

POLICE DEPARTMENT EVESHAM

20
Annual



15
Report



“Committed to Excellence”

Chief Christopher Chew

Chief of Police

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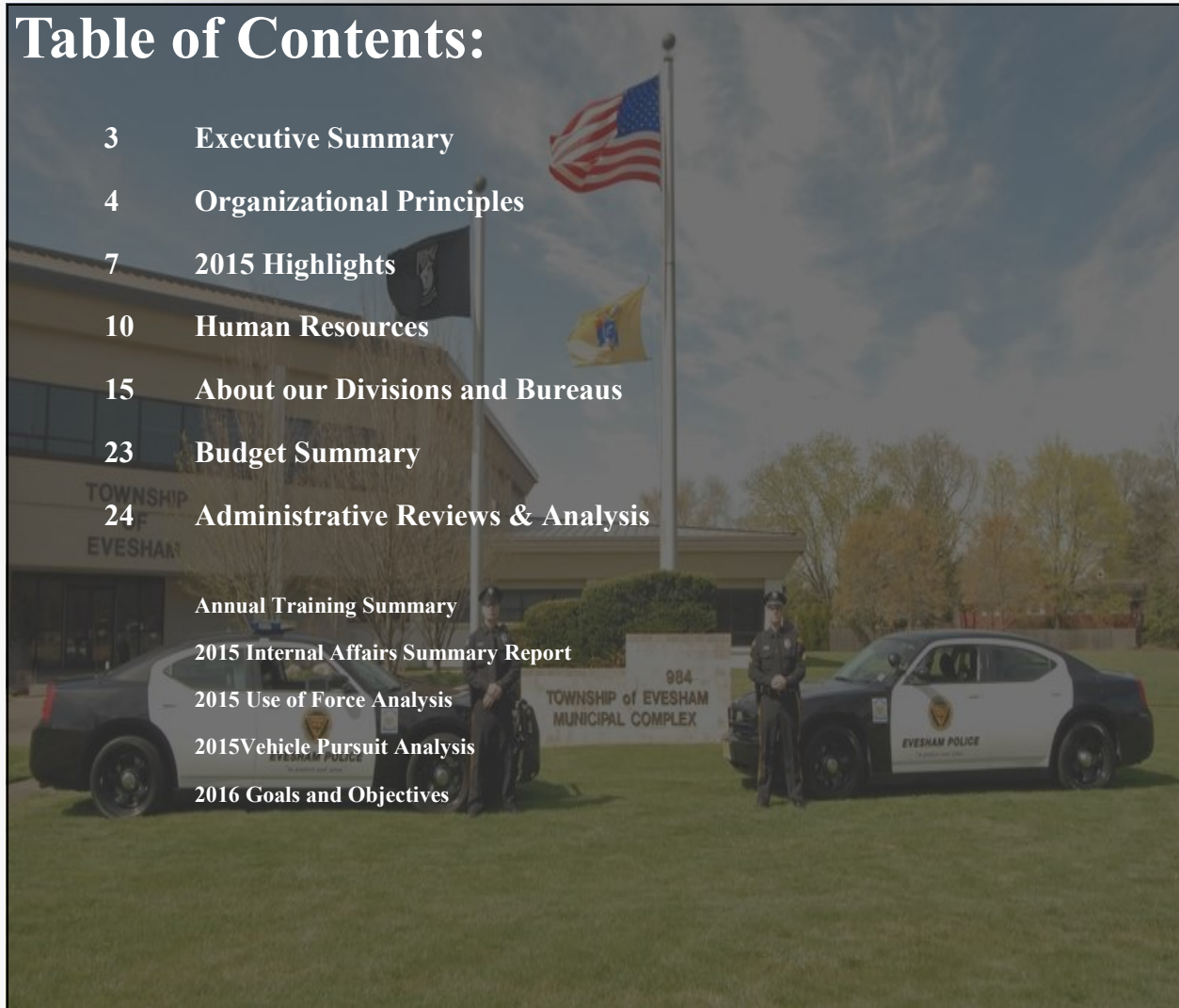
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2015 Fast Facts

Township Population 55,000+ (Census Estimate)

Sworn Officers-73

SLEO II-5

Civilians-11

Calls for Service- 30,543

Arrests- 1,554

DWI Arrests- 200

Automobile Collisions- 1,868

Automobile Collisions with injuries- 289

MESSAGE FROM CHIEF CHRISTOPHER CHEW

Each year the Evesham Township Police Department (ETPD) prepares an Annual Report in order to memorialize the successes of the organization over the previous year. 2015 was another special year for the ETPD. The ETPD introduced many new initiatives that became a reality and has really taken our organization to a new level.

ETPD is an organization that is full of pride and is made of men and women who are always willing to embrace new technologies and cutting edge community based programs that allow our Department to be one of the most progressive agencies in the nation. A few of the new projects initiated during the year are listed in the below.

In August of 2015, our agency in collaboration with Township Officials created the first Evesham Savings Lives Program. The first of a kind program was designed to provide township residents with a free and safe alternative to get home safely after establishing one of our township restaurants. The program has been extremely successful and as a result, driving while intoxicated arrests have been drastically reduced. This program is being viewed as a model program aimed at reducing DWI incidents and providing for the safety of all Evesham residents and visitors.



In December of 2015, our agency responded to an incident at one of our elementary schools for a report of a subject armed with a handgun. Our officers responded to this critical situation and fortunately for all parties involved, we were able to resolve this issue without resorting to deadly force. This situation led our staff, school and elected officials to collaborate and make the decision to place a police officer in each of our schools in the district. This program has not only reaffirmed our agency's commitment to protecting our youth and educational staff, but has also provided our agency with an avenue to interact with our children in an informal setting to provide mentorship and trust that will last a lifetime.

I am also proud to announce that our agency hosted our first annual physical fitness test to all of our sworn members. The fitness test was very successful in providing our agency with a mechanism to do everything we can to produce and sustain a healthy workforce for the benefit of the department, the community, the members of the department, and their families.

Another milestone for our agency in 2015 was our ability to provide each and every one of our sworn officers with front-line leadership courses that were geared towards a focus on human factors that will help substantially increase officer and civic safety, create closer ties between our members and the public, and with a goal of enhancing community leadership.

I am also extremely pleased to announce that our agency was again heavily involved in community policing related activities. As an organization we believe that a key component of community policing is the establishment of community partnerships, which are collaborative partnerships between our officers, our citizens, businesses and civic organizations, so we can develop solutions to our local problems. This dedication to community policing encourages our officers to proactively solve community problems and address the factors that contribute to crime rather than simply react to it. Some of the new programs included: First ever Police Explorer Program, First Police Chaplain Program, creation of our Nextdoor Social Media page, Craig's List Safety Transaction Zone, Virtual Ride Along Program, Creation of the Police Foundation, NAACP Training Session, and receiving a Community Policing Award from Congressmen McArthur.

These accomplishments are just a few of the new projects were initiated by the ETPD. Please take a few minutes to learn more about your police department and the fine work being done by reviewing our 2015 annual report.

Mission Statement

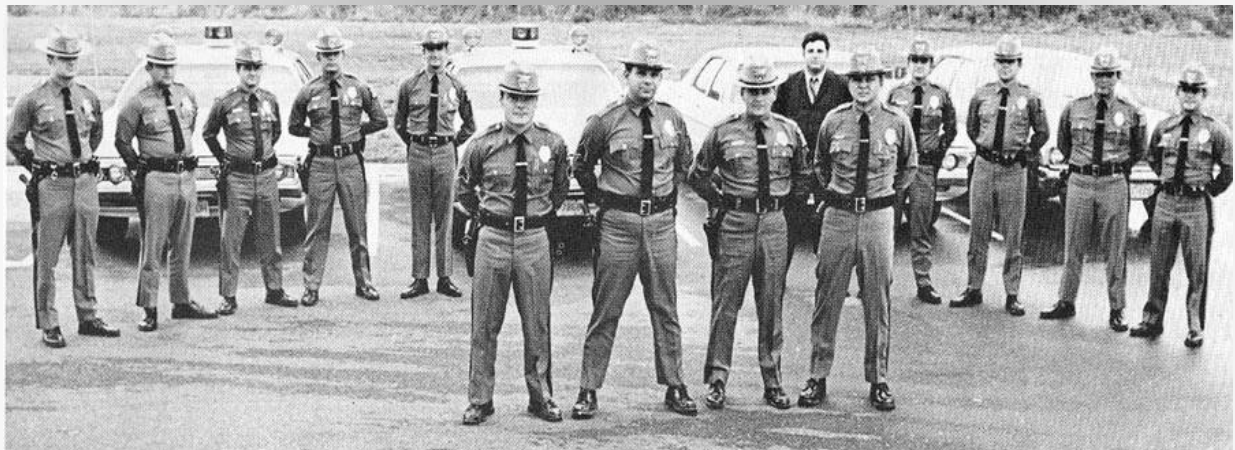
“Protect, serve and enhance the quality of life of all citizens by providing a progressive and diverse police department through a dedicated, ethical and virtuous work force.”

In 1966 the Evesham Township Police Department was formed to protect and serve the expanding residential and business community of the Township of Evesham. Prior to 1966, Evesham Township had a volunteer police force which was on duty from 6 PM to 6 AM. The New Jersey State Police patrolled the Township during the day. In the mid 1960's with Evesham Township's population nearly doubling, the elected officials at the time began to plan a full-time paid force.

In January, 1966 the Township Committee created the Advisory Committee for Law Enforcement, which was a five-member body who studied state and local laws governing police departments and were responsible for drawing up the ordinance which was the blueprint for a paid full time force.

The Evesham Township Police Department can be categorized as a full service police agency that's committed to excellence and responsive to the community needs. We are a value driven organization that is devoted to our core values and committed to providing the best possible police service to the community we serve.

We will seek to understand our community we serve and be responsive to their needs. We are in the business of reassurance, providing a sense of security, and in doing so, maintaining and improving the quality of life for the public in the Township of Evesham. Improving the quality of life depends upon a long-term strategy for reducing crime and disorder. Because of this, we have included our mission, code of ethics and value statements in our annual report. This is the kind of service the Evesham Township Police Department intends to be. It is also the desired image we want to continue to portray to our community.



CODE OF ETHICS

“As a Law Enforcement Officer, my fundamental duty is to serve mankind: to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation and the peaceful against violence or disorder; and to respect the Constitutional rights of all men to liberty, equality and justice.

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

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

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



CORE VALUES

INTEGRITY

To be trusted by the public and seen as honest, sincere and virtuous.

PUBLIC SERVICE

To enhance the quality of life for all Evesham Township residents by providing timely, professional and compassionate police services.

EXCELLENCE

Committed to the highest standards in law enforcement. Members shall be responsive to the needs of the community and work in concert to resolve issues of mutual concern.

TEAMWORK

Ensure a healthy work environment that encourages open communication, team building and mutual respect.

FIDELITY

Faithfully upholding the traditions of the Evesham Township Police Department by maintaining pride in oneself, organization and our department mission.

VALOR

Dedicated to meeting all challenges with the courage and determination needed to accomplish our mission.

PROFESSIONALISM

Maintaining an educated workforce committed to integrity, accountability and self-regulation.

COMPASSION

Treat people with kindness, respect and courtesy while working for the common good of our community.

HONOR

Exemplify the ultimate in ethical and moral behavior.

TRANSPARENT

To be accessible, open and welcoming to the public.

2015 HIGHLIGHTS

Physical Fitness Program

In October 2015, the agency kicked off the new Physical Fitness Program. The goal of the program is to create a culture of maintaining physical health, encourage healthy eating and sleeping patterns, along with providing support for mental health well-being and overall wellness. Officers are often placed in situations that make great demands on their physical and mental capacity. In these instances, physical fitness is often the factor that spells the difference between success and failure and even life and death. It is extremely important to institute a physical fitness program so each and every officer recognizes the importance that a physically fit lifestyle will have on their overall health.



Community Relations Forum

In December 2015, The Evesham Police Department hosted a community relations forum with the Southern Burlington County Chapter of the NAACP aimed at evaluating local issues and national perceptions between police departments and minority residents. ETPD believes that fostering good communications in an informal setting will prove to be an invaluable resource in issues facing our community for years to come. ETPD looks forward to continuing our partnership with the Southern New Jersey Burlington County Chapter of the NAACP.



Safe Transaction Zone

In April 2015, The ETPD announced the designation of a safety zone where citizens can make sales and purchases through sites like Craigslist. The zone was set up in the lobby of the ETPD Headquarters at 984 Tuckerton Road. The lobby and surrounding areas are well-lit and monitored by a state-of-the-art surveillance system. The zone was set up as a result of a previous investigation where a man was charged in the deaths of a couple in Georgia after they were lured through a Craigslist ad with the hopes of buying an antique vehicle.



Virtual Ride-Along Program

Beginning in May of 2015, the ETPD invited social media followers to ride throughout the year to get a glimpse of what ETPD officers experience during normal patrol shifts. The goal was to enhance public transparency and to continue to build partnerships in the community. The program was also designed to provide an inside view of the officers who serve the Evesham Township Community everyday. ETPD is very active in social media with more than 24,000 likes on Facebook and more than 2500 Twitter followers.



2015 HIGHLIGHTS

Police Chaplain Program

In July 2015, the ETPD introduced a Police Chaplain Program. The goal of the program was to create a partnership between the ETPD and the various religious leaders of Evesham Township to provide enhanced policing and spiritual services to the service population. Eleven specially trained volunteer Police Chaplains from the different faith communities throughout Evesham Township are available to provide support to employees and members of the community during traumatic events and times of need.



Expanded Community Policing Initiatives

Throughout 2015, ETPD continued to strengthen the relationship with the community through such programs as Coffee with a Cop, Cool Off with a Cop, and Pizza With A Cop. The ETPD also hosted the second annual Shop with a Cop and also held annual sessions of the Junior and Citizens Police Academies along with new members of the Police Explorer post. The ETPD is committed to serving the residents of Evesham Township and providing a level of transparency and personal interaction to build relationships with the everlasting relationship with the community.



Project Medicine Drop Box

In February 2015, The ETPD announced that it had joined the New Jersey Attorney General's "Project Medicine Drop" initiative and had installed a Project Medicine Drop Box at police headquarters. The initiative is designed to allow residents to take an active role in the fight against the nationwide epidemic of opiate and heroin abuse, which is often fueled by the abuse of prescription painkiller. The program allows residents a safe and secure method to dispose of unneeded and unused medications 24 hours a day, seven days a week, 365 days a year.



Shared Service School Resource Officer Program

In September 2015 through a shared service agreement with the Evesham Township School District, the ETPD expanded the School Resource Officer program into the Evesham Township Elementary and Middle Schools. The ETPD already had a long standing shared services agreement in place with the Lenape School District that has School Resource Offices in place at Cherokee High School. The officers, which include full time sworn and SLEO II Officers, provided security to the children and employees of the respective school districts while building community partnerships and relationships through daily interaction.



2015 HIGHLIGHTS

Evesham Township Officials are proud to announce a DWI/DUI prevention program called “Evesham Saving Lives.”

From Press Release August 31, 2015— “The goal of this bold initiative is to promote the prevention of township residents and visitors who patronize bars and restaurants with alternative options to get home safely. By providing these alternatives to Evesham residents, we hope to make a positive impact in the community and strive to save the lives of every person who resides and visits our prestigious township. I believe this pilot program will ultimately save lives, save money and will continue to make Evesham Township the safest place to visit, shop and call home”, stated Mayor Randy Brown.

“This bold initiative further solidifies our township’s dedication to eradicate DWI/DUI offenses by providing an alternative to safely get home. Our police department is committed to dedicating our resources in DWI/DUI prevention efforts, along with our ongoing proactive apprehension initiatives. I firmly believe this commitment will have a significant impact in decreasing the amount of DWI/DUI crashes and fatalities that occur each year. I am proud to state that as a result of our organization’s unwavering commitment in DWI/DUI detection and apprehension efforts, our township has investigated zero alcohol related crash investigations since 2009”, stated Chief Christopher Chew.

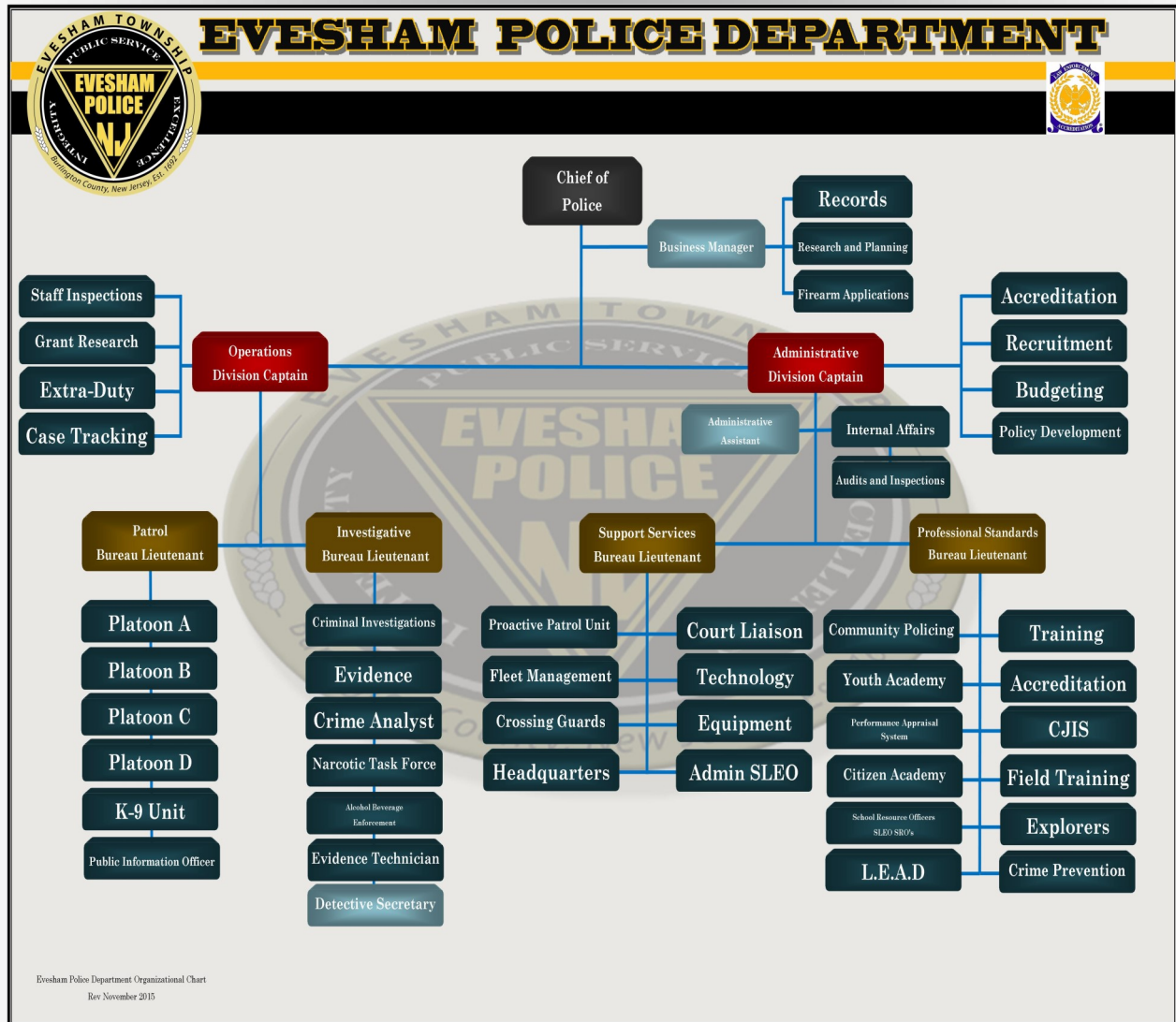


Evesham Township Officials are proud to announce an extension of the highly successful pilot DWI/DUI prevention program called “Evesham Saving Live.”

*From Press Release October 6, 2015—*Township Police Chief Christopher Chew repeatedly has said if the “Evesham Saving Lives” initiative saved one life, he considered it a success. The program, which ran for the month of September as a pilot, was created to curb drunken driving arrests in the township and to help residents who may need assistance getting home after a night out. After serving more than 300 people it its opening month and with DWI arrests down in the township, it will be extended, perhaps until the new year. “Even if it was just one person we transported home, to me that was the parameter for success because we saved on life. But 300 is truly an amazing amount. Our officers were at each one of the pickup zones, and they were talking about all the positive feedback they were getting from the community.....DWI arrests are significantly down, which is great. We were averaging almost 22 a month. Last month, we had eight,” Chew said.

2015 REORGANIZATION

In September 2015, Chief Christopher Chew announced a small reorganization of the Evesham Township Police Department. The reorganization of the agency was performed after a thorough work load analysis found the need to restructure and redistribute several of the operational functions performed by the agency. The result was shift of the lieutenant assigned to the Internal Affairs Bureau into the new position of Investigative Bureau Commander. The Investigative Bureau Lieutenant oversees the Investigative Bureau, Evidence Function and Crime Analyst. The sergeant and a detective from the Investigative Bureau were then shifted into the newly formed Internal Affairs Bureau. The unit was designed to investigate internal affairs complaints and perform the agency inspection function that was formerly performed by the Professional Standards Bureau. The Professional Standards Bureau Commander in turn took over supervision of the School Resource Officer function. This change was made due to the increased number of officers, both sworn and SLEO II, that were added to the Evesham Township elementary and middle schools. Police Records was also made into a separate unit under the direct supervision of the Chief of Police. A civilian Office Manager was designated as the supervisor of the unit.



2015 PERSONNEL

The list below reflects department active personnel and assignments as of December 2015:

Chief of Police

Christopher Chew

Captains

Walter Miller
Thomas Reinholt

Lieutenants

Joseph Friel
Brian Rosenberg
Bruce Higbee
Ronald Ritter

Sergeants

Bernard Davis
Richard Dixon
Jason Siitonen
Brian Levondosky
Trevor Short
Erin Gorman
Thomas Campbell
Michael Carlin
Carl Scutt
Daniel Burdette

Corporal

Ryan Bourdon

Detectives

Gary Borbidge
Richard Hernandez
David Niji
Justin Graff
Ronald Henry

Patrolman

William Borden
Samuel Funches
Matthew Divito
Joseph Magnus
Timothy Schwartz
Joshua Kerr
Randy Molina
Richard Dalley
Ryan Willard
Shane Bakely
Matthew Carlin
Jared Halpern
Haliema Leach
Jessica Lettieri
Scott Kennedy
Sean Dolphin
Brian Fitzpatrick
Anthony Padulese
Michael Colbert
Damian Tomeo
Christine Schmidt
March Morgan
Jeremy Borden
Sean McGinley
Marc Scambia
Laurence Liggett
Mark Johnson
Joseph Tavella
Joshua Weiss
Barry Mesmer
Joseph Iucolino
Thomas Capecci
Andrew Beuschel
Daniel Burdette
Brian Strockbine
Brian Libetti

Patrolman

Christopher DeFrancesco
Timothy Hanrahan
Ethan Hickman
Danielle Torres
Joseph Czyzewski
Kathleen Portella

School Resource Officers

Jammie Clements
David Petersen
Thomas Magee
Michael Trampe
Paulino Apistar
Robert Hansbury

SLEO II

William Kinner
Robert Kehoe
Michael Drumm
Matthew Hoinkis
Joseph Hoffman

Civilians

Wendy Gibson
Michael Barth
Melissa Wigginton
Christine D'Ottaviano
Maureen Agnew
Dorthea Rafanelli
Thomas Reynolds
John Haines
Katherine Corbett
Gerri Lauer
Annette Phillips



2015 RETIREMENTS, HIRINGS AND PROMOTIONS

Retirements / Separation from Service

John Carney
Michael Meany
Andrew Dougherty
Michael Mancini
Elaine Miller
Zachary VanFossen
Todd Brown



New Officers / Employees

Ethan Hickman (Patrolman)
Haliema Leach (Patrolman)
Jessica Lettieri (Patrolman)
Joseph Czyzewski (Patrolman)
Laurence Liggett (Patrolman)
Kathleen Portella (Patrolman)
Andrew Beuschel (Patrolman)
Richard Dalley (Patrolman)
Randy Molina (Patrolman)
Joseph Magnus (Patrolman)
Katherine Corbett (Civilian)
Wendy Gibson (Civilian)
Annette Phillips (Civilian)
Robert Kehoe (SLEO II)
Michael Drumm (SLEO II)
Joseph Hoffman (SLEO II)
Matthew Hoinkis (SLEO II)



Promotions

Daniel Burdette—Sergeant
Carl Scutt—Sergeant
Michael Carlin—Sergeant

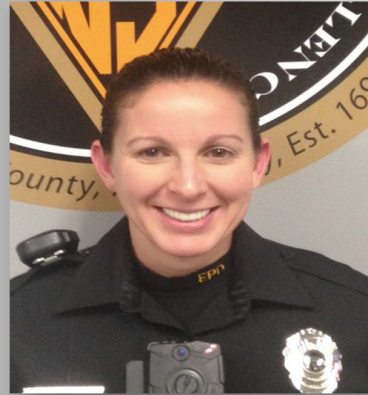


2015 AWARDS AND RECOGNITION PROGRAM

In 2015, the Evesham Police Department began the second year of the Awards and Recognition Program. The purpose of the program is to acknowledge agency employees, both civilian and sworn, and members of the public for performing exceptional acts and achievements. Officers are awarded recognition monthly through the Officer of the Month Award. Officers, civilian employees and members of the public are also recognized and awarded for the year 2015 at the Evesham Township Police Department Awards Banquet which was held on January 2015. In addition, officers from the agency received numerous awards and accommodations from outside agencies and community groups.

2015 Officer of the Month

January—Ptl. Jeremy Borden
February— Ptl. Joshua Kerr
March— Ptl. Marc Morgan
April— Ptl. Thomas Capecci
May— Ptl. Ryan Willard
June— Ptl. Brian Libetti
July— Ptl. Richard Hernandez
August— Ptl. William Borden
September— Ptl. Marc Morgan
October— Det. Ronald Henry
November— Ptl. Andrew Beuschel
December— Ptl. Christine Schmidt



2015 Year Awards

Special Recognition Award—Eric Menifee
Driving While Intoxicated Enforcement Award—Sgt. Jason Siitonen
DDACTS Enforcement Award—Officer TJ Schwartz
Perfect Attendance Award—Sgt. Bernard Davis, Officer Michael Trampe, Det. David Niji, Sgt. Carl Scutt, Officer Joshua Kerr, and Officer Joseph Iucolino
Physical Fitness Award—Officer Michael Hatler and Officer Haliema Leach
Retired Member Recognition Award—Ret. Chief Nick Matteo
Civilian Service Award—Elizabeth Herbert
Exceptional Service Award—Det. Justin Graff and Sgt. Thomas Campbell
Life Saving Award—Officer Damian Tomeo
Civilian Employee of the Year Award—Elaine Miller
Detective of the Year Award—Det. Ronald Henry
Supervisor of the Year Award—Sgt. Richard Dixon
Officer of the Year Award—Officer Michael Hatler
Chief of Police Achievement Award—Lt. Ronald Ritter



2015 Awards from Outside Agencies/Groups

Burlington County 200 Club— Ptl. Anthony Padulese
Marlton Elks—Patrolman Richard Hernandez
St. Issacs Knights of Columbus Shield Award— Capt. Thomas Reinholt
ProCops Unit Excellence Award—Sgt. Erin Gorman, Det. David Niji, Det. Gary Borbidge and Det. Ronald Henry
MADD—Ptl. Robert Hansbury



2015 RECRUITMENT

In March of 2015, The Township Manager authorized the hiring of full time police officers to increase the number of sworn personnel and replace officers who had recently separated from the department. As a result, the department started a recruitment drive. The primary goal of the recruitment drive was to attract the most qualified candidates to apply for the department and to make every effort to employ a workforce that is representative of the overall available workforce in the State of New Jersey. In addition to attracting the most qualified candidates to fill the openings, the mission was also to identify additional candidates who could replace officers who had already announced plans to retire from the agency before the end of the year.

Notification for the recruitment drive was announced to the public through numerous means of traditional and social media. These means included the Courier Post and the police department website and Facebook page, law enforcement recruiting publications and websites, and cultural/gender specific groups such as the NAACP, National Center for Women in Policing, and the Committee for Multi-Cultural Understanding. The agency also attended several recruitment events during the year at colleges, universities and other public gatherings.



COMMAND OFFICERS

Chief of Police

Chief Christopher Chew

Chief Chew is a 19 year law enforcement veteran, who began his career with the Evesham Township Police Department in February of 1997. Chief Chew was assigned to various positions within the Evesham Township Police Department from Patrolman, Detective Sergeant, Lieutenant, Internal Affairs Commander, Accreditation Manager and Captain prior to assuming the position of Chief of Police in August 2013. Chief Chew holds a Bachelors Degree in Criminal Justice, Master's Degree in Administrative Sciences and is a graduate of the FBI National Academy Session #250.



Chief Chew serves as the highest ranking officer of the department and has complete authority over all police personnel, functions and operations. The Chief of Police exercises all lawful powers of his office and issues such orders, directives, policies and procedures as may be necessary to ensure the efficient and effective performance of the department.

The 2015 command staff consisted of two Captains and four Lieutenants with a unique blend of experience and youth. This year, there was an emphasis on implementing a consistent leadership philosophy based upon motivation and accountability. This was accomplished through the following steps:

- Conducting monthly staff meetings with command level personnel.
- Conducting monthly meetings with supervisory personnel from the operations division.
- Conducting quarterly meetings with all supervisory personnel.
- Coordinating monthly Data Driven Approach to Crime and Traffic Safety (DDACTS) meetings between patrol and investigative bureau members.
- Continuing with the on-going training in leadership principles with all supervisory personnel.

Each bureau commander receives on-going training in leadership principles and are assigned to positions where their primary responsibilities are leadership and supervision of police personnel. Each bureau commander has additional staff responsibilities that they carry out to support agency operations.

Operations Division

Captain Walter Miller

Captain Miller is a 19 year law enforcement veteran, who began his career in February 1997. Captain Miller was assigned to various positions within the Evesham Township Police Department from Patrolman, Narcotics Investigator with the Burlington County Prosecutor's Office and the New Jersey State Police, Detective, Detective Sergeant and Lieutenant assigned to the Patrol, Investigative, Administrative and Support Services Bureaus prior to assuming the position of Captain in October 2013

Captain Miller holds a Bachelors Degree in Law/Justice from Rowan University and a Masters Degree in Administrative Science from Farleigh Dickinson University. Captain Miller is an Adjunct Professor at the Burlington County and Camden County Colleges, teaching for their criminal justice programs.



The Operations Division Commander has direct oversight over the Patrol Bureau and Investigative Bureau.

The Patrol Bureau responds to calls dispatched through the 911 system and through intelligence led policing. The Patrol Bureau is comprised of four Platoons of officers that provide around the clock police service to the residents of Evesham Township in a committed and effective manner. The officers assigned to the K9 Unit also comprise the Patrol Bureau

The Investigative Bureau has a squad of Detectives who are responsible for the investigation of all crimes that occur within Evesham Township. Their responsibilities also include the proactive enforcement of the State's Drug Laws. The Detectives are highly trained, skilled and experienced in many advanced aspects of criminal investigation. In addition, the agency criminal intelligence and evidence function is performed by specially trained civilian members of the agency assigned to the Investigative Bureau.



Administrative Division

Captain Thomas Reinholt

Captain Reinholt is a 19 year law enforcement veteran, who began his career in 1997 as a Patrolman with the Runnemede Police Department. In February 2000, Captain Reinholt joined the Evesham Police Department. Captain Reinholt was assigned to various positions within the Evesham Township Police Department from Patrolman, K9 Officer, Corporal, Sergeant and Lieutenant prior to assuming the position of Captain in October 2013. Captain Reinholt holds a Bachelors Degree in Criminal Justice from LaSalle University and a Masters Degree in Education from Seton Hall University.



The Administrative Division Commander has direct oversight of the administrative functions performed by the agency. In addition to having responsibility for the CALEA accreditation process, the budgetary function and maintenance of the agency written directive manual, the Administrative Division Commander also oversees the Professional Standards Bureau, Support Services Bureau and Internal Affairs Unit.

The Professional Standards Bureau oversees the training and school resource functions for the agency and also coordinates the many agency community policing activities and initiatives. The Support Services Bureau oversees the Proactive Patrol Unit along with the municipal court security and agency property and technology functions. The Internal Affairs Unit conducts internal affairs investigations involving employees of the department and also performs the agency line and staff inspections.



Patrol Bureau

Lieutenant Joseph Friel

Lieutenant Friel is a 19 year law enforcement veteran who began his career in 1997 as a Patrolman with the Pitman Police Department. In September 1998, Lieutenant Friel joined the Evesham Police Department and served as a Corporal, Sergeant, Lieutenant and K9 handler. Lt. Friel is a graduate of the NJSACOP Command and Leadership Academy. Lt. Friel attended Gloucester County College and is currently working on his Bachelors' Degree.



The Patrol Bureau is responsible for the daily patrol activities of the agency. The Patrol Bureau answers calls for service, conducts proactive investigations and motor vehicle enforcement, and is involved in different community policing initiatives within the community.

The officers assigned to the Patrol Bureau are involved in specialized details as well, including K9, ATV Patrol and Bicycle Patrol.



PATROL BUREAU

The Patrol Bureau is staffed by Lieutenant Joseph Friel, who is the commanding officer, 8 Sergeants, 1 Corporal and 40 patrol officers. In 2015, the Patrol Bureau, with assistance from the Proactive Patrol Unit, conducted:

- 24,887 motor vehicle stops
- 1,868 motor vehicle crash investigations
- 18,973 business checks
- 704,549 miles while on patrol.

Statistics show that this department, particularly the Patrol Bureau, is one of the busiest in Burlington County.



The officers in patrol are deployed in two platoons with each platoon made up of two squads. Each work unit is equally staffed when at full strength. The officers work a 12-hour work day commonly known as the "Pitman Schedule". A typical two-week rotation would progress as follows:

- Monday-work
- Tuesday-work
- Wednesday-off
- Thursday-off
- Friday-work
- Saturday-work
- Sunday-work
- Monday-off
- Tuesday-off
- Wednesday-work
- Thursday-work
- Friday-off
- Saturday-off
- Sunday-off



Each squad begins their tour of duty either at 6:00 AM or 6:00 PM. Officers rotate between day shift and night shift once every 28 days.



Investigative Bureau

Lieutenant Brian Rosenberg

Lieutenant Rosenberg is a 16 year law enforcement veteran who began his career with the Evesham Police Department in February 2000. During his career, Lt. Rosenberg has served as a Patrolman, Detective, Corporal and Sergeant. Lt. Rosenberg was also assigned to the Burlington County Narcotics Task Force. Lt. Rosenberg has a Bachelors' Degree in Business Administration from Rowan University



The Investigative Bureau is the main investigative branch for the agency. Detectives assigned to the bureau conduct follow-up investigations for criminal cases and respond to crime scenes when requested. Each case is reviewed for solvability factor and assigned for investigation based on type of crime. There are currently (5) sworn detectives assigned in the unit, and all have various areas of expertise, to include burglary, sexual crimes, narcotics, white collar crime, etc. Officers are also placed on a six month rotating Specialized assignment detail with the Burlington County Prosecutor's Office Guns, Gangs and Narcotics Task Force.

A civilian Crime Analyst was added to the Investigative Bureau in 2014 to serve the Intelligence function by providing analytical products for the department in areas of crime mapping, crime trends, traffic, terrorism, gangs, etc.



In 2015, there was a total of 5,144 total Criminal Offenses reported to the Evesham Police Department. Evesham Detectives were assigned approximately 425 cases for follow-up investigation.

The members of the Investigative Bureau work hand in hand with Patrol Officers, assuring a smooth flow of information and an unparalleled sense of teamwork.

Support Services Bureau

Lieutenant Bruce Higbee

Lieutenant Higbee is a 19 year law enforcement veteran who began his career in 1996 with the Pitman Police Department. In July 1997, Lt. Higbee joined the Evesham Police Department. During his career, Lt. Higbee has served as a Patrolman, Detective, Corporal and Sergeant. Lt. Higbee has additionally worked as a Narcotics Investigator, Traffic Officer and a Special Response Team member. Lt. Higbee has a Bachelors' Degree in Psychology from Rowan University.



The Support Services Bureau of the Evesham Police Department is responsible for the support functions of the Proactive Patrol Unit, Court Liaison, Fleet Management and Technology/Equipment. The Proactive Patrol Unit is comprised of six officers that work a specifically designed shift rotation in conjunction with the Patrol Bureau and focus primarily on traffic law enforcement and education along with motor vehicle crash investigation and addressing increased calls for service at peak times of day/night.

The Police Records office is staffed by civilian employees of the agency that handle the records and reporting functions and provide various administrative services to members of the public. In late 2015, Police Records became a separate unit under the supervision of Civilian Office Manager Wendy Gibson.



2015 Police Records Activities

- OPRA Requests—548
- Discovery Requests—866
- Firearms Applications - 368
- Window Walk-Ins— 9,565
- Phone Calls Received - 12,136

Professional Standards Bureau

Lieutenant Ronald Ritter

Lieutenant Ritter is a 20 year law enforcement veteran, who was hired by the Evesham Police Department in July 1997. Lt. Ritter was previously employed by the Medford Township Police Department starting in January 1996. Lt. Ritter was promoted to the rank of Corporal in 2001, Sergeant in 2004, and Lieutenant in 2014. During his tenure, he was assigned to the Patrol Bureau and Support Services Bureau. Lt. Ritter holds a Bachelor of Arts Degree from Rowan University and is a graduate of the NJSACOP Command and Leadership Academy.



The Professional Standards Bureau maintains direct oversight of the training, community policing and school resource officer functions for the Evesham Police Department. This includes in-service training and the field training officer program.

The bureau is also responsible for overseeing the community policing function of the agency. This includes the Police Explorer Program, Junior Police Academy, Citizen Police Academy, Coffee-With-A-Cop and the numerous other agency outreach programs.

In 2015, there were a total of 145 community policing events held in Evesham Township which consumed 1,741.5 hours. The breakdown of community policing events is as follows:

- 37 Community Policing events**
- 17 Marlton Business Association events**
- 17 Police Explorer events**
- 15 Crime Prevention seminars**
- 9 Citizen Police Academy trainings**
- 8 Canine Demonstrations**
- 7 Drug Awareness events**
- 7 Neighborhood Watch events**
- 7 Departmental Tours**
- 6 Junior Police Academy trainings**
- 3 Pizza with the Police**
- 2 Coffee with a Cop**
- 1 Cool off with a Cop**
- 2 Recruitment Events**



2015 Budget Summary

Budget Challenges & Use of Resources– Because of federal, state, and local budget issues, the Police Department has faced substantial reductions over the past several years. In 2015, the Police Department had 73 full time sworn officers compared to 76 officers in 2010.

Cost Savings Measures in 2015- In addition to the many cost-saving measures implemented from 2013-2014 that continue today, additional measures implemented in 2015 include:

GRANTS

| | |
|---------------------------------------|---------------------|
| • Safe & Secure Community Grant | \$60,000.00 |
| • NJ DOT Highway Safety Grant | \$32,676.18 |
| • Bulletproof Vest Partnership (Fed) | \$14,415.00 |
| • Body Armor Replacement Fund (State) | \$6,646.17 |
| • Click it or Ticket | \$4,000.00 |
| • Drunk Driving Enforcement Fund | \$18,385.76 |
| • Distracted Driving | \$5,000.00 |
| • Drive Sober or Get Pulled Over | <u>\$10,000.00</u> |
| TOTAL | \$151,123.11 |

ASSET FORFEITURE (Federal and State)

| | |
|-------------------------------|--------------------|
| • 2015 Beginning Balance | \$29,743.03 |
| • 2015 Receipts from seizures | \$23,346.59 |
| • 2015 Disbursements | <u>\$30,720.46</u> |
| • Ending Balance | \$22,419.16 |

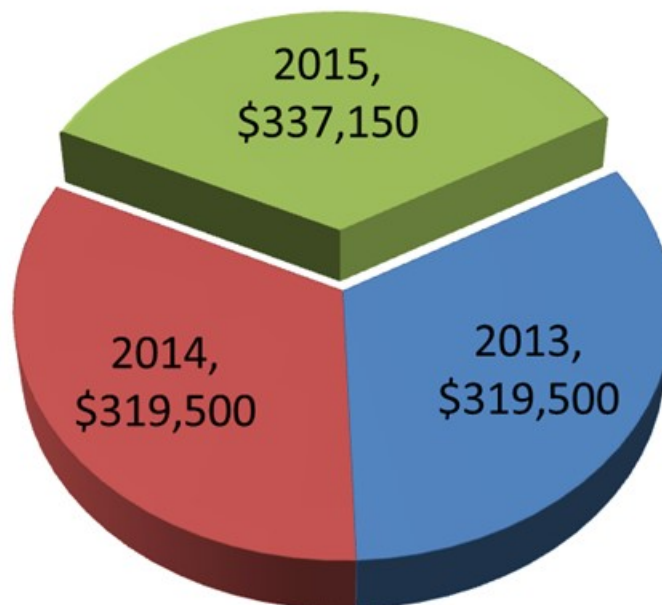
The following items were purchased by the department in 2015 with confiscated funds at no cost to the taxpayers:

- Patrol Handguns
- Body Worn Cameras
- Computer Equipment / Accessories / Software
- Community Policing Materials
- Vehicle Graphics
- Training Registrations

BUDGET OVERVIEW 2013-2015

| Police Annual Budget | 2013 | 2014 | 2015 |
|--|-------------|-------------|--------------|
| Operating Costs | \$319,500 | 319,500 | \$337,150.00 |
| Personnel Costs (Salary & Overtime) | \$7,350,230 | \$7,610,044 | \$7,751,840 |

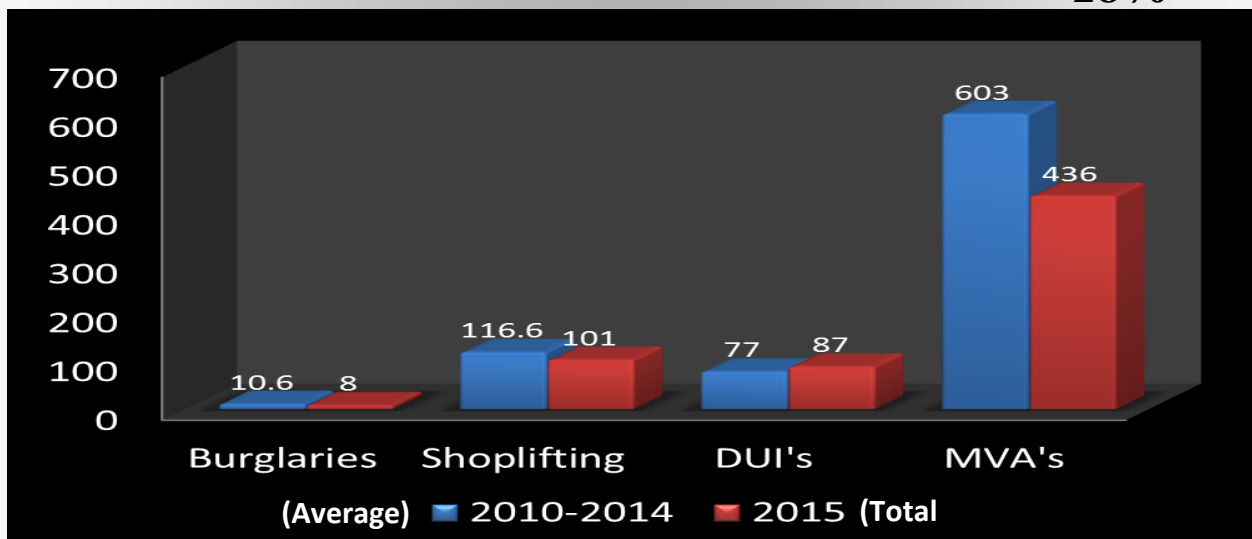
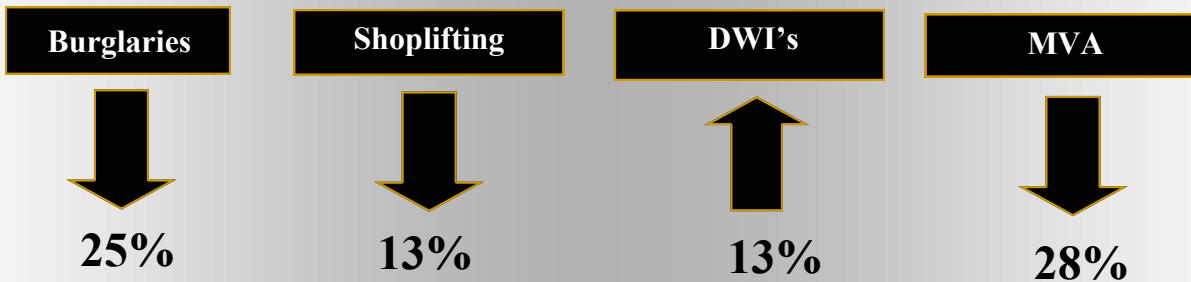
ANNUAL POLICE OPERATING COSTS



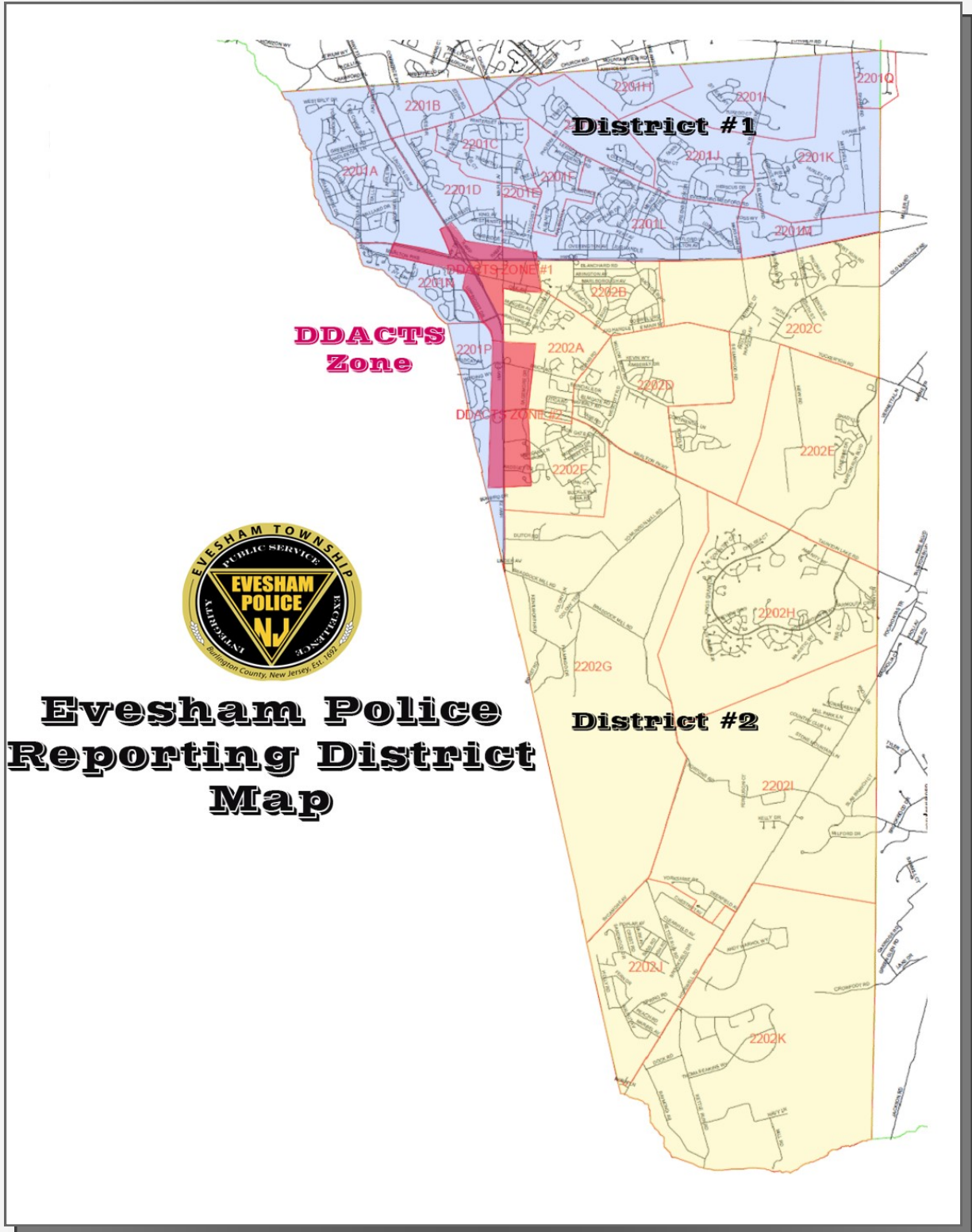
DDACTS

Chief Christopher Chew and the Evesham Township Police Department are pleased to report on the continued integration of DDACTS (Data Driven Approach to Crime and Traffic Safety), a crime and traffic analysis program developed by the National Highway Traffic and Safety Administration. DDACTS integrates location-based crime and traffic crash data to determine the most effective methods for deploying law enforcement and other resources with the goal of reducing crime, crashes, and traffic violations throughout the Township. A 2.2 mile stretch along State Highways Route 73 & 70 was selected in 2012 for the implementation of DDACTS. This area was chosen because members responded to a staggering number of motor vehicle crashes, burglaries and shoplifting investigations over a five year period. DDACTS is designed to be a long-term operational approach to proactive policing. A review of results and activities in the DDACTS Zone is performed on a monthly basis during department staff meetings. The department will begin the fifth phase of the DDACTS program in March 2016. Since DDACTS was introduced, Burglaries and MVAs have experienced a dramatic decrease. Shoplifting has also experienced a decrease, primarily due strong prosecution and zero-tolerance policies being implemented by many of the commercial businesses. DWI enforcement has experienced a consider increase, as traffic enforcement and education remains a primary function of the agency.

RESULTS OF DDACTS (2010-2014 vs. 2015)



DDACTS Zone

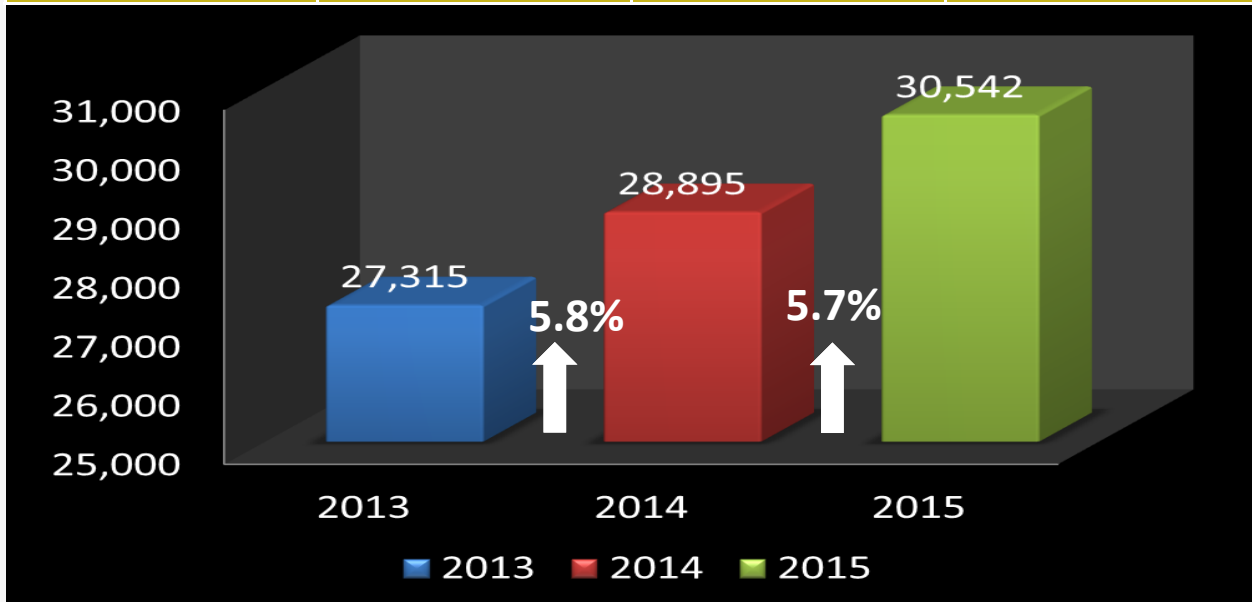


Evesham Police Reporting District Map

CALLS FOR SERVICE & ARRESTS

CALLS FOR SERVICE

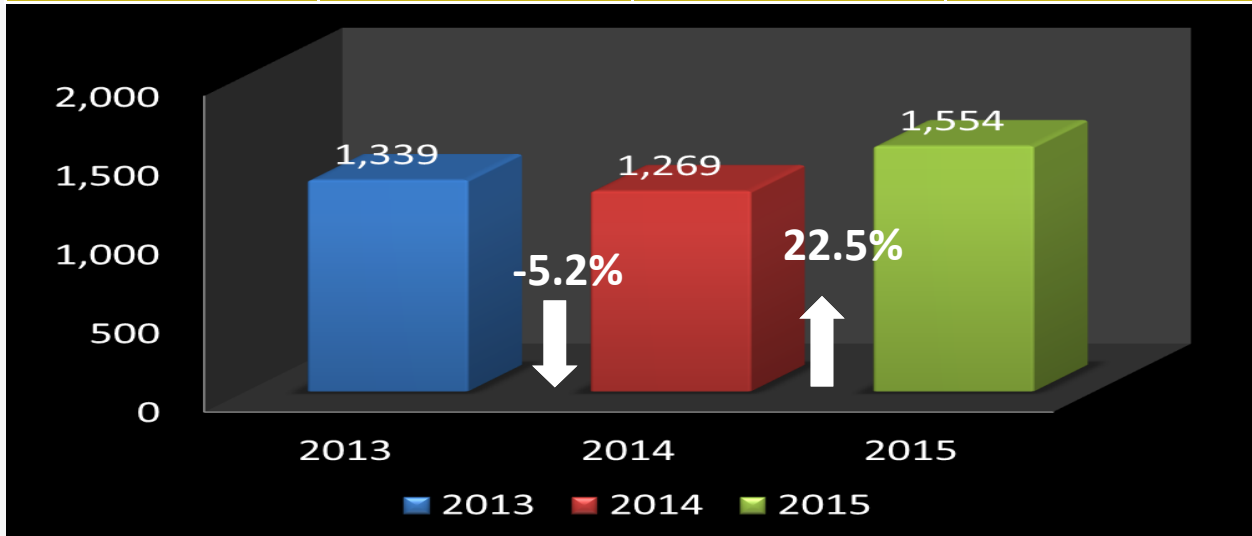
| 2013 | 2014 | 2015 | Total % Change (from 2014-2015) |
|--------|--------|--------|------------------------------------|
| 27,315 | 28,895 | 30,542 | ↑ 5.7% |



A call for service generates some type of police response. The police response is either a dispatched call for service or an event self-initiated by an officer.

ARRESTS

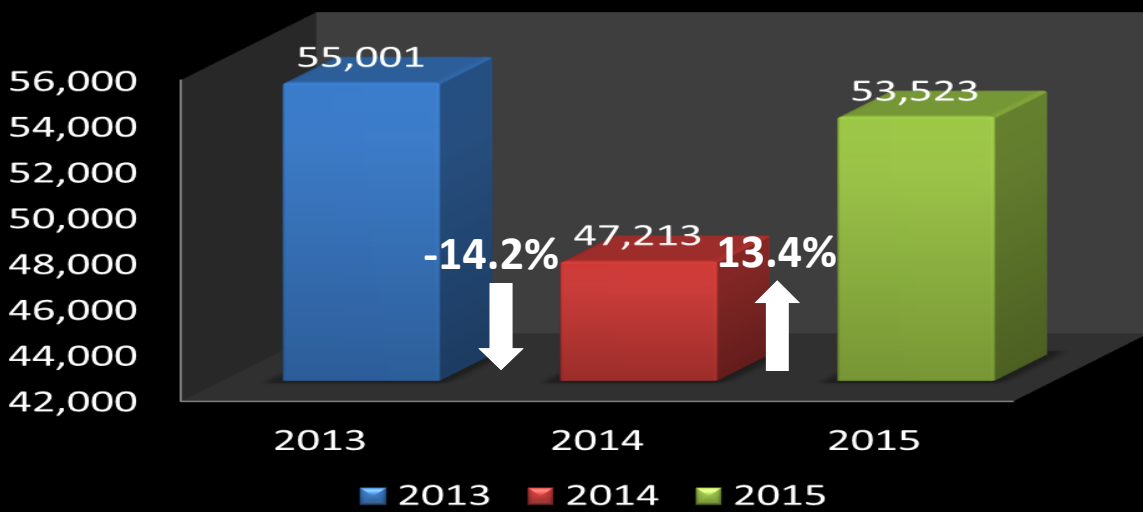
| 2013 | 2014 | 2015 | Total % Change (from 2014-2015) |
|-------|-------|-------|------------------------------------|
| 1,339 | 1,269 | 1,554 | ↑ 22.5% |



Proactive and directed efforts through our DDACTS and Intelligence Led Policing models serve as deterrents for individuals to commit crime in Evesham Township.

CONSUMED TIME (HOURS)

| 2013 | 2014 | 2015 | Total % Change (from 2014-2015) |
|--------|--------|--------|------------------------------------|
| 55,001 | 47,213 | 53,523 | ↑ 13.4% |



One of the most accurate measures of an agency's workload is consumed time. Consumed time, quite simply, is the total number of hours spent by agency members in the performance of their duties including administrative tasks such as report writing. The above figures represent the consumed time for the Patrol Bureau for 2013-2015. It does not include time spent by Administrative, Support, or Investigative personnel. **In 2014, we discovered that the consumed time reported for 2013 was over inflated as a result of an issue with the data capturing software. The issue was corrected and we believe the time in 2013 would have been more in accordance with 2014 based on a review of the companion data.**

UNIFORM CRIME REPORTS

The Uniform Crime Reporting is a nationwide, cooperative statistical effort of more than 17,000 city, county and state law enforcement agencies reporting data on crimes brought to their attention. It was established in 1930 to gauge the state of crime in the nation. There are main offense classifications know as Part I Crimes, used as part of the Uniform Crime Reporting Program.

Below is a list highlighting the crime classifications and the respective number of offenses for Evesham Township for 2013-2015:

UCR REPORTING

| Crime Type | 2013 | 2014 | 2015 |
|---------------------|------|------|------|
| Homicide | 0 | 0 | 0 |
| Rape | 8 | 7 | 1 |
| Robbery | 4 | 11 | 5 |
| Aggravated Assault | 44 | 16 | 24 |
| Burglary | 71 | 81 | 109 |
| Larceny | 444 | 433 | 422 |
| Motor Vehicle Theft | 16 | 11 | 14 |
| Arson | 1 | 0 | 0 |

INDICTABLE CRIMES AND DISORDERLY PERSONS OFFENSES

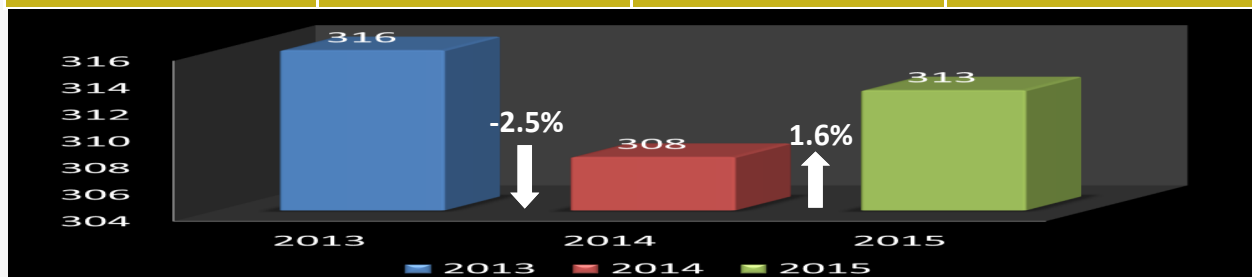
| Crime Type | 2013 | 2014 | 2015 | Total % Change (from 2014-2015) |
|------------------|--------------|--------------|--------------|------------------------------------|
| 1st Degree | 6 | 12 | 6 | ↓ 50% |
| 2nd Degree | 28 | 31 | 28 | ↓ 9.7% |
| 3rd Degree | 148 | 125 | 179 | ↑ 43.2% |
| 4th Degree | 721 | 649 | 776 | ↑ 19.6% |
| Disorderly | 848 | 802 | 861 | ↑ 7.4% |
| Petty Disorderly | 2,941 | 2,847 | 3,294 | ↑ 15.7% |
| Totals | 4,692 | 4,466 | 5,144 | ↑ 15.2% |

The following list shows the classification of the other types of calls for service, both criminal and non-criminal in nature, handled by the members of the Police Department in 2013, 2014, and 2015.

| Offense | 2013 | 2014 | 2015 | Total % Change (from 2014-2015) |
|------------------------------------|-------|-------|-------|------------------------------------|
| Sex Offenses, other than rape | 18 | 16 | 17 | ↑ 6.3% |
| Simple Assaults | 97 | 116 | 140 | ↑ 20.7% |
| EMS Calls | 3,254 | 3,188 | 3,442 | ↑ 8% |
| Fire Calls | 771 | 823 | 995 | ↑ 20.9% |
| Death Investigations | 37 | 50 | 62 | ↑ 24% |
| Disorderly Conduct | 122 | 122 | 116 | ↓ 4.9% |
| Fraud/Forgery/ID Thefts/Bad Checks | 288 | 345 | 402 | ↑ 16.5% |
| Criminal Mischief | 166 | 164 | 132 | ↓ 19.5% |
| Missing Persons | 90 | 77 | 85 | ↑ 10.4% |
| Bias Incidents | 4 | 11 | 6 | ↓ 45.5% |

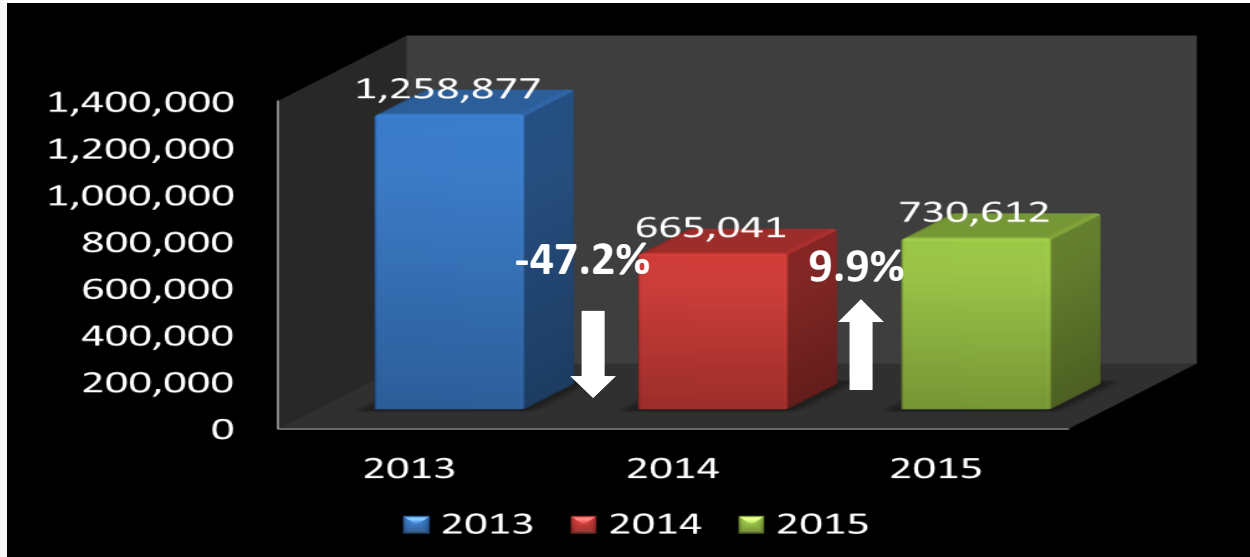
DOMESTIC VIOLENCE INVESTIGATIONS

| 2013 | 2014 | 2015 | Total % Change (from 2014 to 2015) |
|---------------------------|---------------------------|---------------------------|---------------------------------------|
| 316 (44 w/weapons) | 308 (54 w/weapons) | 313 (56 w/weapons) | ↑ 1.6% |



PROPERTY STOLEN

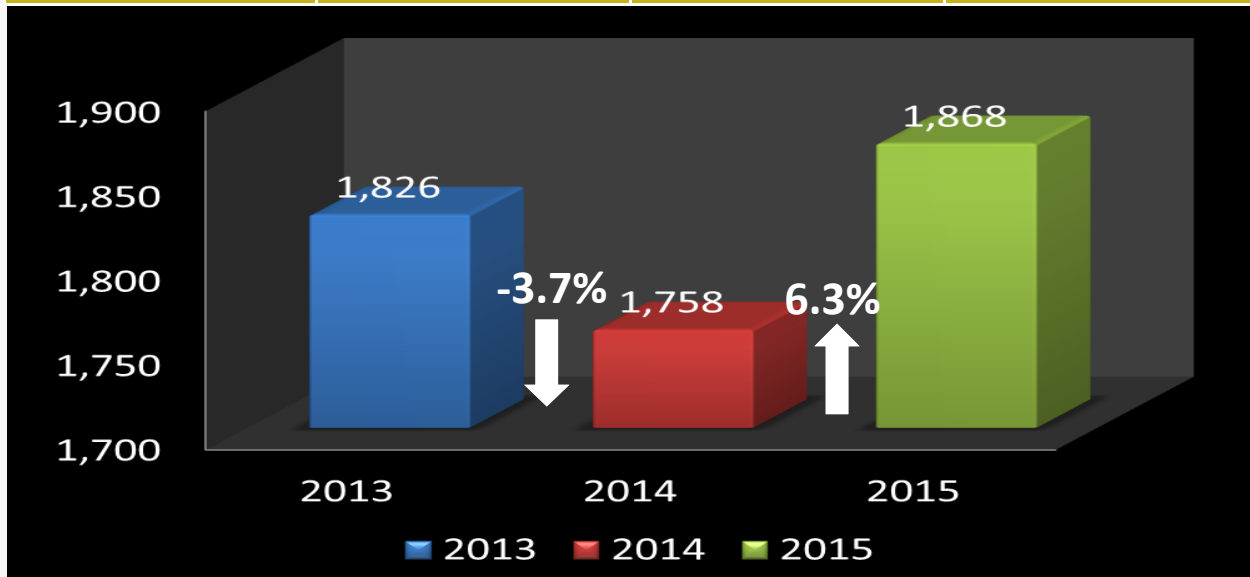
| 2013 | 2014 | 2015 | Total % Change (from 2014-2015) |
|-------------|-----------|-----------|------------------------------------|
| \$1,258,877 | \$665,041 | \$730,612 | ↑ 9.9% |



TRAFFIC

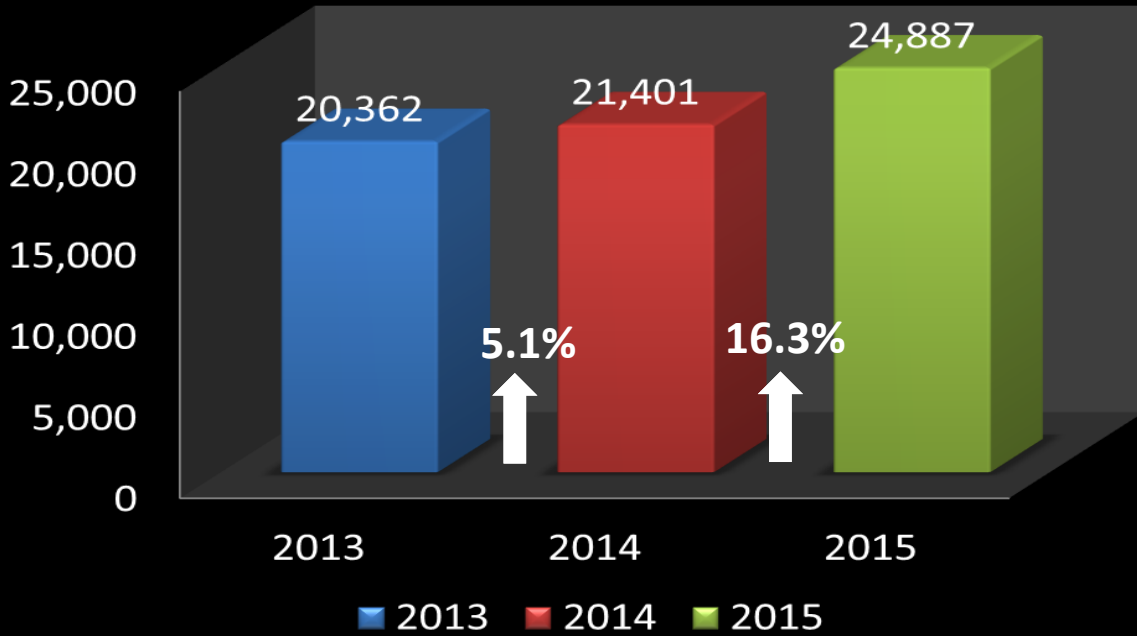
MOTOR VEHICLE CRASHES

| 2013 | 2014 | 2015 | Total % Change (from 2014-2015) |
|-------|-------|-------|------------------------------------|
| 1,826 | 1,758 | 1,868 | ↑ 6.3% |



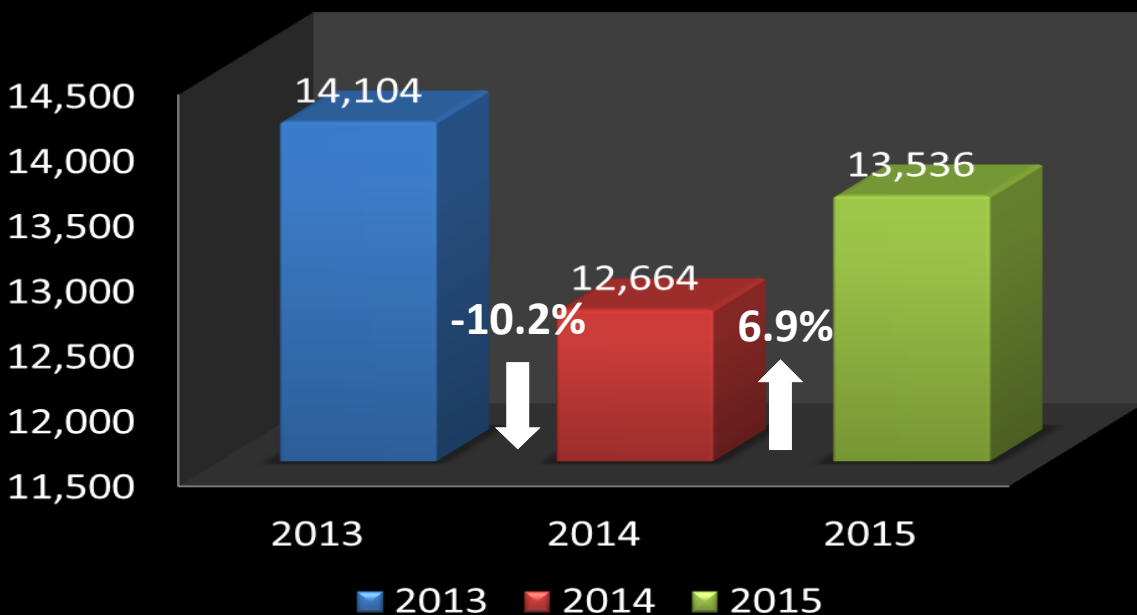
MOTOR VEHICLE STOPS

| 2013 | 2014 | 2015 | Total % Change (from 2014-2015) |
|--------|--------|--------|------------------------------------|
| 20,362 | 21,401 | 24,887 | ↑ 16.3% |



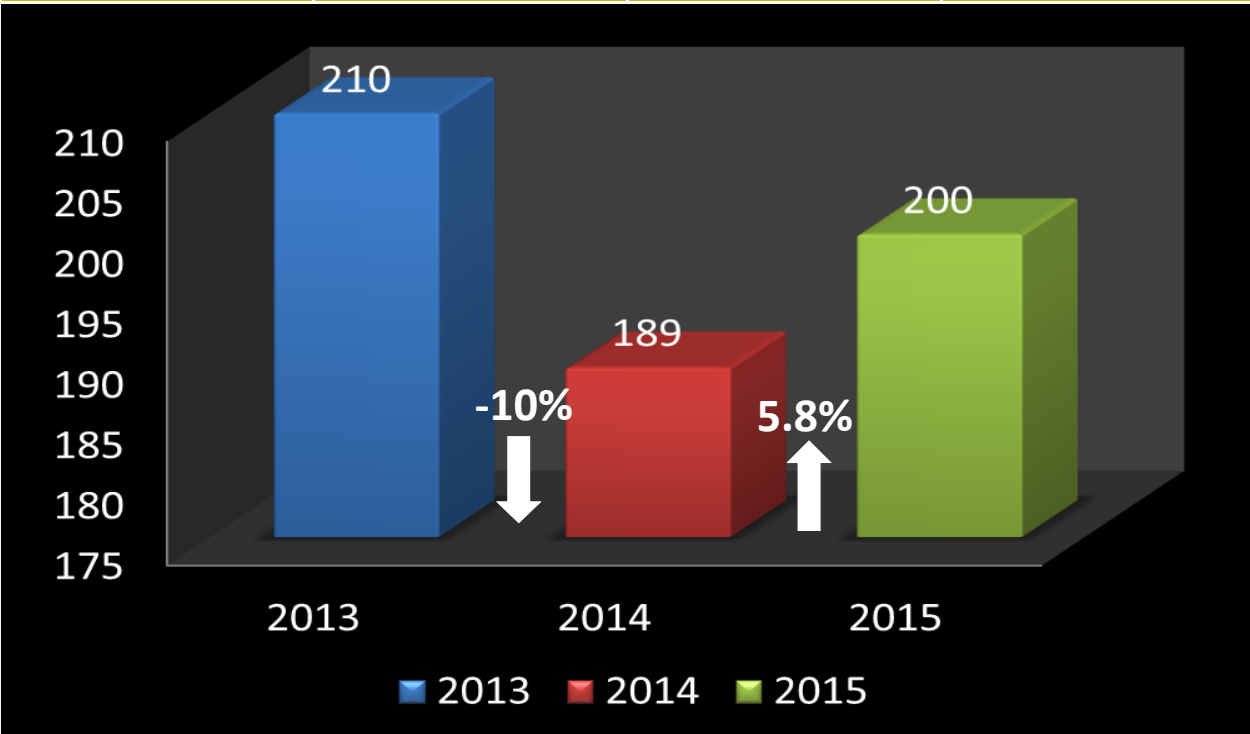
MOTOR VEHICLE SUMMONS

| 2013 | 2014 | 2015 | Total % Change (from 2014-2015) |
|--------|--------|--------|------------------------------------|
| 14,104 | 12,664 | 13,536 | ↑ 6.9% |



DRIVING WHILE INTOXICATED

| 2013 | 2014 | 2015 | Total % Change |
|------|------|------|----------------|
| 210 | 189 | 200 | ↑ 5.8% |

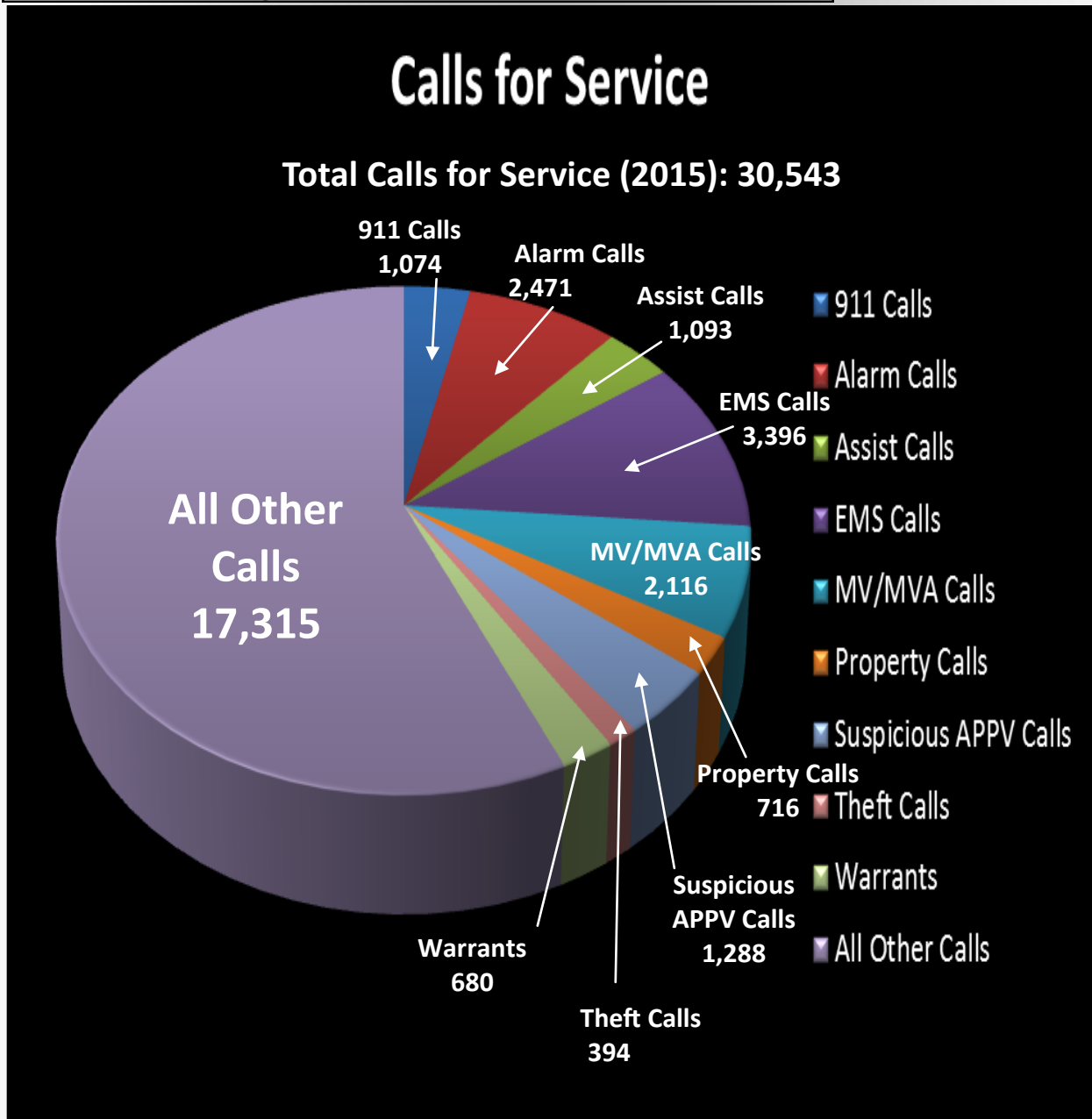


Motorists who may drive while intoxicated in Evesham Township are strongly deterred against such activity as a result of the agency proactive programs and initiatives designed to educate the public and enforce the applicable laws and statutes.



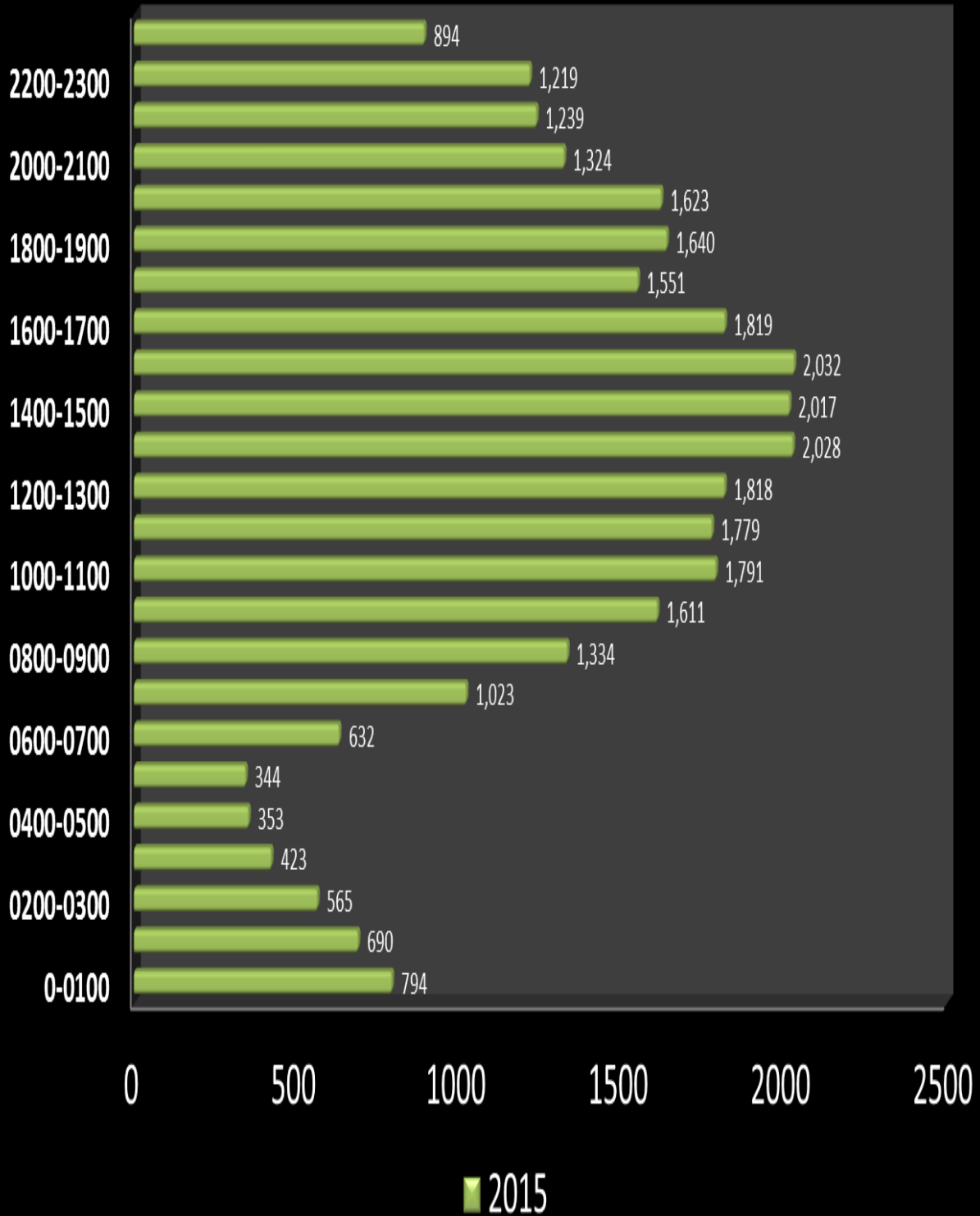
There have been 0 traffic fatalities as a result of Driving While Intoxicated since 2010.

2015 Calls for Service



Calls for Service are broken down into categories which represent the highest numbers that the Police Department receives. The categories consist of 911, Alarm, Assist, EMS, Motor Vehicle/Motor Vehicle Accidents, Property, Suspicious (Activity, Person, Package, Vehicle), Theft, and Warrant calls. The remaining categories were grouped into All Other Calls.

SUMMARY OF 2015 CALLS FOR SERVICE BY TIME OF DAY



CITATIONS ISSUED BY MONTH

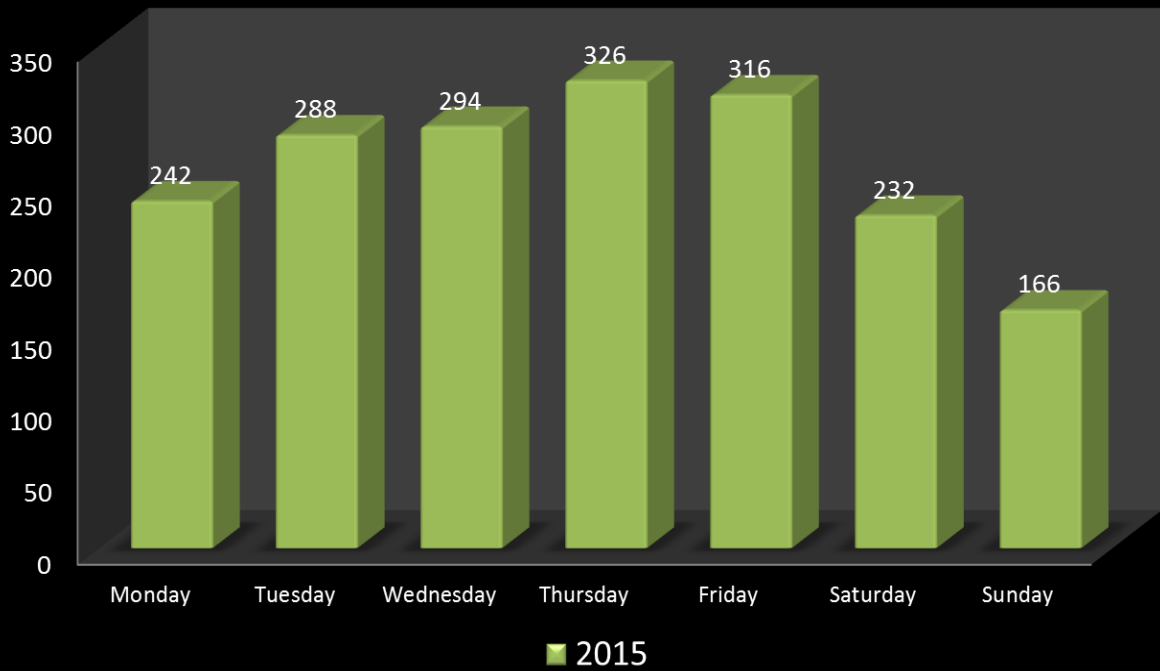
TRAFFIC—Officers of the Evesham Township Police Department issued a total of 13,536 traffic citations in 2015. A breakdown of these citations is shown below for the last three years by month.

| Month | 2013 | 2014 | 2015 |
|--------------|---------------|---------------|---------------|
| January | 1,471 | 908 | 1,069 |
| February | 1,060 | 945 | 926 |
| March | 1,334 | 1,237 | 1,242 |
| April | 1,386 | 1,222 | 1,384 |
| May | 1,310 | 1,278 | 1,117 |
| June | 1,077 | 1,228 | 901 |
| July | 1,083 | 986 | 1,425 |
| August | 1,031 | 883 | 971 |
| September | 1,228 | 878 | 1,150 |
| October | 1,293 | 941 | 1,306 |
| November | 1,057 | 1,167 | 1,158 |
| December | 774 | 991 | 887 |
| Total | 14,104 | 12,664 | 13,536 |

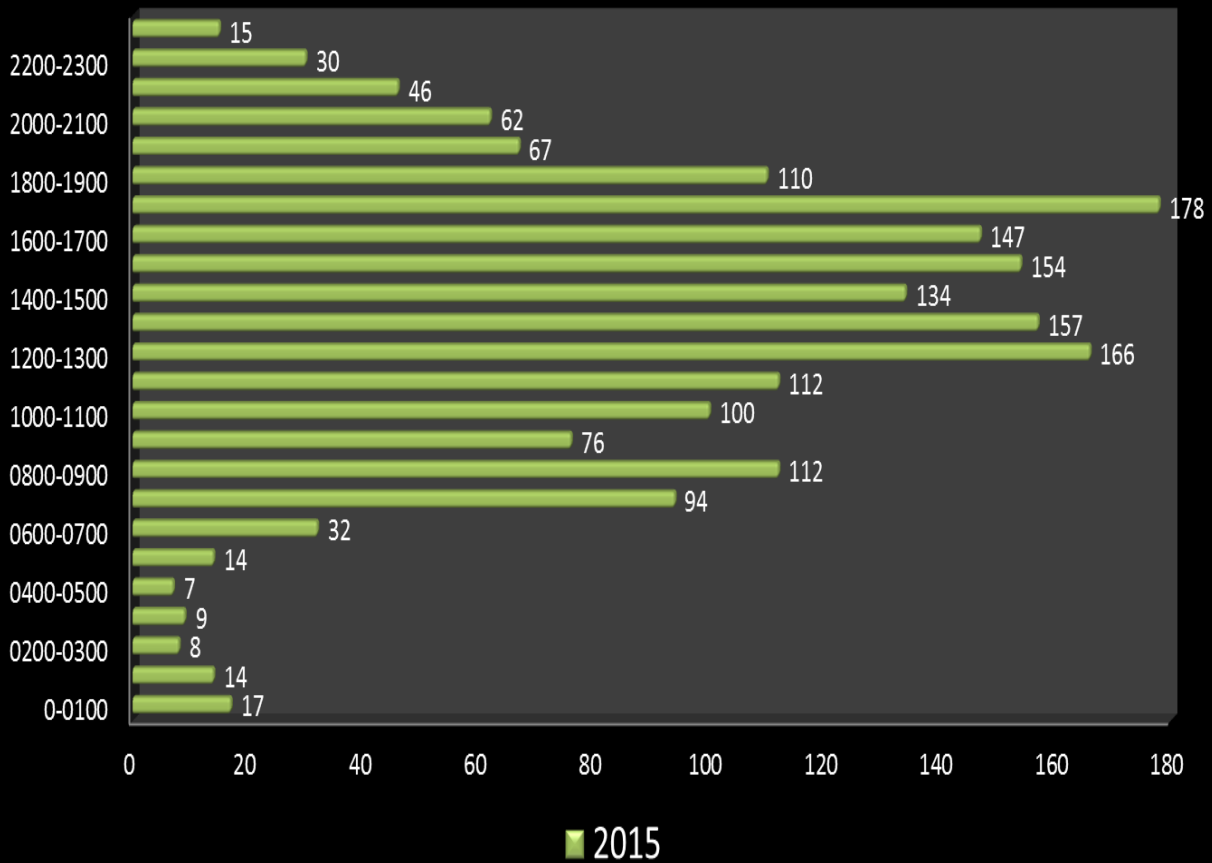
CRIMINAL—Officers of the Evesham Township Police Department issued a total of 1,912 criminal Citations in 2015 as a result of investigations or private citizen complaints. A breakdown of these citations is shown below for the last three years by month.

| Month | 2013 | 2014 | 2015 |
|--------------|--------------|--------------|--------------|
| January | 249 | 161 | 174 |
| February | 144 | 96 | 133 |
| March | 168 | 153 | 216 |
| April | 160 | 141 | 135 |
| May | 209 | 116 | 145 |
| June | 171 | 148 | 132 |
| July | 220 | 116 | 152 |
| August | 203 | 129 | 210 |
| September | 141 | 155 | 130 |
| October | 154 | 127 | 180 |
| November | 158 | 195 | 157 |
| December | 124 | 156 | 148 |
| Total | 2,101 | 1,693 | 1,912 |

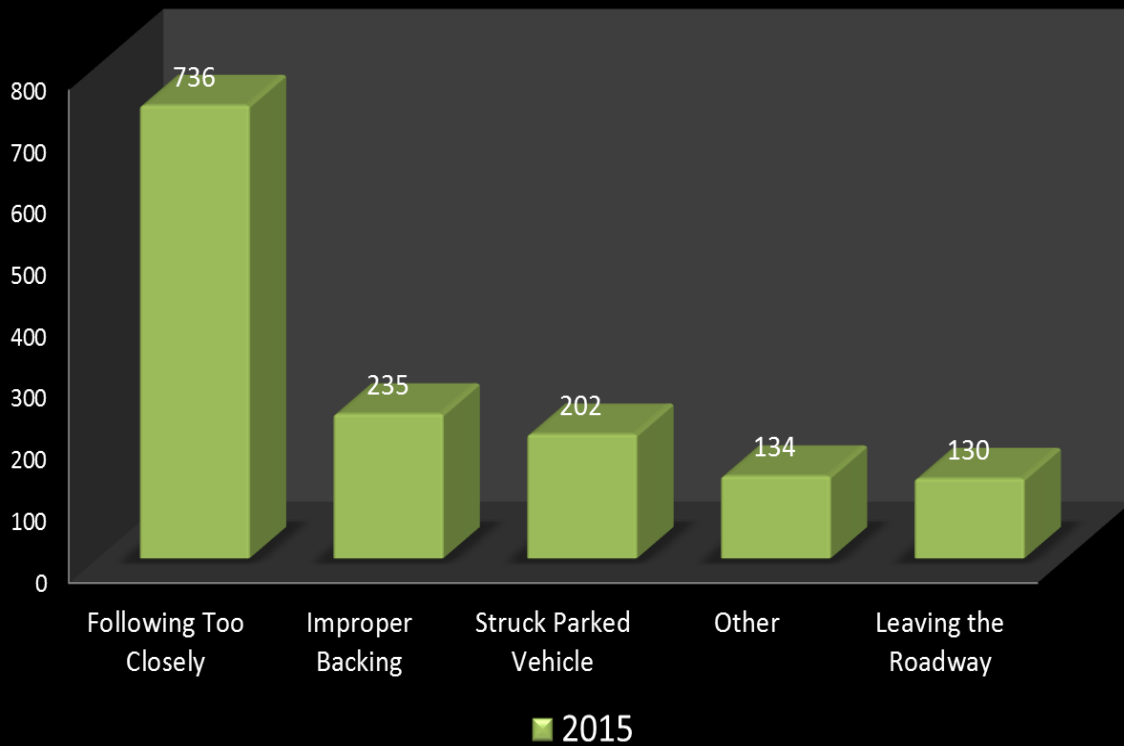
2015 Collisions by Day of Week



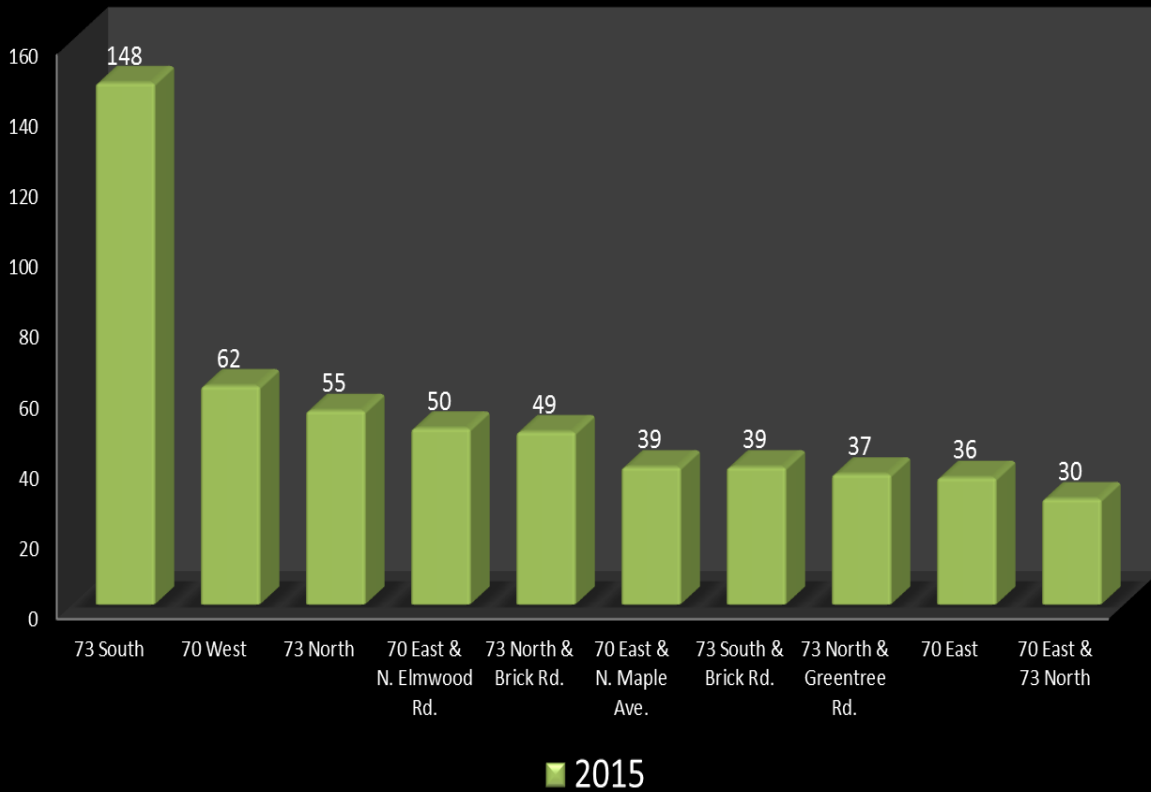
2015 Motor Vehicle Collision by Time of Day



2015 Collisions by Top Violations



2015 Collisions by Top Locations



2015 Training and Education

The men and women of the Evesham Township Police Department attended a wide variety of in service training courses in 2015 including, but not limited to:

| | |
|------------------------------|--------------------------------|
| Use of Force | Hazmat |
| DNA Collection | Radar Instructor and Operator |
| Firearms Qualifications | Blood borne Pathogens |
| Legal Updates | Vehicle Pursuits |
| CPR Recertification | Ethics Training |
| Mental Illness | HGN-DWI Training |
| CED (Taser) Training | Bias Based Policing |
| Alcotest Recertification | All Hazard Training |
| OC Spray Training | Baton Training |
| Domestic Violence | Cell Block Management |
| Active Shooter Response | Police Supervision School |
| Autism | Harassment in the Workplace |
| Accreditation | Methods of Instruction |
| Command Officer Training | Crash Investigations I & II |
| Crime Scene | Interview and Interrogation |
| Method of Instruction | Unarmed Defense Training |
| Assault Rifle Qualifications | Defensive Driving |
| K-9 Training | Background Investigation |
| Criminal Investigations | Roll Call Training |
| Drug Recognition | LEAD Instructor |
| CJIS | Internal Affairs Investigation |
| OPRA | POLEX |
| Bicycle Officer | Drill and Ceremony |
| Field Training Officer | Gang Identification |
| Physical Fitness Instructor | Street Survival |
| Traffic Engineering | School Resource Officer |

See below for total number of training hours conducted in 2015:

| | |
|--|-------------|
| • Total number of training hours: | 7,442 hours |
| • Total number of internal training hours: | 2,178 hours |
| • Total number of external training hours: | 5,264 hours |
| • Average of training hours per officer: | 101.9 hours |

2015 Internal Affairs Summary Report

During 2015, 40 internal affairs complaints were lodged by citizens against members of our department, 2 of which were made anonymously. In 2014, there were 34 citizen complaints. The dispositions of 2015 citizen complaints are as follows:

- **14 Exonerated**
- **5 Sustained**
- **5 Not Sustained**
- **2 Unfounded**
- **10 Administratively Closed**
- **4 Open Investigations (Including 2 Civil Torts)**

In addition, during 2015, 90 investigations were conducted which stemmed from internal complaints filed within the organization. In 2014, there were 81 internal agency complaints generated. These internal complaints usually originate from a front line supervisor detecting deficiencies in an officer's performance or a policy violation or an investigation of a motor vehicle crash involving an officer while on duty operating a department vehicle.

In total, 130 investigations were conducted by the Internal Affairs Unit in 2015. The dispositions of those investigations are as follows:

- **59 Sustained with Internal Disciplinary Action**
- **25 Exonerated**
- **8 Not Sustained**
- **19 Administratively Closed**
- **2 Open Tort Cases**
- **6 Unfounded**
- **16 Open Cases**

(Note there were 18 active IA pending as of January 1, 2015 including 3 civil torts)

The Evesham Township Police Department works closely with the Burlington County Prosecutors Office and many of the Internal Affairs Investigations are worked jointly between both departments. This is to ensure that the highest quality of investigation is conducted.

In accordance with reporting requirements outlined in the New Jersey Attorney General Guidelines governing Internal Affairs Policy and Procedures, there was 1 complaint where a fine or suspension of ten days or more were assessed to 2 members of the agency in the year 2015.

2015 Use of Force Analysis Report

In 2015, members of the Evesham Township Police Department used force during 70 police-related activities. In comparison to 2014, there were 52 use of force incidents and in 2013 there were 41 use of force incidents.

The chart below numerically lists the different types of force utilized, the amount of times each was applied, the number of reports completed (each officer involved in the force completes a report), complaints generated from the officer's use of force, and the generated arrests which were made in 2015 compared to 2014 and 2013. It should be noted that in some instances, multiple types of force were used during the particular incident. The type of force listed is the highest level of force that was applied during a particular incident based on the level of resistance provided. For example, the level of force used by the officer to stop the resistance may have started as a weaponless but was elevated to OC Spray based on the enhanced level of resistance displayed by the suspect. For reporting, that incident would be classified as a OC Spray type of force.

2013-2015 Use of Force Reports

| Type of Force | 2013 | 2014 | 2015 |
|--------------------------------|-----------|-----------|-----------|
| Firearms Used | 0 | 0 | 0 |
| Firearms Pointed | 15 | 10 | 13 |
| CED Used | 0 | 0 | 0 |
| CED Pointed | 1 | 2 | 3 |
| OC Spray | 0 | 2 | 0 |
| Baton | 0 | 1 | 1 |
| K-9 | 1 | 1 | 0 |
| Weapon Less | 24 | 36 | 53 |
| TOTAL INCIDENTS | 41 | 52 | 70 |
| Use of Force Reports completed | 70 | 96 | 162 |
| Complaints | 1 | 2 | 1 |
| Arrests | 35 | 36 | 42 |

2015 Motor Vehicle Pursuit Analysis

In 2015, members of the Evesham Township Police Department were involved in a total of 17 motor vehicle pursuits. In 2014 there were 13 Pursuits, and in 2013 there were 10 pursuits. The chart below numerically lists the collisions, injuries, deaths and arrests that occurred as a result of motor vehicle pursuits during the years 2013-2015. The information contained in this chart was recovered from the Police Pursuit Incident Reports and the Police Pursuit Summaries for the years 2013-2015.

The Police Pursuit Incident Reports are completed by each officer who engages in a pursuit with a motor vehicle. An Administrative Review is then performed on each pursuit by the Internal Affairs Bureau Commander. The review consists of a detailed examination of the Police Pursuit Incident Report, Digital Audio/Video System and Body Worn Camera download of the event, and case report(s) to ensure New Jersey Attorney General Guidelines and Evesham Police Department Policy and Procedures were properly followed during the course of the pursuit.

The Police Pursuit Summary is completed as part of the annual administrative pursuit analysis and review. These reports are completed at the end of each year so that the data gathered throughout each particular year can be analyzed and submitted to the Burlington County Prosecutor's Office.

2013-2015 Pursuit Reports

| Annual Pursuit Summary Results | 2013 | 2014 | 2015 |
|---|-------------|-------------|-------------|
| Number of pursuits initiated | 10 | 13 | 17 |
| Number of pursuits resulting in collision | 1 | 0 | 0 |
| Number of pursuits resulting in injury (not death) | 0 | 0 | 0 |
| Number of pursuits resulting in death | 0 | 0 | 0 |
| Number of pursuits resulting in arrest | 6 | 7 | 11 |

2016 GOALS and OBJECTIVES

Goal #1: *Provide Agency Personnel Advance Mental Illness Training.*

Objectives:

1. Increase the agency mandated training requirement for mental illness training from once every three years to annually.
2. Increase the amount of personnel sent to receive external certification in Crisis Intervention Training.
3. Develop an internal training program that focuses on communication tactics designed to de-escalate contacts with those experiencing a mental illness, both adult and juvenile.

Goal #2: *Complete a Review of the Agency 5 Year Strategic Plan*

Objectives:

1. Perform a thorough and detailed review of the strategic plan that was drafted in 2011.
2. Determine the objectives listed in the plan that have been met and/or satisfied.
3. Draft an updated version of the plant that reflects the findings along with any changes to the agency structure and functions.

Goal #3: *Develop a Mater Patrolman Position*

Objectives:

1. Develop a committee to establish a system to achieve Master Patrolman.
2. Develop a comprehensive written directive outlining prior and ongoing requirements.
3. Develop an appendix of responsibilities and duties for the Master Patrolman position.

2016 GOALS and OBJECTIVES

Goal #4: *Enhance Safety at the Schools*

Objectives:

1. Work with the respective school districts to complete and thorough review of the agency and school crisis response procedures.
2. Provide the School Resource Officers advanced training in identifying and referring juveniles for assistance whose behavior would qualify as high risk for incident prior to the same becoming an issue.
3. Prepare a response kit for each school that includes updated floor plans, class rosters, emergency contact information and access keys, along with other tools such as trauma kits, to employ in the event of a school threat incident.

Goal #5: *Develop a Court Diversion Program*

Objectives

1. Identify support and treatment options available and accessible in our community and build a partnership for treatment and support so the root causes of addiction can be treated and addressed and provide agency personnel training to identify those suffering from addiction so they can offer available treatment and/or entry into the diversion program.
2. Implement an addiction outreach in Municipal Court so those suffering from addiction and their families can have access to treatment and support options and work with the Municipal Court Judge to develop treatment centered sentencing options to those who are identified as having committed crime due to their substance addiction.
3. Appoint a member of the police department as the diversion outreach liaison to build partnerships with treatment options and communication with those addicted and their families.