CONTACT INFORMATION

(501) 758-1234

www.nlrpolice.org

200 W. Pershing Blvd.
North Little Rock, AR 72114

SERVING OUR COMMUNITY

OUR COMMITMENT

The mission of the North Little Rock Police Department is to promote a high quality of life for the citizens of the city by ensuring a safe, secure, and peaceful environment in accordance with the principles and values of the organization.

Call: 501-758-1234

200 W. Pershing Blvd, North Little Rock, AR 72114
THE NORTH LITTLE ROCK POLICE DEPARTMENT

2019 ANNUAL REPORT

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CODE OF ETHICS
The summer of 2020 saw periods of social strife in our cities and communities around the country. The men and women of the North Little Rock Police Department continued to serve our citizens and worked to keep our city safe. The social unrest in our city was minimal. This is a tribute to our great citizens and the positive relationships between our citizens and the police department. These relationships are something that we at the police department cherish, and work daily to build and preserve.

The North Little Rock Police Department will continue to serve our citizens and the visitors to our city. All members are committed to the mission of the department in making this city a great place to live, work, and visit. It was an honor and privilege to be able to lead this department in 2020.

I can assure the citizens of one thing, there are no braver or more dedicated officers in this nation than the ones that serve at the North Little Rock Police Department. They make a difference daily in our lives. Thanks to all our citizens and businesses who support our department.

Chief Tracy Roulston,
NLRPD
DEPARTMENT QUICK FACTS

2020 BUDGET

- Personnel: $21,973,510
- Capital: $290,000
- Maintenance/Other Operations: $1,788,002

SWORN PERSONNEL

- Chief: 1
- Captain: 4
- Lieutenant: 10
- Sergeant: 25
- Officer: 140

CIVILIAN PERSONNEL

- Number of personnel assigned to:
  - Chief’s Office: 1 Sworn, 1 Civilian
  - Patrol: 119 Sworn, 2 Civilian
  - Investigations Division: 34 Sworn, 4 Civilian
  - Professional Development: 18 Sworn, 1 Civilian
  - Support: 8 Sworn, 22 Civilian

DEPARTMENT ORGANIZATIONAL CHART
The Patrol Division is the largest division within the Department and is led by Captain Patrick Thessing.
The Patrol Division is divided into 4 patrol areas with a substation in each area. Each substation is commanded by an area Lieutenant and staffed with 4 Sergeants and 3 around the clock shifts of officers.

A-ZONE
- Service Calls: 17802
- Backup Calls: 14361
- Property Checks: 1867
- Incident Reports: 2419
- Accident Report: 523
- Felony Arrest: 460
- Misd/Arrest: 1309
- Traffic Stops: 4030

B-ZONE
- Service Calls: 15232
- Backup Calls: 12798
- Property Checks: 4045
- Incident Reports: 2356
- Accident Report: 558
- Felony Arrest: 264
- Misd/Arrest: 729
- Traffic Stops: 6582

C-ZONE
- Service Calls: 15750
- Backup Calls: 10979
- Property Checks: 7697
- Incident Reports: 2431
- Accident Report: 773
- Felony Arrest: 233
- Misd/Arrest: 897
- Traffic Stops: 4716

D-ZONE
- Service Calls: 14631
- Backup Calls: 16798
- Property Checks: 7765
- Incident Reports: 1563
- Accident Report: 381
- Felony Arrest: 217
- Misd/Arrest: 728
- Traffic Stops: 3346

As the uniformed division, responsibilities include:
- 24 hour citywide patrols
- Respond to 911 calls
- Respond to calls for service
- Accident investigation
- Proactive enforcement of criminal and traffic laws and city ordinances

Fleet's Miles Driven in 2020:
- 2,281,190 miles

Miles Driven:
- 2019: 2,395,210
- 2018: 2,395,210
- 2017: 2,328,449
The School Resource Officers (SROs) work together with school staff, faculty, administrators, students, and parents to help promote a safe learning environment for the youth of our city. The North Little Rock School Resource Officers are an integral part of crime prevention and maintaining safety for the youth of the city.

The K-9 Unit consists of three dual-purpose K-9s, one single-purpose K-9, and four handlers. Two of the K-9s are Patrol/Narcotics certified with the third being Patrol/Explosive Detection certified. The fourth K-9 is single-purpose narcotic detection certified. The K-9 teams are utilized throughout the city as a force multiplier in assisting officers with various tasks. These tasks may include vehicle searches, building searches, tracking, criminal apprehension, article searches, narcotic detection, and explosive detection.

The North Little Rock Police Department UAV Unit flew over 53 missions in 2018. These flights encompassed a wide variety of mission types:
- Overwatch at special events
- Missing Persons
- Fleeing and/or barricaded suspects
- Verizon Arena crowd support
- North Little Rock Fire Department support
- Assisting outside agencies such as Little Rock Police Department, Arkansas State Police, Mammelle Police Department, and Pulaski County Sheriff’s Office.
CRISIS NEGOTIATION TEAM (CET)

The North Little Rock Police Department Crisis Negotiation Team (CET) is used to diffuse potentially life-threatening situations through verbal crisis management techniques. These officers have received extensive training in all aspects of negotiation, including hostage situations, barricaded and suicidal subjects. This team works hand-in-hand with the SWAT Team.

SPECIAL OPERATIONS COMMANDER
LT. TODD SPRADFORD

SPECIAL OPERATIONS DEPUTY COMMANDER
LT. STEVE CHAMNESS

SPECIAL RESPONSE TEAM (SRT)

The NLRPD Special Response Team (SRT) is a group of officers specially trained in the area of crowd control and civil disobedience situations. SRT officers receive training in crowd control management, handling incidents of civil disobedience, riot control, and specialize in the utilization of Less Lethal Munitions. The SRT is equipped to handle everything from simple crowd control at investigation scenes, to peaceful protests, to full riot situations. The SRT also serves as a scene protection element to the SWAT and Crisis Negotiation Teams.

The North Little Rock Police Department Special Weapons and Tactics Unit (SWAT) is comprised of officers who are specially trained and equipped to handle extraordinarily high-risk incidents. The types of incidents that SWAT addresses includes, but is not limited to: Hostage Situations, Acts of Terrorism, Barricaded Suspects, Counter-Sniper, High-Risk Arrests, High-Risk Search and Seizure Warrants, and Diplomatic Protection Details.
This Division provides a multitude of behind the scenes services for the department. Responsibilities include oversight of the Records, Court, Evidence/Property Sections, and Customer Service Assistants.

The department's annual budget is also prepared under this Division.

The Support Services Division is commanded by Captain Jay Kovach and is an integral part of the North Little Rock Police Department.

- Evidence Control
- Community Service Assistant
- Records
- Payroll
- (PAL) Police Athletic League
- Court Bailiff/Warrant Officer

Sealed by:
SUPPORT SERVICES DIVISION

This Division provides a multitude of behind the scenes services for the department.

Responsibilities include oversight of the Records, Court, Evidence/Property Sections, and Customer Service Assistants. The department’s annual budget is also prepared under this Division.

SUPPORT SERVICES SECTIONS

EVIDENCE CONTROL

The Evidence Control section processes, handles and maintains all evidence. The mission of the unit is to ensure that all property is inventoried, stored, and secured properly.

RECORDS

The Records section serves as the central repository for all incident, accident, arrest records, and all other associated documents.

PAYROLL

The Payroll section records and manages the timekeeping and payroll records for the Department.

COMMUNITY SERVICE ASSISTANT

The front desk inside the Department’s main headquarters is staffed 24 hours a day, seven days a week. These CSAs take reports, enter/withdraw warrants, information for officers, and public agencies, enter/retrieve stolen items, missing persons, and perform other data entry tasks.

COURT BAILIFF WARRANT OFFICER

These officers maintain order in the courtroom and provide security to court personnel and those attending court. They also assist in serving and apprehending offenders who have warrants for their arrest.

POLICE ATHLETIC LEAGUE (PAL)

The North Little Rock Police Athletic League (PAL) is a non-profit organization that provides sports and other services to children in our community at no cost. The North Little Rock Police Department, PAL Board of Directors, and a host of Community Volunteers work together in a public/private partnership to provide quality athletic and educational activities for at-risk children at no cost to the participants. In this way, PAL reaches across neighborhood, cultural, and socio-economic lines to form lasting relationships.
The Professional Development Division is comprised of several units: Professional Standards, Training, Public Information and Social Media, Recruiting, and CALEA.

The Professional Development Division is led by Captain Jerri Daugherty.
PROFESSIONAL STANDARDS UNIT

The Professional Standards Unit is the investigative unit for the Chief of Police and is directly responsible for ensuring the integrity of the members of the North Little Rock Police Department.

Officer Phillip Hammons,CALEA Accreditation Manager

The North Little Rock Police Department participates in the National Accreditation Process through the Commission on Accreditation for Law Enforcement Agencies (CALEA).

TRAINING UNIT

The North Little Rock Training Unit provides the department with the most rigorous and comprehensive training possible. They provide training to officers and citizens in a number of areas to include:

- Basic Recruit Training
- Firearms Training
- Active Shooter Response
- Active Shooter Instructor Training
- Field Training Officer Course
- Less Lethal and Taser Certifications
- Stop the Bleed
- Law Enforcement First Responder Tactical Emergency Casualty Care
- Narcan Training
- CPR
- Church Safety and Security
- Civilian Response to Active Shooter

In 2020, the NLRPD Training Unit conducted a multi-jurisdictional Police Academy.

Both Conway and Sherwood Police Departments participated in this Academy.

[Table showing data]

[Images of officers training]
MEDIA RELATIONS AND PUBLIC INFORMATION

JOIN US ON SOCIAL MEDIA
Over the last several years, the North Little Rock Police Department began to grow our presence on social media. Through this, we are able to communicate directly with the community and provide important information such as traffic alerts, safety messages, crime prevention tips, and keep the community up to date on happenings within the Department.

COMMUNITY RADIO
Every Monday, 5 - 6 pm, KABF 89.3 FM
or stream online via "Simple Radio" app.

BEHIND THE BADGE
We are active participants on Facebook (North Little Rock Police Department), Instagram (NorthLittleRockpd), and Twitter (@nlrpolice).

MINIMUM REQUIREMENTS
- US CITIZEN
- 25 YEARS OF AGE AND NO MORE THAN 45 YEARS OF AGE BY DATE OF HIRE
- HIGH SCHOOL GRADUATE OR EQUIVALENT
- POSSESSION OF A CURRENT VALID DRIVER'S LICENSE

ONLINE APPLICATIONS ONLY
APPLY AT WWW.NLRPOLICE.ORG AND CLICK ON "JOIN OUR TEAM"

BENEFITS
- Vacation - 15 days Per Year
- Holiday Pay - 13 Paid Holidays
- Longevity Pay - $5.65 / Per month of service each year
- Health Insurance: Employee 100%, Family 72%
- Education Pay: Degree - Associates Degree - $564 / Year
- Bachelor Degree - $5713 / Year
- Continuing Education Incentive Pay
- Arkansas Standards Law Enforcement Certificate Pay
- Take Home Car Program

Diversity in NLRPD Recruitment

<table>
<thead>
<tr>
<th></th>
<th>2019 - 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>White Male</td>
<td>25</td>
</tr>
<tr>
<td>White Female</td>
<td>9</td>
</tr>
<tr>
<td>Black Male</td>
<td>10</td>
</tr>
<tr>
<td>Black Female</td>
<td>2</td>
</tr>
<tr>
<td>Hispanic Male</td>
<td>1</td>
</tr>
</tbody>
</table>
This division includes the Detective Division, Narcotics Unit, Cold Case Squad, and Victim Assistance Program.

The Investigations Division is led by Captain Dana Bowers.
INVESTIGATIONS DIVISION
NORTH LITTLE ROCK POLICE DEPARTMENT

The Investigations Division is responsible for the follow-up investigative work for the criminal offenses occurring in the City of North Little Rock.

INVESTIGATIVE RESPONSIBILITIES

The detectives assigned to this division are responsible for conducting thorough investigations by interviewing victims, witnesses, and suspects, collecting and preserving evidence, and completing case files for prosecution. The Detective Division includes the Crimes Against Persons Unit, the Sex Crimes/Domestic Violence/Financial Crimes Unit, the Crimes Against Property Unit, the Cold Case Unit, and the Narcotics Unit.

TASK FORCES

The North Little Rock Police Department participates in several different Task Forces. The collaborative relationship between the federal, state, and local agencies involved in these Task Forces allows for the sharing of expertise, knowledge, and resources. Our participation also helps in the investigation, arrest, and prosecution of crimes ranging from narcotics, sex trafficking, violent assaults, and homicides that are occurring across multi-jurisdictions, including North Little Rock.

- Drag Enforcement Agency Task Force
- Federal Bureau of Investigations Get Rock Task Force
- Alcohol Tobacco and Firearms Task Force
- Marshals Service Task Force and Marshals Service Fugitive Apprehension Team

CRIMES AGAINST PERSONS UNIT

<table>
<thead>
<tr>
<th>Types of cases assigned:</th>
<th>Population, Burglary, Racketeering, Battery 1st and 2nd</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cases Cleared over 2019</td>
<td>51</td>
</tr>
<tr>
<td>Cases Cleared over 2020</td>
<td>420</td>
</tr>
<tr>
<td>Cases Inactivated</td>
<td>306</td>
</tr>
<tr>
<td>Cases Cleared over 2018</td>
<td>50</td>
</tr>
<tr>
<td>Cases Inactivated</td>
<td>63</td>
</tr>
</tbody>
</table>

CRIMES AGAINST PROPERTY UNIT

<table>
<thead>
<tr>
<th>Types of cases assigned:</th>
<th>Trespass, Burglary, Auto Theft, Breaking and entering</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cases Cleared over 2019</td>
<td>33</td>
</tr>
<tr>
<td>Cases Cleared over 2020</td>
<td>335</td>
</tr>
<tr>
<td>Cases Inactivated</td>
<td>450</td>
</tr>
<tr>
<td>Cases Cleared over 2018</td>
<td>143</td>
</tr>
<tr>
<td>Cases Inactivated</td>
<td>37</td>
</tr>
</tbody>
</table>

SEX CRIMES/ DOMESTIC VIOLENCE/ FINANCIAL CRIMES

<table>
<thead>
<tr>
<th>Types of cases assigned:</th>
<th>Population, Sexual Assault, Domestic Abuse, Financial</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cases Cleared over 2019</td>
<td>48</td>
</tr>
<tr>
<td>Cases Cleared over 2020</td>
<td>545</td>
</tr>
<tr>
<td>Cases Cleared over 2018</td>
<td>491</td>
</tr>
<tr>
<td>Cases Cleared over 2017</td>
<td>42</td>
</tr>
<tr>
<td>Cases Inactivated</td>
<td>630</td>
</tr>
<tr>
<td>Cases Cleared over 2018</td>
<td>220</td>
</tr>
<tr>
<td>Cases Inactivated</td>
<td>129</td>
</tr>
</tbody>
</table>

NARCOTICS UNIT

The Narcotics Unit conducts its mission of the Police Department by investigating and enforcing those selling and possessing illegal narcotics. The Narcotics Unit within the North Little Rock Police Department consists of a narcotics investigator, an analyst, and several deputies. The Narcotics Unit is responsible for selling illegal narcotics. They seized and recovered a number of weapons, along with quantities of marijuana, cocaine, methamphetamine, heroin, and other pharmaceutical drugs.
INVESTIGATIONS DIVISION
NORTH LITTLE ROCK POLICE DEPARTMENT

COLD CASE UNIT

The Cold Case Unit is staffed by volunteers. These volunteers are retired police officers who have extensive investigative experience. This unit investigates old, unsolved homicides and missing person cases. The Cold Case Unit continuously reviews all old cases with the State Crime Lab to determine if any new testing of evidence is available in those cases. Much of this testing was not available at the time these crimes occurred.

CRIME VICTIMS ASSISTANCE PROGRAM

The Victim Assistance Program at the North Little Rock Police Department is HERE TO HELP. The Victim Assistance Program seeks to empower our community to restore lives impacted by crisis, violence, and tragedy. We help individuals each year through crisis intervention, advocacy and education for both victims and to those in the professional community who assist them. We help all victims impacted by crisis, violence, and tragedy regardless of age, sex, religion, nationality, sexual orientation, disability, or ability to speak English.

The Victim Advocate offers information, emotional support, and helps find resources and filling out paperwork. Sometimes, the advocate goes to court with victims and often times provides transportation for them as well. The advocate may also contact organizations, such as criminal justice or social service agencies, to get help or information for victims. The advocate offers victims information about the different options available to them and support victims throughout the process. Advocates do not tell victims what to do. Advocates are committed to maintaining the highest possible levels of confidentiality in their communications with victims.

EMPLOYEE RECOGNITION

The North Little Rock Police Department annually recognizes members for exemplary performance and achievements. The following employees were recognized at the annual awards ceremony in April for 2019 accomplishments.

2019

- Merit Award – Officer Shelby Hunter
- Merit Award – Officer Craig Umhoft
- Life Saving Award – Officer Blake Barnes, Officer Sean McGowan, Officer Matthew Poche, Officer Mark Wiggins
- Life Saving Award – Officer Joshua Theolefis

Team Achievement Award -
- Officer Jon Green
- Sergeant Rick Burner
- Officer Vincent Thornton
- Officer Greg Blankenship

Leadership Award – Officer Mark Wiggins

Chief's Award – Officer Robert Cupps

Retirements 2020
- Chief Mike Davis: 34 years of service
- Sergeant Jimmie Redmond: 26 years of service
- Officer Brian Matthews: 26 years of service
- Officer Derrick Harris: 22 years of service
- Officer Keith Canary: 23 years of service

Retirements 2019
- Officer John Davis: 28 years of service
- Officer John Noll: 20 years of service
- Officer Paul Riley: 22 years of service
- Captain Brian Scott: 32 years of service

New Officers 2020
- Officer Demain Jurick
- Officer Tyler Lovett
- Officer John Webb
- Officer Jerry Hirt
- Officer C.J. Garbry
- Officer J.P. Thompson
- Officer Michael Johnson
- Officer William Hamby
- Officer Cody Espinosa
- Officer Tyler Lawrence
- Officer Joan Eulberg
- Officer Regan Dwyer
- Officer Stanley Weissenborn
- Officer Shawn Holland
- Officer Dillion Jackson
- Officer Anthony Wells-Ponze
- Officer Jacob VanAsche
- Officer Jerry Collins
- Officer James Bryant
- Officer Joseph Gonzalez
- Officer David Gurrola
- Officer Kate Presley
- Officer Keith Penson
- Officer Payton Thompson

New Officers 2019
- Officer Patrick Ward
- Officer Jessica Waite
- Officer Samuel Bowles
- Officer Samuel Morris
- Officer Jason Silvestri
- Officer Shemone Vance
- Officer Matthew Jenks
- Officer Nicholas Brown
- Officer Stephen Goss
- Officer Karla Hendims
- Officer Nathaniel Callahan
- Officer Anthony Stout

In 2010, Chief Mike Davis retired after 34 years of service to the Department. We thank him for his years of service and wish him luck in his retirement.

In 2010, Chief Mike Davis retired after 34 years of service to the Department. We thank him for his years of service and wish him luck in his retirement.
CHAPLAINCY PROGRAM

The North Little Rock Police Department appreciates and recognizes the clergy who have stepped forward to help encourage and support our department members by becoming Police Chaplains.

Police Chaplains are non-sworn, voluntary members of the Department.

Our Chaplains are a valuable resource to our members and the community.

They can frequently be seen attending roll call and riding along with officers on routine patrol.

(Pictured from left to right)
Chaplain Neil George, Chaplain Mike Stewart, Chaplain Louise Nelson, Chaplain David Barnes and Chaplain Bob Buchanan

They provide spiritual and emotional support for our members and their family members, as well as to victims of violent crime.

COMMUNITY EVENT HIGHLIGHTS

The North Little Rock Police Department is committed to partnering with the wonderful community we serve in order to promote and facilitate a positive relationship.

Our officers participate in a number of community events.

EVENTS

- United Cerebral Palsy
- Painting with a Cop event
- Reading Program in Partnership with North Little Rock School District and the Rotary Club
- Drug Take-Back Day
- Child Safety Seat Events
- Fish with a Cop
- NLRPO Summer Camp
- Coffee With a Cop
- Special Olympics
- Arkansas Events
- Tip a Cop
- Polar Plunge
- Torch Run
- Shop with a Cop
- Season of Giving
In May 2020, the North Little Rock Police Department held its 2018 Police Officer Memorial Service to honor those officers who gave the ultimate sacrifice for the citizens of North Little Rock.

Sgt. J. L. "Buck" Dancy

Sergeant "Buck" Dancy died from complications as the result of contracting COVID-19 during a confirmed exposure while on duty. Sergeant Dancy served with the Police Department for 35 years. During his tenure, he served in the Patrol Division and as the Sergeant of the Homicide Unit in the Investigations Division.

Additionally, he proudly served on the Department’s Honor Guard for 27 years. Not only did he lead by example, but he went above and beyond in participating as a Volunteer Guardian of the Flame of Hope in presenting awards for Special Olympics Arkansas Athletes at the Area 5 Summer Games in 2018, but also as a Unified Partner Athlete in the 2019 Special Olympics Arkansas Unified Fall Games in Conway, AR. Sergeant Dancy is survived by his daughter.
Construction is underway on the North Little Rock Justice Center. The building will be an 84,000 square feet structure that will house the Police Department, North Little Rock's District Courts, North Little Rock IT Department, and public meeting rooms. An additional 6,500 square feet building will be erected on the site to house Special Operations Vehicles and an additional training classroom.

The new Justice Center will be replacing the current Police and courts building which was completed in 1969. Currently, several divisions of the Police Department are located in numerous buildings throughout the city. The new Justice Center will allow for the consolidation of several of these divisions into one central location.

We would like to thank architect firms Hoefer & Welker (Leawood, Kansas), RPPY Architects (Little Rock, Arkansas) and 720 Design (Dallas, Texas) for the many months of planning and coordination that has resulted in a structure that will provide state of the art services to the citizens of North Little Rock for many years to come.

The funding for the new Justice Center was made possible by a one cent sales tax that went into effect in January of 2018. We would like to thank the great citizens of North Little Rock for their support. Without the support of our citizens, none of this would have been possible.

Flynco Construction of Little Rock, Arkansas was selected as the general contractor for the construction of the new facility. The first day of construction was on January 15, 2020. Current estimates show that construction should be completed in the fall of 2021.
UNIFORM SENIORITY ROSTER

POLICE OFFICER CODE OF ETHICS

* As a Law Enforcement Officer my fundamental duty is to serve mankind; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation, and the peaceful against violence or disorder; and to respect the Constitutional rights of all men to liberty, equality, and justice.

* I will keep my private life unsullied as an example to all; maintain courageous calm in the face of danger, scorn, or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed in both my personal and official life, I will be exemplary in obeying the laws of the land and the regulations of my department.

* Whatever I see or hear of a confidential nature or that is committed to me in my official capacity will be kept secret unless revelation is necessary in the performance of my duty.

* I will never act officiously or permit personal feelings, prejudices, animosities or friendships to influence my decisions. With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force or violence and never accepting gratuities.

* I recognize the badge of my office as a symbol of public faith and I accept it as a public trust to be held so long as I am true to the ethics of the police service. I will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession...law enforcement.