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60 *Excellence* in **REVIEW**  
Years of

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KETTERING POLICE DEPARTMENT 2015 ANNUAL REPORT



# KETTERING MAYOR AND COUNCIL



*2015 Kettering City Council*

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 Kettering Home Page: www.ketteringoh.org

## VALUES

**Ethics** are our guiding philosophy about right and wrong. Our ethics include justice, integrity, trust, fairness, respect and accountability. These govern our conduct. Ethics allow us to know what is right and just.

**Courage** is the moral strength and spirit to persevere in the face of fear and adversity. Our courage and ethics enable us to make the right decision.

**Excellence** is superior and distinguished performance. Our preeminence in quality and achievement allows us to set a standard of excellence. We achieve excellence through the practice of communication, cooperation, teamwork and self-discipline.

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## KPD PHONE NUMBERS

<b>Emergency.....</b>	<b>911</b>
Dispatch.....	296.2555
Community Relations Section.....	296.2567
Records Section.....	296.2580
Animal Control.....	296.3266
Detective Section.....	296.2584
Fax.....	296.3219



### Mission Statement

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As a committed partner with the community, the Kettering Police Department strives to uphold the honor of “Ohio’s Finest” by providing the highest quality of service with ethics, courage, and excellence.



# KETTERING POLICE DEPARTMENT

## Letter from the Chief

Dear Citizens, Friends and Colleagues:

When I was sworn in as your fourth Police Chief on April 2 of this year, I knew I was getting an opportunity to be part of an extraordinary city and police department. I thought how rare, but not surprising, that only four chiefs have served this department in its 60-year history. In my short time here, it has become clear that I must ensure the Kettering Police Department continues to build and maintain the relationships with all of our residents that make this such a great city to Live, Work, and Play.

The year 2015 was full of successes for the Kettering Police Department, but it was also a time to reflect on how we do things well and to evaluate how we can continue to grow. We said goodbye to employees who served us well and welcomed those eager to make their own positive marks on this community. We celebrated accomplishments, embraced challenges and rebounded from difficult days. Our officers continued to protect the citizens, no matter the weather conditions or impending danger. We watched horrific acts of violence unfold worldwide and witnessed the courage and compassion from officers and citizens alike.

Our successes are rooted in the relationships we have built with citizens through several great programs. For example, our department volunteers play a huge role in implementing and running many important department programs. Additionally, we offer the Citizen Police Academy to give citizens an interactive understanding of the different components of the police department. We also participate in the Cops and Kids Camp during the summer for Kettering youth. The Kettering Safe Senior Program caters to residents who need extra help. The list of programs does not end there. The bottom line however, is that, although police officers still love to catch the bad guys, we equally appreciate helping the good ones.

To ensure the Kettering Police Department stays focused on the task at hand, we've clarified our Mission Statement and identified our top three priorities.

### Mission Statement

*As a committed partner with the community, the Kettering Police Department strives to uphold the honor of "Ohio's Finest" by providing the highest quality of service with Ethics, Courage and Excellence.*

### Top Three Priorities (in this order)

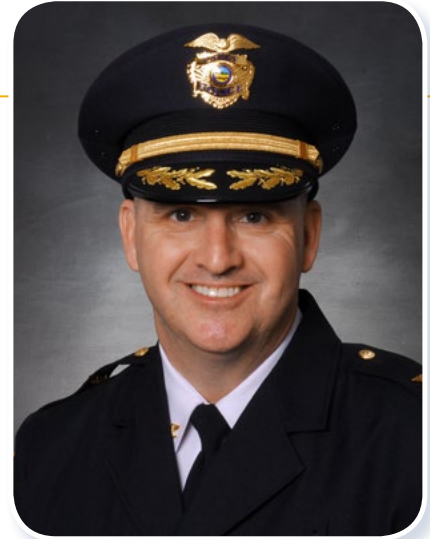
1. Continue to build a strong relationship with our community
2. Address drug issues affecting our community
3. Address traffic concerns to keep our community safe

Throughout the year, I will report to you on our department's progress in meeting our clarified mission statement and on making progress towards the top three priorities. Our department will continue to share information via all channels and encourage your feedback through social media, email, telephone, or in-person conversations.

I am grateful for the work the men and women of the Kettering Police Department do for this city, and I pledge to you that our department will continue to work with the community and the local government that makes Kettering "Ohio's Finest" police. We hope you enjoy our 2015 Annual Report and invite you to visit us through our city website at [www.ketteringoh.org](http://www.ketteringoh.org).

Sincerely,

Christopher N. Protsman  
Chief of Police





## Commission on Accreditation for Law Enforcement Agencies (CALEA)

Kettering Police Department received the CALEA Advanced Law Enforcement Accreditation with Excellence Award



### CALEA Advanced Law Enforcement and Public Safety Communications Accreditations

The Kettering Police Department (KPD) has voluntarily agreed to be reviewed by the Commission on Accreditation for Law Enforcement Agencies (CALEA) for Advanced Law Enforcement and Public Safety Communications accreditations. There are 484 law enforcement and 212 communication standards that clearly define authority, performance, and responsibilities. The KPD has chosen to abide by these best practice standards. CALEA accreditation strengthens an agency's accountability, both within the agency and in the community it serves. The KPD first received Law Enforcement Accreditation in 1987 and more recently for Public Safety Communications in 2013. Reaccreditation occurs every three years.

In July 2015, the KPD law enforcement policies and procedures underwent rigorous review by CALEA. KPD participated

in an on-site visit by CALEA assessors to observe law enforcement practices, adherence to policies, and interview key personnel in the department and the City of Kettering. In November 2015, the July findings were presented to the CALEA Commission and KPD personnel appeared before the Commission for questions prior to determination of the accreditation award. After this thorough process, the KPD received the highest award- **CALEA Advanced Law Enforcement Accreditation with Excellence**, KPD's ninth accreditation award.

This credential is an indication of an agency's effective use of accreditation as a model to enhance public safety services and professionalism. KPD is also recognized as a **Meritorious Agency** for achieving CALEA accreditation for 15 or more continuous years.

The KPD Communications Center is undergoing a similar reaccreditation process for Public Safety Communications. In November 2015, the Center's policies and procedures underwent rigorous review; the Center participated in an on-site visit by the CALEA assessor to observe practices and adherence to policies and interview key personnel.

The 2015 November findings will be presented to the Commission and KPD Communication Center leaders will appear before the Commission at the upcoming March 2016 CALEA conference. Determination of the Public Safety Communications award will occur at that time. We're confident the KPD Communications Center will receive a second accreditation award for the excellent services provided to the community.



# KETTERING POLICE DEPARTMENT

## History through the Chiefs

*In November of 1952, voters of Van Buren Township approved the incorporation of the Village of Kettering, named for its most outstanding citizen, the famous philanthropist and inventor of the automobile self-starter, Charles. F. Kettering. In June, 1953, the Village of Kettering had only two full-time and four part-time police officers who reported to a City Council Police Committee comprised of Dr. Seyler and Mr. Miller. In 1954, the department had grown to 2 sergeants and 8 officers. This was prior to Chief Shryock, who was appointed April 11, 1955. A special census in 1955 recorded the village population at 38,118, qualifying it for city status. Kettering was proclaimed a city on June 24, 1955, by the Secretary of the State of Ohio. Voters approved adoption of a Home Rule Charter and Council-Manager form of government, which went into effect on January 1, 1956. Seven council representatives are elected for four-year terms on a non-partisan basis, one from each of the four districts and two at-large, plus the mayor.*

### CHIEF JOHN R. SHRYOCK

John Shryock was appointed as the first Chief of Police for the City of Kettering on April 11, 1955. At the time of his appointment, Kettering was still considered a village, as it did not reach city status until that June.

Chief Shryock served in the military during World War II. He was a Military Police Sergeant in Germany assigned to criminal investigations.

Chief Shryock came to Kettering from the Toledo Police Department. He had been with Toledo Police Department for six years, had the rank of Patrol Officer and was assigned to the academy at TPD. He was appointed



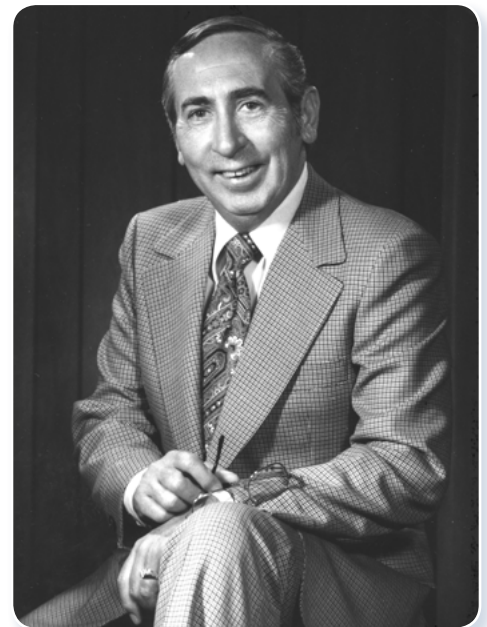
Chief after obtaining the highest overall score during Kettering's testing

process. He was only 28 years old. The department had only 11 officers and his starting salary was \$6,000.

Interestingly, Chief Shryock's appointment was originally held as "illegal" according to the State of Ohio. At the time, such an appointee had to be an elector within the jurisdiction he would serve. In order to be an elector, he had to have established residency for 40 days. To offset the issue, the City named him "Safety Service Director" for the 40 days, and then officially made him Chief of Police once the time frame had elapsed.

Chief Shryock instilled certain qualities in his officers that are still followed today. He believed that his officers should portray a smart appearance, follow military discipline, and stressed courtesy and efficiency. He expected officers to be courteous gentlemen, and respected citizens.

John Shryock served as Chief of Police for 22 years, retiring in 1977. During his tenure, several advances were accomplished. The department strength grew to over 50 officers. Additionally, he started



a traffic unit, obtained KPD's first computer, air conditioned patrol cars, and the first helicopter for a police agency in the State of Ohio. Personally, he was involved in several community-related organizations, and served as President of both the Ohio Association of Chiefs of Police and the International Association of Chiefs of Police.

After retiring, he took an instructorship position at Miami-Dade Community College in Miami, Florida. Unfortunately, he died less than a year later at the age of 51. He rests in Kettering at David's Cemetery.



## History through the Chiefs



### CHIEF RANDALL BARNEY

Randall Barney began his career at the Kettering Police Department in 1956 as a Patrol Officer and rose through the ranks, becoming a Captain. Upon the retirement of our inaugural Chief, John Shryock, Captain Barney was named the second Chief of Police for the City of Kettering Police Department in 1977.

Chief Barney served as Chief of Police until 1984. One of the most noteworthy aspects of his tenure was the creation of Kettering's first Special Weapons and Tactics team (SWAT). Kettering still retains an active SWAT team to this day.



**KPD  
Fun Fact**

Cruisers used to have custom paint and it was named *Kettering Blue.*





# KETTERING POLICE DEPARTMENT

## History through the Chiefs



CHIEF JAMES O'DELL

James O'Dell became the third Chief of Police for the City of Kettering in 1985. A native of Jamestown, New York, Chief O'Dell arrived in Kettering from the Lakewood, Colorado Police Department, where he served as Assistant Chief of Police. He was selected Chief after competing with 150 other applicants.

Chief O'Dell was well-educated, with a Master's Degree, as well as having attended the FBI Academy, and other high-level police courses.

In 1995, Chief O'Dell established the Kettering Police Foundation. The foundation supports programs such as *Cops and Kids Camp* and *Shop with Cops* a program which teams police officers with local kids to shop for Christmas. The foundation also sponsors state-of-the-art training to

area police officers, assists citizens in extraordinary situations, and awards college scholarships to students studying law enforcement.

During his 30 year tenure, Chief O'Dell oversaw advancements including:

- Neighborhood Watch Program expansion
- Investigations Section expansion
- 4th Watch in Patrol addition
- Computerized reports, Mobile Data Terminals in police vehicles
- First K9 Unit



- Police Bicycle Program development
- Expansion of SWAT into a regional team
- Police Department, Jail, and Dispatch Accreditation
- Began the nation's 2nd Citizen Police Academy

Chief O'Dell retired in 2015 after serving 30 years as the Kettering Chief of Police.





## History through the Chiefs



### CHIEF CHRISTOPHER PROTSMAN

Chief Protsman grew up in Lima, Ohio. He rose to the rank of Major at the Lima Police Department where he served for the last 20 years. Most recently, he commanded the Patrol and Investigative Services. Chief Protsman holds a Bachelor of Science degree in Criminal Justice from the University of Toledo and a Master of Science degree in Criminal Justice from Tiffin University. He is also a graduate of the FBI National Academy.

Chief Protsman comes from a family with an extensive police background. His great grandfather served as a police officer and firefighter for the City of Dayton and went on to serve

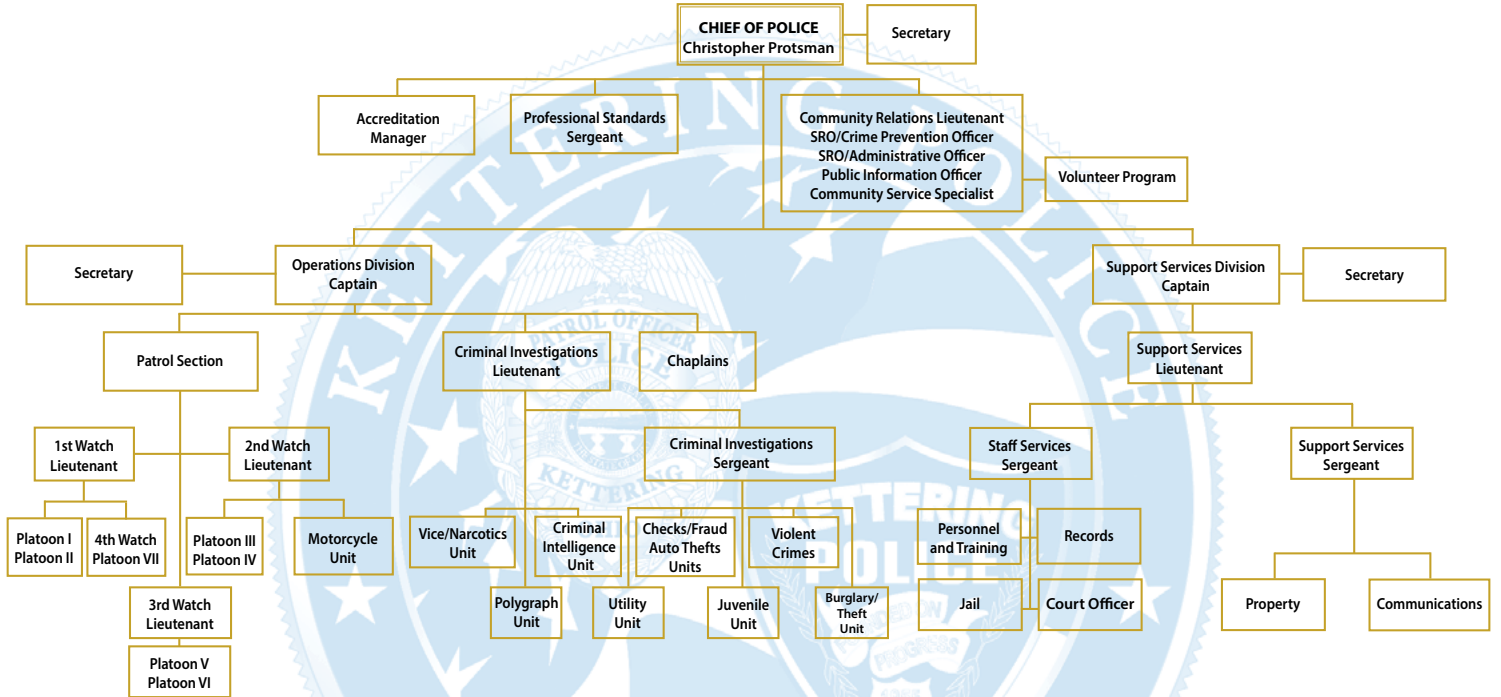
as Chief in Lima. His father served as a deputy for the Allen County Sheriff's Office, and two of his siblings are also law enforcement professionals.

Chief Protsman moved his family to Kettering to begin his service as Chief of Police on April 2, 2015. He dedicated his first six months of service to observing department processes and the needs of the community. He is now planning, prioritizing and preparing to keep Kettering a safe place to Live, Work and Play.



# KETTERING POLICE DEPARTMENT

## Kettering Police Department Organizational Chart



Chief .....	1	Court Security Officers (part time) .....	5
Captains .....	2	Jailers .....	4
Lieutenants .....	6	Jailers (part time) .....	2
Sergeants .....	10	Secretaries .....	3
Patrol Officers .....	61	Records Specialists .....	3
Dispatchers .....	11	Accreditation Manager (part time) .....	1
Uniformed Deputy Bailiffs .....	2	Community Service Specialist.....	1

## Retirements



Sergeant John Winters retires with 31 years of dedicated service. Sergeant Winters retired from the Patrol Division. He was previously a Narcotics and Burglary Detective. He also served as a Firearms Instructor and Emergency Vehicles Operations Instructor.



Community Services Specialist Judy Kohl retires with 25 years of dedicated service in the Animal Control Section.



Angie Woolf retires after 31 years of dedicated service as the Operations Division Secretary. Angie began her career in the Records Section.



## New Employees



Patrolman Shiloh L. Colon comes to Kettering from the Sugarcreek Township Police Department and holds a bachelor's degree from Indiana University.



Patrolman Billy Joe Ferrell returns to Kettering from the Oakwood Police Department. He holds a bachelor's degree.



Patrolman Brandon D. Harrison comes to Kettering from the Montgomery County Sheriff's Office. He holds a bachelor's degree from the University of Michigan.



Patrolman Jason M. Kramer comes to Kettering from the Miami Township Police Department and is working toward a bachelor's degree from Tiffin University.

**KPD Fun Fact**

In June 1953, prior to Chief Shryock, there were 2 full-time and 4 part-time officers. In 1954, KPD had grown to 2 sergeants and 8 officers.



Patrolman Jonathon P. McCoy comes to Kettering from the University of Dayton Department of Public Safety. He is currently working on his master's degree at the University of Dayton.



Patrolman Carl L. Paulin, Jr. comes to Kettering from the Ohio State Highway Patrol. He is currently working toward a bachelor's degree from Park University.



Patrolman Matthew D. Stull comes to Kettering from the Beavercreek Police Department. He holds an associate's degree from Sinclair Community College.



Dispatcher Rachel A. Adams comes to Kettering from the West Carrollton Police Department.



Dispatcher Jalynn J. Winland comes to Kettering from the Huber Heights Police Department. She holds an associate's degree from Sinclair Community College.



Community Services Specialist Leta (Shelly) Davis comes to Kettering from Hills and Dales Veterinary Clinic.



Police Records Specialist Angela Adams comes to Kettering from the Miami Township Police Department.



# KETTERING POLICE DEPARTMENT

## Executive Support Staff

Duties of executive support staff include: preparing payroll and maintaining time and leave records; maintaining departmental personnel files; preparing vouchers, requisitions and purchase orders, as well as keeping records of supplies. The executive support staff also assists in budget and other financial record preparation; prepares official documents related to the operation of the Kettering Police Department; schedules travel and training; maintains calendars and makes appointments for supervisors.



Mary Azbill, Secretary  
to the Chief of Police



Leslie Ferrell,  
Operations Division  
Secretary



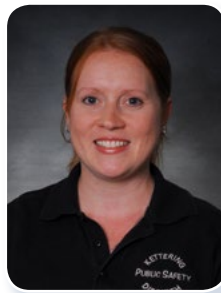
Melissa Hennegan,  
Support Division  
Secretary

## 2015 Commendations

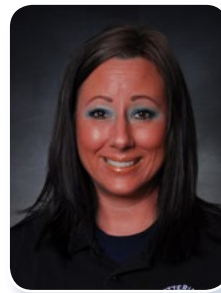
*Class I – Awarded for an act evidencing highly professional conduct or performance or giving evidence of selfless conduct by an employee during a time of crisis or emergency.*



Patrolman  
Jennifer Smithhart



Dispatcher  
Amanda Felts



Dispatcher  
Rachel Adams

Chief Protsman awarded Class I Commendations to Ptl. Jennifer Smithhart, Dispatcher Amanda Felts, and Dispatcher Rachel Adams for outstanding work in regards to saving the life of an infant.

On August 22, a 911 call came into the Communications Center for a non-breathing infant. Ptl. Smithhart, Dispatcher Felts, and Dispatcher Adams worked as a team assisting each other to get help to the child. Ptl. Smithhart immediately dispatched officers Code 3 to the location. Dispatcher Adams and Felts dispatched medics and fire crews, and gave EMD (Emergency Medical Dispatch) instructions to the parents. The child started breathing again, and was later taken to the hospital.



## Promotions



Sergeant Clint Price was promoted on February 23, 2015 from the rank of Officer.



Sergeant Douglas Gaudette was promoted on February 23, 2015 from the rank of Officer.



Lieutenant Michael Gabrielson was promoted on February 23, 2015 from the rank of Sergeant.

Sergeant Douglas Gaudette, Sergeant Clint Price and Lieutenant Michael Gabrielson after the promotion ceremony on February 23, 2015



## 2015 Awards



*Officer of the Year Awards were presented by community groups to officers in recognition to their overall dedicated service to the City of Kettering in 2015.*

Ohio Sons of Italy Law Officer of the Year - Amy Pedro

Kiwaniis Winner - Vince Mason

FOP Officer of the Year - Vince Mason



# KETTERING POLICE DEPARTMENT

## Operations Division

During 2015, the Operations Division was under the command of Captain Mark E. Burian. Captain Burian is a graduate of Youngstown State University and the FBI National Academy. The Operations Division consists of the Uniformed Patrol Section and the Criminal Investigations Section. There are a number of specialized assignments within the Operations Division which include: Evidence Technicians, the Accident Investigations Team, a Motorcycle Unit, the Bike Patrol Unit, three Canine Teams, and the Kettering Regional SWAT team.



Captain Mark Burian



Ptl. Cultice 1966



Ptl. Tischler 2015

## Patrol Section

The Patrol Section is the most visible section of the Police Department and during 2015 was comprised of four watches. First watch, under the command of Lt. Murchland, responds to calls for service from 11 p.m. to 7 a.m. Second Watch, under the command of Lt. Smart, responds to calls from 7 a.m. to 3 p.m. Third Watch takes over at 3 p.m., responding to calls until 11 p.m. The Police Department

also uses a Fourth Watch, which during 2015, assisted during the busiest hours and works from 7 p.m. to 3 a.m.

Officers assigned to the four watches respond to a wide variety of calls from the citizens we serve. Officers also handle various traffic issues, evidence collection, animal complaints, warrant service, and conduct follow up investigations.

## Motorcycle Unit

The Kettering Police Department utilizes the Motor Unit primarily for traffic enforcement. This entails a focus on areas of the city that tend to have higher risks of accidents. The Motor Unit enforces the traffic laws in these selected areas with a goal of reducing traffic accidents and making the roadways of Kettering safer. Some of the Motor Unit's other duties include: attending annual ceremonies in Montgomery

County, the State of Ohio memorial in London, Ohio, and the National Memorial in Washington D.C.

The Northwest Traffic Safety Institute and Harley Davidson provide training to the Motor Unit. This course is a very intense two weeks of training, which is attended by police officers from all over the country. KPD's two motor officers are Ptl. Eric Rustad and Ptl. Kent Tischler.

*In 2016, the Patrol Section will take a more concentrated approach to handling specific problem areas which will be identified through intelligence gathering, crime trends, and crime analysis. This new approach will include the use of the Fourth Watch in a more pro-active manner to address not only problems which may be identified, but to assist in community outreach and other projects as we strive to build an even better relationship with the community.*



## Operations Division



Lieutenant Holly Murchland



Sergeant Clint Price



Sergeant Bradley Lambert

### First Watch / Fourth Watch

responds to calls for service from 11 p.m. to 7 a.m.

Fourth Watch assists during the busiest hours from 7 p.m. to 3 a.m.



Lieutenant Roger Smart



Sergeant Joseph Domsitz



Sergeant Larry Warren

### Second Watch

responds to calls for service from 7 a.m. to 3 p.m.



Lieutenant Michael Gabrielson



Sergeant Robert Green



Sergeant Douglas Gaudette

### Third Watch

responds to calls for service from 3 p.m. to 11 p.m.

### KPD Fun Fact

Police hats used to be 8 point hats and were required to be worn anytime the officer was out of the cruiser.



# KETTERING POLICE DEPARTMENT

## Operations Division

### Evidence Technicians

The Evidence Technician program is designed to collect and preserve evidence discovered at crime scenes. To become an Evidence Technician, an officer must have at least 3 years of police experience and complete 80 hours of training at the Miami Valley Regional Crime Lab. The Evidence Technicians submit all evidence to the MVRCL for evaluation with the hopes of positively identifying suspects involved in reported crimes. Fingerprints, tool impressions, and DNA are commonly found at crime scenes, and the proper collection of such is vital for criminal prosecutions. All Evidence Technicians are encouraged to attend additional annual training to enhance their skills in collecting evidence. KPD currently has 26 qualified evidence technicians.



Evidence Crew Mike Horn (1969)



AIT Officers B. Charles and D. Matt (2015)



Evidence Crew Doug Stewart (2015)

### Accident Investigation Team

The Accident Investigation Team (AIT) is a small group of highly trained officers responsible for responding to fatal traffic crashes or where very serious injuries are involved. AIT members are "traffic crash detectives", who utilize a combination of math, physics, and human factors to determine the cause and effect of serious traffic incidents. Investigators use complex equipment and

mathematical equations to determine the multitude of factors related to the causation of a crash. Several members have advanced training as Accident Reconstructionists. Others have received additional, specialized training in vehicle dynamics, pedestrian involvement, and motorcycle involvement. The team has 6 members and is headed by Sgt. Gaudette.



Ptl. Tom Engles

### Bike Unit

The Bike Patrol Unit conducts routine patrol which allows for more interaction with our citizens, along with providing patrol operations with a proactive tool and stealthier approach into an area. The bike patrol is also utilized at events like **Go 4th!** and **Holiday @ Home**, so the officers can provide a

faster response and better coverage in these crowded venues. The officers on the unit are all certified by the International Police Mountain Bike Association and receive continual training throughout the year. The bike program started with four officers in 1995 and has grown to twelve active bike officers in 2015.





## Operations Division

### K9 Program

The Kettering Police K9 Unit has been in place since 1987. KPD utilizes two types of K9 teams, patrol and detection, each consisting of a handler and canine. Patrol teams are trained in obedience, agility, article search, suspect search, tracking, criminal apprehension, and prisoner search/handler protection. Detection teams are trained in drug detection, obedience, and article search. Currently, we have one detection K9, (Fuse, a Labrador Retriever, assigned to Ptl. Wright) and two cross-trained, or dual purpose, K9's (Nash, a German Shepherd assigned to Ptl. Disalvo; and Jax, a German Shepherd assigned to Ptl. Maloney).

Officers are selected through a competitive process to become a handler and must complete 3-4 months of specialized training with their K9 partners and pass state certification before being approved to work patrol. K9 teams are encouraged to compete for national certifications after some patrol experience.

To save on expenses and time away from patrol, KPD K9's are trained "in house" by our own instructors. KPD has three certified instructors: Sgt. Price, Sgt. Lambert, and Ptl. Bodner. The K9 teams are supervised by Lt. Gabrielson and Sgt. Lambert.



Ptl. Disalvo with K9 Nash; Ptl. Wright with K9 Fuse; Ptl. Maloney with K9 Jax (2015)



Ptl. Pettit w/ K9 Mickey (1987)

### KPD Fun Fact

During the years KPD had helicopters, large letters were painted on cruiser roofs to identify them from the air.



KPD Helicopter (1971) Shown are C. Hill, G.L. Smith, Helicopter Company Rep., T. Haggerty, C. Webster, and D. Ellton.

### Some interesting K9 facts:

*There have been 14 K9 teams who have served the City of Kettering.*

*K9 Jax was added to the team in 2015.*

*Each year K9 teams account for over 100 uses per team.*

*In 2015, Fuse (assigned to Ptl. Brent Wright) placed first in narcotics detection, first in obedience, and was named overall **Top Dog** at the OLEKA Top Dog Competition.*

*Ptl. Disalvo and K9 Nash received the **Top Novice** (first time K9 team) in competition with seven other novice K9 teams at the United States Police Canine Association.*



# KETTERING POLICE DEPARTMENT

## Operations Division

### Kettering Regional SWAT Team

The Los Angeles Police Department is credited with starting the first part-time SWAT team in 1967. The Kettering Police Department, always at the forefront of progress, joined the world of SWAT with its own five-officer unit titled the **Special Response Team** in 1977. The team expanded over the years to eventually maintain 17 operators in the late 1990s.

In 2001 the team evolved into the current multi-jurisdictional, **Kettering Regional SWAT Team** comprised of operators and crisis negotiators from seven local jurisdictions (Kettering, Oakwood, Centerville, Miamisburg, West Carrollton, Moraine, and Springboro.)

SWAT was created to handle those situations above the specialty level of the standard patrol officer. Often not knowing when those situations will arise means the

officers on the Kettering Regional SWAT Team are on call 24/7/365 to respond to any and all types of emergency situations.

In addition to their regularly-assigned duties at their respective police departments, SWAT team members participate on the team in a collateral duty capacity. Officers go through an extensive application process to join the team which includes fitness, firearms, and psychological testing, background check, and panel interview. The team trains two days every month plus one full week in the fall. During the course of the year, operators participate in training and qualifications for weapons which include handgun, rifle, sniper rifle, chemical munitions (tear gas, pepper spray), and specialty impact munitions (less lethal rounds such as bean bag, baton rounds.) Tactics training includes handling high-risk search warrants, barricaded subjects, hostage rescue, dignitary protection, and response to active threats.

In addition to team training, SWAT operators attend other outside training courses, often at an instructor level. The team has fared quite well over the years competing in several regional SWAT team competitions winning numerous individual and team awards.





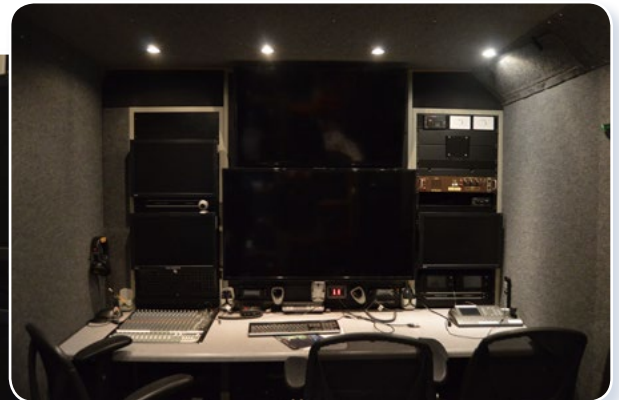
## Operations Division

### Hostage Negotiation Team

The Hostage Negotiation Team (HNT) is part of Kettering Regional SWAT. The HNT consists of 8 members, six from KPD and two from surrounding agencies. The unit provides service to several local jurisdictions. The negotiators are selected based on law enforcement experience, evaluations, interviews, and successfully passing a psychological examination. The HNT responds to barricaded subjects, suicidal subjects, and hostage situations to develop communication with the subjects. The HNT train quarterly and attend the Midwest Crisis Negotiator Annual Conference to enhance their skills. In 2015, new equipment was purchased to improve communication between the negotiator and the subject.



Sgt. Larry Warren





# KETTERING POLICE DEPARTMENT

## Operations Division

### Field Training Officers

The Field Training Officer (FTO) program is an intense fifteen week program designed to assist the probationary officer in learning the policies and procedures of the Kettering Police Department and to "certify" the probationary officer for solo patrol. The program itself consists of five steps. The first three steps are designed to be a minimum of twenty days in length, and the fourth step, or shadow step, is three weeks. The probationary officer is required to submit weekly reports and have a weekly meeting with the FTO coordinator to discuss performance. The officer is required to submit bi-weekly reports during the fifth and final stage. The officer is issued a FTO manual which gives an overview of the program along with a series of training tasks. All training tasks must be completed.

An officer is assigned to a different FTO at each phase. This offers a multitude of policing styles and approaches, and promotes a more thorough observation. Once on solo patrol, the probationary officer is monitored for one year.



Field Training Officer M. Steffano with Officer McCoy

### Gear then and now



Ptl. C. Webster in exterior bullet proof vest/gear (1968)



Ptl. Tom Engles in exterior bullet proof vest/gear (2015)

### KPD Fun Fact

Officers had "Ike" jackets for warmer weather. Named after President Dwight Eisenhower.





## Operations Division

### Detective Section

The Criminal Investigations Section of the Kettering Police Department was headed by Lt. Kavanaugh in 2015. Both Lt. Kavanaugh and Sgt. Drerup supervise the section which includes twelve detectives. These detectives were broken up into the following specialties:

- 2 violent crime detectives
- 2 burglary detectives
- 2 fraud detectives
- 2 domestic violence/crimes against juvenile detectives
- 2 narcotics detectives
- 1 general assignment detective
- 1 task force detective



Lieutenant Kevin Kavanaugh



Sergeant Scott Drerup

*In an effort to battle the proliferation of drug use in the area, the Criminal Investigations Section will re-organize in 2016. The narcotics section will grow to four detectives and a Sergeant. The remaining detectives will become general assignment and be responsible for investigating all types of crimes.*

### KPD Fun Fact

The helicopter could survey the entire city in 3 minutes and was the primary responder to serious calls.

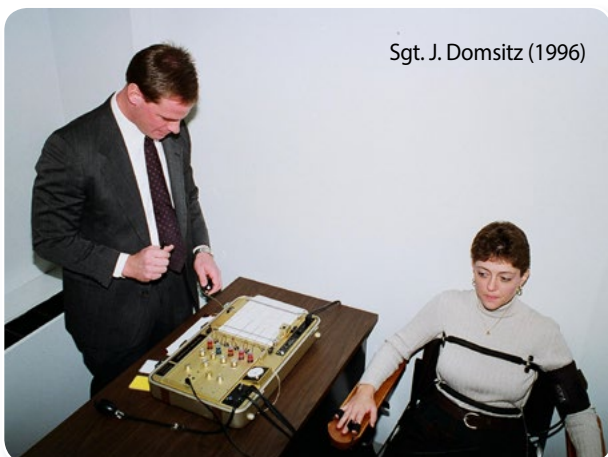
### Some interesting statistics for 2015

*Over 140 polygraph examinations were performed by Dets. Winters and Stout.*

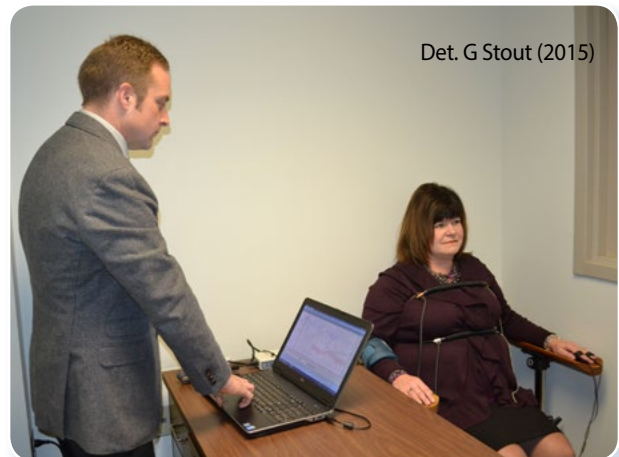
*Det. Meno completed 25 forensic analyses on cell phones.*

*The Investigative Section conducted 52 search warrants.*

### Polygraph then and now



Sgt. J. Domsitz (1996)



Det. G Stout (2015)

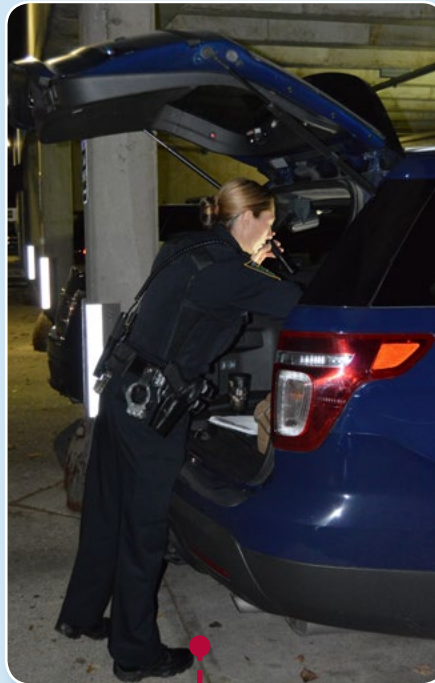


# KETTERING POLICE DEPARTMENT

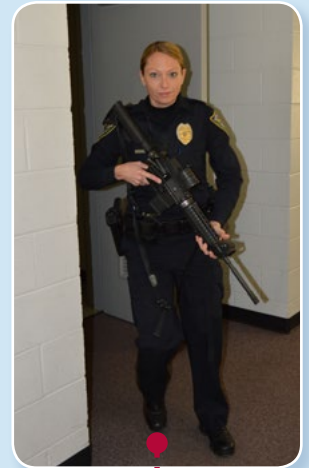
## A Day in the Life



**1.** Roll Call - Patrol Officers receiving their shift assignments and other pertinent information before heading to the road.



**2.** Patrol Officer preparing her vehicle of the day in preparation to start patrolling.

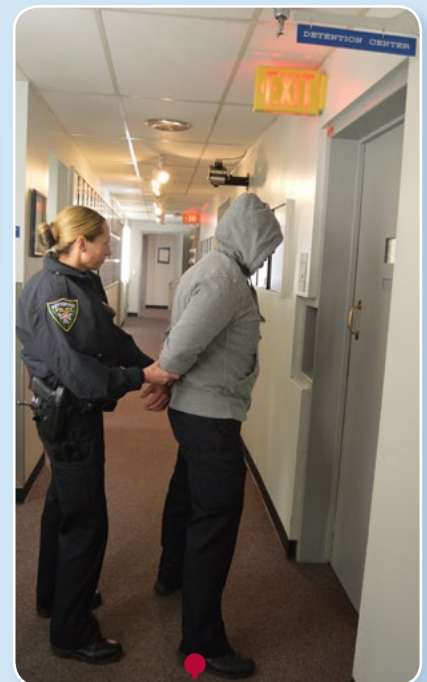


**3.** Acquiring all required equipment for the day.

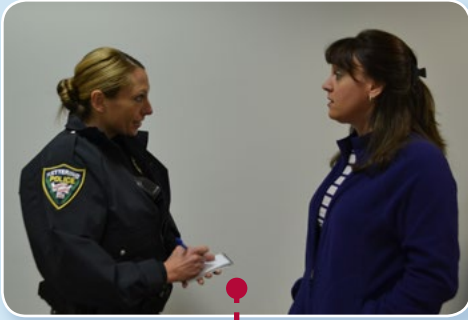


**11.** Detective submitting the report to the Records Clerk.

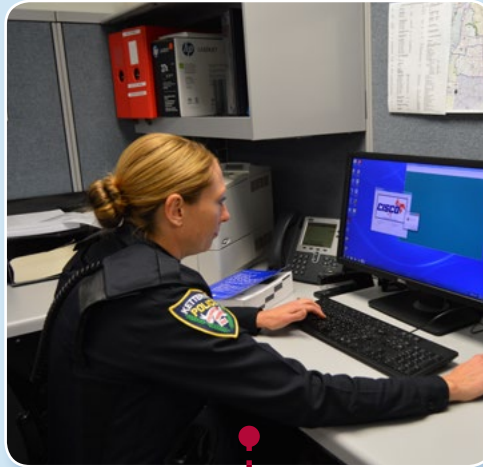
**10.** Patrol Officer releasing the suspect to the Jailer to be booked in.



**9.** Patrol Officer bringing the suspect that was arrested on the criminal complaint into the Jail.



4. Patrol Officer gathering information for a criminal complaint from a victim.



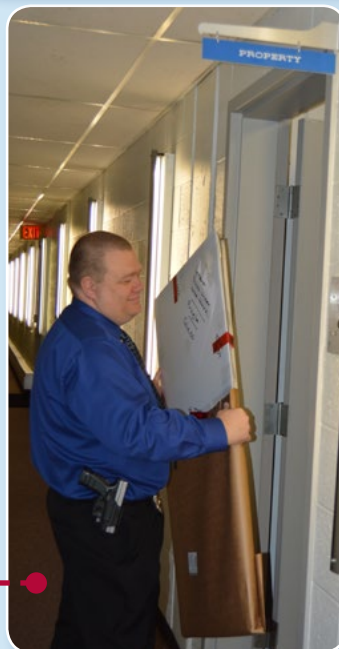
5. Patrol Officer completing a report.



6. Patrol Officer reviewing a criminal complaint with the City Prosecutor to obtain authorization on the criminal charges.



8. Detective talking with the Property Room Clerk about the evidence.



7. Detective taking the collected evidence from the crime scene into the property room to be held for trial.



# KETTERING POLICE DEPARTMENT

## Support Division



Captain Thomas McEwan

*The Support Division is headed by Captain Thomas McEwan. Captain McEwan has been with the Kettering Police Department for over 30 years. He is a graduate of the FBI National Academy.*

*The Support Division of the Kettering Police Department includes the Communications Center, Jail, Records Section, Property Room, Personnel and Training, and Court Security. The section is led by Lt. Craig Moore, Sgt. Leroy Sanders and Sgt. Michael Walker who work to coordinate these units to serve the residents of Kettering and the Operations Division.*

*The men and women in the Support Section work tirelessly behind the scenes to provide the residents of Kettering with the highest quality of service. Their work is an important component in the continuing effort to uphold the privilege of being "Ohio's Finest."*

## Support Services



Lieutenant Craig Moore



Sergeant Leroy Sanders  
Property (Property Room)  
Communications (Dispatch)



Sergeant Adam Walker  
Personnel and Training  
Jail  
Court Security  
Records



Indoor Range  
Edward Drayton  
(2015)

## Range practice then and now



DESC Range  
Gerry McLaughlin

### KPD Fun Fact

Prior to the early 70s, there were call boxes mounted to poles around the city. Citizens could pick up the phone and have direct contact with a police or fire dispatcher.





## Support Division



Dispatch  
Arlinda Coleman  
(2015)

### Dispatch

The Kettering Communications center is a 24/7 operation, with dispatchers working three 8-hour shifts. We have 12 full-time dispatchers, fully cross-trained in police, fire and EMS dispatch. We also have two part-time police dispatchers. All dispatchers have completed a rigorous training program and are trained in Emergency Medical Dispatch and maintain their skills through continuing training throughout the year. We hired two new dispatchers in 2015, Rachel Adams and Jalynn Winland, both veteran dispatchers bringing years of experience.



### Interesting 2015 Dispatch Statistics

*Received over 19,000 911 calls (an average of 52 per day).*

*Received over 75,000 non-emergency calls for service (an average of 205 per day).*

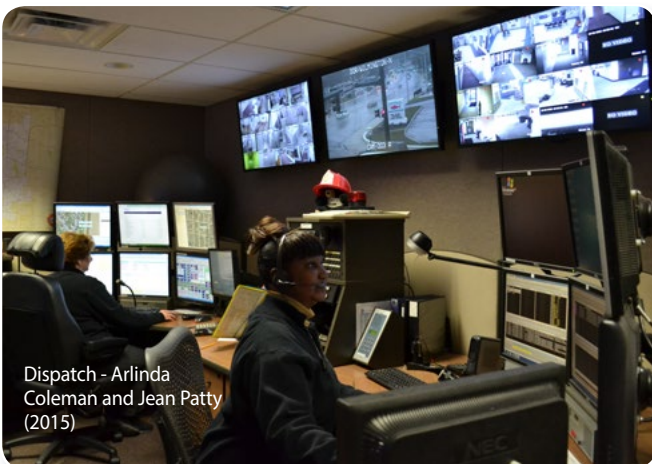
*Dispatched over 50,000 calls for service for Police and over 8,000 calls for service for the Fire Department.*

*Was re-accredited through the Commission on Accreditation for Law Enforcement Agencies (CALEA)*

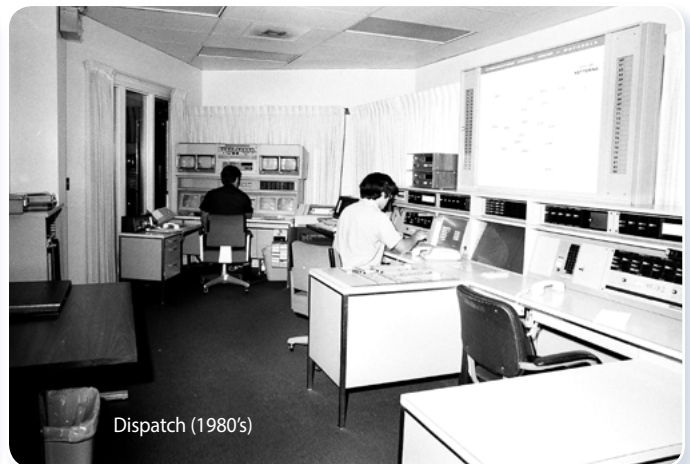
*In 2016, the dispatch center will obtain upgrades in Computer Aided Dispatch (CAD), the radio communications system, and the 911 system.*



Dispatch  
Denny McCormick  
(1970)



Dispatch - Arlinda  
Coleman and Jean Patty  
(2015)



Dispatch (1980's)



# KETTERING POLICE DEPARTMENT

## Support Division

### Property Room

The Kettering Property Room is managed by Sgt. Lee Sanders and the daily operations are conducted by Sue Fackler. The property room holds over 4,000 pieces of property every year. This includes items of evidence, found property, and others. The property room also destroys over 2,000 pieces of property every year.

The Property Room received 2,340 pieces of property. 1,856 of those were evidence related and 419 pieces of property received were returned.



Sue Fackler – Property Room (2015)

### KPD

### Fun Fact

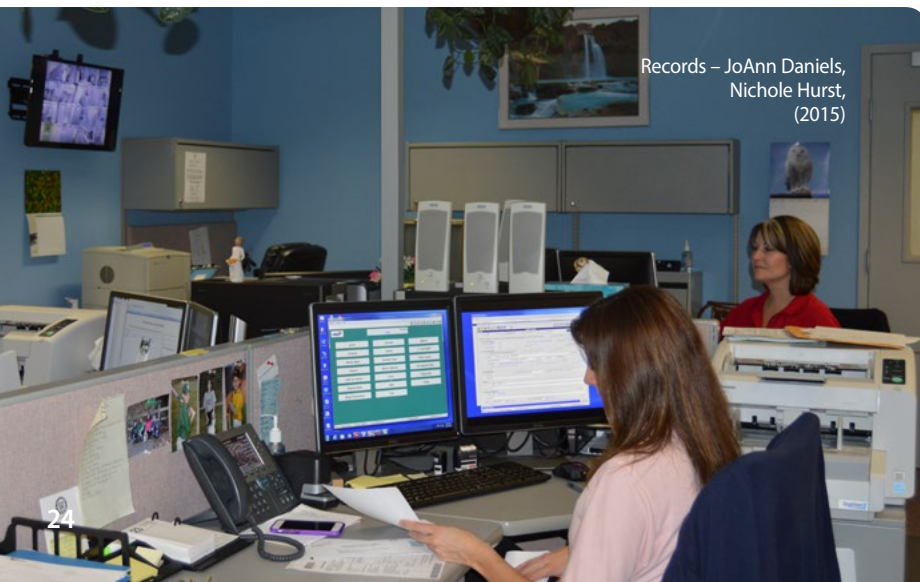
Cadets, who were 18 to 20 years old performed support duties, such as moving cruisers, dispatching, filing and typing tickets. When they turned 21, they were sworn in as Kettering police officers.

### Records Section

The Kettering Police Department's Records Section maintains police reports and documents, and provides many services that are utilized by residents every day. The Records Specialists classify and process reports utilizing the Uniform Crime Report that is used for monthly and yearly crime stats and reports for the FBI, state departments, and personnel. The Records Specialists also conduct criminal background checks and process public records requests. The records section is staffed by three full-time civilian employees.



Records – Gerald Smith and Thelma Miller (1959)



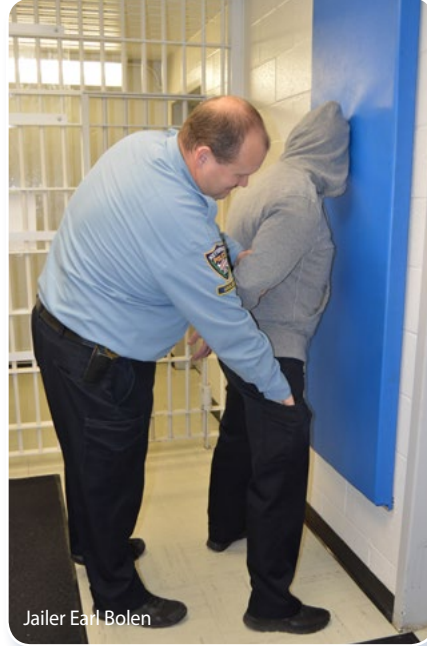
Records – JoAnn Daniels, Nichole Hurst, (2015)



## Support Division



Jailer Earl Bolen



Jailer Earl Bolen

### Jail

The Kettering Jail received re-accreditation in 2015 through the American Correctional Association. The jail has been accredited since 1990. The jail is a five day facility that processes the incoming arrests and provides housing and prisoner care until the initial court appearance. The jail is staffed by four full-time and two part-time jailers. The Kettering Jail continues to operate in compliance with state and national standards and at an exemplary professional level.

### KPD Fun Fact

At one time, supervisors were called Inspectors and Commanders and wore blue blazers, slacks, dress shirts and ties. Eventually KPD went back to the rank structure and wore police uniforms.



### Court Security

The Kettering Police Department has provided security at the Kettering Municipal Court since 2004. The two full time Uniformed Deputy Bailiffs and five part time Court Security Officers are responsible for maintaining security within the court building for the officials and citizens utilizing the court related services.



Court Officer James Roepken Jr. at the court security checkpoint at the entrance to Kettering Municipal Courts



# KETTERING POLICE DEPARTMENT

## Office of the Chief



Lieutenant Daniel Gangwer

### Community Relations:

The Community Relations Section is led by Lt. Daniel Gangwer. This section is pivotal to the community outreach programs of the Kettering Police Department. It maintains two School Resource Officers who act as liaisons with the Kettering City Schools. Additionally, one officer acts as the department's Public Information Officer and is responsible for interaction with, and dissemination of information to local media outlets. Our Community Services Officer, a civilian position, addresses animal issues within the City.



Officer Carla Sacher, School Resource Officer talks with seventh-graders at Van Buren Middle School about alcohol abuse.



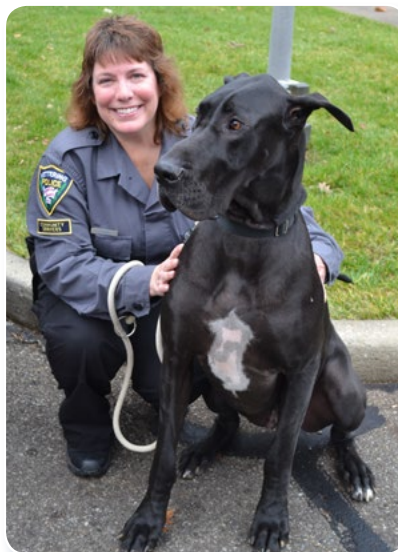
Officer Wendy Miller, School Resource Officer, teaching Internet safety to the kids at Prass Elementary

### School Resource Officers/ PIO

The Community Relations Section teaches several programs in our schools that are relevant to the safety and security of our students. It also regulates the Neighborhood Watch Program, is responsible for the Citizen's Police Academy, and is present at many City functions to interact with the community.

### Community Service Specialist

The Community Service Specialist assists in resolving a variety of neighborhood animal problems and complaints to protect the citizens and the animals and to keep all safe. The Community Service Specialist is responsible for educating the citizens about the animal ordinances and laws and attempting to find amicable solutions when issues arise. Duties include assisting in safely containing roaming dogs and cats, lost and found animals, nuisance and barking complaints, educational programs, safe handling of wild, exotic, sick or injured animals, neglect and cruelty investigations, bite incidents/quarantine/vaccine protocols and dog licensing. Shelly Davis was regular on the *Daily Show* during 2015 keeping citizens informed about animal happening in the City of Kettering.



Shelly Davis (2015)



Pt. Clarence Brun (1965)



## Office of the Chief

### Professional Standards:

The function of Professional Standards is to ensure that the integrity of the Kettering Police Department is maintained through an internal system where objectivity, fairness, and justice are assured by intensive and impartial investigation and review. The Professional Standards Unit is currently overseen by Sgt. Jeff Perkins.

These investigations are to clear the innocent, establish guilt of wrongdoers, and facilitate fair, suitable, and consistent disciplinary action.



Sergeant Jeff Perkins



Jean Ruppert  
Accreditation Manager

### Accreditation



Professional Standards is also responsible for administration and supervision of Commission on Accreditation for Law Enforcement Agencies (CALEA) requirements. CALEA ensures that the Kettering Police Department is in compliance with over 484 standards.

## Police Memorial



National Police Week occurring each year during the week in which May 15 falls, recognizes the service and sacrifice of U.S. law enforcement. Established by a joint resolution of Congress in 1962, National Police Week pays special recognition to those law enforcement officers who have lost their lives in the line of duty for the safety and protection of others. The Kettering Police Department holds a memorial during NPW at the Government Center every year. The event is open to the public.



# KETTERING POLICE DEPARTMENT

## Community Outreach

### Kettering Safe Senior Program

The purpose of Kettering Safe Senior Program (KSSP) is to provide first responders a safe and secure way to maintain a database of information on citizens that are in need of emergency services due to certain medical conditions including: Alzheimer's, dementia, Down syndrome, autism or other medical conditions that makes them potentially disabled. KSSP is a voluntary program for those citizens that do not have 24-hour home health care.

Each participating citizen will have a database of personal information stored by the Kettering Police Department called the "File of Life". KSSP also has a Lockbox Program. The Lockbox Program is designed to assist emergency responders when entering a home in case of emergency, without damaging the structure.



Ptl. Edward Drayton and Senior Services Coordinator Vickie Carraher working together on the Kettering Safe Senior Program

### Some interesting information about KSSP

*Began in 2013 with original concept brought forth by Ptl. Edward Drayton.*

*There have been 166 participants, with 139 currently enrolled.*

*Thirty-seven new participants entered the program in 2015.*



#### KPD

#### Fun Fact

New officers were called "greenies" and were assigned a coach before the advent of Field Training Officers.

### Social Media

 @KetteringOhioPD

 Kettering Police Department

Social Media has significantly expanded for the Kettering Police Department in 2015. Our Facebook page has increased from 2,627 likes on January 1, to over 4,400 likes by the end of the year as citizens turn to us to learn about crime trends, safety issues and community events. Officers are teaching from internet based programs such as Google Drive and are moving from static to interactive learning by incorporating apps such as Kahoot! into the programs; taught not only in the schools but also in the community.

*Further advancements will be seen in 2016 with the addition of Twitter which will allow citizens to go on a "virtual ride along" with patrol officers.*



### RAD

The RAD program is a national program formally titled "Rape, Aggression, Defense" for females only where participants learn awareness, risk reduction and avoidance while progressing to the basics of hands-on training using realistic self-defense

tactics and techniques. Kettering Police Department continues to offer the RAD program for females from Kettering and the surrounding area. There were 115 participants in 2015, the most ever for this program. The Police Department also offers classes to children to **Resist Aggression Defensively. r.a.d.KIDS** is a personal empowering, awareness and safety education program for children ages 6 to 9 and 10 to 12.



## Community Outreach

### What is Community Oriented Policing?

Community Oriented Policing (COP) is a partnership between the police department, citizens, and businesses in the community to solve problems, and proactively address concerns for public safety issues.

The City is divided into six COP areas, which have a Lieutenant, Sergeant, and patrol officers assigned to them. Each area develops a project to engage citizens in that area as well as several citywide events each year.

### Examples of COP events:

**National Night Out** – is held the First Tuesday of August and is a way to enhance the relationship between neighbors and law enforcement while bringing back a true sense of community and provides a great opportunity to bring police and neighbors together under a positive circumstance.

**Shop with Cops** – is held early in December. This is a cooperative effort with the schools, local businesses and volunteers to provide Christmas presents for children in need. Families are invited to come eat pizza and shop with a police officer. This builds positive interactions between children and police.



Chief Protsman enjoying the shade with a group of kids at a **Summer Food and Fun** program last summer.

**Grow with Kettering Camp** – held for four weeks during the summer months. School age children interact with officers in sporting activities. The kids are provided interactive demonstrations and learn about police functions, such as bike patrol, S.W.A.T, canine demonstrations, and evidence collection.



Grow with Kettering Camp



Shop with Cops



# KETTERING POLICE DEPARTMENT

## Community Outreach

### Fraternal Order of Police Associates

The FOPA is a civilian affiliate of the Fraternal Order of Police (FOP). Our members are friends and families of law enforcement officers, responsible and respected business persons, professional men and women, and citizens from all walks of life—people willing to devote a portion of their time and efforts toward assisting the various law enforcement agencies of our communities, states and nation.

The Kettering FOPA Lodge #58 is an active group of diverse individuals who appreciate and respect the officers of the Kettering Police Department and the work that they do. It is our goal to support them financially and to assist them as needed.

### KPD Volunteers

All of us here at KPD want to thank the volunteers for all of their hard work and dedication. Volunteers play a pivotal role in helping to continue to grow our relationship between the PD and the community. It is with the help of these great people that we are able to achieve all that we do here at KPD.



Personnel inspection (1960)





Now and Then



Car inspection (2014)



Car inspection (1966)



Car inspection (1960)



# KETTERING POLICE DEPARTMENT

## Statistics

ACTIVITY	2014	2015
Calls for Service .....	64,962	60,686

COMMUNITY SERVICE SPECIALIST	2014	2015
Complaints Received .....	2,543	1,847
Persons Cited.....	17	52
Warnings Issued.....	207	239

TRAFFIC CITATIONS	2014	2015
OVI.....	357	364
DUS.....	1,216	1,196
Parking .....	166	103
Speeding .....	1,933	2,184
All Others .....	3,325	2,765
TOTAL .....	6,997	6,612

TRAFFIC ACCIDENTS	2014	2015
Fatals.....	0	0
Personal Injury .....	86	127
Property Damage .....	846	834
TOTAL .....	932	961

INCIDENT REPORTS	2014	2015
Incident Reports Taken.....	4,186	4,329
Criminal Incident Reports .....	3,648	3,803

MISCELLANEOUS	2014	2015
Lock Outs .....	877	910
Commendations.....	41	56

PART I OFFENSES	2014	2015
Homicide.....	0	1
Forcible Rape.....	16	24
Robbery.....	18	35
Aggravated Assault .....	21	10
Burglary.....	230	230
Larceny.....	808	800
Motor Vehicle Theft .....	40	52
Arson.....	9	4
TOTAL .....	1,142	1,156

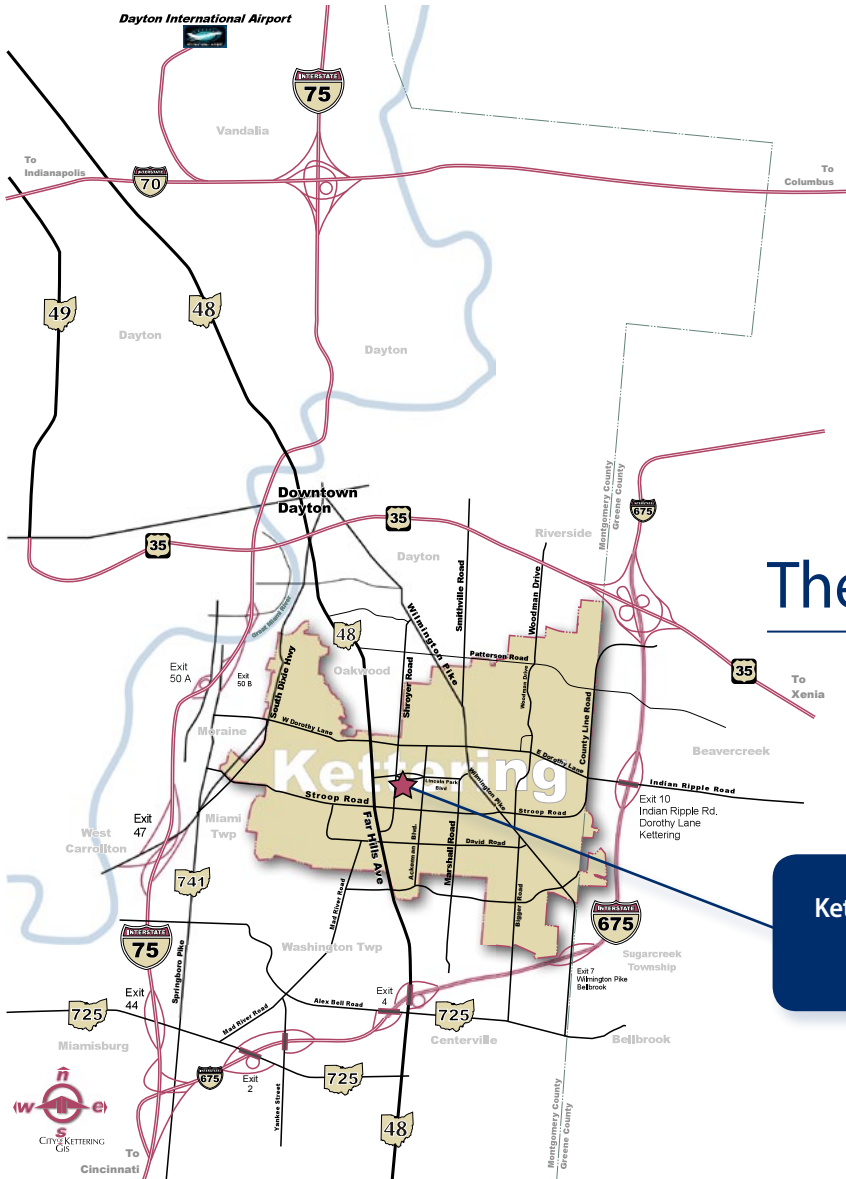
PART II OFFENSES	2014	2015
Vandalism .....	294	252
Weapons .....	36	38
Sex/Morals .....	35	33
Narcotics .....	562	687
All Others .....	1,578	1,635
TOTAL .....	2,505	2,645

CRIMINAL ARRESTS	2014	2015
Adults.....	2,743	2,971
Juveniles .....	316	328

DETENTION CENTER	2014	2015
Kettering Prisoners.....	1,748	1,825
Centerville Prisoners.....	84	75
Moraine Prisoners .....	99	77
TOTAL PRISONERS BOOKED.....	1,931	1,977



## Kettering, Ohio Map and Demographics



### The City We Serve

**Kettering Police Department**  
**3600 Shroyer Road**

City of Kettering, Ohio	Kettering	Ohio
Total Population .....	56,163	
Median Age of Residents.....	38.9	38.8
Median Household Income.....	\$49,207	\$47,358
Number of Households.....	25,427	
Persons Per Household.....	2.19	
Unemployment Rate.....	7.7%	8.8%

*Note: Based on 2010 census information.*

# Excellence to Continue



**Kettering Police Department**

3600 Shroyer Road, Kettering, OH 45429



[WWW.KETTERINGOH.ORG/DEPARTMENTS/POLICE](http://WWW.KETTERINGOH.ORG/DEPARTMENTS/POLICE)