

# KANNAPOLIS POLICE DEPARTMENT



## ANNUAL REPORT 2022



## **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.

## **TABLE OF CONTENTS**

|   |    |
|---|----|
| Chief's Message   | 1  |
| Organizational Chart  | 2  |
| Fiscal Management   | 3  |
| Staffing  | 4  |
| Crime Statistics  | 5  |
| Citizen Complaints and Internal Affairs Investigations                  | 6  |
| Field Operations Overview / Patrol / K-9 / Traffic Unit                 | 7  |
| SRT / Negotiations / Search and Rescue                                  | 8  |
| Support Services Overview/Felony Investigations/VICE Narcotics          | 9  |
| Communications / Records  | 10 |
| Special Operations Overview / Community Services / Public Safety Cadets | 11 |
| Recruitment/Training  | 12 |
| Beyond the Badge  | 13 |
| Special Events  | 14 |
| Community Outreach  | 15 |
| Departmental Awards & Recognition                                       | 16 |
| Accreditation   | 17 |
| Acknowledgments   | 18 |

# Message from the Chief

It is my pleasure to present the Kannapolis Police Department's 2022 annual report. We have and will continue to maintain our proactive stance in combating criminal activity and providing you a safe environment to live, work, and play. It is our mission to deliver high quality, efficient and consistent police services. We have been successful in these efforts due to the strong relationships built and sustained over the years with our citizens. One of our greatest resources continues to be our citizens. You are our eyes and ears, and we need you to communicate with us. The information you provide is essential in our quest to maintain a low crime rate and protect our community.

Downtown Kannapolis continues to change with the opening of new restaurants, shops, and housing. With the sports entertainment venue being in full operation and more businesses opening, it has become a common place to have hundreds of people visiting downtown daily. This number certainly increases to thousands of downtown visitors' community during baseball season. Plans to make our downtown a safe and inviting place for residents and visitors have been in place for some time. We will continue to evaluate these plans to ensure positive interactions are taking place within our community.

Just like downtown, the Police Department continues to go through change. These changes are designed to best meet the needs of the community we serve today and in the future. With this in mind, we have added a Recruiting Sergeant position, created a Park Ranger Unit, and reclassified our civilian Evidence/Property Control Technician position to a Sergeant who also has direct oversight over the department's crime scene investigators. These positions will allow us to streamline our efforts in recruiting, community interaction and more direct oversight with our Evidence/Property Control and Crime Scene investigation responsibilities.

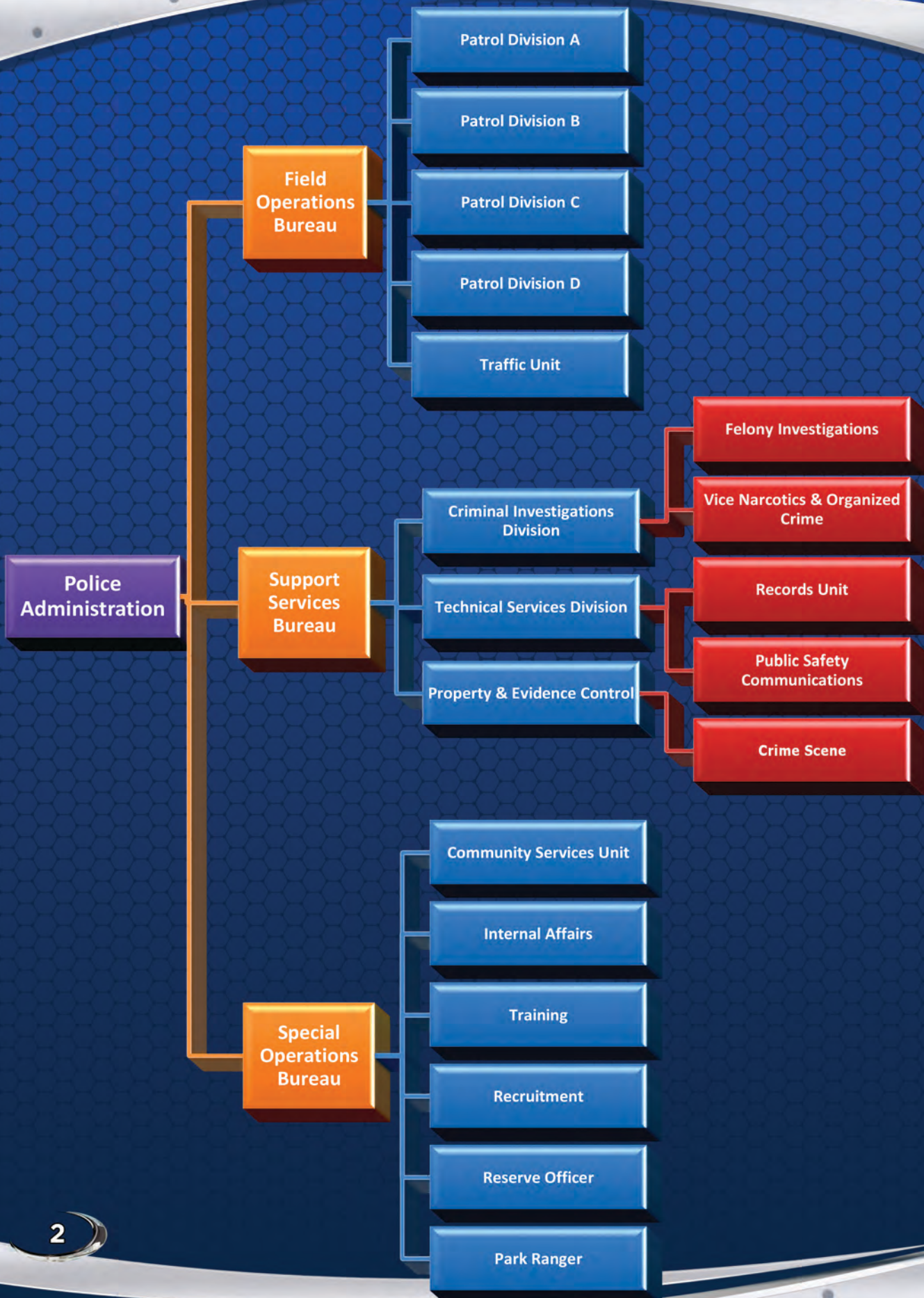
We have hundreds of citizen contacts daily and we are very fortunate that only a small number of them become confrontational. Our officers are trained to diffuse volatile situations, not make them worse. Most of our department has received hours of training in Crisis Intervention and Mental Health First 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!

Terry L. Spry  
Chief of Police



# Organizational Structure



# Fiscal Management

The Kannapolis Police Department maintains four distinct budgets:

**Field Operations Bureau**, the largest of the four 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 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.

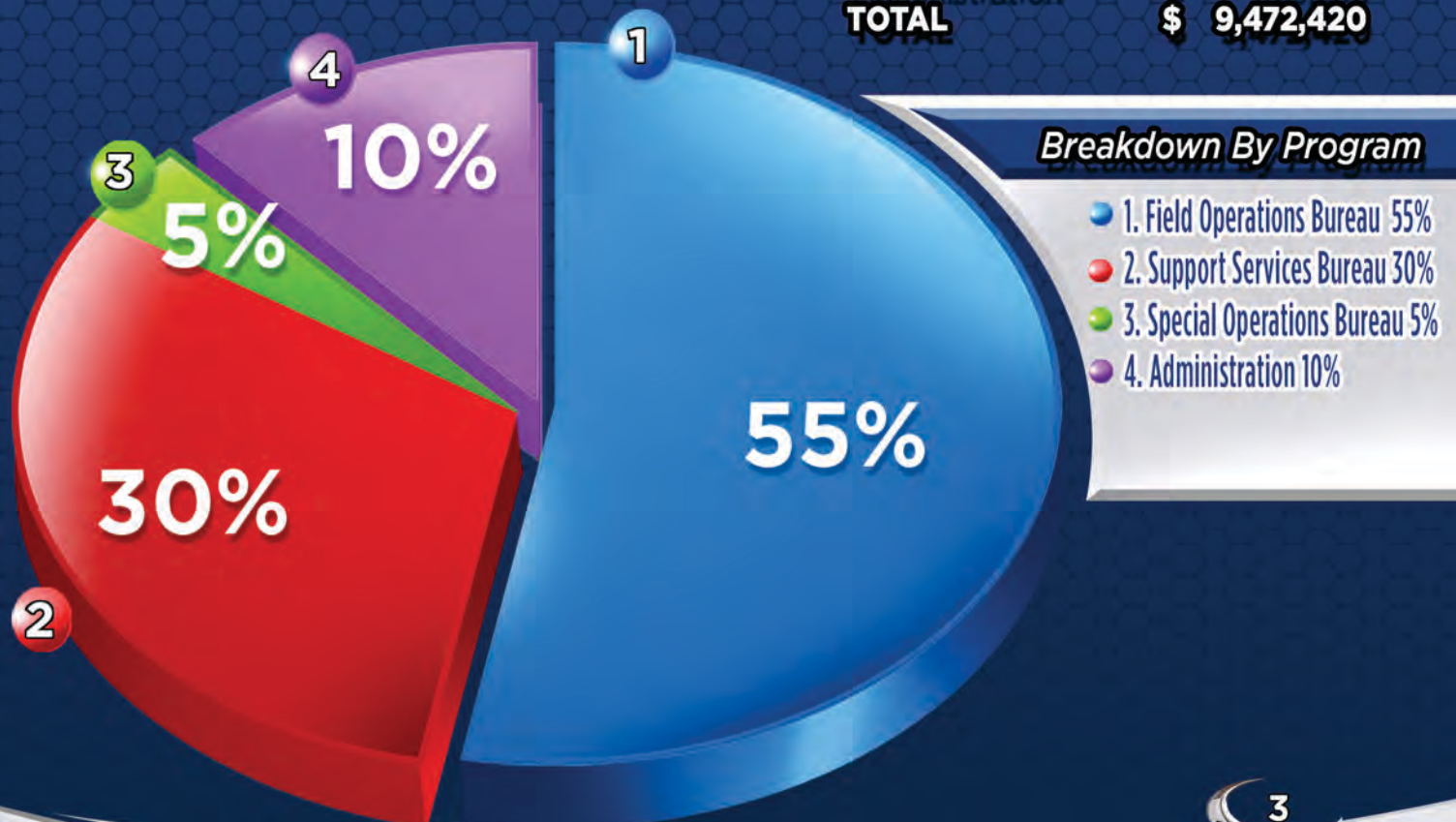
**Support Services Bureau** includes the operation of the E-911 Communications Center, police records management, property and evidence, criminal investigations, and vice/narcotics enforcement.

**Special Operations Bureau** balances the responsibilities of the three Captains along with the potential expansion within the department. This bureau provides community-based services to include School Resource Officers, the D.A.R.E. program and Crime Prevention. Also included in this component are the Training function, Recruitment, Professional Standards / Internal Affairs, the agency's Reserve Officer Program and the newly created Park Ranger Unit.

**Administration** provides management, resource allocation, and strategic direction for the department. Included in this component is accreditation management.

## FY 2022

|                    |           |                  |
|--------------------|-----------|------------------|
| Field Operations   | \$        | 5,199,144        |
| Support Services   | \$        | 2,833,984        |
| Special Operations | \$        | 510,042          |
| Administration     | \$        | 929,250          |
| <b>TOTAL</b>       | <b>\$</b> | <b>9,472,420</b> |



# Staffing

Each year the Kannapolis Police Department devotes considerable time and resources to the 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.

The Kannapolis Police Department's turnover rate during the last ten years has varied from as low as 6.1% to as high as 16.7%. The ten-year average is 11.4%. During 2022, the agency hired seventeen individuals and had sixteen leave the agency due to retirement, resignation, or other reasons. The agency continually works to recruit the best and most qualified applicants and to attain a workforce that is reflective of the community it serves.

The following charts represent staffing data as of 12/31/2022.

## Race/Gender Distribution

|                 | Sworn     | Civilian  | TOTAL      | Total Percent % | Sworn Percent % |
|-----------------|-----------|-----------|------------|-----------------|-----------------|
| White-Male      | 63        | 3         | 66         | 64.08           | 77.78           |
| White-Female    | 7         | 17        | 24         | 23.30           | 8.64            |
| Black-Male      | 7         | 0         | 7          | 6.80            | 8.64            |
| Black Female    | 1         | 2         | 3          | 2.91            | 1.23            |
| Hispanic Male   | 2         | 0         | 2          | 1.94            | 2.47            |
| Hispanic Female | 0         | 0         | 0          | 0.00            | 0.00            |
| Other-Male      | 1         | 0         | 1          | 0.97            | 1.23            |
| Other-Female    | 0         | 0         | 0          | 0.00            | 0.00            |
| <b>TOTALS</b>   | <b>81</b> | <b>22</b> | <b>103</b> | <b>100.00</b>   | <b>100.00</b>   |

## 2022 Staffing Allocation

|                    | Sworn     | Civilian  | Total      |
|--------------------|-----------|-----------|------------|
| Administration     | 5         | 2         | 7          |
| Support Services   | 15        | 21        | 36         |
| Field Operations   | 65        | 1         | 66         |
| Special Operations | 8         | 2         | 10         |
| <b>GRAND TOTAL</b> | <b>93</b> | <b>26</b> | <b>119</b> |

| City              | Population    | Sworn Police Staff | City Limits in Sqare Miles |
|-------------------|---------------|--------------------|----------------------------|
| Mooresville       | 50,193        | 106                | 25                         |
| Huntersville      | 61,376        | 106                | 31                         |
| <b>Kannapolis</b> | <b>53,114</b> | <b>93</b>          | <b>34</b>                  |

\*Population is based on 2020 Census data.

# Crime Statistics and Trends

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

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 most current crime statistics provided by the SBI, the statewide crime index rate is 2586.4 crimes per

100,000 persons. The crime index rate for Kannapolis is 1336, a rate which is approximately 48% lower than the statewide numbers. In 2021, the crime index total for Kannapolis was 15% lower than the 2020 total.

As the total crime rate illustrates, Kannapolis continues to be one of the safest cities in North Carolina. The rapidly growing downtown reflects the stability of the city and its attractiveness to new business. As Kannapolis continues to move forward, the city is proving to be an ideal place to live, to work, and to play.

\*Detailed crime statistics covering the entire state are available online at: <http://www.ncsbi.gov/Services/Crime-Statistics>

## 5 Year Trend - Kannapolis Violent and Property Crimes

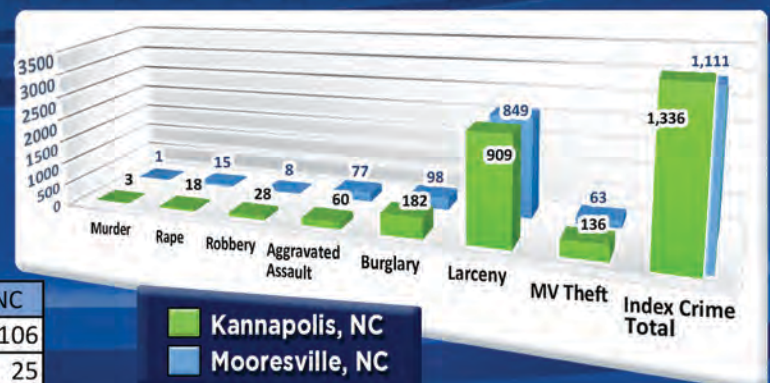
| Offense                  | 2017           | 2018           | 2019           | 2020           | 2021           | 5yr Avg        |
|--------------------------|----------------|----------------|----------------|----------------|----------------|----------------|
| Murder                   | 0.0            | 2.0            | 1.0            | 2.0            | 3.0            | 1.6            |
| Rape                     | 5.0            | 14.0           | 20.0           | 8.0            | 18.0           | 13.0           |
| Robbery                  | 40.0           | 31.0           | 36.0           | 23.0           | 28.0           | 31.6           |
| Aggravated Assault       | 44.0           | 74.0           | 51.0           | 69.0           | 60.0           | 59.6           |
| <b>Violent Crime</b>     | <b>89.0</b>    | <b>121.0</b>   | <b>108.0</b>   | <b>102.0</b>   | <b>109.0</b>   | <b>105.8</b>   |
| Burglary                 | 222.0          | 190.0          | 184.0          | 222.0          | 182.0          | 200.0          |
| Larceny                  | 687.0          | 713.0          | 876.0          | 1,116.0        | 909.0          | 860.2          |
| MV Theft                 | 69.0           | 67.0           | 98.0           | 132.0          | 136.0          | 100.4          |
| <b>Property Crime</b>    | <b>978.0</b>   | <b>970.0</b>   | <b>1,158.0</b> | <b>1,470.0</b> | <b>1,227.0</b> | <b>1,160.6</b> |
| <b>Index Crime Total</b> | <b>1,067.0</b> | <b>1,091.0</b> | <b>1,266.0</b> | <b>1,572.0</b> | <b>1,336.0</b> | <b>1,266.4</b> |



## Violent and Property Crime - Kannapolis compared to Mooresville, NC

|                          | Kannapolis, NC | Mooresville, NC |
|--------------------------|----------------|-----------------|
| Murder                   | 3              | 1               |
| Rape                     | 18             | 15              |
| Robbery                  | 28             | 8               |
| Aggravated Assault       | 60             | 77              |
| Burglary                 | 182            | 98              |
| Larceny                  | 909            | 849             |
| MV Theft                 | 136            | 63              |
| <b>Index Crime Total</b> | <b>1,336</b>   | <b>1,111</b>    |

|                              | Kannapolis, NC | Mooresville, NC |
|------------------------------|----------------|-----------------|
| Allotted Sworn Police Staff  | 93             | 106             |
| Coverage Area (Square Miles) | 34             | 25              |
| Officers Per 1000 Residents  | 1.8            | 2.1             |
| Population                   | 53,114         | 50,193          |



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

# 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 twenty-three (23)

formal complaints between January 1, 2022 and December 31, 2022. There were four (4) complaints referred to Internal Affairs. Of the four (4) internal affairs investigations during 2022, misconduct was established in four (4) cases.

The low ratio of complaints received to the tens of thousands of public contacts initiated by police department employees during 2022 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 2022, the following reviews were conducted:

| Activity or Incident Type             | 2021 Reviews | 2022 Reviews |
|---------------------------------------|--------------|--------------|
| Internal Affairs Investigations       | 5            | 4            |
| Use of Force                          | 15           | 13           |
| Vehicular Pursuits                    | 10           | 11           |
| Forcible Entry into Private Residence | 8            | 1            |
| Collisions Involving Police Vehicles  | 24           | 17           |



# Field Operations

## Field Operations 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 core function of the Field Operations Bureau is crime suppression and prevention through uniform presence and response to 911 calls for service.

## Patrol

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.



## 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. During 2022, the unit had a total of 125 deployments.

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 a certification before working in a patrol function. After the initial certification each canine team must certify yearly through the North Carolina Police Work Dog Association (NCPDA). This certification ensures the integrity of the handler and canine for court purposes.



With the retirement of K-9 Zeko the agency acquired K-9 Kaiyo (pictured).

## 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 RADAR and LIDAR systems. This unit investigates all serious and fatal motor vehicle accidents that occur within the city limits as well as 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.

| 2022 Traffic Crashes                       |              | 2022 Enforcement Data                   |              |
|--|--------------|---|--------------|
| Property Damage / Personal Injury          | 1747         | DWI Arrests                             | 433          |
| Fatality                                   | 2            | Speeding Violations                     | 960          |
| <b>Total Traffic Crashes</b>               | <b>1,749</b> | Seat Belt Violations                    | 136          |
|  |              | Child Restraint System Violations       | 24           |
| Alcohol / Drug Related (included in total) | 55           | <b>Total Enforcement Data Citations</b> | <b>1,553</b> |
| <b>Total Citations for 2022</b>            |              | <b>4121</b>                             |              |

# SRT / Negotiations / Search & Rescue

## Special Response Team

The Kannapolis Police Department's Special Response Team (SRT) was established in 1992. Since the team's inception, it 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.

The goal of the Kannapolis SRT is to protect human life and to apprehend criminal offenders in high-risk situations. SRT officers 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 fifteen police officers and two civilian paramedics from Cabarrus County EMS. During 2022, the team was deployed once.



## Negotiations Unit

The Kannapolis Police Department's Crisis Negotiations Unit consists of nine 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.



## Search and Rescue Team

Members of the Kannapolis Police Department have joined with the Kannapolis Fire Department's trained and qualified Search and Rescue Team (SAR). Recognized by the NC Office of Emergency Management, Wilderness/Land Search and Rescue teams provide support to local emergency management or emergency services agencies by assisting in the location of missing persons, lost/overdue hikers, persons with cognitive impairments who have wandered from caretakers, or any individual that is reported as a lost or injured and whereabouts are unknown.

SAR Team assistance is provided with search management, search team members, trained Wilderness SAR members, human trackers and K9 teams (utilized for tracking/training, air scent, cadaver, water search and disaster search).



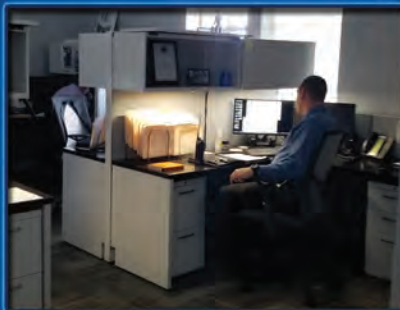
# Support Services

## Support Services Overview

The Support Services Bureau is responsible for providing support to several other agency operations. These functions include the operation of the e911 Communications Center, Records Management, Property and Evidence Management, Felony Investigations and Vice/Narcotics enforcement. These specialized units include over thirty-five sworn and civilian personnel and are a vital piece of our overall policing operations.

## Felony Investigations

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.



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.

## VICE, Narcotics & Organized Crime

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.



## Evidence/Crime Scene

Included in Felony Investigations is evidence and criminal forensics or crime scene. The department's Evidence Custodian is responsible for the control and tracking of all found, recovered, and evidentiary property for the agency. Evidence and property are logged in and maintained until appropriate court dispositions are obtained from the court system or found property is returned to its rightful owner. There are thousands of individual pieces of evidence entered into the evidence control system, all of which must be accounted for. An inventory of the evidence room is conducted on an annual basis.

# Support Services

## Communications

The main function of the Kannapolis Police Department's Communications Center is to satisfy the immediate informational needs of emergency first responders during 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 |
|------------|------|----------|---------|-------|
| <b>911</b> | 2022 | 16,068   | 1,339   | 45    |
|            | 2021 | 16,605   | 1,339   | 45    |
|            | 2020 | 14,868   | 1,239   | 41    |
|            | 2019 | 14,473   | 1,206   | 40    |
|            | 2018 | 14,697   | 1,225   | 41    |

|              |      |        |       |     |
|--------------|------|--------|-------|-----|
| <b>Admin</b> | 2022 | 59,536 | 4,961 | 165 |
|              | 2021 | 68,600 | 5,717 | 191 |
|              | 2020 | 71,582 | 5,965 | 199 |
|              | 2019 | 72,144 | 6,012 | 200 |
|              | 2018 | 77,487 | 6,457 | 215 |

|                             | 2018   | 2019   | 2020   | 2021   | 2022   |
|-----------------------------|--------|--------|--------|--------|--------|
| e911 Transactions           | 14,697 | 14,473 | 14,868 | 16,065 | 16,068 |
| Admin Phone Transactions    | 77,487 | 72,144 | 71,582 | 68,600 | 59,536 |
| Law CAD Calls for Service   | 48,275 | 46,543 | 45,339 | 48,249 | 40,563 |
| Fire CAD Calls for Service  | 11,074 | 11,538 | 11,174 | 12,585 | 8,570  |
| Other CAD Calls for Service | 4,027  | 4,227  | 3,871  | 3,777  | 330    |

## Records Unit

The Records Unit is responsible for data entry into the agency's Records Management System (RMS). This data consists of incident reports, arrests, citations, traffic crashes, document imaging, and a variety of other reports and documentation. Each case opened by the agency, regardless of type, is required to be processed by the records unit daily for quality assurance and clerical errors. They are also responsible for keeping up with the file retention schedule.

appointments, disseminating reports and information and creating calls for service that require officers to be dispatched to the lobby.

Records personnel are the face of the agency by being the first point of contact for the public when coming to the police department lobby for service. They assist with

The agency is required to follow National Incident Based Reporting System (NIBRS) standards. The Records Unit completes monthly reports for the agencies crime statistics and does a bi-annual audit which is submitted to the SBI.



# Special Operations

## Special Operations Overview

The Special Operations Bureau is responsible for community-based services which includes the School Resource Officers, the D.A.R.E. program, Public Safety Cadets and Crime Prevention. This component includes Administrative Investigations, the Training function and Recruitment. Also included are the agency's Reserve Officer and Park Ranger Units.

## Community Services Unit

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 and Drug Abuse Resistance Education (D.A.R.E.) instructors. The unit is also responsible for Community and Business Watch organizations, Public Safety Cadet advisement, Victim/Witness coordination, Crime Prevention, Nuisance Abatement coordination, and other proactive departmental and city-wide programs.

This unit works diligently reaching 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.



## Public Safety Cadets



Public Safety Cadets (PSC) is a nonprofit organization founded and managed by active duty and retired law enforcement officers and business executives who support law enforcement. PSC establishes partnerships with local, county, state and federal law enforcement

agencies and other public safety entities to provide training and practical experiences, national programs and events, and other support that will better prepare young adults to make an informed decision about a career in the public safety sector.

Officers from the Kannapolis Police Department and Cabarrus County Sheriff's Office serve as mentors and provide guidance, support, and practical vocational experiences to the cadets. The program creates a pathway for future employment in law enforcement. It also includes a leadership development academy, scholarships, mentor training, and a youth safety program. Participants will have the option to participate in national events such as the Marksmanship and Career Skills Competition.

The program is open to Kannapolis and Cabarrus County residents, age 14 to 20, who are interested in a career in public safety. For more information on Public Safety Cadets, please contact the Kannapolis Police Department at [tkiser@kannapolisnc.gov](mailto:tkiser@kannapolisnc.gov) or 704.920.4000.



# Recruitment / Training

## Recruitment and Selection

The Kannapolis Police Department recognizes the importance of recruiting and hiring qualified candidates. With the City's growing population, it is the agency's goal to hire additional individuals as well as retain current employees. To meet this growing need, the department now has a dedicated full-time recruiter whose focus is fulfilling those hiring needs. Recruitment has become difficult not due to any one particular cause. Multiple issues related to social, political, and economic forces all play a role in shaping the state of recruitment and retention.

Maintaining higher standards in the employment process ensures the agency obtains the most qualified candidates. The recruitment Sergeant, along with other employees, work to recruit potential employees through recruitment events in an effort to showcase all that the Kannapolis Police Department has to offer.

For police officers, minimum eligibility requirements are established by the North Carolina Department of Justice - Criminal Justice Education and Training Standards Commission, which certifies law enforcement officers in North Carolina. The selection process is extensive. The process includes a physical abilities test and a written test, a panel review, a comprehensive background investigation, a polygraph examination, a medical and physiological examination, and drug screen. Trainees must complete basic law

enforcement training at a state approved academy, followed by the Department's own 19-week field training program. Police officers remain in a probationary status for a period of one year following initial appointment.

For tele-communicators, minimum eligibility requirements are established by the North Carolina Department of Justice - Sheriff's Education and Training Standards Commission, which certifies telecommunicators in North Carolina. The selection process is extensive as well. The process includes a dispatcher test, a panel review, a comprehensive background investigation, a medical and physiological examination, and drug screen. Trainees are required to complete a certification course and on-the job training. Tele-communicators remain in a probationary status for a period of one year following initial appointment.



## Training

In-Service training is an extremely important aspect of any law enforcement agency's operations. Well-trained officers are better prepared to act decisively and correctly in the broad spectrum of situations in which they respond. Benefits of extensive training include less legal liability for the municipality and more importantly officer safety. One of the most important functions of the Special Operations Bureau is the scheduling of training. During the year of 2022, Sworn Officers, Telecommunicators, and Civilian personnel received 16,708 hours of training. This training included De-escalation Techniques, CPR, Firearm Qualifications,

Hazardous Materials, Legal Update, Juvenile Minority Sensitivity, Mental Health, Ethics, Bias Based Profiling, Sexual Harassment, Domestic Violence, Less Lethal Weapons, and Infectious Disease training. Total training hours are broken down into three main categories. Sworn personnel completed 15,093 hours, Telecommunicator personnel completed 1,171 hours, and Civilian personnel completed 444 hours of training for the year of 2022.



# Beyond The Badge

## Cops Target Kids for Christmas

The Kannapolis Police Department has partnered with Target to make Christmas special for dozens of children throughout the community since 2011. "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 disadvantaged children within the city.

On December 13th and 15th, 2022 the children were each paired with a Police Officer for a day of fun activities which included breakfast, lunch and shopping. The children also had their picture taken with Santa.

The outpouring of support from the business community allowed the Cops Target Kids for Christmas program to again be a huge success. A total of 49 kids each received up to \$550 dollars with which to shop and the generosity of all involved help to brighten each child's Christmas.



## Toys For Tots

The Kannapolis Police Department Community Services Unit (CSU) has partnered with the United States Marine Corps "Toys for Tots" Christmas program since 2013. The program was designed to identify less fortunate families to receive toys for their children at Christmas.

Families are identified by the CSU officers as well as Kannapolis City School counselors. Families are also identified through the website [www.toysfortots.org](http://www.toysfortots.org) where they can apply for assistance. Officers from the Community Service Unit vet these applications and make contact with the appli-

cant. Each family is provided a date and time to come to the Kannapolis Police Department and pick out toys of their choice. Each child receives 2 – 3 toys.

When the Kannapolis Police Department began participating in the program, 56 families were helped. In 2022, the program helped 465 families and well over 1300 children. These are families from within Kannapolis, Rowan County and Cabarrus County areas. Kannapolis Police Department is proud to be the only law enforcement agency in the area assisting with this program.



# Special Events

## Special Olympics Torch Run

Members of the Kannapolis Police Department participated in the annual Special Olympics Torch Run on May 12, 2022. Kannapolis officers and area Special Olympic athletes were handed the Flame of Hope at the Kannapolis city limits on Cannon Boulevard and ran with it to the Rowan County border. The Torch Run continued across North Carolina and culminated in Raleigh on June 2 when the North Carolina Special Olympic Games begin.



Participating from Kannapolis were Tracy Rowland, Capt. Brent Rowland, Kristin Jones, Officers Bryan Crim and Colby Richardson, Sgt. Dale Burris, Capt. Chris Hill and Sgt. Travis Kiser.



## Department Patch Coloring Contest

In 2022, the Kannapolis Police Department held its first ever coloring contest. Over 100 children between the ages of four and ten entered the contest and were asked to color a copy of the department patch that officers wear on their uniform.

Officers were asked to vote on their favorite entry. It was a difficult decision, but after all the votes were tallied - Milynzia Gaddy, age ten, was selected as the first-place winner. Her colored version featured red, gold, and blue glitter surrounding the borders of the patch. Her coloring was converted to a cling decal and placed on every police vehicle for two months.

The second-place winner was Amelia Astrada and Keyon Reese and Mila Allmon both tied for third place.

All the winners received gift cards.



## Police Citizens Academy

Several City of Kannapolis residents participated in the Kannapolis Police Department's 2022 Citizen Police Academy. The academy concentrates on the services and functions of the department and provides citizens with a better understanding of what it takes to be a police officer. Attendees participated in classes on all aspects of the department such as patrol operations, traffic enforcement, defensive driving, firearms, K-9 operations, special operations (SWAT), felony investigations, interaction with the courts and community service programs.

The program is free and offered annually to any Kannapolis resident.







## National Night Out

National Night Out is an annual community-building campaign that promotes police-community partnerships and provides a great opportunity to bring police and neighbors together under positive circumstances. National Night Out is about making neighborhoods safer, more caring places to live. The event aids in developing relationships between neighbors and law enforcement and providing residents with a true sense of community.

On August 2, 2022, the Kannapolis Police Department celebrated National Night Out with free food, free school supplies, live music, children's games, and much more. This year's event was named one of the Top 21 National Night Out events across the U.S. for cities with a population of 50,000 – 100,000 because of its continuous success in bringing people together and fostering positive friendships.



## Open House

The Kannapolis Police Department held its first open house on October 17, 2022. During the event guided tours of the police department were provided in addition to displays and demonstrations from each individual police division. The public was provided an opportunity to meet our police officers and K-9 officers and hopefully gained a better understanding of the work we do. Child fingerprinting kits were available for parents, and everyone enjoyed free popcorn and slushies.



This event also provided an opportunity for anyone interested in a career in policing to meet with an agency recruiter to discuss everything the Kannapolis Police Department has to offer.

## Community Bridge Project

The Kannapolis Police Department has partnered with a group of area ministers to form the Community Bridge Project. The ministers were looking to build positive and healthy relationships among diverse groups within the Kannapolis community. The group had observed the civil unrest occurring in areas around the U.S. and felt work was needed to accomplish their goals through intentional communication, purposeful dialogue on important issues and solving conflicts. Their vision statement is Building Relationships with Intentional Dialogue, Grace and Empathy (BRIDGE). With this

vision, the group strives to educate the public and have community dialogue about topics of interest such as affordable housing, childcare, police procedures regarding traffic stops, job training and much more.

For more information on the Community Bridge Project and future events, please contact [ktownbridge280@gmail.com](mailto:ktownbridge280@gmail.com)



# Department Awards & 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.

The Veterans of Foreign Wars Post 8989 Officer of the Year is presented annually to a law enforcement officer who is also a military veteran. The award recognizes an attitude of selfless service to others while always striving for excellence.



2022 Roger Dale Carter Award Recipient  
Officer Robert Carson



2022 Norma C. Howard Award Recipient  
Tele-communicator Eric Albright



2022 VFW Post 8989 Officer of the Year  
Sergeant Travis Smith



# Department Awards & Recognition

## Certificate Recipients

NC Department of Criminal Justice Education and Training Standards Division Certificate Recipients

### Advanced Law Enforcement Certificate

Arthur Reid

### Intermediate Law Enforcement Certificate

Glenn Tingen

## Life Saving Award Recipients

Sam Small  
Taylor Honeycutt  
Anglea Yates

Pedro Ramirez  
Colby Richardson  
Bryan Crim

## Safe Driving Award Recipients

### 25 Years

Terry Spry

### 5 Years

Alex Quigley  
Jason West

## 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 accreditation and insures professional excellence. Law Enforcement accreditation is a distinction shared by only approximately six percent of the law enforcement agencies nationwide. 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.

In April of 2022, the Kannapolis Police Department was awarded national accreditation for the eight consecutive time. The agency has maintained accredited status since 2000.



# ACKNOWLEDGMENTS

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

## CONTACT US:

|                              |              |
|------------------------------|--------------|
| Non-emergency                | 704-920-4000 |
| Administration               | 704-920-4010 |
| Employment Opportunities     | 704-920-4096 |
| Criminal Investigations      | 704-920-4001 |
| Vice/Narcotics               | 704-920-4002 |
| Records                      | 704-920-4129 |
| Community Services           | 704-920-4090 |
| Field Operations Commander   | 704-920-4086 |
| Support Services Commander   | 704-920-4049 |
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| Amplified Sound Permits      | 704-920-4010 |
| Pawn Broker and ABC Permits  | 704-920-4054 |

## CITY MANAGER

Mike Legg, City Manager  
Eddie Smith, Deputy City Manager

## CITY COUNCIL

M. Darrell Hinnant, Mayor  
Dianne Berry  
Ryan Dayvault  
Jeanne Dixon  
Darrell Jackson  
Tom Kincaid  
Doug Wilson



**Make a difference.....**

Work for the Kannapolis  
Police Department  
Contact a recruiter today  
704-920-4096  
EEOC



[www.kannapolisnc.gov](http://www.kannapolisnc.gov)