

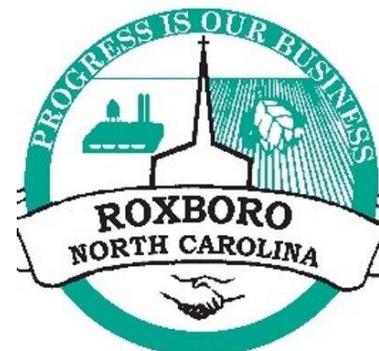


**ROXBORO POLICE DEPARTMENT  
ANNUAL REPORT**

**2016**

**PUBLISHED DATE: FEBRUARY 1, 2017**

**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.

As modern policing evolves, we remain committed to focusing on providing the highest level of service, training, and community oriented policing philosophies. We recognize the authority vested to us has a tremendous impact to the community. We aim to bridge the gap between enforcement of the law and community relations to ensure the city remains a safe, quaint and vibrant place to live. The pillars of the bridge require we remain committed to our oath of office, serve with integrity, ensure our actions are lawful and appropriate, and develop sustained community relations through continuous outreach, and transparency.

To accomplish those expectations, we strive to ensure our officers receive triannual training on non-bias policing; cultural diversity; modern community policing principles; and being part of the community through sustainable relationships.

We appreciate your support of the Roxboro Police Department. We encourage you to consider joining our Citizens Police Academy 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 South 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.

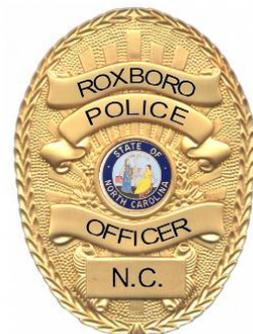
## *Law Enforcement Code of Ethics*

*“As a Law Enforcement Officer, my fundamental duty is to serve mankind; to safeguard lives and property, to protect the innocent against deception, the weak against oppression or intimidation, and the peaceful against violence or disorder; and to respect the Constitutional rights of all men to liberty, equality, and justice.*

*I will keep my private life unsullied as an example to all, maintain courageous calm in the face of danger, scorn, or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed in both my personal and official life, I will be exemplary in obeying the laws of the land and the regulations of my department. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty.*

*I will never act officiously or permit personal feelings, prejudices, animosities, or friendships to influence my decisions. With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force or violence and never accepting gratuities.*

*I recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of police service. I will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession... law enforcement.”*



## *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, and is a past Region 7 Director. He serves as chairperson for the association's training and chaplain committees and serves on the 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 started the Roxboro Person Police Athletic & Activity League (RP-PAAL) program. The PAAL program will become a non-profit organization that pairs public safety personnel with youth in the community to build long term relationships that impact the lives of youth through mentoring and coaching.

Deputy Chief Tony Kirby serves as the "second in command" of the Roxboro Police Department. With over 27 years in law enforcement, his role is to supervise the Field Operations and Criminal Investigations Division lieutenants. Deputy Chief Kirby has spent his career dedicated to the mission of protecting the community and building a legacy of developing professional police officers. During his career, he has supervised a state-wide narcotics task force; criminal investigators; patrol officers; and was a certified specialized criminal justice instructor.

Since his tenure with the Roxboro Police Department he is credited with beginning the Citizens Police Academy, Property Managers Collaborative, the department's Honor Guard, improving the Community Watch program, and being an advocate for the reputation of the department. He is a graduate of the Law Enforcement Executive Program at NC State University and various other professional development courses.

Deputy Chief Kirby is a resource for the community and often spends time talking with concerned citizens to mitigate concerns and improve their quality of life. He has served in his existing capacity for over fifteen years.



# Roxboro Police Department Components

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

## Administration 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 J. Hawkins leads the division by providing guidance and administrative oversight of current trends, best practices, and fiscal management. Lt. Hawkins can be contacted by calling (336) 322-6052 or via email at [jhawkins@cityofroxboro.com](mailto:jhawkins@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 of the police department 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. Additionally, the division ensures officers attend advanced training in areas such as Non-Bias Policing, De-Escalation, Use of Force, Constitutional Law, and other specialized areas.

Sergeant C. Dickerson 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. Dickerson can be contacted by calling (336) 322-6073 or via email at [cdickerson@cityofroxboro.com](mailto:cdickerson@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.

Lieutenant M. Price 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. Price by calling (336) 599-8345 or via email at [mprice@cityofroxboro.com](mailto:mprice@cityofroxboro.com)

## Patrol Sergeants

A-Squad: [icash@cityofroxboro.com](mailto:icash@cityofroxboro.com)

B-Squad: [khorton@cityofroxboro.com](mailto:khorton@cityofroxboro.com)

C-Squad: [rford@cityofroxboro.com](mailto:rford@cityofroxboro.com)

D-Squad: [dwalker@cityofroxboro.com](mailto:dwalker@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 R. Hughes leads the division by providing guidance, direction, case management and administrative oversight. 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

Sergeant C. Cates leads (3) General Crime detectives who investigate all felonious crimes such as fraud, sexual assault, and burglaries. One of the detectives, Det. J. Howe, specializes in forensics and latent evidence. If you need to speak with a detective, you may contact Sgt. Cates by calling (336) 322-6065 or via email at [ccates@cityofroxboro.com](mailto:ccates@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. Horton by calling (336) 322-6054 or via email at [swilliams@cityofroxboro.com](mailto:swilliams@cityofroxboro.com)



### Records Management

The Records Management Division of the Police Department is responsible for housing all police reports for the agency. Lead 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 processed and housed over 7,726 records during 2016. 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.



## *Military Tribute Police Vehicle*



The Roxboro Police Department unveiled a Military Tribute vehicle in honor of the countless military veterans in our nation. Semi wrapped in military digital camouflage the vehicle honors all our military veterans and proudly displays each military branch seal emblem on the rear quarter panel. Roxboro Police is designed as the American flag. Police inlaid as the American flag is displayed on the hood and trunk skirts. Standing in defense behind the American flag are military soldiers who never forget the cost of freedom. Proudly displayed is a POW Never Forgotten license plate leading the way as a symbol that our military is always looking for brave POW's.

Officer Chris Lynch suggested the concept of a military tribute vehicle. A veteran of the United States Military, Officer Lynch was given permission to work with the agency's graphic artist to design a vehicle. The final product was a stunning display of patriotic honor. The Police Department publicly thanks Joe Gonzalez of First Choice Signs of Roxboro for creating the design and installation of the markings.

The vehicle is available by request for military events, parades, veteran events, and public appearances. To schedule the vehicle for an event you may contact Deputy Chief Kirby at 336-599-8345 or via email at [tkirby@cityofroxboro.com](mailto:tkirby@cityofroxboro.com) . Thank You to all veterans of our nation for your service!

## Honor Guard



A dream of fifteen years came to life in 2016 thanks to the wonderful citizens, business owners, Citizen's Police Academy Alumni, and American Legion Post 138.

The department's Honor Guard formerly wore their daily police patrol uniform. The mission of the unit is to bring honor to ceremonial events. Across the nation, Honor Guards are known for their formal professional dress appearance as an outward show of honor. With the gracious support of fundraising over \$5,100, the department outfitted the volunteer component of the agency at no cost to taxpayers. The funds allowed the agency to purchase five sets of brand new formal dress pants, coats, campaign hats, custom hat badges, custom badges, custom name plates, duty belts, dress firearm holster, ammunition holsters, and shoes.

The Honor Guard will be used to represent the City of Roxboro at statewide events, local events such as the Christmas, July 4<sup>th</sup>, and Veterans parades, funerals for local veterans without families, and other public appearances.

The officers of the Honor Guard include four prior military veterans. The officers who volunteer their time are: Sergeant Walker (USMC); Corporal Watson (US Army); Officer Whitlow (USMC); Officer Solomon (USMC) and Officer Sanford.

If you would like to request the services of the Honor Guard, please contact Sergeant Walker via email at [dwalker@cityofroxboro.com](mailto:dwalker@cityofroxboro.com) or call the police department at (336) 599-8345.

## 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.

### 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.ncdoj.gov>. This site contains all current and historical data for the Roxboro Police Department.

### 2016 Crime Statistics

In 2016 the City of Roxboro experienced an unusual uptick in violent crime. Part One Crime offenses are: murder, rape, aggravated assault, robbery, burglary, motor vehicle theft and arson. Part Two Crimes include: larceny, simple assault, DWI, fraud, vandalism, and drug offenses.

	2015	2016	% Difference
<b>Part 1</b>	<b>41</b>	<b>59</b>	<b>31% increase</b>
<b>Part 2</b>	<b>449</b>	<b>411</b>	<b>9% decrease</b>

Over the past 10 years, the Part II crime index has increased. With our dedication to Community Policing, the city saw a **9% decrease in Part II crimes**. Our dedication to proactive policing of our business districts has resulted in a **48% decrease of larceny**. Of significant importance, are the **unacceptable increases** in breaking and entering's, and felonious drug activity. These quality of life issues are a priority for the department. Our continued staffing analysis considers these factors.

We ask the public to help us combat the increase of B&E's and felony drug charges. If you see something suspicious say something. **"See Something Say Something"** is a proven strategy to improving quality of life and combating these crimes.

	2015	2016	% Difference
<b>B &amp; E's</b>	<b>85</b>	<b>92</b>	<b>8% increase</b>
<b>Fel. Drug Chgs.</b>	<b>38</b>	<b>60</b>	<b>37% increase</b>
<b>Shoplifting</b>	<b>101</b>	<b>49</b>	<b>48% decrease</b>

# Calls for Service

Year	<b>2016</b>																				Dept.	<b>Roxboro Police</b>			
Month	Calls For Service	Animal Control	Self Initiated Activities	Special Assignments	Vehicle Stops	Foot Patrols	Public Relations Activities	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	1384	27	533	5	329	14	7	30	105	53	30	0	154	1	180	2	16	47	14	48	139	8	12	128	201
2	1438	29	629	6	345	18	7	45	93	49	24	0	163	5	199	27	16	49	12	57	143	8	11	134	212
3	1605	30	702	4	452	19	10	35	120	42	42	0	220	5	210	56	21	68	15	71	202	3	14	26	288
4	1544	24	626	8	397	11	13	46	131	34	42	1	201	6	181	44	22	66	16	59	192	4	19	174	267
5	1625	34	645	4	374	22	7	43	132	51	45	0	215	4	182	49	19	56	15	65	190	4	8	66	270
6	1790	34	869	6	561	14	5	38	123	43	48	3	275	6	258	67	25	66	13	74	254	7	17	54	341
7	1613	39	703	11	438	14	13	43	128	43	40	1	162	10	236	41	18	71	16	63	154	5	22	28	233
8	1652	50	672	23	436	15	12	29	133	46	41	0	199	7	230	57	25	69	17	67	184	8	17	69	268
9	1489	22	544	14	317	26	14	15	142	55	45	0	214	3	105	45	26	65	15	67	197	8	16	53	279
10	1645	34	635	13	391	17	12	53	122	58	26	0	152	2	135	25	20	46	20	42	136	10	7	74	198
11	1308	7	458	25	285	15	10	49	111	42	42	8	189	1	106	57	33	63	24	39	170	7	13	48	233
12	1926	25	540	32	352	90	14	28	113	54	31	3	100	5	116	44	24	51	13	38	90	10	27	30	141
	19019	355	7556	151	4677	275	124	454	1453	570	456	16	2244	55	2138	514	265	717	190	690	2051	82	183	884	2931

<b>Legend</b>																								
<b>Calls for Service:</b> Any 911 call or service request reported by the public																								
<b>Animal Control:</b> Any animal custody situation, abuse or calls for reports of dog bites, etc.																								
<b>Self Initiated Activities:</b> Any activity, other than a call for service, generated by the officer																								
<b>Special Assignments:</b> Off-duty assignments for security, pre-planned checkpoints, parades, etc.																								
<b>Vehicle Stops:</b> Traffic stops conducted																								
<b>Foot Patrols:</b> Physical patrols conducted by officer on foot																								
<b>Public Relation Activities:</b> Any activity that assists a citizen or builds community rapport																								
<b>Follow up Investigations:</b> Any time an officer conducted a subsequential investigation to an original case																								
<b>Incident Report:</b> Physical written reports																								
<b>Accident Report:</b> Physical written crash report																								
<b>Cases Cleared by Arrest:</b> Arrests made associated with a Roxboro Police investigation																								
<b>Narcotic citations:</b> Misdemeanor drug or drug paraphernalia charges (not arrested)																								
<b>Traffic citations:</b> Citations issued for traffic offenses																								
<b>DWI:</b> Physical DWI arrests																								
<b>Written Warnings:</b> Physical written warnings for any violation																								
<b>Total Physical Arrests:</b> Actual arrests																								
<b>Total Felony Charges:</b> Felony charges by arrest or warrant																								
<b>Total Misdemeanor Charges:</b> Includes all misdemeanor charges by arrest or citation																								
<b>Total Infractions:</b> Infractions issued by citation (i.e. stop sign violation)																								
<b>Felony Warrants:</b> Felony charges from warrant service																								
<b>Misdemeanor Warrants/Criminal Summons:</b> Misdemeanor Warrants Or Criminal Summons served																								
<b>Subpoenas:</b> 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 department collaborated with a company through a statewide grant to revise policy. The company failed to meet guaranteed timelines that would have produced a final product by the end of 2016. In August of 2016, the department decided to utilize internal resources to update the policy manual. As of February 1, 2017, the draft manual is more than 2/3 completed. Several judicial rulings and case laws required previous drafts to be updated which has prolonged a final draft.

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

Throughout 2016, the patrol division sustained the loss of several employees which forced the department to implement a strategy known as "Call Stacking." The purpose of call stacking is to have non-priority 911 calls pending until an available police officer can respond. A total of 225 calls over a five-month period were call stacked resulting in an average delayed ability to respond to these calls of 6-10 minutes.

July – 44

August – 43

September – 45

October – 58

November – 35

In addition to this data, the department will review the crime rate trend, call volume, and other factors. Preliminary data indicates the department may be understaffed to effectively reduce wait time and proactively combat rising crime statistics.

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

Over the next five years the department will experience A total of 130 years of service with the retirement of the deputy chief of police, two lieutenants and two veteran sergeants. Having properly trained staff is vital to ensure reduced liability to the city. The problematic issues of turnover and call stacking add to the complexity of providing quality training for future leaders in the organization. A certification pay program is being drafted that would provide direction to current staff and can be used a retention and recruitment tool.

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

Published in August of 2015, the department's fleet analysis provides cost savings and justification for the need of a take home program. Of critical importance is maintenance cost savings, retention of staff, recruitment, morale, and care of equipment. This proven strategy proactively aids improvement in all these areas.

## **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. Chief David Hess serves on the North Carolina Chiefs of Police Association legislative committee. NCACP was instrumental in the draft of the legislation along with other law enforcement associations. Legislatures have indicated the law may be revised again in 2017. Cost analysis, data retention, monthly changes in judicial rulings and privacy of the public make the need for a complex issue to be properly study. The department does not currently deploy BWC and will continue to study the matter through 2018.

## **Goal 6: Improve Technology**

The city provided critical support for technology improvements. Some of those included a new record management software, acquisition of a digital management system, new computers, and grant match funds to upgrade in car cameras. Remaining identified areas include upgrading the building security camera system and IT hardware.

## *Recruitment and Retention*

Stability of an organization helps provide quality service without interruption to citizens. Over the next five years, the department will transition through several leadership positions of tenured employees who will retire. The department is working to develop an employee recruitment and retention program that will help stabilize the organization ahead of the forecasted transitions.

[North Carolina Administrative Code](#) sets forth minimum requirements for hiring a police officer candidate. In addition to those requirements, the department added standards to ensure the hiring of the most qualified candidates available to fill vacancies. The department added pre-screening hiring requirements that include a KEYS assessment, physical fitness test, and an intensive oral board. On average, it takes six to eight months to hire an applicant for a police officer vacancy. When the department is trying to fill more than one vacancy at a time, the strain on existing resources reduces efficiency and the ability to be involved in all aspects of community policing.

The police department remains committed to recruiting an applicant pool that is reflective of the community. The applicant pool seldom offers the number of females and minorities that would give us the desired diversity in our workforce. We will continue to focus our recruiting efforts to attract a more diverse applicant pool while maintaining our high employment standards to ensure a professional work force. The following chart shows the number of law enforcement applicants the department received based on sex, race, certified police officer or non-certified.

### Police Officer Applicant Data for 2016

<b>Male</b>	47
<b>B/M</b>	1
<b>W/M</b>	18
<b>H/M</b>	0
<b>A/M</b>	0
<b>Certified</b>	13
<b>Non-Certified</b>	34
<hr style="border: 1px solid red;"/>	
<b>Female</b>	8
<b>B/F</b>	0
<b>W/F</b>	1
<b>H/F</b>	0
<b>A/F</b>	0
<b>Certified</b>	1
<b>Non-Certified</b>	7

The department is drafting a certification pay program that would reduce liability to the city and increase the knowledge and retention of our staff. Another phase of the department's recruitment and retention is implementing a take home fleet program. These programs are proven strategies to recruit higher qualified applicants and retain employees. In the fall of 2016, the department began hiring non-certified police applicants and paying them to attend Basic Law Enforcement Training. To date the agency has hired one minority and one Caucasian applicant through the program. This recruitment tool is an additional strategy to show commitment to hiring a diverse workforce with long term stability.

# 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 2016, the police department **saved the City of Roxboro \$25,130.**

Acquisition of Equipment	Vendor	Actual Cost	Paid	Savings
E- Citation Printers	AOC	\$ 2,250.00		\$ 2,250.00
Lidar Radar	NCGHSP	\$ 4,000.00	\$ -	\$ 4,000.00
<b>2016-17 FY Total to Date</b>				<b>\$ 6,250.00</b>
Generated Revenue Source	Type	Purpose	Amount	
Royce Publications	Donation	Calendars	\$ 3,000.00	
Charlie James	Donation	Crime Prevention	\$ 15.00	
ARC of Person County	Donation	Mental Health Training	\$ 2,000.00	
Various Community Partners	Donation	K-9 Vest	\$ 1,355.00	
Various Community Partners	Donation	Honor Guard Uniforms	\$ 6,360.00	
<b>2016-17 FY Total to Date</b>				<b>\$ 12,730.00</b>
Grants Applied for	Grantee	Justification	Amount	Awarded
Vest Partnership	NCLM & DOJ	Vest Purchase Reimbursement	\$ 6,150.00	\$ 6,150.00
<b>Actual 2016-17 FY Total to Date</b>				<b>\$ 25,130.00</b>
<b>Total amount of projected savings 2016-17 FY</b>				<b>\$ 25,130.00</b>



## *Community Oriented Policing*



The goal of Community Oriented Policing is an organizational philosophy that bridges the gap between the police and the community we serve. Community policing builds trust and legitimacy with the citizens. The goal of community policing helps to solve crime, reduce fear of crime, identify social and physical disorders, and improve our citizen's overall quality of life. Community policing is not a buzz term used by the department because we work in partnership with the community all year through a variety of ongoing programs, outreach, crime prevention and youth engagement. We have numerous officers who serve on local civic organization boards as a demonstration of commitment to being involved in all facets of improving the quality of life for our citizens. Some of those civic organizations include Rotary, Person County Partnership for Children and United Way.

The police department has historical relationships with the community. Those relationships foster community trust with the department and facilitate the overall mission for the City. 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.

## Shop with a Cop



Every year the Roxboro Police Department hosts a Shop with a Cop program to help children of Person County enjoy Christmas. Many of the families are thankful for the program. Community donations solely support the community event. Donations this year set an agency record with nearly \$3,000 donated. The department sponsored eighteen children from elementary schools throughout Person County. Uniformed officers picked the kids up after school and took them to the police department where officers spent time getting to know the kids they were shopping with. With the partnership of Person County Schools, an activity bus was used to transport kids from the police department to Wal-Mart. Sergeant Cunningham of the Person County Sheriff's Office drove the bus with a blue light and siren escort provided by the police department to Wal-Mart. "These kids are very special and we want to make their memory of shopping with a Cop special. Giving a blue escort to Wal-Mart helps ignite that memory of a lifetime for them.", Chief Hess said in a press release about the event. After shopping with the kids, they returned to the police department where the local McDonalds donated a hot meal for dinner.



## *Citizen's Police Academy*



Established by Deputy Chief Tony Kirby in 2005, the Citizen's Police Academy has graduated over 120 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 practical scenarios of traffic stops, shoot don't shoot, DWI detection, M.A.D.'s resources, Drug and Gang awareness, arrest search and seizure and forensics.

A recent CPA graduate said the following words during the commencement speech for graduation, "One thing that has not changed is the RPD's need for the citizens to be their eyes and ears. They cannot be everywhere at all times. We as CPA participants should be concerned about the violence, gang activity, drug activity, and drinking and driving that is happening in our city. We don't want to be, a victim of any crime. As my Assistant Pastor says, when you know better, you do better. Now, my fellow class mates, we know better and we can begin to do better. Modifying the words of Hezekiah Walker, We [citizens and officers] need each other to survive."

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.

During 2016, the department hosted an Advanced Citizen's Police Academy as a pilot program for alumni. CPA graduates were invited to come back once a quarter for more in depth training. The pilot proved to be a success and will expand in the coming years to offer more volunteerism.

## ***Roxboro Person Police Athletic & Activities League***

The Roxboro Person PAAL program seeks to provide mentoring, academic assistance, life skills and promote positive relationships with the diverse youth in our community through athletics and activities. The program will develop positive, trustworthy relationships through athletics and activities to build self-discipline, respect, teamwork, trust, and to positively enhance the life of youth in our community. RP-PAAL program will also endeavor to be a catalyst of all local organizations providing services to youth in collaboration with other likeminded partners.

The initial meeting for the program was held on November 14, 2016 to begin the process of becoming an incorporated non-profit. The program anticipates providing services by the end of 2017. The founding board members are Attorney Lin Cates; Sherry Clayton; Ron Perkins; Louise Oliver; Pastor Tim Bowes and Chief David Hess.



# 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.



## New Employees

Police Officer Tyler Gray  
Police Officer Brad Solomon  
Police Officer Wesley Brown  
Police Officer Jamie Vuolo  
Police Officer Kenny Fitzsimmons  
Evidence Custodian Tanya Thomas

## Professional Development

Chief David L. Hess- *FBI National Academy Session 264*  
Lieutenant Jimmy Hawkins- *FBI Law Enforcement Executive Development (FBI-LEEDA)*  
Sergeant Shawn Williams- *Crisis Intervention*  
Sergeant Ken Horton- *Law Enforcement Development for Managers*  
Sergeant Chris Dickerson- *Credible Leadership; General Instructor; In-Service Coordinator; Drug Recognition Expert Recertification*  
Sergeant Ryne Ford- *General Instructor*  
Corporal Chris Blalock- *Advanced FTO; FTO Supervisor; General Instructor; Leadership for Law Enforcement*  
Corporal Darrell Mills- *Law Enforcement Development for Managers*  
Corporal Alfred Cox III- *General Instructor; Field Training Officer; Leadership for Law Enforcement; Police Law Institute*  
Detective Jason Howe- *General Instructor*  
Officer Manuel Gil- *Interview & Interrogation*  
Officer Chris Lynch- *Field Training Officer*  
Officer Chris Thompson- *Field Training Officer*  
Officer Terry Sanford- *Field Training Officer*

## Retirement

Lieutenant Don Mangum with 25 years of service  
Corporal Sharon Cash with 10 years of service

## Promotions

Ricky Hughes- Lieutenant  
Chris Dickerson- Sergeant  
Chris Cates- Sergeant  
Ryne Ford- Sergeant  
James Watson- Corporal  
Alfred Cox III- Corporal  
Jason Howe- Detective

“The single biggest way to impact an organization is to focus on *leadership* development. There is almost no limit to the potential of an organization that recruits good people, raises them up as *leaders* and continually develops them.”

~ John C. Maxwell



*The Roxboro Police Department Thanks the  
CommUNITY for their Support.*



@ChiefDavidHess

@CityofRoxboro



Facebook/RoxboroPoliceDepartment



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

*There is Unity in CommUNITY.*