

Smithfield Police Department

Annual Report 2014



Motivated by our uncompromising integrity, respect for humanity and our never ending commitment to excellence.

*Smithfield, North Carolina * The Heart of Johnston County Since 1777.*

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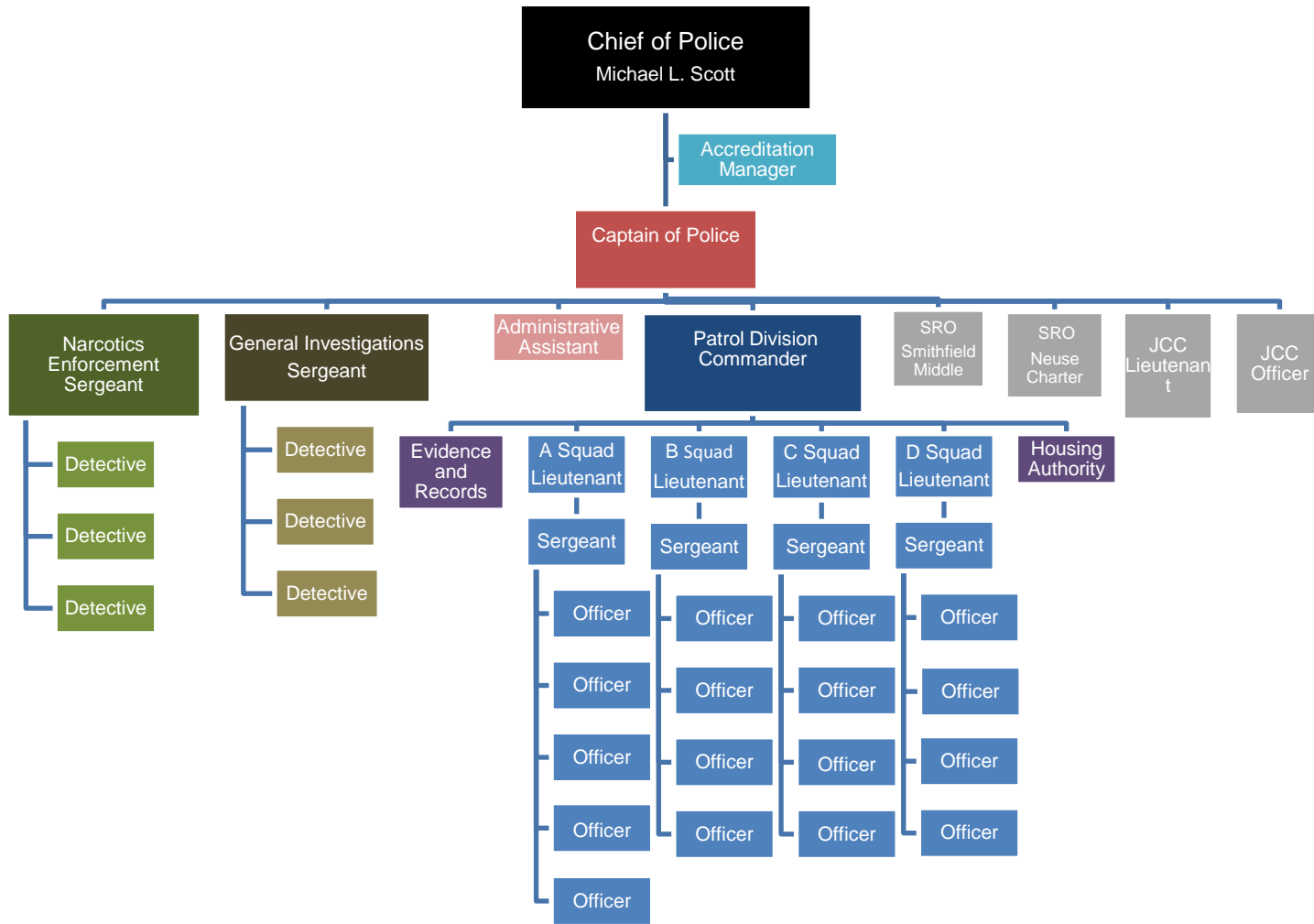
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SECTION

1

Smithfield Police Department Organizational Chart



Smithfield Police Department Patrol Division

2014 Year End Report



The Smithfield Police Department is a full service agency that is dedicated to serving the residents and visitors of the town. The officers of the Smithfield Police Department: respond to calls for service, apprehend suspects, direct traffic, conduct criminal and traffic investigations, as well as a long list of other duties. The Patrol Division interacts with the members of the public on a daily basis in both good and bad situations.

Police Officers jobs are very stressful due to the nature of the calls that they have to answer. An officer never knows what to expect on any call they answer so they are always vigilant and alert in order to be safe. The issues that are currently going on elsewhere in the world have its effects on all law enforcement agencies. Officers are forced to make split second decisions to ensure their safety and the safety of others.

During 2013 a total of 105 officers lost their lives during the line of duty. A total of 118 officers have lost their lives in the line of duty during 2014. The losses range from gunshot wounds to Heart attacks. We are blessed to not have lost any officers to an on-duty death during this year.

Line of Duty Deaths in the US: 118

Assault: 2	Automobile accident: 26
Drowned: 1	Fire: 1
Gunfire: 47	Gunfire (Accidental): 2
Heart attack: 15	Motorcycle accident: 4
Struck by vehicle: 5	Vehicle pursuit: 5
Vehicular assault: 10	

The Smithfield Patrol Division is broken down into four Patrol Squads, which consist of (1) Lieutenant, (1) Sergeant and (4) Patrol Officers. The department has two canine officers that are assigned to the Patrol Division. The officers work 12 hour rotating shifts (5:30 am to 5:30 pm or 5:30 pm to 5:45 am). The town is covered by police protection 24 hours a day, seven days a week. Officers have to work regardless of the weather and have to work all holidays as well.



Patrol Officers spend the majority of their time in their patrol car. The patrol vehicle has computer mounts installed to hold computers. Printers have been installed in the cars which allow Officers to use E citation to issue citations and print them out in the car. This cuts down on the amount of time it takes to issue citations. Officers complete all reports in their cars and are now able to print from the car if they are connected to the department's WI-FI. Officers spend very little time at the department.

The Patrol Division is the first responder to all situations that arise within the city limits. Officers respond to fights, robberies, larcenies, domestics, assaults, suspicious deaths, automobile accidents and a wide variety of calls for service. The calls for service range from keys locked in cars, unruly children, arguments, lost property and the list goes on. Our officers do an outstanding job representing the town and department in the performance of their duties. This department has a very professional group of officers.

The Patrol Division completes a large number of community service projects during the year. Schools, Churches, Private Citizens and Businesses request for officers to talk about: gangs, drugs, security issues and other problems that might arise. Numerous tours are given at the police department throughout the year. Officers issue citations, written warnings, and verbal warnings and have to arrest violators during the performance of their duties, along with all the other assignments.

Smithfield Police Officers have worked diligently this year to reduce the crime rate in the town of Smithfield. These actions have taken place even with tighter budgets and loss of manpower. The individuals working for the department are dedicated to the town and the citizens. It takes a person who is willing to go above and beyond to do law enforcement work. The Smithfield Police Department has a most outstanding group of people working for the town.

Smithfield Police officers answered a total of 27,056 calls for service in 2014. The Patrol Division averaged a total of 22,265 miles per month driven on marked patrol vehicles. Officers are also involved in bicycle and foot patrol. A total of 1485 arrests for a variety of crimes were made and a total of 122 DWI arrest were made for the year. Officers issued a total of 3,980 citations for a variety of violations. A total of 854 motor vehicle accidents were investigated during the year of 2014. A total of 2114 incident reports were taken by members the patrol division during this year.

The Patrol Division has logged a lot of hours this year doing a wide variety of tasks. The Patrol Division has overcome numerous obstacles to reduce the crime rate by 30% in the town of Smithfield when compared to five years ago. If you happen to encounter an Officer, please take a moment to thank them for the outstanding job and dedication to the citizens of Smithfield.

Smithfield Police Department

Criminal Investigation Division

2014 Annual Report

General Information

The Smithfield Police Department's Criminal Investigative Division is comprised of four sworn detectives, one being a Sergeant. The Sergeant supervises the division in day in and out responsibilities and also is responsible for the case assignments and administration duties of the division. An investigator, including the Sergeant pulls an "on call" schedule to assure that an investigator is on call 24 hours a day, 7 days a week. All investigators are Advanced Law Enforcement Certificate recipients and are well respected in the investigative community with hundreds of hours of training under their belts.

Current Operations and Trends

The general investigators in the Criminal Investigators Division are responsible for the more serious misdemeanors, and felony cases that are not retained by the uniformed patrol division. Most of the felonies are, but not limited to; robberies, homicides, suicides, suspicious deaths, arsons, sexual assaults, pornography, crimes against children, frauds, burglaries, etc. Investigators are also responsible for the background investigations of all new hires at the police department. During the calendar year of 2014, 154 cases were assigned to the criminal investigations division, with approximately 50 being carried over from 2013. Investigators were called to assist in 9 death investigations. These were to confirm the deaths were in fact natural or accidental causes. Also investigators assisted Department of Social Services in 26 cases that incident reports were not initiated because it did not fall within our jurisdiction or no criminal prosecution was justified.

In 2014, we saw a decrease in Burglaries to 112 from 145 reported in 2013, a drop of 23%. Frauds and Forgery's saw a drop of 17%. On the other hand, Robberies went from 23 reported in 2013 to 26 in 2014, a 13% increase. No Homicides occurred in Smithfield in 2014, but an increase in assaults and aggravated assaults from 47 to 57, a 21% increase was realized. A proactive stance with uniform street patrol, arrest, and follow up investigations with the District Attorney's Office has seen detainment and incarceration of certain offenders create a benefit to the community and a decrease in certain crime percentages.

As Smithfield has seen its budget decrease, the work has been spread over several areas and all investigators work a variety of crimes. As in other towns of Smithfield's size, some investigators specialize in specific areas, but as manpower presents a unique problem, investigators are diverse and work all assigned

cases from child sex crimes to homicides. While we do not have the manpower to assign specific cases to specific investigators, we are fortunate to have experienced investigators within our ranks with the expertise and training to effectively work these cases.

Our department has seen an increase in fraud and computer related crimes. This has come with complications and is very time consuming. Frauds, Embezzlement, and Computer Related Crimes take up an estimated 50% of the investigators' time on case work. Most of these cases require court orders, search warrants, and many hours of conversations between emails and phone calls.

This past year, we have seen an increase in DSS (Department of Social Services) reports being sent to the department. These reports have to be looked at to confirm if they are in our jurisdiction or not. Most of these reports are related to child abuse or child sexual abuse. An additional investigator devoted to these cases and domestic violence cases would be beneficial to the department and the investigative division by freeing up time for other specific cases to be worked. It is noted in several training forums that an investigator trained specifically in child crimes are more proficient and more accepted by child victims.

Objectives for 2015

The primary goal is to proactively deter violent crimes and crimes of opportunity. Investigators have worked surveillance operations, placed hidden cameras, etc. to pinpoint and establish hotspots and criminal activity. The Criminal Investigative Division will strive to be as proficient as possible with the resources available and continue to provide the citizens of Smithfield with a professional, positive, and respected service when a need arises. With the increase in sophisticated fraud crimes rising, additional training has been scheduled for the future and more resources are being made available for investigators to hopefully improve the case clearance on such crimes.

Sgt RD Wood

Smithfield Police Department

Division of Narcotics Enforcement (DNE)

General Information:

The Smithfield Police Department currently has three (3) full time detective positions assigned to the Division of Narcotics Enforcement (DNE). Detectives assigned to the Division of Narcotics Enforcement are supervised by the Sergeant of the Division of Narcotics Enforcement. The overall command lies with the Captain of the Police Department whom reports directly to the Chief of Police. Division of Narcotics Enforcement detectives are tasked with street level drug enforcement, crime suppression, investigations of major narcotics cases and related vice crimes.

The Division of Narcotics Enforcement is responsible for investigating drugs and vice crimes which threaten the wellbeing of the community. DNE detectives investigate such crimes as; possession of controlled substances, sale and manufacture of illegal narcotics, places maintained for the purpose of sale of illegal narcotics, pharmaceutical diversion, prostitution, the sale of non-tax paid alcohol and locations establish for the sale of non-tax paid alcohol. DNE detectives pursue prosecution of offenders under both state and federal law.

Current Operations:

DNE detectives conducted an undercover street level drug sales operation (Operation Blue Christmas) which took place from December of 2012 till September of 2013. In December of 2013, 239 felony narcotics related charges were filed on 44 identified suspected narcotics dealers within the Smithfield Community. During a large part of the beginning of 2014, the Division of Narcotics Enforcement worked vigorously to complete Operation Blue Christmas processes and paperwork. Detectives worked closely with the Johnston County District Attorney's Office on the prosecution of the street level narcotics dealers that were identified and charged during Operation Blue Christmas. DNE Detectives attended numerous meetings with Assistant District Attorneys, numerous grand Jury settings and Superior Court settings during the prosecution stage of this operation.

Much of the beginning of 2014, the supervising sergeant and the detectives assigned to the Division of Narcotics Enforcement worked to analyze and streamline daily operations within the division. Operational procedures for the division, such as operational forms, drug complaint tracking, documentation techniques, security of sensitive / confidential information and operational abilities, were evaluated and changed to streamline daily operations. This was also part of the process to assist in the CALEA accreditation process which went very well within the Division of Narcotics Enforcement.

DNE detectives have been and are currently conducting joint operations with surrounding local, state and federal agencies to identify, document and infiltrated drug diversion trafficking organizations. During these joint operations, key suspects and cells within these organizations have been identified and numerous arrests have been made over the course of the past year. Due to the size and make-up of these organizations, this remains an ongoing problem for our community, as well as surrounding communities. Cells of these organizations have been linked as far away as South Carolina and Virginia and as close as surround cities and counties.

From January 1, 2014 to December 31, 2014, DNE detectives generated the following statistics in regards to narcotics investigations. These statistics represent the quantity of investigations conducted by DNE detectives through informant and citizen tips, undercover purchases of drugs, adoption of investigations from patrol division, surveillance operations and area specific street patrols.

Narcotics Investigations Opened:	Narcotics Investigations Adopted from Patrol:	Firearms Related Investigations Opened:
149	17	4

Trends in the Narcotics Trade:

The most prevalent trend this year in the narcotics trade is the continued increase in Pharmaceutical Diversion. Pharmaceutical Diversion is where prescription medication is diverted from its legitimate purpose to an illegal purpose. Persons are obtaining prescription medications by means of fraud, forgery, larceny and many other means. Below you will find details in the increase and dangers of Drug Diversion within our community.

Diversion Overview

Prescription drug diversion is one of the most serious drug problems that America faces today. Prescription drug diversion can be defined as diverting prescription medications, which have a recognized medical use, for uses other than medical purposes prescribed by a doctor. The most common non-prescribed use of prescription drugs is recreational use. Prescription medication benefits a large number of people in a variety of ways, from regulating blood pressure to controlling severe chronic pain. Unfortunately, a growing number of people take prescription medications for reasons other than medical use. Research has shown that recreational use of prescription pills has surpassed the recreational use of all other drugs combined, excluding

marijuana¹. It is important to understand that medications prescribed by a doctor, while typically safe when taken as prescribed, can be extremely dangerous if abused. For example, in 1999 there were approximately 4,000 prescription opioid drug overdose deaths in the United States. Just seven years later, in 2006, that number more than tripled to 13,800 (Dupont, 2010)². This trend has helped propel the number of total drug overdose deaths from slightly under 20,000 in 1999 to slightly over 38,000 in 2006³.

There are three types of prescription drugs that are of concern, and all of them are subject to the North Carolina Controlled Substances Act. While it is perfectly legal to possess and use these medications with a valid prescription, these medications are regulated in a manner similar to illegal drugs such as cocaine and heroin when they are used outside of a valid prescription. The three types of particular concern are opiate Pain Relievers (such as Oxycodone, Percocet, etc.), Depressants (such as Xanax and Ambien), and Stimulants (such as Ritalin and Adderall). Using, possessing, distributing, or selling these medications outside of legal prescriptions is illegal and treated similar to using, possessing, or selling illicit drugs. The Smithfield Division of Narcotics Enforcement has conducted investigations which show that the illegal use and sale of prescription medication is more common today than ever. These medications are now being sold on the street by many of the same individuals that sell cocaine, heroin, and other “hard” drugs. Similar tactics are being used, and many street dealers selling Oxycodone today resemble the cocaine street dealers of years gone by. Some of them carry firearms, many are convicted felons, and many are a menace to our society.

Although hard “street dealers” sell prescription medications, there is a shifting trend showing that people who likely would not use or sell cocaine may be more likely to become involved in the use and sale of prescription medications. In addition, prescription pills are readily available. Unlike cocaine or heroin, which must be illegally imported into the United States, a supply of prescription drugs can be obtained from the local pharmacy. Illegal users and sellers can use a variety of methods to obtain the drugs. Pharmacy break-ins, the theft of medication through medical professionals, “doctor shopping”⁴, prescription frauds and forgeries, and the theft or sale of medication by family members are all common methods of illegally obtaining prescription drugs. In addition, one class of prescription drugs called Opioid Pain Relievers mimics the effects of opium. Opium is a natural substance derived from the poppy plant, and it has long been used to relieve pain. Morphine, an opiate derived from opium, has long been used to alleviate severe pain. Many mild opiates have been created from opium and have been introduced as prescription drugs such as oxycodone and hydrocodone. While safe to take as prescribed, these drugs are similar in nature to morphine and even heroin (a powerful illegal opiate). Because oxycodone has similar (although far milder) effects to heroin, there is a concern that the increased illegal use of these drugs will create a new generation of heroin users in Smithfield and around the country. This is of particular concern because heroin has not been a major concern until just a few years ago. The following is a table showing the number of prescription pills seized in Smithfield, by year, compared to the amount of heroin seized in Smithfield.

1 DuPont, R. (2010). Prescription Drug Abuse: An Epidemic Dilemma. *Journal Of Psychoactive Drugs*, 42(2), 127-32.

2 DuPont, R. (2010). Prescription Drug Abuse: An Epidemic Dilemma. *Journal Of Psychoactive Drugs*, 42(2), 127-32.

3 DuPont, R. (2010). Prescription Drug Abuse: An Epidemic Dilemma. *Journal Of Psychoactive Drugs*, 42(2), 127-32.

4 Doctor Shopping is the act of seeing more than one medical provider to obtain more prescription pills than would normally be supplied.

Year	OPR Doses	Heroin Grams	OPR Evidence Packs	Heroin Evidence Packs	Pharmacy Reported Frauds
2006	23	0	6	0	16
2007	331	0	12	0	9
2008	1012	0	38	0	10
2009	727.5	0	50	0	9
2010	434.5	0	40	0	23
2011	203	0	32	0	9
2012	1043.5	28.3	64	7	12
2013	946.5	3.6	74	3	1
2014	1080	7.5	90	5	18

Combating Diversion

There are a number of methods to combat diversion. Enforcing laws designed to curb the illegal use and possession of prescription drugs can be similar to the same laws used to enforce illicit drugs such as cocaine, but it is often very different. Anyone caught illegally selling or possessing these drugs are charged with a crime. The most significant hurdle to combat diversion, however, is the fact that pills are readily available at pharmacies and can be legally possessed with valid prescriptions. In addition, private medical records must be used to prove doctor shopping. Investigating doctor shopping and forged prescriptions is often a complex investigation and requires diligent investigation.

Another primary method of combating diversion is through undercover purchases. Anyone caught selling prescription controlled substances are subject to the same penalties that can apply to selling marijuana, cocaine, even methamphetamine and heroin. Through diligent investigation of prescription frauds and doctor shopping cases, along with undercover purchases, Smithfield Division of Narcotics Enforcement detectives are striving to be at the front of combating prescription drug diversion.

Another prevalent trend this year in the narcotics trade is the increase in the prices for illegal drugs. This goes for both illicit drugs (Cocaine, Marijuana and other such drugs), as well as diverted drugs (oxycodone, Hydrocodone and other such prescriptions). DNE detectives are provided with funds from the Smithfield Police Department Confidential Drug Budget Line Item. This limited funding is an annual budget item that is used to purchase evidence for prosecution, pay for information that will assist in the investigation and to cover operational costs. Significant increases in the price for illegal drugs and a decrease in the department budget have caused increased limitations in our ability to conduct these undercover operations due to lack of funding and resources to pull from.

Annual Seizures:

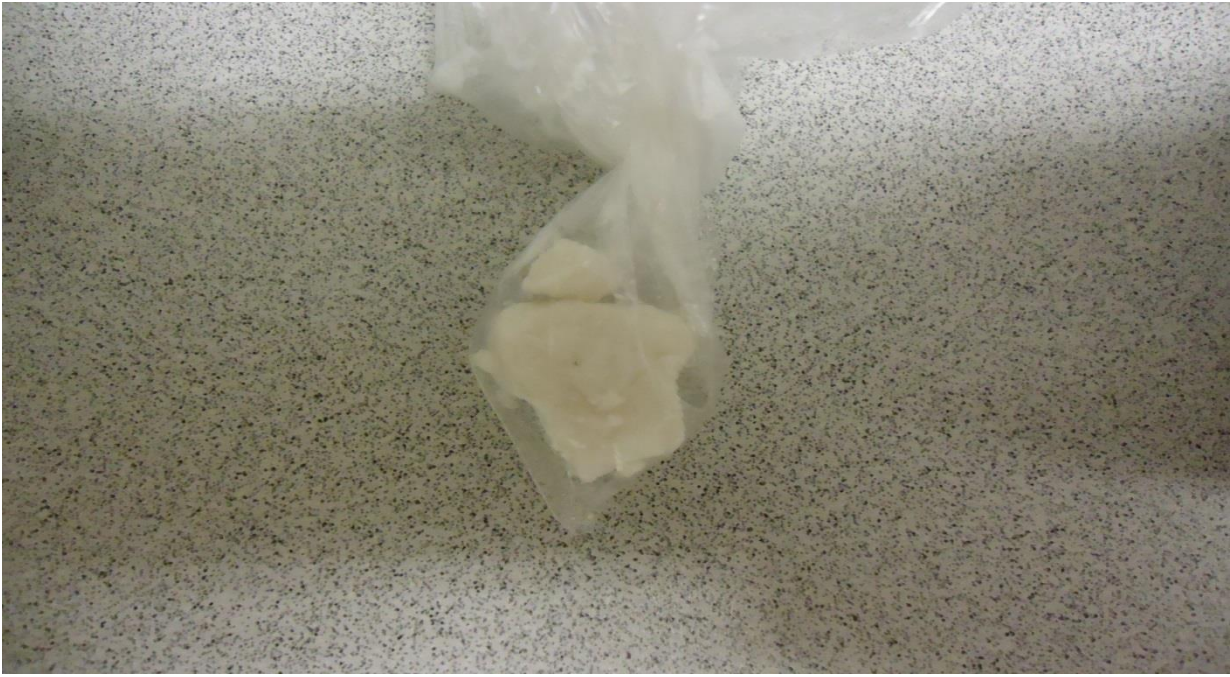
From January 1, 2014 to December 31, 2014, DNE Detectives generated the following statistics in regards to seizures during narcotics investigations. These statistics represent the total quantity of seized items during investigations conducted by DNE detectives. These seizures were made through informant and citizen tips, undercover purchases, adoption of investigations from patrol division, surveillance operations and area specific street patrols.



Marijuana Seizures: 125.11 Grams



Powder Cocaine Seizures: 4.6 Grams



Crack Cocaine Seizures: 10.3 Grams



Drug Diversion Seizures: 1146 Pills

Heroin Seizures: 1 Gram

MDMA Seizures: 141 Dosage Units

LSD Seizures: 1 Gram

Firearms Seizures: 6

Objectives to be Accomplished:

In order for DNE detectives to have more of an impact on the narcotics trade within the Smithfield community, these detectives need to be able to conduct operations that are effective in identifying, targeting and collecting evidence to prosecute street level criminal organizations.

Additional funding and specialized equipment are obvious needs of the department to keep up with the current trends of the narcotics trade within our community. To accomplish this task, the Smithfield Police Department Confidential Funds Budget Line Item would need to be increased to the level it was at four years ago and funding for updating and replacing specialized equipment. An increase in funding for specialized equipment and increasing the department's Confidential Funds Budget Line item would afford detectives the resources needed to infiltrate narcotics organizations and provide much needed relief from the damage these organizations do to our community.

In the upcoming year, Narcotics Detectives plan to continue working in conjunction with other law enforcement agencies (both state and federal) to combat the narcotics trade. Efforts to share information and to pool resources will move forward, and we will work as a team with surrounding law enforcement agencies to maximize our effectiveness and to identify changing trends within the narcotics trade.

Division of Narcotics Enforcement Goals:

1. Create a dedicated Drug Diversion Investigator with one of our three current DNE detective positions.
2. Train and certify two DNE detectives in the area of Meth Lab Response to be able to identify and follow proper protocol in dealing with meth labs.
3. Training and streamlining the information gap between DNE and other divisions within the department.
4. Work with local pharmacies to train and team up to combat meth precursor investigations as well as pills diversion investigations.
5. Work with local middle school personnel to form a community oriented program to deter kids from drug use and/or sale. As well as inform parents of the danger signs that their children may be involved in narcotics use and/or sale.

Smithfield Housing Authority

By
Officer K.B. Smith

Smithfield Housing Authority has six neighborhoods in various areas of Smithfield. They consist of 205 residential apartments with 432 residents. Currently there are six units which are vacant due to being damaged by fire earlier this year. The following are the locations of Smithfield Housing Authority's property:

Brooklyn Circle: Dundee Street / S. Sixth Street / Mill Street / Crump Street / Glenn Street

Marrow Court: E. Rose Street / S. Fifth Street

Forbes Manor: Finney Drive

Woodall Heights: Martin Luther King Jr. Drive / Furlonge Drive

Wilkins Court: Martin Luther King Jr. Drive / E. Lee Street / West Street

Edgerton Court: Dail Street / Maple Street

The following is what the Smithfield Housing Authority (SHA) expects from the Smithfield Police Housing Officer:

1. Run criminal background checks on all applicants and return results to SHA so the applicant can be considered for approval or rejection.
2. Participate in orientation program for new residents.
3. Check Police Department incident and arrest logs weekly and provide copies to SHA for any incidents involving residents or SHA properties.
4. Maintain a list of persons trespassed from SHA developments and help enforce trespassing laws if persons return to SHA developments.
5. Check in daily at the SHA main office, located at 801 S. Fifth Street.

6. Maintain complaint investigation forms, document investigations and issues involving the possible non-compliance of SHA lease rules. (Needed should we decide to terminate a lease).
7. Work a flexible work schedule as dictated by events and issues occurring at SHA properties.
8. Attend various Housing Associations “Protective Services Workshops” at SHA expense as budget allows.
9. Visit other public housing agencies to network with their Officers to gain ideas and best practices to better SHA.

Smithfield Housing Authority Statistics

The following are the statistics for 2008 to 2014 year end. These are performance measures which create a baseline for the future.

REPORTS TAKEN ON SMITHFIELD HOUSING AUTHORITY PROPERTY:

January 1, 2008 - December 31, 2008.....	50
January 1, 2009 - December 31, 2009.....	56
January 1, 2010 - December 31, 2010.....	48
January 1, 2011 - December 31, 2011.....	39
January 1, 2012 - December 31, 2012.....	24
January 1, 2013 - December 31, 2013.....	35
January 1, 2014 - December 31, 2014.....	36

ARRESTS ON SMITHFIELD HOUSING AUTHORITY PROPERTY:

January 1, 2008 - December 31, 2008.....	34
January 1, 2009 - December 31, 2009.....	47
January 1, 2010 - December 31, 2010.....	27

January 1, 2011 - December 31, 2011.....	11
January 1, 2012 - December 31, 2012.....	9
January 1, 2013 - December 31, 2013.....	23
January 1, 2013 - December 31, 2014.....	30

EVICTIONS DUE TO CRIMINAL ACTIVITY:

July 1, 2007 – June 31, 2008.....	10
July 1, 2008 – June 31, 2009.....	25
July 1, 2009 - June 31, 2010.....	4
July 1, 2010 – December 31, 2011.....	6
January 1, 2012 - December 31, 2012.....	4
January 1, 2013 - December 31, 2013.....	5
January 1, 2014 - December 31, 2014.....	11

CRIMINAL HISTORIES COMPLETED:

January 1, 2008 - December 31, 2008.....	252
January 1, 2009 - December 31, 2009.....	337
January 1, 2010 – December 31, 2010.....	269
January 1, 2011 – December 31, 2011.....	274
January 1, 2012 – December 31, 2012.....	215
January 1, 2013 – December 31, 2013.....	229
January 1, 2014 – December 31, 2014.....	203

Smithfield Housing Authority 2014

In 1991 the Smithfield Police Department and Smithfield Housing Authority (SHA) partnered together to reduce crime within the Smithfield Housing Authority communities. The Smithfield Police Department applied for and received a grant to have an officer designated to reduce drug activity within the Smithfield Housing Authority communities. When the grant expired the Smithfield Housing Authority wanted to keep an Officer specifically working their property. Due to the success of that project the Smithfield Housing Authority decided to enter into a contract with the Smithfield Police Department to pay a portion of an officer's salary to work this position.

For all new applicants that applied with Smithfield Housing Authority we implemented an orientation process. In this process the Housing Authority Police Officer performs criminal background checks, performs interviews, presents the rules and regulations to all applicants that have been approved for housing and explain violations that could result in an eviction. By doing this we have reduced the criminal eviction rate significantly. With this process we have developed great tenants and excellent communities.

The Smithfield Housing Authority also maintains a trespass list. This allows SHA Officers to trespass anyone from the property that has caused problems on the property as well as anyone with a felony conviction or serious misdemeanor convictions.

To bring all the communities together and show appreciation for the residents doing an excellent job on reducing crime and taking back their neighborhoods, we have annual community cookouts. Our first community cookout was held in August 2007. We had hundreds of residents turn out for this cookout. We continue to have cookouts and have found this to be a great time for the residents to meet their neighbors. The children and the residents look forward each year to this event. It has been a great way to show the partnership between Smithfield Police Department, Smithfield Housing Authority and their residents.



Campus Policing Report

Smithfield Police Department at Johnston Community College

The Town of Smithfield has partnered with Johnston Community College (JCC) to provide full time police officers to patrol the campus. The two officers assigned to the campus are Lt. Bruce Gentry and Officer Rodney Wilson. Lt. Gentry joined the team in November of last year. He supervises Officer Wilson as well as the Department's other SRO's at Smithfield Selma Middle School and Neuse Charter School. While on campus Lt. Gentry and Officer Wilson coordinate with Sarah Gibbs, the Security & Emergency Preparedness Coordinator.

The primary roles of police officers at JCC are to help create a safe and secure campus environment by not only carrying out the responsibilities of certified law enforcement officers, but also by acting as an advisor and resource to faculty, staff, and students. JCC officers provide guidance on law-related issue, ethical matters and crime prevention. The officers also engage in activities designed to reduce the number of crimes committed on or near school property by providing preventative patrol in order to reduce loitering on school premises or adjacent properties, drug and alcohol abuse, assaults, and other anti-social behavior. They assist citizens and business owners in school areas with any issues or problems encountered while interacting with students or staff. Officers also investigate calls for service in the JCC campus, complete incident and accident reports, and assist the College with federally mandated Clery Act Reporting.

JCC has a large and active campus. In addition to the approximate 4,000 JCC Curriculum college students, the campus is also home to 250 Early College Academy High School students, 125 Middle College High School students as well as Adult High School, Basic Skills, GED and Continuing Education students. The campus stays busy with the various students on campus, as well as multiple auditorium events, political functions, Art Gallery exhibits, community events, Student Government functions, Fall and Spring Festivals, Child Development Center preschoolers, and much more.

The JCC campus officers frequently receive compliments and positive feedback from faculty, staff, students, and visitors. This is a response to the hard work and dedication of JCC officers past and present. A concerted effort has been made to build up a foundation of trust and respect between the officers and those they serve.

During this past year, the Smithfield Police Officers at JCC have responded to a variety of calls on and near the main campus, to include, but not be limited to, subjects trespassing on campus, disturbances, larcenies, motor vehicle collisions, disabled motorists, juvenile complaints, frauds, communicated threats, fights, suspicious people and vehicles, burglary and fire alarms, EMS calls, mental patient calls and countless miscellaneous public assistances. In addition to these incidents, officers unlocked buildings and offices for faculty members, escorted employees and students to their vehicles, provided security for special functions, provided daily bank escorts for the college and have counseled numerous students and employees in need.

Since Johnston Community College participates in federal financial aid programs, it is required to abide by the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, otherwise known as the Clery Act. The law requires the college to keep and disclose information about specific crimes that occur on and near its campus. Each year, JCC posts this public information on its website, for students, faculty, staff, and the general public to view. The officers at JCC work with Dr. Pamela Harrell, Vice President of Student Services and Sarah Gibbs, Security & Emergency Preparedness Coordinator, by gathering crime statistics and research from the previous calendar year. The 2014 Campus Crimes Statistics report reads as follows:

Johnston Community College
Campus Crime Report 2014

The Vice President of Student Services prepares this report to comply with the Clery Act. The report is prepared in cooperation with the local law enforcement agencies surrounding our campus, our security office, the Vice President of Administrative Services, the Vice President of Student Services, and their designees.

Campus crime, arrest, and referral statistics include those reported to Campus Security, designated campus officials, and local law enforcement agencies. Hard copies of the report may also be obtained in Student Services in the Wilson Building, Room C1045B or by calling 919-209-2128. All prospective employees may obtain a hard copy from Human Resources in the Wilson Building, Room C1023 or by calling 919-209-2025.

Offense	On-Campus			Non-campus			Public Property		
	2011	2012	2013	2011	2012	2013	2011	2012	2013
Murder/Non-negligent manslaughter	0	0	0	0	0	0	0	0	0
Negligent manslaughter	0	0	0	0	0	0	0	0	0
Sex offenses, Forcible	0	0	0	0	0	0	0	0	0

Sex offenses, Non-forcible	0	0	0	0	0	0	0	0	0
Incest			0			0			0
Statutory Rape			0			0			0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	3	1	0	0	0	0	0
Motor vehicle theft	0	1	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Liquor Law Arrests	0	0	0	0	0	0	0	0	0
Liquor Law Violations referred for Disciplinary Action	0	0	0	0	0	0	0	0	0
Drug Abuse Arrests	1	3	0	0	3	0	1	2	0
Drug Abuse Arrests referred for Disciplinary Action	0	0	0	0	0	0	0	0	0
Weapons Possession Arrests	0	0	0	0	0	0	0	0	0
Weapons Possession Violations referred for Disciplinary Action	0	0	0	0	0	0	0	0	0
Domestic Violence*	-	-	2	-	-	0	-	-	0
Dating Violence*	-	-	0	-	-	0	-	-	0
Stalking*	-	-	1	-	-	0	-	-	0

*2013 is the first year for reporting crime statistics for these categories.

Hate Crimes

There were no reported hate crimes for the years 2011, 2012 or 2013 based on race, religion, sexual orientation, gender, disability, or ethnicity/national origin. Criminal offense categories included murder/non-negligent manslaughter, negligent manslaughter, sex offenses- forcible, sex-offenses- non-forcible including incest and statutory rape, robbery, aggravated assault, burglary, motor vehicle theft, arson, simple assault, larceny-theft, intimidation, and destruction/damage/vandalism of property.

Campus Searches

Effective May 1, 2000, Johnston Community College joined forces with the Johnston County Sheriff's Department. In an effort to keep the college as safe as possible, the College has agreed to make available for search all areas of the college to include empty classrooms, parking lots, and hallways. Searches will be held

randomly and unannounced. Questions concerning this agreement may be directed to the Office of Administrative Services at 919-209-2051.

Campus safety and security policies and procedures can be found at

<http://www.johnstoncc.edu/consumer/documents/campuscrime13.pdf> and

<http://www.johnstoncc.edu/consumer/annualsecurityreport.pdf>. A hard copy may be obtained from Student Services in the Wilson Building, Room C1040 or by calling 919-209-2128.

Access Policy

During normal business hours (Monday through Thursday 7:30 am to 10 pm and Friday 8 am – 3 pm during the fall and spring semesters; summer hours vary), the College will be open to students, parents, employees, contractors, guests, and invitees. During non-business hours, access to all College facilities is by key if issued, or by admittance via Campus Security or plant operations staff.

Campus Security Authority and Jurisdiction

The administration attempts to provide a safe, secure educational environment for all students and employees. Security guards are on duty during classes and on weekends. The security guards provided by the college have no law enforcement powers. The College contracts with the Smithfield Police Department to provide policy authority on campus and officers have full law enforcement powers.

Alcoholic Beverages or Controlled Substances

It is the policy of Johnston Community College that the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance or alcohol is prohibited while in the workplace, on College premises, or as part of any College sponsored activities. Any employee or student violating this policy will be subject to disciplinary action up to and including termination or expulsion and referral for prosecution. The specifics of this policy can be found on the [Drug and Alcohol Policy](http://www.johnstoncc.edu/policiesandprocedures.aspx) page on the website at <http://www.johnstoncc.edu/policiesandprocedures.aspx> or in the [College Catalog](#).

Sexual Offender Registration

In accordance to the Campus Sex Crimes Prevention Act of 2000, the Jeanne Cleary Act, and the Family Rights and Privacy Act of 1974, the College is providing a link to the [North Carolina Sex Offender and Public Protection Registry](http://sexoffender.ncdoj.gov/) at <http://sexoffender.ncdoj.gov/>. This NC registry was established in January 1996 due to the General Assembly's enactment of Article 27A of Chapter 14 of NC General Statutes (NC14-208.5) The Campus Sex Crimes Prevention Act requires institutions of higher education to provide a statement advising the campus community where law enforcement information provided by a state concerning registered sex offenders can be obtained.

Security Tips

- Share your class schedule with friends and family, effectively creating a buddy system.
- Travel in pairs, especially after dark.

- Do not leave your belongings unattended, not even for a few minutes.

Report any criminal activities, suspicious individual, or emergencies to Johnston Community College Security at 919-631-2433, 919-634-0167, 919-631-2528 (Cleveland Center), Workforce Development Center (919-209-2591) or local law enforcement at 911.

Drug and Alcohol Abuse Education

Information regarding drug and alcohol abuse can be found at www.johnstoncc.edu/safetyandsecurity.aspx and www.johnstoncc.edu/policiesandprocedures.aspx. Hard copies are available in Student Services.

Sexual Assault Prevention and Responses

Information and policies concerning sexual assault can be found at www.johnstoncc.edu/safetyandsecurity.aspx. Hard copies are available in Student Services.

While conducting their routine duties on campus, Lieutenant Gentry and Officer Wilson participate on the JCC Safety Committee and provide their input at meetings as requested and needed. Their involvement has provided another viewpoint to the committee about the college's safety and procedural needs, which most members may not typically consider. By having members from different areas and departments of the college, the safety committee has become stronger in the area of prioritizing its projects.



In a response to safety concerns brought up at the meetings, JCC has recently purchased and installed interior and exterior speakers on all of its main campus buildings as a much-needed method of mass communication. This intercom system has been installed for the purpose of notifying students, employees, and visitors that are on campus of emergencies or any other pertinent information. The college has another method of mass notification, called the "The Jaguar Alert Notification System," that is already being used. This system allows the college to broadcast alerts to students, staff, and faculty. Emergency situations, except those caused by severe weather, are rare but problems can arise. Johnston Community College wants to let students and staff know when there is an emergency either on or around campus and what they need to do to be safe. Those who choose to subscribe to this service can have alerts sent directly to their cellular device and/or email account. The Jaguar Alert Notification System is a positive move for the college in regards to making efforts to keep up with the constant changes of today's society. Other methods of mass communication include notifications on JCC's website, changes to JCC's voicemail system, a digital marquee sign located at College Road and Market Street, as well as local media outlets.

In the upcoming year Lieutenant Gentry and Officer Wilson will be involved in many new projects and endeavors at JCC. They will continue to contribute toward the "CARE" team, (formerly known as B.A.T., or, the Behavioral Assessment Team). This is a developing effort to help students and others on campus with mental health issues and/or emotional problems. The team is expected to become active in 2015. JCC officers are also exploring methods to encourage students, faculty and staff to comply with college policies regarding things like smoking and parking, while staying within the limitations placed on law enforcement officers.

JCC officers are in the process of overhauling the procedures and forms used to document incidents on campus that do not rise to the level where a police report is needed. A

new procedure for reporting and tracking lost and found property has already been put in place. In the near future an “Event Report” will be implemented to document incidents that occur on campus. This report will be in addition to any necessary police reports.

Other projects that the Smithfield Police Officers at JCC are involved with are providing input on where new security cameras would be best utilized and offering suggestions for amendments to some current policies and procedures.



Smithfield Middle School Resource Officer

The position of School Resource Officer at Smithfield Middle School has, over the last year, to be very successful. Master Police Officer Thomas Lee has been serving Smithfield Middle School since 2013, and has been able to build upon the positive relationships began when he arrived.

The position of School Resource Officer at Smithfield Middle School began approximately 7 years ago, and took on a multifaceted approach from the officer assigned to the position. School Resource Officers serve as liaisons between the school and the Police Department. The majority of officers are not able to stop in and check on the school, due mainly in part to the call volume of patrol officers, and workloads of the detective division. The SRO is able to be in the school, and to make and build positive relationships on a daily basis. In addition to serving as a liaison, a SRO provides security and police services for the school. SROs monitor admittance, dismissal, and all major movements of the student body. This monitoring takes place at different locations throughout the school building, including hallways, cafeteria, gymnasium, and outside near the mobile units. The SRO meets with school administrators weekly to discuss issues going on in the school, which could use some attention of the school staff and faculty. The SRO also meets with representatives from the Johnston County Board of Education to discuss things going on throughout the school system.

Officer Lee assists with traffic control as needed for bus and carpool traffic, as well as traffic after ballgames or other school events he has worked.

There is an autistic class in the school, and at times Officer Lee is called to the area to assist with the students if they are not having the best of days. Officer Lee is a familiar face that sometimes can help make the difference by speaking with them and being able to deescalate a situation without further disrupting the school environment.

In speaking with several parents, as well as school staff, most all contacts show that the SRO position is well received and appreciated at Smithfield Middle School. In addition to the parents and staff accepting the SRO at the school, the students have also accepted that they will be attending a school with a SRO, and are usually pretty good about watching their behaviors while in school.

Officer Lee is looking forward to furthering the relationships built in previous years at Smithfield Middle School, and building new relationships as new students and staff arrives at the school.

Neuse Charter School Resource Officer

The School Resource Officer positions within the Smithfield Police Department have been extremely successful since the inceptions at their respective schools. This is the second year that Officer I.L. Wilson has been assigned to Neuse Charter School. Since the inception of the SRO program on October 2014 at Neuse Charter School it has created a safe learning environment for the students along with outstanding community relationship between the Police Department, faculty and parents.

The purpose of the School Resource Officers is multifaceted. We serve as a liaison between our schools and the Police Department. We provide security and police services for our schools. We monitor the admittance, dismissal, and all major movements of the student body during school hours. Attendance at meetings with school administrators to discuss safety and security items are also part of our position. Officer Wilson attends the Neuse Charter Board meetings to address any concerns that would develop over time directly to the members of the board.

At Neuse Charter School it is necessary to direct traffic both in the morning and afternoon. The reason behind this is that there are nearly 760 students enrolled at the school, all of which are dropped off by parents due to the school not offering bus services. Between the times of 0730 to 0810 and 1505 to 1550 there are nearly 700 vehicles coming and going from the campus dropping off and picking up students. Due to the large amount of vehicles, traffic direction is needed since Booker Dairy Road is a 2-lane road and was not designed to handle that amount of traffic. Until the North Carolina Department of Transportation redesigns Booker Dairy Road, traffic direction will be necessary. Along with the drop off and pick up traffic Officer Wilson has also flexed his work times to assist in traffic flow issues caused by school sporting events, parent nights, open houses, concerts, and any other events that have caused traffic flow concerns.

Last year there were several incidences of cyber bullying and “sexting” (the sending of inappropriate photos) between students. Most of the incidents occurred outside of the school and were investigated by the respective law enforcement agency with jurisdiction. Even though these incidences occurred outside of the school they still had to be dealt with by administrators. There were several students involved and the issue caused a disruption in the school day at Neuse Charter School. Officer Wilson has had the opportunity to speak with the students involved and inform them of the possible consequences they could face if the problem continues. Most of the students have ceased with these actions after speaking with both School Administrators and Officer Wilson.

During 2014, Officer Wilson continued the positive building of relationships with students and the administration. In 2014 Officer Wilson along with Ms. Casey Adkinson, the High School Math teacher, began the process of starting a Students Against Destructive Decisions (SADD) chapter. This program is a group of students that gather together to help promote healthy and safe decisions that will impact their lives. Along with the SADD chapter there will be a tip line that will allow students, faculty, and parents to provide tips on criminal activity on campus anonymously. This tip line will be monitored by Officer Wilson.

As the year progress Officer Wilson will continue working with students, parents and faculty to provide a safe learning environment. Along with ensuring a safe learning environment Officer Wilson will continue building the relations between students and faculty to educate all on the roles of the police in the community. Officer Wilson is looking forward to the upcoming year and the challenges that will come with the responsibilities of working as School Resource Officers.

Smithfield Police Department Canine (K-9) Unit 2014 Report



The Smithfield Police Department started our K-9 program in 2010 to provide a higher level of service to our citizens. The program consists of two K-9 teams. Each team consists of a sworn Police Officer handler and a Police K-9. Each team is assigned to a Patrol Team and provides seven days a week coverage to the town. Our current teams consist of K-9 Diesel and his handler Officer J.B. Cutchins and K-9 Argo and his handler Officer K.H. Hundley. Diesel and Officer Cutchins are assigned to Patrol Team A and Argo and Officer Hundley are assigned to Patrol Team D. Officer Cutchins and Diesel were the first team and began their tour of duty in February of 2011. Officer Hundley and Argo began their tour in July of 2011.

Diesel and Argo are both European bred German Sheppards obtained through Ventosa Kennel of Scotland Neck. They are dual-purpose police canines; which means they are trained to detect narcotics along with performing patrol duties such as tracking and article searches.

The K-9 teams are utilized to apprehend suspects, locate missing persons, contraband and other evidence. When properly used, a K-9 team greatly increases the degree of safety to citizens within a contained search area, enhances officers' safety, significantly increases the

likelihood of a suspect apprehension and dramatically reduces the amount of time necessary to conduct a search.

In 2014 the department started to conduct all of its K-9 in-service training in house. We no longer go out of Smithfield to do training except for the annual recertification that each K-9 team has to complete. That recertification is still completed at Ventosa Kennel at the beginning of each year. In order to accomplish this we utilize various locations throughout Smithfield and Officer Cutchins built a K-9 obstacle course on town property in a secured location. Each K-9 team is required to complete at least 16 hours of maintenance (in-service) training a month to maintain their proficiency.



K-9 Activities by Month



January:

- 11 Vehicle Searches
- Building Search
- 2 Suspect Tracks

February:

- 16 Vehicle Searches
- Motel Interdiction
- Suspect Track
- Assisted Other Law Enforcement Agency

March:

- 10 Vehicle Searches
- Suspect Track
- Motel Interdiction
- Building Search
- Assisted Other Law Enforcement Agency

April:

- 13 Vehicle Searches
- Article Search
- Motel Interdiction
- Building Search
- 2 Suspect Tracks
- Person Search

May:

- 10 Vehicle Searches
- Demonstration
- Building Search
- Suspect Track
- 2 Assisted Other Law Enforcement Agencies



June:

- 2 Vehicle Searches
- Suspect Track

July:

- Vehicle Search

August:

- 3 Vehicle Searches
- Motel Interdiction
- 3 Suspect Tracks
- 2 Assisted Other Law Enforcement Agencies

September:

- 9 Vehicle Searches
- 2 Building Searches

October:

- 12 Vehicle Searches
- 2 Building Searches
- 4 Motel Interdiction
- Suspect Track
- 2 Search Warrants
- 2 Assisted Other Law Enforcement Agencies



November:

- 9 Vehicle Searches
- Motel Interdiction
- Search Warrant

December:

- Vehicle Search
- Suspect Track
- Assisted Other Law Enforcement Agency



Results of K-9 Activities for 2014

149.96 Grams of Marijuana Seized

0.1 Grams of Heroin Seized

5.4 Grams of Methamphetamine Seized

6.3 Grams of Cocaine Seized

192 Ounces of Liquid Codeine Seized

428.3 Dosage Units of Illegal Prescription Medications Seized

\$1,311.00 of U.S. Currency Seized

5 Guns Seized

3 Items of Evidence Located

1 Apprehension as a Result of Suspect Tracks

95 Charges of Possession of Drug Paraphernalia

71 Charges of Misdemeanor Possession of Controlled Substances

39 Charges of Felonious Possession of Controlled Substances

34 Charges of Possession with the Intent to Sell and Deliver Controlled Substances

74 Charges of Trafficking in Controlled Substances

1 Charge of Maintaining a Vehicle/Dwelling for Controlled Substances

1 Charge of Sell and Deliver a Controlled Substance

SECTION

2

Traffic Enforcement

Traffic enforcement is one of many duties officers conduct on a daily basis in order to encourage drivers to comply with the traffic laws of North Carolina to reduce accidents which cause personal injuries, property damage and deaths. In order to accomplish these goals the Smithfield Police Department utilizes different methods such as general checkpoints, radar enforcement, DWI checkpoints and the use of the mobile speed display trailer. The areas to be targeted for traffic enforcement can be based on several factors like citizen complaints, frequent accidents at a certain location and observation by officers of traffic violations. The Smithfield Police Department also participates in the North Carolina Governor's Highway Safety Program on a yearly basis.

The following traffic enforcement actions were taken in 2014 from January 1st through December 31.

Driving While Impaired	121
No Operators License	795
Driving While License Revoked	670
Speeding Violation	1487
<u>Other Traffic Violations</u>	<u>1029</u>
Total	4102

The police department investigated 854 accidents which occurred in the Town of Smithfield.



North Carolina Governor's Highway Safety Program

The Smithfield Police Department has been participating in the NCGHSP for many years now. The NCGHSP is dedicated to promoting highway safety to reduce traffic accidents and fatalities through planning and safety programs. During the year NCGSHP conducts campaigns in order to accomplish its goals. These campaigns are as following:

- Booze It and Lose It
- Click It and Ticket
- No Need 2 Speed
- Child Passenger Safety
- Motorcycle Safety

Our department participates in the campaigns by providing traffic enforcement data to the NCGHSP which are tallied along with data from other agencies to obtain a state wide total statistics on how effective the programs are in the State. Data provided to the NCGHSP included types of citations written, Driving While Impaired and drug charges. The State does provide statistical information, but only for the counties as a whole and not individual department. In 2014 our department participated in 9 NCGHSP campaigns resulting in the following violations:

DWI	35	Seat Belt	20
Child Restraint	3	Drug Violation	26
DWLR	99	No Operator License	83
Insurance Violation	26	Careless and Reckless	4
Other Criminal Violations	16	Other Traffic Violations	305
Speeding	467	Total	1084

During the state campaigns when statics are submitted our department receives points which can be redeemed at the end of the year to obtain free equipment. As of the end of 2014 our department has accumulated 3798 points. If departments do not redeemed the points for the year it is allowed to be carried over to the next fiscal year. Some of the equipment which can be obtained are radars, flash lights, portable breath tester and in car cameras. This year the state has added blood test kits, Crash Data Retrieval download kit and tactical flash lights. Our department will obtain 3 cases of the blood kits (75 individual kits) this year. In the past we had to purchase the blood kits which were costing the department \$300 a year at minimum.

North Carolina Governor’s Highway Safety Program Grant

In 2014 our department applied and received a matching grant from NCGHSP to purchase 3 in car camera video systems. The cameras being purchased are from Watchguard manufacture, which



are the cameras in our current patrol vehicles. With the addition of the 3 new cameras all patrol vehicles, except the spare vehicle, will be equipped with in car cameras. The cameras being purchased from Watchguard is the newest in car camera video system on the market at this time. The camera is a 4RE high definition video system with a slimmer display and a hard drive which is

separate from the monitor allowing it to be placed in the patrol vehicle without taking up work space.



The in car camera is a great tool in assisting prosecution of DWI or any other traffic violations since the judge or jurors are able to see the incident as it happened. All CD’s recording by officers is kept on file for future use if needed in court, review incidents and for training purpose.



Check Point Statistics

The police department conducted check points in 2014 which resulted in the following charges:

DWI	1	Driving While License Revoked	42
Seat Belt Violation	6	No Operators License	82
Registration Violation	35	Inspection Violation	9
Alcohol Violation	0	Drug Para. Violations	10
Drug Violations	12	Warrant Service	8
Other Violations	21	Total	226

The check points were conducted at locations throughout the town. The check points were conducted during day and night time hours in order to maximize coverage. Due to obtaining the grant from NCGHSP our department will be required to conduct check points each month for a one year period. We must conduct a DWI check point, seat belt check point during day and night time hours with 50% of the seat belt check point being between the hours of 7p.m. to 7 a.m.

Our department has been involved in check points hosted by other agencies in Johnston County. Our officers participated in check points with Clayton and Princeton Police Department and will continue be involved with other agencies in the future.

Radar Units

In 2014, we purchased 3 Golden Eagle II radar units to replace the 4 MHP-K55 radar units which were taken off the state approved list in 6/1/14. The MPH-K55's were placed on the government auction site to be sold since they no longer can be used in the state. Currently our department has total of 17 radar units. All Golden Eagles II's are in the patrol vehicles assigned to the patrol division. Three Pro-1000's are assigned to SRO vehicles and the Bee III is assigned to the Housing Authority Officer. The Kustom Talon hand held radar is utilized by officers when their patrol vehicle radar is not feasible for them to utilize their in car radars to conduct traffic enforcements.

The police department maintains the following radar units:

- (11) Golden Eagle II
- (4) Pro-1000
- (1) Bee III
- (1) Kustom Talon hand held

There were four MPH K-55 which were taken out of service due to the units being removed from the state approved list on 6/1/2014. The department is currently in need of one radar unit to be placed in a patrol vehicle.

Recruitment & Retention

Recruitment:

The Smithfield Police Department is very active in recruitment. During the last year the department has hired three new police officers. Two of the officers have completed the Field Training and currently are in their probationary status. The town has a twelve month probationary period for all newly hired officers. The other officer is currently still in Field Training. All three officers were male, two being Caucasian and one being African American. In 2014 three officers resigned their full time status with the agency. Two of the officers were Caucasian males and one female. All three left the department to work for other law enforcement departments which offered a higher salary and benefit package. They also received additional benefits to work at the other departments. Smithfield has to compete with larger and smaller departments for qualified applicants. The state sets certain standards that must be met in order to become a police officer. Many of the applicants have passed the Basic Law Enforcement training that's regulated by the state. Several people pass the training but do not meet the standards set by the state. Typically they can't pass the background checks with their criminal records. An example is when you have ten applicants typically four or more will not pass the back ground, which leaves the department six to choose from. The department strives to be a diverse agency and representative of the community it serves. Many of the highly qualified minority candidates who speak Spanish or have degrees tend to apply at larger departments. They are offered better benefits for their skills. Most only have to drive about twenty minutes to get to the larger and in some cases smaller departments. During the last year we had one officer leave to work for a smaller department. The department is active in recruiting but is finding it very difficult to attract high quality candidates. Below is a graph that shows the last three years of hiring for the department. This includes 2014. This graph was taken from the CALEA report based on information provided by the department. It shows the amount of applicants and the diversity.

Sworn Officer Selection Activity in the Past Three Years

Race/Sex	Applications received	Applicants hired	Percent hired	Percent of workforce population
Caucasian/Male	101	8	8	1.0
Caucasian/Female	13	1	8	0.1
African-American/Male	17	1	5.9	.4
African-American/Female	5	1	20	.1
Hispanic/Male	3	0	0	.1
Hispanic/Female	2	0	0	.1
Other	4	0	0	.4
Total	145	11	7.6	4.4

Years reported 2012, 2013, 2014

The department and town use several forms of recruitment to attract qualified applicants. One method is by word of mouth. This is normally done by current employees. Typically this is to friends and family that the employee knows. We also use the PEG Channel, The town web-site, Newsletters, the job board located in the Town Hall, and local newspapers to attract potential employees. The cost of this for the year is \$417.18. The department recently was approved to hire new applicants while still in Basic Law Enforcement Training (B.L.E.T.). This will help recruit new applicants and get them hired before some of the other departments can hire them. In the past larger departments hired new applicants and sent them to their own training. Due to the size of our agency, this is not feasible.

During the hiring process new applicants undergo a background check by the departmental investigators. The background consists of verification of credentials, criminal history, credit checks and three personal references. New applicants will also be interviewed and asked standardized questions and rated on a uniform rating scale. They also get a psychological test to evaluate emotional and psychological stability administered by a licensed professional. Applicants also receive a medical and drug screening. They are also required to take a (CVSA) computerized voice stress analysis before being hired.

After being hired new applicants received the following benefits. This information provided by the Human Resource department for the Town.



2014-2015 Benefits

	Hrs/Yr Worked	2080	2184	2236
> Sick Hours Earned:	0-20+ years	8.00/mo.	8.42/mo.	8.61/mo.
> Vacation Hours Earned:	0-3 Years	6.67/mo.	7.01/mo.	7.17/mo.
	4-9 Years	8.01/mo.	8.41/mo.	8.61/mo.
	10-14 Years	10.0/mo.	10.5/mo.	10.75/mo.
	15-19 Years	13.33/mo.	14.0/mo.	14.33/mo.
	20+ Years	16.0/mo.	16.8/mo.	17.20/mo.
> 11 or 12 Paid Holidays - Depending on Christmas / day of the week				

Type of Insurance: *	Employee	Emp/Spouse	Emp/Child	Emp/Family
Health: (FCC - MedCost Network)	\$ -	\$ 187.54	\$ 106.37	\$ 361.08
Dental: (Guardian)	\$ -	\$ 16.29	\$ 17.44	\$ 33.25
Vision: (HumanaVision)	\$ 4.06	\$ 8.14	\$ 7.73	\$ 12.15
Life Insurance: (Lincoln Life & Humana) \$20,000 for Employees - Optional \$5,000 for Dependents - Buy-up option available, based on age	\$ -	-	-	\$ 0.70
Short-Term Disability: (One America) **	Full Premium	-	-	-
Long-Term Disability: (One America) ***	Full Premium	-	-	-
Cancer, Critical Illness, Accident (Transamerica)	Full Premium	-	-	-

* Deduction amounts based on 24 pay periods

** Short-Term Disability pays either 30% or 60% of income after 15 days; maximum of 22 weeks

** Long-Term Disability pays either 30% or 60% of income after 180 days; maximum of 5 years

Retirement Plans:	Town Pays	Emp Pays
State Retirement:		
- Non-Public Safety Employee	7.07%	6%
- Law Enforcement Employee	7.41%	6%
- Firefighter	7.07%	6%
401k/457:		
- Law Enforcement Employee	5.00%	Choice
- All Other Employees (Match)	Up to 3%	Choice

SRAC:	Individual	Family of 2	Family of 4	Senior	Senior Fam.
- Employee Rate - 24 Periods	\$ 7.88	\$ 9.68	\$ 11.93	\$ 5.40	\$ 7.20

At the current time there are several departments in the county and close to Smithfield that offer better benefits. In order to keep recruiting and attracting qualified applicants we will need to increase the benefit package to stay current with other departments. It is easier and more cost effective to stay current with benefits compared to other departments, than to try and catch up later. The recruitment efforts can only do so much when you have limited benefits. It is difficult to attract and retain a diverse group of applicants that represents the community without benefits that match surrounding departments.

Retention:

The department does try to retain employees by offering the above listed benefits like vacation and sick days, holiday pay, health benefits. They also contribute to the 401(k) retirement plan. Training opportunities are also provided to officers.

The average cost to hire and equip one officer is \$4931.51. This includes the background checks, psychological testing, medical, and a complete uniform and equipment issue. This does not cover a vehicle or any resources used to hire the applicant. Things like extra time for Field Training officers, CVSA testing and the time spent doing background checks performed by our detectives. When an officer leaves the department the town loses \$1,412.95 out of the \$4931.51. Things like name plates, shoes, credit checks, psychological testing, drug screenings you can't recoup those cost. There is also another \$640.00 potential loss if the next person or current employee can't wear the returned uniforms due to size. Therefore we need to retain as many employees as we can to limit the amount of loss. Because the officers left this year for better benefits the town has lost \$4,238.85. Retention is very important and should be high priority. We train our officers and have some of the best trained in the county. This saves the department and town in liability issues that may arise from not having employees properly trained. But at the same time we train our officers and then they become more marketable to other departments. Therefore we need a strong retention program. Other than the basic benefits we do not have a strong retention program.

Retention can be done in several ways. Things like a free gym memberships to the SRAC. Many other departments give their employees a free hour a day to exercise as part of their Wellness Program. This promotes healthy employees and cuts cost on insurance premiums and is considered a benefit by employees. Many other departments have take home cars. For new applicants that is a sense of ownership in where they work. They then take pride in their job. This is a big benefit to the new generation of police officers. Smithfield at this time does not have take home vehicles.

The purpose of retention is to keep employees with training and experience. During this last year we have hired several talented officers who are an asset to the department. We currently have many combined years of training and experience from officers who have been employed by the town for many years. In order to keep them at our department we must do more in the retention area. This takes an effort from everyone.

Departmental Training

Calendar Year 2014

Prepared by Lieutenant Sheppard

During the calendar year of 2014 all sworn officers were required to receive specific training as outlined by the North Carolina Criminal Justice Training and Standards Commission. The in-service training requirements are outlined in the Administrative Code 12 NCAC 09E. In summary, these rules require that every law enforcement officer certified by the Criminal Justice Education and Training Standards Commission must receive a minimum of 24 hours/credits of in-service training annually. The Code specifies 16 hours/credits of topics each sworn officer must receive also known as "Mandated Training". In addition, the Smithfield Police Department Chief of Police selects an additional 8 hours/credits of training this is known as "Department Topic of Choice". I have provided a brief description of each required training topic as well as the department topics of choice.

2014 Mandated In-Service Training

Firearms Training and Qualification

6 Hours/Credits

This block of instruction covers:

- Define and use the provisions of N.C. General Statute §15A-401(d)(2) – Use of Deadly Force, as well as any departmental policy relating to the use of force.
- Identify and practice the provisions of N.C. General Statute §14-269 and of Article 54 as it applies to concealed carry by sworn law enforcement personnel.
- Describe and apply firearms safety on and off duty, on the range, and in the home.
- Describe and demonstrate basic marksmanship fundamentals to include grip, stance, sight alignment, sight picture, and the draw.
- Demonstrate the ability to draw, operate, and reload the service handgun using both hands and single hand operations.
- Demonstrate the ability to attain a minimum qualification score of 85 percent for both day and night.

The Smithfield Police Department exceeded the state mandated hours and received a total of 16 hours of firearms training. 12 hours of training was conducted on the range performing practical exercises and transitional training to the new Sig Sauer P227 duty pistol and 4 hours of training was spent in the classroom where participants received instructions on the fundamentals of marksmanship and use of force training.

Legal Update

4 Hours/Credits

The objectives of this block of instruction are:

- Distinguish selected recent federal and state case law as it applies to North Carolina law enforcement officers.
- Analyze relevant North Carolina statutory changes and the practical implications for law enforcement officers.

Juvenile Minority Sensitivity Training

2 Hours/Credits

This block of instruction includes:

- Analyze the current juvenile law and determine available options while interacting with juveniles.
- Identify the cultural and socio-economic factors as they relate to juvenile and other minorities in your local jurisdiction.
- Discuss the role of the Juvenile Crime Prevention Councils and how law enforcement can best use them as a resource.
- Officers also learned, relying heavily on the incarceration of juvenile offenders is not the answer. Officers must all be aware of the risk factors that may be present in the lives of children and our communities and implement appropriate responses. As officers, we must work to improve not only public safety but also promote youth and minority development as well. We will all be better prepared for juvenile interactions having the knowledge and understanding related to risk factors and effective prevention and intervention strategies. Officers and elected officials **MUST** have a positive impact on the lives of juveniles in our community. We need to reach out to children in need and be a mentor to those who may benefit from it.

Officer Safety: The First Five Minutes

4 Hours/Credits

This course curriculum includes:

- Recognize steps officers can take to survive a potentially lethal wound.
- Discuss the means of self-extraction from a position of danger to protective cover.
- Identify critical information that should be communicated to the responding personnel.
- Demonstrate the ability to apply a tourniquet and control a severe hemorrhage in a practical skills session.

2014 Department Topic of Choice In-Service Training

Law Enforcement Intelligence Update

2 Hours/Credits

This block of instruction includes:

- Differentiate between various types of anti-government, criminal, and extremist groups present in North Carolina and the characteristics associated with each group.
- Recognize and identify indicators of gang and extremist activity within your jurisdiction, and the dangers to law enforcement associated with these groups.
- Analyze current North Carolina drug trends and identify potential hazards to law enforcement. Identify the purpose and goals of law enforcement information collection and sharing resources which are available.
- Develop a comprehensive suspicious activity report to forward to another municipal, state or federal agency.

Pre-assaultive Behaviors

2 Hours/Credits

This course outline includes:

- Recognize verbal indicators of potential assault.
- Demonstrate nonverbal indicators of potential assault.
- Identify the more common verbal indicators that are frequently associated with deceptive answers.
- Contrast nonverbal movements and actions often occurring concurrent with deception, against the normal movements and actions expected within the circumstance.
- Officers also had to evaluate previously recorded videos and identify the presence of any verbal and/or non-verbal indicators often related to pre-assaultive and/or deceptive behaviors.

Officer Safety : Off-duty Actions

4 Hours/Credits

In this class, Officers were taught to:

- Recognize the dangers to an officer when responding to an incident while off-duty from the offender as well as other responding officers.
- Evaluate the need or duty for an off-duty officer to respond to a crime in progress.
- Determine what law enforcement equipment should be carried by an off-duty officer.
- Develop an action plan for an off-duty officer to follow when responding to an incident off-duty.

The classes listed above in both the “2014 Required In-Service Training” and “2014 Department Topic of Choice In-Service Training” were administered through the Johnston Community College utilizing a sworn Smithfield Police Officer who is also a North Carolina certified instructor. This is done to maintain the continuity of training as well as adhere to Departmental/Town Policies. All of the lesson plans were prepared and written by North Carolina Justice Academy employees.

2014 Additional In-Service Training

All sworn officers received mandatory training in five other training topics. The purpose of these classes was to ensure sworn personnel received a refresher/recertification to meet Department Policy or the meet the recommendations of CALEA and Taser International. I have also included a brief description of each of these mandatory training topics.

Taser Recertification

4 Hours/Credits

This annual refresher course includes:

- Basic operational theory and practical training to teach users how to reasonably, safely, and effectively operate a TASER Conductive Energy Weapons.
- Participants learn electrical theory, medical application/post exposure care, tactics and departmental policies covering use of force.
- Annual certification of authorized TASER X26 and X26P users.

Oleoresin Capsicum (OC)

2 Hours/Credits

This course curriculum covers:

- Describe the characteristics of OC spray.
- Describe the effects of OC spray when used on a subject.
- Recognize and describe the behavior signals from a subject that justifies the use of OC spray.
- Describe the levels of force that may be used on a subject.
- Describe decontamination and first aid methods after using OC spray.

Hazardous Materials (Haz-Mat)

2 Hours/Credits

This block of instruction discusses how the participants will be able to utilize the 2012 Emergency Response Guide Book to identify hazardous material. The Department of Transportation (49 CFR 172.704) makes training mandatory for almost anyone who handles hazardous materials, regardless of the amount. Sworn officers need to know:

- How identify packages, label containers, complete shipping papers, load or unload vehicles, trainload hazardous materials, or operate vehicles used in the transport of hazardous materials.
- Necessary actions in the event of a hazardous chemical spill/leak/fire.
- How to properly report chemical spills to Fire Department Personnel or other Incident Commanders to protect lives, property and manage the incident in an efficient manner.

Bloodborne Pathogens

2 Hours/Credits

This course of instruction includes:

- How Officers should protect themselves and others from being exposed to blood or blood-containing materials.
- This course is designed to meet Occupational Safety and Health Administration (OSHA) requirements for blood borne pathogens training.

The four classes listed above in the “2014 Additional In-Service Training” section were administered through the Johnston Community College. The classes were conducted utilizing a sworn Police Officer that holds a specialized instructor certification. This is done to maintain the continuity of training as directed by the North Carolina Criminal Justice Training and Standards Commission. All of the above lesson plans were prepared and written by North Carolina Justice Academy employees, Taser International or the department’s training coordinator.

Career Training

New Hire & Probationary Employee Training

All new hires and probationary employees must complete the SPD Field Training Program once sworn in. Field Training is completed in approximately four months. Upon completion of field training, the probationary employee must take the following classes within their first year as an employee of the Smithfield Police Department:

- Officer Survival
- Crime Preventions
- Radar Training
- Intoximeter Certification
- Standardized Field Sobriety Testing

These training classes are not part of the Basic Law Enforcement Training and must be completed after the individual is gainfully employed as a Law Enforcement Officer.

Additional Career Development Training

Once an officer completes his/her probationary period and required initial classes they are allowed the opportunity to take other continuing educational classes. Some of these classes include but are not limited to: Interview and Interrogation, Crisis Intervention and any other Law Enforcement related topic. These classes usually range from 8 hours/credits to 45 hours/credits. These classes are free through the North Carolina Community College Continuing Educational System. In 2014, Smithfield Police Department officers accumulated 1,458 hours/credits of free training. These training hours/credits are applied to the individual officer's training file and can be used to achieve their "Intermediate" and "Advanced" Training Certificates through the North Carolina Criminal Justice Training and Standards "Professional Certificate Program".

The North Carolina Criminal Justice Training and Standard Division of the North Carolina Department of Justice "Professional Certificate Program" is a way to recognize the level of competence of law enforcement officers serving governmental agencies within the State, to foster interest in college education and professional law enforcement training programs and to attract highly qualified people into a law enforcement career. Under this program dedicated officers may receive statewide and nationwide recognition for education, professional training, and on-the-job experience.

Officers are awarded their "Intermediate Certification" upon the following requirements:

An officer can qualify for the Intermediate Certificate if he or she:

- has accumulated at least thirty-two (32) education and/or training points and at least eight (8) years experience, or
- has accumulated at least forty (40) education and/or training points and at least six (6) years experience, or
- has accumulated at least forty-eight (48) education and/or training points and at least four (4) years experience, or
- has an Associate Degree issued by an academic institution recognized by the United States Department of Education and the Council for Higher Education Accreditation; has accumulated at least sixteen (16) training points and at least four (4) years experience, or
- has a Baccalaureate Degree issued by an academic institution recognized by the United States Department of Education and the Council for Higher Education Accreditation; has accumulated at least eight (8) training points and at least two (2) years experience.

Two Smithfield Police Officers were recognized by the State of North Carolina and awarded their Intermediate Certificates in 2014.

Officers are awarded their “Advanced Certification” upon the following requirements:

An officer can qualify for the Advanced Certificate if he or she:

- meets the requirements for the Intermediate Certificate, and
- has accumulated at least forty-eight (48) education and/or training points and at least twelve (12) years experience, or
- has accumulated at least sixty (60) education and/or training points and at least nine (9) years experience, or
- has an Associate Degree issued by an academic institution recognized by the United States Department of Education and the Council for Higher Education Accreditation; has accumulated at least thirty-six (36) training points and at least nine (9) years experience, or
- has a Baccalaureate Degree issued by an academic institution recognized by the United States Department of Education and the Council for Higher Education Accreditation; has accumulated at least twenty-four (24) training points and at least six (6) years experience, or
- has a Graduate or Professional Degree issued by an academic institution recognized by the United States Department of Education and the Council for Higher Education Accreditation; has accumulated at least sixteen (16) training points and at least four (4) years experience.

Four Smithfield Police Officers were recognized by the State of North Carolina and awarded their Advanced Certificates in 2014.

****NOTE: 20 Hours/Credits of training equal 1 training point.***

Smithfield Police Department

End of the Year Report

Vehicle Use /Condition/Cost for the year 2014

The Smithfield Police Department vehicles consist of:

<u>Veh#</u>	<u>Model</u>	<u>Vin #</u>	<u>Mileage</u>
101	2008 Chevy Impala	2G1WS553481263668	77,812
102	2009 Dodge Charger	2B3KA43VX9H597269	61,286
106	2009 Dodge Charger	2B3KA43V39H597269	85,329
107	2007 Chevy Impala	2G1WS55R979256462	91,458
108	2007 Chevy Impala	2G1WS55R579260654	88,977
109	2008 Chevy Impala	2G1WS553681267253	46,100
110	2009 Dodge Charger	2B3KA43VX9H597267	33,085
113	2008 Chevy Impala	2G1WS553881266802	60,552
114	2008 Chevy Impala	2G1WS553681266930	69,506
115	2003 Chevy Impala	2G1WF55K839235717	87,625
116	2008 Chevy Impala	2G1WS553981263858	86,763
117	2007 Chevy Impala	2G1WS55R579255132	77,935
126	2008 Chevy Impala	2G1WS553181267144	67,807
128	2008 Chevy Impala	2G1WS553X81265148	88,995
129	2010 Dodge Charger	2B3AA4CT9AH217530	67,678
130	2008 Chevy Impala	2G1WS553X81262170	33,161
131	2008 Chevy Impala	2G1WS553081262257	70,925

<u>Veh#</u>	<u>Model</u>	<u>Vin#</u>	<u>Mileage</u>
132	2009 Dodge Charger	2B3KA43V19H597268	55,379
133	2010 Dodge Charger	2B3AA4CT0AH217531	53,107
134	2011 Kawasaki Mule	JK1AFCR17BB510430	510 Hours
135	2011 Dodge Charger	2B3CL1CT6BH556478	55,161
136	2011 Dodge Charger	2B3CL1CTXBH556479	42,173
137	2011 Dodge Charger	2B3CL1CT1BH554675	59,335
138	2011 Dodge Charger	2B3CL1CT3BH556480	53,745
139	2011 Dodge Charger	2B3CL1CT5BH556483	51,607
141	2011 Dodge Charger	2B3CL1CT3BH556481	48,564
142	2011 Dodge Charger	2B3CL1CT7BH556484	61,056
143	2011 Dodge Charger	2B3CL1CT9BH556476	35,842
144	2011 Dodge Charger	2B3CL1CT5BH556482	45,360
145	2013 Ford E250 Van	IFTNE2EW6DDA98370	2,166
146	2014 Dodge Charger	2C3CDXAT6EH121240	8,110
	1999 Radar Trailer	MPH5239932JLPC168	

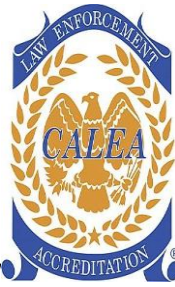
The vehicle maintenance expenditure to date is currently 7% over budget. This is due to repairs and equipment on the vehicles. The vehicles on the list are all out of warranty except the 2014 Ford Van and the 2014 Dodge Charger. Due to the vehicles being out of warranty we will have to spend more on repairs to the vehicles. Some of the repairs can be quite costly and when one vehicle has the problem the other vehicles normally have the same defect. For instance several of the Dodge Chargers are having problems with the power steering pump. The steering pumps need to be replaced and this is approximately a \$1,200 repair. Now that the vehicles are out of warranty the police department is responsible for the cost of the repairs that would have been handled under warranty. This will increase our spending in the

maintenance of the vehicles well over what we have been spending while the vehicles were still under warranty.

The police department has money set aside in this physical year's budget to buy three new Dodge Chargers to replace some of the older worn out vehicles. The patrol vehicles currently have two people assigned to each of them. The vehicles do not get sit long before someone else is driving them. Every two weeks when the officer's shifts meet it puts the vehicles being driven 24 hours straight. This alone puts a lot of wear on the vehicles, also the constant stopping and going of city driving puts a great deal of stress on them. The constant city driving accounts for more brake jobs and tires than you would normally have with highway miles.

Several different agencies in the area have been contacted and asked about their policies on cycling vehicles out of service. The majority of the vehicles are being cycled out between 80,000 and 100,000 miles. The agencies all look at the maintenance cost of the particular vehicle and the age and mileage and decide whether to keep putting money into a worn out vehicle or to buy a new vehicle.

2015 Accreditation Report



By
Officer D.L. Currin

The Commission on Accreditation for Law Enforcement Agencies, Inc., (CALEA) was created in 1979 as a credentialing authority through the joint efforts of law enforcement's major executive associations. Those agencies are:

- International Association of Chiefs of Police (IACP)
- National Organization of Black Law Enforcement Executives (NOBLE)
- National Sheriffs' Association (NSA)
- Police Executive Research Forum (PERF)

CALEA's purpose was to establish a body of professional standards and to develop an accreditation process to administer its initial credentialing program, Law Enforcement Accreditation. This was completed by 1983, and the first agency was accredited in 1984.

Our Department is seeking Advanced Law Enforcement Accreditation. There are approximately 480 standards, within about 40 chapters with which we are required to be within compliance. Most of these standards require we have a written directive (policy) in place.

CALEA Standards Chapters

Law Enforcement Role and Authority	Agency Jurisdiction and Mutual Aid	Contractual Agreements for Law Enforcement Services
Organization and Administration	Direction	Planning/Research, Goals/Objectives, Crime Analysis
Allocation/Distribution of Personnel	Fiscal Management & Agency Property	Classification/Delineation of Duties and Responsibilities
Compensation, Benefits, and Conditions of Work	Grievance Procedures	Disciplinary Procedures
Recruitment	Selection	Training & Career Development
Promotion	Performance Evaluation	Patrol
Criminal Investigation	Vice, Drugs, and Organized Crime	Juvenile Operations
Crime Prevention & Community Involvement	Critical Incidents, Special Operations & Homeland Security	Internal Affairs
Inspectional Services	Victim/Witness Assistance	Traffic
Detainee Transportation	Legal Process	Communications
Records	Collection and Preservation of Evidence	Property and Evidence Control

We are required to show proof of compliance with the standards as well. Many of these standards have “bullets” (subsections) within them, which makes the number of actual proofs/documentation required much higher than 480. It is not sufficient to only say we do things properly or a certain way; we must actually show it. Proofs may be interoffice memos, emails, photos, rosters, forms, incident reports, budget documents, citations and many more. During our self assessment phase we reviewed, revised, and implemented our current policy manual along with our departmental forms. Our mock assessment held in January went very well and the suggested changes were made. The agency formally requested an on-site assessment in March of this year and it was scheduled for October 19-22, 2014. The assessment team requested we mail half of our files ahead of time so they could be reviewed prior to their arrival. Those files were mailed on September 18, 2014 with the remainder of the files being reviewed while the assessors were here.

Our assessors came in to town on Sunday, October 19, 2014. Our lead assessor was Mr. Thomas Clark from Mechanicsville, Virginia. Mr. Clark retired as a Captain from the Henrico (VA) County Division of Police in 1997. Since his retirement he has served as interim police chief of the Ashland (VA) Police Department and the West Point (VA) Police Department. He is a graduate of the FBI National Academy and holds a Bachelor’s degree from Virginia

Commonwealth University. He continues to be active in local, state and national law enforcement and civic activities. Mr. Clark has served as a Commission team leader for over 20 years.

Our second assessor was Captain Andree Robinson from the LaGrange Police Department in Georgia. Captain Robinson is a native of Washington, D.C. She holds a Bachelor's Degree in Social Work from LaGrange College, and was hired by the LaGrange Police Department in 1984. She received her Master's Degree in Public Administration in 1994 from Columbus State University. She has come through the ranks of the Department as a Patrol Officer, Detective, Patrol Sergeant and Records Section Supervisor. She currently serves as the Support Division Commander which comprises the Records Section and the Community Service Program. She has been a CALEA assessor since 2008.

The assessors spent the week reviewing departmental files, policies and procedures; doing interviews with selected personnel and citizens; touring the department and Johnston County Communications Center, inspecting our equipment, taking comments from citizens during a call in session as well as a public hearing, and riding along with officers.

Mr. Clark will submit a comprehensive final report to the Commission. The final report will be used by the Commission during its deliberations of the final review of our agency. A copy of this final report is processed by staff several weeks after the on-site assessment. Once processed, we will receive a copy regarding the status of our agency. We will go before the Commission at their next scheduled meeting in March 2015 for our final review. If all goes well our department will receive our award at this hearing, becoming the 13th nationally accredited law enforcement agency of our size in the state.

The process doesn't stop after our award. We must ensure that our agency continues to maintain compliance with all applicable standards. This includes gathering proofs of compliance from all of the various departmental operations including, but is not limited to; personnel matters, budgeting, recruitment, patrol operations, criminal investigations, evidence and records. We will also be responsible for submitting timely annual reports to the Commission. The information provided on these annual reports greatly enhance the next on-site assessment by giving the Commission details about agency compliance matters and other significant events related to accreditation.

Accreditation runs on a 3 year cycle, so we would be on schedule for our next on-site assessment in the fall of 2017.