



ANNUAL REPORT  
**2024**

KANNAPOLIS POLICE DEPARTMENT

# Organizational Structure



## ●— MISSION

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

## ●— VISION

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

## ●— CORE VALUES

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

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# Message from the Chief

It is my pleasure to present the Kannapolis Police Department's 2024 annual report. We have and will continue to maintain our proactive stance in combating criminal activity and providing you a safe environment to live, work, and play. It is our mission to deliver high quality, efficient and consistent police services. We have been successful in these efforts due to the strong relationships built and sustained over the years with our citizens. One of our greatest resources continues to be our citizens. You are our eyes and ears, and we need you to communicate with us. The information you provide is essential in our quest to maintain a low crime rate and protect our community.

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

Just like downtown, the Police Department continues to go through change. These changes are designed to best meet the needs of the community we serve today and in the future. With this in mind, we added a Felony Investigator position to our Felony Investigations Unit and a Crime Analyst / Data Manager position. The added Felony Investigator position will help reduce the caseloads currently carried by the other five Investigators assigned to the Unit. Additionally, it will allow investigators time to thoroughly investigate tips from (ICAC), Internet Crimes Against Children tipline, for incidents occurring in the City of Kannapolis. The added Crime Analyst / Data Manager position will enhance departmental efficiency, in the allocation of personnel and resources, by using an intelligence led policing model. This is accomplished by identifying past and predictive crime trends by examining departmental crime data. Additionally, our evaluation of the added Recruiting Sergeant position from 2022, continues to have positive impacts for the department. These impacts include a larger applicant pool, resulting in filling several vacancies, which

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

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

Terry L. Spry  
Chief of Police



# Organizational Structure



# Fiscal Management

The Kannapolis Police Department maintains four distinct budgets:

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

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

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

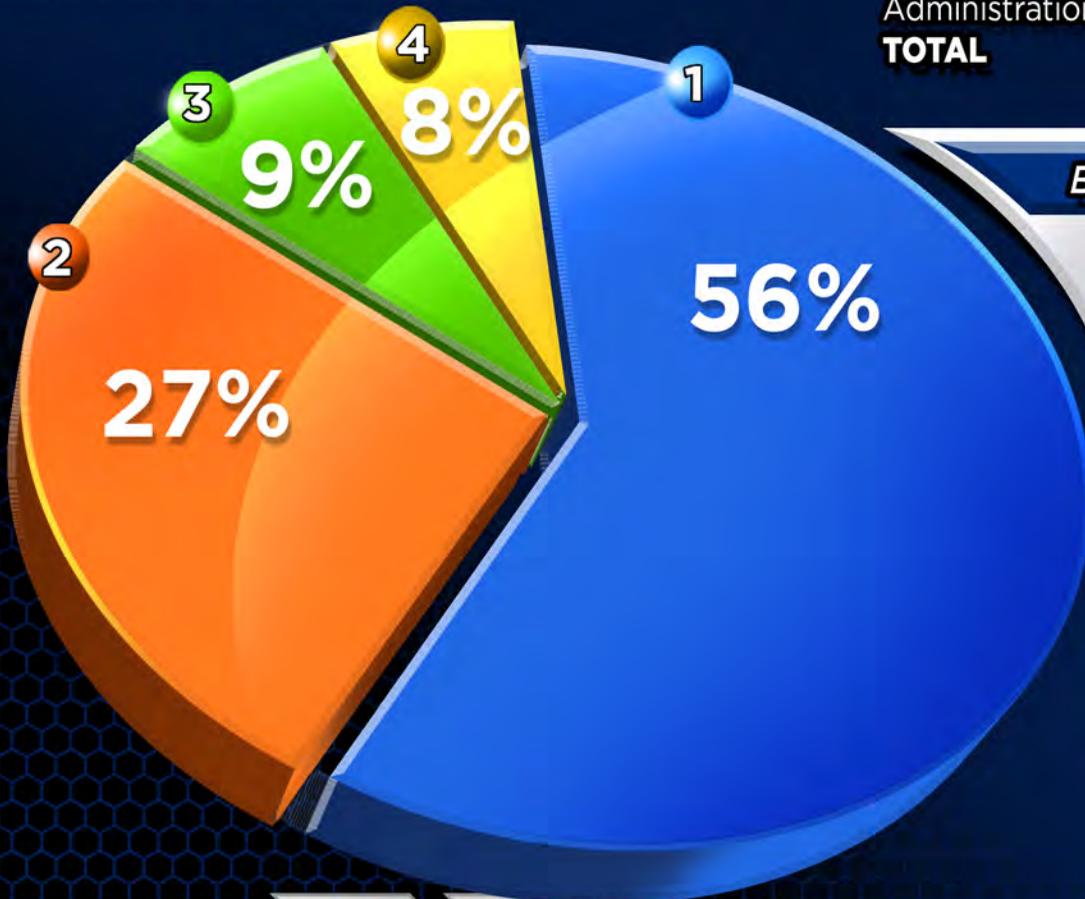
**Administration** provides management, resource allocation, and strategic direction for the department. Included in this component is the crime analysis function and accreditation management.

## FY 2024

Field Operations	\$ 7,611,955
Support Services	\$ \$3,697,440
Special Operations	\$ \$1,166,360
Administration	\$ \$1,080,807
<b>TOTAL</b>	<b>\$ 13,556,562</b>

### Breakdown By Program

- 1. Field Operations Bureau 56%
- 2. Support Services Bureau 27%
- 3. Special Operations Bureau 9%
- 4. Administration 8%



# Staffing

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

The Kannapolis Police Department's turnover rate during the last ten years has varied from as low as 8.6% to as high as 24%. The ten-year average is 13.2%. During 2024, the agency hired twenty-seven individuals and had twelve leave the agency due to retirement or resignations. The agency strives to attain a workforce that is reflective of the community it serves and continually works to recruit the best and most qualified applicants.

The following charts represent staffing data as of 12/31/2024.

## Race/Gender Distribution

	Sworn	Civilian	TOTAL	Total Percent %	Sworn Percent %
White-Male	69	4	73	63.48	78.41
White-Female	7	18	25	21.74	7.95
Black-Male	8	0	8	6.96	9.09
Black Female	1	3	4	3.48	1.14
Hispanic Male	2	0	2	1.74	2.27
Hispanic Female	1	2	3	2.61	1.14
Other-Male	0	0	0	0.00	0.00
Other-Female	0	0	0	0.00	0.00
<b>TOTALS</b>	<b>88</b>	<b>27</b>	<b>115</b>	<b>100.00</b>	<b>100.00</b>

## 2024 Staffing Allocation

	Sworn	Civilian	Total
Administration	5	3	8
Support Services	17	23	40
Field Operations	64	1	65
Special Operations	10	2	12
<b>GRAND TOTAL</b>	<b>96</b>	<b>29</b>	<b>125</b>

City	Population	Sworn Police Staff	City Limits in Sqare Miles
Mooresville	58,467	109	25
Huntersville	65,233	116	42
<b>Kannapolis</b>	<b>60,660</b>	<b>96</b>	<b>34</b>

# Crime Statistics and Trends

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

The Kannapolis Police Department participates in both state and federal crime reporting systems and statistics show the crime rate in Kannapolis continues to be significantly lower than the statewide rate. According to the most current crime statistics provided by the SBI, the statewide crime index rate is 2592.5 crimes per

100,000 persons. The crime index rate for Kannapolis is 1961.75, a rate which is approximately 28% lower than the statewide numbers. Compared to the prior five-year average, the total number of part one crimes is down 11%. These numbers are subject to change as cases are investigated and updated.

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

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

## Prior 5 Years - Kannapolis Violent and Property Crimes

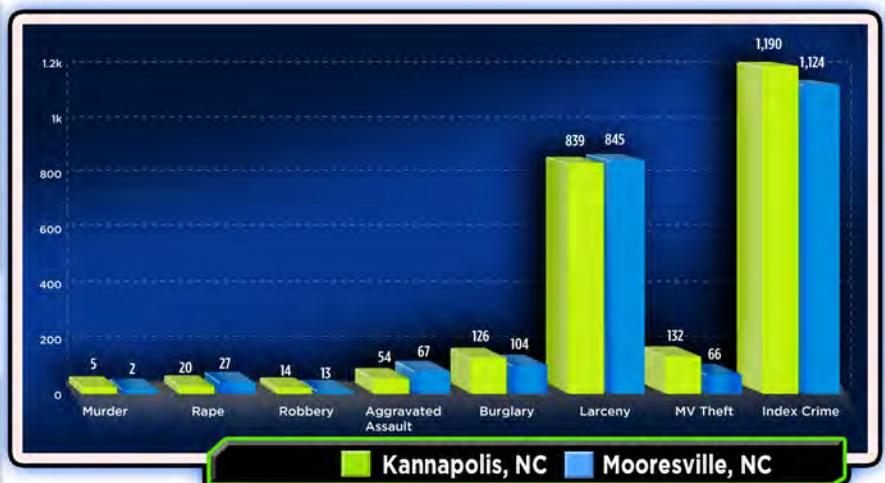
Offense	2019	2020	2021	2022	2023	2024
Murder	1	2	3	3	5	5
Rape	15	9	17	13	11	20
Robbery	36	23	28	28	21	14
Agg. Assault	50	70	60	55	66	54
<b>Violent Crime Total</b>	<b>102</b>	<b>104</b>	<b>108</b>	<b>99</b>	<b>103</b>	<b>93</b>
Burglary	186	222	184	164	162	126
Larceny Theft	878	1,119	917	836	859	839
MV Theft	100	132	138	147	105	132
<b>Property Crime Total</b>	<b>1,164</b>	<b>1,473</b>	<b>1,239</b>	<b>1,147</b>	<b>1,126</b>	<b>1,097</b>
<b>Part 1 Total</b>	<b>1,266</b>	<b>1,577</b>	<b>1,347</b>	<b>1,246</b>	<b>1,229</b>	<b>1,190</b>

Current Year Comparison		
Previous 5 Year Average	% Change from Average	% Change Previous Year
3	79%	0%
13	54%	82%
27	-49%	-33%
60	-10%	-18%
103	-10%	-10%
184	-31%	-22%
922	-9%	-2%
124	6%	26%
1,230	-11%	-3%
<b>1,333</b>	<b>-11%</b>	<b>-3%</b>

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

	Kannapolis, NC	Mooresville, NC
Murder	5	2
Rape	20	27
Robbery	14	13
Aggravated Assault	54	67
Burglary	126	104
Larceny	839	845
MV Theft	132	66
Index Crime Total	1,190	1,124
<b>Crime Rate Per 100,000</b>	<b>1961.75</b>	
<b>NC Statewide Crime Rate Per 100,000 (2023)</b>	<b>2,592.50</b>	
<b>% Difference from State Crime Rate</b>	<b>-28%</b>	

	Kannapolis, NC	Mooresville, NC
Allotted Sworn Police Staff	96	109
Coverage Area (Square Miles)	35.7	25
Officers Per 1000 Residents	1.6	1.9
Population	60,660	58,467



# Internal Affairs Information/ Citizen Complaints

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

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

The Police Department recorded twenty-one (21) formal

complaints between January 1, 2024 and December 31, 2024. There were three (3) complaints referred to Internal Affairs. Of the three (3) internal affairs investigations during 2024, misconduct was established in all three (3) cases.

The low ratio of complaints received to the tens of thousands of public contacts initiated by police department employees during 2024 indicates an extremely low frequency of complaints and an even lower frequency of sustained misconduct.

The internal affairs process also includes procedures for the routine reporting and administrative review of high liability police activities in addition to the investigation of citizen complaints. Such reviews are conducted via the agency's internal command structure as well as through oversight bodies such as the Collision Review Board. An annual analysis is conducted each year of all internal affairs matters to evaluate these internal review processes and identify any patterns or trends that indicate the need for any changes in training, equipment or departmental policy. During 2024, the following reviews were conducted:

Activity or Incident Type	2023 Reviews	2024 Reviews
Internal Affairs	4	3
Use of Force	15	19
Vehicular Pursuits	11	15
Forcible Entry into Private Residence	4	2
Collisions Involving Police Vehicles	18	26



## Field Operations Overview

The Field Operations Division is the largest bureau of the police department. It consists of uniformed Patrol as well as the Traffic and Canine Units. The core function of the Field Operations Bureau is crime suppression and prevention through uniform presence and response to 911 calls for service.

## Patrol

The Patrol Bureau operates 24 hours a day, 365 days a year. It is made up of four patrol squads that work twelve-hour shifts. Patrol handles all calls for service and proactively patrols the City of Kannapolis to deter criminal activity and ensure the overall safety of the residents. The services provided range from preliminary investigations of major crimes to problem solving complex quality of life issues.



## Canine Unit



The Kannapolis Police Department's Canine Unit was established in 1999 and originally consisted of two highly trained canines. As the teams were so successful, the department now has a total of five canines. Four are used in patrol and the fifth, a bloodhound, is used primarily for tracking. During 2024, the unit had a total of 334 deployments.

The unit is currently made up of four canine teams and each team is assigned to a Patrol Squad. Each canine team must attend a six-week training course and pass a certification before working in a patrol function. After the initial certification each canine team must certify yearly through the North Carolina Police Work Dog Association (NCPDA). This certification ensures the integrity of the handler and canine for court purposes. The newest addition to the canine unit is Gamble picture with handler Officer Jacob Huneycutt.



## Kannapolis Police Traffic Unit

The Kannapolis Police Department's Traffic Unit is a line of support that provides technical expertise to the department in the areas of accident investigation, drunk and/or impaired driving detection and arrest and the operation of speed detection RADAR and LIDAR systems. This unit investigates all serious and fatal motor vehicle accidents that occur within the city limits as well as citizen complaints of speeding vehicles, illegal parking and other traffic related issues. Our primary

goal is to ensure the safety of motorists and pedestrians. Our DWI enforcement patrols work to get dangerous drivers off the streets, and our community outreach efforts bring our officers out to speak at driver education classes, and to promote driving safety training at community events.

2024 Traffic Crashes		2024 Enforcement Data	
Property Damage / Personal Injury	1862	DWI Arrests	299
Fatality	6	Speeding Violations	1196
<b>Total Traffic Crashes</b>	<b>1868</b>	Seat Belt Violations	145
		Child Restraint System Violations	11
Alcohol / Drug Related <small>(included in total)</small>	44	<b>Total Enforcement Data Citations</b>	<b>1651</b>
			<b>Total Citations for 2024</b>
			<b>4578</b>

# SRT / Negotiations / Search & Rescue

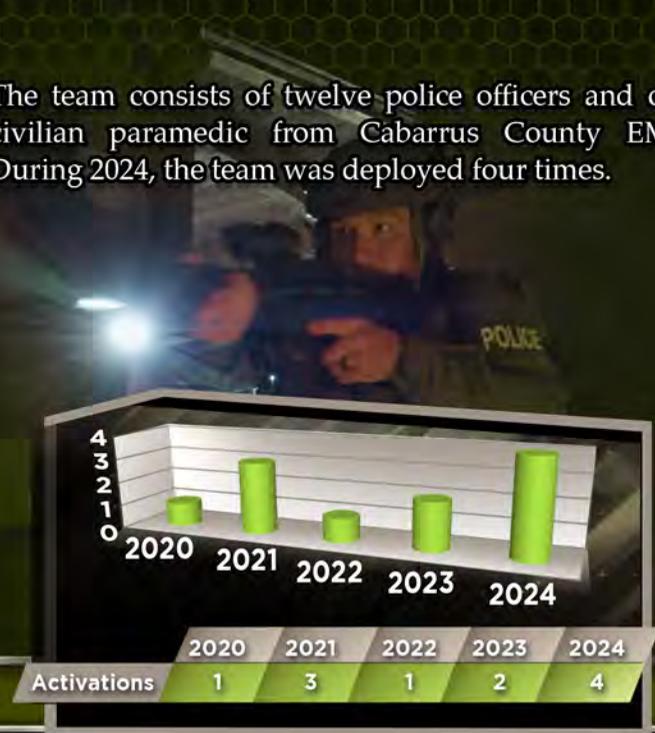
## Special Response Team Overview

The Kannapolis Police Department's Special Response Team (SRT) was established in 1992. Since the team's inception, it has provided a ready response to situations that are beyond the capabilities of normally equipped and trained department personnel. Officers in this unit are held to a higher standard than average police officers.

The goal of the Kannapolis SRT is to protect human life and to apprehend criminal offenders in high-risk situations. SRT officers are required to attain a level of tactical and weapons expertise that will overwhelm any threat which may arise. This increases the likelihood of safe and efficient resolutions to life-endangering operations.



The team consists of twelve police officers and one civilian paramedic from Cabarrus County EMS. During 2024, the team was deployed four times.



## Negotiations Unit

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

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

Negotiators work in conjunction with the tactical unit hoping to find a peaceful solution to crisis situations.

They also collect vital intelligence and data that is relayed in real time to the tactical unit to aid them in preparing for a dynamic resolution to the situation.



## Search and Rescue Team Overview

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

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



During 2024, agency members assisted in the search for a missing elderly adult with dementia.

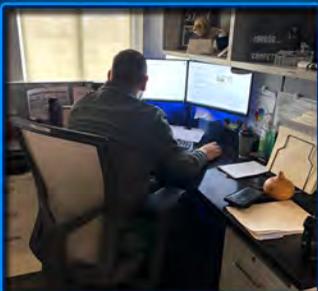
# Support Services

## Support Services Overview

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

## Felony Investigations

The Criminal Investigation Division's Felony Investigation Unit's mission is to identify, target, arrest and successfully prosecute individuals involved in criminal activity within the City of Kannapolis with a specific emphasis on felony crimes. Members of the felony investigations unit are assigned to investigate serious criminal offenses such as homicide, sexual assaults, robbery, aggravated assault, fraud, identity theft and a variety of other crimes. Members of this specialized unit receive specific detailed training in a variety of investigative techniques. To achieve this mission,



investigators utilize contemporary investigative methods; pursuing investigative leads, technology and using proactive measures commensurate with North Carolina and United States law.

## Evidence/Crime Scene

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

An inventory of the evidence room is conducted on an annual basis.



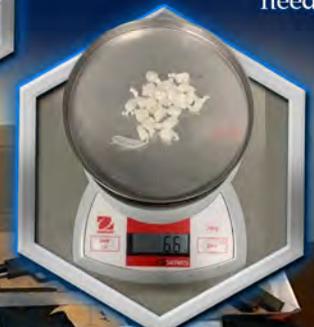
The crime scene unit is manned by two investigators and, when needed, is supplemented by other members who are trained in methods of evidence collection, photography, latent evidence, and other duties associated with processing crime scenes. The crime scene investigators have the unique responsibility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



## VICE, Narcotics & Organized Crime

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

frequently require assistance and co-operation from other law enforcement agencies as well as supplementing other agencies when needed.



# Support Services

## Communications

The main function of the Kannapolis Police Department's Communications Center is to satisfy the immediate informational needs of emergency first responders during their assigned operations. The center is designed to facilitate the exchange of information from the public to law enforcement, fire personnel, medical responders, and other emergency service agencies. There are many methods to ensure an accurate, efficient, and timely dissemination of information and calls for service dispatched. These procedures or actions include the Next Generation 911 system and

computer aided dispatch technology used in conjunction with automatic vehicle locators and CAD2CAD. This software allows the transfer of emergency data between Kannapolis, Cabarrus County and City of Concord Communications via computer technology. In October 2023, a software upgrade was completed on the phone system. During this transition period, the historical phone data became inaccessible. From October 2023 until April 2024 phone statistics were unavailable.

	Year	Annually	Monthly	Daily
<b>911</b>	2024	14,697 **	1,837	52
	2023	*	*	*
	2022	16,068	1,339	45
	2021	16,605	1,239	45
	2020	14,868	1,206	41
<b>Admin</b>	2024	42,196**	5,275	172
	2023	*	*	*
	2022	59,536	4,961	165
	2021	68,600	5,717	191
	2020	71,582	5,965	199

	2020	2021	2022	2023	2024
e911 Transactions	14,868	16,065	16,068	*	14,697**
Admin Phone Transactions	71,582	68,600	59,536	*	42,196**
Law CAD Calls for Service	45,339	48,249	40,563	43,286	46,893
Fire CAD Calls for Service	11,174	12,585	8,570	9,706	13,500
Other CAD Calls for Service	3,871	3,777	330	60	6,640

\*Data unavailable due to software update

\*\* Data from 4/24/24-12/31/24



## Records Unit

Records personnel are the face of the agency by being the first point of contact for the public when coming to the police department lobby for service. They assist with appointments, disseminating reports and information and creating calls for service that require officers to be dispatched to the lobby.

The Records Unit is responsible for data entry into the agency's Records Management System (RMS). This data consists of incident reports, arrests, citations, traffic crashes, document imaging, and a variety of other reports and documentation. Each case opened by the agency, regardless of type, is required to be processed by the records unit daily for

quality assurance and clerical errors. They are also responsible for keeping up with the file retention schedule.

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



## Special Operations Overview

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

## Community Services Unit

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

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



## Public Safety Cadets

Public Safety Cadets (PSC) is a nonprofit organization founded and managed by active duty and retired law enforcement officers and business executives who support law enforce-



## Public Safety Cadets (continued)

enforcement. PSC establishes partnerships with local, county, state and federal law enforcement agencies and other public safety entities to provide training and practical experiences, national programs and events, and other support that will better prepare young adults to make an informed decision about a career in the public safety sector.

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

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

## Park Rangers

Park Ranger personnel are non-sworn members of the Police Department whose primary duties are patrolling the City's parks and greenways and assisting patrons with non-emergency situations. Should there be an emergency situation while they are on patrol, necessary help can quickly be obtained. Park Rangers are an additional presence in the parks and greenways and can take incident reports and answer questions.

The West Avenue Park, which is in the heart of downtown, and the other parks and greenways are some of the most frequented places in the city. The program allows for sworn personnel to be available for the more typical emergency situations that may



arise throughout the city. The program continues to be a good recruitment avenue as the responsibilities of the job give park rangers experiences that could lead to a career in law enforcement if that is the direction they desire to go.

## Recruitment and Selection

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

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

For police officers, minimum eligibility requirements are established by the North Carolina Department of Justice -



Criminal Justice Education and Training Standards Commission, which certifies law enforcement officers in North Carolina. The selection process is extensive. The process includes a physical abilities test and a written test, a panel review, a comprehensive background investigation, a polygraph examination, a medical and physiological examination, and drug screen. Trainees must complete basic law enforcement training at a state approved academy, followed by the Department's own 20-week field training program. Police officers remain in a probationary status for a period of one year following initial appointment.

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

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



## Training

In-Service training is an extremely important aspect of any law enforcement agency's operations. Well-trained officers are better prepared to act decisively and correctly in the broad spectrum of situations in which they respond. Benefits of extensive training include less legal liability for the municipality and more importantly officer safety. One of the most important functions of the Special Operations Bureau is the scheduling of training. During the year of 2024, Sworn Officers, Telecommunicators, Park Rangers and Civilian personnel received 23,307.25 hours of training. This training included CPR, Firearm Qualifications, Hazardous Materials, Legal Update, Juvenile Minority Sensitivity, Mental Health,

Ethics, Bias Based Profiling, Harassment, Less Lethal Weapons, Infectious Disease, Advanced Law Enforcement Rapid Response (ALERRT) training, Active Assailant, and Domestic Violence. Total training hours are broken down into four main categories. Sworn personnel completed 21,645.75 hours, Telecommunicator personnel completed 1,203.5 hours, Park Rangers completed 38.5 hours and Civilian personnel completed 419.50 hours of training for the year of 2024.



# Beyond The Badge

## Cops Target Kids for Christmas

The Kannapolis Police Department has partnered with Target to make Christmas special for dozens of children throughout the community since 2011. "Cops Target Kids for Christmas" is an opportunity for the men and women of the Kannapolis Police Department to have a significant impact on the lives of disadvantaged children within the city.

On December 3rd and 4th, 2024 the children were each paired with a Police Officer for a day of fun activities which included breakfast, lunch and shopping. The children also had their picture taken with Santa.

The outpouring of support from the business community allowed the Cops Target Kids for Christmas program to again be a huge success. A total of 47 children each received a new pair of shoes and \$450 dollars with which to shop. The generosity of all involved helped each child experience a brighter Christmas.



## Toys For Tots

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

Families are identified by the CSU officers as well as Kannapolis City School counselors. Families are also identified through the website [www.toysfortots.org](http://www.toysfortots.org) where they can apply for assistance. Officers from the Community Service Unit vet these applications and make contact with the applicant. Each family is provided a date and time to come to the Kannapolis Police Department and pick out toys of their choice. Each child receives 2 – 3 toys.

When the Kannapolis Police Department began participating in the program, 56 families were helped. In 2024, the program helped 328 families and over 1300 children. These are families from within Kannapolis, Rowan County and Cabarrus County areas. Kannapolis Police Department is proud to be the only law enforcement agency in the area assisting with this program.



# Special Events

## Special Olympics Torch Run

Members of the Kannapolis Police Department participated in the annual Special Olympics Torch Run on May 14, 2024. Kannapolis officers and area Special Olympic athletes were handed the Flame of Hope at the Kannapolis city limits on Cannon Boulevard and ran with it to the Rowan County border. The Torch Run continued across North Carolina and culminated in Raleigh on May 30th when the North Carolina Special Olympic Games began.



Participating in the run were (standing) Officer Jody Kerr, Inv. Joe VanSkiver, Capt. Brent Rowland, Tracy Rowland, Officer Jennifer Mackey, Officer Tony Peeler, Officer Rob Carson and Sgt. Dale Burris (kneeling), Sgt. Travis Kiser, Admin Lauren Barnes, Deputy City Manager Eddie Smith and Inv. David Flynn. Also pictured standing are Capt. Jennifer Clarke (on the left) and Lt. James Livengood (on the right).

# Community Outreach



## National Night Out

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

On October 1st, 2024, the Kannapolis Police Department celebrated National Night Out with free food, free school supplies, children's games, and much more. This year's event included a donation collection point for the victims of Hurricane Helene. All the supplies collected from the community were transported to the mountains for distribution. National Night out continues to be successful in bringing people together and fostering positive friendships.



National Night Out 2024!



## Community Bridge Project

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

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

Members of the group include: Pastor Willie Rash, Pastor Tracy Caldwell, Pastor Reginald Pharr, Pastor Greg Sloop, Pastor William Moody, Stephen Williamson, Beryl Torrence, Gloria Talbert, Pastor Farrar Griggs, Pastor Ronnie Bell, Pastor Brian Duncan, Pastor Leonard Jarvis, Pastor Laurie Knoespel, Pastor Steve Sellers, Ron Flanders, Sherry Gordon – Community Development Program Administrator, Mike Legg – City Manager, Darrell Hinnant – Mayor, Terry Spry – Police Chief

The group holds meetings that are focused on community conversation, and they are free and open to the public. For more information on the Community Bridge Project and future events, please contact [ktownbridge280@gmail.com](mailto:ktownbridge280@gmail.com)



# Community Outreach

## Coloring Contest Winner

The Kannapolis Police Department held its second patch coloring contest and more than 270 entries were received from Kannapolis children. Elementary school children were asked to submit a creative design by coloring a Police Department's uniform patch. The entries were voted on by department employees. The winning design, by Caroline Li, age 7, was turned into a decal and was displayed on the back window of all police vehicles through the month of June.



*Winners: 1st place: Caroline Li, 7 (pictured); 2nd place: Easton Kanagy, 10; 3rd place: Hardison Damme, 11; Chief's Choice: Emerie Lin, 4*

## Canine Therapy Program

In 2024, the Kannapolis Police Department implemented a therapy dog program. It was determined the program would be a great way to promote wellness for the department's employees. Once the program was drafted, it took a little time to get the perfect dog for the department. Millie, a one-year-old Bernedoodle, serves as the agency's first therapy dog.

In April of 2024, when four officers were killed in the line of duty in Charlotte, Taylor Wise of Duncan Doodles, was devastated by this loss as was the community. She felt called to donate two puppies to law enforcement. Millie was one of the puppies and the other puppy, her sister, was donated to CMPD and is serving a similar capacity. The department instantly felt in love with her. Millie and her handler, Lieutenant Justin Smith, received training and AKC Therapy Dog Certification from "The Dog Knowledge" of Charlotte.

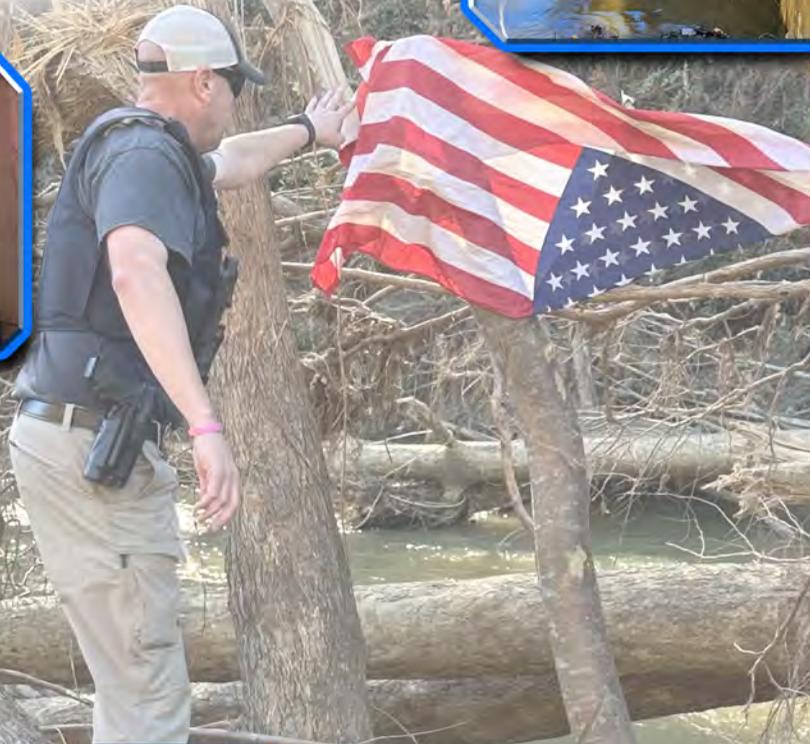
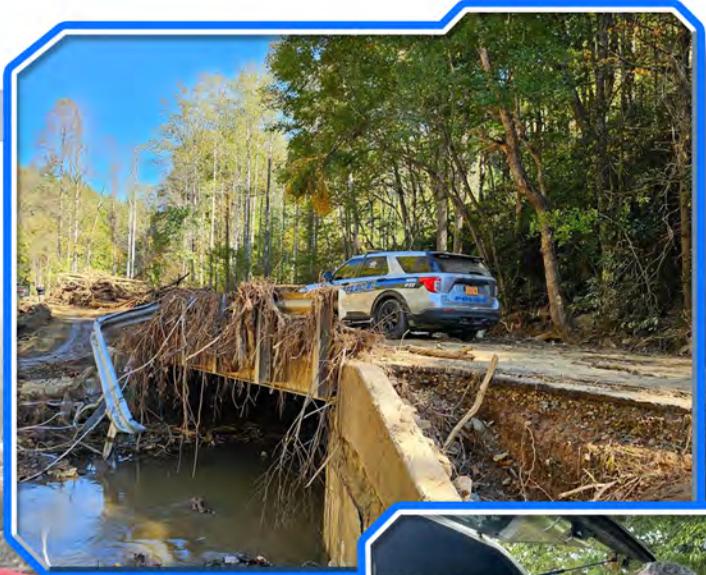
While on duty, Millie attends everyday functions like staff meetings, community events like National Night Out, and critical incidents and traumatic events when police department staff are involved. She is an old soul, and it is sometimes easy to forget that she is still technically a puppy who still has an occasional accident. Millie is quite intuitive. She can be gentle and calm when needed, but also knows when an employee wants to play, and she is happy to oblige.



# Relief Initiatives

## Hurricane Helene Relief

Several officers and telecommunicators from the department contributed to the hurricane relief initiatives in the North Carolina mountains severely affected by Hurricane Helene. Their support encompassed rescue, relief, and recovery operations. Communicators played a vital role in coordinating dispatch calls for counties requiring additional assistance. The commitment to serve and put the needs of others above their own, was noble in deed and another example of the outstanding men and women who work at the Kannapolis Police Department.



NORTH CAROLINA



STRONG

# Department Awards & Recognition

Each year, the Kannapolis Police Department presents annual service awards to recognize a sworn and civilian employee who possess an exceptional reputation for personal honesty and integrity that is beyond reproach. Recipients of these awards conduct their personal and professional lives in a manner that is consistent with the agency's codes of ethics and core values of the Department,

which are Excellence, Professionalism, Integrity, and Stewardship. Each recipient has a positive and direct influence on others by living their life in a manner that reflects well on themselves and their profession. The Roger Dale Carter Memorial Service award is presented to a sworn officer these characteristics while the Norma C. Howard Memorial Service award is presented to a civilian employee.



**2024 Roger Dale Carter Award Recipient**  
**Officer Hunter Wood**



**2024 Norma C. Howard Award Recipient**  
**Records Specialist Katie Ruiz**

The Robert J. Eury Award is presented to an officer who serves in the Cabarrus County Sheriff's Department, the City of Concord Police Department or the City of Kannapolis Police Department with a minimum of twenty years of service for their outstanding contribution to the profession. This is the most prestigious law enforcement award in the community. Lt. Eury was killed in the line of duty in 1972 while serving with the Cabarrus County Sheriff's Department. The award is given annually to an officer who demonstrates true commitment to law enforcement and service to the community.



**2024 Robert J. Eury Award Recipient**  
**Deputy Chief Daniel Wallace**

# Department Awards & Recognition

## Medal of Valor

The Medal of Valor is the department's highest award for heroic actions above and beyond the call of duty and may be presented to an officer for conspicuous action in the line of duty involving extreme risk to the officer's own life when, because of such valor, a serious crime is prevented, a dangerous perpetrator is apprehended, or serious injury or death to an innocent person is averted.

2024 Medal of Valor Recipient  
Brandon Wagner (not pictured)



## Police Star

The Police Star is the department's second highest award and may be presented for meritorious action above and beyond the call of duty. This award is presented for exemplary action in the line of duty under unusually difficult or dangerous conditions when, because of the officer's action, a serious crime is prevented, the perpetrator is apprehended, or serious injury or death to an innocent person is averted. The action need not involve imminent risk of death to the officer, but must involve unusual determination, valor, initiative, skill, selflessness, or professionalism.

2024 Police Star Recipient  
Sgt. Travis Furr



## Rookie of the Year

The Rookie of the Year Award is presented annually to sworn or non-sworn employee who has been employed with the police department for less than three years, and who demonstrates a strong work ethic, positive attitude, and willingness to work cooperatively.

2024 Rookie of the Year Award Recipient  
Officer Austin Purser



## Leadership Award

The Leadership Award is presented annually to the supervisor, either sworn or non-sworn, who best displays the leadership traits that help to further the mission of the department.

2024 Leadership Award Recipient  
Records Supervisor Sonya Furr



# Department Awards & Recognition

## Team Above Self Award

The Team Above Self Award is presented annually to the officer who displays a high level of teamwork and who always puts the needs of the agency, squad, team and shift ahead of their own needs.



2024 Team Above Self Award Recipient  
Officer Devin Steele

## Traffic Safety Award

The Traffic Safety Award is presented annually to the sworn employee who has made a great impact in improving highway and traffic safety in Kannapolis.



2024 Traffic Safety Award Recipient  
Officer Nathan Feinstein

## 2024 Mothers Against Drunk Driving (MADD)

On May 23, 2024, Officer Nathan Feinstein was recognized at the North Carolina MADD Awards banquet. He received the MADD Award of Excellence for DWI Enforcer for 2023. During 2023, Officer Feinstein made 174 DWI arrest, the second highest in North Carolina.



2024 MADD Award Recipient  
Officer Nathan Feinstein

## Accreditation

In order to maintain our professional edge, the Kannapolis Police Department has achieved and maintains Advanced Accreditation through the Commission on Accreditation for Law Enforcement Agencies (CALEA). This is the highest level of law enforcement accreditation and insures professional excellence. Law Enforcement accreditation is a distinction shared by only approximately six percent of the law enforcement agencies nationwide. Maintaining this official recognition confirms our department must adhere to strict rules and guidelines governing our policies, procedures, practices and processes. Even more, by participation in CALEA, the Kannapolis Police Department undergoes a rigorous audit to ensure compliance with all applicable standards.

The Kannapolis Police Department has maintained advanced accredited status since 2000.



# Department Awards & Recognition

## Department Commendations

### Unit

Susan Martin  
Tanesha Reid  
Angela Yates

### Individual

Lucas Kincaid	Isaac Heggins II
Chase Crowe	Jacob Huneycutt
Norman Hill, Jr	Noah Norfleet
Julie Law	Brooke Stancil
Glenn Tingen	Wesley Wilson
Nicholas Corn	David Zienka
Alan Galyan	

## Academic Achievement

### Graduate Degree

Ramsey Nimer

### 2-Year Degree

Brandon Wagner  
Jeremy Page

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

### Advanced Law Enforcement Certificate

Nathan Lambert  
Ramsey Nimer

### Intermediate Law Enforcement Certificate

Brooks Jones  
Nijah Armstrong  
Adrian Attaway  
Brooke Stancil  
Norman Hill, Jr  
Austin Purser  
Sam Small  
Devin Steele

## Safe Driving Award Recipients

### 5 Years

Glenn Tingen  
Hunter Wood  
Ramsey Nimer  
William Wheat  
Norman Hill, Jr  
Matthew Hoehman

### 15 Years

David Zienka

### 20 Years

Brent Rowland  
Daniel Wallace

### 10 Years

Brandon Wagner  
Rob Carson

### 25 Years

Travis Furr

# Retirements



Records Supervisor Sonya Furr retired on July 23rd, 2024 with 29 years of service with the department. She began her career with the Kannapolis Police Department as a Telecommunicator in August 1995. In November 2008 she was promoted as one of the agency's first Telecommunicator Shift Supervisors. She was reassigned to the Records Division in July 2014 and promoted to Supervisor in September 2015.

A 1990 graduate of Mount Pleasant High School, she completed 1351 hours of professional training. She received several commendations during her tenure and in May 2004 was named the recipient of the Norma C. Howard Memorial Service Award. She also received Unit Commendations in May 2010 and August 2013.



Deputy Chief Daniel Wallace retired on October 1st, 2024 with 24 years of service. He began his career with Kannapolis Police Department as a patrol officer in November 2000. He served in several capacities during his employment including D.A.R.E. Officer, School Resource Officer and Sergeant of the Community Services Unit. He was designated as a Master Police Officer in July 2009, promoted to Sergeant in July 2010, to Lieutenant in November 2014, to Captain in June 2019, and to Deputy Chief in October 2020.

Wallace also served as a Field Training Officer, was a member of the Special Response Team, served as Team Leader in charge of the Honor Guard, and was designated as an Instructor. During his tenure with the department, Wallace received numerous commendations and awards. He received the Roger Dale Carter Memorial Service Award in 2008, a Life Saving Award in July 2019 and the Robert Jackson Eury Memorial Award in 2024.

A 1993 graduate of Rutherfordton-Spindale High School, Wallace attained an Advanced Law Enforcement Certificate from the N.C. Criminal Justice Education and Training Standards Commission and completed 4083 hours of professional training.

# ACKNOWLEDGMENTS

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

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

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

## CITY MANAGER

Mike Legg, City Manager  
Eddie Smith, Deputy City  
Manager

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

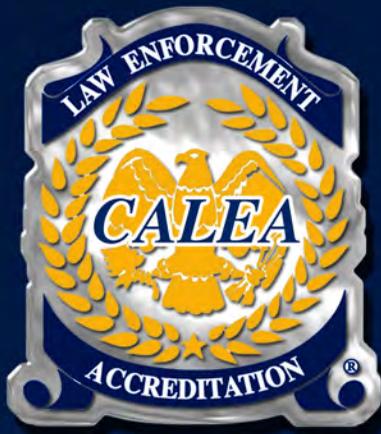


## CITY COUNCIL

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

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