

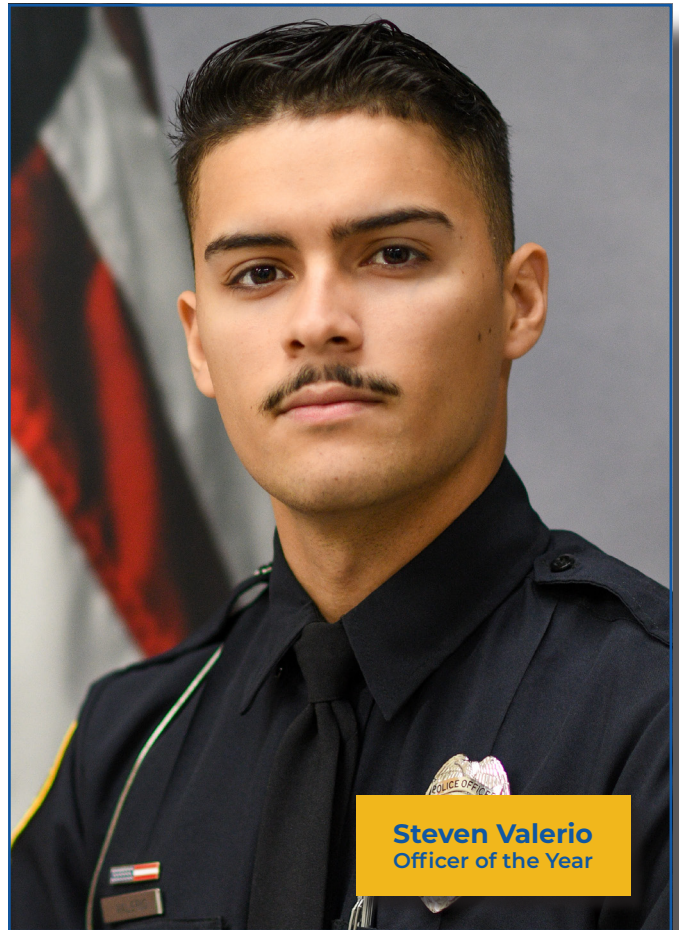


KNIGHTDALE Police Department

2025 ANNUAL REPORT



Erin Carden
Employee of the Year



Steven Valerio
Officer of the Year



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Knightdale Police Chief’s Message

As Police Chief for the Town of Knightdale, I am honored to present our 2025 Annual Report. This report is a comprehensive collection of pictographs and data that highlight the significant work we do to serve our community. By sharing this information, we aim to maintain legitimacy, promote public trust, increase transparency, and foster mutual respect with those we serve. This report offers stakeholders an in-depth look into our organization, showcasing our commitment to professional policing and community partnerships, and our dedication to preserving a high quality of life for our residents.

Transparency remains a cornerstone of our operations, and this report provides insights into our performance in sensitive areas such as citizen complaints, racial profiling, and police use of force. Each component of this report aligns with recognized professional standards for 21st-century policing. It also reflects our status as a [CALEA-accredited agency](#). It highlights our efforts to minimize risks and preserve public trust through initiatives like the [NCLM Law Enforcement List Review](#) and the [NC Law Enforcement Accreditation](#). In fact, during 2025, Knightdale Police Department became the only agency in North Carolina to achieve this trilogy of credentials.

Over the last year, our biggest challenge continued to be the unprecedented growth of our community. Knightdale remains one of the fastest-growing towns in North Carolina, with a vibrant and diverse population. Our public amenities, quality of life, and proximity to the capital make it an attractive place to live, work, and visit. In recent years, our population has swelled to over 23,000 residents. The Town has also authorized the construction of several thousand new residential units, which has the potential to double our population in the coming years. This growth continues to result in an increased demand for police and public safety services.

To meet these demands, we will remain focused on three vital areas: recruitment and retention of personnel, the expansion of public safety facilities, and the incorporation of technology. Despite our efforts to bolster staffing levels to pre-pandemic numbers, we recognize the need to expand our organization’s size and service scope to meet future

needs. The national hiring crisis in policing requires us to be innovative and competitive in attracting and retaining the best talent.

The expansion and renovation of the law enforcement center is almost finished, with phase 1 set for completion in May 2026 and phase 2 slated for completion in October 2026. The new law enforcement center will boast modern amenities across a massive 26,000 square foot structure. This expansion and upgrade will not only meet our operational and workspace needs for the foreseeable future but also serve as a crucial recruitment and retention tool.

The advent of various technologies has also opened new opportunities for improving the level and quality of our services. Our vision includes staffing the agency with dedicated IT personnel, exploring the creation of a local Real-Time Crime Center, deploying technology such as drones and automated license readers, and leading the way in information sharing for the law enforcement community in eastern Wake County. Our challenge ahead is to secure support and funding for these initiatives, while ensuring that we responsibly leverage these technologies in a way that respects individual privacy.

As we look ahead to 2026, we will continue to focus on filling vacancies and adding new staff positions to help us carry out our mission. We look forward to seeing the new law enforcement center completed. We will continue to integrate technology as a force multiplier and as a tool for improving our service delivery. We remain committed to being the best we can be and providing excellent service to our community. On behalf of the men and women of the Knightdale Police Department, I extend a sincere thanks to all our stakeholders for your ongoing support. We are honored and grateful for the opportunity to serve this special community. We hope this annual report demonstrates our commitment to faithfully serving you. Please feel free to reach out with any questions or if we can be of service.


Lawrence R. Capps
 Chief of Police



Our Philosophy of Policing



The opening line of the Law Enforcement Code of Ethics states, “As a Law Enforcement Officer, my fundamental duty is to serve the community; to safeguard lives and property, to protect the innocent against deception, the weak against oppression or intimidation, and the peaceful against violence or disorder; and to respect the Constitutional rights of all to liberty, equality, and justice.”

The Knightdale Police Department strives to embody these tenets. We seek to create a culture of trust, mutual respect, and committed service that benefits both the community and the members of our agency. Over the years, we have framed our entire philosophy of policing around a handful of simple, yet powerful expectations. These guiding principles are known to many as “The Five Rules.” Our devotion to them helps promote quality interactions, sound decision-making, and meaningful outcomes. More importantly, it allows us to foster a positive, high-energy atmosphere where we can realize the vision we have established for ourselves and our community.

“THE FIVE RULES”

- Rule #1:** The mission always comes first. It defines why we exist and for whom we exist. Loyalty to individuals is admirable, but our first duty is to the greater good.
- Rule #2:** We must always possess an unwavering allegiance to the core values of our organization. Our core values are central tenets that identify what we believe to be most important to our role as public servants. This system of values drives our mission, and their weight transcends even the authority of our Police Chief.
- Rule #3:** Tell 100% of the truth 100% of the time. The truth is not always popular or easy. The truth can even come with its own consequences, but the nobility of our profession is built on honesty and integrity. No lies, no exceptions.
- Rule #4:** Honor the oath you took and everything it represents. Know that you are not swearing fidelity to a person, but to protecting the ideals of our Republic and serving the public’s interests. This oath is one of the most important promises you will ever make in your life, so don’t break it.
- Rule #5:** Give your best effort every day. The people you serve deserve nothing less. As the days pass, your work as a police officer will improve and the positive impact you make in the lives of others will grow.

New Employees



Officer C. Mari



Officer J. Lynch



Officer O. Rosario, Jr



Officer S. Jean



Officer T. Cregger



Officer T. Weaver



Officer Y. Salnikov

Employee of the Year

Erin Carden — Employee of the Year



Erin has proudly served with the Knightdale Police Department for 12 years and has been exceptional in her role as Accreditation Manager. Throughout her tenure, she has demonstrated unparalleled dedication to maintaining comprehensive accreditation files while overseeing three rigorous accreditation programs simultaneously: CALEA, NC-LEA, and the League of Municipalities Law Enforcement Risk Review. Managing these concurrent initiatives is extraordinarily complex and requires meticulous coordination of standards, routine audits, and compliance across multiple regulatory frameworks. Erin consistently meets demanding deadlines while navigating evolving requirements with precision and professionalism. Through her expertise and unwavering attention to detail, she helped the Knightdale Police Department achieve a historic milestone becoming the first and only law enforcement agency in North Carolina to earn all three prestigious credentials. This accomplishment not only elevates the department's operational

excellence but also establishes a statewide benchmark for law enforcement agencies. Beyond her internal contributions, Erin was honored as the NC-LEA Mentor of the Year for her selfless guidance to agencies navigating these complex accreditation processes for the first time. Her commitment to mentorship strengthens the profession.

Through her work, Erin consistently exemplifies the highest standards of accountability, integrity, and customer service. She truly represents excellence in public service.



KNIGHTDALE Police Department

Officer of the Year

Steven Valerio — Officer of the Year



Ofc Valerio's dedication and daily example of the department's core values make him a fitting recipient of the 2025 Ryan A. Hayworth Officer of the Year Award. Serving with the Knightdale Police Department since December 2023, he has distinguished himself through both performance and character. Over the past year, he has volunteered for numerous special assignments and community events, consistently exceeding expectations in his daily duties while maintaining a proactive, community-focused approach to policing. His work ethic and commitment to service have made a measurable impact across the Town of Knightdale. He led the department in arrests and investigative reporting, ranked among the top in warrants served, issued the most citations within the Patrol Division, and handled an exceptional volume of traffic stops, DWI arrests, and calls for service—finishing second among all patrol officers in total calls responded to. Colleagues note that what sets him apart is not only his productivity, but the positivity, professionalism, and genuine kindness he brings to every interaction.



KNIGHTDALE Police Department

Promotions



Detective M. Palanek



Detective M. Marderosian



Detective N. Edwards.



Detective Z. Cruz.



Corporal J. Quintanilla



Corporal A. Lennon



Corporal M. Johnson



Sergeant M. Maynard



Sergeant J. Francis



Sergeant R. Glahn

Community Engagement

The Knightdale Police Department is deeply committed to intentional community involvement. Our Community Resources Unit was established with a singular primary mission: engagement. By delivering consistent outreach programs, partnering with local non-profits, and creating daily opportunities for low-stress interaction, we ensure that our officers are not just patrolling the community, but truly a part of it.

In 2025, the Knightdale Police Department reinforced its commitment to transparency and partnership through a mix of beloved flagship programs and exciting new initiatives.

Camp P.R.I.D.E

Our premier character development camp remains one of Knightdale's most anticipated youth programs. Named for our core values - Professionalism, Respect, Integrity, Dedication, and Ethical Conduct - this free camp is a community favorite. Its popularity was on full display this year, with every spot filling in less than 24 hours.



Citizens Police Academy

Trust is the backbone of a safe community. Our nine-week academy provides residents an inside look at the complexities of modern policing. By opening our doors and sharing our processes, we continue to build the mutual understanding necessary for Knightdale to thrive.

Public Safety Day 2025

We expanded our reach this year with the debut of Public Safety Day. This all-ages event gave residents a “behind-the-scenes” look at emergency response which featured public safety professionals, opportunities to explore emergency vehicles, and helpful hints to staying safe.

Shop With a Cop

The holiday season was made brighter through our continued partnership with Walmart. This year, we hosted 10 local families for a Christmas shopping spree. Together with Walmart, we were honored to provide \$3,750 in holiday support to neighbors in need.



The Community Resources Unit believes that the best way to serve Knightdale is to be a visible, approachable part of daily life. In 2025, we focused on meeting our residents where they live, play, and learn.

Bringing the Department to You

From neighborhood parks to local cafes, we prioritized relaxed, fun environments for conversation. Highlights from this year included:

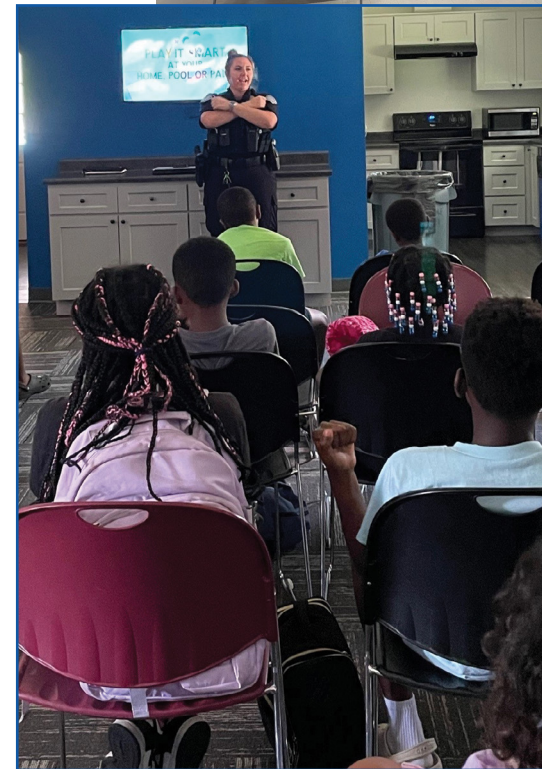
- The Community Trailer: Popping up at local parks to engage with families.
- Coffee with a Cop: Casual morning sessions for residents to share concerns and ask questions.
- Community Cookouts: Bringing neighbors together over a meal to foster unity.

Investing in Our Youth

Our relationship with Wake County Public Schools goes far beyond the halls of the classroom. While our School Resource Officers ensure a safe learning environment, the Department also worked to enrich students' lives through:

- Essential Drives: Collecting school supplies and coats for students in need.
- Water Safety Education: Providing life-saving skills and awareness for Knightdale youth.

In a landmark new partnership for 2025, we joined forces with Corral Riding Academy. This local non-profit provides equine-assisted therapy and holistic education to adolescent girls in high-risk situations, and we are proud to support their mission of empowerment and healing.



Honoring a Legacy: The LiveLikeRyan Foundation

The memory of Officer Ryan Hayworth, who gave his life in service to Knightdale in 2021, continues to inspire our department. We remain deeply committed to the LiveLikeRyan Foundation, which provides scholarships to local youth for the same wholesome opportunities that shaped Ryan's character. <https://www.livelikeryan.com>

To support this mission in 2025, the Department hosted two major fundraisers:

- The LiveLikeRyan 5K: A community run held at the beautiful Knightdale Station Park.
- Charity Golf Tournament: Hosted at the Zebulon Country Club.

Live Like Ryan benefits raised over \$11k between the two events.



2025 Snapshot



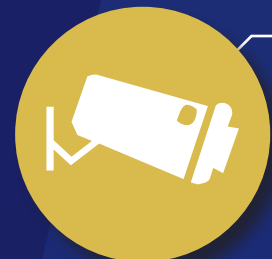
Foot Patrols
4,063



Security Checks
12,824



Total Police Events
30,414



Property Crimes
847



Training Hours
4,797



Priority 0-2 Response Time
4:33 min



Population Served
24,133



Vehicle Accidents
908



Accidents with Injuries
43



Physical Arrests
633



Facebook Followers
15,467



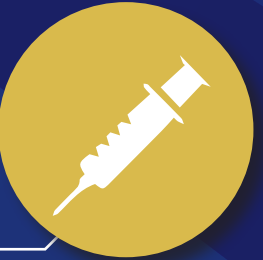
Traffic Stops
4,610



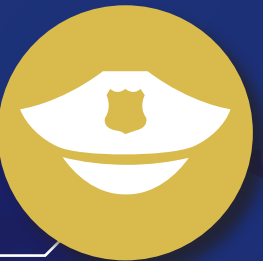
DWI/Alcohol
Related Arrests
109



Sustained Citizen Complaints
0



Logged Property
596



Sworn Officers
44



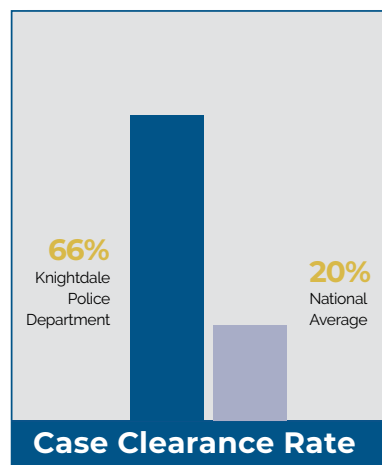
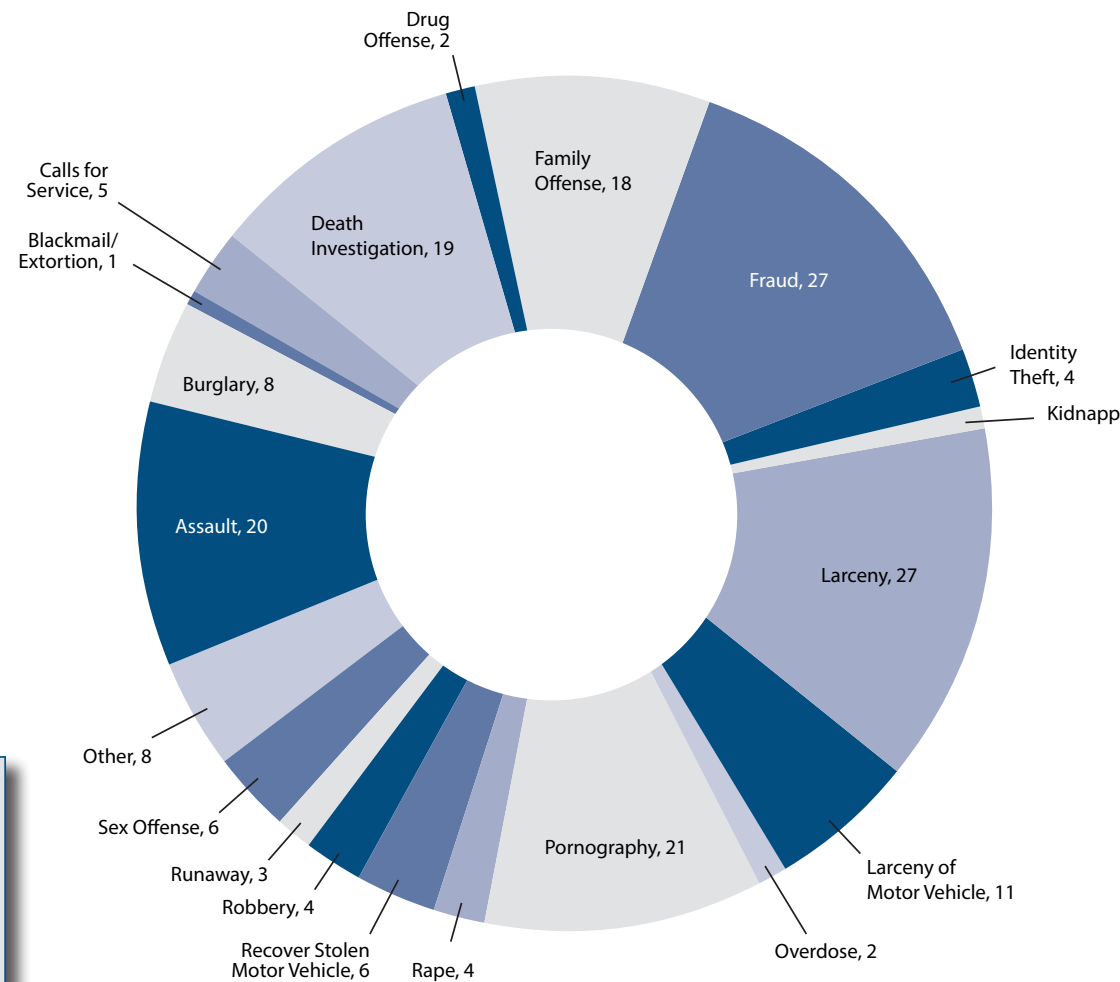
Civilian Personnel
4



Violent Crimes
18

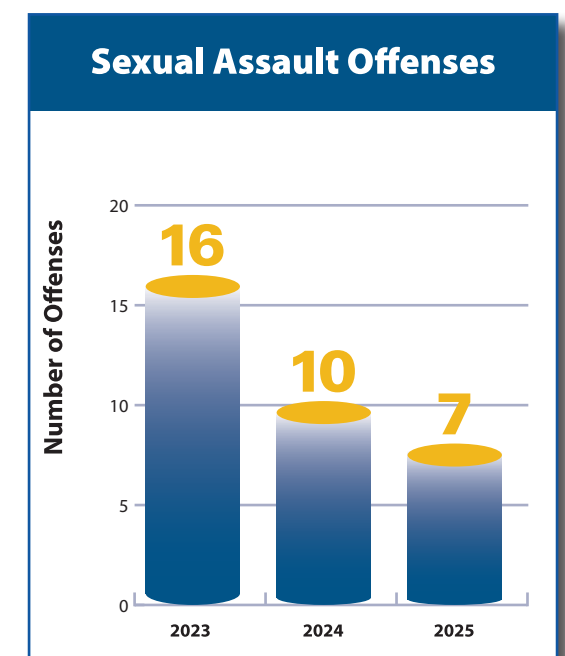
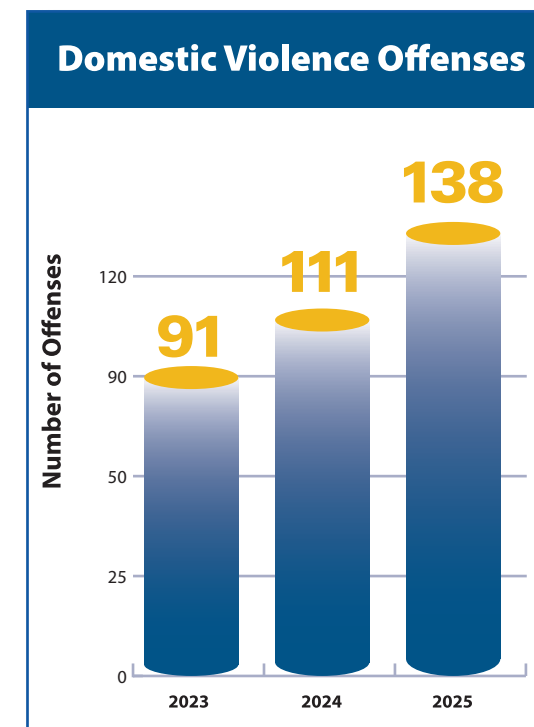
Criminal Investigation Unit

One of the overarching goals of the Knightdale Police Department is to conduct thorough investigations and seek resolutions to criminal activity and quality of life issues for our community. Many of the responsibilities associated with this goal are assigned to the Criminal Investigative Unit. This unit is currently comprised of one Lieutenant, one Sergeant, and five detectives and is dedicated to conducting thorough and professional investigations into incidents of crime as well as working to implement solid crime prevention measures within our community.



Victim Assistance

The Knightdale Police Department has partnered with several organizations to ensure our citizens have the available resources when needed most.



intereact
saving lives rebuilding lives securing safer futures
Interact
919-828-7740

Offers help for victims experiencing domestic violence or sexual assault. Available 24/7.

SAFEchild
919-743-6140
SAFEchild
ELIMINATE ABUSE. EMPOWER FAMILIES.

Works with law enforcement if a child is experiencing neglect or abuse. Offers support services for families.

LEGAL AID OF NORTH CAROLINA
866-219-5262
Legal Aid of North Carolina
866-219-5262

Offers help for victims of domestic violence or are having issues with housing or employment.

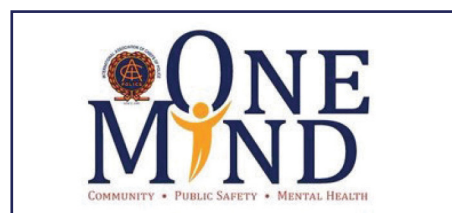
NCVAN
919-831-2857
North Carolina Victim Assistance Network
919-831-2857

Offers information and assistance for victims of crimes and their family members.

Mental Health

The Knightdale Police Department is a recognized member of the **IACP One Mind Campaign.**

The campaign seeks to ensure successful interactions between police officers and persons with mental health disorders and/or intellectual and developmental disabilities.



We have established sustainable partnerships with local mental health organizations, implemented a model policy addressing law enforcement response to people in crisis and/or with mental health issues or disorders, and have met campaign requirements for providing Mental Health First Aid and Crisis Intervention Training.

Crisis Intervention Team



CIT programs create connections between law enforcement, mental health providers, hospital emergency services, individuals with mental illness, and their families. CIT Officers are spread throughout department divisions and squad assignments to ensure the community has access to a CIT officer when needed. Responding CIT officers utilize their knowledge of crisis intervention, mental health issues, de-escalation skills, and resources to provide solutions for those in need. Knightdale CIT Police Officers may be called to the home of a citizen

in need. This could range from those suffering from cognitive impairment to a suicidal ideational crisis. A CIT officer will respond, de-escalate utilizing their training, and provide support by partnering with available resources to provide guidance, provide transport, or call for mobile crisis response to assist in the matter.



Community Mental Health Information and Resources:

<https://nami-wake.org/wp-content/uploads/sites/204/2018/08/mentalhealthservicesguiderevisedaug2016.pdf>

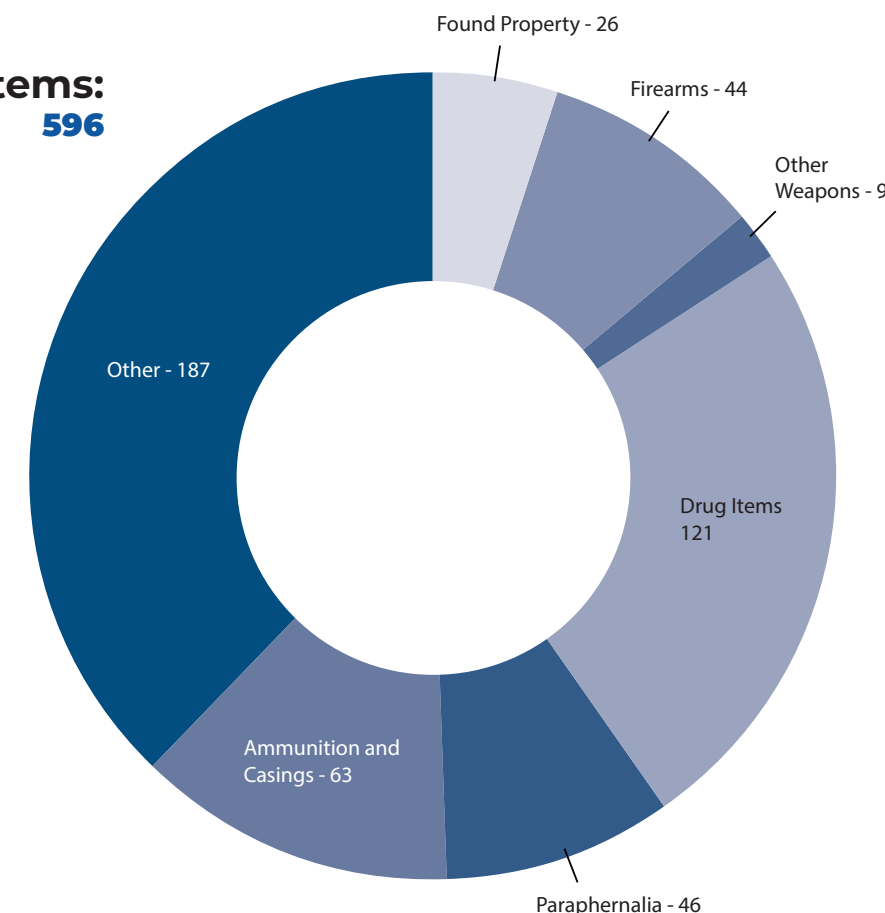
The Knightdale Police Department is committed to ensuring all officers are certified in **Mental Health First Aid.**

<https://mentalhealthfirstaid.org/>

Approximately 80 percent of our departmental personnel have been through Crisis Intervention Team training, and all sworn personnel have taken or have been registered to take de-escalation training to minimize force usage when dealing with individuals suffering from mental illness.

Property and Evidence Unit

Total Items: **596**



Found property such as wallets, cell phones and keys can be turned in at the Police Department — Monday - Friday (8am - 5pm).

The Property and Evidence Unit serves as the department's central repository for all physical items recovered during law enforcement operations. This unit plays a critical role in the integrity of the judicial process, ensuring that the "chain of custody" remains unbroken from the moment an item is collected at a scene to its presentation in a courtroom.



The Knightdale Police Dept recognize the need for community members to have means to properly and safely dispose of unused, unwanted and expired medications. Diverted prescription drugs have become significant community health concern due to their high rate of abuse, illicit resales and accidental overdoses and deaths. In addition, improper disposal of these drugs has proven to present hazards to the environment.

In addition to department-sponsored medication take back events, citizens can stop by the police department during business hours to utilize the prescription drug disposal box to dispose of their unwanted medications. The box is intended for prescription drugs only. We cannot accept needles, liquids or aerosols.

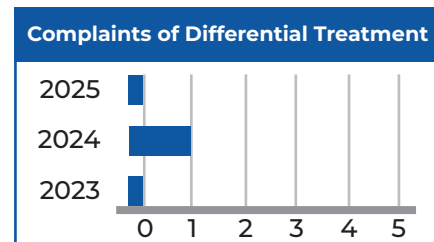
Racial Profiling

The Knightdale Police Department is committed to providing professional policing services, free of bias, while treating all people fairly and equitably.

The Knightdale Police Department prohibits the use of biased police practices by its members. The race, ethnic background, national origin, gender, sexual orientation/identity, religion, economic status, age, cultural group, or any other identifiable characteristic of an individual may not be used as the sole basis for any investigative detention, stop, search, or arrest, seizure or legal forfeiture of any person's property, or any other enforcement action by any member of the Department.

Citizen Complaints of Differential Treatment

There were no complaints of differential treatment in 2025.



Enforcement Actions Pursuant to Traffic Stops

2023	Male	Female	White	Black	Hispanic	Other
Citation	965	720	780	883	372	22
Physical Arrest	59	26	37	48	62	0
Warning	1208	875	864	1189	343	30
No Action	14	10	10	13	3	1

2024	Male	Female	White	Black	Hispanic	Other
Citation	1029	706	857	852	492	26
Physical Arrest	99	24	45	53	25	0
Warning	1109	842	797	1122	297	32
No Action	33	12	19	25	11	1

2025	Male	Female	White	Black	Hispanic	Other
Citation	1693	1110	1010	1178	562	53
Physical Arrest	100	28	37	63	28	0
Warning	1252	995	807	1072	318	52
No Action	49	18	28	21	15	3

Overview of Complaints

Number of Complaints against Department Members
Total – 5

Percentage of Increase from Previous Years – 20%

Number of Complaints forwards to Internal Affairs – 1

Dispositions:

Sustained – 0

(The allegation is true, and the employee's action was inconsistent with directives.)

Not Sustained – 1

(There is insufficient evidence to confirm or refute the allegation.)

Exonerated – 0

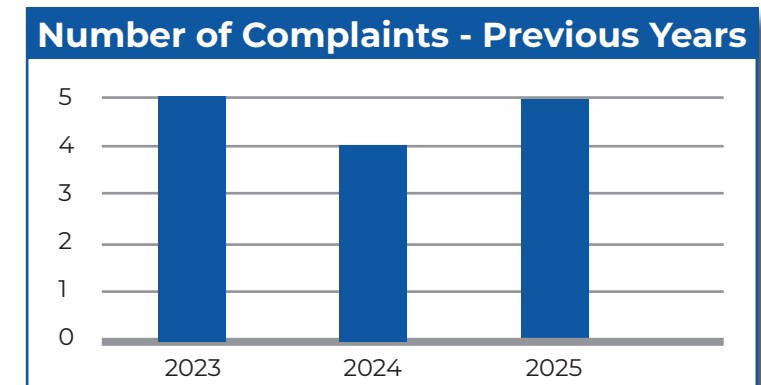
(The allegation is true, but the employee's action was consistent with directives.)

Unfounded – 3

(The allegation is demonstrably false, or there is no credible evidence to support the allegation.)

Policy/Procedure Failure – 1

(The allegation is true, but the employee's action was consistent with directives and there is an indication of a need for review and revision of directives.)



The Knightdale Police Department is committed to building strong relationships with the community. As such, we welcome your compliments or complaints regarding officer performance. Complaints or Compliments are generally directed to the on-duty supervisor. Members of the public may visit the station or call our non-emergency number at 919-217-2261 during business hours and request to speak to a supervisor. Citizens may also email [Deputy Chief Orlando Soto](#) the details of their compliment or Complaint. All complaints against the department or its employees will be documented and investigated fully, to include anonymous complaints.

2025 Training Update

Total Training Hours – **4,797**

State Required Training hours per officer – **24**

Average Training Hours per Officer – **100**

Departmental Instruction – **12**

All Officers Received the following training in 2025:

1. Juvenile Justice Issues: Communication and Engagement
2. Firearms and Re qualifications
3. Legal Update
4. Legislative Update
5. Domestic Violence: Overcoming Elder Abuse and Exploitation
6. Ethics: Increasing Professionalism
7. Active Assailant: Preparation and Response
8. Officer Safety
9. Responding to Traffic Accidents

Additional Training:

1. Radar/Lidar
2. NC Justice Academy Leadership Certification Program
3. Certified Chemical Analyst
4. Drug Recognition Expert Re-certification
5. Crisis Intervention Training
6. FBI Leeda
7. Gracie Survival Tactics
8. Law Enforcement Leadership Academy
9. Officer Survival

Succession Planning

To achieve our succession planning goals, the Knightdale Police Department embraces the following practices and strategies:

- The promotion of formal education in career related fields of study, and assisting employees in leveraging the benefits of the Town's tuition reimbursement program
- Town sponsored graduate level certificate program through the University of Alabama in Conflict Resolution.
- New Supervisor's Training for all newly promoted personnel
- The completion of the FBI Leadership Trilogy course for all personnel holding the rank of Sergeant or above, as well as advanced training in the areas of risk management and law enforcement accreditation; the assignment and management of certain accreditation standards to personnel
- The delegation of command level tasks such as event planning & ICS functions, conducting topical research, preparing annual analyses, or conducting policy reviews
- Emphasizing specialized, subject matter training for topics like grant management/preparation, internal affairs investigations, human resources, budgeting, evidence management, accreditation, and media relations
- The development and delivery of an internal, curriculum based "Leadership Academy"

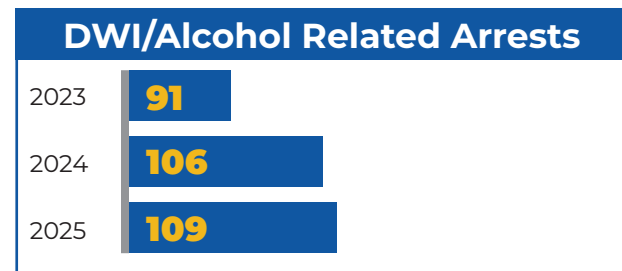
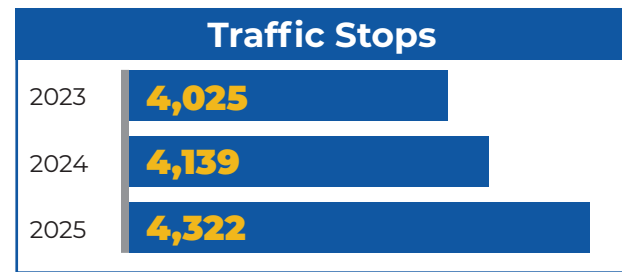
Annually, the Chief of Police delivers the KPD Leadership Development Academy, designed to provide upcoming leaders with valuable insight into the world of organizational leadership and management, tied together with Knightdale's policing philosophy.



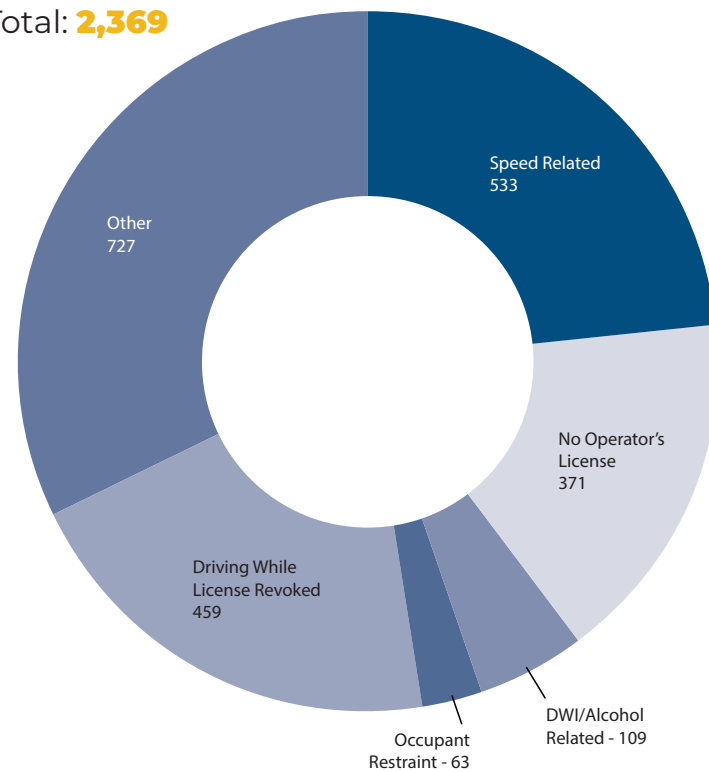
Traffic Safety Unit

A goal of the Knightdale Police Department is to ensure the safe and expeditious movement of vehicle and pedestrian traffic throughout the town.

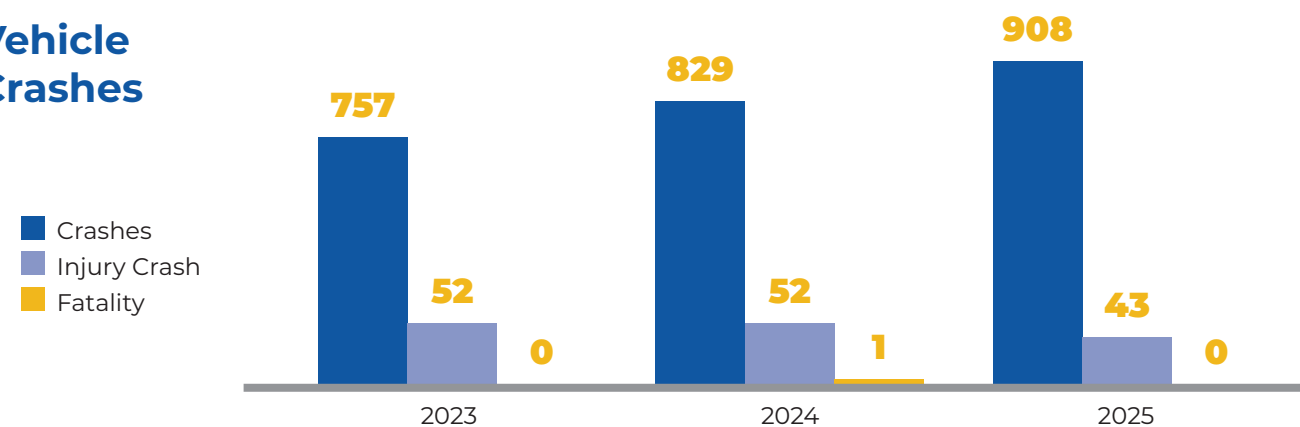
Many of the responsibilities associated with this goal are assigned to the organization's Traffic Safety Unit (TSU). The TSU is made up of 4 officers, consisting of a Sergeant and three Traffic Officers. The Traffic Safety Unit is dedicated to reducing crashes that result in property damage, injuries, and death through a balance of Traffic Safety Education and Enforcement.



2025 Citations
Total: **2,369**



Vehicle Crashes



Police Administration



Deputy Chief Orlando Soto

Deputy Chief Orlando Soto oversees the Knightdale Police Department's Support Services Division, which encompasses the Criminal Investigative, Traffic Safety, Special Operations, and Community Resources Units. In his role, he provides strategic leadership and operational management, ensuring the department upholds the highest standards of professional policing. He is responsible for coordinating organizational activities with local, state, and federal law enforcement agencies, offering executive-level operational and administrative support to the Chief of Police, and overseeing Internal Affairs investigations to maintain accountability and integrity within the agency. Deputy Chief Soto has earned several academic and professional qualifications, including a Bachelor of Science Degree in Criminal Justice from Western Carolina University. He is also a graduate of the 76th Administrative Officer Management Program at N.C. State University, the North Carolina Association of Chiefs of Police Institute, and the North Carolina Justice Academy's Leadership Institute and Leadership Certificate Program. Additionally, he is a recipient of the FBI LEEDA Trilogy Series, along with several department commendations. With 23 years of law enforcement experience, including 13 years of dedicated service to the Knightdale Police Department, Deputy Chief Soto exemplifies a strong commitment to public safety, organizational excellence, and community engagement.



Captain Joseph D. (Danny) Phillips

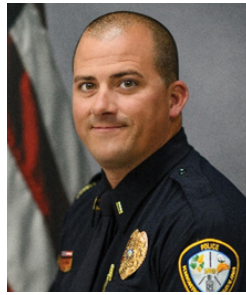
Captain Phillips is the commanding officer of the department's Patrol Division, which makes up the largest division within the organization. Phillips has held numerous roles within the organization, including Patrol Officer, Shift Supervisor, Shift Commander, and Traffic Safety Unit Supervisor. Captain Phillips is a certified instructor, specializing in Implicit Bias and Impartial Policing, Taser, Traffic Incident Management, and Large Truck and Bus Enforcement. Phillips serves multiple statewide oversight committees. Phillips holds several specialized certifications and is the recipient of the FBI LEEDA Trilogy Award. Captain Phillips specializes in operations planning and incident command. He is a graduate of the 95th session of the Administrative Officers Management Program through North Carolina State University. Captain Phillips has been the recipient of numerous awards and commendations throughout his career. Captain Phillips was awarded Officer of the Year in 2018 and serves on multiple boards and committees at both the local and state levels. He is a 28-year Law Enforcement veteran, serving in Knightdale for the last 22 years.



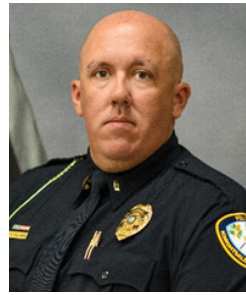
Captain Thomas Cagle

Captain Cagle is the commanding officer over the department's Administrative Division which entails Records, Property and Evidence, Accreditation and Training. Cagle has held numerous roles within the organization, including Patrol Officer, Shift Supervisor, Shift Commander, Watch Commander, K-9 Officer, Field Training Program Coordinator, Law Enforcement General Instructor and Gracie Survival Tactics Instructor. Captain Cagle was awarded the Town of Knightdale ARC award in 2016, Officer of the Year in 2015 and 2019, recipient of the FBI LEEDA Trilogy Award, along with several individual and departmental citations and commendations.

Leadership Team



Lt. Travis Price,
**Patrol Watch
Commander**



Lt. Steven Williams,
**Patrol Watch
Commander**

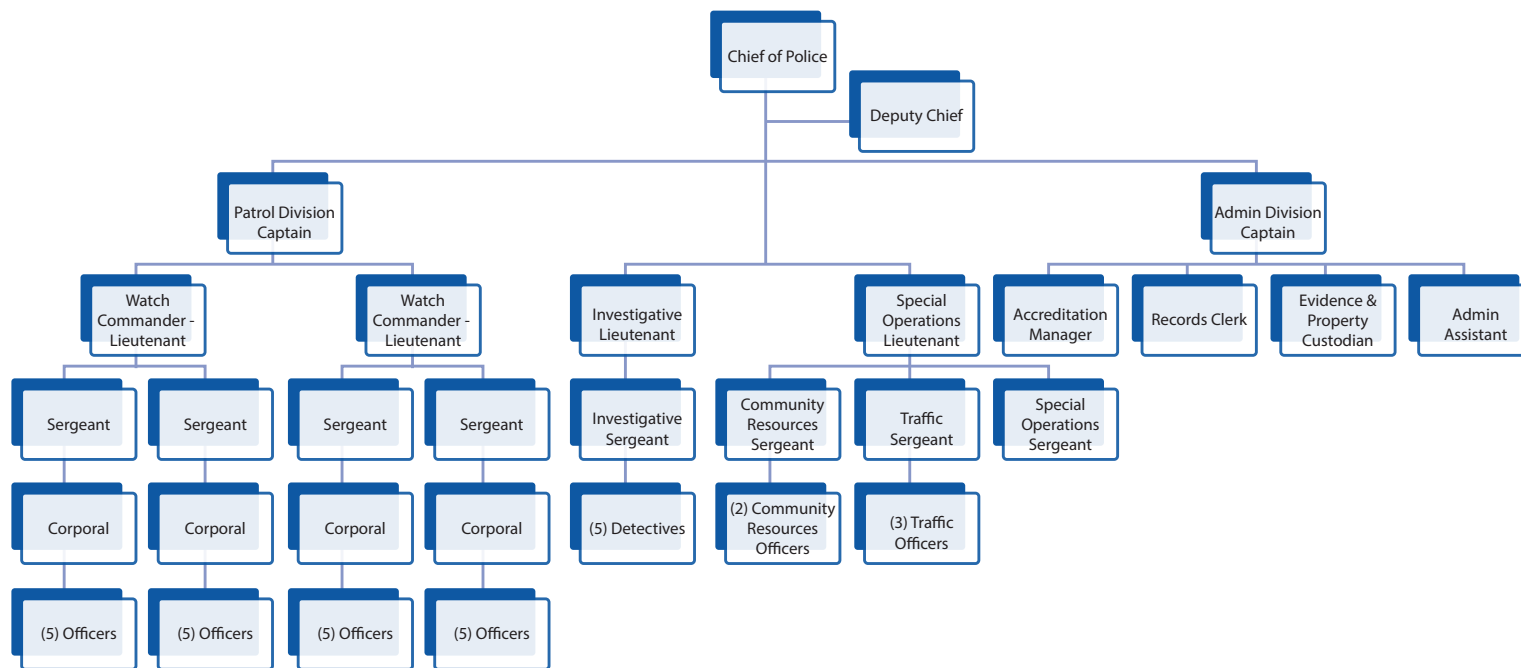


Lt. Ronald Fullerton,
**Special Operations
Unit Commander**



Lt. Jason Bradshaw,
**Investigative Unit
Commander**

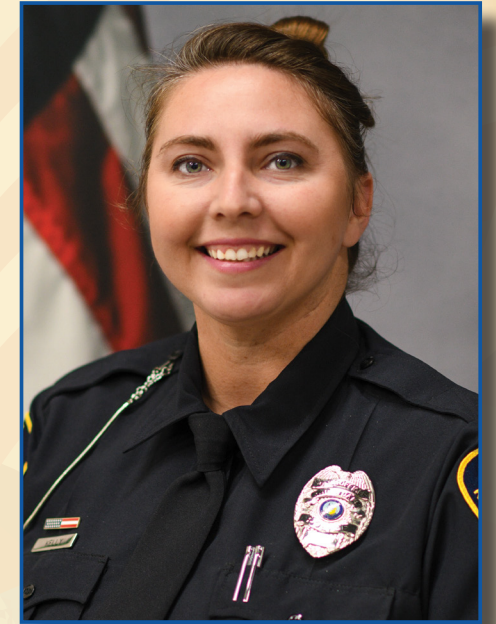
Organizational Chart



ARC Award Winners

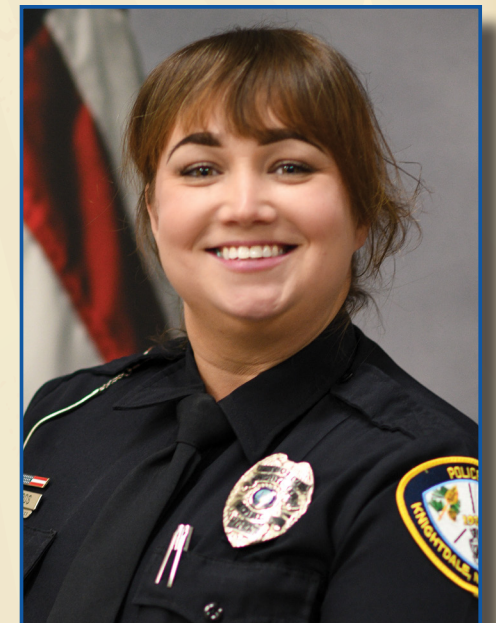
Officer Elizabeth Kelly

Officer Elizabeth Kelly proactively partnered with the Parks and Recreation Department to develop a swimming and water safety education program for the Knightdale and Eastern Wake communities. She went above and beyond her regular duties to organize and deliver these opportunities at the community pool. Due to its success, the program is now set to become an annual initiative. Officer Kelly also played a key role in launching the annual Live Like Ryan Golf Tournament. Both the event and its outreach efforts were extremely well received, reflecting her strong organizational skills and commitment to community engagement. She consistently represents the department with professionalism, enthusiasm, and a positive spirit.



Detective Nichole Edwards

Detective Nichole Edwards exemplifies what it means to go the extra mile. She consistently produces thorough, professional documentation that strengthens the integrity of our cases and reflects her commitment to excellence. In a recent case involving a missing autistic child, Detective Edwards continued her support even after the child was safely located, providing guidance and reassurance to the family during a difficult time. She also regularly volunteers her time after hours to educate and support families, including meeting with parents and their daughter to discuss internet safety. Her dedication, compassion, and professionalism strengthen both our department and the community we serve.



Remembering the Fallen



This publication stands as a tribute to Officer Ryan Hayworth. Though Ryan is deeply missed, his legacy thrives through the lives he touched and the standards he set for our department. In 2025, we paused to commemorate his sacrifice and the heart for service that defined his career. He showed us that the human spirit is at its finest when it is dedicated to others. In 2026, we continue to uphold his memory by answering the call to “Live Like Ryan” in all that we do.

Four years after Officer Ryan Hayworth was killed by an impaired driver who failed to slow down and move over, we honored his legacy with the 2025 “Operation Hayworth.” Held on October 17, this collaborative traffic safety campaign brought multiple agencies together within Knightdale’s boundaries to target dangerous driving behaviors. The operation concluded with 97 violations addressed, reinforcing our resolve to prevent similar tragedies and keep our first responders safe.

Police Facilities Project



Opening Spring 2026



The Town of Knightdale is accepting applications for the position of

POLICE OFFICER

**Increased minimum salary effective July 1, 2025
+ up to \$5,000 recruitment incentive**

Compensation

Entry-Level - **\$65,400**

Senior Officer - **\$68,736**

Master Officer - **\$72,242**

Hiring range - up to \$72,242

Full pay range - up to \$97,372

**Officers may be hired at a probationary salary*

***Must meet the requirements of the Department's Career Development Program for Senior and Master Officer designations*

Special Requirements

- Law Enforcement Certification awarded by the NC Criminal Justice Education and Training Standards Commission
- Valid NC driver's license
- Valid CPR certification
- Ability to obtain specialized training (see detailed job description)

Benefits & Incentives

- Employee medical, dental, and vision insurance premiums paid 100%
- 5% 401(k) contribution by the Town
- 13-14 paid holidays each year
- Paid vacation and sick leave
- Longevity pay
- Education tuition reimbursement
- Take home car program
- POPAT incentive bonus
- Yearly uniform and equipment allowance
- We allow outer carriers, facial hair, and tattoos



Please direct inquiries to
Marcey Bell, HR Director
(919) 217-2221

Marcey.Bell@KnightdaleNC.gov

Visit

www.governmentjobs.com/careers/knightdalenc to view the detailed job description and apply

*Start Something NOBLE
with Knightdale PD*

*The Town of Knightdale is an
equal opportunity employer*