LAW ENFORCEMENT ACCREDITATION
Bowling Green (OH) Police Division

Agency

Bowling Green (OH) Police Division
175 W. Wooster Street
Bowling Green, OH 43402

Chief Executive Officer

Chief of Police
Noah A. "Tony" Hetrick

Methodology Overview

CALEA serves as the premier credentialing association for public safety agencies and provides accreditation services for law enforcement organizations, public safety communication centers, public safety training academies, and campus security agencies. The standards are promulgated by a board of 21 commissioners, representing a full spectrum of public safety leadership. The assessment process includes extensive self-assessment, annual remote web-based assessments, and quadrennial site-based assessments. Additionally candidate agencies are presented to the Commission for final consideration and credentialing.

CALEA Accreditation is a voluntary process and participating public safety agencies, by involvement, have demonstrated a commitment to professionalism. The program is intended to enhance organization service capacities and effectiveness, serve as a tool for policy decisions and management, promote transparency and community trust, and establish a platform for continuous review.

CALEA Accreditation is the Gold Standard for Public Safety Agencies and represents a commitment to excellence.

Law Enforcement Accreditation

CALEA standards reflect the current thinking and experience of Law Enforcement practitioners and researchers. Major Law Enforcement associations, leading educational and training institutions, governmental agencies, as well as Law Enforcement executives internationally, acknowledge CALEA's Standards for Law Enforcement Agencies© and its Accreditation Programs as benchmarks for professional law enforcement agencies.

CALEA's Founding Organizations:

- **International Association of Chiefs of Police (IACP)**

- **Police Executive ResearchForum (PERF)**

- **National Sheriffs Association (NSA)**

- **National Organization of Black Law Enforcement Executives (NOBLE)**

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EXECUTIVE SUMMARY

Overview:

The Bowling Green (OH) Police Division is currently commanded by Noah A. "Tony" Hetrick. The agency history and authority complements the mission of the CALEA Accreditation programming and the organization has maintained both programmatic and financial responsibilities associated with the established services contract.

Annual Compliance Service Review Findings

CALEA Compliance Services Member Danny Messimer remotely reviewed 44 standards for the agency on 11/7/2017 These standards included specific time-sensitive issues, as well as standards discussed with the agency accreditation manager, and any standards that may have been noted as "standard issue" in the previous review:

Qualitative Review and Observation Site-Based Findings:

Site-Based Assessment Report was not completed.

CHIEF EXECUTIVE OFFICER PROFILE

Noah A. "Tony" Hetrick

Tony Hetrick was promoted to the position of Chief on September 2, 2015.

He has been with the City's Police Division since 8/26/1996 when he was hired as a Police Officer. He was promoted to Police Sergeant in 2002 to Lieutenant in 2006, and then to Deputy Chief in 2011.

Hetrick served as a Security Policeman in the Air Force. While in the military he obtained an Associate's Degree in Criminal Justice from the Community College of the Air Force. He also supplemented his degree with classes at Bowling Green State University. He worked in private security before his hire as a BG Police Officer. Hetrick has received extensive leadership and executive law enforcement training. He graduated from the FBI National Academy at Quantico, VA in 2007.

COMMUNITY PROFILE

The city of Bowling Green received its name in 1834 from early postal carrier, Joseph Gordon, who previously lived and worked in Bowling Green, Kentucky. The current downtown commercial center originated in 1846 when L. C. Locke purchased land (today's 139 S. Main St.) to establish his home and a store, and he also built the area's first factory, an ashery. Other merchants open establishments nearby to create the early business district. In 1855 the settlement was officially incorporated as a village. Presiding over this colonized region, John C. Wooster, was elected its first mayor in 1856. In the mid-1870's, the community received the sought-after designation of county seat for Wood County after a prolonged battle with neighboring Perrysburg. With the dawn of the new 20th Century, Bowling Green officially received city status in 1901.

The City of Bowling Green, Ohio is a vibrant, diverse community that boasts a mixture of small town atmosphere and big city opportunity. With a population over 30,000 people, Bowling Green is a medium sized city located in north-west Ohio. As depicted in the seal of the city, education, oil, industry and agriculture all come together to make the community what it is.

The main attraction is the Bowling Green State University. This large campus composes nearly ¼ of the landmass of the city. It is also the cities largest employer. With students from all over the world in attendance, B.G.S.U. brings diversity to the population that is lacking in most Midwestern cities. B.G.S.U. also brings such benefits as major collegiate athletics, theatre, a large library and other resources that citizens in the community can take advantage of.

Oil was the resource that put the town on the map in the late 1800's. Today energy continues to be an increasingly important commodity for Bowling Green. We are one of the only cities in Ohio to be nearly self sufficient in supplying electricity to our citizens. Several propane-powered generators are located throughout the city in addition to 4 large wind turbines that Bowling Green installed making it home to the first wind driven electricity plant in the State of Ohio.

Industry thrives in Bowling Green. Companies such as Coca-Cola, Cooper and Owens-Illinois have brought plants to the city because of the business friendly environment, location to I-75, rail access and a skilled workforce. Agriculture is the cities oldest industry. It is still a major part of the local economy. The town is surrounded by rich farmland and is home to the annual National Tractor Pulling Association Championship.

The Government is Charter based and according to The Ohio Constitution this form of government allows for "home rule" which guarantees the city the right to establish laws and ordinances apart from the State of Ohio. The form of government provides for an elected Mayor, full-time appointed City Administrator/Safety Director along with a seven member city council.

AGENCY STRUCTURE AND FUNCTION

The Bowling Green Police Division provides service 24/7 with a complement of 41 sworn officers and 15 civilian personnel. The Division is comprised of the Office of the Chief, Deputy Chief, the Operations Bureau and the Services Bureau. The Chief is responsible for the overall management of the direction of the division and the Deputy Chief is responsible for the oversight of the Operations and Services Bureaus as well as management of the accreditation process. Lieutenants command the operations and services bureaus.

The Operations Bureau consists of the Patrol, Investigations, Parking, and Animal Control Sections. These sections comprise the majority of the division's personnel making the Operations Bureau the larger of the two bureaus.

The Services Bureau is comprised of many functions that are essential to the operation of the Police Division. Included within the Services Bureau are the Communications Center (Dispatch), Records Section that includes Parking Records Management, Computer Systems Section, Property Control, the D.A.R.E. and Juvenile Program.

AGENCY SUCCESSES

Detailed below are many of the Police Division accomplishments from 2017. We are proud of our accomplishments and the continued forward progress in technology and employee development. The Police Division remains committed to providing excellence in service to the citizens of this community.

• The agency began dispatching Fire and EMS calls received by 911 over the radio on January 16, 2017. This is one more step in the evolution to a public safety dispatch center. Prior to the change calls were forwarded to the Fire Division causing delays and repeated requests for information from callers.

• The agency distributed Naloxone to all sworn officers to carry on duty. This policy will assist the Police Division in ensuring the safety and provide lifesaving medicine to our officers and the public who may have encountered exposure to powerful opiates.

• The Administrative staff reviewed and updated all 359 policies and procedures between March and July of this year. All policies and procedures were checked for accuracy and content consistent with current operations and CALEA requirements.

• The agency fulfilled the three year plan to equip all cruisers with an updated Digital Ally in car camera system.

• The agency completed update of the police vehicle fleet by trading in the last of the Crowne Victoria cruisers and procuring 3 new Utility Police Interceptors. Only one sedan remains in the fleet and it will be replaced in 2018.

• The Investigations section has secured training and equipment to provide cutting edge mobile device examinations for all criminal investigations. This capability is vital to solving crime due to the proliferation of cell phone usage and prominence in current evidence collection and prosecution requirements.

• The agency hired one replacement officer in 2017 bringing our staffing up to an authorized strength of 41 sworn officers.

CRITICAL ISSUES FOR AGENCY

Improve Information Sharing between other Law Enforcement Agencies

The Bowling Green Police Division transitioned to a new CAD/Record Management System. This system is used by several other police agencies in our local area. We are a satellite agency to the main agency ("hub"). There have been numerous technical issues, which we have been working through with the main agency. The issues have created an animosity among some of the employees.

Improve Police/Fire Dispatch Customer Service to the BG Community.

The City of Bowling Green has begun working on upgrading the Police Division's Dispatch center to provide dispatch services for all the City's safety services departments.

Heroin/Opiate Epidemic

To address this epidemic, The Bowling Green Police Division plans to continue to participate in educational events such as town hall meetings to provide information to the community. The Police Division will also continue to aggressively investigate incidents of overdose, working to identify the dealers and arrest/prosecute then.

Mental Health

The Bowling Green Police Division will have challenges dealing with subjects that are experiencing mental health issues. The Bowling Green Police Division plans to continue to assign an officer as a mental health liaison working with Behavioral Connections. The Police Division has and will continue to work with other agencies to address concerns. For example, the Bowling Green Police Division is currently working in collaboration with the Bowling Green Municipal Court and the Wood County Alcohol, Drug Addiction, and Mental Health Services Board to research the feasibility of building a crisis stabilization unit in our community.

Civil Unrest

The Bowling Green Police has put together a Mobile Field Force squad, which will be specifically trained to participate in the County-wide Mobile Field Force Team. The group of individuals will train together and have similar equipment to address civil unrest in our community as well as in Wood County.

YEAR 1 REMOTE WEB-BASED ASSESSMENT

1/4/2018

Compliance Services Member: Danny Messimer

On 11/7/2017, the Year 1 Remote Web-based Assessment of Bowling Green (OH) Police Division was conducted. The review was conducted remotely and included 44 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.1.2 Code of Ethics	**Reviewed: No Issue**
1.2.9 Bias Based Profiling	**Reviewed: No Issue**
1.3.1 Use of Reasonable Force	**Reviewed: No Issue**
1.3.6 Reporting Uses of Force	**Reviewed: No Issue**
1.3.11 Annual/Biennial Proficiency Training	**Reviewed: No Issue**
1.3.13 Analyze Reports from 1.3.6	**Reviewed: No Issue**
11 Organization and Administration	
11.4.5 Notify CEO of Incident with Liability	**Reviewed: No Issue**
12 Direction	
12.1.2 Command Protocol	**Reviewed: No Issue**
15 Planning and Research Goals and Objectives and Crime Analysis	
15.2.1 Annual Updating/Goals and Objectives	**Reviewed: No Issue**
17 Fiscal Management and Agency Property	
17.4.2 Cash Fund/Accounts Maintenance	**Reviewed: No Issue**
22 Compensation Benefits and Conditions of Work	
22.2.8 Military Deployment and Reintegration	**Reviewed: No Issue**
26 Disciplinary Procedures	
26.1.1 Code of Conduct and Appearance	**Reviewed: No Issue**
26.1.3 Sexual Harassment	**Reviewed: No Issue**
31 Recruitment	
31.2.2 Annual Analysis	**Reviewed: No Issue**
32 Selection	
32.1.1 Selection Process Described	**Reviewed: No Issue**
32.2.1 Background Investigations	**Reviewed: No Issue**

Standards	Findings
33 Training and Career Development	
33.1.5 Remedial Training	**Reviewed: No Issue**
33.5.1 Annual Retraining Program	**Reviewed: No Issue**
33.8.2 Skill Development Training Upon Promotion	**Reviewed: No Issue**
35 Performance Evaluation	
35.1.2 Annual Evaluation	**Reviewed: No Issue**
35.1.9 Personnel Early Warning System	**Reviewed: No Issue**
41 Patrol	
41.2.2 Pursuit of Motor Vehicles	**Reviewed: No Issue**
41.2.3 Roadblocks and Forcible Stopping	**Reviewed: No Issue**
41.2.7 Mental Illness	**Reviewed: No Issue**
42 Criminal Investigation	
42.1.6 Criminal Intelligence	**Reviewed: No Issue**
44 Juvenile Operations	
44.1.1 Juvenile Operations Policy	**Reviewed: No Issue**
46 Critical Incidents Special Operations and Homeland Security	
46.1.3 Command Function	**Reviewed: No Issue**
46.1.9 Annual Training	**Reviewed: No Issue**
46.1.10 Active Threats	**Reviewed: No Issue**
46.2.7 Special Events Plan	**Reviewed: No Issue**
52 Internal Affairs	
52.1.1 Complaint Investigation	**Reviewed: No Issue**
54 Public Information	
54.1.3 News Media Access	**Reviewed: No Issue**
61 Traffic	
61.1.11 DUI Procedures	**Reviewed: No Issue**
70 Detainee Transportation	
70.1.1 Pre-Transport Prisoner Searches	**Reviewed: No Issue**
70.1.7 Procedures Escape	**Reviewed: No Issue**
81 Communications	
81.2.1 24 Hour Toll-Free Service	**Reviewed: No Issue**
81.2.2 Continuous Two-Way Capability	**Reviewed: No Issue**

Standards	Findings
81.3.2 Alternate Power Source	**Reviewed: No Issue**
82 Central Records	
82.1.6 Computer File Backup and Storage	**Reviewed: No Issue**
83 Collection and Preservation of Evidence	
83.1.1 24 Hour Availability	**Reviewed: No Issue**
83.3.2 Evidence Laboratory Submission	**Reviewed: No Issue**
84 Property and Evidence Control	
84.1.2 Storage and Security	**Reviewed: No Issue**
84.1.4 Security of Controlled Substances Weapons for Training	**Reviewed: No Issue**
84.1.6 Inspections and Reports	**Reviewed: No Issue**

__Response from Agency Regarding Findings:__

The new annual accreditation process worked well for this first time. There were some kinks that needed to be worked out particularly with appendix G, but all questions seemed to be answered in a timely manner. Noah HetrickChief of Police

SITE-BASED ASSESSMENT

1/4/2018

Planning and Methodology:

Summary

Recommendations

STATISTICS AND DATA TABLES

Overview

The following information reflects empirical data submitted by the candidate agency specifically related to CALEA Standards. Although the data does not confirm compliance with the respective standards, they are indicators of the impact of the the agency's use of standards to address the standards' intent
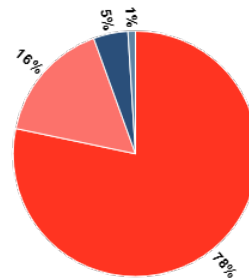
Traffic Warnings & Citations - Reaccreditation Year 1

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	1692.0	1357.0	3049.0
Black Non-Hispanic Male	367.0	280.0	647.0
Hispanic Latino Any Race Male	96.0	79.0	175.0
Other Male	28.0	17.0	45.0
White Non-Hispanic Female	1238.0	984.0	2222.0
Black Non-Hispanic Female	200.0	165.0	365.0
Hispanic Latino Any Race Female	29.0	28.0	57.0
Other Female	15.0	10.0	25.0
TOTAL	3665.0	2920.0	6585.0

Male Warnings
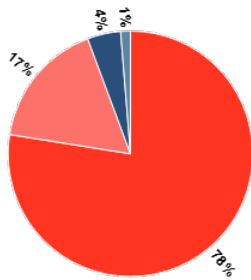
Male Citations

Female Warnings
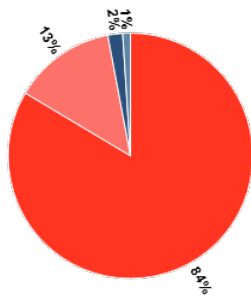
Female Citations
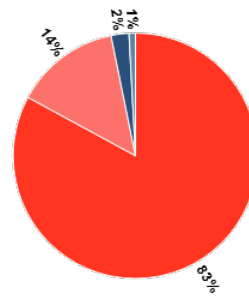
Biased Based Profiling

Complaints from:	Year 1
Traffic Contacts	0.0
Field Contacts	0.0
Asset Forfeiture	0.0

Reaccreditation Year 1
<u>*Complaints*</u>

NaN%

Use Of Force - Initial Accreditation

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									0
Discharge	0	0	0	0	0	0	0	0	0
Display Only									
ECW									2
Discharge Only	2	0	0	0	0	0	0	0	2
Display Only									
Canine									0
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	0	0	0	0	0	0	0	0	0
Total Uses of Force	8	4	0	0	2	0	0	0	14
Total Number of Incidents Resulting In Officer Injury or Death	6	0	0	0	0	0	0	0	6
Total Use of Force Arrests	8	4	0	0	2	0	0	0	14
Total Number of Suspects Receiving Non-Fatal Injuries	5	1	0	0	1	0	0	0	7
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	625	191	162	53	8	1	50	5	1095
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

Reaccreditation Year 1 Notes:

The division does not collect data on display of firearm or ECW.

Reaccreditation Year 1

Total Firearm

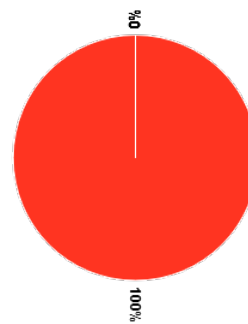NaN%

Firearm Discharge

NaN%

Firearm Display

NaN%

Firearm Discharge: Non-Fatal Injuries

NaN%

Firearm Discharge: Fatal Injuries

NaN%

ECW Discharge

0%

100%

ECW Display

NaN%

Baton

NaN%

Chemical/OC

NaN%

Weaponless

0%

17%

0%

50%
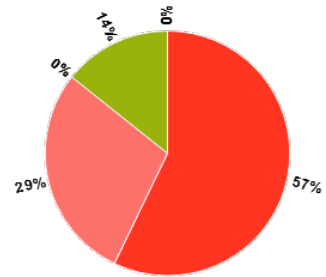
33%
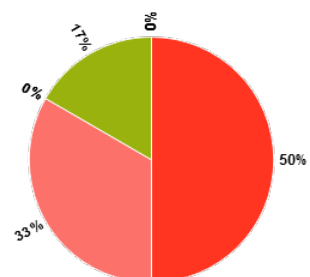
Total Canine

NaN%

Canine: Release Only

NaN%

Canine: Release and Bite
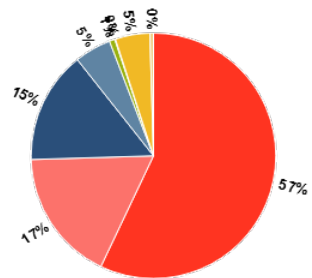
NaN%

Total Uses of Force

0%
14%
0%
29%
57%

Total Number of Incidents Resulting in Officer Injury or Death

0%
100%

Total Use of Force Arrests

0%
14%
0%
29%
57%

Total Agency Custodial Arrests

0%
5%
0%
5%
15%
17%
57%
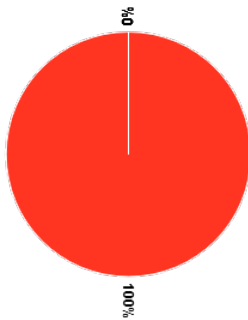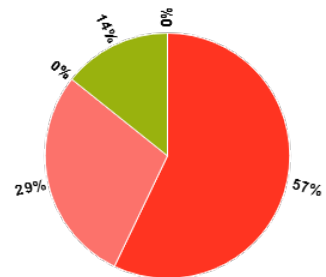
Total Use of Force Complaints

NaN%

Total Number of Suspects Receiving Non-Fatal Injuries

0%
14%
0%
14%
71%
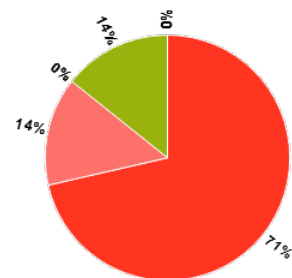
Total Number of Suspects Receiving Fatal Injuries

NaN%

Grievances

Grievances	Year 1
Number	1.0

Personnel Actions

	Year 1
Suspension	0
Demotion	0
Resign In Lieu of Termination	0
Termination	0
Other	19
Total	19
Commendations	1.0

Reaccreditation Year 1 Notes:

The 19 action documented as "other" were 15 documented counseling and 4 letters of reprimand.

Commendation--An officer received the division's Meritorious Service Award for his help in saving a citizen's life.

Complaints and Internal Affairs - Reaccreditation Year 1

	Year 1
External/Citizen Complaint	
Citizen Complaint	10
Sustained	1
Not Sustained	8
Unfounded	0
Exonerated	1
Internal/Directed Complaint	
Directed Complaint	0
Sustained	0
Not Sustained	0
Unfounded	0
Exonerated	0

Reaccreditation Year 1 Notes:

External/Citizen Complaint--One complaint in this tally was received from the Ohio Investigative Unit regarding a possible LEADS violation. An IA was conducted and the employee was exonerated.

Calls For Service - Reaccreditation Year 1

	Year 1
Murder	1
Forcible Rape	19
Robbery	9
Aggravated Assault	24
Burglary	68
Larceny-Theft	348
Motor Vehicle Theft	10
Arson	1

Motor Vehicle Pursuit

	Year 1
Pursuits	
Total Pursuits	1
Forcible stopping techniques used	0
Terminated by Agency	0
Policy Compliant	0
Policy Non-Compliant	1
Collisions	
Injuries	
Total Collisions	0
Officer	0
Suspect	0
ThirdParty	0
Reason Initiated	
Traffic	1
Felony	0
Misdemeanor	0

Agency Breakdown Report - Reaccreditation Year 1

|	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	2.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.0
Command	2.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.0
Supervisory Positions	7.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	7.0
Non-Supervisory Positions	28.0	2.0	0.0	0.0	0.0	0.0	0.0	0.0	30.0
Sub Total									41.0
Non Sworn Personnel									
Executive	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Managerial	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Supervisory Positions	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Non-Supervisory Positions	4.0	10.0	1.0	0.0	0.0	0.0	0.0	0.0	15.0
Sub Total									15.0
Total									56.0

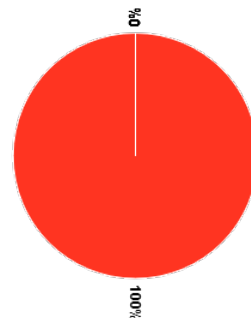## Reaccreditation Year 1

Total Sworn Personnel
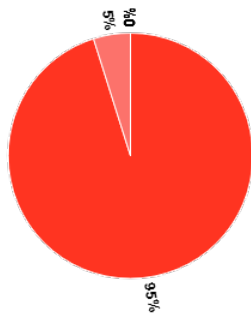
Sworn Personnel: Executive
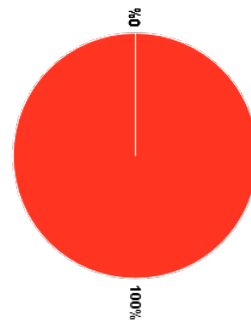
Sworn Personnel: Command
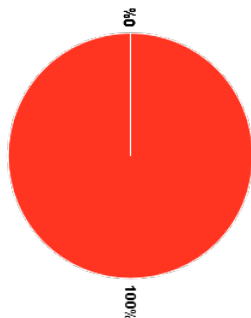
Sworn Personnel: Supervisory Positions

Sworn Personnel: Non-Supervisory Positions

7% 0%
93%

Total Non-Sworn Personnel

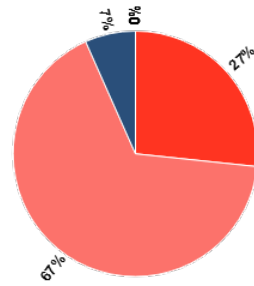
7% 0%
27%
67%
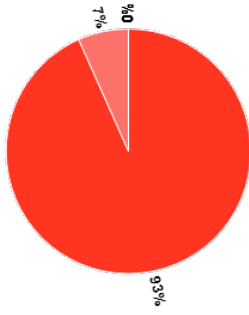
Non-Sworn Personnel: Executive

NaN%
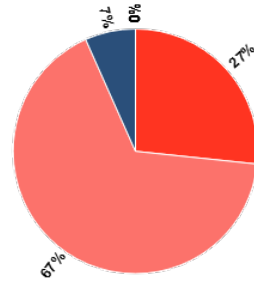
Non-Sworn Personnel: Managerial

NaN%

Non-Sworn Personnel: Supervisory Positions

NaN%

Non-Sworn Personnel: Non-Supervisory Positions

7% 0%
27%
67%

Agency Demographics Report - Reaccreditation Year 1

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	27606	87.00%	11546	88.00%	41	100.00%	2	4.00%	41	100.00%	2	4.00%
Black Non-Hispanic	1982	6.00%	373	2.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Hispanic Latino Any Race	1788	5.00%	602	4.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Other	130	0.00%	573	4.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	31506	N/A	13094	N/A	41	N/A	2	N/A	41	N/A	2	N/A

Sworn Officer Selection - Reaccreditation Year 1

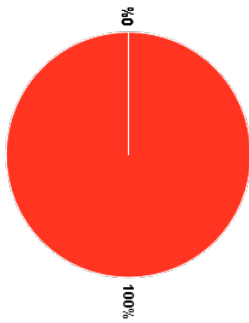|	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Recieved	37	9	2	2	3	0	1	1	55
Applicants Hired	1	0	0	0	0	0	0	0	1
Percent Hired	2.70%	0.00%	0.00%	0.00%	0.00%	%	0.00%	0.00%	N/A
Percent of Workforce Population	2.44%		0.00%		0.00%		0.00%		N/A

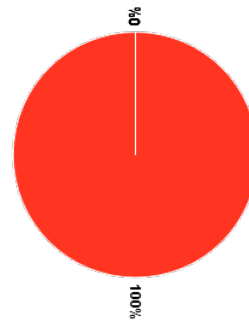**Applications Recieved**
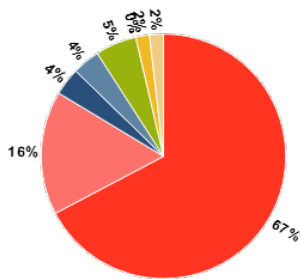
Applicants Hired
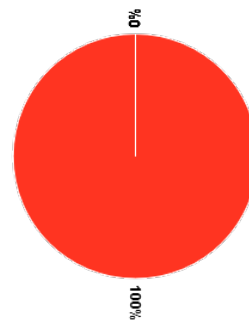
Percent Hired

Percent of Workforce Population

Sworn Officer Promotions - Reaccreditation Year 1

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	0	0	0	0	0	0	0	0	0
Eligible After Testing	0	0	0	0	0	0	0	0	0
Promoted	1	0	0	0	0	0	0	0	1
Percent Promoted	%	%	%	%	%	%	%	%	N/A

Reaccreditation Year 1 Notes:

The division promoted one white male to sergeant in 6/16/16. The sergeant was promoted off of a test that was administered in 2015.
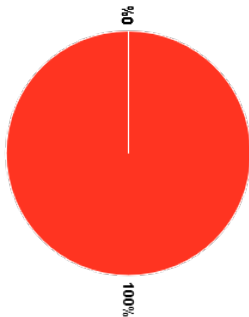
Tested   **_Eligible After Testing_**

NaN%   NaN%

Promoted   **_Percent Promoted_**

0%

100%

NaN%