



Annual Report & Accreditation Summary



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.

Mission

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.

Vision

Integrity, Respect, Professionalism and Dedication. "I am RPD"

Core Values



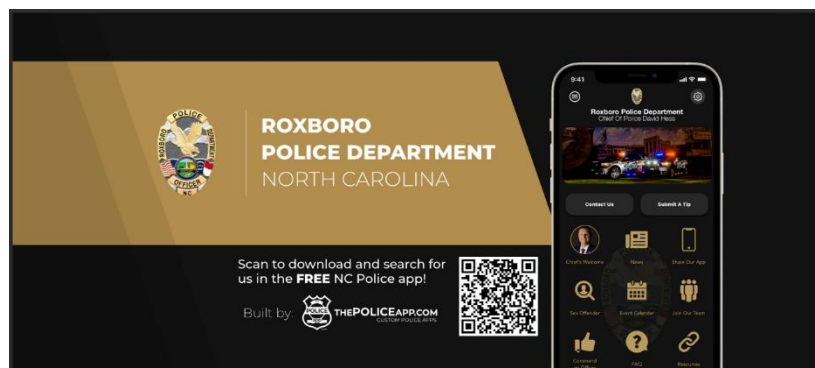
Calendar Year 2025

Chief of Police: David L. Hess

Accreditation Status: State Accredited / Reaccreditation Year 2026

Agency Size: 33 Sworn; 5 Professional Staff

Population Served: 8, 100



Roxboro Police Department, 2025 Annual Report

Message from the Chief of Police

This report serves as a summary of the activities of the Roxboro Police Department for the 2025 calendar year, highlighting our commitment to community policing, professionalism, transparent policing, initiatives, achievements and public data.

I am very pleased with the dedication of our staff. Focused crime enforcement campaigns toward deterring violent crime to improve the quality of life for our community and traffic crash reductions yielded amazing results! Because of our officer's focused efforts to combat violent crime by using data driven focused patrols and technology, our overall crime rate reduced by over 7% from the second consecutive year, producing the lowest recorded crime rate in the City's history! Over the past four years, these efforts removed over 200 illegally possessed firearms in the community. These efforts resulted in a 20% violent crime reduction and a 15% property crime reduction for the calendar year! Staff received over 2,100 training hours ranging from legal updates, constitutional policing, liability reduction, community engagement and professional leadership development.

The International Association of Chiefs of Police defines the mission of community policing as “a culture that enhances trust and legitimacy through collaborative, sustainable relationships with the police and the public to address solutions to crime and improve quality of life.”¹ With our dedication to community policing, officers spent 21% of their duties participating in community-oriented policing, coupled with historic low crime rates, we are achieving the mission of community policing.

To learn more about your police department, download our FREE [police app](#), or 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, or call us at (336) 599-8345, or [email](#) me.

Respectfully,



*David L. Hess
Chief of Police*



¹ International Association of Chiefs of Police, 2024, Navigating the Path to Public Trust, On-line at: [Navigating The Path to Public Trust](#)



Community and Agency History

Located less than an hour from Durham and the Research Triangle Park, Roxboro is an excellent place to raise a family, enjoy recreation, or start a business. Whether you work, shop, or live in Roxboro, in a single day you can enjoy shopping, dining, and a leisurely boat ride on one of two major lakes located within a short drive of the city. This safe, quiet, rural community promotes and supports a high quality of life with low crime rates. Primary services provided by the City of Roxboro include water, sewer, solid waste, code enforcement, sanitation, street maintenance, planning, zoning, fire and police protection. The city offers a thriving historic Uptown business area home to the Kirby Cultural Arts Theater, the Rox-N-Roll car series, Personality Festival, Jingle on Main, food truck rodeos, dining, boutiques and breweries.

Roxboro is named after a town in Scotland; Roxburgh. Although spelled differently, they are pronounced the same. Prior to the official adoption of the name Roxboro, the community was known as "Moccasin Gap". The City of Roxboro was incorporated on January 9, 1855 and remains the only municipality in Person County. The earliest known existence of the Roxboro Police Department is a city marshal established two years later in 1857.

The [Roxboro Police Department](#) is authorized 33 full time sworn police officer positions, supplemented by part-time officers and five non-sworn staff to provide law enforcement services to a city approximately 7.65 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](#). Governing the City of Roxboro is a body of six elected officials. City Council members and the Mayor are elected every four years.



Significant Events

Four significant events occurred during the 2025 calendar year. The most impactful were the retirements of three tenured employees, totaling nearly 75 years of experience, knowledge, and leadership.

Captain Rick Hughes

Lieutenant Shawn Williams

Police Management Assistant Lori Davis



The Department earned its third consecutive North Carolina League of Municipalities Risk Management Review. This instrument assesses an agency's adherence to best practices, court decisions, and policies and procedures related to high-liability activities in law enforcement. The goal is to mitigate liability exposures, enhance officer safety, and validate that training and operating procedures meet industry standards. First awarded to the Roxboro Police Department 2017, the department remains on the front edge of implementing best practices to reduce risk and liability to the citizens and the city.



Community Outreach

The department's culture of community policing involves more than just programs. Our culture is about building relationships of trust and legitimacy with the people we serve. In 2025, officers spent 21% of their workload performing Community Policing.

A few highlights of 2025 include:

Coached Youth Football

Shop with a Cop

Cones and Cops

Greg's Grocery- handed out over 100 boxes of food to people in our community

Lowe's Public Safety Day

Honor Guard at Carolina Hurricanes

RCS Senior Speech Night

Walmart Community Day events



Crime Data & Transparency Reporting

Traffic Stop Race Data



2025 Traffic Stop Data				
Ethnicity/Sex	Number Stopped	Citations Issued	% of issued citation	% stopped by gender/race
White Male	779	250	7%	20%
White Female	620	165	4%	16%
Black Male	760	294	8%	20%
Black Female	608	248	6%	16%
Hispanic Male	175	91	2%	5%
Hispanic Female	90	41	1%	2%
Asian Male	83	2	0%	2%
Asian Female	8	5	0%	0%
Indian Male	4	1	0%	0%
Indian Female	2	0	0%	0%
Other/ Not Known	21	4	0%	1%

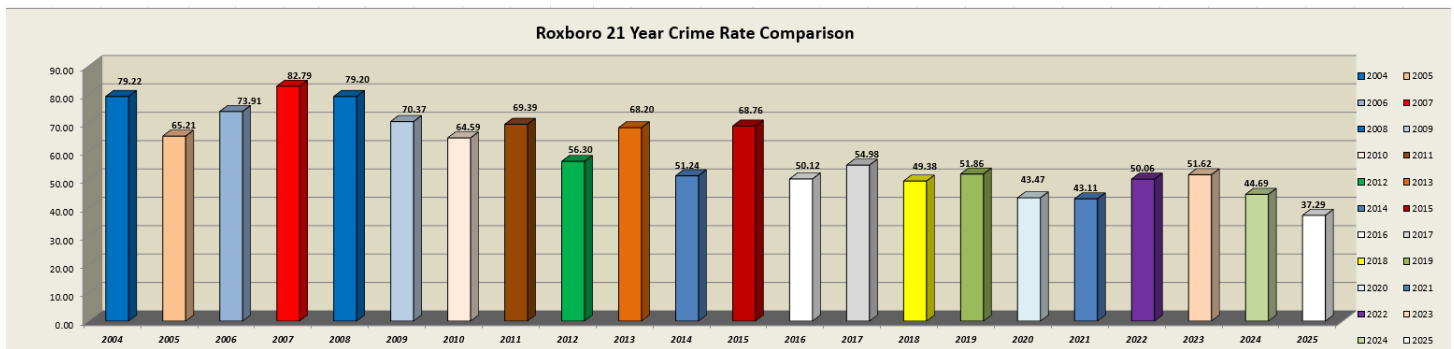
Based on our data, the police department does not disproportionately stop or charge any particular race.

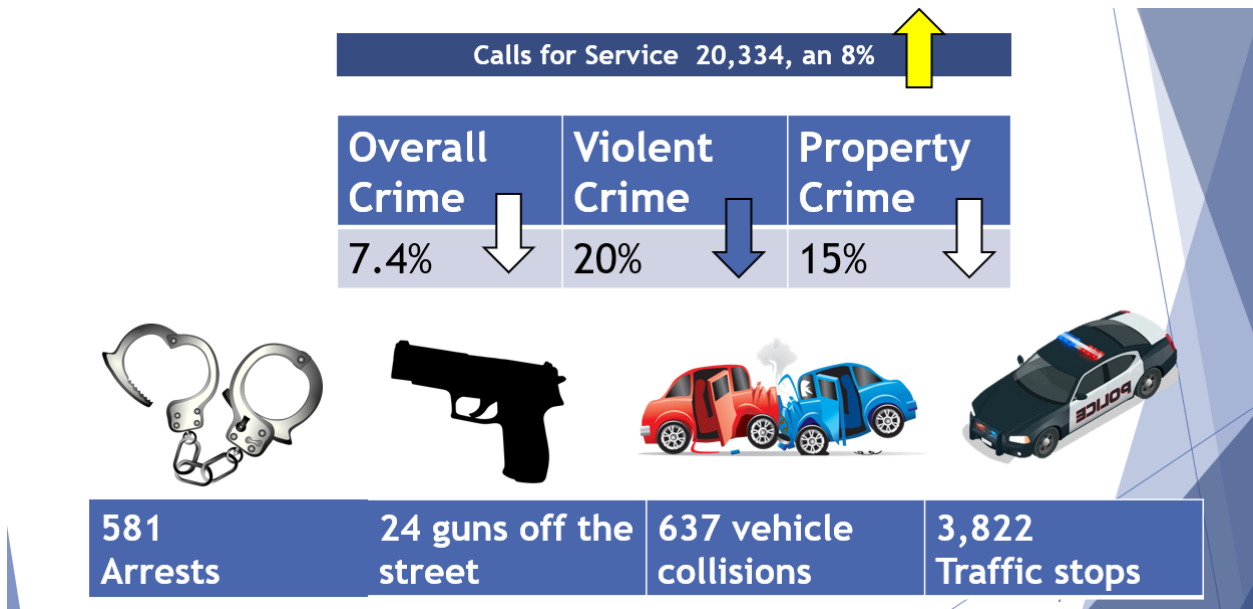
2025	Total	Percent
Citations	1609	42%
Written Warnings	1934	51%
Verbal Warning	102	3%
Arrest	47	1%

Officers are given broad discretion of enforcement actions. Data shows officers choose to issue written warnings in over half of all traffic stops.

(NCLEA 1.11; 6.19)

Lowest Crime Rate in City History





Assaults on Law Enforcement

According to the most recent FBI Law Enforcement Officers Killed and Assaulted 2023 report², assaults on law enforcement rose across the nation by 55% from the previous year, with a total of 79,091 law enforcement officers were assaulted in the line of duty. Roxboro Police Officers were not immune from unlawful assaults. For the first time in 10-years, the department saw a 75% reduction in assaults on law enforcement personnel, with only one occurrence during the 2025 calendar year.

Incident #1 (OCA 25-001696): Officers responded to a report of someone laying on the side of the road. The initial responding officer knew the person, spoke with them, and offered them a ride home, which was declined. After clearing the call for service, officers learned of an unserved domestic violence protective order and associated arrest warrants for the person. Officers located the person again, explained the arrest warrants, which prompted the person to flee on foot from officers. When officers apprehended the person, a struggle began when the person reached in their waistband for an unlawfully concealed firearm. Officers were able to subdue the offender with no use of force. While officers were escorting the arrested person from the woods to a police car for transport, the person kicked uniformed officers several times. Charges included resisting arrest, carrying a concealed weapon, and assault on a government official resulting in a \$10,000 secured bond.

² FBI Law Enforcement Officers Killed and Assaulted, 2023, Summary Report, September 2024



Use of Force Analysis

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 are certified through PERF ICAT and carry a BolaWRAP restraint device to de-escalate situations. De-escalation is used as the primary method of communication to reduce use of force; however, not every situation can be resolved using this method and, unfortunately, officers may have to apply legal use of force. Officers are required by policy to document and report every use of force. The report is reviewed by all levels of chain of command. Policy requires this review to include auditing the full content of in-car and body worn cameras of the event. The review determines both policy and legal application of use of force when appropriate to reduce risk to the public and department.

The Roxboro Police Department utilizes an “Early Intervention System” (EIS) to more effectively evaluate employee performance. An EIS is a data-based 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. During 2025, EIS was not activated for any employee (NCLEA 3.08).

USE OF FORCE DATA

In 2025, Roxboro Police made 581 physical arrests, in which only 1 arrest involved Use of Force, a decrease of thirteen use of force arrests from the previous year. This use of force was the only use of force in a 16-month period.

Consistent with our policy, every use of force is reviewed to determine lawful use of force by the officer, adherence to policy, and alternative outcomes if possible. The use of force reviews determined they were lawful, policy compliant, and alternative outcomes were not possible. The only use of force arrest involved a known felon with a history of assaulting law enforcement who began to take a combative stance to fight uniformed officers. Officers used several verbal warnings and de-escalation techniques that were not effective. When the person began to advance toward uniformed police in an assaultive manner, officers deployed OC Spray to prevent being assaulted.

The Roxboro Police Department utilized force in less than .001% of all physical arrests. In 2025, the department had 20,334 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 less than 0.001% in all encounters with the public. (NCLEA 5.04).



Citizen Complaints

The Roxboro Police Department policy requires investigation of all citizen complaints. 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 a person is voicing displeasure with an enforcement action. Misconduct complaints allege a constitutional violation, racial profiling, or other serious personal misconduct.

In 2025, the police department received one performance complaints, a decrease of three from the previous year. The complaint stemmed from an officer in training taking improper enforcement action of a local ordinance. The officer received corrective training consistent with policy. The administration worked with the district attorney office to have the ordinance enforcement dismissed within 24-hours of the reported incident.

No complaints or allegations of misconduct or constitutional violations were filed.

The department's complaint policy is available on the department's website at <http://www.cityofroxboro.com/government/compliment-or-complaint> (NCLEA 1.16). In comparison to all the documented citizen encounters, the department complaint ratio was less than 0.01% of all encounters.



Employee Commendations

Staff received a total of 39 citizen commendations and 11 departmental commendations during the 2025 calendar year! Commendations ranged from citizens commending officers' professionalism, to staff recognition by supervisors for volunteering to assist with community outreach or other departmental needs. These commendations document the amazing work of our staff who work tirelessly to make their home town a safe and vibrant community to live, work and play.

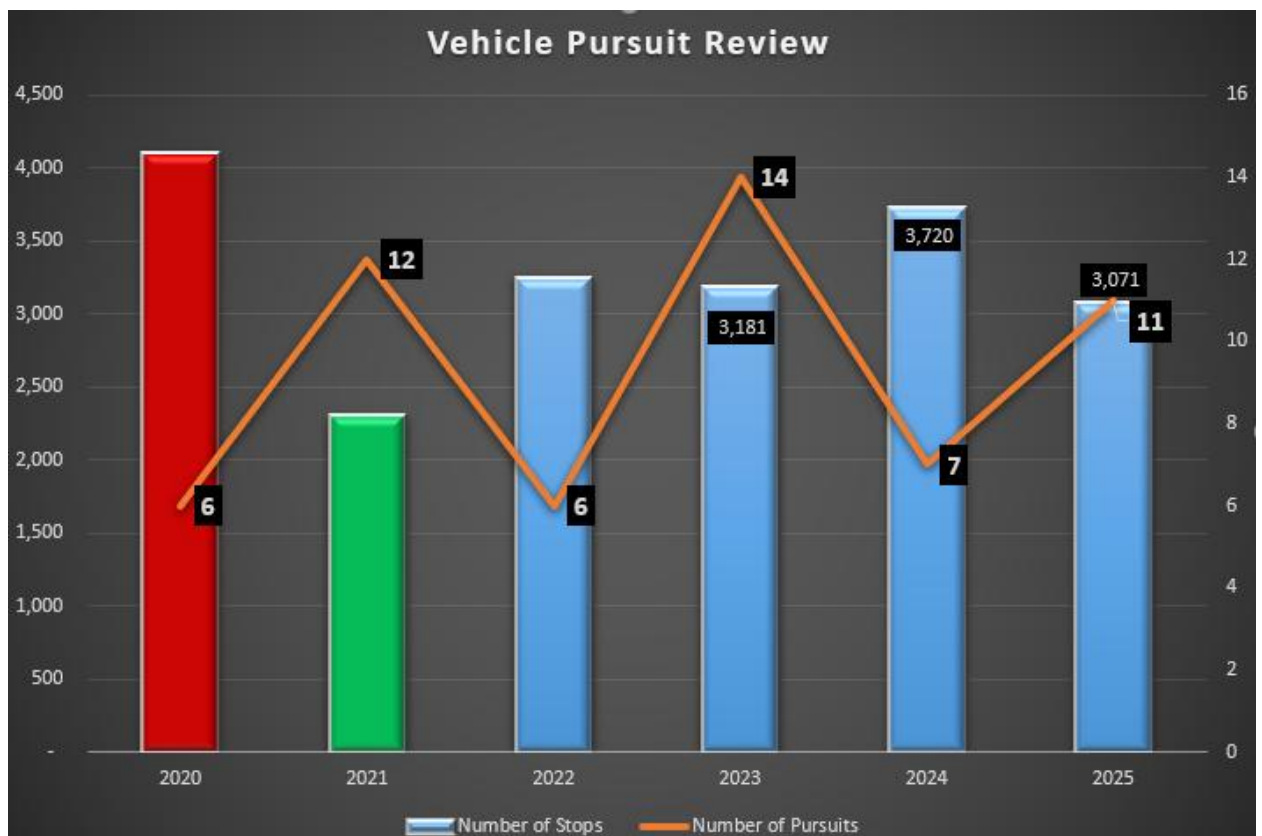


North Carolina Animal Control Officer of the Year



Annual Vehicle Pursuit Review

Departmental policy strictly governs when officers can engage in a vehicle pursuit. The department adopted the International Association of Chiefs of Police pursuit definition that states, "An active attempt by an officer in an authorized emergency vehicle to apprehend a fleeing suspect who is actively attempting to elude the police." An annual review for pursuits in 2025 shows officers engaged in eleven vehicle pursuits (NCLEA 6.09), a 1.8% increase from the previous year. The eleven pursuits total .002% of all reported traffic stops. Consistent with our policy, all pursuits require review by the immediate supervisor, division lieutenant, Captain and Chief of Police. At all layers, supervisors review policy, the officer's report, and all law enforcement video. All eleven pursuits were authorized by policy.



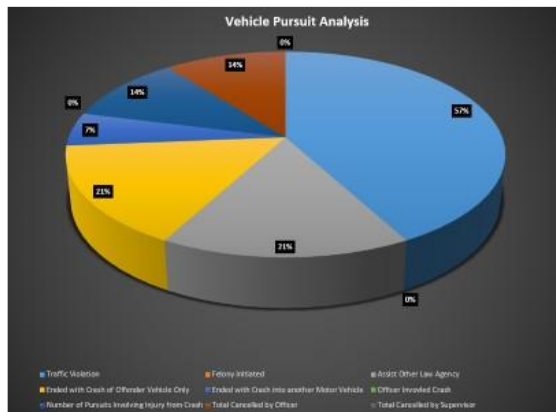
Vehicle Pursuit Analysis

A five-year analysis from 2020-2025 of pursuits concluded all pursuits complied with departmental policy. The highlights of the data are misdemeanor traffic violations are the primary reasons for most pursuits. The department engaged in a total of 38 pursuits over a five period (2020-2025), totaling .002% of 19,616 traffic stops conducted during the same period.

For the calendar year 2025, the department engaged in eleven pursuits of which 57% were for misdemeanor traffic offenses, 0% for a felony offense and 21% assisting another agency with a pursuit entering the City Limits. Summary highlights of data of those pursuits shows three ended with the fleeing offender crashing their vehicle. No serious injuries occurred from those crashes. None involved crashes into other motorists.

The chart titled Vehicle Pursuit Analysis, is for pursuits during the calendar year of 2025 detailing percentage of why a pursuit began and the outcome of the pursuits.

Vehicle Pursuit Analysis



11 pursuits in 2025, an increase of 4 from the previous year. The pursuits total .002% of all traffic stops.

All pursuits complied with departmental policy.

Nearly 60% of all pursuits were initiated for a misdemeanor traffic offense (i.e. DWI or Reckless driving)

Two of the pursuits were terminated by pursuing officer decision based on risk to the public or complying with policy.



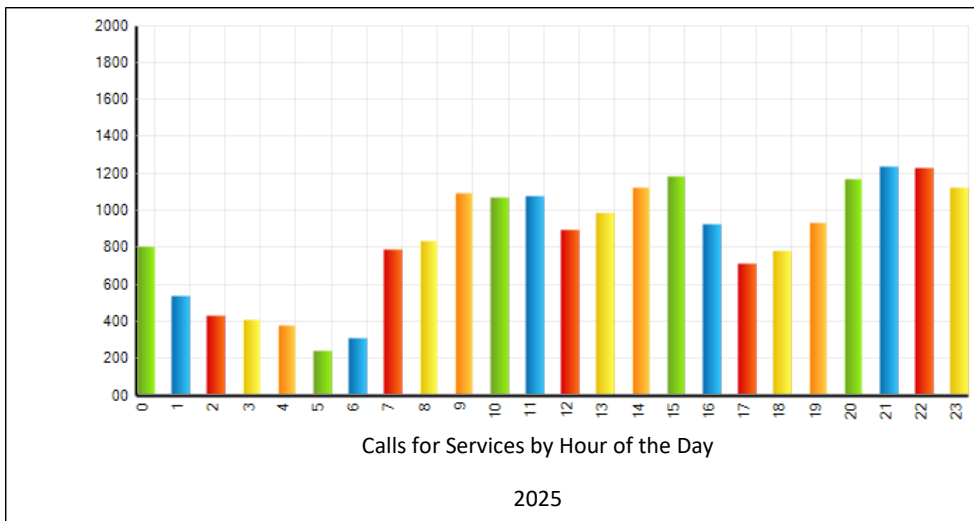
Patrol Division Calls for Service

The department continues to see an increased demand for services. The department’s six-year average of calls for service is 19,140. For the 2025 calendar year, officers responded to 20,334 calls, **an 8% increase from the previous year**. The average call time increased from last year, with dispatch to when an officer clears rising to 51 minutes.

For the calendar year of 2025, calls for service analysis shows the highest hours of call volume is from 1-4 PM and 8-11 PM. A significant increase of (71) calls for service occurred between 7 AM and 9 AM, compared to the previous year.

The patrol division is comprised of 22 uniformed officers. By workload, each patrol officer responded to 924 calls per service. For the past seven years, the department utilizes a protocol of “call stacking” to prioritize the nature of the call based on the available number of officers to respond. This protocol is used daily, particularly during the highest call volume hours. For the calendar year 2025, a total of 211 hours in stacked calls accumulated delaying response to 911 calls. **That is an increase of 194 hours from the previous year. The data indicates more staffing is needed to manage the increased call volume.**

The impact to the citizens is a delayed response due to a lack of adequate staffing to provide immediate services. Call stacking is not permitted for a high priority call such as a vehicle crash with injuries or violent crimes in progress. As the agency continues to see a rise in service demand, the cumulative call stacking hours will increase if staffing is not properly addressed.

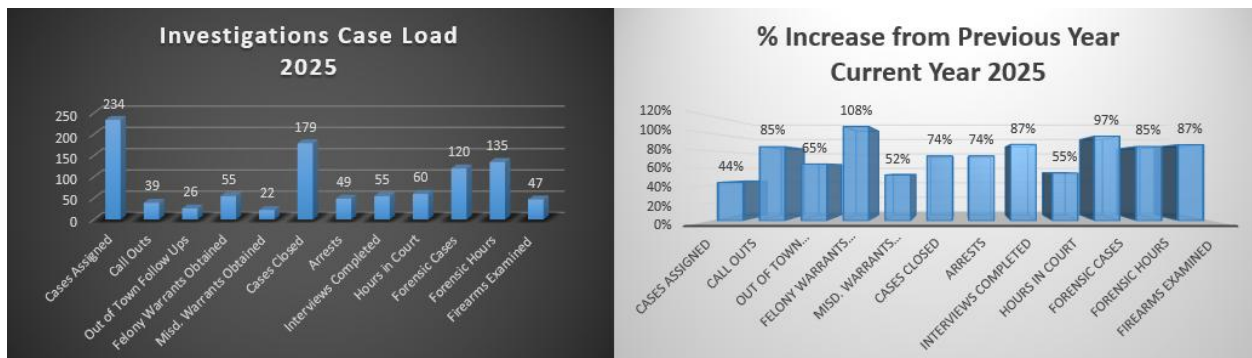


Criminal Investigations Division

The Criminal Investigations Division (CID) is comprised of five detectives, three assigned to general crimes and two assigned to narcotics and vice crimes. One sergeant oversees all five detectives. Administrative oversight of the division is assigned to the CID Lieutenant.

The division is responsible for investigating all felony crimes and complex misdemeanor crimes. The department houses a forensic crime lab where the department's certified forensic investigator conducts latent evidence analysis, firearm analysis, and submission of firearm evidence to the National Integrated Ballistic Information Network (NIBIN) through the State Crime Lab. These local resources allow detectives to quickly process evidence to aid in the swift administration of justice.

The division is experiencing a significant strain managing an increase in caseloads for detectives. In 2025, the division's case assignments **increased again to 8%**, up from the previous year which saw a 127% increase the prior year (2023), totaling a 135% increase in two years. The data indicates the division is understaffed to effectively manage cases.



Public Records and Permit Applications

An important function of building trust and legitimacy with the public is providing various records required through the North Carolina Public Records law. The police department utilizes a free on-line portal to provide public access of police report records. The [Police 2 Citizen](#), or P2C, portal allows the public to view, download, or print, free copies of police report records. The public is encouraged to utilize this portal regularly. The department also publishes various [public documents](#) on the website such as annual reports and strategic reports in our efforts to be transparent to highlight the department's enhancements, achievements, and public accountability.

Led by Police Management Assistant Lori Davis, until her retirement this year, with the support of Record Clerk Alex Dunlap, the department's Records Division maintained 20,661 records during the calendar year, an increase of 839 records, from the previous year.

The police department is also responsible for helping the community and local groups apply for [Special Event Permits](#) for events, car shows, parades, use of [Merritt Commons](#), and [Assembly Permits](#) for 1st Amendment events. To streamline this process, a [link](#) to download special event applications and other required permits is available on the police department's website. Applicants may be required to contract off-duty law enforcement to provide for public safety when road closures or expected attendance of an event requires police personnel because the scope of the event exceeds the normal operations of the department. To inquire about off-duty contracted police services, please contact our office.



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 Hire Employees

Officer Throckmorton
Officer Weaver
Trainee Downey

Promotions

Officer Carter- Corporal
Detective Seifert- Sergeant
Sergeant Furstenau- Lieutenant
Sergeant Whitlow- Lieutenant

Commendations

CID Unit
Patrol Division
Alex Paul, Records Manager

Department Awards

Top Gun- Cpl. Knaub
Top Arrest- Officer M. Foushee
Top DWI- Officer M. Foushee
Top Citations- Officer Weaver
CIT Officer of the Year- Cpl. Franklin
Greg's Grocery Officer of the Year- Officer Dixon
Rookie of the Year- Officer Weaver
Detective of the Year- Det. J. Davis
Officer of the Year- Officer Gachuzo
Chief's Choice- Capt. Dickerson and Officer Dixon

Years of Service with the City of Roxboro

Officer Gachuzo- 1 Year
Officer Hunt- 1 Year
Officer Obriant- 1 Year
Officer Rogers- 1 Year
Cpl. Carter- 5 Years
Cpl. B. Knaub- 5 Years

Years of Service with the Police Department

Officer Foushee- 2 Years
Cpl. Carter- 5 Years
Cpl. B. Knaub- 5 years
Det. Reed- 5 Years
Chief Hess- 10 Years
Police Management Assistant Lori Davis- 25 Years

Intermediate Law Enforcement Certificate

Sergeant Seifert
Corporal B. Knaub

FBI National Academy

Lieutenant Ryne Ford- Session 296

Retirements

Captain Ricky Hughes- 25 Years
Lieutenant Shawn Williams- 24 Years
Police Management Assistant Lori Davis- 25 Years



Thank you for your continued support!

ROXBORO POLICE DEPARTMENT AMERICA **250**

INTEGRITY, RESPECT, PROFESSIONALISM, DEDICATION, "I AM RPD"

ROXBORO CELEBRATES OUR NATION'S 250TH ANNIVERSARY IN 2026

