



CARY POLICE DEPARTMENT



POLICE DEPARTMENT 2024 ANNUAL REPORT

TABLE OF CONTENTS

01 CHIEF'S MESSAGE

03 AT-A-GLANCE

04 DEPARTMENT OVERVIEW

05 A CALEA
ACCREDITED AGENCY

06 STRATIFIED POLICING

08 OPERATIONS &
POLICING AREA

09 CALLS FOR SERVICE

10 CRIME TRENDS

12 ARREST DATA

13 TRAFFIC SAFETY TEAM

14 MOTOR VEHICLE
COLLISIONS

15 USE OF FORCE

16 ANIMAL SERVICES

17 PERSONNEL

18 WAKE REGIONAL SWAT
& CRISIS NEGOTIATIONS

19 COMMUNICATIONS

20 MUTUAL AID RESPONSE

21 REPUBLICAN NATIONAL
CONVENTION

22 AWARDS & ACHIEVEMENTS

24 TRAINING

25 DOWNTOWN PARK

26 TECHNOLOGY

27 K9S

28 COMMUNITY PROGRAMS

30 LOOKING FORWARD





WELCOME TO THE CARY POLICE DEPARTMENT'S 2024 ANNUAL REPORT.

Our commitment to safeguarding the community remains unwavering, driven by proactive policing, strong partnerships, and strategic readiness. As Cary continues to grow, we've focused on crime prevention, community involvement, and emergency preparedness to meet the changing demands of public safety.

In 2024, our department made significant contributions to regional support efforts, assisting with Hurricane Helene relief operations in Asheville, N.C., and providing security personnel for the Republican National Convention in Milwaukee, Wis. These major deployments provided our officers with valuable hands-on experience, sharpening their crisis management, decision-making, and adaptability skills. The insights gained from these high-stakes environments directly strengthen our ability to respond effectively to emergencies and emerging threats here at home.

Our strategy centers on fostering meaningful community connections, utilizing intelligence-driven methods to reduce crime, and investing in the growth and development of our personnel. We've enhanced our preparedness by improving training programs, refining response procedures, and deepening collaboration with neighboring agencies.

As we continue to pursue our mission, we hold firm to the belief that public safety is a collective effort. With resilience and a deep commitment to service, we strive to foster a secure and thriving community for all.

Thank you for your continued trust and collaboration in keeping Cary a safe and welcoming place to live, work, and visit.

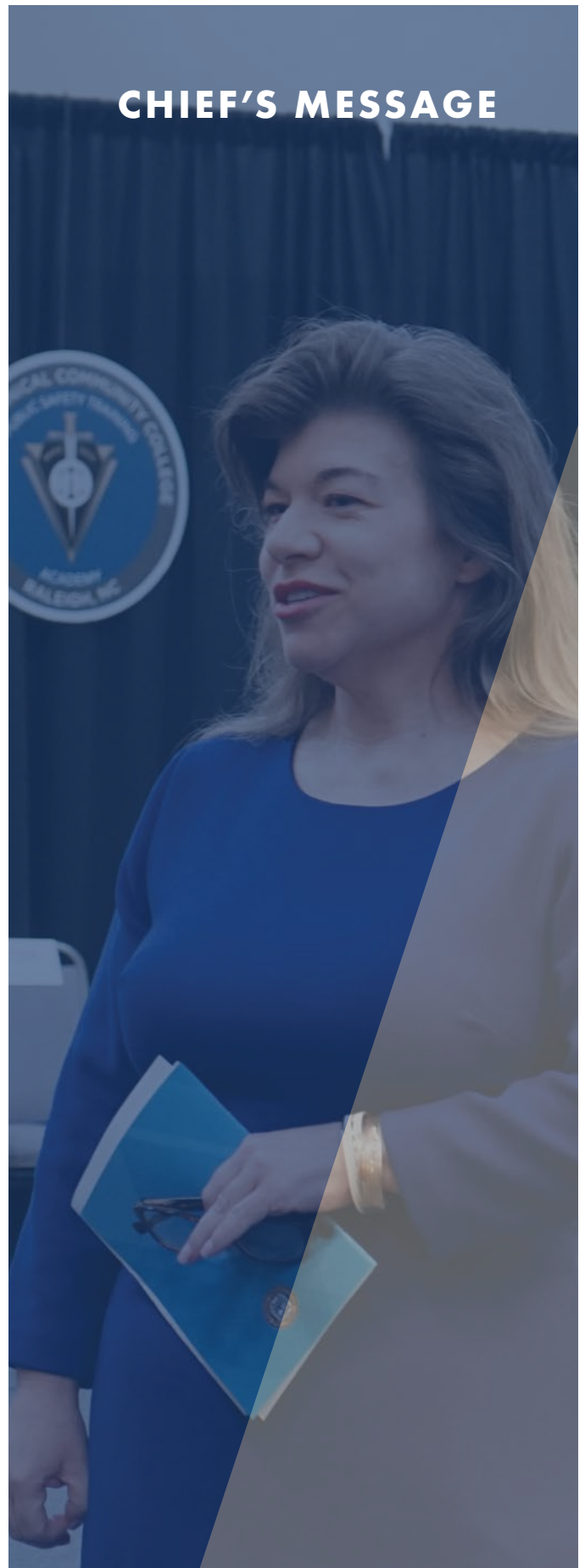
Sincerely,



Terry Sult
Chief of Police



CHIEF'S MESSAGE





MISSION

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



VISION

WORKING TOGETHER TO DELIVER SAFETY THROUGH EXCELLENCE.



VALUES

EXCELLENCE

Seek excellence in all that we do and strive for continuous improvement through innovation and creativity.

LOYALTY & TRUST

We act with integrity in all solutions to allow others to trust in what we do and say.

CITIZENS & EMPLOYEES

Treating all people with dignity, fairness, and respect and working together to achieve a shared vision.

ETHICAL BEHAVIOR

We are an organization of employees who do the right thing and are responsible for what we do and say.

PROFESSIONALISM

As dedicated employees, we are committed to adapting to change and providing outstanding service.

TEAMWORK

We support an environment that recognizes cooperation and group accomplishment.

2ND
LARGEST MUNICIPALITY
IN WAKE COUNTY

7TH
LARGEST MUNICIPALITY
IN NORTH CAROLINA

148TH
LARGEST COMMUNITY
IN THE UNITED STATES

60
SQUARE MILES
IN JURISDICTION

**CARY POLICE DEPARTMENT
BY THE NUMBERS**

 **10,655**
EXTRA DUTY
HOURS COMPLETED
BY OFFICERS

 **127,219**
CALLS FOR SERVICE
WERE RESPONDED
TO BY OFFICERS

 **198**
SWORN
OFFICERS

 **174**
POLICE COMMUNITY
OUTREACH EVENTS



DEPARTMENT OVERVIEW

IN 2024, CARY CONTINUES TO BE RECOGNIZED AS ONE OF THE SAFEST COMMUNITIES IN THE NATION, EARNING A SPOT ON GOBANKINGRATES' LIST OF THE 50 SAFEST AND MOST AFFORDABLE U.S. CITIES TO LIVE IN.

We remain the second-largest municipality in Wake County and the seventh largest in North Carolina. We rank 148th in population among U.S. cities.

The Cary Police Department is committed to serving our community with unwavering dignity, respect, compassion, and professionalism. These core values guide all our actions and remain non-negotiable, regardless of the circumstances. This dedication ensures that the people of Cary are always at the heart of our actions.

Our top priority is to provide exceptional policing services through strong partnerships with residents and neighboring communities. This commitment is rooted in our deep concern for the well-being of our community and our genuine desire to foster meaningful connections. We encourage residents to engage with us and become acquainted with the officers who proudly serve and protect Cary every day.

Our leadership team actively monitors and responds to emerging challenges through thoughtful, forward-looking strategies that help ensure our approach remains proactive and effective. Each officer is tasked with fostering meaningful engagement and providing support throughout the community — an effort that underscores our department's enduring commitment to the people we serve.

We are committed to delivering a high level of service to everyone, working daily alongside community leaders and our partners in nearby jurisdictions to help build bridges between law enforcement, public safety entities, and the communities we serve. Diversity in our department and community alone is simply not enough. We value inclusion in all we do and strive to build meaningful relationships. We will continue to work with dedication and compassion to model the kind of effective change our nation needs.

EVERY DAY, CARY POLICE OFFICERS WORK TO ENRICH THE LIVES OF OUR RESIDENTS BY DELIVERING EXCEPTIONAL SERVICE, FOSTERING TRUST, AND BUILDING PARTNERSHIPS THAT HELP OUR COMMUNITY THRIVE AND PROSPER.



A CALEA ACCREDITED AGENCY

CARY CONSISTENTLY RANKS AMONG THE NATION'S SAFEST CITIES.

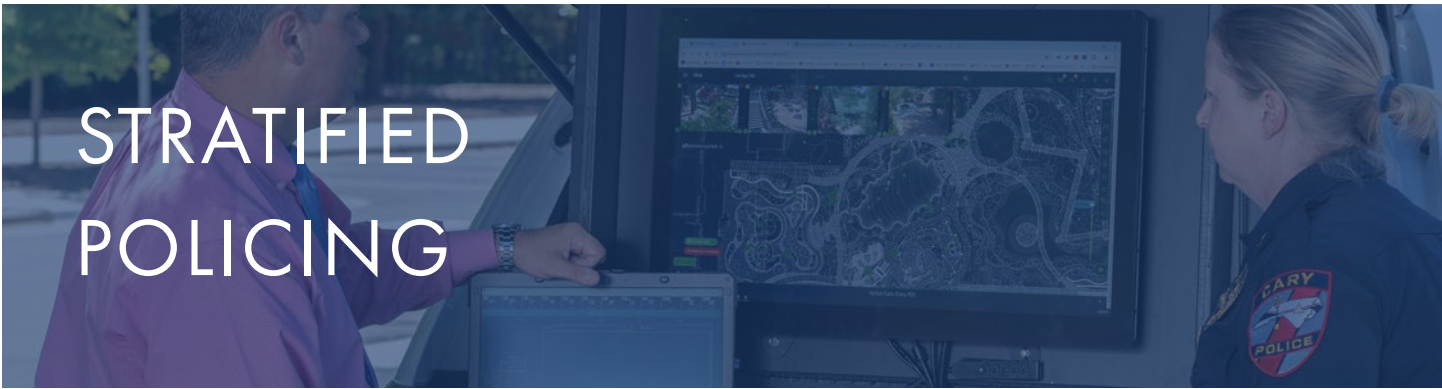
One key to maintaining a safe community is ensuring that standards are formalized, fair, and nondiscriminatory. This increases public safety by further improving service, crime prevention, and confidence in the police agency.

Since 1992, the Cary Police Department has been a nationally accredited law enforcement agency 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 designed to enhance organizational service capacities and effectiveness, serve as a tool for informed policy decisions and management, promote transparency and community trust, and establish a platform for ongoing review.

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

**IN 2024, THE CARY POLICE
DEPARTMENT WAS AWARDED OUR
11TH CALEA REACCREDITATION.**

ONLY 2%
**OF POLICE AGENCIES ARE CALEA
ACCREDITED NATIONWIDE**



IN 2024, THE CARY POLICE DEPARTMENT ADOPTED THE STRATIFIED POLICING MODEL TO ENHANCE ITS CRIME PREVENTION STRATEGIES AND OVERALL COMMUNITY SAFETY EFFORTS.

This transition enabled the department to streamline its operations, allowing officers and supervisors to respond more effectively to crime patterns and emerging concerns. Through this model, Cary PD improved its capacity to analyze crime data, implement focused interventions, and uphold accountability throughout its districts. Stratified policing reinforces a coordinated, evidence-based approach to reducing crime while deepening the department’s engagement with the community.

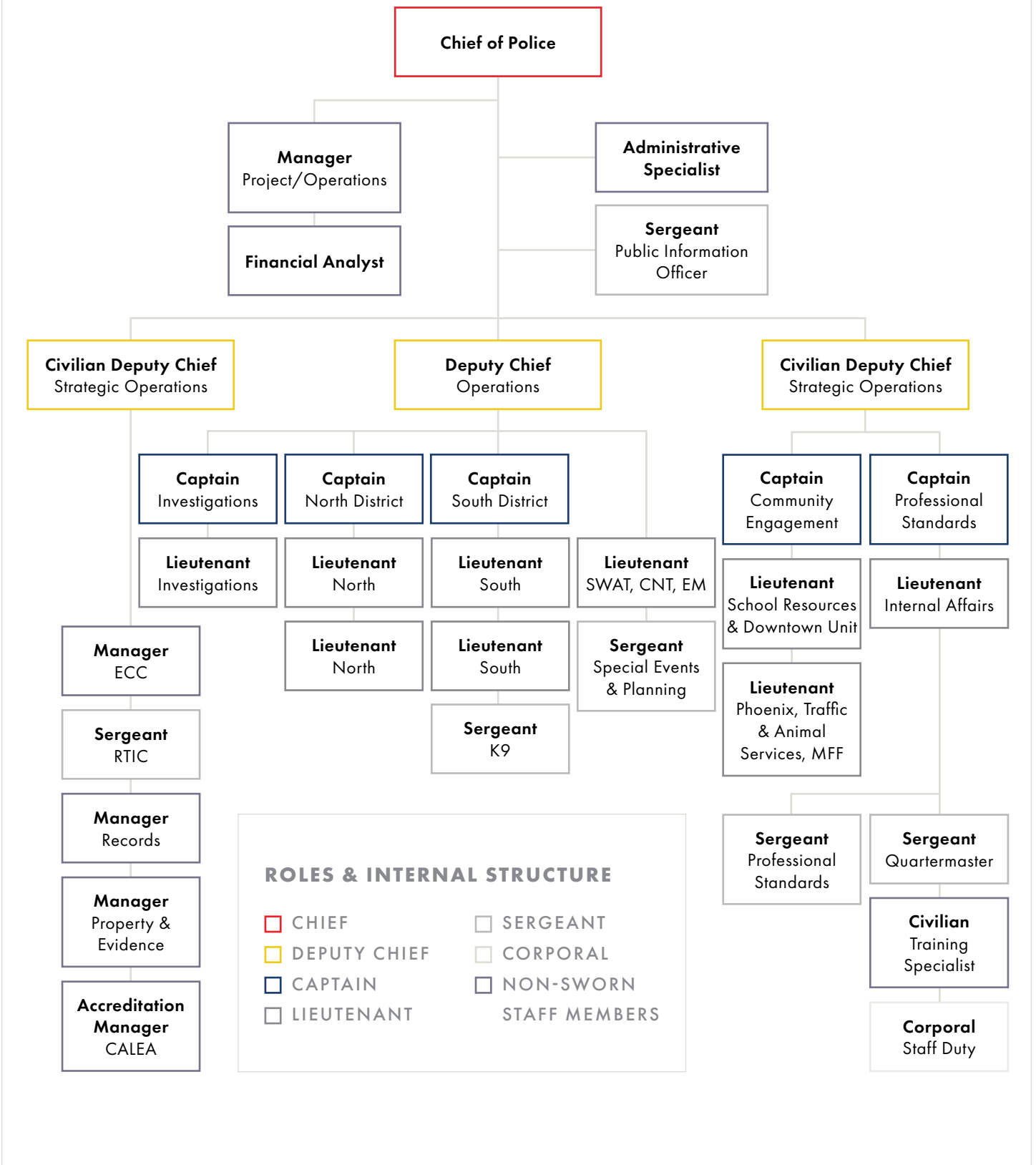
Stratified policing is a structured organizational framework that promotes proactive crime reduction and accountability within law enforcement. It incorporates crime analysis, problem-solving, and evidence-based practices into daily operations, ensuring that crime trends — whether immediate, short-term, or long-term — are addressed systematically. By clearly outlining roles and responsibilities at every level of the department, this model supports a disciplined approach to crime prevention and problem-oriented policing. It shifts agencies away from reactive methods by embedding proactive strategies into their core operations, ultimately enhancing both efficiency and effectiveness.

Cary’s policing structure is divided into north and south districts, each further segmented into east and west areas, along with a dedicated Downtown zone.

The Cary Police Department is organized into three areas: Field Operations, Administration, and Special Operations & Communications. Field Operations encompasses all patrols in both the north and south divisions, the K9 division, investigations, and auxiliary teams for special situations, including crisis intervention and tactical units. Administration encompasses our community engagement teams, including School Resource Officers, Downtown Team, Project PHOENIX (Promoting Healthy Occupancy Through Education, Networking, and Information Exchange), Traffic Safety, and Animal Services. It also encompasses our Professional Standards Division, which includes Training, Recruiting, and Emergency Management. Special Operations & Communications encompasses Accreditation, Property and Evidence, Police Records, and our 911 Emergency Communications Center.



CARY POLICE DEPARTMENT ORGANIZATIONAL CHART



ROLES & INTERNAL STRUCTURE

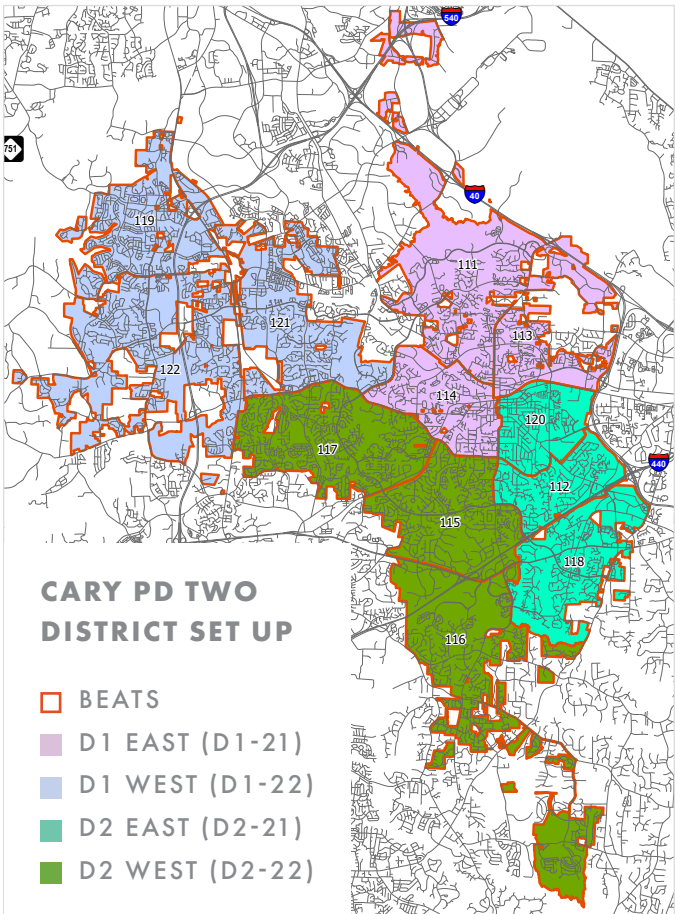
<ul style="list-style-type: none"> □ CHIEF □ DEPUTY CHIEF □ CAPTAIN □ LIEUTENANT 	<ul style="list-style-type: none"> □ SERGEANT □ CORPORAL □ NON-SWORN STAFF MEMBERS
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THE CARY POLICE DEPARTMENT COVERS A TOWN JURISDICTION OF 60 SQUARE MILES. THIS INCLUDES AREAS WITHIN THREE SEPARATE COUNTIES: WAKE, DURHAM, AND CHATHAM.

191,000
POPULATION
ESTIMATE

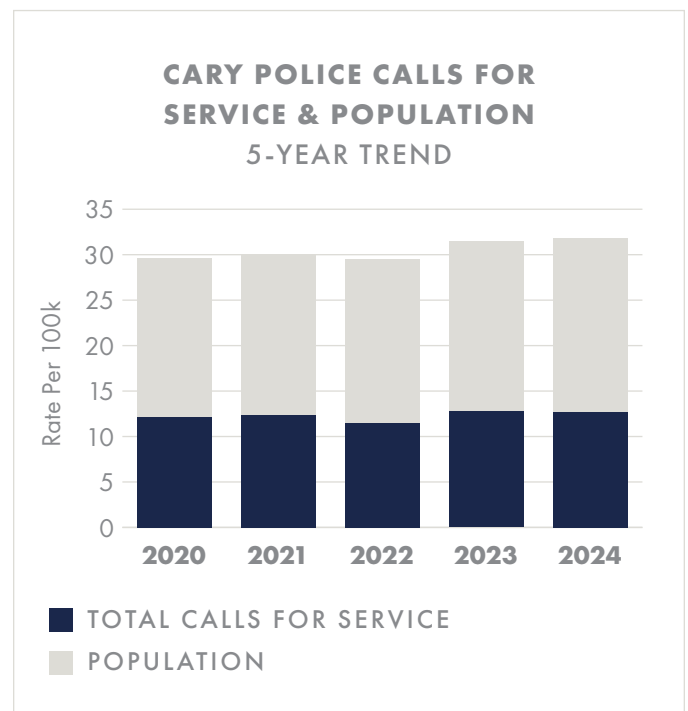
60
SQUARE MILES
IN JURISDICTION



CALLS FOR SERVICE

IN 2024, CARY OFFICERS RESPONDED TO OR INITIATED 127,219 CALLS FOR SERVICE. CALLS FOR SERVICE CAN INCLUDE REPORTS OF CRIMES IN PROGRESS, SECURITY CHECKS, TRAFFIC ENFORCEMENT, AND VARIOUS INVESTIGATIONS.

Cary officers completed over 12,724 directed patrols and 1,874 patrols on foot as well as 2,083 instances of directing traffic. In addition, officers completed 9,600 hours serving the Cary community in public safety off-duty assignments.



	2020	2021	2022	2023	2024
Total Calls for Service	121,761	124,128	114,601	127,485	127,219
Dispatched Calls for Service	77,213	83,584	80,122	85,654	69,914
Self-Initiated Calls for Service	44,548	40,544	34,479	41,831	57,305
Cary Population	174,721	176,987	180,388	187,010	191,000*

*Source: estimated based on United States Census Bureau and Cary, N.C. permit data

CRIME TRENDS

CARY CONTINUES TO MAINTAIN A NOTABLY LOWER VIOLENT CRIME RATE COMPARED TO STATE AND NATIONAL AVERAGES. WHILE STATEWIDE TRENDS SHOW MIXED RESULTS, CARY'S CRIME RATES REMAIN WELL BELOW NATIONAL FIGURES.

CARY'S CRIME RATE CONTINUES TO BE LOWER THAN THE STATE CRIME RATE FOR VIOLENT CRIMES.

4.1%

DECREASE IN THE STATE OF N.C. PROPERTY CRIME RATE

573

LARCENIES FROM MOTOR VEHICLE INCIDENTS IN 2024

194

VEHICLES STOLEN

42%

DECREASE IN LARCENY OF MOTOR VEHICLES

PROPERTY & VIOLENT CRIMES

	2020	2021	2022	2023	2024
Arson	6	8	6	9	7
Burglary	208	178	198	221	158
Larceny	1,379	1,440	1,596	1,725	1,856
Motor Vehicle Theft	120	103	137	336	194
TOTAL PROPERTY CRIME	1,713	1,729	1,943	2,292	2,215
RATE PER 1,000 POPULATION	9.8	9.8	10.7	12.3	11.6
Aggravated Assault	65	76	95	104	73
Murder	1	4	0	2	1
Rape	13	12	7	13	31
Robbery	26	32	30	35	23
TOTAL VIOLENT CRIME	105	122	132	154	128
RATE PER 1,000 POPULATION	0.60	0.69	0.73	0.82	0.67
TOTAL PROPERTY & VIOLENT CRIME	1,818	1,851	2,075	2,446	2,343
Estimated Population	174,721	176,987	180,388	187,010	191,000

THE DEPARTMENT HAD A SIGNIFICANT DECREASE IN MOTOR VEHICLE THEFT, WITH 336 VEHICLES STOLEN IN 2023 AND 194 VEHICLES STOLEN IN 2024, WHICH WAS A 42.26% DECREASE.

SOME OF THIS REDUCTION CAN BE ATTRIBUTED TO TARGETED ENFORCEMENT AND IMPLEMENTATION OF STRATIFIED POLICING. OFFICERS ARE MORE PROACTIVE IN PATROLLING AREAS THAT MAY BE AFFECTED UNDER THE NEW POLICING MODEL.

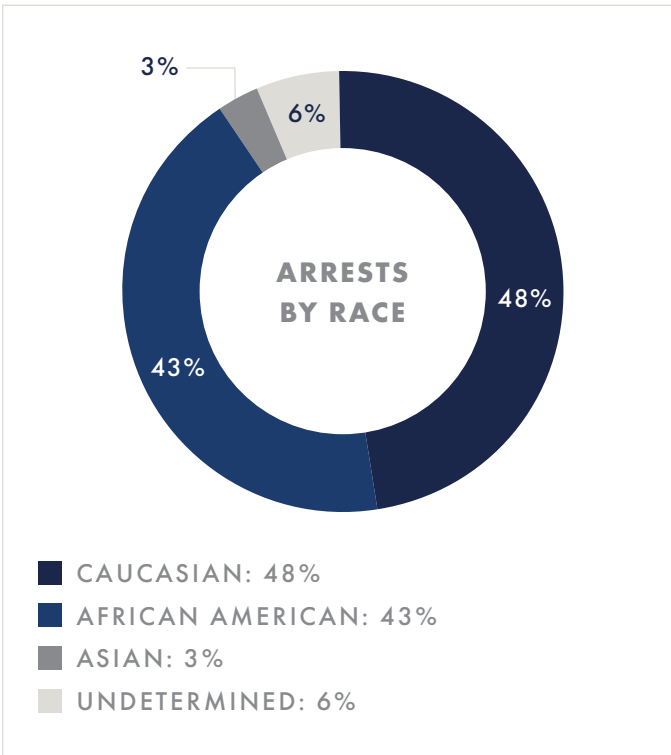


OF THE 127,219 CALLS FOR SERVICE DURING THE ENTIRE YEAR, ONLY 1,935 ARRESTS WERE MADE.

The highest-ranked reasons for arrest were service of arrest warrants (342), shoplifting (193), drug violations (176), and driving while impaired (167).

ARRESTS BY RACE

The 1,935 arrests in 2024, broken down by race, are 932 Caucasian, 822 African American, 59 Asian, and 119 undetermined.



127,219
 CALLS FOR SERVICE DURING
 THE ENTIRE YEAR

1,935
 ARRESTS MADE

342
 ARREST WARRANTS

167
 DRIVING WHILE IMPAIRED

176
 DRUG VIOLATIONS



THE TRAFFIC SAFETY TEAM (TST) HAS BEEN A DEDICATED FORCE FOR SAFER ROADWAYS IN CARY SINCE ITS FORMATION BY THE CARY POLICE DEPARTMENT IN THE 1980S.

In response to one of the community’s most frequently raised concerns — traffic safety — the TST leads efforts to reduce crashes, injuries, and fatalities through proactive enforcement and education.

Beyond enforcing traffic laws, the team investigates collisions, provides traffic management for special events and dignitary visits, and supports school safety initiatives and public awareness campaigns. Their work not only keeps streets safer but also strengthens community confidence in daily mobility throughout Cary.

In 2024, the team responded to 2,937 traffic complaints.

TST members play a crucial role in keeping Cary’s roads safe by responding to community concerns, identifying high-risk areas, and targeting traffic violations that are most likely to result in collisions. To further improve roadway safety, the team conducts traffic studies that help uncover patterns and guide thoughtful solutions.

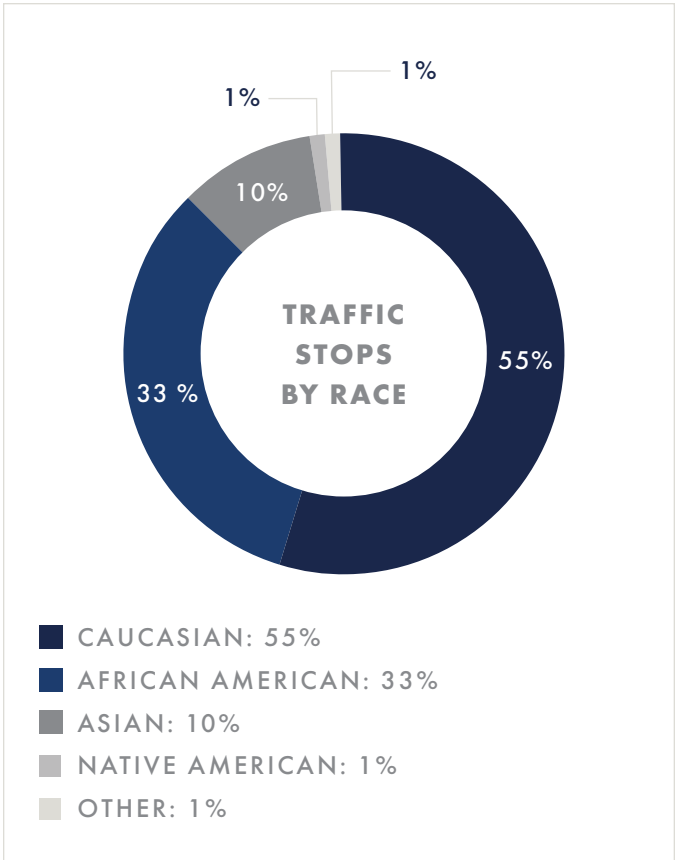
These efforts are strengthened by strong partnerships with other Town departments, including Traffic and Engineering, as well as collaboration with regional law enforcement, the North Carolina Department of Transportation, and the Governor’s Highway Safety Program.

Data provided via N.C. State Bureau of Investigation: N.C. Traffic Stop Statistics <https://trafficstops.ncsbi.gov/Default.aspx?pageid=2>

TRAFFIC STOP DEMOGRAPHICS

In 2024, the Cary Police Department conducted 13,846 traffic stops, which is a 16.69% increase from 2023. The racial breakdown of these stops in 2024 includes 7,688 Caucasians, 4,536 African Americans, 1,357 Asians, 128 Native Americans, and 137 individuals from other racial backgrounds.

Of the 13,846 traffic stops, only 577 — approximately 4% — resulted in searches of the vehicle’s occupants.





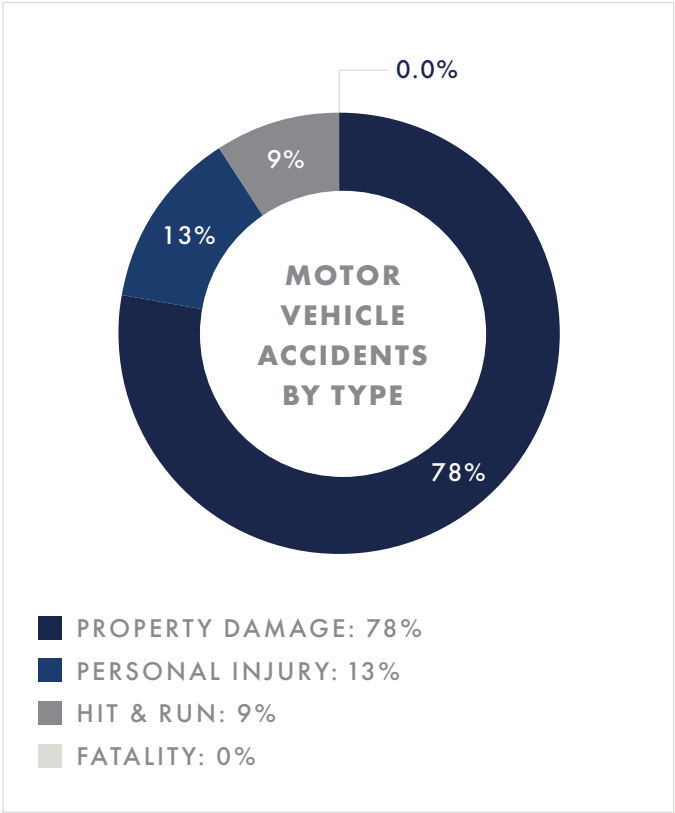
THE CARY POLICE DEPARTMENT RESPONDED TO A TOTAL OF 5,953 REPORTED MOTOR VEHICLE COLLISIONS IN 2024. OF THESE ACCIDENTS, 784 RESULTED IN PERSONAL INJURY.



24.8% DECREASE IN REPORTED MOTOR VEHICLE CRASHES IN 2024 THAN IN 2023

5,953
REPORTED MOTOR VEHICLE ACCIDENTS

784
RESULTED IN PERSONAL INJURY





USE OF FORCE

THE CARY POLICE DEPARTMENT REMAINS STEADFAST IN ITS MISSION TO SAFEGUARD LIVES WHILE UPHOLDING THE VALUES OF OUR COMMUNITY.

To ensure accountability and maintain the highest standards of response, the department has established comprehensive guidelines governing the authorization, application, documentation, and review of use-of-force incidents. These protocols are continuously evaluated and refined to reflect best practices and evolving expectations.

Use of force refers to the application of techniques or tools by law enforcement to achieve compliance, protect public safety, safeguard lives and property, or take individuals into custody when necessary. Every action is guided by the principle of proportionality and the department's dedication to responsible and ethical policing.

In 2024, the Cary Police Department responded to 64 situations that required a use of force, which amounted to 0.05% of all police interactions.

64
SITUATIONS THAT
REQUIRED A USE OF FORCE

0.05%
OF ALL POLICE INTERACTIONS
REQUIRED A USE OF FORCE



ANIMAL SERVICES

THE CARY POLICE DEPARTMENT EMPLOYS FOUR NON-SWORN ANIMAL SERVICES OFFICERS (ASO), INCLUDING ONE SUPERVISOR, WHO ARE RESPONSIBLE FOR INVESTIGATING CASES OF ANIMAL CRUELTY, 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 2024, Animal Services officers responded to 3,712 calls for service. This represents a 27% increase in animal-related calls for service. These calls included animal bites, injured animals, barking complaints, found pets, and lost pets.

Animal Services officers offer an essential community service and are committed to protecting Cary's animals and residents.

2.9%
OF ALL CALLS FOR SERVICE WERE
ANIMAL SERVICES RELATED

3,712
CALLS FOR SERVICE THAT WERE
ANIMAL SERVICES RELATED

127,219
TOTAL CALLS
MADE TO THE PD

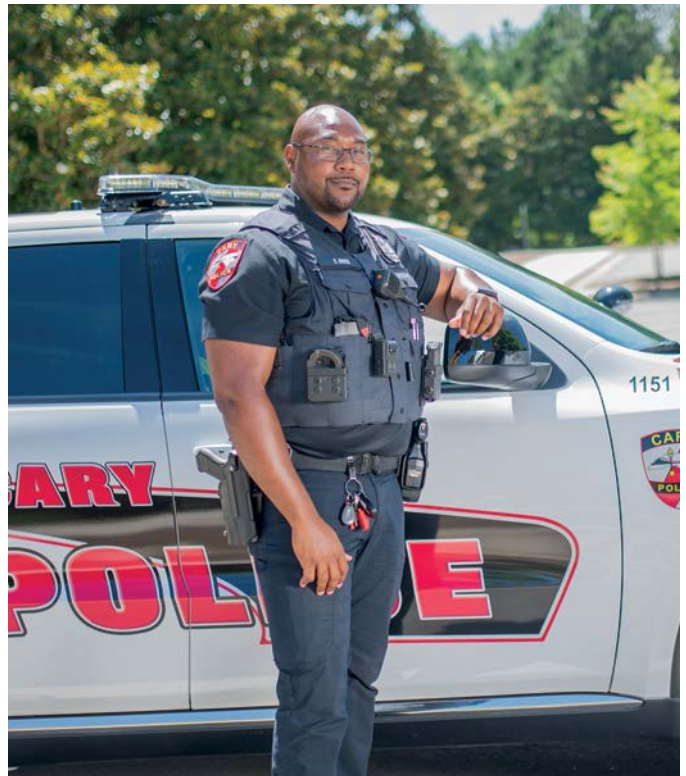


PERSONNEL

THE CARY POLICE DEPARTMENT HAS 187 SWORN LAW ENFORCEMENT OFFICERS AND 37 CIVILIAN STAFF MEMBERS.

New hires in 2024 included 21 new officers, one emergency communications officer (911 operator), and four civilian staff members. Retirements within the department included five law enforcement officers and one emergency communications officer.

The Cary Police Department employs five active members and 33 veterans of various branches of the United States Armed Forces, as well as one veteran from the Allied Forces, specifically the Canadian Army.



21

NEW OFFICERS

1

NEW EMERGENCY
COMMUNICATIONS
OPERATORS (911)

4

NEW CIVILIAN EMPLOYEES

WAKE REGIONAL SWAT & CRISIS NEGOTIATIONS

THE WAKE REGIONAL SWAT TEAM IS A MULTI-AGENCY TACTICAL UNIT COMPOSED OF APPROXIMATELY 38 SWORN LAW ENFORCEMENT OFFICERS FROM SEVERAL DEPARTMENTS, INCLUDING CARY, MORRISVILLE, HOLLY SPRINGS, AND GARNER POLICE DEPARTMENTS.

This team, under the command of a Cary Police Lieutenant, is designed to respond to high-risk situations such as barricaded individuals, high-risk warrant service, and other crisis incidents across the jurisdictions of its participating agencies. Wake Regional SWAT is structured into two smaller teams, enabling them to operate in multiple locations and over several operational periods as needed. Collectively, the team logged 250 training hours and 30 deployments in 2024. Once activated, the team operates under the authority of the requesting agency's leadership.

In tandem with SWAT operations, the Wake Regional Crisis Negotiations Team (CNT), also a multi-agency unit between Cary and Holly Springs Police, plays a critical role in de-escalating volatile situations. This includes hostage scenarios, armed standoffs, and other high-stress incidents where communication and negotiation are key to peaceful resolution. CNT logged 52 training hours and responded to eight deployments in 2024. The team demands strong leadership, adaptability, and professionalism, especially in high-pressure situations.



COMMUNICATIONS

AS ONE OF NORTH CAROLINA'S 125 PUBLIC SAFETY ANSWERING POINTS (PSAPS), THE CARY EMERGENCY COMMUNICATIONS CENTER — COMMONLY KNOWN AS THE CARY 911 CENTER — SERVES AS A LIFELINE FOR OUR COMMUNITY, OPERATING 24/7 TO ANSWER BOTH EMERGENCY AND NON-EMERGENCY CALLS.

From dispatching police, fire, EMS, and animal services to coordinating after-hours public works requests, our Emergency Communications Officers are always ready to respond.

Cary's unwavering commitment to public safety is reflected in the collaborative efforts of the 911 Center, which supports two law enforcement agencies (Cary and Morrisville), three fire departments (Cary, Apex, and Morrisville), and partners with the Raleigh-Wake Communications Center for EMS response. This is referred to as the Cary, Apex, Morrisville (CAM) unified dispatching program.

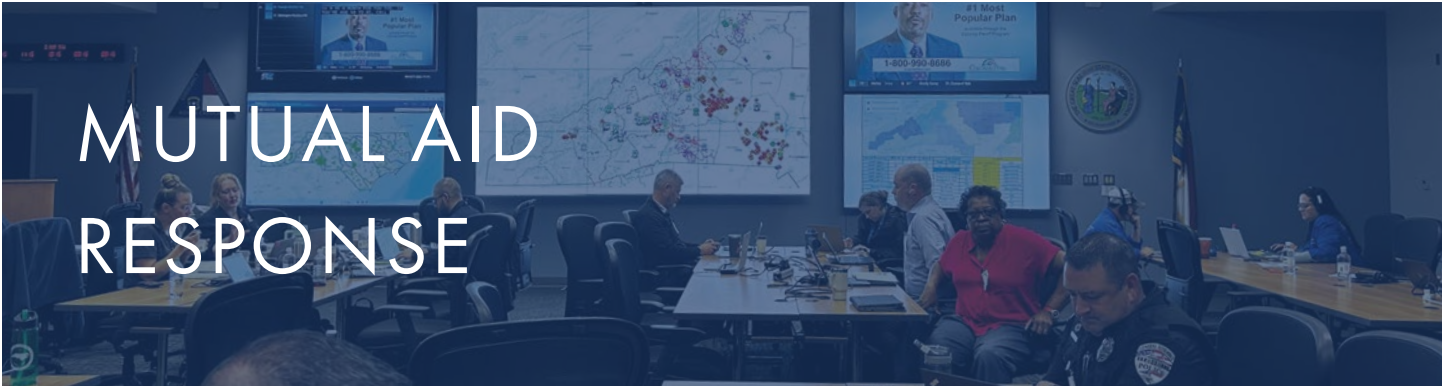
Through the CAM program, the center serves a growing population of over 304,500 residents across more than 100 square miles. Each day, the center may handle 700 or more calls — each representing a moment when help and critical life-saving intervention begin.

THE CARY EMERGENCY COMMUNICATIONS CENTER IS ONE OF 125 PUBLIC SAFETY ANSWERING POINTS (PSAPS) IN THE STATE OF NORTH CAROLINA.

304,500
RESIDENTS OR MORE SERVED BY DISPATCHING SYSTEM

100
SQUARE MILES COVERED

700
CALLS OR MORE ON A NORMAL DAY



MUTUAL AID RESPONSE

IN 2024, THE CARY POLICE DEPARTMENT EXPANDED ITS IMPACT BEYOND TOWN LIMITS, SUPPORTING CRITICAL REGIONAL OPERATIONS THAT TESTED AND STRENGTHENED ITS CAPABILITIES.

Cary officers responded to the recovery efforts and aftermath of Hurricane Helene in Asheville, N.C., delivering vital assistance in storm recovery efforts. Cary officers were also deployed to Milwaukee, Wis., to support security operations for the Republican National Convention.

These large-scale deployments offered invaluable opportunities to operate in high-pressure environments, honing our officers' adaptability, leadership, and crisis-response skills. The insights gained from these experiences directly enhance our ability to protect and serve Cary, ensuring we remain prepared for any emergency or evolving threat that may arise in our community.

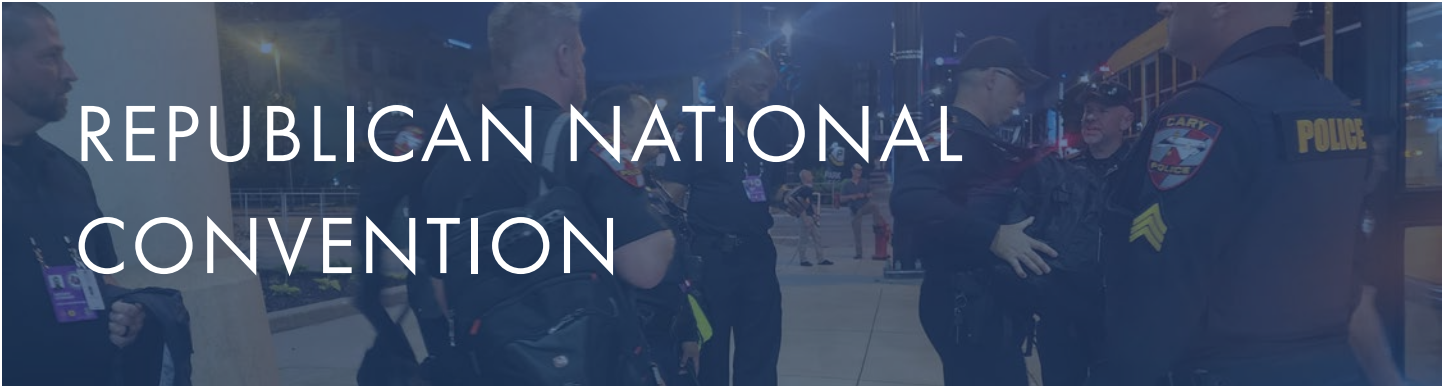


HURRICANE HELENE

The Cary Police Department's response to the devastation caused by Hurricane Helene was part of the Wake County Coalition. Over the three operational periods, each lasting 10 days, a total of 33 officers were deployed. Each deployment included 11 officers, one Lieutenant, and 10 other law enforcement personnel.

This multi-agency collaboration included departments from Apex, Morrisville, Garner, Holly Springs, Wake Forest, and Raleigh, all working together to strengthen public safety through coordinated response efforts. The team evaluated available resources and started procuring equipment to address operational gaps. The first deployment took place on Friday morning, Oct. 4, to relieve personnel from the Greensboro Police Department and Kannapolis Police Department, further supporting our shared mission of community protection through unified action.

The Cary Police Department also deployed its Public Information Officer (PIO), along with PIOs from five other agencies, as part of a state-wide Incident Management Team (IMT) to assist Buncombe County Emergency Management. This four-member IMT included PIOs from Craven County, Cary PD, Guilford County Emergency Management, and Apex Fire.



**THE CARY POLICE DEPARTMENT
ALSO PARTICIPATED IN THE NATIONAL
EFFORT TO ENSURE THE SAFETY AND
SECURITY OF THE 2024 REPUBLICAN
NATIONAL CONVENTION.**

A dedicated delegation of Cary officers was deployed to assist with the expansive security operations surrounding the event, working alongside federal, state, and local agencies from across the nation.

This opportunity reflected the trust placed in our department's professionalism, training, and preparedness. Cary officers contributed their expertise to crowd management, logistical coordination, and emergency response efforts throughout the convention, reinforcing our commitment to excellence in public safety on a national stage.

Participation in such high-profile assignments enriches our department's operational experience and fosters interagency collaboration, benefiting both our officers and the broader Cary community. It was an honor to represent Cary in this vital mission, exemplifying the values of service, partnership, and readiness.



AWARDS & ACHIEVEMENTS



IN 2024, THE CARY POLICE DEPARTMENT EARNED NUMEROUS AWARDS FOR EXTRAORDINARY EFFORTS.

- The North Carolina Automobile Dealers Association honored the Traffic Safety Team as a Hometown Hero Statewide Recipient at the 17th Annual NCADA Executive Forum in Greensboro, North Carolina. Nominated by Sergeant Josh Marks and Erick Kirks of Genesis of Cary, Officers Donnell Jackson, Kris Culin, and Jordan St. John were recognized for their unwavering dedication to improving roadway and pedestrian safety in the community. Through innovative initiatives and collaborative efforts, they have significantly reduced crashes and improved overall safety for residents. Their dedication to service and proactive approach showcase their passion for creating a safer environment for Cary's citizens.
- Detective Tiara Joyner successfully completed a rigorous homicide investigative training course hosted by the New York City Police Department. The intensive program included coursework, practical exercises, and mentorship with experts, strengthening the talent housed within the department. As Cary continues to grow and evolve, the police department is committed to enhancing human capital, reducing crime rates, improving operational efficiency, and increasing preparedness.
- Senior Emergency Communications Officer Albert Jones received the 2024 Veterans of Foreign Wars (VFW) National Dispatcher Public Servant Citation in recognition of his outstanding service. This national honor highlights ECO Jones's unwavering commitment to excellence, his dedication to public safety, and his continued professional growth in the field of emergency communications.

CARY'S CRISIS INTERVENTION TEAM WON SECOND PLACE IN THE BLUE RIDGE NEGOTIATOR'S CHALLENGE.

- Detective Andrew Maurer received the Attorney General's Distinguished Service Award at the 71st Annual Attorney General's Awards Ceremony in Washington, DC. Detective Maurer was awarded this honorable distinction from then United States Attorney General Merrick Garland for his part in disrupting and convicting a multinational suspect for attempting to provide material support to a terrorist criminal organization. Led by the Federal Bureau of Investigation and the U.S. Department of Justice, the Joint Terrorism Task Force is a locally based multi-agency partnership between various federal, state, and local law enforcement agencies tasked with investigating terrorism and terrorism-related crimes.
- Detective Matt Cullen was recognized as the 2024 Officer of the Year by the Cary Franklin-Sloan VFW Post 7383 on April 10 at its annual First Responders Banquet awards ceremony. Detective Cullen, a veteran of the U.S. Army's 82nd Airborne Division, was recognized for his service as a Task Force Officer on the Drug Enforcement Administration's High-Intensity Drug Trafficking Area Task Force. Through his dedicated work as a TFO, Detective Cullen has established successful partnerships with local, state, and federal entities to successfully disrupt and prosecute drug trafficking organizations.

- In September, the Crisis Negotiation Team (CNT) earned second place at the Bay Area Negotiator Group (B.A.N.G.) Challenge in Tampa, Florida. Their commitment and skill were on full display as they secured the runner-up position among some of the top crisis negotiation teams from across the country. This second-place finish qualifies them to participate in an upcoming National Negotiators Competition that will be held in Arizona.
- Senior Emergency Communications Officer Jennifer Bevars was honored with the 911 Telecommunicator of the Year Award by the American Legion — Cary Post 67, recognizing her exceptional commitment, dedication, and outstanding service to the community.



LEADERSHIP PROGRAM GRADUATES IN 2024 WERE:

- Lieutenant Phil Jenkins, Sergeant Matt Pearson, Sergeant Josh Marks, Sergeant Marc Crossman, and then-Corporal Joel Pyland (now Sergeant) completed the FBI LEEDA Executive Leadership Institute training course. This achievement also marked their completion of the FBI LEEDA Trilogy, a prestigious leadership development program designed for law enforcement professionals. It consists of three core courses: the Supervisor Leadership Institute, the Command Leadership Institute, and the Executive Leadership Institute.
- Sergeant Dustin Wright graduated from the 98th Session of the Administrative Officer’s Management Program (AOMP). Hosted by North Carolina State University’s School of Public and International Affairs, AOMP is a unique educational course of study for public safety professionals seeking career advancement. Offered three times a year, AOMP convenes a class of 25 students from agencies across the nation who embark on an intensive 12-week academic program, during which they earn 15 undergraduate and graduate-level college credits and a certificate of completion.
- Sergeant Joel Pyland and Corporal Justin Millard graduated from the 36th cohort of the West Point Leadership Program (WPLP). Conceived by Methodist University’s Center for Excellence in Justice Administration, the West Point Leadership Program is a challenging 16-week leadership course designed to inspire leaders to develop an informed, systematic, and dynamic approach to leading in police organizations. WPLP is an adaptation of the third-year course PL300 Military Leadership completed by all cadets of the United States Military Academy at West Point, New York.
- Captain Ron Casazza, Lieutenant Ashlee Dean, Lieutenant Frank Schelah, and Lieutenant Elizabeth Pearson graduated from the Senior Management Institute for Police (SMIP), a leadership development program offered by the Police Executive Research Forum (PERF). This program provides senior police executives with intensive training in the latest management concepts and practices employed in business and government, along with discussions on the most pressing issues confronting law enforcement executives today.
- Deputy Chief of Police Shawn Anderson graduated from the 291st Session of the FBI National Academy in September. The FBINA is a professional course of study for U.S. and international law enforcement managers, nominated by their agency heads due to demonstrated leadership qualities. This 10-week program aims to enhance the administration of justice in police departments and agencies worldwide, both domestically and internationally, and to elevate law enforcement standards, knowledge, and cooperation globally.



THE CARY POLICE DEPARTMENT PROVIDES COMPREHENSIVE, STATE-MANDATED TRAINING THROUGHOUT THE YEAR FOR ALL OUR LAW ENFORCEMENT PERSONNEL.

Certified instructors cover a variety of topics, including firearms, criminal investigation, first-line supervision, sobriety testing, radar certification, cultural diversity, civil liability, and more.

Cary officers completed 4,800 hours of state-mandated training, in addition to approximately 1,650 hours of department-mandated training. Sworn officers also spent around 16,950 hours participating in non-mandated training. Our Emergency Communication Officers completed roughly 415 hours of state-mandated training and about 480 hours of non-mandated training.

In addition to the mandatory annual training required by the North Carolina Criminal Justice Education and Training Standards Commission, Cary police officers also undergo ongoing department-specific training in various topics, including mental health, de-escalation, use of force, mobile field force training, officer survival and defense, driver training, and hazardous materials.

As we continue to work toward being the best for Cary, officers also received training in Leadership Essentials, Equality in Policing, Emergency Management, and Effective Communication.

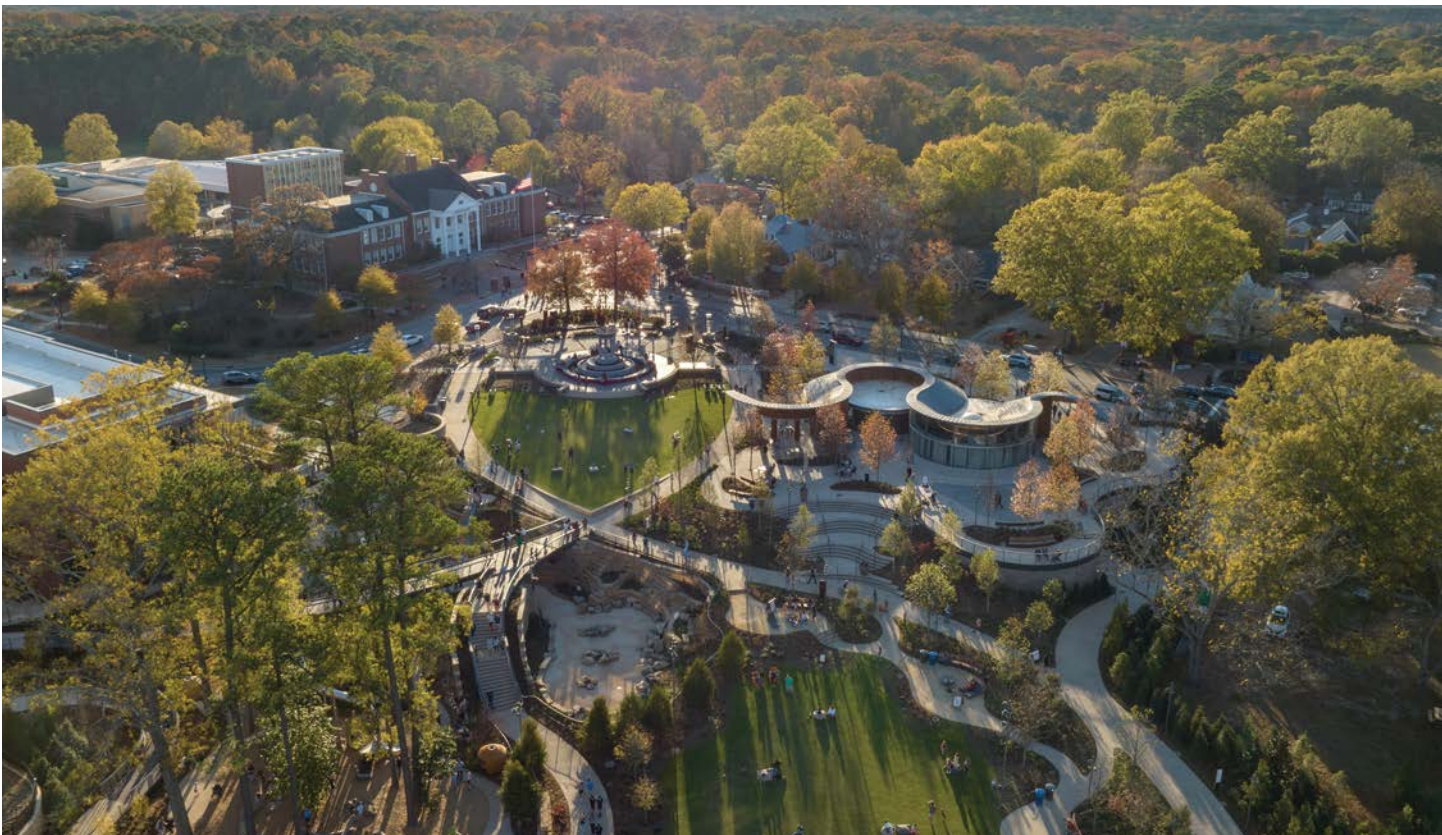




DOWNTOWN PARK

SINCE ITS OPENING, THE DOWNTOWN CARY PARK HAS BECOME A CHERISHED COMMUNITY SPACE. WE HAVE A DEDICATED GROUP OF DOWNTOWN PARK OFFICERS WHO INTERACT, PATROL, AND ASSIST CARY CITIZENS AND VISITORS DAILY. THEIR PRESENCE, ALONG WITH SPECIALTY VEHICLES FOR EASY NAVIGATION WITHIN THE PARK, ENSURES A SAFE AND WELCOMING ENVIRONMENT FOR EVERYONE.

This seven-acre, multi-use recreation area hosts musical performances, outdoor movies, recreation activities, games, arts and craft exhibitions, and public art, as well as simply offers a wonderful place to enjoy the outdoors. Our goal is to generate activity in the park and energize downtown Cary, creating a vibrant and engaging community gathering space.



TECHNOLOGY

IN 2024, THE CARY POLICE DEPARTMENT CONTINUED ITS STRATEGIC EMBRACE OF EMERGING TECHNOLOGIES TO ADDRESS EVOLVING CHALLENGES IN LAW ENFORCEMENT AND UPHOLD THE HIGH STANDARDS OF SERVICE OUR COMMUNITY EXPECTS.

We expanded our suite of public safety tools to strengthen operational efficiency, enhance situational awareness, and support our officers in the field.

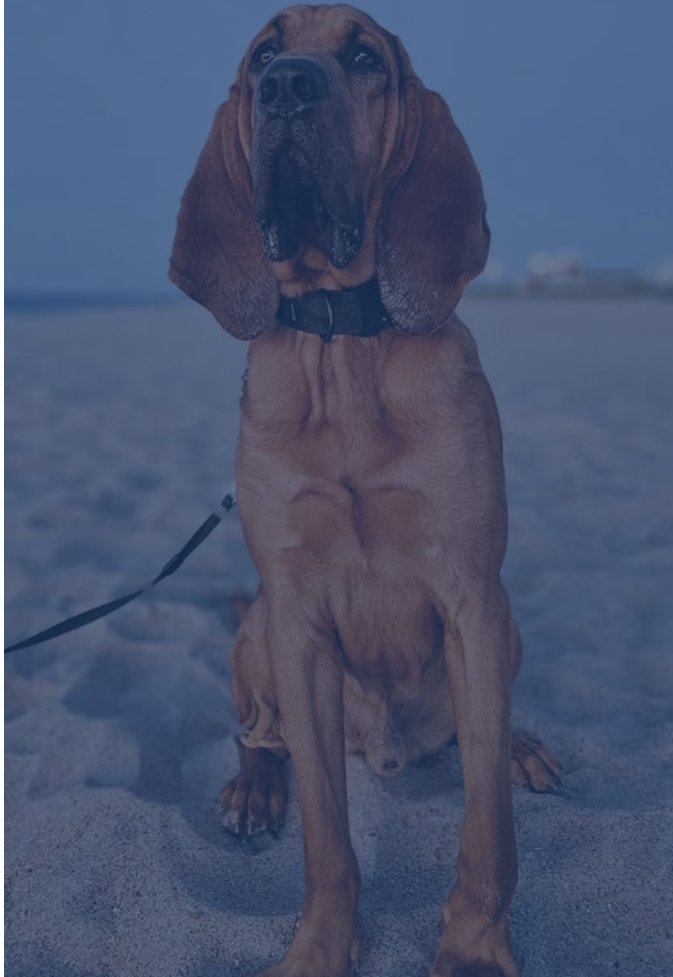
Key advancements include improved systems for rapidly delivering critical information to frontline personnel, empowering faster and more informed decision-making. A landmark upgrade in 2023 introduced livestream capabilities from 911 callers, enabling dispatchers — and subsequently, first responders — to view emergency scenes in real-time, providing crucial insights before arriving on the scene.

Looking ahead, we remain committed to exploring solutions that prioritize officer safety while reinforcing accountability and transparency — core values that define our relationship with the Cary community.

WE AIM TO SOURCE TECHNOLOGIES THAT ENHANCE OFFICER SAFETY AND STRENGTHEN ACCOUNTABILITY AND TRANSPARENCY TO OUR COMMUNITY.



K9S



IN 2024, THE CARY POLICE DEPARTMENT CONTINUED TO RELY ON OUR K9 UNITS AS INTEGRAL CONTRIBUTORS TO COMMUNITY SAFETY.

These expertly trained police dogs assist officers across a wide range of high-stakes responsibilities — from locating missing individuals and apprehending suspects to securing sensitive areas and protecting personnel during critical incidents.

The extraordinary olfactory capabilities of K9s remain one of their most powerful assets. With exceptional precision, they detect narcotics, explosives, accelerants, and other crucial forms of evidence, playing a key role in investigations and fire scene analysis. Their skills extend to search and rescue operations, navigating urban landscapes, and challenging terrains alike to find those in need.

In March, Cary PD introduced the addition of its first Bloodhound, K9 Officer “Clyde.” Clyde is a North Carolina native bloodhound, born in Stoneville, N.C. K9 Officer Clyde and his handler, Officer B. Fletcher, have recently obtained their United States Police Canine Association (USPCA) National Trailing Tracking certification. They have completed 350 hours of rigorous training under the guidance of master handler/trainer Major Ken Mathias (Ret). With their keen sense of smell and tenacious tracking instinct, bloodhounds are ideal for tracking missing, critical, and endangered persons.

K9S HAVE AN EXTRAORDINARY SENSE OF SMELL, WHICH ENABLES THEM TO DETECT DRUGS, EXPLOSIVES, ACCELERANTS, AND OTHER TYPES OF EVIDENCE WITH HIGH PRECISION.



COMMUNITY PROGRAMS

IN 2024, THE CARY POLICE DEPARTMENT CONDUCTED A THOROUGH EVALUATION OF ITS GROWTH TRAJECTORY AND THE EVOLVING NEEDS OF OUR COMMUNITY.

This process led to the strategic designation of key locations within the north and south districts, designed to enhance the speed, coordination, and effectiveness of public safety responses.

We also expanded our network of partnerships to deepen communication and collaboration with residents, businesses, organizations, and neighboring law enforcement agencies. These efforts were aimed at building stronger, more responsive relationships tailored to the unique needs of Cary's citizens.

Throughout the year, we prioritized inclusive dialogue by convening with diverse community groups and business leaders to share information, address pressing concerns, and co-develop solutions. In partnership with local nonprofit organizations, we worked to increase awareness of support services, particularly those focused on mental health and individuals experiencing homelessness, to provide appropriate interventions and reduce reliance on police response.

Our commitment to community-centered policing remains unwavering. Police-led initiatives continue to empower residents to take an active role in neighborhood safety, fostering unity, increasing awareness of available resources, and reinforcing the bond between law enforcement and the Cary community.

WE CONTINUED TO ENHANCE OUR COLLABORATIVE EFFORTS BY ENGAGING WITH DIVERSE COMMUNITY GROUPS AND BUSINESS PARTNERS, CONVENING TO ADDRESS ISSUES, EXCHANGE INFORMATION, AND BRAINSTORM POTENTIAL SOLUTIONS.



PROJECT PHOENIX

Project PHOENIX (Promoting Healthy Occupancy through Education, Networking and Information Exchange) brings together officers and apartment managers to share information, review crime trends, and develop strategies for solving problems and reducing the fear of crime in and around 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 who provide a valuable service to the police and community by donating thousands of volunteer hours per year to assist at public events, install child safety seats, and promote Community Watch programs.

SCHOOL RESOURCE TEAM

This team consists of 15 key personnel, including 12 uniformed officers who focus on early intervention in the lives of at-risk youths within Cary's middle and high schools. They organize and participate in a variety of programs designed to empower youth to take charge in situations that could have an adverse impact on them.

PUBLIC SAFETY DAY

Cary's Public Safety Day brings together regional police and fire agencies, activities, attractions, and vendors to help promote awareness and neighborhood unity around public safety.

PRESCRIPTION TAKE BACK DAYS

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





LOOKING FORWARD

The Cary Police Department will continue its mission to protect life and property through community partnerships, providing the highest level of professional quality services. We update our strategic planning continually, making sure that we are aligned with the overall development and goals of the growth of the town. Proactive relationship building and adoption of appropriate technologies and processes have allowed us to continually move forward and enable our citizens to maintain a high quality of life. As Cary's vibrant community grows, we will carefully ensure our public safety efforts are strong, progressive, and collaborative, and allow us to serve with integrity, accountability, and trust.

FOLLOW US



@CaryPoliceDepartment



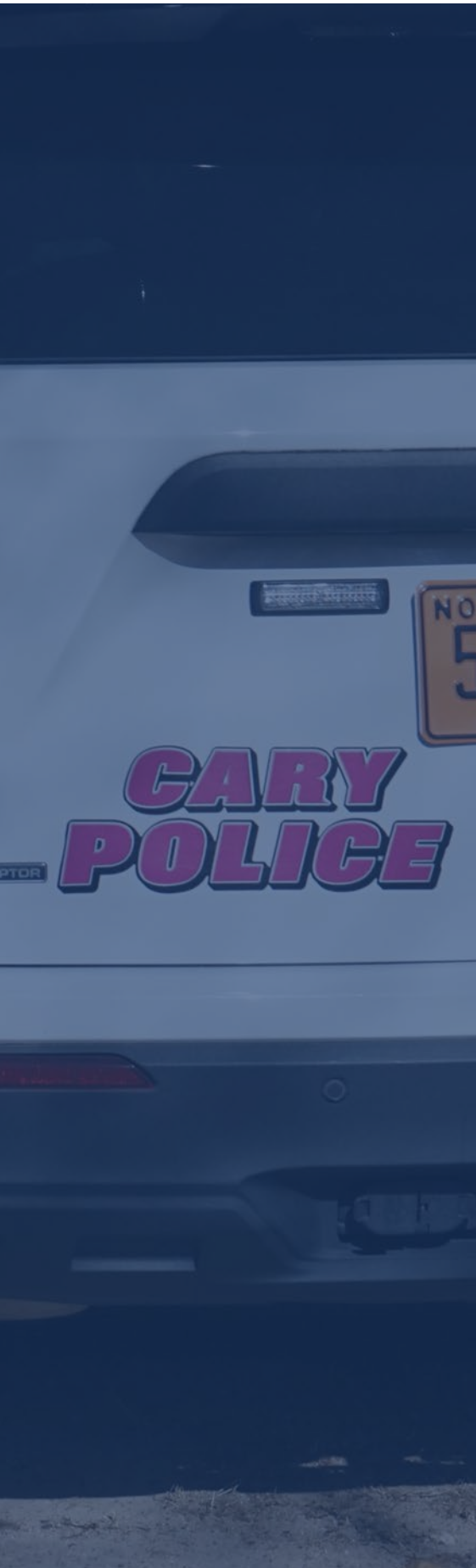
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JOIN THE CARY POLICE DEPARTMENT!

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, Honor Guard, K9 Team, Wake Regional SWAT (Special Weapons and Tactics Unit), 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](https://joincarypd.org).**

**WE VALUE DIVERSITY AND ENCOURAGE OUR
OFFICERS TO REACH THEIR FULL POTENTIAL,
STRIVING TO BE BETTER EVERY DAY.**

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