



Kinston Police Department

2022 Annual Report



Mission Statement

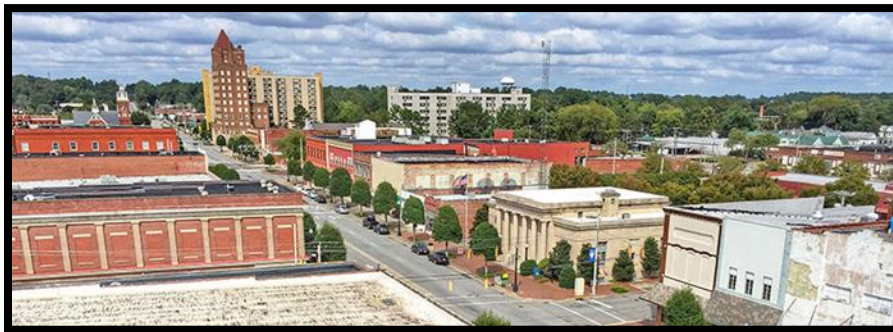
The Kinston Police Department pledges to serve our community, to safeguard lives and property, and to preserve order all while respecting the constitutional rights of everyone to liberty, equality and justice.

About Kinston, North Carolina

The Kinston Police Department has the primary responsibility of protecting the life and property of our citizens as well as addressing the fear and perception of crime. As an agency that practices community policing, we also work with our community partners known as “stakeholders” to address quality of life issues. A universal approach to creating a safe, lively community is the desired goal.

Kinston is the county seat of Lenoir County, North Carolina with a population of 19,888 as of the 2022 Census. It has been the county seat of Lenoir County since its formation in 1791. Kinston is located in the coastal plain’s region of Eastern North Carolina. In 2009, Kinston won the All-America City Award. This marks the second time in twenty-one years the city has won the title, the last time being in 1988.

Kinston was created by an act of the North Carolina General Assembly in December 1762 as Kingston, in honor of King George III. After achieving victory in the American Revolution, the citizens renamed the city Kinston in 1784 to show the population's disavowal of royalty. Kinston has grown abundantly since its inception and is home to numerous businesses, a revamped downtown district, UNC Lenoir Hospital and the North Carolina Global Transpark. Kinston is also home of the Down East Wood Ducks, a Minor League Baseball team of the Carolina League and the owned-and-operated Class A affiliate of the Texas Rangers, who play at Historic Grainger Stadium.



Kinston Police Department Overview

Our 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.

Our 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 We Provide

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

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Message from the Chief



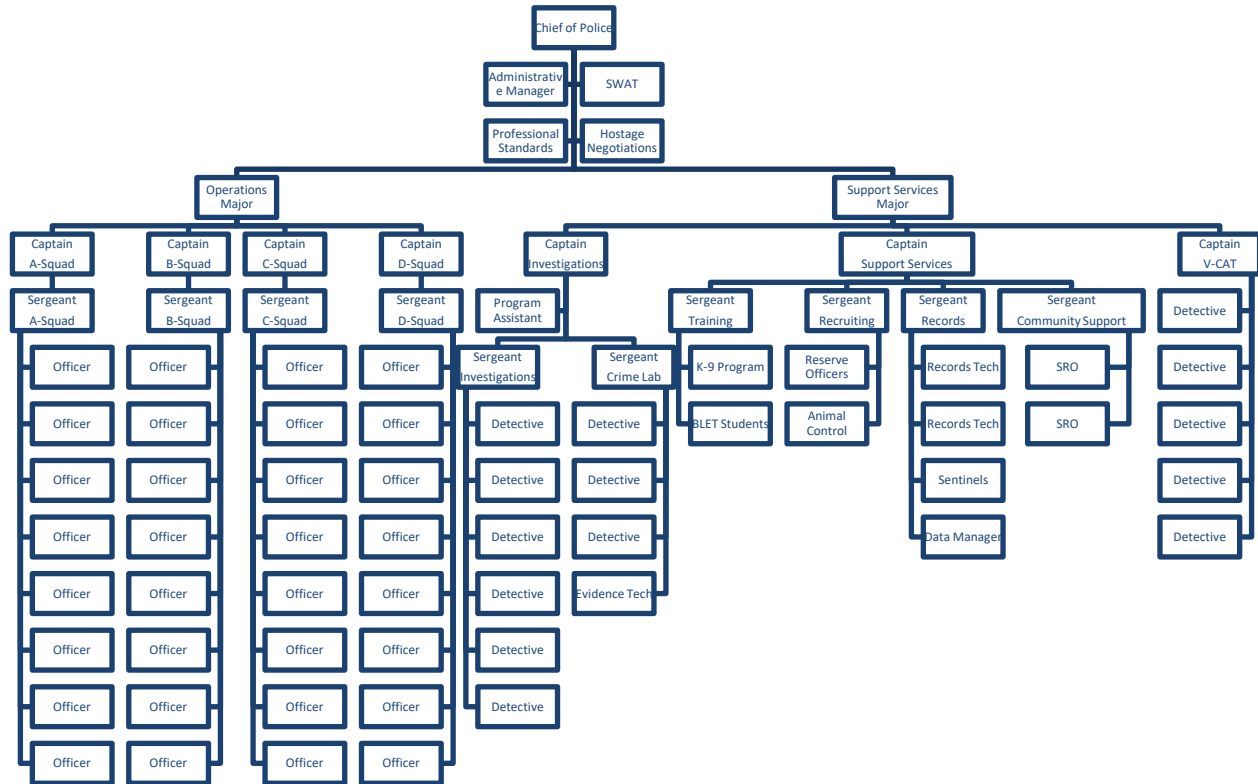
As your Police Chief for the City of Kinston Police Department, I have the honor of presenting our agency's 2022 Annual Report. The Kinston Police Department's 2022 Annual Report is a summary of the outstanding work that the men and women of the Kinston Police Department have accomplished during the year. The Kinston Police Department has a dedicated group of sworn officers, civilian employees and volunteers committed to safeguarding the lives and property of the Kinston community. Their delivery of police services to the citizens that live, work, and visit our city has continually resulted in Kinston being recognized as an exceptional community.

This Annual Report is not just a reflection of the previous year. It provides insight on the future as well. As we move into 2023 and beyond, I look forward to developing innovative strategies to reduce crime and minimize fear in our community. Together, along with city leadership and the support of the community, the Kinston Police Department will be the model for success not only in the East, but in the entire State of North Carolina.

We are excited for the next year and look forward to working along community stakeholders as well as our local, state and federal partners to provide a safe environment for our citizens and visitors to Kinston. Some of our goals for 2023 include:

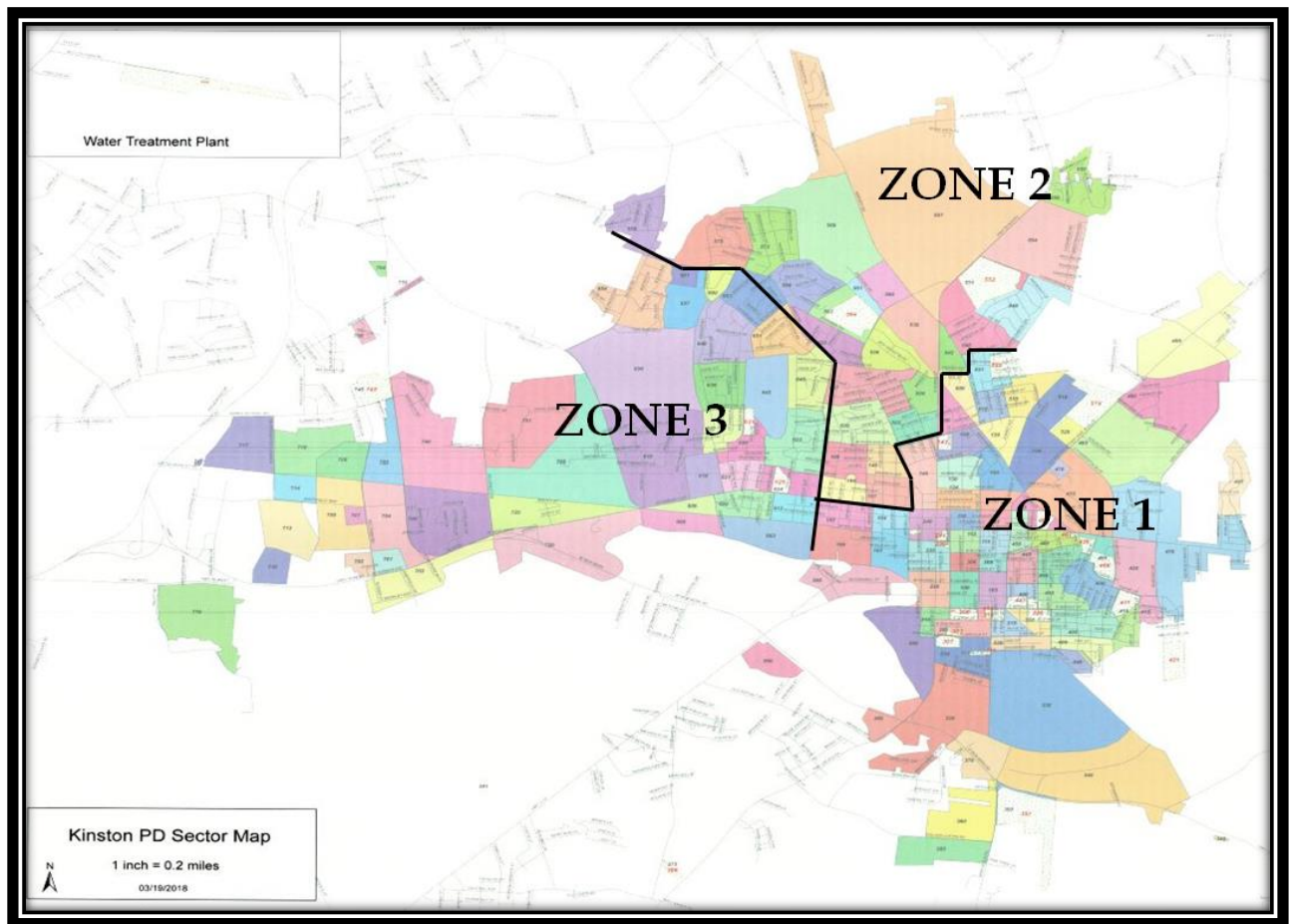
1. Continue our recruitment efforts with the target to fill vacant police officer positions within the organization. We strive to be at full capacity by the end of the year.
2. Increase officer presence within our community and utilize resources to serve our citizens.
3. Increase our social media presence in our community. We believe a transparent organization not only humanizes the agency but also provides day-to-day insight for our community residents.
4. Hire a Data Analyst to assist with the new Motorola RMS software upgrade as well as aid with evidence-based policing strategies.
5. Hire a social worker for our agency to assist with victim services as well as serve as a liaison for the agency and community resources.
6. Offer enhanced training for our officers and staff members as well as build a leadership culture within our organization. We will follow our succession plan for future promotions within our organization.
7. Utilize community resources as well as law enforcement partners to reduce violent crime in our community.
8. Continue to utilize the Kinston Police Department 5-Year Strategic Plan.
9. Continue the path toward Agency Accreditation.
10. Enhance agency equipment, such as continue to upgrade vehicles, body worn cameras, crime scene software, officer safety equipment and utilize innovative software to provide information for our citizens in real-time format.

Organization Chart



KPD Zone Assignments

The Kinston Police Department has three separate zones located throughout the city. Each zone serves a specific geographic area: North, East and West. Patrol supervisors are tasked with placing officers in specific zones based on previous as well as up-to-date call-volume.



KPD Agency Summary

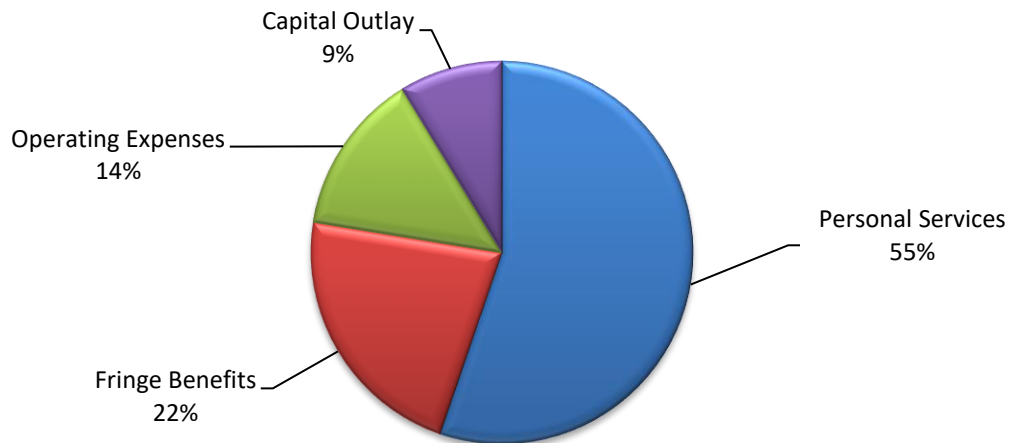
The Kinston Police Department is structured into two divisions: Operations Division and Support Services Division. The Operations Division contains four Patrol Squads while the Support Services Division contains the remaining department staff members, to include: Investigations Division, Records Division and the Support Division. The Kinston Police Department has 69 full-time sworn police officers, five part-time sworn police officers and is aided by six nonsworn staff members.

On October 1, 2022, Interim Chief Jenee Spencer retired from the City of Kinston, paving the way for Major Keith Goyette to be appointed Interim Chief of Police. Under the direction of Chief Goyette, the agency has continued to move forward 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 Data Drive Approaches to Crime and Traffic Safety (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 ATF, 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, and the Lenoir County Health Department.

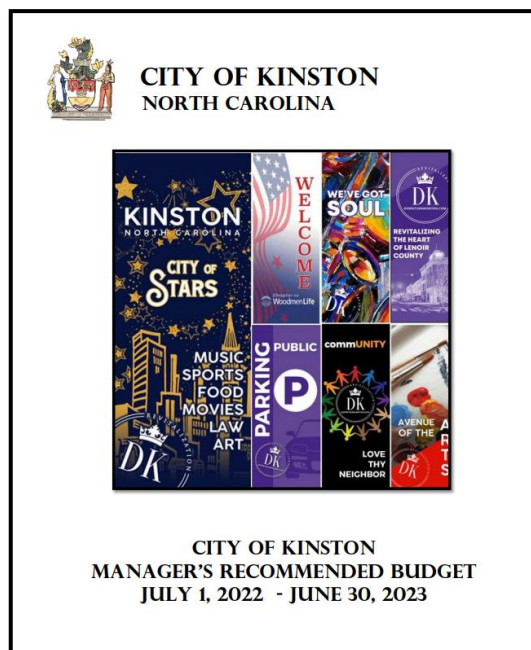
KPD Staffing & Budget – 2022

Kinston Police Department Fiscal Year 2021-2022 Operating Budget



Operating Categories	Funding
Personal Services	\$4,487,711
Fringe Benefits	\$1,809,832
Operating Expenses	\$1,116,023
Capital Outlay	\$707,225
Total	\$8,120,791

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 ensuring our department is compliant with the rules and regulations set by the NC SBI. The Records Technicians maintain police records and record logs, ensure paperwork is completed, and validated by NIBRS standards.

National Incident-Based Reporting System or, 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>

Kinston Police Department Records Staff Members



Sgt. Biggins
Records & Traffic Supervisor



Andrea Sutton
Records Technician



Genesis Juckett
Records Technician

Strategic Plan

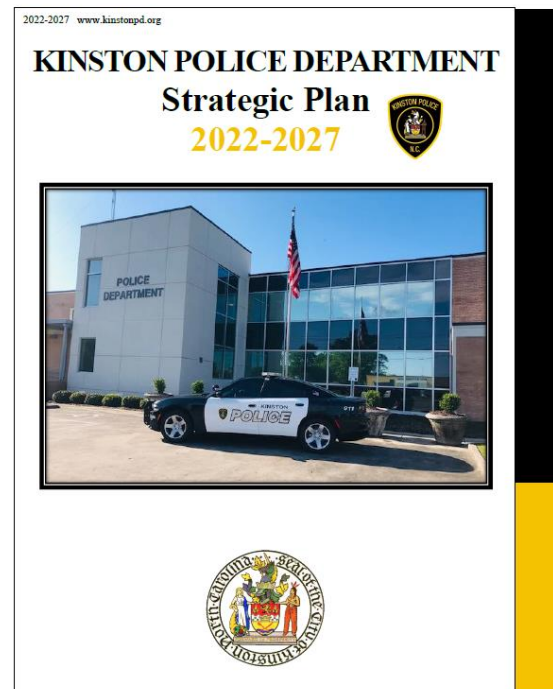
In April of 2020, the agency developed a Strategic Planning Committee that was comprised of command, supervisory, sworn and nonsworn personnel from throughout the department. This plan reflects the Agency's efforts to formulate a strategic direction for our future. This evaluation was completed while considering the needs of the Kinston community, with special consideration given to the Department's Mission.

From our internal assessment, we set initiatives (goals) and short-term actions (objectives) to guide our direction and decision making for our Agency's future. The Kinston Police Department Strategic Plan for 2022-2027 represents the Agency's ongoing commitment to improve the manner in which we serve. The Kinston Police Department is a professional law enforcement agency that continually seeks to meet the challenges of serving and protecting the residence, guests and businesses of our community.

To assist with Agency accountability, the Kinston Police Department will review and evaluate this plan on an annual basis. The members of the Kinston Police Department are committed to improving the quality of life for everyone in our community. Our strategic plan serves as the road map to guide the Department forward.

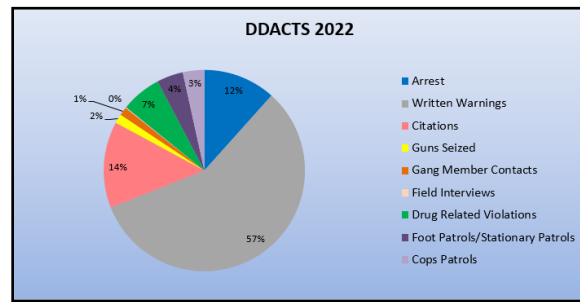
In the summer of 2022, Interim Chief Jenee Spencer brought the Strategic Plan before the City of Kinston Council. Since then, the KPD Strategic Plan has been in place. The Strategic Plan is located on our website. The ten goals the KPD Strategic Plan identifies are:

1. Maintain a safe & secure community
2. Develop a comprehensive traffic safety plan
3. Develop an enhanced recruiting & retention plan
4. Upgrade facilities, technology & equipment
5. Upgrade vehicles
6. Enhance community partnerships & Engagement
7. Develop employee skills & enhance organizational leadership
8. Expand and improve the SWAT Team for future development
9. Revamp the K9 Unit
10. Agency Enhancement



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 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.

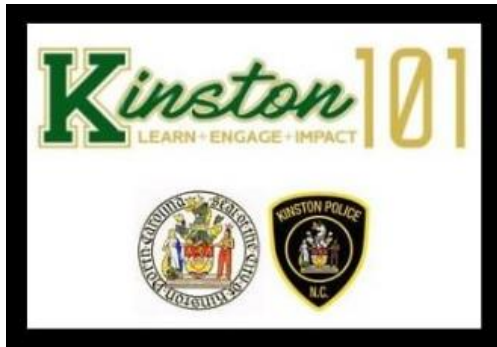
DDACTS: Due to a shortage in staffing levels, DDACTS has been suspended since October 2022.

2022	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Arrest	34	46	66	66	65	59	70	106	67				579
Written Warnings						362	771	838	885				2856
Citations						49	252	184	205				690
Guns Seized	3	10	11	4	9	3	12	13	8				73
Gang Member Contacts	1	12	3	9	8	7	10	14	3				67
Field Interviews	0	0	0	0	0	0	0	0	6				6
Drug Related Violations	12	10	16	38	69	32	54	58	34				323
Foot Patrols/Stationary Patrols	0	1	32	7	23	23	8	54	63				211
Cops Patrols	24	34	16	13	8	11	25	19	22				172

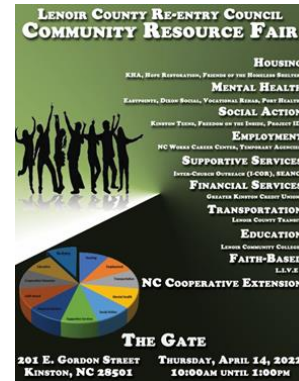
3174 Citations and Written Warnings were combined until Jun 15, 2022

Community Engagement

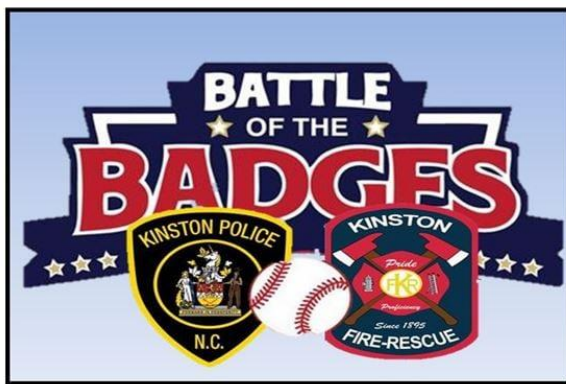
In 2022, the Kinston Police Department was highly visible in the community. Some of our community engagement activities are listed below:



February – Kinston 101 Program



April – LCC Resource Fair



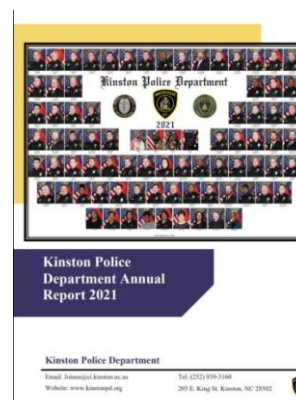
May – KPD won Battle of the Badges



April – DEA Drug Take-back



May – Run the East



April – Released 2021 KPD Annual Report



May – KPD provided security for the BBQ Festival



May – Autism Patches: Raised \$300



May – Law Enforcement Bike Ride to Washington D.C.



May – Began our 9pm Routine



May – Major Russell spoke at Senior Appreciation Day at Grainger Stadium



June – KPD assisted with the Juneteenth Celebration



May – KPD assisted with the Torch Run



June – Juneteenth Celebration



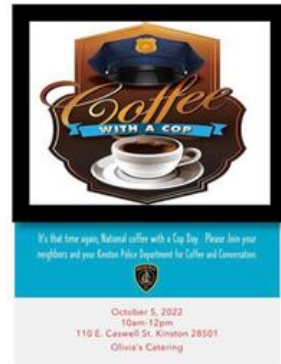
June – KPD assisted with Elder Abuse Awareness Day



October – KPD assisted with Operation Medicine Drop



August – KPD hosted National Night Out at Historic Grainger Stadium



October – KPD hosted coffee with a Cop



October – Pink Patch Project



October – KPD assisted with Back the Blue



October – Pink Patch Project



November – Retirement of K9 Odin



November – C.L.E.A.R. Talks was born



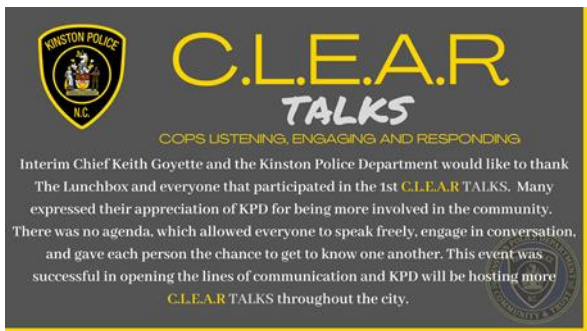
November – KPD introduced the Salute to Service Patch



November – 9PM Routine continued



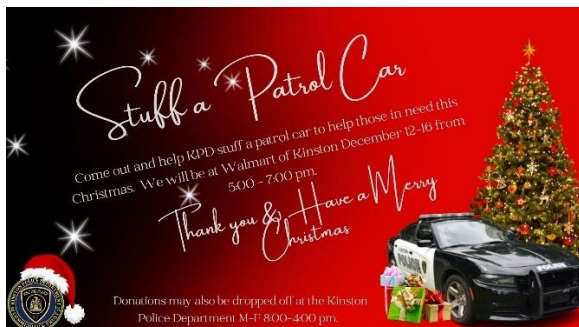
November – Veteran's Home Donation



November – C.L.E.A.R.



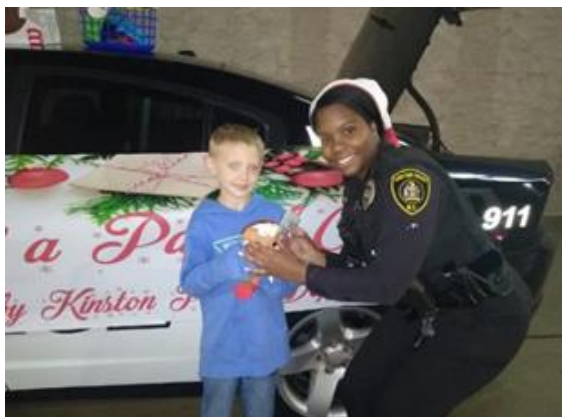
November – KPD assisted with Coat Give Away



December – KPD participated in Stuff a Patrol Car



December – KPD received a blessing box



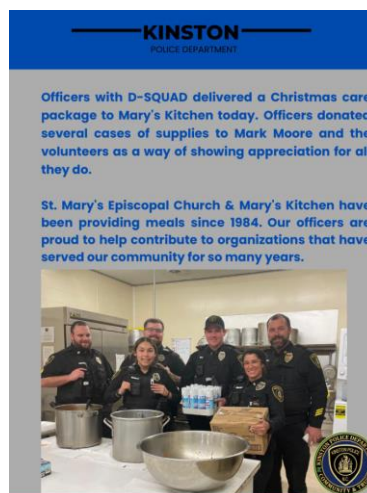
December – Stuff a Patrol Car



December – C.L.E.A.R Talks 2022 wrapped up



December – Virtual Neighborhood Watch



December – Mary's Soup Kitchen

The Kinston Police Department seeks to improve public safety and crime prevention through community policing and engagement initiatives. Through problem-solving partnerships with the city's diverse communities and organizations, the KPD develops proactive solutions and enhances trust in the department. We are extremely proud of every community event we assisted with in 2022 and only look to build upon our relationship with our community. We are excited and look forward to 2023 as we implement new strategies to improve our already active community engagement activities in our city. Some of our new community engagement activities include:

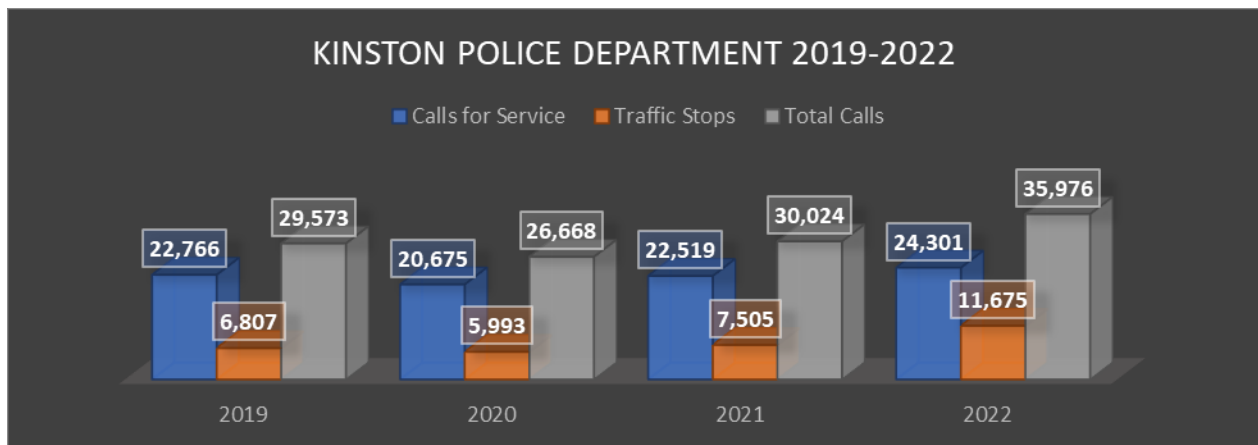
- Gang Awareness Symposium
- Kinston Police Department Citizen's Police Academy
- G.R.E.A.T. Program and EKG (Educating Kids about Guns) Program

Patrol Division

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

The Patrol Division consists of four patrol squads, each commanded by the Squad Captain and Sergeant. In addition, each patrol squad is designed to have eight nonsupervisory officers for a total of ten sworn police officers per squad. Like most agencies, our Patrol Division currently has vacancies and each squad is currently operating at about seventy percent staffing levels.

The Patrol Division currently has two full-service K-9's assigned to it and our officers patrol the City of Kinston in 12-hour shifts, 24 hours a day, seven days a week. Officers are assigned to specific zones to maintain high visibility, answer calls for service, traffic enforcement and acting as community liaisons between the community and the City of Kinston to reduce crime in our city.



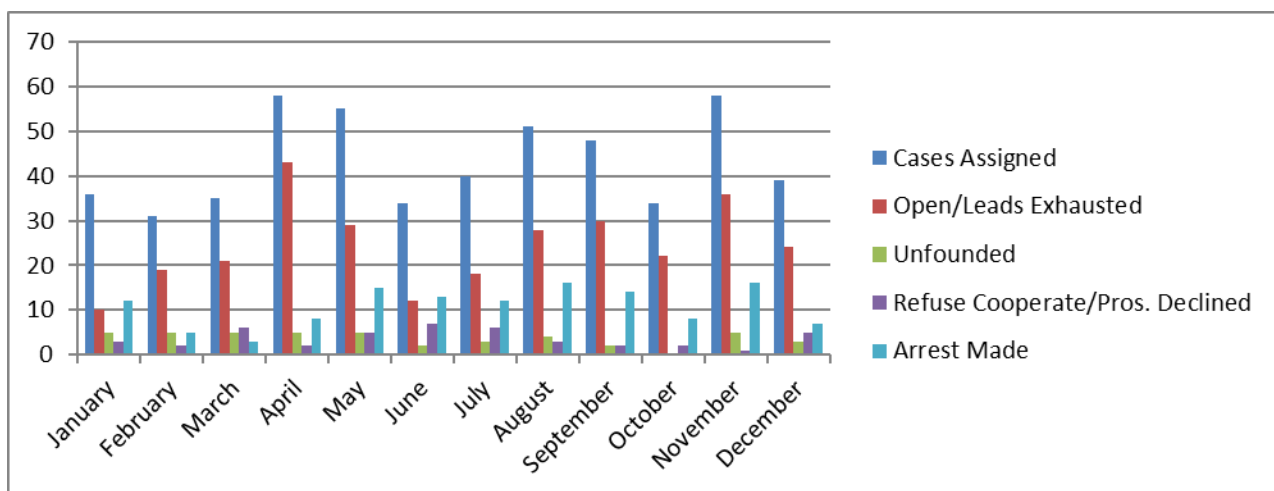
Investigation Division

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 five Investigators who tackle felony investigations for the agency. The Crime Lab Unit is made up of three Investigators and 1 nonsworn employee tasked with the processing all of the department's evidence and conducts crime scene investigations.

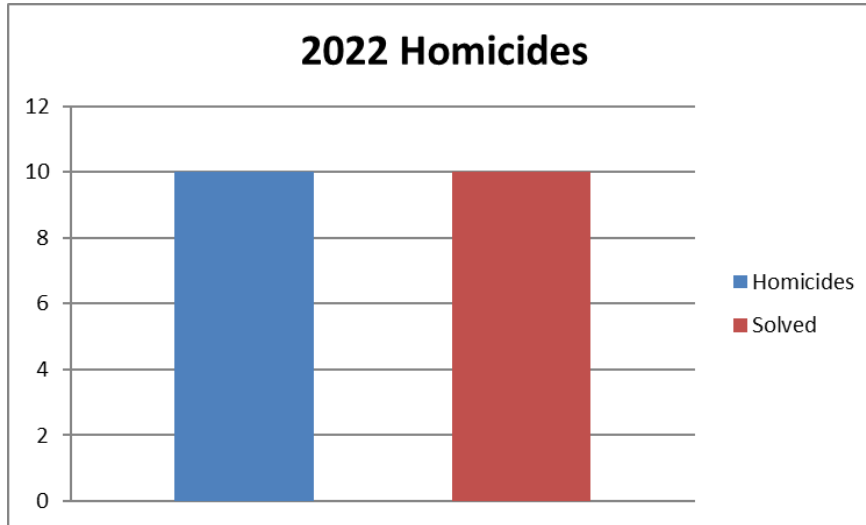
General Investigations

General Investigations													
	Jan.	Feb.	March	April	May	June	July	August	Sept.	Oct.	Nov.	Dec.	Total
Cases Assigned	36	31	35	58	55	34	40	51	48	34	58	39	519
Open/Leads Exhausted	10	19	21	43	29	12	18	28	30	22	36	24	292
Unfounded	5	5	5	5	5	2	3	4	2	0	5	3	44
Refuse Cooperate/Pros. Declined Arrest Made	3	2	6	2	5	7	6	3	2	2	1	5	44
	12	5	3	8	15	13	12	16	14	8	16	7	129
Solvability Percentage Rate	67 %	39%	40%	26%	45%	65%	52%	45%	37%	29%	38%	38 %	42%



The Criminal Investigations Unit investigated 10 murders in 2022. Each of these homicides was solved and the suspect(s) were arrested. The Criminal Investigation Unit had an overall solvability

rate of 100% in 2022, which was up from 80% in 2021 and 72% in 2020. The National Average for these types of crimes was 54.4% in 2020.

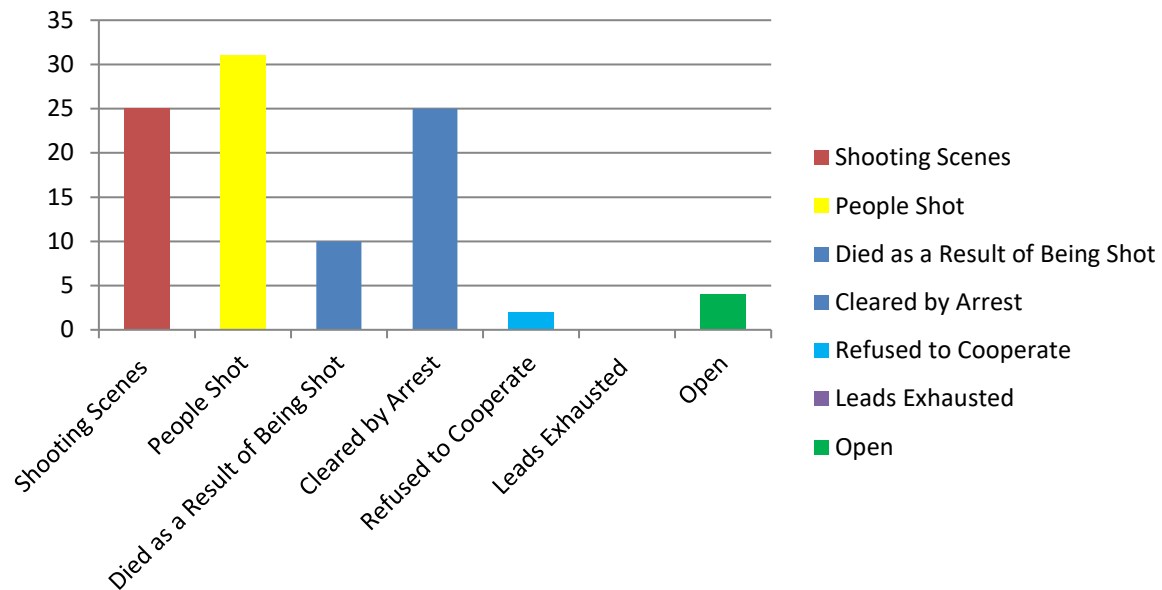


2022 Shooting Incidents (People Only)		
Shooting Scenes	People Shot	Died as a result of being Shot
25	31	10

Solvability – 87%			
Cleared by Arrest	Refuse to Cooperate	Leads Exhausted	Open
25	2	0	4



2022 Shooting Incidents (People Only)

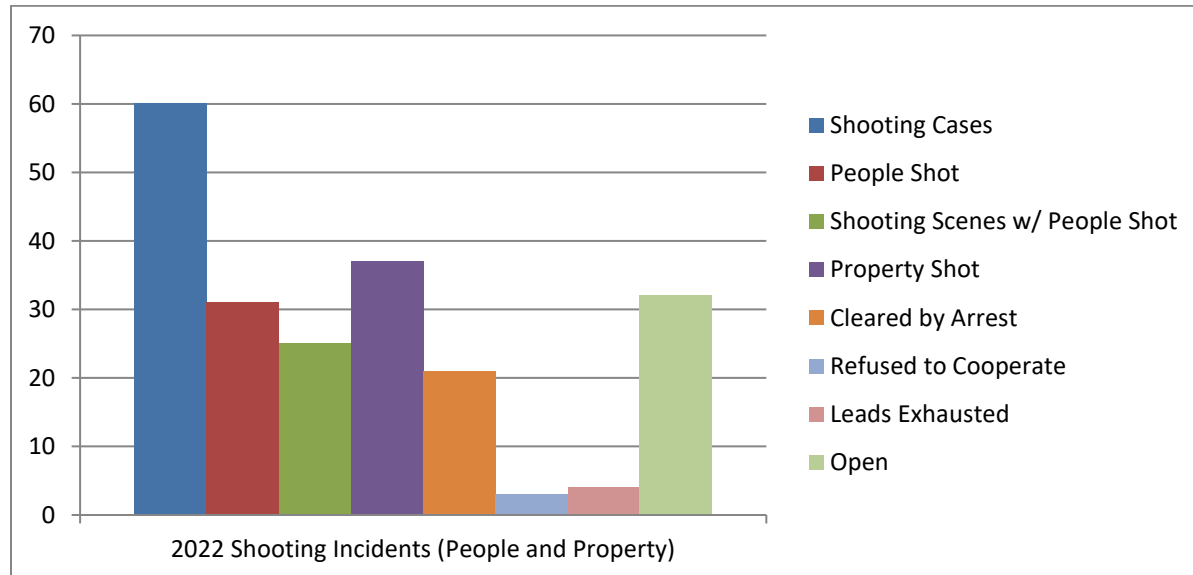


2022 Shooting Incidents (People & Property)

Shooting Cases	People Shot	Shooting Scenes w/ People Shot	Property Shot
60	31	25	37

Solvability – 47%

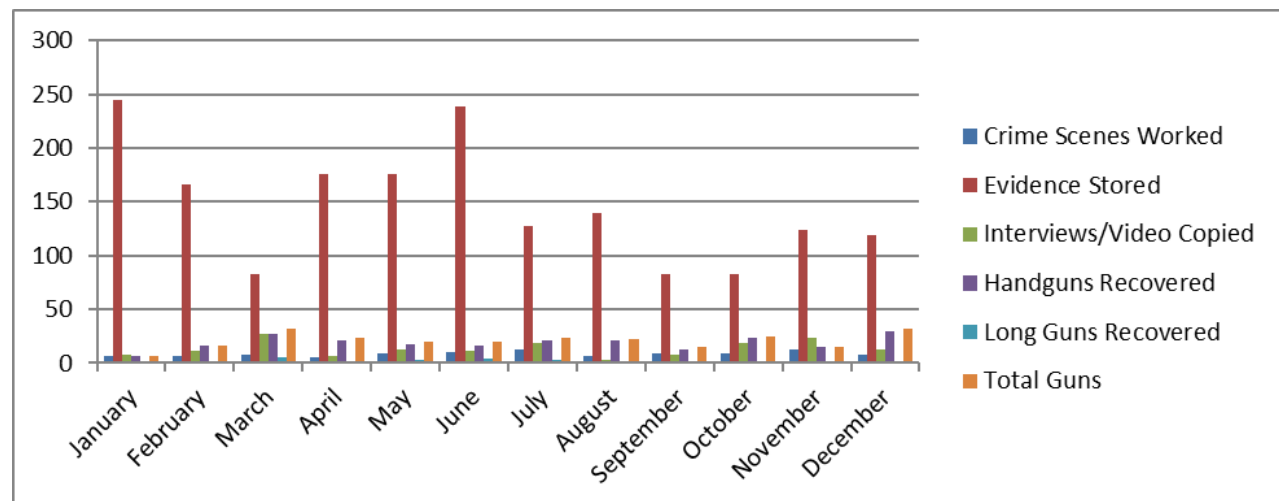
Cleared by Arrest	Refuse to Cooperate	Leads Exhausted	Open
21	3	4	32



Crime Lab / CSI Unit

Crime Lab / CSI Unit

	Jan.	Feb.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Total
Crime Scenes Worked	7	6	8	5	9	10	12	6	9	9	13	8	102
Evidence Stored	245	166	83	176	176	239	127	140	83	83	124	119	1761
Interviews/Video Copied	8	11	27	7	12	11	19	3	8	19	23	13	161
Handguns Recovered	7	16	27	21	17	16	21	21	13	23	15	30	227
Long Guns Recovered	0	0	5	2	3	4	3	1	2	2	0	2	24
Total Guns	7	16	32	23	20	20	24	22	15	25	15	32	251



Violent Crime Action Team (VCAT)

In late October, we determined there was an immediate need to establish a position within the agency to collect and distribute gang intelligence. Detective Gray was reassigned as a Gang Investigator and she immediately began the process of collecting gang intelligence. Since October, Detective Gray has sent out numerous gang intelligence bulletins that have been beneficial to both our Patrol personnel as well as our Investigators

The Agency also met with the Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF) to discuss a partnership with our agencies. In November, we began the process of adding an ATF Task Force Officer (TFO) to our agency. We already had an Investigator who had a close working relationship with the ATF so the position was quickly filled. Our ATF TFO will assist with illegal firearm cases as well as with streamlining violent criminal cases to United States Attorney's Office.

In late November of 2022, the City of Kinston experienced a spike in violent crime in the city, specifically gun crime. As a result, the Agency made the immediate decision to form a new unit within the organization to address the violent crime our community was experiencing. This task wasn't taken lightly. During this time, our agency was experiencing a staff shortage in officers and in order to form the VCAT team, we had to pull existing officers from our Investigation and Patrol Division(s).

With these modifications to our agency, we put the VCAT in place. The VCAT consists of:

- (1) Captain
- (1) Gang Investigator
- (1) General Investigator
- (1) ATF Task Force Officer
- (2) Patrol Officers

This unit is responsible for investigating gangs within our community as well as assisting with violent crime investigations and the illegal distribution of narcotics. The members of VCAT also work closely with local law enforcement partners, such as the Lenoir County Sheriff's Office and our state and federal law enforcement partners.

Office of Professional Standards

The Officer 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 the 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 – the allegation was false or not factual.
3. Not Sustained – there was insufficient evidence to either prove or disprove the allegation.
4. Exonerated – the incident occurred, but was lawful and justified
5. Sustained – the allegation was supported by sufficient evidence to justify a reasonable conclusion that the allegation is factual.

Citizen and Internal Complaints		
	2021	2022
Calls for Service	30,024	35,976
Citizen Complaints	10	21
Sustained Citizen Allegations	0	0
Internal Employee Complaints	8	15
Sustained Internal Complaints	7	12

Most Common Allegations							
	2021			2022			
Conduct Violation	Citizen	Internal	Total	Citizen	Internal	Total	% Change
Excessive Force	1		1	2		2	1
Racial Profiling	-	-	-	-	-	-	-
Duty Responsibility	1	5	6	3	7	10	+900
Laws and Regulations		1	1	2	2	4	+300
Search & Seizure	2		2	1		1	-50
Courtesy/Conduct	3	2	5	4	6	10	+100
Harassment	2		2	9		9	+350

Officer Involved Vehicle Accidents

A comparison of the department's officer involved vehicle accidents as it relates to the day response to calls for service and general vehicle operation.

Officer Involved Vehicle Accidents			
	2021	2022	% Change
Totals	17	12	-29%

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 determined whether or not they were applied appropriately.

Use of Force In General		
	2021	2022
Calls for Service	30,024	35,976
Arrest	2,160	2,127
Use of Force	75	62
Use of Force per Calls for Service	0.25%	0.17%
Use of Force per Arrest	7.2%	5.9%

Force used by Officers			
	2021	2022	% Change
Physical Control	41	40	-2.4%
Oleoresin Capsicum (OC Spray)	2	1	-50%
Taser	6	4	-33.3%
OC/Taser	2	1	-50%
Weapon Point	14	6	-57.1%
Weapons Use (Animal Enforcement Encounters)	9	9	0%
Canine Deployment	1	1	0%

Resistance by Suspects			
	2021	2022	% Change
Active Resistance	48	36	-25%
Passive Resistance	10	10	0%

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

**Breakdown of Use of Force by
Day of Week**

	Total	
Monday	7	11.3%
Tuesday	12	19.4%
Wednesday	7	11.3%
Thursday	9	14.5%
Friday	7	11.3%
Saturday	10	16.1%
Sunday	10	16.1%
Total	62	

**Breakdown of Vehicle Pursuits
by Day of Week**

	Total	
Monday	1	7.7%
Tuesday	4	30.8%
Wednesday	1	7.7%
Thursday	2	15.4%
Friday	1	7.7%
Saturday	3	23.1%
Sunday	1	7.7%
Total	13	

Local ABC Permit Applications

The following table represents the number ABC permit applications received by the Kinston Police Department since the beginning of 2021.

Total Number of ABC Permits Applied			
	Approved	Not Approved	% Change
ABC Permit Applications 2021	16	1	--
ABC Permit Applications 2022	16	1	0 %

Recruitment Division

Recruitment, hiring and retention of the best law enforcement officers is critical for a safe, thriving community. A diverse and inclusive agency workforce that reflects the community residents leads to increased trust, collaboration, and transparency. The Kinston Police Department is working with the City of Kinston Human Resources Department as well as other hiring avenues to improve our recruitment and hiring process through new initiatives, policy changes and best practices implemented through innovative strategies.



Recruitment Sgt. Jay Moody

Hiring Process	Percent Change 20-21	2020	2021	2022	Percent Change 21-22
Police Officer Applications	-58%	128	54	35	-36%
Police Trainee Applications	-71%	252	73	79	+7.5%
Total Applications Received	-66%	380	127	114	-11%
Cognitive/Physical Testing Administered	-81%	252	47	16	-66%
Background Investigations Conducted		44		11	
Oral Board Interviews		44		11	
Hired (Certified)			0	1	+100%
Hired (Trainee)			7	4	-43%
Hired (Trainee) Hired in BLET			1	2	+50%
Total Hired			8	7	-13%
Lost in BLET			1	1	-----
Vacancies Filled			7	6	-15%
BLET Sponsorships	-53%	17	8	0	
		2020	2021	2022	
Staff Turnover	+129%	7	16	12	-19%
Other Law Enforcement Agency	+67%	3	5	7	+29%
Retired	+300%	0	3	3	-----
Out of Law Enforcement	+400%	1	5	2	-40%
Duress	-----	3	3	0	-300%



Officer Boothe



Officer Bass



Officer Davis



Officer Rogers



Records Technician Juckett



New Billboard – Hwy 70, west of Kinston



New Billboard – Hwy 258 North

KINSTON POLICE DEPARTMENT

WE ARE HIRING

ENTRY LEVEL & LATERAL OFFICERS

SPECIALIZED AREAS <ul style="list-style-type: none"> • CANINE • TRAFFIC OFFICER • SCHOOL RESOURCE OFFICER • NARCOTICS/VICE TEAM • GENERAL INVESTIGATIONS • CRIME LAB • HONOR GUARD • FIELD TRAINING OFFICER • SWAT 	RANK STRUCTURE <ul style="list-style-type: none"> • PO (POLICE OFFICER) • PO I • PO II • SENIOR POLICE OFFICER • MASTER POLICE OFFICER • SERGEANT • CAPTAIN • MAJOR • CHIEF
--	---

STARTING PAY: \$40,278.05

- LATERAL OFFICER PAY INCREASES DEPENDS ON YEARS OF SERVICE, TRAINING, EDUCATION, AND POSITION AVAILABILITY.
- ADDITIONAL POSSIBLE PAY INCENTIVES: MILITARY, ASSOCIATES DEGREE, BACHELOR'S DEGREE, GRADUATE DEGREE, SWAT, FTO, K-9, & SCHOOL RESOURCE OFFICER.

FOR MORE INFORMATION CONTACT SGT. J. MOODY 252-939-3208



BLEET Students & Future KPD Officers

Juvenile Justice - DMC Initiative

Since 2018, the Kinston Police Department has partnered with Lenoir County Schools, Lenoir County Courts, Sheriff, JCPC, and others in addressing over-representation of minority youth in the juvenile justice system. In 2019, the Kinston Police Department applied for and received, a Juvenile Justice Grant to assist with researching and addressing disproportionate minority contacts in the criminal justice system. In 2022, we finished up the City of Kinston DMC Grant.



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 juvenile justice involved with crime 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 over 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.

In 2022, the Kinston Police Department served as a pilot agency for the new You & Five-O for Police Training. Every sworn officer in the agency attended the pilot training session. The pilot program is designed to facilitate mutual trust and communication between police officers and the communities they protect and serve. The purpose of the training is to reinforce life-saving interactions for law enforcement and to underscore its role in protecting residents.

KPD also partnered with Polis Solutions Inc. as well as You & Five-O to bring the Tact, Tactics & Trust (T3) Community Training to Kinston as well as the T3 training for each officer in the agency. Officers completed the eight-hour interactive training course which concentrated on communication, decision-making and other practical skills essential to ensuring that their public interactions are lawful, safe and just.



Training Division

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

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



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

- HAZMAT
- Blood-Borne Pathogens
- 2022 Legal Update
- 2022 Firearms Qualification
- 2022 Domestic Violence Update
- 2022 Ethics Update
- 2022 Practicing Proactive Wellness
- 2022 General Instructor Update
- Incorporating a Co-Response
- Creating a Safety Net
- Raising the Bar: Community Engagement



Detective Coulombe with Retired Lt. Joe Kenda (The Homicide Hunter) at the NC Homicide Conference



The department hosted two separate weeks of Crisis Intervention Training (CIT) where 15 officers were certified as CIT Trained Officers. This makes our department 80% trained as CIT Officers. National Alliance on Mental Illness (NAMI) 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.”

The Kinston Police Department, in partnership with Lenoir Community College also hosted Basic Gang Investigations, Advanced Gang Investigations, the Burden of Command and the Paul Butler Leadership Training Seminar.



Animal Control Division

The Kinston Police Department is committed to providing humane treatment of all animals through education, advocacy and services. 2022 saw a vast increase of 373 more calls for animal control services compared to 2021. 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 2022:



Complaint Type	Jan	Feb	Mar	April	May	June	July	Aug	Sept	Oct	Nov	Dec	Year to Date	2021
* Total # of Animal Complaints	107	105	86	86	116	114	138	122	193	140	123	136	1466	1093
Calls Answered by ACO	61	65	56	42	73	67	87	59	97	86	56	77	826	536
Calls Answered by Patrol	46	40	30	44	43	47	51	63	48	54	67	59	592	557
*Total # of Animal Confined	23	21	39	25	51	62	67	46	55	40	28	49	506	440
Number of Dogs	18	14	32	24	25	33	28	28	16	25	22	35	300	261
Number of Cats	5	7	7	1	26	29	39	18	39	15	6	14	206	179
Number of Other Animals	3	7	1	3	4	4	4	1	2	2	0	0	31	38
*Total Number of Animals Euthanized	3	4	0	2	0	1	1	0	2	2	0	2	17	9
Number of Dogs	1	1	0	0	0	0	1	0	1	1	0	2	7	5
Number of Cats	1	1	0	1	0	0	0	0	0	1	0	0	4	0
Number of Other Animals	1	2	0	1	0	1	1	0	1	0	0	0	7	4
*Number of Bite Reports	2	5	6	4	4	3	2	2	4	5	3	3	43	28
*Number of Traps Set	39	36	3	31	41	34	51	26	18	22	12	10	323	474
*Number of 48 Hr. Notices (Written)	4	3	3	6	7	6	8	4	8	11	8	10	78	60
*Number of Rabies Notices (Written)	2	3	1	0	1	0	4	4	1	0	0	0	16	12
* Patrol Officer Assistance Requests	1	5	2	3	1	0	0	0	0	0	0	0	12	8

K9 Update



Sergeant O. Stewart &
K-9 Brix



Officer L. Miller &
K-9 Nero



Officer S. Dunn &
K-9 Odin

The 2022 Kinston Police Department K-9 Team continued to improve upon their skills and effectiveness from the year before. Each K-9 Team attends 16 hours of monthly in-service training while performing their normal patrol duties and are certified with the North Carolina Police Dog Association.

Our K-9 Teams performed 36 actual tracks during the year which resulted in 16 successful tracks resulting in a success rate of 44.4%. Our K-9 Teams were called upon to assist our partnering law enforcement agencies 14 times during 2022. In addition, our K-9 Teams seized 20 firearms and performed 23 K-9 demonstrations at various community events.

In 2023, the Kinston Police Department plans to purchase two new dogs and two new K9 Vehicles for the agency.

In October 2022, K-9 Odin retired from the Kinston Police Department after serving our community for over 8 ½ years. Officer Dunn and K-9 Odin were a valuable Team within the Kinston Police Department and are credited with the seizure of various amounts of illegal narcotics, the apprehension of several subjects, locating missing persons, the seizure of multiple firearms, performing multiple K-9 demonstrations and assisting in multiple local/state/and federal operations.



“Enjoy your retirement Odin, and thank you for your dedication and service to our community!”

SWAT Update

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 has maintained an average of 10 members and recently welcomed four new members to the team.

TRAINING

Over the past 12 months the SWAT Teams has continued its training efforts that included 96 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 September 2022, the Kinston Police Department was able to host an Advanced SWAT Operator Course for the entire team. This class consisted of 50 hours of specialized realistic training. Members also completed Combat Pistol Training, Tac-Ops East Tactical Training, and participated in the NC Tactical Officers Association SWAT Competition. These very valuable courses allow the Department's SWAT Members to received approximately 190 hours of specialized training.

MISSIONS

The Kinston Police Department SWAT Team participated in numerous SWAT Operations throughout the year. Most of these missions included high risk search warrants and violent criminal apprehension. The SWAT Team is also routinely called to assist the Lenoir County Sheriff's Office Special Response Team for service of high-risk warrants.

UPDATES

As previously stated, the SWAT Team welcomed four new members throughout the year. 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 that will take place in 2023 is a 24-hour Close Quarter Combat as well as a 40-hour Basic SWAT Operator Course for our newest team members.

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.



*Courage * Strength * Honor*

Retirements



Sgt. Kevin Royer

Sergeant Royer began his career with the Kinston Police Department in 2006 and served as a Patrol Officer and Field Training Officer.

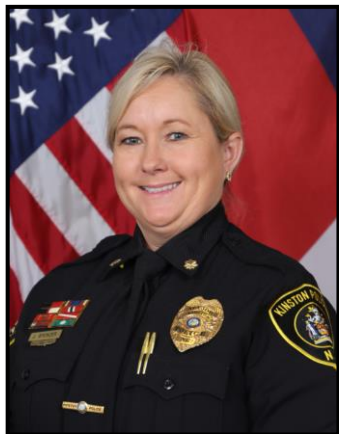
Prior to his promotion to Sergeant in 2019, Sergeant Royer also served as a member of the agency's Gang Unit and played an important role in the Kinston Police Department Gang Unit receiving the Gang Unit of the Year Award in 2014 from the North Carolina Gang Investigators Association.



Master Police Officer Barry Price

MPO Price began his career with the Kinston Police Department in 1992 and served as a Patrol Officer and Field Training Officer.

During his tenure on Patrol, he served as a K9 handler twice and was also a member of the SWAT Team. MPO Price also served as a CSI, Narcotics Investigator and finished his career as the Agency's Animal Control Officer. MPO Price was a two-time Officer of the Year recipient and received numerous citations and awards.



Interim Chief of Police Jenée Spencer

After graduating from East Carolina University in 1993, Chief Spencer began her career as a Patrol Officer with our agency and quickly transferred to our Investigations Division where she served as a Crime Scene Investigator. She was later promoted to Sergeant and later Captain. During her time as a supervisor, she supervised the CSI Unit, a Patrol Squad and also served as Captain over Professional Standards.

In 2017, Chief Spencer was promoted to Major of Support Services and she supervised Patrol and Investigations. In 2021, she was promoted to Interim Chief of Police. Chief Spencer served as the first female Police Chief in Kinston and we are thankful for her service to our agency and community.

Promotions

In the fall of 2022, the Kinston Police Department held a promotion assessment and several officers received promotions. This was due to recent retirements as well as unfilled supervisor positions within the agency. Those officers were:

- Officer Stewart was promoted to Sergeant
- Officer Harrison was promoted to Sergeant
- Officer Hewitt was promoted to Sergeant
- Officer Conner was promoted to Sergeant
- Sergeant Day was promoted to Captain
- Major Goyette was promoted to Interim Chief

KINSTON POLICE DEPARTMENT PROMOTION



SGT. STEWART & BRIX

Sgt. Stewart began his law enforcement career with the Kinston Police Department in 2017 working as a patrol officer, a traffic officer and Field Training Officer. In November of 2018 Sgt. Stewart was selected to join the Canine Unit and work with K9 Brix. Sgt. Stewart has completed hundreds of hours of training including but not limited to Credible Leadership, Crisis Intervention Training, Intoximeter, Canine Handler Training, and annual Canine Certification. Sgt. Stewart has attained his Intermediate certificate from the North Carolina Department of Justice Training and Standards Commission and holds a Bachelor of Science from North Carolina State University.

Congratulations Sgt. Stewart

KINSTON POLICE DEPARTMENTS PROMOTION



SGT. HARRISON

Sgt. Harrison began his law enforcement career with the Kinston Police Department in 2014 working as a patrol officer. While on patrol, Sgt. Harrison worked as a Traffic Officer and a Field Training Officer. In 2017 Sgt. Harrison joined the Criminal Investigations Division serving as a Detective with the Narcotics/Vice Unit. Sgt. Harrison took on the role of Task Force Officer with the United States Marshals Service (Carolinas Regional Fugitive Task Force.) During Sgt. Harrison's time with the Police Department he has attended hundreds of hours of training including but not limited to Credible Leadership, Narcotics Investigation, and Crisis Intervention. Sgt. Harrison has attained his Intermediate Certificate from the North Carolina Department of Justice Training and Standards Commission.

Congratulations Sgt. Harrison

KINSTON POLICE DEPARTMENTS PROMOTION



SGT. HEWITT

Sgt. Hewitt began his career with the Kinston Police Department in 1996 working as a Patrol Officer. Sgt. Hewitt transitioned from patrol to Warrant Officer, to the Gang Unit, to Field Training Officer. Sgt. Hewitt has completed hundreds of hours of training including Crisis Intervention, Gang Investigation, and Credible Leadership. Sgt. Hewitt attained his Intermediate Certificate from the North Carolina Department of Justice Training and Standards Commission and is currently awaiting his Advanced Certificate. Sgt. Hewitt also earned his Associate's in Applied Science in Criminal Justice Technology.

Congratulations Sgt. Hewitt

KINSTON POLICE DEPARTMENTS PROMOTION



SGT. CONNER

Sgt. Conner began his law enforcement career with the Kinston Police Department in 2009 working as a patrol officer and later as a traffic officer. In 2014 Sgt. Conner joined the Criminal Investigations Division and served as both a Crime Scene Investigator and a General Investigator. Within this time Sgt. Conner attained certificates for professional development courses including but not limited to Suicide Investigation, Death Homicide Investigation, Preservation of Biological-DNA evidence, and Latent Fingerprint Comparison. In 2019 Sgt. Conner was assigned as the Criminal Intelligence Officer. Sgt. Conner has attained both his Intermediate and Advanced certificate from the North Carolina Department of Justice Training and Standards Commission and is currently enrolled at Lenoir Community College where he is earning an Associate in Applied Science in Criminal Justice Technology.

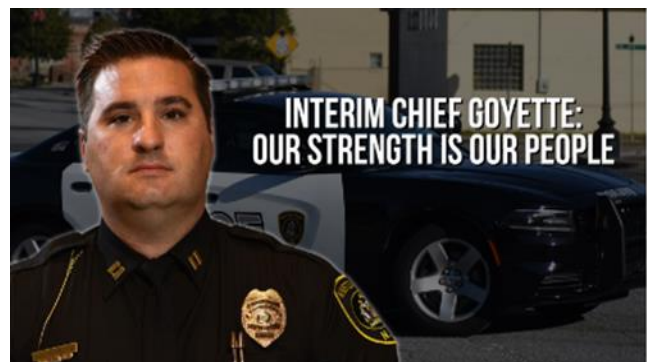
Congratulations Sgt. Conner

KINSTON POLICE DEPARTMENT PROMOTION



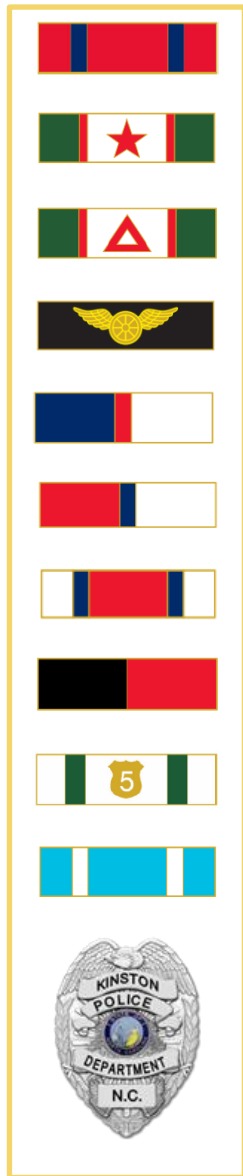
Captain Day began her career in Public Safety in 2009 when she began working as a 911 Dispatcher and then as a Jailer. She received a Bachelor's of Arts in Psychology and Spanish. Captain Day began working at Jacksonville Police Department in 2015 and came to the Kinston Police Department in 2016. She has worked as a Patrol Officer, Detective, Patrol Sergeant, Investigations Sergeant and is currently a Captain on Patrol. She is on the Hostage Negotiation's Team and is also a trained Child Forensic Interviewer. Captain Day has attained both her Intermediate and Advanced Certificate from the North Carolina Department of Justice Training and Standards Commission.

Congratulations Captain Day



**INTERIM CHIEF GOYETTE:
OUR STRENGTH IS OUR PEOPLE**

Agency Awards



Award Type	Staff Member
Supervisor of the Year	Captain Day
Officer of the Year	Officer Gray
Rookie of the Year	Officer Gonzalez
Sgt. R.S. Traffic Award	Officer Stroud
DWI Award	Officer Strickland
DWI Award	Officer Culbreth
Squad – Top Shot	B-Squad
Top Shot Award	Sgt. McLawhorn
Meritorious Duty	Officer Green
Distinguished Unit	C Squad
Distinguished Unit	Investigations
Distinguished Service	Officer Fellows
Distinguished Service	Officer S. Jones
Distinguished Service	Officer Archino
Distinguished Service	Officer Booth
Distinguished Service	Officer Culbreth
Distinguished Service	Officer Delaney
Distinguished Service	Officer Miller
Distinguished Service	Sgt. Stewart
Life Saving Award	Officer Bass
Life Saving Award	Officer Best
Life Saving Award	Officer Dunn
Life Saving Award	Officer Gonzalez
Life Saving Award	Officer Lehr
Progress Award	Captain Ard
Progress Award	Sgt. Brock
Progress Award	Officer D. Rouse
Progress Award	Captain Day
Progress Award	Captain Jenkins
Progress Award	Sgt. McLawhorn
Progress Award	Sgt. Moody
Progress Award	Officer Normile
Progress Award	Sgt. Walker
Progress Award	Officer Wilson

Award Type	Staff Member
Safe Driving Award	Captain Ard
Safe Driving Award	Sgt. Brock
Safe Driving Award	Officer D. Rouse
Safe Driving Award	Officer Dunn
Safe Driving Award	Officer Gray
Safe Driving Award	Captain Jenkins
Safe Driving Award	Sgt. McLawhorn
Safe Driving Award	Officer Normile
Safe Driving Award	Officer S. Jones
Safe Driving Award	Officer Wilson
Safe Driving Award	Sgt. Willis
Pistol Expert	Officer Archino
Pistol Expert	Captain Ard
Pistol Expert	Officer Bass
Pistol Expert	Officer Best
Pistol Expert	Officer Boothe
Pistol Expert	Sgt. Burkett
Pistol Expert	Sgt. Conner
Pistol Expert	Officer Delaney
Pistol Expert	Officer Dunn
Pistol Expert	Officer Fellows
Pistol Expert	Officer Heath
Pistol Expert	Officer Lehr
Pistol Expert	Officer Marshburn
Pistol Expert	Sgt. McLawhorn
Pistol Expert	Captain Metts
Pistol Expert	Officer Miller
Pistol Expert	Sgt. Moody
Pistol Expert	Officer Normile
Pistol Expert	Officer S. Jones
Pistol Expert	Officer Strickland
Pistol Expert	Captain Turner
Pistol Expert	Officer Williams
Pistol Expert	Sgt. Willis
Pistol Expert	Officer Wilson



2022 KPD Officers of the Month



January 2022
Officer Mewborn



Officer Miller
February 2022



Officer Dunn
March 2022



Officer Jones
April 2022



May 2022
Officer Strickland



June 2022
Officer Stroud



July 2022
Detective Gray



August 2022
Officer Fellows



September 2022
Officer Best



October 2022
Officer Jones



November 2022
Officer Gonzales



December 2022
Officer Culbreth



Grants Update

The Kinston Police Department continued its aggressive approach to applying for state and federal grants. In 2023, the KPD received three grants:

1. 2022 KPD Block Grant from the North Carolina Department of Public Safety Governor's Crime Commission in the amount of \$24,200. The purpose of the project is to provide advanced supervisor and executive continuing education for supervisors and administrators within the organization. The Kinston Police Department will utilize the funds from the grant to complete the following:
 - By the end of Year one (total grant year), send all officers to CIT training.
 - By the end of Year one (total grant year), have (11) Sergeants attend either West Point Leadership or FBI-LEEDA Supervisor Training (depending on availability).
 - By the end of Year one (total grant year), have (6) Captains attend the Law Enforcement Executive Program (LEEP).
 - By the end of Year one (total grant year), have two Administrators attend Northwestern University Center for Public Safety Training (online) executive training.
2. 2022 Edward-Byrne Memorial JAG Grant from the BJA in the amount of \$22,168. The purpose of this project is to provide equipment to both, the KPD and the LCSO to assist with investigations as well as provide protection of their officers so each agency can better serve the community.

The Kinston Police Department will utilize the funds from the grant to purchase a BRINC Ball (throw phone) as well as (12) ballistic helmets for our SWAT Team. We will also purchase a 2x4 gas grill that will be utilized for cooking engagements with our community members. The Lenoir County Sheriff's Department will purchase a crime scene camera and software.

3. 2022 LE De-Escalation Grant from the COPS Office in the amount of \$150,000. The purpose of this project is to assist the agency with a Body Worn Camera project as well as agency-wide de-escalation training.



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 five radars through the NCGHSP Step program at no cost to the City of Kinston or the tax payer. The radars are installed in police vehicles for daily use and are used for speed enforcement. For the second year in a row, 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’s traffic enforcement initiatives resulted in the following:



Traffic Crash Investigation:	1,231
Traffic Stops:	11,675
Driving While Impaired Charges:	68
Written Warnings Issued:	2,327
Citations Issued:	8,637



New Initiative – Weekly Crime Stats

When Major Goyette took over the position as Interim Chief, one of the first improvements we made as an organization was the decision to be as transparent as possible as well as increase our social media presence for our citizens. In October of 2022, the Kinston Police Department began posting **Weekly Crime Stats** on our social media sites.



Volunteers

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



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.

Chaplain

KINSTON

POLICE DEPARTMENT

RECOGNITION

The Kinston Police Department would like to recognize Chaplain Carl Cox "The Bearded Chaplain". He is a native of Kinston and has always desired to help those who help others. In 2020 he began a new phase as a Chaplain with hopes of helping others in times of uncertainty. This led him to become Chaplain with KPD in 2022. Chaplain Cox has completed the Billy Graham Associations Law Enforcement Chaplain Training Program, with the emphasis of officer and family support services and he has obtained his certification in Assisting Individuals in Crisis through the Special Response Unit. Thank you for being a part of the KPD team and allowing yourself to be available for those in need.

A photograph of Chaplain Carl Cox, a man with a beard, standing in front of a North Carolina state flag. The flag features the text "MAY 20th 1775" and "N C".



KINSTON
NORTH CAROLINA

Kinston Police Department
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www.kinstonpd.org