

# Elon Police Department 2022-2023 Annual Report

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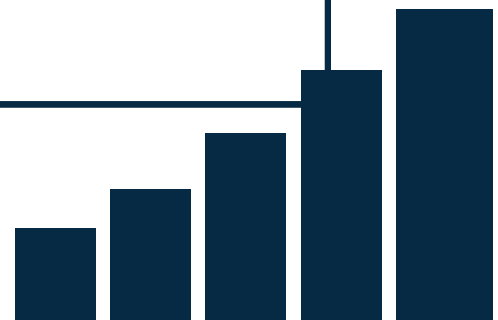
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# Message from the Chief



Thank you for taking the time to read our annual report for 2022-2023. As in years past, this report details some of the remarkable accomplishments made by the exceptional staff of the Elon Police Department, who provide the highest level of service to our safe and thriving community. Our biggest focus in 2022-2023 was navigating a hiring crisis within law enforcement while continuing to build a robust community engagement culture.

The past year was challenging for our organization as we worked to fill vacant positions with qualified candidates. We witnessed a regional hiring war as agencies started offering hiring bonuses and enormous pay increases that made it difficult for smaller agencies, like Elon, to compete. However, in the early stages of this hiring epidemic, we agreed not to lower our hiring standards to fill a vacancy, and we committed to weathering the storm until a highly qualified candidate emerged. Not only have we been successful in our resolve to be selective in our hires, but we continue to enhance the agency's diversity.

Many have asked how Elon has managed to thrive during this hiring and retention crisis. First and foremost, we have relied on building a strong, positive organizational culture with a focus on our employees and the overall safety of our community. In an effort to recruit highly qualified candidates, we worked hard to create desirable performance and education incentives to reward and motivate our team. Instead of throwing money at the hiring problem and settling for a subpar officer to fill the void, we decided to invest in retaining the excellent officers we hire and propelling their professional development. As a byproduct of this approach, we have managed to attract people who want to be a part of what we are building in Elon. In my opinion, we have traversed this hiring and retention crisis providing a win-win situation for our organization and the public. Our officers are happy, well-trained, and educated; they implement industry best practices, but more importantly, they all care deeply about our Elon Community.

We realize there are many variables that contribute to the Elon Police Department's success, such as our dedicated and talented employees as well as strong support from our Town Manager, Mayor, Council, and community members. We also realize that, in order for us to continue to accomplish our mission, we must retain the confidence, support, and trust of the people who visit, live, and work in our town. Last year, we appointed a dedicated civilian as our community liaison. He worked tirelessly to ensure our citizens had a place at the table and that our officers and agency leadership were accessible to the public and visible within the community in non-enforcement roles. Next year will be even better as we build on the foundation we have created.

As Chief, I am determined to propel our agency forward, making the Elon Police Department an exemplary agency and setting the standard for all others to model. Our team is equally dedicated to this goal, and they prove it every day by going above and beyond to make the Town of Elon a safe and secure community for everyone to enjoy.

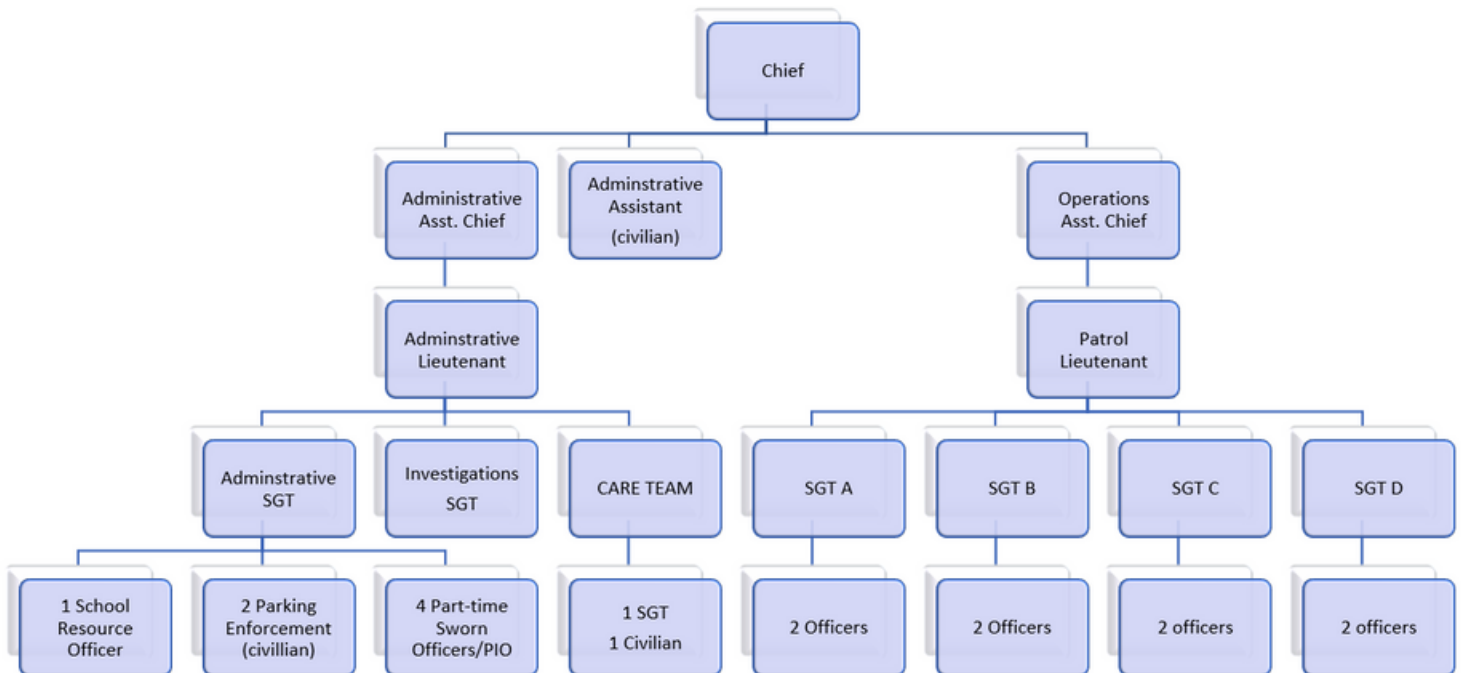
# Mission, Leadership & Command Structure



## Mission

The Elon Police Departments' mission is to enhance the quality of life and promote public trust through community service and engagement. Our members are dedicated to impartial law enforcement practices that reduce crime and we strive to remain attentive to our community's changing needs and expectations.

## Organizational Chart

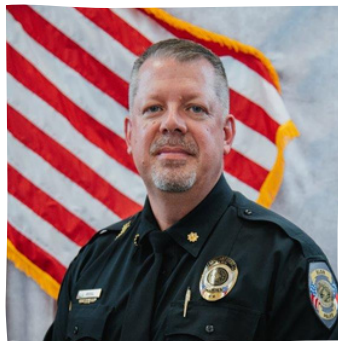




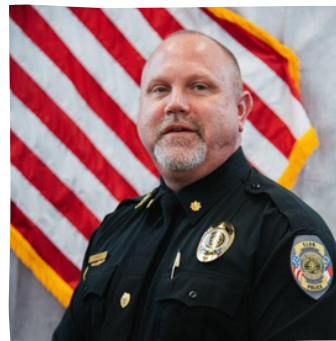
# Meet the Team



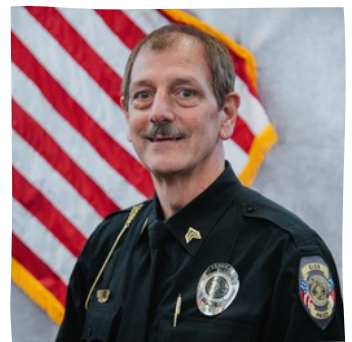
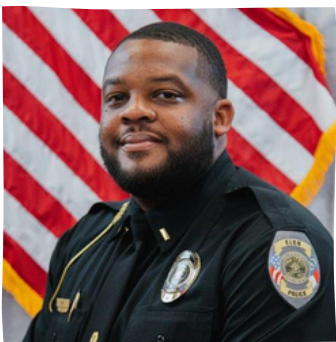
Kelly Blackwelder- Chief of Police



Lyle Anibal-Assistant Chief



JT Turney-Assistant Chief



Kedrick King-Lieutenant DeMario Chavis-Lieutenant Robert Lovett-Sergeant

Ed Peters- Sergeant



Mike Brewer-Sergeant



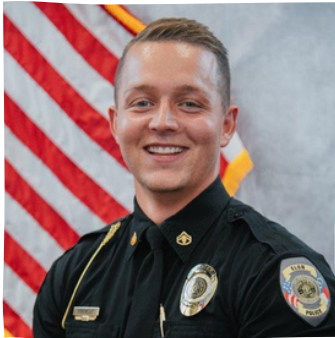
Chris Eanes-Sergeant



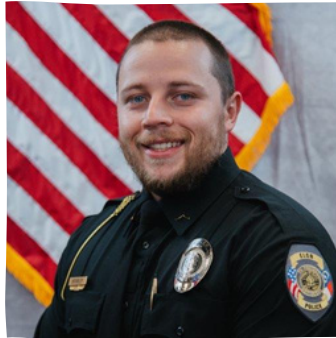
Stephen Greeson-Sergeant



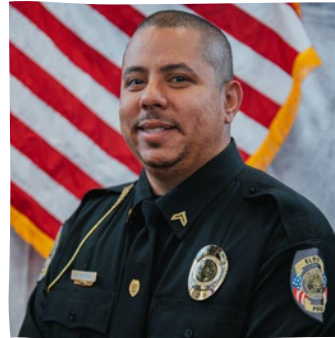
Chris Miles -Sergeant



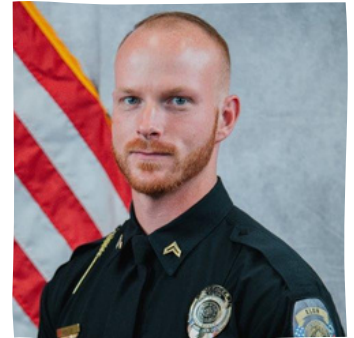
Steven Alderin- MPO



Jackson Brinkley- PO II



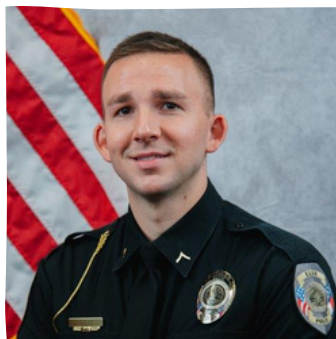
Jonathan Figueroa- MPO



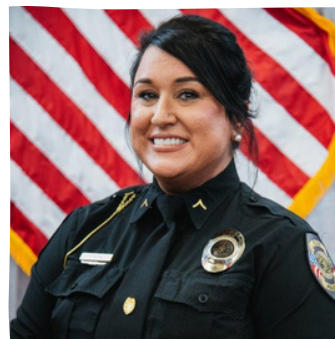
Shane James- MPO/SRO



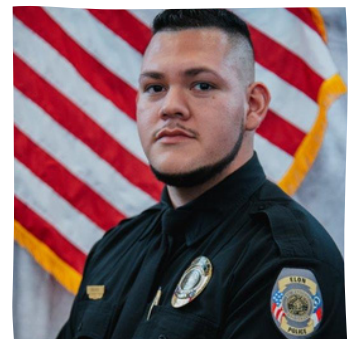
Devin Jenkins- PO II



Tyson Poe- MPO



Crystal Pyron- PO II

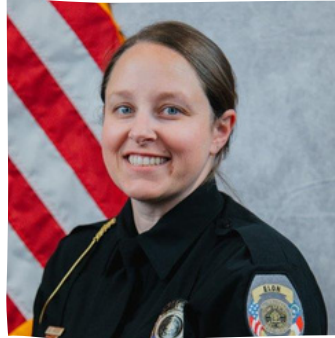


Edgar O'Campo- PO II





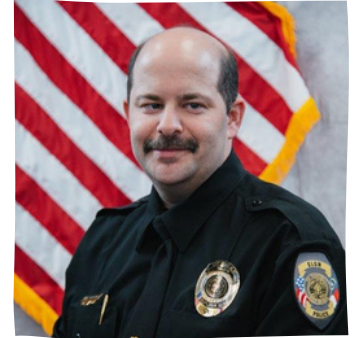
Scott Swink- MPO



Hannah Giroux-MPO/ PIO



Christen Faucette-MPO



Matthew Griffin-MPO



Orlando Maynard  
Community Outreach Liaison



Terry Peele  
Chaplain



Sheila Lackey  
Administrative Assistant



Sammy Boggs  
Parking Enforcement



Larry Boggs  
Parking Enforcement

# New Employees



**SHANE JAMES**  
SCHOOL RESOURCE OFFICER

**JACKSON BRINKLEY**  
POLICE OFFICER



**JONATHAN FIGUEROA**  
POLICE OFFICER

**CHRISTEN FAUCETTE**  
POLICE OFFICER



**EDGAR OCAMPO**  
POLICE OFFICER

**MATTHEW GRIFFIN**  
POLICE OFFICER



# Promotions



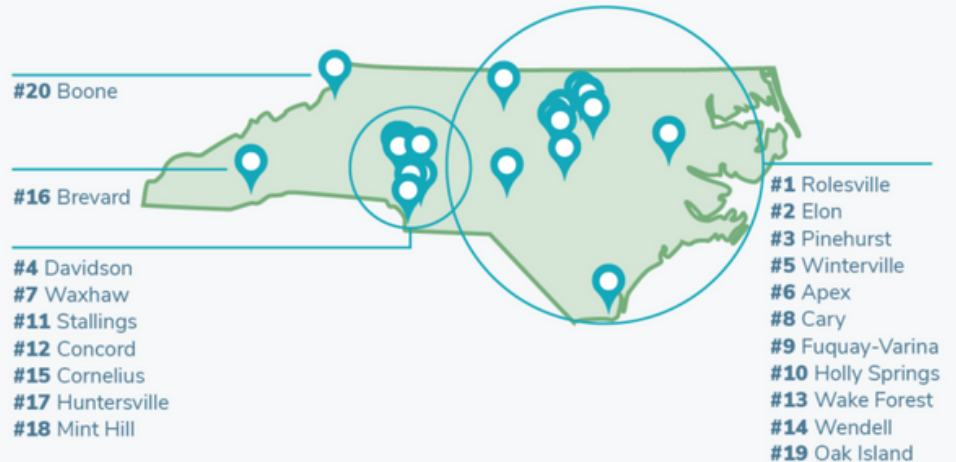
**CHRIS EANES**  
SERGEANT

**TYSON POE**  
MPO/TEAM LEADER



# Safety

## The safest cities in North Carolina in 2023



For the 3rd year in a row, Elon has been named the second safest city in the State of North Carolina.

We take great pride in this recognition and how our efforts have impacted annual ratings.

The safety of Elon citizens is our top priority and an intricate part of our department's mission.

- Every safest city reported no more than 2.1 violent crimes per 1,000 residents.
- 90% of safest cities (18) reported fewer than 100 total violent crimes.
- 12 of the safest cities in North Carolina (60%) reported 0 murders.
- Every safest city falls below state, region, and US property crime rates.
- All safest cities reported fewer than 18 property crimes per 1,000 (US 19.6).

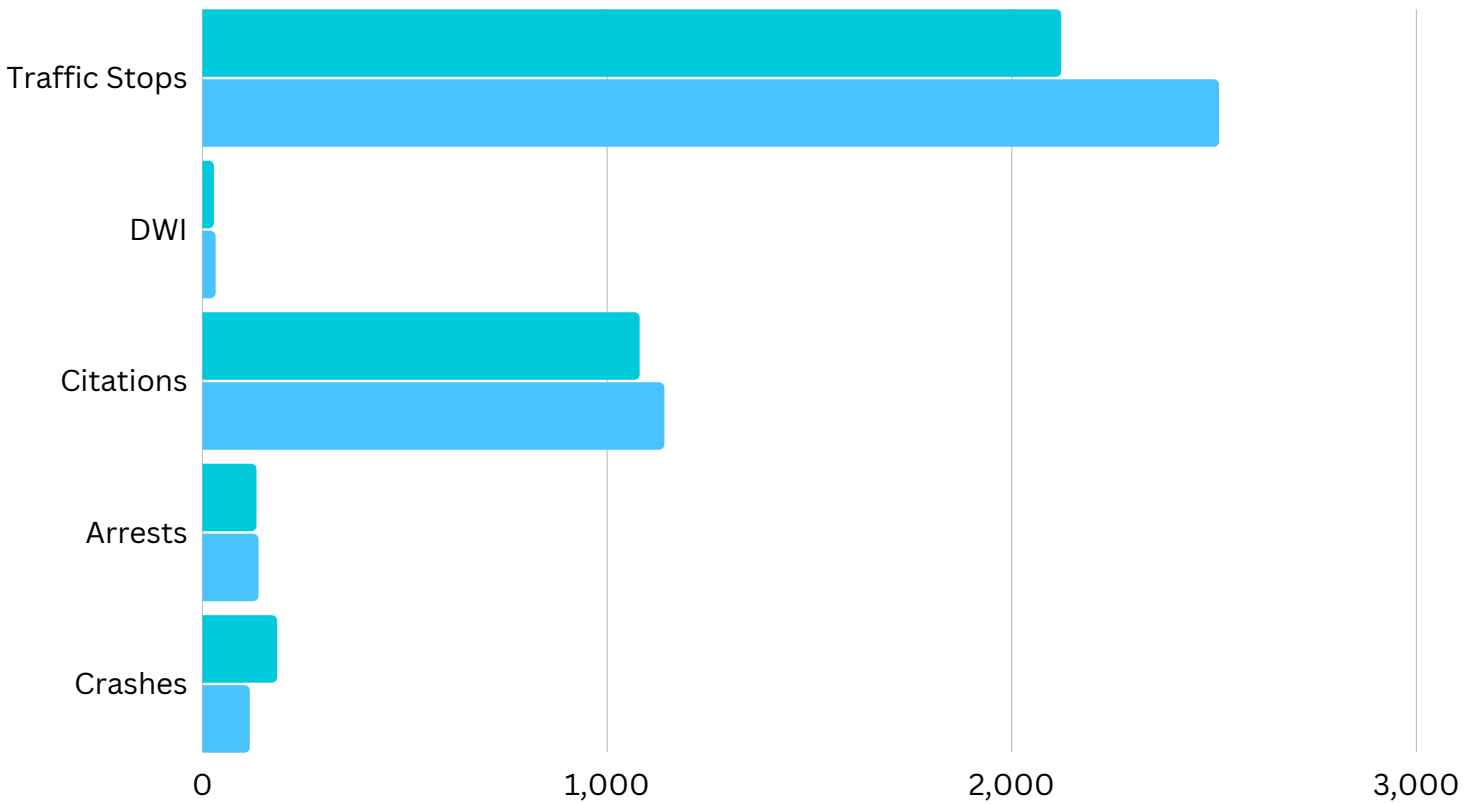
For the purposes of this report, the terms “dangerous” and “safest” refer explicitly to crime rates as calculated from FBI crime data—no other characterization of any community is implied or intended.



# Data



	2021-2022	2022-2023
Traffic Stops	2121	2511
DWI	27	31
Citations	1079	1140
Arrests	132	137
Crashes	183	116



# Criminal Investigations



258

Total Number of Reported Incidents

Each year our Detectives are assigned cases to investigate. These cases range in nature and include fraud, assault, breaking and entering, sexual assault, and homicide. Cases are assigned and cleared according to specific categories.

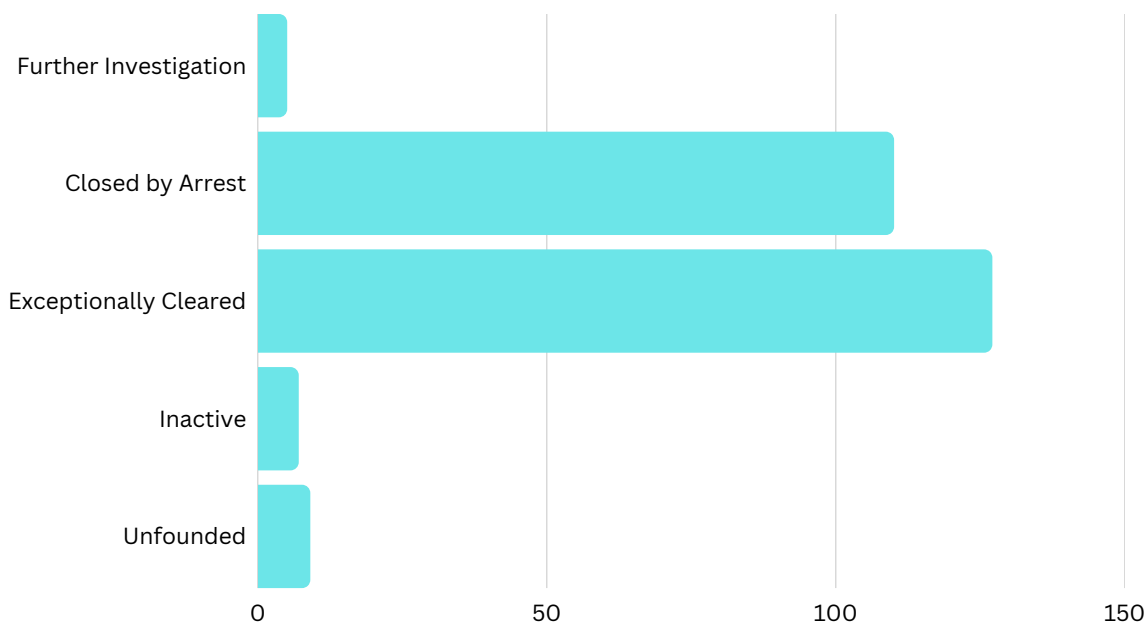
**Further Investigation: (Active):** Indicates the case is actively under investigation, and all leads are being followed up on with reasonable, good faith anticipation of securing an arrest or prosecution.

**Cleared by Arrest:** Indicates an arrest of one or more offenders has been made, charged with the commission of the crime, and will be turned over to the court system for prosecution.

**Exceptionally Cleared:** In certain situations, elements beyond law enforcement control prevent the agency from arresting and formally charging the offender. Some of these exceptions are: victims' refusal to cooperate, the death of the offender, or the offender being a juvenile.

**Inactive:** Every reasonable avenue of investigation has been pursued or exhausted and no follow-up will be made unless additional information becomes available.

**Unfounded:** Indicates the investigation proves the report to be false or baseless and the determination was made that no crime was committed.



# Internal Affairs Investigations



Class I Complaints are as follows:

- Any criminal conduct, including alleged violations of Federal or State law
  - Corruption
- Excessive use of force resulting in injury requiring treatment or police brutality
  - Civil Rights Violations
- Death of any persons in police custody
  - Violence or threats in the workplace
  - Officer-involved shooting
  - Untruthfulness
- Other circumstances, incidents, or investigations at the direction of the Chief.

Complaint Type	Number of Complaints	Disposition
Internally Generated	1	Sustained
Externally Generated	1	Exonerated

Class II Complaints are as follows:

- Complaints about arrest/enforcement scenarios not rising to Class I excessive force complaints
  - Violations of Town Ordinances, traffic infractions, etc.
  - Failure to perform duties, tardiness, insubordination, and other policy violations
- Unprofessional conduct, such as rudeness
- All other alleged inappropriate conduct not defined as Class I complaints.

Complaint Type	Number of Complaints	Disposition
Internally Generated	0	-
Externally Generated	5	(2) Exonerated (2) Unfounded (1) Sustained

**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.

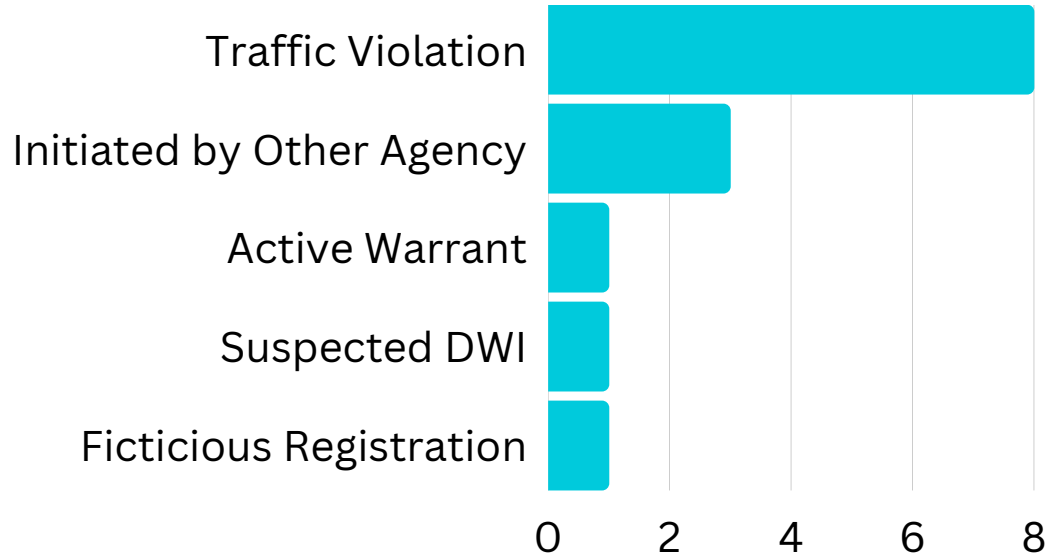
**Not sustained** - When the investigation discloses that there is insufficient evidence to sustain the complaint or fully exonerate the member.

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

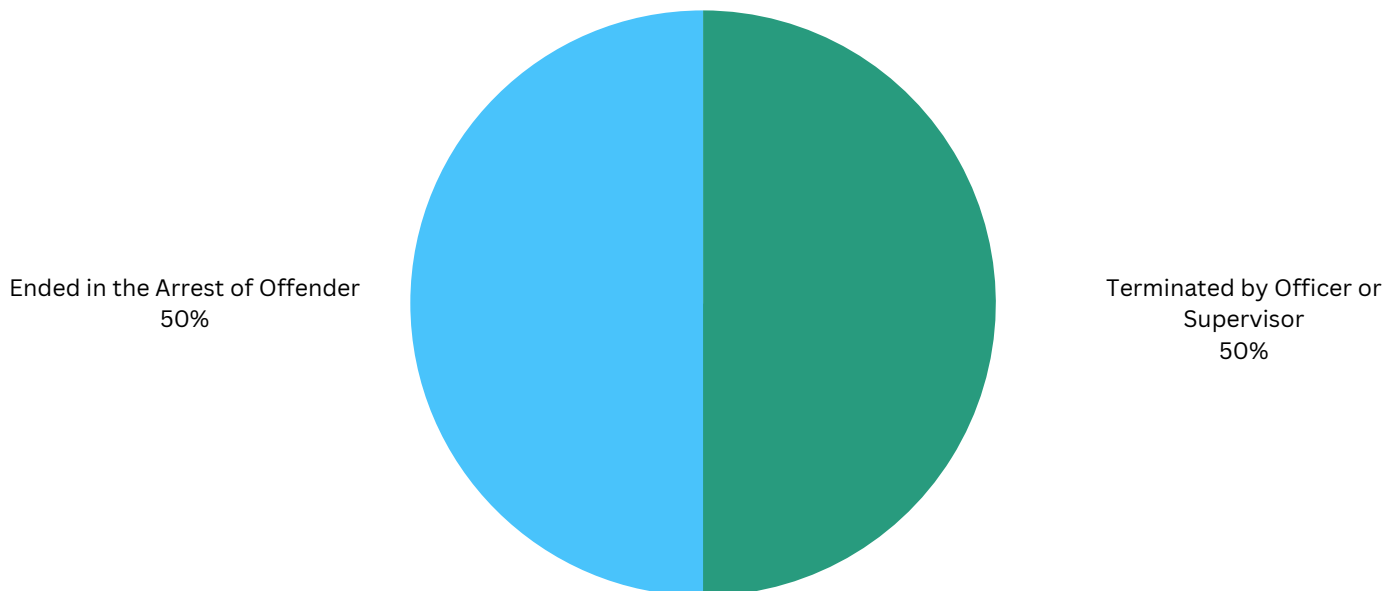
# Vehicle Pursuits



## Reason For Pursuit Initiation



## Outcome of Pursuit



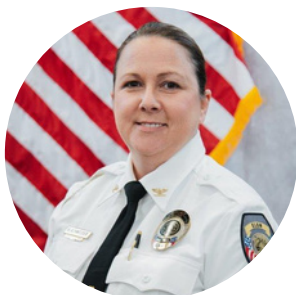
# 30 x 30 Campaign



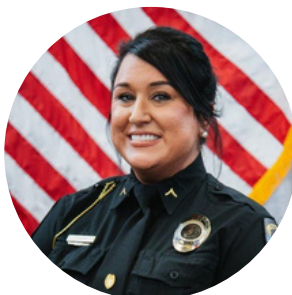
In July of 2022 the Elon Police Department signed on to the 30x30 Pledge – a series of low- and no-cost actions policing agencies can take to improve the representation and experiences of women in law enforcement. The activities help policing agencies assess the current state of a department with regard to gender equity, identify factors that may be driving any disparities and develop and implement strategies and solutions to eliminate barriers and advance women in policing. These actions address recruitment, assessment, hiring, retention, promotion, and agency culture.

The ultimate goal of the 30x30 Initiative is to reach 30 percent of women in police recruit classes by 2030, and to ensure policing agencies are truly representative of the jurisdiction the agency serves. While 30x30 is focused on advancing women in policing, these principles are applicable to all demographic diversity, not just gender.

As of July 1st, 2022 15% of sworn officers at the Elon Police Department are female. We are excited to use this initiative to broaden our understanding of women in law enforcement, learn more about national trends in policing and expand our departmental reach to continue to find and retain quality female officers.



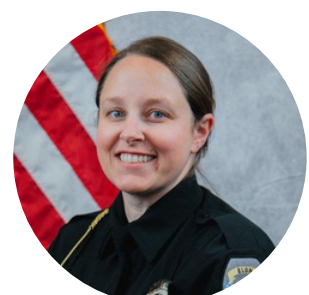
Chief Kelly Blackwelder



Officer Crystal Pyron



Officer Christen Faucette



Officer Hannah Giroux



# Community Engagement



## NATIONAL NIGHT OUT 2022



## ELON ELEMENTARY DARE GRADUATION



## MEALS ON WHEELS



## CHRISTMAS CHEER



# Community Engagement

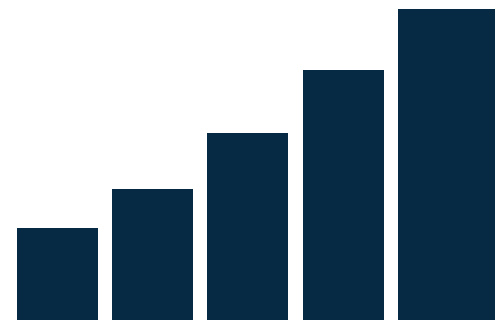
## MEDICATION GIVEAWAY



## SCHOOL SUPPLY DRIVE



## THANKSGIVING MEALS FOR THOSE IN NEED





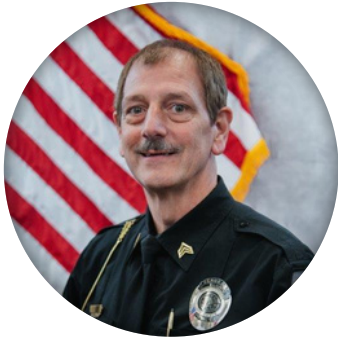
# Community Engagement



## SPECIAL OLYMPICS AT THE BALL PARK



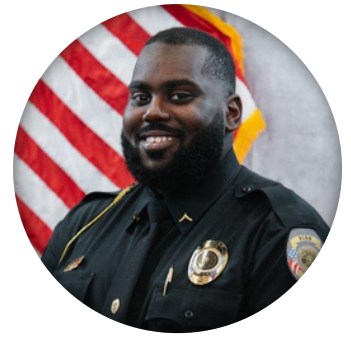
# Department Awards



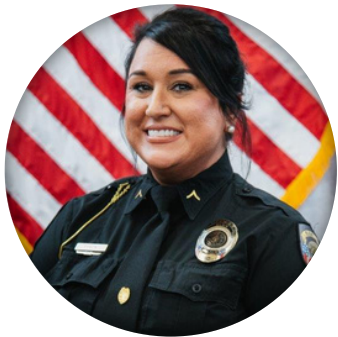
Sgt. Ed Peters  
Team Award



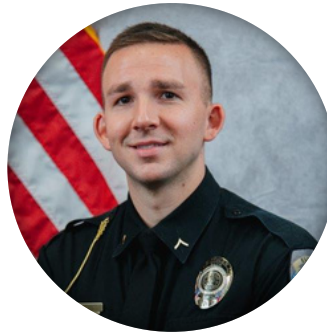
Sgt. Stephen Greeson  
Medal of Valor



Devin Jenkins  
Keeper of the Oak



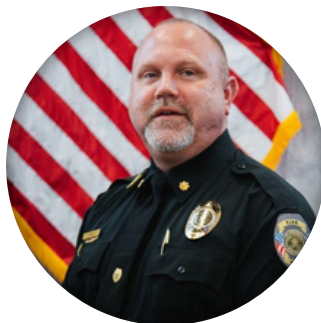
Crystal Pyron  
Rising Star



Tyson Poe  
New Kop on the Block



Sgt. Chris Miles  
ACE Award



Assistant Chief J.T. Turney  
Chief's Leadership Award



Steven Alderin  
Harvester Award

Not Pictured: Stephen Foust- Jedi Award

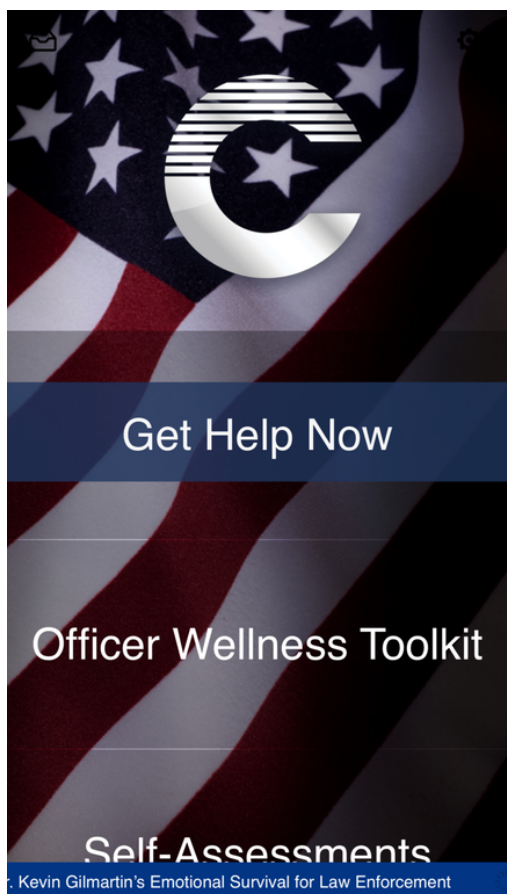
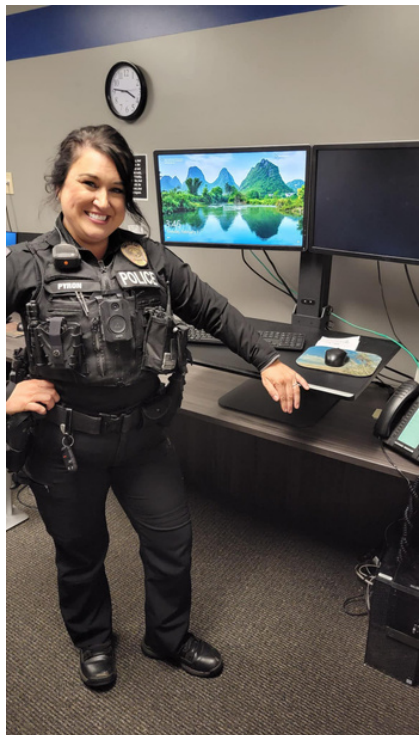


# Officer Training & Wellness





# Officer Training & Wellness



This year was filled with lots of training both in house and external, wellness initiatives, and more! In total our officers attended 1,546 hours MORE than the state mandated amount of training.

Officers continued to attend CIT (Crisis Intervention Training) as our own Sgt. Miles continues to head up the county steering committee.

We have released a new phone app for officers and their families to help promote mental and physical well being. We have also added standing desks to our squad room for officers to utilize as well!



