

Shawnee Hills Police Department 2017 Annual Report



Shawnee Hills Police Department

40 W. Reindeer Drive

Shawnee Hills, Ohio 43065

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Chief's Summary

I have never been more proud to be part of an organization than I am with the Shawnee Hills Police Department. We have an excellent staff and unwavering support from our community, council, and mayor. Despite issues nationwide between law enforcement and their communities, our relationship with our community is strong. I attribute this to our transparency and our strict focus on community oriented policing.

2017 was a “building” year for us as we enhanced the operability of the police building and restructured our staff. With strong leadership and a forward vision for the department we continued to build upon the foundation that was set in place in 2016. It is my goal in the coming year to continue to foster the great relationship and strengthen the trust we have built with the community. Our focus will continue to be training and challenging our officers to be the best in all that they do.



I renew my promise to the community that we will continue to work with the best interest of the residents and our businesses in mind. We remain open to suggestions and innovations that will aid us in delivering the highest level of policing to our community.

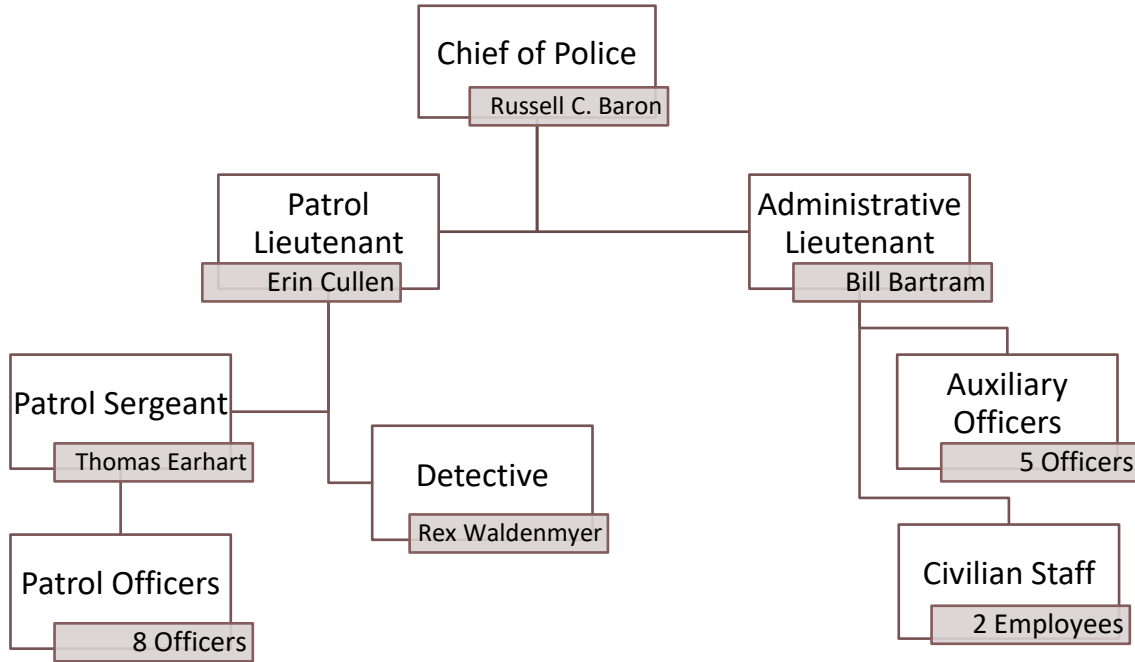
A handwritten signature in black ink, appearing to read "R. Baron". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

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.



Statistics

Officers take 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. Please note that when it comes to traffic stops, warnings, and citations that one driver may have been issued multiple charges or it may have been concluded by another means such as a report or a criminal arrest.

Nature	2016	2017
Business Checks	5,193	8,795
House Checks	842	982
Assist Citizens	991	1,639
Calls to Service	186	437
Assist Other Agencies	51	171
Traffic Stops	838	1,043
Traffic Charges Filed	277	459
Traffic Warnings Issued	364	608
Criminal Charges Filed	44	64
Total Call Entries	Not Available	1,404



Crime Statistics

Below are the statistics of incidents that occurred within the village limits. Throughout the year our officers responded to various calls outside of our jurisdiction that include, violent crimes, burglaries, alarm calls, and mental health crisis; these statistics are not reflected here.

Nature	2016	2017
Violent Crime	2	2
Sex Offenses	0	0
Burglary	3	3
Narcotics	10	5
Alcohol Offenses	13	6
Theft	5	17
Domestic Incidents	7	7
Mental Health Crisis	10	6
Animal Complaints	10	12
Traffic Crashes	10	18
Alarm Calls	15	24
Harassment / Threats	7	20



Financial Responsibility

At the beginning of the year the police department was allocated a budget of \$304,058.00 and we ended the year with a total budget of \$388,034.61 due to re-appropriations.

Re-Appropriations

We had five re-appropriations for 2017. The largest was the building renovations, which was an expected project for 2017. Some of the funds from the building project were taken from revenue generated by the police department in the form of Continued Professional Training and the Drug Law Enforcement Fund. The re-appropriations are listed below.

- \$2,000.00 used to purchase equipment for a new full time officer.
- \$53,000.00 for renovations to the police building
- \$1,336.34 re-appropriated for employee benefits and contractual services
- \$9,100 for additional items needed for the renovations to the police building
- \$18,540.27 for salaries and wages, employee benefits, the purchase of a speed sign, and to replace three Tasers that had exceeded their lifespan.

Grants and Other Funds

- We received \$4,020 for completing continued professional training from the Attorney General's Office.
- We received \$311.97 from the Department of Justice Body Armor Grant
- We received a \$30,000.00 equipment grant from the Ohio Bureau of Criminal Investigation for the purchase of a LiveScan Digital Fingerprint Machine.

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.



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. Leveraging state and federal pricing contracts we are able to use public monies more efficiently.

Some other major purchases we had in 2017 were as follows:

- Training tables and chairs
- Replaced 1 Dell office PC
- Replaced an aging shotgun
- Purchased 9 Glock pistols, most of the officers are now issued a firearm.
- Two electronic speed monitoring and awareness signs
- Replaced 3 expired Tasers

The technology items and the vehicle listed above have a lifespan of approximately 5 years. Firearms will last at least 10 years before we look to replace them.

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

- Livescan Fingerprint machine (\$30,000.00) for criminal fingerprints. The village paid \$2,500 for a second license to extend this program to the community for employers.
- Replacement cameras for the automated license plate reader (\$15,000.00)



Administrative Review

In 2016 we contracted 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 up by legal representation that will provide assistance to our agency if needed. 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. It was our decision to renew the contract as it has enhanced our professionalism and kept our officers up to date with training, policies, and best practices.



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 2018 we will be looking forward to another on-site review by the board and to gain compliance with any forthcoming standards. This is important to us as the guidelines that are being implemented by the board represent the current need of the community we police.



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. It is our joint opinion that we are receiving better candidates than with our previous recruitment methods, which in turn mean lower risk and liability for the village.

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.

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

Full Time		Part Time		Auxiliary	
Applied	Hired	Applied	Hired	Applied	Hired
0	0	1	1	9	4

Current Staffing

Full Time- 5	Full Time Male Officers- 4
Part Time- 4	Full Time Female Officers- 1
Auxiliary- 5	Part Time Male Officers- 2
Civilian Employees- 2	Part Time Female Officers- 1

We have worked closely with the Village Solicitor and Safety Committee to create legislation to ensure that the changes we have put in place remain in effect until it is justified to council to alter our staffing and rank structure. Below is the staffing numbers and rank structure as defined in our ordinances.

Maximum Staffing Numbers

5 Full Time Employees
 5 Part Time Employees
 6 Auxiliary Officers
 3 Non-Sworn Employees
 2 Chaplains

Rank Structure

1 Chief of Police
 2 Lieutenants
 2 Sergeants
 1 Detectives
 10 Officers



Use of Force Review

In 2017 our officers had one physical use of force that was limited to controlling a suspect that was resisting being handcuffed and placed in a vehicle, during which the officer was assaulted during the process of the arrest. The officer applied minimal force that resulted in no harm coming to the suspect.

No officer took an action that resulted in the injury or death of another person.

No officer applied force using lethal or less-than-lethal weapons.

Every officer of the Shawnee Hills Police Department received quarterly firearm and response to resistance training. We hosted a force on force training day that trained our officers to deal with an active shooter situation. Every officer qualified successfully with their duty weapons and less-than-lethal tools.

Our officers attended a four hour in-service course relating to defensive tactics and defense from attacks. This was hosted by the Delaware County Area Career Center and the Delaware County Sheriff's Office.

Pursuit Review

Pursuit Review: Officers were not involved in any vehicle pursuits for 2017.

Foot Pursuit Review: Officers were not involved in foot pursuits for 2017.



Community Involvement

Our Officers attended several events in 2017 as part of our plan to engage and educate the community. Below is a complete list of events we attended or hosted.

- Trick or Treat Tailgate
- Westerville Cops and Kids Day
- Delaware First Friday Safety Event
- Click it or Ticket Kickoff Event
- Drive Sober Kickoff Event
- Delaware County Traffic Crash Fatality Memorial
- National Law Enforcement Officers Memorial
- Ohio Law Enforcement Officers Memorial
- Shop With A Cop
- Breakfast With Santa
- Concord Township 9/11 Ceremony
- National Drug Take-Back Day
- Multiple Boy & Girl Scout Events
- Annual Police vs. Fire Softball Game
- Concord Township Safety Day
- Coffee In the Park
- Shawnee Hills Veterans Day Ceremony



Fun Fact!

We have collected over 275 pounds of pills in our Prescription Drug Drop Box this year! Beating last year's total yet again!



Multi-Jurisdictional Involvement

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 first year that our agency has participated in multi-jurisdictional initiatives on a permanent basis. 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 Sexual Assault Response Team
- Delaware County Law Enforcement Executives Board
- Delaware County Criminal Justice Association
- Delaware County Emergency Management Executive Board
- Drug Free Delaware Access & Availability Committee
- Delaware County Safe Communities Board
- Delaware County Criminal Justice Association
- FBI Joint Terrorism Task Force Briefings



If you would like more information regarding a specific team or board we participate with please contact the police department.



2017 Multi- Jurisdictional Team Involvement	
Team	Missions
Child Abduction Response Team	1
Crisis Negotiation Team	13
Sexual Assault Response Team	0



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 as these are our most common occurrences. In fact, all of our paid officers have completed Crisis Intervention Training (CIT). We are a small community with little crime but we have to prepare and equip our officers with the tools and knowledge to handle the worst imaginable situation so we make sure to have 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

All officers are required to complete Daily Training Bulletins via Lexipol. Every day of the month all officers received a scenario and had to answer questions based off of our policies and procedures. This was tracked monthly via an online program, and had an officer failed to complete the training he/she would have been removed from duty until they were completed, fortunately this did not happen. Below are some of the classes attended by our officers this year.

Employment Legal Risk and Liability	DHS Insider Threat Training	Crisis Intervention (CIT) Training
FBI Hostage Negotiator School	Law Enforcement Response to Autism Training	4 Hour Taser Refresher Course
AED / CPR / First Aid Re-Certification	Drug Task Force Department In-Serviced	Critical Incident Stress Management
Death Notification Training	1033 Surplus Program Training	Driving Simulator Training
Shooting Simulator Training	Child Abduction Response	Critical Injury First Aid
Active Shooter Event Response	Companion Animal Training	Homemade Explosives Awareness
Complexities of Tactical Command	Policing Culturally Diverse Communities	Crime Scene Investigation
Crisis Conflict Management	Marijuana Identification Expert	Critical Incident Management
Critical Incident Deployment	Opioid Investigation	Hazardous Drug Evidence
Child Safety Seat Inspection	Traffic Stops and Approaches	Evidence Handling



Department Training Continued

2017 Continuing Professional 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. The State of Ohio reimburses departments for this training; we were awarded \$4,020.0 for 2017. This year we were required to take 20 hours of designated training, they are as follows:

- 6 Hours of Trauma Informed Policing
- 4 Hours of Practical Application of Force
- 4 Hours of Procedural Justice and Police Legitimacy
- 2 Hours of Legal Updates
- 4 Hours of General Law Enforcement Training

Officers attended Debriefs and "lessons learned" on the following national incidents:

- Washington Navy Yard Shooting
- San Bernardino Shooting
- Aurora Colorado Theatre Attack
- Chardon High School Shooting
- Dallas Police Department Shooting
- Orlando Pulse Night Club Shooting
- Boston Marathon Bombing
- Washington DC. Shooter
- Oregon Malheur National Wildlife Refuge Standoff
- Columbine High School Shooting



Awards & Recognition

On December 9, 2017 we hosted our annual departmental awards ceremony. The following Officers received awards for their contribution to our department.

Officer of the Year

The 2017 Officer of the Year award was awarded to Detective Rexford Waldenmyer. Hired in 2015, Detective Waldenmyer has over 30 years of law enforcement service and has been an invaluable member of our agency.

Being our agencies sole detective he has handled or assisted with dozens of felony arrests with a success rate of over 90%. The Village of Shawnee Hills is a safer place to live, work, and play thanks to Detective Waldenmyer.

Appreciation Awards

We would like to recognize the dedication of Chaplain Bill Clark. He has been a great asset to our community and our officers during times of need. We do not utilize our chaplain often but when we do he exceeds our expectations.

We would also like to recognize Michael Koren, who has taken the volunteer role of upgrading and maintaining our computer systems at the police department. Mike has spent countless hours working on and maintaining our systems.

Firearms Commendation

Lieutenant Erin Cullen
Sergeant Bill Bartram
Officer Corey Black
Officer Scott Emch
Officer Kyle Douglass
Officer Jeremy Amick

Training Award

Lieutenant Erin Cullen
Sergeant Thomas Earhart
Officer Jeremy Amick
Officer Linda Goetz
Detective Rex Waldenmyer

Safe Driving Award

Lieutenant Erin Cullen
Sergeant Doug Devore
Sergeant Bill Bartram
Officer Kathleen Antalocy
Officer Jeremy Amick

Outstanding Performance

Officer Kathleen Antalocy

Achievement Award

Sergeant Tom Earhart
Detective Rex Waldenmyer
Officer Linda Goetz
Officer Jeremy Amick
Officer Corey Black

Instructor Award

Officer Jeremy Amick
Officer Linda Goetz

Lifesaving Award

Officer Jeremy Amick

Special Service Commendation

Lieutenant Erin Cullen
Officer Jeremy Amick



2018 Goals

Our goals for 2018 are to continue our commitment to the community that we will provide a superior level of policing while at the same time remaining fiscally responsible. We made several changes throughout 2017 that will allow us to reach our goals more efficiently and operate smoothly.

With the passage of the additional full time position we will be able to provide a 24/7 police coverage for the village. Looking back just 5 years ago we were only able to cover about 50% of the week. By adding the full time position we will be able to utilize our part time hours to provide overlapping coverage during times that we are usually busy so that during those times an officer should be available if needed. The village is growing and we are ready to meet any challenges that may arise.

2018 Projects and Goals

- We are going to explore ways to enhance our visibility in the community and relieve patrol officers of some administrative functions.
- We are going to continue our focus on training, with the new facility we are able to host training to lower some of the costs associated with sending officer elsewhere.
- Grant research will be directed towards funding technology and upgrading radios.
- Reduce traffic crashes and crime through directed patrols and enforcement.
- Continue building our relationships with partner agencies through collaborative efforts.

