

DAPHNE POLICE DEPARTMENT

ANNUAL REPORT 2025



**PREPARED BY:
BRIAN GULSBY
CHIEF OF POLICE**



A WORD FROM THE CHIEF

I have now completed my third year as Chief of Police. Staffing remains one of our biggest challenges, but there seems to be some light at the end of that tunnel. This year, we had six officers graduate from the police academy. They have all completed their field training and are on solo patrol.

This report aims to provide the public with insight into the activities of the Daphne Police Department for the year 2025. The report also includes data comparisons to previous years.

Publishing this information is part of our ongoing efforts to maintain transparent operations.

A white handwritten signature of Brian Gulsby on a blue background.

Brian Gulsby
Chief of Police

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DEPARTMENT OVERVIEW & MISSION STATEMENT



The Daphne Police Department serves the incorporated limits of the City of Daphne and a population of over 30,000 [1]. It is staffed by ninety-three full-time and eighteen part-time employees. The administration and function of the department flows from the Chief of Police through five Command Staff members to their respective units and divisions. Telecommunications, Corrections, and Police Services are twenty-four hour operations.

Mission Statement: The Daphne Police Department is committed to being responsive to our community in the delivery of quality services. We recognize the responsibility to maintain order while upholding the United States Constitution and affording dignity and respect to every individual. Our objective is to improve the quality of life through community partnerships that promote a safe and secure city.

(1) <https://www.census.gov/quickfacts/fact/table/daphnecityalabama/PST045222>

Command Staff



Captain Reginald Ardis
Field Operations



Captain David Smith
Administration



Lieutenant Tobias Pearce
Support Services



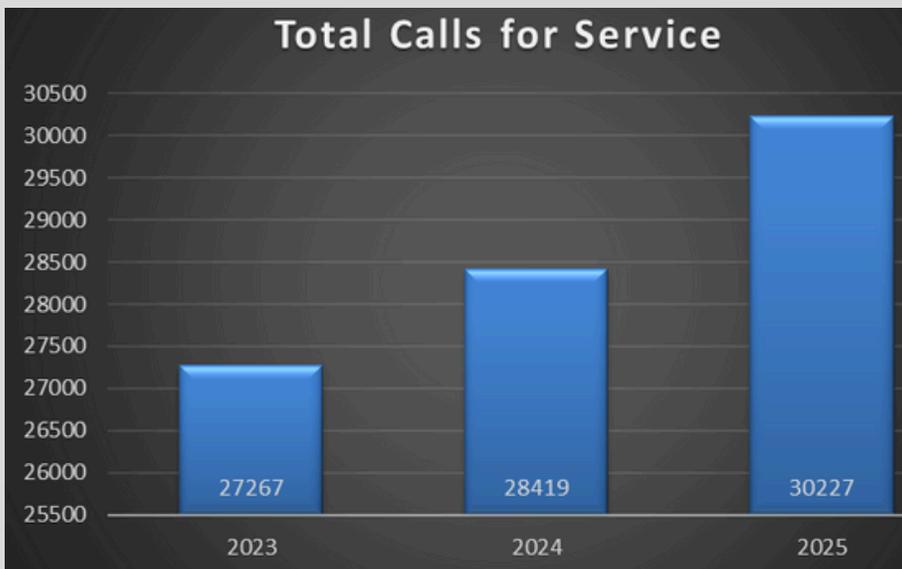
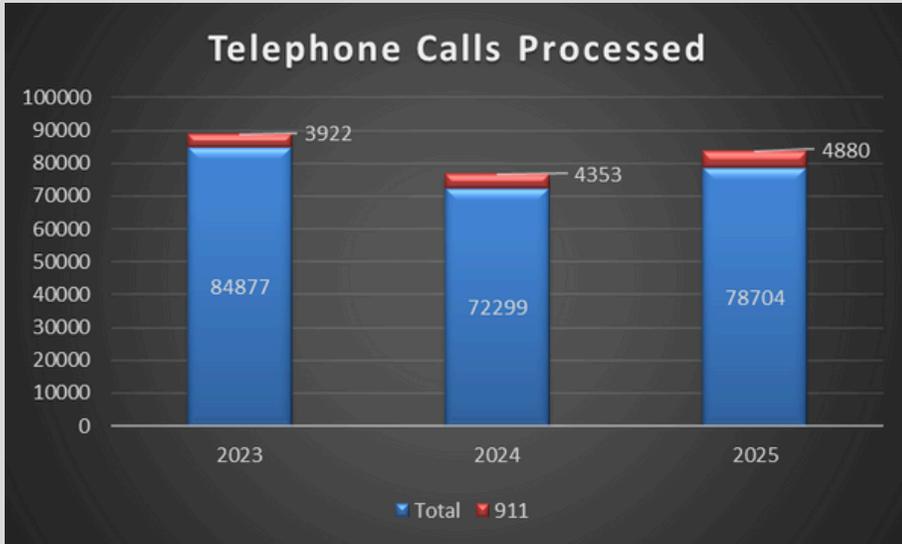
Lieutenant Jason Lazzari
Criminal Investigations



Lieutenant Kristin Andrews
Patrol Division

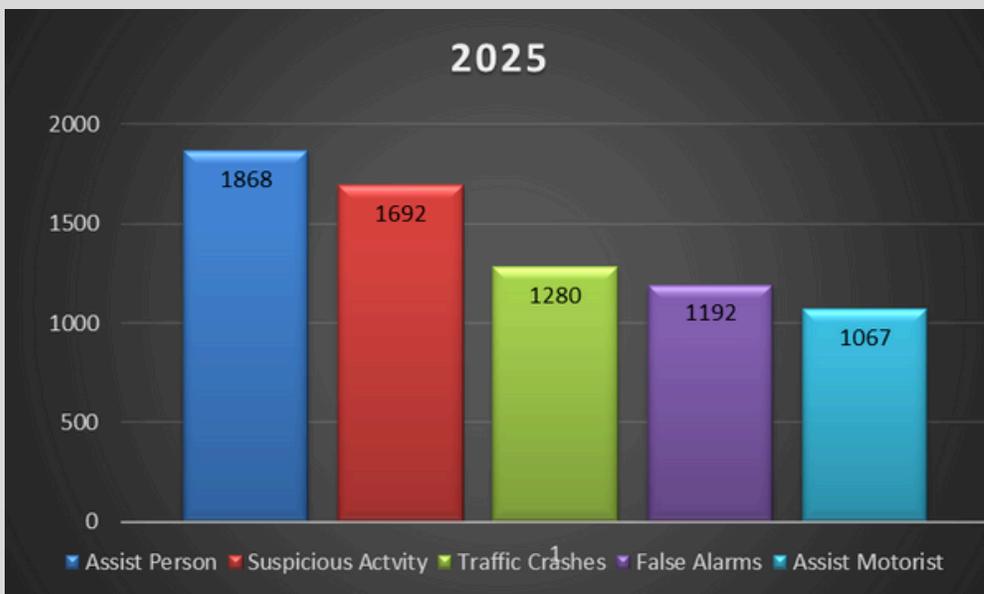
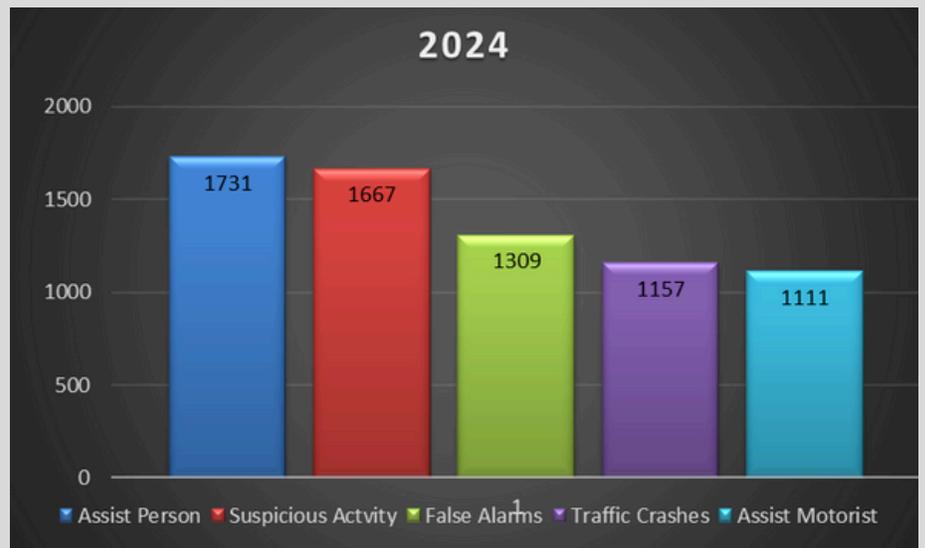
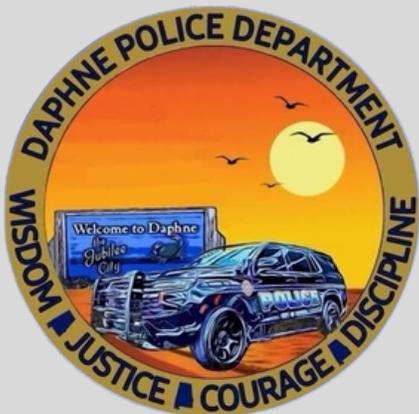
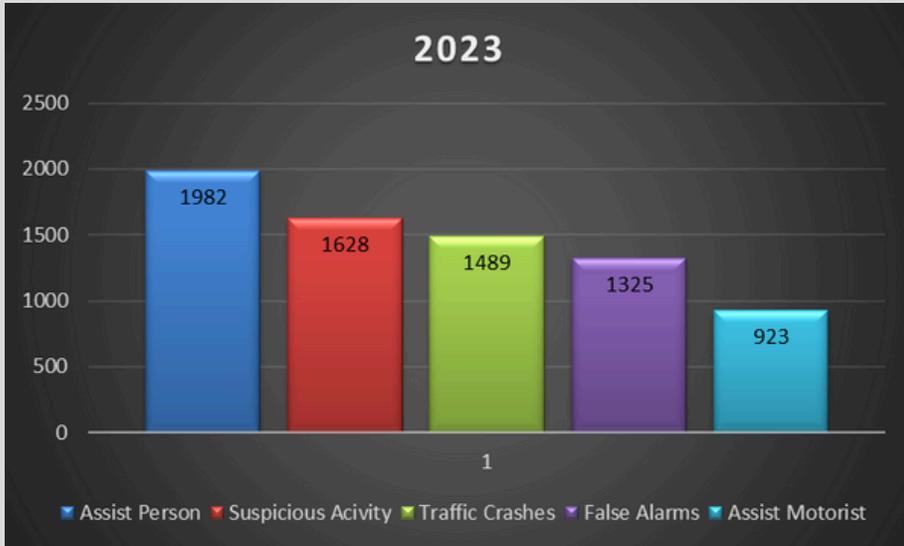
Telecommunications

The employees of Telecommunications are the primary link between citizens and police officers. Our center is manned around the clock by at least two Telecommunicators who answer the telephone and communicate with officers over the radio. Calls for service are documented when police officers are tasked to respond to a situation or initiate enforcement activity themselves. Telecommunications is part of Support Services, under the command of a lieutenant.



TOP FIVE CALLS FOR SERVICE

(excludes Officer initiated contacts)



Assist Motorists consists of stalled or broken down vehicles. Officers often assist with obtaining fuel and changing flat tires.

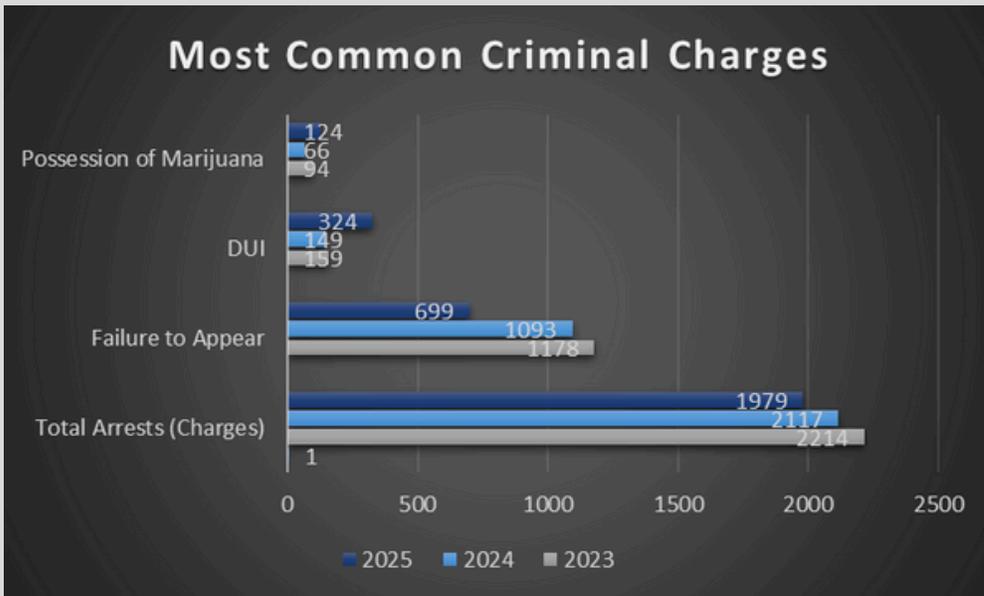
Assist Persons is a broad category, encompassing providing directions, answering routine questions about the laws, etc.

Suspicious Activity includes complaints of suspicious activity, circumstances, persons, & vehicles. The False Alarms category includes both commercial & residential alarms.

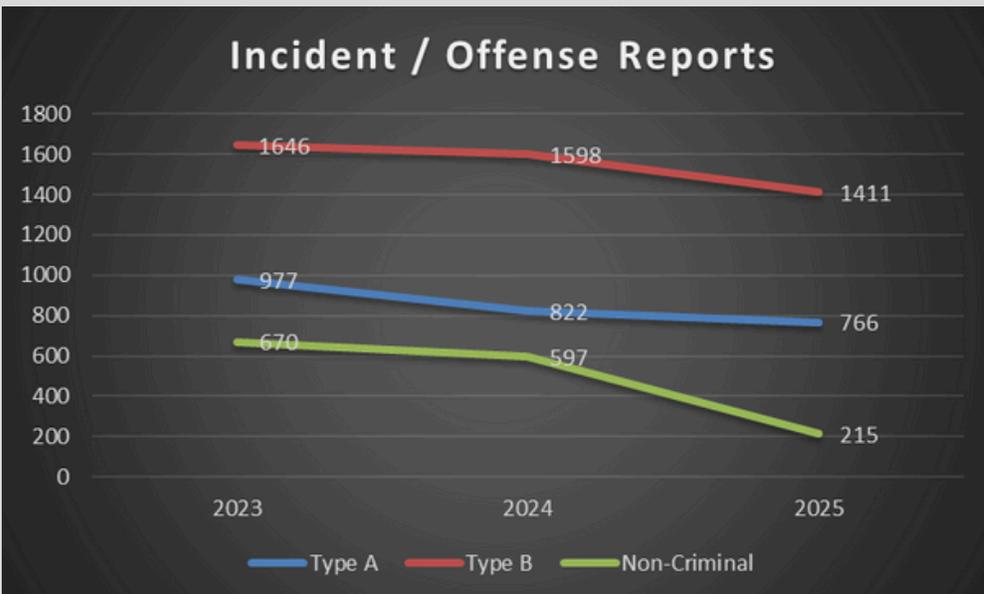
Patrol Division

The Patrol Division is the most visible part of any police department. These are the uniformed men and women in marked police units who patrol residential and commercial areas, respond to calls from citizens, investigate criminal activity, and conduct traffic enforcement. This is a twenty-four hour a day operation performed by four squads, with eight officers per squad, working twelve hour shifts. Each squad is supervised by a sergeant, assisted by two corporals. These four sergeants are supervised by a lieutenant, and the division has an Administrative Assistant.

These numbers are calculated by offense and not by singular event or individual. One report may contain multiple offenses.



Officer Initiated Activity



All Reports

Criminal offenses are reported to the FBI through the National Incident Based Reporting System (NIBRS). The offense are separated by Type A, crimes against persons or property, and Type B, crimes against society, such as drug and alcohol offenses.

For additional information visit: <https://cde.ucr.cjis.gov/LATEST/webapp/#/pages/home>

Non-criminal reports are completed for disputes, property damage, and other circumstances which do not reach the level of criminal activity.

TOP FIVE CITIZEN & BUSINESS REPORTED OFFENSES

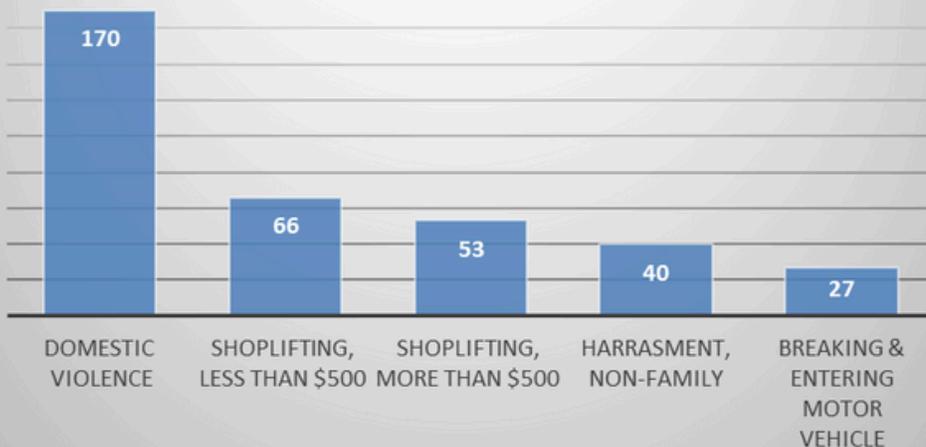
2023 Offenses



2024 Offenses

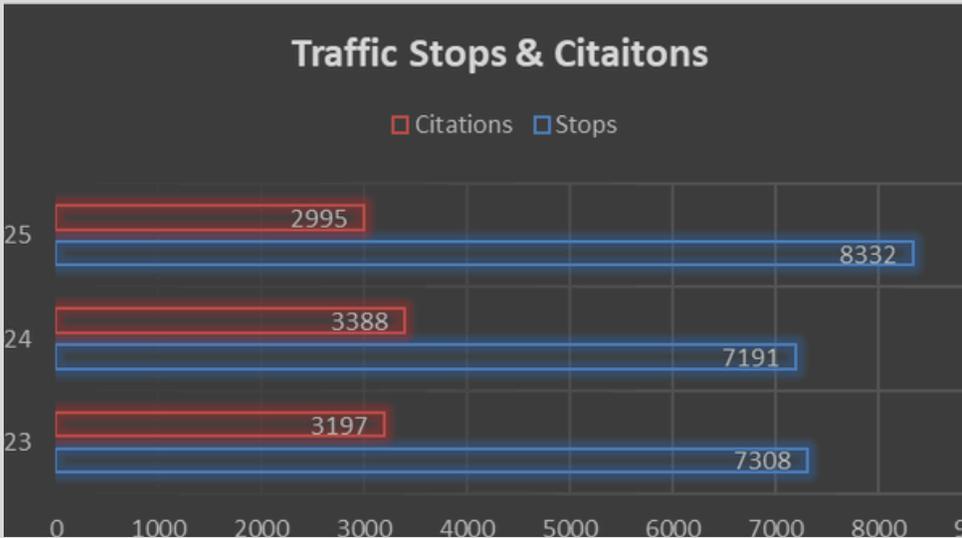


2025 Offenses



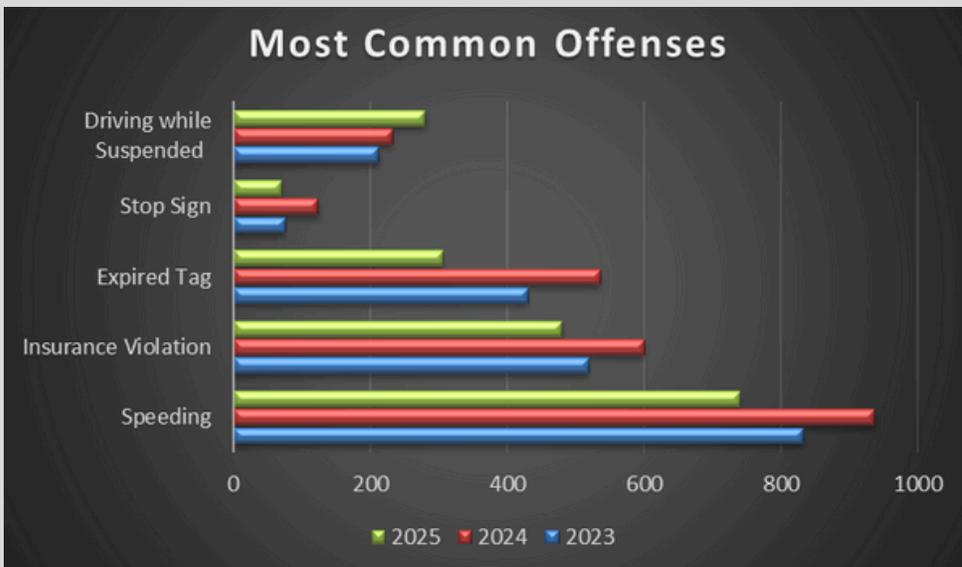
TRAFFIC ENFORCEMENT

Officers conduct proactive traffic enforcement in between answering calls, which always take priority. We also conduct directed enforcement based on citizen complaints, usually in neighborhoods. This is accomplished with a Directed Patrol (D Run) or by using our speed trailer to collect data.

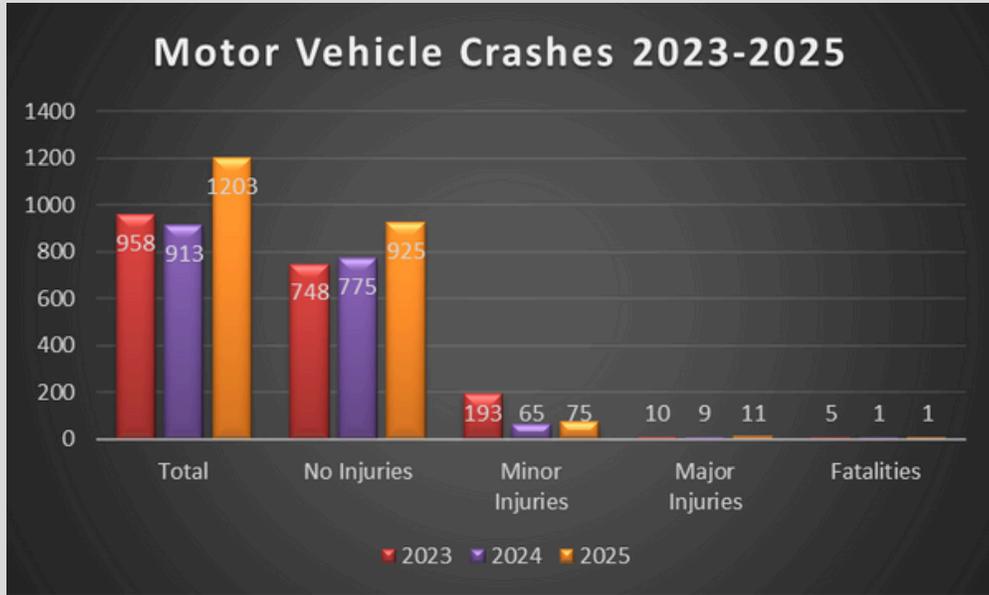


The city limits encompass 19 square miles and contains over 1,000 streets and roads.

In March 2023, we formed the Special Assignments Unit (SAU) with the primary objective of addressing traffic complaints and investigating crashes.



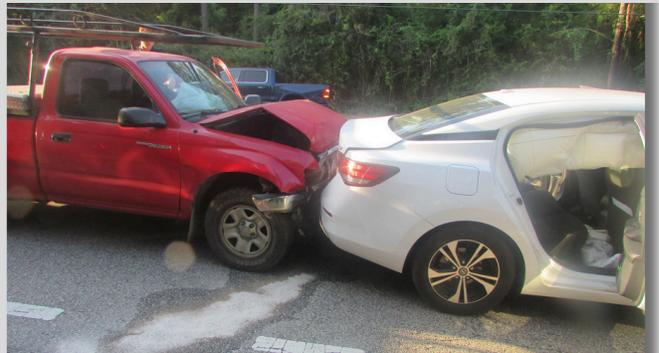
In 2025 Officers conducted 823 D Runs at various locations. Nearly 28,000 drivers were observed. Only 2% committed a traffic violation significant enough for enforcement action.



- Following too close is the most common contributing factor
- Rear end collisions are the most frequent
- According to the National Highway Traffic Safety Administration, it takes a vehicle traveling 50 mph a minimum of 110 feet to stop. But this distance is dependent on the driver's attentiveness, reaction time, roadway conditions, and the vehicle's equipment.

2024 Average ALDOT Traffic Counts per day

Interstate 10: 64,000
 Hwy 98: 41,000
 Hwy 181: 28,000
 Hwy 90: 20,000



- Most crashes occur on weekdays between 7 AM to 6 PM
- 30% of all crashes occur between 3 PM and 6 PM
- 2025 ALDOT traffic data was not available at the time of this report.

K9 Officer Nola

Certified in Cocaine, Heroin, and Methamphetamine Detection



Partner: Officer Raymond Nicholas

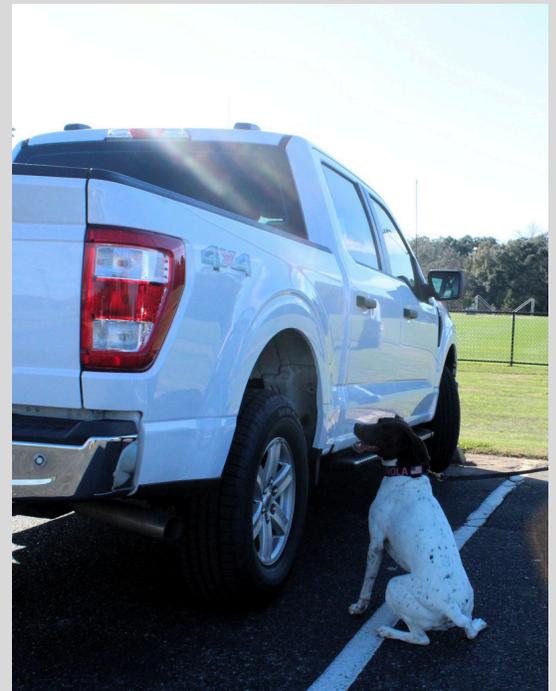
Breed: German Shorthair Pointer

Length of Service: 14 months

2025 Searches: 26

2024 Arrests: 10

Trains 16 hours per month

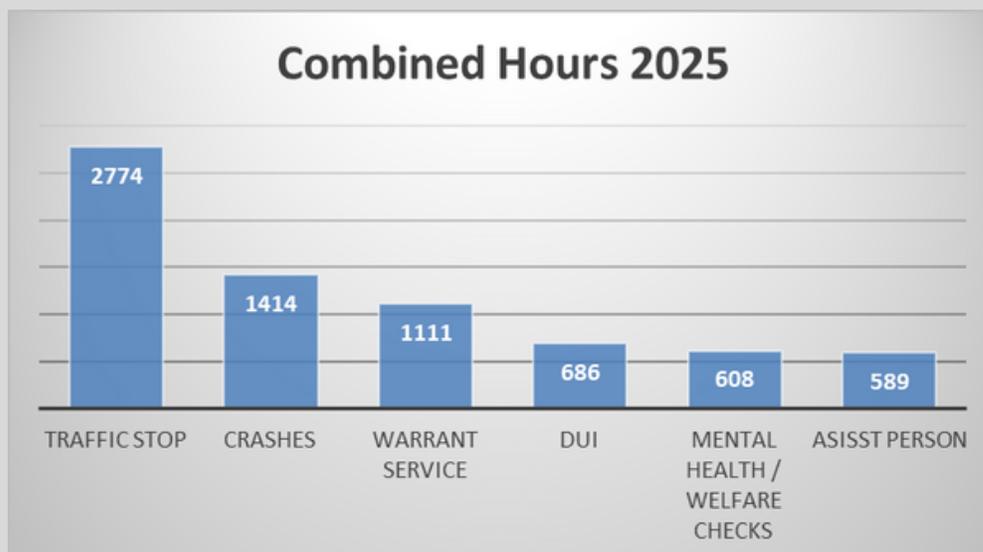


Time Consumption

This year we took a look at the time our officers are spending in relation to call type, in order to ensure we are using our resources efficiently. At an average of 2.4 officers per call, the Patrol Division invested a combined 18,209 hours on Calls for Service, which included self-initiated contact such as traffic enforcement. This was a 1% increase over 2024.

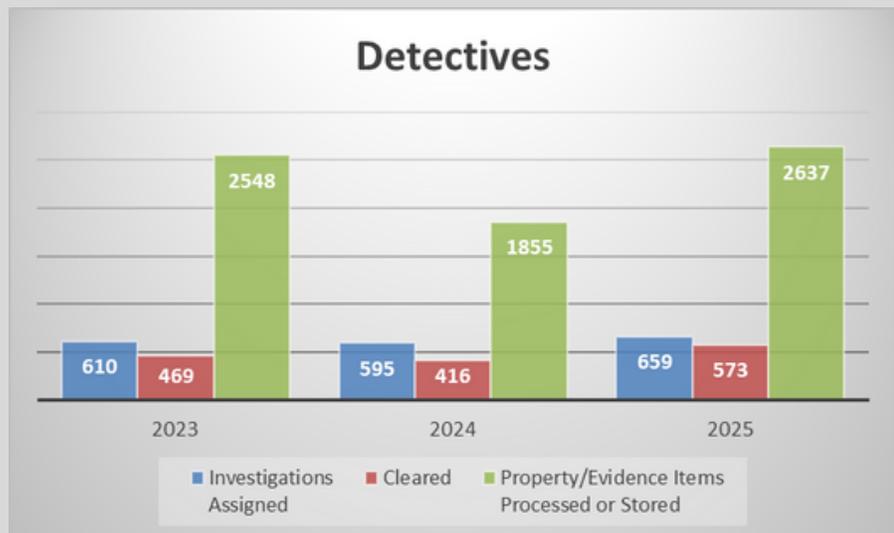
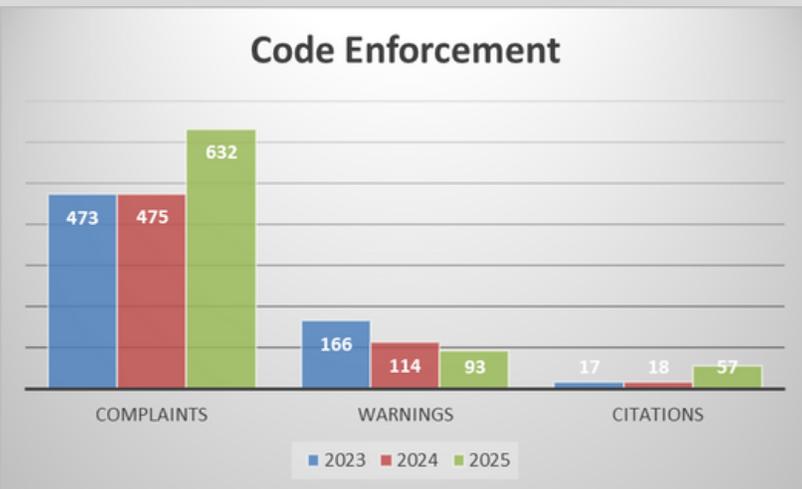


As the population increases, so does call volume. The largest increases have been for calls outside the traditional scope of law enforcement, such as welfare checks and encounters with the mentally ill. In the last decade, these calls have increased by 250%. In 2024, we hosted vitalalabama.com's Mental Health First Aid class. Police and Corrections Officers and Telecommunicators all attended the eight (8) hour class. We also sent several officers to a multi-day Crisis Intervention Training (CIT) course provided by Altapointe.



Criminal Investigations Division

Three units of officers form the Criminal Investigations Division: the Community Resource Unit, Detective Unit, and Special Assignments Unit. The Community Resource Unit is composed of seven School Resource Officers, two Code Enforcement Officers, and the part-time school crossing guards supervised by a sergeant and two corporals. The Detective Unit, with five detectives and a Crime Scene Investigator, is supervised by two sergeants. and investigate felonious offenses, missing persons, etc. The Special Assignments Unit includes two traffic officers, the department's Training Coordinator, and the Warrant / Sex Offender Compliance Officer. They are supervised by a sergeant. The Division is under the command of a lieutenant and has one Administrative Assistant.



For a criminal offense report to be "cleared," it must meet the State and FBI definitions of

- Closed By Arrest
- Unfounded
- Exceptional Clearance
 - Victim Deceased (except homicide)
 - Suspect/Offender Deceased
 - Lack of Cooperation from Victim
 - Prosecuted by Other Jurisdiction
 - Juvenile Offender, No Custody

VIOLENT CRIME

According to the Bureau of Justice Statistics, the violent crime rate in the U.S. was 11.2 per 1,000 people in 2024, down from 22.5 in 2023. The rate has been trending down from 79.8 since 2013. bjs.ojp.gov



Daphne experienced its first criminal homicide in seven years in 2022.

Tragically, in 2023 there were five murders, four domestic-related occurring at the same location on the same date.

Police Department Sponsored Initiatives

Coffee with the Chief - Hosted quarterly
Daphne Middle School Spring Girls Mentoring
Conference
Daphne Middle School Summer Mentoring
Conference
School Supply Drive
Back to School Bash
Christmas Cookies with a Cop
Youth Ambassador Program
Citizens Police Academy

City of Daphne Community Events

Coffee with the Mayor (each quarter)
Arbor Day Tree Giveaway
Daphne Public Library Events
Keep Daphne Beautiful Day
Brown Bag by the Bay Concert Series
Sunday Sunset Concert Series
Easter Egg Dash
Public Works Day
Mardi Gras
May Day Celebration
Veteran's Day Program, in partnership
with Daphne High School
Daphne's Annual Christmas Tree Lighting
Christmas Movie Night in the Park
Daphne & Baldwin Pops Christmas Concert
Christmas Parade
Skating with Santa

Justice Center Tours

Daphne Junior City Council
Boy Scouts of America
Exceptional Foundation Gulf Coast

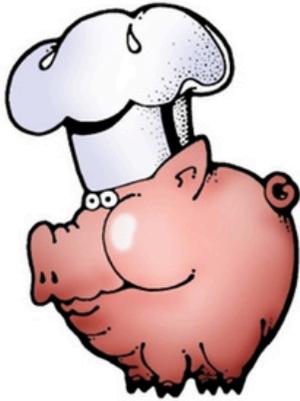
Community Partnerships & Events

Autism Awareness Day
Compass II Life, Battle of the Badges, Winter
Enrichment, & Graduation Ceremonies
Eastern Shore Chamber of Commerce and the Mobile
Office of the FBI, Bridge the Gap
American Red Cross, Battle of the Badges Blood Drive
Community Spirit Day
Mardi Gras Parades
Jubilee Festival of Arts
Daphmont Community, Tent or Treat Halloween Event
Special Olympics, Baldwin County Torch Run
Baldwin County Virtual School Graduation Cookouts
One More Moment, Parent Presentations
Daphne High School Homecoming Parade & Pep Rally
SEEDS Crawfish Boil
Ballin' on Belrose
Ruck the Bay, IGY6 Gulf Coast
The Baldwin County Child Advocacy Center & Target,
Helpers and Heroes
Children's Miracle Network, Tip a Hero
Ecumenical Ministries, Stocking Stuffer Drive
Battle of the Badges Toy Drive, Toys for Tots

Safety Presentations

Daphne City Hall
Daphne Public Works
Daphne Senior Center
Resurrection Pre-School
Ascension Pre-School
Baldwin House
The Gardens of Daphne
Threat Assessment for all Daphne Schools
The Brenny

COMMUNITY POLICING & BBQ



JUBILEE SMOKE

Daphne PD Cook Team

In 2021, our department utilized donated funds to purchase a competition-style grill/smoker for use at community events.

Several officers and other employees then formed the PD's cook team, *Jubilee Smoke*. They found some sponsors and, on their own time, began participating in local competitions benefitting local charities.



2025 FOLEY BBQ & BLUES COOKOFF

3RD PLACE - BEST SAUCE

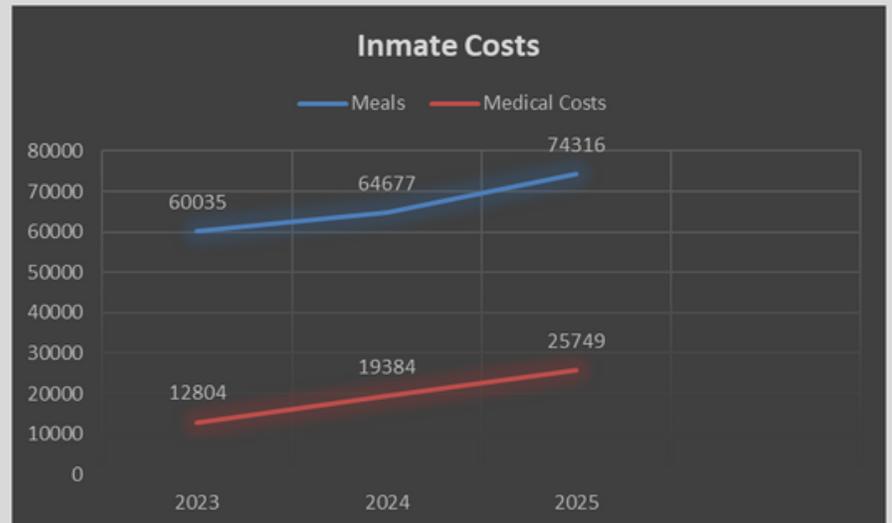
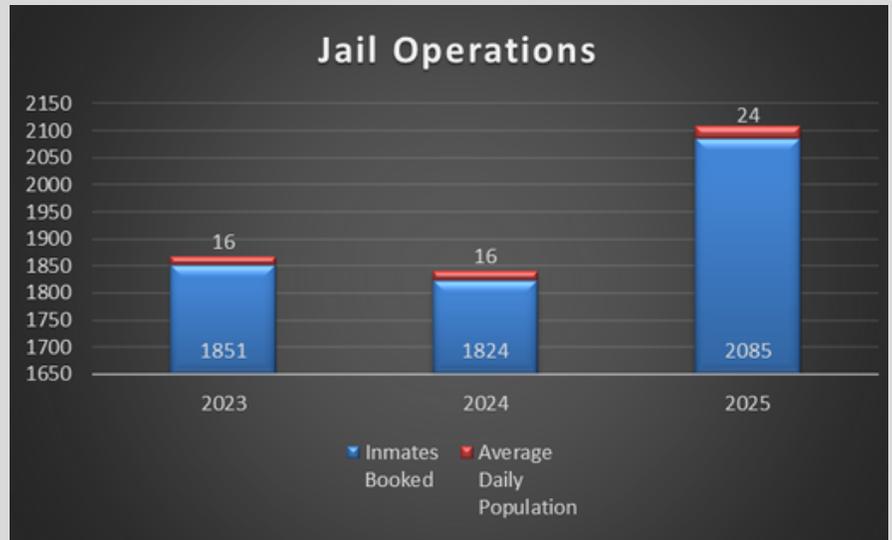
2025 ST. MICHAEL'S CARDINAL COOKOFF

BEST OVERALL



Daphne City Jail

The Daphne City Jail houses inmates convicted of misdemeanor offenses in Daphne and Spanish Fort Municipal Courts and temporarily holds pretrial offenders for Daphne, Spanish Fort, the Baldwin County Sheriff's Office, & Alabama Law Enforcement Agency (ALEA). The jail operates 24/7 and is staffed by 11 Corrections Officers, an Assistant Chief Corrections Officer, and a Chief Corrections Officer as part of Support Services.



Professional Standards & Conduct

Wisdom, Justice, Courage, & Discipline

Daphne PD sets high professional standards for employees and takes every complaint seriously. Citizens are not required to file written complaints. They may be placed by telephone, email, etc. Many of our corrective actions are the result of internal performance and conduct audits.

When a complaint is received it is forwarded to the employee's immediate supervisor for investigation. Many complaints are simply the result of misunderstanding in police procedures. If an explanation of why an officer did or did not do something is insufficient an investigation is conducted. This includes review of body and vehicle camera footage, interview of witnesses, and listening to recorded phone calls or radio traffic, when necessary. If the supervisor finds the complaint can be substantiated, appropriate corrective action is taken. If the complaint is unsubstantiated, it is closed with an "unfounded" status. Most complaints that reach the investigation step are allegations related to an officer's attitude. There are instances when we could be better and those are addressed. There are also instances when the complaining party is just upset over an enforcement action.

Complaints that may result in suspension, termination, or criminal prosecution are forwarded to the Command Staff for investigation. Off duty conduct is the most common reason for serious disciplinary action.

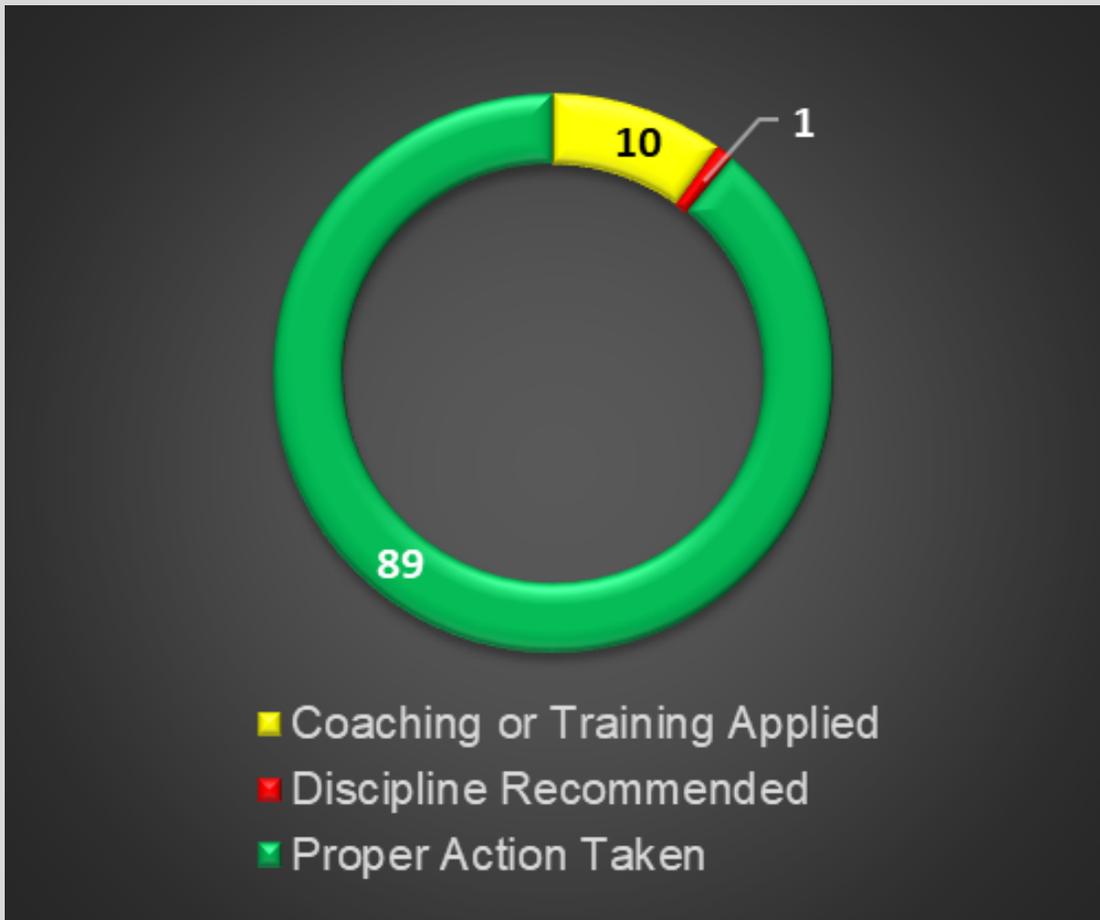
Internal Affairs Number	Incident Date	Complaint	Call Type	Disposition
25-01	02/02/2025	Officer Conduct	Arrest	Unfounded
25-02	04/02/2025	Officer Conduct	Arrest	Unfounded
25-03	04/18/2025	Officer Conduct	Theft Investigation	Unfounded
25-04	06/05/2025	Civil Rights Violation	Arrest	Unfounded
25-05	06/27/2025	Officer Conduct	Traffic Crash	Unfounded
25-06	01/01/2025	Civil Rights Violation	Arrest	Unfounded
25-07	07/08/2025	Officer Performance	Traffic Crash	Unfounded
25-08	08/13/2025	Civil Rights Violation	Traffic Stop	Unfounded
25-09	08/12/2025	Policy Violation	Drug Investigation	Founded
25-10	08/26/2025	Officer Conduct	Traffic Stop	Unfounded
25-11	07/02/2025	Policy Violation	Internal	Multiple
25-12	08/22/2025	Officer Conduct	Welfare Concern	Unfounded
25-13	11/14/2025	Officer Conduct	Traffic Stop	Unfounded
25-14	11/28/2025	Officer Conduct	Traffic Crash	Unfounded
25-15	12/13/2025	Officer Conduct	Traffic Crash	Unfounded

PERFORMANCE AUDITS

Body-worn & Vehicle Camera Audits

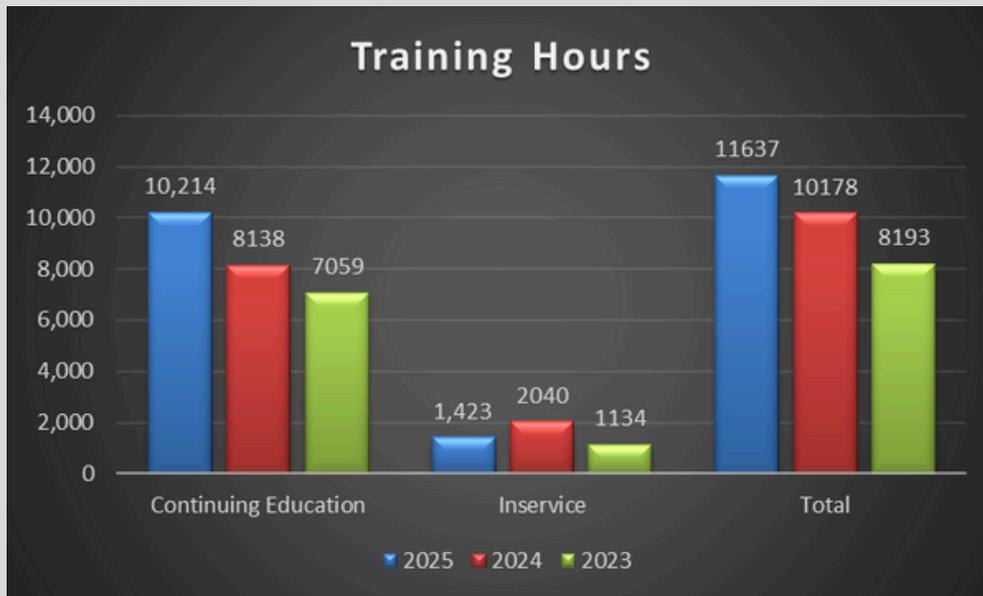
Supervisors have been conducting random camera audits for years, but in 2023, Daphne PD began using a cloud-based database to track them. In previous years, the audits were completed on paper without a central repository. If misconduct is observed, an investigation is conducted. If safety or procedural issues are noted, remedial training is used to coach and correct. Outstanding performance is documented in annual performance evaluations. In 2025, a total of 425 reviews were conducted. The chart below displays the disposition of those reviews by percentage.

2025 Dispositions by percentage



TRAINING & CONTINUING EDUCATION HOURS

Law Enforcement Officers in the State of Alabama receive certifications through the Alabama Peace Officer Standard Training Commission (APOSTC). Currently, the Basic Academy is 560 hours of training and education held over a fourteen week period. In addition to this minimum standards requirement, Daphne Police Officers are required to successfully complete a 600 hour Field Training Program, during which they ride with training officers and are evaluated on their daily performance. APOSTC requires twelve hours of continuing education annually and an annual duty weapon qualification to maintain certification.



The chart depicts both in-service training hours and outsourced educational courses. In-service consists of firearms qualifications, tactics, emergency casualty care, and re-certification on less lethal weapons, such as the Taser. The APOSTC Academy hours are included in these numbers, but Field Training Hours are not.



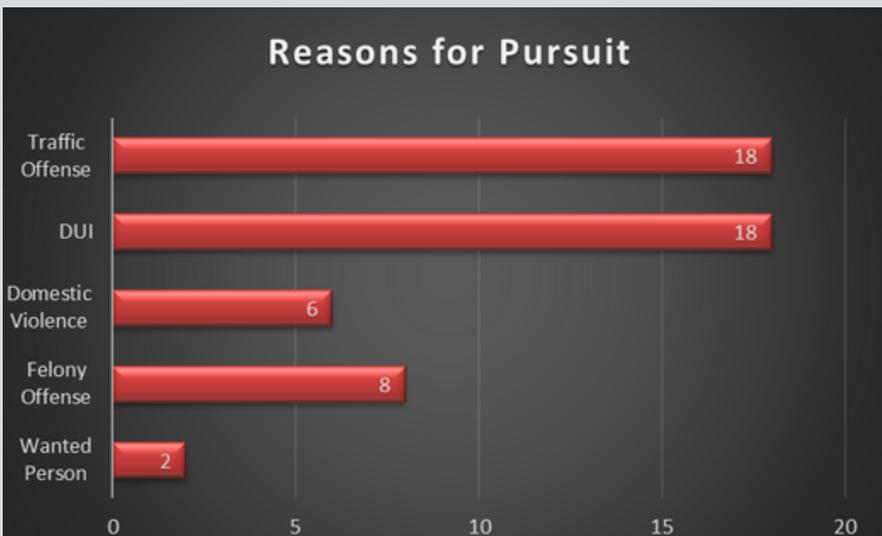
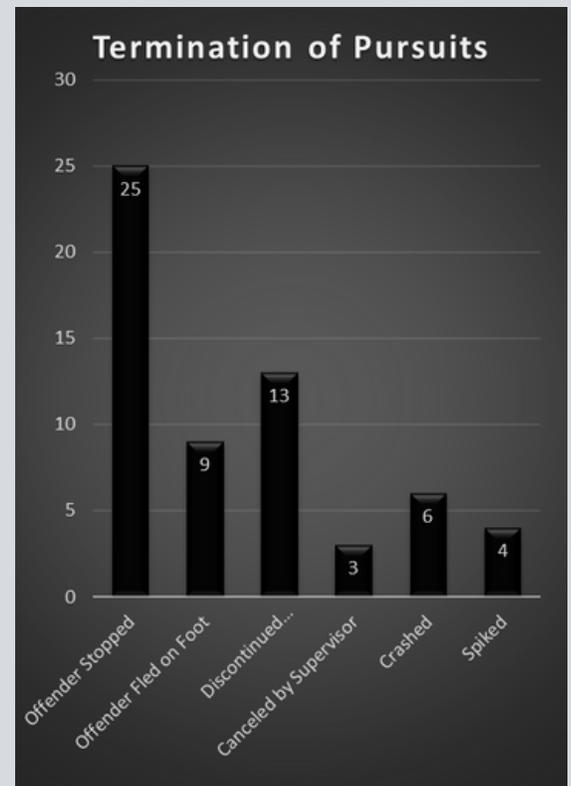
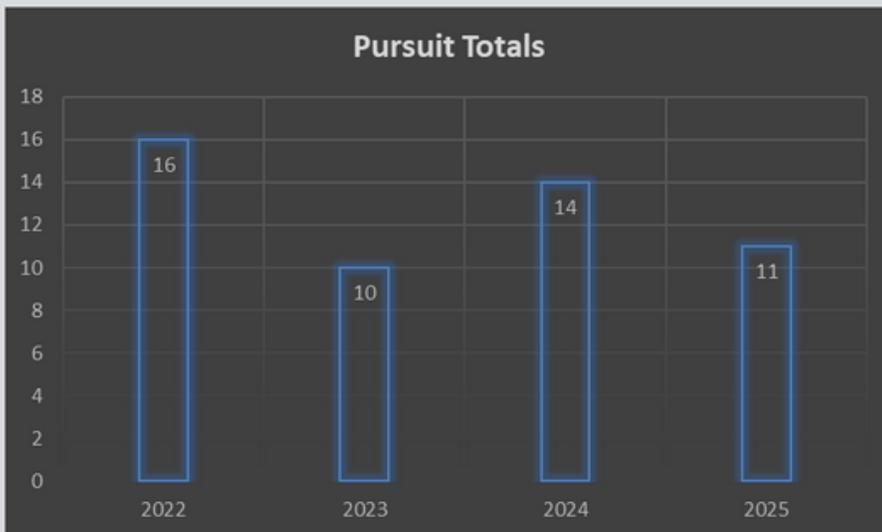
MOTOR VEHICLE PURSUITS

Daphne PD has a restrictive pursuit policy. Officers must provide a reason for the pursuit and weigh the risk to the public against the need for apprehending the suspect. An officer may elect to discontinue a pursuit or a supervisor may cancel one, should the risks be too great.

All pursuits are reviewed by supervisors and command staff to ensure officers acted lawfully and within policy.

Most, about 2 out of 3, pursuits took place between 6 PM and 6 AM, with the majority of those occurring between 12 AM and 4 AM.

Offenders predominantly fell into one or more of three categories: intoxicated, wanted, or had drugs or firearms in the vehicle.

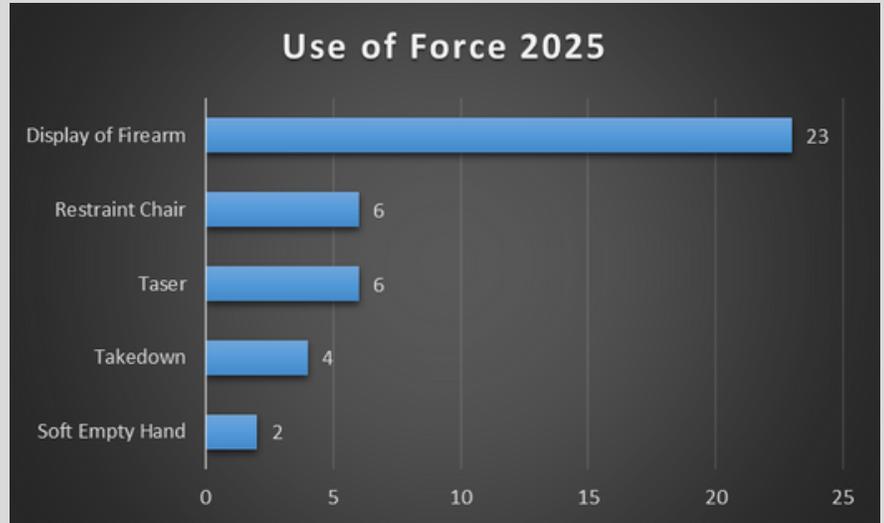


USE OF FORCE

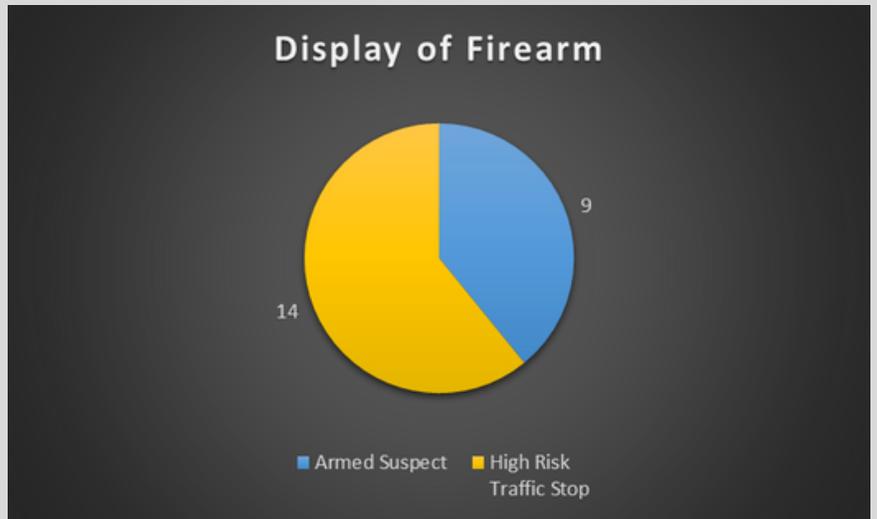
As with complaints and pursuits, the use of force beyond a simple restraint or that results in injury to a suspect or officer is thoroughly investigated to ensure policy and constitutional compliance. Prior to August 2022 Use of Force reports were recorded using paper files assigned to individual employees, with no central depository. We now use a digital reporting system. We also began reporting the display of a firearm and the use of the jail's restraint chair as a use of force.

To be justified in displaying a firearm, an officer must reasonably believe the situation may result in armed or felonious resistance by the suspect or suspects. This may be based on information provided by telecommunications, the nature of the crime, the number of suspects, the environment, presence of bystanders, and the overall totality of circumstances. The two predominant reasons for Daphne PD officers displaying their firearms in 2025 were information that the person they were confronting was armed or believed to be armed and high risk traffic stops.

A traffic stop is considered high risk if the occupants are suspected of having committed a felony offense or if the driver has attempted to elude officers. Suspects are given clear verbal commands during these encounters.



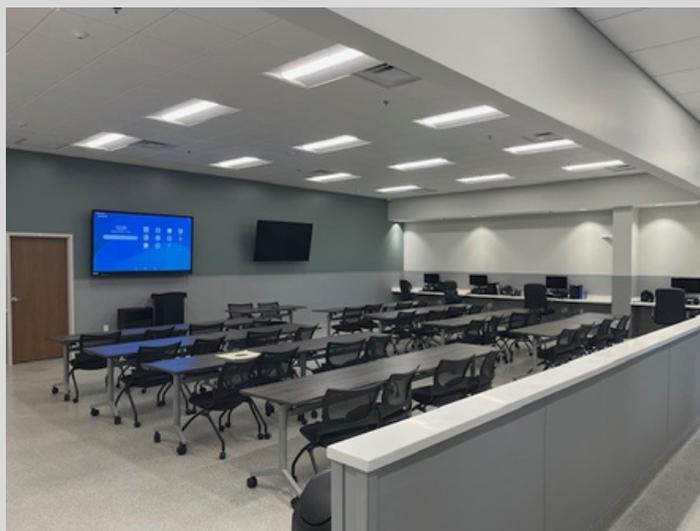
Force was used in .14% of the incidents handled by Officers in 2025. All instances were determined to have been reasonable.



Daphne PD policy requires de-escalation techniques when appropriate and requires officers to intervene if they witness an unnecessary use of force.

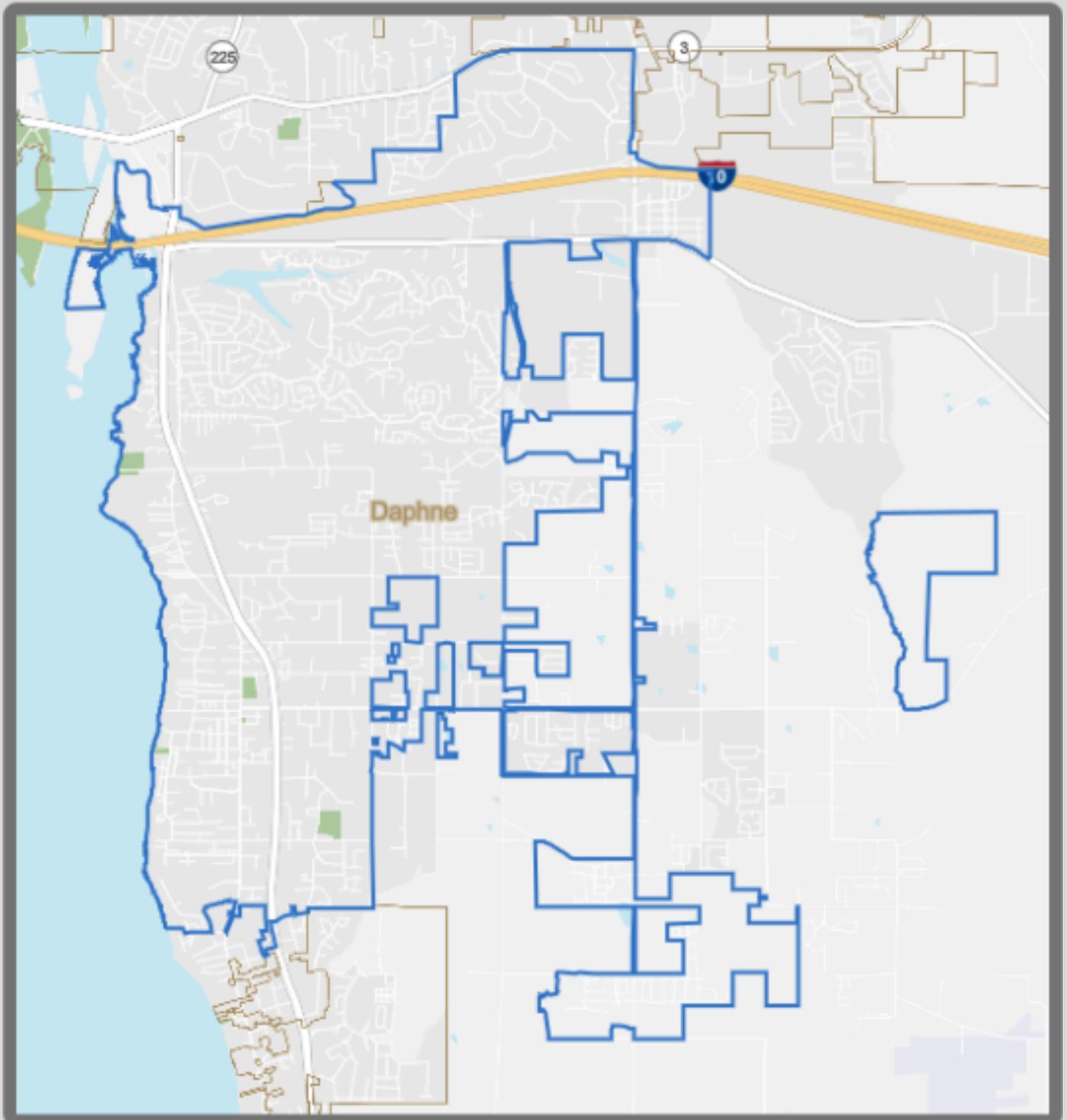
JUSTICE CENTER EXPANSION

In August 2024, construction began on the Justice Center's new Annex, a project that had been in planning for several years. The addition is now home to the Patrol Division, with offices for the Administrative staff and supervisors, a larger area for conducting shift changes and training, a fitness center, a larger evidence/property space, and an evidence processing lab with updated forensic equipment. The Annex is located directly behind the original Justice Center.



CONCLUSION

It is well known that Daphne has experienced substantial growth over the last twenty years and that is reflected in the workload of the Police Department. We remain, however, one of the safest communities in the United States with well below the per capita average of violent and property crimes. The Daphne Police Department is blessed with an outstanding staff who practice the creed "Service Above All" on a daily basis.



BONUS PHOTOS

