

2019 ANNUAL REPORT



Roxboro Police Department

David L. Hess, Chief of Police

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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.

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MESSAGE FROM THE CHIEF OF POLICE

Thank you for taking time to read our department's annual report which highlights our 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 Instagram, 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 three part-time officers and five non-sworn staff to provide law enforcement services to a city approximately 6.9 square miles with a residential population of approximately 8,350 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 where he serves as a Deacon and ministry leader.

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 Advanced Certificate. 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 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 is a graduate of the [Methodist University West Point Leadership Academy](#). In 2019, he was awarded the [FBI-Law Enforcement Executive Development Association Trilogy](#) award. He is a graduate of the [NCSU Law Enforcement Executive Program](#). He 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 S. Williams leads the division. He is a graduate of the [NCSU Law Enforcement Executive Program](#). 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. Williams can be contacted by calling (336) 322-6054 or via email at swilliams@cityofroxboro.com



Field Operations

The Field Operation division serves as the front-line defense of public safety. The division consists of four squads totaling (21) 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 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](#). In 2019, Lt. Hughes became the first employee in the department's history to graduate the [North Carolina State University Administrative Officers Management Program \(AOMP\)](#), graduating from the 84th Session. Citizens who need to speak with Lt. Hughes may contact him by calling (336) 322-6067 or via email at rhughes@cityofroxboro.com

Patrol Sergeants

A Squad is led by Sergeant D. Mills who is a 12-year veteran of the department. Sgt. Mills can be reached by email at:

dmills@cityofroxboro.com

B Squad is led by Sergeant K. Horton who is an 20-year veteran of the department. Sgt. Horton can be reached by email at:

khorton@cityofroxboro.com

C Squad is led by Sergeant P. Furstenau who is a 12- year veteran of the department. Sgt. Furstenau can be reached by email at:

pfurstenau@cityofroxboro.com

D Squad is led by Sergeant A. Cox who is a 10-year veteran of the department. Sgt. Cox can be reached by email at: acox@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 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

General Crimes

The General Crimes division is a full-service criminal investigations bureau including forensic crime scene and analysis. Sergeant R. Ford 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. Ford by calling (336) 322-6061 or via email at rford@cityofroxboro.com

Street Crimes

Sergeant J. Watson 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. Watson by calling (336) 322-6051 or via email at jwatson@cityofroxboro.com



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 18,000 records during 2019. 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

Property/Evidence custodian Tanya Horne, 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 thorne@cityofroxboro.com



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 city saw a 2.48% overall increase in the crime rate from 2018. An increase of breaking into unlocked motor vehicles and larcenies caused the increase. Violent crime decreased by 1.14% to 8.74%.

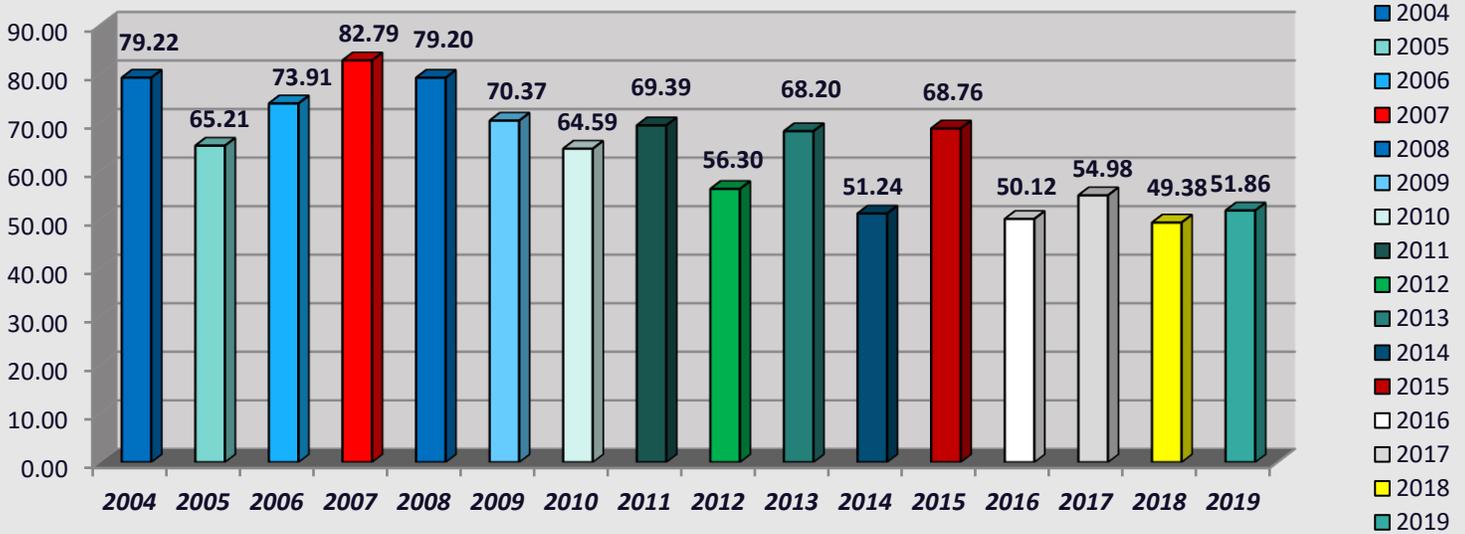
Reporting

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.

Roxboro 15 Year Crime Rate Comparison



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 2019, Roxboro Police made 847 physical arrests, in which only 11 arrests involved Use of Force. Of all the arrests, the Roxboro Police Department utilized force in only 1.3% of all arrests. In 2019, the department had 19,781 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 0.05% 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 2019, the police department received (4) total complaints, a decrease of (9) from the previous year. On two of the complaints, the evidence obtained determined the complaints were unfounded. On the remaining two, the officers were exonerated. The department's complaint policy is available on the department's website at <http://www.cityofroxboro.com/government/compliment-or-complaint> . In comparison to all the documented citizen encounters, the department complaint ratio was 0.02% 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 more persons report racial profile stop data. The City of Roxboro has approximately 8,350 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 2019, the police department conducted more than 4,100 traffic stops. The racial data of those stops were:

| Ethnicity/ Sex | Number Stopped |
|-----------------|----------------|
| White Male | 1,187 |
| White Female | 1,917 |
| Black Male | 911 |
| Black Female | 952 |
| Hispanic Male | 97 |
| Hispanic Female | 50 |
| Asian Male | 40 |
| Asian Female | 9 |

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.

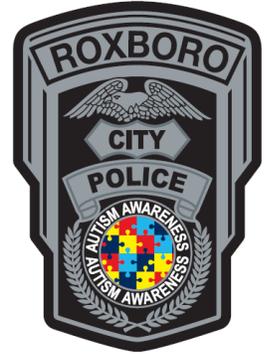
Based on the department’s data, the Roxboro Police Department does not disproportionately issue citations to any particular race. On average, in 2019, citizens were issued a traffic citation in approximately 51% of all traffic stops.

| Ethnicity/ Sex | Citations Issued |
|-----------------|------------------|
| White Male | 537 |
| White Female | 400 |
| Black Male | 498 |
| Black Female | 512 |
| Hispanic Male | 55 |
| Hispanic Female | 20 |
| Asian Male | 2 |
| Asian Female | 0 |



COMMUNITY POLICING EVENTS

The Roxboro Police Department is actively involved in our community. Some of the community policing events the department participates in or hosts 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 2019, the department hosted the second annual event for the special families of our community. Last year, the event was hosted in partnership with Person County Parks and Recreation. The 2019 event partnered with Palace Pointe.





In the department's [2019-2021 Strategic Plan](#), Goal 3 outlined several community relations goals of which one was to host a Barbershop Uncut series in a minority owned barbershop. The first meeting was held on May 20, 2019 at Miracles Barbershop owned by Derrick Pettiford. Pettiford, as the locals call him, has owned the barbershop for over twenty-six years. Since May 2019, the Barbershop Uncut series meets at Miracles the first Monday of each month from 6PM-7PM. The series creates “uncut” conversations between the police and minority community members in a relaxed setting. The barbershop series was mirrored after a similar program in Wake County. Implemented by Tru Pettigrew and the Cary Police Department, the Barbershop Rap Session is a unique relational policing setting bringing local law enforcement and community members together. The Barbershop Uncut series received praises from Avie Lester Sr., President of the Person County NAACP Chapter. In an editorial published in the Courier Times on May 29, 2019, Lester said in part, “Barbershop Uncut offers a format for serious communication to occur, in a non-threatening, comfortable and casual atmosphere...the Chief is to be applauded for his willingness to continue this level of engagement with the community.”



CRISIS INTERVENTION TEAM TRAINING

With the rise of mental health issues throughout the nation, the International Association of Chiefs of Police embarked on a mission in 2017 to encourage every police department to join the One Mind Campaign. The One Mind Campaign initiative seeks to provide successful interactions between police and persons dealing with a mental health need. According to IACP's website, "These practices include: establishing a clearly defined and sustainable partnership with a community mental health organization, developing a model policy to implement police response to persons affected by mental illness, training and certifying sworn officers and selected non-sworn staff in mental health first aid training or other equivalent mental health awareness course, and providing crisis intervention team training"

The Roxboro Police Department [joined the campaign](#) in 2018 with a goal of achieving all components by the end of 2019. By the year end, the police department has seven officers remaining to obtain their CIT certification which will have 100% of all Roxboro police officers CIT certified. Upon that achievement, the department will obtain their official One Mind recognition.



COPS AS COACHES

For years, officers with the police department have coached youth sports. From that experience a unique opportunity was presented to coach the Northern Middle School Raiders football team. Coaches included Lieutenant Dickerson, Sergeant Watson, Detective Howe, Detective Wright, Corporal Brown, Officer Leech and Officer Stasiuk, and retired North Carolina Emergency Management Deputy Director Joe Wright II. The commitment required numerous practices throughout the week plus home and away games requiring travel. Officers spent their own money to purchase certain equipment needs. Of significant recognition, the officers networked with local businesses to acquire paint and lift equipment to paint the field goal posts. Officers spent hours scrubbing rust and old paint from the goal posts before painting them with fresh paint.

Coaches also personally paid to have retired NFL Football player [Marques Ogden](#) to speak with players and parents. Ogden played for the Jacksonville Jaguars, Buffalo Bills and Baltimore Ravens. At the conclusion of that day's practice, Ogden talked with players about the importance of respecting themselves and respecting those who are leading them. Later that evening, Northern hosted the players and parents from Southern Middle School football for a keynote speech from Ogden about life experience, education, goals, and respect.

An opportunity to build meaningful relationships that could impact generations by coaching sports is a privilege our staff is extended. One officer commented that a player learned one of the coaches' family members was sick and took time to call the coach to see how they were doing. This display of compassion and tenderheartedness is the motivation for our officers to volunteer time with youth.



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.

Retirements

Sergeant James Cash- 25 years

Promotions

Cpl. Mills- Sergeant
Ofc. Vuolo- Corporal
Ofc. Gray- Corporal

Department Awards

Top Gun- Corporal Chris Lynch
Top Arrests- Ofc. Seifert
Top DWI's- Ofc. Fitzsimmons
Rookie of the Year- Ofc. Seifert
Employee of the Year- Det. Howe
Chief's Choice- Sgt. Cash

Community Policing

Ofc. Franklin
Ofc. Pennington
Ofc. Stasiuk

Field Training Officer

Cpl. Gray
Ofc. Fitzsimmons

Administrative Management Officers Program

Lt. Hughes, Session 84

Law Enforcement Executive Program

Lt. Walker

FBI-LEEDA Trilogy

Lt. Walker

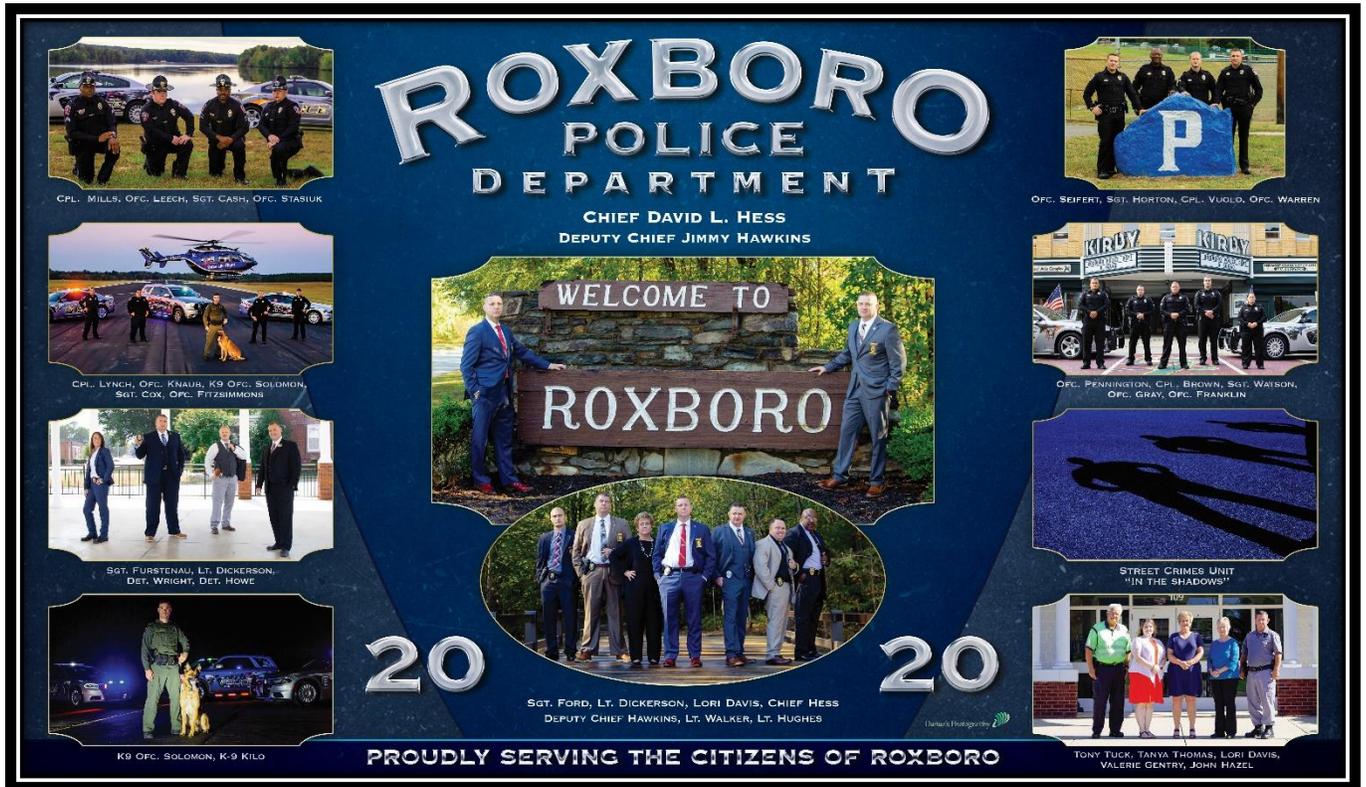
New Employees

Trainee Police Officer Nicholas Reed



Lt. Dan Walker, graduate of the NC State Law Enforcement Executive Program (LEEP).

WE THANK YOU FOR YOUR CONTINUED SUPPORT



[@ChiefDavidHess](https://www.instagram.com/ChiefDavidHess)

[@CityofRox](https://www.instagram.com/CityofRox)



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

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



Check out our website:

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