

Kinston Police Department Annual Report 2021

Kinston Police Department

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Mission

The Kinston Police Department pledges to serve our community, to safeguard lives and property, and to preserve order all while respecting the constitutional rights of everyone to liberty, equality and justice.

Values

- Compassion
- Professionalism
- Fairness
- Respect
- Honesty
- Trust
- Integrity
- Loyalty

Responsibilities

We are proud providers of professional police services to the citizens of the City of Kinston. Our Police Department provides:

- Proactive Uniformed Patrol
- Traffic Enforcement
- Criminal Investigations
- Crime Laboratory
- Animal Control
- Support Services
- School Resource Officers
- SWAT Capabilities

Programs Provided

- Community Partnership Programs
- Community Watch Program Assistance
- Home Safety Inspections
- Informational Channel "2" Community Access Channel
- Family Services Unit
- Sentinel Program
- Kinston Police Explorer Post
- Residential, Commercial and Houses of Worship Safety Workshops

"Excellence is never an accident. It is always the result of high intention, sincere effort, and intelligent execution; it represents the wise choice of many alternatives - choice, not chance, determines your destiny." - Aristotle

Policing Strategy



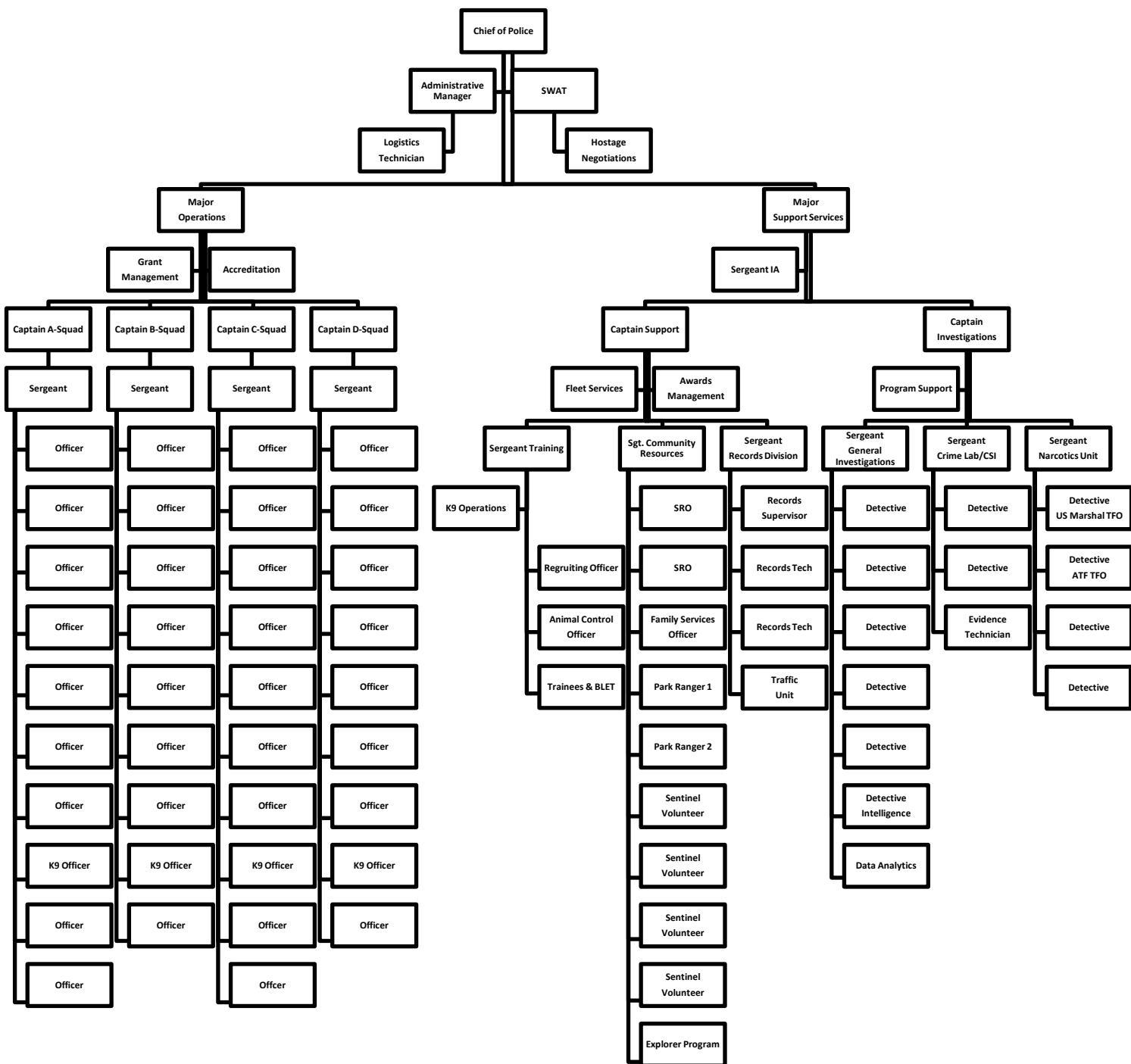
Community Policing

Problem Solving

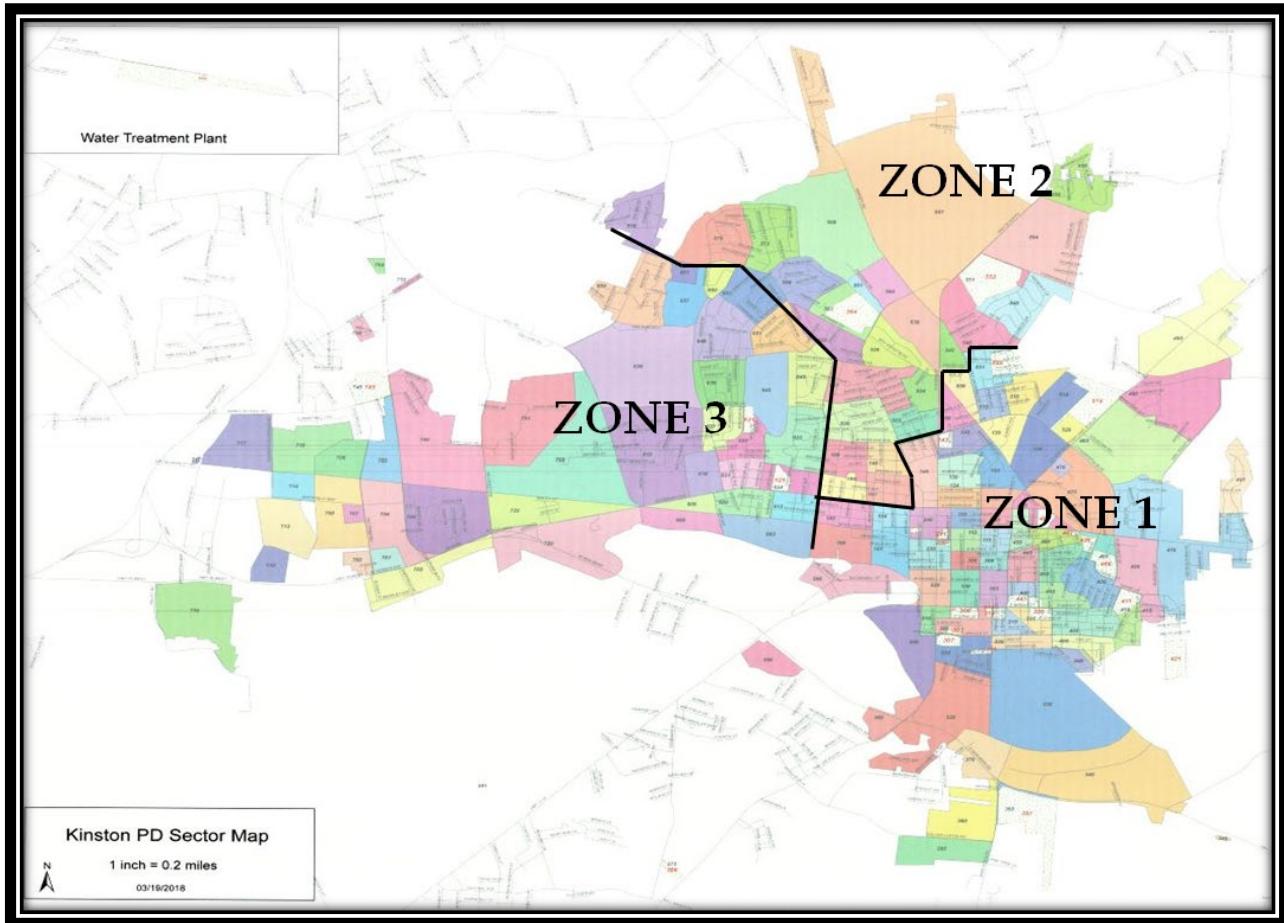
Data Driven Policing



Organizational Chart



KPD Zone Assignments



Kinston is located in Lenoir County North Carolina. With a 2020 population of 20,035, it is the 46th largest city in North Carolina and the 1,851st largest city in the United States. Kinston is currently declining at a rate of -0.01% annually and its population has decreased by -7.57% since the most recent census, which recorded a population of 21,677 in 2010. Spanning over 19 miles, Kinston has a population density of 1,090 people per square mile.



Kinston Demographics

- Black or African American: 66.18%
- White: 28.98%
- Two or more races: 3.25%
- Asian: 1.10%
- Native American: 0.40%
- Other race: 0.09%

KPD Agency Summary

The Kinston Police Department is structured into two divisions: Operations Division and Support Services Division. The Operations Division contains four Patrol Squads while the Support Services Division contains the remaining department staff members, to include: Investigations Division, Records Division and the Support Division. The Kinston Police Department has 75 sworn police officers and is aided by 7 nonsworn staff members.

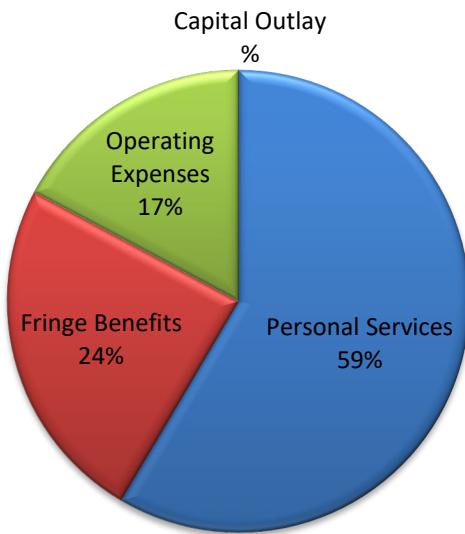
On July 1, 2021, Chief Timothy Dilday retired from the City of Kinston, paving the way for Major Jenee Spencer to be appointed Interim Chief of Police. Under the direction of Chief Spencer, the agency has continued to shape the agency with positive change, including:

- Hire, develop, and create leaders within the organization through training and education to police our community based upon sound principles while respecting the constitutional rights of everyone to Liberty, Equality and Justice.
- Continuing to build community trust and legitimacy in the Police Department.
- Fostering an organizational culture of accountability and transparency.
- Utilize DDACTS to strategically deploy proactive patrols for maximum efficiency in the response to community needs.
- Continue enforcement efforts on our most violent offenders through active and long standing partnerships with the BATFE, US Marshalls Office, NC SBI, the Lenoir County Sheriff's Office as well as various neighboring jurisdictions.
- Increase utilization of services offered within our community to respond to and provide essential services for needs involving mental health issues, substance abuse, and homelessness. These service providers include, but are not limited to: crisis services managed in Lenoir County by Eastpointe through mobile crisis response as well as crisis centers, the Lenoir County Health Department, and the Lenoir County Health Department.



KPD Staffing and Budget

Kinston Police Department Fiscal Year 2021-2022 Operating Budget



Operating Categories	Funding
Personal Services	\$4,107,914
Fringe Benefits	\$1,709,393
Operating Expenses	\$1,208,085
Capital Outlay	\$0
Total	\$7,025,392

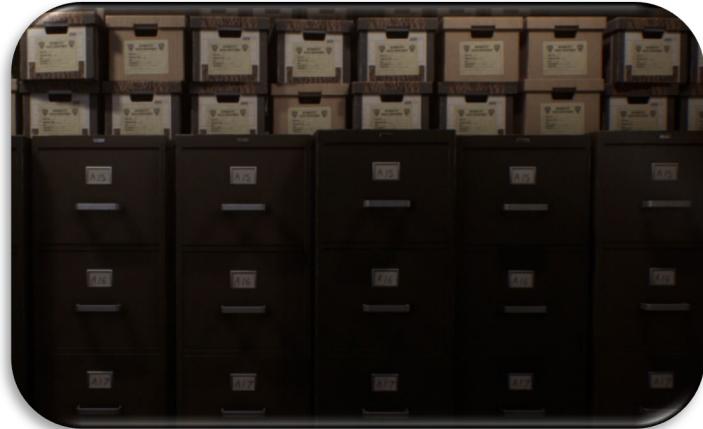
	Authorized	Actual
Chief	1	1
Majors	2	2
Captains	6	6
Sergeants	11	10
Officers	55	46
Total Sworn	75	65
Nonsworn Staff	8	7
Volunteer Sentinels	4	4
Total Personnel	83	72

Sworn Staff Rank Structure
Chief of Police
Major
Captain
Sergeant
Master Police Officer
Senior Police Officer
Police Officer II
Police Officer I
Police Officer
Police Trainee
Police BLET Student

Records Division

The Kinston Police Department records division is responsible for maintaining incident reports, DCI validations, and insuring our department is compliant with the rules and regulations set by the NC SBI. The Records Techs maintain police records and record logs, insure paperwork is completed, and validated by NIBRS standards.

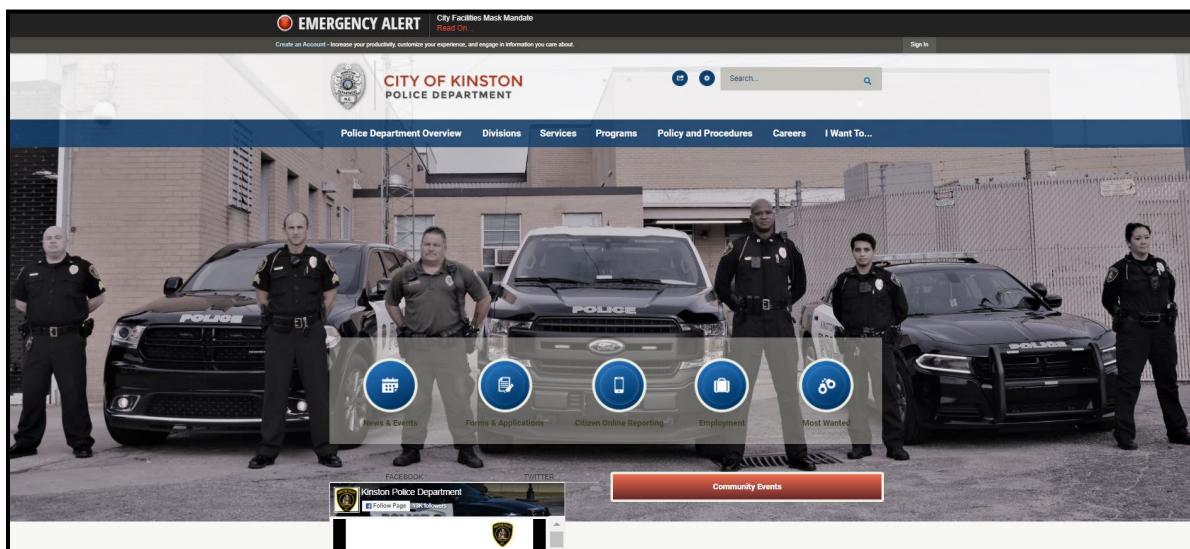
NIBRS is an incident-based reporting system for crimes known to the police. For each crime incident coming to the attention of law enforcement, a variety of data are collected about the incident. NIBRS standards are set by the FBI and the NC SBI. Our Records Tech's go above and beyond these responsibilities. They answer hundreds of phones calls a day, assists citizens with obtaining reports, mailing and emailing reports, and in many ways they are the face of the Kinston Police Department.



How to file a report with the Kinston Police Department:

1. Emergency Reporting: Dial 911
2. Non-emergency reporting: 252-559-6118, 252-939- 3160
3. File a self-generated report using the Kinston Police Departments website: <http://www.kinstonpd.org/FormCenter/Police-Forms-5/Incident-Report-113>

Note: Individuals may also request incident reports and crash reports via the website: <http://www.kinstonpd.org/FormCenter/Police-Forms-5/Request-a-Report-111>



Criminal Statistics

2021 - 2017	2021	2020	2019	2018	2017	Totals	Average	Median	Standard Dev.
Murder & Non Negligent Manslaughter	5	5	7	3	6	26.00	5.20	5	1.48
Kidnapping/Abduction	16	31	13	18	3	81.00	16.20	16	10.08
Forcible Rape	13	8	16	8	2	47.00	8.50	8	5.37
Agg Assault	414	325	214	259	261	1473.00	264.75	261	77.58
Simple Assault	732	743	286	605	437	2803.00	517.75	605	197.04
Burglary / B&E	269	313	297	407	338	1624.00	338.75	313	52.34
Motor Vehicle Theft	66	70	53	54	52	295.00	57.25	54	8.37
Theft from Motor Vehicle	248	350	188	253	186	1225.00	244.25	248	66.76
Theft of Motor Vehicle Parts /Acc	66	52	57	49	43	267.00	50.25	52	8.68
Theft from Buildings	129	168	189	119	145	750.00	155.25	145	28.60
All Other Larceny	176	178	208	344	290	1196.00	255.00	208	52.34
Firearm Offenses	255	284	188	205	212	1144.00	222.25	212	39.52
Robbery	25	34	26	49	53	187.00	40.50	34	12.97
Arson	23	23	6	11	3	66.00	10.75	11	9.39
All Other Offenses	355	302	143	139	112	1051.00	174.00	143	110.25
Total Offenses (All UCRs)	5822	5743	5351	5506	4680	27102.00	5320.00	5506	454.34
Adult Arrests (Total Charges)	2211	1878	2622	2248	2280	11239.00	2257.00	2248	264.18
# Male	1621	1450	1936	1731	1824	8562.00	1735.25	1731	187.09
# Female	606	552	774	572	533	3037.00	607.75	572	96.97
Total Persons in custody	2227	2002	2710	2303	2357	11599.00	2343.00	2303	256.68
% Male vs. Female	62.62%	61.93%	60.02%	66.96%	70.78%	64.53%	64.92%	62.62%	0.04
Average Age	38.89	38.58	38.21	37.23	38.02	38.01	38.01	38.21	0.63
Black	1828	1620	2204	1896	1925	7645	1911.25	1896.00	210.06
White	393	368	490	401	425	1684	415.40	401.00	46.40
Indian	6	1	1	2	2	0	2.4	2.00	2.07
Asian	0	2	3	2	0	0	1.4	2.00	1.34
Other	0	22	12	2	5	41	10.25	500.00%	8.96
Black vs. White Arrests									
Black	82.42	80.50%	81.30%	82.30%	81.70%	77.00%	81.45%	81.70%	3649.51%
White	17.33	17.93%	18.10%	17.40%	18.00%	20.30%	17.86%	18.00%	767.04%

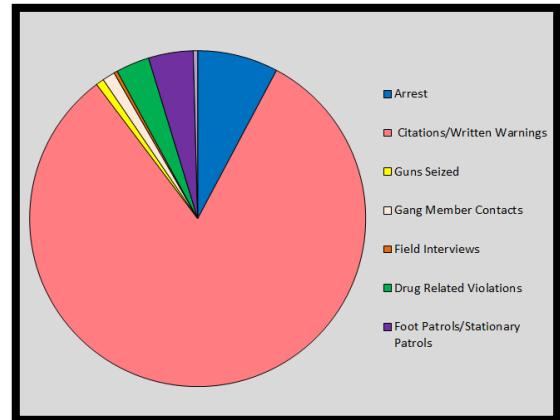
Crime in 2021 (Year in Review)	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Totals	Average	Median	Mode	Standard Dev.	Variance	1st 12	2nd 14
Murder & Non Negligent Manslaughter	0	0	1	1	1	0	1	0	1	0	0	0	5	0.42	0	0	0.51	0.27		
Kidnapping/Abduction	2	1	4	0	1	0	1	1	1	4	0	1	16	1.33	1	1	1.37	1.88		
Forcible Rape	0	0	4	3	1	1	1	0	1	1	1	0	13	1.08	1	1	1.24	1.54		
Agg Assault	8	8	26	13	36	11	22	82	15	19	41	133	414	34.50	20.5	8	37.26	1388.27		
Simple Assault	52	38	79	81	63	48	64	46	49	56	82	74	732	61.00	59.5	#N/A	15.14	229.09		
Burglary / B&E	25	30	21	17	18	29	38	17	17	17	24	16	269	22.42	19.5	17	6.96	48.45		
Motor Vehicle Theft	10	4	6	8	2	7	5	8	4	3	6	3	66	5.50	5.5	4	2.43	5.91		
Theft from Motor Vehicle	23	24	26	10	20	27	23	42	8	13	23	9	248	20.67	23	23	9.63	92.79		
Theft of Motor Vehicle Parts /Acc	4	3	0	10	3	3	2	12	3	6	18	2	66	5.50	3	3	5.23	27.36		
Theft from Buildings	9	18	0	12	13	7	11	9	10	8	15	17	129	10.75	10.5	9	4.86	23.66		
All Other Larceny	11	9	14	15	13	16	9	16	12	7	47	7	176	14.67	12.5	9	10.68	114.06		
Firearm Offenses	24	20	23	17	23	19	23	30	17	19	21	19	255	21.25	20.5	23	3.65	13.30	126	59
Robbery	2	2	1	0	3	0	1	5	0	6	5	0	25	2.08	15	0	2.19	4.81		
Arson	0	0	0	6	1	3	1	1	1	5	0	5	23	1.92	1	0	2.23	4.99		
All Other Offenses	42	10	31	25	23	22	28	26	38	34	42	34	355	29.58	29.5	42	9.25	85.54		
Total Offenses (All UCRs)	419	423	557	373	435	465	540	506	449	510	522	623	5822	485.17	#N/A	70.47	4966.15			
Adult Arrests	123	158	215	118	157	191	182	157	248	258	159	245	2211	0.00	170.5	157	47.81	2285.66	962	466
# Male	89	122	159	75	120	126	128	116	181	185	116	204	1621	0.00	124	0	39.21	1537.72		
# Female	42	39	60	44	37	65	54	41	67	73	43	41	606	0.00	43.5	0	12.64	159.73		
% Male vs. Female	52.81%	68.03%	62.26%	4133%	69.17%	48.41%	57.81%	64.66%	62.98%	60.54%	62.93%	79.90%	7308433	0.00%	62.60%	0.100843274	0.01			
Average Age	36.86	39.32	39.52	36.9	35.25	40.46	39.97	41.56	38	39.62	37.42	41.89	38.8975	38.90	39.42		2.03	4.11		
Black	111	144	173	100	134	144	147	122	217	184	135	211	1828	152.33	144.00	144	37.55	1409.88		
White	20	17	40	18	22	47	35	35	31	74	24	30	393	32.75	30.50	35	15.95	254.39		
Indian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00	0.00		
Asian	0	0	0	1	1	0	0	0	0	0	0	4	6	0.5	0.00%	0.00	1.17	1.36		
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00	0.00	0.00	0.00		
Black vs. White Arrests																	0.00			
Black	84.70%	89.40%	81.70%	84.00%	85.40%	75.50%	80.80%	77.70%	87.50%	71.30%	84.90%	86.10%	N/A	82.42%	84.35%		4.00	0.00		
White	15.30%	10.60%	18.30%	15.10%	14.00%	24.60%	19.20%	22.30%	12.50%	28.70%	15.10%	12.20%	N/A	17.33%	15.20%		0.05	0.00		

DDACTS

Data-Driven Approaches to Crime and Traffic Safety (DDACTS) is a law enforcement operational model supported by a partnership among the Department of Transportation's National Highway Traffic Safety Administration, and two agencies of the Department of Justice, the Bureau of Justice Assistance (BJA), and the National Institute of Justice (NIJ).

DDACTS integrates location-based traffic crash, crime, calls for service and enforcement data to establish effective and efficient methods for deploying law enforcement resources. By identifying areas through temporal and spatial analysis that have high incidences of crashes and crime, DDACTS employs highly visible, targeted traffic enforcement to affect these areas. This model affords communities the dual benefit of reducing traffic crashes and crime, thus reducing overall social harm. Drawing on the deterrent value of highly visible traffic enforcement and the knowledge that crimes often involve the use of motor vehicles, the goal of DDACTS is to reduce the incidence of crashes, crime, and social harm in communities across the country.

The model's focus on the collaboration of law enforcement with citizens, communities, businesses, and community organizations reinforces the crucial role that partnerships play in reducing social harm and improving quality of life. Building on this collaboration, DDACTS positions highly visible, strategic traffic enforcement in the exact areas and at the exact times that police services are most needed. The DDACTS Model DDACTS ensures accountability and provides a dynamic, evidence-based problem-solving approach to crashes and crime. The application of highly visible traffic enforcement is a proven and effective countermeasure that addresses both crashes and crime whether they occur simultaneously or independently in time and/or location. Furthermore, its reliance on analysis to identify the nexus of crashes and crime provides a scientifically based method for law enforcement to plan its efforts. Weekly statistical data is collected and utilized using DDACTS.



2021	Jan	Feb	Mar	Apr	May	Jun	July	Aug	Sep	Oct	Nov	Dec	Totals
Arrest	17	33	59	32	30	44	36	33	33	44	22	60	443
Citations/Written Warnings	395	440	438	167	128	375	483	382	253	374	397	837	4669
Guns Seized	3	7	5	2	1	2	2	2	1	4	4	11	44
Gang Member Contacts	2	2	7	1	1	12	13	2	7	2	9	11	69
Field Interviews	1	4	7	1	0	0	4	0	2	0	0	0	19
Drug Related Violations	12	36	29	8	2	2	13	6	9	21	13	33	184
Foot Patrols/Stationary Patrols	10	3	25	23	42	57	51	17	7	2	3	5	245

Community Policing - Implementation of Project Safe & Sound

Project Safe and Sound was created by Sergeant Andrew Willis in November 2021. Sergeant Willis has an autistic brother and thought of a way for officers to safely and effectively communicate with individuals who have diagnoses such as bi-polar, schizophrenia, autism, dementia, and Alzheimer's diseases. Sergeant Willis also created a form that individuals and/or their guardians can complete to give Officers an insight into their likes, dislikes, and communications methods. Individuals who sign up for this program also receive a lime green bracelet (Mental Health Ribbon) to wear on a daily basis. This bracelet indicates to Officers that an individual has a mental health diagnosis and a completed form on file with us.

The Officer can approach the individual and ask for their name and then immediately pull up their file. The Officer can then see how they need to communicate with the individual in an attempt to help with their current need. We would like to expand Project Safe and Sound to Kinston Fire Department and Lenoir County EMS so all emergency service employees can effectively interact with all individuals.



CITY OF KINSTON
POLICE DEPARTMENT

Contact Information

Officer Sydni Green
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Not every disability
is VISIBLE



KINSTON POLICE
N.C.



CITY OF KINSTON
POLICE DEPARTMENT

Project Safe and Sound

"There is no standard normal. Normal is subjective. There are seven billion versions of normal on this planet." - Matt Haig

Service Goal

Officer patrol officers will respond to calls and put them in contact with individuals who live with cognitive impairments (i.e. Autism Spectrum Disorders, Alzheimer's, and Dementia). These individuals often cannot provide identifying information or documents that might include an address or other contact information

Program Attributes

- Officers can complete check ins to build a relationship with individuals who are part of a vulnerable population
- This program can be shared with local doctor's offices, school systems, group homes, nursing homes, and the Department of Social Services
- Program will allow better tools to interact with individuals who are experiencing a crisis
- Our department will utilize a multiple resources to better serve individuals with a disability within our community. By compiling a database for emergency services agencies (i.e. Kinston Police Department, Kinston Fire Department, Lenoir County Emergency Services)
- Project Safe and Sound hopes to reach out to community members with online registration
- Project Safe and Sound also plans to create identifying stickers which can be displayed in car windows and home windows
- Guardians or caregivers of individuals can fill out a form to provide their contact information, as well as, any pertinent suggestions on how to properly interact with these members of our community.

The Project Safe and Sound Questionnaire will include the following information:

- Individual Information
 - Legal name and nickname
 - Date of Birth
 - Address
 - Phone Number
 - Preferred communication method
 - Medical Diagnosis
 - Mental Health Triggers
 - Frequently Locations
 - Emergency Efforts
 - Vehicle Availability
- Contact Person Information
 - Name
 - Relationship
 - Address
 - Telephone Number
- Photograph of Individual
- Signature for Release of Information

Community Policing - Monthly Recap

January 2021

Beginning of Vaccination Events and Food Trucks Events at Grainger Stadium and other locations throughout the city.



Cookies and Cocoa – February 2021

Spring Arbor of Kinston graciously prepared chocolate chip cookies and hot cocoa for officers of Kinston Police Department. While officers were unable to interact with residents due to COVID, they thoroughly enjoyed the snacks!



NC Med Assist – March 2021

Kinston Police Department partnered with NC Med Assist to provide the citizens of Kinston with free over the counter medications. The event provided medications such as cough, cold, flu, pain relief, and children's medication. The event was



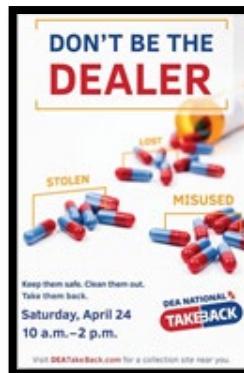
Community Clean Up – April 2021

Volunteers along with officers of Kinston Police Department picked up trash on the 300 Block of East Bright Street and East Shine Street. Several hard working hours were spent cleaning up the area of Carver Court.



Operation Medicine Drop/National Drug Take Back – April 2021

Support Services and Crime Lab participated in a medicine drop at Realo on Vernon Avenue. Our goal with the medicine drop is to have members of the community bring old or unused medicine to be destroyed. Children can easily get into medicine bottle and become curious. Kinston Police Department strives to keep its community safe by offering community events to help destroy medicine. 20 pounds of unused/ or old medication was taken to Raleigh to be destroyed



Child Abuse Prevention – April 2021

Officers participated in a Child Abuse Prevention Kickoff at Pearson Park. Kinston Police Department was asked to ring the bell for each child who passed due to child abuse.



Special Olympics Torch Run – May 2021

Kinston Police Department participated and led the Special Olympics Law Enforcement Torch Run of 2021. NC Wildlife Resources Commission, NC State Highway Patrol, and Maury Correctional Institution also participated in the run. Runners began at Lenoir Community College and ended at Caswell Developmental Center with cheers from all the residents!





Officer Dixie or a day – May 2021

Lenoir County native Dixie Garner and resident of Signature HealthCare of Kinston has always had a fascination with law enforcement and wanted to be one. Thanks to Captain Kivett and C-Squad, Officer Garner was able to become a KPD Honorary Officer for a day. The Kinston Police Department gave Garner a plaque, special badge, and shirt to signify his honorary status!

KPD and Spidey Senses – May 2021

Officers with B Squad celebrated Kinston's own Spider Man at the Kinston Community Building! This young man asked Officer Best and other Officers to join in the fun at his birthday party. Officers interacted with this young man's family and had a great time!



Shiner's Parade – May 2021

Kinston Police Department participated in the annual Shriner's Parade for Children on 05/15/2021. Kinston Police Department was asked to lead the parade on Queen Street. Many members of the community could come out to enjoy local comradery with Shriners, Officers, and each other.



Hand Sanitizer for the Rest of the Year! – June 2021

Walmart made a generous and needed donation of hand sanitizer to the officers of Kinston Police Department. During the peak of Covid19, Officers as well as staff with KPD were thankful to have an everyday essential to help keep the community safe and healthy!



Appreciation Breakfast – July 2021

Edwards Funeral Home hosted breakfast for Officers on July 12, 2021. The staff of Edward's provided an awesome meal and fellowship to D Squad officers.



National Night Out – August 2021

Officers with Kinston Police Department along with citizens of Kinston celebrated National Night out on 08/09/2021. National Night Out is an event held throughout the country to promote Police and community partnerships. Kinston Police Department was excited to have fun and speak with members of the community during this event!



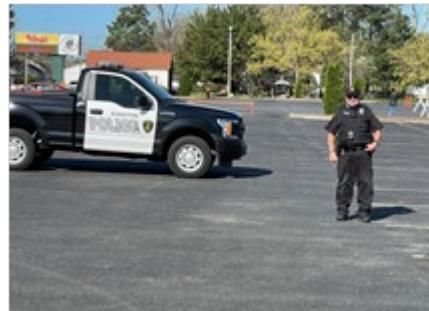
Pink Patch Project - October 2021

Officers participated in the #PinkPatchProject to help support a breast cancer fund at UNC Lenoir Hospital.



Touchless Truck Event – November 2021

Officers with Support Services participated in the Touchless Truck Event for Halloween! Officers met with parents and children of the community to hand out goodie bags. Each year several departments get together for the children so they can view our equipment and trucks. Our Officers had a blast and saw some great costumes!



Bicycle Rodeo – November 2021

Support Services Officers partnered with Kinston Community Health Center to teach children how to proceed through a 4 way stop and where to ride their bicycles on the roadways.



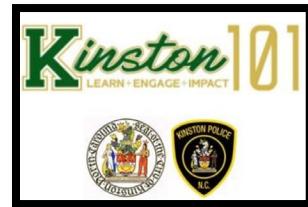
Project Safe & Sound – November 2021

Sergeant Willis of A Squad created Project Safe and Sound as a way for Officers to effectively communicate and interact with individuals who have mental health needs. Kinston Police Department is excited to share this program with other departments such as Kinston Fire Department and Lenoir County EMS.



Kinston 101 – December

Kinston 101 is a 10 week program that shares information with citizens about city operations while increasing their capacity to participate in local government. Each week, participants learn about a new city department from its Director.



Stuff a Patrol Car – December 2021

Officers from Support Services and Investigations as well as Records Division staff participated in Stuff a Patrol Car at Walmart. Citizens bought and donated toys for children to be donated to Salvation Army of Kinston. Citizens of Kinston bought enough toys to completely fill our patrol car! Those toys were given to families in the Angel Tree program of the Salvation Army.



Technology updates

The Kinston Police Department Intel Unit is currently working on upgrading outdated software utilized to prevent and reduce crime. The main purpose of this move is to better equip officers and staff with tools needed to perform their daily task.



RMS System - The main component of the department's information system is its Records Management System (RMS). The current system was purchased in the early 2000's and has since been utilized to compile the department's data. This data system has reached its end of life status and is currently not compatible with the counties Computer-aided dispatch (CAD). In order to prepare the department for the future we are currently reviewing alternative programs with more advanced and compatible options in tandem with the county. The main goal of this partnership is to ensure that the RMS system we choose will be compatible with the CAD systems the county purchases. A viable working RMS system is essential to the daily operations of the department on every level.

Cameras - The Intel Unit has worked on providing quality cameras for the department at an affordable price. Throughout 2020-2021 the Intel Unit worked with MIS to replace cameras inside three interview rooms including two cameras in each room. The cost was a quarter of the price from professional vendors offering different solutions. From this upgrade the Intel Unit has utilized the same camera systems around the city and partnered with the MIS department with placement at city facilities. Future camera system will be deployed in the downtown areas and major intersections were fiber is already available. These cameras will assist us in monitoring traffic congestion and combat criminal enterprise throughout our city in a way in which we have never been able to before.

In addition to city owned cameras the department is granted access to the Kinston Housing Authority (KHA) cameras systems at no cost. The Intel Unit meets with KHA twice a month throughout the year. The Kinston Police Department works closely with KHA in order to enhance the quality of life throughout these properties. In total KHA has owns thirteen Tsunami cameras placed throughout the housing areas. These cameras are essential to both the Patrol and Investigations Division.

Tablets - The department is currently using Fujitsu tablets as Mobile Data Units (MDT). These tablets were installed and have been deployed since 2020. Minimal failure rates have disabled three tablets and have since been corrected by the company.

Patrol Division

The Patrol Division, the backbone of the Police Department, is the largest Division within the Kinston Police Department. The Patrol Division is under the command of a Major and is comprised of the majority of the uniformed officers working in the City.

The Patrol Division consists of four patrol squads, each commanded by the squad Captain. Each patrol squad also has a Sergeant and nine nonsupervisory officers, for a total of eleven sworn police officers per squad. Each patrol squad also has an assigned active K-9 unit. Officers patrol the Kinston in 12 hour shifts, 24 hours a day - seven days a week. Officers are assigned to specific zones for patrols, answering calls for service and acting as community coordinators for proactive police



Investigations Division

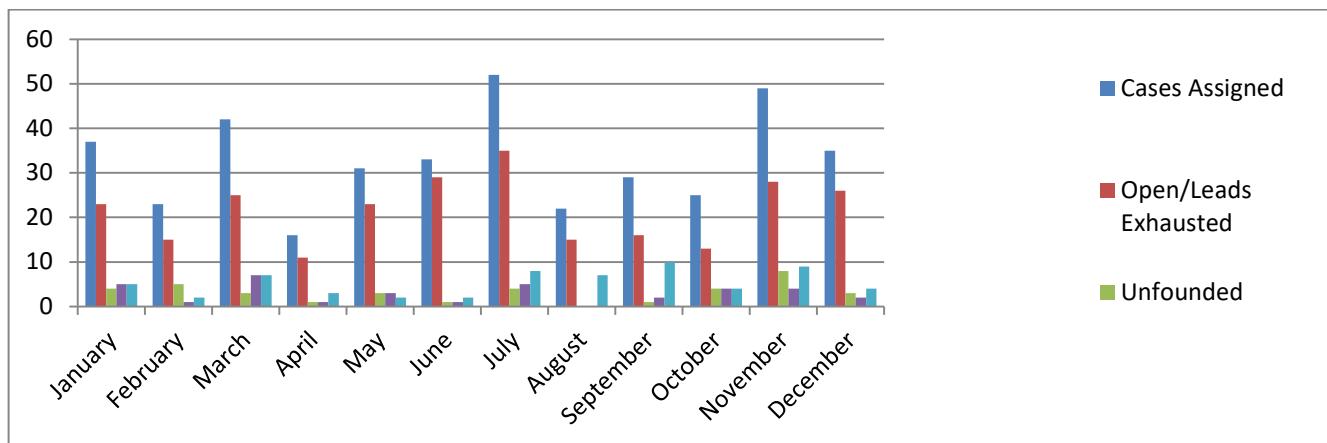
Kinston Police Investigation Division is responsible for investigating and reviewing all felony reported crimes, maintaining collected evidence, major crime scene investigations, narcotics, vice, and organized crime investigations. The Investigations Division is made up of three separate units and is supervised individually by a Sergeant and is overseen by a Captain. A Major serves as the Division Head of the Investigations Division.

The General Investigations Unit consists of 7 Investigators to include an Intelligence Investigator as well as a Data Analytics Manager. The Crime Lab Unit is made up of 3 Investigators and 1 nonsworn employee tasked with the processing all of the department's evidence and conducts crime scene investigations. The Narcotics Unit entails 5 Investigators; 1 Investigator is assigned to the U.S. Marshal Violent Fugitive Task Force and another Investigator serves as a Task Force officer for the ATF. Members of the Narcotics Unit conduct vice operations and large scale drug investigations.

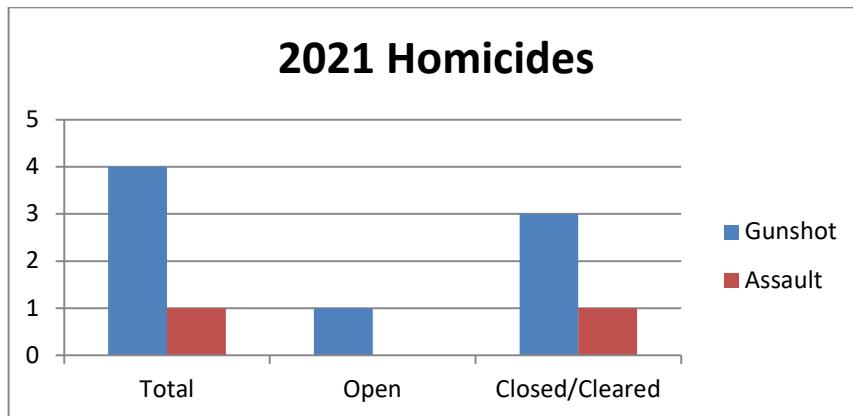
General Investigations Unit

General Investigations

	January	February	March	April	May	June	July	August	September	October	Nov.	Dec.	Running Total
Cases Assigned	37	23	42	16	31	33	52	22	29	25	49	35	394
Open/Leads Exhausted	23	15	25	11	23	29	35	15	16	13	28	26	259
Unfounded	4	5	3	1	3	1	4	0	1	4	8	3	37
Refuse Cooperate/Pros. Declined	5	1	7	1	3	1	5	0	2	4	4	2	35
Arrest Made	5	2	7	3	2	2	8	7	10	4	9	4	63
Solvability Percentage Rate	38%	35%	36%	31%	26%	12%	33%	32%	45%	48%	42%	26%	34%

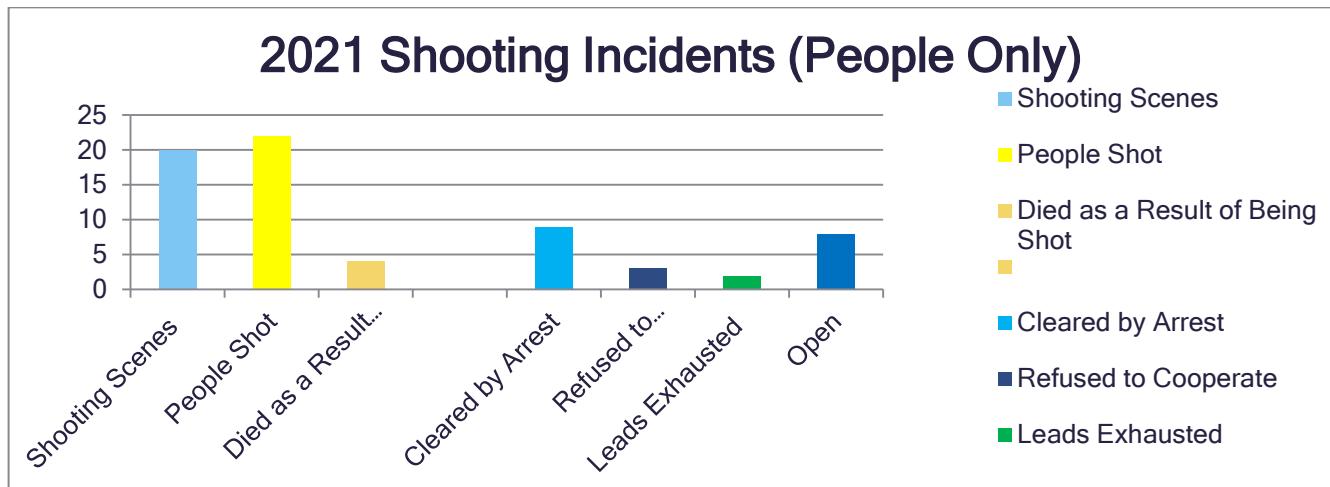


The Criminal Investigations Unit investigated 5 murders in 2021. Of the 5 murder investigations, 4 have been cleared by an arrest and 1 remains active. The Criminal Investigation Unit had an overall solvability rate of 80% in 2021, up from 72% in 2020. The National Average for these types of crimes was 54.4% in 2020.



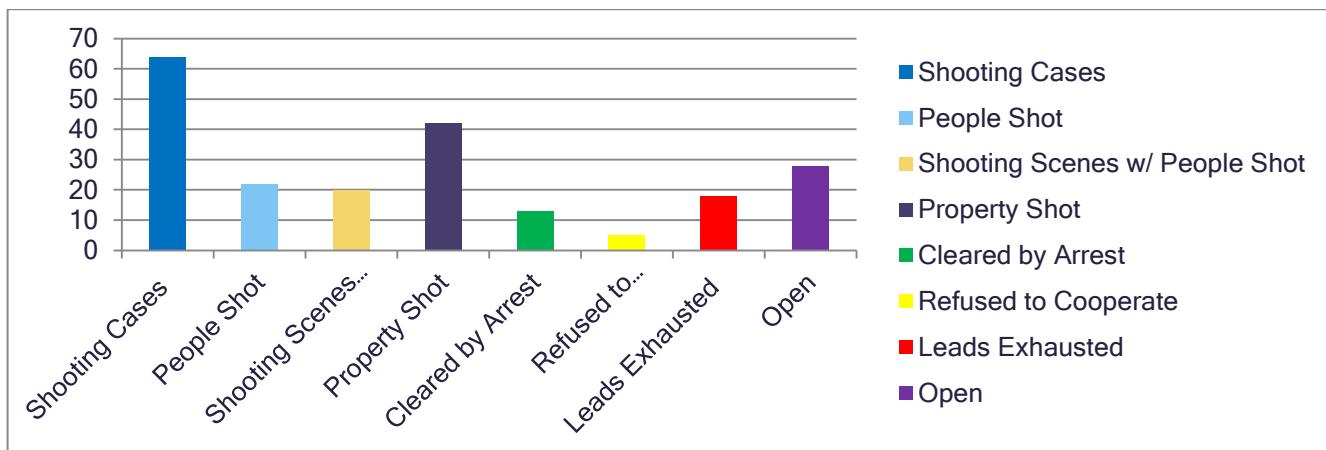
2021 Shooting Incidents (People Only)		
Shooting Scenes	People Shot	Died as a result of being Shot
20	22	4

Solvability – 63.6%			
Cleared by Arrest	Refuse to Cooperate	Leads Exhausted	Open
9	3	2	8



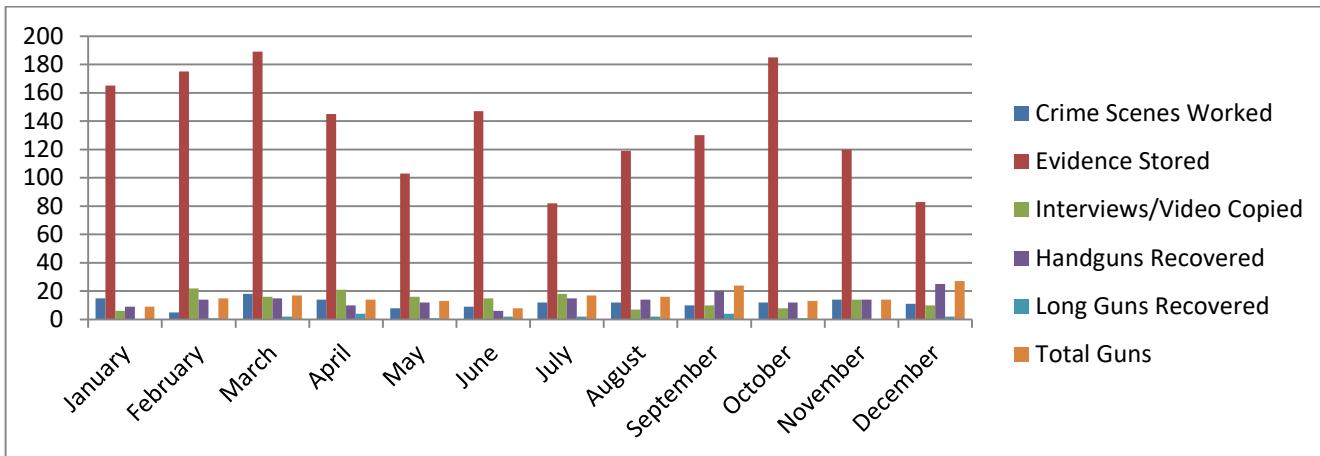
2021 Shooting Incidents (People & Property)			
Shooting Cases	People Shot	Shooting Scenes w/ People Shot	Property Shot
64	22	20	42

Solvability – 28%			
Cleared by Arrest	Refuse to Cooperate	Leads Exhausted	Open
13	5	18	28



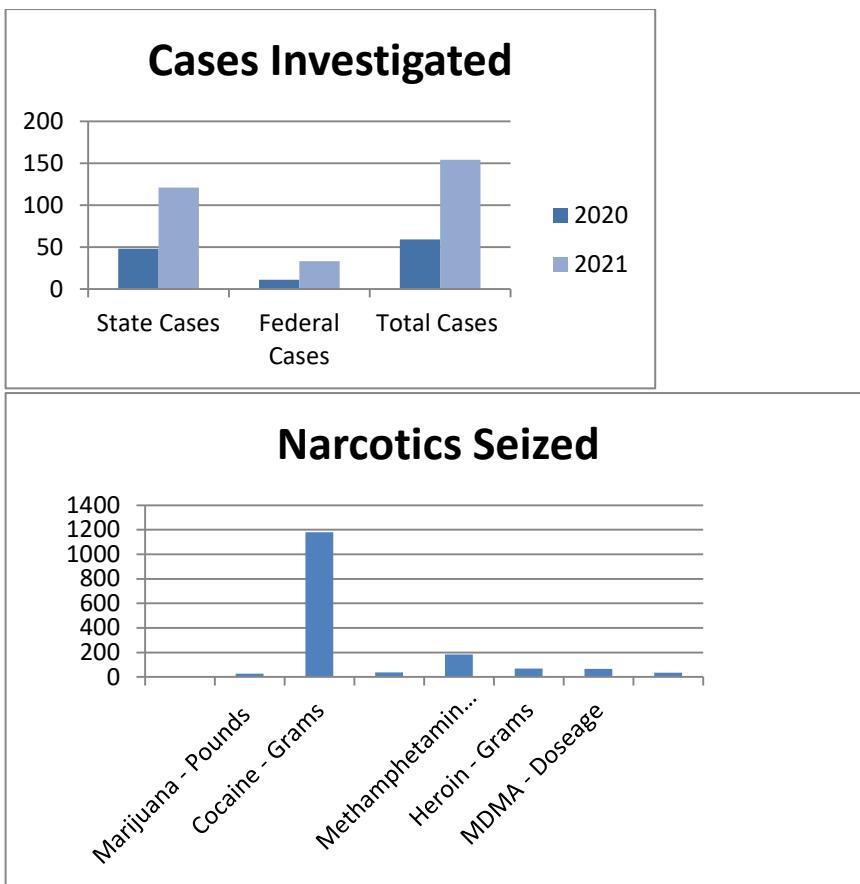
Crime Lab Unit

Crime Lab													
	January	February	March	April	May	June	July	August	Sept.	October	Nov.	Dec.	Running Total
Crime Scenes Worked	15	5	18	14	8	9	12	12	10	12	14	11	140
Evidence Stored	165	175	189	145	103	147	82	119	130	185	120	83	1643
Interviews/Video Copied	6	22	16	21	16	15	18	7	10	8	14	10	163
Handguns Recovered	9	14	15	10	12	6	15	14	20	12	14	25	166
Long Guns Recovered	0	1	2	4	1	2	2	2	4	1	0	2	21
Total Guns	9	15	17	14	13	8	17	16	24	13	14	27	187



Narcotics Unit (VICE)

During the course of 2021, the Kinston Police Department Vice/Narcotics Unit conducted 121 State Investigations and 33 Federal Investigations. These cases yielded 122 arrests for both State and Federal Gun and Narcotics Violations. The Vice/Narcotics Unit also seized 38 Firearms, 25.6 pounds of Marijuana, 23 Marijuana Plants, 1180 grams of Cocaine, 36.8 grams of Crack Cocaine, 184 grams of Methamphetamine, 68 grams of Heroin/Fentanyl Mix, 67 dosage units of MDMA, and 34 grams of Psychedelic Mushrooms.



Office of Professional Standards: Use of Force Review

The Office of Professional Standards conducts administrative, citizen complaints and use of force investigations within the department. The goal is to aid the department in establishing and maintaining community trust with all visitors and residents. Division personnel ensure resident's complaints are thoroughly investigated while treating department personnel consistently and fairly. Information obtained from these investigations is disseminated to an accused employee's chain of command for adjudication and the final results are reported to the Chief of Police. Upon the completion of a citizen or employee complaint investigation, the disposition is classified into one of the following five categories:

1. Not Involved - Employee was not present at the time the alleged misconduct occurred or had no involvement.
2. Unfounded - Allegation was false or not factual.
3. Not Sustained - Insufficient evidence either to prove or disprove the allegation.
4. Exonerated - The incident occurred, but was lawful and proper.
5. Sustained - The allegation was supported by sufficient evidence to justify a reasonable conclusion that the allegation is factual.

Citizen and Internal Complaints

	2020	2021
Calls for Service	26,668	30,568
Citizen Complaints	14	10
Sustained Citizen Allegations	2	0
Internal Employee Complaints	2	4
Sustained Internal Allegations	1	2

Most Common Allegations

Conduct Violation	2020			2021			Change
	Citizen	Internal	Total	Citizen	Internal	Total	
Excessive Force	2		2	2		2	0
Racial Profiling	0		0	1		1	+100
Duty Responsibility	3		3	4	2	6	+300
Laws and Regulations	2	2	4	0	2	2	-200
Search & Seizure	3		3	3		3	0
Courtesy	2		2	6		6	+400
Harassment	2		2	2		2	0

Use of Force per calls for service

A comparison of the department's use of force as it relates to calls for service was conducted to gain perspective on the prevalence of uses of force to determine whether or not they were applied appropriately.

Uses of Force in General

	2020	2021
Calls for Service	26,668	30,568
Arrest	1,878	2,154
Use of Force	66	64
Use of Force events per CFS	0.25%	.21%
Use of Force events per Arrest	3.51%	2.97%
Use of Force captured on BDW	--	90%

Force used by officer

	2020	2021	Change
Physical Control	36	43	+16%
Oleoresin Capsicum (OC Spray)	2	2	0%
Taser	4	6	+33%
OC / Taser	0	0	0
Weapon Point	24	13	-45%

Resistance by Suspect

	2020	2021	Change
Active Resistance	48	56	+14%
Passive Resistance	18	8	-55%

Active Resistance is defined as: subject who is uncooperative and takes some level of physical action to resist and prevent an officer from placing the subject in custody is actively resisting. **Active resistance** poses a threat of harm to the officer or others.

Passive Resistance is defined as: a method of resistance by nonviolence. It is the refusal to obey a law on the ground that the law is morally reprehensible. It is a method of nonviolent protest against laws or policies in order to force a change or secure concessions. It is also known as nonviolent resistance and is the main tactic of civil disobedience.

Kinston Police Department

Enforcement Action Taken by Driver's Sex, Race, and Ethnicity

Sunday, February 6, 2022

Report From 1/1/2021 through 12/31/2021

Action	Gender	White	Black	Native American	Asian	Other	Total By Race	Hispanic	Non Hispanic	Total By Ethnicity
Citation Issued	Female	27	81	0	0	0	108	3	105	108
No Action Taken	Female	0	1	0	0	1	2	1	1	2
On-View Arrest	Female	0	5	0	0	0	5	0	5	5
Verbal Warning	Female	8	12	0	0	1	21	3	18	21
Written Warning	Female	146	329	0	1	2	478	12	466	478
Citation Issued	Male	24	113	0	0	1	138	1	137	138
No Action Taken	Male	1	3	0	0	0	4	0	4	4
On-View Arrest	Male	0	7	1	0	0	8	0	8	8
Verbal Warning	Male	6	16	0	0	0	22	0	22	22
Written Warning	Male	213	431	0	0	4	648	27	621	648
Female Total	Female	181	428	0	1	4	614	19	595	614
Male Total	Male	244	570	1	0	5	820	28	792	820
Total		425	998	1	1	9	1434	47	1387	1434

Enforcement Action Taken by Driver's Sex, Race, and Ethnicity

Sunday, February 6, 2022

Report From 1/1/2020 through 12/31/2020

Action	Gender	White	Black	Native American	Asian	Other	Total By Race	Hispanic	Non Hispanic	Total By Ethnicity
Citation Issued	Female	63	170	0	0	1	234	10	224	234
No Action Taken	Female	1	3	0	0	0	4	0	4	4
On-View Arrest	Female	0	5	0	0	0	5	0	5	5
Verbal Warning	Female	12	39	0	0	0	51	0	51	51
Written Warning	Female	305	771	2	1	15	1094	22	1072	1094
Citation Issued	Male	97	235	0	0	4	336	20	316	336
No Action Taken	Male	5	6	0	0	0	11	0	11	11
On-View Arrest	Male	3	16	0	0	0	19	0	19	19
Verbal Warning	Male	24	46	0	0	0	70	1	69	70
Written Warning	Male	380	958	7	5	15	1365	35	1330	1365
Female Total	Female	381	988	2	1	16	1388	32	1356	1388
Male Total	Male	509	1261	7	5	19	1801	56	1745	1801
Total		890	2249	9	6	35	3189	88	3101	3189

Recruitment Review

Class of 2021



Baltazar



Daniels



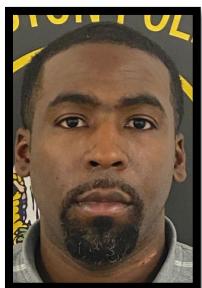
Hepburn



Brokaw



Sunderland



Whitfield



Lehr



Zewatski



Gonzalez

3

BLET Schools

4

College Degrees

4

Prior Military

6

School paid for by KPD

\$9,000.00

Savings to our recruits

7

Qualified for extra pay incentives

Hiring Process 2021	Total
Police Officer Applications	61
Police Trainee Applications	75
Total Applications Received	136
Cognitive & Physical Test Administered	26
Background Investigations Completed	10
Oral Interviews Conducted	10
Vacancies Filled	9
Police Officers	3
Police Trainees	6
BLET Sponsorships	6

Retention Review

Career Development

Reestablished and improved in 2020, Career Development recognizes officer professionalism, training, work ethic, education as well as tenure. Advancing through the ranks of our organization not only displays the willingness for officer progression, but also aids the agency with future leadership opportunity. In 2021, numerous police officers advanced via the Kinston Police Department Career Development Program. Below is the KPD Career Development chart:

Sworn Position	Year of Service	Increase	Additional CD Opportunities	Increase
Police Officer Trainee	BLET	<5% Starting pay	Military Incentive	2.5%
Police Officer	Less than 1 year	5%	SWAT	5%
Police Officer I	+ 1 year of service	5%	K9 Incentive	5%
Police Officer II	+ 2 years of service	5%	Field Training Officer	5%
Senior Police Officer	+ 3 years of service	5%	College Incentive – Associate	2.5%
Master Police Officer	+ 6 years of service	5%	College Incentive – Bachelor	2.5%
Supervisor Positions		10%	College Incentive – Graduate	2.5%
Sergeant		10%	Bilingual Inventive (Pending)	2.5%
Captain		10%	School Resource Officer (Pending)	5-10%
Major		10%		
Chief of Police		-----		

Pay Proposal

In November of 2021, Chief Spencer spoke before the City Council regarding a pay proposal for our sworn officers. During the presentation, Chief Spencer explained that the agency hadn't received a pay raise since 2001 and the starting salary for a sworn officer was severely behind the 20+ municipal agencies surrounding Kinston. Chief Spencer further explained the plan; by freezing 6 sworn positions and by utilizing attrition funding already budgeted within the agency's annual budget, the starting salary could be raised by \$4,930, thus bringing the starting pay for a sworn officer with the Kinston Police Department to \$37,800. Also included in the proposal is for each sworn officer's salary to increase by \$4,930. Under the proposal, the agency wouldn't need to request any additional funding from the City Council to pay for the pay increases.

Over the next couple of months, this proposal is expected to be researched further and decided on by the City Council. We are optimistic our agency will be discussing the implementation of the proposal in next year's annual review. This proposal is critical to not only retaining the highly proactive and already trained officers we currently have, but also assists our agency immensely with recruiting top talent in the law enforcement field.



Juvenile Justice - DMC Initiative

In 2018, the Kinston Police Department partnered with Lenoir County Schools, Lenoir County Courts, Sheriff, JCPC, others in addressing over-representation of minority youth in the juvenile justice system. In 2019, the Kinston Police Department applied and received a Juvenile Justice Grant to assisting with researching and addressing disproportionate minority contacts in the criminal justice system.



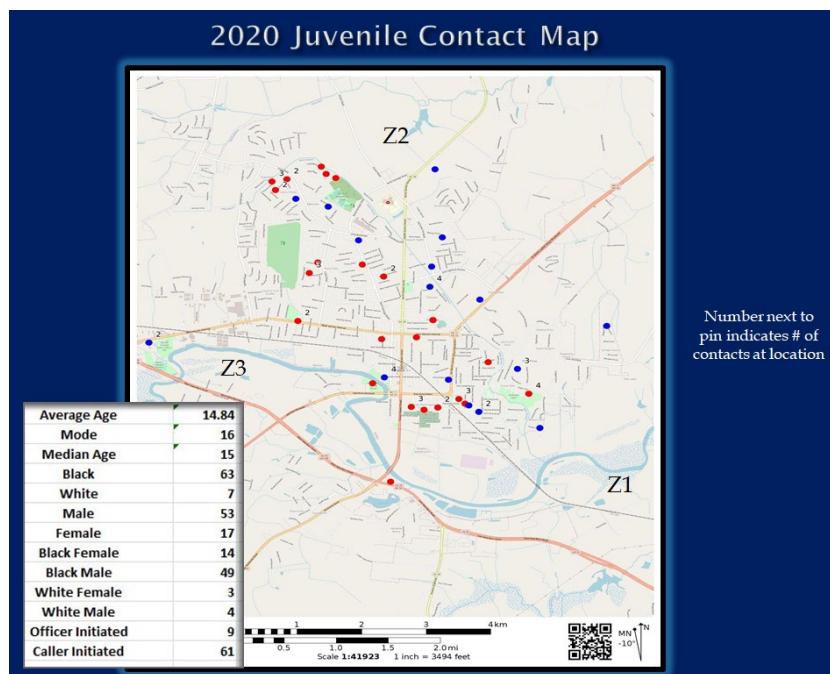
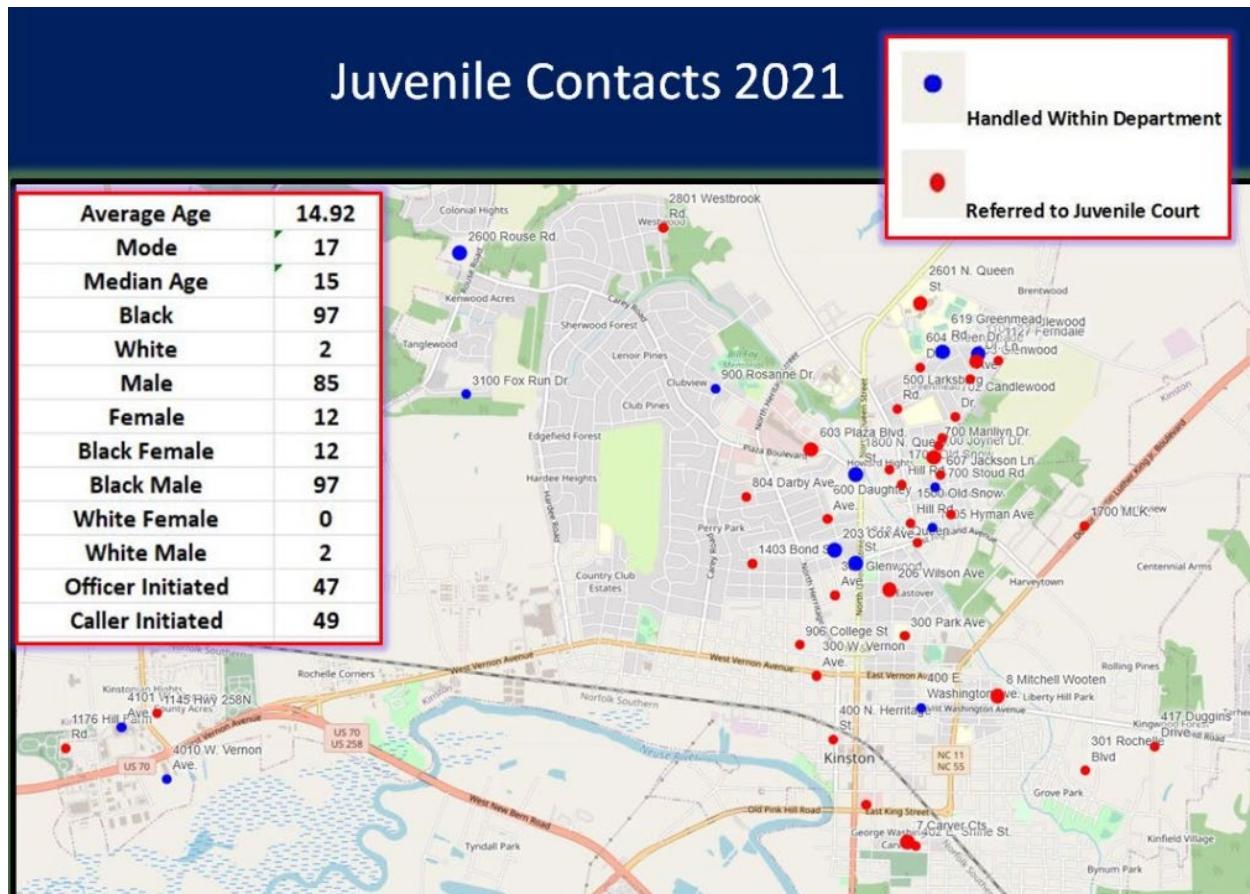
Goal 1 - Reduce the disproportionate number of minority youth being referred to the juvenile justice system.

Goal 2 - Increase participation of youth, parents, law enforcement, and schools in activities that reduce disproportionate minority contact in City of Kinston and system for arrests in the City of Kinston and Lenoir County.

Juvenile Comparative Data	2021	2020	2019	2018	2017	2016 Average Totals	Median	Mode	Standard Deviation
Average Age	14.92	14.84	13.41	13.97	13.76	14.05	14.16	14.01	#N/A
Mode of Age	17	16	15	15	15	14	15.33	15.00	15
Median Age	15	15	13	14	14	14	14.17	14.00	14
Black	97	63	49	35	66	62	62.00	62.50	#N/A
White	2	7	3	2	5	7	4.33	4.00	2
Male	85	53	30	29	59	52	51.33	52.50	#N/A
Female	12	17	21	9	12	16	14.50	14.00	12
Black Female	12	14	19	9	9	15	13.00	13.00	9
Black Male	97	49	29	27	57	45	50.67	47.00	#N/A
White Male	2	4	1	2	2	6	2.83	2.00	2
White Female	0	3	2	0	3	1	1.50	1.50	0
Officer Initiated	47	9	4	30	7	14	18.50	11.50	#N/A
Caller Initiated	49	61	46	7	64	54	46.83	51.50	#N/A
Total # Contacts	99	70	51	37	71	68	66.00	69	#N/A
							396		
							Total Contacts		

Racial and ethnic fairness is a complex issue that involves all aspects of the juvenile justice system and impacts many different community members. Regular data collection and analysis is necessary to understand the characteristics of justice involved youth and to identify areas of disparity. It is important to collect data from each of the key decision points in the juvenile justice process in order to learn at which point disparities are occurring and where they are most significant.

Over the past year, the DMC committee met monthly and KPD continued with its partnership with Durham based company, You & Five-0, who taught just under 200 youth “Know your rights” training. These sessions teach participants to “comply and complain” and the importance of not resisting legal arrests. The DMC committee continued to attend DMC monthly meetings and discussed monthly juvenile statistical data. 2022 will be the 3rd year of the DMC grant and numerous training sessions are planned throughout the year.



Training Division Review

The Kinston Police Department Training Division has been proactively assisting officers in many areas including leadership training and career development. Our officers attended 4,334 hours of training that included:

Radar Certification	Police Law Institute	Ethical Leadership	Community Policing
Intoximeter EC/IR II certification	Crisis Intervention Training	Reconnaissance Operator	Taser Recertification
Roadside Standardized Field Sobriety Testing	Narcotics Investigation	School Resource Officer Training	ARIDE
Search and Seizure	Crime Scene Management	First Line Supervision	CPR Certification
Wilderness Law Enforcement Operations	Leadership Development for Law Enforcement	Interview and Interrogation	Leadership for Patrol Officers
Impartial Policing	Tactical Leadership	Cell Phone Analysis	TRRUTH
Basic Sex Crimes and Child Abuse Investigation	NC Homicide Investigators Conference	Animal Cruelty and Fighting Investigation	FTA Alcohol Screening Device
Verbal De-Escalation	West Point Leadership	Tactical Leadership	
Child Death Investigation	Traffic Crash Investigation	Drug Enforcement for Patrol	

Our officers received 28-hours of mandated in-service training from the NCJA in Law Enforcement to include:

HAZMAT

Blood-Borne Pathogens

2021 Legal Update

School Safety and responding to School Incidents

Officer Awareness: Responding to Victims of Trauma

Continue to make a Difference: Positive Engagement Stories and Studies

Overview and Officer Roles

Hemp Industry

2021 Firearms Qualification

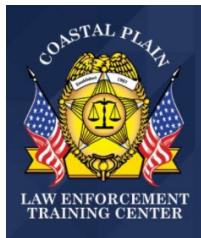
Building & Implementing a Plan for Improvement

Patrol Vehicle Operations and Physical and Mental Wellness



Three officers attended instructor certification school and have begun their teaching. Two officers were recertified in Firearms Instructor Specialty. Eleven Officers were trained at the PLI (Police Law Institute). PLI is a two week program that addresses current issues in case law involving search, seizure and other hot topics of law enforcement. Sgt. Walker began his training at the Law Enforcement Management Institute. Sgt. Day completed her West Point Leadership Program.

Our SWAT team has added new members and retired others to make for a new young unit. The SWAT Team attended 144 hours of In-Service Training as well as a 40 hour block of Man-tracking at Craven Community College. The SWAT Team also attended the regional training event with the NCTOA in Wilson. The agency sent two instructors to CTS Less Lethal Instructor School to begin teaching the methods of less-lethal engagement and crisis de-escalation. We also sent all of our supervisors to Responding to Critical Incidents. Our Captains and Administrative team attended courses from Northwestern University's Center for Public Safety, to include Police Supervision as well as Procedural Justice.



The department hosted 2 separate weeks of CIT (Crisis Intervention Training) where 23 officers were certified as CIT Trained Officers. This makes our department 57% trained as CIT Officers. NAMI (National Alliance on Mental Illness) describes the CIT training as, "Programs that create connections between law enforcement, mental health providers, hospital emergency services and individuals with mental illness and their families. Through collaborative community partnerships and intensive training, CIT improves communication, identifies mental health resources for those in crisis and ensures officer and community safety."

Other Training hours included:

Field Training Hours: 628 Hours per trainee x 3 Trainees = 1,884

SWAT Training Hours: 169

Total In-Service Hours for the Department: 4,334

BLET (Basic Law Enforcement Training) Training Hours: 640 Hours per Student x 3 Students = 1,920

In-Service Canine Training: 192

Animal Control

The Kinston Police Department is committed to providing humane treatment of all animals through education, advocacy and services. 2021 saw a slight increase of 3% for animal control services. The Kinston Police Department Animal Control Officer handles a variety of complaints to include: vicious animal complaints, cruelty cases, problematic wildlife, injured animals, barking dogs, abandoned pets, and many other types of cases in which an animal needs help. Our Animal Control Officer is a sworn officer who works closely with our Patrol Division as well as the local animal shelter. The Kinston Police Department Animal Control Officer completed the following tasks for 2021:

Complaint Type	Jan	Feb	Mar	April	May	June	July	Aug	Sept	Oct	Nov	Dec	2021	2020
* Total # of Animal Complaints	78	75	107	72	71	135	107	113	87	113	50	82	1093	1060
Calls Answered by ACO	54	41	64	18	42	58	50	65	30	35	39	37	536	639
Calls Answered by Patrol	24	34	43	54	29	77	57	48	57	78	11	45	557	421
*Total # of Animal Confined	44	43	34	11	40	58	67	43	28	30	24	17	440	514
Number of Dogs	30	36	28	9	11	36	37	14	14	22	11	13	261	270
Number of Cats	14	7	6	2	29	22	31	29	14	8	13	4	179	244
Number of Other Animals	0	3	2	3	5	5	6	3	2	2	3	4	38	49
*Total Number of Animals Euthanized	0	1	1	0	0	2	1	0	0	2	0	1	9	5
Number of Dogs	1	0	1	0	0	0	1	0	0	1	0	1	5	3
Number of Cats	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Number of Other Animals	0	1	0	0	0	2	0	0	0	1	0	0	4	2
*Number of Bite Reports	1	1	4	4	3	1	3	3	1	1	2	4	28	26
*Number of Traps Set	39	44	39	21	42	71	81	32	22	25	26	32	474	591
*Number of 48 Hr. Notices (Written)	5	7	7	3	2	9	7	9	3	1	2	5	60	54
*Number of Rabies Notices (Written)	2	1	3	1	2	0	1	1	0	0	0	1	12	21
*Number of Patrol Officer Assistance Requests	0	1	3	0	0	1	2	1	0	0	0	0	8	9

**WILDLIFE
DEPRIDATION
PERMITS**

0 0 0 0 0 0 0 0 0 0 0 0 0 0 2

Canine (K9) Review



For the year of 2021, the Canine Unit at the Kinston Police Department gained a new canine team. Officer Belcher attended the six week canine handler school during November-December and began patrolling the City of Kinston on December 28, 2021. Officer Belcher took the leash of Athos, who was formally handled by the newly promoted Sgt. McLawhorn.

In addition to their 16 hours of monthly in-service training, our canine unit certified with the North Carolina Police Dog Association at Nash Community College in November. Each canine team received a certification in: Controlled Substance Detection, Article Search, Building Search, Area Search, Man Tracking/Trailing, Handler Protection, Suspect Apprehension and Recall.

They performed 47 actual tracks while locating 19 individuals. This gives them a success rate of 40.4%. They were called upon 29 times to provide assistance to the Lenoir County Sheriff's Office, NC State Highway Patrol and Probation/Parole. They take credit for retrieving 9 guns from the hands of criminals. While not on an active patrol they paused 3 times to perform canine demonstrations for the public. The stats increased for the year 2021 from 2020 due to the handlers gaining confidence in their abilities.



Lastly, we would like to recognize the career of Canine Karr. K-9 Karr was an asset to the Kinston Police Department beginning in May of 2008. He certified annually with the North Carolina Police Dog Association as a full patrol dog. K-9 Karr served the citizens of Kinston before retiring from the Kinston Police Department in 2014. During his tenure here, he is credited for over 300 controlled substance searches, over 100 tracks that led to 11 apprehensions. Canine Karr crossed the rainbow bridge on December 28. Thank you for your service, K-9 Karr.

SWAT Review

The Kinston Police Department utilizes a Special Weapons and Tactics Team (SWAT) for higher than normal risk operations to include High Risk Search Warrants, Barricaded Subjects, Hostage Calls, Apprehension of Violent Offenders, and to Assist Surrounding Jurisdictions. The SWAT Team is comprised of 15 highly trained team members and is utilized at the discretion of the Chief of Police. During the past 12 months the SWAT Team lost 2 valuable members due to retirement/promotion. These transitions allowed for the addition of 2 new team members.



Over the past 12 months the SWAT Teams has continued its training efforts that included 132 hours of in-house training that is hosted monthly. These training topics included building clearing, hostage negotiations, and operational planning. The team was also able to complete regional SWAT Training (16 hours) with other SWAT Members across the state. This was made available through our continued partnership with the North Carolina Tactical Officers Association. The SWAT Team still maintains a requirement that SWAT Operators attend a SWAT Operator I course and a SWAT Operator II course. These are both 40 hour block of instruction that is completed in a multijurisdictional formatting with SWAT Members across the state. In addition SWAT Members also completed 40 hours of Woodland Tracking School; these courses took place in Avery County, N.C. and Pamlico County, N.C.

The Kinston Police Department SWAT Team participated in several SWAT Operations throughout the year. Most of these missions included High Risk Search Warrant Service and Violent Criminal Apprehension. The SWAT Team was also called to assist the Lenoir County Sheriff's Office in the apprehension of a subject wanted for a felony assault.

As previously stated the SWAT Team welcomed 2 new members throughout the year, this increase was partly due to the retirement of 2 long time members. In the upcoming months and years the focus on the team will be new training for the newest members and sharpening the skills of the older members. The SWAT Team will continue to host monthly training, as well as bringing in training from outside organizations. One training in that is being brought in is a second 40 hour Woodland Operations / Man Tracking School, as we realize when called to assist with these types of missions the level of danger increases since we are removed from our normal urban environment. Team members will also be completing a Hostage Rescue course in the near future.



This team of highly skilled officers will continue to effectively serve the citizens of Kinston and the surrounding areas in the pursuit of justice, while respecting the constitutional rights of everyone.

Promotions



J. Spencer



R. Russell



N. Metts



A. Willis



M. Day



C. Ard



S. McLawhorn

On July 1, 2021, Major Jenee Spencer took command as Interim Chief of Police for the Kinston Police Department. Chief Spencer has been a KPD employee since 1993, when she graduated from East Carolina University. Chief Spencer has served in various assignments over the years, to include, Crime Lab Detective, Crime Lab Investigator, Patrol Supervisor, Internal Affairs Captain and Major.

On July 1, 2021, Captain Rodney (Buck) Russell was promoted to Acting Major of Investigations – Support Services. Major Russell has been an employee since 1998 and has most recently served as Captain of the Investigations Division. His prior assignments include Patrol Supervisor, Gang Unit Supervisor, Narcotics Investigator, Bicycle Officer and PCAT officer. Major Russell has a Bachelor Degree from the University of Mount Olive.

On July 1, 2021, Sergeant Metts was promoted to Captain and assigned to lead supervisor of A-Squad of the Patrol Division. Captain Metts' most recent assignment was Sergeant in the Criminal Investigations Division. Captain Metts is a graduate of the West Point Leadership Program from and has an Associate Degree from Lenoir Community College.

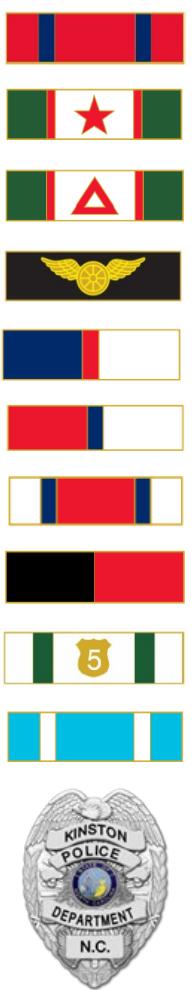
On July 1, 2021, Officer Willis was promoted to Sergeant and assigned to A-Squad of the Patrol Division. Sergeant Willis has graduated from the Executive Management program from Richmond Community College and has a Bachelor and Master Degree from East Carolina University.

On May 31, 2021, Detective Megan Day was promoted to Sergeant and assigned to C-Squad of the Patrol Division. Sergeant Day has most recently served in the Investigations Division. Sgt. Day is a graduate of the West Point Leadership Program from Methodist University and has a Bachelor Degree from Pitt State University.

On November 1, 2021, Sergeant Ard was promoted to Acting Captain and assigned to C-Squad of the Patrol Division. Captain Ard has most recently served in the VICE Unit. Captain Ard is a graduate of the West Point Leadership Program from Methodist University and has a Bachelor Degree from the University of North Carolina Wilmington.

On November 1, 2021, Officer McLawhorn was promoted to Acting Sergeant and assigned to the VICE Unit. Sergeant McLawhorn has most recently served as a K9 Officer on A-shift. Sergeant McLawhorn has an Associate Degree from the Lenoir Community College.

2021 Agency Awards



Award Type	Staff Member	Award Type	Staff Member
Supervisor of the Year	Captain Ard	Safe Driving Award	Officer Coulombe
Officer of the Year	Officer Jones	Safe Driving Award	Officer Conner
Rookie of the Year	Officer Zewatski	Safe Driving Award	Sgt. Day
Sgt. R.S. Traffic Award	Officer Miller	Safe Driving Award	Officer Delaney
DWI Award	Officer Strickland	Safe Driving Award	Officer Harrell
Squad – Top Shot	C-Squad	Safe Driving Award	Officer Mewborn
Top Shot Award	Officer Dorton	Safe Driving Award	Officer Miller
Civilian Commendation	B. Swain	Safe Driving Award	Officer Moody
Meritorious Duty	Major Goyette	Safe Driving Award	Captain Poole
Meritorious Duty	Officer Vanlue	Safe Driving Award	Sgt. Rouse
Meritorious Duty	Officer Johnson	Safe Driving Award	Sgt. Royer
Meritorious Duty	Officer Stewart	Safe Driving Award	Officer Stewart
Meritorious Duty	Officer D. Rouse	Safe Driving Award	Captain Turner
Meritorious Duty	Officer Baker	Safe Driving Award	Sgt. Walker
Distinguished Service	Officer Jones	Safe Driving Award	Officer Williams
Distinguished Service	Officer Green	Safe Driving Award	Officer Gray
Distinguished Unit	Captain Ard	Pistol Expert	Officer Booth
Distinguished Unit	Officer Harrell	Pistol Expert	Officer Heath
Distinguished Unit	Officer Delaney	Pistol Expert	Captain Metts
Distinguished Unit	Officer Harrison	Pistol Expert	Officer Best
Life Saving Award	Officer Vanlue	Pistol Expert	Officer Dorton
Life Saving Award	Officer Johnson	Pistol Expert	Officer Strickland
Life Saving Award	Officer Stewart	Pistol Expert	Sgt. Willis
Life Saving Award	Officer D. Rouse	Pistol Expert	Captain Poole
Life Saving Award	Officer Baker	Pistol Expert	Officer Zewatski
Life Saving Award	Officer Stroud	Pistol Expert	Officer Dunn
Life Saving Award	Officer Dorton	Pistol Expert	Officer Culbreth
Progress Award	Officer Archino	Pistol Expert	Captain Ard
Progress Award	Officer Best	Pistol Expert	Sergeant Day
Progress Award	Sgt. Burkett	Pistol Expert	Officer Archino
Progress Award	Sgt. Rouse	Pistol Expert	Officer Fellows
Progress Award	Officer Conner	Pistol Expert	Officer Jones
Progress Award	Officer Coulombe	Pistol Expert	Officer Johnson
Progress Award	Officer Culbreth	Pistol Expert	Sgt. Royer
Progress Award	Officer Daughtey	Pistol Expert	Officer Vanlue
Progress Award	Officer Delaney	Pistol Expert	Captain Turner
Progress Award	Officer Dunn	Pistol Expert	Sgt. Walker
Progress Award	Officer Green	Pistol Expert	Officer Williams
Progress Award	Officer Harrell	Pistol Expert	Sgt. Burkett
Progress Award	Officer Harrison	Pistol Expert	Officer Marshburn
Progress Award	Officer Marshburn	Pistol Expert	Officer Conner
Progress Award	Officer Mewborn	Pistol Expert	Officer Normile
Progress Award	Officer Miller	Pistol Expert	Officer Wilson
Progress Award	Captain Poole	Pistol Expert	Officer Harrison
Progress Award	Officer D. Rouse	Pistol Expert	Officer Harrell
Progress Award	Officer Williams	Pistol Expert	Sgt. McLawhorn
Progress Award	Captain Turner	Pistol Expert	Officer Daughety
Progress Award	Sgt. Willis	Pistol Expert	Officer Moody
Safe Driving Award	Officer Best	Pistol Expert	Officer Price
Safe Driving Award	Sgt. Burkett	Pistol Expert	Captain Reavis

2021 Officers of the Month



January



February



March



April



May



June



July



August



September



October



November



December

January	Officer Vaughn	July	Officer D. Rouse
February	Officer Jones	August	Officer Archino
March	Officer Dorton	September	Officer Moseby
April	Officer Tyler	October	Officer Heath
May	Officer Normile	November	Officer Culbreth
June	Officer Best	December	Officer Jones

Rookie of the Year



Officer Zewatski

Officer of the Year



Officer Jones

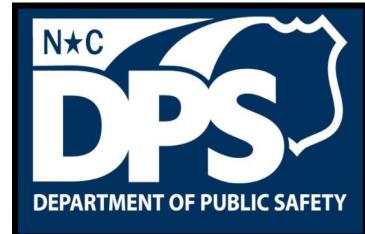
Supervisor of the Year



Captain Ard

Grants Update

The Kinston Police Department managed over \$280,000 in grant funding this past year. The agency also received another \$800,000 in free equipment this past year. The Kinston Police Department utilizes grant funding to purchase equipment, train personnel and combat crime in our community.



Traffic Update

The Kinston Police Department participated in 100% of the North Carolina Governors Highway Safety (NCGHSP) program. The campaigns target DWI, speeding, and seatbelt violations. The Kinston Police Department earned ten printers through the NCGHSP Step program at no cost to the City of Kinston or the tax payer. The printers are installed in police vehicles for daily use. The Kinston Police Department also participated in “Watch for Me NC” - North Carolina’s statewide safety and awareness campaign geared toward bicycle and pedestrian safety, education and enforcement. KPD received (2) message sign trailers this past year and have started displacing them throughout the city. The signs were purchased through a grant and have radar capability.



NCLEA Program & NCLM Risk Assessment

In the summer of 2021, the Kinston Police Department began the process of preparing to seek accreditation through The North Carolina Law Enforcement Accreditation (NCLEA) program. The NCLEA program is a voluntary process where police and sheriff agencies in North Carolina prove their compliance with North Carolina law enforcement's current best practices or standards. North Carolina law enforcement professionals carefully developed these standards to assist agencies in the efficient and effective delivery of service and protection of individual rights. The NCLEA program was developed to assist North Carolina law enforcement agencies in meeting their professional obligations to the citizens of North Carolina.



The NCLEA Executive Committee, which is comprised of chief executive officers, law enforcement professionals, and other critical partners identified by the Standards Division, developed the NCLEA program and identified the standards for North Carolina law enforcement agencies. The NCLEA Executive Committee now conducts reviews of the accreditation standards, agencies' efforts towards achieving accreditation, and the accreditation process, with assistance from the Accreditation Advisory Committee.

Being "Accredited" means, the agency meets or exceeds all of the identified standards for North Carolina law enforcement agencies. These standards cover essential aspects of law enforcement operations, including use of force, personnel, training, property and evidence management, and patrol and investigative operations. While being "Accredited" does not guarantee against mistakes, it does ensure that the candidate agency has carefully considered critical issues; and developed policies and procedures to address these issues, as well as established systems to identify and correct problems. The Kinston Police Department is currently researching the agency's policy and procedures in order to make sure they are in line with the standards set forth by the NCLEA. We anticipate the complete accreditation process to take 24-36 months.



The Kinston Police Department completed annual training mandated by the NCLM Law Enforcement Risk Review. This review is supported by the N.C. Association of Chiefs of Police, and is free for Property & Casualty Trust members. This process truly is a comprehensive review of the 40 High-Risk categories in law enforcement, and an agency's adherence to best practices and policies as they relate to these categories.

Sentinel Program

The Sentinel Program represents a partnership between the community and the police department. These volunteers provide the citizens of Kinston with an enriched program of police services without additional cost to citizens.

Sentinel Duties

Sentinels provide social interaction with the citizens, keeping a positive perspective on law enforcement. Volunteers patrol areas in the city of Kinston in a marked Sentinel vehicle. Tasks include, but are not limited to:

- Crime prevention lectures
- Neighborhood Watch
- Performing security checks for businesses and residential areas
- Responding to non-threatening calls for service
- Taking incident police reports
- Vacation house checks
- Funeral escorts
- Directing traffic



During 2021, the Sentinel Program was suspended for part of the year to protect and lower the risk of Covid-19 exposure to our Sentinels.

Requirements to become a Sentinel

The Sentinel Program is comprised of citizens who serve on a voluntary basis. The participants must be at least 18 years of age, and have a valid North Carolina driver's license. These volunteers may not be employed in any other sworn enforcement occupation, and cannot have a criminal record. We are always looking to add new Sentinel volunteers to the program. If you know someone interested in joining the volunteer group, call Sgt. Biggins of the Kinston Police Department, 252-939-3160.

Looking for a Career Change?



Join Us

Contact Us:

Phone: 252-939-3160 (Recruitment & Employment)
 Email: joinus@ci.kinston.nc.us

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Kinston Police Department

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