



**CARY** | NORTH  
CAROLINA



— **LIVE INSPIRED™** —



# ***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.***



# ***VISION & VALUES***

**Working together to deliver safety through excellence.**

**Excellence**

**Teamwork**

**Professionalism**

**Ethical Behavior**

**Loyalty and Trust**

**Citizens and Employees**



# ***DEPARTMENT OVERVIEW***

The Cary Police Department is comprised of 243.5 sworn and non-sworn positions.

Our 198 sworn police officers are supported by a civilian staff of 45.5, which include:

Animal Control Officers

Administrative Staff

Crime Analysts

Emergency Communications Officers

Property and Evidence Personnel

Records Technicians



# ***POLICE CHIEF TERRY SULT***





# ***DEPUTY CHIEF SHAWN ANDERSON***



# ***SUPPORT SERVICES***



# ***EMERGENCY COMMUNICATIONS***

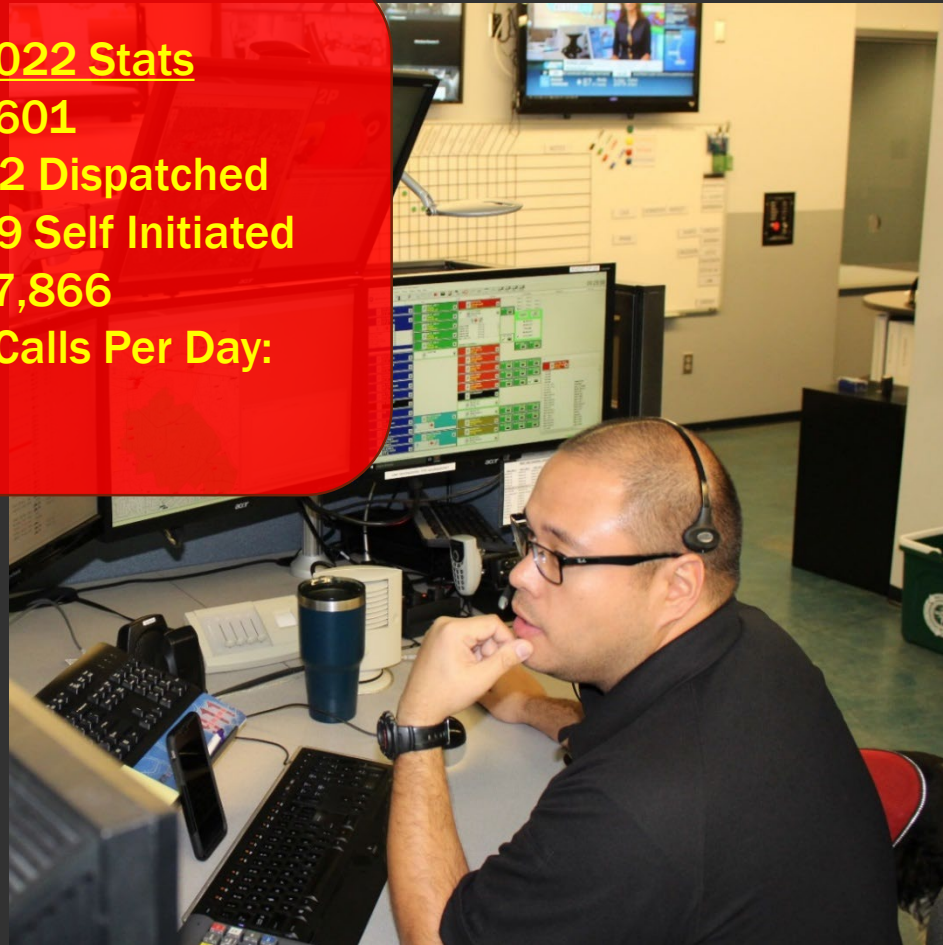
## 2022 Stats

**PD: 114,601**

- **80,122 Dispatched**
- **34,479 Self Initiated**

**Total: 217,866**

**Average Calls Per Day:  
596**



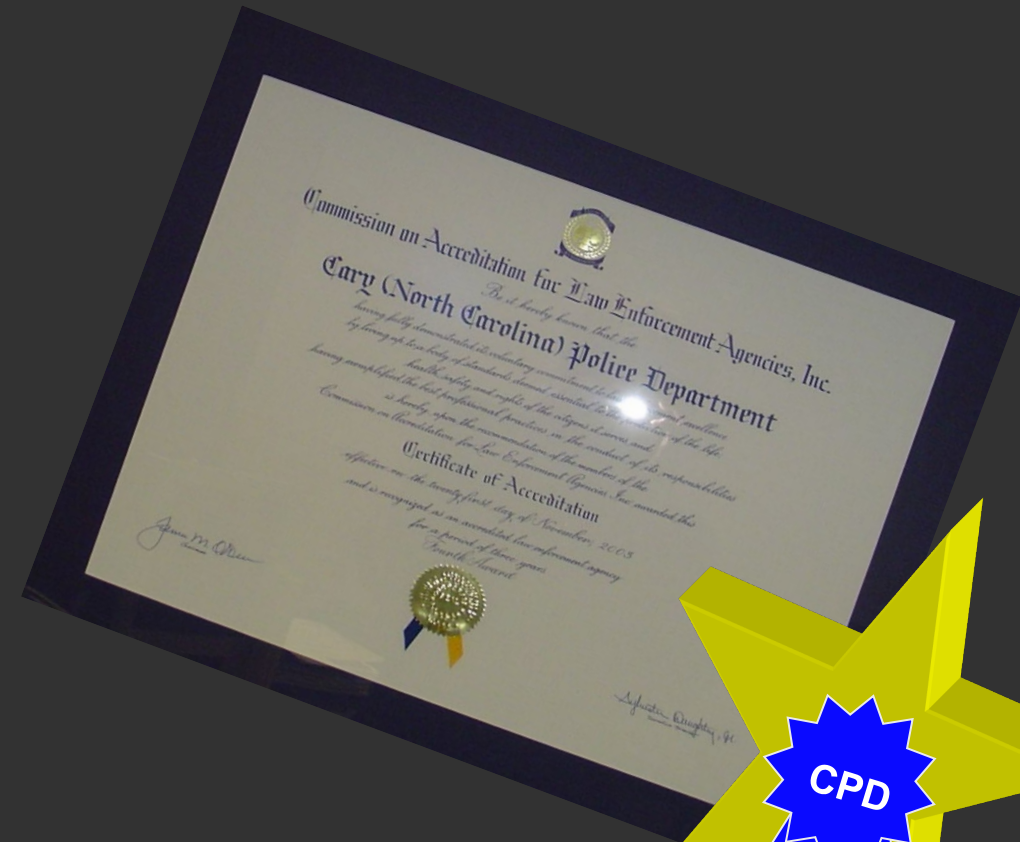
The Emergency Communications Center is staffed by an Emergency Communications Center Manager and an Emergency Communications Operations Supervisor, four shift supervisors and twenty-two emergency communications officers and a CAD (Computer Aided Dispatch) Specialist. They currently dispatch for TOC PD and FD, Morrisville PD and FD, Apex FD and EMS.

***PROFESSIONAL STANDARDS  
BUREAU***



# ***C.A.L.E.A. ACCREDITED AGENCY***

The Cary Police Department has been accredited by the Commission on Accredited Law Enforcement Agencies since 1992.

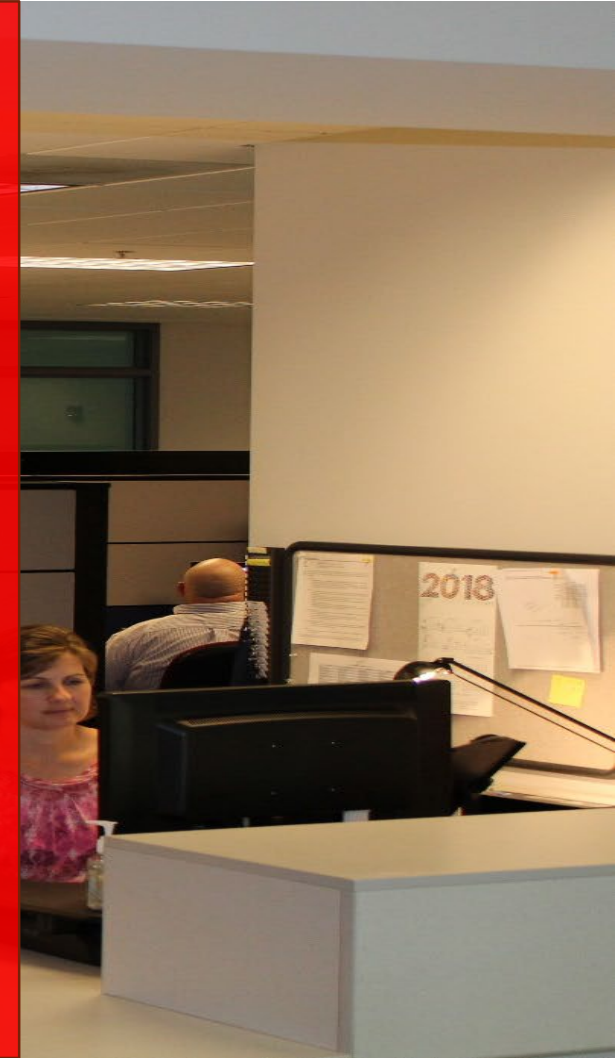




# ***RECORDS & CRIME ANALYSIS***

The Records Section of the Police Department processes all Incident and Accident reports for the Department, and also processes Court subpoenas and public records requests for reports and information.

The Records Unit also maintains accreditation records and reviews crime data to identify and predict potential crime trends within the Town.



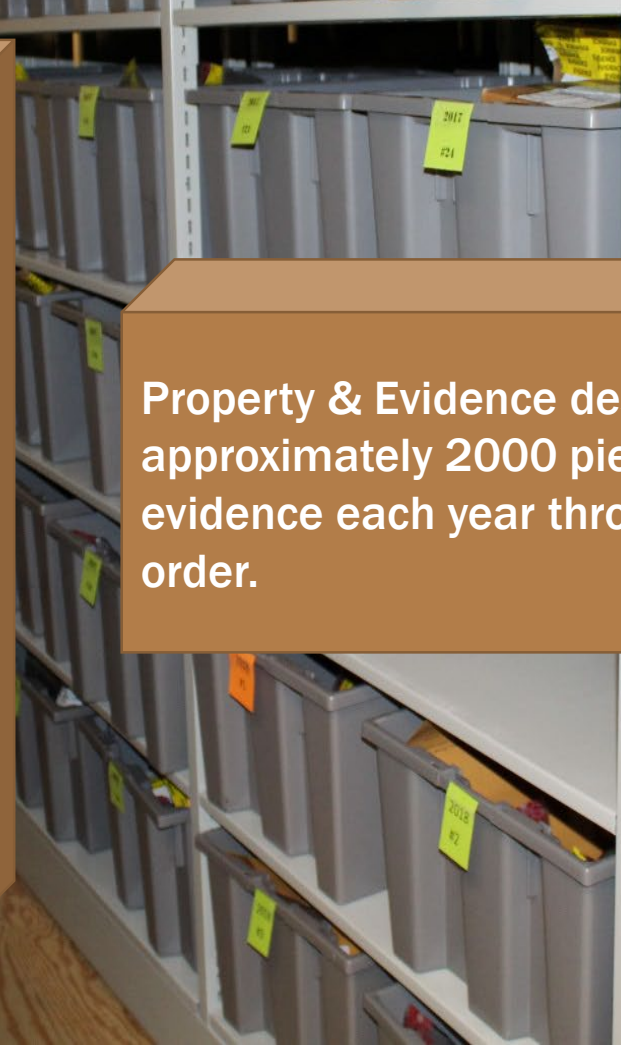


# ***PROPERTY & EVIDENCE***

Our Property & Evidence section not only maintains approximately 11,000 pieces of evidence for court proceedings, they also:

- Inventory & Maintain Equipment
- Coordinate Equipment & Vehicle Delivery
- Outfit new officers
- Deliver evidence to SBI & CCBI for processing
- Store prescription pills from Operation Medicine Drop until they can be disposed of properly
- Evidence destruction

Property & Evidence destroys approximately 2000 pieces of evidence each year through court order.

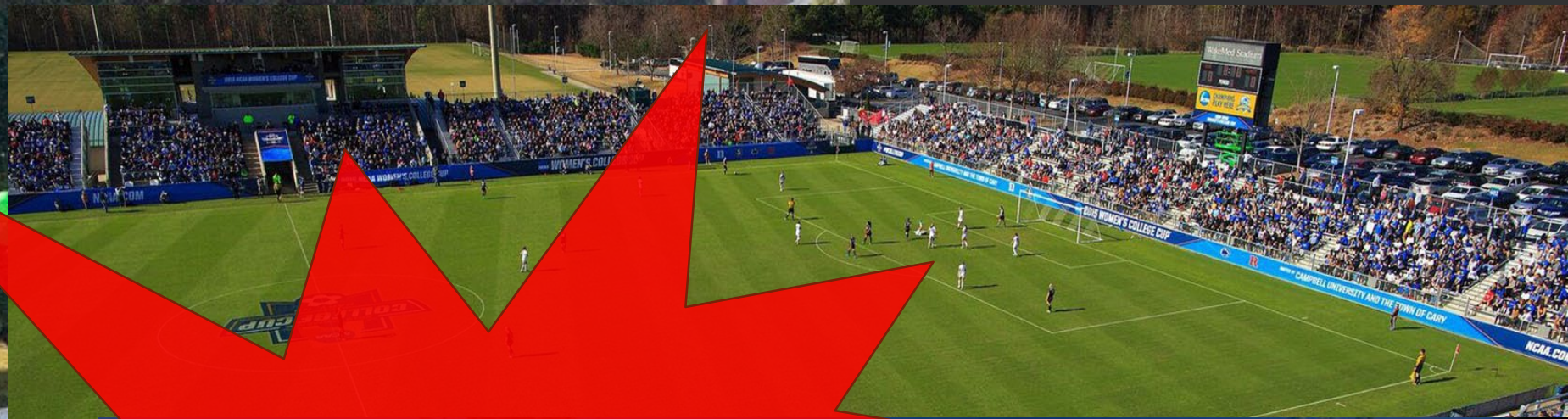




# ***BUDGET & INTERNAL AFFAIRS***

The Professional Standards Commander is responsible for overseeing a Departmental budget of 32 million dollars for the Police Department, plus an additional 2 million dollars for the Emergency Communications Center.

The Division also investigates Critical Incidents and serious complaints involving members of the Department.



**In 2022, officers  
worked 804 shifts to  
support town events.**



# RECRUITING & HIRING

## GEO POLICING

The Cary Police Department operates under a law enforcement philosophy we call Geo Policing, which enables our officers to become more effective in their own neighborhoods and communities.

Geo Policing is critically important because in Cary, we believe that community safety is directly tied to the well-being of our citizens. Helping our citizens is important to us.

\$5,000 sign on bonus

\$3,500 flex spending

80 hours Leave my Way

Vacation Buy Back Program

\$2,000 Referral Program

Take Home Cars

Workout on Duty

## SALARY & BENEFITS

Starting Salary (Dependent on Qualifications) ~~\$45,052 - \$52,707~~ **\$59,009.00 - \$75,000.00**

Police Officer Salary ~~\$45,052 - \$77,001~~ **\$53,372.80 - \$95,763.20**

Paid Parental Leave

Health, Dental and Vision Insurance

5% Employer Contribution to 401(k)

Uniform & Equipment Provided

Employer Paid Life Insurance

Tuition Assistance

LGERS Pension

Career Ladder

## SWORN & NON-SWORN\* CAREER OPPORTUNITIES

- Community Services
- Traffic Services Team
- Officer
- Criminal Investigations Division
- Honor Guard
- K9 Team
- Emergency Response Team
- Crisis Negotiation Team
- \* Emergency Communications
- \* Animal Control
- \* Records Division





# ***DEPARTMENT TRAINING***

**In 2022 officers and emergency communicators conducted more than 21,948 hours worth of mandated and career development training.**

# ***SPECIAL OPERATIONS***



# ***CRIMINAL INVESTIGATIONS & CRIMINAL INTELLIGENCE***

**THE CRIMINAL INVESTIGATIONS DIVISION IS TASKED WITH INVESTIGATING CRIMES. SECTIONS WITHIN CID INCLUDE FRAUD, PROPERTY CRIMES, CRIMES AGAINST PERSONS, DOMESTIC VIOLENCE, JUVENILE INVESTIGATIONS AND ORGANIZED CRIME.**

**CRIME SCENE DO NOT CROSS**



# ***VICE UNIT NARCOTICS & PHARMACEUTICAL DIVERSION***



**REAL TIME INFORMATION CENTER**



# ***R.T.I.C.***

***Public Safety Through All-Hazards Situational Awareness***

The RTIC is a communications hub of combined resources for informed decision-making and incident response to public safety concerns.

Operated by the Cary Police Department, information is shared across all community public safety entities.





# **CRISIS NEGOTIATION TEAM & EMERGENCY RESPONSE TEAM**

The Department's Crisis Negotiation, and Emergency Response Teams train monthly, and are available 24/7 to respond to various emergencies within the Town and surrounding communities.

# ***COMMUNITY ENGAGEMENT***



# ***SCHOOL RESOURCE TEAM***





# COMMUNITY SERVICES



PROJECT  
**PHOENIX**  
COMMITTED TO SAFE COMMUNITIES

Promoting Healthy Occupancy thru Education, Networking, and Information eXchange





# ***TRAFFIC SAFETY TEAM***





M. SCHLZ

C. HAGGETT

CARY  
**POLICE**

ANIMAL

Services

CARY POLICE

CARY POLICE



# ***K9 TEAMS***



The Department currently has 5 Canine Teams. Together, they

- Work with officers on assigned Patrol Teams
- Perform demonstrations at schools and community events
- Assist with narcotics searches, clearing buildings and property, tracking suspects, explosive identification and missing person tracking.

# ***FIELD OPERATIONS***



# ***UNIFORMED PATROL***





**SAFETY THROUGH EXCELLENCE**