

**NEW JERSEY STATE ASSOCIATION OF CHIEFS OF POLICE
LAW ENFORCEMENT ACCREDITATION COMMISSION**

ASSESSMENT REPORT

Agency Name: **Evesham Township Police Department**

Street Address: **984 Tuckerton Rd**

City / Zip Code: **Marlton / 08053**

Agency Chief Executive Officer: **Christopher Chew, Chief of Police**

Accreditation Manager: **Katherine Corbett, Accreditation Manager**

Date(s) of Assessment: **September 26, 2016**

Assessment Team:

Team Leader: **Deputy Chief Michael Rein (Rutgers University PD)**

Team Member:

Initial Assessment Reassessment

Table of Contents

Executive Summary	2
History of the City/County/Local Unit	3
History of the Agency	4
CEO Profile	5
Accreditation Manager Profile	6
Future Issues of the Agency	7
Chapter 1 Summary	8
Chapter 2 Summary	9
Chapter 3 Summary	10
Chapter 4 Summary	11
Chapter 5 Summary	12
Media / Public Outreach	13
Data Matrices	Attach
Appendices (if any)	Attach

**NEW JERSEY STATE ASSOCIATION OF CHIEFS OF POLICE
LAW ENFORCEMENT ACCREDITATION COMMISSION**

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Executive Summary:

The assessment team recommends that the agency receive accredited status.

The assessment team recommends that the agency receive accredited status with the following conditions:

The assessment team recommends against the agency receiving accredited status as this time for the following reasons:

Briefly list any particular exemplary performance issues found (if any):

The Evesham Police Department is a model law enforcement agency in nearly every sense of the word. Most notable are the agency's effect to make maximum use of video technology to record police/citizen interactions and community outreach functions activities to facilitate a continuous dialogue with core constituencies.

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LAW ENFORCEMENT ACCREDITATION COMMISSION**

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History of the City/County/Local Unit:

Welsh and English Quakers in search of farmland settled Evesham Township in the mid-seventeen century. They sailed to Philadelphia beginning in 1684, and moved across the Delaware River in search of farmland and religious freedom. Evesham, New Jersey was named for Evesham, England, a Borough in England, near Stratford on River Avon. Although, the Township may have taken its name in honor of Thomas Eves, one of the first settlers who came from Evesham, England and in 1676 purchased land in the area. Eves bought several tracts in the area north of Greentree Road, an area now in the vicinity of the Evesham Corporate Center on Stow Road.

The Township was originally larger than it is today; it also included what today are Mount Laurel, Medford, Lumberton, Hainesport, Shamong, and Washington Townships. The South Branch of the Rancocas on the East Side and Cropwell Creek on the West Side bound this area. Evesham Township was eventually incorporated in 1692 as one of the thirteen Townships in Burlington County. In 1802, a tract was cut off for Washington Township; in 1847, the Township was then divided in half, with the eastern half becoming Medford Township; and in 1872, Evesham was divided again, for the last time, with the northern part becoming Mount Laurel Township.

Evesham is also known as Marlton. Marlton is a name commonly associated and interchangeable with the name Evesham. The name Marlton came about in the early 19th century. Marlton stems from the name "Marl". Marl is a naturally occurring mixture of green clay with remnants of shells that was used as a fertilizer, like manure. Its discovery helped local commerce and fueled the first "building boom", which took place in the 1830s and 1840s. Marl continued to be mined locally until 1930, when the pits were finally closed. No trace of them remains today.

The Marlton area was recognized as a village in 1758. The village was named Marlton in 1845. The same year the "Evesham" Post Office and the "Evesham" Baptist Church both had their names changed to "Marlton" Post Office and the "Marlton" Baptist Church. The names remain the same today. Most maps and directional signs refer to Marlton instead of Evesham. The Historic Village, Olde Marlton, remains mostly intact and the Township requires property owners to preserve the historical integrity of buildings in the village.

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LAW ENFORCEMENT ACCREDITATION COMMISSION**

Agency Name: Evesham Township Police Department

History of the Agency:

At a public meeting in May of 1966 the ordinance known as "The Police Ordinance" was successfully passed by the Evesham Township Committee. The Police Ordinance allowed for the creation of Evesham's first full time Police Department. Shortly after the passing of the Police Ordinance, the Committee began securing applications from prospective police officers. Exams for police chief and patrolman and were then conducted in June of 1966.

Andrew Janssen, Evesham Police Department's first Chief was appointed on June 22, 1966. Next, Burlington County Civil Defense coordinator Edmond Maguire gave permission for the Township to use a building at the County Civil Defense Center, the former Nike base, on Tomlinson Mill Road. The Burlington County Civil Defense Center also donated equipment for temporary use. With its headquarters in place, Chief Janssen began the Evesham Police Department here with the help of five volunteer officers. A radio base station was installed on July 9, 1966 with a Township police channel and the county-wide channel for communicating with neighboring Departments. In mid-July of 1966, the Department began to hire its first full time police officers. The first full time officers were Joseph Leedom, Walter Ward, Nicholas Matteo, Walter Morrell, Neil Forte, and Edward Brown. These officers were appointed by the Township Committee. Joseph Leedom would become the Department's second Chief of Police and Chief Nicholas Matteo would be the third police chief.

In July 1966, Evesham Mayor George DeChurches handed over the keys for two 1966 Ford patrol cars to Chief Janssen. The cars were light green and colonial white. The green color scheme was depicted to represent the color of marl (which was mined in Evesham in the early years).

Early in 1967, the Department moved from the former Nike Site to the basement of the newly constructed Municipal Building at 125 East Main Street. The former Nike site is now home of the Briarwood development.

Under the leadership of Chief Joseph Cornely, Evesham's fourth Chief of Police, the Police Department made its third move to the newly constructed Municipal Complex at 984 Tuckerton Road. In December of 2001, a new uniform was introduced to the Police Department. The uniform consisted of light gray shirts and black pants with gray side stripes. As a reference and reminder to the past, the shoulder patch was returned to a triangle style patch.

The Department is currently under the leadership of Chief Christopher Chew, its seventh Chief. In November of 2011 the Department received the Law Enforcement Accreditation for Law Enforcement Excellence. The Department was reaccredited again in 2014 and is currently preparing for their third CALEA accreditation assessment in 2017.

**NEW JERSEY STATE ASSOCIATION OF CHIEFS OF POLICE
LAW ENFORCEMENT ACCREDITATION COMMISSION**

Agency Name: Evesham Township Police Department

CEO Profile:

The Chief of the Evesham Township Police Department is Christopher Chew, a 20 year law enforcement veteran, who began his career in 1996. He attended the Gloucester County Police Academy and graduated in April 1996. Chief Chew began his career with the Lower Alloways Police Department (Salem County) in 1996 and served briefly there, before accepting a position with the Evesham Township Police Department in February of 1997.

After joining the Evesham Township Police Department, Chief Chew was assigned to the Patrol Bureau. He was later transferred to the Investigative Bureau, where he was primarily assigned to conduct investigations into the distribution of illegal narcotics and vice related activities. Chief Chew was assigned to the Burlington County Prosecutors Office Narcotics Task Force for a period of six months. He was later promoted to Sergeant in the Patrol Bureau in January of 2004. Chief Chew was promoted to the rank of Lieutenant in January of 2005 and was assigned as one of the Patrol Bureau commanders. In April of 2010, he was transferred to command the newly created Office of Professional Standards, which encompassed Internal Affairs, Accreditation, policy management and staff inspections. In February of 2012, he was promoted to Captain and was assigned as the Department's Executive Officer. Chief Chew was then promoted to Chief in August of 2013.

Chief Chew served in various positions within the Evesham Township Police Department, including: Patrol Officer, Detective, Patrol Supervisor, Patrol Bureau Commander, Internal Affairs Commander and served as the Department's first Accreditation Manager to guide the agency through the National Law Enforcement CALEA Accreditation Program, which was achieved in 2011. Under his leadership, the Department was reaccredited by CALEA in 2014 and is again up for CALEA reaccreditation in 2017.

Chief Chew was awarded a Bachelor of Arts Degree in Criminal Justice from Rowan University in June of 1996. In May of 2009, he was also awarded a Master's Degree in Administrative Sciences, along with certificates in Law & Public Safety Administration and Global Leadership from Farleigh Dickinson University. He later attended the FBI Law Enforcement Executive Development Seminar at Princeton University and is a graduate of the 250th Session of the FBI National Academy at Quantico, Virginia.

Chief Chew is also a certified assessor for the New Jersey State Chiefs of Association Accreditation Program. He is also a subject matter expert in providing instruction across the country on the DDACTS Operation Model with the National Highway Traffic Safety Association.

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Accreditation Manager Profile:

Katherine has served as the part-time Accreditation Manager for the Evesham Township Police Department since May, 2015. She received her B.A. in History from Macalester College in St. Paul, MN. She then went on to receive her Juris Doctorate degree from Seton Hall University School of Law in Newark, NJ.

After working in private practice, Katherine worked in the defense contracting industry, first at Defense Support Services LLC and then at Pacific Architects and Engineers. While working in the finance divisions of these contractors, she focused primarily on court orders, as well as finance and company policy review and revision.

Katherine was also active in her home community of Eastampton, NJ, where she was elected to the Eastampton School Board and also served as a member of the Township Planning Committee. She also served as Recreation Committee Secretary for 4 years.

Katherine received her Accreditation Manager training in 2015. She participates regularly in mock assessments and additional training sessions.

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LAW ENFORCEMENT ACCREDITATION COMMISSION**

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Future Issues of the Agency:

The assessment team met with Chief Chef to discuss future issues which the chief sees on the horizon for the agency and the community. He identified several key issues which he sees as critical for the agency to address in the upcoming years. Most notably are the needs to: (1) Staffing; (2) Radio Upgrade; (3) Budgeting and (4) Public Health Concerns:

Staffing: The Evesham Township Police Department has experienced a substantial increase in the number of calls for service and in police-related activities over the past two years. At the same time, the Agency has also committed six full-time police officers to be assigned as permanent School Resource Officers in local elementary schools. As a result of the increase in calls and the reallocation of sworn personnel to schools, the Patrol Division is in need of additional personnel to adequately handle the influx of calls and community policing assignments.

Radio Upgrade: The Agency is currently part of a county-wide radio system that is in desperate need of upgrade. The agency has been experiencing on-going issues with its current mobile and radio system.

Budgeting: In 2013, the Evesham Township Police Department was at the forefront of purchasing each of the sworn officers a body-worn camera. In 2018, the agency's contract with its current body worn camera vendor is set to expire.

Public Health Concerns: Over the past several years, the Agency has seen a significant increase in the amount of calls involving mental health crisis. The increase has created a significant demand on its Patrol Division.

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LAW ENFORCEMENT ACCREDITATION COMMISSION**

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Chapter 1 Summary:

The Evesham Police Department was reviewed pursuant to direction provided at Appendix B of the NJSACOP New Jersey Law Enforcement Accreditation Program Accreditation Process Manual. Specifically, this review was limited in scope encompassing only those “Mandatory Standards for Nationally Accredited Agencies to comply with in order to achieve NJSACOP LEAP Accreditation.”

With the exception of Rules and Regulations, the Chief of Police has the sole authority to issue, modify, repeal and approve written directives for the department. Others in the organization can research and/or write written directives; however, they must be approved by the Chief of Police or in his absence his designee to be in force. In accordance with NJSA 40A:14-118 and Borough Ordinance §26-2; the Township Manager is designated as the Appropriate Authority and is vested with the powers and duties of an Appropriate Authority as delegated by law. The Manager is authorized and designated to execute any and all documents required to be signed on behalf of the Appropriate Authority. The police department is organized by the separation of two major functional divisions: Operations and Administrative; each commanded by a captain.

The Internal Affairs Function is well organized under the command of Sergeant Erin Gorman. Sgt. Gorman reports directly to Chief Christopher Chew for this function. Procedures are in place to accept and investigate all complaints against the agency or its employees including anonymous complaints. Procedures specify the conditions when an employee can be immediately suspended pending investigation and disposition. All internal affairs investigative case files are maintained in a secure cabinet accessible only to Sgt. Gorman and additional staff assigned to the Internal Affairs function. The agency’s disciplinary process and potential corrective actions for all personnel include procedures, criteria and authority for training and counseling in lieu of punitive discipline as well as punitive disciplinary actions. The role and authority of agency personnel as it is related to the disciplinary process is well spelled out within agency directives. Employees are provided a sufficient appeal and grievance process to redress discipline they believe to be inappropriate.

Agency policy prohibits racially influenced policing in all law enforcement encounters. The agency requires that all enforcement personnel receive regular retraining in this area, including legal requirements and sanctions, at least once every two years. The last such training occurred in April of 2016 making the next refresher due by April of 2018.

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Chapter 1 Summary:

The agency's law enforcement volunteers consist only of interns and police chaplains. All department personnel who attend training are required to submit appropriate proof of completion to the department for its official records. These records are maintained in a combination of PowerDMS and hard copy form, under the control of Lieutenant Ron Ritter. All law enforcement officers are required to complete a basic law enforcement training class approved by the New Jersey Police Training Commission. Provisions are in place to ensure that all newly promoted personnel are provided appropriate training commensurate to their leadership role. The agency's accreditation manager received training by the NJSACOP on September 24, 2015.

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LAW ENFORCEMENT ACCREDITATION COMMISSION**

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Chapter 2 Summary:

The agency permits its employees to engage in extra duty employment (side-jobs) with the understanding that employees assigned on extra duty are considered “on-duty.” Personnel assigned on extra duty are required to adhere to the agency’s written directives.

Employee involved motor vehicle crashes are subject to review by the agency’s Crash Review Board (CRB) which is comprised of the Administrative Division Commander, Operations Division Commander, Patrol Bureau Commander, Investigative Commander, Professional Standards Bureau Commander and Support Services Bureau Commander.

The Internal Affairs Unit is responsible for completing an administrative review of all occupational injuries and illnesses.

The agency’s background process for all employees includes a verification of qualifying credentials, a review of any criminal record, verification of at least three personal references and a check of the candidate against the New Jersey Drug and Domestic Violence Central Registries. Applicants for sworn positions are additionally subjected to a drug analysis, medical and psychological examinations prior to appointment.

The agency permits officers to engage in extra duty employment so long as the assignment is first reviewed and approved by the agency. Personnel performing work are considered to be on continuation of duty and bound by all the rules, regulations and policies of the agency.

The agency employs Special Law Enforcement Officers in accordance with NJSA 40A:14-146.10 and Township Ordinance #26-10.

The agency does not have an auxiliary program.

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Agency Name: Evesham Township Police Department

Chapter 3 Summary:

Agency policy provides for procedures to ensure care of dependents when a person is subjected to custodial arrest or is likely to be detained for an investigation for more than two (2) hours. Options include, but are not limited to: placing the dependent with another adult; transportation of the dependent and/or allowing the arrestee to make arrangements for the dependent's care.

Agency policy specifies the differences between interviews and interrogations through definitions and the application which Miranda Rights have within the context of each. The constitutional right to counsel is part of this policy. Agency policy further provides for the identification and subsequent retention of "contemporaneous notes." Agency personnel are directed to document in his or her investigation report whether the report contains field notes. The reporting officer is further directed to document the following at the conclusion of his or her investigative narrative "Field notes regarding this case EXIST and have been submitted into evidence" or "Field notes regarding this case DO NOT EXIST."

The agency makes maximum use of video technology to record police/citizen interactions. These recorders are viewed as a valuable asset intended to assist department officers in the prosecution of certain offenders by augmenting an officer's testimony with a video/audio record of the incident. Additionally, this equipment enables department administrators to conduct periodic reviews of officer-citizen contacts for quality control purposes and aid in the investigation of citizen complaints. The agency utilizes the Panasonic Arbitrator Video Recording (MVR) and Taser Axon (Body Worn Camera) for these purposes. These recordings are maintained for 90 days. Agency mobile data computers (MDCs) utilize the Aegis (New World) application to access to CJIS.

**NEW JERSEY STATE ASSOCIATION OF CHIEFS OF POLICE
LAW ENFORCEMENT ACCREDITATION COMMISSION**

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Chapter 4 Summary:

The agency has personnel capable of processing crime and a traffic crash scene available 24 hours per day, 7 days per week. The evidence function is under the control of Thomas Reynolds as the primary evidence officer and Detective David Niji as the secondary evidence officer. The agency currently has approximately 30,000 pieces of evidence within its inventory. Firearms, jewelry, precious metals and currency evidence is stored separately, within a secondary vault, from the general evidence within the evidence storage area. The agency uses a computer bar coded evidence property program through the New World CAD system. As a result of the accreditation process, the agency conducted a complete overhaul of its evidence processes and facilities in furtherance of its commitment to best practices. The agency exercises excellent quality control protocols and procedures for evidence/property while in the agency's custody. The agency has policies in place regarding confidential informants including provisions for de-confliction with concurrent jurisdictions and mitigating risks when dealing with juveniles.

The agency has a comprehensive policy in place to guide agency actions when investigating unidentified person investigations as well as ensuring compliance with the New Jersey Safe Haven Infant Protection Act.

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LAW ENFORCEMENT ACCREDITATION COMMISSION**

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Chapter 5 Summary:

All sworn personnel charged with the monitoring of temporarily detained persons are provided with training on the use of the temporary detention and processing rooms, supervision and care of detainees. In addition specialized training is provided in regard to handling prisoners who pose a suicide risk and those of the opposite sex of the processing officer. This in-service training is conducted at least triennially; the last such training was conducted the training in October of 2015 making the next such training due by October of 2018.

Agency policy requires that the day-watch supervisor conduct a documented inspection of its cellblock area and sallyport on to ensure overall cleanliness and operability. The Support Services Bureau Commander is further designated to conduct a weekly inspection of the cellblock and sallyport to determine the overall fitness of the area.

**NEW JERSEY STATE ASSOCIATION OF CHIEFS OF POLICE
LAW ENFORCEMENT ACCREDITATION COMMISSION**

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Media / Public Outreach:

Public notice and input are a cornerstone of democracy and Accreditation.

Telephone Contacts

There was a public call in session on September 26, 2016 from 9:00 AM until 11:00 AM. Incoming calls were designated to come directly to the designated assessor's work area. The telephone line was unscreened and not recorded.

Correspondence

The Assessment Team was provided with correspondence sent to the agency by a member of the community who spoke highly of the agency and the level of service they provide.

Media Interest

The Assessment Team was not aware of any media contacts.

Public Information Material

A public notice was posted on bulletin boards in the Township Municipal Building and the Evesham Public Library on September 18, 2016.

A press release was forwarded to local media outlets on September 18, 2016.

Community Outreach Contacts

During the on-site assessors interacted with and interviewed many agency personnel. The employees were very positive about the leadership and working conditions within the department.

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LAW ENFORCEMENT ACCREDITATION COMMISSION**

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(NOTE: The information on this page is considered deliberative, consultative and advisory.)

Issues Found / Solutions:

Not applicable.

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LAW ENFORCEMENT ACCREDITATION COMMISSION

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Issues Found / Solutions:

Not applicable.



EVESHAM POLICE DEPARTMENT 2015-2016 NJSACOP ASSESSMENT

NJSACOP Tables





EVESHAM POLICE DEPARTMENT

2015-2016 NJSACOP ASSESSMENT

Demographic Report	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers	
	#	%	#	%	#	%	#	%
Caucasian	40545	91	27395	86	71	92.2	6	75
African-American	1367	3	3680	12	2	2.6	1	12.5
Hispanic*	911	2*	2730	9*	2	2.6	1	12.5
Other	2722	6	622	2	2	2.6	0	0
Total	44634	100*	31697	100*	77	100	8	100

**Hispanic is an Ethnic Group and is therefore not included in census totals*

**Please Note: All 2016 Personnel Data Table Figures are to date*

Sworn Officer Selection Activity				
Race/Sex	Apps Received	2015 Hired	Apps Received	2016 Hired
White Males	92	7	29	4
White Females	10	3	3	1
Black Males	3	0	3	0
Black Females	2	1	0	0
Hispanic Males	4	1	1	0
Hispanic Females	1	0	1	0
Other	0	0	2	1
Total	112	12	39	6



EVESHAM POLICE DEPARTMENT

2015-2016 NJSACOP ASSESSMENT

Personnel Actions		
	2015	2016
Suspensions	6	11
Demotions	2	0
Resignations	1	1
Terminations	0	0
Total	9	12

Sworn Officer Promotions		
	2015*	2016*
Race/Sex Interviewed		
White Males	15	15
White Females	0	0
Black Males	0	0
Black Females	0	0
Hispanic Males	0	0
Hispanic Females	0	0
Other	0	0
Race/Sex Eligible		
White Males	10	10
White Females	0	0
Black Males	0	0
Black Females	0	0
Hispanic Males	0	0
Hispanic Females	0	0
Other	0	0
Race/Sex Promoted		
White Males	2	1
White Females	0	0
Black Males	0	0
Black Females	0	0
Hispanic Males	0	0
Hispanic Females	0	0
Other	0	0

**Please Note: 2015 and 2016 promotions based on same Sergeant promotional list which was valid for a 1 year period*



EVESHAM POLICE DEPARTMENT

2015-2016 NJSACOP ASSESSMENT

**Please Note: All 2016 IA Data Table Figures are to 9/15/16*

Complaints and IA Investigations		
External	2015	2016*
Sustained	5	3
Not Sustained	5	2
Unfounded	2	1
Exonerated	14	15
Admin Cleared	10	4
Pending	4	10
Internal		
Sustained	59	50
Not Sustained	8	3
Unfounded	6	2
Exonerated	25	10
Admin Cleared	19	3
Pending	18	16

Bias Based Complaints		
	2015	2016*
Traffic Contacts	1	2
Field Contacts	1	1
Asset Forfeiture	0	0

Use of Force		
	2015	2016*
Firearms Used	0	0
Firearms Pointed	13	5
CED Used	0	1
CED Pointed	3	1
Baton	1	0
OC	0	0
K9 Physical Contact	0	0
Weaponless	53	22
Total Types of Force	70	29
Total Use of Force Arrests	42	20
Complaints of Excessive Force	1	3



EVESHAM POLICE DEPARTMENT

2015-2016 NJSACOP ASSESSMENT

Vehicle Pursuits		
	2015	2016*
Total Pursuits	17	15
Terminated by Agency	5	11
Policy Compliant	15	11
Policy Non-Compliant	2	4
Accidents	0	0
Injuries of Officers	0	1
Injuries of Suspects	0	0
Injuries of Others	0	0
Traffic Offenses	13	12
Felony Offenses	1	3
Misdemeanors	3	0

**Please Note: All 2016 Traffic and Arrest Data Table Figures are to 8/31/16*

Traffic Warnings and Citations						
Sex/Race	2015			2016*		
	Warnings	Citations	Total	Warnings	Citations	Total
White Males	6667	3377	10044	4297	1752	6049
White Females	5752	2881	8633	3381	1324	4705
Black Males	1206	545	1751	797	261	1058
Black Females	1013	496	1509	641	257	898
Hispanic Males	329	239	568	245	157	402
Hispanic Females	267	159	426	177	85	262
Other Males	411	253	664	310	127	437
Other Females	294	169	463	184	84	268

Calls for Service/Arrests		
	2015	2016*
Calls for Service	30542	21453
Arrests – Adults	1485	1037
Arrests – Juveniles	119	54