



ANNUAL REPORT

FY 2018



...stands in memory of the fallen
...with honor and dignity
...the flames in smoke and
...upon their backs. EMT's
...their fellow man in their hour
...answered their last call and
...sacrifice for the citizens of
...County.

Harrisburg VFD	6/18/1973
Poplar Tent VFD	8/20/1987
Harrisburg VFD	3/6/2002
Cold Water VFD	2/11/2008

KANNAPOLIS POLICE DEPARTMENT



●— *MISSION*

The Kannapolis Police Department exists to serve all people within our jurisdiction with respect, fairness and dignity. We are committed to the prevention of crime and the protection of life and property; the preservation of peace, order and safety; the enforcement of laws and ordinances; and the safeguarding of constitutional guarantees.

●— *VISION*

The Kannapolis Police Department and the community envision a future in which all stakeholders work in partnership to achieve an improved state of economic well-being, an enhanced quality of life and a reduction of crime, social disorder, and fear of crime.

●— *CORE VALUES*

Members of the Kannapolis Police Department embrace the established values of the City of Kannapolis: Excellence, Professionalism, Integrity, and Stewardship

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It is my pleasure to present this year's Kannapolis Police Department FY 2018 annual report. We have maintained our proactive stance in combating criminal activity and providing you a safe environment in which to live, work, and play. It is our mission to deliver high quality, efficient and consistent police services. We have been successful thus far due to the strong relationships we have built and maintained with our citizens.

In fact, this year we have had more police-citizen interaction than at any period in the history. You are our eyes and ears and we need you to communicate with us. The information you provide to us is essential in our quest to fulfill our mission.

Our Christmas projects, "Cops Target Kids" and "Toys for Tots" have grown each year. In fact, this year with the help of our sponsors we will be able to increase the number of kids we serve AND increase the amount they can spend while shopping with our officers. This is a classic example of the support we receive on a daily basis from our citizens.

Our Citizens Police Academy continues to be an invaluable way to communicate with members of our community. This academy is not a lecture-based program. We provide hands on activities and full involvement by the students. We provide them with information and personal experiences that give them an inside view of our department and our officers. At the conclusion of the ten-week course they are enlightened and feel much safer knowing the skills and dedication of our department. If you haven't signed up already, please do. The academy lasts for ten-weeks and starts in February.

We have hundreds of citizen contacts daily and we are very fortunate that only a small number of them become confrontational. Our officers are trained to diffuse volatile situations, not make them worse. The majority of our department has had 40 hours of training in Crisis Intervention and Mental Health First Aid. We treat ALL citizens with respect even when they are not willing to accept it. We will continue to operate in a professional and respectful manner in the hopes of fostering public trust and mutual respect.

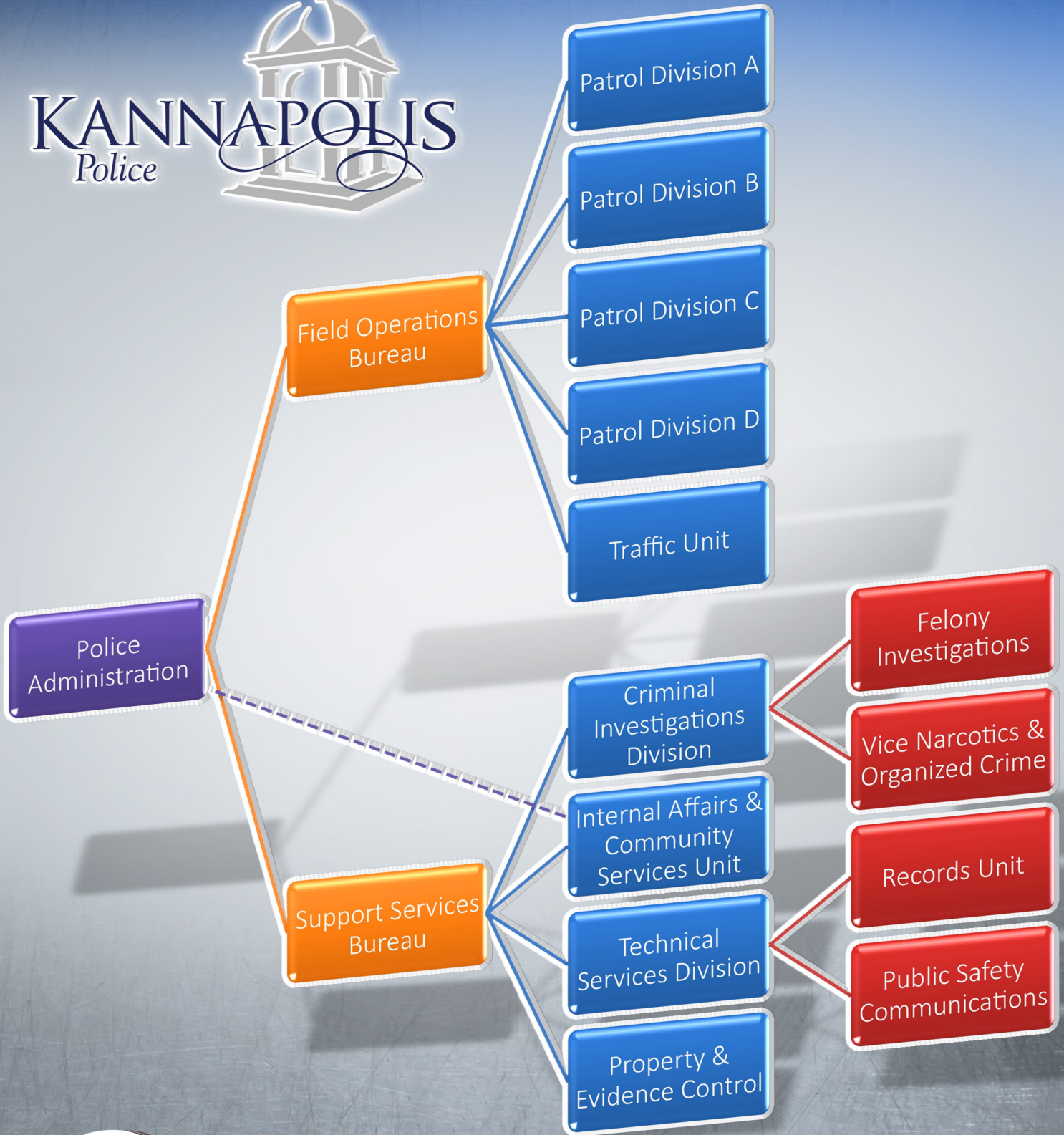
I hope our community and its leaders continue to value, encourage, and support our agency's most precious and valuable resource - the proud men and women of the Kannapolis Police Department. As you read this annual report, you will find a mere snapshot of our operations and the hard work our personnel have done during the past year to protect our community and its quality of life. They have rendered thousands of commendable and selfless acts that cannot be adequately captured or recognized by a summary report such as this. These acts, however, are reflected in the respect they have earned from our community and the pride that is so visibly apparent in the eyes and faces of those who wear the badge and stand in harm's way.

Thank you for allowing us to serve you!

J.W. (Woody) Chavis
Chief of Police



Organizational Structure

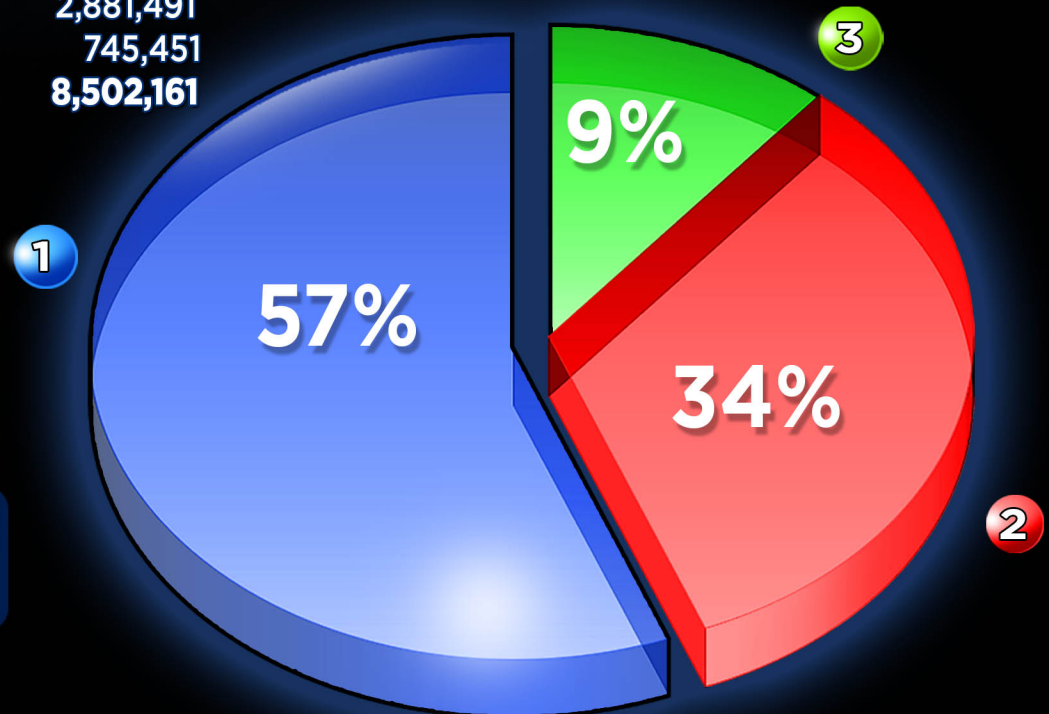


Fiscal/Budget Information

The Kannapolis Police Department maintains three distinct budgets: one for Field Operations Bureau, one for Support Services Bureau, and one for Administration.

BREAKDOWN BY PROGRAM

Field Operations Bureau	\$	4,875,219
Support Services Bureau	\$	2,881,491
Administration	\$	745,451
TOTAL	\$	8,502,161



Field Operations, the largest of the three budgets, provides general police services for the City of Kannapolis. It includes the Patrol Division and the Traffic Safety Unit. The core function of the Patrol Division is crime suppression and prevention through uniform presence and response to 911 calls for service. The Traffic Safety Unit investigates fatal, personal injury, and substantial property damage traffic crashes and also addresses speeding and traffic safety complaints. The Patrol Division and Traffic Safety Unit work together as well as with other agencies to perform general traffic safety checkpoints and sobriety checkpoints.

Support Services includes the operation of the E-911 Communications Center, police records management, property and evidence, criminal investigations, vice and narcotics enforcement, and community-based services including D.A.R.E. instructors and School Resource Officers.

Administration provides management, resource allocation, and strategic direction for the department. This component also includes Professional Standards / Internal Affairs and Accreditation.

Staffing/Recruitment

Each year the Kannapolis Police Department devotes considerable time and resources to the recruitment and selection of qualified personnel. The selection process for hiring police officers is extensive. Minimum eligibility requirements are established by the North Carolina Criminal Justice Education & Training Standards Commission which certifies law enforcement officers in North Carolina.

During FY 2018, the agency hired fourteen individuals and had fifteen leave the agency due to retirement, resignation or other reasons. The Kannapolis Police Department's turnover rate during the last ten years has varied from as low as 6.1% and as high as 13.6%. The ten-year average is 10.2%. The agency continually works to recruit the best qualified applicants. The Kannapolis Police Department strives continuously to attain a workforce that is reflective of the community it serves.

The following charts represent staffing data as of 6/30/2018.

Current Race/Gender Distribution				Total Percent %	Sworn Percent %
	Sworn	Civilian	TOTAL		
White-Male	72	2	74	72	89
White-Female	5	17	22	22	6
Black-Male	3	0	3	3	4
Black-Female	0	2	2	2	0
Other-Male	1	0	1	1	1
Other-Female	0	0	0	0	0
TOTALS	81	21	102	100	100

FY 2018 STAFFING ALLOCATION			
	Sworn	Civilian	Total
Administration	4	2	6
Support Services	20	22	42
Field Operations	64	0	64
GRAND TOTAL	88	24	112

City	Population	Sworn Police Staff	City Limits in Square Miles
Hickory	40,611	116	30
Wilson	49,348	124	23
Burlington	53,077	138	25
Kannapolis	48,806	88	34

Crime Statistics and Trends

The Kannapolis Police Department recognizes crime control as a critical mission. Community safety is essential for quality of life for citizens as well as governmental progress. It is just one of the fundamental priorities of all police agencies.

The Kannapolis Police Department participates in both state and federal crime reporting systems and statistics show the crime rate in Kannapolis continues to be significantly lower than the statewide rate. According to the 2017 crime statistics provided by the SBI, the statewide crime index rate is 3061.5 crimes per 100,000 persons. The crime index rate for Kannapolis is 1067, a rate which is approximately 65% lower than the statewide numbers. For 2017, the crime index total for Kannapolis increased 1% over the 2016 total and indicated an increase of 1% over the 5-year average.

The five year trend and average for total crime continues to illustrate the stability of Kannapolis and contributes to the city's attractiveness to new business. As Kannapolis is ranked among the safest cities in North Carolina, the city continues to be an ideal place to live, to work, and to play.

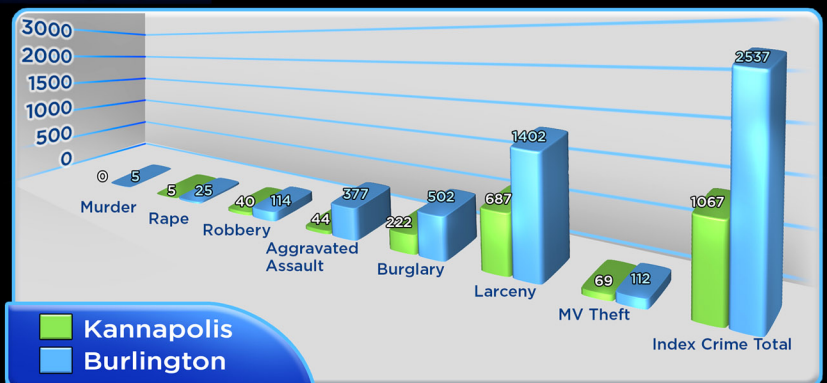
*Detailed crime statistics covering the entire state are available online at: <http://crimereporting.ncdoj.gov>

5 Year Trend - Kannapolis Violent and Property Crimes

Offense	2013	2014	2015	2016	2017	5yr Avg	% Change 2017 and 5yr Avg
Murder	4	0	1	1	0	1.2	-100%
Rape	8	6	11	15	5	9.0	-44%
Robbery	25	26	33	32	40	31.2	28%
Aggravated Assault	50	48	53	70	44	53.0	-17%
Violent Crime	87	80	98	118	89	94.4	-6%
Burglary	290	243	253	228	222	247.2	-10%
Larceny	562	641	671	636	687	639.4	7.0%
MV Theft	63	77	83	71	69	72.6	-5%
Property Crime	915	961	1,007	935	978	959.2	2%
Index Crime Total	1,002	1,041	1,105	1,053	1,067	1,053.6	1%

Violent / Property Crime - Kannapolis compared to Burlington, NC

	Kannapolis, NC	Burlington, NC
Murder	0	5
Rape	5	25
Robbery	40	114
Aggravated Assault	44	377
Burglary	222	502
Larceny	687	1402
MV Theft	69	112
Index Crime Total	1067	2537



Burlington, NC was chosen for comparison due to the similarity in population size.

	Kannapolis, NC	Burlington, NC
Sworn Police Staff	88	138
Coverage Area (Square Miles)	34	25
Officers Per 1000 Residents	1.8	2.6
Population	48,806	53,077

Internal Affairs Information / Citizen Complaints

One of the most important functions administered through the Office of the Chief of Police is that of internal affairs. Contemporary law enforcement agencies are complex organizations engaged in high liability activities with the corresponding need to maintain the integrity of its operations and the ethical conduct of its members. It is the policy of the Police Department to investigate complaints and allegations related to internal discipline in a manner that will assure the community of prompt corrective action in the event of employee misconduct, while at the same time protecting employees from unwarranted criticism pursuant to the proper discharge of official duties. The policy provides for the investigation of alleged or suspected violations of law or departmental policies.

Complaints may be made in person, by phone or in writing. Anonymous complaints will be accepted for investigation to the extent feasible. Citizen complaints are normally referred to the supervisor of the accused employee. When the supervisor is not on duty, the complaint is referred to the appropriate on-duty Division or Bureau Commander.

The Police Department recorded thirteen (13) formal complaints between July 1, 2017, and June 30, 2018. There were four (4) complaints referred to Internal Affairs. Of the four internal affairs investigations during FY 2018, misconduct was established in three (3) cases.

The low ratio of complaints received to the tens of thousands of public contacts initiated by police department employees during FY 2018 indicates an extremely low frequency of complaints and an even lower frequency of sustained misconduct.

The internal affairs process also includes procedures for the routine reporting and administrative review of high liability police activities in addition to the investigation of citizen complaints. Such reviews are conducted via the agency's internal command structure as well as through oversight bodies such as the Collision Review Board. An annual analysis is conducted each year of all internal affairs matters to evaluate these internal review processes and identify any patterns or trends that indicate the need for any changes in training, equipment or departmental policy. During FY 2018, the following reviews were conducted:

Activity or Incident Type	FY 2018 Reviews	FY 2017 Reviews
Internal Affairs Investigations	4	6
Use of Force	14	11
Vehicular Pursuits	3	8
Forcible Entry into Private Residence	7	6
Collisions Involving Police Vehicles	19	24

Kannapolis Police Field Operations

Field Operations Bureau Overview

The Field Operations Division is the largest bureau of the police department. It consists of uniformed Patrol as well as the Traffic and Canine Units. The Patrol Bureau operates 24 hours a day, 365 days a year. It is made up of four patrol squads that work twelve hour shifts. Patrol handles all calls for service and proactively patrols the City of Kannapolis to deter criminal activity and ensure the overall safety of the residents. The services provided range from preliminary investigations of major crimes to problem solving complex quality of life issues. The core function of the Field Operations Bureau is crime suppression and prevention through uniform presence and response to 911 calls for service.

Canine Unit

The Kannapolis Police Department's Canine Unit was established in 1999 and originally consisted of two highly trained canines. As the teams were so successful, the department now has a total of five canines. Four are used in patrol and the fifth, a bloodhound, is used primarily for tracking.

The unit is currently made up of four canine teams and each team is assigned to a Patrol Squad. Each canine team must attend a six-week training course and pass certification before working in a patrol function. Each canine is trained in a variety of areas. After the initial certification each canine team must certify yearly through the North Carolina Police Work Dog Association (NCPDA). The certification trials ensure the integrity of the handler and canine for court purposes.



The canine unit assists with the service of search warrants, conducting sniffs of vehicles and making felony arrests when the suspect may be a flight risk. Along with assisting the officers in the City of Kannapolis, the canine unit has provided assistance with investigations conducted by other Local, State and Federal Law Enforcement Agencies.

During FY 2018, the unit had a total of 125 deployments.

Negotiations Unit

The Kannapolis Police Department's Crisis Negotiations Unit consists of eight highly trained negotiators.

Negotiators from our agency have received specialized training from the Federal Bureau of Investigation, Texas A & M University, Institute of Police Technology and Management and the University of North Florida. They also conduct regularly scheduled training sessions in addition to training sessions held in conjunction with the tactical unit and numerous other agencies.

Negotiators work in conjunction with the tactical unit hoping to find a peaceful solution to crisis situations. They also collect vital intelligence and data that is relayed in real time to the tactical unit to aid them in preparing for a dynamic resolution to the situation.



Special Response Team Overview

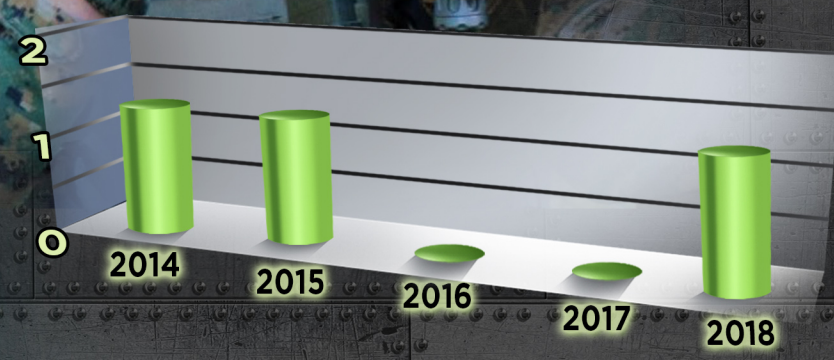


KANNAPOLIS
SRT

SI VIS PACEM, PARA BELLUM

Since 1992, the Kannapolis Police Departments Special Response Team (SRT) has provided a ready response to situations that are beyond the capabilities of normally equipped and trained department personnel. Officers in this unit are held to a higher standard than average police officers. They are required to attain a level of tactical and weapons expertise that will overwhelm any

threat which may arise. This increases the likelihood of safe and efficient resolutions to life-endangering operations. The team consists of thirteen police officers, two support officers and two civilian paramedics from Cabarrus County EMS. The goal of the Kannapolis SRT is to protect human life and to apprehend criminal offenders in high risk situations.



	2014	2015	2016	2017	2018
★ Activations	1	1	0	0	1

Kannapolis Police Traffic Unit

The Kannapolis Police Department's Traffic Unit is a line of support that provides technical expertise to the department in the areas of accident investigation, drunk and/or impaired driving detection and arrest and the operation of speed detection Doppler and Laser Radar.

This unit is responsible for the investigation of all serious and fatal motor vehicle accidents that occur within the city limits. The Unit investigates citizen complaints of speeding vehicles, illegal parking and other traffic related issues. Our primary goal is to ensure the safety of motorists and pedestrians. Our DWI enforcement patrols work to get dangerous drivers off the streets, and our community outreach efforts bring our officers out to speak at driver education classes, and to promote driving safety training at community events.

Listed below is crash and uniform traffic citation enforcement data from FY 2018.

FY2018 Traffic crashes resulting in:

Property Damage / Personal Injury	1,925
Fatalities	3
Total Traffic Crashes	1,928
Alcohol / Drug Related (Included in Above numbers)	69

Enforcement Data:

DWI Arrests	222
Speeding Violations	4,710
Seat Belt Violations	729
Child Restraint System Violations	118
Total Citations	5,779

Crashes by Patrol Sector:

Sector 1	749
Sector 2	243
Sector 3	504
Sector 4	432



Support Services

Support Services Overview

The Support Services Bureau is responsible for specialized services to provide support to the remainder of other agency operations. These functions include the operation of the e911 Communications Center, Records Management, Property and Evidence Management, Felony Investigations, Vice and Narcotics enforcement, Administrative Investigations, and Community-based services to include D.A.R.E. and School Resource Officers and Crime Prevention. These specialized units include over forty sworn and civilian personnel and are a vital piece of our overall policing operations.

Support Services Felony Investigations Overview

The Criminal Investigation Division's Felony Investigation Unit's mission is to identify, target, arrest and successfully prosecute individuals involved in criminal activity within the City of Kannapolis with a specific emphasis on felony crimes. Members of the felony investigations unit are assigned to investigate serious criminal offenses such as homicide, sexual assaults, robbery, aggravated assault, fraud, identity theft and a variety of other crimes. Members of this specialized unit receive specific detailed training in a variety of investigative techniques. To achieve this mission, investigators utilize contemporary investigative methods; pursuing investigative leads, technology and using proactive measures commensurate with North Carolina and United States law.

Also attached to Felony Investigations is criminal forensics or crime scene. The crime scene unit is manned by one investigator which is supplemented by other members when needed who are trained in methods of evidence collection, photography, latent evidence and other duties associated with processing crime scenes. The crime scene investigator has the unique responsibility of being able to re-create the crime scene in criminal proceedings which may occur years after the actual offense.

Support Services VICE, Narcotics and Organized Crime Unit Overview

The Vice Narcotics and Organized Crime (VNOC) unit is responsible for collecting, recording, maintaining, and disseminating intelligence data on criminal initiatives within and affecting the City of Kannapolis and surrounding areas. This unit concentrates on illegal activities such as narcotics, gambling, prostitution and illegal counterfeiting trademark offenses. This is accomplished by developing informant links, undercover operations, surveillance, handling criminal intelligence data gathered by the agency and arresting narcotics offenders who engage in illegal drug transactions within our territorial jurisdiction. These offenses are not isolated to one geographical area and unit members frequently require assistance and co-operation from other law enforcement agencies as well as supplementing other agencies when needed.

Support Services

Support Services Community Services Overview

The Community Services Unit is primarily responsible for the liaison between the Kannapolis Police Department and the Kannapolis City School System, providing officers to the school system as dedicated School Resource Officers, Drug Abuse Resistance Education (D.A.R.E.) instructors and Gang Resistance Education and Training (GREAT) instructors. The unit is also responsible for Community and Business Watch organizations, Explorer Post advisement, Victim/Witness coordination, Crime Prevention, Recruitment and Selection, Nuisance Abatement coordination, and other proactive departmental and city wide programs.

This unit works diligently to reach out to citizens of the community to provide education on crime prevention, child safety, and in the case of children, helping them to understand the importance of making the right decisions in life. This is accomplished through presentations conducted for civic organizations, schools, and churches. We participate in community events and partner with local businesses to educate citizens on, among other things, the importance of not driving after consuming alcohol or drugs.



Support Service Communications Overview

The main function of the Kannapolis Police Department's Communications Center is to satisfy the immediate informational needs of emergency first responders in the course of their assigned operations. The center is designed to facilitate the exchange of information from the public to law enforcement, fire personnel, medical responders and other emergency service agencies. There are many methods to ensure an accurate, efficient and timely dissemination of information and service calls. These procedures or actions include an enhanced 911 system and the computer aided dispatch technology used in conjunction with automatic vehicle locators and CAD2CAD. This software allows the transfer of emergency data between Kannapolis, Cabarrus County and Concord Police Communications without phone and field mobile technology.



	Year	Annually	Monthly	Daily
911	2018	14,562	1,214	40
	2017	14,674	1,223	40
	2016	15,116	1,259	41
	2015	13,586	1,132	37
	2014	13,537	1,128	37

Admin	2018	79,070	6,589	220
	2017	80,897	6,741	222
	2016	84,066	7,005	230
	2015	80,703	6,725	221
	2014	78,605	6,550	218

	2014	2015	2016	2017	2018
e911 Transactions	13,537	13,586	15,116	14,674	14,562
Admin Phone Transactions	78,605	80,703	84,066	80,897	79,070
Law CAD Calls for Service	41,830	42,752	47,228	48,392	49,376
Fire CAD Calls for Service	7,400	7,812	9,071	10,538	10,351
Other CAD Calls for Service	3,727	3,611	3,851	4,568	4,167

Beyond The Badge

Cops Target Kids for Christmas

Since 2011, the Kannapolis Police Department has partnered with Target to make Christmas special for dozens of children throughout the community. Kannapolis City Schools, with assistance from the guidance counselors, identify disadvantaged children within the city. "Cops Target Kids for Christmas" is an opportunity for the men and women of the Kannapolis Police Department to have a significant impact on the lives of these children.

On December 21st and 23rd, 2017, employees from every component of the agency participated in the event. Due to the outpouring of support from the business community, the Cops Target Kids for Christmas program was again a huge success and a total of 41 kids experienced a brighter Christmas.

Each child is paired with a Police Officer for a day of fun activities. In addition to breakfast, lunch and shopping, the children met and had their picture taken with Santa. Each child received \$300 dollars to spend while shopping and were required to spend at least half on clothing. In some cases the children spent the entire amount on clothing and even food for their family.



Bike 2 DC

National Police Week is the annual tribute to law enforcement service and sacrifice that is held each May in Washington, DC. The National Law Enforcement Officers Memorial is a focal point of the National Police Week observance and a candlelight vigil is held on May 13 each year. Officers from Mecklenburg County and beyond ride bicycles 500 miles over four days from Charlotte, NC to Washington, DC. The ride is in honor and memory of those who have died in the line of duty and each mile is a tribute to those who have made the ultimate sacrifice. Upon completion, riders attend a Candlelight Vigil at the National Law Enforcement Officers Memorial in Washington, DC.

Chief Chavis has always been a strong supporter of this event and KPD officers have participated since 2011. In 2018, the Kannapolis Police Department had four representatives ride from Charlotte, NC to Washington, DC.

For more information about Bike2DC, please visit <http://www.bike2dc.com/>.



Pictured above from left to right are Sgt. Travis Smith, Lt. Steve Belk (retired), Amber Watkins and Sgt. Phil Watkins.



BIGS IN BLUE

"Bigs in Blue" is a one-to-one mentoring program in connection with Big Brothers Big Sisters that connects youths with police officers in communities throughout the nation. The program is aimed at helping children while building strong, trusting relationships between law enforcement and the community. Mentors meet with youths throughout the school year, enjoying time together and building relationships that foster personal growth and academic achievement.

In FY 2018, the Kannapolis Police Department in conjunction with Big Brothers and Big Sisters launched the program with six initial "Big-Little" matches between officers and students at Forest Park Elementary School.

Department Awards and Recognition

Each year, the Kannapolis Police Department presents annual service awards to recognize a sworn and civilian employee who possess an exceptional reputation for personal honesty and integrity that is beyond reproach. Recipients of these awards conduct their personal and professional lives in a manner that is consistent with the agency's codes of ethics and core values of the Department, which are Excellence, Professionalism, Integrity and Stewardship. Each recipient has a positive and direct influence on others by living their life in a manner that reflects well on themselves and their profession. The Roger Dale Carter Memorial Service award is presented to a sworn officer displaying these characteristics while the Norma C. Howard Memorial Service award is presented to a civilian employee. In addition, the Salisbury Lions Club presents an Officer of the Year award to each law enforcement agency in Rowan County. The club also presents the Paul G. Wilson Law Enforcement Officer of the Year award for dedication and service to the citizens of Rowan County.

- The Medal of Valor was presented to Investigator Trey Hinton (not pictured)



- 2018 Roger Dale Carter Memorial Award Recipient SRO Jennifer B. Mackey



- 2018 Norma C. Howard Award Recipient Records Clerk Lauren F. Barnes



- The Paul G. Wilson Award and KPD Life Saving Award Sergeant Jason S. Hinson



- 2018 Salisbury Lions Club Officer of the Year Officer Dale E. Castor

- The KPD Life Saving Award was presented to Lieutenant Justin R. Smith (not pictured)

Accreditation

In order to maintain our professional edge, the Kannapolis Police Department has achieved and maintains Advanced Accreditation through the Commission on Accreditation for Law Enforcement Agencies (CALEA). This is the highest level of law enforcement

Agencies (CALEA). This is the highest level of law enforcement accreditation and insures professional excellence. Law Enforcement accreditation is a distinction shared by only six percent of the law enforcement agencies nationwide. Consequently, maintaining this official recognition confirms our department must adhere to strict rules and guidelines governing our policies, procedures, practices and processes. Even more, by participation in CALEA, the Kannapolis Police Department undergoes a rigorous audit to ensure compliance with all applicable standards.



ACKNOWLEDGEMENTS

The Kannapolis Police Department would like to thank the employees who contributed to this report.

For more information about the Kannapolis Police Department and any information in this report, please contact:

**Kannapolis Police Department
Office of the Chief of Police
704-920-4010**

CITY MANAGER

**Mike Legg, City Manager
Eddie Smith, Deputy City
Manager**

www.kannapolisnc.gov

CITY COUNCIL

**M. Darrell Hinnant, Mayor
Dianne Berry, Mayor Pro-Tem
Ryan Dayvault
Roger Haas
Doug Wilson
Tom Kincaid
Van Rowell**

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Employment Opportunities	704-920-4009
Criminal Investigations	704-920-4001
Vice/Narcotics	704-920-4002
Records	704-920-4129
Community Services	704-920-4052
Patrol Commander	704-920-4023
Support Services Commander	704-920-4012
Fax	704-920-4005
Amplified Sound Permits	704-920-4010
Pawn Broker and ABC Permits	704-920-4106



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