



KNIGHTDALE

Police Department

2022 ANNUAL REPORT



Officer Ryan Hayworth

Our annual publication is dedicated in honor of Officer Ryan Hayworth. Officer Ryan Hayworth's legacy of service continues to live on in our department and throughout our community. Ryan is sorely missed, but we know that a man is never truly gone unless his memory and contributions are forgotten. In 2022, we paused to honor Ryan's memory, reflect on his sacrifice, and pay tribute to his commitment to people. We challenged our community and law enforcement partners to carry on the torch that Ryan passed to us. As we bear this torch, we are reminded that compassionate service to others not only mirrors Ryan's legacy, but it shows the human spirit at its best. And in 2023, we will continue to embrace the call that bears his name – Live Like Ryan!

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Chief's Message



Lawrence R. Capps

As Police Chief for the Town of Knightdale, I have the honor of presenting our 2022 Annual Report. The annual report is a collection of stories, photographs, and statistics highlighting the efforts we undertake to maintain legitimacy, promote public trust, and foster a sense of mutual respect with those we serve. In this report, we provide stakeholders with an extensive look into our organization. The annual report showcases many of the programs and initiatives we use to build strong community relationships. It underscores our commitment to preserving a high quality of life for our residents. This report also affords us the opportunity to be transparent about our performance in sensitive areas such as citizen complaints, racial profiling, and police use of force. Every component of this report is tied to recognized professional standards for 21st century policing and reflects our status as a nationally accredited agency.

I previously remarked that 2022 would serve as a year of recovery and healing for our agency. Over the last year, the profound truth of that statement emerged. Through the adversity of recent years, we have grown wiser, stronger, and more resilient. We have confronted our worst fears but witnessed our courage triumph in the end. We have come face to face with our limitations but have also discovered that we are capable of far more than we ever imagined. We have focused on recovering from past wounds, and our sights are now set on the horizon. We enter 2023 with a sense of renewed hope. And it is this spirit of optimism will spur us onward as we confront the challenges ahead.

The biggest of these challenges is community growth. The Town of Knightdale is a remarkably vibrant and diverse municipality. Our public amenities, quality of life, and proximity to the capitol make it an attractive place to live, work, and visit. As such, Knightdale remains one of the fastest growing communities in North Carolina and the demand for public services is constantly expanding. To keep pace with these demands, our agency will be focusing on three vital areas in the coming years – recruitment and retention of personnel, expansion of public safety facilities, and the incorporation of technology as a force multiplier. Specifically, our agency will be seeking to recover its staffing levels to pre-pandemic numbers, as well as working to broaden our organization's size and scope to meet the needs of the future. Increased workloads, stakeholder expectations, and the evolution of crime all required that we hire and retain the best talent possible. We have also embarked on a major facilities project involving the expansion and renovation of our current public safety complex. Such an expansion is needed to accommodate our operations and personnel for next 20 years, and we hope that our new building reflects the important work that takes place within its walls. Finally, the advent of various technologies means that we must explore opportunities to deploy tools that will aid in enhancing the level and quality of services we provide. Our goal is to find ways to responsibly leverage these technologies while respecting individual privacy.

As we enter 2023, I offer this ongoing pledge: We will always strive to be the best we can be, and our commitment to excellent service will never waver. You deserve it and you are worth it. 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 be the guardians of this special community. We hope you see this annual report as evidence of our commitment to faithfully serve you. Please feel free to reach out if you have any questions concerning this content, and never hesitate to call on us if we can be service.

A handwritten signature in black ink, reading "Lawrence R. Capps". The signature is stylized with a large, flowing "L" and "C".

Lawrence R. Capps
Chief of Police

Police Administration



Deputy Chief Orlando Soto

Deputy Chief Soto oversees the Support Services Division, which encompasses the Criminal Investigations Unit, Traffic Safety Unit, and Community Resources Officers. Deputy Chief Soto provides leadership and management to the Police Department, coordinates organizational activities with local, state, and federal law enforcement agencies, and provides executive level operational and administrative support to the Chief of Police. In addition, Deputy Chief Soto ensures that representatives of the agency adhere to the highest level of professional policing standards and oversees Internal Affairs investigations.

Deputy Chief Soto earned a bachelor's degree in Criminal Justice from Western Carolina University and is a graduate of the 76th Administrative Officer Management Program at N.C. State University.

Deputy Chief Soto has served with the Knightsdale Police Department for ten years and has 20 years of experience in law enforcement.



Captain Joseph D. (Danny) Phillips

Captain Phillips is the commanding officer over 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 Law Enforcement Instructor, specializing in Implicit Bias and Impartial Policing, Traffic Incident Management and Large Truck and Bus Enforcement. Phillips holds several specialized certifications and is the recipient of the FBI LEEDA Trilogy Award. Captain Phillips serves as the Incident Commander for both planned and un-planned operations and special events while maintaining the organizations professional partnerships and cooperation with community members and other local, state, and federal law enforcement agencies.

Captain Phillips was awarded Officer of the Year in 2018 and has been the recipient of numerous departmental citations and commendations throughout this career.

Captain Phillips is a 25-year Law Enforcement veteran and has served Knightsdale for the last 20.



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 Knightsdale 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. Ron Fullerton

Patrol
Watch
Commander



Lt. Steven Williams

Patrol
Watch
Commander



Lt. Travis Price

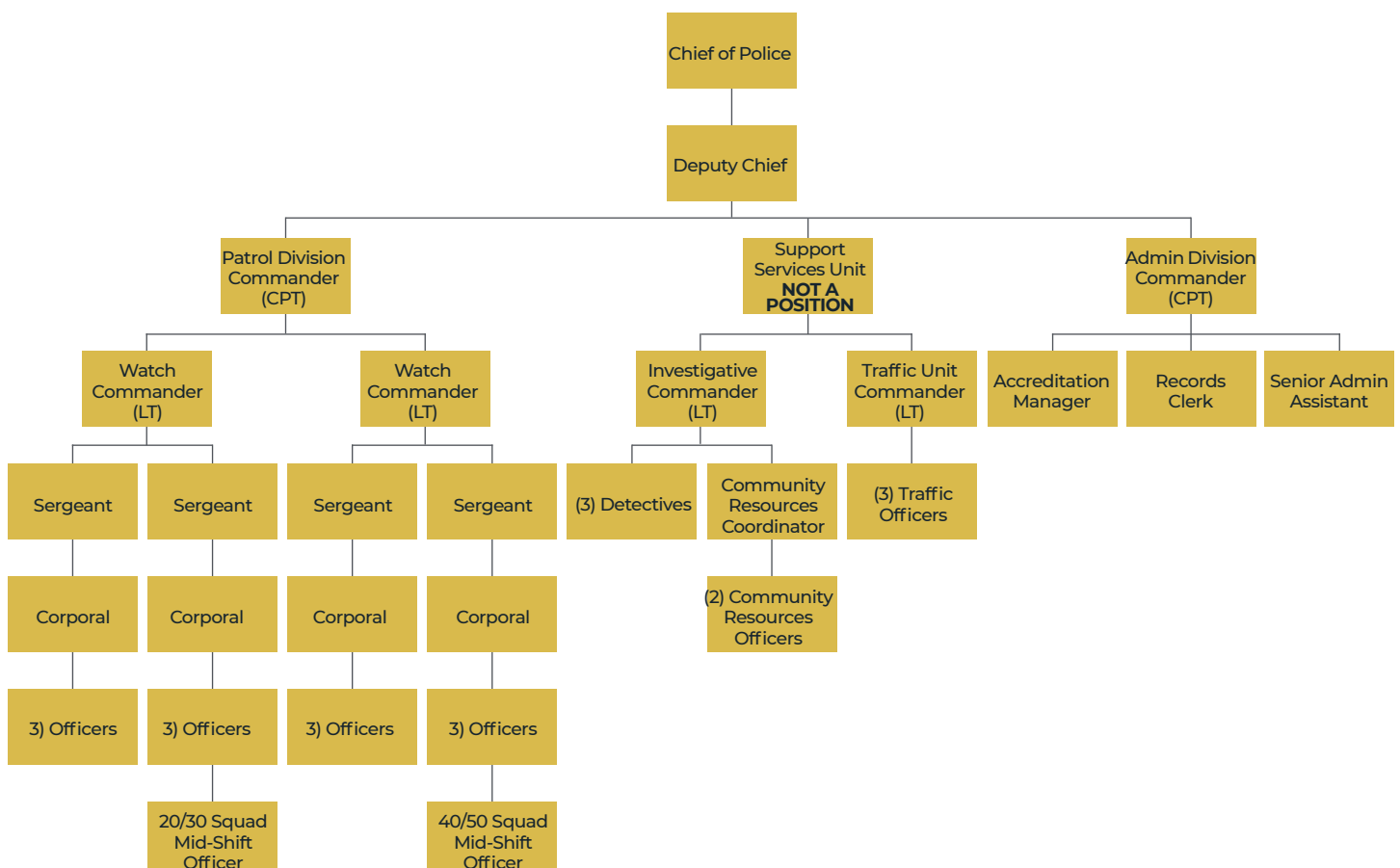
Traffic
Unit
Commander



Lt. Jason Bradshaw

Investigative
Unit
Commander

Organizational Chart



Law Enforcement Code of Ethics

"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 men to liberty, equality and justice. I will keep my private life unsullied as an example to all and will behave in a manner that does not bring discredit to me or to my agency. I will maintain courageous calm in the face of danger, scorn or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed in both my personal and official life, I will be exemplary in obeying the laws of the land and the regulations of my department. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty.

I will never act officiously or permit personal feelings, prejudices, political beliefs, aspirations, animosities, or friendships to influence my decisions. With no compromise

for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force or violence and never accepting gratuities.

I recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of police service. I will never engage in acts of corruption or bribery, nor will I condone such acts by other police officers. I will cooperate with all legally authorized agencies and their representatives in the pursuit of justice.

I know that I alone am responsible for my own standard of professional performance and will take every reasonable opportunity to enhance and improve my level of knowledge and competence.

I will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession... law enforcement."



Mission

Ensuring the Safety and Security of All Who Live, Work and Visit the Town of Knightdale through Professional Policing and Community Partnerships.

Core Values

All employees of the Knightdale Police Department are expected to consistently demonstrate the agency's Core Values through their daily job performance and interaction with the public. Our Core Values are central tenets that identify what we believe to be most important to our role as public servants, and it is a belief system that drives our overall mission.

It is no coincidence that our Core Values – Professionalism, Respect, Integrity, Dedication and Ethical Conduct – form PRIDE. The pride we take in our chosen profession is not driven by vanity, but by the sense of sacred honor that comes with being a part of something that is bigger and more important than ourselves.

Professionalism is not only a commitment to our professional appearance, but to our competency and expertise as well. Our uniforms, vehicles, offices, and equipment will be maintained in a clean and professional manner. Our conduct, in deed and voice, will also be professional at all times. We remain committed to advancing our skills and knowledge in order to provide the best police services possible to

the citizens of this community. We are dedicated to being respectful during our interactions with fellow officers, other Town employees, and the public we serve.

We will demonstrate our integrity and dedication through our daily work ethic and productivity. We will give our best effort in all of our tasks and commit to doing the best job possible. Everything we do will be commensurate with highest of ethical standards. We will adhere to and enforce the law in accordance with the Constitution and our oaths of office. We will always conduct ourselves in a manner that is consistent with our oaths and the Law Enforcement Code of Ethics.

These values are the principles to which every member pledges their allegiance. We commit to holding one another accountable for our allegiance to these values, and call on our stakeholders to do the same. In doing so, we can ensure that the Knightdale Police Department is an agency that fosters a positive, high energy atmosphere in which to accomplish the goals and objectives we have established for ourselves and our community.

“The Chief’s Five Rules”

- 01** Remember: loyalty to individuals is fine, but the mission comes first – always. No single individual is more important than the mission.
- 02** You must possess an unwavering allegiance to the core values of our organization. They transcend even my authority as your Police Chief.
- 03** Tell 100% of the truth 100% of the time. No exceptions.
- 04** Honor the oath you took and everything it stands for. It is one of the most important promises you'll ever make in your life, so don't break it.
- 05** Give your best effort every day. The people you serve deserve nothing less. As the days pass, your effort and your overall work as a police officer will get better and better.

2022 Snapshot



8,117

Dispatched Calls



25,643

Officer Initiated Calls



33,665

Total Calls



484

Property Crimes



3,451

Training Hours



5 min

Priority 0-2 Response Time



20,033

Population Served



762

Vehicle Accidents



51

Accidents with Injuries

**42**

Violent Crimes

**591**

Arrests

**11,411**

Facebook Followers

**3,237**

Traffic Stops

**72**

DWI Arrests

**1**Sustained Citizen
Complaints**604**

Logged Property

**37**

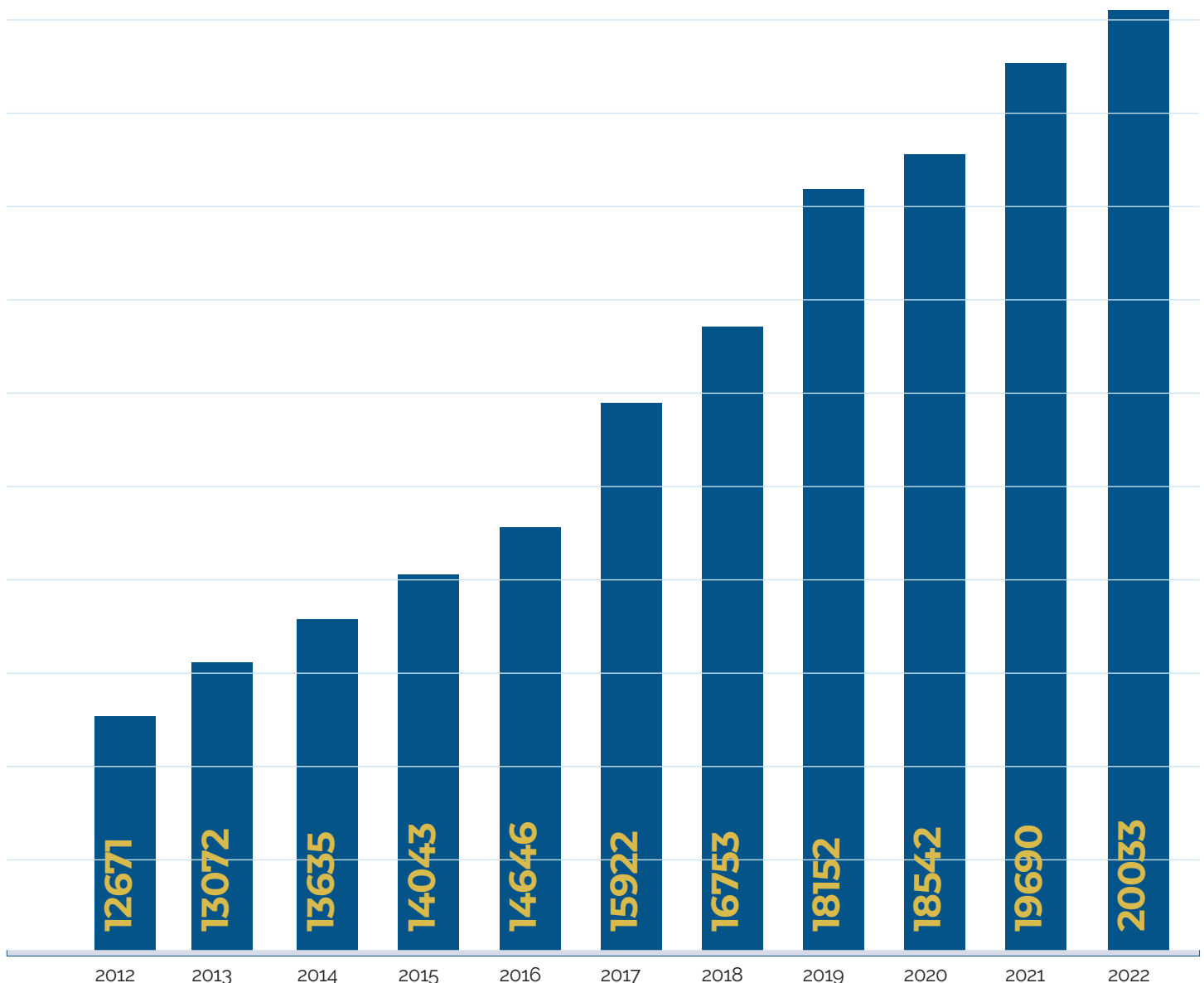
Sworn Officers

**3**

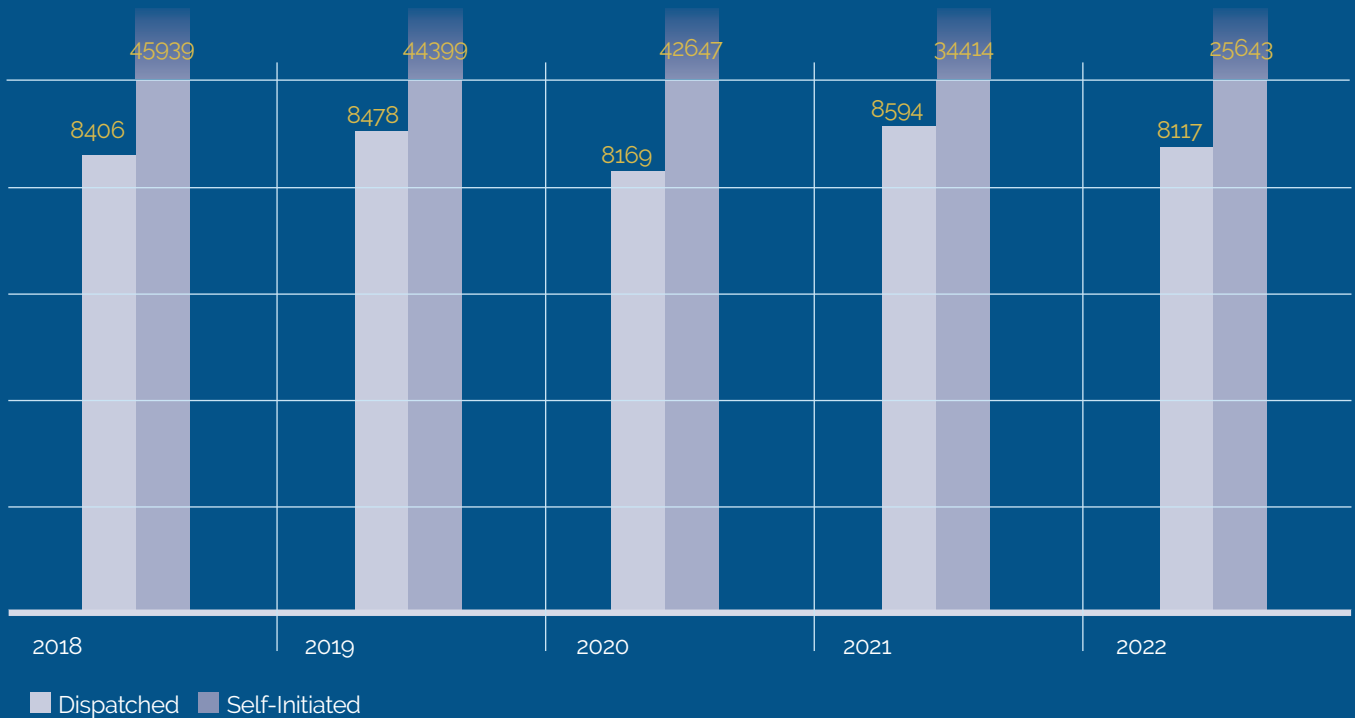
Civilian Personnel

Population at Year End

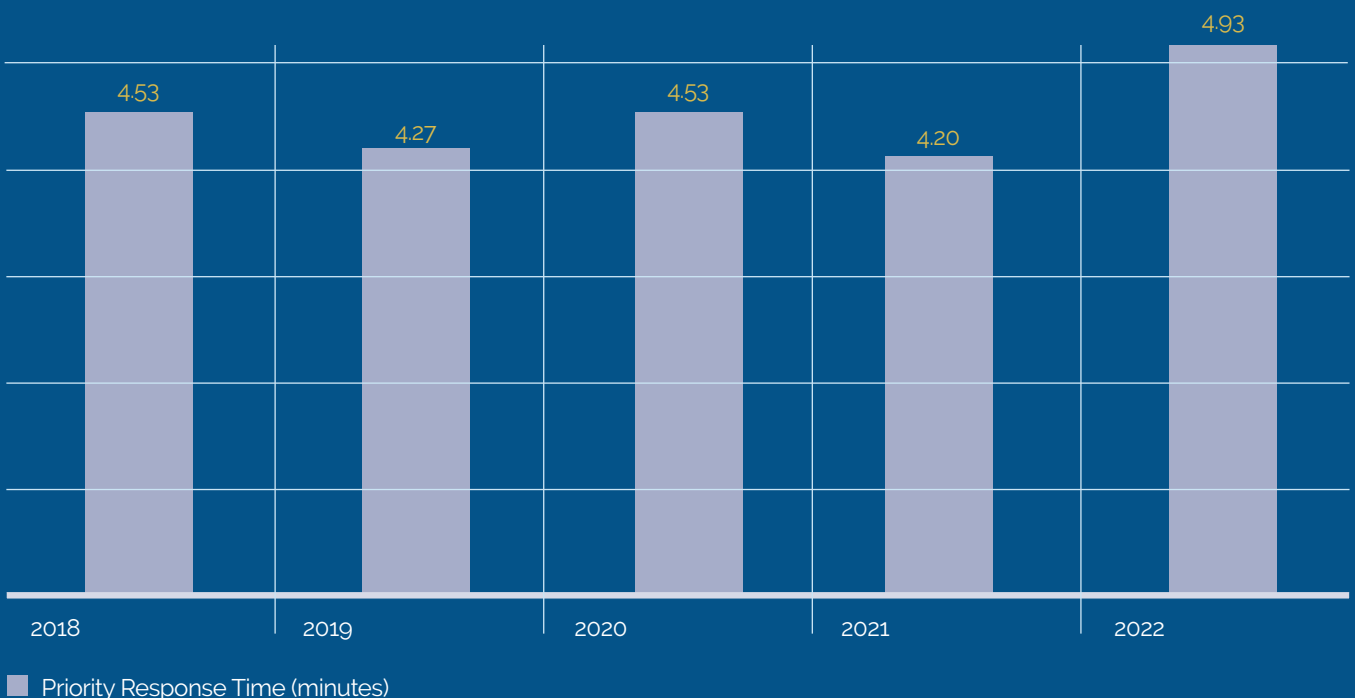
Knightdale's proximity to the greater metro area of Wake County has virtually ensured its growth in the coming years. Projections from the Town's Development Services Department indicate that Knightdale is likely to exceed a population of 30,000 by the year 2031.



Calls for Service

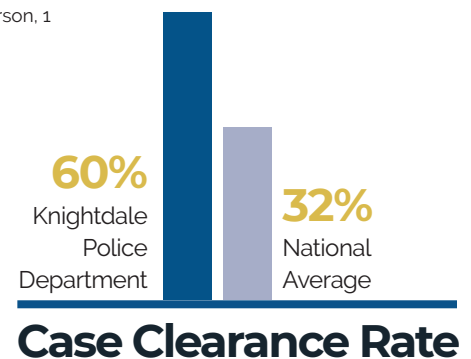
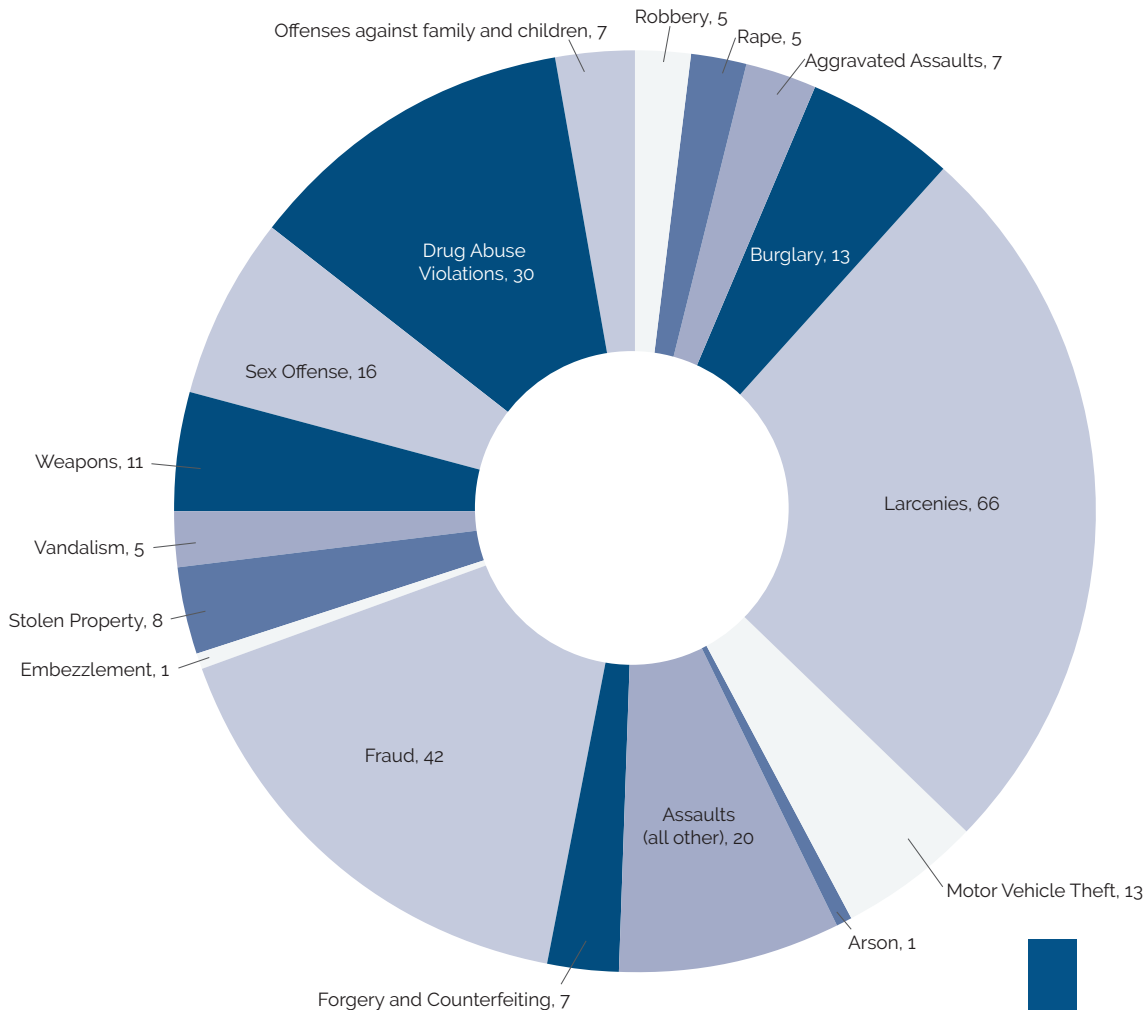


Response Times



Criminal Investigative Unit

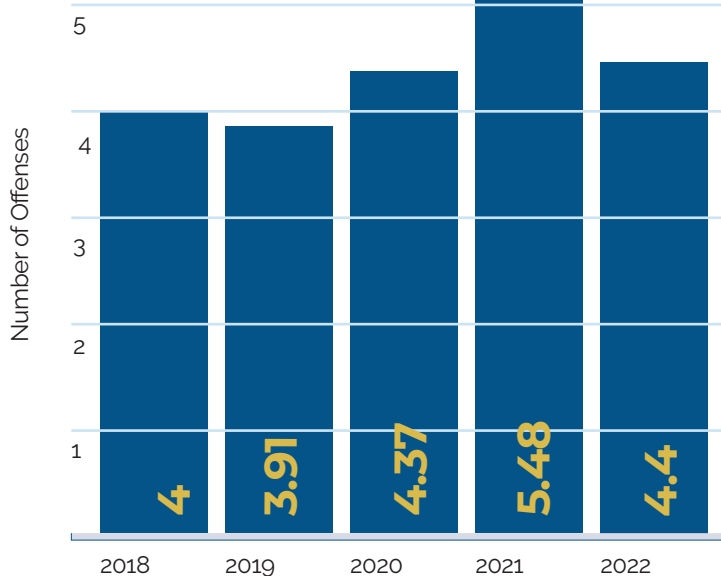
One of the overarching goals of the Knightdale Police Department is to conduct thorough investigations and seek resolutions to criminal activity and quality of life issues for our community. Many of the responsibilities associated with this goal are assigned to the Criminal Investigative Unit. This unit is currently comprised of one Lieutenant and three 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.



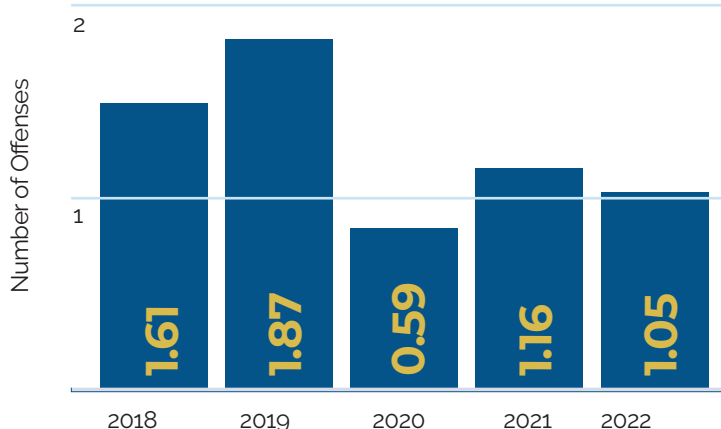
Victim Assistance

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

Domestic Violence Offenses
(Per 1,000 Residentes)



Sexual Assault Offenses
(Per 1,000 Residentes)



**InterAct
(919-828-7740):**

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



**Legal Aid of
North Carolina
(866-219-5262):**

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



**SAFEchild
(919-231-5515):**

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



**North Carolina
Victim Assistance
Network
(919-831-2857):**

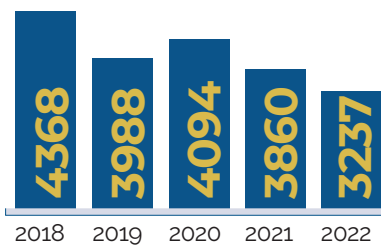
Offers information and assistance for victims of crimes and their family members.

Traffic Safety Unit

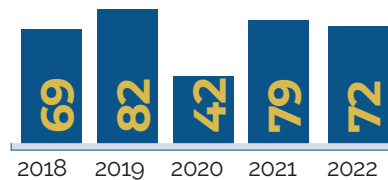
A goal of the Knightsdale Police Department is to ensure the safe and expeditious movement of vehicle and pedestrian traffic throughout the town.

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 Lieutenant 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.

Traffic Stops

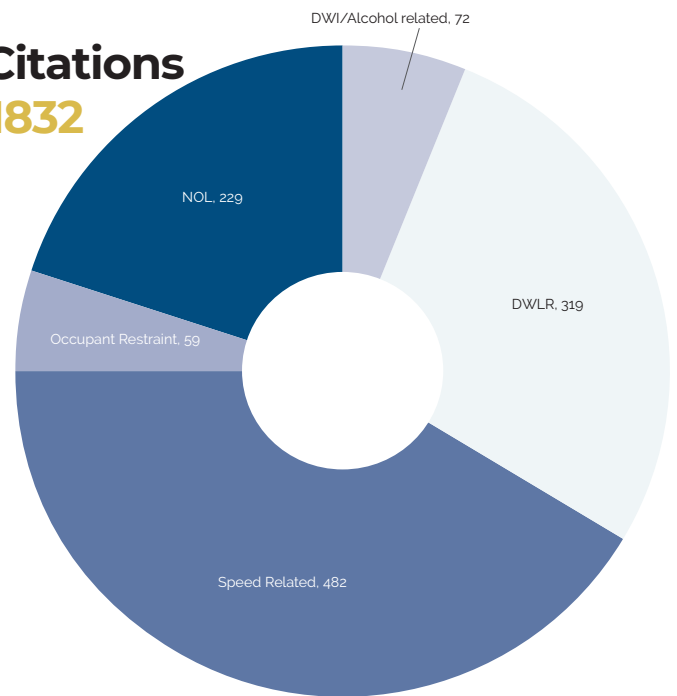


DWI/Alcohol related driving offenses

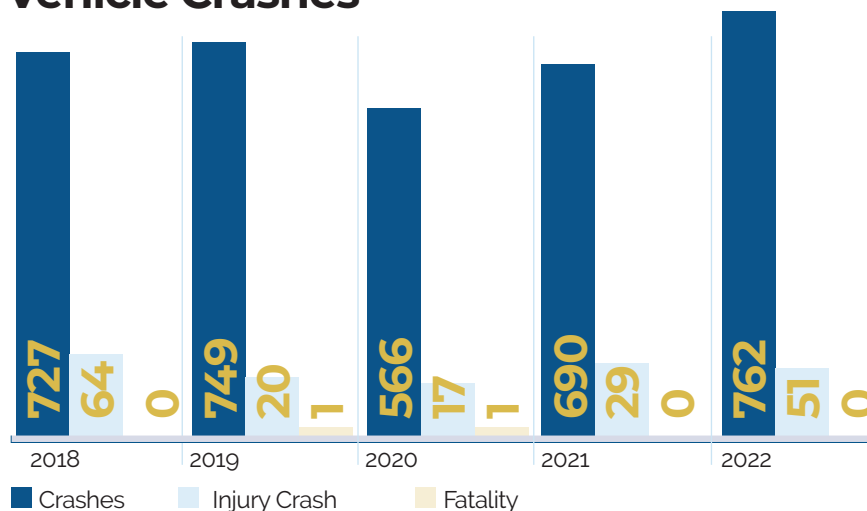


2022 Citations

Total: **1832**



Vehicle Crashes

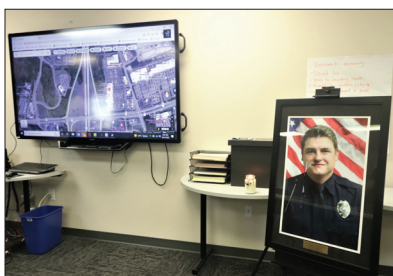


Operation Hayworth

On October 17, 2022, one year after losing our very own, Officer Ryan Hayworth to an impaired driver who failed to slow down and move over, our agency hosted “Operation Hayworth.” This multi-agency traffic campaign was held on Interstate 540, lasted two hours and produced a total of 167 violations.

Participating Agencies:

- Apex PD
- Cary PD
- Garner PD
- Fuquay Varina PD
- Holly Springs PD
- Knightdale Fire Department
- Knightdale Police Department
- Morrisville PD
- NCDOT
- NC FTA BAT
- Raleigh PD
- Rolesville PD
- Wake County Sheriffs Office
- Wake Forest PD
- Wendell PD
- Zebulon PD



October 15, 2022 was proclaimed “Slow Down Move Over Day” in North Carolina by Governor Roy.

138

Move over violations

9

NOL

7

DWLR

11

Miscellaneous traffic violations

2

Child Restraint Violations

Racial Profiling

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

This objective is met by being transparent and inclusive in all matters of business pertaining to the organization.

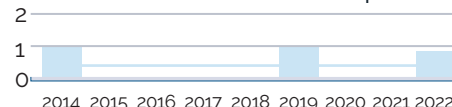
Officers completed Anti-Bias Policing Parts 1 and 2 through the NC League of Municipalities in 2020, Implicit Bias training in 2021 and Juvenile Minority Sensitivity Training in 2020 and 2022.

Enforcement Actions Pursuant to Traffic Stops

2018	Male	Female	White	Black	Other	Hispanic
Citation	38.1%	37.9%	40.3%	35.8%	46.3%	47.0%
Physical arrest	2.5%	1.1%	1.9%	2.0%	0.0%	2.7%
Warning	57.5%	59.9%	55.8%	60.9%	52.5%	47.9%
No action	1.9%	1.2%	2.0%	1.2%	1.3%	2.4%
2019	Male	Female	White	Black	Other	Hispanic
Citation	42%	41%	42%	41%	46%	52%
Physical arrest	3%	1%	2%	3%	1%	3%
Warning	53%	57%	55%	55%	51%	44%
No action	1%	1%	1%	1%	1%	0%
2020	Male	Female	White	Black	Other	Hispanic
Citation	47%	44%	48%	43%	60%	54%
Physical arrest	4%	1%	2%	2%	1%	3%
Warning	63%	55%	48%	52%	37%	42%
No action	1%	1%	1%	1%	0%	1%
2021	Male	Female	White	Black	Other	Hispanic
Citation	48%	46%	48%	48%	39%	56%
Physical arrest	3%	1%	2%	2%	2%	2%
Warning	21%	53%	49%	50%	60%	41%
No action	1%	1%	1%	1%	0%	1%
2022	Male	Female	White	Black	Other	Hispanic
Citation	823	527	586	747	17	274
Physical arrest	44	19	23	40	0	17
Warning	916	688	717	887	17	229
No action	13	5	9	9	0	2

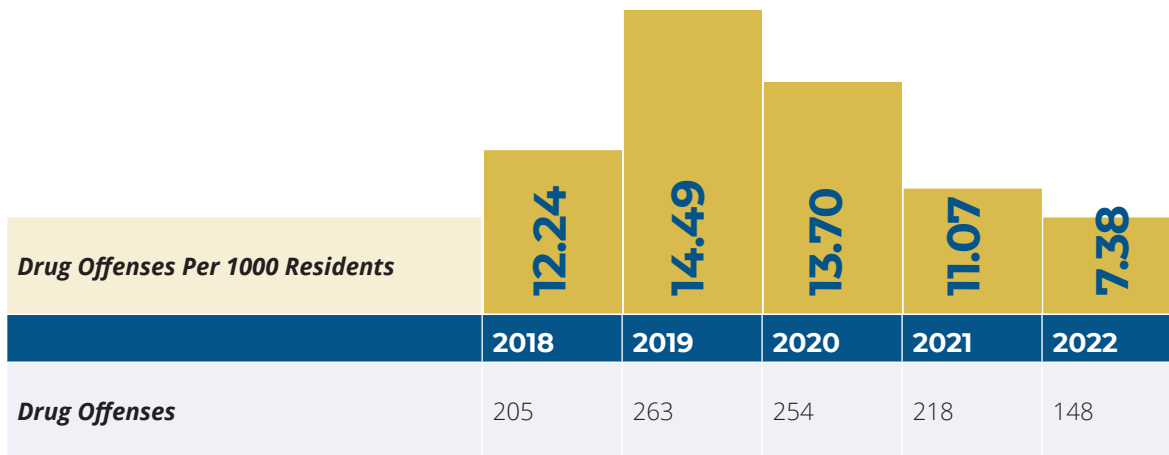
Citizen Complaints

Differential Treatment Complaints



There was 1 complaint of differential treatment filed in 2022. After investigation, the complaint was unfounded, and deemed demonstrably false, with no credible evidence to support the allegation. There were no differential treatment complaints filed in 2021 or 2020; however, there was 1 complaint filed in 2019. The 2019 complaint was also deemed unfounded, with body worn camera footage serving as the key piece of exonerating evidence showing that our officers did not engage in any form of biased based policing practices. Only 1 other complaint of differential treatment was filed in 2014, which was later withdrawn. It is important to note that these 3 complaints (2014, 2019, and 2022), are the only 3 complaints related to biased based policing against our department over the last ten years.

Drug Offenses

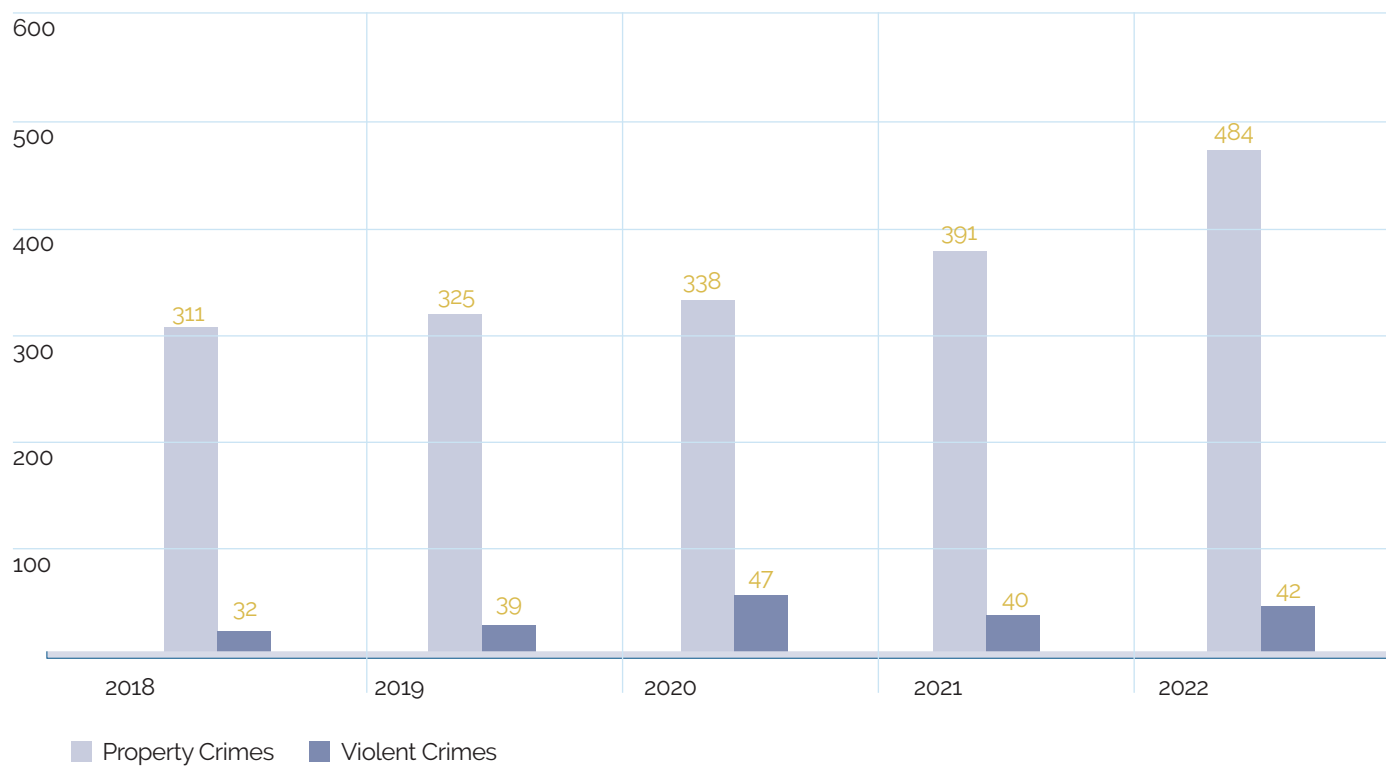


The Knightdale Police Department recognizes the need for community members to have a means to properly and safely dispose of unused, unwanted, and expired medications. Diverted prescription drugs have become a significant community health concern due to their high rate of abuse, illicit re-sales, and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

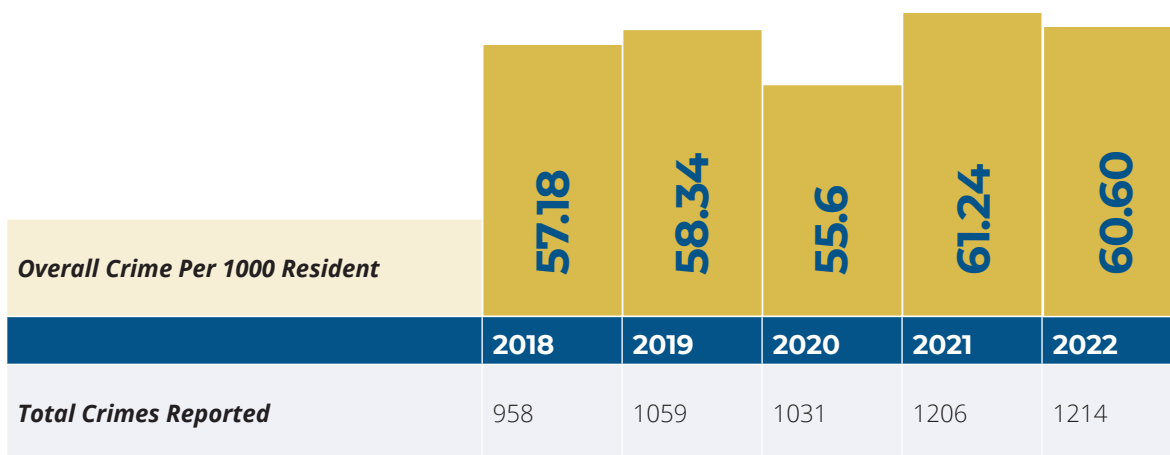
In addition to department sponsored Medication Takeback Events, citizens can stop by the police department during business hours to utilize the Prescription Drug Disposal Box to dispose of their unwanted medications. The box is intended for prescription drugs only. We cannot accept needles, liquids, or aerosols.



Crime Trends



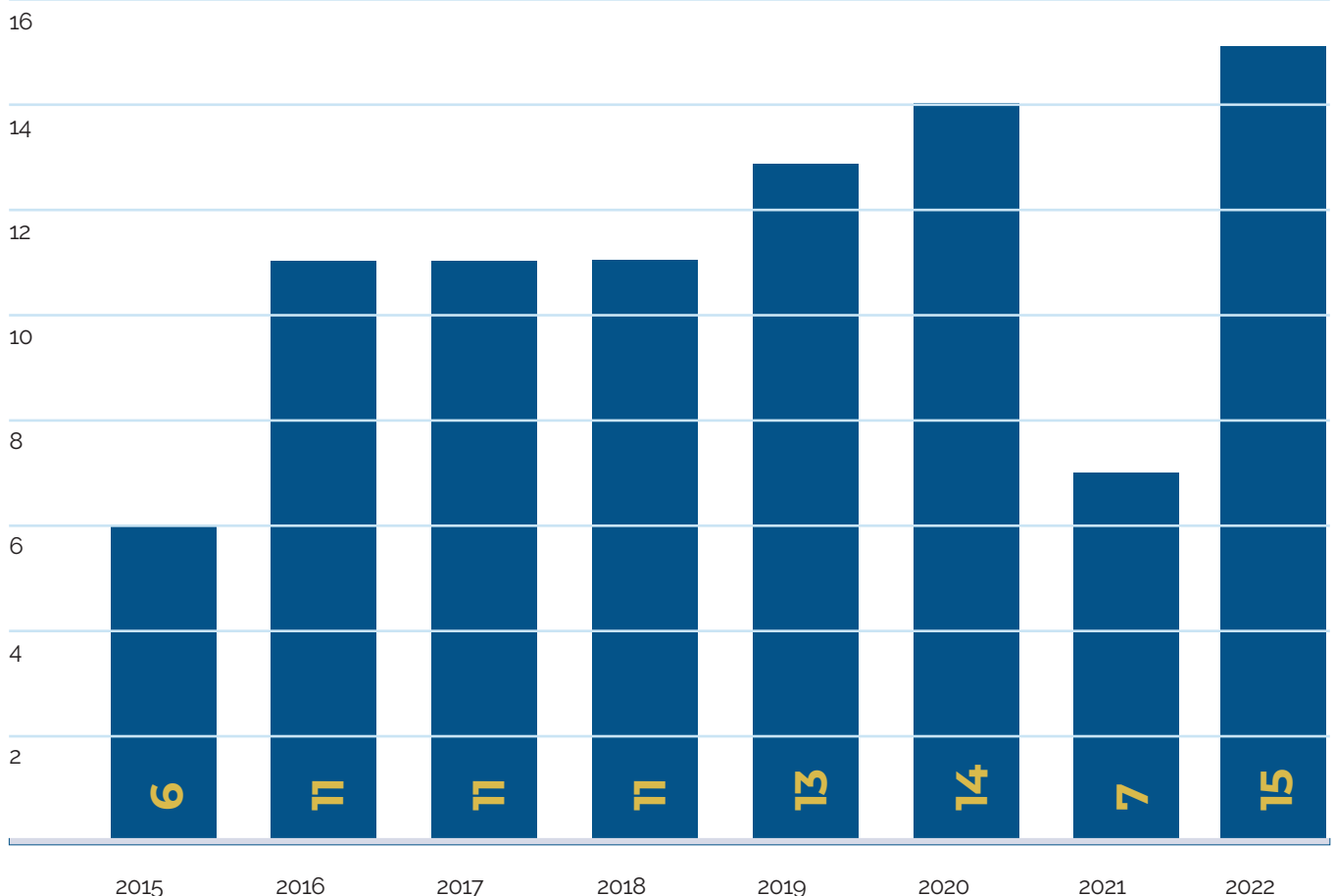
Overall Crime Trends



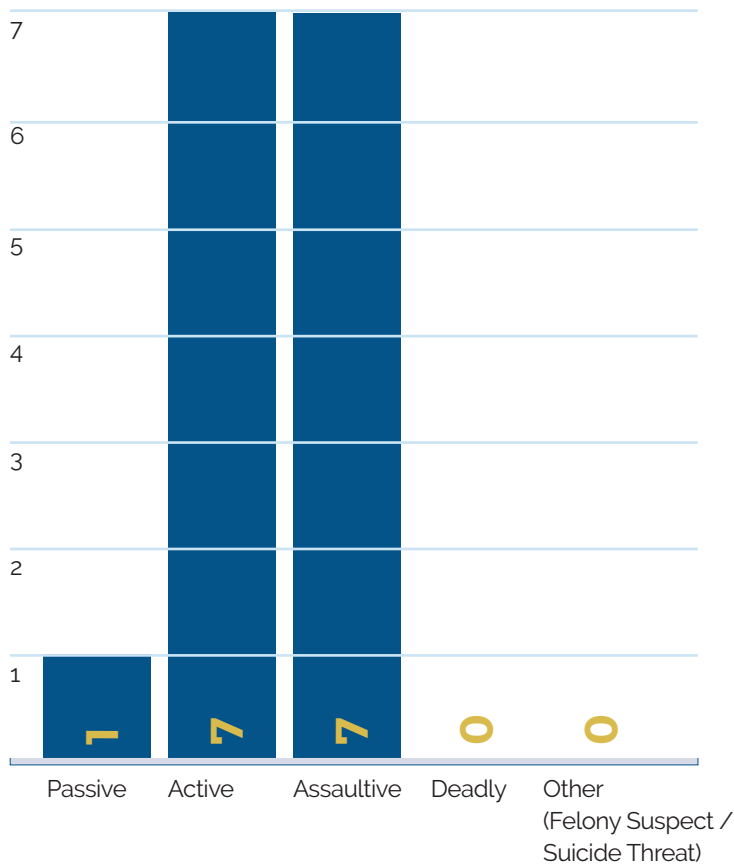
2022 Response to Resistance Statistics

In addition to conducting administrative reviews of each incident involving use of force, the Knightdale Police Department annually conducts a systematic, structured analysis to recognize patterns or trends and evaluate the overall effectiveness of our Response to Resistance policy. This process allows the department to make necessary improvements in training, equipment, the Early Warning System or policy.

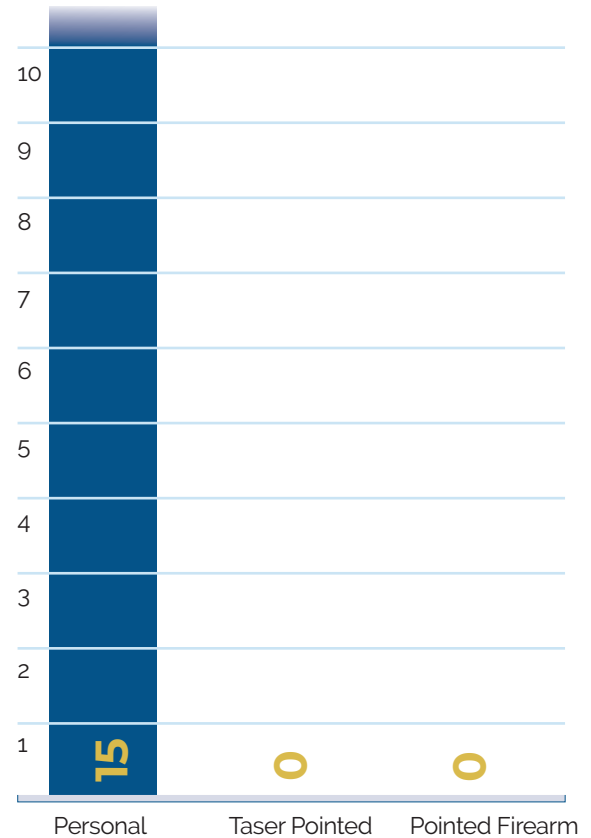
Number of Incidents



Resistance Encountered



Force Option Used By Officers



As an internationally accredited police department, our policies follow the best practices of the profession. Knightdale Police Department meets the objectives highlighted by the #8Can'tWait campaign. The issue of police use of force is complex, so we welcome a call or visit by those who wish to better understand our policies.



Overview of Complaints

Number of Complaints against Department Members

Total: **5**

Percentage of Decrease/Increase
from Previous Years

-17%

Level I Complaints

5

Level II Complaints

0

Number of Complaints

Forwarded to Internal Affairs

5

Dispositions

Sustained

1

Not Sustained

0

Exonerated

0

Unfounded

4

	2018	2019	2020	2021	2022
Number of Complaints	5	5	5	6	5

The Knightsdale Police Department is committed to building strong relationships within 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 and request to speak to a supervisor. Citizens may also email [Deputy Chief Orlando Soto](#) the details of their compliment or complaint to the agency. All complaints against the department or its employees will be documented and investigated fully, to include anonymous complaints.

Police Facilities Project

In late 2019, the Town of Knightdale published a strategic guide with many police-specific items listed as high or medium priorities.



A planned Police Facility Renovation/Addition project, to include Fire Department administrative offices, is expected to be completed in fiscal year 2024.

Architectural design for our law enforcement center is currently underway. Police leaders and Town administrations are also finalizing a plan for the temporary relocation of police headquarters in anticipation of construction that will begin later this year. The \$7.9 million project will significantly increase our staffing and operational capacities, while allowing for future organizational growth. When complete, the new facility is expected to be a meaningful reflection of the important work taking place within its walls.

Succession Planning

The International Association of Chiefs of Police defines succession planning as the process of reviewing an agency for leadership talent, identifying possible successors, and then providing those individuals with the training, mentoring, and support they need to prepare themselves for critical roles within the organization as vacancies occur. Succession planning is

usually associated with the chief executive's position, but it is also essential to identify and prepare leaders for all levels of management. Developing a succession plan for each level of supervision ensures that no matter what personnel changes occur, there will be experienced and trained employees available to step into leadership roles.

“

*A leader's lasting
value is measured
by succession
– John C. Maxwell*



To achieve these 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
- The utilization of promotional assessment centers as a means of evaluating job suitability against multiple performance dimensions
- The creation of annual professional development goals for all employees
- Maintaining affiliations with professional groups such as the International Association of Chiefs of Police, the Police Executive Research Forum, the N.C. Association of Chiefs of Police, the FBI National Academy Associates, and the N.C. Police Executives Association
- 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
- Participation in nationally renowned police leadership courses
- Advanced training in the areas of risk management and law enforcement accreditation; the assignment and management of certain accreditation standards to personnel
- Creating opportunities for personnel to serve in an acting command capacity for defined periods of time, or allowing personnel to shadow divisional leaders
- Providing opportunities for members to represent the command staff at community events, or to serve as the chief's representative on various boards and committees
- The delegation of command level tasks such as event planning & ICS functions, conducting topical research, preparing annual analyses, or conducting policy reviews
- Hosting annual staff retreats for all levels of supervision
- Emphasizing specialized, subject matter training for topics like grants management and preparation, internal affairs investigations, human resources & personnel law, budgeting, property & 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.



2022 Training Overview

Total Training Hours: **3451**

24

**State
Required
Training
Hours per
Officer**

91

**Average
Training
Hours per
Officer**

6

**Departmental
Instructors**

All officers received the following training in 2022:

- Firearm Qualifications
- Firearm Decision Making Course
- Hazmat
- Taser Recertification
- Crime Scene Scenario
- Creating a safety net- Juvenile Minority Sensitivity Training
- Domestic Violence: The Psychology of Whether to Stay or Go
- Ethics: Pre-empting Misconduct and Increasing Integrity
- Practicing Proactive Wellness
- Incorporating a Co-Response: Partnering with Community Professionals

Additional Training:

- Radar/Lidar Operator
- Mental Health First Aid
- First Line Supervision
- Intoxilyzer Operator
- Drug Recognition Expert
- Crisis Intervention Training
- Digital Photography
- FBI LEEDA
- Shoot House Operations
- NCVAN Death Notifications
- Officer Survival
- Police Leadership
- Criminal Investigation Training
- Incident Command Review
- Police Chief Institute
- Gracie Survival Tactics
- Report Writing

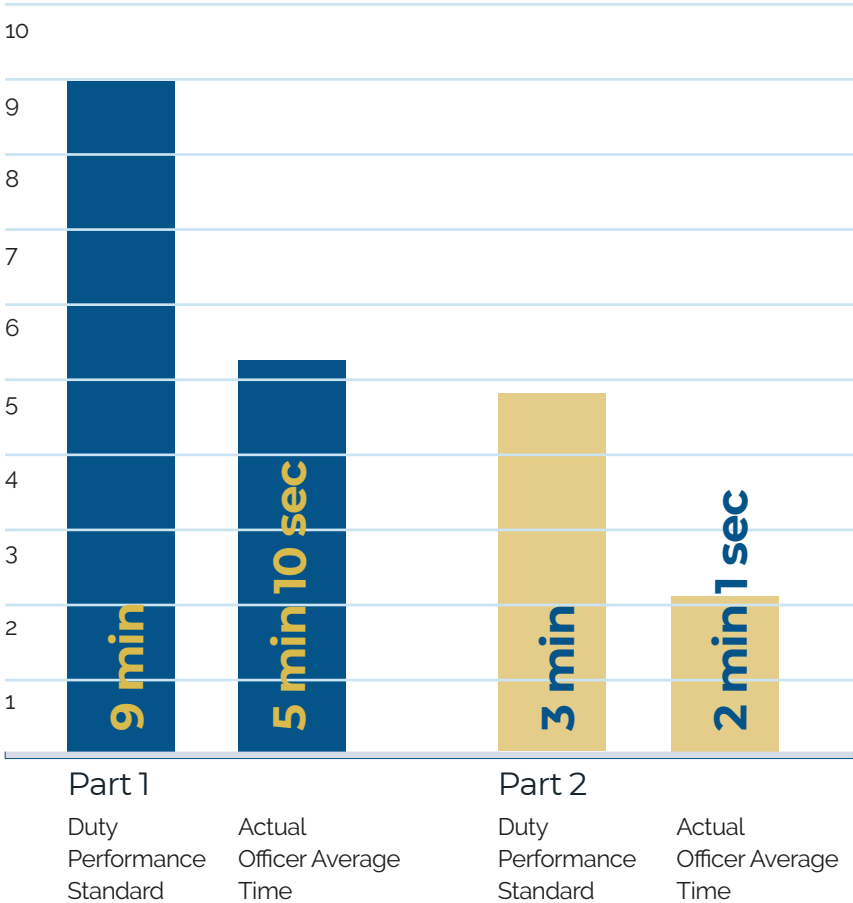




Physical Performance Program

The Knightdale Police Department has a mandatory physical performance program to ensure that all sworn employees can perform the essential functions of a sworn police officer. The fitness program promotes officer and public safety and furthers the professionalism of the Department. The Police Officer Physical Abilities Test (POPAT) is a timed, continuous sequence of job-related tasks. The test is designed to measure an officer's ability to perform these essential job-related functions. The Knightdale Police Department requires their officers to complete the POPAT twice per year at or below the duty performance standard.

Average Performance Time



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 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.



Did you know...

**Over 70% of
Knightdale officers
are CIT certified.**

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

[Community Mental Health Information and Resources](#)

Professional Accreditation

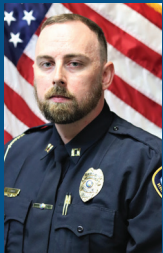
In March 2016, the Knightdale Police Department received their initial Law Enforcement Advanced Accreditation award by the **Commission for Accreditation of Law Enforcement Agencies (CALEA)**, and proudly achieved their first reaccreditation award in March 2020. CALEA standards provide a proven management system of written directives, sound training, clearly defined lines of authority, and routine reports that support decision-making and resource allocation. Accreditation provides objective evidence of an agency's commitment to excellence in leadership, resource management and service delivery.

The nature of law enforcement accreditation drives us to continuously focus on adherence to high standards and professional best practices. The accreditation process helps ensure the timely revision of policies, procedures, and practices, which allow us to keep pace with the everchanging landscape of our profession, while mitigating potential risks and liabilities. Our commitment to accreditation is demonstrated through our meticulous accreditation file maintenance and our constant pursuit of excellence. The Knightdale Police Department is extremely proud to be among the ranks of all law enforcement agencies who strive for greatness. We are convinced that our commitment to accreditation, along with our investment of personnel and resources in this area, is evidence of our mission to serve all Knightdale stakeholders through the implementation of professional policing practices. In 2023, we will be hard at work preparing for an extensive on-site audit by CALEA assessors and expect to receive our 3rd accreditation award in early 2024.



Promotions & New Employees

Promotions



Captain Cagle



Corporal Beighey



Corporal Francis



Corporal Renteria



Detective Lennon



Sergeant Bridges



Sergeant Todd

New Employees



Detective Johnson



Officer Beighey



Officer Bishop



Officer Edwards



Officer Francis



Officer Mann



Officer Palanek



Officer Yarborough



Records Clerk R. Cox

Cadets

The recruitment and retention of police officers is one of the greatest challenges facing our profession. The job market for law enforcement personnel in Wake County is especially competitive, with many agencies vying to attract and hire a limited pool of officers. The Knightdale Police Department employs several strategies to recruit and hire a diverse workforce. In 2021, the agency initiated the Police Cadet Program. This program allows the agency to hire aspiring police officers, affords them the opportunity to receive pre-academy training and exposure, pays for their BLET training, and provides them with compensation and benefits while they attend the basic academy. As Police Cadets, they are full-time employees who can focus exclusively on their training. The agency plans to continue the Police Cadet Program into future years, using it as a tool to add new employees to our department as we strive to meet the service demands of a rapidly growing community.



Cadet Mann



Officer of the Year

Officer Rod Glahn

Unlike other awards, the honor of Officer of the Year is bestowed upon the department member who best embodies the Five Rules of the Knightdale Police Department. The recipient is expected to be a person who represents the highest ideals of the law enforcement profession, and someone who is a true champion for the principles of our organization. It has been presented to many different individuals over the years, each of them unique in their own way but all of them committed to this organization. Officer Rod Glahn is the type of officer we hope to find each time we set out to hire a new officer and it was an honor to recognize him as our 2022 Officer of the Year. As a School Resource Officer, Officer Glahn builds strong relationship with students and staff at all Wake County Public Schools in Knightdale. Officer Glahn joyfully serves these school whenever they have an issue that needs his attention.

Officer Glahn always has a smile and truly enjoys his job. He has a passion for working in the schools, where he mentors both students and staff members. Officer Glahn regularly speaks with student clubs, groups, and classes at Knightdale High School to help others change their perspective of how law enforcement is portrayed. Officer Glahn has attended numerous ceremonies for different groups so he can show them support. This helps build relationships, but more importantly is shows that he cares. Officer Glahn is always in good spirits, serving as a positive reflection on the Knightdale Police Department and the Town of Knightdale. Officer Glahn is a shining example for others and someone who truly embodies the Five Rules. His positive attitude and servant's heart make him a joy to be around. Officer Glahn is always willing to help, including officers, the agency, and the community.



Law Enforcement Torch Run

Community Engagement

While some of our flagship programs such as Camp PRIDE and Citizens Police Academy remained tabled in 2022, we have seen many of our community events resume as we began to return to normal. As we continue to trend towards normal operations, we are excited to be resuming our CPA and Camp PRIDE in 2023.

During the first few months of 2022, we brought back our annual Spring Carnival for Special Olympics which raised a tremendous donation towards the Special Olympics of North Carolina. We also participated in the Law Enforcement Torch Run for Special Olympics by running a relay through our town to assist in getting the torch to the opening ceremony. Our friends at Prime BBQ located in Knightdale Station Park, hosted us for a "Cover the Car" event. The Law Enforcement Torch Run and the Cover the Car events aid in bringing awareness and fundraising efforts for local Special Olympics Athletes so they can compete in athletic games and health programs. During the fall months, we were able to do other Cover the Car events at Lowe's Home Improvement and the Carolina Mudcats stadium. Chick-Fil-A also hosted us again for a "Cops on Top" event to raise money for Special Olympics. Our fundraising efforts produced a net revenue of \$28, 696.68 and we ranked in the top 25 NC Law Enforcement agencies for fund raising efforts with 13th place.



Law Enforcement Torch Run



We were proud to continue our partnership with Cutz by Quick barbershop to conduct a back-to-school backpack giveaway which was held at the Knightdale Recreation Center. The backpack drive in 2022 was the biggest one to date giving away backpacks to over 100 families in our community.

We participated in Walk Like MADD at Knightdale Station Park to support the efforts of the Mothers Against Drunk Driving group here in North Carolina. We were also proud to host a 5k run and the "Live like Ryan" event in memoriam of our fallen brother Officer Ryan Hayworth who was killed by a drunk driver. Some other events we were able to be a part of in our community included a Bike Rodeo for kids hosted by our Bike Patrol officers. We attended Summer Jam at Faith Baptist Church and enjoyed some outdoor water games with the youth of their congregation.



Madd 5k



Summer Jam



Law Enforcement Torch Run



Cutz by Quick



Live like Ryan

After the retirement of our former Community Resources Coordinator in early 2022, we installed the new Community Resources Coordinator in November. This installment came with the inclusion of a Community Resources Unit who will, over the next several years, look to provide resources to our community members through outreach, victim and witness assistance, and helping with substance abuse and mental health issues. This will be a multi-faceted team designed to deliver excellent customer service to our citizens on an increased level along with working in our local schools to build relationships and make a positive impact with the youth of Knightdale.

The department conducted fundraising for our holiday season community support efforts. We partnered with A'nets Katch seafood restaurant to provide Thanksgiving meals to about ten families. We also partnered with Walmart to host Shop with a Cop this year. With the help of our community partners through the Shop with a Cop program, we were able to provide gifts and Christmas trees to 10 families in our community. Each participant was also given a gift card to Lowes Foods to help purchase a Christmas meal.

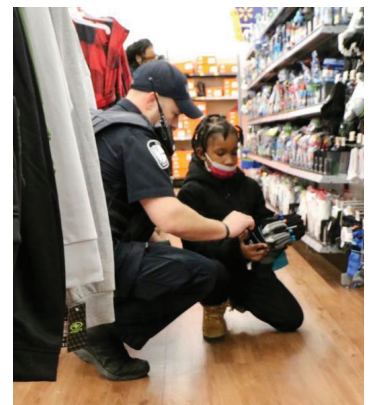
We look forward to continuing and building our community partnerships in 2023!



Cover the Car



Medication Take Back & Blood Drive



A'nets Katch Thanksgiving Meals



Shop With A Cop

Start Something... Noble Courageous Meaningful ...Start a New Career with Us.

- COMPETITIVE STARTING PAY
- ANNUAL STEP INCREASES
- CAREER DEVELOPMENT PROGRAM
- ALL EQUIPMENT PROVIDED
- TAKE HOME CAR PROGRAM
- N.C. LOCAL GOVERNMENT EMPLOYEE'S RETIREMENT
- N.C. 401K THROUGH PRUDENTIAL
- 100 % HEALTH, DENTAL, & VISION INSURANCES (AFTER 30 DAYS)
- FLEX SPENDING ACCOUNT (FSA)
- TUITION REIMBURSEMENT
- PROMOTIONAL OPPORTUNITIES



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Community Resources Officer Mike Gray
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Officer Chandler Koewler
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Detective Alyssa Lennon
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Corporal Miguel Renteria
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Contact a member of our **Recruitment Team** to learn more about how you can serve and protect Knightdale.

Learn more at:
How To Become
A Police Officer
Hiring Process
 **Recruitment Video**

