



TOWN OF CARY 2021

POLICE DEPARTMENT ANNUAL REPORT

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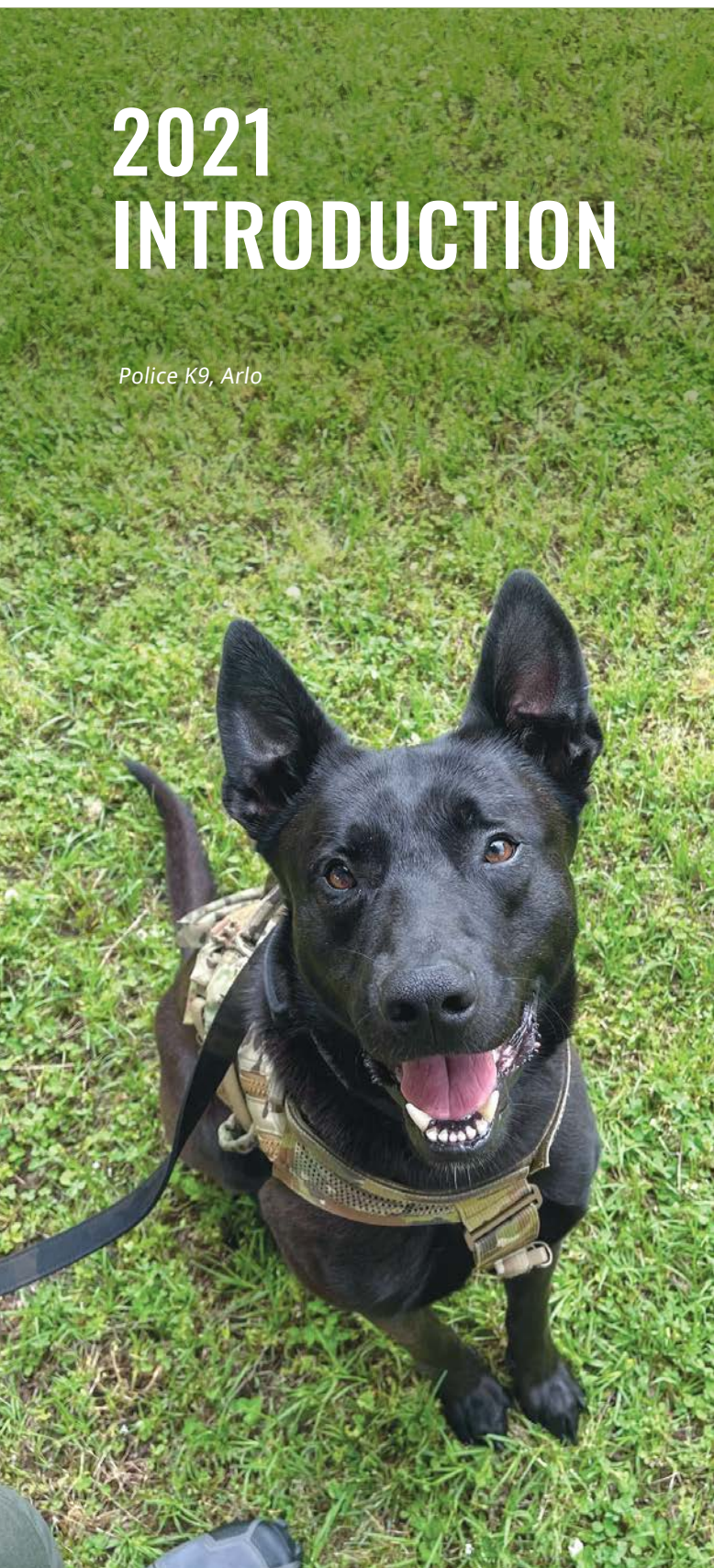


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2021 INTRODUCTION

Police K9, Arlo



The year 2021 provided the Cary Police Department with unique opportunities to connect with the community in many positive ways, despite the challenges of the pandemic.

OUR OFFICERS REMAINED STEADY, HELPING CITIZENS WHERE NEEDED. IN SOME INSTANCES THAT MEANT A SIMPLE WELLNESS CHECK, ASSISTING SOMEONE STRANDED IN A WHEELCHAIR, OR EVEN REPAIRING A CITIZEN'S BROKEN MAILBOX. AS WE MOVE FORWARD, WE LOOK FOR MORE WAYS TO ENGAGE WITH THE COMMUNITY IN THE YEAR AHEAD.

Despite ongoing hiring challenges, we have continued to grow our force of community-driven officers dedicated to providing the best service possible to ensure safety and a high quality of life in our town. We have also had a significant change with Chief Toni Dezomits' promotion to public safety director and Chief Terry Sult taking over the role on an interim basis, which has since become permanent.

Collaborative relationships coupled with high standards of excellence and integrity in policing have kept our town strong. This report highlights the activities in 2021 — including community involvement, crime rates, trends and the efforts that reinforce our commitment to keep Cary one of the best places to live, work, and raise a family in North America.





CHIEF OF POLICE TERRY SULT BRINGS OVER 30 YEARS OF LAW ENFORCEMENT EXPERIENCE TO CARY.

Chief Sult began his law enforcement career as a volunteer with the City of Charlotte and worked his way up the ranks on the department's street crimes unit and homicide division before retiring as the captain of the Downtown Financial District. Chief Sult recently retired from the City of Hampton Police Department, a CALEA-accredited agency located along the Atlantic coast of Virginia. During his eight-year tenure in Hampton, Chief Sult restructured the agency, increased staffing, negotiated the addition of a new training facility, and moved the department forward through the implementation of new investigative technology. Prior to serving as the chief of Hampton, Sult was the public safety director and chief of police in Sandy Springs, Georgia, and chief of police in Gastonia, North Carolina. Chief Sult holds a bachelor's degree in criminal justice from Gardner-Webb University and a Master of Business Administration from Pfeiffer University. He is also a graduate of the North Carolina State University Administrative Officers Management Program and the Police Executive Research Forum at the Senior Management Institute for Police.

FROM THE CHIEF

This is a report card on the Cary Police Department's challenges and accomplishments during 2021. This look back provides the opportunity to evaluate our efforts and refocus priorities moving forward. Officers today face many complicated societal issues, but in Cary, the police department is supported wholeheartedly by our citizens, Town Council, and the Town Manager. This matters more than one might expect to each of our officers and employees. Cary is a GREAT place to be a police officer!

The police department has worked diligently as an organization and along with the community to handle the challenges of recent years, and public safety remains strong.

WE ARE EXPLORING NEW AND INNOVATIVE APPROACHES, BOTH REACTIVE AND PROACTIVE, TO INCREASE OUR EFFICIENCY AND COMMUNITY LEADERSHIP TO IMPACT POSITIVE CHANGE.

During the year 2022, CPD will develop a Strategic Plan to set the organizational goals and objectives for the next 3 to 5 years. The Strategic Plan will align with the Town Council's and Manager's priorities along with the Town of Cary 2040 Plan. The Strategic Plan will be updated each year to ensure there is a clear, updated road map forward. The next Annual Report in 2022 will document our progress along the Strategic Plan's path.

For now, we focus on 2021 and reaffirm our Town as one of the safest in the USA. We value the strengths found in partnerships toward keeping our community secure. Cary is an exceptional place to live, work, and play, with exceptional police officers and employees who serve our citizens. Thank you for your continued trust. We look forward to working with you!

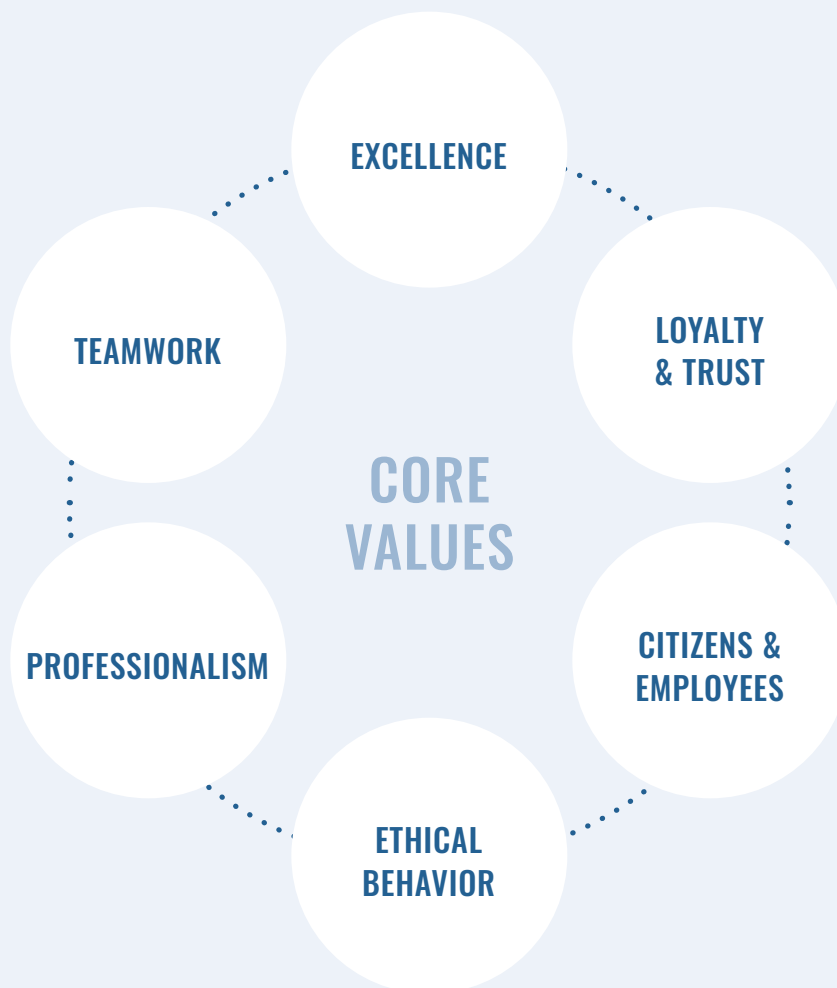


VISION

**WORKING TOGETHER TO DELIVER
SAFETY THROUGH EXCELLENCE.**

MISSION

**PARTNERING WITH THE COMMUNITY, THE
TOWN OF CARY POLICE DEPARTMENT WILL
PROVIDE EXEMPLARY POLICING TO ENSURE
THAT CARY, NORTH CAROLINA REMAINS
ONE OF THE NATION'S SAFEST CITIES.**





“BEING A POLICE OFFICER FELL IN LINE WITH HOW I WAS RAISED. THE VALUE OF SERVICE TO OTHERS AND BEING A PART OF SOMETHING BIGGER THAN YOURSELF IS IMPORTANT, AND THE TOWN OF CARY IS UNIQUE BECAUSE AS OFFICERS, WE CAN SPEND TIME WITH PEOPLE. NOT JUST TO SOLVE THEIR IMMEDIATE CONCERN, BUT TO BE A VALUED RESOURCE FOR THEM.”

SERGEANT J. GLASCOCK

PANDEMIC RESPONSE

CARY POLICE DEPARTMENT DURING CORONAVIRUS

Since March of 2020 and throughout 2021, the police department worked hard to continue to safely serve the Cary community during the ongoing efforts to mitigate the spread of COVID-19.

In 2021, Cary police officers remained well informed on the governor's orders and continued to maintain state protocols to reduce exposure, including the use of personal protective equipment, social distancing whenever possible, compliance with testing requirements, and multiple layers of effort to reduce infection within the police department and the greater community.

Police department command staff worked extended hours, and daily public safety management meant that emergency communications for Fire, EMS, 911, and Police followed countywide protocols to identify COVID-19 risks at all sites of requests

for service. There was continued heavy reliance on masking, restricted access, testing, quarantining, and contact tracing for possible exposures.

The Cary community provided a tremendous amount of positive support during this time in the form of weekly donations to law enforcement. Vaccines and boosters, personal protective equipment, sanitizers, soaps, and disinfectant were among the many contributions from medical health professionals, pharmacies, retail establishments, church groups, community organizations, and citizens.

Recruitment and hiring were on hold during the pandemic. In early spring of 2021, the Cary Police Department once again ramped up recruiting with a restart of our cadet and hiring programs.



CARY POLICE DEPARTMENT BY THE NUMBERS...

#1 SAFEST

MID-SIZED U.S. MUNICIPALITY

59

JURISDICTION IN SQUARE MILES

2ND LARGEST

MUNICIPALITY IN WAKE COUNTY

124,128

2021 TOTAL CALLS FOR SERVICE

7TH LARGEST

MUNICIPALITY IN NORTH CAROLINA

182

SWORN OFFICERS

150TH LARGEST

COMMUNITY IN THE UNITED STATES

10,980

2021 EMPLOYEE TRAINING HOURS



DEPARTMENT OVERVIEW

IN 2021, CARY WAS
IDENTIFIED AS THE SAFEST
MID-SIZED MUNICIPALITY
IN THE UNITED STATES
BASED ON 2019 FBI DATA.¹

The Town of Cary is the 2nd largest municipality in Wake County, the 7th largest in North Carolina, and the 150th largest in the United States. The outstanding men and women of the Cary Police Department serve our community every single day with dignity, respect, compassion, and professionalism. These are the hallmarks of our service that we refuse to compromise. No matter the situation, our community can be assured that we will conduct our actions with these traits in the forefront of our mind. Partnering with the community to provide exemplary policing services is our number one priority. This is due to our concern for the community and a desire to know our citizens. We encourage citizens to get to know us. Field operations commanders are involved in community affairs and pursue important community needs as a personal cause.

Our command staff are directly involved in identifying emerging issues and responding effectively to those issues with strategic solutions.

AT THE TOWN OF CARY, WE FOCUS EVERY DAY ON ENRICHING THE LIVES OF OUR CITIZENS BY CREATING AN EXCEPTIONAL ENVIRONMENT AND PROVIDING EXEMPLARY SERVICES THAT ENABLE OUR COMMUNITY TO THRIVE AND PROSPER.

The Cary Police Department is dedicated to providing a high level of service for everyone. We are committed to working daily, side by side with community leaders and our partners in adjoining police agencies, to help build bridges between law enforcement and the communities that we serve. Diversity in our department and community alone is simply not enough. We value inclusion in all we do and work hard to form meaningful relationships. We will continue to work diligently in matters of the heart to model effective change that is needed throughout our nation.

In 2021, Police Chief Toni Dezomits was promoted to public safety director for the Town of Cary, and Terry Sult was named interim chief until June 2022, when he became the permanent chief of police.

¹ "Study ranks Cary as No. 1 safest 'midsized' place to live in U.S., Raleigh 3rd safest large city"
CBS17.com. 2021-07-12. Retrieved 2022-04-04.

"I HAVE WANTED TO BE A DETECTIVE SINCE I WAS 5 YEARS OLD, SO FOR ME I KNEW AT A YOUNG AGE THAT I WANTED TO HAVE A CAREER IN LAW ENFORCEMENT. I CONTINUE TO DO THIS JOB BECAUSE I'M ABLE TO HELP PEOPLE WHEN THEY AREN'T NECESSARILY ABLE TO HELP THEMSELVES."

DETECTIVE T. TAYLOR





A CALEA-ACCREDITED AGENCY

Cary consistently ranks as one of the top 20 safest large cities nationally and the safest in the southeast. One of the key aspects to having a safe community is to ensure that standards are formalized, fair, and nondiscriminatory. This increases public safety by further improving our service, crime prevention, and confidence in the police agency.

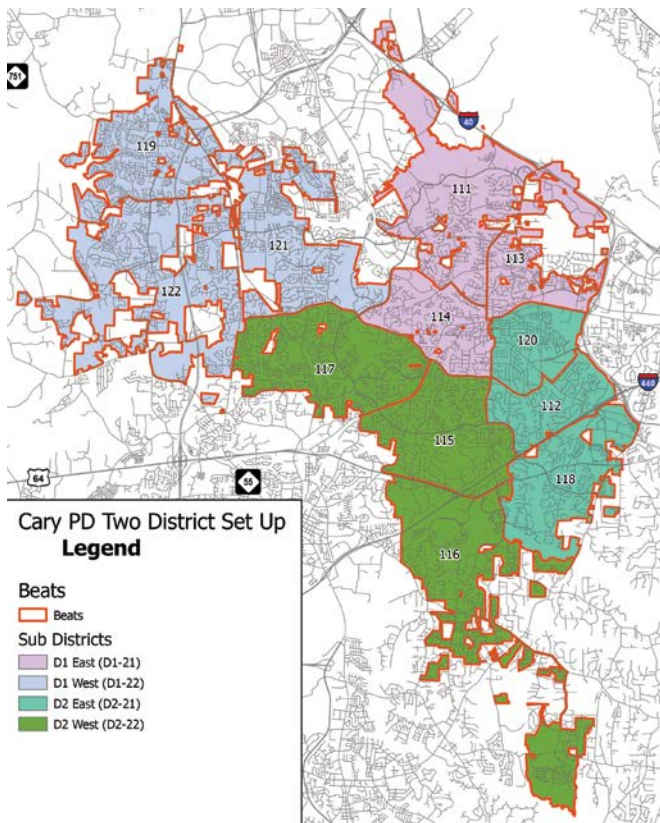
Since 1992, the Cary Police Department has been a nationally accredited police department with CALEA, the Commission for Accreditation of Law Enforcement Agencies. CALEA accreditation is a voluntary process, and participating public safety agencies demonstrate a commitment to police professionalism through their involvement in it. The program is intended to enhance organization service capacities and effectiveness, serve as a tool for policy decisions and management, promote transparency and community trust, and establish a platform for continuous review.

“WE TRAIN HARD TO BE PHYSICALLY ABLE, TO MAKE ACCURATE DECISIONS, AND RESPOND QUICKLY. BUT THERE IS ALSO SOMETHING EACH OF US HAS ACQUIRED AT SOME POINT IN OUR LIVES THAT MAKES US VALUE EXTREME COURAGE IN THE MOST CRITICAL MOMENTS, AND THERE IS SOMETHING THAT COMPELS US TO REACT, RISKING OUR OWN SAFETY TO HELP SOMEONE ELSE.”

CORPORAL R. WARK

Only 2% of police agencies are CALEA accredited nationwide. It is the gold standard for public safety agencies and represents the Cary Police Department’s commitment to excellence.





“I CHOSE THIS CAREER BECAUSE HELPING THE PUBLIC WAS ALWAYS SOMETHING I WANTED TO DO. NO DAY IS THE SAME, AND THE DIFFICULT CHALLENGES OF LAW ENFORCEMENT CAN ALSO BE VERY REWARDING.”

DETECTIVE SERGEANT BABB

59

JURISDICTION SQUARE MILES

177,000

POPULATION ESTIMATE

OPERATIONS & POLICING AREA

THE CARY POLICE DEPARTMENT COVERS A TOWN JURISDICTION OF 59 SQUARE MILES.

The department has operated for 12 years under a law enforcement philosophy known as Geo-Policing, which enables our patrol officers to become experts on the needs, issues, and concerns of the people within their district area. This direct relationship is critical because at the Town of Cary, we believe that community safety and wellness require the involvement of our citizens.

The policing area in Cary is organized by north and south districts, each with their own east and west areas.

The Cary Police Department is organized into the areas of Field Operations, Services, and Administration. Field Operations includes all patrols in both north and south divisions, the K9 division, and auxiliary teams for emergency response, mobile field operations, and crisis intervention. Services includes our community engagement teams, such as school resource officers, community services (Project PHOENIX, Promoting Healthy Occupancy Through Education, Networking, and Information Exchange), traffic safety, animal services, the downtown team, and our criminal investigations division. Administration encompasses emergency communications center, records and accreditation, property and evidence, and the professional standards division.



CALLS FOR SERVICE

The Cary Police Department responded to or initiated 124,128 calls for service in 2021. A call for service can include a report of a crime in progress, security checks, traffic enforcement, and a variety of investigations.

“THE PEOPLE I WORK WITH ARE EXTRAORDINARY. IT IS A PRIVILEGE TO BE ABLE TO WORK WITH THE MEN AND WOMEN WHO PUT THE UNIFORM ON DAILY TO TACKLE THE UNKNOWN AND THE SUPPORT STAFF WHO HAVE THEIR BACK AND CHEER THEM ON.”

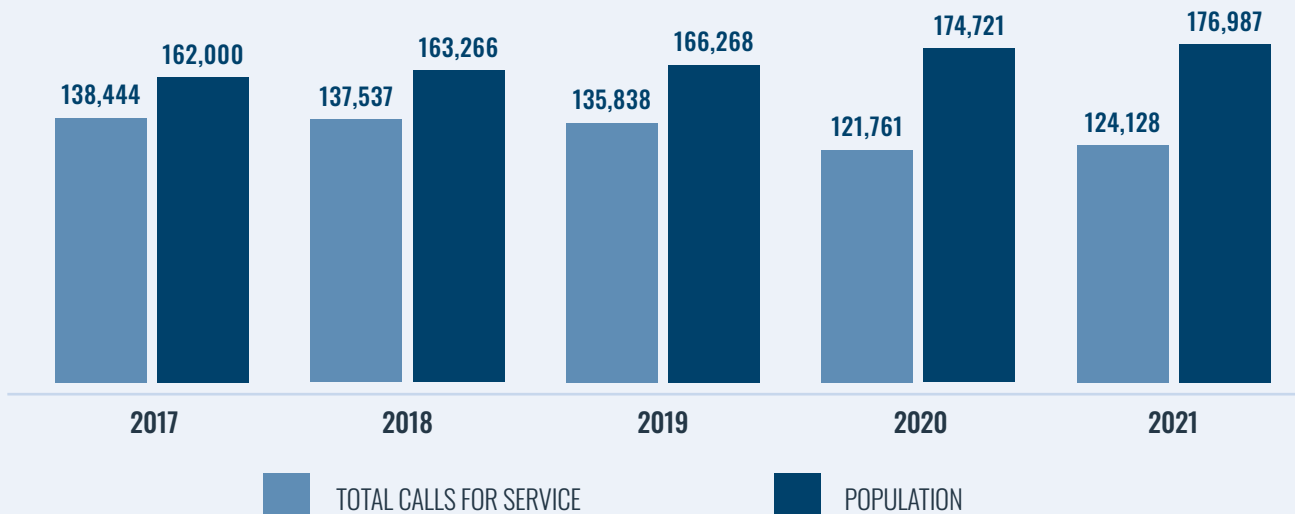
PROPERTY & EVIDENCE, L. HAMILTON

| | 2017 | 2018 | 2019 | 2020 | 2021 |
|----------------------------------|---------|---------|---------|---------|---------|
| Total Calls for Service | 138,444 | 137,537 | 135,838 | 121,761 | 124,128 |
| Dispatched Calls for Service | 65,530 | 71,164 | 79,069 | 77,213 | 83,584 |
| Self-Initiated Calls for Service | 72,914 | 66,373 | 56,769 | 44,548 | 40,544 |
| Cary Population | 162,000 | 163,266 | 166,268 | 174,721 | 176,987 |

Source: Population estimates, United States Census Bureau

CARY POLICE CALLS FOR SERVICE & POPULATION

5-YEAR TREND



CRIME TRENDS

COMPARED WITH STATE AND NATIONAL CRIME RATES, RESIDENTS HAVE A NOTABLY LOWER RATE OF VIOLENT AND PROPERTY CRIME IN CARY.

2021 SAW A SLIGHT RISE
IN ROBBERIES OVER THE
PREVIOUS YEAR BUT A

9%
DECREASE

FROM THE 2017–2020 HISTORICAL AVERAGE.
THIS DROP IS PART OF A DOWNWARD
TREND IN THE ARMED ROBBERY RATE
PER 100,000 SINCE 2017.

ALTHOUGH THE CARY AUTO THEFT
RATE HAS EXPERIENCED AN UPWARD
TREND SINCE 2017, IT TYPICALLY

FALLS
WELL BELOW

RATES NATIONALLY, STATEWIDE,
AND IN SIMILAR SIZED
U.S. CITIES.

CARY REPORTED

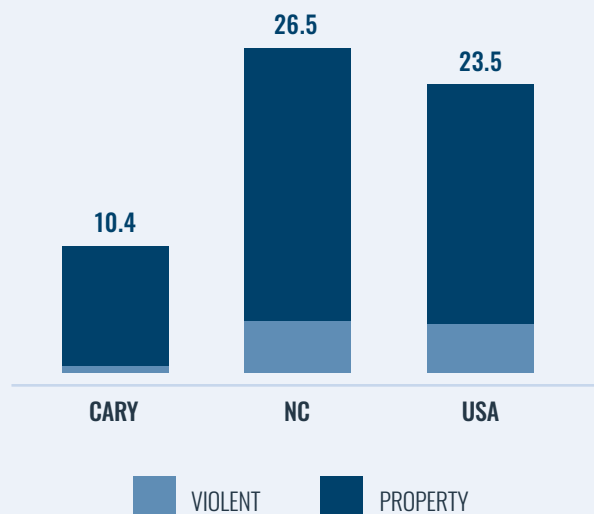
560
LARCENIES

FROM MOTOR VEHICLES IN 2021. THIS IS
THE HIGHEST COUNT IN THE PAST FIVE YEARS.
MOST OF THESE THEFTS OCCURRED OVERNIGHT
AND MAY BE EASILY PREVENTABLE BY
REMOVING VALUABLES FROM VEHICLES
AND KEEPING THEM LOCKED.



PROPERTY & VIOLENT CRIME 2021

COMPARED WITH STATE & NATIONAL RATES



“I LOOK FORWARD TO DEVELOPING THE OFFICERS THAT WORK UNDER ME. I ENJOY ENCOURAGING AND PRAISING THEM, STEERING THEM AROUND SOME OF THE PITFALLS AND MISTAKES THAT I’VE MADE ALONG THE WAY. I CONTINUE TO LEARN AND DEVELOP, TO BE AN EVEN BETTER LEADER — AND A BETTER OFFICER.”

SERGEANT T.C. SELLERS

| PROPERTY & VIOLENT CRIMES | 2017 | 2018 | 2019 | 2020 | 2021 |
|---|--------------|--------------|--------------|--------------|--------------|
| Arson | 14 | 5 | 1 | 6 | 8 |
| Burglary | 295 | 270 | 190 | 208 | 178 |
| Larceny | 1,504 | 1,429 | 1,330 | 1,379 | 1,440 |
| Motor Vehicle Theft | 81 | 69 | 88 | 120 | 103 |
| Total Property Crime | 1,894 | 1,773 | 1,609 | 1,713 | 1,729 |
| Rate Per 1,000 Population | 11.7 | 10.9 | 9.7 | 9.8 | 9.8 |
| Aggravated Assault | 58 | 60 | 54 | 65 | 76 |
| Murder | 0 | 0 | 1 | 1 | 4 |
| Rape | 19 | 18 | 11 | 13 | 12 |
| Robbery | 50 | 39 | 37 | 26 | 32 |
| Total Violent Crime | 127 | 117 | 103 | 105 | 122 |
| Rate Per 1,000 Population | 0.78 | 0.71 | 0.61 | 0.6 | 0.69 |
| Total Property & Violent Crime | 2,021 | 1,890 | 1,712 | 1,818 | 1,851 |
| Estimated Population | 162,000 | 163,266 | 166,268 | 174,721 | 176,987 |



ARREST DATA

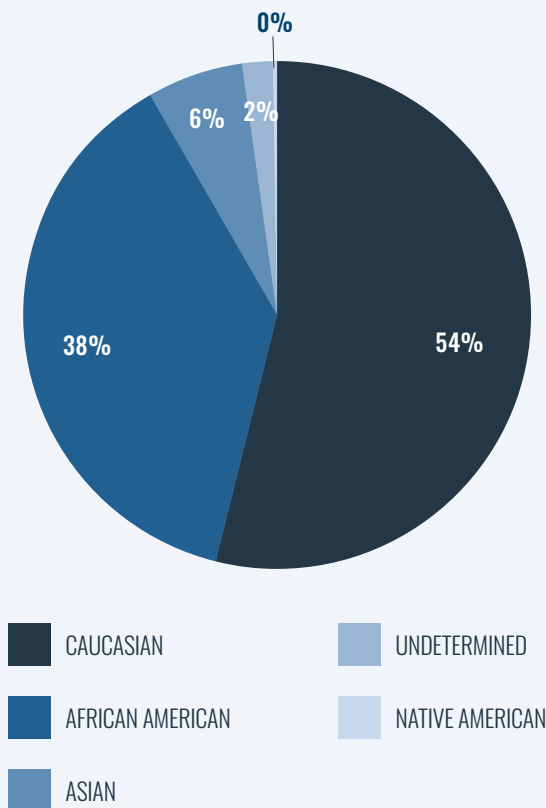
Of the 124,128 calls for service during the entire year, only 1,386 arrests were made. The highest ranked reasons for arrest were Crimes of Assault (253), Service of Arrest Warrants (189), Driving While Impaired (185) and Drug Offenses (100).

The 1,386 arrests in 2021 broken down by race are 742 Caucasian, 521 African American, 7 Native American, 82 Asian, and 32 undetermined.

“I CONTINUE TO DO THIS JOB BECAUSE THERE AREN’T MANY WHO WILL. THERE ARE FEW PEOPLE WHO WOULD ADVOCATE FOR A COMPLETE STRANGER’S LIFE, AND I AM PROUD TO BE A PART OF THAT MARGINAL DIFFERENCE.”

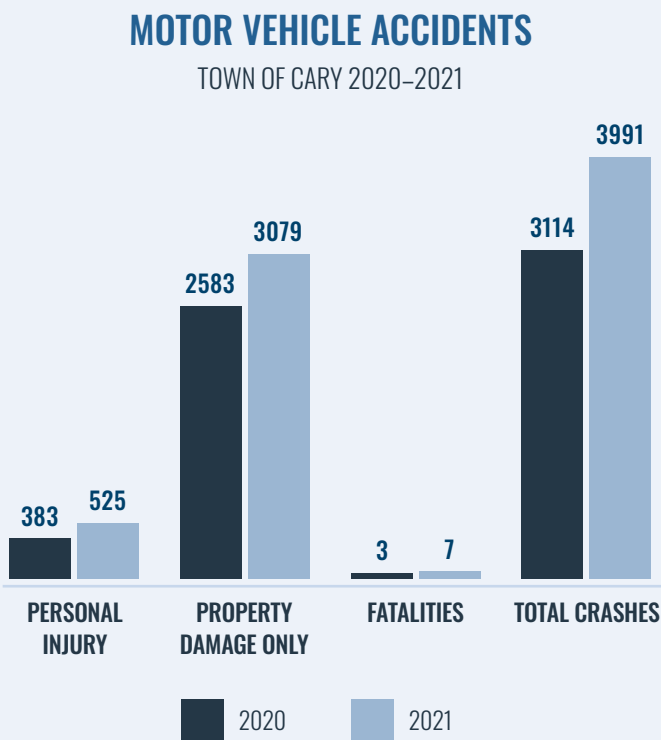
DETECTIVE T. JOYNER

ARRESTS BY RACE
PERCENTAGE OF ARRESTS 2021



MOTOR VEHICLE COLLISIONS

The Cary Police Department responded to a total of 3,991 reported motor vehicle accidents in 2021, 525 resulted in personal injury.



13%
OF CRASHES RESULTED
IN PERSONAL INJURY



TRAFFIC SAFETY TEAM

Historically, one of the most significant issues identified by Cary residents are traffic concerns. The Cary Police Department formed the Traffic Safety Team (TST) in the 1980s to help directly address traffic concerns and make the roadways safer for the Town.

IN 2021, THE TEAM RESPONDED TO 2,536 TRAFFIC COMPLAINTS.

The TST, led by Lieutenant Bryant Brame, provides motor vehicle law enforcement, accident investigations, and educational initiatives to enhance Cary's quality of transportation. Team members are also responsible for responding to citizen complaints and identification of hazardous locations and for focusing on violations that contribute to crashes. The TST also executes

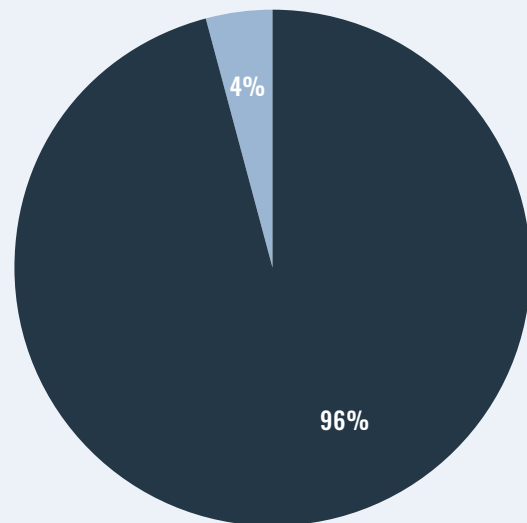
traffic studies to better understand traffic patterns and concerns to help provide solutions for the betterment of our drivers and roadways.

The team maintains close working relationships with other Cary departments, such as traffic and engineering; other police agencies; the North Carolina Department of Transportation; and the Governor's Highway Safety Program.



TRAFFIC STOPS AND SEARCHES

2021



■ NOT SEARCHED ■ SEARCHED

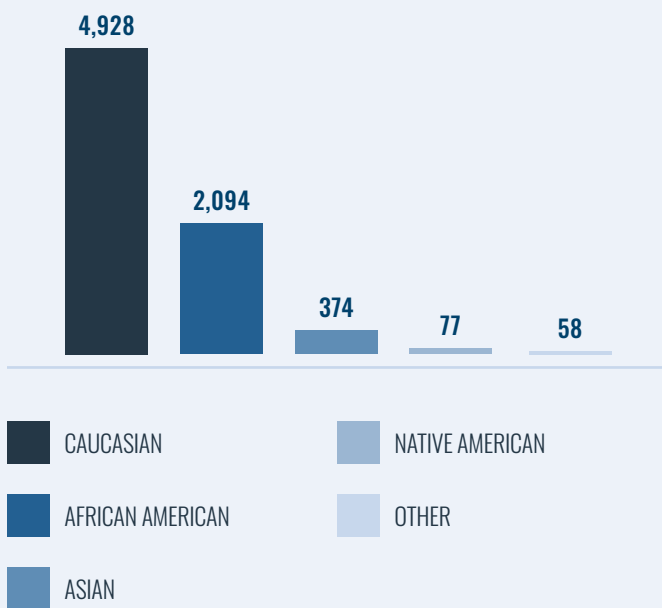
In 2021, the Cary Police Department made 8,065 traffic stops, only 315 led to searches of the occupants of the vehicle.





TRAFFIC STOPS BY RACE

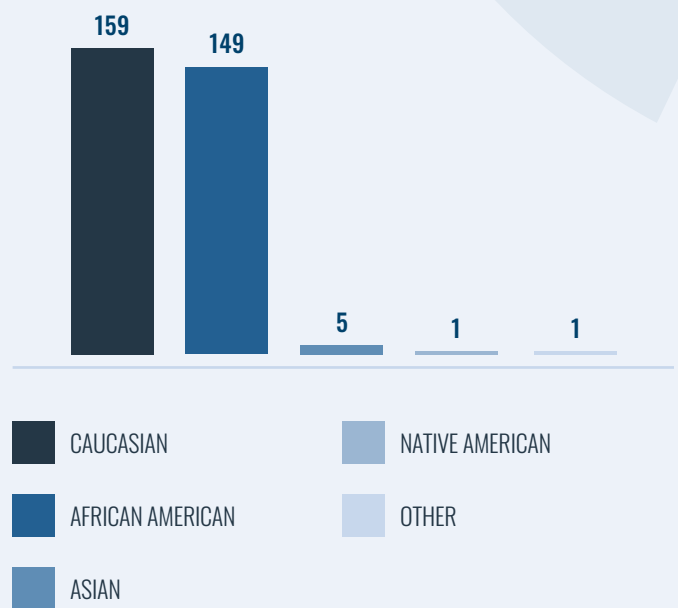
2021



The demographic breakdown of the traffic stops made in 2021 by race is 4,928 Caucasian, 2,094 African American, 374 Asian, 77 Native American, and 58 Other.

SEARCHES BY RACE

2021



Of the searches conducted during the total traffic stops in 2021, 159 were Caucasian, 149 African American, 5 Asian, 1 Native American, and 1 Other.



“I HAVE AND WILL CONTINUE TO PERFORM MY JOB AT THE HIGHEST LEVEL POSSIBLE AND STRIVE TO REPAIR THE IMAGE OF OUR PROFESSION, REGARDLESS OF HOW LONG IT MAY TAKE.”

CORPORAL L. BRANCH

“AS A KID I REMEMBER WATCHING SOMETHING BAD HAPPEN ON TV AND WANTING TO BE PART OF THE SOLUTION AND HELP. SO GROWING UP, I ALWAYS KNEW WHAT I WAS GOING TO DO, AND I WORKED TOWARD IT.”

LIEUTENANT M. PANKO

“I LOVE THE CONNECTION, CAMARADERIE, AND LAUGHTER WE ALL SHARE, DESPITE SOME HARD TIMES. THERE IS STRENGTH IN SHOWING SOMEONE THEY’RE NOT ALONE IN WHATEVER THEY’RE DEALING WITH... COLLEAGUE OR CITIZEN.”

SERGEANT K. ALEXANDER



“FROM A YOUNG AGE I HAD EXPOSURE TO LAW ENFORCEMENT, AND I ADMIRER THE PROFESSIONALISM I SAW AND HOW WILLING OFFICERS ARE TO GO OVER AND ABOVE FOR EACH OTHER AND HELP PEOPLE WHEN THEY NEED IT MOST. KNOWING THAT THERE IS RISK IN WHAT WE DO, I TAKE PRIDE IN CONTINUALLY TRAINING AND DOING WHATEVER IT TAKES TO BE BETTER AT MY JOB.”

CORPORAL J. MAIA

**“DESPITE MY PARENTS’ ATTEMPT
TO DISCOURAGE ME, I KNEW LAW
ENFORCEMENT WAS THE RIGHT PATH. IT
FELT LIKE A CALLING AND I HAD TO HELP.
I KNEW IT MIGHT BE SOMETHING OTHERS
WOULD NOT BE WILLING TO DO... BUT I
THOUGHT, IF NOT ME, THEN WHO?”**

LIEUTENANT C. REDIG

**“NO MATTER WHAT MY ROLE IS IN
LAW ENFORCEMENT, I HAVE THE
OPPORTUNITY TO FILL A NEED
FOR PEOPLE — AND WHAT I DO
COULD POSITIVELY AFFECT THE
REST OF THEIR LIFE.”**

CRIME ANALYST K. LANGDON

**“I BECAME A POLICE OFFICER
BECAUSE OF THE MYRIAD
OF OPPORTUNITIES TO
HELP SOMEONE IN THEIR
TIME OF NEED.”**

SERGEANT T. GRESHAM



USE OF FORCE

The Cary Police Department is committed to preserving and protecting all lives and to upholding our community's values while inspiring mutual respect and public trust. Guidelines concerning the authorization, implementation, documentation, and investigation of the use of force have been established and continue to be revised to ensure police response is maintained at the highest operational standard.

0.3%
**OF POLICE INTERACTIONS
LED TO USE OF FORCE**



The use of force can generally be defined as the means of compelling compliance or overcoming resistance to an officer's commands in order to protect life or property or to take a person into custody.

In 2021, the Cary Police Department responded to 199 situations that required a use of force, which amounted to 0.3% of all police interactions that led to a documented use of force.



**"I COME TO WORK
EVERY DAY WITH
THE HOPES OF
HAVING A POSITIVE
EXPERIENCE WITH A
CITIZEN WHO MAY
NOT SEE THE POLICE
IN A GOOD LIGHT. WE
CAN OVERCOME THE
CHALLENGES WE FACE,
ONE CALL AND ONE
CITIZEN AT A TIME."**

MASTER OFFICER B. TUCKER





ANIMAL SERVICES

The Cary Police Department employs four civilian Animal Services officers, including one supervisor, who are responsible for investigating animal cruelty cases, reports of rabid animals, nuisance wild animals, and animal bites. Animal Services officers also enforce the leash law and other Cary ordinances regulating dogs, cats, and other animals.

In 2021, Cary Police Department responded to 3,135 calls for service that were Animal Services related. These calls included animal bites, injured animals, barking complaints, found pets, and lost pets.

Animal Services officers provide an important community service and are dedicated to keeping Cary's animals and citizens safe.

3%

OF ALL CALLS FOR SERVICE WERE
ANIMAL SERVICES RELATED



PERSONNEL

The Cary Police Department currently has 182 sworn law enforcement officers and 46 civilian employees.

NEW HIRES IN 2021 INCLUDED 16 NEW OFFICERS, 4 EMERGENCY COMMUNICATIONS OPERATORS (911) AND 3 CIVILIANS.

Retirements within the department included 9 law enforcement officers, 1 emergency communications operator and 1 civilian.

The Cary Police Department employs 27 veterans of the various branches of the U.S. Armed Forces.

182

SWORN OFFICERS

.....

46

CIVILIAN PERSONNEL

.....

27

U.S. ARMED FORCES VETERANS



AWARDS

AWARDS IN 2021 FOR THE CARY POLICE DEPARTMENT CENTERED ON THE ACTIONS OF OUR STAFF THAT ULTIMATELY SAVED PEOPLE'S LIVES.

CRISIS INTERVENTION AWARDS

Emergency Communications Officer Tracy Gould
CIT Dispatcher of the Year, Wake County
and Cary Police Department

Officer Brian Ready
CIT Officer of the Year, Cary Police Department



Some of the award circumstances included Emergency Communications Officer Amie Smith locating a vehicle that had crashed down an embankment and was out of sight. Multiple officers assisted people in crisis and performed CPR and other lifesaving measures on citizens injured from criminal attacks as well as medical events. Multiple officers prevented suicides in situations such as wrestling a person off of a bridge, cutting the rope in an attempted self-hanging, and applying tourniquets and pressure to a person who had severely cut their throat and arms. These incredible actions are just a snapshot of the incredible work that the Cary Police Department does on a daily basis in our community.

Emergency Communications Officer Amie Smith | Merit Award

Officer Demond Willis | Lifesaving Award

Officer Tom Vibert | Lifesaving Award

Corporal Armando Bake | Merit Award

Officer Austin Hermen | Merit Award

Officer Adam Dismukes | Lifesaving Award

Traffic Safety Officer Dillon Dunn | Lifesaving Award

Officer Michael Laffan | Lifesaving Award

Officer Nelson Jimenez | Lifesaving Award

Corporal John Maia | Lifesaving Award

Lieutenant Tom Spencer | Lifesaving Award

Officer Stephen Newport | Lifesaving Award

Officer Scott Schulz | Lifesaving Award
& Lenovo Hometown Hero Award

Officer Ken Collins | President's
Volunteer Service Award for his work
with the U.S. Veterans Corps



RECRUITMENT

JOIN THE CARY POLICE DEPARTMENT. WHAT WE'RE LOOKING FOR...

We are looking for diverse problem solvers with a desire to effect positive change within our community. The Cary Police Department offers exciting and rewarding career opportunities for conscientious and hardworking candidates interested in law enforcement careers.

The Cary Police Department is known for its commitment to safety and a high quality of life. That begins with the relationships our officers build within the community and the hard work, dedication, and understanding that strength comes from working together as a team. We value diversity and encourage our officers to reach their full potential, striving to be better every day.



Opportunities to specialize within the police department include Community Services, Traffic Safety Team, School Resource Officers, Criminal Investigations Division, Honor Guard, K9 Team, Emergency Response Team, Crisis Negotiation Team, Emergency Communications, and Animal Control.

**IF YOU ARE INTERESTED IN A
LAW ENFORCEMENT CAREER WITH
THE CARY POLICE DEPARTMENT,
PLEASE VISIT JOINCARYPD.ORG.**



TRAINING

The Cary Police Department provides comprehensive, state-mandated training throughout the year for all of our law enforcement personnel.

Certified law enforcement instructors teach topics such as firearms, criminal investigation, first-line supervision, sobriety testing, radar certification, cultural diversity, civil liability, and more.

In addition to the rigors of the state-mandated annual training from the North Carolina Criminal Justice Education and Training Standards Commission, Cary police receive ongoing department supplemental training in a variety of topics, including mental health, deescalation, use of force, mobile field training, officer survival and defense, driver training, hazardous materials, etc.

Members of our police department have attended the Administrative Officers Management Program at North Carolina State University and specialized training at the FBI National Academy in Quantico, Virginia, known for being the world's premier law enforcement learning and research facility.



**“IT ISN’T WITHOUT ITS CHALLENGES,
BUT I CAN’T IMAGINE A MORE
VISCERALLY REWARDING WAY
TO GIVE BACK TO SOCIETY.”**

EMERGENCY COMMUNICATIONS SHIFT
SUPERVISOR, J.P. SCHWARTZMAN

10,980 HOURS
OF CARY PD
TRAINING IN 2021

.....

4,716 HOURS
OF STATE-MANDATED
TRAINING

.....

6,264 HOURS
OF DEPARTMENT-MANDATED
TRAINING

.....

540 HOURS
OF TELECOMMUNICATOR
TRAINING





DOWNTOWN REVITALIZATION

The revitalization of downtown Cary and the planned seven-acre park at South Academy Street and Kildaire Farm Road is under way with plans to open in 2023. The Downtown Park will be a community gathering space with areas for musical performances, outdoor movies, recreation, games, arts and crafts exhibitions, public art, and simply enjoying the outdoors. The goal for this space is to generate activity in the park and energize downtown Cary. The police department is actively preparing for this future development, and Sergeant Robin Edwards has been tasked with establishing policing initiatives in anticipation of this new area.

In 2021, the police acquired two electric bikes as multi-modal transportation options that are environmentally friendly. These bikes are a cost-effective option and are able to navigate and avoid obstacles and access restricted areas quickly. E-bikes provide officers with the ability to be closer to and easily interact with the public.





NEW FLEET/ TECHNOLOGIES

In 2021, the Cary Police Department added two high-performance Tesla Model Y cruisers to the fleet of vehicles, each fully outfitted with sirens, lights, and other necessary equipment. Top-of-the-line emergency vehicles, they have the ability to accelerate quickly, and the plan is to use them primarily for traffic enforcement. The Teslas are forecasted to save Cary about \$4,000 to \$8,000 each on maintenance, fuel, and other costs over the next three years.

**“I WANTED TO HAVE AN
EXCITING JOB, SOMETHING
THAT MATTERED. A JOB THAT
WAS DIFFERENT EVERY DAY
AND HELPED OTHERS HAVE
A BETTER LIFE.”**

LIEUTENANT T. KNICK





EMERGENCY COMMUNICATIONS CENTER RENOVATION

The Cary 911 Communications Center completed necessary renovations in 2021 to create a state-of-the-art communications center that includes improved lighting, upgraded viewing consoles, and increased workspace capacity for future growth and training new telecommunicators.

BODY WORN CAMERAS

The Cary Police Department leverages technology, focusing on overcoming the current challenges facing law enforcement to ensure we continue to provide the exemplary service citizens expect of us. Body worn cameras are assigned and used by sworn officers and Animal Services personnel as standard duty equipment, and patrol cars have mobile video recording equipment to enhance officer safety, document evidence, strengthen accountability and transparency, as well as to use for training purposes.

“I HAVE NEVER SEEN A MORE BRAVE, COMMUNITY-FOCUSED, AND IMPACTFUL GROUP OF INDIVIDUALS THAN THOSE THAT RESIDE IN MY FAMILY HERE AT THE CARY POLICE DEPARTMENT.”

**EMERGENCY COMMUNICATIONS
OFFICER III, S. INGRAM**



DRONE PROGRAM

Our drone program was established in 2020 and has since grown to a fleet of four drones. Drone technology has proven to be an invaluable public safety tool, and it immediately enhanced how we respond to a wide range of incidents.

Drones can be quickly deployed when needed to aid officers with traffic crash reconstruction, 3D crime imaging, scanning for potential hazards, and searching for missing persons, and they provide the capability to aid in storm or disaster recovery efforts. The use of a drone at motor vehicle

accidents enables officers to gather evidence quickly by collecting numerous images for 3D accident reconstruction and damage assessment, and it allows officers to reopen roadways in much less time than methods previously used.

We currently have eight officers who are certified drone pilots and have passed Federal Aviation Administration (FAA) testing. The Cary Police Department has the largest police department drone program in the county and has assisted other agencies in establishing their own drone programs.



“IN MY CHILDHOOD NEW YORK NEIGHBORHOOD THERE WAS A POLICE OFFICER WHO LOOKED OUT FOR US, STUCK HIS NECK OUT, AND KEPT KIDS AWAY FROM TROUBLE. HE ULTIMATELY TAUGHT US TO LOOK OUT FOR ONE ANOTHER. IT WAS A VALUABLE INFLUENCE ON ME, AND NOW I WANT TO BE THAT POSITIVE FORCE FOR SOMEONE ELSE, BE THE FIRST ONE TO HELP — AND BE THE ONE WHO HAS A COMPLETE STRANGER’S BACK.”

CADET S. LUDDLEY



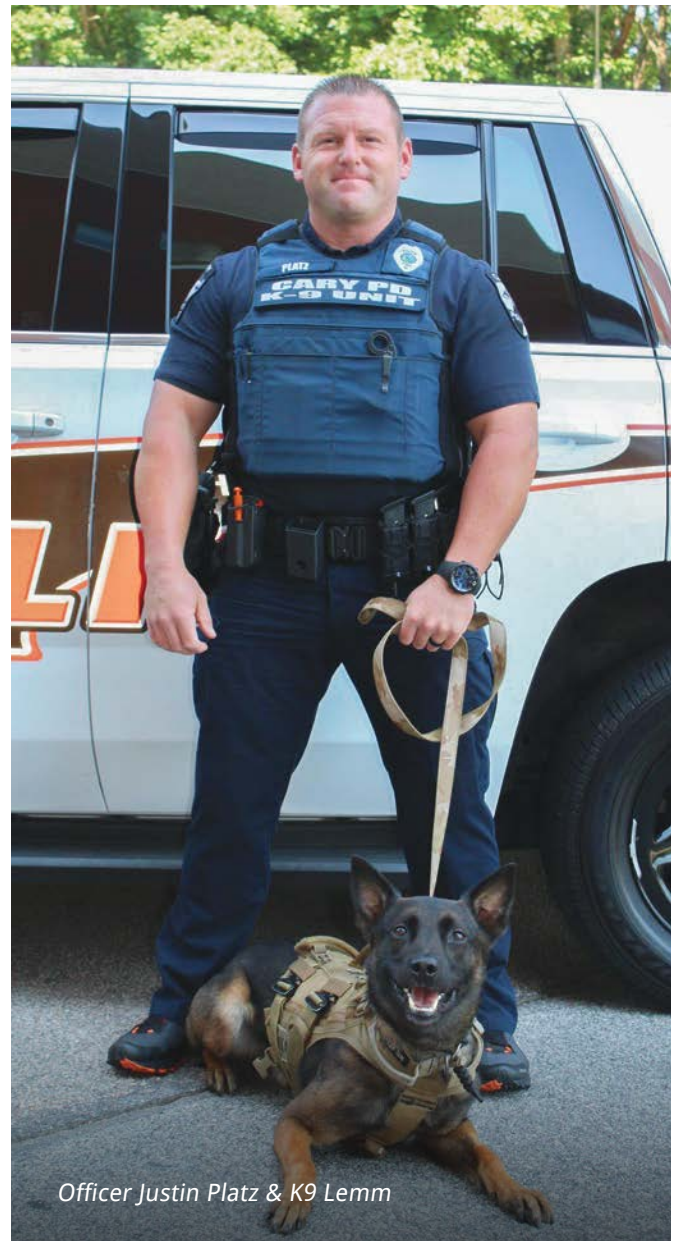
K9s

Our four-legged canine officer teams currently include Sergeant Seth Everett and K9 Logan, Officer Justin Platz and K9 Lemm, Officer Matthew Cotten and K9 Arlo, and Officer Matt Berl and K9 Nitro.

Officer Matt Berl and K9 Nitro are the newest additions to Cary's K9 Unit. K9 Nitro is Cary's first explosive-detection-capable police canine. He was born in Bogota, Colombia, and was transferred to the United States by Orchard Knolls Kennels out of Angier, North Carolina. K9 Sergeant Seth Everett hand-selected Nitro to be the department's first bomb dog. Officer Berl and Nitro spent

**"I BECAME AN OFFICER
BECAUSE I WANTED TO SERVE,
AND I'M STILL HERE BECAUSE
OF THE INCREDIBLE FAMILY
I HAVE AT CARY PD."**

CAPTAIN B. SMITH





Sergeant Seth Everett & K9 Logan

**“I WANT TO ASSIST CITIZENS
IN FINDING THE INFORMATION
THEY NEED AS THEY GO
THROUGH THE PROCESS OF
RESOLVING CONFLICTS OR
DIFFICULT SITUATIONS IN
THEIR LIVES.”**

**POLICE RECORDS TECHNICIAN,
B. STONE-BILLETTER**

three months in training learning how to work together as a K9 team and are now able to sniff for explosive materials or track missing persons.

Retired police K9s during the year include K9 Chase, a brindle German shepherd from Holland, a celebrated Cary Police Department K9 that retired in July of 2021 after eight years of faithful and distinguished service, including demonstrating his obedience and proficiency with over 10,000 citizens and a career highlight of locating a stash of heroin valued at \$1 million. K9 Brackeen, a Belgian Malinois from Poland, served alongside Officer Scott McInerny until 2021 and then was gifted as a goodwill gesture to the Holly Springs Police Department.



Officer Matthew Cotten & K9 Arlo





COMMUNITY PROGRAMS

Although some ongoing challenges persisted post-pandemic, the Cary Police Department was able to continue to operate many community programs. Community programs help to reinforce the important relationship between citizens and police. These programs allow citizens to be involved in their own neighborhood safety, promotes unity and provides awareness on any needed resources.

PROJECT PHOENIX

(Promoting Healthy Occupancy through Education, Networking and Information Exchange). Project PHOENIX brings officers and apartment managers together to share information, review crime trends and develop strategies for solving problems and reducing the fear of crime in and near multifamily housing developments. PHOENIX officers partner with residents and management staff to become involved in community affairs and tailor services to the unique characteristics and needs of the participating properties.

CITIZENS ASSISTING POLICE (CAP)

Team CAP Team members are citizens that provide a valuable service to the police and community by donating thousands of volunteer hours per year by providing assistance at public events, child safety seat installations, performing clerical duties and service center staffing, and promoting Community Watch programs.





SCHOOL RESOURCE TEAM

This team consists of 12 uniformed officers who focus on early intervention in the lives of at-risk youths in middle and high schools in Cary. They organize and participate in a variety of programs designed to empower youth to take charge in situations that could adversely affect them.

PUBLIC SAFETY DAY

Formerly known as Cary's Night Out, Public Safety Day brings together local agencies, activities, attractions, and vendors to help promote awareness, safety and neighborhood unity.

PRESCRIPTION TAKE BACK DAYS

Prescription take back events provide designated locations and specific dates and times where citizens can safely dispose of expired or unused prescription and over-the-counter medications.

**"I TAKE PRIDE EVERY DAY IN
BEING ABLE TO PROVIDE SUPPORT
TO MAKE EACH OFFICER'S JOB A
BIT EASIER AND LESS STRESSFUL.
I AM BEYOND HONORED TO DO
MY PART TO SERVE OUR OFFICERS
AND THE COMMUNITY."**

**COURT LIAISON/INTELLIGENCE
SPECIALIST, B. FLOWERS**



POLICE CHIEF DEZOMITS PROMOTED TO PUBLIC SAFETY DIRECTOR

Toni Dezomits was promoted from Chief of Police to Public Safety Director for the Town of Cary on October 19, 2021. Dezomits had served as Police Chief since June 2019 after having served as interim chief for seven months prior to that.

During her time as chief, she led the department's 180 sworn officers as Cary's population grew to more than 170,000. She maintained a strong focus of community involvement through outreach and forging relationships with minority groups. Increasing transparency and communication with citizens was a priority, and Dezomits established the agency's social media presence on Facebook. She worked on improving the agency's filing process for accreditation with CALEA, the Commission on Accreditation for Law Enforcement Agencies, and implemented the use of officer worn body cameras during her tenure.

Dezomits worked to bring a number of new technologies to the Cary PD, including the adoption of the department's first use of electric vehicles. This included two Tesla Model Y police cruisers and her own personal use of an electric Nissan Leaf squad car. The department also acquired specialty vehicles such as a Can-Am Spyder and a golf cart during this time. She helped to equip the Emergency Response Team (ERT) with a tactical robot that has reconnaissance, video, two-way communication, and an articulating arm to be deployed for use in varying types of critical incidents.



Chief Dezomits oversaw the major renovation of Cary's 911 Emergency Communications Center and necessary property and evidence area updates. She also worked to establish the police drone program.

She played a role in the launch of Cary's Downtown Park project and the acquisition of two new patrol canines, including Nitro, Cary's first explosive-detection-capable police canine. Dezomits helped to address the opioid crisis, reinforcing the pill take back programs and establishing officer use of Narcan, the brand-name treatment to prevent overdose deaths, as well as prioritized the expansion of the department's officer wellness and peer support programs.

Chief Dezomits started her law enforcement career as a patrol officer at the Cary Police Department in 1998 and served for more than two decades in a variety of roles, including assistant chief, professional standards commander, field operations officer, and SWAT team member. The Cary Police Department and the Town of Cary are proud to retain Dezomits as Cary's Public Safety Director.





LOOKING FORWARD

The progressive mindset of the Cary Police Department endures, as we continually look for innovative ways to meet the ongoing challenges of law enforcement and ensure that solutions for the Town of Cary are collaborative, customized, and effective.

We will continue to integrate data-driven technologies to provide public safety that is responsive and unbiased, ensuring hiring, training, and education are at the highest standard and the health and wellness of officers is prioritized.



The Cary Police Department is currently in the process of developing a strategic plan to provide a roadmap looking 3 to 5 years ahead. We will continue to seek opportunities to solve the needs of the Town by communicating directly with our people, businesses, and organizations, allowing us to be agile as we protect and serve citizens with integrity and accountability while constantly building trust.



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