



ANNUAL REPORT  
**2023**

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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Cover Photo Location: Atrium Health Ballpark



# Message from the Chief

It is my pleasure to present the Kannapolis Police Department's 2023 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 businesses and the construction of new 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' 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 added two School Resource Officer positions and two Telecommunicator positions. The added SRO positions will increase our opportunities for positive interaction with elementary school aged children and increase our visibility at all six Kannapolis City Schools elementary schools. The two added Telecommunicator positions will allow for additional staffing in the Communications Center during high call demands to reduce call times and enhance efficiency. Additionally, our evaluation of the added Recruiting Sergeant position, creation of a Park Ranger Unit, and reclassified our civilian Evidence/Property Control Technician position to a Sergeant in 2022 have all had positive impacts for the department. These impacts include a larger applicant pool, an increased presence in our downtown area and improved accountability and efficiency of items being stored in our Evidence/Property Control areas.

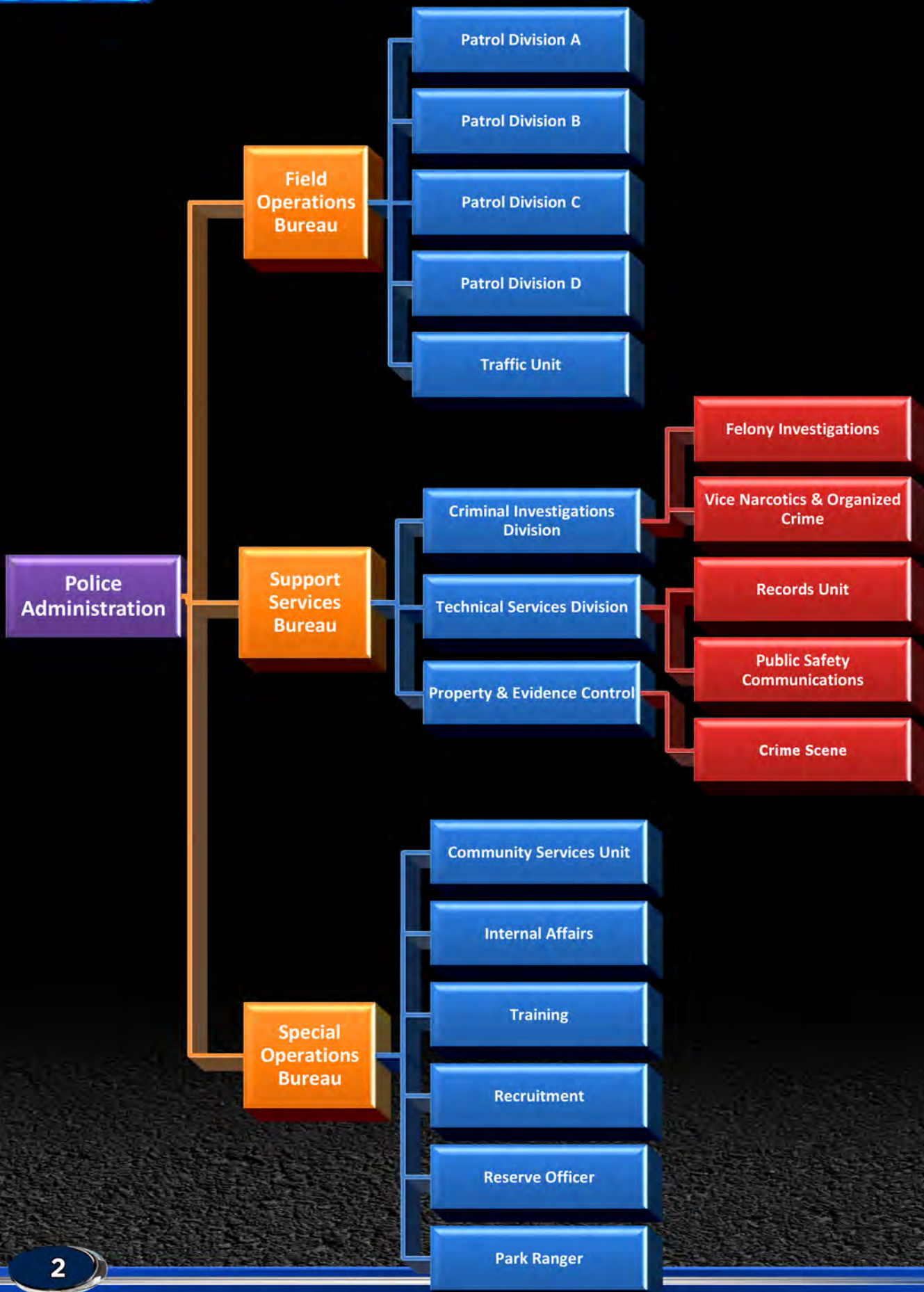
We have hundreds of citizen contacts daily and we are very fortunate that only a small number of them become confrontational. Our officers are trained to diffuse volatile situations, not make them worse. Most of our department has received hours of training in Crisis Intervention and Mental Health First 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, Professional Standards / Internal Affairs, the agency's Reserve Officer Program and the Park Ranger Unit.

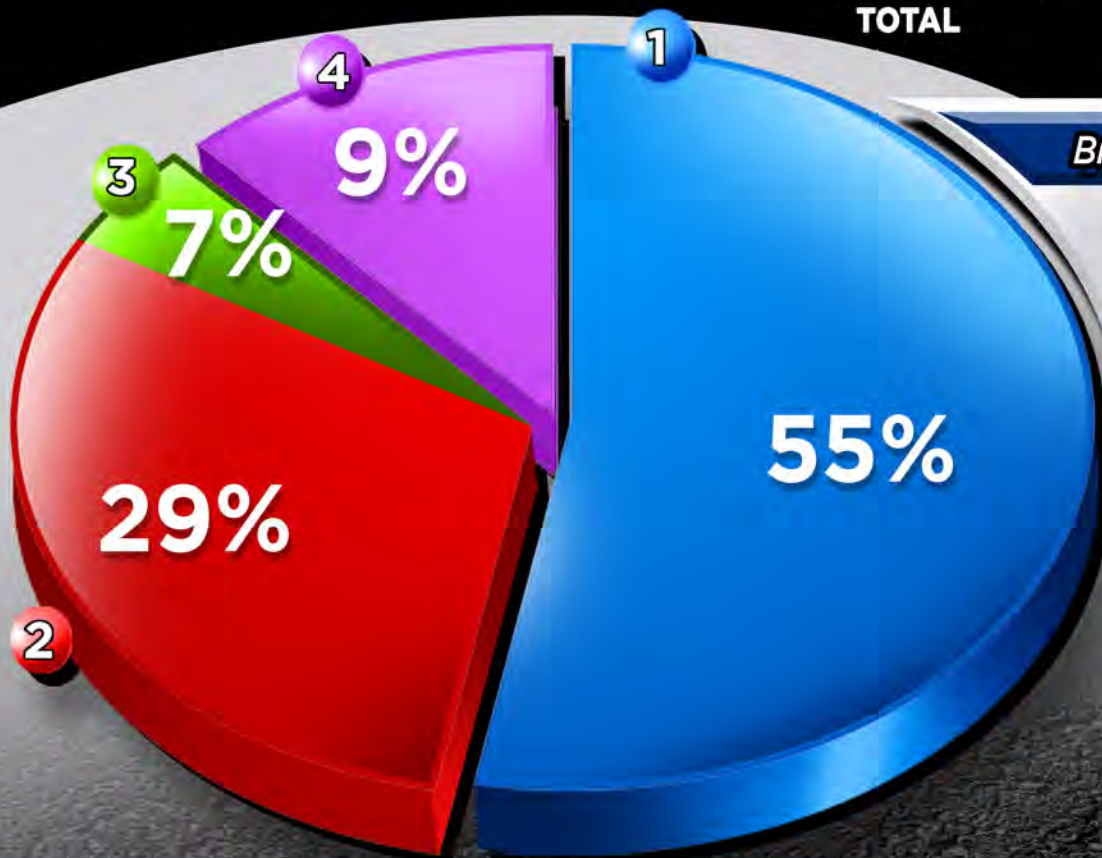
**Administration** provides management, resource allocation, and strategic direction for the department. Included in this component is accreditation management.

## FY 2023

Field Operations	\$	5,806,123
Support Services	\$	3,102,224
Special Operations	\$	704,948
Administration	\$	928,327
<b>TOTAL</b>	<b>\$</b>	<b>10,541,622</b>

## Breakdown By Program

- 1. Field Operations Bureau 55%
- 2. Support Services Bureau 29%
- 3. Special Operations Bureau 7%
- 4. Administration 9%



# 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 23.5%. The ten-year average is 12.9%. During 2023, the agency hired twenty-seven individuals and had twenty-six leave the agency due to retirement or resignations. 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 12/31/2023.

## Race/Gender Distribution

	Sworn	Civilian	TOTAL	Total Percent %	Sworn Percent %
White-Male	64	4	68	63.55	77.11
White-Female	7	18	25	23.36	8.43
Black-Male	9	0	9	8.41	10.84
Black Female	1	2	3	2.80	1.20
Hispanic Male	1	0	1	0.93	1.20
Hispanic Female	1	0	1	0.93	1.20
Other-Male	0	0	0	0.00	0.00
Other-Female	0	0	0	0.00	0.00
<b>TOTALS</b>	<b>83</b>	<b>24</b>	<b>107</b>	<b>100.00</b>	<b>100.00</b>

## 2023 Staffing Allocation

	Sworn	Civilian	Total
Administration	5	2	7
Support Services	16	23	39
Field Operations	64	1	65
Special Operations	10	2	12
<b>GRAND TOTAL</b>	<b>95</b>	<b>28</b>	<b>123</b>

City	Population	Sworn Police Staff	City Limits in Sqare Miles
Mooreville	54,578	109	25
Huntersville	61,376	111	42
<b>Kannapolis</b>	<b>57,346</b>	<b>95</b>	<b>34</b>

# Crime Statistics and Trends

The Kannapolis Police Department recognizes crime control as a critical mission and 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 2526 crimes per

100,000 persons. The crime index rate for Kannapolis is 1256, a rate which is approximately 50% lower than the statewide numbers. In 2022, the crime index total for Kannapolis was 6% lower than the 2021 total.

Kannapolis continues to be one of the safest cities in North Carolina as the total crime rates illustrates. 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>



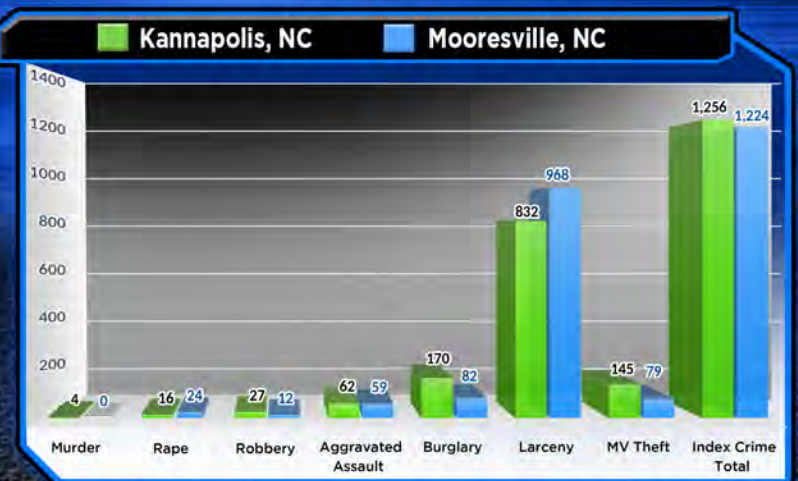
## 5 Year Trend - Kannapolis Violent and Property Crimes

Offense	2018	2019	2020	2021	2022	5yr Avg
Murder	2.0	1.0	2.0	3.0	4.0	2.4
Rape	14.0	20.0	8.0	18.0	16.0	15.2
Robbery	31.0	36.0	23.0	28.0	27.0	29.0
Aggravated Assault	74.0	51.0	69.0	60.0	62.0	63.2
<b>Violent Crime</b>	<b>121.0</b>	<b>108.0</b>	<b>102.0</b>	<b>109.0</b>	<b>109.0</b>	<b>109.8</b>
Burglary	190.0	184.0	222.0	182.0	170.0	189.6
Larceny	713.0	876.0	1116.0	909.0	832.0	889.2
MV Theft	67.0	98.0	132.0	136.0	145.0	115.6
<b>Property Crime</b>	<b>970.0</b>	<b>1158.0</b>	<b>1470.0</b>	<b>1227.0</b>	<b>1147.0</b>	<b>1194.4</b>
<b>Index Crime Total</b>	<b>1091.0</b>	<b>1266.0</b>	<b>1572.0</b>	<b>1336.0</b>	<b>1256.0</b>	<b>1304.2</b>

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

	Kannapolis, NC	Mooresville, NC
Murder	4	0
Rape	16	24
Robbery	27	12
Aggravated Assault	62	59
Burglary	170	82
Larceny	832	968
MV Theft	145	79
<b>Index Crime Total</b>	<b>1,256</b>	<b>1,224</b>

	Kannapolis, NC	Mooresville, NC
Allotted Sworn Police Staff	95	109
Coverage Area (Square Miles)	34	25
Officers Per 1000 Residents	1.7	2
Population	57,346	54,578



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 forty-six (46) formal

complaints between January 1, 2023 and December 31, 2023. There were three (3) complaints referred to Internal Affairs. Of the four (4) internal affairs investigations during 2023, misconduct was established in two (2) cases.

The low ratio of complaints received to the tens of thousands of public contacts initiated by police department employees during 2023 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 2023, the following reviews were conducted:

<b>Activity or Incident Type</b>	<b>2022 Reviews</b>	<b>2023 Reviews</b>
Internal Affairs Investigations	4	4
Use of Force	13	15
Vehicular Pursuits	11	11
Forcible Entry into Private Residence	1	4
Collisions Involving Police Vehicles	17	18



# 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 2023, the unit had a total of 221 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 Loki, the agency acquired K-9 Roscoe (pictured with handler Officer Nathan Lambert).



## 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.

2023 Traffic Crashes	
Property Damage / Personal Injury	1927
Fatality	5
<b>Total Traffic Crashes</b>	<b>1932</b>
Alcohol / Drug Related (included in total)	76
2023 Enforcement Data	
DWI Arrests	412
Speeding Violations	1270
Seat Belt Violations	121
Child Restraint System Violations	12
<b>Total Enforcement Data Citations</b>	<b>1815</b>
<b>Total Citations for 2023</b>	<b>4505</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 2023, the team was deployed twice.



## Negotiations Unit

The Kannapolis Police Department's Crisis Negotiations Unit currently 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.



## 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).



*During 2023, agency members assisted in the search for a missing juvenile.*

# 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.



## 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.

The crime scene unit is manned by two investigators and, when needed, is supplemented by other members who are trained in methods of evidence collection, photography, latent evidence, and other duties associated with processing crime scenes. The crime scene investigators have 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.

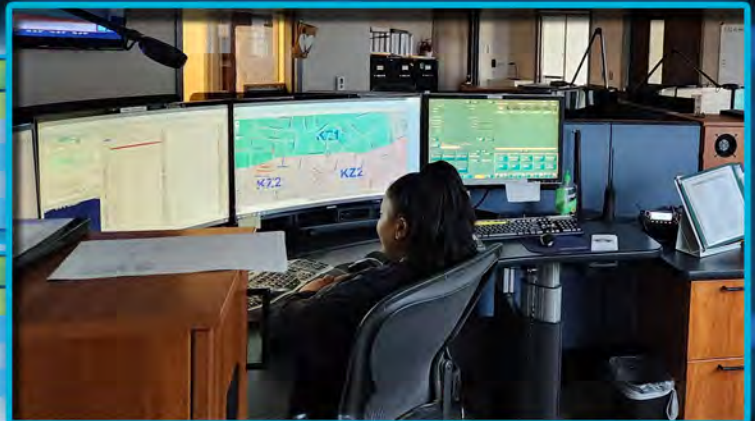


# Support Services

## 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 the Next Generation 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>	2023	*	*	*
	2022	16,068	1,339	45
	2021	16,605	1,239	45
	2020	14,868	1,206	41
	2019	14,473	1,225	40

<b>Admin</b>	2023	*	*	*
	2022	59,536	4,961	165
	2021	68,600	5,717	191
	2020	71,582	5,965	199
	2019	72,144	6,012	200

	2019	2020	2021	2022	2023
e911 Transactions	14,473	14,868	16,065	16,068	*
Admin Phone Transactions	72,144	71,582	68,600	59,536	*
Law CAD Calls for Service	46,543	45,339	48,249	40,563	43,286
Fire CAD Calls for Service	11,538	11,174	12,585	8,570	9,706
Other CAD Calls for Service	4,227	3,871	3,777	330	60

*\*Data unavailable due to software update*



## Records Unit

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

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.

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-yearly 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.



## Public Safety Cadets (continued)

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 or 704.920.4000.

## Park Rangers

In 2023, The Kannapolis Police Department launched the park ranger program. Park ranger personnel are non-sworn members of the Police Department whose primary duties are patrolling the City's parks and greenways and assisting patrons with non-emergency situations. Should there be an emergency situation while they are on patrol, necessary help can quickly be obtained. Park rangers are an additional presence in the parks and greenways and can take incident reports and answer questions. The City has a number of parks and greenways, including the West Avenue Park which is in the heart of downtown.

"Our parks and greenways are some of our most frequented places in the City. Thousands of people visit our recreational facilities each week, whether it is the splash pad at Atrium Health Ballpark or a concert at Village Park. The park rangers program gives us an additional presence at these facilities to assist anyone who needs help, take incident reports or to answer routine questions that we receive. The program allows us to keep our sworn personnel available for the more typical emergency situations we have such as accidents and so forth," said Kannapolis Police Chief Terry Spry. "This is also a program that is a gateway to becoming a police officer. The responsibilities of the job will give park rangers experiences that could lead to a career in law enforcement if they find they like the interaction and relationships we build in our positions."



# Recruitment / Training

## Recruitment and Selection

The Kannapolis Police Department recognizes the importance of recruiting and hiring qualified candidates. Multiple issues related to social, political, and economic forces all play a role in shaping the state of recruitment and retention. With the City's growing population, the agency maintains its goal to hire additional individuals as well as retain current employees.

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

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 20-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 tele-communicators 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.



[www.governmentjobs.com/careers/kannapolis](http://www.governmentjobs.com/careers/kannapolis)

## 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 2023, Sworn Officers, Telecommunicators, Park Rangers and Civilian personnel received 18,605.25 hours of training. This training included CPR, Firearm Qualifications, Hazardous Materials, Legal Update, Juvenile Minority Sensitivity, Mental Health,

Ethics, Bias Based Profiling, Sexual Harassment, Less Lethal Weapons, Infectious Disease, and Advanced Law Enforcement Rapid Response (ALERRT) training. Total training hours are broken down into four main categories. Sworn personnel completed 17,194.5 hours, Telecommunicator personnel completed 1030.75 hours, Park Rangers completed 65.5 hours and Civilian personnel completed 314.5 hours of training for the year of 2023.



# 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 5th and 7th, 2023 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 51 children each received up to \$500 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 applicant. 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 2023, the program helped 426 families and well over 1800 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 15, 2023. 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 in the run were (standing) Inv. Joe VanSkiver, Sgt. Travis Kiser, Officer Tony Peeler, Officer Rob Carson, Sgt. Dale Burris, Brent Saffell, Tracy Rowland, Capt. Brent Rowland, David Burchett, (kneeling) Officer Jody Kerr, Deputy City Manager Eddie Smith, Recruit Isaac Heggins, Recruit Kyiev Bennermon and Officer Jason Whitley







## 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 October 3rd, 2023, 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 included special activities for senior residents of Kannapolis in addition to a winter coat drive for children in grades K-12 with in the community. National Night out continues to be successful in bringing people together and fostering positive friendships.



Thank you for attending National Night Out 2023!



## Community Bridge Project

Over a year ago, a group of area ministers launched the Community Bridge Project. Their purpose was to build positive and healthy relationships among diverse groups within the Kannapolis community. The group continues working to accomplish their goals through intentional communication, purposeful dialogue on important issues and solving conflicts.

The group's vision statement is Building Relationships with Intentional Dialogue, Grace, and Empathy (BRIDGE). Their work is centered around public education and community dialogue about topics of particular interest to people of Kannapolis and those that may have raised levels of racial tension in other areas of the country. Topics include educating the public about affordable housing and childcare, police procedures regarding traffic stops and response to incidents, job training, entrepreneurship and much more.

Members of the group include: Beryl Torrence, Dr. Greg Sloop, Gloria Talbert, Pastor Farrar Griggs, Jr., Pastor John Leazer, Pastor Tracy Caldwell, Pastor Ronnie Bell, Pastor Reginald Pharr, Pastor William Moody, Pastor Willie Rash, Stephen Williamson, Pastor Brian Duncan, Rev. Laurie Knoespel, Dr. Leonard Jarvis, Kannapolis Police Chief Terry Spry, Kannapolis City Manager Mike Legg, Father Joshua Gilliam, Kannapolis Mayor Darrell Hinnant and Kannapolis Community Development Program Administrator Sherry Gordon.

The group holds meetings that are focused on community conversation and they are free and open to the public. 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 Police Star is the department's second highest award and is presented for meritorious action above and beyond the call of duty. This award may be presented for exemplary action in the line of duty under unusually difficult or dangerous conditions when, because of the officer's action, a serious crime is prevented, the perpetrator is apprehended, or serious injury or death to an innocent person is averted.



2023 Roger Dale Carter Award Recipient  
Officer Norman Hill



2023 Norma C. Howard Award Recipient  
Records Specialist Shari Hoehman



2023 Police Star Award Recipients  
Officer Cody Franklin and  
Officer Jonathan Lambert

## Unit Commendations

James Livengood	Nicholas Corn
Tony Peeler	Joseph VanSkiver
Hunter Wood	Glenn Tingen
Alex Quigley	Wesley Wilson
Brandon Wagner	John Cramer
Lauren Barnes	Norman Hill
Arthur Reid	



## Academic Achievement

Graduate Degree  
Alex Quigley

4-Year Degree  
Arthur Reid  
Brent Rowland  
Justin Smith

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

### Advanced Law Enforcement Certificate

Robert Carson

### Intermediate Law Enforcement Certificate

Donald Newton  
Jonathan Lambert  
Cody Franklin  
Brandon Crowe  
Gaspar Ruiz

## Individual Commendations

Jason Hinson	Allen Tomlin
Jonathan Lambert	Sam Small
Heather Raffaldt	Austin Purser
Ramsey Nimer	Taylor Honeycutt
Sathina Guard	Matthew Honeycutt
Lanie Untz	

## Safe Driving Award Recipients

### 25 Years

Allen Tomlin

### 5 Years

Arthur Reid  
Gaspar Ruiz  
Keith Benfield

# Department Awards & Recognition

## Retirements



Officer Chance W. Ross  
15 Years Of Service

Officer Chance W. Ross retired on July 9th, 2023, with 15 years of service with the department. He began his law enforcement career with the Kannapolis Police Department as a patrol officer in August 2008 and became one of the agency's Field Training Officers in September 2012. Ross transferred to the Felony Investigations Unit in September 2016, and in September 2018 was assigned to the Vice Narcotics Unit. Officer Ross graduated from South Rowan High School in 1986. During his career with the Kannapolis Police Department, he received an Advanced Law Enforcement Certificate from the N.C. Criminal Justice Education and Training Standards Commission and completed 2567 hours of professional training.

## 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.

The Kannapolis Police Department has maintained advanced 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

## CITY MANAGER

Mike Legg, City Manager  
Eddie Smith, Deputy City  
Manager

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



## CITY COUNCIL

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



## CONTACT US:

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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
Special Operations Commander	704-920-4054
Amplified Sound Permits	704-920-4010
Pawn Broker and ABC Permits	704-920-4054



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

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

