



FINDLAY POLICE DEPARTMENT
2014 Annual Report



OUR VISION

**We will promote a
safe and secure
community
through fair and
professional policing.**

OUR MISSION

**We are dedicated to
preventing crime,
Enforcing laws,
protecting life and
property while
upholding the
constitutional rights
of all.**

OUR VALUES

**We value
professionalism,
integrity and
teamwork with
respect for each.**

YEAR IN REVIEW



A MESSAGE FROM FINDLAY POLICE CHIEF GREGORY HORNE

Thank you for your interest in the Findlay Police Department's 2014 annual report. In it you will find the various activities of the dedicated men and women that serve on the front lines every day keeping our community safe.

The Findlay Police Department is a dedicated professional organization committed to serving the citizens of the City of Findlay. We are a nationally accredited CALEA agency working towards full accreditation for the second time. Through the CALEA process the department continually performs self evaluation, always looking to better performance, being more creative and constantly improving the services we provide to the community.

2014 was a very challenging year for the department. During the year six new officers were hired to fill vacancies that had been created due to attrition and one sergeant was promoted at the end of the year. In addition, one vacancy was filled in dispatch. These positions will help going forward into 2015 as it will enable the Special Assignment Unit to be reactivated helping the department be more proactive and responsive to community issues.

Along with the promotion, changes occurred in staff assignments. Lieutenant Scott Lowry announced his retirement at the beginning of 2015. The process of promoting another Lieutenant has begun and the person selected should in place by April of 2015. Lt. Robert Ring was reassigned from patrol to investigations. Lt. John Dunbar was reassigned to the Patrol Division, a position he had held previously.

Another change in the department's make up was the promotion of Sergeant Brian Dill, who had been the Crime Prevention Officer for almost three years. He will be assigned to patrol at the beginning of 2015. Officer Chris Huber was transferred from patrol to Crime Prevention to replace Sergeant Dill. Officer Huber has served in both patrol and investigations as well as the tactical team.

The Special Assignment Unit will be staffed by Sergeant Ryan Doe and Officers John Schimmoeller, Joe Smith and Luke Benjamin. They will be in place for one year. It will enable each officer to gain valuable experience in addressing and formulating plans to deal with different issues. These changes represent a movement to-

wards succession planning within the department.

Officer Marcia Hill was assigned to the METRICH Enforcement Unit. She had previously been assigned to the patrol division and was a Field Training Officer. She will be great fit with the unit.

Finally, the K-9 program saw the retirement of Officer Chad McMonigal. Officer Matt Paugh was selected to take over the program and will partner with Shadow. Officer Paugh had trained extensively with Officer McMonigal and Shadow enabling an easy transition. Rotating these officers will give them valuable experience in a variety of job assignments allowing an increase in the pool of trained officers to fill vacancies created by future retirements.

The Findlay Police Department continued to work in cooperation with other area law enforcement agencies to combat crime in Findlay. Partnering with the Hancock County Sheriff's Office through the Hancock METRICH Enforcement Unit, Internet Crimes Against Children Task Force, Ohio BCI&I, Federal Bureau of Investigation, U.S. Marshall's Service, Seneca County METRICH Enforcement Unit and the Drug Enforcement Agency and the Ohio State Patrol just to name a few. This combination of units facilitates increased communications and resources to confront all types of criminal offenses in Findlay.

While our primary Mission is to improve community safety by reducing and preventing crime, we are especially pleased to report that the department was able to come in significantly under budget in 2014. This is a true team effort between our personnel and especially labor leadership who worked with the city to free funds for the greater good; working with reduced staffing levels in all divisions; seeking new and innovative approaches and efficient management resulting a safer community.

The continued support of our residents remains our greatest asset. During 2014, many residents joined officers for Citizen Ride A Longs, participated in Neighborhood Block Watch Associations, and joined area safety forces for National Night Out. Officers initiated or participated in programs designed to give back to the community such as "Shop with a Cop", and "Books, Badges and Bikes". The department also partnered with student interns from the University of Findlay, Bowling Green State University, Tiffin University and Rhodes State College, allowing them to observe the officers and help them understand their field of study.

Although 2015 will be another lean financial year for the City, the department will continue to move forward. Our officers are dedicated to the highest level of integrity, professionalism and pledge to continue to work with the community to solve problems of concern for citizens of the City of Findlay.

Gregory R. Horne
Chief of Police

Matt Paugh Named New K-9 Handler



Officer Matt Paugh took over the duties of the K-9 officer in March of 2014 with K-9 Shadow after Officer Chad McMonigal retired. Paugh successfully completed his training with Shadow in April. They began street patrol the first week of May 2014.

The K-9 unit was utilized 50 times for narcotics sniffs on vehicles, and 7 times for tracks or building searches. The unit conducted 8 different demos for various organizations, and assisted Officer Dill with doing demos for different schools.

Shadow had a success rate 90% narcotic detection when called out. Of the usages, the unit was called out 32 times by the Findlay PD, 19 times by the Ohio State Highway Patrol, 5 times by the Hancock County Sheriff's Office and 1 time by the Wood County Sheriff's Office. K-9 Shadow had no bites in 2014.

Officer Paugh and Shadow had several highlights last year. On one building search, a suspect hid in a garage to avoid detection. The suspect gave up and came out willingly after he heard the K9 warning was given. Shadow also had a positive indication on a vehicle, stopped by the Ohio State Highway Patrol, where 1.8 pounds of heroin was found. Out of all of the vehicle narcotics sniffs, this was by far the best find for his career. As the team gets more usage and road hours the success of the program should be even greater.

Officer Paugh will continue to work with Shadow to make him a valuable asset to the department. The unit will try to attend different training seminars in the year of 2015, as well as continue with weekly training.

The Patrol Division is the first line response to the majority of the calls for service that the police department receives. Manpower for the division at the beginning of 2014 consisted of one lieutenant, six patrol sergeants, and 33 uniformed patrol officers. At years end, the patrol division had one lieutenant, seven sergeants, and 40 patrol officers.

Since November 2013, ten new officers were hired to fill vacancies within the department. At the years' end of 2014, all but two of the officers were out on patrol. The two officers still in their field training program are scheduled to be out in January of 2015. This increase in manpower has allowed Chief Horne to bring back the Special Assignment Unit in the beginning of 2015.

The Patrol Division remained proactive throughout 2014. Calls for service decreased slightly in 2014, as well as the number of reports filed. The department maintained the reduction in the type of calls that the officers responded to due to a decreased number of officers to handle the calls. The continuation of this practice reduced the call volume, freeing up more patrol time so that proactive law enforcement could be maintained. The department saw an increase in the number of criminal arrests made by the officers, as well as the service of court summonses and warrants. Traffic citations and warnings decreased, as well as OVI arrests. The patrol officers saw an increase in theft related crimes and drug related crimes. Property damage crimes decreased slightly, as well as reported assaults, although cases of domestic disputes rose.

	2014	2013	% +/-	Actual #
Law Enforcement Calls for Service	34397	34918	1.49 (-)	521 (-)
Reports Generated	12276	13272	7.50 (-)	996 (-)
Arrests	1855	1752	5.88 (+)	103 (+)
Warrant/Summons Service	1100	954	15.30 (+)	146 (+)
OVI	103	155	33.55 (-)	52 (-)
Traffic Stops	5826	6859	15.06 (-)	1033 (-)
Citations	2855	3266	12.58 (-)	411 (-)
Warnings	2009	2652	24.25 (-)	643 (-)
Domestic Disputes	711	677	5.02 (+)	34 (+)
Assaults	186	202	7.92 (-)	16 (-)
Homicides	0	2	100 (-)	2 (-)
Sex Offenses	105	89	17.98 (+)	16 (+)
Theft/Fraud/Forgery	1231	1081	13.88 (+)	150 (+)
Theft of Motor Vehicle	66	67	1.49 (-)	1 (-)
Robbery	18	17	5.88 (+)	1 (+)
Unlawful Entry	308	260	18.46 (+)	48 (+)
Shoplifters	174	165	5.45 (+)	9 (+)
Property Damage/Vandalism	329	361	8.86 (-)	32 (-)
Drug Complaints	268	244	9.83 (+)	24 (+)
Alcohol Violations (non-OVI)	129	136	5.15 (-)	7 (-)

Traffic enforcement remains a priority for the patrol division and officers work to enforce the traffic laws when they aren't busy handling calls for service. Overall, the amount of traffic stops decreased in 2014, as did the number of traffic citations and warning tickets issued. OVI arrests were also down for the year. There were 1252 motor vehicle crashes reported in 2014, an increase from the 1169 reported in 2013. These numbers are still lower than the 1538 reports in 2012 and 1720 in 2011. There were 4 fatal crashes inside the city limits in 2014. Alcohol was a confirmed factor in two of the four, and was suspected in a third crash. Overall, alcohol played a factor in 18 crashes in 2014, down from 23 occurrences in 2013. The crash reports were broken down and are displayed below.

	2014	2013	% +/-	(actual #)
Property Damage Only	803	764	5.1% (+)	(+39)
Injury Crashes	179	170	5.29% (+)	(+9)
Fatal Crashes	4	0	100% (+)	(+4)
Crash Waiver	204	194	5.15% (+)	(-10)

Training

Officers completed various training course during the year. Instruction was conducted from police department instructors and through other law enforcement training centers. The department took advantage of several free regional trainings through OPOTA covering topics such as officer response to active shooters, officer survival, driving and shooting simulator training, and OVI detection and testimony. In addition, several officers received training in Crisis Intervention (CIT), first line supervision, field training officer, and weapon armor courses. New department instructors were certified for the firearms program, including handgun, shotgun, and patrol rifle.

Crisis Management Team

The Crisis Management Team (CMT) is comprised of four important components. The largest component is the Emergency Response Team (ERT). The ERT is led by the Team Commander who oversees the operations of two eight man squads. Each squad is supervised directly by a Team Leader, who is one of the eight squad members. The Tactical Commander normally oversees the ERT, but that position has been vacant since 2013. The ERT is staffed by a Lieutenant, Sergeants, Patrol Officers, and Detectives.

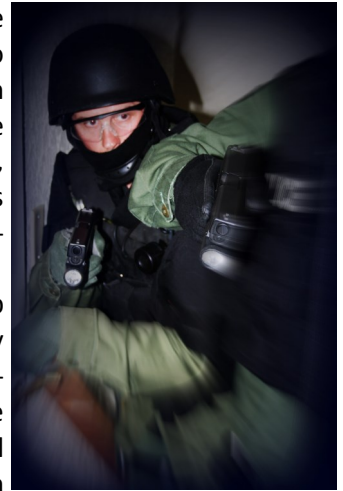
The Crisis Negotiator Team (CNT) is another component of the

Crisis Management Team. There are two Crisis Negotiators who are responsible for interaction and communication with anyone involved in a barricaded subject, hostage, or similar situation. This component is staffed by members of the Patrol Division.

The Tactical Dispatchers make up the third part of the CMT. They are responsible for radio communication among members of the CMT as well as any additional agencies that are assisting with

an operation. Tactical Dispatch is also responsible for information gathering and organizing while assigned to the Mobile Command Center during call outs. The dispatcher positions are staffed by Findlay Police dispatchers.

The Tactical Emergency Medical Support (TEMS) members complete the fourth component of the CMT. TEMS is staffed by members of the Findlay Fire Department and the medics provide the ability to have immediate medical aid whenever the CMT was activated.



During 2014, the CMT assisted the Metrich Drug Unit in serving search warrants for drugs. These were search warrants that were considered to have a higher than normal degree of risk involved. The CMT assisted in executing five search warrants.

The CMT continued to train monthly during 2014. Training was focused on the team's primary mission of executing high risk search warrants, but also included training in barricade situations, hostage incidents, and firearms, among other topics.

CMT Goals and Objectives

- Continue to train on a monthly basis
- Continue with scenario training
- Provide training opportunities from outside the department
- Fill the open positions for operator and negotiator

DETECTIVES

The 2014 Findlay Police Detective Division consisted of one Lieutenant, one Sergeant, four Detectives and three Vice/Narcotic METRICH Detectives. The Sergeant was assigned as the supervisor of the Vice/Narcotics METRICH Detectives.

The Detective Division was able to maintain this stability of 4 Detectives throughout 2014 which was a difference from 2013.

The Division continued with the primary role as a follow up and investigative unit to crimes such as homicide, felonious assault, rape, robbery, burglary, breaking and entering, and child abuse among others.

The cases originated from various sources, but predominantly came from the Patrol Division, which took the initial report. The cases were evaluated and determined if they should be assigned to the Detective Division.

The Division followed its tradition of working closely with the Hancock County Child Protective Services Unit (CPSU) in the investigation of child sexual and physical abuse cases. These cases are investigated jointly with an investigator from CPSU and a Detective from the Findlay Police Department.



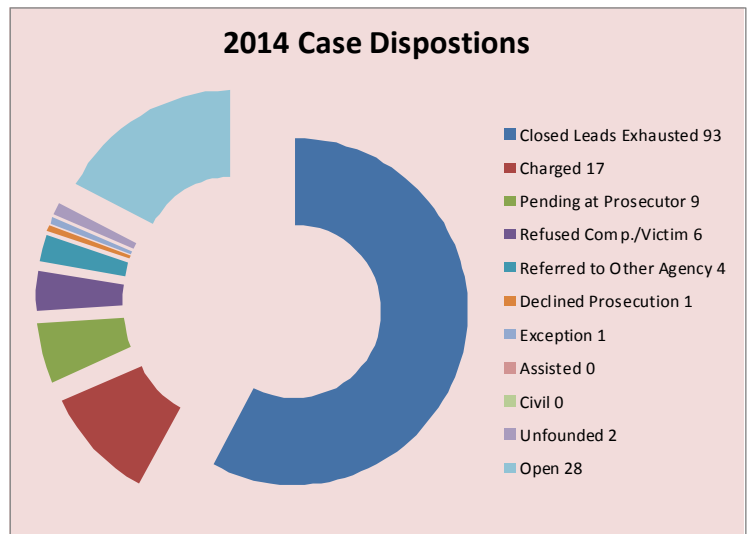
The Center for Safe and Healthy Children continued to be a primary location to interview child victims of sexual and physical

abuse. The Center was able to contract with a physician so medical examinations of children could be conducted locally. The Center was utilized by the Detectives and continued to play a vital role in the team effort to investigate these cases.

The Vice/Narcotics Unit is part of METRICH and is responsible for vice and drug investigations. Some of these reports come from the Patrol Division, but other cases come from reports made by citizens directly to the

unit. Others come from tips such as Crimestoppers.

In 2014, there were a total of 161 cases assigned to the general Detectives. This number is higher than 2013



with 21 more cases being assigned in 2014. The stability of four Detectives in the Division was one of the factors that created the increased number of cases being assigned. The case dispositions are depicted below.

Budget constraints were still a factor this year however Detectives were able to make use of some training opportunities. Training was received in Interview and Interrogation, Child Sex Abuse, and Sexual Assault Investigation. The 2013 goal of increasing the manpower in the Division was met in 2014.

GOALS AND OBJECTIVES

- Utilize the training that has been received
- Continue to work closely with other agencies
- Explore advanced training opportunities

Vice Narcotics Unit/METRICH



The Findlay Police Department Vice/Narcotics Unit is part of the Detective Division. Members of the Findlay Police Department Vice/Narcotics Unit are assigned to the Hancock County METRICH Enforcement Unit, a ten county drug task force based out of Mansfield, Ohio. MET-

RICH is one of the only de-centralized task forces in the state and is also the largest drug task force in the State of Ohio. The Hancock County METRICH Drug Task Force is funded by grants issued through the State of Ohio, therefore is able to operate at a significant savings for the taxpayers of the City of Findlay and Hancock County.

The Hancock County METRICH Enforcement Unit is comprised of the Findlay Police Department, Hancock County Sheriff's Office, and the Hancock County Prosecutor's Office. The METRICH Unit is assigned to investigate narcotics, gambling, weapons, prostitution, and gang activity in all of Hancock County.

During 2014 the Hancock County METRICH Enforcement Unit experienced personnel changes. The Hancock County Sheriff's Office rotated an investigator out of the unit and assigned a new investigator to the unit. The Findlay Police Department also added a new investigator to the unit.

In 2014 heroin became the most prevalent drug in the City of Findlay and Hancock County. There are various reasons for the rise in heroin use. The drug is relatively inexpensive, is readily available from source cities such as Toledo, Detroit, and Columbus, and heroin is highly addictive. To combat heroin use, the METRICH Enforcement Unit is aggressively educating the public about the addictiveness and health effects of heroin use. In 2014 the Hancock County METRICH Unit gave 18 drug education presentations, reaching an audience of approximately 700 people.

In 2014 the METRICH Unit executed 34 search warrants, often with the assistance of the Findlay Police Department's Emergency Response Team. Through the execution of the search warrants, the METRICH Unit seized \$24,680.06 in cash, various illegal narcotics, firearms, and was able to reduce the availability of drugs in the City of Findlay and Hancock County. The METRICH Unit also conducted 4 covert prostitution inves-

tigations that resulted in 22 misdemeanor charges, one felony charge, and the seizure of marijuana, heroin, hypodermic needles.

The Hancock METRICH Enforcement Unit generated 343 reports in 2014 (+27.9% from 2013). Of those reports, the unit investigated 177 narcotic cases (+50.0% from 2013), and conducted 124 field interviews (+3.3% from 2013). These investigations resulted in 172 felony charges (+32.3% from 2013) and 25 misdemeanor charges (+56.2 % from 2013) to be requested to the Prosecutors Office for prosecution.

The METRICH Unit works closely with other local, state and federal agencies. The unit has assisted the following agencies in 2014 with covert investigations: Seneca METRICH Enforcement Unit, Wyandot County METRICH, Wood County Sheriff's Office, Ohio Bureau of Criminal Investigation and Identification (BCI&I), Federal Drug Enforcement Agency (D.E.A.), and the U.S. Secret Service.



The following drugs were seized from investigations in 2014:

- *323 tablets of Oxycodone/Hydrocodone (down 58.8% from 2013)
- *75.2 grams of Crack Cocaine (up 50.0% from 2013)
- *43.1 grams of Cocaine (down 42.6% from 2013)
- *117.1 grams of Heroin (up 15.3% from 2013)

The objectives for 2015 for this unit are:

- Increase drug education presentations
- Increase drug offender investigations/arrests
- Increase forfeitures on money and property of drug offenders
- Continued cooperation with Federal, State, and local agencies to reduce narcotic activity in Findlay and Hancock County

SPECIAL SERVICES

The Special Services Division oversees Communications, Court Officer, Crime Prevention Officer, Parking Enforcement, Property Officer and the Records Room. All special events, both public and private, are coordinated through the Special Services Office. The Special Services Lieutenant is also tasked with departmental training and schedules off-duty and extra duty employment for Findlay Officers.

During 2014, Special Services Lieutenant Scott Lowry coordinated A.L.I.C.E. (Alert, Lock-Down, Inform, Contain and Evacuate) Training with the Findlay City Schools. The training allowed specially trained Findlay Police Officers to work with the faculty and staff of Findlay City Schools in the latest methods and response to school violence. The A.L.I.C.E. Program was an ongoing multi-year program that will remain part of the Findlay Police Departments long term plan.

RECORDS



Two clerks maintain the Records Division with one of the Records Clerks working part-time in the Parking Enforcement Unit. The Records Room operates during business hours of 8:00am to 5pm and responds

to all requests for records by attorneys, media representatives and the public. The Records Clerks also handle fine payments for parking violations, rental of traffic cones and issuance of bicycle licenses. Clerks work closely with the courts and local prosecutors as cases are adjudicated. Some of their other duties include data entry, the execution of expungement orders and the issuance of parking passes for each city lot. The Records Unit also monitors false alarms received by the Findlay Police Department. In 2014, a total of \$1100.00 was collected from false alarm fees incurred by area businesses.

PARKING ENFORCEMENT

The Findlay Police Department employs one full-time Parking Enforcement Officer. The Parking Enforcement Officer wrote 4,411 parking tickets during 2014 resulting in a total collection of approximately \$50,000.00 in parking fines.

COURT OFFICER

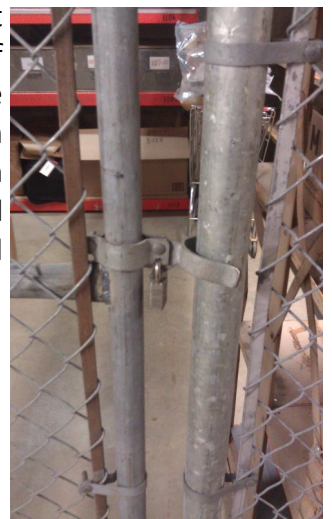
The Findlay Police Department Court Officer is a member of the Special Services Division. The Court Officer is assigned full-time to the Findlay Municipal Court. The Court Officer's responsibilities include the presentation of cases during arraignment, the transportation of prisoners to and from Findlay Municipal Court and the service of Findlay Municipal Court documents. The Court Officer also attends various court proceedings and maintains security for those hearings. This function is a completely independent function from the building security. Throughout 2014, the Court Officer's activities are as follows:

Processed	2,242	Total Prisoners Transported	37
Total Papers Served	1,023	Total Miles Driven	7,642
Total Court Room Security	737	Total Summons Signed	1,171

PROPERTY MANAGEMENT

The Findlay Police Department processed 26,370 pieces of property during 2014. The Property Officer is tasked with managing the Property Room along with Parker Storage and the processing of impounded vehicles.

The integrity of property is vital, requiring several safeguards in place to maintain the fidelity of the item within the care and control of the Police Department. Several times throughout the year the property room is audited, with



SPECIAL SERVICES

emphasis placed on money, firearms, narcotics and precious items.

The Property / Evidence office had the assistance of several light-duty Officers in 2014. These Officers worked diligently in researching evidence and court cases in effort to document property and case dispositions which allowed for the destruction of drugs and paraphernalia that date back some 10 years. One destruction burn completed on 07/28/2014 contained in excess of 717 drug evidence items as well as 715 pounds of prescription medications collected from the public during drug collection days and from collection boxes installed at the city building and Hancock County Sheriff's Office. Since that burn, another 367 pounds have been collected and awaits destruction.

The Property / Evidence office has turned over unclaimed monies totaling \$324.66 to the City Auditor's Office. There is no known owner for these funds so the Auditor's Office took full possession of these funds. We paid a total of \$16,037.77 to the courts in cash directly from the property room.

The Property/Evidence crew received over 616 impounds in 2014 and disposed of over 4,584 items. Disposal items included 152 lbs. of bikes a miscellaneous metals that were sold for scrap netting \$25.55.

The Findlay Police Department is also one of four locations with a medication collection box. Individuals may safely dispose of these old or unneeded medicine in a locked deposit box located in the lobby of the Findlay Municipal Building. The Property Officer will empty the box and work with members of the Police Auxiliary and University of Findlay Pharmaceuticals Programs to log the content of the collection. The collected medication is later destroyed by incineration at an undisclosed site.



Seized Property	
Alcohol	124
Art	9
Automobiles	616
Bicycles	230
Clothing Items	451
Com. Business Articles	28
Computer Hardware	396
Consumable Goods	531
Credit Debit Cards	396
Drugs	2,073
Drug Equipment	311
Farm Equipment	3
Firearms	78
Heavy Const. Equipment	37
Household Items	135
Household pets	5
Jewelry Precious Metals	261
Merchandise	4,088
Money	567
Negotiable Instruments-checks	86
Other Documents	65
Other Property/unclassified	10,967
Other Weapons	180
Personal Papers	294
Photographic Materials	15
Portable Electronics	54
Purses	268
Recording/Audio Visuals	841
Sports Equipment	61
Stereo/Televisions	234
Tools	484
Vehicle Accessories	190

SPECIAL SERVICES

Communications

Findlay Police Communications is the central point of contact for the City of Findlay and is responsible for answering 9-1-1 emergency calls, all non-emergency calls, and informational calls on a 24-hour basis. The Division provides 24-hour dispatch and communications support to the City of Findlay. It also monitors the radio traffic of the various Public Works Departments and support agencies within the city.

The Communications Center operates under the umbrella of the Special Services Division. It is comprised of ten Dispatchers and one Lead Communications Officer.

The goal of the Communications Center is to provide effective, efficient, and professional public safety communications between the public and the public safety agencies

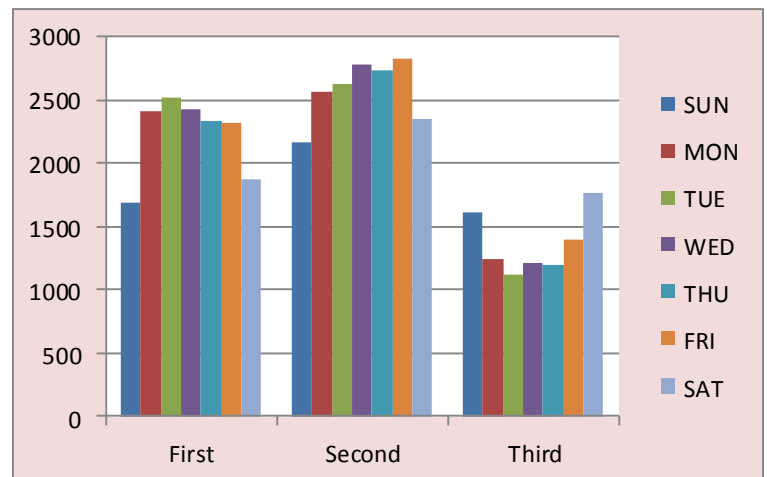
The Center strives to achieve the highest level of public confidence through continuous improvement, exceptional levels of professionalism and dedication to public service.

Dispatchers fielded approximately 101,207 calls this year. 87,560 were received on administrative lines and 13,647 were received via 911. Of those 911 calls, 12,121 were wireless calls and 1,526 were landline calls. Breaking the 911 calls down further, 344 calls were transfers to other agencies. 2,688 were calls for the wrong department or misdials, 1,192 were duplicate 911 calls and 1,987 were 911 disconnects. This year's call volume was a decrease from last year, which is attributed to not having any unusual occurrences.



O.P.B.A.
DISPATCHER OF
THE YEAR
DOREEN ROESCH

All Findlay Police Dispatchers receive certification in Emergency Medical Dispatch (EMD) Dispatchers provide pre-arrival instructions for all medical calls including CPR, childbirth, uncontrolled bleeding etc. Dispatchers handled 2,553 medical calls of which 1,295 required assistance from the fire department. Below is a chart depicting the total call load by day and shift.



This year there were 43,198 CAD cards generated. Of those 520 were voided cards, 507 were probation compliance checks, 2,553 were specific requests for EMS, 2,020 were fire related runs, 34,918 were police related dispatches with the balance being school walk-thrus/public relations, special assignments or report writing. There were also 244 documented calls for service entered for the street and traffic departments.

Tactical Dispatch Team

Tactical Dispatchers deployed with the Crisis Management Team on five search warrants. Each deployment went without incident and were entered into the Critical Incident Command software program.

Jake Sigler is our newest Tactical Dispatcher. He will be formally trained in February 2015.

SPECIAL SERVICES

Training

Dispatchers received 27 hours of continuing education this year. In addition to assigned reading, dispatchers obtained recertification in Crisis Intervention, had a guest instructor from Hanco for training in Signs and Symptoms and were educated in the Fire Department's ISO standards and new MAYDAY procedures. They also participated in two joint trainings with dispatchers from the Hancock County Sheriff's Office and Hanco.



The Findlay Police Department hosted the joint training

classes. They covered A.L.I.C.E and Active Shooter from a Law Enforcement Prospective. During the Active Shooter class, dispatchers received four hours of classroom training followed by four hours of hands on training. Dispatchers assumed the role of police officer,



armed with simunitions and directed to clear a floor on the old wing at Blanchard Valley Hospital. CMT members were the "bad guys" and while they took it easy on the dispatchers, they did shoot at and back at the 'police". All of the dispatchers said they gained a true understanding of the pressures officers felt in this kind of situation and felt better equipped to give them the support they would need. The training was a huge success not only in highlighting the pressures of making entries, but as a team building exercise as well.



You probably won't recognize these heroes on the street. They don't wear a badge or carry a gun. They don't drive a fire truck, ambulance or patrol car. But, they are among us. They work around the clock, holidays and birthdays. They often miss family functions, school activities and are at work when most people are home asleep. Their pictures don't usually make the paper and they rarely make the news unless a call went bad and the only record of it is a 911 call.

They are the life-line between someone who needs help and those who respond to give it.

GOALS

- Increase manpower
- Implement APCO Illuminations Continuing Education program
- Invite social services to give a presentation on services available in the Findlay area
- Invite CSB to give a presentation on their functions
- Invite prosecutor to discuss various issues of concern
- Develop team to conduct 911/EMD education for local businesses
- Train for Lead Communications Officer position
- Implement new 911 Viper phone system
- Implement new P25 radio system
- Spruce up the Communications Center

Crime Prevention

Crime Prevention saw some steady growth across all areas of activity during 2014. While no new programs were started this year, there was more involvement in several areas within the Division. The majority of this activity was in the area of community outreach, neighborhood safety and involvement within other prevention agencies. The Division was again run by Officer Brian Dill.

Officer Dill received less training this year than in the past. He managed to utilize his previous training to expand his involvement in local programs and groups. He received training in Autism Awareness with emphasis on law enforcement's response to autistic individuals. Officer Dill also obtained his certification in (CPI) or Crisis Prevention Institute training through Findlay City Schools.

The Crime Prevention Officer was called upon more this year to assist with ALICE trainings, child safety seat inspections and neighborhood safety presentations.

School Prevention Programs

A decision was made prior to the start of the 2014-2105 school year to change the prevention program slightly by moving the 6th grade curriculum to the 5th grade level. Permission was unable to be obtained from Findlay City School Administration. This change should probably be approached early for the 2015-2016 school year. This



Officer Aaron Fletcher explains the fingerprinting process to a group

change will put us more in line with the pre-junior high approach utilized by the D.A.R.E. Program.

After looking at the previous year, a decision was made to pull out the 2nd grade class programming. It was determined that the visits were enjoyed by the students, but that it wasn't the best use of time due to the high energy levels and short attention spans of those students. The curriculum is still on hand in the Division if the occasional visit is still requested by those teachers.

School Prevention programs were successfully presented in the following schools:

- Chamberlin Hill – 3rd grade
- Donnell – 6th, 7th and 8th grades
- Glenwood – 6th, 7th and 8th grades
- Jacobs – 3rd grade
- Lincoln – 3rd grade
- Northview – 3rd grade
- Saint Michael's School - 3rd, 6th and 8th grades
- Wilson Vance – 3rd grade

Our crime prevention officer remained active in the HAP-PY (Hancock Addiction Prevention Program for Youth) within Glenwood and Donnell. This culminated in him being a part of the program's weekend event held at First Presbyterian Church.

Neighborhood Watch

Neighborhood Watch continues to be an asset to both the citizens of Findlay and to the Police Department. In 2014 a new group was started in the George St. area. This included approx. an 8 block area and around 130 homes. This group was backed by the Harvest Times Ministries which has a church in the 200 block of George St. The pastor there, Al Delacruz, has been driving several support agencies to assist with some community pride and revitalization programs.



In 2015, there will be some advances taking place within the program and within the Department itself. Chief

SPECIAL SERVICES

Horne will be implementing the Special Assignment Unit again. This unit was a big part of slowing and/or stopping the rash of criminal activity in a couple of our Block Watch neighborhoods in recent years.



On another note, Findlay City Council member Holly Frische has joined the fight into growing the Block Watch program. She wants to move towards the concept of a Community

Watch. Holly has worked with other council members and Officer Dill to get the program up and running for January 2015. The idea behind this will be that anyone in a Block Watch group, anyone in a neighborhood without a group or anyone that cannot get enough interest to start a group can attend Community Watch meetings. The meetings will be bi-monthly or quarterly and at different locations around Findlay. This should allow more people to attend and gain the knowledge necessary to keep themselves and their neighbors safer. The hope is that these meetings will still lead to individual neighborhoods starting groups as well. The first meeting is scheduled for January 15, 2015 in Findlay City Council Chambers.

Social Media



The Findlay Police continued to be a presence in the social media arena. There were several very relevant posts that were shared among other individuals and groups.

This allowed us to increase our "Likes" up over 4600. We attempted to do the "Most Wanted" posts a few times with great success.

One issue Officer Dill had trouble overcoming was that he is out of the office a lot with scheduled activities. This didn't allow him the opportunity to keep questions posted to the site answered in a timely manner. He did manage to keep things interesting throughout the year. For future success, we would like to see others assigned to the site so that posts and questions could be kept current and interesting.

A list of 50 Most Wanted individuals in and around Findlay were posted this year. This list was compiled by including data from the Hancock County Sheriff's Office. The "Most Wanted" blitz was coordinated around Christmas time and also utilized the Crime Stoppers web site and area billboards. This posting was a great success and managed to pull in more "Likes" towards the end of 2014.

Significant changes coming to the web site and other internet presences by not only the Findlay Police Department, but the City of Findlay itself. We are hoping to have an easier interface and more people coordinated to maintain both the site and the Facebook page.

Community Outreach

The Crime Prevention Division continued to be a part of many different boards and civic organizations within the community. This is one of the areas where Officer Dill increased his involvement and time spent within each organization.

The Crime Prevention Officer was active with the following:

- Crime Stoppers
- Community Partnership Board Chair
- Medication Collection Committee
- Ohio Crime Prevention Association (OCPA) District #2 Representative
- Open Arms Board of Directors
- Walk A Mile Planning Committee
- Safe Kids
- Safety Town
- TRIAD

Crime Prevention had an increase in requests and invitations for the Findlay Police Department to be present for other safety related events. We participated in numerous private safety presentations, public demonstrations and ALiCE presentations in and around the community. These included health & safety fairs at Senior Towers, Marathon Petroleum Corp. and the YMCA. We were also invited to numerous functions including March-of-Dimes, Cancer Survivor Day and a couple of family fun festivals.

SPECIAL SERVICES

Programs were presented on home security, personal safety, financial security and other topics related to keeping individuals, families and neighborhoods safer. Boy Scout and Girl Scout tours of the Police Department were another staple event that was enjoyed by all participants.

One of our yearly activities is a workplace violence presentation at GSW Manufacturing. The company has requested our attendance every year for the past 5+ years. The company actually allowed a second visit to speak to all the managers and supervisors. Officer Dill did a security walk-through of the business and then presented on ALICE type training that they could and should implement in their facility. This presentation was well accepted and our efforts there will increase and might spread throughout more businesses in the Tall Timbers area.

New and updated topics and practices were integrated into each of the presentations throughout 2014.

The Findlay Police Department was well represented at all the events in which we were invited and present.



The Crime Prevention Officer was instrumental in putting together another very successful Flag City Night Out event. Officer Dill worked with the Hancock County Sheriff's Office and some other community agencies to delegate more of the work needed to get the event planned and carried out. This has allowed more involvement from the community and the addition of more displays, demonstrations and activities for those in attendance. Some of the more popular activities this year were



K9 Officer Matt Paugh and his partner Shadow speak to a group of students about what the dog can and can't do. He also did a demonstration.

the small train ride for the kids, K9 demonstrations (FPD and HSO), Findlay High School Jazz Ensemble, Jaws-Of-Life demonstration and free ice cream floats by Movement Church.

Everyone and every agency involved received nothing but compliments regarding the event. This should allow the event to continue to grow in the coming years.

Officer Dill is the District #2 Representative for the Ohio Crime Prevention Association. He managed to attend OCPA Board meetings as needed in Columbus, Ohio. He was also able to get attendance up a bit for the district by holding some rather interesting meetings. Those meetings were planned and held at the Hollywood Casino (Toledo), Cedar Point and at the newly opened BCI Crime Lab on the campus of BGSU. Those OCPA members in attendance were pleased with the locations. This was due to the unique locations for the meetings and also for being able to see some of the behind-the-scenes efforts to keep those locations safe and running smoothly.

Calendar year 2014 saw Officer Dill continuing to be involved with agencies and organizations that were relevant to the mission of the Findlay Police Department and the Crime Prevention Division. On a couple of occasions, Officer Dill filled in last minute for a quick radio or newspaper interview regarding a safety issue or current trend.

Officer Dill has made himself available for nearly every request received. His positive attitude has been complimented time and time again.

SPECIAL SERVICES

Bikes, Books & Badges

The Bikes, Books & Badges program continued to be active through 2014. With some increased efforts, more youth were reached by the bicycle giveaways. Officer Dill was contacted this year by the Allen Correctional Institute (ACI). ACI has a program for inmates that allows them to clean, adjust and repair bicycles. ACI's program allowed Officer Dill to have more bikes refurbished than in past years. With more bikes refurbished the program actually had a usable inventory of bikes on hand during most of 2014.

The inventory was useful when several support agencies and Findlay City Schools requested bikes for their clients. Bikes, Books & Badges was able to successfully carry on the Christmas time bike giveaway again this year. This is the portion of the program that got it all started. With the increased number of refurbished bikes, Officer Dill carried out a giveaway event at both Glenwood and Donnell. This was a wonderful opportunity to reach almost double the students as in past years. The giveaways provided close to 40 bikes to deserving kids in the school district. We were able to provide each recipient with a bike, bike helmet, license and a lock. Some great smiles were seen on the day of the events.

We are expecting some big changes for the 4th annual event. A new location will be announced as Marathon Petroleum continues the construction and expansion of their downtown headquarters. Plans have already begun for the 4th Annual Rodeo and we are excited about some

donors that are already committing to the event.

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Goals and Objectives

- Move 6th grade curriculum down to the 5th grade level
- Work harder on donations from support agencies to grow bike rodeo and Flag City Night Out
- Continue to implement ALICE across the entire school district
- Collaborate with the HSO on "Hidden In Plain Sight" program
- Find more training opportunities for the Crime Prevention Officer
- Connect with the community via social media to grow Community and Block Watch program
- Continue to utilize technology to grow the Division in all areas of expertise
- Stay connected with all divisions within the Department to stay on top of current crime trends
- Work with the Chief and Administration on growing the Division with more personnel; either part-time, full-time or volunteer positions
- Grow the connections with the youth in our community

Officer Brian Dill Moving to Patrol Division

As 2014 comes to a close, Officer Dill is passing off the torch to a new Crime Prevention Officer, Chris Huber. Officer Dill was promoted to patrol sergeant and finished with his last class presentation on December 19, 2014 at Glenwood Middle School.

With the change in the division, there will be more goals and objectives to come as Officer Huber acclimates himself to the position and carries out his own ideas and plans that he has for the office.

We would like to thank Sergeant Dill for his passion, time and dedication to the Crime Prevention Division over the past few years. And at the same time, we wish Officer Huber the best as he takes on what has been started and begins plans for his time in the Division. We are lucky to have such wonderful and personable Officers to assign to the Office of Crime Prevention.

ACCREDITATION



In 2012, the Findlay Police Department was awarded Advanced Accreditation by the Commission on Accreditation for Law Enforcement Agencies (CALEA). The program is voluntary on the part of the participating agency. It requires the police department to develop a comprehensive written directive system regarding all

aspects of police operations. In addition to the mandated policy development, the department must keep a three year record of activity to verify compliance with the standards set by CALEA. Once compliance is achieved, CALEA is notified that the candidate agency is ready for review. CALEA sends a team of assessors to audit the respective agency. Following a meticulous four day on-site assessment, the assessors submit a recommendation to the CALEA Commission. The Chief of Police must then submit to a public review by the Commission prior to the final decision by the Commission.

CALEA Accreditation is considered the "Gold Standard" for public safety organizations and recognized internationally. Compliance allows the department to maintain

fidelity by employing standards established by the commission. Through the standards, the department also can measure improvement, recognize the need for change and employ that change.

In 2014, the Findlay Police Department Accreditation Program transitioned to the new PowerDMS Software. This new web-based program allows the department to maintain a level of accountability with policy review. The program also enables training and instructional material to be viewed from any device that can reach an internet connection. Additionally, outside users may be granted access which saves money by avoiding the costly mailing of hardcopies documents to assessors prior to the onsite assessment.

The Accreditation Team continued to prepare for the upcoming onsite assessment which is scheduled for August of 2015. A "Mock-Assessment" will be held prior to the onsite visit by CALEA Assessors to allow the department to gauge their progress. Compliance will be determined by the presence and application of policy for each standard established by CALEA. For the Findlay Police Department, approximately 400 standards of compliance are required to maintain their membership with CALEA.

In the Beginning...The start of CALEA

During the 1960s and early 1970s, United States law enforcement faced a number of large-scale civil disturbances. Many American cities experienced riots with significant loss of life and property damage. Many citizens lost confidence in their law enforcement agencies due to their seeming inability to prepare for and deal with these events. Law enforcement agencies were viewed as unable or unwilling to learn from others' mistakes and as having little, if any, coordination between themselves and other agencies.

Law enforcement officers were often viewed as under-trained, and their selection and hiring practices often were discriminatory. Policies and procedures were often poorly written or sometimes, nonexistent, and many in the general public did not respect law enforcement officers as professionals. Issues of accountability, integrity, liability, performance, and community partnership dominated the public dialogue and media coverage of law enforcement.

In response, the United States Department of Justice provided a grant to the four leading law enforcement executive associations to advance law enforcement professionalism by establishing voluntary standards. The organizations were: International Association of Chiefs of Police (IACP); National Organization of Black Law Enforcement Executives (NOBLE); National Sheriffs' Association (NSA); and Police Executive Research Forum (PERF). The result of this initiative was the creation in 1979 of a private, non-profit corporation: The Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA®)

The CALEA Accreditation Process provided other public safety agencies an opportunity to voluntarily demonstrate that they meet an established set of professional standards. This involved the establishing of a body of standards designed to increase:

- Public safety agency capabilities to maintain law and order;
- Agency effectiveness and efficiency in the delivery of public safety services;
- Cooperation and coordination with other public safety agencies, and with other agencies in the criminal justice system; and citizen and employee confidence in the goals, objectives, policies, and practices of the agency.