

City of Jackson Police Department

2002 Annual Report

Ervin L. Portis, Chief of Police



CHIEF'S LETTER



Ervin L. Portis
Chief of Police

It is my pleasure to offer the 2002 edition of the Jackson Police Department Annual Report. This document clearly illustrates that much happened during the year.

In late 2002, members of the Department began reviewing many of the community policing planning teams' recommendations. We wanted to verify what had been accomplished, what was not yet done, and what the coming year's priorities should be. Work groups and committees were formed, such as: Geography, Partnership, Problem-solving, Sergeants Role, Crime Analysis, Measuring Work Performance, Community Policing Implementation, Community Service Officer, and Community Policing Training. Through that review, we found that the work groups made more than 200 recommendations. Nearly all of those recommendations were adopted and implemented.

While many of those changes were behind the scenes, the most important were the implementation of Police and Community Teams (PACTs), a new team-based system of geographic redistribution for lieutenants, sergeants and patrol officers; and implementation of SARA (scan, analyze, respond and assess) problem-solving for everyone in patrol. With PACTs, everyone in the Patrol Division had responsibility and accountability for policing a specific geographic area. Patrol officers, sergeants and lieutenants are now responsible for working with their community partners to identify problems, utilize the SARA process and bring problems to resolution.

Another big change in 2002 was creation of Community Service Officers (CSOs). The CSO program is intended to provide developmental opportunities for young people who do not necessarily meet job prerequisites. One of the primary duties is responding to the wide array of non-emergency calls for service that traditionally tie up patrol officers' time. Utilizing the CSOs to respond to these types of calls permits the patrol officers to interact with the community and engage in problem-solving. Three new CSOs were hired and began working in April of 2002.

While those were the big changes, several other very positive developments occurred in 2002. Part I crime decreased nearly 16% over the previous year. We redesigned the Reserve Officer program, resulting in the largest Reserve Academy in recent years. Reserves volunteered 5,363 hours to the Department. Service Desk employees handled 97,536 telephone calls and walk-ins and more than 42,000 radio calls. JNET became one of Michigan's most productive drug concept teams. Patrol officers wrote 12,254 traffic tickets and netted an 11% decrease in traffic crashes.

While many think policing is a thankless job, we have contrary evidence. In 2002, the Department received 185 letters, cards, notes, e-mails and other forms of thanks from citizens. This Annual Report captures the comments of just a few.

Please take a few moments and read the following pages. This is a fine police department blessed with the talents of many good men and women dedicated to our mission: "...to provide policing excellence through ethical and professional service."

Sincerely,

Ervin L. Portis
Chief of Police

"Attention Sgt. Jeff Mazur:

I just wanted to tell you and the staff of the Citizen's Police Academy. I was honored to be in the company of such professional law enforcement workers. They were all very intelligent, hard-working, loyal individuals who love their work. It is very refreshing to see professionals with integrity. I now have a better understanding of Jackson's finest.

*Karen Steiner
November 20, 2002*

DEPUTY CHIEF'S LETTER

Another year has quickly passed us by as the Police Department continues its transformation to an organizational wide philosophy of community policing. As with any change process, there was a tremendous amount of activity in 2002 adjusting internal systems and processes to ensure a successful transformation.

Many procedures, protocols and processes were changed in order to find a better way to conduct business. Sometimes these changes worked and sometimes they did not. The changes often resulted in many more questions being asked and problems being identified than were initially anticipated. This resulted in everyone's workload increasing exponentially. Yet, the employees rose to every occasion and did what was necessary to get the job done.

Various articles throughout this report clearly reflect the tremendous workload tackled every day by employees with little or no fanfare. While the numbers do tell a story, I would like to provide a brief insight into some of the typical activities encountered on any given day and the amazing efforts put forth by the employees.

In January 2002, \$38,000 in survey equipment was recovered from a breaking and entering. In March, five teenagers were identified in multiple drive-by assaults in which they threw various items at people walking on the sidewalk. Detective Gary Schuette utilized one of the suspect's videotapes to identify all the suspects involved in the assaults. All five were charged and convicted. In April, a suspect was arrested within 24 hours of stabbing to death a female acquaintance and then seriously injuring her 6-year-old son. In May, a female was arrested for murdering her boyfriend with an insulin injection. The incident was initially reported as a natural death, however, due to the diligent work of detectives it was discovered to be a homicide. In August, Officer Robert Noppe encountered a homicide in progress. He was able to arrest the suspect after a short foot pursuit. In September, a suspect was arrested for spray painting "Virmo" on over twenty different locations throughout the city. It took less than one day to identify a suspect. In October, Officer Garcia interrupted a breaking and entering in progress while conducting a vacation check on his brother's home. In November, a man was arrested after breaking into three different locations in one night.

One area of activity in which statistics do not adequately show department members' involvement is community affairs. Numerous employees are involved with various service clubs from the Lions Club, to the Optimist Club, to Kiwanis. Many are also involved with the schools as coaches for volleyball, football and wrestling. Officers were involved in the National Night Out celebration in which five bicycles were given away. Nine officers volunteered to be mentors for children staying at the AWARE Shelter. Officer Jan Noppe encouraged a knitting circle at Woodland Hills to knit mittens and scarves for needy families. She also helped a family find a new refrigerator during the Christmas season. These examples merely scratch the surface, but they should begin to provide an idea of our employees' commitment to this community and the residents that live here.

These two different facets of policing optimize the style of policing we hope to achieve with our change process. By blending the crime fighting aspects of police work with community relations and the development of long-term partnerships, we will have a much greater impact on crime and other social problems in the community.

As we move forward with our change process, the method of delivering services will begin to change. I liken it to the style of policing from days gone by. The days when residents were on a first name basis with the officer in their neighborhood and the officer had an in-depth knowledge of their patrol beat. When officers knew immediately who to look for when a crime was reported and could tell when something was out of place on their beat. When officers were a part of the community instead of just a police officer driving down the street in a patrol car. By working together we can make this a safer, more secure, and healthier community to live in.



Matthew R. Heins
Deputy Chief of Police

"I recently attended the ribbon cutting ceremony for the new Jackson County Medical Care Facility. I observed a young man who impressed me by the kindness, patience and respect shown the residents. One of the residents asked him what kind of policeman he was. He stopped, smiled, and took the time to explain his position and program. Many people do not know how to, or simply don't want to interact with the elderly or physically/mentally challenged. Angelo Range is an asset to your program and the community."

*Cynthia Garcia
November 9, 2002*

STAFF SERGEANT

By Sergeant Jeff Mazur



Jeff Mazur
Staff Sergeant

PROFESSIONALISM

The staff sergeant position continues to accept additional responsibilities with every passing year and 2002 was no exception. The development of a student internship program with Jackson Community College enabled four students, with criminal justice aspirations, to experience law enforcement first-hand.

A critical task performed by the staff sergeant is investigation of major complaints. An integral aspect of any investigation is for the investigator to remain impartial and ethical so the citizens of Jackson know the police department is "policing its own." With the implementation of in-car cameras and stringent hiring practices, internal investigation complaints continue to decline.

Grant writing and administration is another important staff sergeant function. Through grant funding the Jackson Police Department is able to enhance its own effectiveness and efficiency in addition to serving the needs of the community through partnerships or targeted patrol.

- \$74,928 of Local Law Enforcement Block Grant (LLEBG) funds help support the department's vision of department-wide community policing initiatives. Three Community Service Officers (CSO's) were selected, hired, and trained to handle low priority calls for service to free up time for sworn officers to address community concerns of a higher magnitude.
- \$26,263 of Byrne Memorial Grant Funding is utilized to help fund one full-time officer to assist Jackson Public School staff in addressing the needs and concerns of students.

In addition to internal investigations and grant responsibilities, the staff sergeant oversees a multitude of other areas:

- The staff sergeant chairs the policy review committee and ensures the department's operation manual is reviewed on a quarterly basis. Recommendations on incorporating legislative mandates and means to potentially improve upon current systems are forwarded to the Chief's office for final approval before being officially adopted into a current directive.
- Initiating the annual Citizens Police Academy (CPA) is a function assigned to the staff sergeant. The CPA is a cooperative effort hosted by the Jackson County Sheriff's Department and the Jackson Police Department. The idea behind the CPA is to provide citizens an opportunity to discover how each department functions and afford the citizens an avenue to ask questions. Thirty-four citizens participated in the 2002 CPA. This was an increase from nineteen participants in the previous two years.
- The staff sergeant serves as the department's representative for monthly safety committee meetings. Providing valuable information on why an officer was injured in the performance of their duty is important to properly determine accident causation and to prevent future accidents.

COMMUNITY



Law Enforcement Code of Ethics

As a law enforcement officer, my fundamental duty is to serve mankind; to safeguard against oppression or intimidation, and the peaceful against violence or disorder and to respect the Constitutional rights of all men to liberty, equality and justice.

I will keep my private life unsullied as an example to all, maintain courageous calm in the face of danger, scorn, or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed in both my professional and official life, I will be exemplary in obeying the laws of the land and the regulations of my department. Whatever I see or hear of in a confidential nature or that is confided to me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty.

I will never act officiously or permit personal feeling, prejudices, animosities or friendship to influence my decisions. With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force or violence and never accepting gratuities.

I recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of the police service. I will constantly strive to achieve these objectives and ideals dedicating myself before God to my chosen profession...law enforcement.



ETHICS

INTERNAL INVESTIGATIONS

Internal Investigation Summary
2002 - 1999

| Year | Total No. | % Exonerated | % Unfounded | % Sustained | % Not Sustained | No. Resulted In Discipline | Citizen Initiated |
|------|-----------|--------------|-------------|-------------|-----------------|----------------------------|-------------------|
| 2002 | 6 | 33 | 33 | 33 | 0 | 2 | 4 |
| 2001 | 8 | 12 | 38 | 38 | 12 | 3 | 5 |
| 2000 | 11 | 18 | 18 | 45 | 18 | 4 | 8 |
| 1999 | 22 | 9 | 27 | 32 | 32 | 6 | 19 |

MISCELLANEOUS INVESTIGATIONS

Miscellaneous Investigation Summary
2002 - 1999

| Year | Total No. | % Exonerated | % Unfounded | % Sustained | % Not Sustained | No. Resulted In Discipline | Citizen Initiated |
|------|-----------|--------------|-------------|-------------|-----------------|----------------------------|-------------------|
| 2002 | 11 | 9 | 73 | 9 | 9 | 1 | 9 |
| 2001 | 19 | 16 | 42 | 21 | 21 | 3 | 15 |
| 2000 | 32 | 9 | 47 | 16 | 28 | 5 | 27 |
| 1999 | 34 | 26 | 32 | 9 | 32 | 2 | 27 |

The 2002 Citizens Police Academy Participants: Craig Adams, Elizabeth Cole, Ronnie Cole, Arnie Collier, Hoyt Crane, Jr., Chad Dack, John Earl, Irvin Fetters, Lisa Fields, Marian Gibson, Todd Grennay, Amina Hamka, Jennifer Hargis, Daniel Hattey, Ricky Hurst, David Jankowski, John Kotcher, Andrew Marlow, Laura Marshall, Anthony Oliva, Susan Porter, Judy Reynolds, Charles Schuessler, James Siefka, Karen Steiner, Ernie Wahtola, David Ward, Denise Welhusen-Huttenlocker, and Geoffrey Williams.



"Thank you for taking the time to teach self-defense skills for AWARE's clients. Your efforts are greatly appreciated."

*AWARE Shelter
January 15, 2002*

PATROL OPERATIONS

By Lt. John Holda



John Holda
Patrol Lieutenant



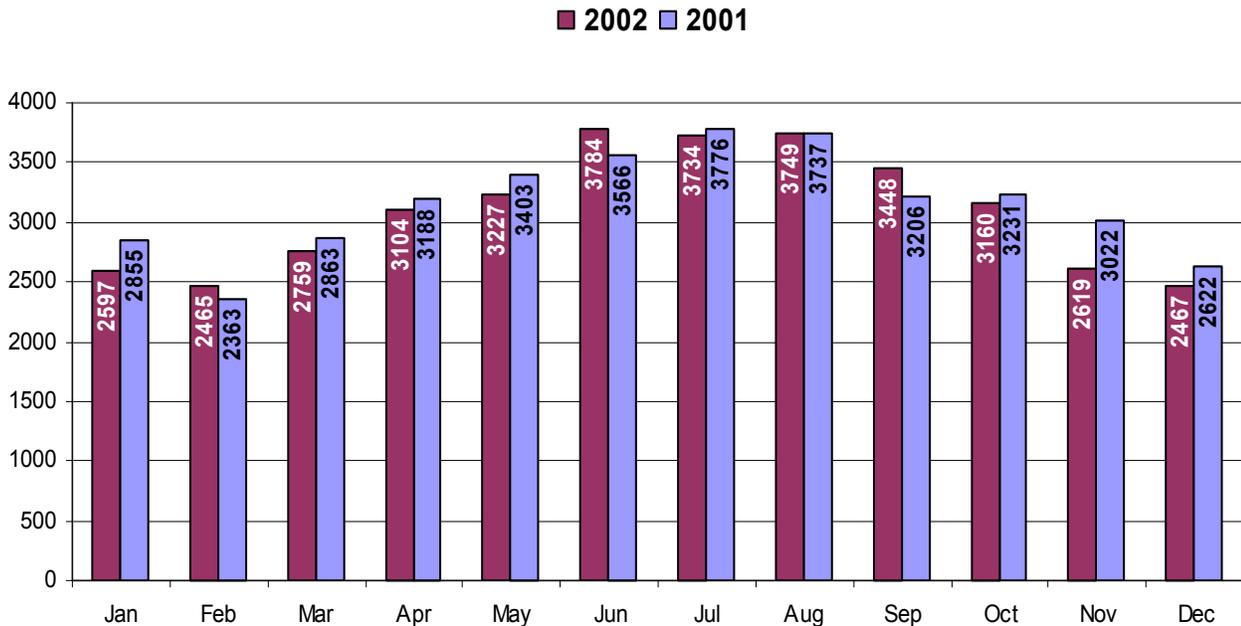
Mary Jo Kennedy
Patrol Lieutenant

Forty-two men and women make up the patrol division of the Jackson Police Department. In February, 2002, the patrol division was organized into two 'teams' which provide a multitude of services to our community. Each team consists of one lieutenant, four sergeants, and nineteen officers. The teams are divided into Police and Community Teams (PACT's), and are distinguished predominately north and south by Michigan Avenue. PACT's are comprised of one sergeant and a minimum of four officers. The PACT's are assigned geographical responsibility for a specified area, where the team will work collaboratively with the community to reduce crime and solve neighborhood problems. The PACT works directly with other law enforcement, government agencies, local businesses, and community residents to solve neighborhood problems related to crime, the fear of crime, disorder, and blight. This cooperation affords the street officer the opportunity to identify long term solutions to problems within our community. Although the primary goal is to eliminate a problem, this is often difficult to achieve; therefore, we also look at problem solutions targeting a reduction in the frequency, cost, or fear that a problem creates.

The Jackson Police Department responded to 37,116 documented incidents during 2002. This does not, however, account for the thousands of contacts the patrol division has with the community that are not documented (communicating with business owners and residents in their PACT area, etc.) 2,606 persons were arrested on 3,745 separate charges. The combination of aggressive enforcement and increased effort towards working with the community to solve problems resulted in a 16.1% reduction in Part I crime, and an 8% reduction in crime overall (see chart).

By integrating traditional patrol strategies with non-traditional geographical based problem oriented methods, the Jackson Police Department has been able to transform our Patrol Division into a proactive group of community problem solvers. Moreover, by involving various stakeholders in the process of problem identification, analysis, response, and assessment, we are creating an environment where everyone has a role to play in improving the quality within our community.

Calls for Service by Month



PART I & II CRIME REPORT

Major Crime Categories Multi-Year Comparison

| <u>Type of Incident</u> | <u>2002</u> | | <u>2001</u> | | <u>2000</u> |
|-----------------------------------|-------------|---------------|-------------|-------------|-------------|
| Homicide | 5 | undef. | 0 | -100.0% | 3 |
| Rape | 40 | -11.1% | 45 | 36.4% | 33 |
| Robbery | 76 | -27.6% | 105 | 36.4% | 77 |
| Aggravated Assault | 254 | -17.0% | 306 | 38.5% | 221 |
| Burglary | 433 | -5.7% | 459 | 8.3% | 424 |
| Larceny | 1772 | -19.5% | 2200 | -0.7% | 2215 |
| Auto Theft | 191 | -5.9% | 203 | 10.3% | 184 |
| Arson | 43 | 22.9% | 35 | 6.1% | 33 |
| Total Part 1 | 2814 | -16.1% | 3353 | 5.1% | 3190 |
| Non-Aggravated Assault | 1555 | 6.7% | 1457 | 15.8% | 1258 |
| Forgery & Counterfeiting | 57 | 18.8% | 48 | 20.0% | 40 |
| Fraudulent Activities | 222 | 16.8% | 190 | 48.4% | 128 |
| Embezzlement | 35 | 0.0% | 35 | -32.7% | 52 |
| Stolen Property | 28 | -33.3% | 42 | -22.2% | 54 |
| Vandalism | 1034 | -21.4% | 1315 | 8.1% | 1217 |
| Weapons | 71 | 18.3% | 60 | -7.7% | 65 |
| Prostitution & Com. Vice | 15 | 25.0% | 12 | -14.3% | 14 |
| Sex Offenses | 103 | -7.2% | 111 | 16.8% | 95 |
| Narcotics and drugs | 465 | 5.4% | 441 | -13.9% | 512 |
| Gambling | 1 | undef. | 0 | -100.0% | 2 |
| Family and Children | 117 | 8.3% | 108 | 50.0% | 72 |
| DUIL & DUID | 348 | -0.9% | 351 | -21.5% | 447 |
| Liquor Laws | 235 | -1.3% | 238 | -27.9% | 330 |
| Disorderly Conduct | 537 | 4.5% | 514 | -8.1% | 559 |
| All Other | 1279 | -9.9% | 1420 | -3.3% | 1469 |
| Total Part II | 6102 | -3.8% | 6342 | 0.4% | 6314 |
| Total Part I & Part II | 8916 | -8.0% | 9695 | 2.0% | 9504 |



Chief Portis congratulates Rob Jenks on his promotion to Sergeant

RESIDENT OFFICER PROGRAM By Officer Shannon Marcetic

Community oriented policing is an important component of the Jackson Police Department's philosophy. This year the Jackson Police Department moved away from specialized community policing programs that only utilize select officers. The department incorporated the community policing model into every aspect of daily operations. All sworn employees utilize community partnerships, foot and bike patrol, and data-driven problem solving within their assigned geographic areas. The resident officer program (ROP) has been merged with this endeavor.

The city has three resident officers located in designated geographic areas where special needs have been identified. Resident officers become familiar with community and neighborhood problems by living in the areas they serve. They work in tandem with other patrol officers also assigned these areas. Each resident officer's home is equipped with a call box on the front porch that dials directly into 911. Resident officers help to provide a feeling of security to the neighborhoods they serve.

Community policing offers a mechanism for residents and property owners to partner with police in an effort to enhance quality of life issues. Foot and bike patrol make officers highly visible and easily accessible. For this reason, each resident officer is assigned his or her own bike to utilize on a daily basis. Residents and businesses quickly develop close and personal partnerships with their neighborhood officers. This provides a level of comfort and stability in a sometimes unstable environment.

Resident officers also reap the benefits of their partnerships. Businesses, residents, schools, landlords, and service providers become excellent sources of information. Lines of communication are developed that allow officers a greater knowledge of activities in their patrol areas. This provides a basis for proactive problem solving that allows officers to identify and correct a potential problem in their area.

Community policing educates people who live, work, and play in these neighborhoods about problem solving methods, thus empowering them and giving them a vested sense of ownership. Officers are becoming more visible and accessible by increasing foot and bike patrol. They are building new resources with and for the community they serve. This ensures that problems are identified and resolved quickly.



Shannon Marcetic
Resident Officer
326 W. Mason St.



Matt Peters
Resident Officer
1043 Chittock St.



Gary Grant
Resident Officer
941 S. Jackson St.

"We wish to thank the Jackson Police Department... who helped us organize our [Neighborhood Watch] program."

*Thomas Berthiaume
Nelson Towers
April 25, 2002*

I want to pass along my gratitude to your police staff. I called about a disturbance... and [a] patrol car arrived in less than five minutes."

*Theresa Radecki
May 31, 2002*

RECORDS SECTION

By Coordinator Bob Marcinkowski

The mission of the Records Section is to provide information support to the Jackson Police Department. This is done through efficient records retention and accurate and effective information services while ensuring system integrity and the personal privacy of those that come to the attention of the department.

The main goal of this section is to provide the highest standard of customer service to our community and internal clients by adopting the values of professionalism, dependability, respect, teamwork and efficiency.

During the year Records personnel entered the data from over 15,000 reports. Typically these are reported crimes, arrests, accidents and miscellaneous police service. Other services performed include job applicant fingerprinting, background clearance letters, firearms purchase permits, false alarm notification letters, Freedom of Information Act requests, and requests for copies of material stored within the Records Section.

A large variety of information is physically stored within the Records Section. The department handled 37,116 incidents in 2002. These incidents may cause officers to complete various report forms – over 75,000 are filed each year.

Additionally, monies collected for police services that require the collection of a fee and funds obtained through the court's forfeiture process are processed through the Records department.



Bob Marcinkowski
Records Coordinator

RECORDS SECTION STAFF



Cindy Hargis



Marilyn Walker



Kathy Webb



Debbie Cochrane



Rich Cook
Patrol Sergeant

SCHOOL CROSSING GUARDS

By Sergeant Rich Cook

The crossing guards have done an outstanding job keeping school children safe during their travels to and from school. There are currently twenty-five intersections served by seventeen different crossing guards. Crossing guards' commitment and diligence is very evident, especially during inclement weather. Neither rain nor blustering snowstorms will deter these dedicated guards from assuring the safety of the youth in our community.

The commitment each guard shows toward their respective position is apparent during their corner assignments. Crossing guards have built relationships and have developed a sense of responsibility toward the children that pass by them twice daily. They make it well known that they are interested in keeping the intersection they often have served for several years. They comment on the progress of the children as they make their way to the next grade. Conversations can be overheard between the crossing guards and the

students demonstrating care and concern. Most crossing guards can easily name the students and describe their likes and dislikes.

Over the 2002-2003 school year the police department budgeted \$111,379.00 for crossing guards. This is a great deal of money, but when considering the safety of the 3,000 students that walk to and from school within the Jackson Public School District, it is a small price to pay.

TRAFFIC ENFORCEMENT UNIT

By Sergeant Scott Rogers



Scott Rogers
Patrol Sergeant

The Jackson Police Department works very closely with the Region II Planning Commission and the Jackson Traffic Safety Program. As a result of those partnerships, the police department has been able to enhance and more effectively approach traffic enforcement, with the ultimate goal of accident reduction.

Region II Planning Commission reviews and enters all Jackson County traffic crash data into a centralized file. Data can then be retrieved to help identify high accident intersections and areas. This data can even be broken down to identify the most usual causations (violations) contributing to a traffic crash. This can range from “drove too fast for conditions,” “failed to yield right of way,” or any number of other infractions which cause crashes.

The Jackson Traffic Safety Program is a group comprised of representatives from law enforcement, courts, traffic and engineering, as well as citizens of Jackson. This board oversees traffic enforcement efforts in Jackson County and manages grant funding obtained for these efforts from either the State of Michigan or the federal government.

In 2002, several grant-funded enforcement efforts took place, including seatbelt enforcement, speed enforcement, and drunk driving enforcement. The Jackson Police Department took advantage of these additional funds to assign personnel to specific identified areas to enforce these targeted infractions.

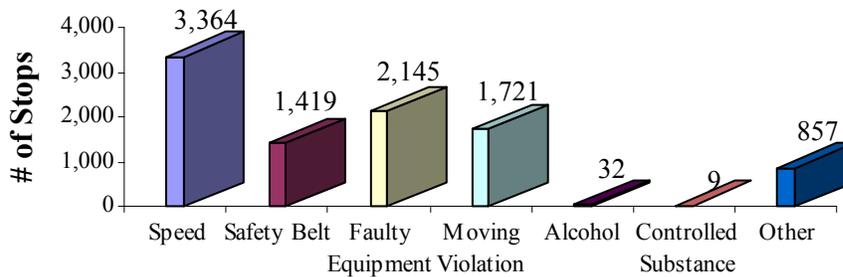
The most important “partnership” the Jackson Police Department has is with the citizens. It is vitally important to keep each and every one safe, if possible, especially while traveling the roadways of Jackson.

Patrol officers and sergeants issued 12,254 tickets in 2002, and in combination with one full time traffic officer, were able to realize an 11% reduction in accidents when compared to 2001.

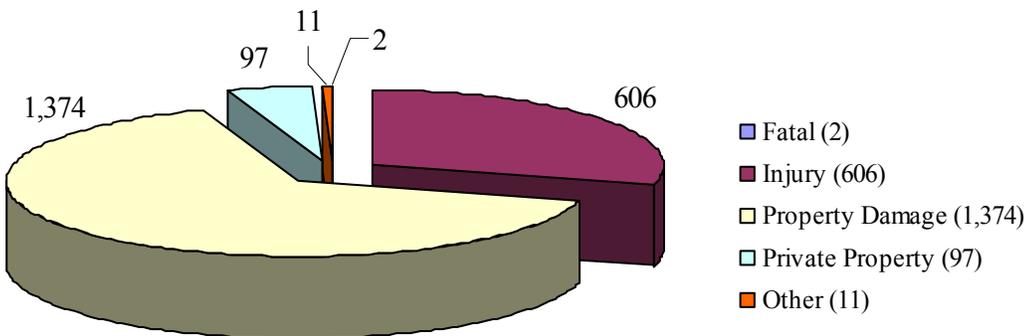


Chuck Brant
Traffic Officer

Reasons for Traffic Stops



Traffic Accidents



Intersections with the Highest Accident Rate

- | | |
|--|---|
| 1. Washington Avenue at Jackson Street | 3. Ganson Street at Cooper Street |
| 2. West Avenue at Monroe Street | 4. Washington Avenue at Mechanic Street |

FIELD TRAINING OFFICER By Officer Craig Edmondson

The Jackson Police Department is dedicated to high quality service and ensures this by seeking qualified applicants for the position of police officer. The Field Training Officer (FTO) program is designed to take these applicants and transform them into highly trained and motivated police officers.

New Jackson police officers complete 700 hours of field training. The program is very intense and requires dedication from the recruit and the FTO. Guidelines are established for recruits to maintain a level of integrity, professional community service, and commitment to excellence. The ultimate goal of the program is to guide recruits through the subsequent steps of development until they are ready to function effectively without constant coaching and evaluation. It is the department's objective to produce qualified law enforcement officers who serve the community to the best of their abilities.

The FTO program consists of three phases in a fourteen week period. The length of each phase varies based on recruit performance. Each recruit will be assigned three FTO's and three shift supervisors with responsibility for mentoring and coaching recruits throughout the training program. It is the FTO's responsibility to evaluate and report the recruit's progress to the assigned supervisor. From day one, open communication and guidance are the focus to building a strong foundation between the recruit and the FTO.

The FTO mentors the recruit so that he or she will serve the community without prejudice and with an open mind. During the recruit's training, his or her FTO will also be passing on years of experience and "lessons learned" to help guide the recruit as they graduate into a successful career.

In the year 2002, the Jackson Police Department hired and trained six officers. All officers successfully passed the field-training program. The Jackson Police Department would like to present our new officers of 2002: Marty Herr, Ryan Grimm, Ryan LePeak, Peter Postma, Michael Galbreath, and Thomas Tinklepaugh. Welcome!



Craig Edmondson
Patrol Officer / FTO



Mike Galbreath
Patrol Officer



Marty Herr
Patrol Officer



Ryan Grimm
Patrol Officer



Ryan LePeak
Patrol Officer



Pete Postma
Patrol Officer



Tom Tinklepaugh
Patrol Officer

"Dear Officer Mark Karle:

We thank you for your volunteer service as a tutor. You have provided guidance, encouragement and support to a child at a very critical time in life."

*Barry Keatley and Lytle Miller
Methodist Children's Home Tutoring Program
May 1, 2002*

HONOR GUARD

By Officer Jan Noppe



Jan Noppe
Patrol Officer /
Honor Guard Member

The Jackson Police Department Honor Guard consists of twelve dedicated men and women. A primary function is to honor officers who have given the ultimate sacrifice while serving and protecting their community. The honor guard represents the Jackson Police Department at funerals, parades, and other ceremonial occasions.

Some of the functions the Honor Guard participated in during 2002 included the JPD Annual Law Enforcement Memorial, the Lansing Memorial, the September 11th Memorial, the Ground Zero Exhibit Dedication, the Rose Parade, and the Christmas Parade.

In addition, the Honor Guard attended the funeral services of three officers killed in the line of duty from Michigan. Two of these officers proudly served the Detroit Police Department, while the other served valiantly with the Hazel Park Police Department. Our attendance at these services serves as a tribute to our brothers and sisters in blue who lost their lives in the performance of their duties.

Locally, there have been four Jackson Police Officers killed in the line of duty. Their names are forever engraved on the National Law Enforcement Memorial in Washington, D.C. Their memory will live on forever through those who bravely "walk the thin blue line." They will always be remembered...

*I would like to thank Officer Easter for being kind to my daughter.
I wish I could have been with her when she was so distraught during
her recent accident. She said you were very considerate and kind.
Thank you so much!*

*June Houser
December 29, 2002*



The Jackson Police Department Honor Guard: Back Row: Sergeant Chris Simpson, Retired Lieutenant Frank Miller, Officer Brent Craft, Officer Kurt Engler, Officer Chris Kilmer. Front Row: Officer Lisa Medina, Officer Steve Scarpino, Officer Jan Noppe, Officer David Renteria, Sergeant Jennifer Carter, Officer Marc Smith, Sergeant Aaron Kantor.

We Remember the Officers

By Brad Miller

We remember the officers who changed our lives
The men and women who protected us day and night
People who respect their dedication to the cause
For when faced with danger, they never even pause,

We remember the officers who always stood true,
Whatever the color of uniform: brown, gray, or blue,
With pride and integrity they say, "To serve and protect,"
For the giving of their life, we offer our respect.

We remember the officers who we never really knew,
Persons strong enough to answer the challenge are few,
With heavy hearts we mourn
The officer in eternal rest,
There's more to these people than
The badge on their chest.



Officer Jan Noppe and Sergeant Jennifer Carter take a moment to reflect at the 2002 Jackson Annual Memorial.



Officer Jan Noppe, Officer Kurt Engler, Officer David Renteria, Sergeant Chris Simpson, and Officer Lisa Medina represent the Jackson Police Department Honor Guard in Washington, D.C.

Jackson Police Department Officers who have given the ultimate sacrifice for our community:

Sergeant Frederick Booth—Fatally shot March 19, 1906 while apprehending safe burglars.

Captain John Holzapfel—Fatally shot by a disgruntled employee February 5, 1907.

Officer Leonard Carey—Fatally shot December 13, 1930 during a domestic disturbance.

Lieutenant William James Nixon—Fatally shot April 27, 1978 while apprehending a man transporting stolen construction equipment.

COMMUNITY SERVICE OFFICERS

By Sergeant Chris Simpson

The position of Community Service Officer (CSO) is a new position instituted in April by Chief Portis. The position was designed to mentor the non-sworn employee for future employment as a state certified police officer.

The CSO's job entails:

1. Administrative duties, such as the mail run, taking equipment to Police Officers, and corresponding with other departments in the city.
2. Taking non-criminal and criminal police reports with no suspects, such as malicious destruction of property, runaways, larcenies, vehicle inspections, graffiti, parking, and traffic control.
3. Community involvement.
4. Attending Jackson Community College as a student.

The first three to occupy the position are OnDreana Campbell, Angelo Range, and Joe Smith, Jr. These three employees do a wonderful job freeing up time for sworn police officers. From April 1st to December 31st, the CSO's responded to 1,391 incidents and took 712 written reports. They were involved with over twenty-five community-related activities that helped strengthen the bridge of communication between the Police Department and the community.



Chris Simpson
Patrol Sergeant



OnDreana Campbell
Community Service
Officer



Angelo Range
Community Service
Officer



Joe Smith, Jr.
Community Service
Officer



The 2002 JPD Relay for Life Team: **Back Row:** Deputy Chief Matt Heins, CSO OnDreana Campbell, Data Clerk Debbie Cochrane, Sara Gahagan, Officer Chris Kilmer, Lieutenant Mary Jo Kennedy, Chief Ervin Portis, Carla Portis, and Kristen Heins. **Middle Row:** Reserve Captain Jim Acker, Mary Henley, Computer Systems Manager Michelle Gossett, Sergeant Bill Kennedy, Sergeant Aaron Kantor, Officer Lisa Medina, Alison Haakinson, Valerie Herr, Teresa Campbell, and Reserve Officer Steve Silence. **Front Row:** Nicki Heins, Administrative Secretary Lora Kilmer, Mackenzie Portis, Michaela Campbell, Chanell Campbell, Shane Renteria, Mason Herr, Alec Herr, Karri Campbell, and Grayson Heins.

JACKSON POLICE RESERVES

By Sergeant Jennifer Carter, Officer Sergio Garcia, and Officer Marc Smith

The Jackson Police Reserve Program underwent several personnel changes during 2002. Sergeant Jennifer Carter became the new Reserve Coordinator and Officer Sergio Garcia joined Officer Marc Smith as Assistant Reserve Coordinators. Reserve Lieutenant William Kampf retired from the reserve program after 30 years of service. Three reserve officers, Ryan LePeak, Peter Postma, and Thomas Tinklepaugh were hired by the department as fully sworn officers. Despite losing these dedicated individuals from the program, the Jackson Police Reserves volunteered 5,363 hours including 2,401 in patrol functions and 1,136 hours in special events. These hours were a 50% increase over previous years, which signifies the dedication and commitment these individuals have, even though many of them have full time jobs.

The Jackson Police Department accepted eleven new Reserve Officers into its ranks in 2002, making it the largest graduating class the program has had in many years. These eleven individuals will be a welcome addition as they are always more than willing to assist the department in any way possible. Jackson Police Reserves serve many hours with the department in addition to their everyday lives, school, and employment. They assist by volunteering during the city's busy schedule of public events and as a second officer in patrol cars. Our patrol men and women recognize and appreciate the assistance rendered by reserves and the eagerness in which they provide service.



Jennifer Carter
Patrol Sergeant /
Reserve Coordinator



Back row: Officer Marc Smith, Reserve Lt. James Acker, Reserve Officer Shawn Warren, Reserve Officer Phillip LaMaire, Reserve Officer Kenneth Carpenter, Reserve Officer Richard Pushies, Reserve Officer Mark Richards, and Officer Sergio Garcia.

Front row: Sergeant Jennifer Carter, Reserve Officer Ryan Corravo, Reserve Officer Jon Huggle, Reserve Officer David Hoffius, Reserve Officer Jacquelyn Nyies, Reserve Officer Adam Garcia, and Reserve Officer John Noppe.

Reserves who volunteered 300+ hours

Off. Ronald Spees
Sgt. Chip Wood
Off. Chris Pohl

Reserves who volunteered 200-299 hours

Capt. James Acker
Off. Rick Smith
Off. Steven Silence
Off. Jim Bayne
Off. Joe Beatty
Off. Alexander Hosser
Off. Jeremy Easter
Off. James Green
Off. John Robe

Reserves who volunteered 100-199 hours

Lt. George Davis
Lt. James Hunt
Sgt. Mark Wurmlinger
Off. Geremy Burns
Sgt. Dean Dermeyer
Off. Travis McMurtrie



John Stressman
Operations Lieutenant

SUPPORT OPERATIONS

By Lieutenant John Stressman

Support Operations consists of all department functions needed to ensure the efficient delivery of patrol services to the Jackson community. Training, Property Management, Evidence Management, Communications, Records Management, Computer Systems Management, Investigations, and Drug Enforcement are the unseen and fundamental services that enhance the professionalism and excellence of the organization, providing support and confidence to police officers to help them do their jobs well.

All coordinators involved in Support Operations collaborate regularly to problem solve areas needing improvement. This partnership helps maintain the efficiency of the organization. The better we do our jobs, the more positively the community reacts to the services the entire department provides. When a patrol officer is commended for doing good work, Support Operation staff feel a great sense of pride and accomplishment that perhaps we may have played some part in that success.

Delivery of quality service to the community, professionalism, and excellence are of the utmost importance to us. We are conscious of the safety and security needs that our fellow citizens desire and will always work hard to ensure the highest quality of life possible by continuing our support role to police operations.

CANINE UNIT

By Sergeant Bill Kennedy

There are two canine teams in the Jackson Police Department: Officer Tim Black and Timone; and Officer Bill Mills and Beggy. Both teams train bi-weekly with other neighboring canine units. Combined with re-certifications and annual training, these teams attend more than 500 hours of annual training.

2002 was another busy year for the Jackson Police Department's canine unit. The department's canines conducted fifty drug searches with positive alerts on almost half. These numbers only include calls for Jackson Police Department patrol officers. JPD's two canines had an additional thirty-two drug searches for JNET with a two-thirds alert rate on those searches. Fifty-six tracks from crime scenes resulted in sixteen apprehensions, an all-time high for the department.



Bill Kennedy
Detective Sergeant



K9 Officer Tim Black with Timone



K9 Officer Bill Mills with Beggy

JACKSON NARCOTICS ENFORCEMENT TEAM

By Sergeant Kevin Hiller

The Jackson Narcotics Enforcement Team (JNET) is a multi-jurisdictional drug task force whose primary mission is to suppress drug trafficking in Jackson County. It is a coalition of resources from the Jackson County Prosecutor's Office, Jackson Police Department, Jackson County Sheriff's Department, Blackman Township Department of Public Safety, and the Michigan State Police.

Officers, Deputies, and Troopers from these various departments fill JNET's investigator positions. JNET is divided into two distinct teams. One team focuses on street level drug dealers and the other on mid- to upper-level drug dealers.

In 2002, JNET set new records in almost all statistical categories, including number of persons arrested (349), and counts charged (455). Drugs seized and or purchased by JNET had a street value worth more than \$5,000,000, which included: Marijuana (\$4,694,874), powder cocaine (\$247,869), crack cocaine (\$29,498), heroin (\$65,970), and methamphetamine (\$22,820). JNET executed 108 search warrants in 2002, seized 85 handguns, long guns and assault rifles. Total money seized including property and real estate was valued at \$166,881.



Kevin Hiller
JNET Sergeant

"I am writing... to thank the members of Jackson's S.W.A.T. team for coming out to Northwest High School. All of the officers were helpful and very personable in answering our questions. I didn't know we had a S.W.A.T. team in Jackson! I was impressed by their teamwork and thought it was interesting to see how they functioned in a 'crisis situation.' I know that should anything life-threatening happen to us while we are in school, we will be well taken care of."

Billie Gannon
September 20, 2002

SPECIAL RESPONSE TEAM

By Officer Elmer Hitt



Elmer Hitt
Patrol Officer /
SRT Member

The Jackson Special Response Team (SRT) is comprised of law enforcement officers from the Jackson Police Department and the Jackson County Sheriff's Department. Through the cooperative efforts of both departments, SRT is able to respond to critical and high-risk incidents in a successful and efficient manner.

Team members are selected through an extensive process, consisting of physical training, firearm proficiency, tactical scenarios, teamwork skills, and oral interviews. Each selected member must attend a rigorous three-week Special Weapons and Tactics (SWAT) school. The school is extremely demanding, physically and mentally, and provides each member with the basic skills needed as an SRT member.

The team trains one day per month. A typical training day consists of physical exercise, firearms, practical scenarios, and many other tactical applications. In addition to the monthly training, members are selected to attend additional specialized training schools and seminars. Some of these include advanced SWAT, firearms, less lethal deployment, and bombs and explosive devices, along with other areas the team collectively determines to be beneficial.

During 2002, SRT was requested to handle four high-risk incidents. Two of the incidents were to execute search warrants for the Jackson Police Department's Detective Bureau. The team handled a domestic dispute in which a subject barricaded himself inside his residence with a crossbow. JNET requested SRT to execute a search warrant on a suspected Michigan Militia compound. The incidents were successfully handled with no injuries to civilians or police.

SCHOOL LIAISON OFFICERS

By Officer David Renteria

School Liaison Officers work closely with school officials to identify areas of concern and provide resources to obtain aid. In addition to security issues, liaison officers work with students on an array of issues, educational and personal, to help prepare them for the realities of life.

There are three School Liaison Officers. They are: Officer David Renteria at Jackson High, Officer Lisa Medina at the Middle School at Parkside, and Officer Ted Ahlers who splits his time between Amy Firth Middle School and Tomlinson Tech.

A typical day will start out by greeting the students, assisting administrators with disciplinary issues, conflict resolution, drug awareness, and gang interdiction. Liaison officers attend all school functions such as open houses, parent teacher conferences, orientations, six to eight dances per year, fund raising events, as well as numerous sporting events.

The Jackson Police Department has enjoyed a long and beneficial relationship with Jackson Public Schools. A safe, orderly and productive learning environment is paramount for our community's youth to learn and grow into productive members of society. School Liaison Officers are an important element of community policing and, as such, maintain the core values of the Jackson Police Department in the development of our community's youth.



David Renteria
Jackson High School
Liaison Officer



Lisa Medina
Middle School at
Parkside Liaison
Officer



Ted Ahlers
Amy Firth /
Tomlinson Tech.
School Liaison Officer

INFORMATION TECHNOLOGY

By Computer Systems Manager Michelle Gossett

Information Technology hit the ground running in 2002. With technology grant funding, we were able to change the network infrastructure by upgrading sixteen workstations from Windows 95 to Windows 2000 operating systems. We purchased sixteen Dell Optiplex 240 systems and converted all IBM workstations to personal computers, thus placing our support staff in a network environment.

We installed a new Compaq server for GroupWise 6 internal and Internet e-mail. Our entire department was converted from Lotus Notes CCMail and everyone was given an account to jacksonpolice.com.

On our AS/400, we changed geographical locations (GEO file) from A21, B22, C23, D24, E25, and F26 to A1, A2, B1, B2, C1, C2, D1, and D2 to reflect new PACT areas.

We also added a module to our AS/400 Data Mining and Analysis. This module gave us the capability to utilize ESRI software to map crime data. This tool enhances the crime statistics for internal and external use by the Chief, sergeants, and officers. These tools help accurately and timely discern crime patterns.

Two digital cameras and Microsoft Publisher were purchased and implemented to enhance the department's newsletter and web site (www.cityofjackson.org/departments/police).

The entire department underwent network training. Numerous hours were spent planning for the mobile data computer (MDC) project, with implementation expected in 2003.



Michelle Gossett
Computer Systems
Manager



Rhonda Ballard
Evidence Coordinator

EVIDENCE MANAGEMENT

By Coordinator Rhonda Ballard

The Evidence Management Unit is responsible for record keeping, secure storage, and maintenance of all property received from the Jackson Police Department and the Jackson County Sheriff's Department. This property includes found items, items taken for evidentiary value, items recovered as stolen, and items held for safekeeping. One full-time coordinator and one full-time assistant staff this unit.

A major responsibility of the Evidence Management Unit is to manage the chain of custody of all evidence, including that which the Unit transports to the Michigan State Police Crime Laboratory for analysis. Unit members maintain property seized as evidence and protect the chain of custody. The importance of this function is to verify that evidence is exactly how it was submitted when seized and to maintain its credibility when prosecuting cases. Evidence Management also holds property that is found or recovered stolen so officers can attempt to determine ownership and return property to its rightful owner.

In 2002, the Evidence Management Unit:

- Processed 7,003 pieces of property, including 313 bicycles and 221 guns;
- Destroyed 3,008 pieces of property that could not be returned to owners or were considered contraband;
- Returned 392 items to owners;
- Auctioned 103 items;
- Returned 34 items to the finder;
- Provided 109 unclaimed bicycles to non-profit organizations;
- Received \$94,069.97 into property;
- \$24,975.30 was deposited, \$24,297.84 of which was from drug forfeitures, and;
- \$30,102.40 was returned to the rightful owners.

"To Judy Tomlin

I really appreciate you staying so late after work to wait for us. You have no idea how much this means to me. If nothing else it proves your commitment to your profession as well as your advocacy for victimized children."

*Krista Picciotti
July 24, 2002*

TRAINING SERGEANT

By Sergeant Aaron Kantor

The successful implementation of the departmental wide community policing initiative in 2002 was the result of several factors. One of these factors was the continued emphasis on quality training to assist in the facilitation of this evolution.

The department's commitment to training manifests itself in the position of the training sergeant. The training sergeant is directly responsible for overseeing essential training regularly provided to Jackson Police Department personnel to increase proficiency and skills in all respective assignments.

In 2002, Jackson Police Department personnel received in excess of sixty hours of training, specifically identified through the training needs assessment conducted by the Regional Community Policing Institute of Michigan State University. Training topics included problem solving, scene management, team building, and defensive tactics.

In addition to the responsibilities of scheduling, coordinating, and instructing the training, the training sergeant also serves as committee chair of the training committee. This committee has worked diligently over the course of the year to develop a 3-year training plan designed to accomplish the goals of our community policing initiative. These goals include a customer-based transformation, incorporating unlimited community partnerships, and a unified data-driven problem solving methodology.

Additional responsibilities in 2002 included managing six officers through the field training officer program, testing seventy officers in the physical agility test, overseeing two college internships, and authorizing approximately 500 city licenses for a variety of purposes.



Aaron Kantor
Training Sergeant



Joyce Barlow
Communications
Coordinator

SERVICE DESK

By Coordinator Joyce Barlow

The Service Desk is an important part of the Jackson Police Department's service to the community. It serves as a support entity for the entire department. Eight Communications Specialists staff the unit and handle all incoming telephone calls on a 24-hour basis. All phone calls received through the main exchange are filtered through the Service Desk. In the year 2002, Communications Specialists handled 97,536 calls for service ranging from emergency service calls to general information about police services. They are expected to be knowledgeable, friendly, and customer-service oriented while efficiently handling a wide range of callers. Service Desk employees are trained and committed to assist citizens in solving problems. Communications Specialists evaluate the problem and make a determination if an officer is necessary or if the citizen should be referred to other city departments or public agencies. While the Service Desk is not a 911 dispatch center, Communications Specialists are trained to handle emergency calls and deal with people in various stages of anxiety or distress. In addition to this, there is a demanding

workload.

Through computers and radio equipment, Communications Specialists are able to communicate with officers on the road. Patrol vehicles are equipped with Mobile Data Terminals (MDT), and using the Computer Aided Dispatch (CAD) system at the Service Desk, messages are transmitted directly to patrol vehicle MDT's. Communications Specialists can communicate with other law enforcement agencies utilizing this same equipment. Radios, however, are the main mode of communication with officers. Communications Specialists handle nearly 42,000 radio transmissions per year.

Communications Specialists' responsibilities are not limited to handling telephone calls and radio communication. They take approximately 1,500 incident reports each year and assist 9,000 citizens at the front desk. Communications Specialists assist with non-emergency government services such as contacting DPW for traffic lights out, icy intersections, trees or limbs down, debris in the road, etc. Communications Specialists enter tickets and warrants into the in-house computer system, the AS/400. Other tasks include equipment inventory, stocking department forms, signing off of waiver tickets, administering preliminary breath tests (PBT) to probationers, entering data into the Law Enforcement Information Network (LEIN), responding to officers over the radio who are requesting LEIN files, and assisting with other miscellaneous internal and external requests.



Marcy Hibbard



Denah Russell



Denise Glover



Ross Lauback



Gary Minix



Carrie Shrock



LaShawna Heard

TEEN POLICE ACADEMY

By Officer Lisa Medina

The Teen Police Academy (TPA) is sponsored by the Jackson Police Department, in cooperation with the Fitness Council of Jackson, the YMCA, and Jackson Public Schools. The TPA provides the youth of Jackson with a fun, structured environment that emphasizes healthy decision-making.

The TPA provides students with a “hands-on” learning environment on law enforcement, while building personal relationships with them. Hands-on learning incorporates role-playing exercises on such things as traffic stops and crime scenes which allows students to experience the day-to-day duties of police officers. Physical fitness is also stressed. Students were allowed to participate in a number of physical activities to include rock climbing, swimming, basketball, and weight training.

The 2002 TPA was held from July 9 until August 14. Students attended the academy for four hours per day, one day per week for six weeks. Thirty-three students, ranging from 11 to 15 years of age were involved in the academy. In addition to Jackson Police Officers, teachers and school aids from the Middle School at Parkside assisted in chaperoning the academy. The TPA brings together different organizations to work toward the common goal of improving the quality of life for our area youth and by making Jackson a better place – now and in the future.



Lisa Medina
School Liaison Officer



A student looks on during a staged traffic stop.



Officer Holly Rose helps with collecting evidence at a mock crime scene.

*Cindy Moss and family
August 21, 2002*

Thank you so much for the time, energy, resources and personal investments you made this summer through your Teen Police Academy. It was wonderful to see our city's youth so positively engaged in a fun and meaningful program.

PROPERTY MANAGEMENT By Coordinator Chad Edwards

The function of Property Management is facility and fleet management. Property Management provides and maintains the equipment and supplies used for everyday operation. This division is responsible for gathering information, researching new advancements in technology, and then applying this technology in a format that is accessible and practical for use.

2002 brought many challenges to Property Management. The largest task was coordinating facility access around the Consumers Energy construction surrounding our building. Many hours were spent trying to accommodate construction schedules while trying to reduce the impact on patrol services and employees. Communication between multiple vendors was difficult, and the outcome was often disorderly. Traffic patterns were modified from three access points leading into the property to one entrance and one exit. The patrol parking lot was removed and replaced. Overhead power lines were rerouted underground and a new electrical transformer was installed. Employee parking was interrupted, shifted, and moved on several occasions resulting with the eventual loss of the parking lot.

Property Management also gained the responsibilities of custodial maintenance. On June 30th, the janitorial contract that was in place for several years expired and was not renewed. Labor, equipment, and supply expenditures were researched and compared to vendor pricing options. This analysis provided information that helped us propose a new solution to our cleaning concerns. In July, two part-time employees were hired to perform the department's janitorial duties. This transition provided a cleaner facility at less cost.

During the summer of 2002, the indoor shooting range was temporarily closed to eliminate all lead residue and material. The decontamination process involved cleaning lead dust from all surfaces and removing lead projectiles from the baffle-trap system. Air quality and ventilation tests were also performed. Upon completion of the project, all lead-based ammunitions were prohibited. A new, frangible target round was tested and approved for range use. The frangible round contains no hazardous substances and dissolves into a powder upon impact.

In 2002, the department spent \$121,468 on four new vehicles, repair of all three resident officer homes, and other facility improvements. An additional \$166,519 was spent on vehicle maintenance; uniforms; in-car camera repair, parts, and replacement; and other maintenance activities.



Chad Edwards
Property Manager

PROFESSIONALISM

COMMUNITY

ETHICS



Steve Smith
Utility Worker



2002 AWARD WINNERS

Each year, the Jackson Police Department presents employees with awards for going above and beyond the call of duty. The awards are given at the annual awards banquet. This year, the following employees received awards:

**Detective Gary Schuette
Officer of the Year**



**Communication Specialist
Ross Lauback
Civilian Employee of the Year**



**Sergeant Chip Wood
Reserve Officer of the Year**



Life Saving Award

Officer Tim Hibbard

Meritorious Service

Reserve Officer Jeremy Easter

Officer Mark Easter

Officer Andrew Flint

Officer Mike Galbreath

Officer Sergio Garcia

Detective Tim Gonzalez

Officer Elmer Hitt

Officer Chris Kilmer

Officer Robert Noppe

Reserve Officer Chris Pohl

Officer Chris Rhodea

Officer Ed Smith

Outstanding Service

Officer Mike Brandt

Officer Chuck Brant

Officer Mark Easter

Officer Kurt Engler

Officer Sergio Garcia

Communication Specialist Denise Glover

Officer Marty Herr

Officer Chris Kilmer

Officer Cary Kingston

Officer Bill Mills

Communication Specialist Gary Minix

Officer Jan Noppe

Detective Dean Schuette, Jr.

Officer Ed Smith

Outstanding Service (Con't)

Cheryl Smith—Jackson County Sheriff

CSO Joe Smith

Officer Wes Stanton

Officer Tom Tinklepaugh

Detective Judy Tomlin

Reserve Officer Chip Wood

Merit Citation

Reserve Captain James Acker

Reserve Lt. James Hunt

Reserve Lt. George Davis

Communication Specialist Denise Glover

Officer Gary Grant

Sgt. Kevin Hiller

Sgt. Chris Simpson

Sgt. Rich Cook

Officer Wes Stanton

Citizen Awards

Mary D. Hearn

Ray Anthony Neal

Monica Newsome

Dominique Williams

Crystal Lynn Wilson

Term Awards

Communication Specialist Ross Lauback

Officer Bill Mills

Officer Mike Brandt

Officer Chris Rhodea

Officer Ed Smith

Utility Worker Steve Smith

CORE VALUES OF THE JACKSON POLICE DEPARTMENT

PROFESSIONALISM

We strive to provide professional community service without compromise.

Therefore:

We are honest and just in all our actions.

We hold ourselves accountable for all of our actions.

We will continually enhance our personal and professional knowledge.

We are dedicated to public service by our strong sense of duty and commitment to excellence.

We treat all persons fairly and without favoritism.

COMMUNITY

We believe in enhancement of our community through service and ownership.

Therefore:

We are involved in our community.

We take pride in the community we serve.

We promote cooperative efforts to enhance quality of life issues.

We recognize that our authority is derived from the community.

ETHICS

We value ethical behavior.

Therefore:

We accept accountability for our actions.

We will be fair, just, and honest.

We value integrity.

EXCELLENCE

We strive for community, departmental, and personal excellence.

Therefore:

We always give our best effort.

We work to resolve problems.

We provide training for ourselves and the community.

We acknowledge positive work performance.

We seek highly qualified applicants; we maintain highly qualified employees.

We understand honest human error; we learn from our mistakes.

RESPECT

We respect our colleagues, our community, and ourselves.

Therefore:

We are courteous, patient and sincere in all relationships.

Difference and diversity enriches our community and our organization.

The dignity of each person must be preserved.

JUSTICE

We uphold the principles embodied in our Constitution.

Therefore:

We respect and protect the rights of all persons.

We treat all persons fairly and without favoritism.

We enforce the law, using reasonable discretion.

We obey the law.

I value and accept the core values.