



ANNUAL REPORT 2025

Shawnee Hills Police Department

Email: Police@Shawneehillsoh.org

Website: www.Shawneehillsoh.org

Tel: 614-889-8258



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FROM OUR CHIEF OF POLICE

As we conclude 2025, I am proud to be entering my eleventh year serving as your Chief of Police. Over the past decade, our agency has achieved significant accomplishments and sustained meaningful growth. The Village has evolved considerably during this time, and even more progress is on the horizon. Today, you have a full-time, highly professional police department—one that upholds exemplary standards, is well equipped, and consistently demonstrates excellence in service. Our agency has earned multiple commendations and accreditations that reflect the integrity and quality of our work. It is an honor to lead this department.

We are fortunate to have exceptional staff and steadfast support from our community, council, and mayor. Our relationship with the community remains strong, built on transparency and a firm commitment to community-oriented policing. We continue to prioritize visibility within the Village while also enhancing our partnerships with neighboring agencies. In recent years, we have added equipment, expanded training, and developed new capabilities that did not previously exist, all of which have produced outstanding results.

“Ask yourself often on patrol, is what I’m doing making this community a little safer”.

Looking Ahead

With strong leadership, dedicated officers, and a forward-looking vision, we have continued to build upon the foundation established over the past several years. In the coming year, my goal is to continue advancing the department in a positive and responsible manner, addressing the needs and expectations of our community while maintaining sound fiscal stewardship.

We remain open to new ideas, suggestions, and innovations that can help us deliver the highest standard of policing. As I have often said, my door is always open. I welcome your questions, feedback, and perspectives. A police department is only as effective as the trust and partnership it shares with its community.

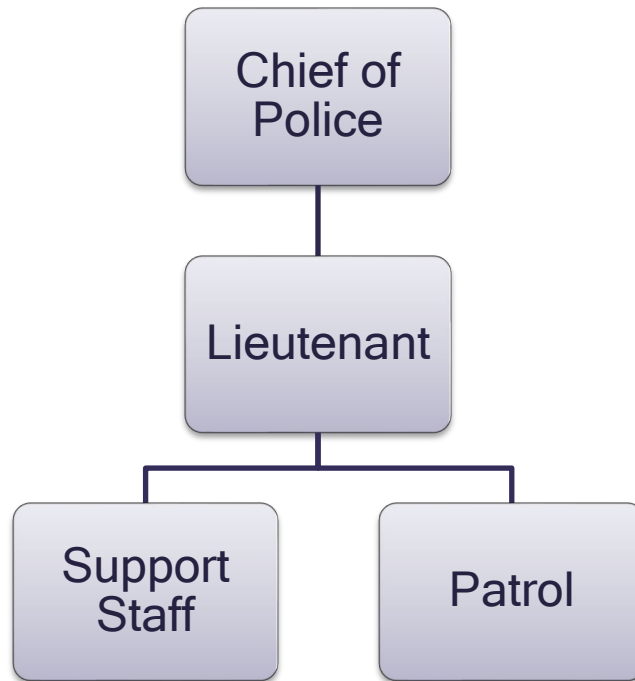


Russell C. Baron

Chief of Police



CHAIN OF COMMAND



Supervisor Contact Information

Russell Baron
Chief of Police

Office Phone: 614-889-8258 x101
Cell Phone: 614-371-3966
Email: Russell.Baron@Shawneehillsoh.org

Zach Gerdeman
Lieutenant

Phone: 614-889-8258 x102
Cell Phone: 614-530-4213
Email: Zach.Gerdeman@Shawneehillsoh.org

Kayla Uzunoff
Records Clerk

Phone: 614-889-8258 x103
Email : Kayla.Uzunoff@Shawneehillsoh.org

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

AGENCY STAFFING

Hiring Process

We are continuing our contract with the National Testing Network to recruit, test, and process applications on our behalf. As part of our commitment to providing a high level of police service while remaining responsible stewards of the Village budget, we evaluate our hiring and recruitment processes annually. In December, the supervisory staff reviewed the effectiveness of this partnership and unanimously agreed to continue utilizing the National Testing Network. This platform has consistently allowed us to reach a broader, more diverse, and well-qualified applicant pool—one that we previously had difficulty accessing.

We have experienced a significant decline in applicant numbers since 2019, a trend that has continued through 2025 and is consistent with the nationwide decrease in individuals entering the law enforcement profession. Beyond the written examination, applicants must also successfully complete a comprehensive background investigation, a panel interview, a polygraph examination, and a psychological evaluation.

2025 Applicant Information

This year's applicant pool increased slightly compared to last year, due largely to having the job posting active throughout the entire year. However, despite the increase in total applicants, we saw a reduction in the number of viable candidates. The two most common disqualifying factors were the lack of completed police academy training and concerns related to prior work history. After our annual review of our hiring process it was determined that the National Testing Network remains the best option we have to reach a broader audience when recruiting for our agency.

As we look ahead to the future of the department, we may want to consider the option of sponsoring qualified candidates through the police academy—an approach that many agencies have adopted in recent years to strengthen their recruitment efforts and build a more sustainable pipeline of officers.

Applicant Demographics for All Positions	
Full Time Applications	Part Time Applications
Total- 9	Total- 3
Male- 2	Male- 3
Female- 1	Female- 0
Hired- 3	Hired- 0

Current Staffing Demographics for All Positions				
Full Time Sworn Officers	Full Time Civilian	Part Time Sworn	Volunteer Sworn	Volunteer Civilian
Total- 7	Total- 1	Total- 3	Total- 2	Total- 2
Male- 6	Male- 0	Male- 3	Male- 2	Male- 2
Female- 1	Female- 1	Female- 0	Female- 0	Female- 0

AWARDS & RECOGNITION

Annually we review our officer's performance and recognize them for going above and beyond what is expected. Every year this decision is very tough to make but in 2025 we had three officers stand out and receive major awards. If you would like to learn more about our awards, please contact the police department.

OFFICER OF THE YEAR

Lieutenant Bill Bartram was recognized as the Shawnee Hills Police Department 2025 Officer of the Year. Lt. Bartram is one of our most dedicated officers and it has been evident through the leadership abilities that he has displayed, and he has gone above and beyond to maximize the impact he has within our community and with our officers. From firearms training to organizing our participation in community events, Lt. Bartram has been a key player ensuring our agency was represented well!



RETIREMENT

Lt. Bartram was hired in 1991. Lt. Bartram has served as full time, part time, and auxiliary! At the end of 2025 Lt. Bartram hung up his equipment but has agreed to stay with us in the form of a Chaplain, working with our existing Chaplain that has been with us for several years! He is excited to fill this new role to help guide and support our current and future officers for years to come!

EQUIPMENT

Each year, we conduct a comprehensive inventory and review of all equipment owned by the agency. During this process, we identify items that remain serviceable, equipment that requires immediate replacement, and projected timelines for future replacements. This allows us to clearly distinguish between operational “needs” and discretionary “wants” as we develop a responsible, long-term replacement plan.

We continue to utilize trained personnel to maintain certain equipment in-house, reducing the need for outside vendors and lowering overall costs. Additionally, by leveraging state and federal pricing contracts, we are able to maximize the efficiency of public funds and ensure that taxpayer dollars are used as responsibly as possible.

2025 Large Purchases

- ❖ Body Cameras and in-car video systems were replaced this year. This project was funded mostly by grant funding from the Ohio Body Worn Camera Grant Program.
- ❖ Two in-car tablets were replaced to maintain security compliance as they were unable to upgrade to the latest software versions.

2025 Equipment Review

- ❖ The 2014 and 2017 Police Interceptors were scheduled for replacement in 2025; however, these vehicles were retained in service while the department researched alternative patrol vehicle options. In conjunction with presenting a recommended alternative, the department will also propose a comprehensive vehicle replacement plan to ensure the fleet remains current, well maintained, and safe for officer operation.
- ❖ With the prevalence and versatility of drone usage in law enforcement we are exploring and weighing options to ensure our officers have access to this equipment.



Policies & Procedures

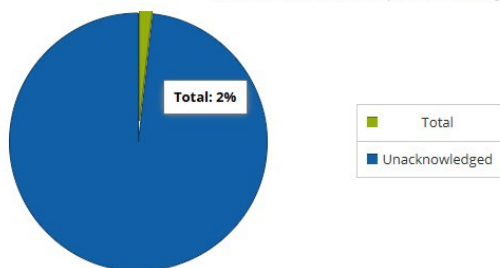
Our agency contracts with Lexipol LLC, a public safety risk-management company, to oversee and maintain our policies and procedures. Lexipol provides us with legally vetted, evidence-based policies rooted in state and federal law, as well as established best practices in law enforcement. Their policies are supported by legal experts who can assist the agency when necessary. This partnership ensures we remain current with evolving legislation and industry standards without the added cost of assigning an administrator solely to policy research.

Lexipol also delivers “Daily Training Bulletins,” which all officers are required to complete. These bulletins reinforce policy knowledge and prepare officers for “high-risk, low-frequency” situations—such as uses of force, critical incidents, and serious criminal investigations. Training is accessible online, on our internal server, and through a mobile application, ensuring continuous availability for our staff.

Lexipol has been one of the most impactful administrative enhancements implemented by the department. We continue to maintain the “Gold Standard Award” in recognition of our high-level policy compliance and training participation. This distinction reflects our commitment to exceeding minimum standards, maintaining 100% completion of required training, and ensuring all officers acknowledge and understand updated policies.

Policy Acknowledgement Report

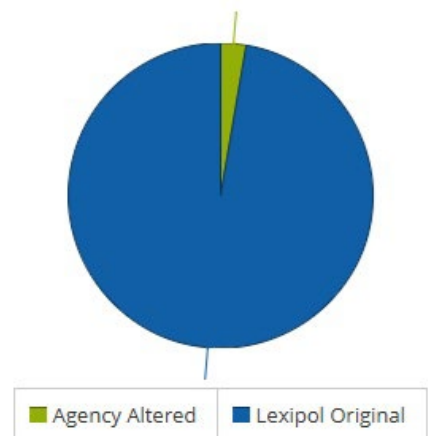
Shawnee Hills Police Department Policy Manual



The chart to the left shows the number of policies our officers have acknowledged. Every time a change is made in a policy officers are notified and required to read and acknowledge they have reviewed it. The 2% accounts for an officer who is currently on military deployment, upon his return this deficit will be corrected.

The chart to the right shows the number of policies our agency has altered from the Lexipol template. The changes we make in the recommended policies are normally procedural in nature and do not alter the intent of the policy. An example of that would be adding specific services available to our residents not known by the author of the template.

Policy Override Report



Ohio Community Collaborative Standards

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. Annually we recertify the previous standards as well as the standards for body worn cameras and community engagement. In 2025 we again recertified all the Collaborative Standards by passing an audit. Our agency is compliant with both new standards released in 2025.



Current Ohio Community Collaborative Standards

- Use of Force
- Use of Deadly Force
- Agency Employee Recruitment and Hiring
- Community Engagement
- Body Worn Cameras
- Crisis Intervention
- Emergency Telecommunicator Training
- Biased Free Policing
- Investigation of Employee Misconduct
- Property and Evidence
- Vehicular Pursuits
- Response to Mass Protests
- Agency Wellness
- Developmentally Appropriate Policing and Positive Youth Interactions

Additionally, our agency collects and analyzes all self-initiated and arrest activity based on race and gender. We utilize this to identify and address bias, improve community trust, allocate resources effectively, and enhance officer training by analyzing patterns in stops, searches, and arrests, aiming for fairer practices and better crime prevention through data-driven insights. This data reveals if certain groups are disproportionately targeted, helping to prevent discrimination and building stronger community relations through transparency. Our proximity to the Columbus Zoo, and the Cities of Dublin and Columbus whose residents visit and enjoy our community creates a diverse range of individuals our agency interacts with daily. Below is the census data for the Village as well as a breakdown of our enforcement interactions.

Subject	All ages	
	Number	Percent
Race		
Total population	855	100.0
One race	804	94
White	772	90.3
Black or African American	7	0.8
Asian	17	2.0
Two or more races	51	6.0
Some other race	8	0.9
Hispanic or Latino and Race		
Total population	855	100.0
Hispanic or Latino (of any race)	41	4.8
Not Hispanic or Latino	814	95.2
White alone	750	87.7
Black or African American alone	7	0.8
Asian alone	17	2.0
Two or more races	32	3.7
Some other race alone	8	0.9

Subject	18 and over	
	Number	Percent
Total population	589	68.8
Male	304	51.6
Female	285	48.4

2025 Self-Initiated Traffic Activity Demographics					
Race	Sex	Stopped	Warned	Cited	Arrested
Caucasian	M	235	170	61	4
Caucasian	F	118	104	14	1
Black	M	35	29	6	0
Black	F	17	15	2	2
Hispanic	M	40	25	15	4
Hispanic	F	11	6	4	1
Asian	M	31	28	3	0
Asian	F	21	21	0	0
All Other	M	51	47	4	1
All Other	F	19	15	4	0

Source for Figures 2.1, 2.2 and 2.3: U.S. Census Bureau, Census

FORCE REVIEW

In accordance with our policies, an annual review of agency policies and incidents is conducted each year. On December 10, 2025, supervisors and agency instructors completed a comprehensive review of the agency's pursuit and use-of-force policies. This review also satisfied all Ohio Collaborative requirements for annual policy evaluation. The agency's policies remain current and fully compliant with applicable laws and best practices, including the Ohio Collaborative Standards and the Presidential Executive Order prohibiting the use of chokeholds.

Use of Force Review: Our agency had two use of force-related incidents. Both incidents resulted in no injuries and the subject was arrested. Both incidents were reviewed following our policies and procedures and found that the officers' actions were justified. Our agency had no lethal force related incidents in 2025.

Pursuit Review: Our agency was involved in one motor vehicle pursuit in 2025, where we assisted the City of Dublin apprehend a stabbing suspect. This pursuit was reviewed and found to fall within department policies and procedures.

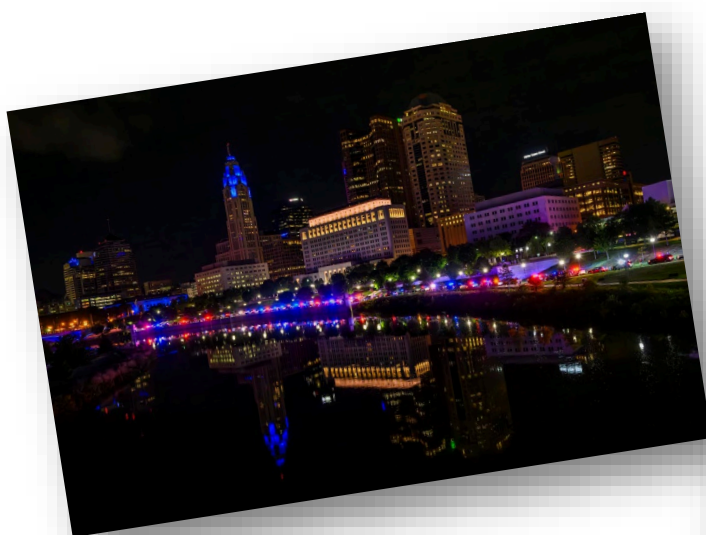
Foot Pursuit Review: Our agency was not involved in any foot pursuits in 2024.



COMMUNITY RELATIONS

As part of our commitment to engage and educate the community our officers routinely attend public events, give presentations, or sponsor events. 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
- Light Ohio Blue, Operation Santa's Sleigh
- Trick or Treat Tailgate
- Village Christmas Tree Lighting
- Shawnee Hills Fall Festival
- Shawnee Hills Police Safety Day
- Holiday Can-Good Collection



Fun Fact!

We collected 478 pounds of pills in our Prescription Drug Drop Box this year! This free service is available 24/7 in our lobby!

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.

Nature	2024	2025
Business Checks	14,869	16,688
House Checks	218	160
Cad Entries	649	1,262
Traffic Stops	165	578
Traffic Charges Filed	48	113
Traffic Complaints	26	43
Traffic Warnings Issued	117	535
Criminal Charges	15	28
Traffic Crashes	27	32
Alarm Calls / Open Building	42	71
Alcohol Offenses	5	6
Domestic Incidents	18	14
Animal Complaints	22	19
Suspicious Person or Vehicle	65	63
Total Reports Taken	78	82



In addition to patrolling the Village, our officers carried out several functions to include the following:

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



INVESTIGATIVE AND ADMINISTRATIVE

The Shawnee Hills Police Department investigates all crimes reported to the agency. Investigations typically begin as dispatched calls handled by uniformed officers and may develop into more complex cases. When an investigation exceeds the resources or capabilities of the department, the agency relies on its established partnership with the Ohio Bureau of Criminal Investigation (BCI), which provides support and investigative assistance while the department retains overall control of the case.



Throughout the year, the department also receives tips and referrals from county and state agencies, most often involving domestic matters or concerns related to the welfare of children. In response to an increasing investigative workload, the department promoted a part-time detective in 2025 to support patrol officers. The addition of a dedicated detective enhances the agency's ability to manage complex investigations effectively while allowing patrol officers to return to their primary patrol responsibilities in a timely manner.

2025 Investigative Operation Statistics	
Employment Backgrounds	4
Felony Investigations	14
Outside Agency Referrals	6
Arrest Warrants Executed	9
Search Warrants / Subpoenas Executed	106
Follow- Up Investigations	157
Records Requests Fulfilled	83
Walk-In Assistance	383

Below is a listing of the more serious incidents that our agency has responded to throughout the year our officers responded to various calls within the Village and just outside of our jurisdiction. This includes violent crimes, burglaries, alarm calls, and mental health crisis; these statistics are also reflected here. We utilize these statistics to determine our focus, as you can see below, we were able to reduce Juvenile related incidents by tailoring our patrol areas to certain locations and times where these issues occurred.

Nature	2024	2025
Assault / Fight	5	4
Sex Offenses	0	0
Burglary / Breaking & Entering / Vandalism	5	9
Narcotics	1	2
Theft	16	15
Mental Health Crisis / Suicide Attempt	35	36
Missing Person	10	7
Harassment / Threats	13	10
Overdose	2	1
Juvenile Related	22	10

Multi- Jurisdictional Units

To provide a high level of service to our community, it is essential that our officers are well trained and have access to resources that may not be available within the Village. One of the most effective ways to access these resources is through collaboration with partner agencies. The department maintains a certified Crisis (Hostage) Negotiator who is credentialed through the State of Ohio and the Federal Bureau of Investigation (FBI).



Additionally, the department has an officer who is highly trained in missing and abducted children’s investigations and search operations and serves as the Executive Commander of the Delaware County Missing/Abducted Child Response Team (CART). Delaware County hosts the only nationally certified CART team in the State of Ohio. Beyond training within the department, this officer also provides regional training to law enforcement personnel on effective response, search, and investigative strategies for missing and abducted child incidents.

Below is a list of the multi-jurisdictional teams that our officers participate with any official roles we fill:

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



2025 Special Operations Missions	
Team	Missions
Abducted / Missing Child Response Team	8
Crisis Negotiation Team	7



TRAINING

Training is the cornerstone of providing the highest level of service to our residents. Our officers are expected to engage in continuous training and professional development to remain current and adaptable. A significant emphasis is placed on mental health awareness and crisis response, and all officers have successfully completed Crisis Intervention Training (CIT).

Although we serve a small community, we frequently encounter the same complex challenges faced by larger jurisdictions—albeit on a smaller scale. It is our responsibility to equip our officers with the knowledge, skills, and tools necessary to effectively manage the most critical and demanding situations, while always striving to prevent them whenever possible. To that end, we ensure officers are trained in a diverse range of disciplines within the department.

When an officer attends specialized training, they are responsible for sharing the knowledge gained with their colleagues, allowing the entire department to benefit from individual training opportunities. In addition, the department maintains in-house instructors who not only train our personnel but also deliver training programs to other law enforcement agencies.

Training Classes Attended

In 2025 all our officers maintained their training relating to missing and runaway children through the National Center for Missing and Exploited Children to qualify our agency as for the “Missing Kids Readiness Program”. We are one of three agencies in the State of Ohio to hold this designation.

Below are some of the other topics that our officers attended in 2025.

Missing Children Response	Reality Based Perishable Skills	Report Writing
Public Records	Ethics and Professionalism	Vehicle Tactics
Crisis De-Escalation Training	Vicarious Trauma	Legal Updates
Public Safety Collaboration	Evidence Management	Negotiator Training
Officer Wellness	Investigations	Emergency Management



2025 IN-SERVICE TRAINING

Each year, all sworn officers across the State of Ohio are required to complete mandatory training as prescribed by the Ohio Peace Officer Training Commission (OPOTC) and the Ohio Attorney General. For 2025, the State of Ohio mandated 24 hours of training covering subjects such as report writing, crisis intervention, crime victims' rights, and domestic violence.

In addition to state-mandated training, officers are required to complete daily training bulletins through Lexipol. These bulletins are accessible via the internet or a mobile application and present officers with scenario-based questions rooted in departmental policy. The scenarios focus on high-risk, low-frequency events and are designed to assess officer knowledge while reinforcing proper policy-based responses. Lexipol tracks completion of these Daily Training Bulletins (DTBs), with each officer completing more than 300 scenarios annually. This training equates to approximately 40 hours per officer each year. A breakdown of training categories and corresponding DTB totals per officer is provided below; officers with fewer than 300 completed bulletins were hired mid-year.

In addition to the training outlined above, all officers had access to monthly firearms range training. Each officer was required to attend a minimum of three sessions, which were conducted with two certified instructors present. Beyond these sessions, officers are also required to complete annual firearms qualification with the pistol, rifle, and shotgun. All officers successfully met qualification standards without the need for remedial training.

- Victim's Rights
- Mental health and crisis de-escalation
- Refresher training for perishable skills in a reality-based training environment
- Use of force policy review and training
- Policies and Procedures
- Legal updates



Additional Topics	Custody and Detention	Equipment	Investigations and Enforcement	Officer Safety and Tactics	Personnel	Search and Seizure	Support Services	Use of Force	Vehicle Operations	TOTAL DTBs
<u>DTBs</u>	<u>DTBs</u>	<u>DTBs</u>	<u>DTBs</u>	<u>DTBs</u>	<u>DTBs</u>	<u>DTBs</u>	<u>DTBs</u>	<u>DTBs</u>	<u>DTBs</u>	
7	14	14	102	16	44	42	11	76	24	350
7	14	14	102	16	44	42	11	76	23	349
6	13	12	99	15	42	40	11	70	22	330
2	7	4	37	7	16	19	6	33	10	141
5	8	10	74	12	33	27	7	48	14	238
7	14	14	101	16	44	42	11	76	23	348
6	9	11	84	13	37	32	8	53	15	268
7	14	14	101	16	44	42	11	76	23	348

2026 Goals

Our primary goal for 2026 is to continue honoring our commitment to the community by delivering a superior level of policing while remaining fiscally responsible. With this objective in mind, the department has identified several additional priorities and initiatives for the coming year, as outlined below:

- ❖ Collaborate with Village Council and the Mayor to adopt and maintain a responsible budget supported by approved levy funding, ensuring the Police Department operates efficiently and effectively.
- ❖ Enhance officer visibility and approachability within neighborhoods through routine patrols.
- ❖ Continue progress toward professional accreditations and agency commendations, reinforcing the department's credibility and demonstrating alignment with current law enforcement standards and best practices.
- ❖ Further reduce traffic crashes and criminal activity through directed patrols and targeted enforcement efforts.
- ❖ Strengthen departmental readiness and capability to manage larger-scale incidents within the community.
- ❖ Expand and reinforce partnerships with regional and state agencies through ongoing collaborative efforts.
- ❖ Work with Village Planning staff to advance departmental and community sustainability initiatives.

