

Evendale Police Department

2016

Annual Report



EVENDALE POLICE DEPARTMENT 2016 ANNUAL REPORT

Introduction

There are several items from 2016 that deserve highlighting in this report. Foremost of these is the planning and execution of a multi-jurisdictional Active Shooter Exercise conducted at General Electric in October. This exercise had well over 100 participants that included area police and fire departments, the Hamilton County Communications Center, GE fire and security personnel, GE employees, and “actors” from the Cincinnati College of Mortuary Science who portrayed extremely realistic victims of violence. In addition to the planning and execution, a post-event briefing was conducted to address areas of improvement.

In late 2015, the Village itself fell prey to a crime when an \$11,000 check was stolen from a mailbox in a neighboring county. Subsequent investigation through 2016 revealed a complicated and organized group of suspects who specialized in the theft and alteration of large sum business checks. The group was active in Greater Cincinnati and Northern Kentucky and the prosecution ultimately ended up in Federal Court where there are two suspects currently awaiting trial and 6 who have pleaded guilty to Conspiracy to Commit Bank Fraud. In addition to this prolonged investigation, in continuing with 2015 investigation of the gang from Florida, a Felony Lane Gang, Lt. Niehauser and Det. McKinney were subpoenaed to the Broward County Common Pleas Court where they testified against a suspect whom they arrested here – with a 30 year sentence for manslaughter awaiting him if he violated probation. After testimony, the suspect received 17 year for the crime.

To our relief, the crimes and overdoses associated with the heroin epidemic decreased in our community in 2016. While it is undoubtable that some of our theft offenses are attributable to heroin addiction, this disturbing trend did not have the same effect on our resources as it did in 2015.

2016 revealed a decrease of about 10% in the number of case reports, 487 versus 532 from 2015. The statistical average of reports taken over the last 4 years is 523. One-hundred and ninety-two of the case reports (39%) were generated by a single retailer. More details on our investigations will be included further in the report.

Finally, in November, we received our Final Certification from the Ohio Collaborative Community-Police Advisory Board for compliance with their standards.

Following is a review and summary of our yearly activities. The summary of activities is reflective of not only the calls for service and other actions we complete, but is indicative of the training, effort, and professionalism the members of the department continue to put forth in our daily mission to deliver exemplary police service to our community.

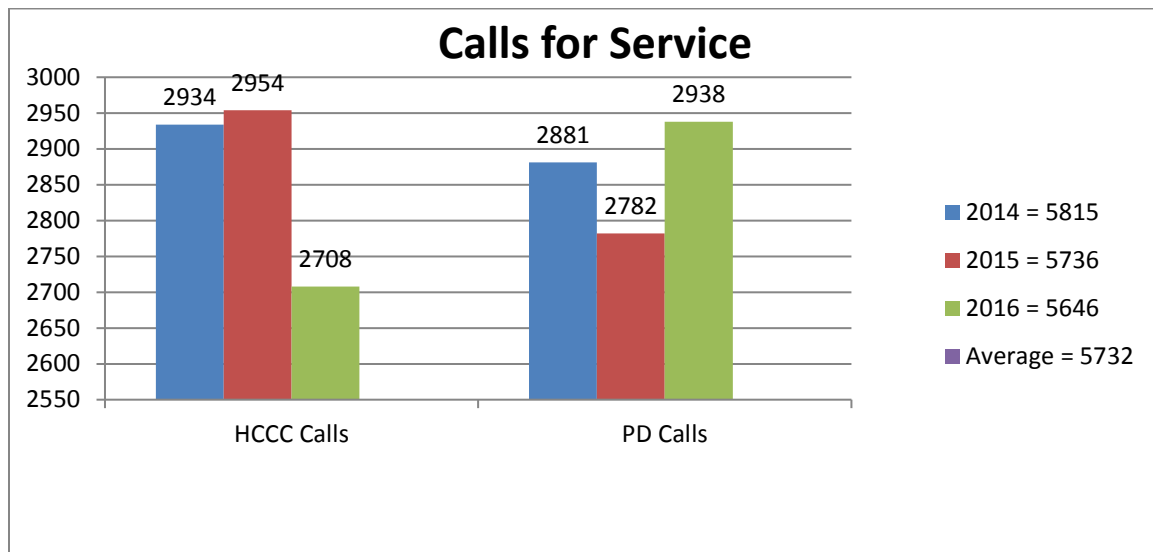
Chief Niel Korte

EVENDALE POLICE DEPARTMENT 2016 ANNUAL REPORT

Calls for Service

There are several different ways that the Police Department receives calls for service. The overwhelming majority of emergency calls come to us from the Hamilton County Communication Center. The Communication Center dispatches all 911 calls as well as non-emergency calls they receive through their non-emergency dispatch number. Another means by which we receive calls for service is by a call directly to our department phones.

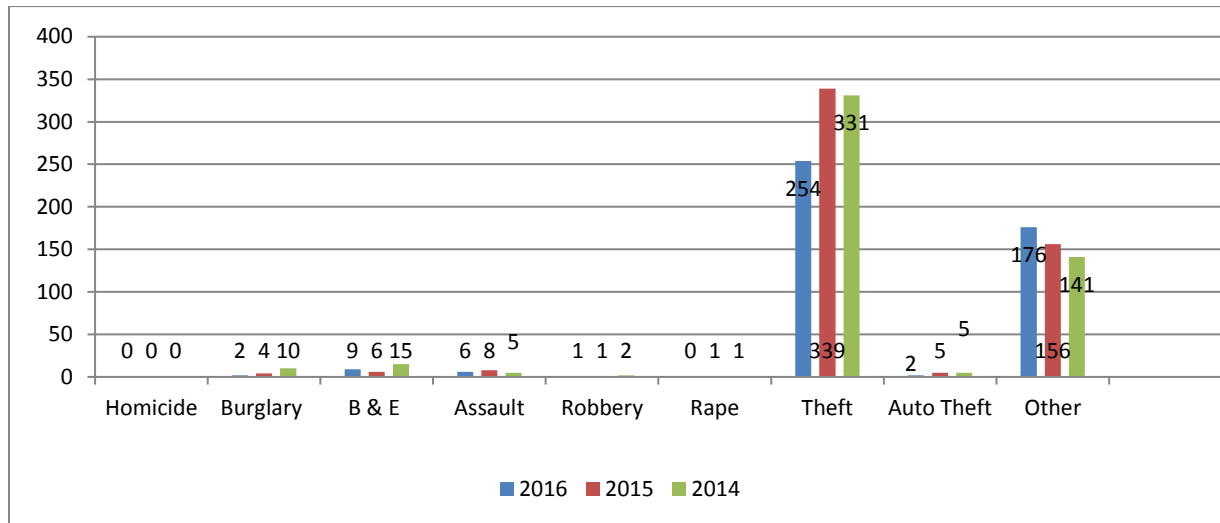
In order to defray overall dispatching costs, we continue to encourage residents and businesses to make service requests through our department as opposed to calling the Communications Center. Police Department calls for service also include those self-initiated and administrative activities that are required to maintain the department's function. The following is a breakdown of our calls for service:



EVENDALE POLICE DEPARTMENT 2016 ANNUAL REPORT

Criminal Offenses

The total number of offense reports taken decreased less than 10% from 2015 to 487. That number is slightly below the statistical average for the last five years. A great majority of the case reports are taken as a result of a property crime. Thefts remain the most prevalent offense reported. The “other” category consists of drug or theft related offenses. Included in the 487 were 66 offense reports taken for documentation of non-criminal events.

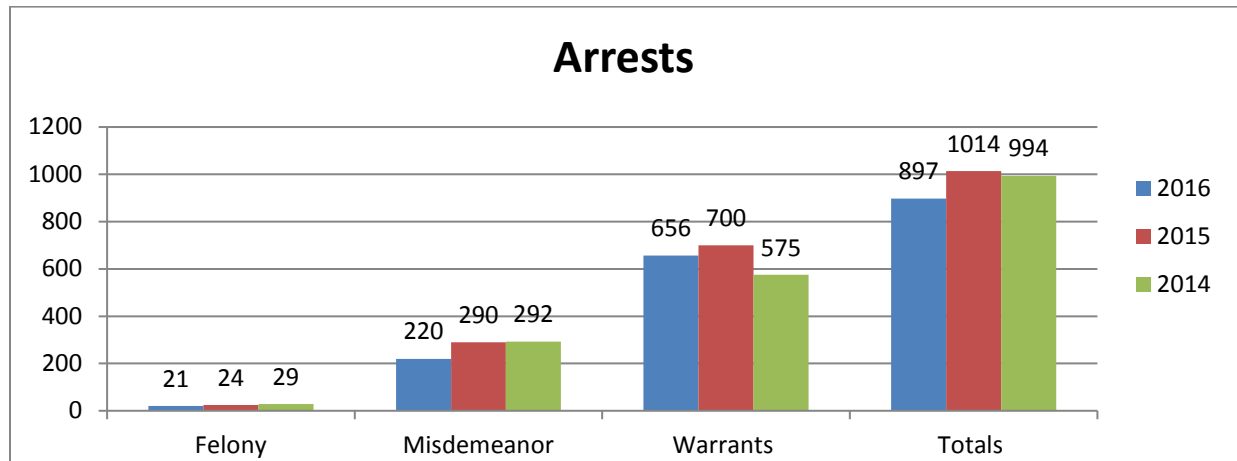


Arrests

A great many of our arrests are for outstanding warrants on wanted persons from either our agency or other agencies. In common practice, most wanted persons are not incarcerated but instead re-cited to the respective court. Arrest statistics in 2016 include recites we completed for our agency, persons who were incarcerated at the Butler County Jail at the order of the Magistrate, and persons who came to the police department after receiving a notification regarding missing a court date; a total of 656 persons. This number also includes persons brought into the police department for investigation and the 228 people who were re-cited to our court by other agencies.

In 2016, we arrested 21 persons for operating a vehicle while intoxicated (OVI), 220 persons for other original misdemeanors and 21 persons for original felonies. The number of total arrests, including outside agency re-cites, was 897.

EVENDALE POLICE DEPARTMENT 2016 ANNUAL REPORT

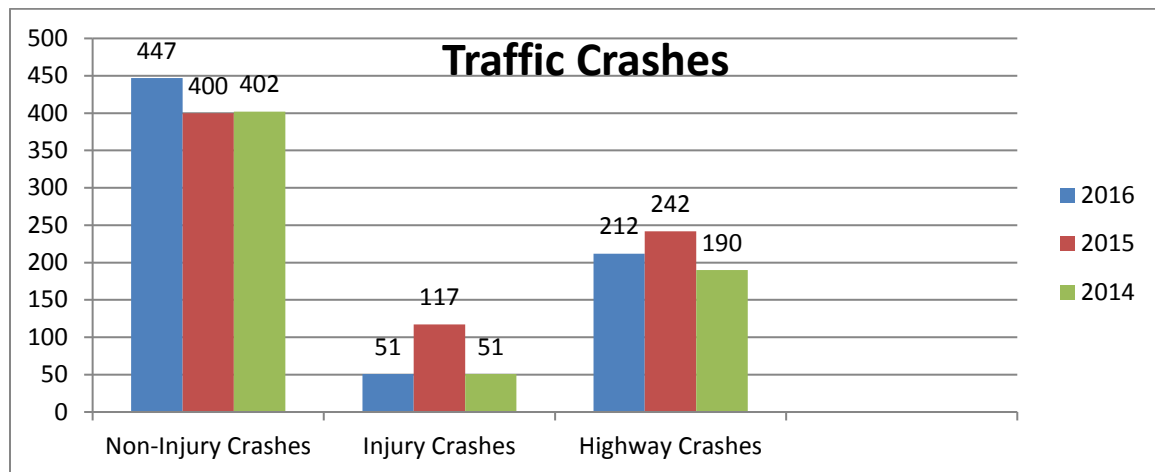


Traffic Enforcement

Traffic Crashes

The traffic crash reports taken remained about even with 2015 numbers; 498 compared to last year's 517. Crashes either on the highway or on the ramps to and from the highway make up 47% of the total. In comparison with 2015, injury crashes were down over 50%. These totals also include hit-skip reports as well as the 86 Private Property Crash Reports taken.

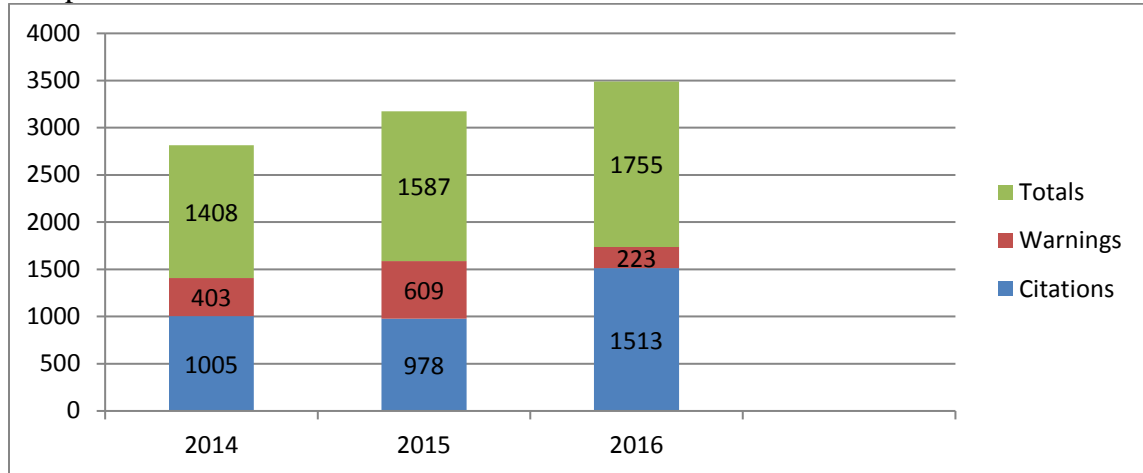
We continue to use selective enforcement in targeted areas, generally in response to resident's or business's complaints. As reported in previous years, when fault is determined by an officer at the time of a crash, the single-most cited offense is failure to maintain an assured clear distance ahead (ACDA).



EVENDALE POLICE DEPARTMENT 2016 ANNUAL REPORT

Traffic Citations

Including driving under suspension (DUS)(156 citations), and OVI charges (21), officers issued 1755 moving violation citations and written warnings in 2016, which is 11% more traffic stops than in 2015. The *vehicles over 3 axles* restriction on Glendale-Milford Rd remains a constant violation despite all the efforts to curtail it including increased signage, letters to trucking companies, and letters to the GPS manufacturers. 252 persons were cited in 2016 for this violation.



Operating a Vehicle Under the Influence Offenses

We arrested 21 people for OVI in 2016, down three from the previous 2 years. In addition, we assisted outside agencies by administering 12 blood alcohol content (BAC) tests to their OVI offenders. Of all tested, 12 refused to take a test to determine impairment, a blood test was requested for 1 suspected impaired driver, and a urine test for another. Seven individuals who submitted to the breath test were considered to be high-tier offenders with a BAC above .169. The most intoxicated individual had a BAC of .303, almost 4 times the prohibited concentration.

Personnel

Officer Joel Ward was selected by his supervisors as the Police Officer of the Year in 2016. In addition to being a firearms instructor and field training officer, Joel is regarded as being a mentor and source of advice for our younger officers. He enjoys the reputation of being decisive and knowledgeable and his award reflected those qualities.

With the retirement of Sgt. Bill Lantry in 2016, a promotional process was conducted. While all the candidates performed well in this extremely closely graded process, Sean McKinney was ultimately promoted to the sergeant's position. A request for interested officers to fill the detective's position was solicited and Officer Tina McCormick was selected as our investigator.

EVENDALE POLICE DEPARTMENT 2016 ANNUAL REPORT

Due to the announced retirement of Officer Wedig in 2017, we initiated a hiring process that will run in through the first quarter of 2017.

Grievances

There were no grievances in 2016.

Internal Affairs /Citizen Complaints

Last year, we arrested, cited, or had contact with thousands of people. Despite the high volume of citizen contacts we have on an annual basis, there was only one citizen complaint brought to our attention. The complainant came to the police department several times and spoke with several officers in succession and then completed a complaint form. Subsequent efforts to contact him were unsuccessful. The complaint was still investigated to the best of our ability and it was determined that allegation was neither valid nor sustained.

I believe that our strong selection process, effective training and supervision, and most importantly, commitment to the values and mission of the agency leads to the lack of complaints against officers despite the number of citizen contacts.

Use of Force Review

In addition to 4 destruction of injured animal incidents, we had 2 Use of Force reports in 2016.

Each Use of Force report was investigated and reviewed by a supervisor. Both investigations revealed that the involved officers used the amount of force reasonable for the respective incidents. Neither the subjects involved nor the officers involved sustained injury. One incident involved 2 officers physically restraining a man suspected of being an OVI offender who refused to comply with the officers' arrest orders and the second was a female placed under arrest for theft who refused to comply with the officer's orders to keep her hands out of her purse. No patterns were discovered that would necessitate a change in training or equipment.

EVENDALE POLICE DEPARTMENT 2016 ANNUAL REPORT

This year, with an effort to promote transparency and ensure supervisor review, a policy change to document an officer's display of a firearm was enacted. If an officer points a firearm at a person and issues a command, a report of the incident is generated and reviewed by a supervisor. This occurred 3 times in 2016 and each time it was demonstrated that the officer acted correctly in accordance with training and policy.

| | | | |
|---|--|---|------|
| <i>Reasons for Use of Force:</i> | Animal Destruction (Firearms) | 4 | |
| | Resisting Arrest (Failure to Obey Commands) | 2 | |
| <i>Type of Force:</i> | Hands /Take Down | 2 | 100% |

Personnel Early Warning System

The Personnel Early Warning System was implemented in December of 2009 as a system to bring to our attention the possibility of behavior issues that may indicate a need for intervention. We have purchased a software based program called Guardian Tracker to assist in the early identification of potential issues in officer behavior. There were no items to document in 2016.

Analysis of Vehicle Pursuits/Pursuit Policy/Use of Roadblocks

Our policy states that the initiation of a pursuit can only result for two reasons; for a serious, violent offense or when the initial observable actions of the driver indicate an immediate need to attempt to stop the vehicle. There were no pursuits initiated in 2016.

Administrative Review – Bias-Based Profiling

In accordance with our CALEA standards, we also monitor and review citizen concerns that may be brought to our attention regarding agency personnel's actions or practices. We received no citizen concerns, formally or informally, in 2016.

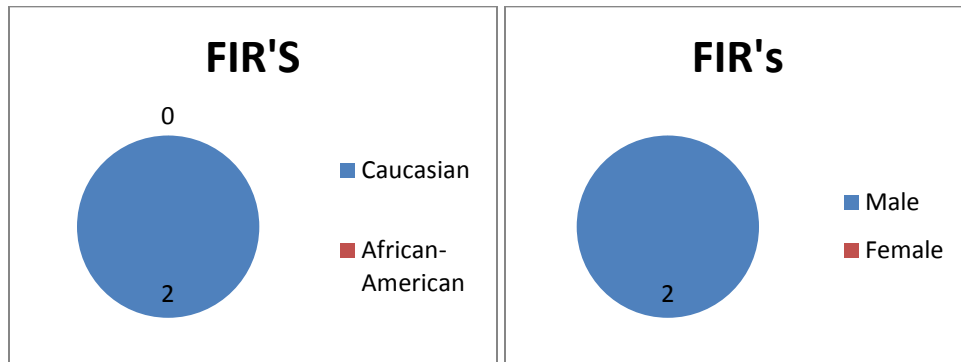
In examination of enforcement activities for 2016, field interrogation reports, arrests and citations are reviewed to ensure that our personnel are focusing on an individual's conduct and not solely on a particular group. The number and type of contacts are consistent with prior years and do not reveal any patterns of bias-based profiling.

EVENDALE POLICE DEPARTMENT 2016 ANNUAL REPORT

Field Interrogation Reports:

The number of Field Interrogation Reports was lower than in previous years. Two persons were FIR'ed in 2016. Both were Caucasian, and men.

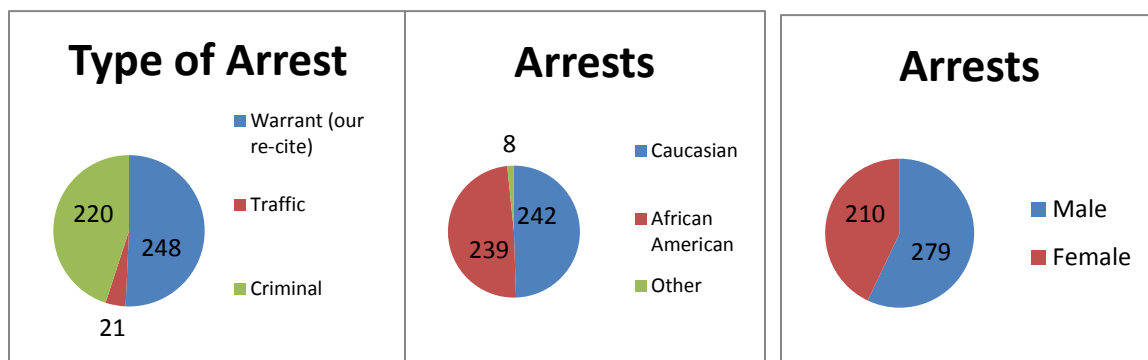
The stops were for two reasons; riding a bike in the middle of the street, (1), and involved in an altercation (1). The explanations for contacts with the persons involved were based on reasonable suspicion of the person's behavior and not a as result of a focus on the attribute of any particular group.



Arrests

Excluding outside agency recites, persons who were recited from the Hamilton County Justice Center, and those who walk into the station, we arrested 489 persons in 2016. In other words, the below number of persons are those whom had contact initiated by an officer. Statistically, criminal arrests were at 50% for both Caucasian and African American persons and a great majority were as a result of calls to a single retailer. Re-cite arrests in 2016 trended downward from 2015 (54% of African-American persons) to 51%.

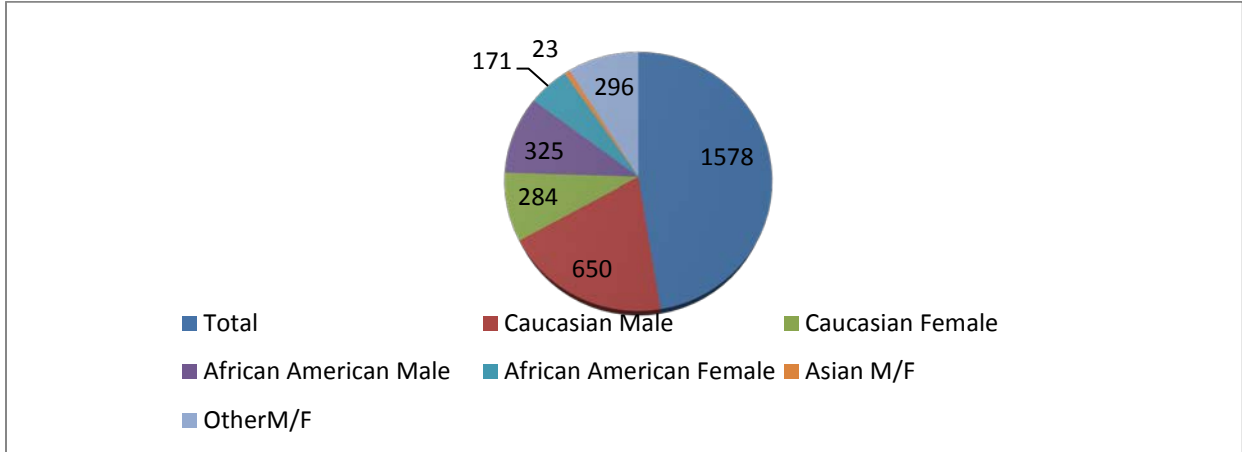
We have continued a practice, started in 2010, of assigning arrest numbers to outside agencies recites in order to more effectively track the court process, but they are not included in the below report. These persons, and those who come into the station, are not contacted through our enforcement efforts. In total, 408 persons were recited for us by other agencies or came into the station to be recited.



EVENDALE POLICE DEPARTMENT 2016 ANNUAL REPORT

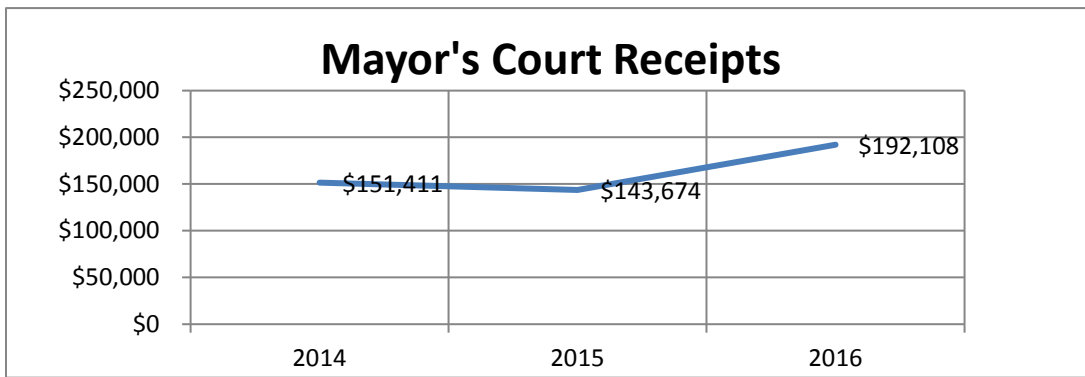
Traffic Citations:

Not including the criminal charges of DUS and OVI, officers wrote 1355 traffic citations and 223 notices of violations (warnings) in 2016. Fifty-nine percent of our traffic stops involved Caucasian persons, thirty-one percent of traffic stops involved African-American persons, and the other 8% of citations and warnings were issued to unknown race and Asian persons. The percentage of traffic stops involving African-American's is consistent with a 5 year average of 32%. Again, we continue to stress through our training and supervision that all traffic stops are made for observed driving infractions.



Mayor's Court

Mayor's Court receipts totaled \$192,108, a 26% increase from 2015. This number is reflective of the significant increase in the number of citations issued in 2016.



EVENDALE POLICE DEPARTMENT 2016 ANNUAL REPORT

Investigation Highlights

As indicated in the introduction, 2016's major case highlight was the initiation and investigation of a check theft ring that included one of our business checks. We were able to determine that over \$250,000 in forged checks have been cashed by the group being investigated. The cooperation of area police departments and federal agencies in terminating this criminal group has been inspiring.

We experienced one robbery in 2016. The U.S. Bank was robbed in May. Two suspects were identified through the capture of a picture of the vehicle on the intersection cameras when it travelled through the intersection at Glendale-Milford and Reading Rds. A list of suspect vehicles was developed and the painstaking process of elimination and surveillance was conducted which ultimately led to the arrest of the suspects. Similarly, two persons were arrested in 2016 for the 2015 robbery of the Chipotle restaurant. One of the suspects fled to New Jersey after indictment and after learning he was being pursued by the U.S. Marshal Service, turned himself into the Cincinnati Police Department.

Early in 2016, we were called to the GE plant where it was discovered by their security officers that a large amount of copper wiring being used in construction of their power plant had been stolen. Subsequent investigation revealed that over the course of several weeks, four persons using GE ID badges had stolen and "scrapped" over \$200,000 in copper wiring. All four were arrested and convicted for their roles in the thefts.

To show again that crime doesn't know boundaries, we were involved in 2 multi-jurisdictional cases that had a single link to our community. One suspect attempted to break into the Radio Shack on Reading Rd early one morning. He was caught on a neighboring businesses video and subsequent investigation revealed a name and he was ultimately charged with 54 breaking and entering offenses in the southwest Ohio area. Similarly, we were a victim of the man dubbed the "Rogaine Robber," Andreas Arias from Florida. Arias' cases were combined and he was tried in Warren County where he was sentenced to 2 years in prison and ordered to pay restitution of \$22,000 for the thefts he committed.

As with prior years, the majority of our investigations have continued to be for property crimes and as previously stated, these crimes are in some part committed in support of a drug addiction. Undoubtedly, retail thefts, and particularly one merchant, comprise the bulk of the offenses to which we respond.

Training

The training committee consisted of Lt. Asbrock and Officers Roach, Ward and Titgemeyer. There were several high priority training issues that had to be addressed in 2016. The State of Ohio effectively doubled the number of continued professional training (CPT) hours required for all police officers.

EVENDALE POLICE DEPARTMENT 2016 ANNUAL REPORT

The CPT training could not consist of annual qualifications and effectively had to be “outside” training. Further, we had vacancies in two specialist areas and that required us to re-evaluate the agency’s five year training plan.

We accomplished the mandate of CPT hours through a combination of attendance in OPOTA authorized classes, by using their on-line training (EOPOTA) by using a company called PoliceOne that has an education arm, and through attendance at different OPOTA courses. By the years’ end, each officer had met or exceeded the state’s minimum CPT requirement. In addition, all supervisors received leadership training as well as Drug Free Workplace training.

We renewed or added to field training officer, taser, and firearms instructors. As has been our practice for several years, we sent two officers to a week-long emergency vehicle response course. Different officers received specialized training in the REID Interview and Interrogation course, critical incident training (handling persons experiencing mental health episodes), advanced auto accident investigation, death notification, cellphone and computer crime investigations, evidence technician and street drug identification.

A total of 1535 hours of training were conducted in 2016 which included the Police One On-line Academy.

We are constantly looking at ways by which we can better train and equip our personnel to perform their functions on a daily basis. We are aware of the faith and trust that the community places in our abilities to perform our roles in the face of adversity. We strive to achieve the best possible outcomes for all parties through constant improvement of our delivered service. Both in house and outside training is constantly being critiqued for both quality of instruction and applicability to the job at hand.

GOALS AND OBJECTIVES 2016

Administration / Scheduling

Goal: Maintain and ensure consistency with the Village Payroll Office for the proper recording and accounting of all personnel time earned and used (vacation, holiday, sick, personal, etc.)

- **Objective:** Review, update, and immediately correct deficiencies in daily log and hours earned/taken prior to submission to payroll.
Completed: Any known deficiencies were corrected prior to being submitted to payroll. In situations where discrepancies were discovered, corrections were made.

EVENDALE POLICE DEPARTMENT 2016 ANNUAL REPORT

- **Objective:** Maintain, via Planit, current time off taken, OIC pay, OT, training and other duties and have it reflected on the stations Planit monitor for officer's review.

Completed: Planit scheduling is current.

Training

Goal: Maintain records and certify completion of all mandated training as set forth by agency regulations or OPOTA requirements.

- **Objective:** Maintain annual firearms qualifications which include duty weapons, shotgun, air soft weapons and AR-15 rifles.
Completed throughout the year. Officer Ward had a "back to the basics" approach to firearms training this year.
- **Objective:** Assure compliance with annual (OPOTA) Continued Professional Training requirements (current requirement is 11 hours). Have all courses that are not OPOTA certified pre-approved for CPT credit.
Completed: As of the date of this report, all officers have completed their CPT required hours or are scheduled for completion. REID training as well as several PoliceOne courses were preapproved for CPT hours.
- **Objective:** Continue online training with PoliceOne Academy. Work with PoliceOne to have their courses approved for CPT credit.
Completed: Several courses were approved for CPT hours.
- **Objective:** Continue with supervisor management and leadership training. Have all supervisors complete courses/training in critical incident scenarios.
Completed: All supervisors had management and or leadership training (Drug Free Workplace for supervisors). In addition, supervisors attended the PELC conference (Abrams, Asbrock and Niehauser) and an active shooter scenario in Blue Ash on March 6, 2016. Sergeants McKinney, Abrams, Holloway, Lt. Asbrock and Chief Korte participated in an active shooter scenario at General Electric. Lt. McDaniel attended active shooter scenario at the Air National Guard in Blue Ash. Sgt. Abrams attended FEMA.
- **Objective:** Maintain a training committee and hold quarterly meetings to review training needs and to ensure budgetary compliance.
Completed: Two meetings were held in the late winter early spring of 2016. Additional meeting was held during the third quarter. Numerous email correspondences occurred throughout the year as needed.

EVENDALE POLICE DEPARTMENT 2016 ANNUAL REPORT

- **Objective:** Formulate an extended (3-5 year) plan for our agencies training needs. Identify the potential for specialized areas having vacancies in the future and devise a plan to address such shortcomings/vacancies.
Completed: Five year plan forwarded to Chief Korte. Additionally, as a result of assignment changes within our agency, Officer Ward received training as an FTO. Officers Titgemeyer and Roach, Taser (Officer Titgemeyer, firearms). Officer McCormick, extensive investigation training.
- **Objective:** Continue with annual in-service training which includes ASP, Taser, legal updates, selection and recruitment and use of force policy.
Completed: Additionally, ethics and dealing with the mentally challenged training was completed for the entire agency.

Warrant Service

Goal: Strict adherence to the department's warrant service policy (Procedure 6-08) to ensure the accuracy, timeliness and accessibility of warrants and capiases.

- **Objective:** Minimize the chances of civil liability due to errors resulting from the failure to cancel warrants and/or having them entered in a timely manner. Ensure proper documentation of cancelations and entries.
Completed: No known issues concerning the failure of our agency to cancel warrants or enter warrants in a timely/acceptable fashion.
- **Objective:** Maintain warrants in a manner that are accessible to officers 24/7.
Completed: Warrants are maintained in the warrant files located in the front office.
- **Objective:** Ensure that that the Mayor's court clerk is assigning warrants to officers for follow-up and/or warrant service attempts and the documentation of such.
Completed: Warrants are being assigned to officers.
- **Objective:** Match or exceed the 2015 goal of 50 warrant service attempts or the follow-up arrest/recite of persons with outstanding warrants out of our jurisdiction.
Completed: Random warrants were reviewed from the files and approximately 50% had recite/attempts documentation.
****Since most signal 30's are recited and not physically arrested, this goal may need to be revised in the future.*

EVENDALE POLICE DEPARTMENT 2016 ANNUAL REPORT

Crime Analysis

Goal: To monitor statistical data to assist in the strategic planning of manpower allocation and to ensure better utilization of departmental resources.

- **Objective:** Review monthly offense reports to identify areas of frequent criminal activity and develop subsequent measures to reduce future occurrences.
Completed: Chief Korte reviews all case reports and assigns them as needed. During peak crime time frames, unused cruisers are placed in high crime areas (Banks, Walmart...).
- **Objective:** Participate in information sharing with neighboring agencies to seek a reduction in crime for our area.
Completed: FIA meetings, CrimeDex, Swopintel
- **Objective:** Utilize Swopintel as a means of gauging the crime trends for our area and ensuring that Evendale officers are aware of such trends. Forwarding Swopintel information where appropriate.
Completed: Swopintel information is posted by our agency and pertinent information from outside agencies is disseminated to our officers.

Criminal Investigations

Goal: To maintain the expected level of service and to ensure proper case follow-up procedures are adhered to. Provide opportunities for specialized training to the assigned investigator to meet the changing needs of the position.

- **Objective:** Ensure scheduling of training for Detective McKinney and other officers who have criminal investigations as a part of their career development in areas specific to criminal investigations and evidence processing.
Completed: Officers McCormick, Ivanovich and Faillace received additional investigation/crime scene processing training. Officer Vonderhaar was scheduled for same, however his classes were cancelled.
- **Objective:** Monitor the use of solvability factors checklist on field offense reports to ensure proper follow-up.
Completed in some areas: Solvability factors are usually addressed via review by the Chief and subsequent follow up by the investigator. (Checklist still needs improvement). Where physical arrest are made, there is usually no need to check solvability factors.
- **Objective:** Oversee the review of case reports to ensure report completion and that the proper case status is assigned.
Completed by Chief Korte.

EVENDALE POLICE DEPARTMENT 2016 ANNUAL REPORT

- **Objective:** Work with other agencies, including Swopintel, in an attempt to assist each other with a more effective means of investigating crimes.

Completed: Numerous high profile cases were investigated/solved through interagency cooperation. (Bank robber – Colerain, CPD. Conspiracy case – Feds and US Postal. Radio Shack B & E – over ten agencies. Valero B & E – over ten agencies involves.

GPS unit was loaned out to Reading and Wyoming PD.

Court Security

Goal: Continue to provide a safe and orderly court room during Mayor's Court sessions.

- **Objective:** Two officers will be assigned to work Mayor's Court for each session. One officer will serve as the court officer and will maintain order while court is in session. The second officer will serve as the bailiff and will maintain the responsibility for processing both Evendale prisoners and those wanted by outside agencies.

Completed: Courtroom security log sheet show compliance.

- **Objective:** The assignments of two court officers will not reduce road patrol below the two officer minimum. If the need arises additional officers will be added to maintain minimum staffing levels.

Completed: Overtime was paid to cover the road/courtroom when staffing levels reached the below minimum requirement.

- **Objective:** Ensure that the staffing of court security is updated on Planit.

Completed: Documented on Planit.

- **Objective:** Provide transportation to the Butler County Jail when sentencing in Mayor's Court requires confinement.

Completed: Transportation completed. Additionally, during the second half of 2016, Butler County Jail was not accepting prisoners.

Uniforms and Equipment

Goal: Ensure the uniformity in the appearance and personal grooming of uniformed officers and also ensure that our agency obtains and maintains equipment necessary for the completion of our duties.

- **Objective:** Update the equipment log for each officer and make sure they have the necessary uniforms and equipment. The officer's immediate supervisor will meet with them and complete this task. Evaluate new uniform pants option.

Completed: Equipment log updated before the end of the year. Numerous emails have been sent out to the officers reminding them to order what is necessary for their uniforms and equipment. New style pants (unobtrusive cargo pocket) accepted and ordered

**EVENDALE POLICE DEPARTMENT
2016 ANNUAL REPORT**

- **Objective:** Continue to obtain speed measuring devices or other equipment that is offered through our involvement in programs such as “Click It or Ticket” and “Drive Sober” campaigns.
Completed: Evendale Police participated in both of these campaigns.
- **Objective:** Continue to maintain an “Agency Owned Inventory Log”. Continue an up to date record of vehicle, radar, laser and Datamaster maintenance.
Completed in part. Vehicle, radar, laser and Datamaster maintenance logs are up to date. Agency owned inventory has not been updated.

Career Development

Goal: To provide opportunities for individual growth and development to promote efficient and effective job performance and job satisfaction.

- **Objective:** Annually review the skills, knowledge and abilities of each department member to best determine job assignments and areas of specialization.
Completed: During the annual performance evaluations, which are conducted in January of each year the topic of career development is addressed with each officer individually.
- **Objective:** Provide quarterly career counseling meetings to department members to ensure proper utilization of training opportunities.
Completed: At the conclusion of each quarter of the year, department members are provided an informal evaluation to assess individual performance and training needs.
- **Objective:** Provide annual or biannual in-service training to all employees in the following areas; Firearms, Taser and ASP/OC Spray.
Completed: In 2016 every member of the department received a four hour block of instruction in all the areas listed.
- **Objective:** To ensure all supervisors attend annual leadership training.
Completed: Chief Korte attended the Ohio Chiefs of Police Annual Conference. Lt. Asbrock, Lt. Niehauser and Sgt. Abrams attended the Police Executive Leadership Conference. Sgt. Tim Holloway completed the Public Sector Leader Certificate Program in Jan/Feb 2016.

EVENDALE POLICE DEPARTMENT 2016 ANNUAL REPORT

Physical Fitness

Goal: Maintain a master file to document each officer's level of proficiency as to the New Cooper Age and Gender Base Standards for Law Enforcement.

- **Objective 1:** To provide feedback and to continue to assist in the design of an exercise program designed to meet the needs of each officer.

Completed: At the conclusion of each calendar year, following the medical physicals and physical fitness testing, an assessment of each officer's performance is made. If an officer is deficient in a particular area, instruction is provided to encourage improvement. Each departmental employee must also meet with a health coach to discuss diet and exercise programs designed to encourage a healthy lifestyle.

- **Objective 2:** To continue to provide opportunities for members to participate in group related activities to incentivize good eating habits or goal related exercise activities.

During the calendar year numerous programs and activities are provided by the Wellness Committee to encourage healthy eating and promote exercise activities. In 2016 the committee hosted several lunch and learn programs and several group and individual challenges to promote goal related challenges. The opportunities provided in 2016 consisted the blood pressure challenge,

- **Objective 3:** To provide opportunities for educational advice on diet and exercise.

Completed: During 2016 the Evendale Wellness Committee hosted (2) Lunch and Learn Programs designed to promote both exercise and healthy eating habits.

- **Objective 4:** Schedule department physicals and PT test for the fall of 2016.

Completed: The departmental physicals were held on October 17, 18 and 19th. The annual PT tests were scheduled for October 20th and 25th.

Off Duty Details

Goal: Maintain a record file of off detail requests to ensure adequate scheduling and that the detail request is a proper extension of police services.

- **Objective 1:** To review each request to verify that the duties requested fall within the guidelines established by the Evendale Police Department.

Completed: Each detail request was scrutinized by a departmental supervisor prior to approval to ensure the detail is a proper extension of police services.

EVENDALE POLICE DEPARTMENT 2016 ANNUAL REPORT

- **Objective 2:** To ensure that the distribution of off duty details is done fairly and equitably, to provide every member the same opportunity to participate if he/she so chooses.

Completed: Absent unique circumstances all details are announced using call multiplier, which provides a simultaneous alert to all departmental members. This provides a fair and equitable opportunity for all interested departmental members to sign-up for off duty details.

Internal Affairs

Goal: To ensure that all allegations or complaints of misconduct by department members are investigated objectively and fairly in accordance with the policies and procedures established by the Evendale Police Department.

- **Objective 1:** Document and investigate all complaints whether they are signed or anonymous.

Not Complete: To date no complaints have been received.

- **Objective 2:** Complete each investigation in a timely manner, not to exceed 30 days from the time the complaint is filed.

Not Complete: To date no complaints have been received.

Traffic Enforcement & Investigation Team

Goal: To continue to improve the level of proficiency by accident team members to provide the most skilled team possible to investigate serious injury or fatal auto accidents.

- **Objective:** To provide opportunities for each team member to participate in quarterly in-service training sessions to remain proficient with all the investigative equipment.

Completed: Informal quarterly in-service training sessions were conducted by both Lt. Steve Niehauser and Specialist Stephen Roach in the set-up and use of the investigative equipment for all team members.

- **Objective 2:** Continue to schedule a team member or members for specialized training in an area of technical auto accident investigation. This will also provide an opportunity for that team member or members to provide in-service training for the other officers in the unit.

Completed: Officer Marc Terhar attended and completed both Crash Investigation Level 2 and Level 3.

EVENDALE POLICE DEPARTMENT 2016 ANNUAL REPORT

ICS Emergency & Disaster Response

Goal: To maintain critical incident preparedness and readiness through planning, training and information sharing.

- **Objective:** To ensure that all supervisors attend or participate in a critical incident exercise.
- *Completed: The Evendale Police Department conducted multi-agency critical incident exercise at the General Electric Plant on October 6, 2016.*
- **Objective:** To require all newly hired officers attend the ICS Training.
- *Not Complete: No new hires were made in 2016. All current departmental personnel have completed the ICS training.*
- **Objective:** To ensure that all officers receive annual Emergency and Disaster Response Training.
Completed: Participation in Police One Training

Agency Owned Property

Goal: To maintain an accurate account of the equipment that we have in our possession.

- **Objective:** To maintain the tracking process for agency owned property.
Completed
- **Objective 2:** To complete a court approved property conversion from seized and unclaimed property to agency use property in late 2016.
Completed

Property Room

Goal: To maintain an accurate accounting of all items in our evidence room.

- **Objective:** To complete a complete inventory of the property room in the first half of 2016.
Completed
- **Objective:** To complete a court ordered property destruction in 2016.
Not Completed – to be completed in 2017
- **Objective:** To complete the two semi-annual inspections of the property room as mandated by CALEA standard 84.1.6.
Completed
- **Objective:** To complete an annual audit of the property room by a supervisor not routinely associated with the property room.
Completed
- **Objective:** To have the Chief complete an unannounced inspection of the property room during 2016.
Completed

EVENDALE POLICE DEPARTMENT 2016 ANNUAL REPORT

Crime Prevention

Goal: To have the crime prevention officer up to date on crime prevention initiatives to bring back to the community.

- **Objective:** Have the crime prevention officer attend an annual update on crime prevention strategies.

Completed

- **Objective:** Have the crime prevention officer continue to meet with local financial institutions to assist them with their robbery response plans.

Completed

Goal: To have a continued relationship with Evendale Elementary, St Rita School, and Princeton Community Schools and to proactively look for more ways to positively interact with their staffs and students.

- **Objective:** See that the DARE Officer accompanies the 5th graders from Evendale Elementary on their annual Washington DC Trip.

Completed

- **Objective:** Ensure that the DARE officer attend a national or state DARE conference.

Completed

- **Objective:** Have the DARE officer teach a ten week class at St Rita's in 2016.

Completed

- **Objective:** Have the DARE officer teach a ten week class at Evendale Elementary in 2016 for the fifth grade.

Completed

- **Objective:** Have the DARE officer teach a five week class at Evendale Elementary in 2016 for the third grade class.

Completed

Accreditation

Goal: To maintain our national accreditation through CALEA.

- **Objective:** To have the accreditation manager attend a minimum of four of the six SOAR (State of Ohio Accreditation Resources) meetings.

Completed

- **Objective:** Have the accreditation manager receive an annual CALEA training update in Fall 2016.

Completed

- **Objective:** Have the accreditation manager assist in a minimum of three mock assessments during the year.

Completed

**EVENDALE POLICE DEPARTMENT
2016 ANNUAL REPORT**

Patrol Operations

Goal: To continue to update patrol drivers training for agency personnel.

- **Objective:** To have two officers attend tactical drivers training at OPOTA.
Completed
- **Objective:** To have at least three officers attend the Under 100 training put on by the Public Agency Training Council.
Completed
- **Objective:** Utilize the Guardian Tracking program to aid in the tracking of employee activity and to assist in documenting positive job performances.
Completed