

2009

CONCORD POLICE DEPARTMENT

ANNUAL COMMUNITY REPORT

Chief Merl Hamilton



41 Cabarrus Avenue West

Concord, North Carolina

Delivering Customer Service-Oriented Professional Police Services

City of Concord Mayor, Council & City Manager

Dedication

Mission Statement

Chief Merl Hamilton

Community Policing Philosophy
Organization Chart and Profile

Deputy Chief

Executive Administrative Assistant

Administrative Assistant

Patrol Bureau Major

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Baker District
Charlie District
David District
Traffic Unit
Traffic Statistics

Support Bureau Major

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Professional Standards and Training
Community Services
Parking Enforcement

Criminal Investigations Bureau

General Investigations
Special Investigations
Crime Scene Investigations

Code Enforcement

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SWAT
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2009 Statistical Data

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Performance Measures

Community Involvement

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Snapshots

How to Join the Concord Police Department

*** Please note this Annual Community Reports covers calendar year 2009.**

City of Concord

Mayor & Council Members



David Phillips
Mayor Pro-tem
Council Member
District 1



Mayor Scott Padgett



Jim Ramseur
Council Member
District 2



Ella Mae Small
Council Member
District 3



Alfred M. Brown, Jr.
Council Member
District 4



W. Lamar Barrier
Council Member
District 5



Hector H. Henry II
Council Member
District 6



John Sweat, Jr.
Council Member
District 7

W. Brian Hiatt
City Manager



In Memoriam of

MPO Quinn Jackson Witherspoon
(1970-2005)

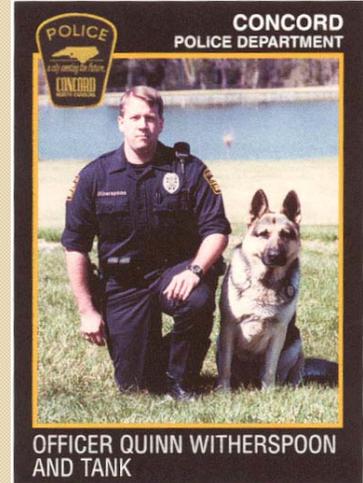


Teamwork, Ownership, Professional Service and Effective Communications

Officer Quinn J. Witherspoon consistently demonstrated these principles of the Concord Police Department.

Quinn, 34, had been a police officer with the Concord Police Department since 1994. An 11-year veteran, well-known for his love for children, dogs and police work. He became a K-9 officer eight years prior to his death and he was the N.C. State Representative for the International Police Work Dog Association. He and his dog, Tank, were well known in the City.

“...We had many, many conversations about what needed to be done in the community. He was dedicated to improving this community. Quinn loved his job. It was more than just making arrests to him. Sure he wanted to put the bad guys in jail but first and foremost he wanted to help people.”
Chief Merl Hamilton



“There was no other officer I would rather have work for me. Quinn was always willing to speak to anybody about K-9s or to demonstrate Tank’s skills. He was always in a school, at a civic or neighborhood group. He would never say no to anyone. He was always doing things for people that no one knew about. There is a family in Concord who Quinn would visit every Christmas. He would take them Christmas and make sure they were okay. Recently a woman and her little girl were traveling thru Concord when their wallet was stolen.

Quinn took his own personal money and paid for their hotel room.” *Retired Sgt. Carol Smith.*

“He was very dedicated to the City of Concord. Quinn was one of the hardest workers in the department. He was always actively working on something. Quinn was one of the friendliest persons I knew. He was always talking to someone, which is an important trait for an officer to have. He loved his dog and he loved his job as a K-9 officer.” *Deputy Chief Guy Smith*

“Right before the last Sergeant’s assessment, Quinn came to talk to me about whether or not he should continue or remove himself from the assessment. After we talked, he said he had mixed feelings. He said he would love to be a Sergeant but he thought it was better for the Community and the Department if he continued doing what he was doing. He said he knew if he made Sergeant, he wouldn’t have the time to “Police” and he just wasn’t ready to do that. He did back out of the assessment because he thought more of the community and the Department rather than his personal goals. I admired him for making that decision even though I told him he would have made a fantastic Sergeant. On Monday, September 12, 2005, Quinn was off but came in for Grand Jury. He came to me trying to look for an old OCA. I knew he wasn’t scheduled for work that day so I asked him about it. He said he was leaving Grand Jury and saw a guy we had warrants on so he arrested him. He said “most officers would have called an on-duty officer to handle the arrest but you know me. I love my job.” This ended up being his last arrest. God Bless... “Sgt. *Lisa Linker*



MISSION STATEMENT OF THE CONCORD POLICE DEPARTMENT

The mission of the Concord Police Department and each employee of the department is to maximize the quality of life of the citizens of the city we serve; to uphold the law fairly and firmly; to prevent crime; to address the problems of the citizens we serve; to pursue and bring to justice those who violate the law; to keep the peace of the city; to protect, help, and reassure all people in Concord; to do all this with integrity, common sense, and sound judgment.

We will be compassionate, courteous, and patient. We will act without showing fear, favor, or prejudice to the rights of others. We will be professional, calm, and restrained in the face of violence and/or irrational behavior.

We will strive to reduce the fears of the public and, in so far as we can, reflect its priorities in the actions we take. We will change and mold our Department as necessary to maximize our service in meeting needs of a growing city. We will respond to well-founded criticism with a willingness to change. We recognize that innovation may require adjustment and evaluation before reaching an optimum level of service.

STATEMENT OF PERSONAL ETHICS

As a law enforcement officer, my fundamental duty is to serve mankind, to safeguard lives and property, to protect the innocent against deception, the weak against oppression and 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. I will remain courageous and calm in the face of danger, scorn or ridicule. I will develop self-restraint. I will be constantly mindful of the welfare of others. I will be honest in thought and deed both in 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 maintained in that manner unless revelation is necessary in the performance of my duty.

I will never act officiously or permit personal feelings, prejudices, 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 or seeking personal advantage.

I recognize the badge of my office as a symbol of public faith. I accept it as a public trust to be held so long as I am true to the ethics of the police service. I will constantly strive to achieve these objectives and ideals by dedicating myself to my chosen profession--law enforcement.

Our Principles

Teamwork, Take Ownership
Professional Service, Effective Communication



- Chief Hamilton came to Concord as Chief of Police in June of 2001.
- 28-year veteran of law enforcement.
- Graduate of Lenoir Rhyne College, Lenoir, NC
- Graduate of the FBI National Academy.
- Began his career as an officer with the Hickory North Carolina Police Department, moving through

the ranks and serving in various assignments, including command of that department's community policing program.

Community/Civic Involvement

- Hispanic Learning Center
- Cabarrus Literacy Council, Chair
- Cabarrus Rotary Club
- 2009 President of North Carolina Chiefs Association

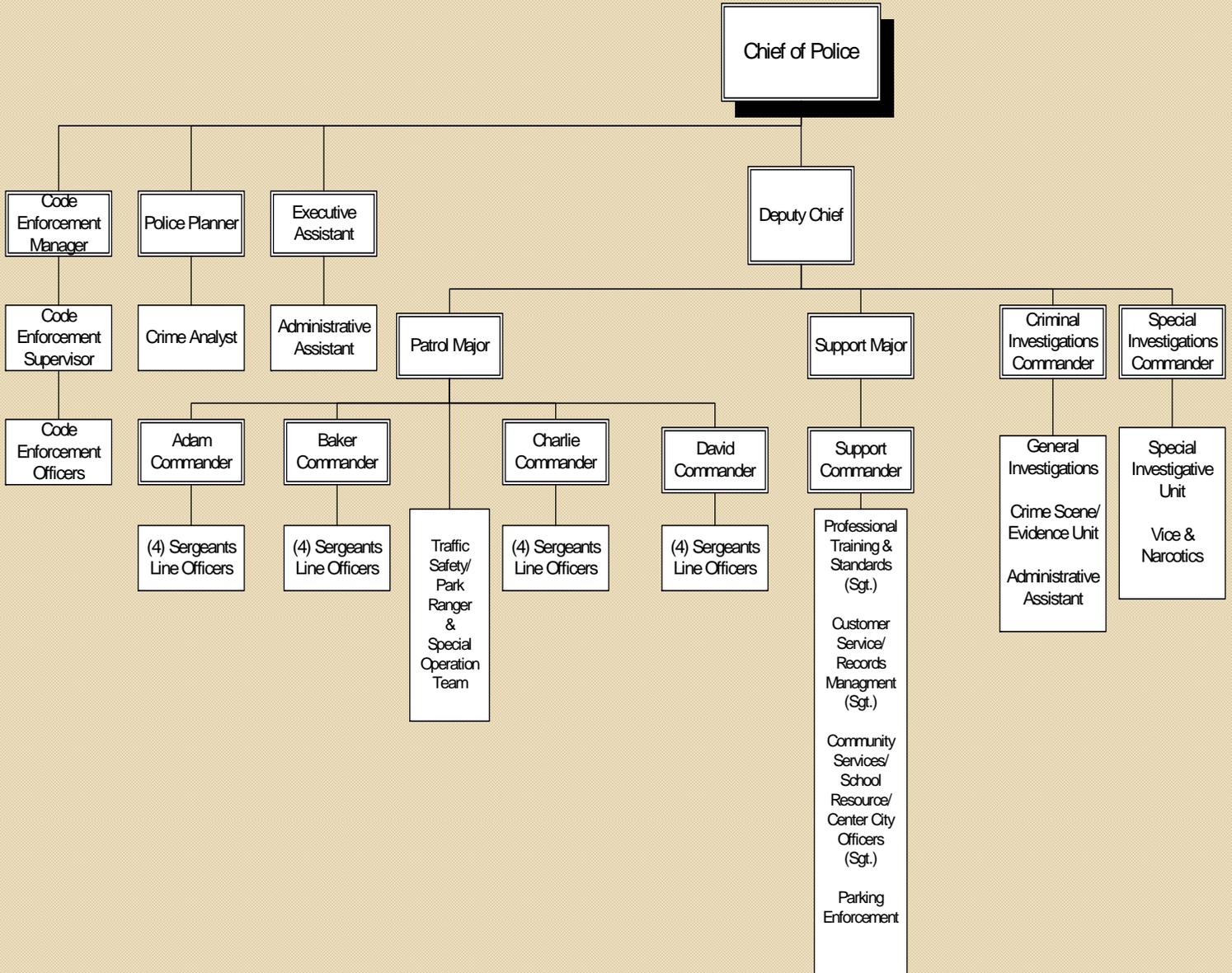
Chief Hamilton lives in Concord with his wife Susanne, a seventh grade school teacher, and his two daughters, Valerie 22 and Sarah 19. He is a member of First Presbyterian Church in Concord.

Policing & Quality of Life

“We are constantly working to fine tune and improve our community policing philosophy as well as working hard to always provide basic police services. Officers practice problem solving techniques to work with the community and insure our excellent quality of life continues. Crime rates show Concord in line with other North Carolina cities our size with our number one call for service being disorder issues e.g. noise and traffic concerns.

In 2009, Concord Police Department ranked as a top performer in comparison to similar jurisdictions in Percent of Part I Cases Cleared of those Reported. We ranked at or above average in other benchmarking categories as well. These results are evidence of teamwork, ownership and accountability, effective communication and our commitment to provide professional high quality police services. We would like to thank the citizens of Concord for their support and partnerships in helping us to make Concord a great and safe place to live.”

Organization Chart and Profile



Administration of Chief 's Office



Leslie Griffin
Executive Administrative Assistant

Department Profile

No. of Sworn Personnel = 158
No. of Civilian Personnel = 26

Breakdown of Sworn Personnel

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- Patrol 92
- Traffic 5
- Investigations 19
- Special units 7
- Support staff 4
- Supervisors 26
- Police Administration 5



**Rhonda Hathcock**  
Administrative Assistant



- Began his career with the Concord Police Department as a patrol officer in 1982.
- Patrol/Field Training Officer.
- Criminal Investigation Division, Lieutenant
- Support Services Division, Captain
- Patrol Operations Division, Major
- Police Chief, Interim

University of North Carolina at Charlotte, Bachelor of Science Degree in Criminal Justice.

Graduate of the North Carolina Justice Academy Management Development Program

Federal Bureau of Investigation Carolina Command College

Cabarrus Regional Leadership Experience Program

Recipient of Robert Eury Memorial Award in 2004 for outstanding contributions to the law enforcement profession.

### **Community/Civic Involvement**

- Cabarrus County Boys and Girls Club
- Rock Grove United Methodist Church
- Hartsell Athletic Association
- Concord Athletic Youth Association
- Cabarrus County Human Relations Council
- Cabarrus Regional Leadership Experience

# Uniformed Patrol Division



Major Allen Overcash

- Began with Concord Police Department in August 1983 as a patrol officer.
  - First group of officers in North Carolina to receive DARE training and was the first officer to teach DARE for the Concord Police Department.
  - Promoted to detective in 1989
  - Served in various roles in the criminal investigations unit
- 
- Promoted to Sergeant in 1992
  - Promoted to Lieutenant in 1996
  - Promoted to Captain in 1997
  - Major in 2003 and supervised the department's first special investigations unit which was designed to review unsolved homicides and be the primary group called upon to investigate serious crimes.

Presently commands the Uniform Patrol Bureau of the department.

Lifelong citizen of Concord, graduate of Concord High School

Bachelor of Arts Degree

Masters of Business Administration from Pfeiffer University.

Graduate of the 189<sup>th</sup> session of the F B I National Academy in Quantico, VA.

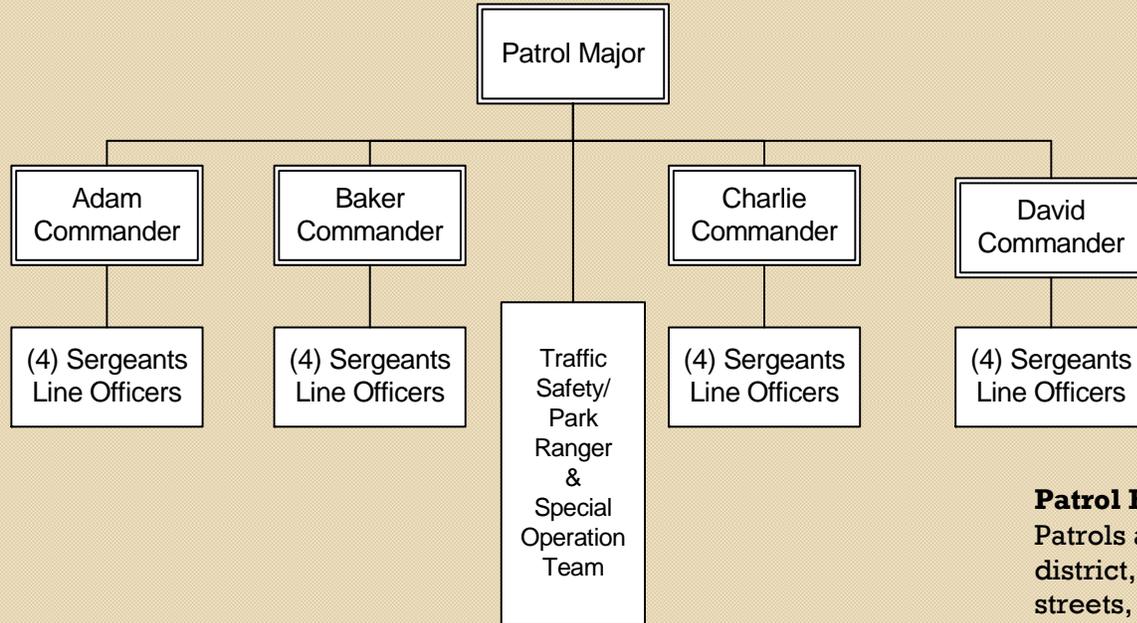
Certified Instructor through the North Carolina Department of Justice Training and Standards Division.

## **Community and Civic Involvement**

- Member and Past President of Concord Rotary
- Active member of Forest Hill United Methodist Church where he is a counselor in the youth program, and is also involved in a number of other church-related functions.



## Patrol Division Chart –



### Patrol Functions

Patrols assigned district, including streets, neighborhoods and businesses. Answers calls for service. Enforces laws and ordinances, writes tickets, makes arrests, serves subpoenas, and answers citizen complaints. Investigates crimes, accidents, or violations. Prepares proper reports, search warrants, and other paperwork necessary. Prepares necessary documentation of all incidents and maintains files necessary for court proceedings. Attends court and testify as necessary. Attends community meetings and functions. Performs other duties of a similar nature or level.





### **Captain Tim R. Templeton Adam District Commander**



Captain Tim R. Templeton – Patrol Commander of Adam District – 25 year veteran with the Concord Police Department, holds a bachelors degree in Criminal Justice, Advance Law Enforcement Certificate, and Law Enforcement Instructor of Speed Measuring Instruments. 2009 recipient of the Robert Eury Memorial Award.

Adam District is a unique Patrol District. The District consists of commercial, medical, educational institutions, and residential crime issues. We also have a challenge dealing with traffic issues. Geographically Adam District extends northwest to Winecoff School Road at Winecoff Elementary School, northeast to Centergrove Road at Harbour Town Subdivision, southeast to Neisler Road at Concord Middle School and Irvin Elementary School, and southwest to Cabarrus Avenue at the railroad overpass bridge.

Adam District customers can receive services at Police Headquarters. They can also receive services at three other locations. There is one large office located at Carolina Mall near the parking deck, a medium size office located inside Locke Mill on Church Street at Buffalo Avenue, and a small office inside the ACN building on Copperfield Blvd.

Adam District has four response zones that calls-for-service are assigned. There are currently 21 officers and four supervisors assigned to the District. The supervisors and officers are talented, dependable, and committed to providing professional services. We have worked hard, each day, to enforce laws, prevent crime, and reduce the fear of crime.

We have worked to build positive relationships with Carolina Mall management, CMC-Northeast Hospital, Cabarrus County Schools, Gibson Village Community, Residents of Historic Concord Community, Beverly Hills Community, Winecoff School Road Community, Harbour Town Community, and others. We regularly attended community meetings during the year. At these meetings, residents educated us as to crime problems and we educated them on how to minimize being a victim of crime.

Establishing a better line of communication among these communities, we maximized our resources in the right place at the right time. Adam officers have made numerous arrests throughout the year that were instrumental at keeping the crime rate low. We thank the City of Concord for their commitment toward public safety. We also thank the Adam District customers for allowing us to provide them with professional services they deserve.

# Adam District Teams



| Adam Team 1        | Adam Team 2         | Adam Team 3      | Adam Team 4           |
|--------------------|---------------------|------------------|-----------------------|
| Sgt. M. Franklin   | Sgt. L. Linker      | Sgt. D. Hooper   | Sgt. P. Carlton       |
| Ofcr. D. Callicutt | Ofcr. J. Howell     | Ofcr. D. Smith   | Ofcr. P. Kluttz       |
| Ofcr. J. Eschert   | Ofcr. T. Mullins    | Ofcr. C. Hall    | Ofcr. D. Wilhoit      |
| Ofcr. J. Hough     | Ofcr. M. Drake – K9 | Ofcr. A. Perkins | Ofcr. G. Ramos – K9   |
| Ofcr. A. Johnson   | Ofcr. C. Moerke     | Ofcr. M. Willet  | Ofcr. F. Karban       |
| Ofcr. M. Barnhardt | Ofcr. S. Medlin *   | Ofcr. G. Maurer  | Ofcr. C. Miller       |
|                    | Ofcr. J. Overcash   |                  | Ofcr. A. Vande Voorde |

**Adam Team 1**



**Adam Team 2**



**Adam Team 3**



**Adam Team 4**

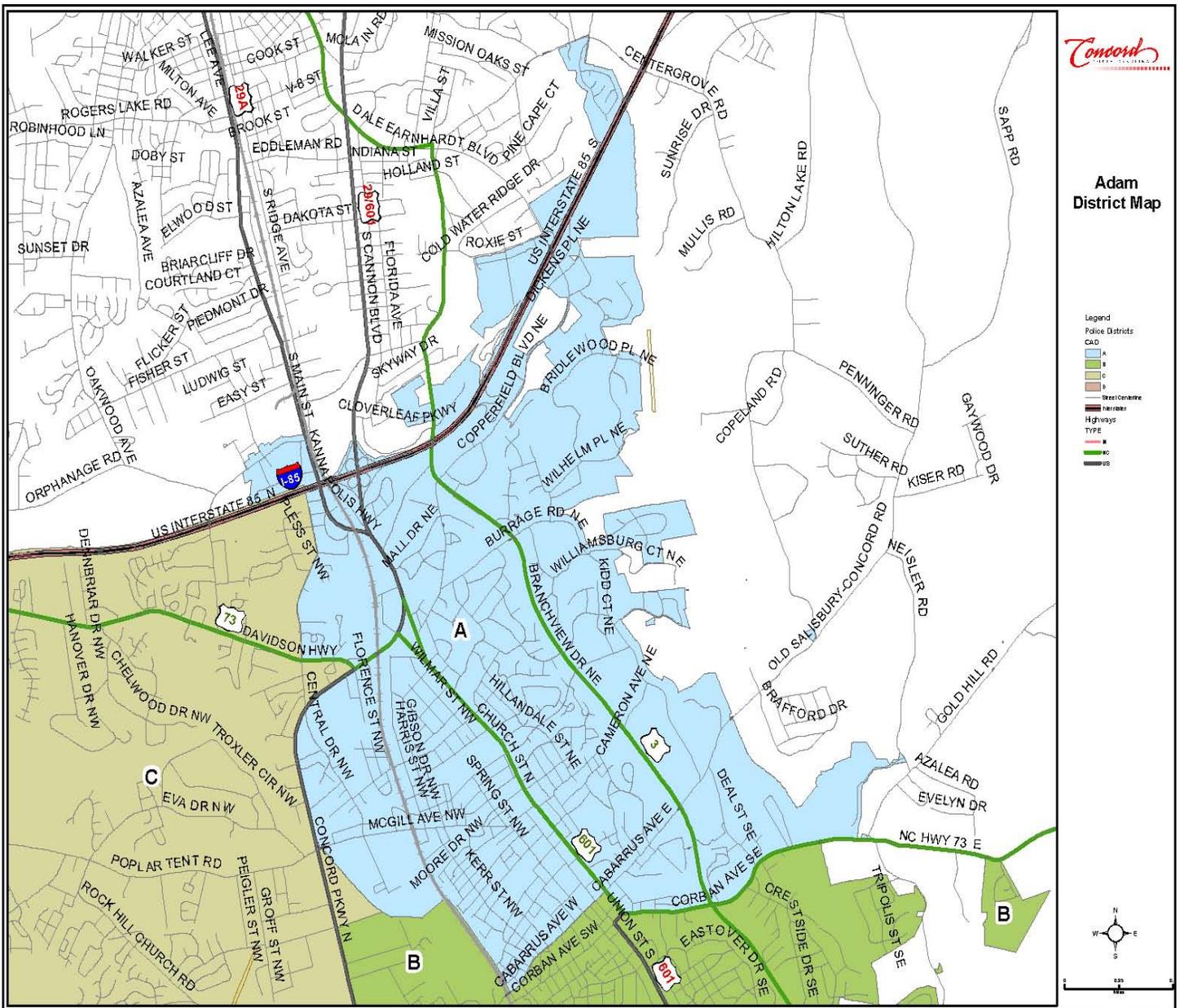


\* = (New Hire not pictured/ reassignment/absent/active military duty/departure)



## Adam District Recognized Neighborhood and Business Partnerships

Beverly Hill  
 Carolina Mall  
 Gibson Village  
 Governor's Pointe  
 Harbourtown  
 Residents of Historic Concord  
 Sidestown- Shankletown  
 Wilmar Park





## Baker District



### **Captain Larry Welch Baker District Commander**

Captain Larry Welch is assigned to Patrol Bureau as Commander of Baker District. Captain Welch worked as a Patrolman and Vice and Narcotics Investigator with the Charlotte Police Department from 1976–1986. He worked as a Sergeant with the Cornelius Police Department from 1991–1994. He came to the Concord Police Department in 1994, and because of his vast police experience, was promoted to Sergeant. He was promoted to captain in 2004 where he was assigned as Baker Patrol District Commander.

Captain Welch has worked in the following capacities during his career as a Police Officer: Patrolman, Narcotic Investigator, S.W.A.T. Team Operator, Hostage Negotiator, General Detective, Crime Scene Search Investigator, CID Narcotic/Investigation Supervisor, Special Operations Team/SWAT Commander, along with the overall responsibility of supervising the Concord Police Department Honor Guard, and is the Baker Patrol District Commander/Supervisor.

He is a former US Marine, and is currently a member of the United States Army Reserve, where he holds the rank of Command Sergeant Major. He graduated from the Charlotte Police Academy after completing 16 weeks training in 1976. He earned his Associates Degree in Criminal Justice from Central Piedmont Community College in 1978. In 1980 he graduated from the United States Department of Justice Drug Administration (DEA) Narcotics and Dangerous Drug Investigators School. He graduated from Louisiana State University and earned an Associate Degree in Forensic Science in 1994. In 1997 he graduated from Eastern Kentucky University in Bomb Crime Scene Investigation, and he graduated from The United States Army Sergeant's Major Academy, in Human Resource Management, in 2002.

Captain Welch is the husband of the former Shirley Ann Barber, the father of two children, and he is a current member of Steele Creek AME Zion Church in Charlotte, North Carolina, where he is a Trustee.

# Baker District Teams



| Baker Team 1        | Baker Team 2       | Baker Team 3         | Baker Team 4     |
|---------------------|--------------------|----------------------|------------------|
| Sgt. D. Barlowe     | Sgt. T. McGhee     | Sgt. R. Fowler       | Sgt. B. Nix      |
| Ofcr. W. Turnipseed | Ofcr. M Price      | Ofcr. T. Atwell – K9 | Ofcr. W. Grasty  |
| Ofcr. D. Page       | Ofcr. J. Parker    | Ofcr. L. Brooks      | Ofcr. K. Delaney |
| Ofcr. C. Strickland | Ofcr. A. Mayberry  | Ofcr. B. Banker      | Ofcr. A. Myers   |
| Ofcr. A. Turner     | Ofcr. L. Rivera    | Ofcr. M. Fitzgerald  | Ofcr. L. Riley * |
| Ofcr. C. Fink       | Ofcr. D. Smith *   | Ofcr. M. Lopez       | Ofcr. M. Scott   |
| Ofcr. R. Corl       | Ofcr. J. Efird *   | Ofcr. L. Rivera – K9 | Ofcr. J. Benson  |
|                     | Ofcr. N. Johnson * |                      |                  |

**Baker Team 1**



**Baker Team 2**



**Baker Team 3**



**Baker Team 4**



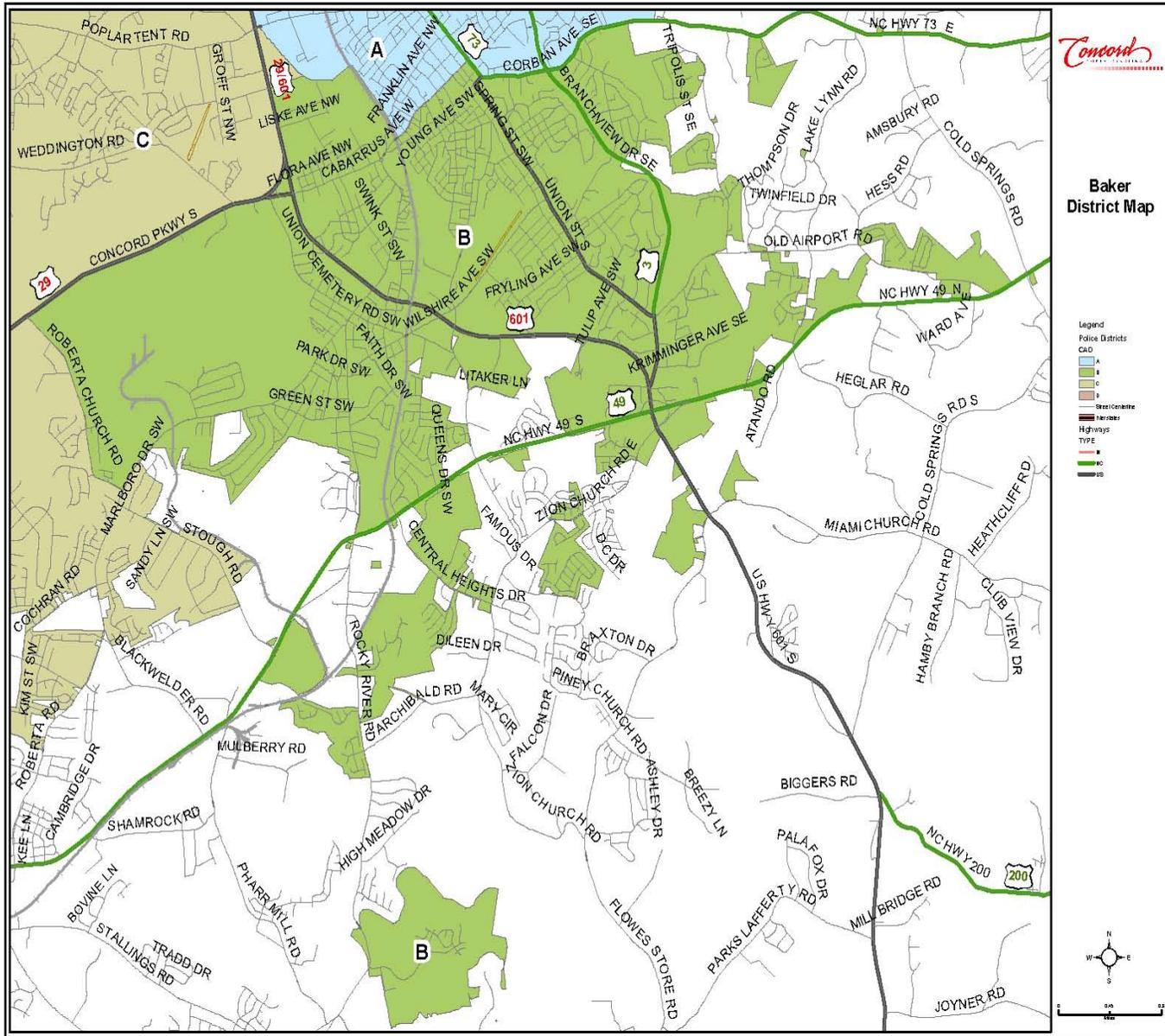
\* = (New Hire not pictured/ reassignment/absent/active military duty/departure)

# Baker District Partnerships and Map



## Baker District Recognized Neighborhood and Business Partnerships

Brandon Ridge  
Boulder Creek  
Brown Mill,  
Kiser Woods  
Logan  
Silver Hill  
Southern Chase V  
Southern Chase  
Willowbend  
Underwood





**Captain Scott Newell**  
**Charlie District Commander**

Captain Newell was born in Lynchburg Virginia and moved to Concord in 1968. He is a graduate of Concord High School in 1977 and holds a Bachelor of Science degree from Chadwick University in Business Administration. Captain Newell graduated from the Criminal Investigator's Academy in 1993. He also graduated from the Institute of Government Law Enforcement Executive Program in 2000 and holds the State of North Carolina Advanced Law Enforcement Certificate.

Captain Newell joined the Concord Police Department in August of 1987 after serving 14 months with the Kannapolis Police Department. In 1990 he was promoted to Detective and in 1994 Captain Newell was promoted to the rank of Sergeant. While a Sergeant, Captain Newell worked in the Patrol Division for 8 months and then was over Vice and Narcotics for 3 ½ years. In 1997 Captain Newell was promoted to the rank of Captain and was over the Criminal Investigation Division until July of 1999. He transferred into the position of Support Services Captain in 1999. On January 1, 2006, Captain Newell was transferred to Charlie District as the commander.

Captain Newell believes that partnering with the citizens in the various communities and keeping an open ear to their needs is the mission of his units. We are servants to the public and should keep good open communication. Captain Newell states that the other side of the coin is to be tough on criminals and those in the city that would make it anything but safe for the general public.

# Charlie District Teams



| Charlie Team 1         | Charlie Team 2   | Charlie Team 3    | Charlie Team 4    |
|------------------------|------------------|-------------------|-------------------|
| Sgt. A. Rankin         | Sgt. S. Hinson   | Sgt. B. Kennerly  | Sgt. M. Davis     |
| Ofcr. T. Chastain      | Ofcr. A. Linker  | Ofcr. L. Rucker   | Ofcr. H. Delaney  |
| Ofcr. C. Beeker        | Ofcr. D. Tippet  | Ofcr. E. Billings | Ofcr. T. Purser   |
| Ofcr. J. Brown         | Ofcr. T. Law     | Ofcr. D. Sabanja  | Ofcr. P. Shuffler |
| Ofcr. B.J Field        | Ofcr. A. Carroll | Ofcr. S. Zollars  | Ofcr. K. Marckese |
| Ofcr. R. Rodriguez K-9 | Ofcr. C. Gorman  | Ofcr. M. Ritchie  | Ofcr. C. Burgin   |
|                        |                  |                   |                   |
|                        |                  |                   |                   |

**Charlie Team 1**



**Charlie Team 4**



**Charlie Team 2**



**Charlie Team 3**

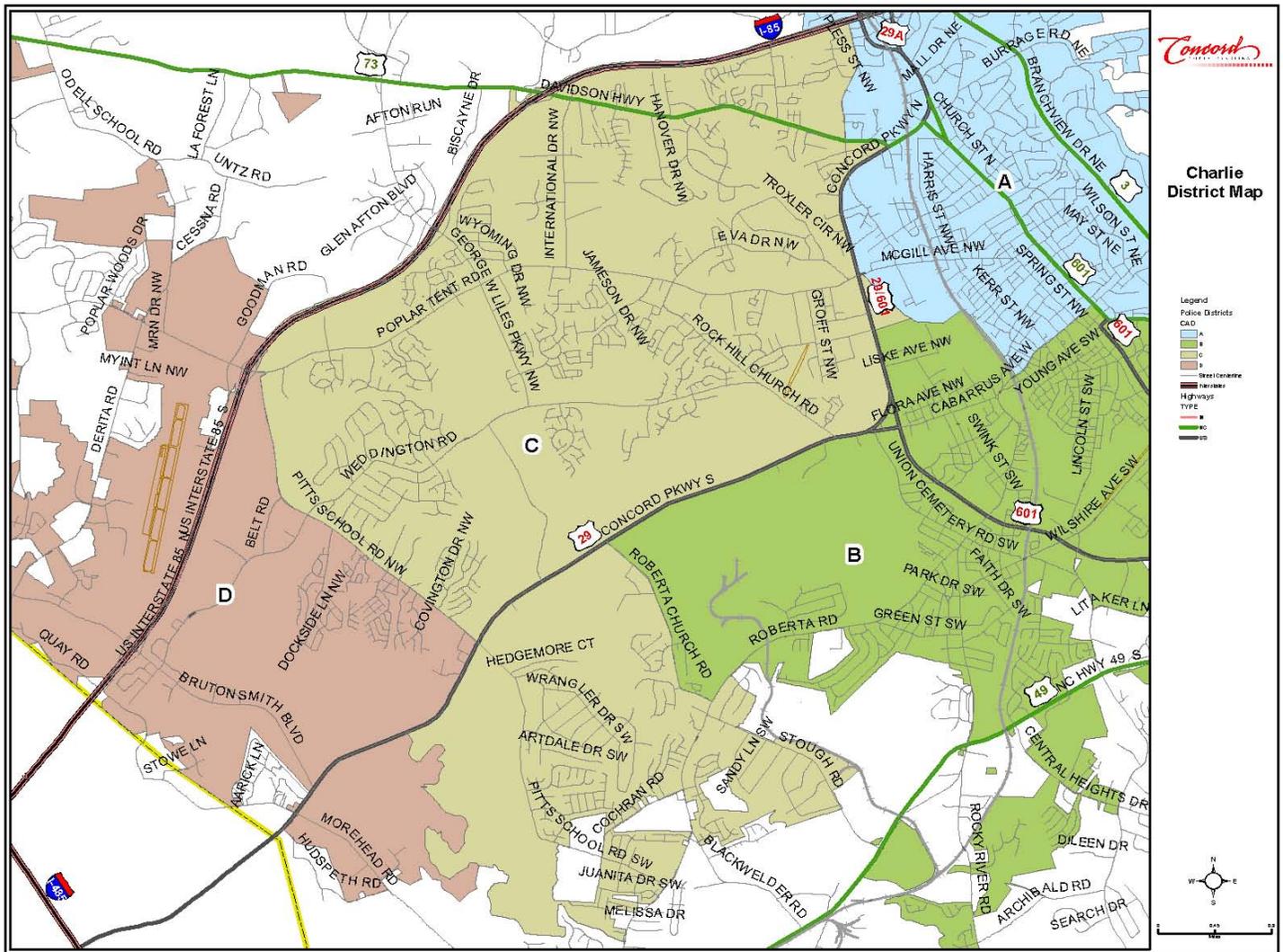


# Charlie District Partnerships & Map



## Charlie District Recognized Neighborhood and Business Partnerships

- Afton Village
- Cambridge Commons
- Gable Oaks
- Kings Crossings
- Laurel Park
- Meadowbrook
- Oak Park
- Ridgeview
- Roberta Farms
- Sheffield Manor
- Terres Bend Weddington Woods
- Woodlands
- Wincoff-Belvedere
- Zemosa Acres



**Concord**  
**Charlie District Map**

Legend  
 Police Districts  
 CAD  
 Street Centerline  
 Railroads  
 Highways  
 TYPE  
 I-85  
 I-77  
 US-73  
 US-49



### **Captain Michael P. Greene David District Commander**

Captain Greene began his law enforcement career at the Cabarrus County Sheriff Department in 1986. He was a deputy there until 1989 when he became a Concord City Police Officer. Captain Greene served in the Patrol Division until 1994 when he was transferred to the Youth Division as the D.A.R.E. Officer. He served as the Concord Police Department's D.A.R.E. Program until 1996. He was promoted to the rank of Sergeant in 1996 and assigned to the Patrol and Youth Services Divisions. In 2006, he was promoted to the rank of Captain and assigned as the Commander of David District where he currently serves.

Captain Greene was the department's first certified sniper and attended North Carolina Justice Academy's inaugural sniper training course in 1991.

He is the lead Firearms Instructor and has been teaching in-service firearms since 1995. He is also a specialized MP5/ M4/ & M16 Instructor, as well as Beretta and Remington Armor.

He has a D.A.R.E. and School Resource Officer Certification, and is certified to train school crossing guards.

He possesses the Basic, Intermediate, and Advance Law Enforcement Certificates.

He attended Rowan Cabarrus Community College as well as Pfeiffer University.

He is married to K. Greene and have three children, ages 24, 19, and 17. Hobbies are fly fishing, restoring antique tractors (Pre-1940) and hit & miss engines. Captain Greene does not consider himself an artist, but he does like to create "found object art". My "Farmallasaurus" is his signature creation.

# David District Teams



| David Team 1                            | David Team 2         | David Team 3      | David Team 4         |
|-----------------------------------------|----------------------|-------------------|----------------------|
| Sgt. J. Tierney *                       | Sgt. J. Young        | Sgt. J. O'Donnell | Sgt. C. Friguglietti |
| Ofcr. V. Clayton                        | Ofcr. R. Smith       | Ofcr. E. Pena     | Ofcr. D. D' Amore    |
| Ofcr. T. Stout                          | Ofcr. S. Butler      | Ofcr. M. Nichols  | Ofcr. M. Greer       |
| Ofcr. M. Ross                           | Ofcr. M. McClester * | Ofcr. B. Pizzano  | Ofcr. J. Patterson   |
| Ofcr. C. Carpenter                      | Ofcr. C. Anderson    | Ofcr. R. Craig    | Ofcr. A. Hulse       |
|                                         | Ofcr. S. Tarlton     | Ofcr. R. Danner   | Ofcr. M. Trafton     |
| Customer Service Specialist – V. Wensil |                      |                   |                      |



**David Team 1**

**David Team 2**



**Vickie Wensil**



**Captain Greene**



**David Team 3**



**David Team 4**

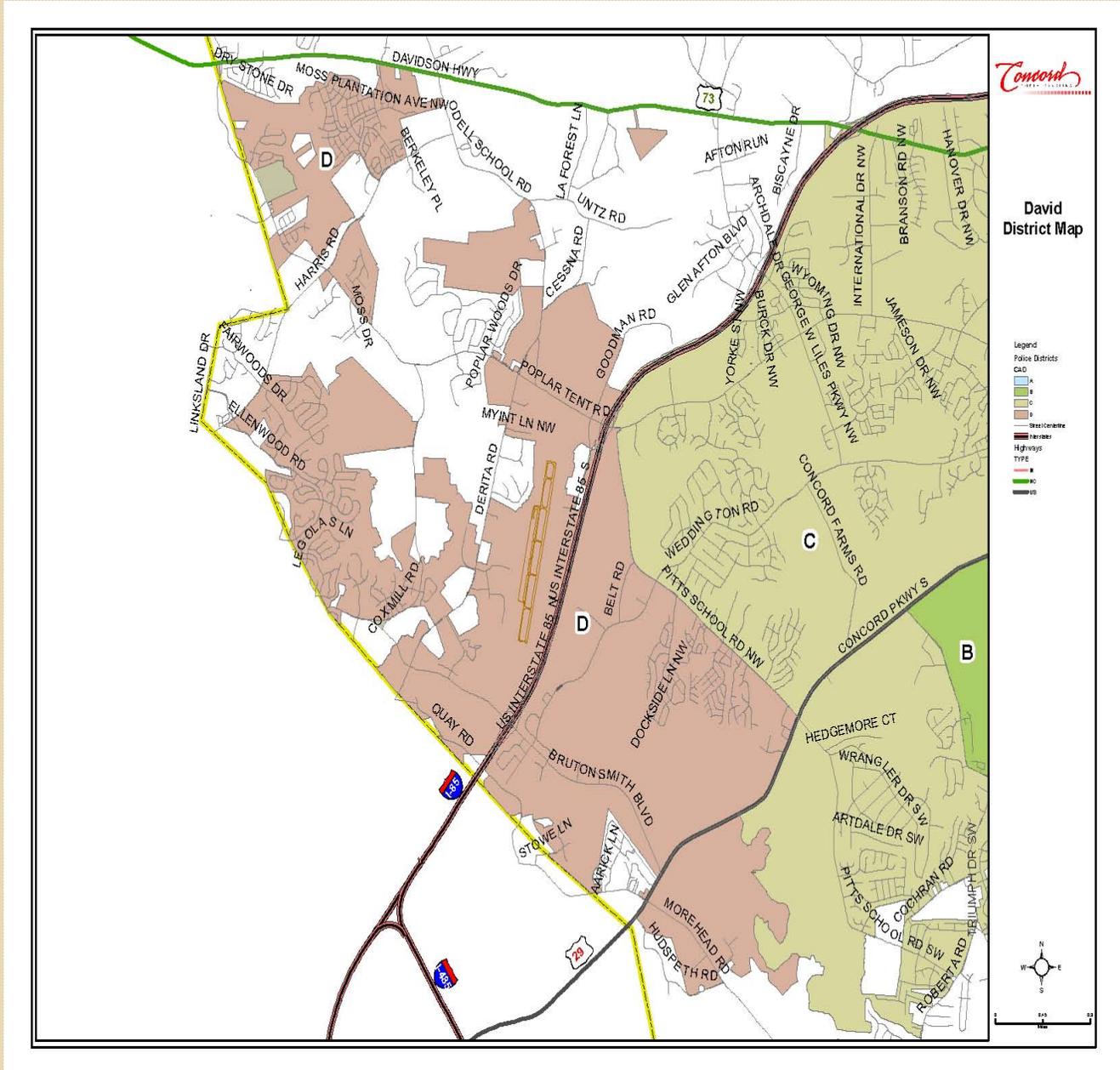
\* = (New Hire not pictured/ reassignment/absent/active military duty/departure)



# David District Partnerships & Map

## David District Recognized Business and Neighborhood Partnerships

Highland Creek  
Moss Creek  
Concord Mills Mall  
Speedway Boulevard Businesses



# Support Services Division



## Major Wendell Rummage

- Joined Concord Police Department in August 1988
- Bachelor Degree in Criminal Justice from Pfeiffer University  
Associates Degree in Criminal Justice from Rowan-Cabarrus Community College.
- H.S. Diploma from West Stanly High School in May 1981.
- Completed the Criminal Investigator's Certificate Program at the North Carolina Justice Academy.
- Advanced Law Enforcement Certificate
- Graduate of the 222nd Session of the FBI National Academy in Quantico, Virginia.

Served as Patrol Officer I & Police Officer II, Detective, Sergeant, Captain, Patrol Major Bureau currently Major of the Support Services Bureau.

Areas of supervision have included the Problem Action Team, Housing Interdiction Unit, Patrol and Criminal Investigations. Currently, manages the various hiring and training, budgeting, facility services, fleet management, community policing, and school resource officer team functions for the department.

Serves as a staff instructor for the Rowan-Cabarrus Community College Basic Law Enforcement Training Program.

Hobbies: Golf, computers, singing, and vacations.

## **Civic & Community Involvement**

Member of Central Baptist Church, Kannapolis.

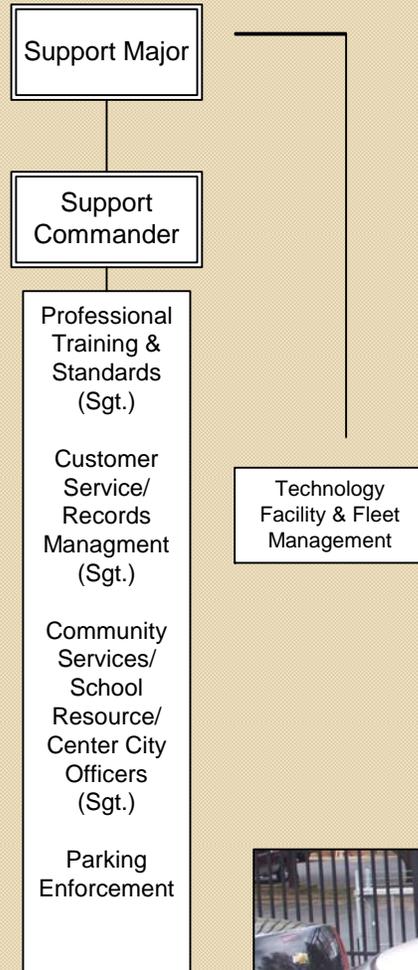
Cabarrus County Chapter of Mothers of Murdered Offspring, Board of Directors

Southern Select Community Credit Union Board of Directors

# Support Services Division



## Support Division Chart -



**Support Functions**  
Budgeting, Fleet, Building Maintenance, Technology. Recruiting, training, professional standards. Records management, customer service and parking enforcement. Crime prevention, School Resource Officer Program., Center City Attends community meetings and functions.





### **Captain Walter Stofford, Support Services Commander**



Captain Walter Stofford joined the Concord Police Department in 1992, as a police officer. He was promoted to sergeant in 1996 and to Captain in 2001. Prior to serving with the Concord Police Department he worked for UNC-Charlotte Police Department. He has also served his country proudly in the United States Air Force as a Security Police Officer.

Captain Stofford is a 1993 graduate of Rowan-Cabarrus Community College, where he earned an AAS degree in Criminal Justice. In 1997 Stofford graduated from Pfeiffer University with a BA in Criminal Justice.

He is a member of the member of New Life Baptist Church in Concord.

He and his wife April, who works as a Medical Records supervisor in Charlotte, have a daughter Brittany and a son Ashton.

“I have always believed that true policing is only accomplished when the police and the community work together to reduce crime. If we work together, I have envisioned the City of Concord becoming one of the safest cities in North Carolina. The Support Services Division has made a commitment to work together with our citizens. We hope to accomplish the following goals as we work together:”

- \* Educate our community on crime response and prevention.
- \* Create a greater communication between police and citizens.
- \* Reduce crime throughout our neighborhoods.



## Professional Standards & Training Unit –

- Oversee all state mandated in-service officers training for the dept.
  - Actively recruits civilians and law enforcement officers for employment
  - Oversees the hiring process for all police officer candidates
  - Coordinates the acquisition of uniform and equipment items.



## Community Services Unit -



- Crime Prevention Programs and Presentations
- Neighborhood Watch Program
- Center City Officer
- School Resource Officer Program

|                   |                 |
|-------------------|-----------------|
| Sgt. E. Moss      |                 |
| Ofcr. D. Buckwell | Ofcr. M Quinn   |
| Ofcr. J. Velez    | Ofcr. T. Parker |
| Ofcr. V. Stegall  | Ofcr. J. Bowen  |
| Ofcr. T. Blalock  | Ofcr. J. Clark  |

Center City Officer, K. Smith





## Records Management & Customer Service Unit



B. Canipe, S. Villanueva, N. Dailey, J. Haskins, J. Tuttle, B. Wilke, D. Long, L., Wilkerson, B. Sherill, Sgt. L. Worth

Records and Customer Service personnel provide a wide array of services to the public and co-workers. Responsibilities include but are not limited to data entry, records verification, maintaining certifications and licenses, and providing general information to the public. Currently, the front desk at headquarters is staffed 24 hours/ 7 days a week.

# Criminal Investigations Division



## General Investigations Unit –



**Captain Gary Hatley**

### **Commander of the Criminal Investigation Division**

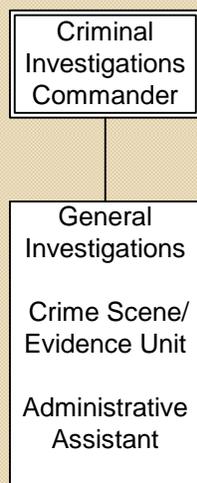
Captain Gary Hatley has been a Concord Police Officer since 1999. He began his career in law enforcement with the Stanly County Sheriff's Department in 1986. Gary graduated from North Stanly High School in 1981. He has an Associate Degree in Criminal Justice from Stanly Community College and graduated Magna Cum Laude from Pfeiffer University with a B.S. Degree in Criminal Justice.

Gary Hatley is a life long member of Salem United Methodist Church where he teaches Sunday School, and served on the Board of Trustees and is chairman of the Cemetery Committee. He is president of the Millingport Men's Club and a member of the Stanly County Farm Bureau Board of Directors.

Hatley holds an Advanced Law Enforcement certificate from the N.C. Criminal Justice Education and Training Standards Commission and N.C. Sheriff's Education and Training Standards Commission. He is a certified instructor with the commission. In 2006, Gary completed the Management Development Program through the North Carolina Justice Academy. Gary is chairman of the Concord Police Department Career Development Committee and the Officer of the Month Committee.

Gary and his wife, Laura, have been married 19 years. Laura works in the Cabarrus County IT Department.

General Criminal Investigations Chart –



**General Criminal Investigations Functions**

Handles serious and comprehensive investigations. Process crime scenes, collect, analyze, and manage storage of evidence.

Record, manage, store, and release property. Attends community meetings and functions.



General Investigations Unit –

|                                   |                 |                                                              |
|-----------------------------------|-----------------|--------------------------------------------------------------|
| Sgt. B. Schiele                   | Sgt. K. Eury    | Sgt. B. Ledwell – Crime Scene, Evidence and Property Control |
| Det. R. Landers                   | Det. K. Berg    | Det. B. Love                                                 |
| Det. J. Baggarly                  | Det. L. Beaver  | Det. K. Richter                                              |
| Det. T. Arthur                    | Det. R. Ferrell | Y. Nowlin                                                    |
| Det. V. Clark                     | Det. E. Morales | M. Hartsell                                                  |
| Administrative Asst. – G. Hopkins |                 |                                                              |

Special Investigations Unit –



Captain Doug Wilhelm

Commander of the Special Investigations Unit

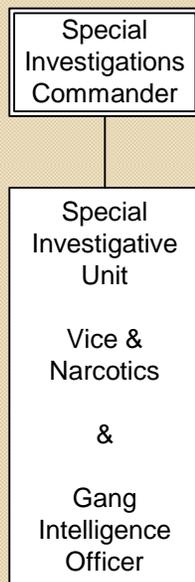
The Special Investigations Unit involves four divisions, including Investigations, Patrol, Narcotic and Gang Intelligence. The unit is inserted into problem areas to assist the patrol officers in reducing crime. This unit also investigates high profile crimes as well as traditional narcotics offenses. The gang intelligence unit identifies gangs, gang members and their activity within the City of Concord.

Captain Doug Wilhelm is a native of Kannapolis, North Carolina. He graduated from A.L. Brown High School in 1980 and earned an Associate Degree in Criminal Justice from Rowan Cabarrus Community College in 1997. He earned his Advanced Law Enforcement Certificate from the N.C. Criminal Justice Education and Training Standards Commission and a Criminal Investigation Certificate from the N.C. Justice Academy. Captain Wilhelm is also a certified instructor with the commission.

Captain Wilhelm started his career in law enforcement in 1989 as a deputy sheriff at the Cabarrus County Sheriff Department. On July 10, 1995 he accepted a position as a patrol officer with the Concord Police Department. Since being hired, Captain Wilhelm has worked in the Patrol Division, Criminal Investigation Division, and the Support Services Division as a Dare/School Resource Officer. He is currently the Captain of the Special Investigations Unit.

Captain Wilhelm currently lives in Stanly County with his wife that he has been happily married to for 24 years. He has three children and two grandchildren.

Special Investigations Unit Chart –



# Code Enforcement Division



Mitch Furr (Manager), D. Barnhardt, R. Watson, M. Coble, G. Rinehardt, D. Caudle, C. Brock, B. Dickens



The City of Concord is committed to the belief that every citizen within the city and its perimeter area is entitled to inhabit a dwelling that is decent, safe and sanitary, and meets the Minimum Housing Standards as set forth by the City.



What is Housing Enforcement?

Housing code enforcement comes under the responsibility of the Police Department of the City of Concord. Inspections are performed by a Code Enforcement Officer whenever a complaint has been received about the condition and safety of a property or the officer identifies a possible Minimum Housing Code Violation.

# Canine (K-9) Unit



The Concord Police Department Canine Unit is made up of 5 canine units. Prior to working the streets the Officer and Canine go through an extensive training program of 12 weeks of training. The training includes the following: aggression control, 17 different phases - obedience, on and off leash, tracking, area search, evidence search, building search and narcotics detection. Each officer receives about 40 hours of classroom instruction in things such as emergency first aid, search and seizure with the canine, and many more things. The Concord Police Department employs a Master Canine Trainer and all canine training is done within the City of Concord. All of the canine units must pass a certification test at the end of the 12 week training period before being graduated and allowed to work the street. A canine is assigned to one police officer for the duration of his duties with the police department. The dogs stay with that officer at his home and are well cared for by the canine officer. At the completion of the 12 week training school the canine unit must report once a week for continued training of 4 to 6 hours per week. The canine unit must also re-certify every to years to maintain their certification through a National Police Canine Association. Concord Police Department Canine Unit is under the direction of Deputy Chief G. Smith.

Officer Pat Merritt, Sr. is the Master Canine Trainer. He also serves in the capacity of Park Ranger.



# Traffic Enforcement & Safety Unit



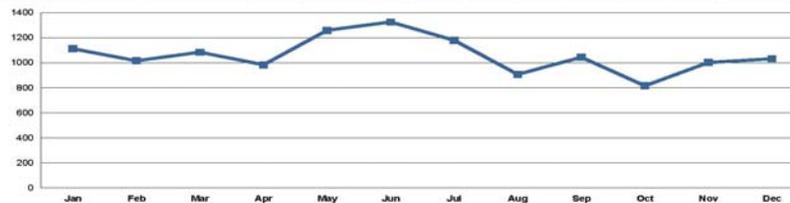
## Accident Reconstruction & DWI Enforcement Traffic Safety Education & Enforcement



Ofcr. D. Alexander, \*Ofcr. M. Tatterson, Ofcr. T. Warren,  
Ofcr. L. Hubbard, Sgt. T. Hartsell,

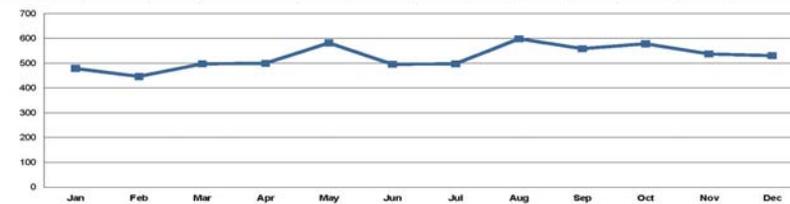
**Citations**

|           | Jan   | Feb   | Mar   | Apr | May   | Jun   | Jul   | Aug | Sep   | Oct | Nov   | Dec   | Total  |
|-----------|-------|-------|-------|-----|-------|-------|-------|-----|-------|-----|-------|-------|--------|
| Citations | 1,112 | 1,016 | 1,084 | 983 | 1,259 | 1,325 | 1,179 | 907 | 1,044 | 816 | 1,002 | 1,032 | 12,759 |



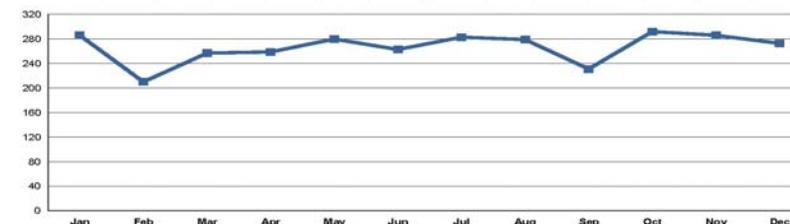
**Arrests**

|         | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | Total |
|---------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-------|
| Arrests | 478 | 446 | 497 | 499 | 581 | 495 | 497 | 598 | 558 | 578 | 537 | 530 | 6,294 |



**Crash Reports**

|              | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | Total |
|--------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-------|
| Crash Repots | 286 | 210 | 257 | 259 | 280 | 263 | 283 | 279 | 231 | 292 | 286 | 273 | 3,199 |



\* = (New Hire not pictured/ reassignment/absent/active military duty/departure)

# Special Weapons & Tactics



The Special Weapons and Tactics Team are highly trained officers that are called upon to respond to critical and intense situations. Examples of critical incidents are hostage situations, barricaded subjects; high-risk warrants and particular special events. The function of the team is to minimize the high risks often associated with these types of events or incidents.



Officers selected for SWAT must demonstrate excellent firearms proficiency, high level of physical fitness, a strong commitment to teamwork. Also, the team practice drills with Task Force 21.



# Honor Guard



The Concord Police Department Honor Guard consists of 23 sworn members. The Guard adds appreciation and dignity to many special occasions and memorable ceremonies. The events vary in nature, from celebrations to solemnity. Members serve in different capacities such as Color Guard and Funeral Detail.

# Planning, Research and Crime Analysis



## **Captain Betty Crump, Police Planner**

Captain Crump started her career as a patrol officer, and assisted with undercover drug and prostitution operations. In 1993, she was assigned to work in the Sidestown-Shankletown Community as part of the newly formed COP (Community-Oriented Police) Unit. Later in 1995, her interest in working with youth lead her to become a DARE (Drug Abuse Resistance Education) Officer and a School Resource Officer. She remained in that assignment until 1999, when she was assigned as the Crime Prevention Specialist.

Following her promotion to the rank of sergeant in 2001, Captain Crump was assigned under the Patrol Division and worked in Baker District. She became the supervisor of the Community Services Unit in 2005. In this capacity she supervised the center city officer, school resource officers, worked with many organizations such as neighborhood watch, and community service agencies, taught crime prevention, and managed the department's problem-solving projects. Presently she serves in Administration as a Police Planner.

Captain Crump's education and training consists of an Associates Degree in Criminal Justice from Rowan-Cabarrus Community College, a Bachelors of Arts in Criminal Justice from Barber-Scotia College in 1999, and a Masters of Public Administration from the University of North Carolina at Charlotte in 2005. She also holds an Advanced Law Enforcement Certificate and a General Instructor Certificate from the State of North Carolina.

Captain Crump has served the community in many ways over the course of her career. Currently, she participates in the City of Concord Neighborhood Program, is a member of the Logan Community Advisory Board, a member of Project Safe Cabarrus Committee, a member of the United Way Citizens Review Committee, and a member of the Cabarrus County Conflict Resolution Board. She is a life long member of Grace Lutheran Church and a member of Zeta Phi Beta Sorority.

"I strongly believe in police-community partnerships. I truly enjoy working with the community and being able to make a difference in the lives of the people we serve."

Currently, Captain Crump's responsibilities include succession planning; grant writing and management, policy development and revision, assisting with the police department budget, problem-solving management, special projects and supervision of the Crime Analyst.

# Concord Police Department – Crime Analysis & Statistics



Nationally, many types of crimes are tracked and reported in the Uniformed Crime Report (UCR). Concord Police Department like a majority of police departments volunteer to track and report what is known as Part I and Part II crimes. Part I crimes are also known as “index crimes” The UCR Program collects offense information for murder and non-negligent manslaughter, forcible rape, robbery, aggravated assault, burglary, larceny-theft, motor vehicle theft, and arson. These are Part I offenses and are serious crimes by nature and/or volume. Part II crimes are less serious offenses. These statistics are reported to the Federal and State Bureaus of Investigations.

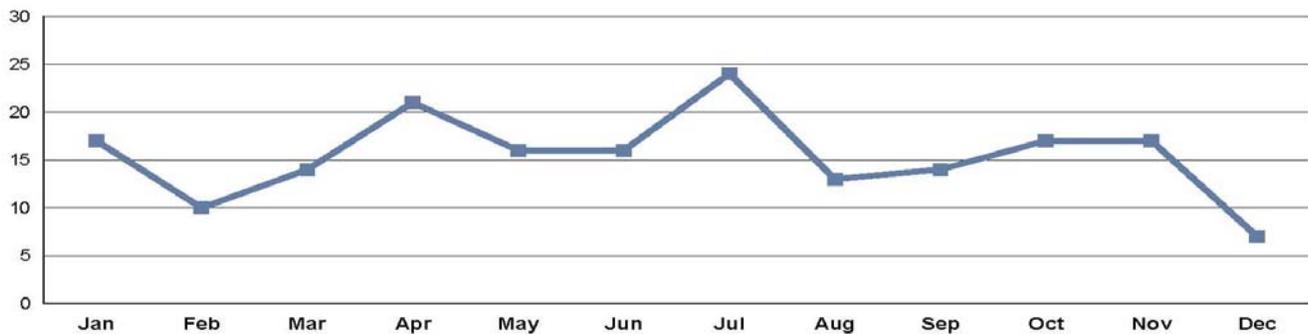


Ytalo Delgado, Crime Analyst

### Violent Crimes

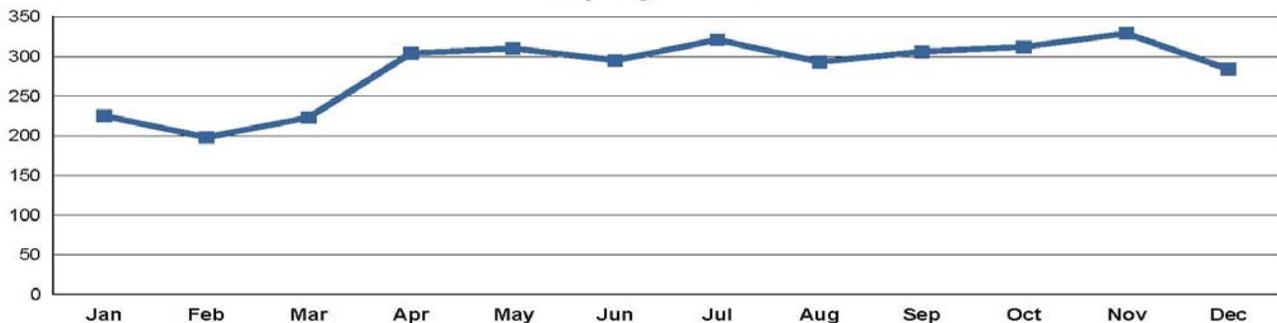
|                     | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | Total |
|---------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-------|
| <b>Murder</b>       | 0   | 0   | 0   | 0   | 1   | 1   | 2   | 2   | 0   | 1   | 0   | 0   | 7     |
| <b>Rape</b>         | 0   | 0   | 5   | 1   | 0   | 2   | 4   | 1   | 3   | 1   | 3   | 1   | 21    |
| <b>Robbery</b>      | 9   | 4   | 2   | 8   | 5   | 7   | 10  | 7   | 6   | 4   | 8   | 3   | 73    |
| <b>Agg. Assault</b> | 8   | 6   | 7   | 12  | 10  | 6   | 8   | 3   | 5   | 11  | 6   | 3   | 85    |
| <b>Total</b>        | 17  | 10  | 14  | 21  | 16  | 16  | 24  | 13  | 14  | 17  | 17  | 7   | 186   |

### **Violent Crimes**



|                        | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | Total |
|------------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-------|
| <b>Burglary</b>        | 36  | 26  | 36  | 50  | 49  | 33  | 53  | 63  | 65  | 36  | 60  | 31  | 538   |
| <b>Larceny Theft</b>   | 45  | 39  | 48  | 66  | 81  | 60  | 59  | 55  | 59  | 60  | 55  | 62  | 689   |
| <b>MV Theft</b>        | 23  | 11  | 21  | 21  | 23  | 12  | 26  | 29  | 23  | 24  | 29  | 11  | 253   |
| <b>Larceny From MV</b> | 43  | 41  | 38  | 70  | 61  | 93  | 108 | 67  | 83  | 99  | 88  | 65  | 856   |
| <b>Shoplifting</b>     | 78  | 80  | 78  | 96  | 96  | 97  | 75  | 79  | 76  | 93  | 97  | 113 | 1,058 |
| <b>Arson</b>           | 0   | 1   | 2   | 1   | 0   | 0   | 0   | 0   | 0   | 0   | 0   | 2   | 6     |
| <b>Total</b>           | 225 | 198 | 223 | 304 | 310 | 295 | 321 | 293 | 306 | 312 | 329 | 284 | 3,400 |

### **Property Crimes**



## Concord Police Department – Calls for Service in 2009



**City of Concord**  
**Population – 79,673**  
**Land Area Square Miles – 59.62**

### Calls for Service by District 2009

|                            |        |
|----------------------------|--------|
| <b>Adam</b>                | 25,679 |
| <b>Baker</b>               | 24,503 |
| <b>Charlie</b>             | 19,054 |
| <b>David</b>               | 18,719 |
| <b>Outside City Limits</b> | 4,550  |

**Total 92,505**

Each year Concord Communications Center dispatch thousands and thousands of calls for citizens and non-citizens that need police services. Calls for Service are categorized by the nature of the call or call type. Calls are also classified as dispatched or self-initiated. City of Concord Communications Center is a separate department from the police department. It serves both police and fire department operations.

## Concord Police Department – Federal Funds 2009-2010



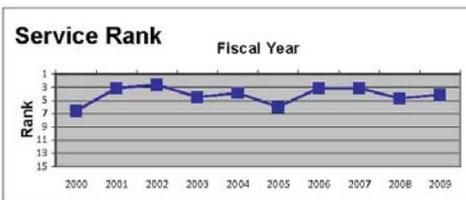
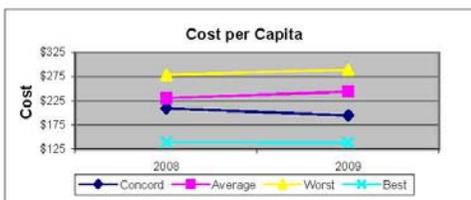
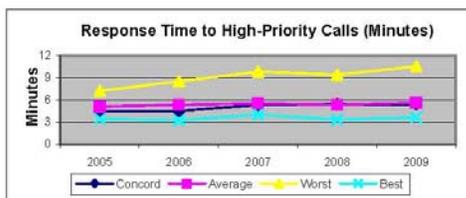
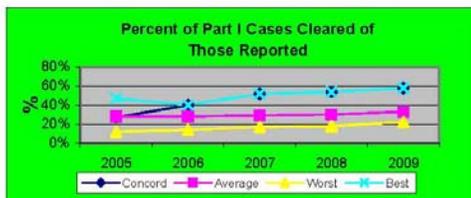
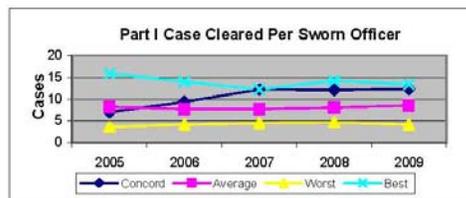
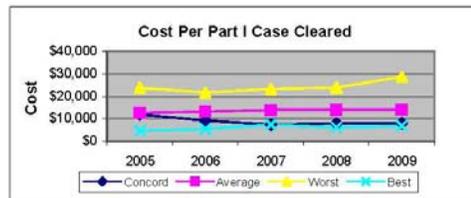
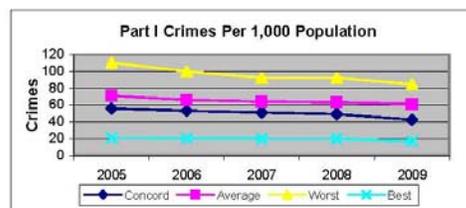
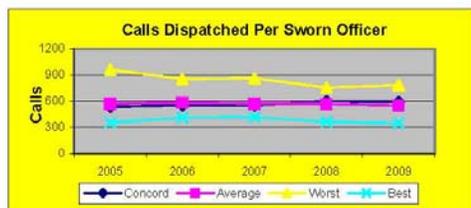
| <i>Funding Agency</i>                | <i>Award Amount</i>            | <i>Use of Funds</i>       |
|--------------------------------------|--------------------------------|---------------------------|
| Community Oriented Policing Services | \$300,000.00                   | Upgrade Radio System      |
| BJA - Dept. of Justice               | \$ 120,974.00 (Stimulus Funds) | Radios and In-Car Cameras |
| BJA - Dept. of Justice               | \$ 27,588.00                   | In-Car Cameras            |
| BJA - Dept. of Justice               | \$54,000.00 50% (reimburse)    | Officer Vests             |



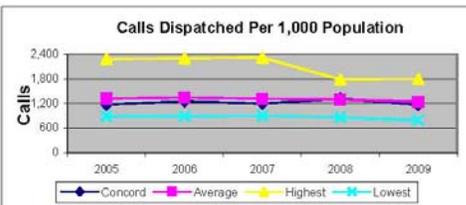
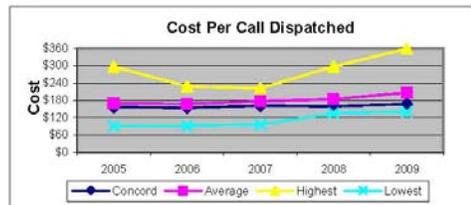
The North Carolina Benchmarking Project was initiated in September 1995, providing a comparative basis for local governments to assess service delivery and costs. It allows municipalities to compare themselves with other participating units and with their own internal operations over time. The benchmarking process includes compiling service and cost information, cleaning the data for accuracy, calculating the selected performance measures, and comparing the results. The North Carolina Benchmarking Project has achieved some overall goals and produced some valuable lessons regarding performance measurement, benchmarking, and cost accounting, in addition to specific results for the participating municipalities. (Source: NC School of Government)

## POLICE SERVICES

- = Concord is the top performer for most recent reporting year
- = Concord is at or above average for most recent reporting year
- = Concord is below city average for most recent reporting year
- = Concord is bottom performer for most recent reporting year



## System Measures



# POLICE SERVICES

## Top Performers

| <i>Part I Crimes Per 1,000 Population</i> |             |             |             |             |             |             |             |             |             |
|-------------------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
|                                           | <u>2001</u> | <u>2002</u> | <u>2003</u> | <u>2004</u> | <u>2005</u> | <u>2006</u> | <u>2007</u> | <u>2008</u> | <u>2009</u> |
| Concord                                   | 49.3        | 54.4        | 53.3        | 53.7        | 55.9        | 53.1        | 50.9        | 49.2        | 42.2        |
| Average                                   | 73.1        | 71.5        | 72.5        | 71.7        | 71          | 66          | 64          | 63.0        | 61          |
| Worst                                     | 96.9        | 100.7       | 107.9       | 98.7        | 110.2       | 99.7        | 92.3        | 92.3        | 84.7        |
| <b>Best</b>                               | 26.0        | 24.7        | 25.1        | 22.3        | 20.8        | 20.1        | 20          | 19.80       | 16.9        |
|                                           | <b>Cary</b> |

| <i>Calls Dispatched Per Sworn Officer</i> |                  |                |                |                  |                  |                 |                  |               |                |
|-------------------------------------------|------------------|----------------|----------------|------------------|------------------|-----------------|------------------|---------------|----------------|
|                                           | <u>2001</u>      | <u>2002</u>    | <u>2003</u>    | <u>2004</u>      | <u>2005</u>      | <u>2006</u>     | <u>2007</u>      | <u>2008</u>   | <u>2009</u>    |
| Concord                                   | 428              | 527            | 550            | 509              | 534              | 553             | 552              | 599           | 591            |
| Average                                   | 522              | 570            | 571            | 593              | 570              | 581             | 570              | 568           | 549            |
| Worst                                     | 730              | 939            | 767            | 906              | 962              | 855             | 863              | 757           | 783            |
| <b>Best</b>                               | 288              | 444            | 451            | 341              | 354              | 412             | 415              | 361           | 347            |
|                                           | <b>Charlotte</b> | <b>Raleigh</b> | <b>Raleigh</b> | <b>Charlotte</b> | <b>Charlotte</b> | <b>Carrboro</b> | <b>Salisbury</b> | <b>G'Boro</b> | <b>G'Boro</b>  |
|                                           |                  |                |                |                  |                  |                 |                  |               | <b>G'ville</b> |

| <i>Cost Per Part I Case Cleared</i> |                |                |                 |                 |                 |                 |                |                 |                 |
|-------------------------------------|----------------|----------------|-----------------|-----------------|-----------------|-----------------|----------------|-----------------|-----------------|
|                                     | <u>2001</u>    | <u>2002</u>    | <u>2003</u>     | <u>2004</u>     | <u>2005</u>     | <u>2006</u>     | <u>2007</u>    | <u>2008</u>     | <u>2009</u>     |
| Concord                             | \$8,287        | \$7,787        | \$9,374         | \$8,355         | \$11,879        | \$9,136         | \$7,323        | \$7,876         | \$7,999         |
| Average                             | \$11,161       | \$12,125       | \$11,730        | \$11,219        | \$12,489        | \$13,115        | \$13,811       | \$13,917        | \$14,102        |
| Worst                               | \$15,659       | \$19,372       | \$22,688        | \$16,951        | \$23,675        | \$21,653        | \$23,235       | \$23,835        | \$28,624        |
| <b>Best</b>                         | \$5,799        | \$7,787        | \$4,390         | \$4,216         | \$4,589         | \$5,364         | \$7,323        | \$6,122         | \$6,829         |
|                                     | <b>Hickory</b> | <b>Concord</b> | <b>Gastonia</b> | <b>Gastonia</b> | <b>Gastonia</b> | <b>Gastonia</b> | <b>Concord</b> | <b>Gastonia</b> | <b>Gastonia</b> |

| <i>Part I Case Cleared Per Sworn Officer</i> |                |               |                 |                 |                 |                 |                |                 |                 |
|----------------------------------------------|----------------|---------------|-----------------|-----------------|-----------------|-----------------|----------------|-----------------|-----------------|
|                                              | <u>2001</u>    | <u>2002</u>   | <u>2003</u>     | <u>2004</u>     | <u>2005</u>     | <u>2006</u>     | <u>2007</u>    | <u>2008</u>     | <u>2009</u>     |
| Concord                                      | 8.5            | 9.7           | 8.5             | 10              | 7               | 9.3             | 12.2           | 12.1            | 12.3            |
| Average                                      | 7.3            | 7.3           | 8.6             | 8.5             | 8.2             | 7.7             | 7.7            | 8.0             | 8.5             |
| Worst                                        | 5.1            | 5.0           | 5.2             | 5               | 3.6             | 4.1             | 4.5            | 4.7             | 4.1             |
| <b>Best</b>                                  | 10.8           | 10.0          | 18.1            | 17.3            | 15.8            | 14              | 12.2           | 14.20           | 13.4            |
|                                              | <b>Hickory</b> | <b>Wilson</b> | <b>Gastonia</b> | <b>Gastonia</b> | <b>Gastonia</b> | <b>Gastonia</b> | <b>Concord</b> | <b>Gastonia</b> | <b>Gastonia</b> |

| <i>Percent of Part I Cases Cleared of Those Reported</i> |                |                |                |                 |               |                |                |                |                |
|----------------------------------------------------------|----------------|----------------|----------------|-----------------|---------------|----------------|----------------|----------------|----------------|
|                                                          | <u>2001</u>    | <u>2002</u>    | <u>2003</u>    | <u>2004</u>     | <u>2005</u>   | <u>2006</u>    | <u>2007</u>    | <u>2008</u>    | <u>2009</u>    |
| Concord                                                  | 39%            | 38%            | 35%            | 40%             | 27%           | 40%            | 52%            | 54%            | 58%            |
| Average                                                  | 25%            | 25%            | 28%            | 30%             | 28%           | 28%            | 29%            | 30%            | 33%            |
| Worst                                                    | 15%            | 16%            | 16%            | 18%             | 12%           | 14%            | 17%            | 18%            | 22%            |
| <b>Best</b>                                              | 39%            | 38%            | 42%            | 56%             | 47%           | 40%            | 52%            | 54%            | 58%            |
|                                                          | <b>Concord</b> | <b>Concord</b> | <b>Hickory</b> | <b>Matthews</b> | <b>Wilson</b> | <b>Concord</b> | <b>Concord</b> | <b>Concord</b> | <b>Concord</b> |

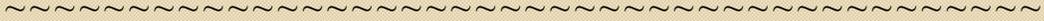
| <i>Response Time to High-Priority Calls</i> |             |                |                |                |                 |                 |             |                   |                 |
|---------------------------------------------|-------------|----------------|----------------|----------------|-----------------|-----------------|-------------|-------------------|-----------------|
|                                             | <u>2001</u> | <u>2002</u>    | <u>2003</u>    | <u>2004</u>    | <u>2005</u>     | <u>2006</u>     | <u>2007</u> | <u>2008</u>       | <u>2009</u>     |
| Concord                                     | 4.3         | 5.6            | 7.2            | 5.4            | 4.5             | 4.5             | 5.3         | 5.4               | 5.4             |
| Average                                     | 5.9         | 5.0            | 5.3            | 5.2            | 5.1             | 5.3             | 5.5         | 5.3               | 5.6             |
| Worst                                       | 10.6        | 7.0            | 8.3            | 7.1            | 7.2             | 8.5             | 9.8         | 9.4               | 10.5            |
| <b>Best</b>                                 | 2.2         | 1.5            | 1.7            | 3.2            | 3.4             | 3.2             | 4           | 3.30              | 3.6             |
|                                             | <b>W-S</b>  | <b>Hickory</b> | <b>Hickory</b> | <b>Hickory</b> | <b>Carrboro</b> | <b>Gastonia</b> | <b>W-S</b>  | <b>Burlington</b> | <b>Carrboro</b> |
|                                             |             |                |                |                | <b>Gastonia</b> |                 |             | <b>Carrboro</b>   |                 |
|                                             |             |                |                |                | <b>W-S</b>      |                 |             |                   |                 |





*“There is no greater calling than to serve your fellow men. There is no greater contribution than to help the weak. There is no greater satisfaction than to have done it well.”  
~ Walter Reuther*

Annually, members of the Concord Police Department give countless hours and donations to various community service organizations and projects. Through these efforts department personnel demonstrate a commitment to improve the quality of life for humankind “beyond the call of duty”. We are grateful to have a workforce that is caring, passionate and thoughtful of others.



- Relay for Life
- Special Olympics Competitions
- Special Olympics Law Enforcement Torch Run
- Cabarrus County Law Enforcement Association
- Glenn Center Resource Leadership Committee
- United Way
- Hispanic Learning Center
- Cabarrus Literacy Council
- Concord Youth Council
- Quinn Witherspoon Memorial Committee
- Historic Cabarrus Association
- Cabarrus Rotary Association
- Concord Rotary Association
- Cabarrus County Conflict Resolution Center
- Cabarrus County Boys & Girls Club
- Fraternal Order of Police – Lodge #64
- Police Benevolence Association
- Haiti Relief Efforts
- Reading Programs in Cabarrus County School
- Dr. Martin Luther King, Jr. Holiday Planning Committee
- Board of Visitors for Barber-Scotia College
- Mothers of Murdered Offsprings
- Big Brothers and Big Sisters
- Zeta Phi Beta Sorority
- CVAN – Men for Change





The Concord Police Department strives for excellent working relationships with the citizens we serve. Neighborhood Associations are an integral and importance part of community-policing efforts. Having community participation is a prime principle of community-policing. The City of Concord's Neighborhood Program and Neighborhood Watch Program have played in important role in relationship building with our citizens. Currently, 41 organized neighborhood groups participate in the Neighborhood Program. Many hold monthly meetings, while others meet on a quarterly basis. Regardless of meeting times, Concord Police Department officers, both sworn and code enforcement are in attendance to hear citizens' concerns with the goal of developing responses to remove or reduce problems. In 2009, police personnel logged 648 hours in community meeting attendance. Below are organizations that participate in the Neighborhood Program, for interest in the program contact Business & Neighborhood Services, 704-920-5133 –

**Afton Park Community Association  
Beverly Hills Neighborhood Association  
Boulder Creek Homeowners' Association  
Brandon Ridge Neighborhood Association  
Brown Mill Neighborhood Association  
Carolando Neighborhood Association  
Carriage Downs Property Owners'  
Association**

**Covington Homeowners Association  
Gable Oaks Property Owners' Association  
Gibson Village Community Association  
Governors Pointe Neighborhood Association  
Harbour Towne Homeowners' Association  
Highland Creek Neighborhood Association  
Kings Crossing Neighborhood Association**

**Kiser Woods Neighborhood Association  
Laurel Park Homeowners' Association  
Logan Community Association  
Oak Park Homeowners' Association  
Oxford Commons Association  
Meadowbrook Owners' Association  
Morris Glen Association  
Moss Creek Village Homeowners' Association**

**Residents of Historic Concord  
Ridgeview Association  
Riverwalk Neighborhood Association  
Roberta Farms Property Owners' Association  
Roberta Woods Homeowners' Association  
Sheffield Manor Homeowners' Association  
Silver Hill Community Association  
Southern Chase/Willow Bend Crime Watch Association**

**Southern Chase V Homeowners' Association  
Terres Bend Neighborhood Association  
Underwood Park Neighborhood Association  
Weddington Woods Homeowners' Association**

**Wil-Mar Park Community Association  
Wincoff School Rd/ Belvedere Community Association  
The Woodlands Homeowners' Association  
Yates Meadow Homeowners' Association  
Zemosa Acres Homeowners' Association**



*Citizens in participate in Concord Public Safety Academy*



*Officer Seagraves helping out at National Night Ont*



*Chief Hamilton receives historical police photograph from Logan Community President*



*Citizens in participate in Concord Public Safety Academy*



*Capt. Michael Green, Gun Safety Education at Glenn Center Career Day*



## CONCORD POLICE DEPARTMENT EMPLOYMENT PROCEDURES POLICE OFFICER



Sgt. J. Tierney  
Sworn Recruitment

### MINIMUM EMPLOYMENT STANDARDS

All applicants must be of good moral character as determined by a thorough background investigation and meet ALL minimum standards for law enforcement employment as established by the North Carolina Criminal Justice Education and Training Standards Commission and the City of Concord, to include the following:

#### Age

Applicants must be at least 21 years old at the end of Basic Law Enforcement Training.

#### Education

Applicants must be a high school graduate or have passed the General Equivalency Development (GED) test indicating high school equivalency.

#### Drivers License

Applicants must possess a valid North Carolina operator's license, or be able to obtain a valid North Carolina operator's license, prior to an offer of probationary employment.

#### Physical Requirements

Applicants must be able to perform all job related physical activity requirements as specified in the job description. Candidates must not possess any medical or physical defects that would prevent them from engaging in basic law enforcement training or performing the essential job functions of a law enforcement officer.

#### Criminal Record Check

Applicants shall not have committed or been convicted of a felony or a serious misdemeanor.

#### SALARY (FY 2009-2010)

Starting salary for non BLET certified applicants: **\$29,433.89**

Starting salary for BLET certified applicants: **\$33,394.71**



## EMPLOYEE BENEFITS

- Medical and Dental Insurance paid by the City of Concord
- 10 paid Holidays per year
- Accrue 100 hours of vacation time annually
- 401 k – 5% salary match paid by the City of Concord
- 1 car per officer (Cabarrus County residents can take vehicle home)
- Non supervisory career development program (5% per level – 5 levels)
- Accrue 100 sick time hours annually
- Receive up to \$500 per year for tuition reimbursement
- District court days are scheduled on regular work days



After the initial application has been completed and forwarded to the police department and applicant MAY go through the following steps:

- Complete Personal History statement form (F-3)
- Initial interview with the Personnel Supervisor (F-8)
- Oral Review Board
- Thorough Background Investigation
- Psychological Examination
- Polygraph Examination
- Medical Examination and Drug Screen
- Chief's Interview



The City of Concord is located in Cabarrus County and has a current population of over 72,000 residents. The city is the second fastest growing region in North Carolina. Concord is located within 15 minutes of uptown Charlotte.

[www.ci.concord.nc.us](http://www.ci.concord.nc.us)

For Sworn Positions Only - 704-920-5006

Civilian Members –

Civilian positions in the Concord Police Department consist of code enforcement officers, customer service specialists and records personnel. These positions are listed by the City of Concord Human Resource Department. Applications are available at the Employment Security Commission Office and in the City of Concord Annex Building located at 66 Union Street South. Qualifications and Requirements for civilian positions vary according to the position. These qualifications and requirements may be found in the job posting.

*A Special Thanks to Members of the Concord Police Department for Providing Excellent Professional Customer Service to Our Citizens and Co-Workers!*



We would like to thank our citizens for allowing us to serve you and for your support!

For questions regarding the contents of the report, please contact –  
Captain B. Crump, 704-920-5010 or [crumpb@ci.concord.nc.us](mailto:crumpb@ci.concord.nc.us)