

ELON POLICE DEPARTMENT



ANNUAL REPORT



2020

ELON POLICE ANNUAL REPORT - 2020

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MESSAGE FROM THE CHIEF



The Elon Police Department is committed to serving the community with professionalism and integrity. We not only protect our citizens but strive to provide unparalleled SERVICE to all residents and visitors to our Town.

This year has been extremely challenging as we faced a pandemic that isolated us from our community members. Our Staff took on more responsibilities as we worked with the Health Department in efforts to curb COVID outbreaks. We were tasked with conducting business compliance checks and responded to numerous calls of potential violations of the Governor's Executive orders.



Chief Kelly Blackwelder

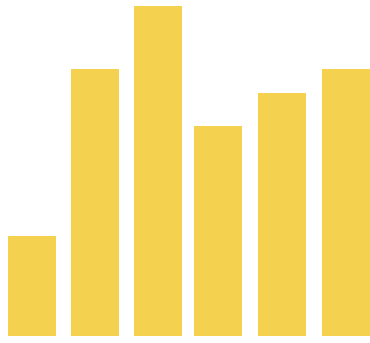
2020 was also a time of social unrest and conflict with calls for reform involving the role and function of police in our society. Recent incidents of Officer involved shootings and in-custody deaths re-ignited the national conversation about police use of force. This issue has exposed an absence of trust and legitimacy between law enforcement and segments of our society, particularly communities of color. Here in Elon, our officers are committed to the fair and equal treatment of all people and we value transparency as we continue to partner with our community.

In addition, 2020 has been a rebuilding year within our Department. As Chief, I restructured the hierarchy and added 24-hour supervision to each patrol shift to enhance officer safety, reduce Town liability and increase accountability. The Elon Police Department has recruited and hired a number of new officers with a range of experience. We are all excited to watch these new team members develop and rise through the ranks.

I am proud of how our agency has engaged with our shareholders and community partners to work toward solutions in such a time of turmoil. We still have a number of goals for 2021 and I am excited to work alongside the people of Elon, our other Town Departments and this amazing group of police officers we have on our team.

Sincerely,

Kelly Blackwelder
Chief of Police



This annual report is a comprehensive report on our agencies activities. for the year.

Our Town is continuously ranked as one the safest cities within the State of North Carolina. Our Department takes great pride in this recognition and how our efforts have impacted annual ratings. The safety of Elon citizens is our top priority and a intricate part of our department's Mission.

Our officers are proactive in crime suppression by being visible in the community, enforcing traffic safety, and educating the public. The truth is that we cannot prevent all crime from occurring. When a crime is committed, our officer's training and experience translates to an extremely responsive team of officers investigating the occurrence.

The following pages provide a snapshot of the most frequent violations, calls for service and enforcement action and clearance rates by our department. This is not an inclusive list or a detailed breakdown but does provide some statistical data into what our officers see most often in the field.

This Annual Report is the first our department has ever drafted or released. Our hope is that it educates the public about what we do and who we are. This report will highlight our successes and draw attention to areas where we need to improve.

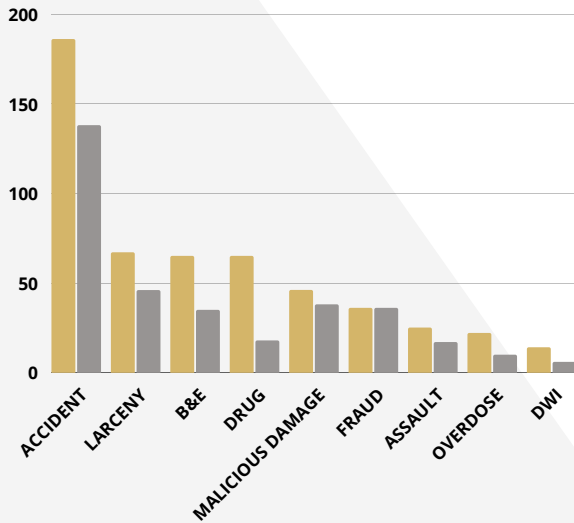
ANNUAL STATISTICS 2020

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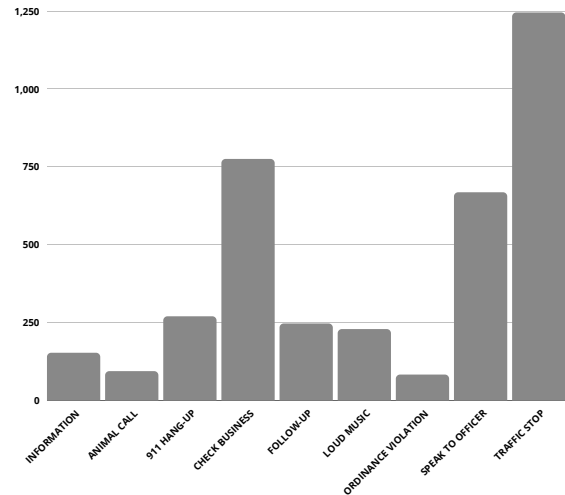
2019

2020

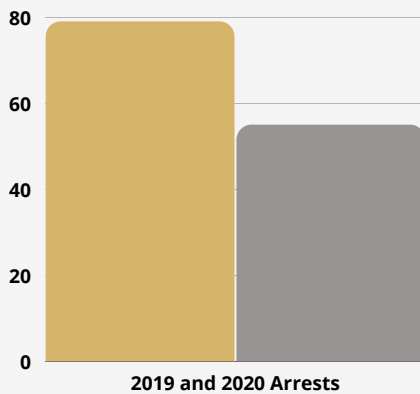
Top 10 Violations & Reports



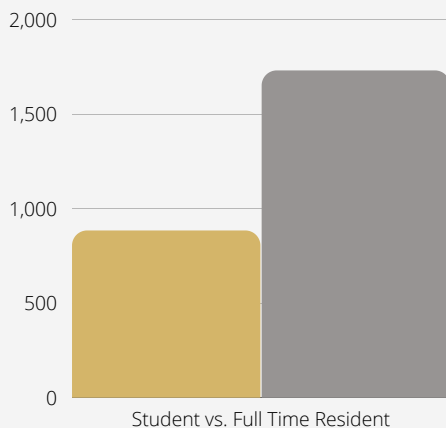
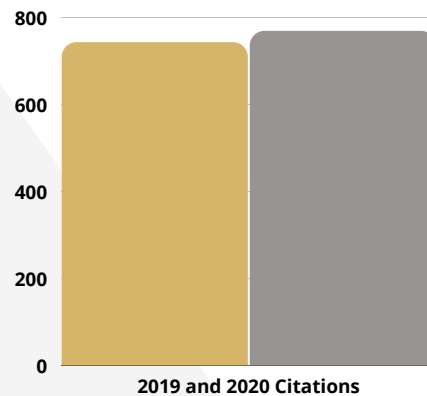
2020 Additional Police Response



2019 and 2020 Arrests Comparison



2019 and 2020 Citation Comparison



Total number of Calls for service in
2020:
12,338

INVESTIGATION 2020

Criminal Investigation Clearance Rates



Felony
70.6%



Misdemeanor
83.3%



Other
87.9%

Officers of the Elon Police Department work diligently to prevent and solve crime. Our patrol officers receive investigative training much like our Detectives do and are encouraged to work all incidents of crime to the best of their knowledge and abilities. Major cases are referred to a Detective for investigations. These cases may include: robbery, sexual assault, serious physical assaults, burglaries, homicides and any case that is suspected to be motivated by hate. Our agency's top priorities are to protect the sanctity of life, preserve property and the peace. In an attempt to fulfill our mission, we launched several campaigns in 2020. Below are a few.

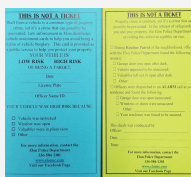


Due to an increase of vehicle break ins and auto larcenies we launched a HIDE, LOCK, TAKE Campaign to educate the community



NEIGHBORHOOD WATCH PROGRAM

Officer organized and assisted na number of neighborhood watch programs within the Town. If you are interested in participating, please contact Elon Police Department.



During routine patrol of Downtown and neighborhoods officers graded vehicle owners for their level of security when leaving their cars unattended. Homeowners received feedback if left a garage door open.



9 PM CHECKLIST

- ✓ REMOVE VALUABLES FROM VEHICLE
- ✓ LOCK VEHICLE DOORS
- ✓ CLOSE THE OVERHEAD GARAGE DOOR
- ✓ LOCK THE INNER GARAGE DOOR
- ✓ CLOSE & LOCK ALL EXTERIOR DOORS
- ✓ SHUT WINDOWS
- ✓ TURN ON FRONT EXTERIOR LIGHT
- ✓ SET YOUR HOME & CAR ALARM

#9PM ROUTINE

STAFF DEMOGRAPHICS 2020

It is important for the staff of a Police Department to mirror that of the community they serve. The Elon Police Department decided to be intentional in our efforts to increase the diversity of officers. Our efforts have paid off in the last two years as we have recognized a significant increase in diversity of our applicant pool. I am proud to say

that the Elon Police Department is as diverse as it has ever been and we have some top notch officers in all ranks within the Department and while we have made strides to improve in this area, we still have room

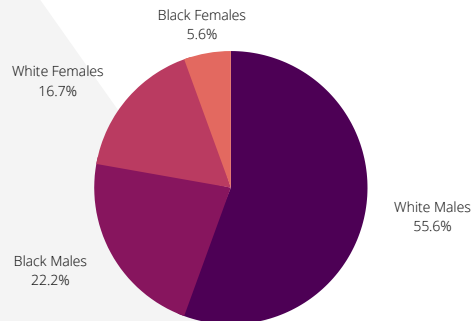
to grow. The next few pages illustrate the demographics within EPD and that of our supervisors. It includes the length of overall job experience our officers have, the race and gender of our officers on patrol and that of our supervisor staff. We also highlight our new officers from 2020, promotions and special recognition or awards that were received.



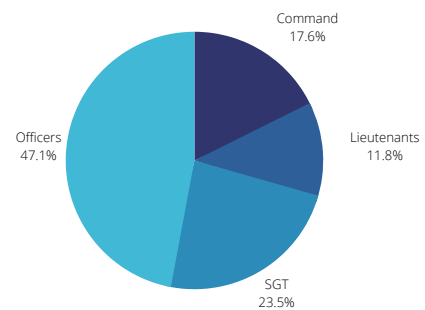
STAFF DEMOGRAPHICS

20 Officers (3 vacancies)

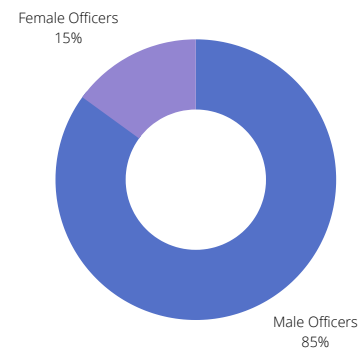
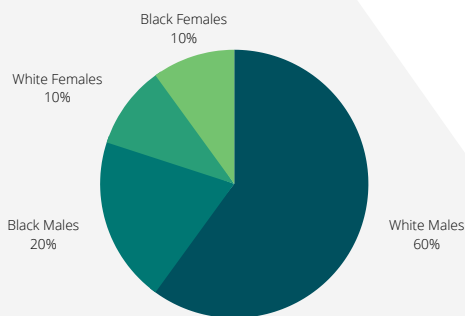
Staff Demographics



Rank of the Department



Supervisor Demographics



Fewer than 2 years

2-5 years

6-10 years

11-20 years

+ 20 years

*three vacant position- shows 17 officers



Officer Scott Swink was sworn in at EPD in December 2020. He spent 8 years with Graham PD, where he was named 2019 Officer of the Year.

Officer Swink has a variety of training that will serve the Elon community well.

Officer Alex Cagle

Joined the team in June 2020 straight out of Basic Law Enforcement Training. Officer Cagle successfully completed field training and has been a great addition to EPD.



Officer Orlando Maynard joined EPD in December 2020.

Officer Maynard served in the Army for 6 years prior to entering BLET. He will likely be released from field training Spring 2021.

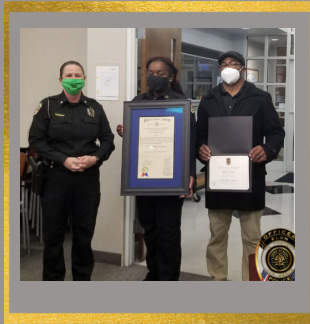
NEW EMPLOYEES HIRED IN 2020

EMPLOYEE RECONGIZITON 2020



Detective Peters and Chief Blackwelder recognized by Burlington Police for "Award of Excellence".

Officer Stephen Greeson was awarded his Intermediate Law Enforcement Certificate by North Carolina Criminal Justice Training and Standards commission.



Sgt. Ditra Grave and Sgt. Chavis were honored at a Board of Alderman meeting. Sgt. Graves was awarded her Advanced Law Enforcement Certificate and Sgt. Chavis was recently Promoted from Detective to Sergeant.

Sgt. Kedrick King was presented with a Certificate of Appreciation for going above and beyond to assist a teenager in crisis.



Lt. Turney was promoted to Assistant Chief over Operations in August of 2020.

Lt. James Turney, Asst. Chief James Perry and Detective Ed Peters received Meritorious Award for their work on a homicide investigation in February of 2020.



DeMario Chavis was promoted from Detective/MPO to Patrol Sergeant

COMMUNITY ENGAGEMENT 2020

Community interaction is key to problem solving and building relationships

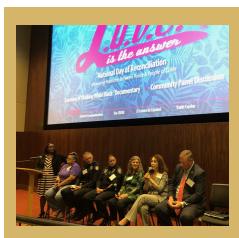
Recognizing the importance of community engagement, the Elon Police Department reorganized staff in an order to dedicate personnel to community relations. The COVID19 restrictions significantly impacted our ability to launch a lot of our in person initiatives in 2020. We are optimistic in our ability to see you all in more social setting 2021-2022. Some programs that are in the development stages include:

Citizens Academy, Community-Police Partnership Coalition, Public Safety Fair, Virtual Coffee, Reading with a Cop, Police Town hall meetings and more! Hopefully we will also be able to re-introduce our beloved Trading Card program as

Covid-19 restrictions lift in 2021. In whatever way we can interact with our community, we are going to take it in stride and enjoy the connection! Hope to see you all soon!

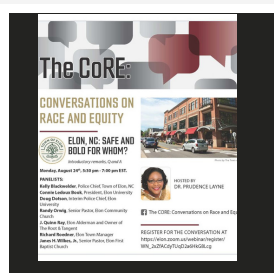


COMMUNITY ENGAGEMENT 2020



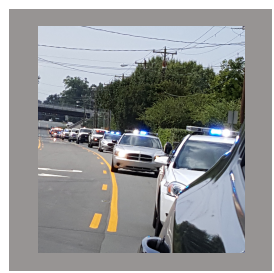
NATIONAL RECONCILIATION DAY
Chief Blackwelder participates in a viewing of "Love is the answer" and panel discussion on race relations at Elon University.

The conversation of racial inequality and biased-based policing is not new. In 2020, a resurgence of these concerns was witnessed on a national level in the months following the death of George Floyd. The Elon Police Department is committed to working with our partners to talk about the relationship between marginalized communities and criminal justice professionals. Our officers practice fair and equitable treatment of ALL citizens in each and every encounter we have with the public. Our staff engaged in multiple forums, private meetings and panel discussions to discuss equality 2019-2020.



Conversation on Racial Equity panel

Members of the Elon Police Department also actively participate in the Neighborhood Coalition which is a cohort of citizens, landlords, Elon University officials, students, police and Town of Elon employees. We come together to discuss "Town-Gown" relations to enhance the quality of life for all who live in Elon.



Neighborhood parades were increasingly popular during COVID as a way to stay connected.

COVID-19 had a huge impact on our ability to engage with the community. In response to this change officers participated in a number of parades throughout Elon and surrounding areas. These parades were our way to show the community that we *want* and *need* that connection with them. Officers drove through retirement communities who were suffering from a lack of socialization and participated in parades that celebrated birthdays, graduations and those that were simply meant to bring a sense of unity in a time of uncertainty.

Our officers are excited for 2021 and hope we have more opportunities to get out and mingle with our community. We recently added a Community Relations position in hopes of creating new programs in which our officers can engage with the citizens of Elon. Some of our officers have created programming for virtual interactions, so we hope you all can join us for those until it is safer to meet in person.

INTERNAL ACCOUNTABILITY 2020

Procedural Justice

The Elon Police Department has made procedural justice central our agency's mission. Officers participate in training such as Crisis Intervention Team Training (CIT), Implicit Bias, De-escalation, Racial equity and juvenile-minority sensitivity. In 2019 we partnered with Lexipol and in 2020 we released a completely new policy manual. In doing so, the Elon Police Department adopted "8 can't wait" policy suggestions in the new changes. This was an important piece to enhancing procedural justice within our agency and the community. The revision included changes to how we accept personnel complaints, how we process those complaints, and established a rigid use of force review process. Procedural Justice hinges on "fairness in the processes, transparency in actions, providing opportunities for a voice, and impartiality in decision making." The Elon Police Department believes in these principles and our officers apply them to their daily interactions with our community.

Traffic Stop Reports

The State of North Carolina requires any state or local municipality that has over 10,000 residents must complete traffic stop reports on all vehicle stops made by officers, regardless of enforcement action taken. These reports collect data on the reason for the stop, searches made, enforcement (if any taken), race, age and ethnicity of the driver and any passengers. The reports are collected by the state and are open for public inspection. ***Although the Elon Police Department is not required to submit these reports, we began reporting to the state voluntarily in July 2020.***

<https://trafficstops.ncsbi.gov/Default.aspx?pageid=2>

INTERNAL ACCOUNTABILITY

In 2015, The President's Task Force on 21st Century Policing issued a Final Report on their findings. In this report, the task force noted several areas in which law enforcement leaders needed to concentrate improvement efforts. These suggestions are known today as the "Six Pillars of 21st Century Policing". The crux of the Pillar one, Trust and Legitimacy, is Procedural Justice. Procedural Justice is divided into four core principles: (1) fairness in the processes, (2) transparency in actions, (3) opportunities for voice and (4) impartiality in decision making."

Ensuring that officers respond to members of the public in a fair and just manner starts inside the agency itself. We accomplish this in part with training but more importantly, the manner we treat our officers within the department. Once officers understand what procedural justice looks like they are far more likely to treat others in the community in the same way.

In an effort to enhance procedural justice EPD began revising policy. In doing so the Elon Police Department adopted "8 can't wait" policy suggestions in the new changes. This was an important piece to enhancing procedural justice within our agency and the community. The revision also included changes to expand the methods we accept personnel complaints and a more defined process on how we process and investigate complaints. Complaints are investigated to the fullest extent and conclusions are categorized as:

Unfounded - When the investigation discloses that the alleged acts did not occur or did not involve department members. Complaints that are determined to be frivolous will fall within the classification of unfounded.

Exonerated - When the investigation discloses that the alleged act occurred but that the act was justified, lawful, and/or proper.

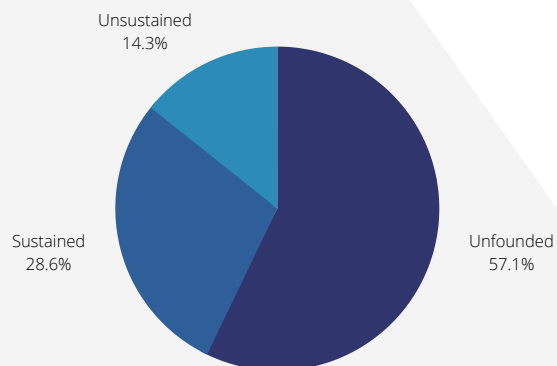
Not sustained - When the investigation discloses that there is insufficient evidence to sustain the complaint or fully exonerate the member.

Sustained - When the investigation discloses sufficient evidence to establish that the act occurred and that it constituted misconduct.

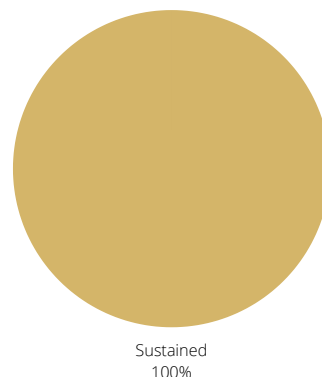
Policy Failure- Allegation is true but action taken was not inconsistent with agency policy.

INTERNAL ACCOUNTABILITY 2020

Some investigations are generated internally from supervisors or peers who observe misconduct or policy violations. These are considered *internal complaints*, while complaints from citizens are considered *external complaints*.



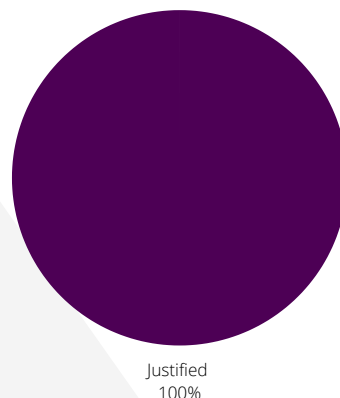
External Complaints - 7 Total
Unfounded - 4
Sustained - 2
Not sustained - 1



Internal Complaints - 2 Total
Sustained - 2

Use of Force

The Elon Police Department values all human life without prejudice. The sanctity of life is the foundation of all use of force decisions by our officers. Our use of force model encourages the use of de-escalation and less lethal measures when possible. Our officers also receive reality based scenarios during all firearms and other less lethal training. The combination of critical decision making, proper training and a positive department culture is a key factor for our continuously low incidents of force.



Use of Force Incidents - 1
Review findings: Justified.

TRAINING 2020

Training and Education

Training and education are two of the most crucial components in ensuring the professional delivery of police services and enhances the department's ability to develop strong leadership. Training and education is also recognized as a pillar in 21st Century Policing.

Our officers participate in realistic, scenario-based training that improves their ability to use critical decision making skills in the field. Police Officers are called on to handle a variety of complex situations and rely on practical and classroom training to help prepare them for anything that comes their way.

This past year, COVID had a tremendous impact on our ability to conduct and attend in person training. We relied heavily on online platforms to get the training our

officers needed. The next few pages will provide an insight into the hours of training our officers received in 2019 vs. 2020 and what some of those topics were. In addition to law enforcement courses, we strongly advocate for our officers to pursue formal degrees. We have quite a few who have followed through.

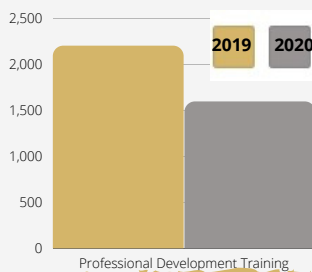


Officers in annual Taser training using de-escalation tactics.

TRAINING AND EDUCATION 2020

When considering training topics, we review the professional goals of the officer, identify individual needs through performance evaluations, assess the needs of the department and those of our community. Training is often free from local community colleges and the North Carolina Justice Academy. There are occasions when we seek out specialized training that is only available through certain training vendors that we pay for.

Each year our officers are also required to complete at minimum of 24 hours of training that is mandated through the state. The North Carolina Training and Standards Commission publishes a list of required in-service training that must be completed in order for officers to maintain their law enforcement certification. EPD incorporates more than the 24 hour minimum to our annual in-service training every year by an average of 10 extra hours each year. The topics chosen by the state varies from year to year, but the courses required in 2020 were: Firearms (classroom and practical qualifications), Legal Updates, Communication Strategies when Encountering Persons Who are Hard of Hearing or Deaf, Long-term Affects of Childhood Adversity, The Signs within: Suicide Prevention Education and Awareness, Law Enforcement Threat Assessment, Armed and Unarmed Security and Company Police, and Career Survival. EPD added Taser recertification and CPR in addition to these topics.



The Elon Police Department has a history of exceeding the standards set by the State. The State requires a minimum firearm qualification score of 70% with a handgun. At EPD officers must score 80% or better. Each officer must score 100% when qualifying with a rifle. This is a superior standard.

2020- 956hrs of Training

2020-640hrs of Mandated Inservice



TRAINING AND EDUCATION 2020

Professional Development training attended by EPD officers in 2020

Procedural Justice Courses

Confronting the Toxic Officers
Making Discipline Stick
Duty to Intercede
Victim Rights
Conflict Resolution
Implicit Bias Training
Crisis Intervention Training
Policy review
Community Policing

General Topics

Field Training
Police Law Institute (PLI)
Diversity and women in Policing
Basic SWAT
K9 Training
Active Shooter
Basic Recertifications: radar, DCI, Intoximeter, standardized field sobriety training.

Investigative Training

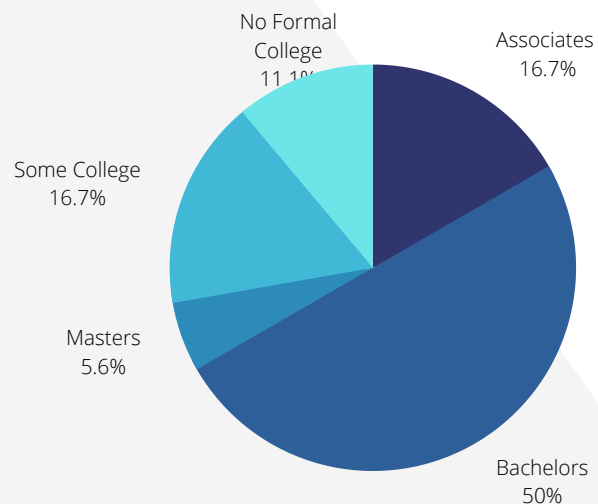
Interview and Interrogation
Sexual assault
Forensic interview of Children
Cell phone and social media
Cyber crimes

Leadership training

First Line supervision
FBI LEEDA - Command and Executive
Developing Personnel
Mentoring; the Path the Leadership
Police Leadership Academy

Formal Education Among EPD Officers

While we encourage our officers be life long learners and seek formal degrees, they receive no paid incentives (with exception to our Town's tuition reimbursement of \$1,000 annually) to do so. This desire is self motivated in pursuit of their professional and personal development.





CONNECT WITH EPD

NON-EMERGENCY NUMBER 8AM-5PM ONLY

336-584-1301
336-584-7876 - Fax

EMERGENCIES - ANY HOUR

Dial 9-1-1

VISIT OUR WEBSITE

www.townofelon.com



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