

# Shawnee Hills Police Department 2020 Annual Report



Shawnee Hills Police Department

40 W. Reindeer Drive

Shawnee Hills, Ohio 43065

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## Chief's Summary

2020 was, to say the least, a very tough year but our agency continues to move forward while keeping the safety of our community our utmost priority. This year our agency was tested on just about every front. I am personally very proud of every one of our officers who worked long hours under strict guidelines due to COVID. I am also very proud of the decorum of our officers while assisting the City of Columbus with protests; we did not have any negative interactions while we were there. We have an excellent staff and unwavering support from our community, council, and mayor. Our relationship with our community is strong. I attribute this to our transparency and our strict focus on community oriented policing. We have shifted our focus to becoming more visible in our community while strengthening our relationships with our partner agencies. We have added equipment, training, and capabilities that we have never had here in the past and they have produced fantastic results for us.



With strong leadership and a forward looking vision for the department we continued to build upon the foundation that was set in place in the past few years. It is my goal in the coming year to continue to strengthen the trust we have built with the community and our partner agencies. Our focus will continue to be training and challenging our officers to be the best in all that they do.

Entering my sixth year as your Chief of Police I once again renew my promise to the community that we will continue to work with the best interest of the residents and our businesses in mind. This report should be a testament to our dedication to transparency and willingness to be open to community involvement. We remain open to suggestions and innovations that will aid us in delivering the highest level of policing to our community. As I have said countless times, my door is always open to the community and you are welcome to ask questions or share ideas. A police department is only as good as the trust the community has in them.

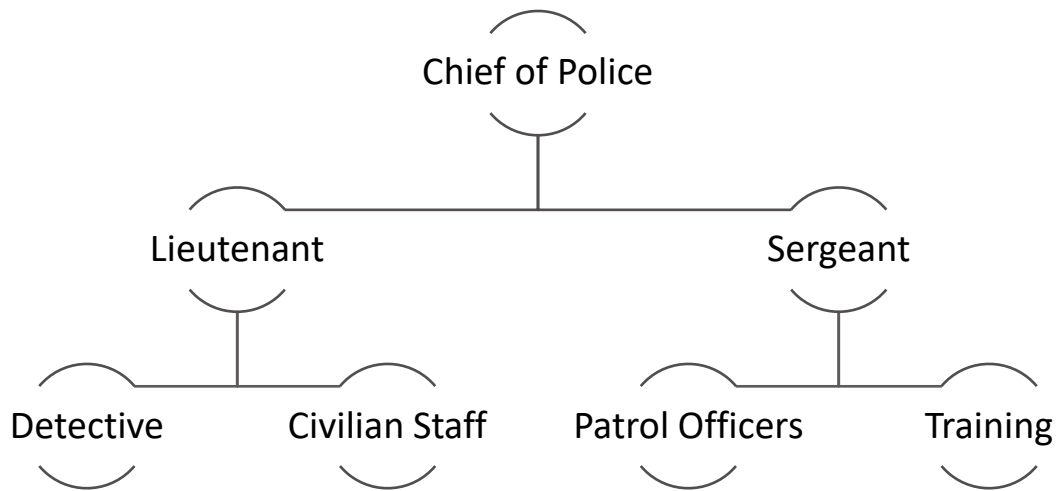


Russell C. Baron

Chief of Police



## Agency Administration



## Supervisor Contact Information

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### **Mission Statement**

It is the mission of the Shawnee Hills Police Department to safeguard the lives and property of the people we serve, to reduce the incidence and fear of crime, and to enhance public safety while working with the community to improve their quality of life. Our mandate is to do so with honor and integrity, while at all times conducting ourselves with the highest ethical standards to maintain public confidence.

### **Code of Ethics**

As a law enforcement officer, my fundamental duty is to serve the community; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation and the peaceful against abuse or disorder; and to respect the constitutional rights of all to liberty, equality and justice.

I will keep my private life unsullied as an example to all and will behave in a manner that does not bring discredit to me or to my agency. I will 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 both in my personal and official life, I will be exemplary in obeying the law and the regulations of my department. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty.

I will never act officiously or permit personal feelings, prejudices, political beliefs, aspirations, 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 abuse 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 police service. I will never engage in acts of corruption or bribery, nor will I condone such acts by other police officers. I will cooperate with all legally authorized agencies and their representatives in the pursuit of justice.

I know that I alone am responsible for my own standard of professional performance and will take every reasonable opportunity to enhance and improve my level of knowledge and competence.

I will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession . . . law enforcement.



## Staffing

### Hiring Process

We contract with a vendor, National Testing Network, to recruit, test, and accept applications on our behalf. As part of our goal to provide a higher level of police service to the community, while being good stewards of the village budget, we will evaluate our processes annually. In November the supervisors met and evaluated the continuation of this contract and have decided to continue using National Testing Network as it has successfully reached a diverse, well qualified applicant pool that we previously were unable to reach. We did see a drastic decrease in the number of applicants/interest in 2019 and this trend continued through 2020; this is partially due to a national decline in police applicants overall. In addition to having to pass a written exam, applicants are required to successfully complete a thorough background investigation, panel interview, polygraph examination, and psychological test.

In 2020 we were successful in passing a 2.5 mill levy. This enabled us to use existing part time staff to fill a vacant full time position, and to adjust our pay slightly to aid in retention. Two part time officers that left our agency in 2019 returned to fill vacant part time positions. The majority of these changes will take effect in 2021. Retaining full time employees will increase the abilities, knowledge, and confidence of our officers, which in turn creates a stronger agency for our community. The purpose of the levy was to fill vacant positions and increase the base rate of pay for our existing officers; no new positions were created or are expected to be created in the near future.

National Testing Network has resulted in the following applicants and hires:

Full Time		Part Time	
Applied	Hired	Applied	Hired
0	0	0	0

\*We did not post any positions for 2020.

### Current Staffing

Full Time- 4	Full Time Male Officers- 4
Part Time- 8	Full Time Female Officers- 0
Auxiliary- 2	Part Time Male Officers- 7
Civilian Volunteers- 3	Part Time Female Officers- 1

Below is the approved staffing numbers and rank structure as defined in our ordinances.

<i>Maximum Staffing Numbers</i>	<i>Current Staffing</i>	<i>Rank Structure</i>	<i>Current Structure</i>
5 Full Time Employees	4 Full Time Employees	1 Chief of Police	1 Chief of Police
9 Part Time Employees	8 Part Time Employees	2 Lieutenants	2 Lieutenants
2 Auxiliary Officers	2 Auxiliary Officers	2 Sergeants	1 Sergeant
3 Non-Sworn Employees	3 Non- Sworn Employees	1 Detective	0 Detective
2 Chaplains	1 Chaplain	10 Officers	8 Officers



## Awards & Recognition

Our 2020 annual departmental awards ceremony was not held due to the COVID-19 Pandemic. The following Officers received awards for their contribution to our department. If you would like to learn more about our awards please contact the police department.

### Officer of the Year

Officer Ryan Campbell was recognized as the Shawnee Hills Police Department 2020 Officer of the Year. He has been with our agency for almost 2 years and he has been one of our most dedicated officers through his availability to assist when needed, and has gone above and beyond while on patrol to maximize visibility through foot patrols of the neighborhoods.

### Appreciation Awards

We would also like to recognize Michael Koren, who has taken the volunteer role of maintaining our computer systems at the police department.

In 2020 we replaced our servers, network, cameras, and door access systems using COVID funding. The Cameras were not functional and the servers were at their end of life. Mike has spent countless hours volunteering his time to build and maintain our computer systems.

#### Advanced Training Award

Lieutenant Erin Cullen  
Sergeant Anthony Larosa  
Officer Mark Proud  
Officer John Gough

#### Achievement Award

Lieutenant Erin Cullen  
Sergeant Anthony Larosa  
Officer Ryan Campbell  
Officer Dorian Martin

#### Outstanding Performance

Sergeant Anthony Larosa

#### Safe Driving (3 Years Accident Free)

Officer Josh Hoar

#### Chief's Award

Officer Dorian Martin



## Financial Information

At the beginning of the year the police department was allocated a budget of \$389,157.25 and we ended the year with a total budget of \$395,536.33. Out of this is our supply/operating budget which includes everything from toilet paper, copy paper, light bulbs, to items such as training, evidence supplies, uniforms, and vehicle maintenance. In 2018, our first year as a full time police agency, the Police Department was budgeted \$48,131 for supplies. In contrast for 2020 we were budgeted \$22,000 to cover these costs. Through the end of 2020 we were re-appropriated COVID Relief money bringing this line to \$26,965.00. Officers did not receive a performance raise for 2019 or any other raise in salary for 2020 due to these cuts, marking the fifth year in a row without any increase in pay.

### Re-Appropriations

Below are some of the re-appropriations for 2020. The re-appropriations are listed below.

- \$11,090.00 Decrease in personal services for insurance
- \$12,281.51 Increase for wages and benefits
- \$6,609.71 Increase for wages and benefits (COVID Relief Fund reimbursement)
- \$6,400.00 Total increase for fuel (\$2,400) and supplies (\$4,000 COVID Relief Fund reimbursement)
- \$3,178.34 Increase in supplies (COVID Relief Fund reimbursement)

### Grants and Other Funds

- We received a total of \$4,000.00 Grant from the National Police Dog Foundation to cover the cost of our K-9 program. Grants and Donations are our sole source of funding for our K-9 program.
- We received several donations for our K-9 program, continuing our promise to fund this without utilizing General Fund monies.

### Expense Reduction

- We utilized state and federal contract pricing for the purchase of equipment, computers, uniforms, etc.
- We utilized state and federal surplus for free or reduced cost equipment.
- We continue to monitor overtime and holiday hours by utilizing part time employees.
- Re-Issue equipment to new officers to reduce uniform expenses due to turn-over.
- We no longer issue officers uniform allowances. Uniforms and equipment will be given as needed.
- Utilizing part time staffing on holidays and during vacations to reduce the need for overtime.
- We added a \$35 vehicle release fee. Towing vehicles and processing the paperwork for them is time consuming. This allows us to recoup our loss.



## Equipment

Each year we conduct an inventory and review of all of the equipment owned by our agency. We identified equipment that needed replaced immediately as well as projected replacement dates for other equipment. We then prioritized our equipment “needs” vs. “wants” to develop a replacement plan. We utilized trained personnel to be able to maintain certain equipment without having to pay an external vendor. By leveraging state and federal pricing contracts we are able to use public monies more efficiently. The budget was extremely tight in 2020; we did not make any large purchases outside of funding directly relating to the COVID-19 Pandemic.

### Larger purchases we had in 2020 were as follows:

- Replaced in car radios that were no longer functioning. This was a planned expense. We began saving for this in an equipment replacement fund a few years ago.

### Some items we obtained at little or no cost to the village

- 10 Hand- held radios were replaced and issued to our agency by Delaware County 911.
- Replacement server and network equipment was purchased using COVID funding. This enhanced our ability to attend training, meetings, or work remotely during the pandemic.
- Surveillance Cameras at the police department were not functioning; these were replaced as part of the new server project.

### Items that will need to be replaced or added within the next two years

- We have an extremely pressing need to add a fourth patrol vehicle. Our existing vehicles are running every day; one car is assigned to two shifts five days a week.
- Two Tasers will need to be replaced, we had four of them expire this year and stop working, and they were well outside of the warranty.
- Our body cameras were in their last year of their four year warranty in 2019. We repaired some of the cameras but the temporary repairs were costly and did not last. We are now operating outside of the manufacturer warranty and many cameras have failed. We tried to make repairs to them early in the year and they lasted until mid-summer. Recordings are still happening but are not reliable and every contact is no longer being recorded, as was the intention of the body worn camera program.



## Policies and Procedures

We contract with Lexipol LLC, a public safety risk management company to manage our policies and procedures. Lexipol provides us with proven policies based off of state and federal law as well as law enforcement best practices. These policies are backed by legal representation that will provide assistance to our agency if needed. This contract keeps us on the cutting edge of new legislation and best practices without the expense and time of having an administrator dedicated to research.

Lexipol also provides us with “Daily Training Bulletins” that the officers have to complete. These training bulletins test the officers knowledge of policies, and “high risk, low frequency” events; such as uses of force and serious crimes. This is available to us online, on our server, and via a cell phone application, making it truly available to our officers at all times. Lexipol has been one of our best administrative improvements that we have made.



## Ohio Collaborative Community-Police Relations Certification

In 2016 we received collaborative certification for our policies and practices relating to hiring, recruiting, use of force, use of deadly force, and bias free policing. Our agency was able to gain this certification by submitting annual compliance documentation such as policies, policy acknowledgement logs, training, and departmental review documents. In 2017 we recertified the previous standards as well as the standards for body worn cameras and community engagement. In 2020 we maintained all previous standards and met the new standard relating to vehicle pursuits.

In 2020 all police agencies were required to comply with a Presidential Executive Order that banned chokeholds outside of a deadly force situation. Our agency easily complied with this requirement as this has been our practice for many years.



2020 Self-Initiated Activity Demographics				
Race	Sex	Stopped	Warned	Cited
Caucasian	M	116	85	31
Caucasian	F	70	58	12
Black	M	15	11	4
Black	F	4	4	0
Hispanic	M	2	0	2
Hispanic	F	2	0	2
Asian	M	3	2	1
Asian	F	4	4	0
All Other	M	2	1	1
All Other	F	3	1	2



## Use of Force Review

In 2020 our agency did not have a use of force.

## Pursuit Review

**Pursuit Review:** Our agency was not involved in any vehicle pursuits in 2020.

**Foot Pursuit Review:** Our agency was not involved in any foot pursuits in 2020.

On December 3, 2020 a review of this agencies pursuit and use of force policies was conducted by supervisors and agency instructors. Our policies are current with all laws and best practices, including the Ohio Collaborative Standards and the Presidential Executive Order banning choke holds.



## Community Relations

As part of our commitment to engage and educate the community our officers routinely attend public events, give presentations, or sponsor events. Unfortunately, due to the COVID-19 Pandemic our opportunities to do so were extremely limited. Below is a complete list of events we attended or hosted.

- Click it or Ticket Kickoff Event
- Drive Sober Kickoff Event
- Shop With A Cop
- Multiple Boy & Girl Scout Events
- Shawnee Hills Veterans Day Ceremony
- Oxford School Safety Week (Parade)
- Light Ohio Blue, Operation Santa's Sleigh



### Fun Fact!

We collected 180 pounds of pills in our Prescription Drug Drop Box this year! This free service is available 24/7 in our lobby!



Photo from 2019



Photo from 2019



## Patrol Operations

Officers respond to calls for service 24 hours a day, every day. Below is a statistical breakdown of reports and enforcement actions taken by our officers while on patrol within the Village. The Covid-19 Pandemic related business and court shut downs, severely limited self-initiated enforcement efforts for 2020. For the majority of 2020 we operated on an “emergency only enforcement” strategy targeting traffic violations that impacted life or property safety. Additionally, enforcement was limited because our courts could not process a significant case load due to closures and we wanted to limit the exposure of our officers to the public.

Nature	2019	2020	% + or -
Business Checks	14,144	17,154	+21%
House Checks	809	465	-42%
Calls to Service	890	769	-13%
Assist other Agencies	251	181	-27%
Traffic Stops	338	221	-35%
Traffic Charges Filed	101	55	-45%
Traffic Warnings Issued	212	166	-22%
Criminal Charges Filed	34	21	-12%
K-9 Use	23	26	+13%
Traffic Crashes	10	14	+40%
Alarm Calls / Open Building	24	15	-37%
Alcohol Offenses	2	7	+250%
Domestic Incidents	23	27	+17%
Animal Complaints	8	9	+12%
Total Reports Taken	319	275	-13%
Total Call Entries	1,496	1,057	-29%



In addition to patrolling the Village, our officers carried out a number of functions to include the following:

- Vehicle lockouts
- Emergency vehicle jump starts
- Vacation house checks
- Act as a first responder for all fire/medical calls
- Attend public relations events



## Investigative Operations

The Shawnee Hills Police Department investigates all crimes reported to our agency. Typically an investigation starts as a dispatched call to a uniformed officer and will evolve into a larger situation. Should a situation evolve to a point that is outside of the means of our agency we have a relationship with the Ohio Bureau of Criminal Investigations who will step in and provide support and assistance to our detective, while we maintain control of the case. Throughout the year we receive tips and referrals from county and state agencies. These referrals are usually related to domestic situations or related to the well-being of children. Our detective retired in 2020, so this position is now vacant and funding is not available to fill it. Having a dedicated detective would be an asset to our agency's ability to handle these situations as well as return our officers quickly to a patrol function.



2020 Investigative Operation Statistics	
Employment Backgrounds	1
Felony Investigations	16
Outside Agency Referrals	3
Arrest Warrants Executed	3
Search Warrants Executed	2

Below is a listing of the more serious incidents that our agency has responded to this year. Throughout the year our officers responded to various calls outside of our jurisdiction that includes violent crimes, burglaries, alarm calls, and mental health crisis; these statistics are not reflected here. We also stopped taking reports for minor calls that did not result in action taken by an officer unless there was an expressed need to document the call.

Nature	2019	2020	% + or - Change
Assault / Fight	5	4	-20%
Sex Offenses	1	1	No Change
Burglary / Breaking and Entering	2	3	+50%
Narcotics	2	4	+100%
Theft	13	14	+8%
Mental Health Crisis / Suicide Attempt	10	22	+120%
Missing Person	2	2	No Change
Harassment / Threats	3	12	+300%



## Canine Operations

In 2019 we added K-9 Havoc to our agency, a first for the Shawnee Hills Police Department. Havoc was donated to our agency by Final Response K-9. Funding for the K-9 program has entirely relied upon donations and fundraisers; no money for this program has come from the Police Department budget. Havoc is certified through the State of Ohio as a dual purpose K-9, both patrol and narcotics. He is trained in tracking, building searches, handler protection, apprehension, and narcotics. Havoc is not only a well-loved member of our department he has helped us greatly expand our capabilities!



K-9 Use Statistics	
K-9 Tracking Deployments (Criminal)	2
K-9 Tracking Deployments (Missing Person)	3
K-9 Narcotics Related Deployments	10
K-9 Public Relations Events	9
K-9 High Risk Deployments (Arrest/Search Warrant)	1
Mutual Aid Deployments	10
Arrests (Within the Village)	8



## Special Operations

As part of our ability to provide an excellent level of service to our community we have to ensure that our officers are highly trained and have access to resources that the village may not have on hand. One of the best ways to tap into these resources is to collaborate with our partner agencies. This is the third year that our agency has participated in multi-jurisdictional initiatives on a permanent basis. Our agency has on staff a Crisis (hostage) negotiator who is certified through the State of Ohio and the FBI.



Additionally, we have an officer that is highly trained in missing and abducted children investigations/searches and is the Executive Commander of the Delaware County Missing/Abducted Child Response Team.

Below is a list of the multi-jurisdictional teams that our officers participate with:

- Delaware County Child Abduction Response Team
- Delaware County Crisis Negotiation Team
- Delaware County Emergency Management Executive Board
- Drug Free Delaware Access & Availability Committee
- Delaware County Safe Communities Board
- Delaware County Criminal Justice Association

If you would like more information regarding a specific team or committee we participate with please contact the police department and we would be happy to discuss it with you.



2020 Special Operations Missions	
Team	Missions
Abducted / Missing Child Response Team	6
Crisis Negotiation Team	20
Sexual Assault Response Team	0
Supervisor Call-In	12



## Evidence / Crime Scene

One of the most important administrative functions we have as a police department is to secure and protect the integrity of evidence. Evidence is handled by the officers in a secured designated area only. The evidence is then placed into a locker that is attached to the evidence room, and once inside the only person that can remove it is the evidence manager. Evidence is tracked from the time an officer touches it until it is either returned or destroyed. In addition to in-house evidence handling, we have a trailer that can serve as an on-scene command post, it carries equipment to process a crime scene, package evidence, and temporarily secure evidence. The trailer is also utilized by the Missing and Abducted Child Response Team to house equipment and respond to a missing child incident. All related equipment was of no cost to the Village of Shawnee Hills.

### Evidence Audit

- Annually an evidence audit is completed by the evidence manager. This was done and was found to be in compliance with policies and all property was accounted for.
- Twice annually a random selection audit is performed by an officer that has no affiliation with the evidence room. The evidence room was found to be in compliance with policies and all property was accounted for.

### Steps Taken to Enhance Integrity and Organization

- A camera was installed inside of the evidence room for security.
- Key-Card entry was installed to log every time the door is opened, and by whom.
- It was recommended that we explore a computerized evidence management system to securely maintain all chain of custody, laboratory reports, and evidence information. Currently this is all done via paper and stored within a case file and does not integrate with laboratory/court tracking systems.



## Department Training

The largest part of providing the best level of service we can to our residents is training. Our officers need to constantly train and challenge themselves to learn new things. We have a large focus on mental health and crisis training. All of our paid officers have completed Crisis Intervention Training (CIT). We are a small community but we deal with the same issues larger cities do. It is our duty to equip our officers with the tools and knowledge to handle the worst imaginable situation and hope it does not happen. We ensure that we equip officers with a variety of different skills within the department.

When an officer attends a class he/she is tasked with the responsibility of passing on what they learned to the other officers. This allows us to send one officer to a class and it benefits the entire department.

### Training Classes Attended

Officers also train in a classroom setting at various institutions all over the country. Classroom training was stopped in 2020 due to COVID-19 but our officers still had to train! Virtual training and pre-recorded courses made up the majority of our training this year. Below are some of the topics that our officers attended in 2020.

Public Records Training	K-9 Ongoing Training	4 Hour Taser Refresher Course
Missing Children Investigations	Companion Animal Training	Procedural Justice
Public Safety Collaboration	Law Enforcement Response to Autism	Legal Updates
Patrol Response to Missing Kids	Crisis Negotiations	AED / CPR
CART Team Command Certification	Ethics and Professionalism	Reality Based Perishable Skills
Critical Injury First Aid	Crisis De-Escalation Training	Leadership in Troubling Times
FEMA Funding	Evidence Management	28 CFR Part 23 Training



Photo from 2019



## 2020 In-Service Training

Every year, all officers across the state are required to take mandatory training as designated by the Ohio Peace Officer's Training Commission and the Ohio Attorney General. For 2020 the State of Ohio did not have funding for mandatory training but they did release a list of suggested training, which we added into our annual training schedules.

All officers are required to complete Daily Training Bulletins via Lexipol. Every day of the month officers received a scenario and had to answer questions based off of our policies and procedures; these are typically related to high risk, low frequency events. Lexipol tracks these Daily Training Bulletins and every officer completes over 300 training scenarios throughout the year.

In addition to the below listed training all officers had access to monthly firearms range training. These trainings are structured with two instructors. Officers must attend three firearms trainings each year, in addition to the annual qualification.

- Legal updates (i.e., case law, legislative changes)
- Community-police relationships (e.g., implicit bias, procedural justice, community diversity, agency transparency, generational issues)
- Mental health and crisis de-escalation
- Refresher training for perishable skills in a reality-based training environment
- Use of force policy review
- Traffic stops and approaches



## COVID-19 Pandemic Operations

When the state of emergency was announced by Governor DeWine we established an Emergency Operations Center (EOC) within the police department. The EOC was staffed Monday-Friday from 8:00 am to 6:00 pm initially, and then tapered down to an “as needed” basis throughout the remainder of the state of emergency. The purpose of the EOC was to locate, acquire, issue, track resources, create training related to PPE and the COVID-19 Pandemic, and to create policy relating to equipment and the COVID-19 Pandemic. Our agency maintained logs and compliance documents for FEMA related funding. One supervisor monitored the situation and relayed information as needed over the weekends. Staffing consisted of the following:

- Incident Command
- Logistics
- Finance

### Additional Responsibilities

- Staff attended daily briefings from the Delaware General Health District.
- Watched daily briefings from Governor DeWine to interpret and disseminate any new DOH orders to staff.
- Staff attended a law enforcement specific meeting once a week.
- Staff received daily reports from the Delaware County EMA, and Ohio EMA
- Filtered information in and out to the community or staff members
- Reviewed daily quarantine lists and disseminated information to staff as deemed appropriate.
- Researched and purchased PPE as needed, tracked usage and issued this to staff as needed.
- Created department policy and affiliated training for staff.
- Created or disseminated COVID-19 related training to staff.
- Tracked incidents, tracked quarantined residents, reports, and complaints regarding COVID-19 or DOH orders.



### Community Information

- Information regarding government operations or building restrictions were broadcasted on the Village of Shawnee Hills website, [www.shawneehillsoh.org](http://www.shawneehillsoh.org).
- The Shawnee Hills Police Twitter and Facebook accounts were used to broadcast Village related information to the community.
- The Shawnee Hills Police Twitter and Facebook accounts were also utilized to share COVID-19 related information from verified sources such as the Ohio Department of Health and the Delaware General Health District.



The Village of Shawnee Hills and its Police Department learned a great deal from the COVID-19 Pandemic. Our ability to adjust operations while continuing to providing essential services was tested and proven to work. The Village Emergency Operations Plan was utilized and was effective in establishing roles throughout the incident.

Strong partnerships with neighboring police, fire, Ems jurisdictions and with the support of the Delaware County Emergency Management Agency and the Delaware General Health District were essential to our success during this incident.



## 2021 Goals

Our main goal for 2021 is to continue our commitment to the community that we will provide a superior level of policing while at the same time remaining fiscally responsible. While we keep this goal in mind there are other projects and goals that we are looking forward to that are listed below.

- Work with council and the Mayor to pass and maintain a budget using the approved levy funding that is responsible and allows the police department to operate efficiently.
- We will continue to monitor the COVID-19 pandemic with our partner agencies to ensure the safety of our residents and staff.
- Enhance our visibility and approachability in the neighborhoods through routine bicycle and walking patrols.
- Continuing our work towards accreditations and agency accommodations which lends to our credibility and shows our community and surrounding communities that our agency is professional and in line with current standards.
- Continue to reduce traffic crashes and crime through directed patrols and enforcement.
- Continue to enhance our readiness and our abilities to handle larger scale incidents in our community.
- We hope to get back to hosting and attending public outreach events.
- Further our relationships with partner agencies through collaborative efforts.

