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VISION
We will become the best small town Police Department in the state of North Carolina.

Mission
The mission of the Gibsonville Police Department is to protect life and property and to maintain order within the Town while assuring fair and respectful treatment for everyone.

Duty, Honor, Country
Those three hallowed words reverently dictate what you ought to be, what you can be, what you will be. --- Douglas McArthur

A stylized, textured graphic of the American flag is positioned on the left side of the slide. The background is dark blue with a lighter blue gradient at the bottom and some white diagonal lines on the right side.

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Values

- Professionalism:** We will obey and enforce the laws of the State of North Carolina with courage, diligence, and discretion.
- Objectivity:** We will act with fairness at all times and allow the facts, not preconceptions, to determine the outcome of events.
- Loyalty:** We will support, in words and in actions, our community, our Department, and each other.
- Integrity:** We will not lie, cheat, or steal, nor tolerate those who do. (United States Military Academy)
- Courtesy:** We will treat people with as much dignity and courtesy as each situation will allow.
- Enthusiasm:** We will approach every task we perform with a sense of service, energy, and a commitment to excellence.



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What Do We Do?

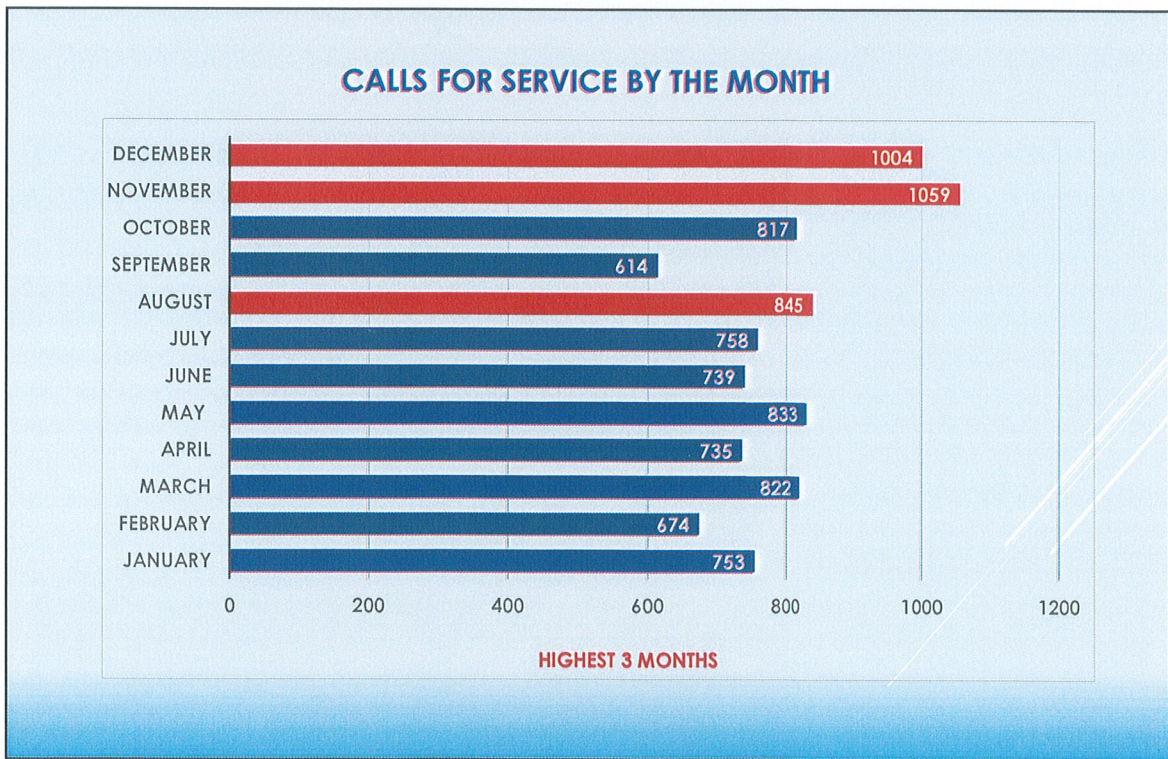
*We are a community-oriented policing organization.
Listed below are some of our responsibilities:*

- ✓ 24/7 year round police services for Guilford County and Alamance County
- ✓ Investigations, Accident Reports, Traffic Enforcement, Participate in A.N.E.T. Taskforce
- ✓ Testify in court, Serve subpoenas and Warrants, Grand Jury appearances
- ✓ Vacation house security checks
- ✓ Maintain DCI and perform NCIC entries and validations
- ✓ Maintain evidence and submit evidence to the State Crime Lab and private labs
- ✓ Business and school security checks
- ✓ Participate in Governor Highway Safety/Booze It and Lose It/Click It or Ticket events
- ✓ Monthly NIBRS reporting
- ✓ BLET and In-Service instruction
- ✓ Fatality Review Board
- ✓ Forensic Interview
- ✓ Alamance County Anti-Human Trafficking Advocacy Council
- ✓ Member of the Justice Advisory Council, NC Criminal Justice Standards Commission, NC Association of Chiefs of Police, Elder Abuse Project, Stepping Up Initiative, Alamance Community College B.L.E.T. Advisory Board, CIT Steering Committee (Crisis Intervention Team)

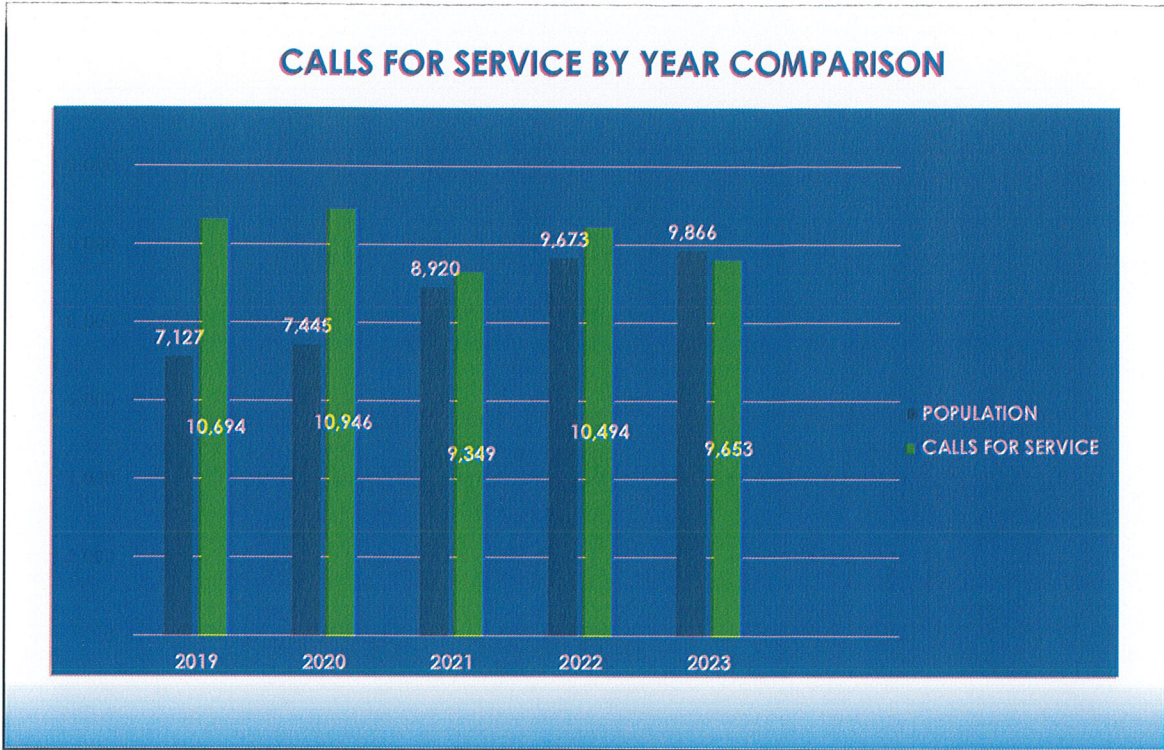
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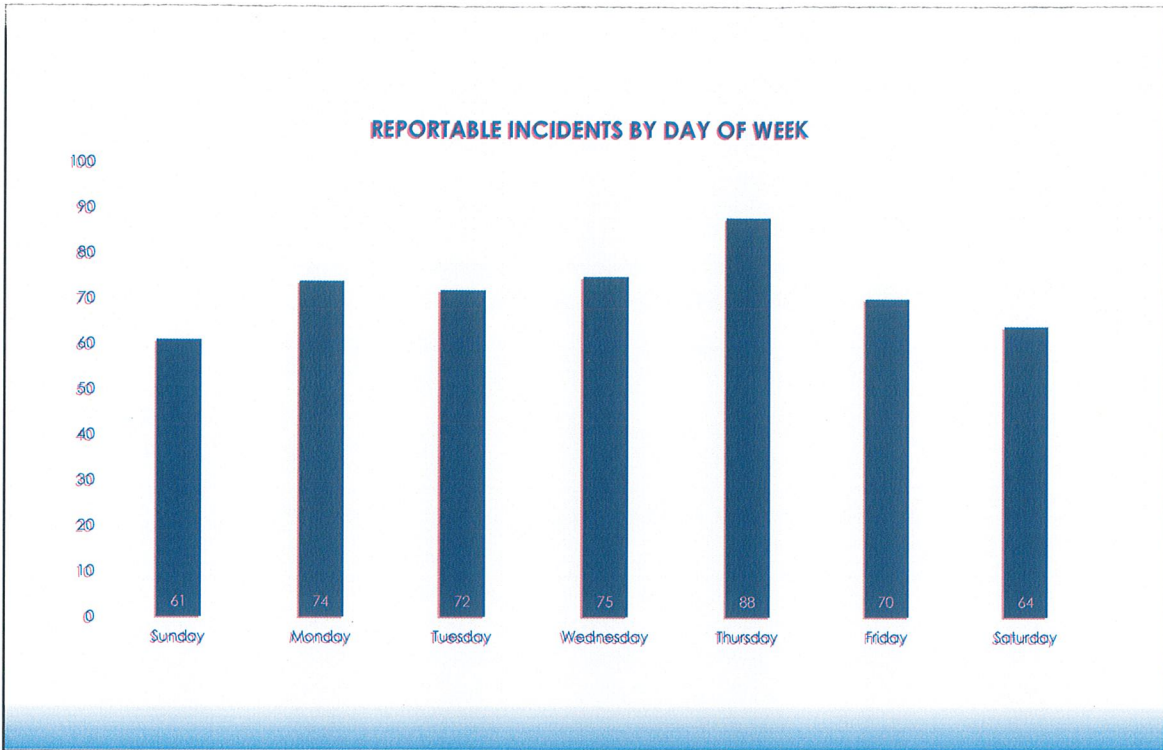
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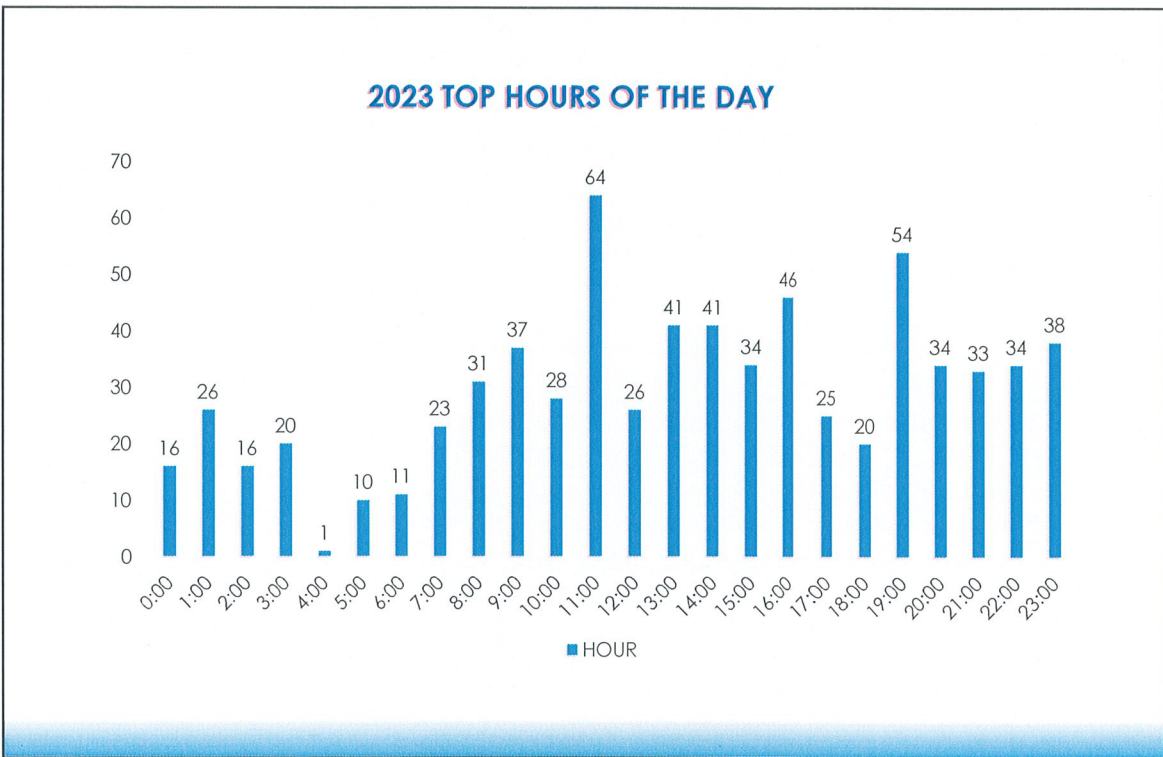
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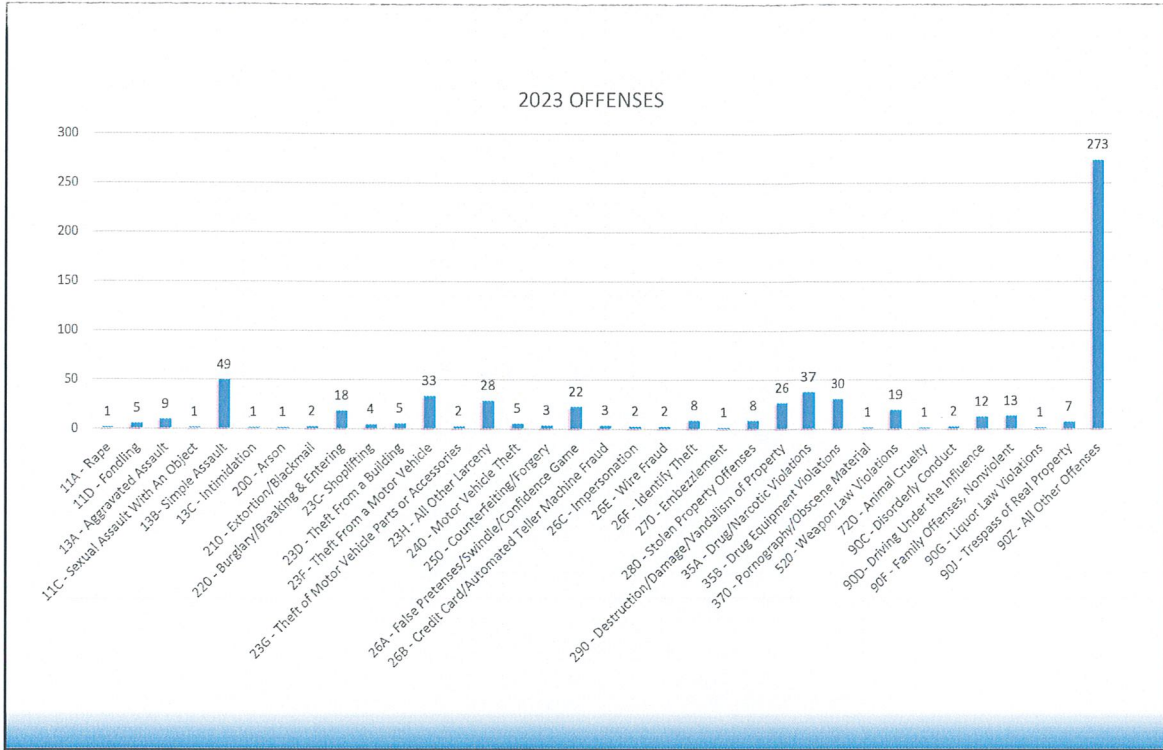
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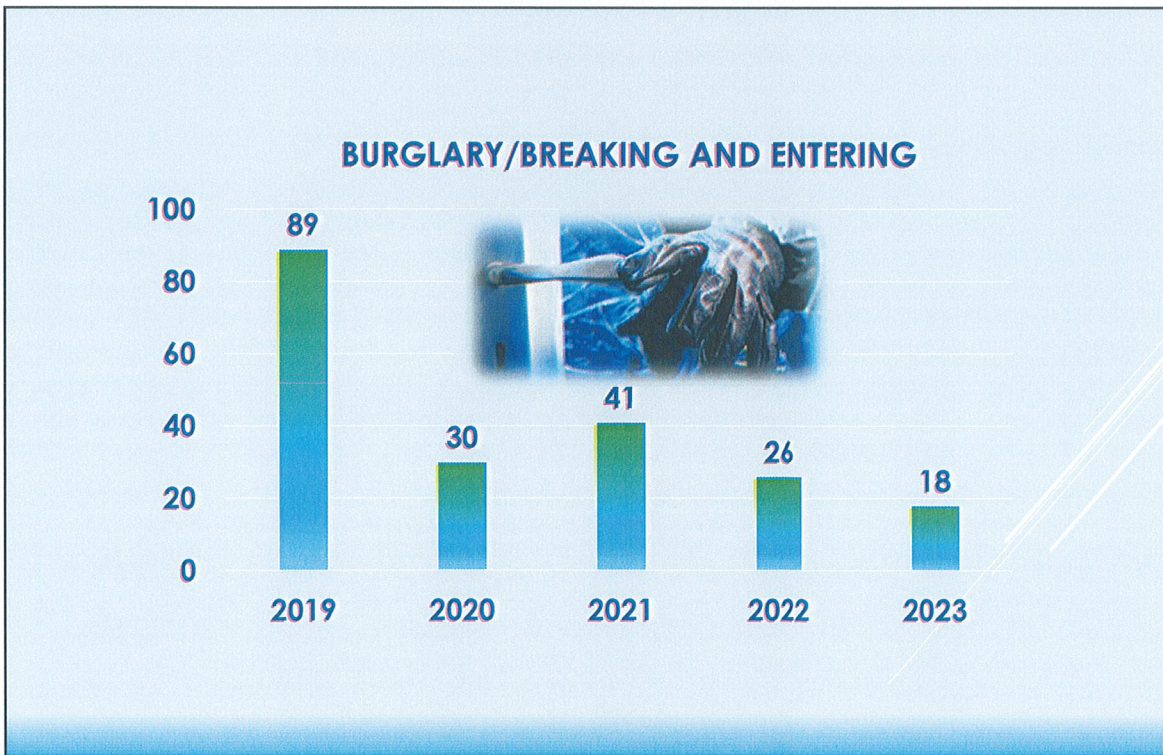
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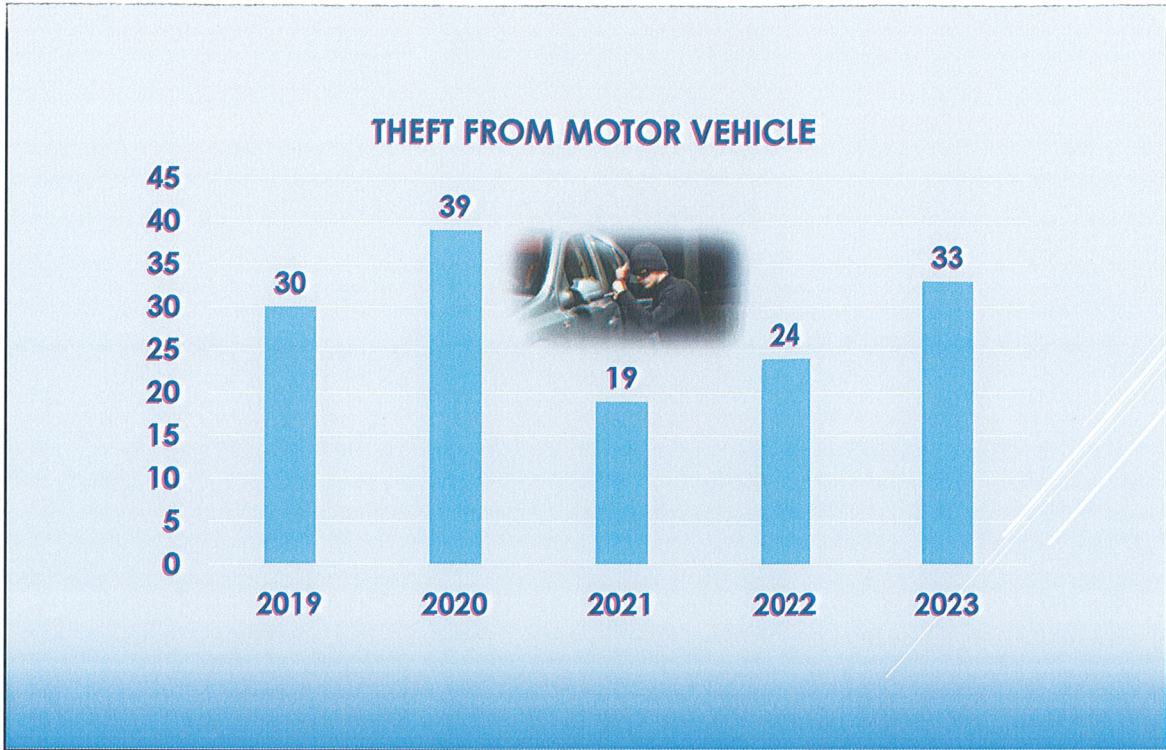
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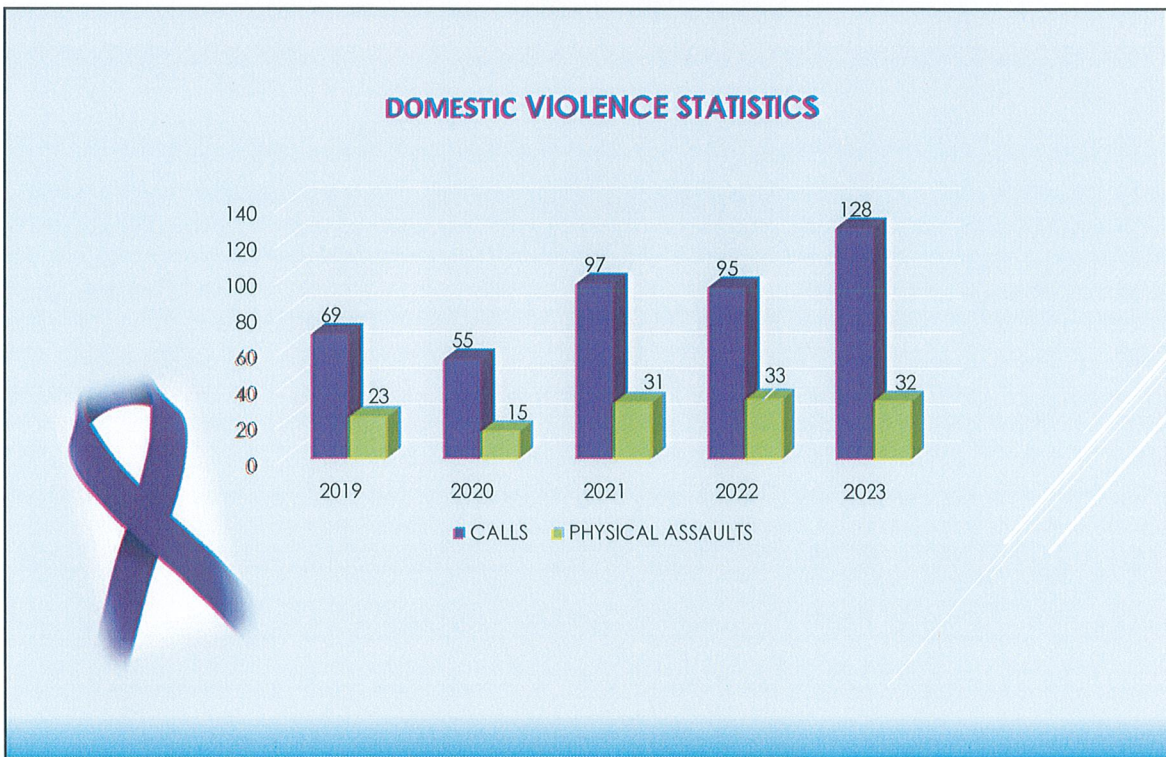
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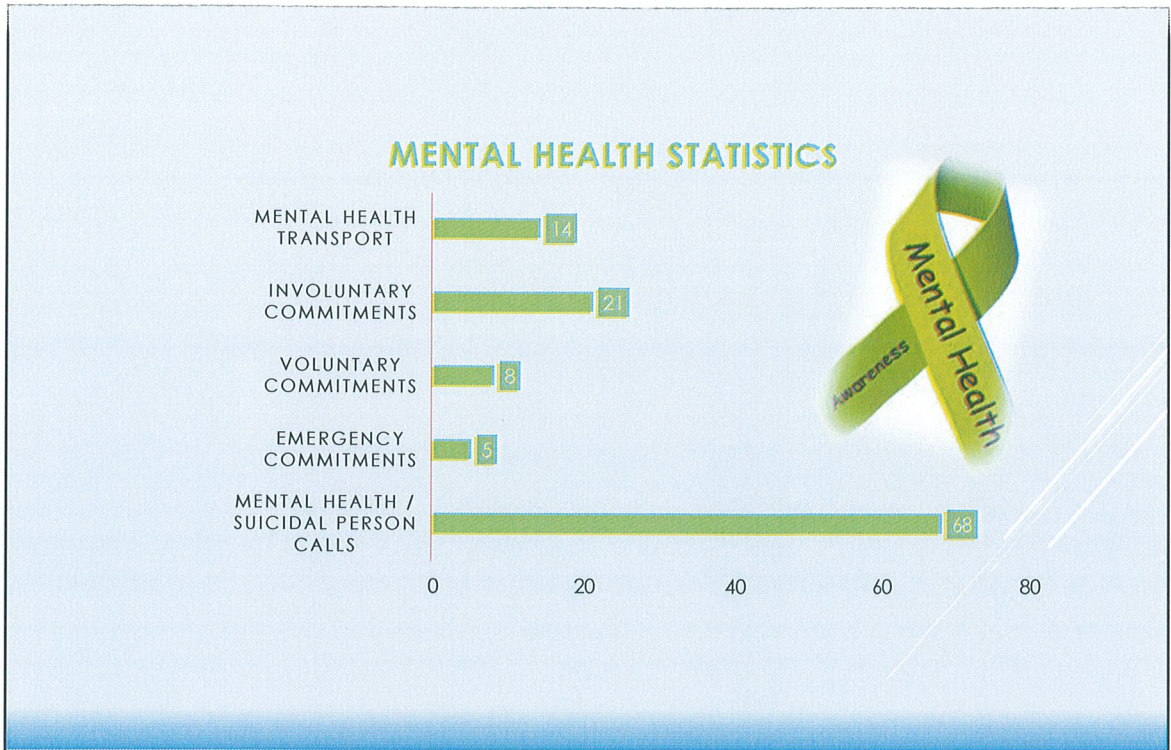
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The following illicit items were removed from local and surrounding neighborhoods by ANET in 2023 alone.



• COMMUNITY COMPLAINTS	174
• ARRESTS	48
• FIREARMS	13
• COCAINE	44 kg
• METHAMPHETAMINE	4.1 oz
• FENTANYL	72 du
• MARIJUANA	22 lbs.
• KETAMINE	19 gm
• THC	553 du
• MDMA	18 gm
• US CURRENCY SEIZED	\$94,457

The following illicit items were removed from Gibsonville neighborhoods in 2023:

✓ "Crack" Cocaine	3.4g
✓ Heroin	.1g
✓ Marijuana	518.6575g
✓ Cocaine (all other except "Crack")	45g
✓ Opium	13g
✓ Other Hallucinogens	60.07g
✓ Amphetamines / Methamphetamines	73.38g
✓ Other depressants	2.09
✓ Other Narcotics, stimulants, depressants, drugs	35 dosage units

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JUVENILE CRIME 5 YEAR COMPARISON

Year	Juvenile Crime Count
2019	5
2020	19
2021	50
2022	44
2023	57

2023 JUVENILE CRIMES BY TYPE

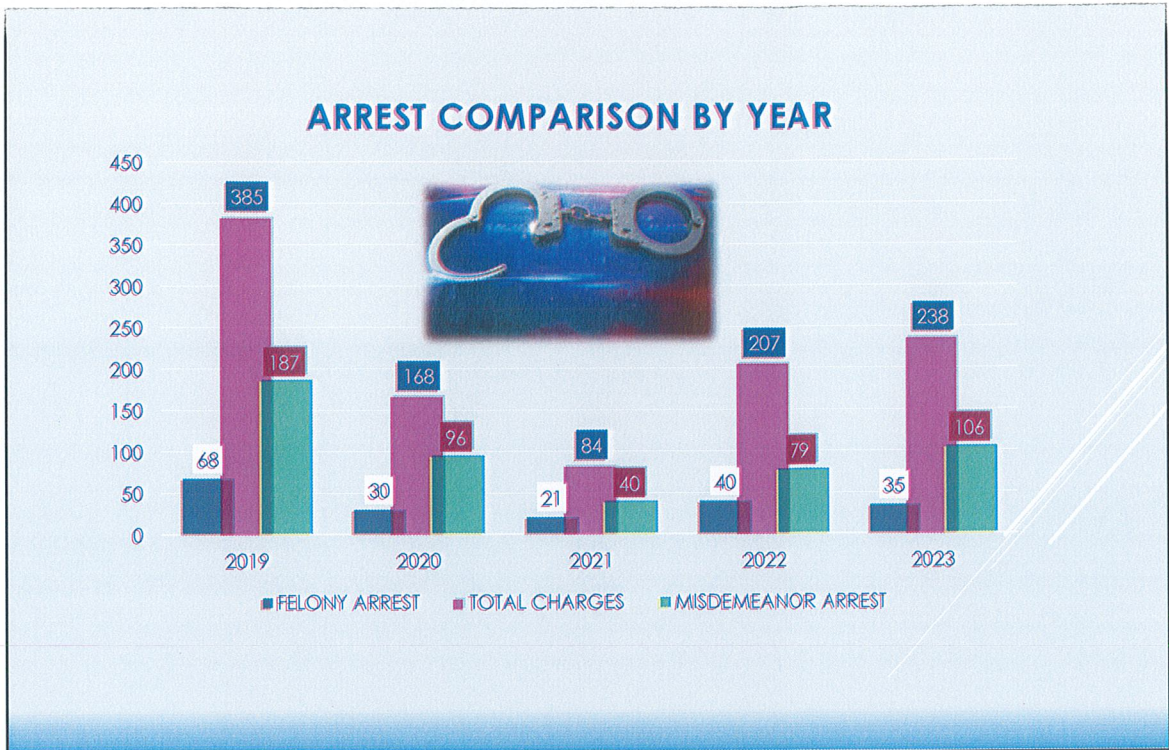
Crime Type	Count
31C - SEXUAL ASSAULT WITH/IN	1
31D - FORNICATION	1
33A - AGGRAVATED ASSAULT	1
33B - SIMPLE ASSAULT	1
23E - THEFT FROM A MOTOR	9
23D - ALL OTHER VEHICLE	8
240 - MOTOR VEHICLE THEFT	2
330 - STUDENT PROPERTY OFFENSES	2
35A - DRUG/PARADOXIC VIOLATIONS	2
200 - ...	6
33B - DRUG EQUIPMENT	1
90C - UNLAWFUL CONDUCT	1
901 - TRESPASS OF REAL PROPERTY	1
907 - ALL OTHER OFFENSES	17

JUVENILE CRIME

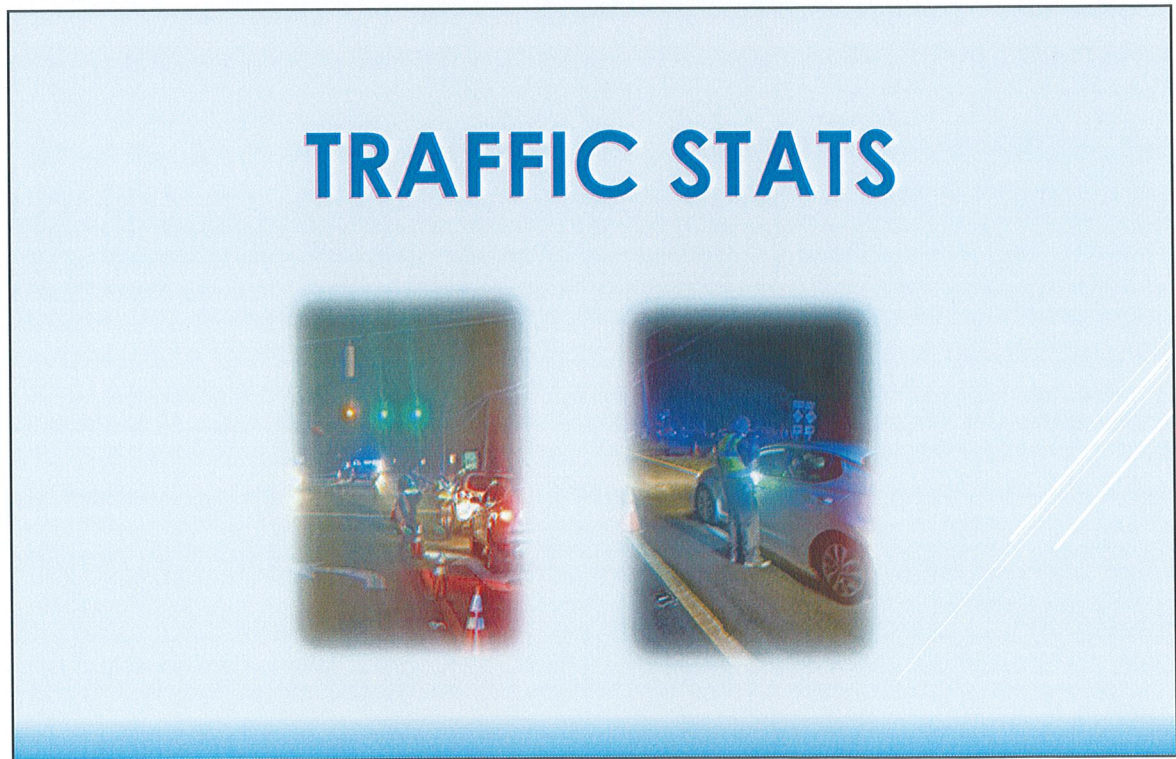
The only effective way to reduce and prevent juvenile crime is to balance **tough enforcement measures** with targeted, effective and intervention initiatives.

-Janet Reno

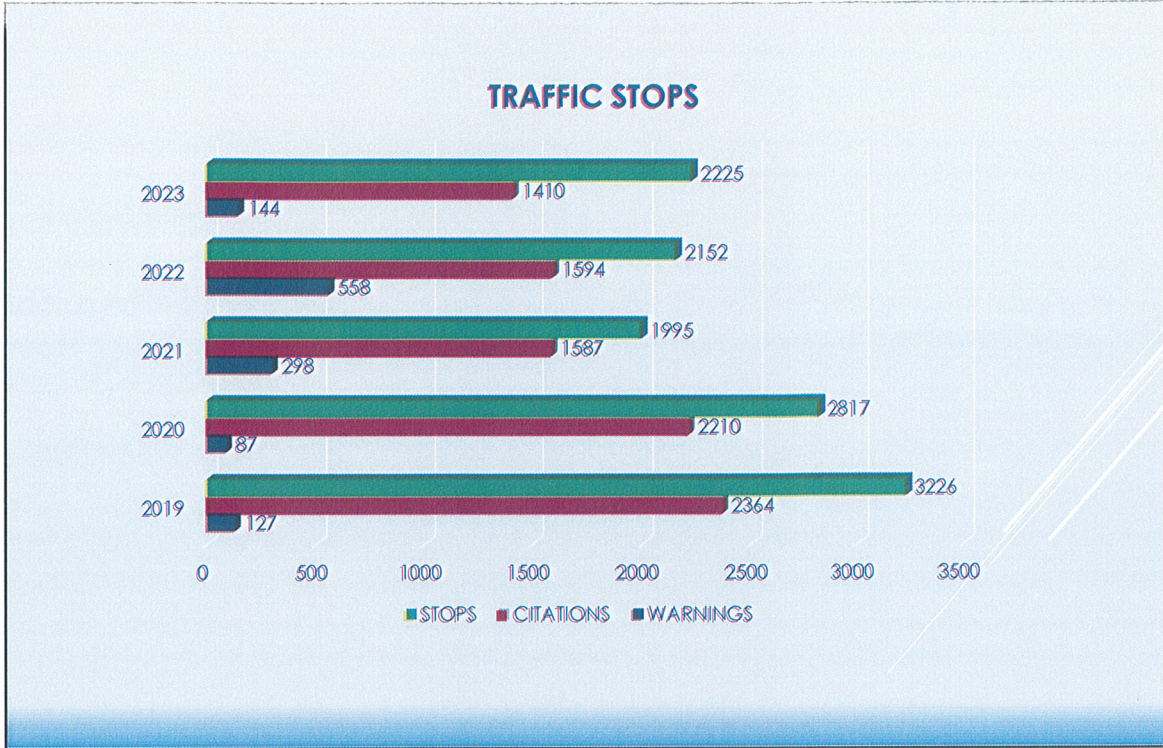
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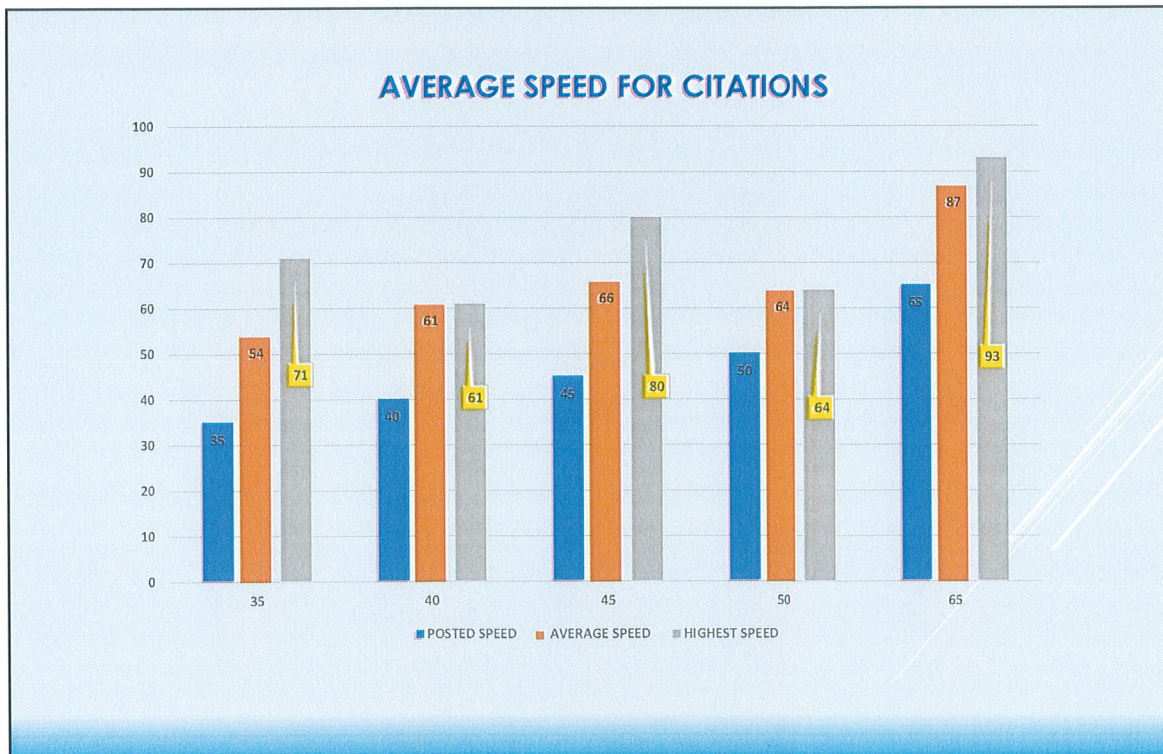
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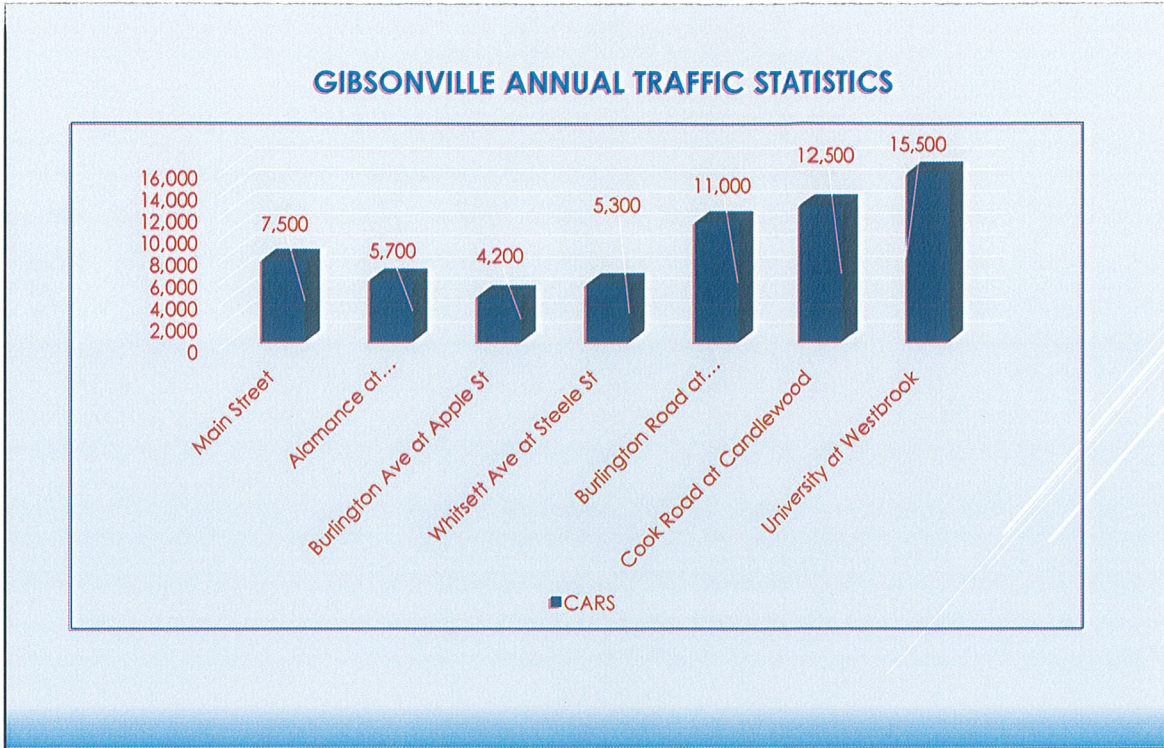
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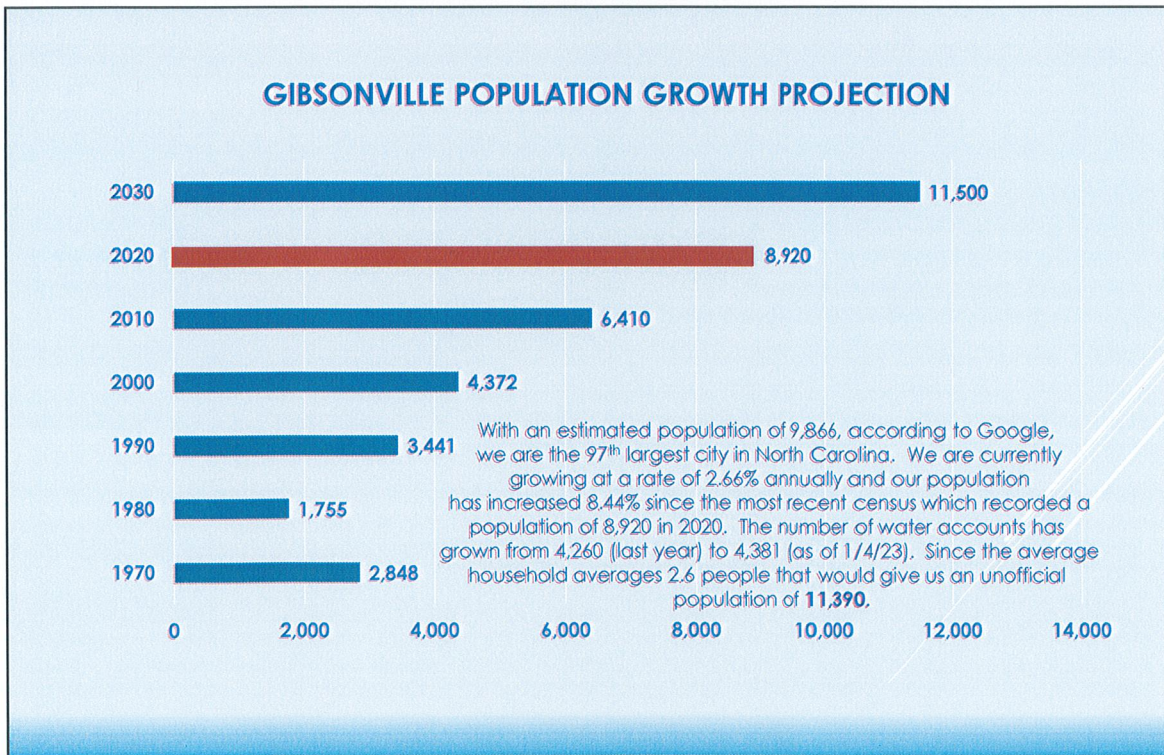
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WORKLOAD BASED APPROACH

	(2020)	(2021)	(2022)	(2023)
Calls for Service	10,946	9,349	10,494	9,653
Average time per call (45 min)	x .75	x .75	x .75	x .75
Number of officer hours spent	8,209	7,012	7,871	7,240
Buffer factor (a)	x 3	x 3	x 3	x 3
Number of officer hour needed	24,630	21,036	23,613	21,720
One officer's annual hours (divide) (b)	2,080	2,080	2,080	2,080
Number of officer's needed	11.84	10.11	11.35	10.44
Assignment availability factor (c)	x 2.6	x 2.6	x 2.6	x 2.6
Total number of officers needed	31	26	30	27

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2025 REQUESTS

PERSONNEL

Five (5) Police Officers at \$70,000	\$350,000.00
One (1) Administrative Assistant at \$61,000	\$ 61,000.00
Total Personnel:	\$411,000.00

EQUIPMENT

Two (2) Patrol Vehicles at \$65,000 (Replacement)	\$130,000.00
Five (5) Patrol Vehicles at \$65,000 (New Officers)	\$325,000.00
Uniforms / Equipment at \$10,000 x 5	\$ 50,000.00
Total Equipment:	\$505,000.00

It is my recommendation we **add** an additional **two (2) officers** per year until we reach a **minimum of thirty (30) police officers**. If we fail to adequately staff our police department to align with the growth of our community, we will pay the price.

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TAKE CARE OF THE ONES WHO TAKE CARE OF YOU

- NIGHT SHIFT DIFFERENTIAL \$400/MONTHLY
- Automatic Salary Increase 5% yearly on anniversary
- **RETENTION PAY BONUS**
 - 2 YEARS \$2,000
 - 5 YEARS \$3,000
 - 7 YEARS \$5,000
 - 10 YEARS \$7,000

*"Acquire with the intention to retain, and retain with the intention to grow."
-Lester Wunderman*



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How Do We Compare to Other Local Agencies?



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SALARY COMPARISON

AGENCY	STARTING SALARY with NO EXPERIENCE
Burlington Police	\$55,411
Alamance County Sheriff's	\$53,791
Mebane Police	\$50,863
Graham Police	\$50,147
Elon Police	\$47,054
Haw River Police	\$45,367
Gibsonville Police	\$45,125 (\$4,554 below the average for Alamance County)

Gibsonville Police is the lowest paid in the county

Average Starting Salary for Alamance County \$49,679

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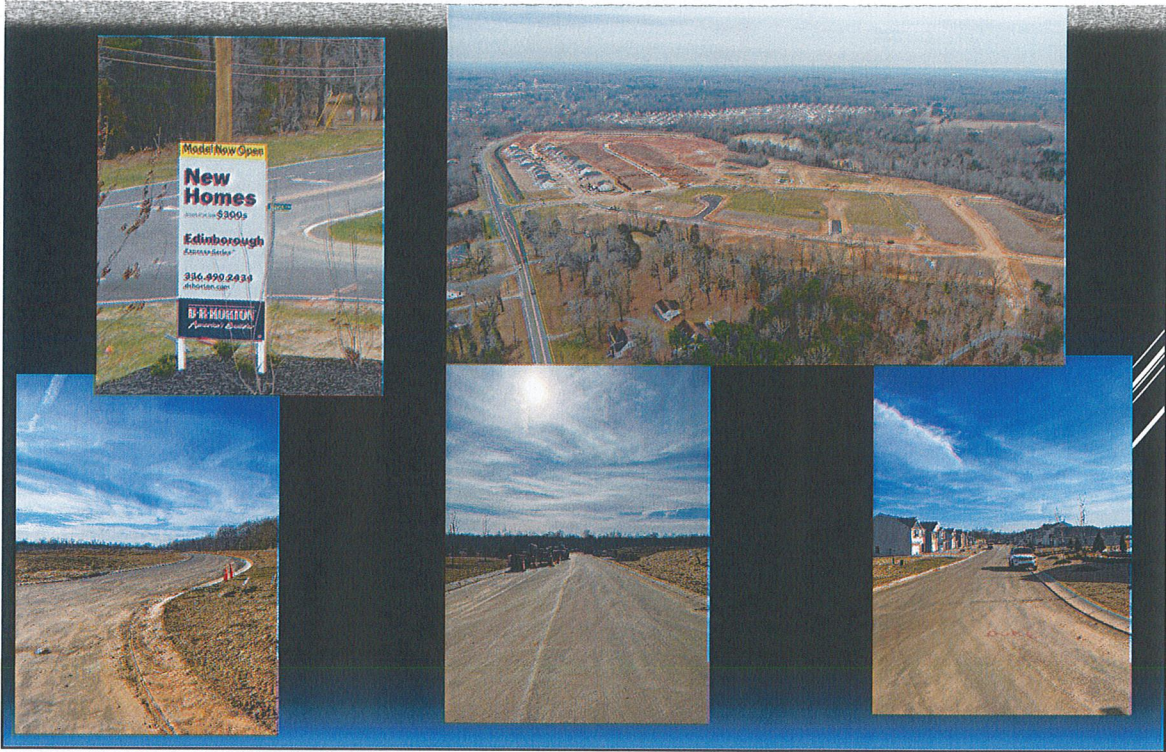
STAFFING AND POPULATION

Department	Full Time Sworn	Full Time Non-Sworn	Population
Gibsonville	25	1	9,866
Elon	21	3	11,912
Elon University	20	0	6,791 <small>(enrolled)</small>
Haw River	8	1	2,579
Madison	18	1 <small>(animal control)</small>	2,244
Sylva	15	1	2,618
Troutman	15	1	3,809
Mayodan	15	0	2,428

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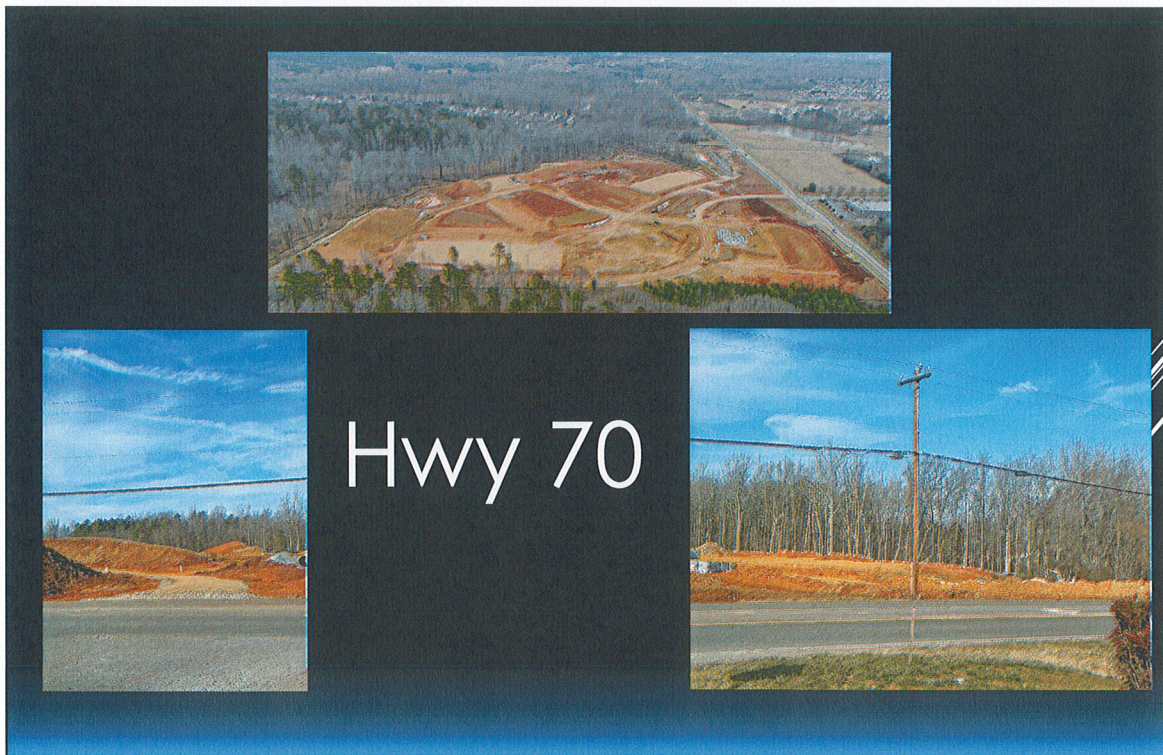
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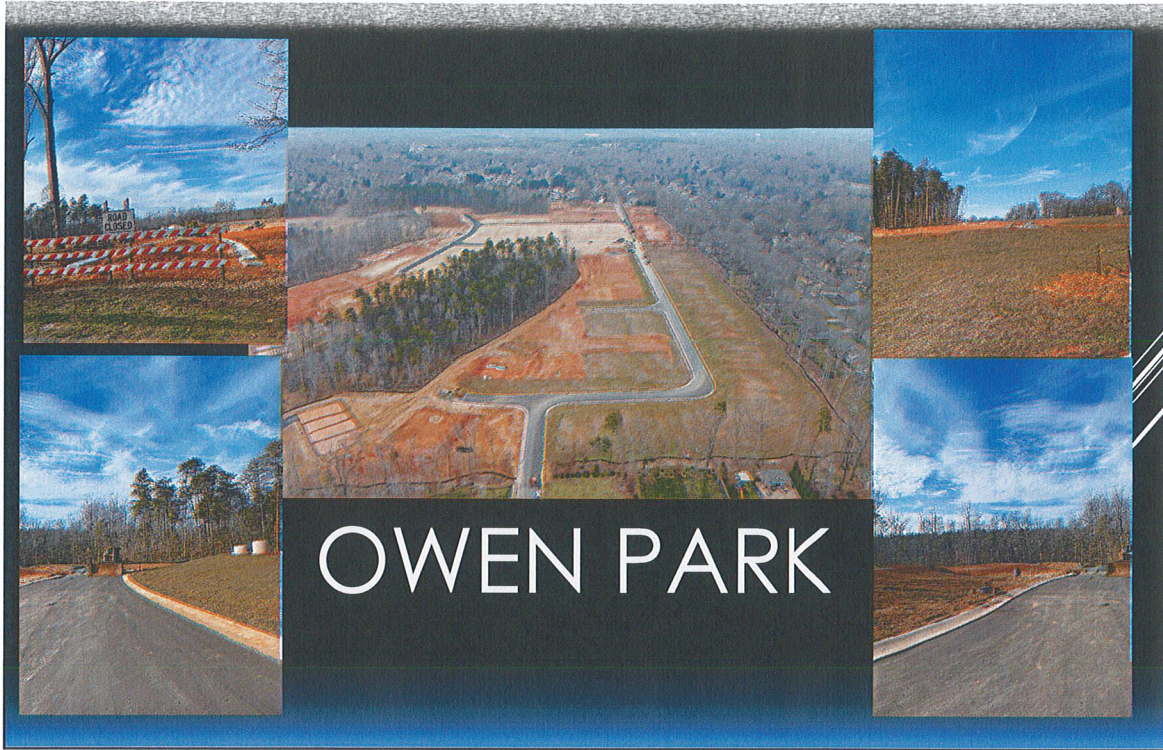
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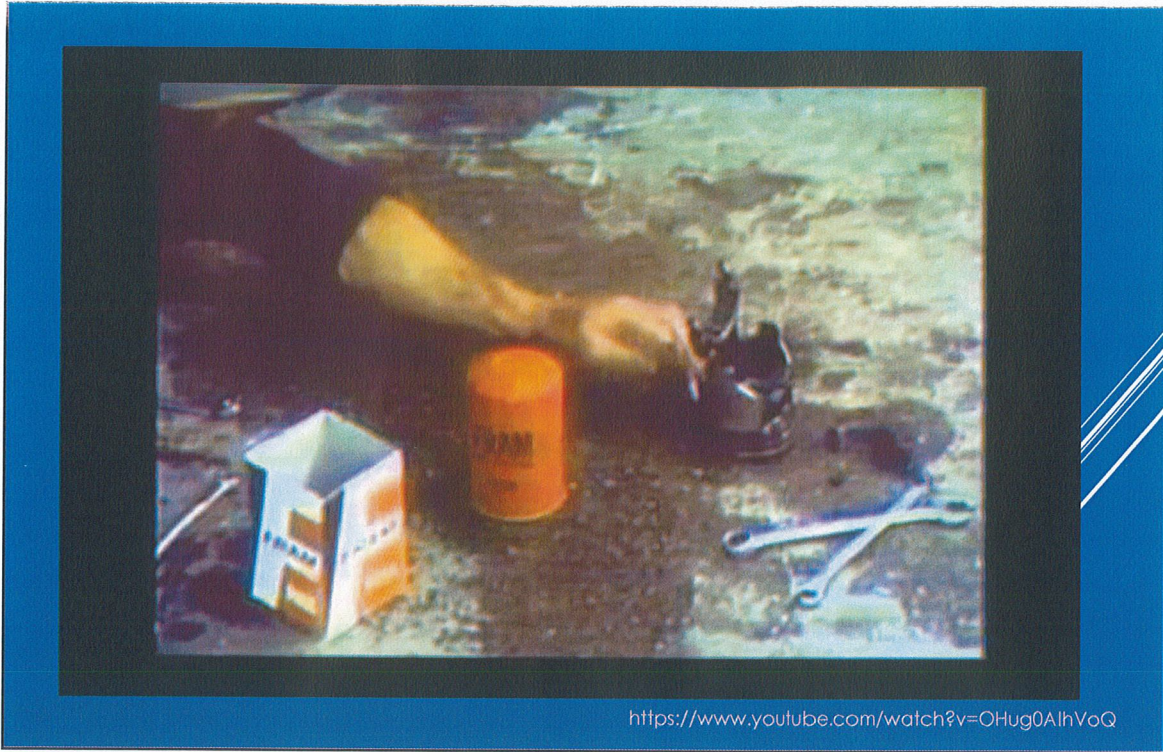
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END OF WATCH 2023

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Automobile - 43
Gunfire - 58
Medical - 28
Other - 20

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