



# Winston-Salem

Police Department

*2023 Year in Review*

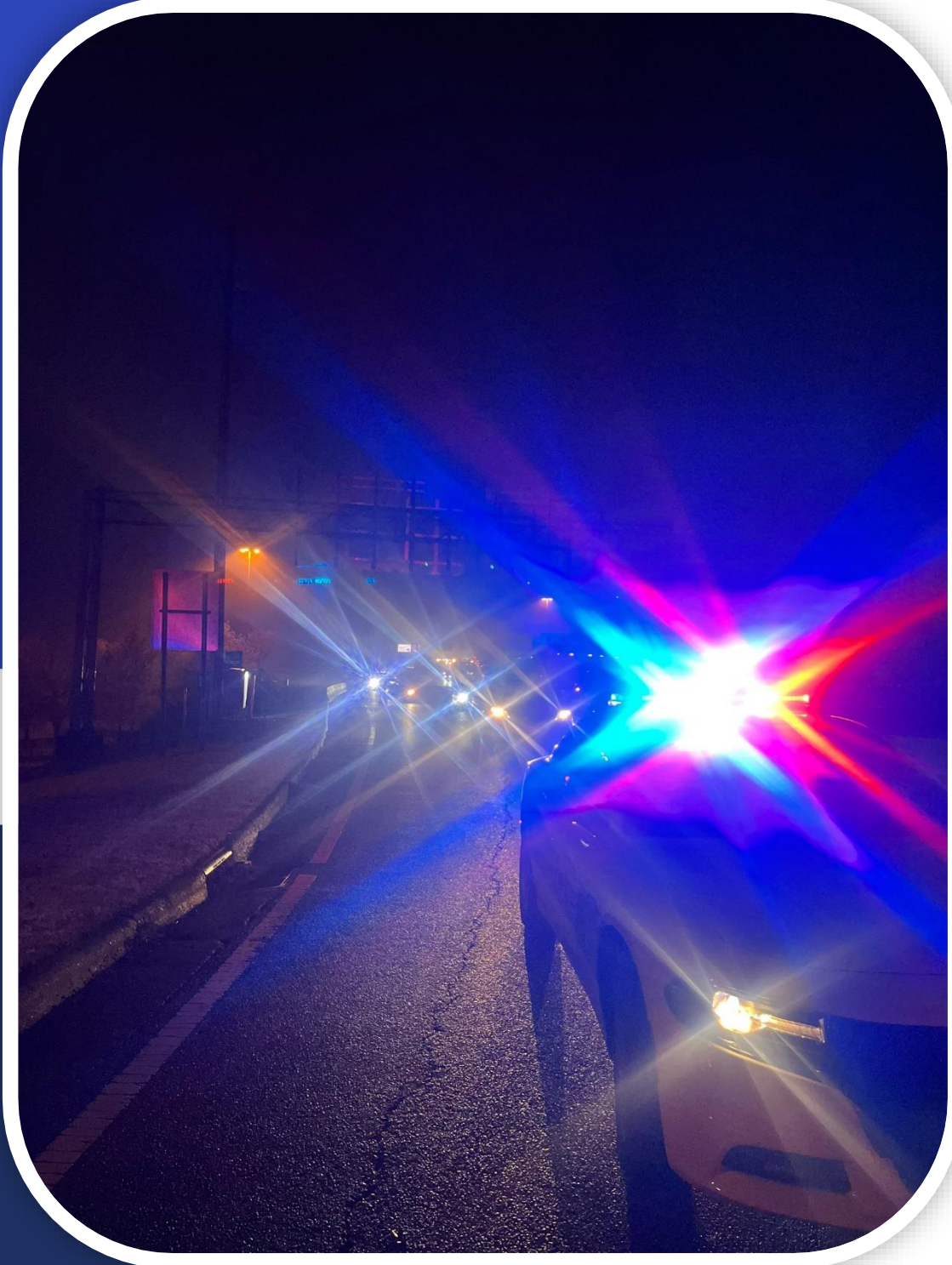




---

# Overview

During Chief Penn's first year as Police Chief, the WSPD implemented various programs and initiatives to help ensure the safety of our community.



---

# Homicides

- The City of Winston-Salem experienced the highest homicide rate in history. In 2023, we had 47 homicides with a solve rate of 72%.
- A drop in Part 1 Crimes (violent crimes) by 19.9% on average over the last 4 years

# Part 1 Crimes

		2019	2020	2021	2022	2023
PART 1 CRIMES	HOMICIDE	29	30	38	33	46
	RAPE	116	106	106	91	100
	ROBBERY	348	336	241	286	291
	AGG ASSAULT	2,203	2,651	2,524	2,645	2,131
	BURGLARY	2,203	2,011	1,675	1,825	1,778
	LARCENY	8,786	8,996	7,704	7,436	5,884
	MV THEFT	935	1,089	860	980	1,042
	Total	14,620	15,219	13,148	13,296	11,272
<b>Total</b>	<b>14,620</b>	<b>15,219</b>	<b>13,148</b>	<b>13,296</b>	<b>11,272</b>	

○ **19.9% Decrease in Part 1 Violent Crimes Compared to Previous Years**

---

# Initiatives

We recognize the need for increased patrol in downtown, therefore we are starting to work on creating a 4<sup>th</sup> District.

## **Downtown Bar Patrol**

Downtown bar patrol operates on the weekend during prime activity hours. The goal is to protect all businesses in the downtown area from violent crime.

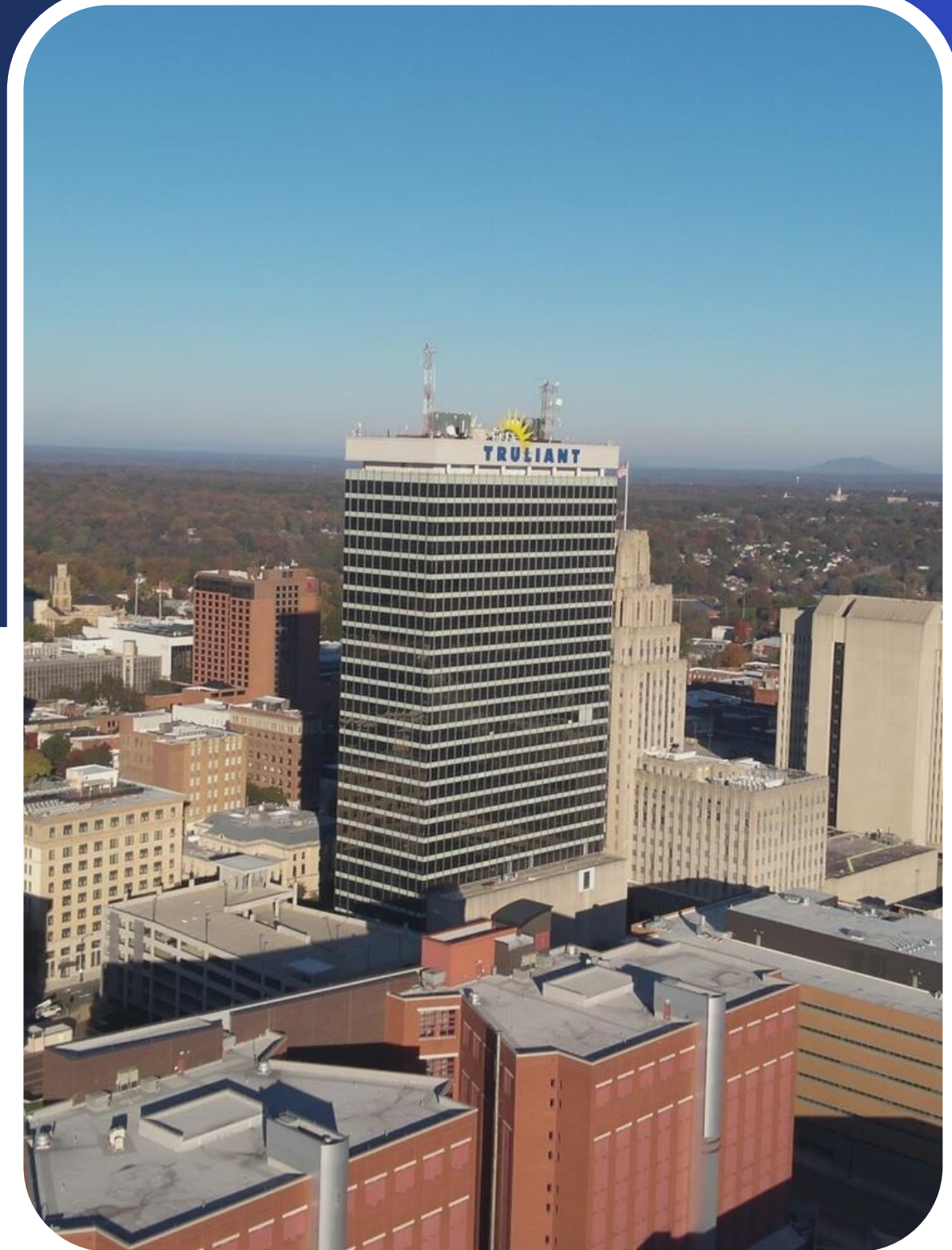
## **Downtown Augmentation**

Downtown augmentation operates 7 days a week with day and night shifts. The goal is to supplement staffing in the downtown area.

## **Directed Patrol on Burke St.**

Directed patrol on Burke St. requires patrol officers in every district to make a presence on Burke St. and in the downtown area as call volume allows.

---



---

# Initiatives

## **Schedule Change**

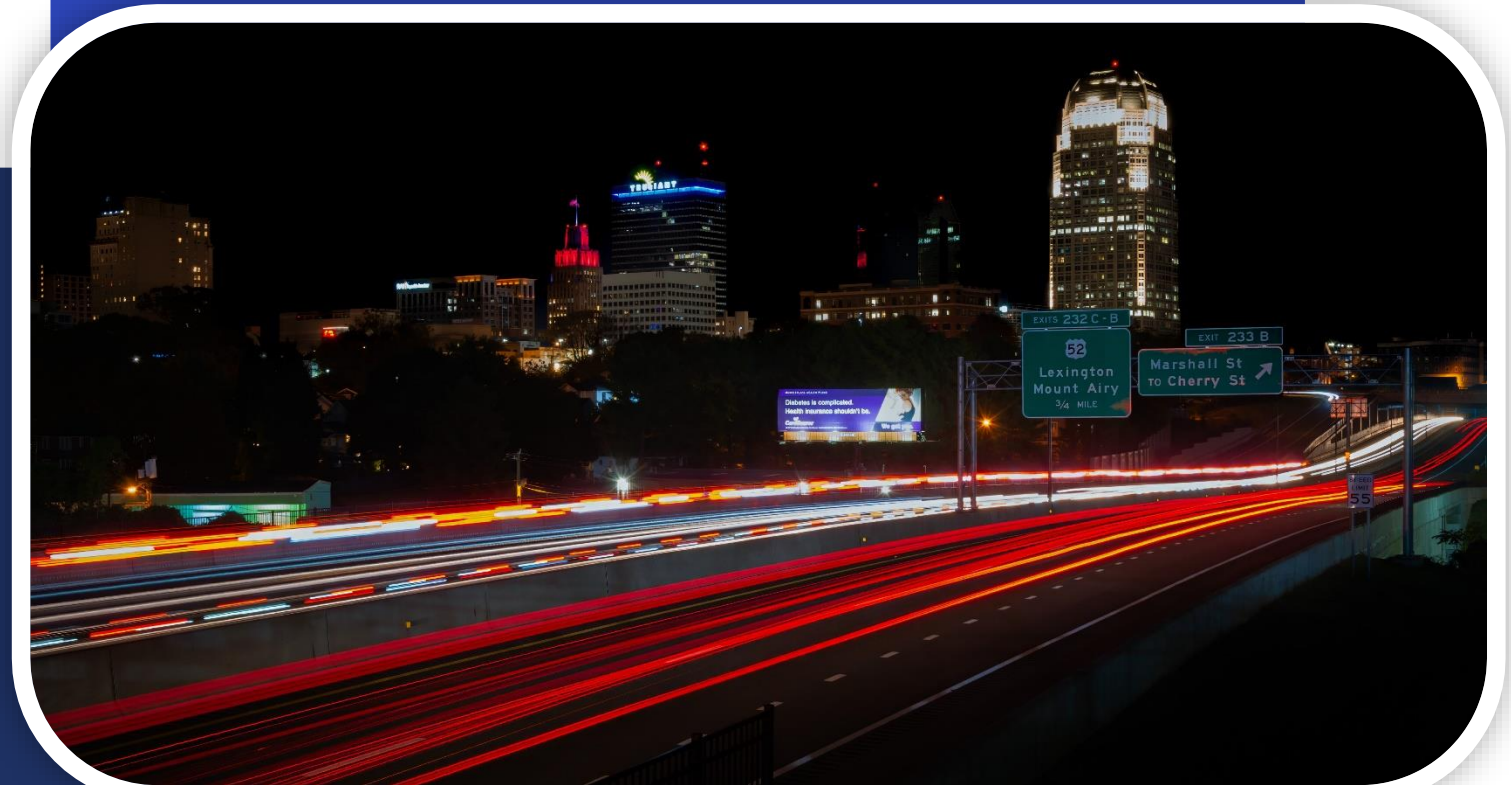
Implemented a new schedule with 12-hour shifts that ensured we have coverage across the City and more officers available at one time.

## **Get Connected Winston-Salem**

Get Connected Winston-Salem is an initiative spearheaded by Greater Winston-Salem, Inc. to encourage our business owners to integrate cameras with our Real Time Crime Center.

## **Drone as First Responder**

Kickstarted the process for Drone as First Responder which is in the process of being created at this time.



---

# Initiatives

## **SAFE Winston-Salem Leadership Team**

WSPD partnered with SAFE Winston Youth Leadership Team to host youth focus groups at the Boys and Girls Club utilizing the ethnographic methodology and applied research.

## **Winston-Salem Forsyth County Gang Steering Committee**

The WSFCGSC funding was incorporated into the WSPD budget. The funds will allow individuals who have gang affiliation to have access to a licensed clinical mental health counselor to assist them with a therapeutic plan for success.

## **VIP/Chronic Offender Meeting**

Restarted after hiatus during Covid-19. Meeting uses statistically driven data to identify violent offenders in our community who are screened by federal, state, and local partners to ensure maximum time is sentenced.



---

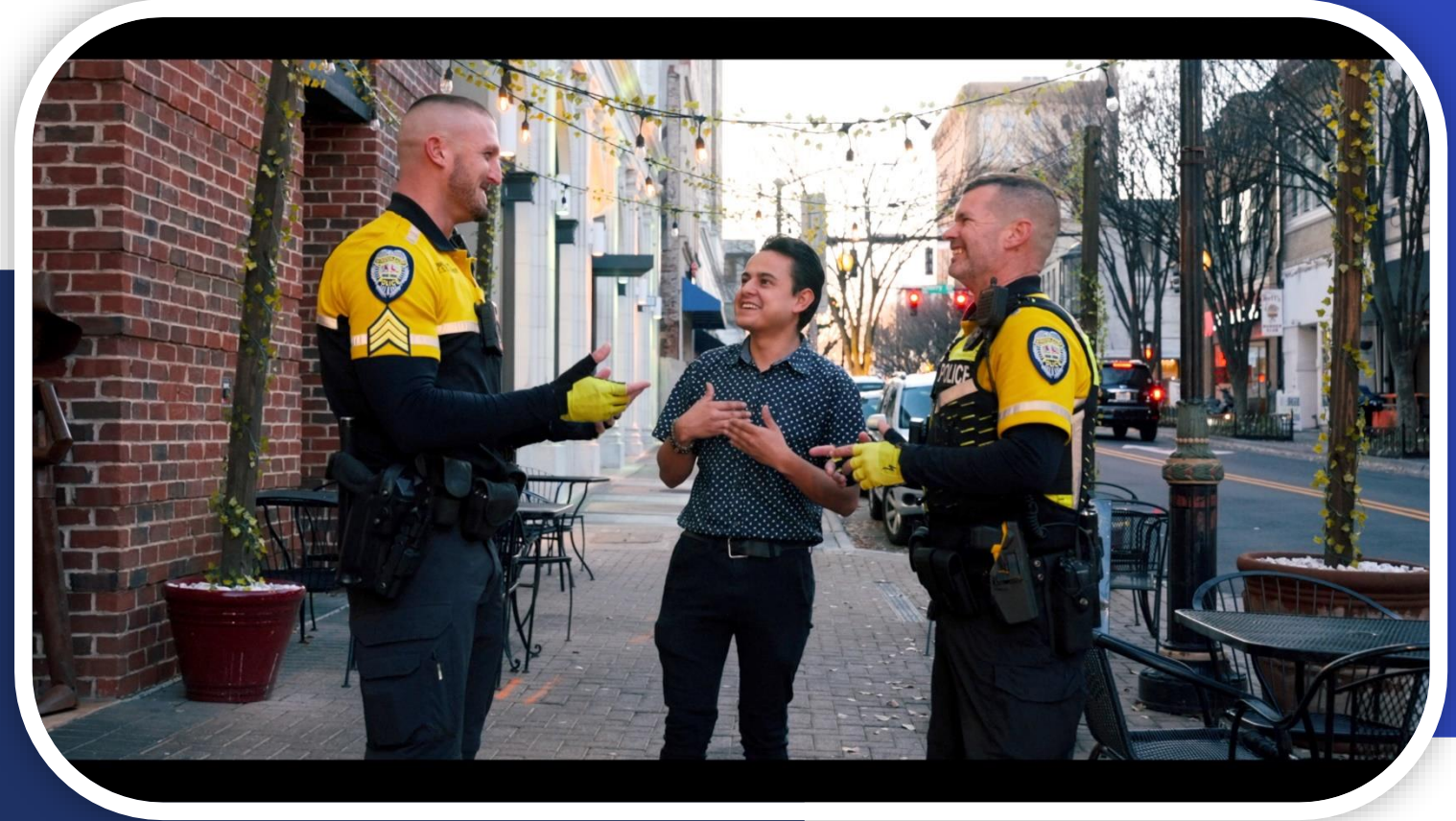
# Initiatives

## Project Safe Neighborhoods

Re-Initiated Project Safe Neighborhoods with Co-ordinators who will develop the comprehensive, data-driven violence reduction effort along with partners from local non-profit agencies, the United State's Attorney's Office, Middle District of North Carolina and the North Carolina Network for Safe Communities, University of North Carolina Greensboro.

## Hyundai/Kia Steering Wheel Lock Giveaway

In response to the National TikTok Trend, we hosted two (2) steering wheel lock giveaways that handed out over 300 locks to Kia/Hyundai vehicle owners.





---

# Programs



## Community Engagement Committee

The Police Chief's community engagement committee was established to advise the Chief of Police on various issues from the community's perspective.

## BEAR Team

WSPD supported the WSFD in providing compassionate intervention services to individuals who are experiencing a mental health or substance use crisis.

## First Responders Build

WSPD partnered with local public safety agencies and Habitat For Humanity to provide affordable housing which is one of the main social drivers of crime.

---

# Programs



## **Beyond Sports NC**

To build relationships with our youth, we partnered with Beyond Sports NC to hand out 100 bags of sports equipment.

## **Online Reporting System**

You can now file a police report online for criminal offenses that do not require an officer which decreases call volume.

## **Communications Plan**

WSPD has worked alongside Wildfire to fine tune messaging in our community to be more transparent and make our residents feel safe. Utilized the techniques to increase positive media attention through our PIO.

---

# Programs



## **Live911**

Live911 is a new program we use to listen to the calls for service in real time, so we can gather accurate intel and respond appropriately.

## **License Plate Readers (LPRs)**

LPRs were implemented to help Officers locate suspects and combat violent crime in our City. Most recently assisted with GPD homicide of an Officer.

---

# Programs



## Winston-Salem Police Foundation

We continued our partnership with the Winston-Salem Police Foundation by beginning the T-Ball league, a literacy program, connect Winston-Salem website, and a new co-ed flag football league.



---

# Recruiting & Retention

- WSPD has been experiencing significant losses due to the Ferguson Effect .
- This year, we had the lowest number of voluntary resignations in the last 8 years which was 13 with two of those returning within the year.



# Staffing Trends

- The last time we had a class of 30 was BLET Class 75 which started January 13, 2020. We had 32 begin that academy.
- The last year we had a net gain of sworn staff was 2017, when we had a net gain of 12 (we hired 55 that year and only lost 43).

# Staffing Net Gain/Loss

## Sworn Net Gain/Loss

	2018	2019	2020	2021	2022	2023
Gain	37	37	30	12	8	27
Total Loss	40	39	45	65	61	33
Resignation	19	22	22	33	29	13 <small>(2 returned later in the year)</small>
Resignation % of Total Loss	47.5%	56.4%	48.9%	50.8%	47.5%	39.4%
Net Gain/Loss	-3	-2	-15	-53	-53	-6
% Change		33% decrease	650% increase	253% increase	0%	89% decrease

# Staffing Net Gain/Loss

## Professional Staff Net Gain/Loss

	2018	2019	2020	2021	2022	2023
Gain	21	15	16	13	8	23
Total Loss	41	26	16	26	30	13
Resignation	32	22	11	18	21	11
Resignation % of Total Loss	78.0%	84.6%	68.8%	69.2%	70.0%	84.6%
Net Gain/Loss	-20	-11	0	-13	-22	+10
% Change		45% decrease	100% decrease	130% increase	69% increase	145% decrease



---

# Recruiting Initiatives

## **Patrol Uniform Change & Facial Hair Policy Update**

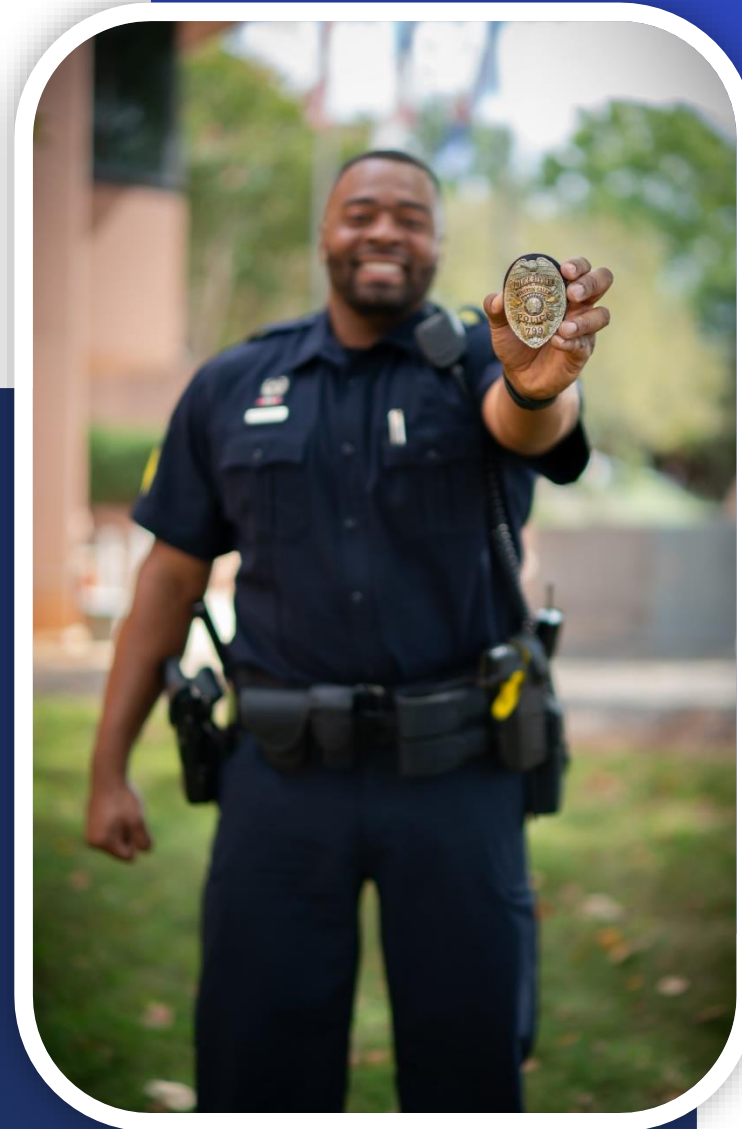
Updated patrol uniforms to be more comfortable and functional.

## **Internal Steering Committee**

Initiated a committee that addresses the issues brought up in the employee survey and allows employees to have a voice in the agency affairs.

## **Employee Recognition/Appreciation**

Intentional about highlighting the hard work of all staff members and recognizing them for what they do every year.



---

# Recruiting Initiatives

## Updated Recruiting Website

Redesigned the recruiting website to make it more appealing to prospective applicants and made it easier to contact a recruiter ([www.joinwspdnw.org](http://www.joinwspdnw.org)).

## Social Media Commitment

Focused on promoting our agency via social media channels to increase the application interest and show an accurate representation of our agency in the community.

## Social Media Growth

865% growth in 3-second video views, 1800% growth on Facebook engagement, and 1300% growth on Instagram

