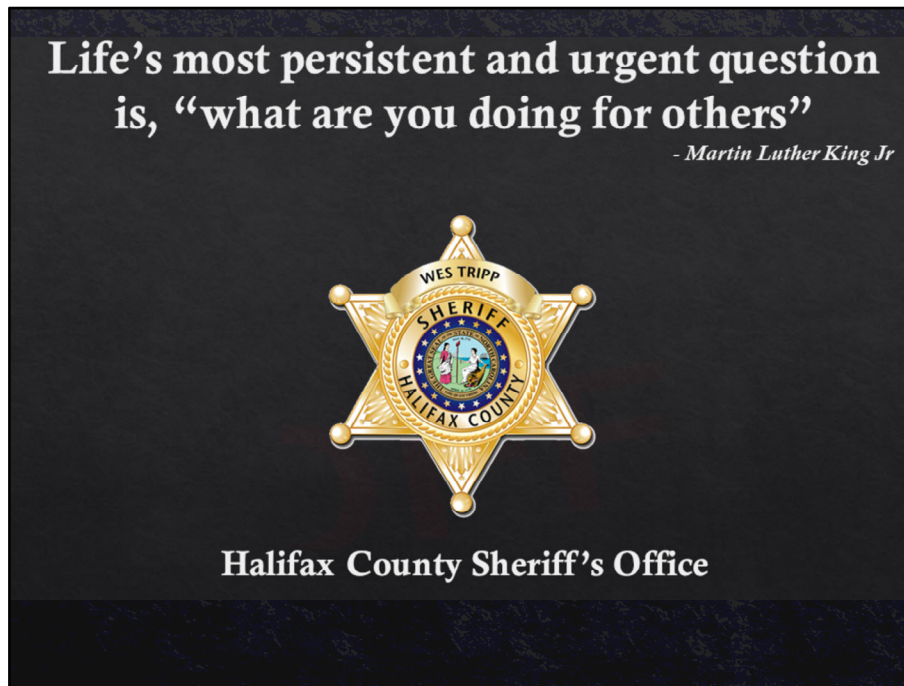


The following presentation was delivered to the Halifax County Board of Commissioners during their November 2020 meeting. It is being shared in its entirety so that the citizens of this great county are provided with transparent information concerning their Sheriff's Office.



= . = # I come to you to present to you the state of the Sheriff's Office 2020. This has been an interesting year to say the least. This year has challenged us more than any year I can remember. As we continue to deal with affects from the Coronavirus we must find ways to be innovative and prudent regarding public funds. I pride myself on running the Sheriff's Office as a business. I want to get the best return possible on the counties investment in this office. I hope that this presentation shows you exactly how well your Sheriff's Office is doing. Thank you!

ENHANCED BUILDING SECURITY

- Less interaction by the public with the office.
- Controlled entry points.
- Reduced contact.
- Safer and more secure work environment.
- More secure detention processing.
- More privacy for victims and complainants.



For many years our office has considered improving security. Special thanks to Ed Johnson and the Maintenance Office for their assistance with these enhancements. We have installed a glass wall and doorway at the front desk to prevent traffic from moving freely in secure and private areas. We have installed electronic key card entry and access points. These are supplemented with a helpdesk at the front to greet guests and to help answer questions they may have. This has reduced the amount of interaction that the public has with our office and employees. Prior to COVID if I would have stated that you would have probably scratched your heads. Less interaction? Actually this reduced interaction was very beneficial to us protecting our staff and the public from contact with the virus. Furthermore, we constantly have victims and other complainants in our office. This reduced interaction has enabled us to better serve these groups while respecting their privacy. Before, the public had freedom to roam the hallways and were able to see and hear things of a private matter. This enhancement has also increased our level of security for our detention center. We can process inmates more efficiently and safety is of greater priority.

COVID-19

- PPE for Sheriff and Detention staff and inmates.
- Disruption in services, but we found ways to work around this.
- Partnership with Halifax County Health Department and others.
- Worked with the District Attorney and Judges to address concerns.

First of all I want to thank our county Health Director, Bruce Robistow for his leadership during this pandemic experience. Bruce and his staff have always been responsive to questions and concerns from this office. As with every other department the Coronavirus has had an obvious impact on the Sheriff’s Office. From dealing with employee exposures, managing processes to protect inmates and the public, and to finding innovative ways to conduct business this office has had to be creative. Dealing with a new problem is where teamwork kicks in. Our team helped to manage our response to the virus by working to ensure we had proper and effective PPE for not just employees, but for guests and inmates. We were very fortunate to receive many donations of PPE. The public were very responsive and showed great resolve in helping to protect us. It was comforting to see so many businesses and citizens step in and show compassion for my staff. I will forever be grateful for that. Thanks to everyone that helped.

Disruption in services are not normally possible in law enforcement work. But we had some in 2020. We had to make the decision to limit some of our services in order to better consider the safety and health of our staff and the public. Some examples of this is that we had to suspend face-to-face visitation with inmates from the public. We also suspended conceal carry permits for a few weeks. We had to suspend operations at the courthouse pursuant to judicial order. We had to reassign our School Resource Officers due to school closures. These are just a few examples. However, we made sure that we used innovative

and creative ways to serve our citizens while maintaining safety for everyone.

COMMUNITY OUTREACH

Senior Check Program

Maintain Substations:
Tomahawk Meadows in
Hollister, Littleton Volunteer
Fire Department on Oak
Grove Church Road,
Dogwood Park Apartments in
South Weldon and Added
Victory Baptist Church in
Roanoke Rapids

Expanded business security
checks to residences

Added deputy pick-up to
existing medicine drop
program.

Added community outreach to
performance reviews



Community Outreach is one of the most important things we do at the Sheriff's Office. I would like to take the opportunity to break these up into three segments. The first is to highlight programs that we have implemented and enhanced that serve specific populations. We initiated the senior check program a few years ago. With this program we call seniors daily to check on them to see if they are well and if they need anything. They enjoy these calls and we find this very rewarding. Serving the eldest in our community is an exceptional service. We maintain substations across the county in an attempt to better serve certain communities. We have found that these locations allow deputies meeting areas, and provide resources that are specific to the communities they are serving. Our security check program is very successful. We will leave notification that we checked a location and homeowners and business owners rave on how pleased they are knowing their property has been checked. We have also decided to include community outreach to our deputies performance evaluations. County Manager Tony Brown allowed us this year to make this modification. It has been very helpful in stressing community outreach to our employees. Now we have a way to evaluate their personal commitment to it.

COMMUNITY OUTREACH

Continued

- Increased patrols throughout the county
- Improved visibility of deputies throughout the county
- Fostered Neighborhood Watches throughout the county
- Working closer with local, state, and federal agencies
- Enhanced sex offender program to assign offenders to deputies to increase the frequency of checks

The second segment of community outreach involves us using resources, networks, partnerships and technology to serve our citizens. We utilize social media, our website, and other resources to highlight interactions and tools that are available to the community. Our neighborhood watch program and community events have been successful in building partnerships. A strong part of law enforcement is to build community engagement. By using these tools and resources we have definitely expanded our level of service to our citizens.

COMMUNITY OUTREACH

Continued

Focused on maintaining our efforts with our "Benefitting the Children of Halifax County Campaign.

We have established a Food Pantry on site at the Sheriff's Office to assist families in need.

We have continued our efforts with our Annual "Toy Drive" and "Coat Drive" campaigns.

We have assisted in several Fund Raisers to help our local citizens with specific needs; raising several thousands of dollars to assist our kids.



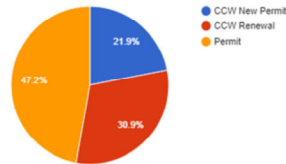
The last segment of community outreach involves our programs. The benefiting the children of Halifax County program has benefited many children over the years. We have collected school supplies, coats, toys and many other items that are needed by so many of our population. According to the US Census Bureau, around 25% of our children live in poverty. It is our responsibility to do everything we can to serve these children. We also have a successful food pantry that provides needed nutrition to people in need. We often come into contact with citizens who have nothing to eat. We have collected food so that it can be given to these citizens until arrangements can be made to better serve them with other county resources. Lastly, we have fund raisers each year to pay for summer Sheriff's Camp. Even though this year's event was slightly modified to protect the children from exposure to Covid-19 it was still a success. We served over 60 kids this summer. We provided them instruction on the science behind law enforcement. From crime scenes, to arson, to DNA camp participants were exposed to many forensic related topics. This, as every year, was a successful camp.

GUN PERMITS

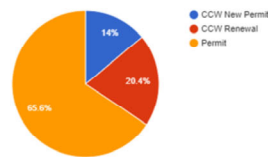
We had a total of 1,453 permit requests from 6/30/2019-7/1/2020. This is a 64% increase from the previous year. Our approval rate was 37.7%.

CCW requests decreased by 24%. We had 758 requests and renewals from 6/30/2019-7/1/2020. Our approval rate is 37.9%.

7/1/2018-6/30/2019



7/1/2019 - 6/30/2020



This year has been a record breaking year for gun permit applications. These are permits to purchase a firearm. We had over 1,400 permit application requests. This is a 64-percent increase from the previous year. It must be stressed that just because you make an application for the permit does not mean that you will be approved. In fact, this past year we only approved 37.7% of applications. People are often denied for various reasons to include past criminal history, mental health complications, and other factors. Even though the rules are clear we still have people attempt to get a permit. We do our due diligence to make sure only the appropriate citizen gets access to a permit.

Another permit we provide is the CCW permit. This is much harder to obtain and requires several additional steps than simply applying for it. You have to complete a firearms course, and are required to go through a stricter background process. This past year we actually saw a 24% decrease in CCW applications. This could be related to more stringent rules applied by the legislature and the fact that the process requires a much greater financial requirement than a permit to purchase. As with our gun permits we use standards to make sure that those approved for CCW permits are handled with similar due diligence standards. We saw a 37.7% approval rate with these requests.

MEASURING CRIME

Crime Measurement Index.
Halifax County is 36.5%
higher than the national
average.

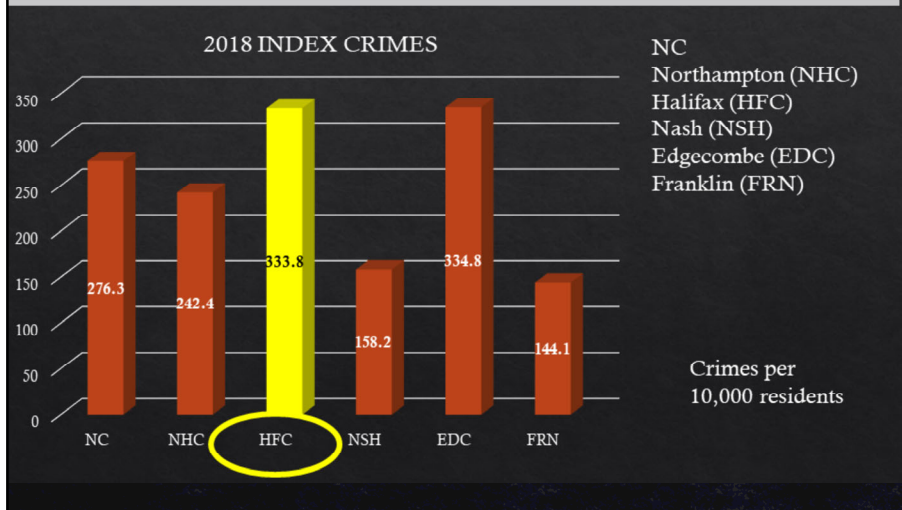


CMI Factor	Halifax County CMI%	U.S.CMI%
1. Males Aged 15-19	6.4%	6.8%
2. High School Dropout Rate	22.5%	11.7%
3. Single-Parent Households	27.5%	17.3%
4. Poverty Rate	25.2%	13.1%
5. Unemployment Rate	8.7%	4.9%
Total	90.3%	53.8%

One of the ways to look at crime is the Crime Measurement Index. This takes into account five specific factors. 1. Males aged 15-19, 2. High School Dropout Rate, 3. Single-Parent Households, 4. Poverty Rate, and 5. Unemployment Rate. Halifax County is 36.5% higher than the US average. In order to correct this we must address these five factors as a county. Leaders must address these demographic, educational, social, and economic factors if we want to reduce our situation. The factors are not a law enforcement controlled factor. We need assistance. That is why community engagement is so very important.

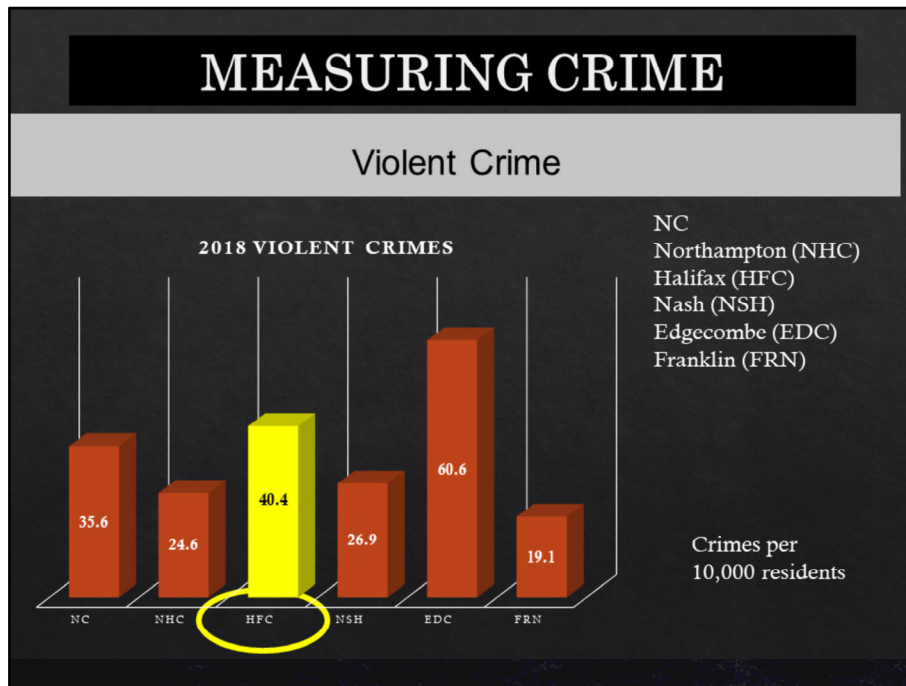
MEASURING CRIME

Index Crimes (These are Part 1 offenses (Murder, Rape, Robbery, Assault, Burglary, Larceny, Motor Vehicle Theft and Arson))



Index crimes are part 1 offenses and specifically are Murder, Rape, Robbery, Assault, Burglary, Larceny, Motor Vehicle Theft and Arson. As you can see Halifax has a rate of 333.8 crimes per 10,000 residents. This is in comparison to:

- North Carolina: 276.3 crimes per 10,000 people
- Northampton County: 242.4 crimes per 10,000 people
- Nash County: 158.2 crimes per 10,000 people
- Edgecombe County: 334.8 crimes per 10,000 people
- Franklin County: 144.1 crimes per 10,000 people

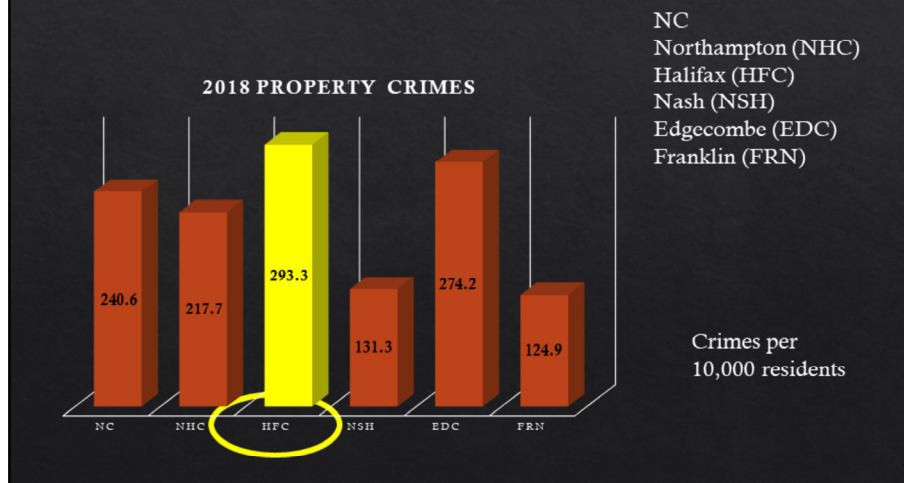


Violent crimes are crimes that have an assaultive nature. As you can see Halifax has a rate of 40.4 crimes per 10,000 residents. This is comparison to:

- North Carolina: 33.6 crimes per 10,000 people
- Northampton County: 24.6 crimes per 10,000 people
- Nash County: 26.9 crimes per 10,000 people
- Edgecombe County: 60.6 crimes per 10,000 people
- Franklin County: 19.1 crimes per 10,000 people

MEASURING CRIME

Property Crime



Property crimes are crimes that include theft, embezzlement and fraud. As you can see Halifax has a rate of 293.3 crimes per 10,000 residents. This is comparison to:

- North Carolina: 240.6 crimes per 10,000 people
- Northampton County: 217.7 crimes per 10,000 people
- Nash County: 131.3 crimes per 10,000 people
- Edcombe County: 274.2 crimes per 10,000 people
- Franklin County: 124.9 crimes per 10,000 people

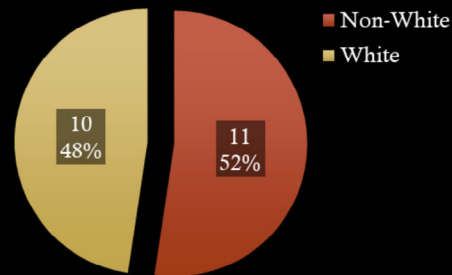
Diversity Matrix by Race

Halifax County Sheriff's Office seeks to be representative of its community.

Employees are evaluated and promoted strictly on performance and experience, without regard to race, gender, or other unrelated characteristics.

At present, 52% of our Supervisors are minorities, including Black, Hispanic and Native American employees.

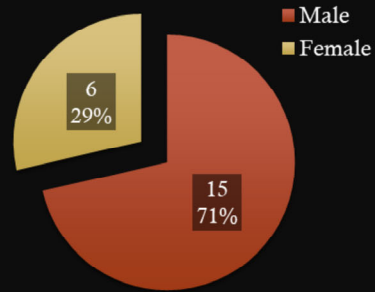
The Sheriff's Office employs members of our community from all communities within the county.



The Sheriff's Office strives to be representative of the community. This includes being a diverse organization. 52% of supervisors at the Sheriff's Office are minorities. As Sheriff I have demanded that we look like the people we serve. Halifax County has a population of around 50,000 people. 39.9% of people are white, 53.8% black, 4.1% American Indian, and 3.1% Hispanic.

Diversity Matrix by Gender

- Halifax County Sheriff's Office seeks to be representative of its community.
- Employees are evaluated and promoted strictly on performance and experience, without regard to race, gender, or other unrelated characteristics.
- At present, 29% of our Supervisors are female employees.
- The Sheriff's Office employs members of our community from all communities within the county.



As with race the Sheriff's Office strives to be representative of the community. This includes being a diverse organization from a gender perspective. 51.8% of residents are female.

Enhancements and Achievements

Halifax County Sheriff's Office has a new website that is customer service focused.

Supplemented the Sheriff's Budget utilizing federal asset forfeiture funds earned from major cases to purchase much-needed equipment.

Applied for and awarded grants to replace outdated laptops, Tasers, body cameras, and bulletproof vests.

Issued body cameras and laptops to every deputy.

Video visitation to replace face-to-face visitation.

Appointment to the Homeland Security Task-Force.



The Sheriff's Office has made several enhancements this past year. We have installed video visitation in our detention center. This will replace face-to-face visitation. This is a convenient way for inmates to have visitation and it is much safer for our detention staff. We installed a camera system in our interview room to help us with compliance with interviewing juvenile defendants and in homicide cases (GS 15A-211). All of our uniform and detective staff have body cameras that by policy are used with every public interaction. We also now have a representative of the Homeland Security Task Force. Captain Anzell Harris was sworn in and will work alongside Homeland Security to assist in major federal investigations. We have obtained grants to outfit all of our staff with new bulletproof vests. We had some deputies that did not have vests so this is a great achievement. We are forced to use our drug funds to help buy equipment. In fact we used a bulk of these funds this year to purchase a new Records Management System (RMS), and a new Jail Management System (JMS). This system was badly needed. Our older system was over 20 years old and had become non-compliant with federal reporting standards. With this major enhancement we are now able to do so much more regarding our reporting and analytics of cases. Keep your eye out in the future for all the information we will have at our fingertips.

Goals

- Create a traffic enforcement team. We began this project in February and will extend it.
- To continue to increase starting pay to be competitive with neighboring counties.
- Develop a retention bonus program in order to retain quality employees.



Halifax County has an estimated population of 50,000 residents. Furthermore, thousands of people pass through our county each day utilizing one of the major state highways or I-95. Halifax County ranks 43rd in NC for traffic-related fatalities, 38th in speed-related deaths, and 35th in unrestrained fatalities. Our office has worked hard to build a stronger relationship with the community. This shift in our law enforcement efforts has meant a reduction in working proactive patrols as they relate to traffic enforcement. Making the county safer is a priority, and this includes our roadways. The numbers above are alarming.

The purpose of the Selective Traffic Enforcement Program (STEP) is to assist the Sheriff's Office in:

Reducing fatalities,

Increasing seat belt usage, and

Identifying and prosecuting alcohol and drug-impaired drivers.

We appreciate the work that the commissioners have done to give us raises this past year. However, the work must continue. We must get our starting pay equal to neighboring agencies. We have an average of 35% retention for both the Sheriff's Office and Detention Center. We have to find creative and innovative ways to reduce this number. One of the ways we are considering is a retention bonus plan.

To pay an employee \$500 for working here 6-months, and then 6-months later to pay them \$1,000, or after the completion of BLET or Jail School.

CONCERNS

- High crime rate relative to location and population.
- Limited number of certified applicants for Deputy and Jail positions.
- Increased number of transport trips for inmates and involuntary commitments as a result of changes to the mental health system and limitations on jail capacity.
- Aging detention center in need of repairs.
- Aging motor vehicle fleet.



CRIME
RATE



Although improvements have been seen, crime is too high in Halifax County. Especially with regards to property crime. We will continue to find ways to get the public involved so that we can reduce these numbers. Recruiting staff remains a major concern. We have to find ways to get quality staff to come and stay. I mentioned this in a previous slide. With mental health and substance abuse rates being higher than in past years we continue to work with partners and other stakeholders to deal with these problems using a human-touch and a dedication to public safety. Our detention center is aging. I realize the expansion project is not going to happen. I get it! However, we have to find ways to enhance what we have. This building is old and needs improvements. Recently we met with Ed Johnson and he was going to include some detention center enhancements in his capital outlay request. I ask that you please consider those and understand that these are needs not wants. I want to thank the County Manager for his leadership with the Enterprise Fleet Vehicle Leasing pilot program. Our motor vehicle fleet is in bad shape. The average amount of miles on our vehicles is 150,000. This is a safety concern, and I appreciate you stepping up and seeing this need. This is another suggestion of innovation and out of the box thinking that I have been referring to. We all know how tight things are, and I appreciate you putting this as a priority.

"Do not let what you cannot do interfere with what you can do."

-John Wooden



Thank you for your time.