

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 Agency is currently commanded by Noah A. "Tony" Hetrick. The agency participated in a remote assessment(s), as well as site-based assessment activities as components of the accreditation process. The executive summary serves as a synopsis of key findings, with greater details found in the body of the report.

Compliance Service Review:

CALEA Compliance Services Member(s) Danny Messimer remotely reviewed 44 standards for the agency on 11/7/2017 using Law Enforcement Manual 5.23. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

CALEA Compliance Services Member(s) Dorris Certain remotely reviewed 70 standards for the agency on 11/13/2018 using Law Enforcement Manual 5.23. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

Site-Based Assessment Review:

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 $\frac{1}{4}$ 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, Rehtek, 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 HISTORY

The City of Bowling Green is located on the Great Black Swamp in northwest Ohio. Founded in 1833, the city's early growth was greatly influenced by the prosperous oil boom era of the late 1800's. Bowling Green serves as the county seat for Wood County. The city has a Charter form of government which provides for an elected mayor, full-time appointed municipal administrator, and city council composed of seven elected members.

The first "Police Ordinance" was passed in Bowling Green on December 26, 1887; although the department did not really become solidified until June 15, 1903 when the first police chief was appointed. Chief Joseph D. Reed oversaw a force of three officers, later reduced to two on January 4, 1909.

On April 16, 1931, police were involved in a shootout with William "Billy the Baby-Faced Killer" Miller and Frank (Pretty Boy Floyd) Mitchell. Miller died at the scene and Mitchell got away. Officer Ralph "Zibe" Castner was shot during the confrontation and died of his wounds a week later. He had been on the force just over two years. Castner is the only police officer in Bowling Green's history that has been killed in the line of duty.

Today, the Bowling Green Police Division has grown to 42 sworn officers led by Chief Tony Hetrick, 15 civilian employees, and one K-9 unit. Its headquarters are housed in the original city building which was built in 1892 and completely renovated in 1985 at a cost of \$2.2 million. The police division is dedicated to community policing utilizing patrol vehicles, bicycles, and foot patrol.

AGENCY STRUCTURE AND FUNCTION

The Bowling Green Police Division provides service 24/7 with a complement of 42 sworn officers, 15 civilian personnel, and one K-9 Unit. 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

SUCSESSES FOR THE BOWLING GREEN POLICE DIVISION

Increased Collaboration with City School Officials

Police Division (CPTED) officers, fire department personnel, and school officials toured the schools and evaluated the overall safety of the buildings with a focus on critical incident response. Personnel also participated with school officials in updating the schools' safety plans. Police division personnel also instructed several ALICE training courses for school personnel.

Joint Training with Bowling Green City Fire Department

The police and fire division worked together to develop procedures for joint response to critical incidents such as active shooter events. All personnel from both the police and fire division trained in "Rescue Taskforce" concepts. The fire division personnel also assisted the police division in obtaining the necessary triage supplies needed such as tourniquets and compression bandages. The police division assisted the fire division in obtaining ballistic vests for their TEMS personnel.

Police/Fire Dispatch Center Completed

The joint police and fire dispatch center was completed, which provide dispatch services for all the City's safety services departments.

New Communication Equipment

With assistance from the JAG-LE grant, the division purchased and fielded 30 new portable radios. The old radios were discontinued from production in 2015. It was becoming increasing difficult and costly to service those radios that were experiencing functionality issues.

FUTURE ISSUES FOR AGENCY

FUTURE ISSUES FOR THE BOWLING GREEN POLICE DIVISION

Aging Facility

The police facility was originally built in 1892 and underwent a \$2.2 million renovation in 1985. Due to the aging infrastructure, the facility is in need of a new heating system, windows, and generator to name just a few. Also, additional personnel have been hired over the past 30+ years causing overcrowding of many offices.

Budget Stagnation

Cost of police operations continues to increase due in part to ever-changing technology needs, a reduction in training reimbursements from the State, and annual salary increases; although budget allocations from the City have not increased over the past ten years.

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.

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 them.

YEAR 2 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Dorris Certain

On 11/13/2018, the Year 2 Remote Web-based Assessment of Bowling Green (OH) Police Division was conducted. The review was conducted remotely and included 70 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	
1.1.1 Oath of Office (LE1)	Compliance Verified
1.1.2 Code of Ethics* (LE1)	Compliance Verified
1.2.9 Bias Based Profiling* (LE1)	Compliance Verified
1.3.6 Reporting Uses of Force* (LE1)	Compliance Verified
1.3.11 Annual/Biennial Proficiency Training* (LE1)	Compliance Verified
1.3.13 Analyze Reports from 1.3.6* (LE1)	Compliance Verified
11 Organization and Administration	
11.3.1 Responsibility/Authority (LE1)	Compliance Verified
11.4.5 Notify CEO of Incident with Liability (LE1)	Compliance Verified
12 Direction	
12.1.3 Obey Lawful Orders (LE1)	Compliance Verified
15 Planning and Research Goals and Objectives and Crime Analysis	
15.2.1 Annual Updating/Goals and Objectives* (LE1)	Compliance Verified
17 Fiscal Management and Agency Property	
17.4.2 Cash Fund/Accounts Maintenance* (LE1)	Compliance Verified
22 Compensation Benefits and Conditions of Work	
22.2.7 Employee Identification (LE1)	Compliance Verified
22.3.5 Extra-Duty Employment (LE1)	Compliance Verified
26 Disciplinary Procedures	
26.1.6 Appeal Procedures (LE1)	Compliance Verified
31 Recruitment	
31.2.2 Annual Analysis* (LE1)	Compliance Verified
32 Selection	
32.2.7 Medical Examinations (LE1)	Compliance Verified
33 Training and Career Development	

Standards	Findings
33.5.1 Annual Retraining Program* (LE1)	Compliance Verified
35 Performance Evaluation	
35.1.2 Annual Evaluation* (LE1)	Compliance Verified
35.1.9 Personnel Early Warning System* (LE1)	Compliance Verified
41 Patrol	
41.2.2 Pursuit of Motor Vehicles* (LE1)	Compliance Verified
41.2.3 Roadblocks and Forcible Stopping* (LE1)	Compliance Verified
41.2.5 Missing Persons (LE1)	Compliance Verified
41.2.7 Mental Illness* (LE1)	Compliance Verified
42 Criminal Investigation	
42.1.6 Criminal Intelligence* (LE1)	Compliance Verified
42.2.7 Informants (LE1)	Compliance Verified
43 Vice Drugs and Organized Crime	
43.1.5 Covert Operations (LE1)	Compliance Verified
46 Critical Incidents Special Operations and Homeland Security	
46.1.3 Command Function* (LE1)	Compliance Verified
46.1.9 Annual Training* (LE1)	Compliance Verified
46.1.10 Active Threats* (LE1)	Compliance Verified
46.3.1 Liaison with other Organizations (LE1)	Compliance Verified
46.3.4 Hazmat Awareness (LE1)	Compliance Verified
52 Internal Affairs	
52.2.3 Investigation Time Limits (LE1)	Compliance Verified
55 Victim/Witness Assistance	
55.2.6 Next-of-Kin Notification (LE1)	Compliance Verified
61 Traffic	
61.3.3 Escorts (LE1)	Compliance Verified
70 Detainee Transportation	
70.1.7 Procedures Escape* (LE1)	Compliance Verified
71 Processing and Temporary Detention	
71.1.1 Designate Rooms or Areas (LE1)	Compliance Verified
71.2.1 Training of Personnel* (LE1)	Not Applicable by Function
71.3.1 Procedures (LE1)	Not Applicable by Function

Standards	Findings
71.3.3 Security (LE1)	Not Applicable by Function
71.4.1 Physical Conditions (LE1)	Not Applicable by Function
71.4.2 Fire Prevention/Suppression (LE1)	Not Applicable by Function
71.4.3 Inspections* (LE1)	Not Applicable by Function
72 Holding Facility	
72.1.1 Training User Personnel* (LE1)	Not Applicable by Function
72.4.1 Securing Firearms (LE1)	Not Applicable by Function
72.5.3 Sight and Sound Separation (LE1)	Not Applicable by Function
73 Court Security	
73.1.1 Role Authority Policies (LE1)	Not Applicable by Function
73.3.1 Weapon Lockboxes (LE1)	Not Applicable by Function
73.4.2 External Communications (LE1)	Not Applicable by Function
73.5.12 Securing Firearms (LE1)	Not Applicable by Function
73.5.18 Designated Control Point (LE1)	Not Applicable by Function
81 Communications	
81.2.8 Recording and Playback (LE1)	Compliance Verified
81.2.12 Misdirected Emergency Calls (LE1)	Compliance Verified
81.3.2 Alternate Power Source* (LE1)	Compliance Verified
82 Central Records	
82.1.6 Computer File Backup and Storage* (LE1)	Compliance Verified
82.3.4 Traffic Citation Maintenance (LE1)	Compliance Verified
83 Collection and Preservation of Evidence	
83.2.4 Equipment and Supplies (LE1)	Compliance Verified
84 Property and Evidence Control	
84.1.3 Temporary Security (LE1)	Compliance Verified
84.1.5 Records Status of Property (LE1)	Compliance Verified
84.1.6 Inspections and Reports* (LE1)	Compliance Verified
91 Campus Law Enforcement	
91.1.1 Risk Assessment and Analysis* (LE1)	Not Applicable by Function
91.1.3 Campus Background Investigation (LE1)	Not Applicable by Function
91.1.4 Campus Security Escort Service (LE1)	Not Applicable by Function
91.1.5 Emergency Notification System (LE1)	Not Applicable by Function

Standards	Findings
91.1.7 Behavioral Threat Assessment (LE1)	Not Applicable by Function
91.1.8 Security Camera Responsibilities* (LE1)	Not Applicable by Function
91.1.9 Emergency Only Phones and Devices* (LE1)	Not Applicable by Function
91.1.10 Administrative Investigation Procedures (LE1)	Not Applicable by Function
91.2.1 Agency Role and Responsibilities (LE1)	Not Applicable by Function
91.3.1 Agency Role and Responsibilities (LE1)	Not Applicable by Function
91.4.1 Position Responsible for Clery Act* (LE1)	Not Applicable by Function

Response from Agency Regarding Findings:

CEO Feedback not provided.

SITE-BASED ASSESSMENT

12/12/2018

Planning and Methodology:

STATISTICS AND DATA TABLES

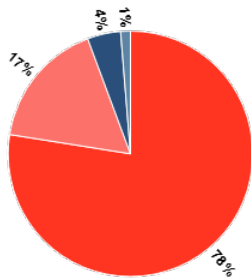
Overview

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

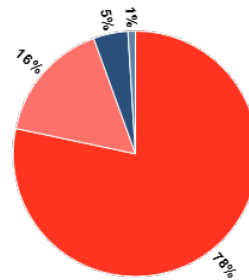
Traffic Warnings & Citations - Reaccreditation Year 1

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	1692	1357	3049
Black Non-Hispanic Male	367	280	647
Hispanic Latino Any Race Male	96	79	175
Other Male	28	17	45
White Non-Hispanic Female	1238	984	2222
Black Non-Hispanic Female	200	165	365
Hispanic Latino Any Race Female	29	28	57
Other Female	15	10	25
TOTAL	3665	2920	6585

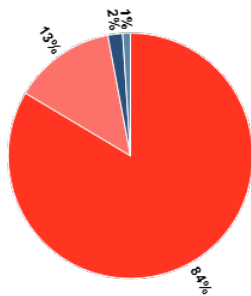
Male Warnings



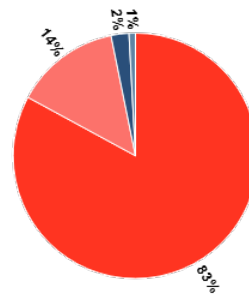
Male Citations



Female Warnings



Female Citations



Legend

White Non-Hispanic Male	
Black Non-Hispanic Male	

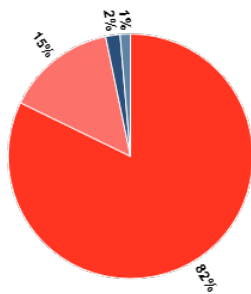
Hispanic Latino Any Race Male

Other Male

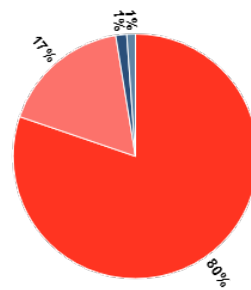
Traffic Warnings & Citations - Reaccreditation Year 2

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	2069	1275	3344
Black Non-Hispanic Male	366	273	639
Hispanic Latino Any Race Male	48	23	71
Other Male	34	18	52
White Non-Hispanic Female	1713	1038	2751
Black Non-Hispanic Female	240	143	383
Hispanic Latino Any Race Female	31	9	40
Other Female	15	7	22
TOTAL	4516	2786	7302

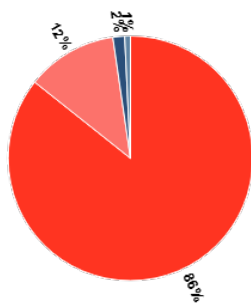
Male Warnings



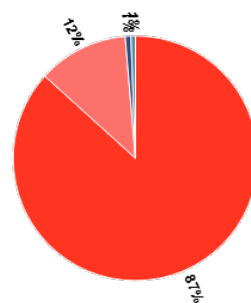
Male Citations






Female Warnings



Female Citations



Legend

White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

Biased Based Profiling

Complaints from:	Year 1	Year 2
Traffic Contacts	0	0
Field Contacts	0	1
Asset Forfeiture	0	0

Reaccreditation Year 2 Notes:

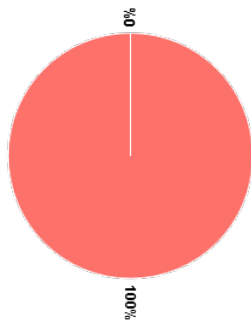
The Division received one (1) complaint in 2017 involved an allegation of bias from an officer. An internal affairs investigation was initiated to investigate the complaint.

Two officers were disciplined for the incident but the IA findings showed that there was no bias in the conduct. The incident involved a resisting arrest situation by a violent felon. One supervisor was disciplined for failing to take command of the situation and an officer was disciplined for conduct unbecoming after swearing at the arrestee.

Reaccreditation Year 1

Reaccreditation Year 2

Complaints



Legend

Traffic Contacts	
Field Contacts	
Asset Forfeiture	

Use Of Force - Reaccreditation Year 1

	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:

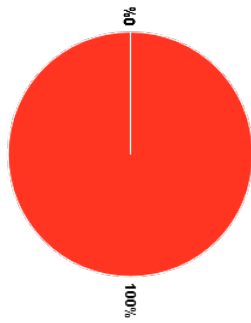
The division does not collect data on display of firearm or ECW.

Reaccreditation Year 2 Notes:

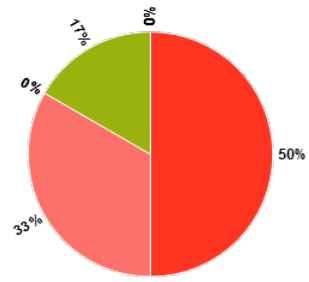
The division does not collect data on display of firearm or ECW.

Reaccreditation Year 1 Charts

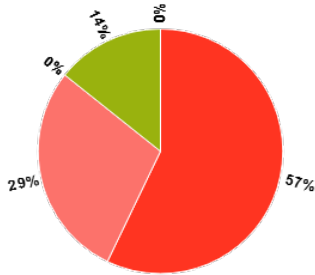
ECW Discharge



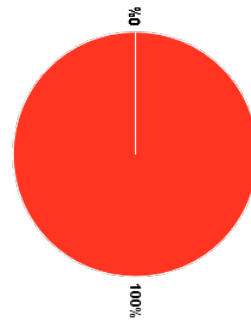
Weaponless



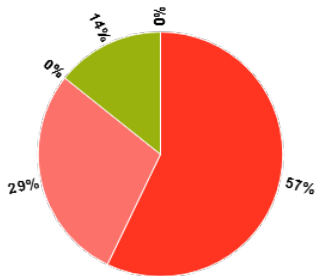
Total Uses of Force



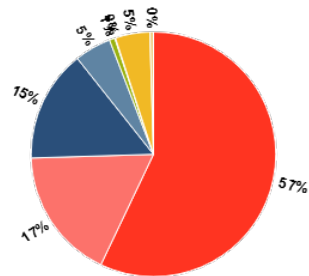
Total Number of Incidents Resulting in Officer Injury or Death



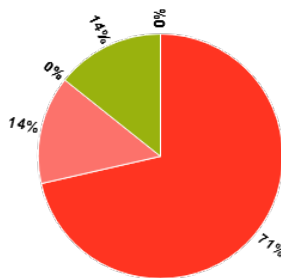
Total Use of Force Arrests



Total Agency Custodial Arrests



Total Number of Suspects Receiving Non-Fatal Injuries



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	



Use Of Force - Recreditation Year 2

	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	1	0	1	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	16	1	3	0	0	0	0	0	20
Total Number of Incidents Resulting In Officer Injury or Death	0	0	2	0	0	0	0	0	2
Total Use of Force Arrests	16	1	3	0	0	0	0	0	20
Total Number of Suspects Receiving Non-Fatal Injuries	7	0	1	0	0	0	0	0	8
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	765	293	216	54	12	4	1	0	1345
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

Recreditation Year 1 Notes:

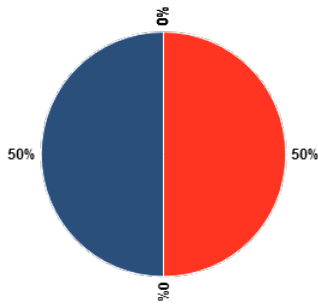
The division does not collect data on display of firearm or ECW.

Recreditation Year 2 Notes:

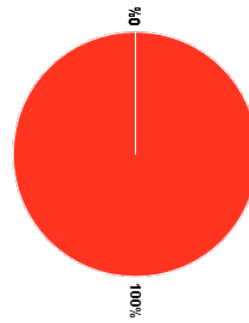
The division does not collect data on display of firearm or ECW.

Recreditation Year 2 Charts

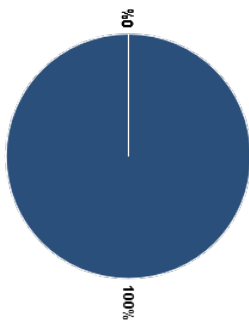
ECW Discharge



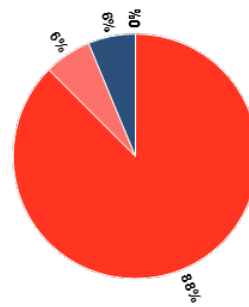
Baton



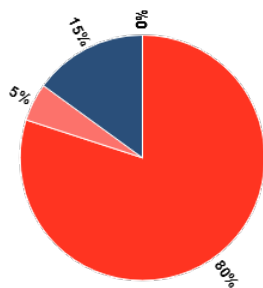
Chemical/OC



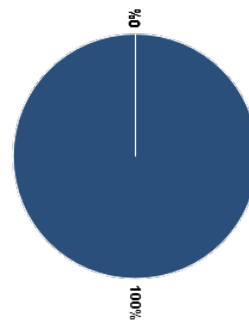
Weaponless



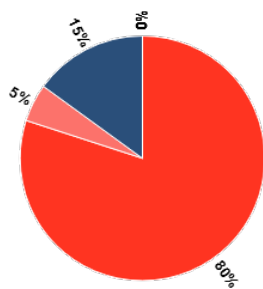
Total Uses of Force



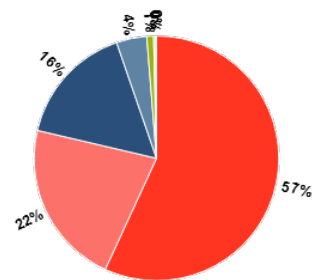
Total Number of Incidents Resulting in Officer Injury or Death



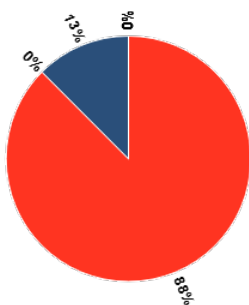
Total Use of Force Arrests



Total Agency Custodial Arrests



Total Number of Suspects Receiving Non-Fatal Injuries



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Grievances

Grievances	Year 1	Year 2
Number	1	4

Personnel Actions

	Year 1	Year 2
Suspension	0	2
Demotion	0	
Resign In Lieu of Termination	0	
Termination	0	
Other	19	37
Total	19	39
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.

Reaccreditation Year 2 Notes:

The 37 actions documented as "other" were 18 documented counseling and 19 letters of reprimand.

Complaints and Internal Affairs - Reaccreditation Year 2

	Year 1	Year 2
External/Citizen Complaint		
Citizen Complaint	10	16
Sustained	1	4
Not Sustained	8	0
Unfounded	0	12
Exonerated	1	0
Internal/Directed Complaint		
Directed Complaint	0	0
Sustained	0	0
Not Sustained	0	0
Unfounded	0	0
Exonerated	0	0

Calls For Service - Reaccreditation Year 2

	Year 1	Year 2
Murder	1	0
Forcible Rape	19	22
Robbery	9	6
Aggravated Assault	24	20
Burglary	68	92
Larceny-Theft	348	491
Motor Vehicle Theft	10	16
Arson	1	3

Motor Vehicle Pursuit

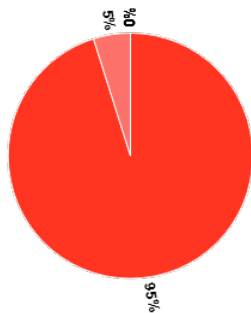
	Year 1	Year 2
Pursuits		
Total Pursuits	1	3
Forcible stopping techniques used	0	0
Terminated by Agency	0	0
Policy Compliant	0	1
Policy Non-Compliant	1	2
Collisions		
Injuries		
Total Collisions	0	0
Officer	0	0
Suspect	0	0
ThirdParty	0	0
Reason Initiated		
Traffic	1	3
Felony	0	0
Misdemeanor	0	0

Agency Breakdown Report - Reaccreditation Year 1

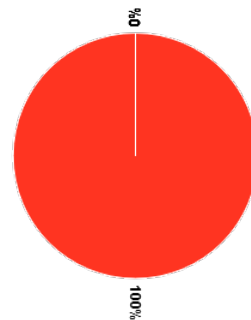
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	2	0	0	0	0	0	0	0	2
Command	2	0	0	0	0	0	0	0	2
Supervisory Positions	7	0	0	0	0	0	0	0	7
Non-Supervisory Positions	28	2	0	0	0	0	0	0	30
Sub Total									41
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	0	0	0	0	0	0	0	0	0
Supervisory Positions	0	0	0	0	0	0	0	0	0
Non-Supervisory Positions	4	10	1	0	0	0	0	0	15
Sub Total									15
Total									56

Reaccreditation Year 1 Charts

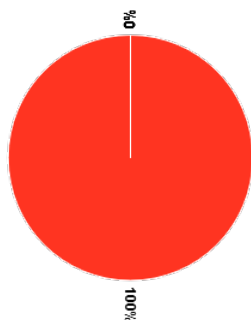
Total Sworn Personnel



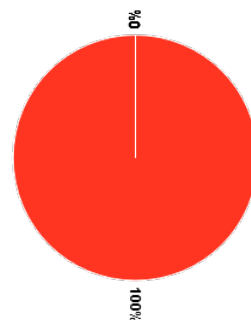
Sworn Personnel: Executive



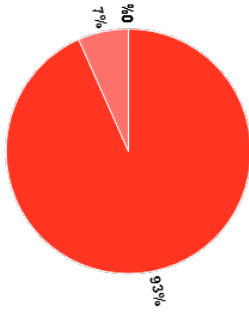
Sworn Personnel: Command



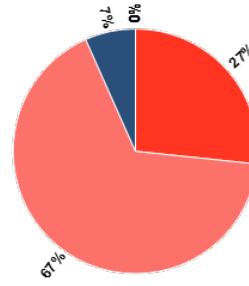
Sworn Personnel: Supervisory Positions



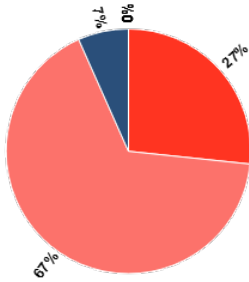
Sworn Personnel: Non-Supervisory Positions



Total Non-Sworn Personnel



Non-Sworn Personnel: Non-Supervisory Positions



Legend

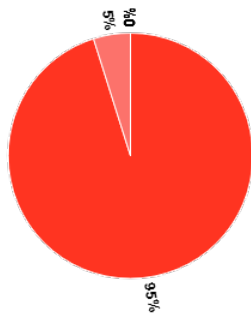
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Breakdown Report - Reaccreditation Year 2

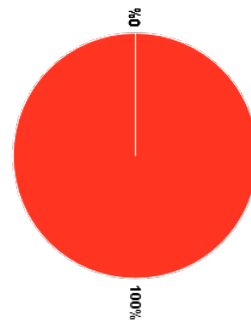
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	2	0	0	0	0	0	0	0	2
Command	2	0	0	0	0	0	0	0	2
Supervisory Positions	7	0	0	0	0	0	0	0	7
Non-Supervisory Positions	28	2	0	0	0	0	0	0	30
Sub Total									41
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	0	0	0	0	0	0	0	0	0
Supervisory Positions	0	0	0	0	0	0	0	0	0
Non-Supervisory Positions	4	10	1	0	0	0	0	0	15
Sub Total									15
Total									56

Reaccreditation Year 2 Charts

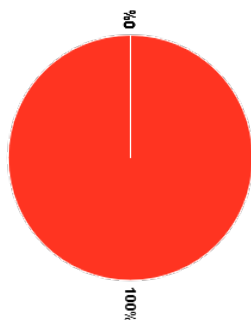
Total Sworn Personnel



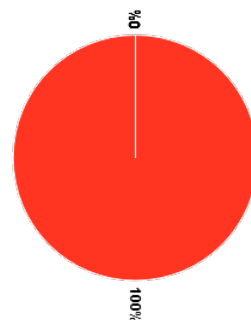
Sworn Personnel: Executive



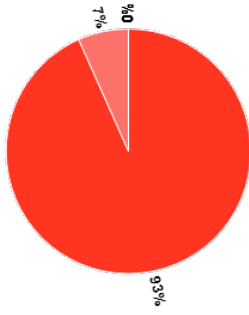
Sworn Personnel: Command



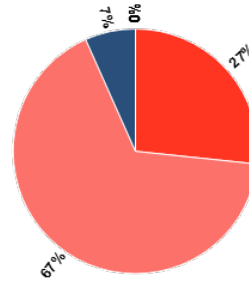
Sworn Personnel: Supervisory Positions



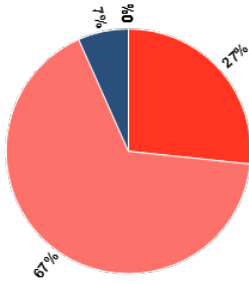
Sworn Personnel: Non-Supervisory Positions



Total Non-Sworn Personnel



Non-Sworn Personnel: Non-Supervisory Positions



Legend

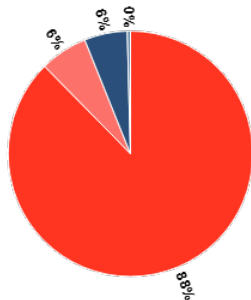
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Demographics Report - Reaccreditation Year 1

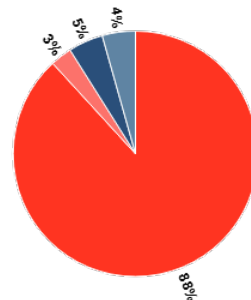
	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	27606	87%	11546	88 %	41	100%	2	4%	41	100%	2	4%
Black Non-Hispanic	1982	6%	373	2 %	0	0%	0	0%	0	0%	0	0%
Hispanic Latino Any Race	1788	5%	602	4 %	0	0%	0	0%	0	0%	0	0%
Other	130	0%	573	4 %	0	0%	0	0%	0	0%	0	0%
Total	31506		13094		41		2		41		2	

Reaccreditation Year 1 Charts

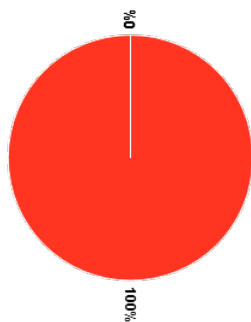
Service Population



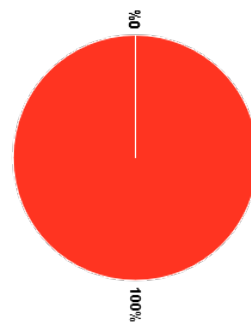
Available Workforce



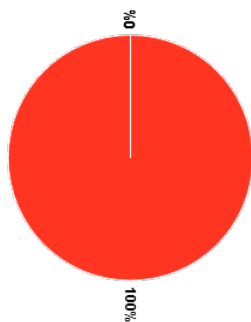
Current Sworn Officers



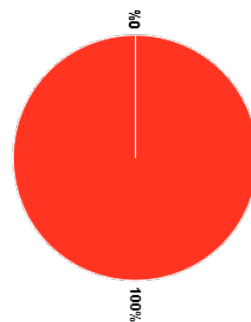
Current Sworn Female Officers



Prior Sworn Officers



Prior Sworn Female Officers



Legend

White Non-Hispanic	
--------------------	--

Black Non-Hispanic	
Hispanic Latino Any Race	
Other	

Agency Demographics Report - Reaccreditation Year 2

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	27606	87%	11546	88 %	39	100%	2	5%	41	100%	2	4%
Black Non-Hispanic	1982	6%	373	2 %	0	0%	0	0%	0	0%	0	0%
Hispanic Latino Any Race	1788	5%	602	4 %	0	0%	0	0%	0	0%	0	0%
Other	130	0%	573	4 %	0	0%	0	0%	0	0%	0	0%
Total	31506		13094		39		2		41		2	

Reaccreditation Year 2 Notes:

Service Population Source:

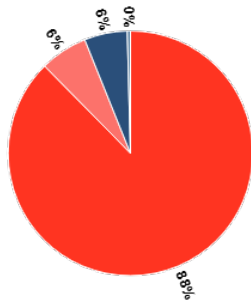
DP05: ACS DEMOGRAPHIC AND HOUSING ESTIMATES 2011-2015 American Community Survey 5-Year Estimates

Available Workforce Source:

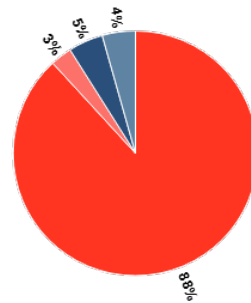
S1501: EDUCATIONAL ATTAINMENT 2011-2015 American Community Survey 5-Year Estimates

Reaccreditation Year 2 Charts

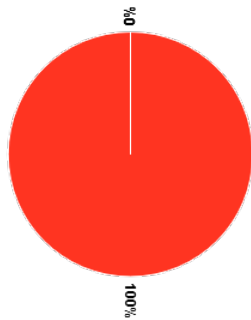
Service Population



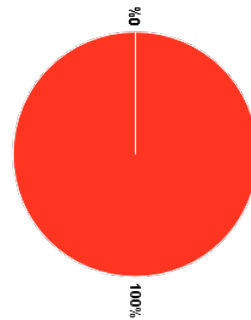
Available Workforce



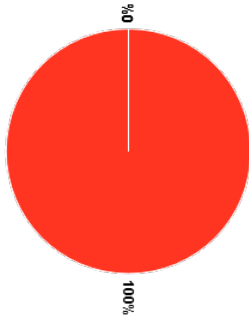
Current Sworn Officers



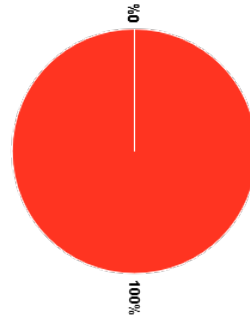
Current Sworn Female Officers




Prior Sworn Officers



Prior Sworn Female Officers



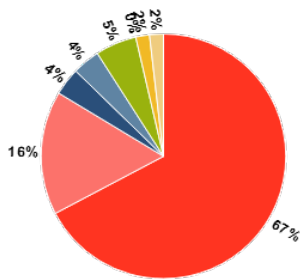
Legend

White Non-Hispanic	
Black Non-Hispanic	
Hispanic Latino Any Race	
Other	

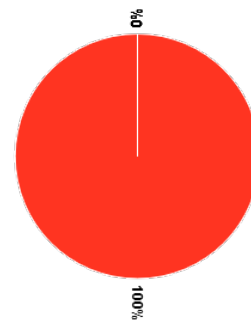
Sworn Officer Selection - Reaccreditation Year 1

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

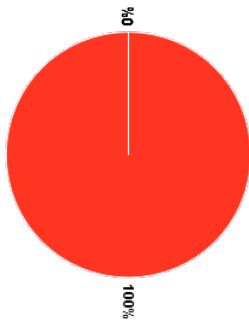
Applications Received



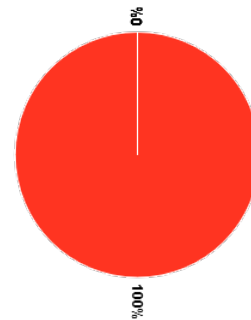
Applicants Hired



Percent Hired



Percent of Workforce Population



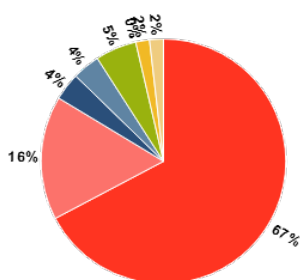
Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

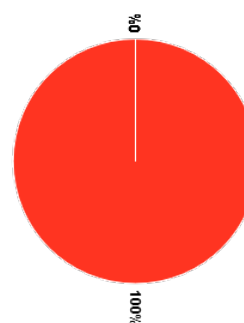
Sworn Officer Selection - Reaccreditation Year 2

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

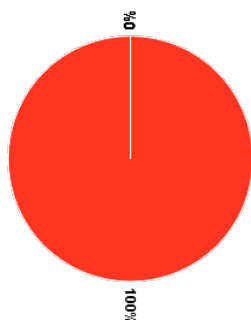
Applications Received



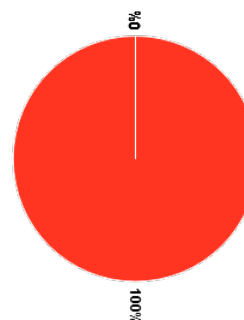
Applicants Hired



Percent Hired



Percent of Workforce Population



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

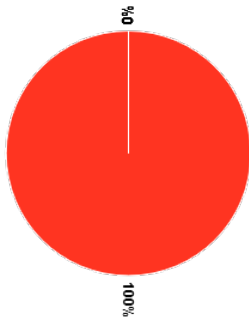
Sworn Officer Promotions - Reaccreditation Year 1

	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.

Promoted



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Promotions - Reaccreditation Year 2

	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	0	0	0	0	0	0	0	0	0
Percent Promoted	%	%	%	%	%	%	%	%	N/A

Reaccreditation Year 2 Notes:

The division did not test or promote anyone in 2017.

Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

