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.
<table>
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<tr>
<th>Section</th>
<th>Page Range</th>
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<tbody>
<tr>
<td>Letter from the Chief</td>
<td>2</td>
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<td>Organizational Chart</td>
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<td>16</td>
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<td>18 – 19</td>
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<td>Citizen Survey</td>
<td>20</td>
</tr>
<tr>
<td>Map and Demographics</td>
<td>21</td>
</tr>
</tbody>
</table>
WELCOME FROM THE CHIEF

Dear Citizens, Friends and Colleagues:

On behalf of the Kettering Police Department, it is an honor to present to you our 2018 Annual Report. The KPD’s partnership with this great community has always been important and a few years ago we, as a department, made connecting with the citizens our number-one priority. The community embraced our efforts by participating in educational opportunities, public events, police programs, neighborhood collaborations and social media engagement. In kind, this annual report showcases the Kettering Police Department, our citizens and the powerful relationships and results we achieved together.

During 2018, we rose to new challenges, we worked hard to achieve ultimate public safety, we celebrated acts of courage and kindness and we counted our blessings for our strength in serving this wonderful city. I am proud of and grateful for every KPD employee for demonstrating skill, dedication, compassion, resilience and strength in unity every day. I am equally pleased and thankful for the support, compassion and fellowship of our citizens. Together, we have the same goal—to maintain Kettering’s exceptional livability and continue the quality of life and progress on which it was founded.

The theme of our 2018 Annual Report is Our Department, Our Citizens, Our Strength. This year we celebrate the power of collaboration. Our year in review highlights the many innovative initiatives and programs in place to ensure the continued delivery of premier police service to our community. In addition, this report showcases KPD employees working with the citizens. The pages that follow also detail an array of accomplishments by the Kettering Police Department over the past year. These achievements are made possible through strong, proactive partnerships with our community and city leaders coupled with the excellence and professionalism of our officers and civilian employees.

The annual report includes an overview of the Kettering Police Department and the many critical services it provides, along with valuable information on the volume and nature of calls for service received. We hope to exhibit the phenomenal service that the men and women of the Kettering Police Department provide this incredible city along with powerful contributions made by our citizens.

During 2018, we watched some of Ohio’s Finest officers retire. We were fortunate to welcome several new officers and continued working to strengthen police presence in our schools. We began planning and incorporating new computer systems that provide advanced online crime mapping capabilities and allow more information accessibility to the community. We worked hard to manage work shifts that will result in better work/life balance for our officers. To enhance officer safety, we built a security fence around the police parking area. We were awarded grant funds to purchase body armor for our SWAT team as well. Finally, plans were begun to implement significant building renovations including an addition and redesign of current space. And, we could not have accomplished any of this without the support of the community and all of you.

The men and women of the Kettering Police Department are passionate about serving you, and I am grateful for the outstanding service they provide this City. I pledge to you that our department will continue to work with the community and local government to keep our city safe and hold true to our motto of being Ohio’s Finest police. We hope you enjoy our 2018 Annual Report, and invite you to visit us through our City website at www.ketteringoh.org.

Sincerely,

Christopher N. Protsman
Chief of Police
KETTERING POLICE DEPARTMENT ORGANIZATIONAL CHART

CHIEF OF POLICE
Christopher Protsman

Secretary

Accreditation Manager

Professional Standards Sergeant

Community Relations Lieutenant
SRO/茂名 Prevention Officer
SRO/Administrative Officer
Public Information Officer
Community Service Specialist

Volunteer Program

Support Services Division Captain

Staff Services Sergeant

Records

Court Officer

Property

Communications

Patrol Section

Chaplains

Criminal Investigations Lieutenant

Support Services Sergeant

Sergeant

Task Force Detective

Polygraph Unit

Juvenile Unit

General Assignment Unit

Vice/Narcotics Unit

Intel Unit

Staff Services Sergeant

Communications

1st Watch Lieutenant

Sergeant Platoon I

2nd Watch Lieutenant

Sergeant Platoon II

Task Force Detective

Polygraph Unit

Juvenile Unit

General Assignment Unit

Vice/Narcotics Unit

Intel Unit

Staff Services Sergeant

Communications

2nd Watch Lieutenant

Sergeant Platoon III

3rd Watch Lieutenant

Sergeant Platoon IV

Motorcycle Unit

Platoon II

Sergeant

Platoon III

Sergeant

Platoon IV

Motorcycle

Unit

Sworn

Chief ....................................................... 1
Captains ................................................. 2
Lieutenants ............................................. 6
Sergeants .............................................. 10
Patrol Officers ...................................... 63

Non-sworn

Dispatchers .......................................... 13
Dispatchers (part-time) ....................... 1
Uniformed Deputy Bailiffs .................. 2
Court Security Officers (part-time) .... 6
Jailers ................................................. 4
Jailers (part-time) ............................ 2
Secretaries ......................................... 3
Records Specialists ........................... 3
Accreditation Manager (part-time) .... 1
Community Service Specialist .......... 1
COMMENDATIONS

Meritorious Service Award – Awarded for an extraordinary act with no personal danger to the employee or an act involving operational risk to an employee performed above and beyond the call of duty.

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.

Class II – Awarded for exemplary effort or dedication while in performance of the employee’s duty not in the time of crisis or emergency.

EMPLOYEE / CITIZEN AWARDS

Departmental Award:

Class I Commendation:

Civilian Awards
Award of Valor: Wayne Lattimore
Citizenship Award: Lavonna Ackley, Stan Irving, Leslie Leis, Gary Leonard, Neil Collins

KETTERING NOON OPTIMIST OFFICER OF THE YEAR

Ptl. John Soto, was the 2018 recipient.

KIWANIS OFFICER OF THE YEAR

Ptl. Andrew DiSalvo, was the 2018 recipient.
NEW OFFICER SWEARING IN
Chief Protsman with Ptls. Ward and Wiskirchen.
Ptl. Lupp taking oath below.

NEW EMPLOYEES


Ptl. Adam Lupp  Ptl. Joel Wager
Ptl. Root receives a gift on the occasion of his retirement.

Lt. Holly Murchland and her parents.

PROMOTIONS

Brad Lambert to Lieutenant
Christopher Murray to Sergeant
Ben Charles to Sergeant
Andrew DiSalvo to Sergeant

2018 HIRES
5/29/18  Adam P. Lupp
9/4/18    Levi B. Wiskirchen
9/4/18    Robert B. Ward
11/26/18  Joel M. Wager
11/26/18  Kayla M. Gudgel

2018 RETIREMENTS
8/5/18    Ptl. Don D. Root
9/30/18   Sgt. Robert J. Green
10/7/18   Lt. Holly E. Murchland
12/31/18  Ptl. Jeff R. Geckler

PROMOTIONS
Brad Lambert to Lieutenant
Christopher Murray to Sergeant
Ben Charles to Sergeant
Andrew DiSalvo to Sergeant
The Citizen Police Academy is an awareness program designed to increase the information flow between the police department and the public. Participants get firsthand knowledge on how the department functions. There are classes on patrol functions, drug awareness, K9, traffic enforcement, criminal investigations, evidence collection, firearm safety and more. This forum provides a means to increase public awareness and support for the police department throughout the community.

**K9 AWARDS**

K9 Units are comprised of Ofc. D. Maloney and K9 Jax (dual-purpose patrol and narcotic), Ofc. B. Wright and K9 Fuse (single-purpose narcotic) and Ofc. A. DiSalvo and K9 Nash (dual-purpose patrol and narcotic). Our K9s were deployed 284 times netting 235 charges. 192 were narcotics related offenses with 79 being felony level. They took 4 handguns away from criminals. Some of their 2018 awards are as follows:

Ptl. Maloney and K9 Jax: USPCA Narcotics Find of the Month, USPCA Narcotics Find of the Quarter for 1st quarter 2018, USPCA Patrol Catch of the Month for June and November, USPCA Patrol Catch of the Quarter for the 2nd quarter 2018


COMMUNITY OUTREACH

One of the great things about Kettering Police is our community outreach. Our officers do a great job of volunteering their time for a number of programs: Children's Hospital visits, National Night Out, Shop with Cops, CSI Camp, Little Cadet Training Academy, R.A.D. self-defense training and Safety Village.

National Night Out

CSI Camp

Children’s Hospital Visit

Elasti Girl from the Incredibles, Ptl. Shiloh Colon; Ironman, Ptl. Jason Kramer; Snow White; Disp. Cindy McKenzie
Shop with Cops is held in early December. This is a cooperative effort with schools, local businesses and volunteers to provide Christmas presents for children in need. Families are invited to eat dinner and shop with a police officer. This builds positive interactions between children and police.

Children’s Hospital Visit is held in November. Officers and a dispatcher dressed up like super heroes and a princess and visited sick children. During the visit, children had their picture taken and were given a gift bag to help make their hospital stay easier.

National Night Out is held annually the first Tuesday in August. National Night Out is a nationwide event where police departments join local businesses and the community in a night out against crime. Citizens are invited to join us for free food, music, a dunking booth, inflatables, door prizes and more while interacting with officers and watching demos.

The Kettering Police Foundation was again blessed with donations from Meijer, Chick-fil-A, Farmers Insurance and a host of other private donors to help bring Christmas to 34 children and 15 families. KPD had close to $5,000 donated to make the event a success. Shop with Cops is one of those special events that bring our officers, dispatchers and others who generously volunteer their time closer to our community.
The Kettering Police Department is comprised of some amazing individuals. Both men and women who are giving of their talents, time and energy when it comes to interacting with our community and continuously educating the children and our citizens on important social topics. The amount of training needed is tremendous to maintain the highest skill level. It is our teamwork that makes the Kettering Police Department strong.

The support we receive from our citizens is just one more element that keeps our department strong. The bond that has been forged between our citizens and our department has been essential in maintaining the trust and loyalty we’ve worked so hard to earn over the years. That bond has helped both officer and citizen alike to keep Kettering safe. That bond has turned into...
Our Department

The Kettering Police Department is comprised of some amazing individuals. Both men and women who are giving of their talents, time and energy when it comes to interacting with our community. Generously working events and educating the children and our citizens on important social topics. The amount of training needed is tremendous to maintain the highest skill level. It is our teamwork that makes the Kettering Police Department Strong.

Our Citizens

The support we receive from our citizens is just one more element that keeps our department strong. The bond that has been forged between our citizens and our department has been essential in maintaining the trust and loyalty we’ve worked so hard to earn over the years. That bond has helped both officer and citizen alike to keep Kettering safe. That bond has turned into…
During 2018 the Operations Division was under the command of Captain Mark Burian. The Operations Division consists of the Uniformed Patrol Section and the Criminal Investigations Section. There are a number of specialized assignments with the Operation Division including:

• Evidence Technicians
• Accident Investigation Technicians
• Motorcycle Unit
• Bike Patrol Unit
• K9 Unit
• SWAT Team

Third Watch

Lieutenant Craig Moore
• Field Training Program
• Honor Guard
• Chaplaincy Program

Sergeant Adam Savino
Sergeant Jeff Perkins

Ptl. Kelch making friends with one of our smaller citizens.
First Watch

Lieutenant Roger Smart
• Bike Unit
• SWAT
• Motorcycle Unit

Lieutenant Lee Sanders
• K9 Unit
• OVI Program
• EVOC
• Range

Sergeant Douglas Gaudette
Sergeant Adam Walker

Second Watch

Lieutenant Roger Smart
• Bike Unit
• SWAT
• Motorcycle Unit

Sergeant Larry Warren
Sergeant Joseph Domsitz

Ptl. Regina Bier having fun at Shop with Cops.

Criminal Investigations

Lieutenant Holly Murchland
• General Assignment Detectives
• Vice/Narcotics Unit
• 1 Sergeant
• 5 Detectives
The Support Division is headed by Captain Dan Gangwer. The Support Division of the Kettering Police Department includes the Communications Center, Jail, Records Section, Property Room, Personnel and Training, and Court Security. 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.

- Community Relations
- Court Security
- Communications Center (Dispatch)
- Jail
- Personnel and Training
- Property Room
- Records Section

Support Services Lt. K. Kavanaugh, Support Staff Sgt. S. Drerup and Support Services Sgt. C. Price supervise the Communications Center, Records, Jail, Court and Property Room.

Lieutenant Kevin Kavanaugh
Sergeant Scott Drerup
Sergeant Clint Price


Records Stats

- Adult Arrests Entered: 3,564
- Juvenile Arrests Entered: 337
- Traffic Accidents: 1,098
- Offenses Entered: 4,791
- Moving Citations: 5,927
- Parking Citations: 91
- Towed Vehicles: 1,168

The Communications Center consists of 13 full-time dispatchers and one part-time dispatcher who are cross trained to dispatch for Police, Fire and EMS. Last year, they answered 18,016 emergency (911) calls and 73,974 non-emergency calls.

Court

The Kettering Police Department provides security for Kettering Municipal Court. The Uniformed Deputy Bailiffs and Court Security Officers are responsible for maintaining security within the court building.

Jail

The jail is a five-day facility that processes 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 is accredited and operates in compliance with state and national standards at an exemplary professional level.
Ptl. C. Sanford is assigned to the Personnel and Training Unit, which oversees hiring of new KPD employees and monitors training and certifications of current employees to ensure compliance with state and federal requirements.

**Hiring Process**

**ENTRY LEVEL TEST**
- Job posting
- Recruitment
- Civil Service Exam
- Panel/Oral board interviews
  - Top candidates based on the number of open positions, plus 9, as established by civil service commission.
- Background packets submitted and take pre-conditional polygraph
- Full backgrounds started
- Executive staff interviews
- Conditional offer
- Post-conditional polygraph
- Psychological evaluation
- Physical/Drug Screen (Physical Fitness Test for candidates attending academy)
- Final offer

**LATERAL ENTRY OR CIVILIAN EMPLOYEE**
- Job posting and recruitment
- Panel/Oral board interviews – determines ranking of candidates
  - Top candidates based on the number of open positions, plus 9, as established by civil service commission.
- After Panel/Oral Board interviews, the process is the same as an entry level.

Dispatchers Howard, Coleman and Morse get a visit from Care Flight.
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 was overseen by Sgt. Brad Lambert in 2018. These investigations are to clear the innocent, establish guilt of wrongdoers, and facilitate fair, suitable, and consistent disciplinary action.

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. Jean Ruppert is the Accreditation Manager.

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.
COMMUNITY SERVICE

It can be a deadly mistake. On a warm day, the temperature in a parked car can reach 160 degrees in a matter of minutes, even with partially opened windows. On warm days, your pet With only hot air to breathe, your pet can

Traveling with Pets

humans can when you start, stop or turn. Damage to your dog’s eyes. Protection from the weather and secure around or get tossed out.

If your pet is stressed from heat: move into shade and apply COOL water over the body. Apply cold towels to head, neck

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If you have questions or need more information, please contact:

Shelly.Davis@ketteringoh.org

(937) 296-3266

(937) 296-2555

Lt. Michael Gabrielson

Lt. Michael Gabrielson

Kettering Safe Senior Program

Kettering Safe Senior Program (KSSP) provides first responders a safe and secure way to maintain information on citizens who are in need of emergency services due to certain medical conditions including: Alzheimer’s, dementia, Down syndrome, autism or other conditions that are potentially disabling.

Shelly Davis, Community Services Specialist, is responsible for educating the citizens about the animal ordinances and laws and finding amicable solutions when issues arise.

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

SCHOOL RESOURCE OFFICERS / PIO

The Community Relations Section teaches several programs in our schools that are relevant to the safety and security of Kettering students. It also regulates the Neighborhood Watch Program, is responsible for the Citizen Police Academy and is present at many City functions to interact with the community.
CRIME STATISTICS 2018

18,016
9-1-1 calls

5,927
Traffic Citations Processed

1,774
Total Prisoners Booked

3,564
Adult Criminal Arrests

60,348
CALLS FOR SERVICE DOWN 6.5% FROM 2017

4,914
Incident Reports Taken

3,044
Complaints Cleared

71%
Clearance Rate

Weapons
9%

ROBBERY
38.5%

Narcotics
16%

Speeding
5%

OVI
38%
### Activity

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<th>2017</th>
<th>2018</th>
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<tr>
<td>Calls for Service</td>
<td>64,826</td>
<td>60,348</td>
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### Community Service Specialist

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<tr>
<th></th>
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<tr>
<td>Complaints Received</td>
<td>4,202</td>
<td>3,827</td>
</tr>
<tr>
<td>Persons Cited</td>
<td>92</td>
<td>108</td>
</tr>
<tr>
<td>Warnings Issued</td>
<td>605</td>
<td>831</td>
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### Traffic Citations

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<tr>
<th></th>
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<tbody>
<tr>
<td>OVI</td>
<td>303</td>
<td>108</td>
</tr>
<tr>
<td>DUS</td>
<td>1,662</td>
<td>1,260</td>
</tr>
<tr>
<td>Parking</td>
<td>103</td>
<td>91</td>
</tr>
<tr>
<td>Speeding</td>
<td>1,313</td>
<td>1,381</td>
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<tr>
<td>All Others</td>
<td>2,906</td>
<td>3,007</td>
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<tr>
<td><strong>TOTAL CITATIONS</strong></td>
<td><strong>6,287</strong></td>
<td><strong>5,847</strong></td>
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### Traffic Accidents

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<tr>
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<tr>
<td>Fatals</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Personal Injury</td>
<td>179</td>
<td>152</td>
</tr>
<tr>
<td>Property Damage</td>
<td>818</td>
<td>957</td>
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<tr>
<td><strong>TOTAL ACCIDENTS</strong></td>
<td><strong>997</strong></td>
<td><strong>1,098</strong></td>
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</table>

### Incident Reports

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Incident Reports</td>
<td>5,489</td>
<td>4,914</td>
</tr>
<tr>
<td>Criminal Incident</td>
<td>4,796</td>
<td>4,307</td>
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### Miscellaneous

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<tr>
<th></th>
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<tbody>
<tr>
<td>Lock Outs</td>
<td>911</td>
<td>877</td>
</tr>
<tr>
<td>Commendations</td>
<td>21</td>
<td>15</td>
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### Part I Offenses

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<thead>
<tr>
<th></th>
<th>2017</th>
<th>2018</th>
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<tbody>
<tr>
<td>Homicide</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Forcible Rape</td>
<td>23</td>
<td>19</td>
</tr>
<tr>
<td>Robbery</td>
<td>26</td>
<td>16</td>
</tr>
<tr>
<td>Aggravated Assault</td>
<td>19</td>
<td>16</td>
</tr>
<tr>
<td>Burglary</td>
<td>185</td>
<td>160</td>
</tr>
<tr>
<td>Larceny</td>
<td>617</td>
<td>590</td>
</tr>
<tr>
<td>Motor Vehicle Theft</td>
<td>52</td>
<td>39</td>
</tr>
<tr>
<td>Arson</td>
<td>3</td>
<td>7</td>
</tr>
<tr>
<td><strong>TOTAL PART I OFFENSES</strong></td>
<td><strong>925</strong></td>
<td><strong>848</strong></td>
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</table>

### Part II Offenses

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vandalism</td>
<td>222</td>
<td>206</td>
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<tr>
<td>Weapons</td>
<td>114</td>
<td>104</td>
</tr>
<tr>
<td>Sex-Morals</td>
<td>40</td>
<td>46</td>
</tr>
<tr>
<td>Narcotics</td>
<td>1,388</td>
<td>1,165</td>
</tr>
<tr>
<td>All Others</td>
<td>2,150</td>
<td>2,411</td>
</tr>
<tr>
<td><strong>TOTAL PART II OFFENSES</strong></td>
<td><strong>3,914</strong></td>
<td><strong>3,986</strong></td>
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### Criminal Arrests

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2018</th>
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</thead>
<tbody>
<tr>
<td>Adults</td>
<td>3,961</td>
<td>3,564</td>
</tr>
<tr>
<td>Juveniles</td>
<td>453</td>
<td>341</td>
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</tbody>
</table>

### Detention Center

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2018</th>
</tr>
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<tbody>
<tr>
<td>Kettering Prisoners</td>
<td>1,902</td>
<td>1,673</td>
</tr>
<tr>
<td>Centerville Prisoners</td>
<td>39</td>
<td>49</td>
</tr>
<tr>
<td>Moraine Prisoners</td>
<td>56</td>
<td>52</td>
</tr>
<tr>
<td><strong>TOTAL PRISONERS BOOKED</strong></td>
<td><strong>1,997</strong></td>
<td><strong>1,774</strong></td>
</tr>
</tbody>
</table>
CITIZEN SURVEY

The Police Department sends out a survey annually to 1,000 random households in Kettering to capture a snapshot of the community’s perception of our department.

“I love to see KPD drive down the street — I feel safer knowing they are watching.”
— Citizen

“We have an outstanding KPD staff. All the years I have lived in Kettering and interacted with them, they have always been courteous and professional.”
— Citizen

“Keep up the social media presence and participation in the community activities!! Good job!!!”
— Citizen

“Thank you for all you do.”
— Citizen
### City of Kettering, Ohio

<table>
<thead>
<tr>
<th></th>
<th>Kettering</th>
<th>Ohio</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Population</td>
<td>56,163</td>
<td></td>
</tr>
<tr>
<td>Median Age of Residents</td>
<td>38.9</td>
<td>38.8</td>
</tr>
<tr>
<td>Median Household Income</td>
<td>$49,207</td>
<td>$47,358</td>
</tr>
<tr>
<td>Number of Households</td>
<td>25,427</td>
<td></td>
</tr>
<tr>
<td>Persons Per Household</td>
<td>2.19</td>
<td></td>
</tr>
<tr>
<td>Unemployment Rate</td>
<td>7.7%</td>
<td>8.8%</td>
</tr>
</tbody>
</table>

*Note: Based on 2010 census information.*

### 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.
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