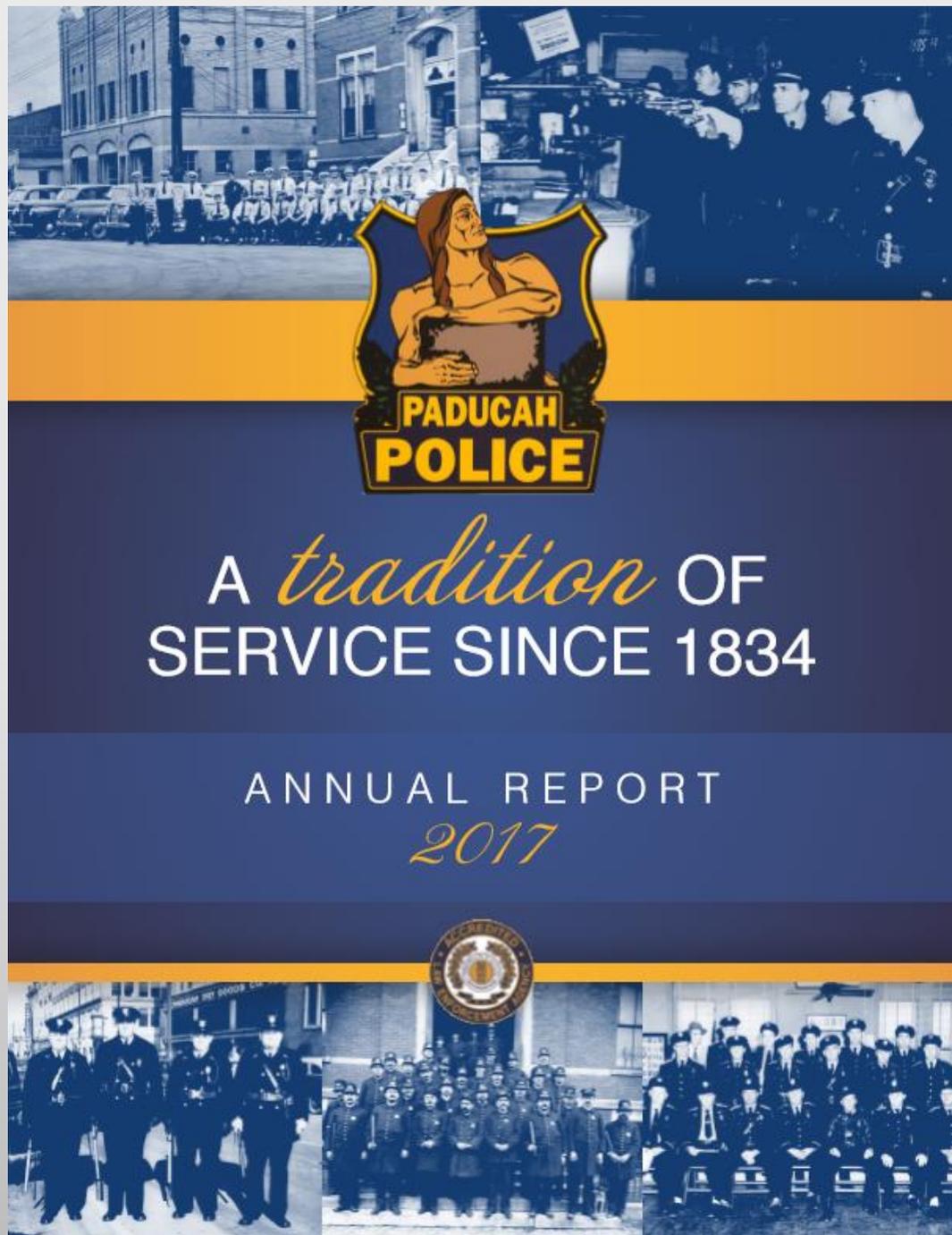




WELCOME
Citizen's Academy

PPD's Core Values

- **Professionalism:** We will demonstrate professionalism through the pursuit of the policing mission with moral and physical courage, composure, competence, and respect in a manner that upholds the highest standard of policing ethics, displays a commitment to continual self-improvement, and generates public trust, respect, and confidence.
- **Respect:** We will treat citizens and co-workers with respect, regardless of the degree of respect we receive.
- **Accountability:** We will be held accountable for our actions, our behavior and our performance by the department, its members and the community we proudly serve.
- **Integrity:** We will be honorable, ethical and honest in our daily interaction with the department, its members and the community we proudly serve.
- **Communication:** We will communicate effectively and courteously with our co-workers and the members of the community we proudly serve.



Sworn Officers

78 – (Authorized Strength)

71 – (Current Staffing)

56 – (Operations Division)

15 – (Administration/Support Services)

Time In Service

37% -- 3 years or less (26 officers)

21% -- 4-9 years of service (15 officers)

41% -- 10-20 years of service (29 officers)

Less than 1% -- More than 20 years (1 officer)

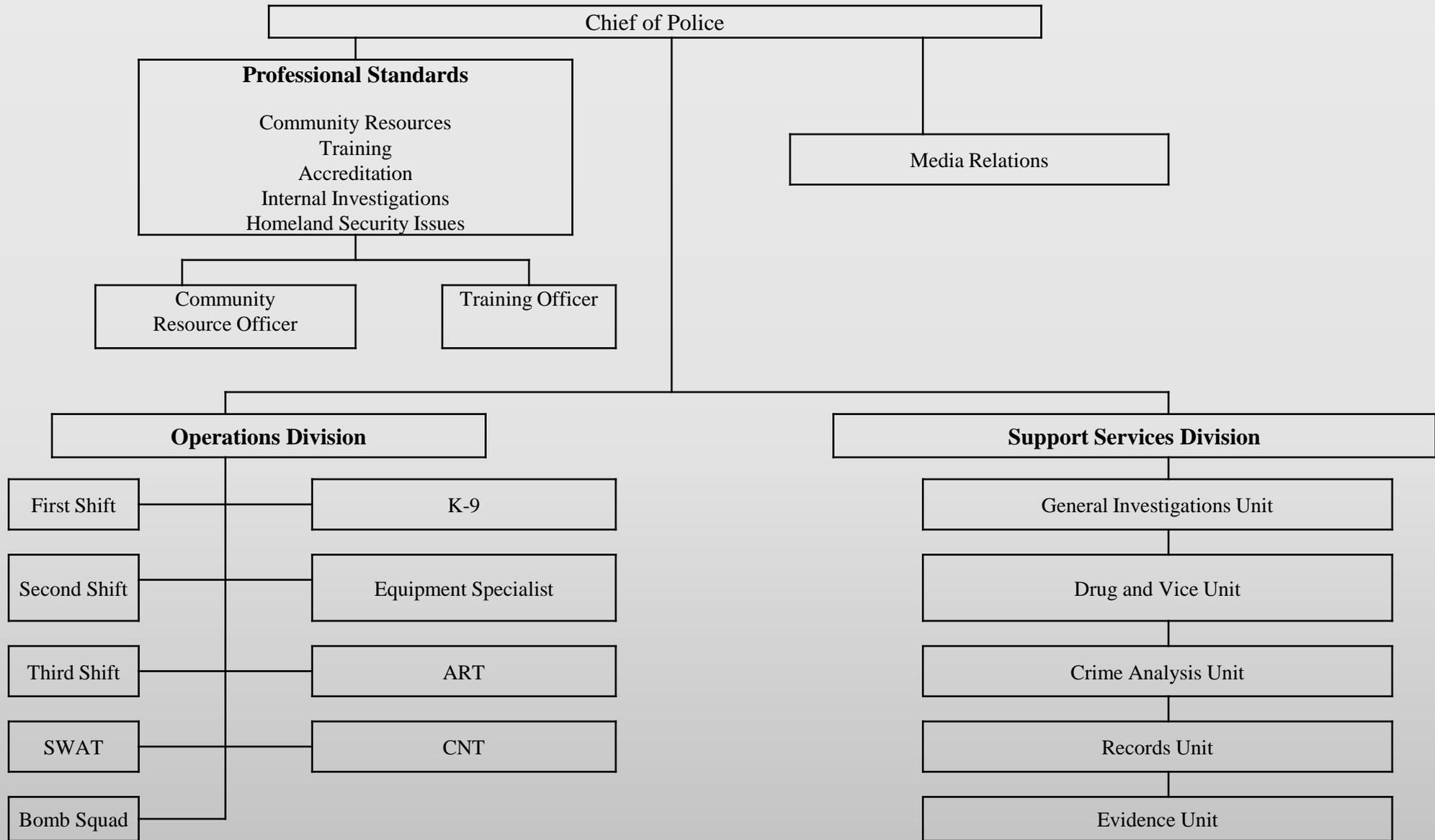
Education

Master's degree: 7

Bachelor's degree: 30

Associate's degree: 10







Brandon Barnhill



Brian Krueger



David White



Brian Laird



Joseph Hayes



Anthony Copeland



Matthew Smith



Travis Watson



Blake Quinn



Nickolas Francescon



Eric Taylor



Mathew Hopp



Andrew Parrish



Matthew Jones



Justin Crowell



Wesley Orazine



Christopher Baxter



Kelly Drew



Ryan Conn



Troy Turner



Christopher Bolton



Chelsee Breakfield



Lucas Stone



Cody Santel



Daniel Kimball



John Smith



Ryan Hudson



Kevin Wilson



Nathan Antonites



Shawn Craven



Brian Kopschke



William Gilbert



Paul Stevenson



Scotty Davis



Matthew Wentworth



Danny Slack



Conrad Gholson



Nicholas Rolens



Zane White



Eric Abbott



Jordan Murphy



Cassandra Skinner



Travis Counts



Jason Montgomery



Justin Canup



Melissa Dillon



Linda Hodgson



Gretchen Morgan



Dana Davie



Adam Winebarger



Blake Cleary



William Hendrickson



Alex Liebenrood



Luke Fraley



John Tolliver



Robin Newberry



James Robbins



Jarrett Woodruff



Corey Willenborg



Joshua Bryant



Beau Green



Nathan Jaimet



Jason Hicks



Lourdes Morrison



Vicki Miller



Amy Travis



Kimberly Newlon



Amanda Kinser



Jon Boulton



Michael Zidar



Christopher Fearon



Keith Thuline



Kevin Collins



Derik Perry



Matthew Scheer



Justin Hodges



Steve Thompson

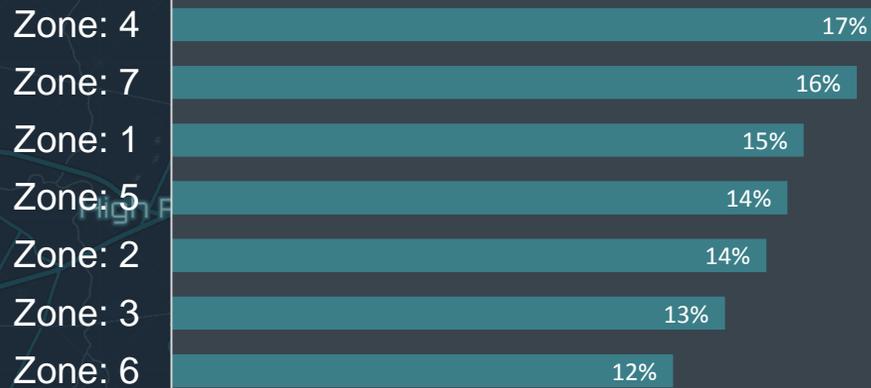


Meredith Barkley



PADUCAH POLICE DEPARTMENT 2017

Hours Spent On Dispatched Calls by Zone



3 Police Districts
7 Patrol Zones
18,000+ Unique City Addresses

The Paducah Police Structure

- 78 Sworn Officers and 10 Civilians
- 3 Divisions
 - Operations – Patrol
 - Support Services – Detectives and Records
 - Professional Standards

Top Consumers of Dispatched Police Time

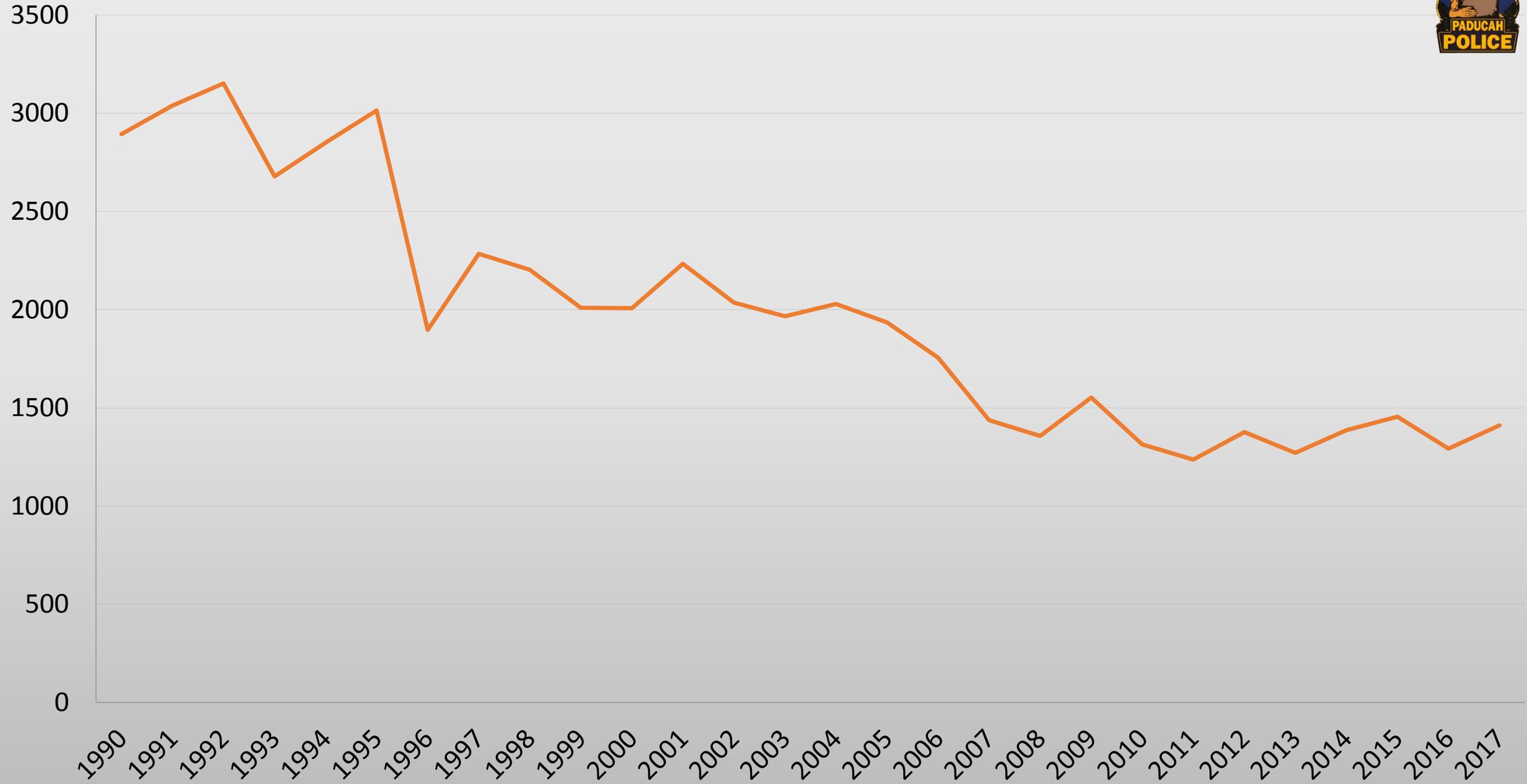
- Walmart
- Hospitals
- Poorly Managed Motels/Hotels
- Poorly Managed Apartment Complexes/Rentals

Crime Concentrates at Very Few Places

- In 2017, PPD received nearly 50k calls for service
- Of those calls, 25 addresses accounted for 26% of crimes not reported at Police Headquarters
- Put differently, 0.1% of addresses were responsible for 26% of crime report calls for service



Part I Crime: Paducah Kentucky

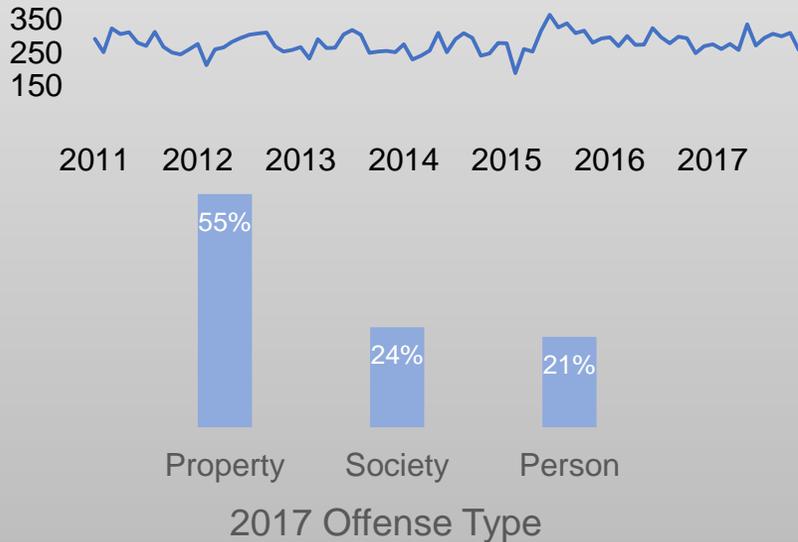




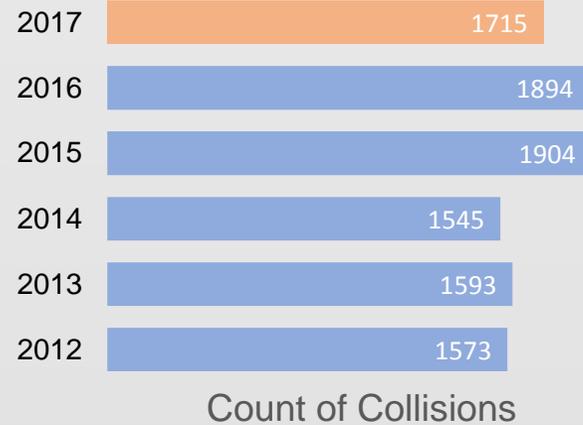
2017 Arrests:
2,300 + Arrests
Less than 2% result
 in a use of force above
 normal handcuffing



2017 Incident Reports:
3,300+ NIBRS Reports
 -2% from 2016
 278 Per Month Average



Collisions 2016-17:
-9%



2017 E911 Calls:
23,000+ Dispatched Calls
 34,000+ Officer Initiated Calls



2017 COP:
5,500+ Community Oriented Officer Initiated Calls



In 2017, PPD officers focused efforts on the **top 25** most crime prone addresses from 2016 and reduced reports at these locations by **17%**



2017 Traffic Enforcement:
10,000+ Traffic Stops
 4,000+ Traffic Citation
 4,000+ Traffic Warnings





2017 General Investigative Unit:
290 Serious Criminal Cases
10% Case Load Increase
from 2016



In 2017 GIU Detectives had a
78% Case Clearance Rate



Officers conducted 54 mental
health transports



PPD officers and staff issued 423 parking
tickets



In 2017, officers logged 3,112 pieces of
evidence



The Records and Evidence Unit houses
11,894 pieces of evidence as of year end
2017



The Digital Forensics Unit
Conducted Exams for **18**
Other Law Enforcement
Agencies



In 2017 Digital Forensics
Examiners Opened 142 Criminal
Cases



323 Electronic Devices Examined





The police are the public and the public are the police; the police being only members of the public who are paid to give full time attention to duties which are incumbent on every citizen in the interests of community welfare and existence.

(Robert Peel)



Public curiosity with the Police



Public curiosity with the Police



Community Policing: How to use the public's interest to build a relationship mutually beneficial to everyone

The Definition: **Community policing** gives citizens more control over the quality of life in their **community**.

Community policing means police become part of the neighborhood. This helps police get a better sense of resident's needs and helps residents to develop greater trust in the police.



The Mission of **Community policing** is, in essence, a collaboration between the police and the **community** that identifies and solves **community** problems....

The Goal of **community policing** is to reduce crime and disorder by carefully examining the problems in neighborhoods and then applying appropriate problem-solving remedies.





Building community relationships
Visibility in a neighborhood without building relationships with the citizens in those neighborhoods looks a lot more like an occupying force than consent of the people.



Community Policing must be a department wide focus, not just one special unit or individuals.



The IACP Research Advisory Committee is proud to offer the monthly Research in Brief column. This column features evidence-based research summaries that highlight actionable recommendations for *Police Chief* magazine readers to consider within their own agencies. The goal of the column is to feature research that is innovative, credible, and relevant to a diverse law enforcement audience.

Youth Attitudes Regarding Police Effectiveness and Trust in One Midsize City

By David R. White, Assistant Chief of Police, Paducah, Kentucky; Michael J. Kyle, Doctoral Candidate, Department of Criminology & Criminal Justice, Southern Illinois University Carbondale; Phillip Galli, Doctoral Candidate, Department of Criminology & Criminal Justice, Southern Illinois University Carbondale; and Michael Zidar, Crime Analyst, Paducah Police Department, Paducah, Kentucky

A number of high-profile deadly force encounters over the past couple of years have sent a shockwave of anti-police rhetoric across the United States. The resulting tension has caused some officers to say they are less likely to engage in certain self-initiated activities, leading to claims that negative public perceptions have caused a widespread de-policing effect.¹ To the extent that this may be true, researchers have also considered whether such trends have included a decrease in officers' willingness to engage in community partnerships, a key element in building trust with community members. One recent study found such an effect but ultimately determined that officers' willingness to engage the community was mediated by their perceptions of organizational justice and self-legitimacy (i.e., self-confidence in their own authority)—two potential indicators of working in a healthy organizational environment.² Regardless, the fact remains that some officers and some departments may have become more apprehensive about engaging members of their community, particularly within groups that might share negative attitudes about law enforcement. Other departments, meanwhile, are responding more openly instead of avoiding these difficult and sometimes awkward conversations.

Two community groups that have been most affected by police are racial and ethnic minorities and young people.³ Research has

The task force's report highlights the need for departments to build trust and legitimacy by embracing procedural justice concepts at all levels within their organizations.

consistently shown that African American community members have less favorable attitudes toward law enforcement than other residents.⁴ However, law enforcement leaders should be asking themselves to what extent the racial confidence gap exists in their local community. While agencies might struggle to develop an adequate way of assessing their community's adult population, local high schools can offer a quicker and equally important way to capture a snapshot of community attitudes, and working with schools serves the dual purpose of helping agencies connect with young people. Research on community-police relations regarding young people is less common, despite the fact that they are among the most likely to have contact with police, and they are likely forming attitudes that they will carry throughout adulthood.⁵

In 2015, the Paducah, Kentucky, Police Department solicited the opinions of students in a current events class at one local high school, asking them to complete a brief essay about their perceptions of police. The essays provided valuable insight into how young people viewed policing in this time of turmoil, and the department utilized the responses to frame several listening sessions with the students, which proved helpful to both students and the department. Community Resource Officer Gretchen Morgan, who led the effort, also summarized the essays in a presentation to the department's supervisors as a way of demonstrating the importance of procedurally just policing.

Based on the success of the 2015 inquiry, Officer Morgan replicated the project in the spring of 2017. The essay questions were refined, and Morgan also asked students to complete a brief (one-page) survey. This time, the

department engaged the entire junior class and collaborated with researchers from Southern Illinois University to evaluate their results. The department had two goals in mind: (1) evaluate student attitudes and use the results to facilitate more listening sessions and help build a better relationship with the students and (2) use the information to help frame an in-house training for their officers related to the importance of procedural justice. These goals respond to the recommendations in the President's Task Force on 21st Century Policing report.⁶

The task force's report highlights the need for departments to build trust and legitimacy by embracing procedural justice concepts at all levels within their organizations. Particularly, research illustrates that officers can demonstrate procedural justice by giving community members a voice, appearing unbiased or neutral, treating people with respect and dignity, and having true motives, which communicates trustworthiness.⁷ The report also highlighted the need for police departments to collaborate with academic researchers to evaluate and gain better insight into their community's perspectives concerning both trust and effectiveness.

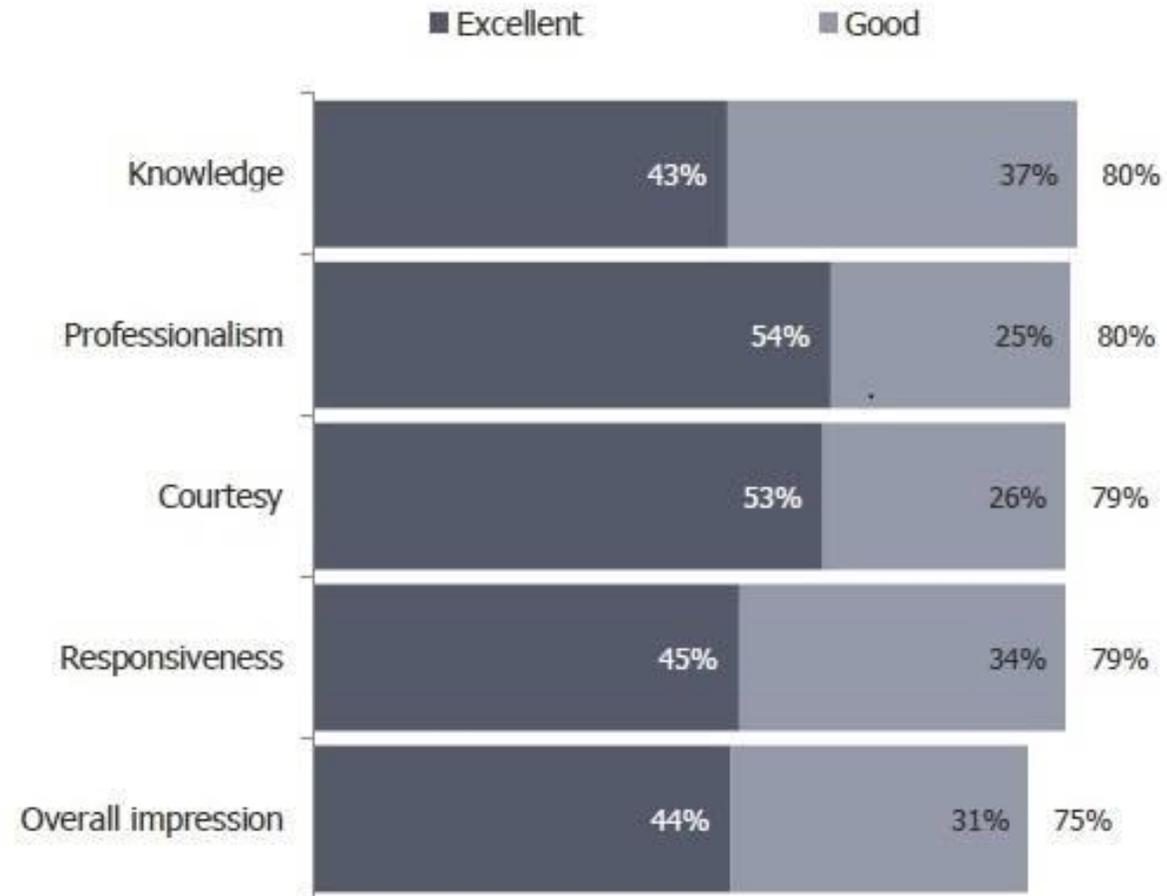
The current project solicited student essays regarding: (1) their general perceptions of police (both across the United States and locally); (2) their perceptions of how fairly and respectfully local police treat citizens, and (3) their perceptions of the media's role in influencing citizen attitudes concerning law enforcement. In total, 88 students completed an essay, and 211 students completed the one-page survey. Although the essays are still under review, the research team intends to conduct an analysis that includes the extent to which local police are using procedural justice concepts



Results from the 2016 National Citizen Survey

Figure 9: Impressions of the Police Department

What was your impression of the Paducah Police Department employee(s) in your most recent contact?



Other Problem and Community-Oriented Initiatives and Achievements



Other Problem and Community-Oriented Initiatives and Achievements





- The Police Foundation of Paducah-McCracken County, Inc. is partnering with Murray State University to create the Cultural Leadership Academy for Paducah law enforcement officers.

Program highlights:

- Develop cultural awareness
- Eliminate unintentional biases, prejudices
- Trained to recognize cultural cues
- Apply ethical principles in diverse settings
- Develop awareness of social justice, advocacy and conflict resolution

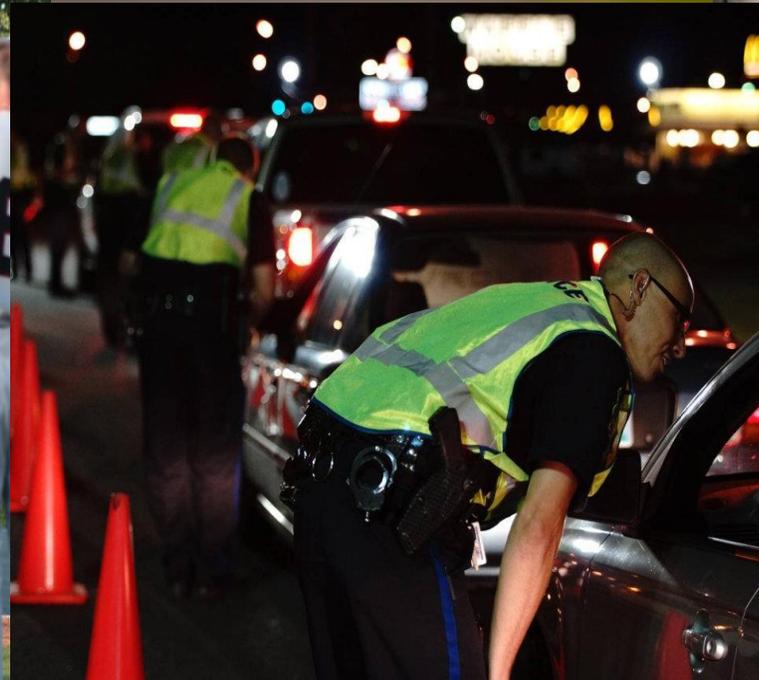


- More than 600 people attended two public sessions of "Response and Survival During a Mass Shooting," hosted by the Police Foundation of Paducah/McCracken County and the Paducah Police Department. Kenneth D. Hughes, a nationally recognized expert on the subject spoke to a full house at West Kentucky Community and Technical College's Clemens Fine Arts Center.





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PADUCAH LIFE

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The City Magazine Since 1990

In 2016, the Kentucky Association of Chiefs of Police named **Brandon Barnhill** 2016 Chief of the Year.



FOR THE LOVE OF THEIR CITY. FOR THE LOVE OF THEIR

FELLOWMAN.

Paducah Police Department



LEFT TO RIGHT: Officer Ryan Hudson • Chief Brandon Barnhill • Community Resource Officer, Gretchen Morgan • Detective Nathan Jaimet • Joe Framptom, Paducah Police Foundation • Officer Shawn Craven and K-9 Huub • Assistant Chief Brian Krueger • Officer James Davis • Explorer Chief Leah Stevenson • Officer Chris Fearon • Officer Chelsea Breakfield • Records Manager, Amy Travis • James Garrett, Paducah Police Foundation • Detective Jason Hicks

Questions???

Thank you for your support of the Paducah Police Department

**For more information follow us on [Facebook](#) or at
www.paducahky.gov.**

