contacted by calling (336) 322-6051 or via email at rford@cityofroxboro.com

Field Operations

The Field Operation division serves as the front-line defense of public safety. The division consists of four squads totaling (20) sworn uniformed officers. A sergeant and corporal provide oversight and leadership supervision for each squad. Our uniformed officers actively participate in community outreach, education, and enforcement. The field operation division is the front line of defense for our community utilizing proactive policing principles to deter crime, enforce the law, and work with the community to improve quality of life for our citizens.

Lieutenant Chris Dickerson leads the division by providing guidance, direction, and administrative oversight. He possesses an Associate's Degree from Piedmont Community College. He is a graduate of the [North Carolina State University Law Enforcement Executive Program](#). He is also the recipient of the [FBI-LEEDA Trilogy award](#). You can contact Lt. Chris Dickerson by calling (336) 322-6073 or via email at cdickerson@cityofroxboro.com

Patrol Sergeants

A Squad is led by Sergeant J. Cash who is a 24-year veteran of the department. Sgt. Cash can be reached by email at:

jcash@cityofroxboro.com

B Squad is led by Sergeant K. Horton who is an 19-year veteran of the department. Sgt. Horton can be reached by email at:

khorton@cityofroxboro.com

C Squad is led by Sergeant A. Cox who is a 8-year veteran of the department. Sgt. Cox can be reached by email at: acox@cityofroxboro.com

D Squad is led by Sergeant J. Watson who is a 6-year veteran of the department. Sgt. Watson can be reached by email at:

jwatson@cityofroxboro.com

Criminal Investigations

The Criminal Investigations Division (CID) provides in-depth investigative services. The division is sub-divided into General Crimes and Street Crimes (Drug/Vice). Lieutenant Ricky Hughes leads the division by providing guidance, direction, case management and administrative oversight. He possesses an Associate's Degree in Criminal Justice from Piedmont Community College and is a graduate of the [North Carolina State University Law Enforcement Executive Program](#). He is also the recipient of the [FBI-LEEDA Trilogy award](#). Citizens who need to speak with Lt. Hughes may contact him by calling (336) 322-6067 or via email at rhughes@cityofroxboro.com

General Crimes

The General Crimes division is a full service criminal investigations bureau including forensic crime scene and analysis. Sergeant P. Furstenau leads (3) General Crime detectives who investigate all felonious crimes such as fraud, sexual assault, and burglaries. If you need to speak with a detective, you may contact Sgt. Furstenau by calling (336) 322-6061 or via email at pfurstenau@cityofroxboro.com

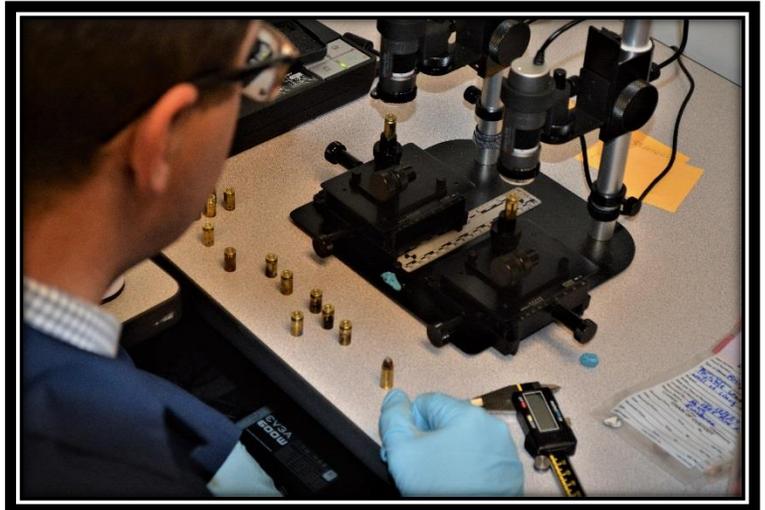
Street Crimes

Sergeant S. Williams leads the Street Crimes division. The unit specializes in covert policing principles to combat substance abuse, sells of illegal drugs, illicit activities, and other specialized areas of police services. If you need to report drug activity or other street crimes, please contact Sgt. Williams by calling (336) 322-6054 or via email at swilliams@cityofroxboro.com



Forensics Investigations

Det. J. Howe, specializes in forensics and latent evidence. He holds a Juris Doctors degree in Law from North Carolina Central University and a Master's Degree in Forensic Science from National University. Certified through the [International Association for Identification](#), he is one of 1,000 certified latent print examiners in the world. With the support of City Council, the police department has acquired high tech forensic equipment that allows the department to be the premier evidence collection agency in the region. Det. Howe utilizes the equipment to assist over a dozen area law enforcement



agencies, often times providing quicker results than other labs. Through his forensic analysis, the Roxboro Police Department is able to process certain types of evidence and firearms for latent evidence. Det. Howe's forensics expertise has enabled our agency and agencies regionally to quickly obtain results to help establish probable cause. In 2018, Det. Howe was recognized by Creedmoor Chief of Police Keith King for analyzing fingerprints in a string of felonious crimes. Det. Howe's expertise not only helped the [Creedmoor Police Department](#), but five other police departments close out cases related to the same offender.



Records Management



Led by Police Management Assistant Lori Davis, the Records Management Division is a critical function of the agency. The records division provides public records to citizens, media, and attorneys. The division is responsible for [FBI UCR](#) reporting compliance. The division processed and housed over 13,000 records during 2018. The division is also responsible for ensuring criminal justice records comply with North Carolina Administrative Code, Division of Criminal Information databases, SBI and FBI CJIN policies. The agency has passed the stringent audit process every year- which is a testament to the staff's attention to detail.

Evidence Custodian and Property Management

The Property/Evidence custodian, Tanya Thomas, manages all articles of seized evidence for court proceedings and found property. She began her career with the City of Roxboro in 2016. Prior to entering the criminal justice profession, she spent six years with the [Wake Forest Police Department Explorer Post](#) and served as the Explorer Sergeant for four years. She earned two Associates degrees from [Vance Granville Community College](#) and possesses a Bachelor Degree in Criminal Justice from [North Carolina Central University](#).



Appointments are only available during normal business hours. Attorneys needing to view evidence pre-trial must provide discovery through the Person County District Attorney office or court order. To assist citizens wishing to obtain property that can be released after a court order or verification of lost property ownership, please review the [insert](#) from our property pamphlet which can be downloaded on our website. A printed copy is available for free in the lobby of our department during office hours.

Citizens wishing to obtain their recovered property or court ordered returned property must schedule an appointment by calling (336) 322-6057 or can email the evidence custodian at tthomas@cityofroxboro.com



HONOR GUARD RECEIVES NATIONAL TRAINING



In September 2018, the department's Honor Guard team received training from the honorable 3d U.S. Infantry "Old Guard". According to their [website](#),

" Since World War II, The Old Guard has served as the official Army Honor Guard and escort to the President. In that capacity, 3d Infantry soldiers are responsible for conducting military ceremonies at the White House, the Pentagon, national memorials and elsewhere in the nation's capital. In addition, soldiers of The Old Guard maintain a 24-hour vigil at the Tomb of the Unknowns, provide military funeral escorts at Arlington National Cemetery and participate in parades at Fort Myer and Fort Lesley J. McNair."

The department's Honor Guard provides ceremonial services for several parades, events, and funerals of retired law enforcement officers in Person County. The unit is comprised of eight members, of which, six are veterans of the United States Military.

The unit is led by Lieutenant Dan Walker (USMC). Other members included: Lt. Dickerson; Sgt. Watson (US Army); Sgt. Ford; Cpl. Lynch (USMC); Ofc. Solomon (USMC); Ofc. Whitlow (USMC); and Ofc. Agamaite (US Army).

CRIME DATA

A benchmark for any community is to have a low crime rate. Many citizens, businesses, and local governments strive to have a low crime rate to help improve the quality of life for the community. The Roxboro Police Department understands the importance of this benchmark and recognizes that crime control is a valuable service to our department's mission. There are many dynamics to reporting crime data, such as the difference between a reported crime and the subsets of those crimes. Law enforcement's primary role is to accurately collect data to provide reliable crime statistics for the administration of justice, police operations and criminal justice partners.

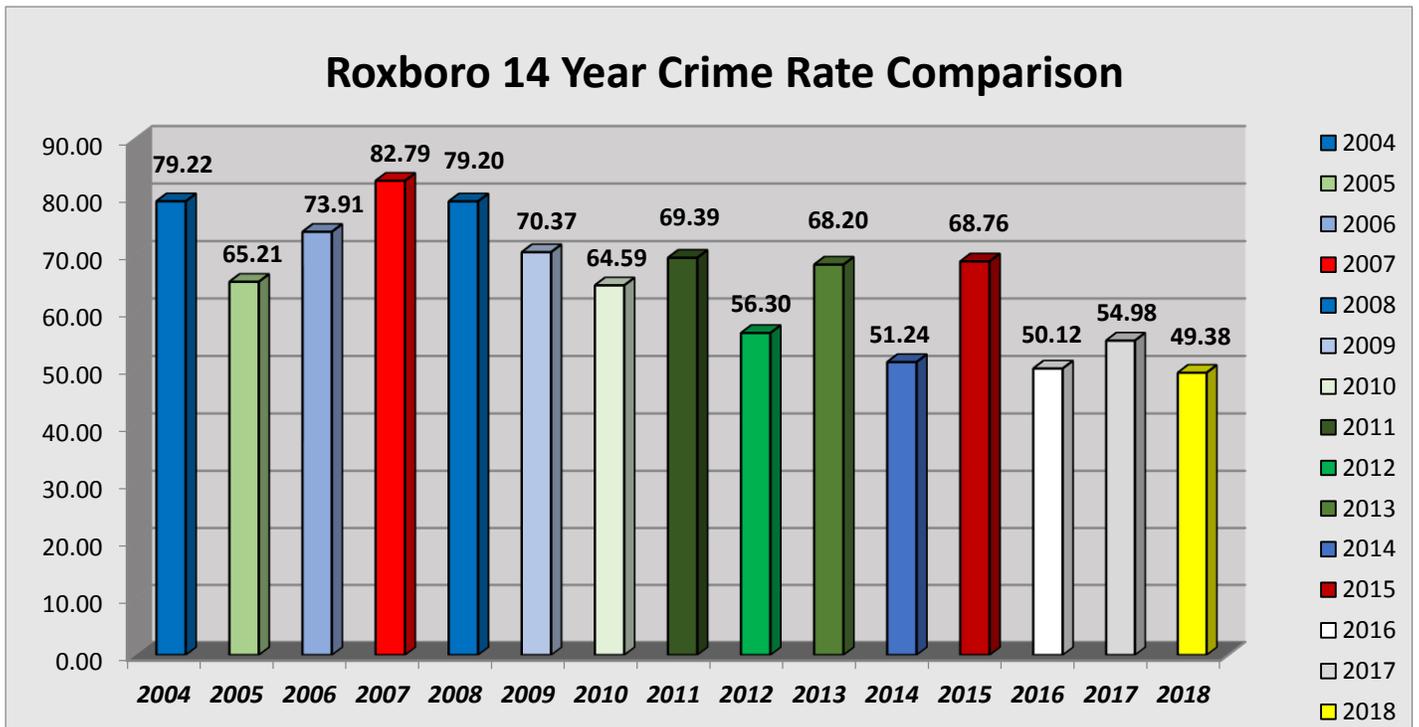
The police department's crime rate as of 2018, is at a historic low! From 2017 to 2018, the city experienced a 5.6% reduction in crime. We attribute this to our community relations, dedicated police services, implementation of nationally recognized best practices and the "See Something Say Something" campaign.

Reporting

The Roxboro Police Department reports to both state and federal crime reporting systems.

The [FBI's Uniform Crime Reporting](#) (UCR) Program collects offenses that come to the attention of law enforcement for violent crime and property crime, as well as data regarding clearances of these offenses. In addition, the FBI collects auxiliary data about these offenses (e.g. time of day of burglaries). This expanded offense data also includes trends in both crime volume and crime rate per 100,000 inhabitants. All crime related statistical data can be found at the NC State Bureau of Investigations website at <http://crimereporting.ncsbi.gov/Reports.aspx>

This site contains all current and historical data for the Roxboro Police Department.



TRANSPARENCY

In mid-2017, the police department migrated to a 21st Century Records Management software. Consistent with our commitment to transparency, the department is publishing our Use of Force arrest data, complaint ratio, racial profiling statistics from traffic stops and complaint investigation data.

USE OF FORCE

The value of human life is immeasurable in our society. Police officers have been delegated tremendous responsibility for the protection of life and property and the apprehension of criminal offenders. The officer's responsibility for protecting life must include his own.

The use of force by law enforcement personnel is a matter of critical concern both to the public and to law enforcement. Officers are involved, on a daily basis, in numerous and varied human encounters and when warranted, may use force in carrying out their duties. In addition to use of force, Roxboro Police Officers receive training on how to de-escalate situations. De-escalation is used as the primary method of communication to avoid use of force, however, not every situation can be resolved using this method and unfortunately officers may have to apply legal use of force. By department policy, every use of force is required to be documented by the officer and reviewed by all levels of chain of command. The review determines both policy and legal application of use of force. In addition to the review of the individual incident, the Roxboro Police Department utilizes an "Early Intervention System" (EIS) to more effectively evaluate employee performance. An EIS is a data-base police management tool that is designed to monitor officer activity to identify patterns and to provide for consistent, proactive intervention and assistance when appropriate to reduce risk to the public and department.

USE OF FORCE DATA

In 2018, Roxboro Police made 722 physical arrests, in which only 19 arrests involved Use of Force. Of all the arrests, the Roxboro Police Department utilized force in only 2.63% of all arrests. In 2018, the department had 18,125 number of documented encounters with the public. Documented encounters include all calls for service and traffic stops. In comparison to all the documented citizen encounters, the Roxboro Police Department utilized Use of Force 0.104% in all encounters with the public.

CITIZEN COMPLAINTS

The Roxboro Police Department policy requires all citizen complaints be investigated. The department has two criteria of citizens' complaints: Performance Complaints and Misconduct Complaints. A performance complaint alleges the officer was rude, misapplied enforcement of a law, or voicing displeasure with an enforcement action. Misconduct complaints allege a constitutional violation, racial profiling, or other serious personal misconduct. In 2018, the police department received 13 total complaints, of which only two were alleged misconduct. Those allegations alleged racial profiling. After fully investigating those allegations and reviewing both the officer's racial profile data and the department's racial profile data, the complaints were unjustified- meaning the data, officer conduct, policy, and enforcement action demonstrated the complaint did not justify the allegation. In comparison to all the documented citizen encounters, the department complaint ratio was 0.07% of all encounters.

Collection of traffic enforcement statistics

North Carolina General Statute [143B-903](#) requires law enforcement agencies providing services with a citizen population of 10,000 or persons report racial profile stop data. The City of Roxboro has approximately 8,100 residents, however, the police department voluntarily participates in reporting traffic stop enforcement statistics. Information on reporting data required by statute is listed on the NCSBI [website](#).

In 2018, the police department conducted more than 4,000 traffic stops. The racial data of those stops were:

Ethnicity/ Sex	Number Stopped
White Male	1,274
White Female	1,048
Black Male	943
Black Female	827
Hispanic Male	106
Hispanic Female	57
Asian Male	16
Asian Female	7

Statistical data of ethnicity issued a traffic citation

A common perception by some of the public is that the police disproportionately stopped more minorities and issue minorities citations more than white citizens. The Ethnic diversity of the City of Roxboro is roughly 48% African American, 48% Caucasian, 2% Hispanic and 2% Asian. Based on the department’s data, the Roxboro Police Department does not disproportionately issue citations to any particular race. On average, in 2018, citizens were issued a traffic citation in approximately 45% of all traffic stops.

Ethnicity/ Sex	Citations Issued
White Male	549
White Female	417
Black Male	401
Black Female	376
Hispanic Male	53
Hispanic Female	30
Asian Male	6
Asian Female	2



COST SAVINGS REPORT

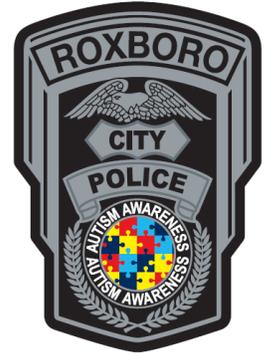
Every year, the police department tracks donations, grants, awarded equipment from participating with state programs and other sources of cost savings measures. These cost savings are at no expense to the tax payers and allow the department to provide necessary resources to the community that were not budgeted for allocation. In 2018, the police department **saved the City of Roxboro \$26,397.25**. In 2018, the police department began a Volunteer in Policing (VIP) pilot program. The only participant was retired Person County School Teacher Maris Ashley. Mrs. Ashley volunteered almost 300 hours in six months yielding a cost savings of more than \$2,000 in clerical work. **Since 2016, the police department has saved taxpayers nearly \$70,000 through grants and donations.**

Roxboro Police Department-Cost Savings Report for 2018					
Acquisition of Equipment		Vendor	Actual Cost	Paid	Savings
Lidar Radar Units		NCGHSP	\$ 4,500.00	\$ -	\$ 4,500.00
90 Cones		NCGHSP	\$ 2,250.00		\$ 2,250.00
2018-2019 FY Total to Date					\$ 6,750.00
Volunteer In Policing (VIP)		Activities	Hours Volunteered	Minimum Wage	Cost Savings
Maris Ashley		Clerical	288	7.25/hr	\$ 2,088.00
2018-2019 FY Total to Date					\$ 2,088.00
Generated Revenue Source	Type	Purpose		Amount	
Royce Publications	Donation	Calendars		\$ 3,000.00	
Roxboro Rotary	Donation	Shop with a Cop		\$ 750.00	
Capitol Power	Donation	Shop With a Cop		\$ 1,000.00	
Walmart	Donation	Shop With a Cop		\$ 3,000.00	
Margret Bradsher	Donation	Youth Baseball		\$ 250.00	
Renee Dickerson	Donation	Youth Football		\$ 250.00	
2018-19 FY Total to Date					\$ 8,250.00
Grants Applied for	Grantor	Justification		Amount	Awarded
Vest Reimbursement Grant	NCLM	Vest Program		\$ 3,200.00	\$ 1,500.00
Federal Vest Grant Program	Bureua of Justice	Bullet Proof Vest Program		\$ 3,609.25	\$ 3,609.25
International Association of Property Evidence	IAPE	IAPE Certification		\$ 500.00	\$ 500.00
Community	Wal Mart	Community Policing Programs		\$ 2,000.00	\$ 3,000.00
Savings 2018 Calendar Year					\$ 26,397.25

COMMUNITY POLICING EVENTS

The Roxboro Police Department is actively involved in our community. Some of the community policing events the department participates or host annually include: Shop with a Cop, National Night Out, Back to School Block Party, Reading books to students, Citizen's Police Academy, Advanced Citizen's Police Academy for CPA Alumni, Community Watch program, Property Owners Collaborative, Cookouts, CommUNITY, and Cops, Coffee with a Cop, Cops and Youth Sport Coaches, and participate in various neighborhood/church/and business events.

In 2018, the department hosted a special event for the special families of our community. Designed by Police Management Assistant Lori Davis, the department hosted Cops C.A.R.E (Cops Autism Recreation Event). The department partnered with the Autism Society of Person County and Person County Parks and Recreation.



MEN OF DISTINCTION



CID Lieutenant Ricky Hughes worked with Mr. Burt Poole to develop a non-enforcement, laid back, outreach program to help impact the lives of youth in our community. The goal is to help youth who live in areas prone to drugs and gang violence, develop essential life skills that will help them change their future, in hopes of avoiding the criminal justice system. The first event kicked off in partnership with the Roxboro Housing Authority in July of 2018. Members of the department's executive staff planned on playing various card games with the kids who were planning to attend the event. Instead, when the officers arrived they quickly engaged in a 5 on 5 basketball game. The officers secured their handguns, handcuffs, and radios, in exchange for laughs, trash talking, and showing some moves, all to build relationships with youth. Videos of the game were posted on the department's Facebook page which quickly received over 2,700 views.

The net result broke down barriers that would have blocked meaningful engagement with the youth that day. The program continues to flourish and is just one minor example of how the police department seeks to improve quality of life for the citizens and humanize the badge.

EMPLOYEE RECOGNITION

Throughout the year, the department experienced tremendous success with personnel. The department highlights those successes annually as a tribute to the hardworking men and women of the organization.

Promotions

Ofc. Brown- Corporal
Ofc. Whitlow- Detective
Ofc. Wright- Detective

Department Awards

Top Gun- Deputy Chief Jimmy Hawkins
Top Arrests- Ofc. Vuolo
Top DWI's- Ofc. Fitzsimmons
Rookie of the Year- Ofc. Leech
Detective of the Year- Sgt. Williams
Employee of the Year- John Hazel
Officer of the Year- Ofc. Vuolo
Chief's Choice- Ofc. Gray
Meritorious Conduct-Sgt. Williams

Community Policing

Ofc. Leech
Ofc. Warren
Animal Control Officer John Hazel.

Education Awards- Bachelor Degree

Evidence Custodian Tanya Thomas- Criminal Justice, NC Central University
David L. Hess, Chief of Police- Criminal Justice, Liberty University

Field Training Officer

Ofc. Whitlow
Ofc. Wright

Life Saving Citations

Ofc. Fitzsimmons
Ofc. Agamaite

Commendation Letters

Ofc. Gray
Ofc. Vuolo
Det. Howe

Advanced Professional Certification

Sgt. Williams
Cpl. Mills
Ofc. Brown

FBI-LEEDA Trilogy

Lt. Dickerson
Lt. Hughes

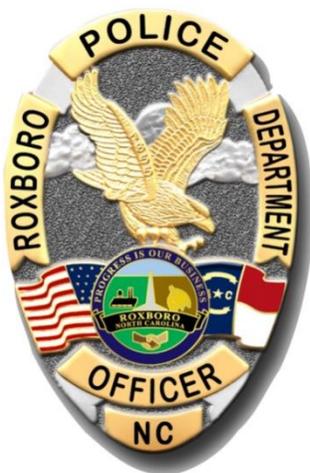
New Employees

Police Officer A. Franklin
Police Officer B. Warren
Trainee Police Officer Tyler Knaub
Trainee Police Officer Nick Pennington
Trainee Police Officer James Siefert
Trainee Police Officer Stephen Stasiuk



Corporal Mills receiving his Advanced Law Enforcement certificate from the Training and Standards Commission

WE THANK YOU FOR YOUR CONTINUED SUPPORT



[@CityofRoxboro](https://twitter.com/CityofRoxboro)
[@ChiefDavidHess](https://twitter.com/ChiefDavidHess)



[Facebook/RoxboroPoliceDepartment](https://www.facebook.com/RoxboroPoliceDepartment)

Check out our website:

<http://www.cityofroxboro.com/government/police>