

**ROXBORO POLICE DEPARTMENT  
ANNUAL REPORT 2017**



**PUBLISHED DATE: FEBRUARY 1, 2018**



**David L. Hess  
Chief of Police**



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# Message from the Chief of Police

Thank you for taking time to read our annual report. The support of our CommUNITY, City Council, and police department staff make it a pleasure to serve as Chief of Police and call Roxboro home.

It is a joy for us to serve the CommUNITY of Roxboro and those who visit. We strive to provide a relentless pursuit of excellence. The professionalism of our staff, our commitment to community oriented policing, the academic excellence of our officers and the training they receive are a testament to that pursuit of excellence. Our department is a resource for you, your family, or business. Do not hesitate to contact us.

We appreciate your support of the Roxboro Police Department. We encourage you to consider joining our Citizens Police Academy or join us at one of Coffee with a Cop events 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 32 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 (7) City departments, with the City Manager directly supervising the Chief of Police. The Roxboro Police Department provides a variety of services through the Administrative Division, Field Operations Division, and Criminal Investigations Division.

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 as 2<sup>nd</sup> Vice President. He serves as chairperson for the association's training and chaplain committee. He serves on the budget, conference, and legislative committee. 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, his wife Laura of 14 years and two children reside in the city and are members of Antioch Baptist Church.

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-six-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 slated to graduate the [NCSU Law Enforcement Executive Program](#) in the Spring of 2018. Deputy Chief Hawkins is currently awaiting candidacy to attend the FBI National Academy in Quantico, VA .



# ***Roxboro Police Department Components***

The Roxboro Police Department was restructured in 2016 to meet the modern demands of 21<sup>st</sup> Century policing. The department is now comprised of 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**

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, Evidence Custodian, Animal Control, Parking Enforcement, and Community Resourcing.

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 degree in criminal justice. Lt. Walker can be contacted by calling (336) 599-8345 or via email at [dwalker@cityofroxboro.com](mailto: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](mailto:rford@cityofroxboro.com)

## **Field Operations**

The Field Operation division serves as the front-line defense of public safety. The division consists 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 of 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. Business owners or special events requiring off-duty police services or legal questions concerning special permit applications can contact Lt. Chris Dickerson by calling (336) 322-6073 or via email at [cdickerson@cityofroxboro.com](mailto:cdickerson@cityofroxboro.com)

## **Patrol Sergeants**

A Squad is led by Sergeant J. Cash who is a 23-year veteran of the department. Sgt. Cash can be reached by email at: [jcash@cityofroxboro.com](mailto:jcash@cityofroxboro.com)

B Squad is led by Sergeant K. Horton who is an 18-year veteran of the department. Sgt. Horton can be reached by email at: [khorton@cityofroxboro.com](mailto:khorton@cityofroxboro.com)

C Squad is led by Sergeant A. Cox who is a 7- year veteran of the department. Sgt. Cox can be reached by email at: [acox@cityofroxboro.com](mailto:acox@cityofroxboro.com)

D Squad is led by Sergeant J. Watson who is a 5-year veteran of the department. Sgt. Watson can be reached by email at: [jwatson@cityofroxboro.com](mailto:jwatson@cityofroxboro.com)



### **Criminal Investigations**

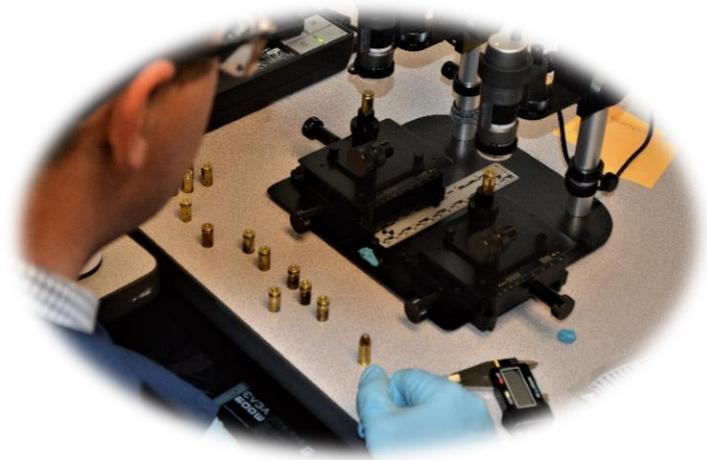
The Criminal Investigations Division (CID) provides in-depth investigative services. The division is sub-divided into General Crimes and Street Crimes (Drug/Vice). Lieutenant Ricky Hughes leads the division by providing guidance, direction, case management and administrative oversight. He possesses an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

### **Records Management**

Led by Police Management Assistant Lori Davis, the RMS division is a critical function of the agency. The records division provides public records to citizens, media, and attorneys. The division helped oversee the migration of a fully integrated digital records management software. The division processed and housed over 5,500 records during 2017. 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.



## *New Police Car Design*



Pictured are Honor Guard members, left to right: Officer Whitlow and Corporal Lynch.

In the fall of 2017, the Police Department redesigned the department's fleet scheme. The decade old scheme was replaced with a vibrant patriotic design. Created by Deputy Chief Jimmy Hawkins working with Joe Gonzalez of First Choice Signs in Roxboro (NC), the car shines with a waving American Flag that grabs the attention of everyone. Grasping the department's patch, the American Bald Eagle screams in flight to pursue and protect the American flag. Displayed on the front of the vehicle is a license plate with the outline of the State of North Carolina. Imbedded in the state outline is the American flag and Bald Eagle with a brilliant gold star marking Person County. On the rear bumper are the words, "We The People..." custom designed to match the original font found in the United States Constitution. Coupled with the department's Military Tribute car from 2016, the Roxboro Police Department proudly serves our community by honoring the freedoms that allow us to live in the land of the free and home of the brave.



# 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.

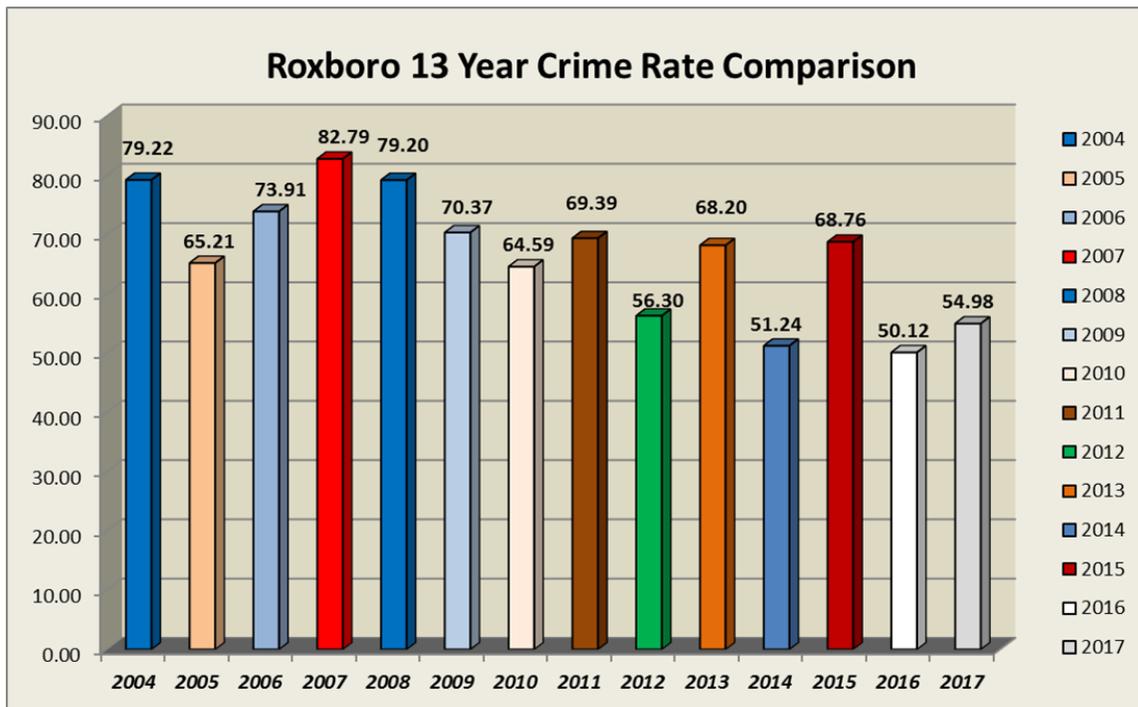
In Roxboro, there were 37 more larcenies in 2017 than the year prior resulting in a 5% increase in our overall crime rate. The police department has identified the contributor to the nexus and will implement proven strategies in 2018 to target reduced property crimes.

## 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.



# Calls for Service

Year	2017																				Dept.	Roxboro Police			
Month	Calls For Service	Animal Control	Self Initiated Activities	Special Assignments	Vehicle Stops	Foot Patrols	Follow Up Investigations	Incident Reports	Accident Reports	Cases Cleared by Arrest	Narcotics Citations	Traffic Citations	DWI	Written Warnings	Parking Violations	Warrants Obtained	Total Physical Arrests	Total Felony Charges	Total Misd. Charges	Total Infraction Charges	Felony Warrants	Misd. Warrants/ CS	Subpoenas	Total Charges	
1	1500	40	288	7	254	42	17	94	48	65	2	160	4	96	48	25	61	25	36	58	14	15	53	119	
2	1413	18	235	7	294	28	31	92	33	49	6	194	6	84	51	21	47	15	32	92	12	16	77	139	
3	1493	34	232	10	320	38	21	99	49	61	4	167	6	111	37	16	52	16	36	80	10	12	62	132	
4	1404	39	235	5	325	35	67	103	52	58	5	143	4	98	55	22	43	13	30	56	5	13	34	99	
5	1438	28	269	0	325	34	31	109	60	95	6	255	5	69	50	26	73	27	46	109	10	13	24	182	
6	1316	18	203	3	259	17	61	112	53	81	10	184	8	67	28	28	56	11	45	99	3	15	34	155	
7	1354	30	225	2	286	28	63	145	41	75	8	168	7	64	30	39	54	18	36	62	12	9	17	116	
8	1232	29	189	0	212	21	48	133	44	54	1	118	8	47	49	48	79	25	54	83	9	11	55	162	
9	1307	18	218	4	285	24	27	103	39	26	1	162	8	45	36	18	42	9	43	151	5	12	65	203	
10	1290	25	150	3	325	21	39	113	52	33	6	192	7	54	47	35	61	15	46	142	9	17	25	203	
11	1305	24	105	3	374	6	36	107	59	29	3	199	7	59	39	24	53	13	40	134	6	17	23	187	
12	1412	18	161	2	371	29	17	110	46	26	6	174	5	54	45	20	47	11	36	112	6	5	105	159	
	16464	321	2510	46	3630	323	458	1320	576	652	58	2116	75	848	515	322	668	198	480	1178	101	155	574	1856	

### Legend

- Calls for Service:** Any 911 call or service request reported by the public
- Animal Control:** Any animal custody situation, abuse or calls for reports of dog bites, etc.
- Self Initiated Activities:** Any activity, other than a call for service, generated by the officer
- Special Assignments:** Off-duty assignments for security, pre-planned checkpoints, parades, etc.
- Vehicle Stops:** Traffic stops conducted
- Foot Patrols:** Physical patrols conducted by officer on foot
- Public Relation Activities:** Any activity that assists a citizen or builds community rapport
- Follow up Investigations:** Any time an officer conducted a subsequential investigation to an original case
- Incident Report:** Physical written reports
- Accident Report:** Physical written crash report
- Cases Cleared by Arrest:** Arrests made associated with a Roxboro Police investigation
- Narcotic citations:** Misdemeanor drug or drug paraphernalia charges (not arrested)
- Traffic citations:** Citations issued for traffic offenses
- DWI:** Physical DWI arrests
- Written Warnings:** Physical written warnings for any violation
- Total Physical Arrests:** Actual arrests
- Total Felony Charges:** Felony charges by arrest or warrant
- Total Misdemeanor Charges:** Includes all misdemeanor charges by arrest or citation
- Total Infractions:** Infractions issued by citation (i.e. stop sign violation)
- Felony Warrants:** Felony charges from warrant service
- Misdemeanor Warrants/Criminal Summons:** Misdemeanor Warrants Or Criminal Summons served
- Subpoenas:** Physical number of subpoenas served



# Strategic Plan Progress Update

Published in February of 2016, the department's Strategic Plan for 2016-18 is a guiding document that articulates the department's goals over the next two years. The document also provides accountability for the department with elected officials and the community we serve. The strategic plan outlined six goals over two years that will help provide a sustainable foundation for progress in the years after.

## **Goal 1: Updated Policy Manual**

In 2015, the leadership team of the department endeavored to update the agency's decade old policy manual. The leadership of the police department drafted a comprehensive policy manual using national guidelines and suggested best practices. In January 2018, the policy manual was approved by City Council.

## **Goal 2: Conduct a Staffing Analysis**

In June 2017, the police department migrated to a new RMS software that integrated with [Person County Emergency Services](#). The average delayed response time from June to December 2017 was 2.38 minutes. The average travel time from dispatch location to the scene was 3.27 minutes, totaling an average response time of 5.65 minutes. Officers spent an average of 22.55 minutes per call.

The most time-consuming services are crash investigations and larcenies. Based on the number of annual crashes, coupled with traffic volume, the community would benefit by having a full-time traffic safety unit of two officers. The additional two officers would increase the staffing table to 34 sworn officers.

## **Goal 3: Implement a Succession Plan**

With support of the City Manager and City Council the department has successfully provided essential leadership to key personnel. Courses have included the NCSU LEEP program; FBI-LEEDA Trilogy; Leadership training through [Dolan Consulting Group](#) and the [North Carolina Justice Academy](#).

To sustain long term leadership and organizational stability a certification pay program is being drafted that would provide direction to current staff and can be used as a retention and recruitment tool for consideration by the 2020-21 FY.

## **Goal 4: Take Home Police Vehicle policy.**

Effective July 1, 2017 the city council approved a department wide Take Home Police Vehicle policy. The effect increased morale, aided with recruitment and retention and is reducing fleet maintenance costs.

## **Goal 5: Feasibility study of a BWC program**

In 2015, police reform across the nation pushed legislation and law suits about law enforcement's use of body worn cameras. North Carolina law [NCGS §132-1.4 A](#) was enacted in 2016 governing law enforcement video. Proposed legislation changes, appellate court rulings, and pending federal court cases add complexity to a BWC program.

Additionally, the department has reviewed various body camera manufacturers, device costs, and storage. The department deploys the WatchGuard 4RE In-Car Camera system. Current policy requires the in-car camera to record continuously on all calls for service. The vendor offers a BWC that integrates with the current in-car system. Therefore, video management would be streamlined by using WatchGuard's BWC, if required to have a BWC program. A BWC program could cost Roxboro taxpayers over \$375,000 over five years to pay for personnel, hardware, software, and associated costs.

## **Goal 6: Improve Technology**

With the support of the City Manager and City Council the identified technological updates were put into place by the end of the 2017-18 FY. Upgrades included state of the art records software, in-car camera upgrades, and facility security.



## *Cost of a Body Worn Camera Program*

The costs displayed in the chart below breakdown the costs per camera, required ancillary devices, storage servers and maintenance. North Carolina personnel law would require the department to hire a sergeant or higher whose sole responsibility would be law enforcement video law compliance. For the associated cost of this program the city could afford an additional police officer with benefits. Over five years, the cost of the BWC could be used to off set debt or other community needs.

Watchguard Body Camera				
Cost per unit	Number of Units	Total Cost for devices		
\$ 1,445.00	20	\$ 28,900.00	Just the BWC device	
\$ 95.00	21	\$ 1,995.00	Charging base	
\$ 1,495.00	1	\$ 1,495.00	Transfer assembly	
\$ -	20	\$ -	1 yr warranty	
\$ 150.00	20	\$ 3,000.00	Evidence Library	
\$ 7,750.00	1	\$ 7,750.00	Watchguard propriety 4RE Server	
\$ 4,250.00	1	\$ 4,250.00	6 TB server to house data	
\$ 2,500.00	1	\$ 2,500.00	Configuration & Training	
Final Cost for System		<b>\$ 49,890.00</b>		
Average Storage Per Officer	Annually for 20 Officers	Five Years of Storage		
25GB/ month	84000 GB = 84 TB	420000 GB = 420 TB		
Storage Cost per gigayte	Annual Gigabytes	Annual Storage Cost	Over 5 years	
\$ 0.036	84000	\$ 3,024.00	<b>\$ 15,120.00</b>	
Sergant Salary with benefits	Over 5 years			
\$ 62,014.29	<b>\$ 310,071.45</b>			
Estimated Cost for a BWC Program over 5 years		Annual Program Cost		
<b>\$ 375,081.45</b>		\$75,016.29		
Average of 25 GB per officer * 14 shifts per month * 12 months * 20 patrol officers= 84000 GB or 84 TB				



# Cost Savings Report

## Calendar Year 2016

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 2017, the police department **saved the City of Roxboro \$18,422**. Since 2016, the police department has saved taxpayers more than **\$42,500** through grants and donations.

Roxboro Police Department-Cost Savings Report for 2017					
Acquisition of Equipment	Vendor	Actual Cost	Paid	Savings	
E- Citation Printers	AOC	\$ 3,722.00		\$ 3,722.00	
Radar Units	NCGHSP	\$ 3,000.00	\$ -	\$ 3,000.00	
<b>2017-18 FY Total to Date</b>				<b>\$ 6,722.00</b>	
Generated Revenue Source	Type	Purpose	Amount		
Royce Publications	Donation	Calendars	\$ 3,000.00		
Robert Maloney	Donation	General PD Use	\$ 100.00		
Roxboro Rotary Club	Donation	Shop with a Cop	\$ 500.00		
Private Donors	Donation	Captain Kirby Retirement	\$ 2,000.00		
Various Community Partners	Donation	K-9 Vest/K-9 Fund	\$ 2,750.00		
Various Community Partners	Donation	Youth Sports Team Sponsors	\$ 750.00		
Various Community Partners	Donation	Honor Guard Uniforms	\$ 100.00		
<b>2017-18 FY Total to Date</b>				<b>\$ 9,200.00</b>	
Grants Applied for	Grantee	Justification	Amount	Awarded	
Community Partnership	Wal-Mart	Shop with a Cop	\$ 2,500.00	\$ 2,500.00	
<b>Actual 2017-18 FY Total to Date</b>				<b>\$ 18,422.00</b>	
<b>Total amount of projected savings 2017-18 FY</b>				<b>\$ 18,422.00</b>	



# Community Oriented Policing



The Roxboro Police Department is active in our local community. The department expanded Community Policing in 2017. Lieutenant Dan Walker brought [Coffee with a Cop](#) to the department. The nationally recognized program was hosted four times in 2017. Thank you to Sheetz, Fidelity Bank, Stuart's Family Grille, and Palace Pointe for hosting these events. Coffee with a Cop serves as an opportunity to have organic conversations between police and citizens in a relaxed environment. There are no agendas, or speeches, just free coffee and conversation. If your business would like to host Coffee with a Cop in 2018 please contact Lieutenant Dan Walker via email at: [dwalker@cityofroxboro.com](mailto:dwalker@cityofroxboro.com).

The relationships with our community are foundational to our mission. The police department promotes Unity in CommUNITY through action and relationships.

Some regular community events 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
- Cookout, CommUNITY, and Cops
- And other Community opportunities.



## *Cops as Coaches*

With the department consistently looking for new ways to connect with the community, the Police Department partnered with Person County Arts Parks and Recreation department to coach youth sport teams. The Police Department coached a 10 U Baseball team in the Spring of 2017. The Law Dawgs baseball team went on to win the league Championship with five players and one coach selected to represent Person County in the All-Stars tournament in Wilson, NC.

Officers coached a 10 U fall baseball team and a 12 U fall football team. These outreach opportunities allowed officers to connect with tomorrow's generation of leaders to develop life skills and boost self-esteem. Officer coaches continued investing in the players during the season through mentoring the youth and even spending time with them at various activities. The Championship baseball coaches included: Chief Hess, Deputy Chief Hawkins, Lt. Dickerson, Sgt. Watson and Officer Brown. The fall baseball team was coached by: Chief Hess, Sgt. Watson, Ofc. Gray and Ofc. Wright. The fall football team was coached by: Lt. Dickerson, Sgt. Horton, Det. Howe, Ofc. Brown and Ofc. Gray. We extend our appreciation to the Citizens Police Academy Alumni for paying the sponsorship fees for these teams.



## *Citizen's Police Academy*



Established by Retired Deputy Chief Tony Kirby in 2005, the Citizen's Police Academy has graduated 160 citizens. The 10-week program provides an intimate setting for participants to learn about the Roxboro Police Department, functions of local government, and policing methods.

Participants learn about the department's stringent hiring practices, staff education, state and federal mandates, and how the department is migrating into 21st Century policing principles. Some of the classes included the history of the department, traffic stop practical scenarios, shoot don't shoot, DWI detection, an evening at the firing range shooting police weapons, Drug and Gang awareness, arrest search and seizure, and most importantly a close bond.

Remaining committed to the graduates of the CPA, the department utilizes the CPA Alumni. Graduates of the CPA are invited to participate in a variety of department functions. Many alumni help support the CPA classes by cooking meals, role playing for training scenarios, recruiting for upcoming CPA sessions, and participating in community events with the department.

Alumni are invited back quarterly for advanced training session. A highlighted Advanced CPA during 2017 was a visit from retired NC Highway Patrol Trooper Michael Potts who was shot five times in the line of duty. He was shot in the face, shoulder and torso. Trooper Potts was awarded the Purple Heart after surviving the incident. Trooper Potts discussed the impact of his life altering incident and reminded attendees of the importance of supporting local law enforcement.



# Hurricane Harvey Houston Police Effort

On August 26, 2017 Hurricane Harvey, a devastating Category 4 hurricane, made landfall in Texas. In the hours to come, the Houston area experienced record flooding leaving millions without homes, food, clothing, or refuge. In the days after, the Houston Police Department and first responders worked tirelessly to rescue people, prevent looting, and continued to serve others.

Houston Police Department employs 6,400 employees (5,200 sworn and 1,200 non-sworn). Over four hundred Houston police officers lost everything during Hurricane Harvey. The impact to outlying police agencies and their families in the days after Harvey began to surface.

Roxboro Police Chief David L. Hess, NCACP Secretary Treasure, felt compelled to help. Born in Houston, Texas, Chief Hess has family that lives in Houston. Fortunately, the storm did not affect his family, but that was not the case for one of his FBI National Academy session mates who is an Assistant Chief of Police for Houston. Chief Hess pitched the idea of a statewide effort to the NCACP Board of Directors and NCFBINAA Board of Directors to collect clothes, hygiene, diapers, and formula for Houston area law enforcement officers and their families. With both boards support, the NCACP published a public service announcement video.

The three-week state-wide effort raised a total of 135 pallets of shrink wrapped donations that were sorted by content for delivery. Chief Hess worked with nearly fifty law enforcement agencies to coordinate drop sites and final delivery of the donations. He communicated directly with Houston Police Chief Art Acevedo and staff to receive the donations. With the assistance of [Convoy of Hope](#) and [Superior Logistics](#), all pallets were delivered for free.

The North Carolina Chiefs of Police Association thanks the many police departments, staff, and shipping companies who partnered with this endeavor to help police officers in need. The success of this campaign demonstrates the importance of building positive sustainable relationships with the communities each police department serves. Without the support of local communities and the NCACP membership this effort would not have made the impact it serves today for Houston area law enforcement officers to help share one another's burdens.



# *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.

## **Retirement**

Captain Tony Kirby with 30 years of service.  
Lieutenant Mike Price with 25 years of service.

## **Promotions**

Jimmy Hawkins-Deputy Chief of Police (1/4/2018)  
Chris Dickerson- Lieutenant  
Dan Walker- Lieutenant (1/4/2018)  
Trey Cox- Sergeant (1/4/2018)  
Pam Furstenaus- Sergeant  
James Watson- Sergeant  
Chris Lynch- Corporal  
Manuel Gil- Detective  
Terry Sanford- Detective

## **Department Awards**

Top Gun- Sgt. Cox  
Top Arrests- Ofc. Wright  
Top DWI's- Ofc. Wright  
Administrative Desk Officer- Tanya Thomas  
Rookie of the Year- Ofc. Fitzsimmons  
Detective of the Year- Det. Howe  
Employee of the Year- Lori Davis  
Officer of the Year- Sgt. Cox  
Chief's Choice- (Ret.) Capt. Tony Kirby  
Meritorious Conduct- Lt. Dickerson  
Meritorious Conduct- Ofc. Wright

Community Policing: Deputy Chief Hawkins; Lt. Dickerson; Sgt. Cash; Sgt. Horton; Sgt. Watson; Sgt. Williams; Det. Gil; Det. Howe; Ofc. Brown; Ofc. Gray; Ofc. Wright; Lori Davis; Tanya Thomas; and Tony Tuck.

## **Order of the Long Leaf Pine**

Captain Tony Kirby- 30 years of dedicated service to the citizens of North Carolina.

## **Unit Citation**

Criminal Investigative Division  
Field Operations Division  
Honor Guard

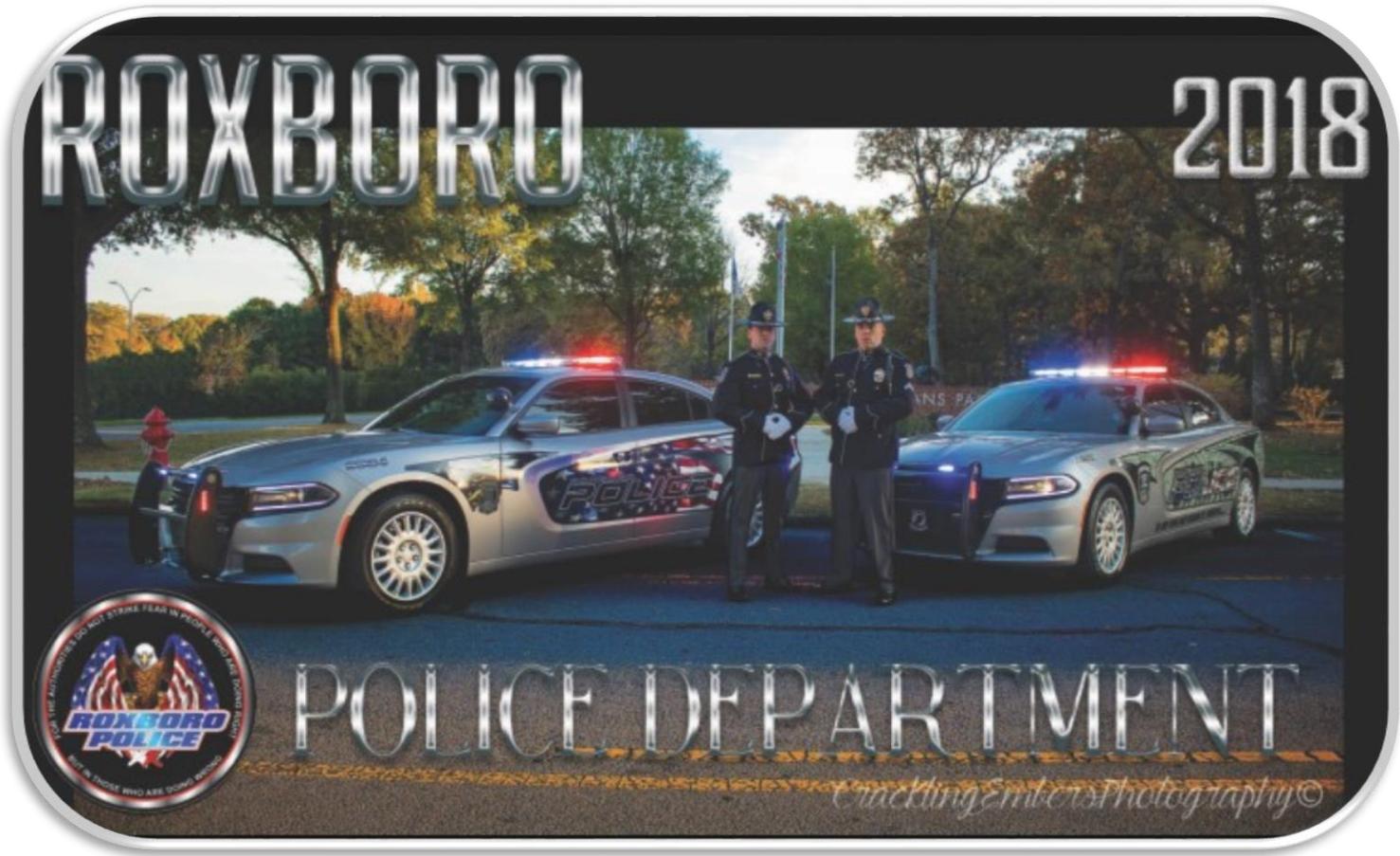
## **Commendation Letters**

Lt. Walker  
Sgt. Cash  
Sgt. Ford  
Cpl. Mills  
Det. Howe  
Det. Sanford  
Ofc. Brown  
Ofc. Campbell  
Ofc. Fitzsimmons  
Ofc. Vuolo

## **New Employees**

Police Officer C. Agamaite  
Police Officer C. Campbell





Thank You for your Support.



@ChiefDavidHess



@CityofRoxboro

Facebook/RoxboroPoliceDepartment



Check out our website at: [www.cityofroxboro.com/government/police](http://www.cityofroxboro.com/government/police)

