

City of Jackson Police and Fire Departments 2014 Annual Report

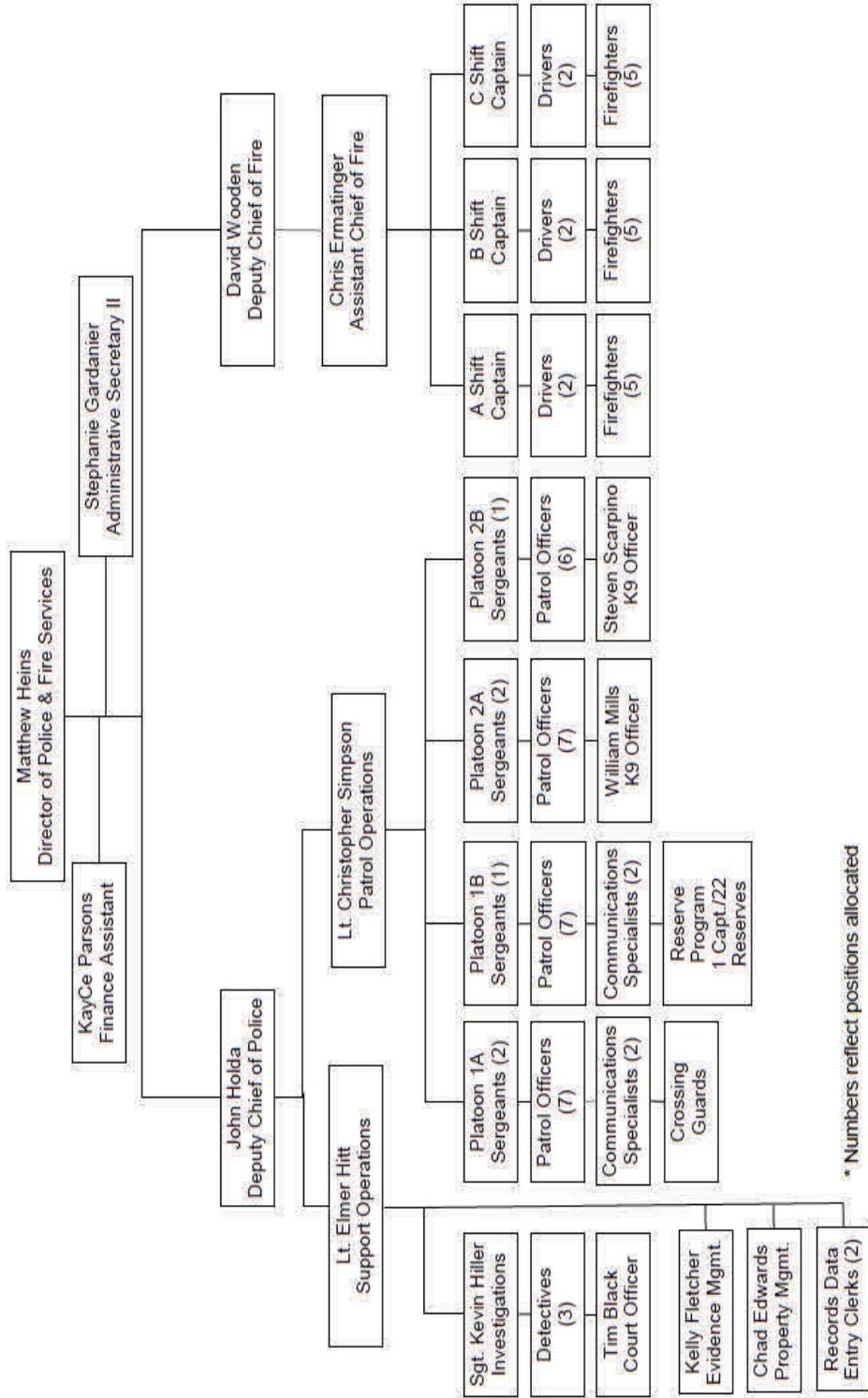


Professional Community Service Without Compromise

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2014 Jackson Police and Fire Departments Organizational Chart



* Numbers reflect positions allocated

Director's Letter

Thank you for taking time to review our annual report! As you read through you will quickly come to realize the numerous facets of the police and fire department and the varying responsibilities the men and women are called upon to perform. The demands may change from day to day or minute to minute and require personnel to wear various hats and depend on their vast training to get the job done.

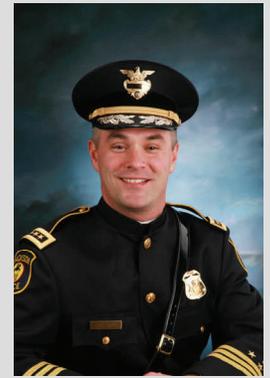
For police officers, this can range from helping a citizen that is lost, to dealing with a barking dog complaint, to investigating a homicide. For firefighters it may require helping the local ambulance service with lifting a patient, to dealing with electrically charged down wires, to a structure fire.

Regardless of the call, the employees receive extensive training throughout their career to ensure they are ready for any assignment that is presented to them.

Providing emergency services to the community means the workload can be demanding, high pressure, and varying in circumstances. Members of both departments are required to not only rely on their training but to also think on their feet to develop quick solutions, many times in a matter of seconds, to ensure the safety of everyone involved. They become master problem solvers and act quickly regardless of the incident. It never ceases to amaze me the drive and

determination that is displayed from the men and women of each department. They confront adversity and bear the burdens of the job all while making sure they provide the best service possible to the residents of Jackson.

I hope you find this report informative and that it helps you gain a better understanding of how dedicated the members are to this community. It is because of their hard work and dedication that Jackson is a great place to live!

Matthew R. Heins
Director of
Police and Fire
Services

2014 Jackson Police Department Demographics

	<i>Caucasian</i>	<i>African American</i>	<i>Hispanic</i>	<i>Other</i>	<i>Total</i>
Sworn - Male	35	5	2	1	43
Sworn - Female	3	0	0	0	3
Civilian - Male	2	0	0	0	2
Civilian - Female	7	1	0	0	8
Total	47	6	2	1	56

Police Department 2013/2014 Expenditures and 2014/2015 Budget

<u>Description</u>	<u>2013/2014 Actual</u>	<u>2014/2015 Budget</u>
<u>Personnel Services</u>		
Termination Pay	27,270	207,199
Salaries and Wages	3,587,562	3,645,595
Wages—Temporary	52,264	61,900
Overtime	170,821	186,410
Employers FICA	88,664	90,802
Health Insurance	453,952	583,306
Health—MERS HSA	9,827	8,7500
Health Deductible	67,186	70,065
Pension—General	63,836	57,130
Pension—Police/Fire 345	2,128,448	2,383,967
Pension—MERS DC	7,743	7,895
Unemployment	5,152	4,537
Workers Compensation	49,993	56,040
Other Fringe Benefits	45,400	52,407
<u>Material and Supplies</u>		
Supplies	10,409	12,262
Data Processing Supplies	3,430	4,925
Publications	688	659
Ammunition	17,532	18,440
Uniform Allowance	32,825	43,246
Gasoline	118,183	143,220
Miscellaneous Supplies	5,720	6,545
Photography Supplies	4,988	7,620
Laundry	738	767
Medical Supplies	268	937
Custodial Supplies	3,838	4,085
Equipment Maintenance Supplies	18,206	22,486
<u>Contractual and Other</u>		
Consultant Services	13,248	24,530
Contractual Services	6,471	0
Special Investigations	455	3,292
Medical Services	4,127	6,068
Telephone	42,289	32,373
Auto Allowance	4,800	4,800
Travel	2,221	7,153
Printing and Publishing	4,549	6,317
Insurance	86,652	85,298
Insurance—Deductible	13,581	10,000
Physical Agility Testing	32,110	32,962
Utilities	46,855	43,407
Building Maintenance	29,325	36,626
Equipment Maintenance	11,529	30,632
Office Equipment Maintenance	25,358	41,751
Vehicle Maintenance	79,464	78,846
Building Rental/Lease	6,369	5,460
Office Equipment Rental	32,402	40,877
Membership and Dues	1,320	1,525
Education and Training	28,227	22,100
Contribution to JED	43,745	45,934
Contribution to OEM	0	10,000
<u>Capital Outlay</u>		
Building, Equipment, and Software	103,260	79,380
Vehicles		
Total	7,592,318	8,330,526

Fire Department 2013/2014 Expenditures and 2014/2015 Budget

<u>Description</u>	<u>2013/2014 Actual</u>	<u>2014/2015 Budget</u>
<u>Personnel Services</u>		
Termination Pay	63,619	69,603
Salaries and Wages	1,283,861	1,329,496
Overtime	113,271	168,352
Employers FICA	22,209	17,510
Health Insurance	185,692	177,214
Rx Drug Insurance	8,945	0
Health Deductible	14,162	0
Health Deductible—Fire	31,056	65,212
Pension—General	6,092	0
Pension —Police/Fire 345	883,896	1,026,442
Pension—MERS DC	2,662	1,283
Unemployment	1,583	1,071
Workers Compensation	25,983	23,819
Other Fringe Benefits	2,289	16,080
<u>Material and Supplies</u>		
Supplies	3,610	4,252
Publications	452	307
Chemicals	2,277	2,235
Uniform Allowance	8,225	7,840
Protective Clothing	8,393	13,234
Gasoline	25,266	29,180
Miscellaneous Supplies	3,539	5,494
Emergency Medical Supplies	12,758	10,500
Custodial Supplies	2,605	3,069
Equipment Maintenance Supplies	8,399	5,970
<u>Contractual and Other</u>		
Professional Services	12,920	0
Medical Services	6,227	8,292
Telephone	8,892	9,684
Travel	2,217	935
Insurance	26,629	28,883
Subsistence Pay	20,525	12,800
Physical Agility Testing	23,458	16,000
Residency Allowance	500	500
Utilities	53,227	42,876
Building Maintenance	13,149	24,525
Equipment Maintenance	12,085	21,210
Office Equipment Maintenance	4,114	2,495
Software Maintenance	0	1,380
Vehicle Maintenance	48,991	68,867
Membership and Dues	175	245
Education and Training	13,519	17,553
Contribution to JED	18,748	19,695
<u>Capital Outlay</u>		
Radio Equipment	0	2,172
Fire Equipment	6,046	2,980
Office Equipment	2,487	0
Machinery & Equipment	1,630	0
Total	2,998,288	3,259,246

*Police Personnel Activity**Department Roster*


Mary Adams, Communication Specialist
Paul Albrecht, Officer
Matthew Beard, Officer
Nathan Belen, Officer
Timothy Black, Officer
Charles Brant, Officer
Adam Brooker, Communication Specialist
Richard Burkart, Officer
Emily Canda, Officer
Lewis Costley, Officer
Jonathan Debczak, Officer
Craig Edmondson, Officer
Chad Edwards, Coordinator
Bradley Elston, Officer
Kelly Fletcher, Coordinator
Jennifer Flick, Sergeant
Andrew Flint, Officer
Michael Galbreath, Officer
Jason Ganzhorn, Officer
Sergio Garcia, Sergeant
Stephanie Gardanier, Administrative Secretary
Cheryl Gilmore, Communication Specialist
Scott Goings, Officer
Gary Grant, Officer
Paul Gross, Sergeant
Aaron Grove, Officer
Matthew Heins, Director of Police & Fire Services
Timothy Hibbard, Sergeant
Kevin Hiller, Sergeant
Elmer Hitt, Lieutenant
John Holda, Deputy Chief
Robert Jenks, Sergeant
Warren Johnson, Officer
Cary Kingston, Officer
Michael Klimmer, Officer
John Lillie, Officer
William Mills, K9 Officer
Ralph Morgan, Officer
Robert Noppe, Officer
KayCe Parsons, Finance Assistant
Matthew Peters, Officer
Peter Postma, Officer
David Renteria, Officer
Holly Rose, Detective
Steven Scarpino, K9 Officer
Dean Schuette, Jr., Officer
Gary Schuette, Detective
Christopher Simpson, Lieutenant
Marc Smith, Officer
Wesley Stanton, Officer
Brett Stiles, Detective
Tyler Tefft, Officer
Thomas Tinklepaugh, Officer
Marilyn Walker, Data Clerk II
Kathy Webb, Data Clerk II
Adam Williams, Sergeant
Toni Wilson, Communication Specialist

New Hires

Jonathan Debczak, Officer—Hired October 6, 2014
Aaron Grove, Officer—Hired October 6, 2014
Tyler Tefft, Officer—Hired October 6, 2014

Promotions

Sergio Garcia, Sergeant—Promoted August 11, 2014

Retirements

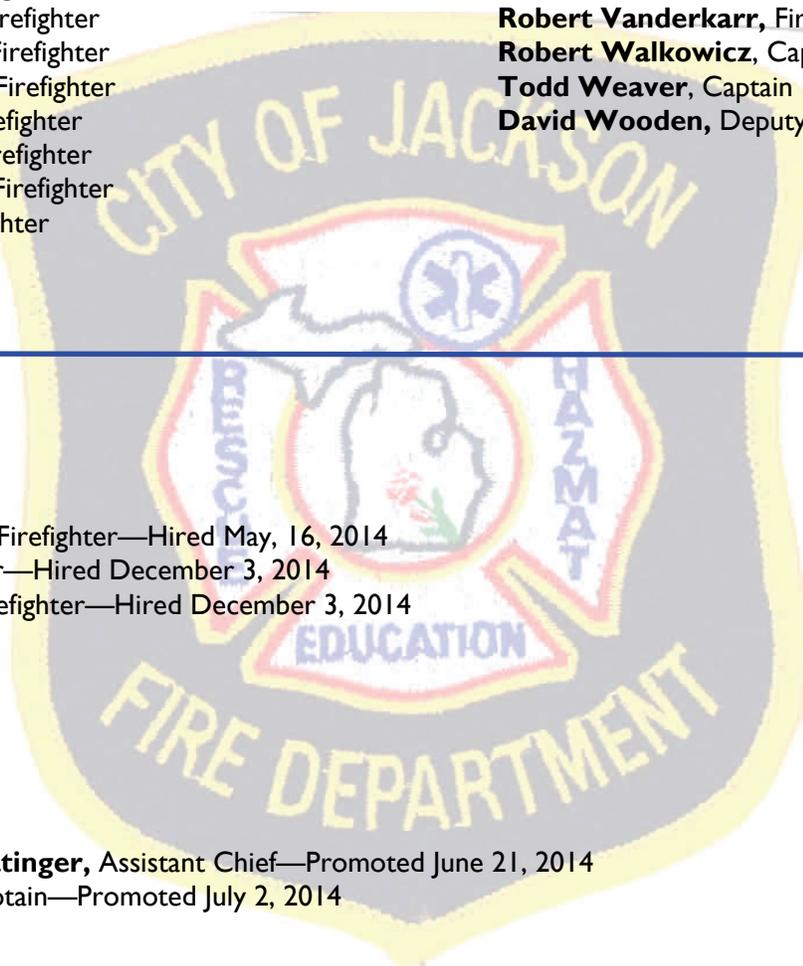
Shane LaPorte, Officer—Retired August 5, 2014
Richard Cook, Sergeant.—Retired August 14, 2014

Fire Personnel Activity

Department Roster

Matthew Barbarich, Firefighter
Jonathan Crawford, Fire Motor Driver
Christopher Ermatinger, Assistant Chief
Chad Everett, Fire Motor Driver
Timothy Gonzales, Firefighter
Joshua Gonzalez, Firefighter
Shane Green, Firefighter
Ryan Hendricks, Firefighter
Dustin Hotchkin, Firefighter
Brandon Hughes, Firefighter
Frank Huntley, Firefighter
Richard Lutton, Firefighter
Justin Marchand, Firefighter
Steve Miller, Firefighter

Joseph Rayburn, Firefighter
Craig Reppert, Fire Motor Driver
Jason Senft, Captain
Joel Skrypec, Fire Motor Driver
Joe Smith, Firefighter
Michael Stock, Firefighter
Richard Terrell, Fire Motor Driver
Robert Vanderkarr, Firefighter
Robert Walkowicz, Captain
Todd Weaver, Captain
David Wooden, Deputy Chief



New Hires

Brandon Hughes, Firefighter—Hired May, 16, 2014
Lee Hall, Firefighter—Hired December 3, 2014
Lance Stevens, Firefighter—Hired December 3, 2014

Promotions

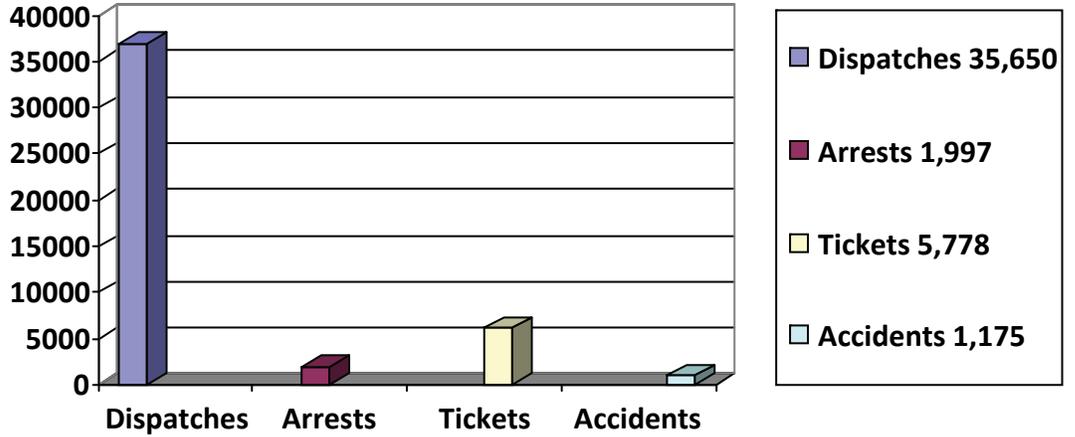
Christopher Ermatinger, Assistant Chief—Promoted June 21, 2014
Todd Weaver, Captain—Promoted July 2, 2014

Retirements

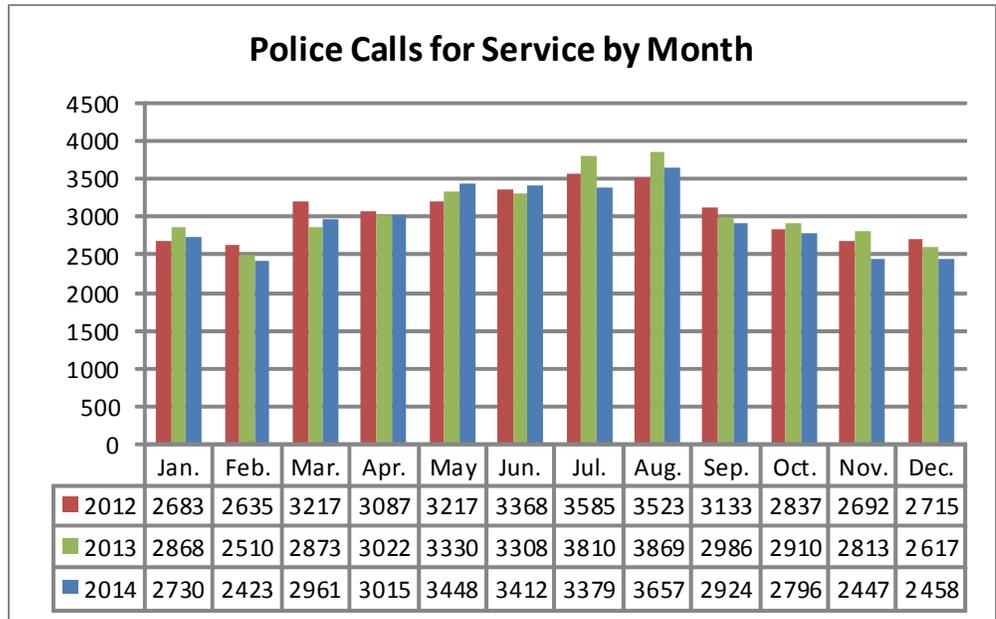
Steve Childs, Assistant Chief—Retired April 5, 2014
Jonathan Crawford, Fire Motor Driver—Retired August 23, 2014
Augustin Rodriguez, Firefighter—Retired November 13, 2014

Calls for Service

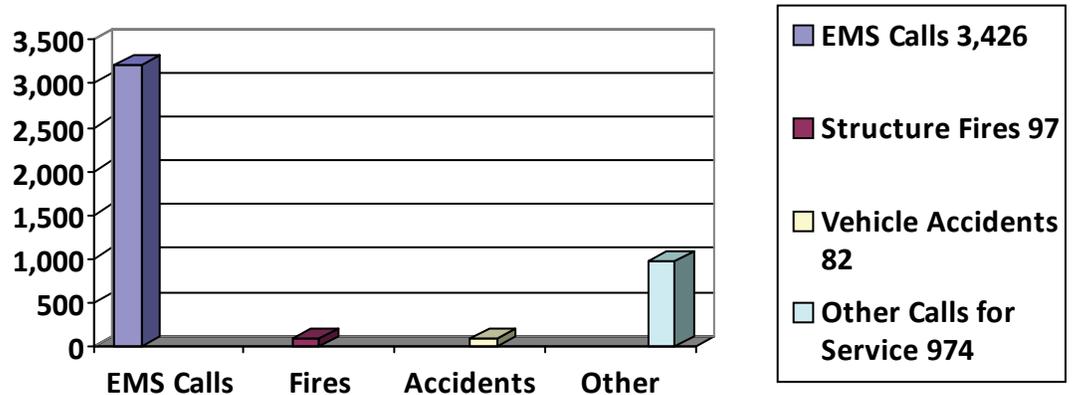
Police Department



Police Calls for Service by Month



Fire Department



Patrol Operations

The Patrol Division is the backbone of the organization and is committed to the “community policing” philosophy. Officers assigned to patrol duties work very closely with community stakeholders in solving crimes and non-criminal nuisance problems associated with the neighborhoods they patrol. Patrol officers make referrals and identify resources where the citizen may be empowered to thwart the problem. The division is comprised of 1 lieutenant, 6 sergeants, and 32 police officers.

The Jackson Police Department has a binding covenant with this community to perform at its optimal standard of service. Whether responding to a lost child, a financial institution hold up alarm, or a landlord/tenant complaint, we work diligently to solve problems quickly and efficiently.

In 2014, patrol responded to 35,650 dispatches. The patrol force reduced the part I crime rate 16% and part II crime rate 4% combining for a total of 8% decrease of crime concerning part I and 2 crimes!

The Patrol Division is currently comprised of 8 PACTS (policing and community teams) spread throughout the City of Jackson. Each PACT holds the responsibility of patrolling and working in a collaborated effort with their neighborhood constituents. The Patrol Division took 6,695 case reports, 1,175 accident reports, issued 5,778 tickets, and arrested 1,997 people.

The division retired two valuable employees who both completed 25 years of service. Officer Shane Laporte and Sergeant Rich Cook will be missed but always remembered for their valuable contribution to the City of Jackson.

The division also welcomed three new police officers Officer Tyler Tefft, Officer Aaron Grove and Officer Jonathan Debczak. The Patrol Division will continue to strive for policing excellence through ethical and professional service.

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.



Lieutenant Christopher Simpson
Patrol Operations
Commander

Reserve Program by Sergeant Jennifer Flick

The Jackson Police Department’s Reserve Program began in 1941. The program is made up of citizen volunteers who have been selected through a comprehensive selection process, very much like the process used in selecting and hiring full-time, sworn police officers.

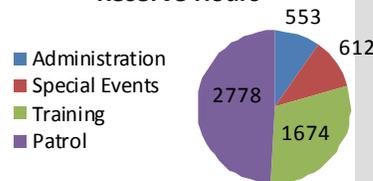
A reserve officer candidate must meet the police department’s high standard for moral character, honesty, integrity and reliability. Each candidate has to satisfactorily complete all phases of the selection process, including an interview, a psychological examination, a physical examination, and an in-depth background investigation.

Candidates who are selected then attend the police department’s reserve academy where they receive training over four months.

During 2014, the Jackson Police Reserves added nine new members to their ranks. The reserves partner with a regular sworn officer on patrol, and assist with many of the events held in the city including the Rose Parade, Storyfest, and Hot Air Jubilee.

The 2014 reserve officer of the year is John Beck, who has been a reserve since 2011. He was selected by his peers due to his commitment not only to the reserve program, but to the citizens of Jackson.

Reserve Hours



Reserve Program Roster

- James Acker**, Captain
- ***Ronald Spees**, Lieutenant
- ***Alan Lindquist**, Sergeant
- ***Frank VanGoethem**, Sergeant
- * **Timothy Dean**, Sergeant
- * **Diane Ashby**, Officer
- ***Jason Ashenfelter**, Officer
- * **Shane Batdorff**, Officer
- John Beck**, Officer
- * **Kenneth Carpenter**, Officer
- Scott Czarnik**, Officer
- * **Andrew Fugate**, Officer

- Adam Garcia**, Officer
- Joseph Haas**, Officer
- Alexander Hosser**, Officer
- * **Craig Kiss**, Officer
- * **Scott Marlett**, Officer
- ***Morgan McClure**, Officer
- Gregory Miller**, Officer
- John Noppe**, Officer
- ***Daniel Riley**, Officer
- * **Patrick Rose**, Officer
- * **Patrick Syrek**, Officer

* Indicates reserves who volunteered more than 200 hours in 2014

Michigan Incident Crime Reporting 2011—2014 Comparison

Type of Incident	2011		2012		2013		2014
Part I Crimes		<i>Inc/Dec</i>		<i>Inc/Dec</i>		<i>Inc/Dec</i>	
Homicide	3	0%	3	33%	4	-25%	3
Rape	19	-5%	18	33%	24	-29%	17
Robbery	62	-6%	58	7%	62	-10%	56
Aggravated Assault	278	-36%	179	18%	212	-19%	171
Burglary	503	-17%	420	0%	421	-45%	230
Larceny	1129	-6%	1057	11%	1179	-4%	1136
Auto Theft	77	12%	86	2%	88	-40%	53
Arson	19	63%	31	-55%	14	64%	23
Total Part I	2090	-11%	1852	8%	2004	-16%	1689
Part II Crimes							
Non-Aggravated Assault	936	21%	1137	-15%	933	-10%	841
Forgery & Counterfeiting	50	4%	52	15%	60	-65%	21
Fraudulent Activities	197	-43%	113	17%	132	45%	192
Embezzlement	11	-55%	5	40%	7	43%	10
Stolen Property	22	32%	29	14%	33	-73%	9
Vandalism	599	-4%	575	-3%	559	3%	577
Weapons	41	56%	64	75%	112	-2%	110
Prostitution and Com. Vice	0	Undef.	2	-50%	1	0%	1
Sex Offenses	60	-12%	53	19%	63	14%	72
Narcotics & Drugs	239	25%	299	3%	309	-6%	292
Family & Children	63	33%	84	-4%	81	15%	93
DUIL & DUID	213	-4%	204	7%	218	17%	256
Liquor Laws	286	28%	365	-1%	361	-31%	250
Disorderly Conduct	207	10%	227	14%	259	-17%	216
All Other	1099	13%	1242	0%	1243	2%	1269
Total Part II	4023	11%	4451	-1%	4401	-4%	4209
Total Part I & II	6115	3%	6306	2%	6405	-8%	5898

K-9 Unit by Sergeant Timothy Hibbard

The Jackson Police Department continues to employ two fulltime K-9 officers to assist patrol in areas such as commercial and residential building searches, tracking of individuals involved in felony crimes, vehicle searches involving illegal narcotics, and other miscellaneous activities as assigned. Without the immediate use of a K-9, many violent and dangerous subjects may have avoided apprehension over the years. The quality of life for many Jackson residents has improved since the inception of the K-9 program over a decade ago.

In 2014, the Jackson Police Department continued to see the benefit of having fulltime K-9 officers on shift. The calendar year of 2014 marked another successful year for both Officer Mills with “Nero” and Officer Scarpino with “Zygos”. Some of the highlights of 2014 were:

On 04-03-14 Officer Ganzhorn was dispatched to a breaking and entering of a residence that had just occurred at 1313 Merriman. The suspect had broken the front door window

out and entered the residence. The suspect fled prior to officer’s arrival. Officer Mills started a track of the suspect from the residence which went about four blocks to the playground area of Heather Lane. Officer Mills then flushed the suspect out and called out the suspect’s direction of travel. The suspect ran into the playground equipment and knocked himself out. Officers took him into custody and attended to him medically. The suspect was charged with home invasion, minor in possession of alcohol by consumption and resisting and obstructing an officer.

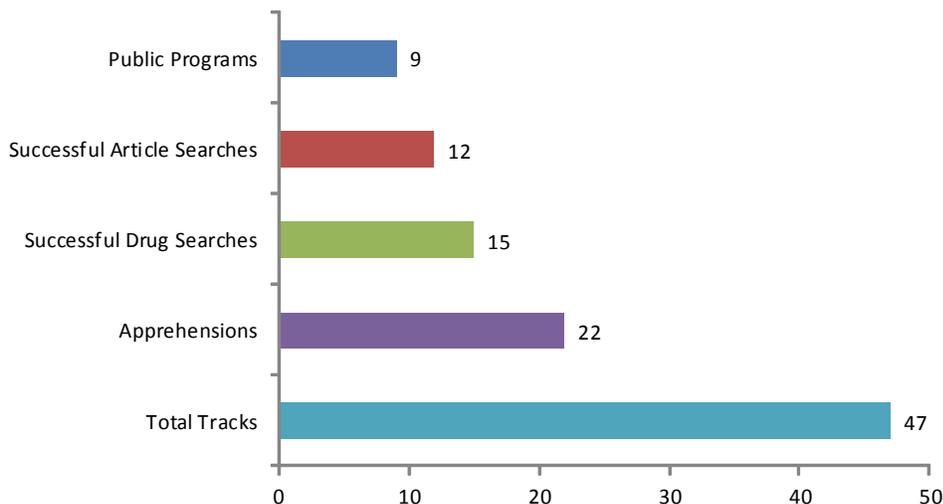
On 08-12-14 Officer Lillie and Sergeant Hibbard located a vehicle containing subjects reported to have pointed a handgun at a motorist. The vehicle was stopped in the area of Blackstone and W. Franklin. After multiple verbal commands the suspect fled in the vehicle. A pursuit was started which ended at the dead end of N. Pleasant St. The suspect fled on foot. Officer Scarpino and K-9 Zygos started a track of the

suspect. The track continued into a very heavily wooded area and went for about ¼ mile. The suspect was located in the wooded area still armed with a 9mm Glock and possessing 5 grams of suspected cocaine. The suspect was charged with carrying a concealed weapon, flee and elude, felony assault, and possession with intent to deliver cocaine.

On 11-21-14 Officer Ganzhorn was dispatched for a domestic assault at 130 Bates St. The suspect had assaulted his girlfriend and then fled on foot. Officer Scarpino and K-9 Zygos were contacted to assist with a track. They started a very long track which continued south through the U-Haul lot and to Page Ave. The track then went east to the train station where the suspect was observed running away. Officer Klimmer was able to catch the suspect. The suspect was arrested for domestic assault and resisting and obstructing an officer. Without the use of the K-9 unit the suspect would not have been located.

On 11-26-2014 Officer Ganzhorn conducted a traffic stop at the Marathon Station at 1501 E. Michigan Ave. The driver fled on foot and Officer Mills and K-9 Nero were called to assist in tracking the suspect. Officer Mills conducted a track which continued about five blocks across the city. The suspect was located inside a closed garage at the corner of Chapin and Elm St. The suspect would not have been located without the use of K-9 Nero. The suspect was charged with resisting and obstructing an officer and had warrants for his arrest.

K9 Activity



2014 Police Annual Awards



Adam Brooker
Civilian of the Year



Officer Richard Burkart
Officer of the Year



Officer John Beck
Reserve Officer of the Year

Meritorious Service

- Detective Sergio Garcia
- Detective Holly Rose
- Detective Gary Schuette
- Detective Brett Stiles (2)

Term Award

- Officer Nathan Belen
- Officer Richard Burkart (2)
- Officer Andrew Flint

Outstanding Service Awards

- Officer Richard Burkart (2)
- Officer Jason Ganzhorn
- Officer Craig Edmondson (2)

Team Award

- Officer Matthew Beard (2)
- Officer Nathan Belen (2)
- Officer Emily Canda
- Officer Bradley Elston
- Sergeant Jennifer Flick
- Officer Michael Galbreath
- Officer Jason Ganzhorn
- Officer Scott Goings (2)
- Sergeant Paul Gross
- Officer Akthar Hossain
- Officer Warren Johnson
- Officer R. Michael Klimmer (2)
- Officer John Lillie (2)
- Officer William Mills (2)
- Officer Peter Postma
- Officer Steven Scarpino

Merit Citation

- Officer Charles Brant
- Officer Craig Edmondson
- Detective Sergio Garcia
- Officer Akthar Hossain (2)
- Officer Cary Kingston
- Officer John Lillie
- Officer Peter Postma
- Reserve Officer Patrick Rose
- Detective Brett Stiles

Support Operations

Support Operations is comprised of the Detective Bureau, Jackson Narcotics Enforcement Team, Records Bureau, Communications Center, Property Management, Evidence Management, Court Officer, and the Training Division. These key components of the Police Department provide direct support to the Patrol Division to help them better serve and protect the citizens of Jackson. It goes without saying that a true team effort is required in order to uphold our motto of "Professional Community Service Without Compromise".

As we can sometimes forget, the work does not end after a police officer takes the report on the street. This initial report often requires investigative follow-up, drug investigations, evidence and/or property processing, data entry, court processes, or subpoena delivery. These behind the scene functions are not only important but absolutely necessary to the functioning and ongoing success of the Jackson Police Department.

Support Operations will continue in the future to assure the Patrol Division has the best information and resources at its disposal. By doing so, the citizens of Jackson can remain confident in the quality police work and customer service they receive from the Jackson Police Department.



Lt. Elmer Hitt
Support Operations
Commander



Investigations by Sergeant Kevin Hiller

The Detective Bureau is responsible for investigating a wide spectrum of criminal complaints that directly affect citizens of this community. The bureau includes a Detective Sergeant, four Detectives and a Court Officer.

The Detective Sergeant is responsible for the assignment, direction, and review of criminal cases investigated by Officers and Detectives. Additionally, he also processes and manages all city drug forfeiture cases, and coordinates information between the City Attorney, County Prosecuting Attorney, and other government agencies.

Detectives primarily focus on investigating felony cases, such as robberies, homicides, aggravated assaults, child abuse and sexual assault. Detectives work to solve these cases, obtain warrants for suspects, and arrest those responsible for the crimes. In 2014, detectives were assigned 214 cases, many of which were closed with an arrest and successful prosecution of the suspects involved. Our detectives are well known for their tenacity and ability to overcome challenges and obstacles in order to solve cases.

As criminals do not concern themselves with governmental boundaries, our Detectives partner with a multi-jurisdictional county task force to solve crimes that affect both city and county residents. The task force has been called upon numerous times when serious felonies occur.

The court officer acts as a liaison between the Jackson Police Department and the 12th District Court. Officer Black was assigned to the court officer position in 2014. He is tasked with coordinating the subpoena delivery system, obtaining criminal warrants, and transporting prisoners.

Major Internal Investigations

Year	Total Complaints	Total Allegations	Exonerated	Unfounded	Sustained	Not Sustained	# Resulted in Discipline	Citizen Initiated
2010	5	8	2	0	3	1	3	2
2011	3	4	1	0	2	1	1	2
2012	4	4	0	1	2	1	1	1
2013	5	7	2	0	1	2	0	4
2014	5	6	0	1	3	1	2	3

Minor Internal Investigations

Year	Total Complaints	Total Allegations	Exonerated	Unfounded	Sustained	Not Sustained	# Resulted in Discipline	Citizen Initiated
2010	13	13	7	0	5	1	4	9
2011	6	11	4	0	4	2	3	5
2012	3	5	0	1	1	3	0	3
2013	1	1	0	0	0	1	0	1
2014	3	3	0	0	1	2	1	2

Administrative Reviews

Year	Total Complaints	Total Allegations	Exonerated	Unfounded	Sustained	Not Sustained	# Resulted in Discipline	Citizen Initiated
2010	13	13	0	0	13	0	12	1
2011	12	14	1	0	10	3	6	1
2012	11	13	0	1	10	2	9	1
2013	11	13	0	1	10	0	9	2
2014	7	7	1	1	3	2	2	2

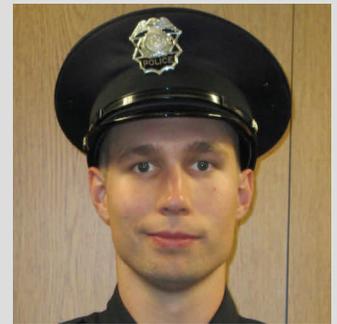
Major internal investigations are cases of alleged brutality, racial profiling, sexual harassment, etc.; Minor internal investigations are often cases of alleged improper service or unprofessional behavior; and Administrative Reviews examine an employee's actions when accused of a minor infraction.

Patrol Officer Training by Sergeant Jennifer Flick

The Jackson Police Department transitioned from the police training officer program to a new training system called the field training officer program. The program consists of one week of orientation, followed by twelve weeks of guided learning with a field training officer and ends with a two week final evaluation. The Jackson Police Department has a core of veteran officers who have received specialized training and take pride in developing the new generation of officers for excellent service to the citizens of Jackson.

The 12 week portion is divided into three steps of four weeks. During each step, the new officer has a new training officer and works a different shift and section to learn about the practical application of laws and ordinances. Each day probationary officers are evaluated on 31 different aspects of their performance to ensure that they possess the skills necessary to carry out the philosophy of the Jackson Police Department.

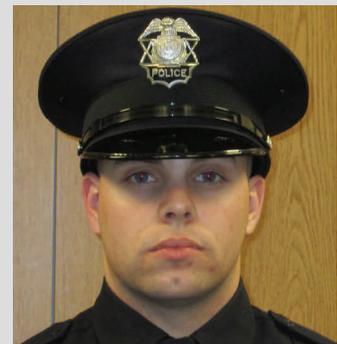
During 2014, Officer Emily Canda, who began working at the police department in December of 2013, completed her training and is currently on solo patrol. Officer Tyler Tefft, Officer Aaron Grove, and Officer Jonathan Debczak all began their training in October and are scheduled to begin solo patrol in early 2015.



Officer Jonathan Debczak



Officer Aaron Grove



Officer Tyler Tefft

FTO Training Schedule

* = Week Due		Daily Observation Reports	Daily Training Plan	Training Summary Report	Supervisor Weekly Report	Cadre Progression Report	Recruit Self Evaluation Report	Step Progression Report
Orientation	Week 0 (5 days)							
Step 1 Weeks 1-4	2 days Limbo							
	Week 1 (4 days)	*	*	*	*			
	Week 2 (4 days)	*	*	*	*			
	Week 3 (4 days)	*	*	*	*			
Step 2 Weeks 5-8	Week 4 (4 days)	*	*	*	*	*	*	*
	1 day Limbo							
	Week 5 (4 days)	*	*	*	*			
	Week 6 (4 days)	*	*	*	*			
Step 3 Weeks 9-12	Week 7 (4 days)	*	*	*	*	*	*	*
	Week 8 (4 days)	*	*	*	*	*	*	*
	1 day Limbo							
	Week 9 (4 days)	*	*	*	*			
Shadow	Week 10 (4 days)	*	*	*	*	*	*	*
	Week 11 (4 days)	*	*	*	*	*	*	*
	Week 12 (4 days)	*	*	*	*	*	*	*
	Week 13 (4 days)	*	*	*	*	*	*	*
	Week 14 (4 days)	*	*	*	*	*	*	*

Service Desk by Sergeant Sergio Garcia

The service desk is staffed seven days a week from 6:00 am to 10:00 pm. Our four Communications Specialists are an extension of police services by assisting citizens in the lobby, answering incoming phone calls, and providing support to officers.

Communication Specialists communicate with officers on the scene of various incidents and provide them with information.

They also process officer requests over the radio.

In addition, they are responsible for answering the many calls that come into the police department as well as helping walk-in customers in the lobby. These services include giving preliminary breath tests, registering sex offenders, issuing handgun purchase permits, bike licensing as well as completing reports with no suspects.

The service desk is an important and necessary part of the Jackson Police Department also serving as a backup for the 9-1-1 dispatch center. It is because of these talented individuals and their ability to multitask, that we are able to provide a high level of service to our community.



The lobby of the Jackson Police Department.

Records Section by Marilyn Walker

The Records Department consists of two full-time employees who maintain the paper flow of incident, accident, and arrest reports as well as tickets. We also respond to requests that are from other agencies as well as citizens within our jurisdiction.

Within the last few years due to the new Dragon software, officers have been assigned to dictate their own reports allowing us more time to assist the public in a more timely fashion without the wait.

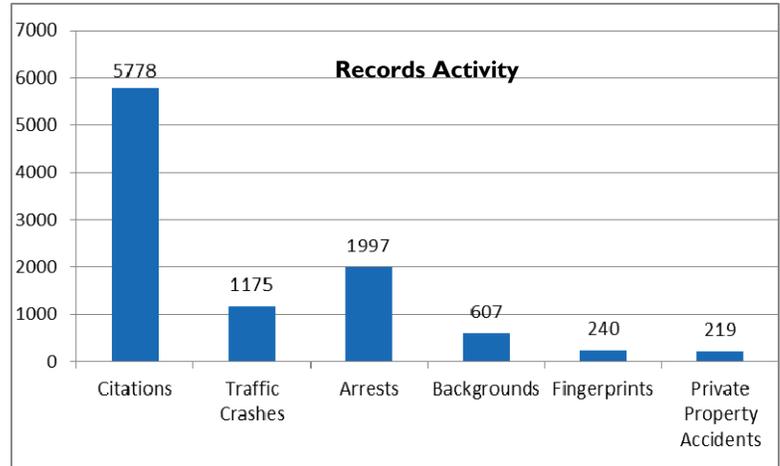
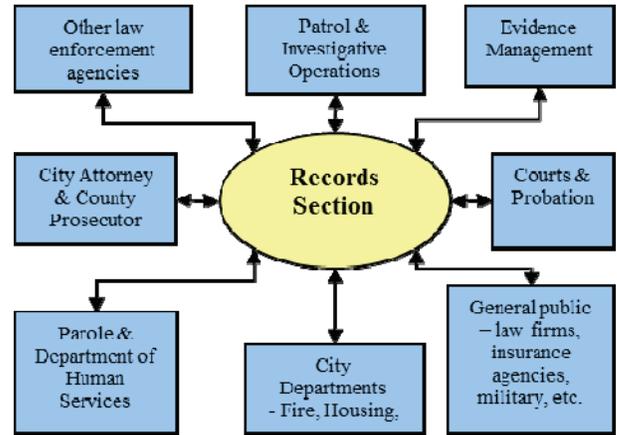
Paperwork that flows through the Records Department is scanned and electronically attached to the police reports. We also assist the Department of Human Services, Child Protective Services, area courts, Prosecutor's Office, City Attorney's Office and other Law Enforcement Agencies.

In 2014, electronic ticketing of citations was introduced allowing officers to enter

tickets from their patrol vehicles which makes it possible to access them by using the Lyetek Administrative Portal software.

The Records Department provides services such as background checks, taxi cab licensing, and fingerprinting. Personnel work diligently in making sure that information that is needed is available in a timely fashion as well as striving towards accuracy. We maintain a positive attitude towards serving the public as well as the agency.

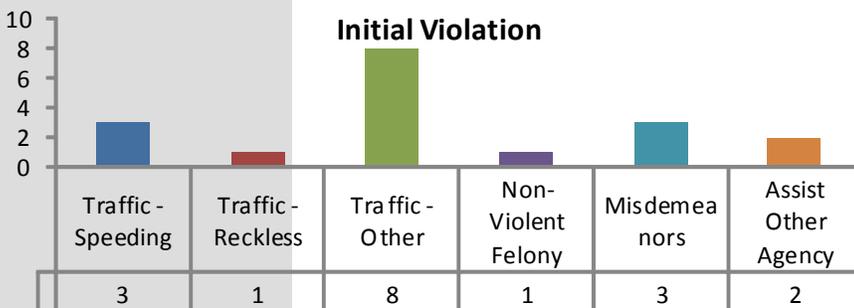
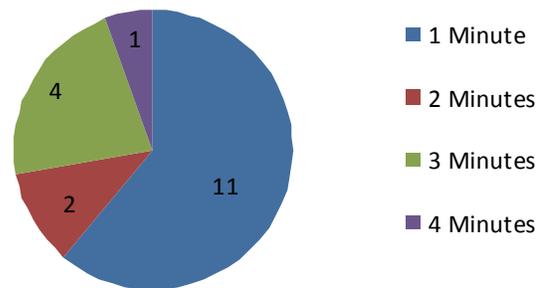
Records Section Work Flow



Pursuit Data

Pursuit Duration

Suspect Impairment	Number	% of Total
None	4	22%
Alcohol	6	33%
Drugs	2	11%
Unknown	6	33%



Suspect Age	Number	% of Total
1-15 Years	1	5%
16-18 Years	0	0%
19-23 Years	5	28%
24-28 Years	5	28%
29-35 Years	1	5%
36-42 Years	2	11%
43-49 Years	2	11%
50+ Years	0	0%
Unknown	2	11%

Jackson Narcotics Enforcement Team by Officer Wesley Stanton



The Jackson Narcotics Enforcement Team (JNET) is a multi-jurisdictional task force comprised of resources and personnel from the Jackson Police Department, Jackson County Office of the Sheriff and the Michigan State Police. The team primarily works toward interdiction and suppression of narcotics in Jackson County. JNET personnel and resources are also used to assist with major crime targets.

During 2014, JNET initiated 200 complaints and arrested 97 violators for 158 various charges. JNET also purchased or seized \$2,797,891 worth of narcotics and other drugs. Assets forfeited totaled \$236,038 dollars, which included \$88,652 in cash and \$50,540 dollars in personal property. Twenty three firearms were seized and fifty five search warrants were executed during 2014.

JNET officers, utilizing a confidential informant, made a controlled purchase of crack cocaine from a residence in Blair Park. A search warrant was obtained and executed for the residence with the assistance from the City/County Special Response Team. Upon entry and search, JNET officers located over 6 ounces of crack cocaine, 3 handguns (one with an obliterated serial number) and U.S. currency. The case was turned over to the Bureau of Alcohol, Tobacco and Firearms for federal prosecution.

JNET Activity					
	2010	2011	2012	2013	2014
Initiated Investigations	300	239	226	201	200
Arrested Persons	169	121	101	103	97
Arrest Charges	221	165	138	144	158
Search Warrants	74	42	34	56	55
Firearms Seized	45	24	23	41	23
Drugs Seized (Street Value)	\$2,429,634	\$2,262,611	\$1,539,471	\$1,219,542	\$2,797,891

Evidence Management

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 Office of the Sheriff. This property includes found items, items taken for evidentiary value, items recovered as stolen, and items held for safekeeping. This unit is staffed by one full time coordinator.

A major responsibility of the Evidence Management Unit is to manage the chain of custody of all evidence, including that which is transported to the Michigan State Police Crime Lab for analysis.

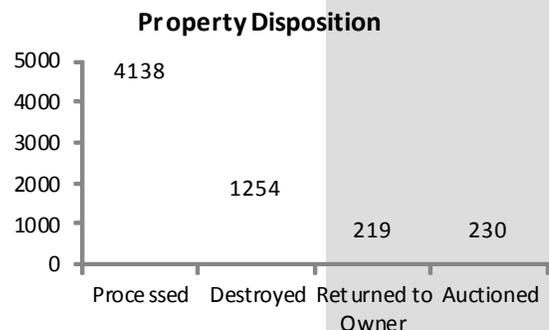
The importance of this function is to verify that evidence is exactly how it was submitted when seized and to maintain its credibility when cases are prosecuted. Property that is found or recovered stolen is held so officers can attempt to determine ownership and return property to its rightful owner.

Bi-annual audits of the property room are completed by an external company. They verify integrity of the property, procedures, and chain of custody. Upon completion of the audit, the auditor prepares a summary of the audit findings and recommendations for improvements to the system.

We have been conducting these audits for nine years and have received conclusions noting continuous improvements and positive remarks about the property management system.



Kelly Fletcher
Evidence Management
Coordinator





A riot shield and helmet used by police when necessary.

Special Response Team by Officer John Lillie

The Jackson County Special Response Team (SRT) is one example of collaboration between the City and County of Jackson. The SRT was formed as a joint team in the early 1990s and consists of law enforcement officers from the Jackson Police Department and the Jackson County Office of the Sheriff. The goal of the SRT is to bring special threat situations to a peaceful resolution with the protection of life as the primary concern.

The team is currently made up of twelve operators, five from the Jackson Police Department and seven from the Jackson

County Office of the Sheriff. Team members are selected through an extensive process consisting of physical and psychological testing, firearm proficiency, tactical scenarios, and oral interviews. New team members are required to attend and successfully pass a two week Special Weapons and Tactics (SWAT) School. Three new team members were added in 2014 and will attend basic SWAT school in the fall of 2015.

Individual team members are also selected to attend specialized trainings throughout the year.

These trainings may include Advanced SWAT, firearms, hostage rescue, and other areas deemed necessary by the team. All members train together as a team one day each month of the year, totaling 96 hours. The team also includes seven negotiators.

In 2014 the following operators stepped down from the team; Lieutenant Elmer Hitt, Deputy Tony McNeil, Officer Shane Laporte, and Sergeant Kevin Hiller. Combined these team members had over 40 years of service with the Jackson Special Response Team.

There were eight incidents throughout 2014 in which the assistance of the SRT was requested. All incidents were brought to a peaceful resolution with only 1 minor injury.

Date	Location	Situation	Outcome
1/31/14	720 W. Michigan Ave.	High risk warrant	No injuries
2/5/14	916 Third St.	High risk warrant	No injuries
4/6/14	1007 Chittock Ave.	High risk warrant	No injuries
5/17/14	228 W. Wesley St.	Suspect with gun	No injuries
7/22/14	200 S. West Ave.	High risk warrant	No injuries
8/5/14	802 Blair Park	High risk warrant	No injuries
10/29/14	103 Mitchell St.	High risk warrant	No injuries
11/24/14	435 Roxbury Cir.	High risk warrant	Suspect fled and fell scraping knees

2014 Use of Force Summary

		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Type	Threatened Deadly Force	0	0	0	1	0	0	0	2	1	0	1	0	5
	ECD (Taser)	1	1	0	0	1	2	0	0	0	3	0	1	10
	PPCT	2	0	1	0	2	2	0	0	0	2	0	1	10
	Ground Defense	3	2	1	0	3	3	1	0	0	3	4	1	21
	Chemical Agent	2	3	1	0	2	2	2	0	3	2	2	0	19
Out-come	Arrests	3	3	2	0	5	4	3	2	2	5	5	2	36
	Officer Injuries	1	0	0	0	0	1	0	0	0	1	0	1	3
	Subject Injuries	1	0	0	0	1	0	0	0	0	0	0	1	3
Reason	Drugs	1	0	0	0	0	0	0	0	0	1	2	0	4
	Alcohol	1	1	1	0	5	2	3	1	3	3	5	1	26
	Mental Illness	0	0	1	0	0	1	0	0	2	1	2	0	7

In 2014, the Jackson Police Department made 1,997 arrests. Of those arrests, force was only applied 36 times. Force was used in only 1.8% of total arrests.

Property Management

The function of Property Management is to coordinate facility, equipment, and fleet maintenance. Day to day repairs have to be addressed to ensure equipment is functioning properly. Property Management monitors the condition of multiple types of vehicles and devices, and is continually searching for ways to improve equipment performance. Repair procedures are frequently examined, and preventative maintenance schedules are established to prevent breakdowns. Purchase of large scale items such as vehicles, radios, building components, etc. are also studied in depth, and expenses are prioritized accordingly. It is the responsibility of Property Management to research available options and solutions, and develop a realistic plan for the department.

2014 was a busy and productive year, but large scale projects were not as prominent as in the past. Various projects were scaled back due to funding concerns, and others required more research before moving forward. Typical repairs to plumbing and heating were performed, and smaller projects were completed at the outdoor pistol range.

The biggest challenges occurred as the department transitioned onto the county radio system. Dispatch consoles were reprogrammed and new control modules were installed to link into the county network. Old radio transmitters and components were removed from offsite locations, and fiber optic cables and leased telephone circuits were disabled. After nearly two years of research, equipment purchases, and delays the project was completed. The transition provides a reliable communications infrastructure,

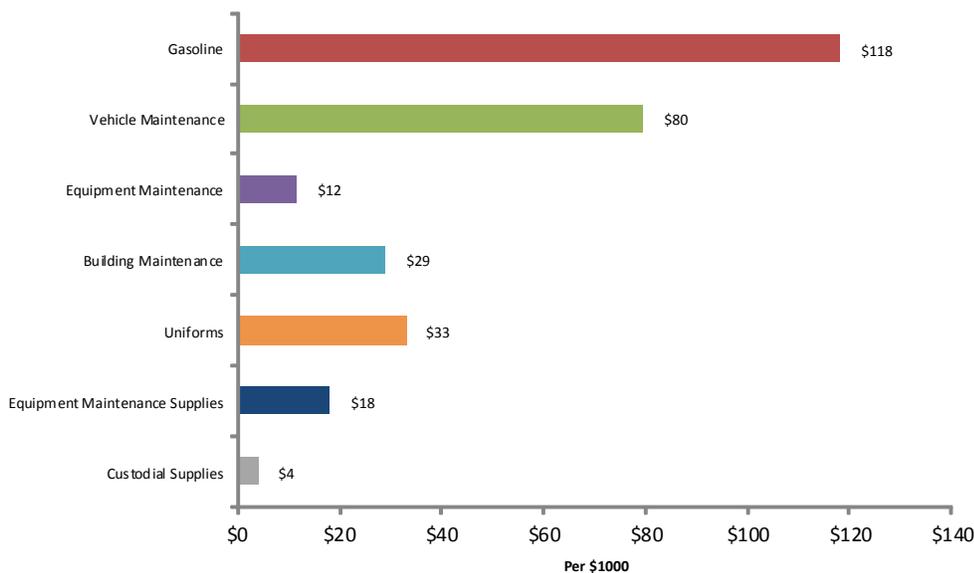
and the ability to communicate with neighboring law enforcement agencies.

Other notable changes of 2014 occurred within the patrol fleet. New modems were installed to improve the performance of the in-car computers, and vehicle printers were connected to save time with traffic tickets and reduce the burden of paperwork. Four new Ford Explorers were also purchased to replace worn out patrol vehicles. The Explorers operate with a 6 cylinder engine for improved fuel efficiency, and maneuver with an AWD transmission for increased traction and control. The height of the vehicle provides improved visibility, and the overall size creates additional room for passengers and equipment. Most importantly, the vehicles provide a safer and more reliable mode of transportation during inclement weather conditions.



Chad Edwards
Property Management
Coordinator

Property Management Expenditures



Hazardous Materials Response Team by Captain Jason Senft

The City of Jackson Hazardous Materials Response Team is currently made up of 20 members from within the City and 10 additional personnel from surrounding departments in Jackson County. We are designated as the Hazardous Materials Response team for all of Jackson County. Typical responses include fuel spills, chlorine leaks, mercury spills, ammonia leaks, and natural gas leaks.

The Jackson Haz-Mat team continues to participate with the Region I Haz-Mat Team supported by federal grants from FEMA and the Department of Homeland Security. The mission for the regional team is the buildup of regional assets for major events within our region that may overwhelm a local jurisdiction.

Our Haz-Mat team has benefited from the additional training required to participate in the regional response, as well as additional resources available for us for future large events.

We continue to transition over to our new trailer, and expand our equipment cache. We have recently purchased a Level A suit tester. We are now capable of testing our suits in-house annually as required, and after a suit was utilized at an incident. We continue to not only cover incidents inside the city, but also incidents in Jackson County.

Major incidents we responded to within the last year include a chlorine leak at a Brooklyn water treatment facility, quench

oil on the Grand River, an acid spill at Chemetall in Blackman Township, another acid spill at Dayton Distribution Center in Leoni township, and an overturned tractor trailer containing numerous totes of acid on I-94 in Parma.



Portable Equipment Maintenance by Firefighter Michael Stock

Fire trucks and protective gear may be the most obvious equipment at the fire department, but radios and pagers are critical to operations being conducted efficiently and safely. In 2014, the Jackson Fire Department purchased six new pagers replacing old equipment with better and more capable technology.

Small engine equipment including chain saws, fans, lawn equipment, as well as extrication tools all need to be maintained and serviced to be ready for use. A recent switch to a recreational non-ethanol grade fuel will help extend the life of this equipment. A variety of equipment is necessary to provide safe effective service to the citizens of Jackson.

Air Quality Monitoring by Firefighter Craig Reppert

The Jackson Fire Department owns and maintains several meters that are used to monitor air quality in the different environments we may encounter. Some of the things monitored are oxygen, carbon monoxide, hydrogen sulfide, flammable atmospheres, and hydrogen cyanide. These meters are a vital piece of equipment and are critical in helping to identify hazardous and sometimes fatal conditions.



Each fire apparatus is supplied with meters as well as the hazardous materials unit. These meters have time and time again identified dangerous atmospheres and will continue to be an asset in our arsenal of equipment. They are checked often for operability and calibrated in house.

Once a year these meters are sent out for an extensive preventative maintenance check, which is an in-depth look at the meter's functionality, sensors, and components. We recently acquired two new MultiRAE meters, which were obtained through Region I, at no cost to the city. Air monitoring is an important aspect of keeping firefighters and citizens safe.

Rapid Entry Systems by Firefighter Joe Smith

The Jackson Fire Prevention Code states businesses with buildings that have automatic alarm systems and locked doors may be required to install a Jackson Fire Department approved key box containing keys to the locked portions of the building.

The only key box approved by the Jackson Fire Department is the Knox Box key box. One key held by the Jackson Fire Department will access all Jackson area businesses with Knox Boxes. Purchase of a Knox Box must be made on applications forms provided by the Jackson Fire Department.

Over 200 boxes have been installed with several more in the process of being ordered or installed. The Rapid Key Box project has been incorporated into the annual company inspection program so that businesses are given the opportunity to meet the requirements of the ordinance. During the in-service inspections the keys located in the box are checked to ascertain that they are current.

How does the Knox Box benefit property owners?

When an emergency occurs, the Knox Box Rapid Entry System will allow the Jackson Fire Department to spend less time and fewer resources gaining access to a building. This faster access will result in a more rapid control of the emergency situation. This could mean faster fire control or more rapid shut off of a sprinkler system, resulting in less water damage.

In addition, the Knox Box Rapid Entry System allows the Jackson Fire Department access without damage to the building. Without this system, we would potentially gain access by forcible entry. This generally results in damage to doors or windows and their associated facings. After forcible entry, it is generally difficult to secure a building again after the emergency has been controlled. Repairs made after a single forcible entry will likely pay for the purchase and installation of a Knox Box.

With the Knox Box Rapid Entry System, property owners save in two ways: first, with more rapid control of emergencies and second, with less damage caused by fire department forced entry.



Hydrant Maintenance Program by Firefighter Dustin Hotchkin

The hydrant maintenance program is conducted annually during the months of October and November. The purpose of this program is to assure that the hydrants are operable and function properly in the event that they are needed.



The hydrants are first checked to make sure that the barrels are free of water. With Michigan's winter weather, this is a necessity to prevent the hydrant from freezing. If water is found in the barrel, it must be pumped out as soon as possible.

The hydrant caps are then checked for serviceability and the threads are wire brushed to remove rust and corrosion. A food grade spray lubricant is applied to the threads to help keep them in good working order.

An overall visual inspection of the hydrant is performed and any defects noticed are recorded and referred to the City of Jackson Water Department for repair.

There are roughly 1,500 hydrants in the city. Of these 57 were found to have water in the barrels and needed pumped out. A total of 21 hydrants were found to need some kind of repair and were referred to the water department.

Honor Guard by Officer Craig Edmondson

The Jackson Police Department Honor Guard is comprised of committed officers that pay tribute to the dedicated men and women who have lost their lives in the line of duty. Because of the uncertainty and tragedy that can occur as a result of the duties and responsibilities of law enforcement, honor guard members respectfully attempt to give back and work hard to make the passing of an officer something that will be remembered and never forgotten.



Honor Guard member Officer Marc Smith stands guard next to the memorial wreath during the ceremony.

The honor guard mobilizes to provide funeral services for fallen police officers. These services help to ease the emotions of family members as well as department members during their time of suffering. The honor guard will sometimes serve as the guardians of the colors and will display them at special events.

In 2014, honor guard members provided assistance to the Ingham County Sheriff's Office Honor Guard with the funeral ceremony for Deputy Grant Whitaker. Also the Jackson Police Department Honor Guard joined State Representative Earl Poleski to celebrate the naming of the West Avenue bridge after fallen Jackson Police Officer James Bonneau.



Honor Guard members at the 2014 Police memorial

2014 Honor Guard Functions

February 1	Daryl Miller Funeral
April 10	Milo Palen Funeral
April 21	Mayor Dunigan Funeral
May 7	Police Memorial
June 1	Rose Parade
June 13	Garred Kasprzycki Funeral
July 2	James Muma Funeral
September 11	Pistol Shoot
September 12	James Bonneau Bridge Dedication
October 20	Hunt Funeral
December 11	Ingham County Funeral

Jackson Police Officers Killed in the Line of Duty

Sergeant Frederick Booth—End of Watch—March 19, 1906
Fatally wounded while apprehending safe burglars.

Captain John Holzapel—End of Watch—February 5, 1907
Fatally wounded by a disgruntled employee.

Officer Leonard Carey—End of Watch—December 13, 1930
Fatally wounded during a domestic disturbance.

Lieutenant William James Nixon—End of Watch—April 27, 1978
Fatally wounded while apprehending a man transporting stolen construction equipment.

Officer James Bonneau— End of Watch—March 9, 2010
Fatally wounded while trying to apprehend a domestic violence suspect

Jackson Fire Department Personnel Killed in the Line of Duty

Arlo Pickett—End of Watch— December 5, 1927

Fredrick Russo—End of Watch— April 5, 1928

Edward Ratchford—End of Watch— March 30, 1935

Bert Hyland—End of Watch— December 18, 1938

Kenneth Harding—End of Watch— January 12, 1944

William Dolson—End of Watch— March 14, 1957

Donald Johnson—End of Watch— October 19, 1961

Wilbur Smith, Jr.—End of Watch— May 1, 1968

Norman Creger—End of Watch— August 28, 1982

Deputy Chief's Letter

The Jackson Police Department strives to provide policing excellence without compromise. We accomplish this by paying attention to details, planning, and embracing change. Each year brings new challenges in the form of personnel changes and new technology. We lost over fifty years of experience by virtue of retirements, but gained an enthusiastic supervisor in return. We also threw away our ink pens and began a new chapter in electronic productivity.

Sergeant Rich Cook and Officer Shane LaPorte announced their retirements after 25 years of dedicated service to the Jackson Community. Both men started their careers in the Jackson Police Department Cadet program in 1989. Both were promoted to the rank of Officer in 1991.

Rich Cook held the rank of Sergeant since 2000, and filled a variety of assignments over

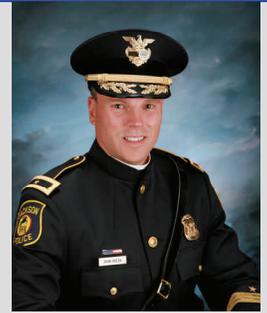
the years. He set a stellar example for hundreds of youth as the school liaison officer at Parkside Middle School and was a leader within the department as our primary defensive tactics instructor. Rich spearheaded the training and implementation of "Electronic Control Devices", more commonly known as Tasers.

Residents came to know Shane LaPorte for his community policing skills and willingness to do the little things to make our neighborhoods safer. Shane participated in the resident officer program of the 90s, and was a stalwart of the City/County Special Response Team for over fifteen years.

With vacancies come opportunity, and Sergio Garcia was promoted to the rank of Sergeant in August and he brings a wealth of experience and expertise from seven years as a detective to the position.

In his brief time, Sergio has already begun passing his skills to his shift and making each officer well versed in a variety of investigative techniques.

Writing traffic tickets is a fundamental function of the job of patrol officer. This year, the department joined forces with the county and several local townships to transition to electronic tickets. This included the addition to the patrol car of a mobile printer and driver's license "swipe" reader. Officers now have the ability to swipe a license and import the driver's information onto an e-ticket while simultaneously checking that person's name in several databases for driving status and outstanding wants and warrants. With the assistance of the court, the changeover has been smooth and will save agencies both time and money for years to come.



**Deputy Chief
of Police
John Holda**

Deputy Chief's Letter



**Deputy Chief
of Fire
David Wooden**

In 2014 our Public Education effort benefitted from a grant from the Jackson Community Foundation. The grant in the amount of \$2,600 enabled us to resupply many of our education materials and update our library. We continued our focus on grades kindergarten through second grade, in the local schools.

Throughout the year we conducted 64 off site tours and 53 station tours, in addition to making contact with 5,206 children and 2,337 adults.

This year we lost two employees due to retirement, Driver Jon Crawford and Firefighter Agustin Rodriguez. We thank Jon and Augie for their combined 50 years of dedicated service and wish them a long and healthy retirement.

Our statistics for the year maintained the five year trend. EMS calls were up 2.4% while our structure fires were down slightly, total calls for service were up 3.6% and total dollar loss climbed 74.5% for the year.

City of Jackson, Michigan

Police Department

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Matthew R. Heins

Director of Police and Fire Services



City of Jackson, Michigan

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