Shelby Police Department
2022 Annual Report

M. Lance Combs, Chief of Police

Shelby Police Department

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January 25, 2023

Steven Schag, Mayor
City of Shelby
43 W Main St
Shelby OH 44875

Mr. Mayor,

I am pleased to present you with the Shelby Police Department annual report for 2022. It is a snapshot of our activities throughout the past year as we continue to look ahead at new challenges.

As we emerged from the early threat and issues of the pandemic, the longer term effects of societal and governmental action, inaction, and overreaction were revealed in 2022. 2022 proved to be a year of continued exodus and difficulty in maintaining staff for nearly every employment sector. The police department was no exception. While we had no retirements in 2022, we had five departures through resignations, offset by only three hires. With one retirement planned in early 2023, we begin the new year with a staff of 15 employees out of an authorized 21. We are continually re-examining our process; our civil service commission, administration and council are all committed to evolving to find ways to attract and retain quality staff within the police department.

While we had several notable incidents and investigations in 2022, staffing continues to be our main priority. The employees we have are consistently working with minimums, working long hours, and a never-ending level of stress. I am proud of the work that we continue to do, and of those employees that come to work every day and pick up extra shifts and extra hours and strive to maintain the level of service of a fully staffed agency.

Looking ahead to a better 2023,

M. Lance Combs
Chief of Police

CALLS FOR SERVICE 2022

Calls for Service are the number of calls or "details" that our officers responded to throughout the year. In some cases, the call turns out not to be what was reported. In others, they led us to other crimes or problems, or issues that may require reclassification. Not every call for service generates an arrest, enforcement action or even a criminal complaint. Not included here are "follow up" calls – periods of time spent by officers working on cases by way of phone calls, interviews, research or notes, and does not include times that the officer is "temporarily out", where an officer stopped to pick up a drink, food or piece of equipment. It also does not include "departmental details" where an officer might have come on station to fill overtime or complete other administrative duties. All jail calls in our Records Management System are listed as jail calls. We are required to keep a separate log that breaks down individual jail events. The jail calls include everything from booking prisoners, to serving meals, giving medications, cleaning the jail, and hour checks and daily prisoner counts. Aside from all of those exceptions, the following represent the number of calls for service that we responded to in 2022.

Offenses Against Persons	**339**	Property Offenses	**485**
		Theft	165
Assault	39	Bad Checks	1
Domestic	58	Fraud/Forgery	77
Sexual Assault	21	Breaking and Entering	14
Child Abuse	13	Burglary	22
Fights	30	Auto Theft/Unauth Use	10
Man w/ Gun	5	Counterfeiting	3
Man w/Knife	1	Damage to Property	51
Suicide	3	Criminal Damaging	21
Stalking	2	Criminal Mischief	26
Menacing	58	Vandalism	32
Telephone Harassment	89	Littering	9
Bomb Threats	0	Trespassing	52
Carrying Concealed Weapon	3	Arson	2
Robbery	1		
Violation of Protection Order	16		
Shooting	0		

Drug Offenses	**60**	School Resource Officer	**1,594**
		Pioneer	1,082
		Shelby	512

Disturbances	**862**		**Traffic Calls**	**975**
General Disturbance	364		Traffic Stops	516
Disorderly Person	71		Traffic Control	60
Fireworks	23		Reckless Operation	56
Trouble with Neighbor	72		Drunk Driver	22
Suspicious Person	199		Driving Under Susp	2
Suspicious Vehicle	133		Non Injury Accident	126
Loitering	0		Injury Accident	18
Prowler	0		Hit Skip Accident	44
Liquor Violation	0		Private Property Acc	52
			Road Hazard	59
			Railroad Crossing	20

Service/Assistance	**3,334**		**Juvenile**	**283**
Lockout/Assist Person	768		Juvenile Complaints	168
Open Building	3		Unruly	31
Civil Matters	256		Runaway/Missing	53
Assist Other Agencies	230		Tobacco Violation	31
Assist Fire	154		Curfew	0
Open Burning	17			
Residential/Business Alarms	214		**Utility Matters**	**165**
911 Hang Up	114			
Vehicle Complaint	368		**Warrant Service Attempts**	**112**
Animal Complaints	253			
Threatening Suicide	46			
Funeral/ Business Escorts	337			
House Checks	26			
Welfare Checks	259			
Lost/Found Property	181			
Repossessed Vehicle	44			
Business Complaints	5			
Health Dept Complaints	0			
Solicitor Permits	0			
Mental Health Issues	24			
Missing Adult	16			
Alzheimer Notification	6			
Exterior Property Complaint	13			

Patrol Calls for Service Total   8,209 (+115)

Jail Calls for Service Total   4,411 (-564)

TOTAL CALLS FOR SERVICE 2022   12,620 (-449)

OFFENSES 2022

Offenses differ greatly from Calls for Service. While a Call for Service indicates a time that an officer was alerted to, or dispatched to a possible crime, the officer must determine whether or not a crime was actually committed. Once that determination is made, the officer puts the call for service into a reportable format and creates an "Offense Report". Offense reports are used as the basis for investigations and court proceedings, as well as statistical analysis. All law enforcement agencies in Ohio submit data to the Federal Bureau of Investigation (FBI) by either using an aggregate method via Uniform Crime Reporting (UCR) or by using an incident-based method via Ohio Incident Based Reporting System (OIBRS). OIBRS mirrors the National Incident Based Reporting System (NIBRS). We have been using OIBRS exclusively for several years. Our Records Management System (RMS) pulls data from each offense report and electronically submits the required data to OIBRS. OIBRS data is available for online viewing at http://ocjs.ohio.gov/oibrs/. Basic offense reports and accident reports generated by the Shelby Police Department are available online via the City of Shelby website at https://shelbycity.oh.gov/police/ and scrolling down to the "Police Reports" section and following the appropriate links.

Offenses Against Persons	164	Property Offenses	245
Assault	52	Theft	121
Domestic Violence	47	Bad Checks	1
Sexual Assault	9	Fraud/Forgery	7
Child Abuse	8	Breaking and Entering	7
Robbery	1	Burglary	12
Resisting Arrest	6	Unauthorized Use MV	5
Vehicular Homicide	0	Unauth Use Property	0
Menacing	26	Counterfeiting	1
Unlawful Restraint	0	Criminal Damaging	28
Kidnapping/Abduction	1	Criminal Simulation	0
Voyeurism	0	Criminal Mischief	34
Prohibiting Offender Near School	0	Vandalism	2
Violation of Protection Order	5	Criminal Trespass	17
Disseminating Matt Harmful Juveniles	2	Misuse of Credit Card	3
Pandering Obscenity Involv Minor	3	Receiving Stolen Prop	5
Contributing to Delinquency of Minor	4	Possession of Crim Tools	0
Criminal Child Enticement	0	Safecracking	0
Extortion	0	Tampering w/Evidence	0
Illegal Use of Minor in Nudity	0	Property Damage	0
Murder	0	Arson	2
Reckless Homicide	0		
Patient Abuse	0		

Juvenile Offenses	61
Tobacco	31
Unruly	17
Curfew	3
Runaway	10

Drug Offenses	129	Other Offenses	115
Possession of Drugs	35	Disorderly Conduct	37
Possession of Drug Instruments	12	Falsification	5
Possession of Drug Paraphernalia	53	Complicity	0
Permitting Drug Abuse	0	Impersonating Peace Officer	1
Trafficking in Drugs	0	Open Container	8
Deception to Obtain Drugs	0	Underage Consumption	9
Illegal Processing of Drugs Doc	0	Obstructing Official Business	14
Illegal Conveyance	0	Telecommunication Harassment	20
Overdose	23	Junk Vehicle	1
Distributing/Delivering Drugs	0	Failure to Comply	3
Corrupting Another w/ Drugs	3	Escape	0
Selling/Purchasing/Distribute Drugs	2	Engaging in Corrupt Activity	0
Placing Harmful Substance in Food	0	Littering	1
Illegal Manufacture of Drugs	1	Tobacco Use in City Building	0
		Inducing Panic	1
Weapon Offenses	**12**	Missing Person	0
Illegal Conveyance	2	Civil Matter	0
Weapons Under Disability	1	Urinating in Public	2
Improper Handling MV	3	Public Indecency	1
Carrying Concealed Weapon	4	Suicide/Threatening Suicide	5
Throwing or Shooting Missiles	0	Check Welfare	0
Pointing/Discharging Firearm	1	Dead Body	2
Using Weapons While Intox	1	Failure to Report Death	0
		Found/Lost Property	0
Traffic Offenses	**145**	Open Burning	2
Driving Under the Influence	60	Misconduct at Emergency	0
Driving Under Suspension	17	Disturbance	0
Other Traffic	68	Mental	0
		Assist OLEA/Fire	0
Animal Offenses	**7**	Misuse of 911	1
Animal Complaint	1	Notice of Residence Change	1
Dog Tags Required	0	Failure to Disclose Personal Info	1
Confining/Restraining Dog	3		
Location of Barns/Coops	0	**Arrest on Warrants**	**113**
Cruelty to Animals	1		
Abandoning Animals	1	**No Charge Code**	**25**
Animal at Large	1		

TOTAL OFFENSE REPORTS GENERATED 2022   1,016 (-455)

CITATIONS/ARRESTS 2022

Calls for service and offense reports may result in citations, criminal summons, felony charges or any combination of the three. In 2022, we documented the following statistics. For purposes of our statistics, each category is counted as an arrest.

Traffic Citations	301 (+45)
Misdemeanor Criminal Summons	250 (-1)
Felony Charges	24 (-21)
TOTAL	**575 (+23)**

SHELBY CITY JAIL

The Shelby City Jail is a 12-Day holding facility with the capacity to hold (11) eleven inmates. The jail undergoes an annual inspection by the Ohio Bureau of Adult Detention which checks compliance with standards set by the State of Ohio. As a result of the addition of (12) twelve Ohio Bureau of Adult Detention Inspection Officers, the state now completes compliance checks with all state standards.

There were a total of (73) seventy-three inmates booked into the Shelby City Jail in 2022 (42 males and 31 females). Dr. Ajay Chawla continues to serve as the Shelby City Jail Physician and oversees all medical policies and procedures. Ohio Health Shelby Hospital and Avita Hospital in Ontario serves all emergency medical needs, while the Third Street Clinic serves all non-emergency and dental needs for inmates.

Inmate linens, towels, and personal garments are laundered by Colonial Coin Laundry and   Crestwood Care Center provided meals, which includes a Licensed Nutritionist to review and approve menu cycles.

Low-risk inmates serving sentences longer than (12) twelve days may be permitted to serve their time in segments, reducing outside housing costs. Inmates not qualifying for segmented sentences are transferred to a full-service facility. The City of Shelby has housing contracts with Crawford, Huron, Knox, Morrow, and Richland County Jails.

Due to reduced staffing levels at the Shelby Police Department, we have limited the number of inmates serving commitments during the same time. As staffing levels increase, so shall the population of our jail.

The Shelby Police Department continues its commitment to providing a safe, secure, and efficiently run jail.

Captain Eric Rath continues to serve in the capacity of Jail Administrator, and Sgt Aaron Bushey as Assistant Jail Administrator. Both are trained by the State of Ohio in Jail Administration. Captain Rath also serves on the State of Ohio Jail Advisory Board, as an appointed representative for the Ohio Association of Chiefs of Police. This position allows Captain Rath to make policy recommendations for all jails in the State of Ohio.

CHAPLAIN

The Shelby Police Department's Chaplain is Dan Gates who has been with the department since August of 2016 after serving in a number of capacities within a church and within the world of addiction treatment.

The Shelby Police Chaplain serves as a living witness to the love and power of God's gift of reconciling love.

The Chaplain is available and ready to serve those in need always seeking to provide a source of strength in time of need – to those in need.

Including but not limited to the following:

- Police officers and their families.
- Employees and staff and their families, and.
- Citizens at large in time of crisis.

The Chaplain is from time to time called upon to:

- Officiate weddings and funerals for personnel and their families.
- Assist with death notifications.
- Provide assistance to victims of tragedy.
- Respond to critical "on scene" calls.
- Assist at suicide and death incidents.
- Serve as a contact point with other clergy in the community.
- Provide for the spiritual needs of jail inmates.
- Visit sick and injured department personnel in home and hospital.
- Offer prayers at special occasions.
- Serve as the department's primary representative on the Richland County Opiate Board.
- Act as Opiate Response Team advocate.

DETECTIVE BUREAU

In 2021, during the investigation of a Missing Persons case that originated in Shelby and progressed into a major and complex homicide investigation spanning several jurisdictions, it became appropriate and necessary to re-establish a Detective Bureau to the Shelby Police Department. First established by Chief Carl Rivers in the mid-1970s to combat drug problems, and was ultimately disbanded in 1992 as a result of budget cuts. The bureau was historically manned by two full-time officers. Currently, it is staffed full time by one detective, Adam Turner. In 2022, Detective Turner investigated:

Theft Cases:

- Felony theft resulting in the recovery of 8 large boxes of stolen faucets from a distributor.
- Felony theft from a large industrial manufacturing business.
- Felony theft and forgery.

Drug Cases:

- 2 cases of corrupting another with drugs.

Sex Offenses:

- 3 child pornography cases, involving multiple search warrants. One has been submitted for criminal charges, the others are ongoing.
- Disseminating matter harmful to juveniles.

Firearms Cases:

- A man with gun call that resulted in a search warrant, which resulted in charges for aggravated menacing, obstructing official business, falsification, marijuana cultivation, possession of drug paraphernalia and discharging firearms within the city limits.

Suspicious Deaths:

- One suspicious death that resulted in multiple search warrants
- Two other suspicious or unusual death scenes

Background Investigations:

- Conducted 29 complete and thorough background investigations for potential employees.

Mary Jane Croft VanGilder missing persons investigation: Det Turner has been working on the case of a person missing from Shelby in 1945. He continues to work on this case, which has led to national attention, as well as the exhumation of a Jane Doe in Preble County. DNA testing is ongoing, funded entirely through crowdsourcing methods.

In addition, Turner is a member of the FBI Internet Crimes Against Children Task Force, represents the department's investigations with Richland County Children's Services, and assists other agencies on a multitude of cases.

DRUG INVESTIGATIONS 2022

In 2022, officers of the Shelby Police Department handled 158 felony and misdemeanor alcohol and drug related offenses, to include: Driving While Under the Influence of Drugs/Alcohol, Trafficking in Drugs, Possession of Methamphetamine, Possession of Heroin, Possession of Marijuana, Possession of Cocaine, Possession of Prescription Medications, Possession of Fentanyl and Carfentanil, Possession of Drug Paraphernalia and Possession of Drug Abuse Instruments.

In connection with the 158 drug related cases officers seized a large amount of illegal narcotics and numerous firearms. These investigations and arrests resulted in numerous convictions of Aggravated Possession of Drugs, Aggravated Trafficking in Drugs and Possession of Drug Paraphernalia and Drug Abuse Instruments.

A total of 23 drug related overdoses were reported in 2022 with 5 of those resulting in fatalities.

Through various programs, each cruiser is equipped with a "Go Bag" that contains various supplies, including doses of Naloxone that may be administered if an officer locates a person actively overdosing or if EMS is not on scene.

The Shelby Police Department is a partner agency with the METRICH Drug Task Force, a decentralized drug task force with 9 participating counties. Two sergeants at the Shelby Police Department previously assigned as detectives at METRICH, currently serve as liaisons with METRICH and coordinate our drug enforcement efforts locally through that task force. Although information is frequently shared laterally, this responsibility is separate from the Detective Bureau, due to the additional manpower, equipment and specialized training required to conduct long and short-term drug investigations.

OPIATE RESPONSE TEAM

A product of the Richland County Opiate Board, these teams were piloted by sending officers to training in Colerain Twp Ohio. ORT exists in every jurisdiction within Richland County and began conducting at least weekly responses in 2017. The Shelby Police Department's ORT consists of Chaplain Dan Gates and Sergeant Aaron Bushey. The purpose of the ORT is to intervene within a few days following an opiate overdose to offer immediate services to any person willing to take advantage of the opportunity. These teams are separate from any investigation and enforcement action; they respond to provide an avenue for those addicted to drugs that are willing to seek help. The teams are made up of an officer, an advocate and a treatment provider. All overdose reports within the county are funneled to a single collection point where data is pulled and notifications are made to each team. In addition, and at his request, Chaplain Gates is immediately notified of all active overdoses and responds immediately to either the scene or the hospital. He believes that family are often involved immediately following an overdose and that is the best opportunity for treatment.

2022 USE OF FORCE/FIREARMS TRAINING

All officers of the Shelby Police Department receive Firearms Training 4 times per year. Our agency's firearms proficiency standards are set with the handgun, shotgun and patrol rifle. These qualifications are above the minimum state requirements. In addition to the State Required Qualifications, our officers completed 3 additional firearms courses which consisted of "Real Life" training scenarios which require our officers to perform under stress while also maintaining firearm accuracy.

All officers and dispatchers were re-certified in the use of TASERS in 2022. This annual training consists of Policy Review, Written Testing and Live Firing Drills which are conducted in-house by one of our Agencies Certified TASER Instructors.

2022 saw increased use of a new, improved range area that was built and improved in 2020 and 2021 by our utility crews. Additional steel targets were purchased in 2022 and additional construction and improvement is expected within the next several years.

2022 CONTINUING PROFESSIONAL TRAINING

After a five-year hiatus, the State of Ohio returned to mandatory professional training requirements for all police officers in the State of Ohio. Failure to complete the training resulted in mandatory "Cease Function" orders to officers. Training for 2022 required 24 hours of training consisting of a minimum of four hours of training in each of the following categories:

Responding to Mental Health Crisis

Use of Force

Legal Updates

Officer Personal Wellness

Responding to Sexual Assault

Domestic Violence.

All Shelby officers, including certified auxiliary officers completed this training at or above the minimum requirements of the state of Ohio.

USE OF FORCE TRACKING 2022

The Shelby Police Department continues to operate with the goal of using only the appropriate force to make custodial arrests, reducing overall use of force incidents and striving to eliminate improper or inappropriate uses of force. We continue to develop policy and continue to ensure that we are following "Best Practices" standards.

All use of force incidents are reviewed beginning at the Officer-In-Charge level and then through the entire chain of command, and reviewed by the Law Director and Mayor/Safety Service Director. When necessary, corrective action, policy adjustments, training and even discipline are used when employees use excessive or inappropriate force during arrests. At times, force may be employed to stop or prevent individuals from harming themselves.

New body cameras were purchased through a grant in 2022, but we are still looking at maintaining and upgrading our fleet of cameras.

In 2022, officers had a total of 9 incidents that we classified as involving a use of force by our officers. These may include times that force was simply presented, for example drawing a TASER or firearm, but the presence of a tool was enough to gain compliance without additional force. These incidents included the following types of force, moving up the continuum:

Verbal commands/Officer Presence - 7

Assistance from other officers - 4

Escort Position - 3

Joint Manipulation/Pressure Points - 3

Takedowns/Grounding Techniques - 4

Striking/Punching/Kicking - 0

Aerosols or Electrical Device - 3

Presentation of Deadly Force – 1

Deadly Force – 0

All cases in 2022 resulted in a determination of appropriate use of force. In one case, a complaint was filed, but body camera footage showed that the use of force was appropriate and as reported by the officers.

In addition to the above, Shelby City Council authorized a tuition reimbursement program for the first time, for officers who enroll and train in Brazilian Jiu Jitsu with an authorized instructor who is not only a black belt, but also a certified Ohio peace officer and Master Defensive Tactics trainer. While only one officer signed up for this program in 2022, staff shortages forced incredible amounts of overtime and necessarily limited off duty time for officers. I expect that as we continue to fill our ranks, more officers will take advantage of this program.

INFORMATION TECHNOLOGY

The Shelby Police Department Computer Network continues to be the backbone of our operation. Below is a list of our IT accomplishments for 2022

ADDITIONS

- Capabilities to listen and transmit communications with a new MARCS radio in dispatch.

NETWORKS MAINTAINED

- Windows server 2008 SBS.
- Windows 2012 R2 APP Server.
- Windows 2012 R2 DB Server.
- Windows 2012 Video Server (Body Cam Storage).
- VOIP Phone System.
- Maintain and host multi-agency records management system (Sundance).
- Email server and archive .
- Alchemy document archive server.
- 12 Desktop computers.
- 6 Laptop Computers.
- 1 Digital fingerprint system.
- NAS file backup system.
- 51 Camera video monitoring system.
- Audio/Visual recording system.
- Phone call recording system.
- Proximity device door locking system.
- Inmate video visitation system.
- City-wide fiber network system.
- Observium Network Monitoring System.
- Pfsense HA (High Availability) firewalls (Replaced Adtran Firewall).
- Spectrum Backup Internet.
- Two 24-port PDU's (Power Distribution Units), Allows remote access to reboot devices.
- WiFi Access point for video uploads from Digital Ally in car cameras.

UPGRADES

- Upgraded new MASC system for jail and building doors.
- New desktop computer for the building surveillance system.
- New desktop computer for the dispatching main computer.
- Replaced two TV screens in dispatch for monitoring jail cameras and GPS of cruisers.
- Upgraded all new GPS puck devices for each cruiser.
- Federal grant funds provided five (5) NOPTIC thermal devices for cruisers.

- Upgraded nine (9) body cameras from the Digital Ally First-Vu HD to the new First-VU Pro II. Each body camera has a longer battery life, better video quality, and an internal GPS to determine the location where the video was created.
- New docking station to accommodate the new body cameras from Digital Ally.
- All work stations running Windows 10 and some Windows 11 OS.

OTHER

- Maintained NIBRS (OIBRS) crime reporting compliance for 2022.
- Maintained partnership with Ontario, Lexington, and the Plymouth Police Departments for hosting the Sundance RMS/CAD System.
- Maintained online reporting for offense reports/accident reports.

LOOKING FORWARD 2023

- Replacement of jail visitation audio/video system. Current system is outdated and no longer supported by the vendor.
- Adding nine (9) additional new First-Vu Pro II body cameras outfitting ALL officers with the newer body camera.
- Installation of new in car cruiser cameras to cruisers.
- Implement new MARCS radio project by installing new mobile and portable radios to officers.
- Work toward replacing the few workstations that are over 8 years old.
- Installation of a server to manage surveillance cameras in our parks, including Seltzer (north and south), Rabold, Veterans, and McBride, as well as additional utility infrastructure. This technology will allow us to reduce and investigate crimes, including vandalism in our parks and to provide a safe and secure environment for our citizens to enjoy city parks.
- Installation of 6 Flock cameras throughout the city in conjunction with a violent crime reduction grant awarded the Mansfield Police Department. These License Plate Reader cameras will assist us in identifying stolen vehicles and wanted persons in the City of Shelby as well as individuals committing crimes and fleeing to other jurisdictions.

DRE 2022

The Drug Evaluation and Classification Program is a traffic safety program that focuses on the detection, apprehension, and adjudication of drug-impaired drivers. A Drug Recognition Expert (DRE) is a law enforcement officer that is highly trained to recognize impairment of drivers under the influence of drugs other than or in addition to alcohol.

The DRE program is a federally funded program through the Ohio Traffic Safety Office. The training and the expenses associated with the DRE Program will be paid for completely and there is no cost to the agency/department. Training is accomplished in multiple phases:

Phase I: Drug Recognition Expert Pre-School (16 Hours)

Candidates are selected to attend a 2-day intensive course designed to evaluate their ability to become a highly trained professional in drug impaired-driving detection. The candidate will be required to demonstrate SFST proficiency with strict compliance and pass a written exam with an 80% or better before continuing to Phase II.

Phase II: Drug Recognition Expert DRE School (56 Hours)

Candidates will receive detailed instruction in the techniques of drug influence evaluation examinations as well as in physiology, the effect of drugs, and legal considerations. Upon completion of this phase of training, the candidate must pass a written exam with an 80% or better before proceeding to phase III.

Phase III: Drug Recognition Expert Field Certification (40-60 Hours)

During phase III (field certifications) the candidate must conduct twelve (12) evaluations. Each candidate, whether serving as an evaluator, observer, or recorder, shall independently identify the category(ies) of drugs affecting the subject to a DRE Instructor. The candidate must maintain a 75% toxicological confirmation rate and complete a comprehensive final knowledge examination.

Currently the Shelby Police Department has two DREs conducting evaluations for this department and surrounding agencies that request assistance in the case of a suspected drugged driver. In 2022 Sgt. Bushey and Sgt. Nolen conducted 13 Evaluation of drugged drivers.   Upon receiving toxicology results from the Ohio State Highway Patrol Crime Lab, the following drugs were found in the blood and urine of subjects that provided samples: Fentanyl, Methamphetamine, Cannabis, Suboxone, Alprazolam and Oxycodone.

BULLETPROOF VEST PARTERNSHIP (BVP) GRANT 2022

On May 2, 2022 the Shelby Police Department applied for new Bullet Proof Vests (BVP) through The Bureau of Justice Assistance (BJA). This Federal Grant assists with reimbursement of up to 50% of the costs of bulletproof vests for full time officers. In September, 2022, The Bureau of Justice Assistance (BJA) awarded the Shelby Police Department funds under the Fiscal Year (FY) 2022 Patrick Leahy Bulletproof Vest Partnership (BVP) solicitation.

The Shelby Police Department was eligible for $2,975.00 for Bullet Proof Vests though the BJA partnership. The BVP program reimbursed the city of Shelby $1,487.50 or 50% of the total cost.

Five new or replacement vests were provided to Officers through the BVP Partnership.

The Shelby Police Department has utilized this grant since it was first offered in 2000. To date we have been reimbursed a total of $18,726.397 to provide bulletproof vests to all of our full-time officers, which is not only required by labor contract, but allows us to have the most up to date ballistic protection for our officers.

NEIGHBORHOOD WATCH 2022

The Neighborhood Watch Program has been in existence for many years in the City of Shelby. Several areas in the city have worked with the police department and have started their own neighborhood watch. Park Village, Meadow Estates, Myer Meadows and West Park Drive have current programs. Informational meetings and training sessions have been attended by residents to teach them skills and enhance their ability to detect and report crime in their neighborhoods. Our goal for the Neighborhood Watch Program in 2023 is to continue to make programs available for any interested neighborhood and be as involved as the neighborhood would like us to be.

AUXILIARY UNIT 2022

Sgt. Bushey is currently assigned as the Commander of the Shelby Police Department's Auxiliary Unit. In 2022 the auxiliary unit added two members, Ofc Marissa Rutherford and Ofc. Noah Kocher, both of whom resigned their full-time commissions to pursue other interests. This brings the total of active auxiliary members to four, including former full-time officer Brooke Early and retired Captain David Mack. The Auxiliary Unit is provided continual training and they are required to complete the equivalent of a full-time officers' complete field training, as well as maintain the same training and certification as their full-time counterparts. Auxiliary officers are used to both assist full-time officers in their duties and to be called upon in times of emergency. If their training is current they may work in place of a full-time officer if a vacancy cannot be filled. This was used to great success in 2022, when our staffing levels were such that the department needed skilled and certified help in maintaining staffing levels for the City of Shelby. It is anticipated that the Auxiliary Unit will continue to grow in 2023, including auxiliary officers that may be sponsored to complete the police academy.

PIONEER SCHOOL RESOURCE OFFICER 2022

Officer Ed Fetzer was the School Resource Officer from 2021 through 2022. He retired early in 2023 and his replacement will be named and assigned in 2023 from the ranks of our own officers. Officer Fetzer was a certified SRO through the Ohio School Resource Officer Association.

The assigned duties of the Pioneer SRO are:

Traffic Enforcement/Safety

- Monitor student parking during arrival and dismissal.
- Monitor staff parking areas and school grounds for compliance and safety issues.
- Parking enforcement, verifying student parking passes.

Crime Prevention

- Presence in hallways, cafeteria, parking lots, classroom and labs
- Formal and informal interaction with students, staff and visitors.
- Participate, advise and train, if necessary, on the PCTC School Safety Plan.
- Participate in the PCTC Health and Safety Committee.
- Participate on the PCTC Safety and Security Committee.

Law Enforcement

- Issue citations, summons, warnings or other alternative enforcement as needed.
- Issue detentions and reminders on a daily basis.
- Attend truancy meetings and formal and informal disciplinary hearings.
- Assist patrol officers and other law enforcement agencies with issues concerning PCTC Students.
- Investigate all law enforcement related issues concerning the school or students.

Education

- Presence in the school, parking lots, classrooms, labs, assemblies and special events.
- When requested discuss issues in classrooms related to law enforcement topics.
- Assist in safety drills including lockdown (ALICE), tornado and fire evacuation.
- Open door policy for students/staff involving issues and questions.
- Positive interaction with students and staff on a daily basis.

The role of the SRO is to provide security in the schools, assist school personnel in enforcing rules and having positive interactions with students and staff. Since the implementation of the SRO program at Pioneer, calls for service have decreased, as well as a decrease in vandalism issues with PCTC property. This is a true mutual partnership with the school system.

SHELBY CITY SCHOOLS - SCHOOL RESOURCE OFFICER 2022

Officer Keith Swisher is the current SRO for Shelby Senior High, and Shelby PK – 8 Buildings. The assigned duties of the SRO are as follows:

- Traffic Enforcement / Safety
- Presence in the area on the roadways / parking lots enforcing traffic laws, and watching the overall safety of students / staff while walking on foot
- Ensuring that proper vehicle, pedestrian, bus routes are being followed, and parking enforcement
- Crime Prevention
- Presence both in and outside the buildings during arrival / dismissal times, parking lots, hallways, cafeteria, classrooms, and special events
- Formal and informal interaction with the students, staff, and visitors
- Participate, advise, train, as needed on the Schools Safety Plan Law Enforcement
- Issue citations / warnings or other alternative enforcement
- Handle habitual truancy complaints within the district / home visits as needed, also conduct informal / formal meetings
- Assist other SPD Officers in conducting follow up investigations
- Assist other Law Enforcement agencies concerning Shelby District students
- Investigate all Law Enforcement related matters
- Presence in the hallways, cafeteria, parking lots, classrooms, assemblies, or special events
- When called upon discuss topics in the classroom as the topic relates to Law Enforcement
- Assist in Safety Drills including lock-down (A.L.I.C.E.) tornado, and fire evacuation
- Serve as the district Safety Officer - ensure that the Emergency Operation Procedure manual is updated annually, and report all annual Safety Drills to the OH/ID portal.
- Provide A.L.I.C.E. training to all new staff members.

Officer Swisher is in his 6th year as serving in this position. Officer Swishers responsibilities include: evaluating and assessing school violence threats, investigating all complaints filed through the school / State of Ohio Tip-Line, threats to persons or property, domestic violence, child abuse / neglect, self-harm, menacing, falsification, assaults, disorderly conduct, theft, drug, tobacco, sex crimes, vandalism, truancy, and traffic cases.

D.A.R.E. 2022

The D.A.R.E. program was re-implemented into the Shelby School district in late fall of 2017. Officer Swisher completed the D.A.R.E. Instructors course in the fall of 2017, and began teaching the fifth-grade students shortly thereafter. The fifth-grade class began in the early fall of 2021, completed D.A.R.E. and graduated February 24, 2022. The fifth-grade class also completed two additional weeks of D.A.R.E. with lessons on Over-the-Counter Prescription Medication, and Prescription Medication.

D.A.R.E. continued in the fall of 2022 with (6) 5th grade classes. They will graduate in the Spring of 2023.

D.A.R.E is primarily funded by private donations. Adams, Albert, and Curry Agency paid for Officer Swisher's D.A.R.E. Instructor's Course, and the graduation ceremony, and any additional needed materials are paid through donations from our local service clubs. Each student is presented with a D.A.R.E. T-Shirt, and a Graduation Certificate. Every student must complete a D.A.R.E. Essay. Each class has a winner, who is then presented with a medal. The overall essay winner is then presented with an Essay Winner's Pin. The students are also treated to a pizza party, and cookie cakes following the graduation.

D.A.R.E. was selected as the prevention program of choice for the Elementary Level with the assistance of Council Member Garland Gates. D.A.R.E. is an evidence-based program, certified by the Ohio Attorney General's Office. D.A.R.E. returned to Shelby Schools with the interest, assistance, and support of the Shelby City Council, Mayor Steven Schag, and Shelby City Schools.   A grant is applied for annually to offset the cost of the program, and brings in approximately $8.000.00. Because Officer Swisher teaches D.A.R.E, and serves in the capacity of the Shelby City Schools Resource Officer, and teaches during his assigned duty hours, 100% of that grant money offsets the Shelby City Schools cost for funding a full time School Resource Officer.

COMMUNITY INVOLVEMENT 2022

As always, our goal is to be integral partners with our community; to be open, transparent and honest with our actions. Our entire team is tasked daily with being positively engaged. Officers know that they must be approachable, reliable, trustworthy, kind, compassionate and respectful. We must hold ourselves to a higher standard. However, officers are also fallible human beings who from time to time will make mistakes. When those mistakes are made, consequences do follow, and we move on to better ourselves, our operations, our agency and our community.

We maintain a presence on social media, using Facebook and Twitter, with Facebook having our largest following. We find social media to be a phenomenal way to get information out to the public. However, it has also created an environment that lends itself to uneducated, uninteresting, accusatory, salacious, disrespectful, and downright hurtful comments. Freedom of Speech is a constitutional right. We have limited the amount of information that we put on our social media accounts, and normally do not engage in most of the unproductive discourse that occurs within the comments section of those posts.

We conduct an active ride along program, providing ride along experiences to at least nine individuals in 2022. We also conducted two departmental tours, approved one protest permit, and attended two events where officers gave talks to groups about our agency.

We held two blood drives in cooperation with the American Red Cross.

We participated in "Trunk or Treat" events in 2022 at both the Shelby YMCA as well as at the Shelby Moose Lodge #422.

In cooperation with the METRICH Enforcement Unit and US DEA, we participated in two drug takeback events, resulting in hundreds of pounds of medications being properly disposed of.

In cooperation with the Ohio State Highway Patrol, we participated in a "Cram the Cruiser" event at the IGA, collecting donations for Richland County food pantries. Several tons of food were collected and distributed countywide. Our distribution point was the FISH Pantry.

In cooperation with Shelby Helpline and the good citizens of the City of Shelby, we conducted our annual Christmas Toy Drive for the less fortunate, which resulted in by far our largest collection of Christmas Gifts for needy families. This program has grown beyond my vision and two years ago was turned over to Chaplain Dan Gates to handle distribution. This year we served 19 families, and 50 children, which is certainly a record. Many thanks to three major groups: K&A Tree Service and Denim and Lace, Phillips Tubing Group and the Mansfield Motorcycle Club, who did their own toy drives and made donations to this program which took it over the top.

All of these things were done this year with the smallest staffing levels that I have experienced in my career. The only program that was cut or not expanded from previous years was our Thanksgiving and New Year's Eve taxi program, due to a lack of available staff. We will continue to look for ways and opportunities to partner with our community and make it a better community for all.

DEPARTMENT HIRING

The Police Department Hiring Process continues to evolve as we try to ensure that we are hiring qualified candidates and at the same time reducing unnecessary roadblocks to the process. Past changes include a charter amendment and civil service rule modification that allowed lateral transfer of police officers. The City Administration, at the request of the Fraternal Order of Police reduced the pay steps from five to three. We continue to try and market our benefits package and find other reasons to attract good candidates to the department. In 2022, Civil Service also removed the rule requiring that a officer candidates possess an Ohio Peace Officer Training Certification. This opened the door to allowing the City of Shelby to send potential candidates to the police academy for training as part of the hiring process, as was done until the 1980s.

The Police Department realizes that the applicant pool is vastly changing. Prospective employees have different values than traditional employees and the employer must adapt. The COVID pandemic, anti-law enforcement rhetoric, and the changing economy continue to make that an ever-evolving issue. In 2017 we joined the National Testing Network (NTN) to provide initial testing for potential candidates, with the availability of application for testing from nearly any location in the United States. We also created a Hiring Board, which consists of a police supervisor, two officers and a dispatcher. Sgt Joe Artrip is in charge of that board as well as recruiting for the department. He took over for Sgt Cody Baker who resigned in 2022.

Time of testing to hiring is a major issue, as is adequate compensation. Post-pandemic and the anti-police issues of the past few years have nearly every department short-handed. Those that are not have offered large hiring and retention bonuses and provided immense pay increases. The City of Shelby remains competitive when benefits and pay are combined, but with the increase in agencies offering lateral transfers, officers motivated strictly by financial gain have turned laterals into something resembling the collegiate transfer portal. New cadets are drawn to agencies handing out hiring bonuses and higher wages. We want long-term, community-invested employees. I believe that our hiring process is excellent, and we continue to tweak it and make it better.

The applicant takes the Front-Line National test through NTN. This test consists of three sections that grade literacy and practical application of law enforcement skills. Originally only taken at a proctored testing location, the COVID pandemic necessarily evolved the process; it may now also be taken in the comfort of one's own home while proctored by live video, in addition to in-person proctoring.

After Civil Service Certification, the second step is the Oral Board Interview. The interview consists of a variety of interpersonal skills, past experiences, and scenarios. The questions, rubric and procedure were revised in 2019 and again in 2021. The new procedure was established to maintain a consistent and fair means of testing. This process is lengthy, but it is important to be impartial, free of bias and have data –based constancy. Each applicant is assigned a rubric score. The results are averaged with the initial NTN score to produce an individual score. The top ten scores are presented to the chief. The Chief selects a number of candidates based on the vacancies, plus one.

At the third step, the candidate takes an online PRADCO Quick View Psychological examination. Results of this test provide a snapshot of the candidate regarding areas such as work ethic, integrity, drive, and

decision making. The results are provided to both a psychologist and the background investigator for their portions of the process.

The fourth step is the rigorous pre-employment background investigation. This phase is assigned strictly to the Detective Bureau and Detective Turner who is a state certified background investigator. The background is intensive and comprehensive and uses modern techniques and guidelines that are developed for structure in the process. While it is officially the fourth step, it actually starts as soon as a candidate passes the NTN testing. Because the process is so involved, Detective Turner and Sgt Artrip are engaged with the candidate at the pre-testing level. Both officers walk the candidate through the process, often providing ride-alongs, departmental tours and in some cases, a sit-down conversation with me. Det Turner begins that background process so that at the conclusion of the PRADCO, he normally already has the background complete.

Once the background is complete, it is reviewed and presented to the Mayor/Safety Services Director. Based on consultation with the chief and the review of the applicant, the Mayor schedules an in-person interview and may offer a conditional offer of employment, contingent upon successful completion of additional testing.

If the conditional offer is accepted, the candidate is scheduled to take a full Ohio Police and Fire physical examination, a full psychological examination, and a polygraph examination. If successful, the individual is offered employment. In 2022, we hired Ofc Hannah Hall, a former Ohio State Highway Patrol Trooper lateral transfer, Ofc Justin Hoffman, a former Plymouth Officer lateral transfer, and Disp McKenzie Hatcher, who had resigned earlier in 2022 and came back to her previous position. Unfortunately, 2022 also saw the resignations of Dispatcher Olivia Neumann, as well as Officers Cody Baker, Marissa Rutherford and Noah Kocher. The latter of the two remain on our auxiliary and have supplemented a myriad of open overtime slots.

In 2022, the Shelby Police Department processed twenty-five applications for Officer, and five for Dispatcher. In 2023, we are looking to fill a total of five officer vacancies and one dispatch vacancy. We believe that at least two of the officer positions will be filled early in the first quarter.

We will continue to work with the academies, the administration, the civil service commission and all of our testing partners to ensure that we are getting the best candidates to fill our ranks.