

Shawnee Hills Police Department 2016 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 our rocky start to the year and national anti-police rhetoric. This was a tough year for law enforcement around the country and our agency has felt very little of the negativity. I attribute this to our strict focus on community oriented policing and our transparency as an agency.

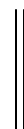


2016 has been a year of change for our police department. With new leadership and a forward vision for the department we laid a solid foundation to build upon in the coming years. It is my goal in the coming year to continue to foster the great relationship and strengthen the trust we have built with the community. Our focus will shift from policy and equipment to training and challenging our officers to become better in all that they do.

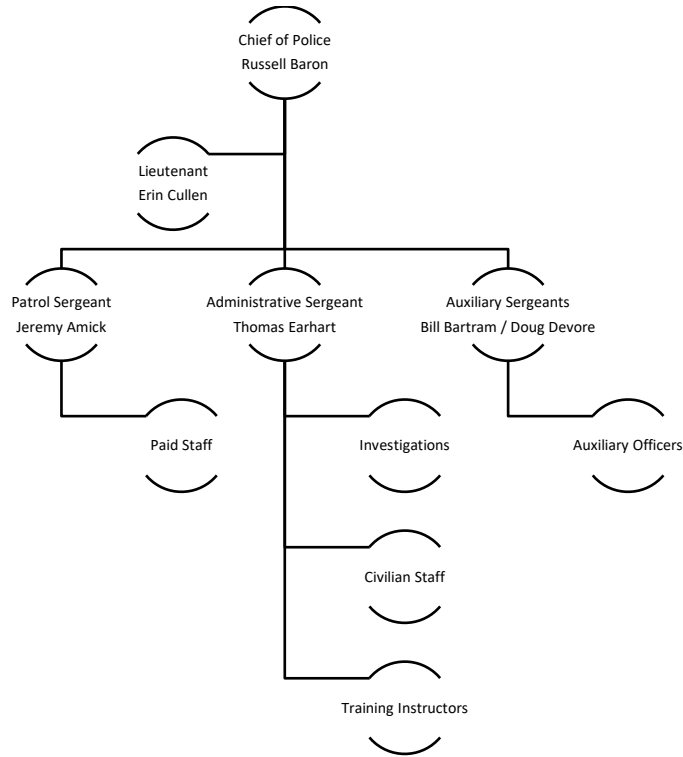
I renew my promise to the community that we will continue to work with the best interest of the residents and our businesses in mind. We remain open to suggestions and innovations that will aid us in delivering the highest level of policing to our community.

A handwritten signature in black ink, appearing to read 'R. Baron'.

Chief Russell C. Baron
Chief of Police



Agency Administration



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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.

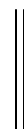
I will keep my private life unsullied as an example to all and will behave in a manner that does not bring discredit to me or to my agency. I will maintain courageous calm in the face of danger, scorn or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought 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.



Statistics

Officers take calls for service 24 hours a day, the majority of week. The Delaware County Sheriff's Office protects our community in our absence. Below is a statistical breakdown of reports and enforcement actions taken by our officers while on patrol within the village.

Nature	2016
Business Checks	5,193
House Checks	842
Assist Citizens	991
Calls to Service	186
Assist Other Agencies	51
Traffic Stops	838
Traffic Citations	277
Traffic Warnings	364
Arrests	44



Crime Statistics

Below are the statistics of crimes 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
Violent Crime	2
Sex Offenses	0
Burglary	3
Narcotics	10
Alcohol Offenses	13
Theft	5
Domestic Incidents	7
Mental Health Crisis	10
Animal Complaints	10
Traffic Crashes	10
Traffic Arrests	22
Alarm Calls	15



Financial Responsibility

At the beginning of the year the police department was allocated a budget of \$320,325.00 and we ended the year with a total budget of \$367,685 due to re-appropriations.

Re-Appropriations

We had three re-appropriations for 2016. Two of the expenditures were anticipated for 2016 and the third was due to increased costs of employee benefits. The three re-appropriations are listed below.

1. The purchase of body cameras: \$37,000.00
2. The purchase of the new patrol vehicle: \$6,360.00
3. Additional funds needed to be re-appropriated for employee benefits: \$4,000.00

Grants and Other Funds

1. We received \$3,080.00 for continued professional training from the Attorney General's Office.
2. We received \$781.25 from the Department of Justice Body Armor Grant
3. We received \$1,699.00 equipment grant from Firehouse Subs for the purchase of an AED.
4. We received \$3,947.56 in seized drug funds from the Delaware County Drug Task Force.
5. We received \$1,395.00 equipment grant from the Ohio Traffic Safety Office for the purchase of a handheld LIDAR Speed Measuring Device.

Expense Reduction

1. We converted to mostly paperless to save on paper, ink, and storage of files.
2. We restructured the full time officer's uniform allowances to a need based system; this also allows the village to remain the owner of certain equipment that can be re-used.
3. We leveraged state bid pricing for purchase of equipment, computers, vehicle, etc.
4. We utilized federal and state surplus for free or reduced cost equipment.
5. We instituted policy and forms to track and approve overtime.
6. We no longer take our vehicles to a dealership for maintenance, we utilize a mechanic shop that also has the capability of state bid pricing on vehicle parts and tires.



Equipment

In early 2016 we conducted 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 also trained personnel to be able to maintain certain equipment without having to pay an external vendor.

Some other major purchases we had in 2016 were as follows:

1. Dell Server to house documents and video.
2. Replaced 3 non-functioning vehicle cameras
3. 12 body worn cameras
4. 3 Dell office PC's to replace existing computers that were aged.
5. Office wireless and wired network infrastructure.
6. 6x12 enclosed trailer to be used for events, emergencies, etc. *This was purchased and equipped using seized drug funds.*
7. Replaced a police vehicle that was having mechanical issues.
8. Replaced 2 Glock pistols and purchased 4 additional.

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

Some items we obtained at no cost to the village

1. 16 Doses of NARCAN (at \$100 per dose) from the Delaware County Health District
2. 6 M16 Rifles from the 1033 Federal Surplus Program
3. 2 M14 Rifles from the 1033 Federal Surplus Program
4. 1 AR-15 Rifle from hosting a rifle armorer course
5. 2 1911 Pistols from the 1033 Federal Surplus Program
6. 1 Hand held laser speed measuring device from the Ohio Traffic Safety Office Traffic Safety Grant
7. 1 AED from the Firehouse Subs Corporate Giving Grant



Administrative Changes

Recently 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.

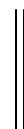


Ohio Collaborative Community-Police Relations Certification

In December 2014, Gov. Kasich signed Executive Order 2014-06K, announcing the Ohio Task Force on Community-Police Relations after a series of incidents in Ohio and around the nation highlighted the challenging situations that exist in too many places between some communities and police. In early 2016 the task force released three standards relating to use of force, use of deadly force, and hiring standards. Late 2016 the task force released two additional standards relating to communications, body worn cameras, and community engagement. The task force also created a certification process for agencies to show that they are in line with the new standards. Adoption of the new standards and certification is not mandatory but in line with the values and goals of our agency.



On April 20, 2016 we were the first agency in Central Ohio to receive full certification by the task force. Our agency will maintain this certification by submitting compliance documentation annually and completion of an on-site audit every three years. This is important to us as the guidelines that are being suggested by the board represent the current need of the community we police. Currently only one other Delaware County Law Enforcement Agency has obtained full certification.



Staffing

Hiring Process

In 2016 we changed our recruiting and hiring policies and practices. We contracted 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.

In addition to having to pass a written exam, applicants are now required to successfully complete a thorough background investigation, panel interview, polygraph examination, and psychological test. With the new hiring process we have been able to hire better qualified and better vetted candidates, which in turn lower risk and liability for the village.

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

Full Time (1 Position)		Part Time (1 Position)		Auxiliary (Ongoing)	
Applied	Hired	Applied	Hired	Applied	Hired
10	1	5	1	20	3

Current Staffing

Full Time- 4

Part Time- 3

Auxiliary- 10

Civilian Volunteers- 3

High School Diploma- 7

Full Time Male Officers- 3

Full Time Female Officers- 1

Male Auxiliary Officers- 7

Female Auxiliary Officers- 3

College Degree- 12

2016 also marked a historic first for the Shawnee Hills Police Department. Officer Kathleen Antalocy was hired as the first full time female police officer for the Village of Shawnee Hills.



Use of Force Review

In 2016 our officers had one use of force where an officer had to wrestle with a suspect to take him into custody. No injuries were reported and the suspect was taken in to custody. This use of force was carefully investigated and found to be within department policy.

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.

On two occasions, officers drew and displayed their firearms during a felony arrest situation. Each incident was carefully reviewed and found to be within department policy and procedures.

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.

*In 2016 we implemented a policy that all uses of force will be reviewed by the Shawnee Hills Safety Committee upon the completion of an investigation into the use. Furthermore, all deadly force incidents will be investigated by an outside agency to ensure integrity and maintain the trust of the community.

Pursuit Review: The department did not have any vehicle pursuits for 2016. We did have two foot pursuits and both incidents resulted in the arrest of the offender.

Citizen Complaint Review: The department received two citizen complaints in 2016. One complaint was not sustained and the other resulted in the resignation of an officer.



Community Involvement

Our Officers attended several events in 2016 as part of our plan to engage and educate the community. Some of the main events we attended were the Delaware County Fair, Central Ohio Cops & Kids Day, Shawnee Hills Summerfest, the Ohio Attorney General’s Office Teen Summit discussion, and Safe Delaware Enforcement Kickoff events.



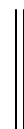
Safety Day

In 2016 we broke away from the National Night Out event because we were competing with other area events, we had approximately 200 in attendance despite the rain. We changed the event to a Saturday and were able to attract more of our agency partners to attend which helped us obtain our goal of providing great information and resources to our community to ensure everyone’s safety. We were able to minimize the cost of safety day this year with the help of our community partners and business donation.



Fun Fact!

We have collected over 200 pounds of pills in our Prescription Drug Drop Box this year! Beating last year’s total by over 50 pounds!



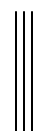
Multi-Jurisdictional Involvement

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 possess. This is the first year that our agency has participated in multi-jurisdictional initiatives and boards within the county at this level. Our agency has made several strides to gain more respect within the surrounding law enforcement community. 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
- Franklin County Sheriff’s Office Pipes and Drums Band
- 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 Chief Baron.



Awards & Recognition

On December 11, 2016 we hosted our annual departmental awards ceremony. The following Officers received awards for their contribution to our department.

Officer of the Year

The 2016 Officer of the Year award was awarded to Officer Christopher Hevezi. He has been a role model to new officers with our agency. He has set a high standard while on patrol that other officers should model themselves after. Officer Hevezi is always available to assist the department when needed, even with extremely short notice. Officer Hevezi has exceeded his monthly hour requirement every month and has produced above average statistics throughout the year.

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. 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. With the implementation of the body camera and server project, Mike has spent countless hours working on and maintaining our systems.

Firearms Award

Sergeant Bill Bartram

Sergeant Jeremy Amick

Officer Sean Greenlee

Officer Christopher Hevezi

Training Award

Lieutenant Erin Cullen

Sergeant Jeremy Amick

Safe Driving Award

Officer Chris Hevezi

Officer Terry Marks

Outstanding Performance

Sergeant Doug Devore

Achievement Award

Sergeant Bill Bartram

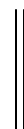
Officer James Marcinko

Award of Merit

Sergeant Jeremy Amick

Shawnee Hills Mayor's Award

Detective Rex Waldenmyer



2017 Goals

Our goals for 2017 are in line with our commitment to our community to provide a superior level of policing while at the same time remaining fiscally responsible. We put several items into place in 2016 that will allow us to reach our goals more efficiently.

Our number one goal is to work towards providing more patrol coverage to the residents and businesses of the village. This coverage will focus on nights that are not currently staffed and periods of time which one officer on patrol may not be sufficient and a second officer is needed.

Our second goal is to access all of our officer's abilities and focus training in areas where knowledge and confidence are lacking. We hired experienced officers in 2016 that will allow us to provide this training in house.

The focus of our grant research this year will be placed on our current police facility. We currently operate out of the old municipal building on Reindeer Drive. This facility has two rooms and a small closet. We are very cramped in our current facility and often rely on outside agencies or the current municipal building when processing arrests, conducting interviews, and conducting training or meetings.

Lastly, we remain committed to our community and will continue our quarterly Town Hall meetings. Attendance at our meetings has been a very small handful of residents and their input has been helpful for us to maintain a direction that our community desires. We hope that these meetings grow and we are able to further identify the needs/wants of our residents.

