

CITY OF PADUCAH
POLICE DEPARTMENT
Since 1834

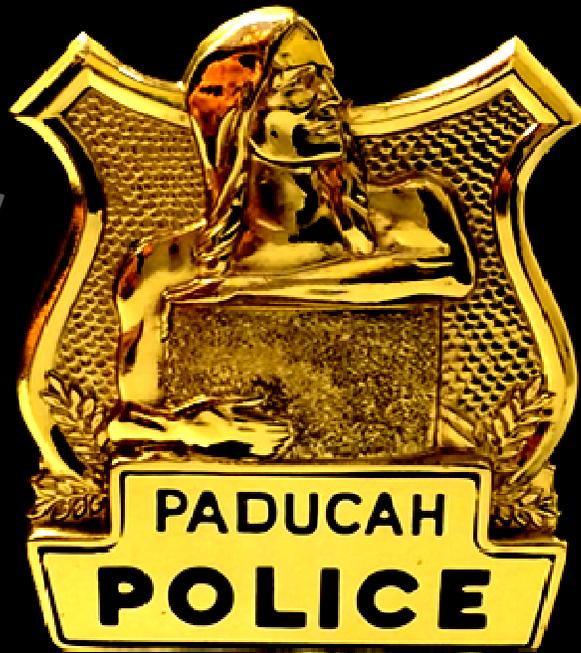


2014 ANNUAL REPORT

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Relationships

Safety



Trust
Caring

Service

Transparency
Community

Cooperation

Involvement



Gayle Kaler

Mayor

Richard Abraham

Commissioner

Carol Gault

Commissioner



January 15, 2015

To the Citizens of Paducah and McCracken County:

The Paducah Police Department strives to keep you safe. We are dedicated to enhancing the quality of life for both citizens and visitors to our community.

To be a professional organization in today's world requires us to show we are living up to the best practices in policing; that we are responsive to state, national and global issues that might impact your safety, and most importantly, to show that we are engaging the community with both proactive and reactive police strategies to reduce and control crime.

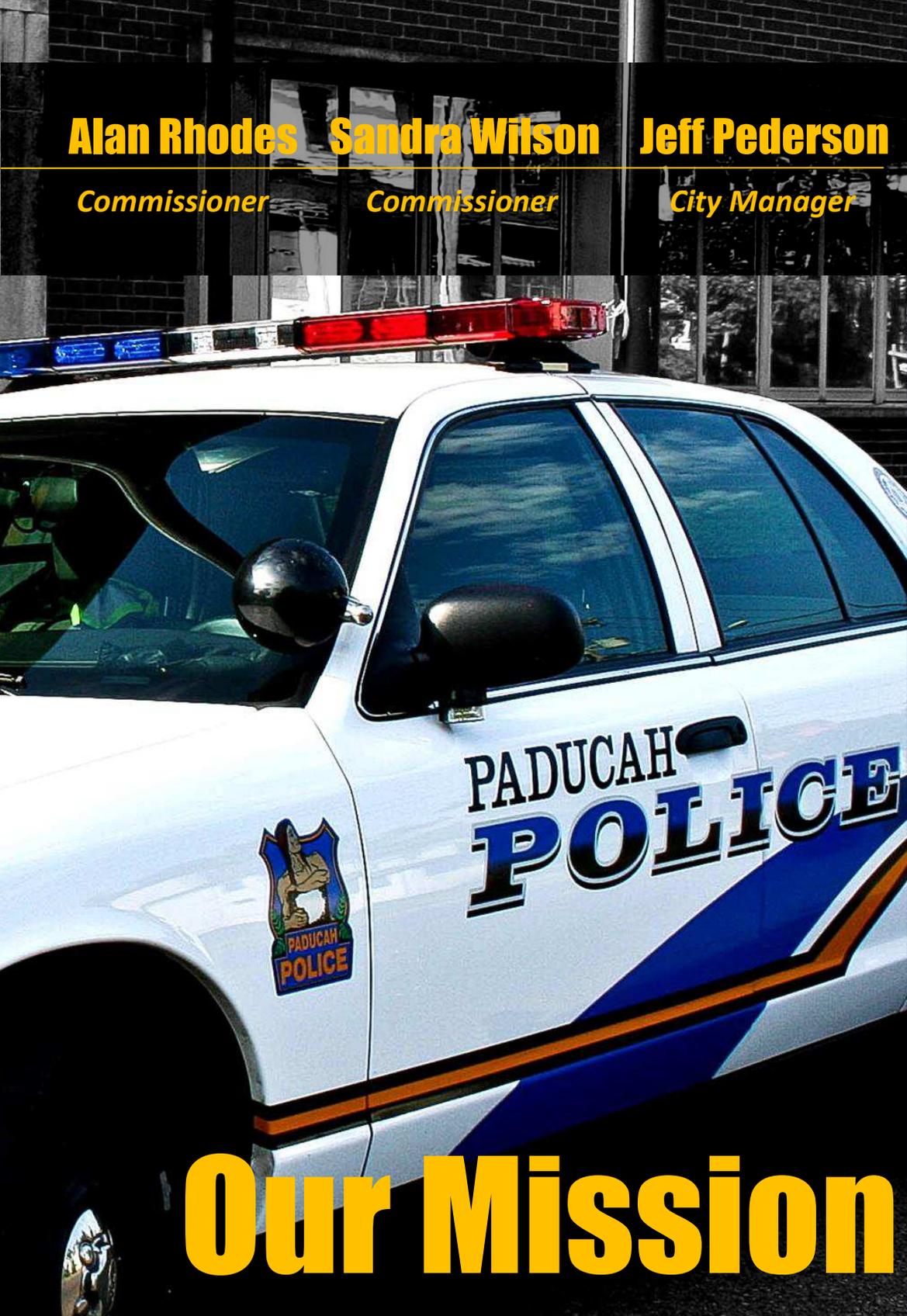
As you look through this report, I hope you recognize that we are doing what you have called us to do, and that our agency is filled with hard-working men and women who care about you, and our community.

Brandon Barnhill

Chief of Police



Brandon Barnhill, Chief



Alan Rhodes

Commissioner

Sandra Wilson

Commissioner

Jeff Pederson

City Manager

Our Mission

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It is the mission of the Paducah Police Department to enhance the quality of life in the community by working with our partners to fairly enforce the laws, preserve the peace, reduce fear, and provide a safe environment for the citizens and visitors that we serve.



paducahky.gov



CHIEF BRANDON BARNHILL

In police work, the more things change, the more, in some ways, they remain the same. Although the challenges police must confront change, our fundamental responsibilities do not. As a result of many national events, we are keenly aware of the critical importance of continuing to build trust with our communities and partners as we act as society's guardians. That means being as transparent, direct and timely as possible in our communications with our stakeholders, and amongst ourselves.

I have been immensely proud to serve as your Chief for the past 17 months. The transition process we have been in has been difficult and personally challenging to many of us. But, by working together, communicating and being willing to go the extra mile, I'm very proud to tell you that we have made it a success.

Take a good look, what do you see in this picture?¹



This photo is a glimpse of an autumn day in 1957 in Washington D.C. Residents flock to the streets to watch a Chinese cultural parade. The faces in the crowd are white, black, and brown. An energetic young boy races into the street and a Metropolitan Police Department patrolman — seeing a disaster in the making — gently intervenes. A conversation develops between the cop and the boy. No one knows exactly what is said, but the moment is both magical and fleeting. Photographer William Beall captures a single reflexive shot, creating an image that will transfix the public worldwide and win him the Pulitzer Prize the following year. He entitled his work Faith and Confidence.

How did Beall arrive at his title? We don't know. But I see faith and confidence in the expression of the boy. Undoubtedly, he is disappointed at being prevented from completing his mission, but I like to think he trusts that the policeman is being fair. Moreover, the boy is curious about the policeman, interested in talking to him about whatever they were discussing, and at ease with the encounter. You don't engage the system in this way if you don't have faith in it.

Maybe Beall is referring to the cop. Maybe the cop has confidence that the most mild and good-natured approach is the one that will do the trick, and that no parent is going to get in the middle of this and make it into something it isn't, create a big stink in front of the crowd, and try to get the cop in trouble with his bosses.

But then again, maybe Beall is talking about the crowd. The bystanders seem unconcerned with what's going on — as if it is a given that encounters such as this are both necessary and healthy for society. Perhaps Beall is actually talking about all three — the cop, the boy, and the crowd. Finally, it is possible Beall doesn't even see these three as separate entities. Maybe Beall sees everything in his

1. Faith and Confidence; A Photograph by William C. Beall, Washington Daily News, 1957

frame as one organism — a community — that has faith and confidence in itself.

In 1829, Sir Robert Peel, the father of modern policing, stated, “the basic mission for which the police exist is to prevent crime and disorder.” The types of crime may change over time. The types of public disorder the police must manage may change over the years and the community’s viewpoints will often be swayed. Nonetheless, this department remains focused on the mission and on the needs of those for whom we are responsible.

As you will see in this report, the Paducah Police Department accomplished a great deal in 2014. In doing so, we also recognize there’s still much to be done, but the building blocks have been laid that will take us forward for years to come. I want to personally thank the men and women of this department. They have worked tirelessly and truly deserve to be recognized as members of one of the world’s finest police departments.

In 2014, the Paducah Police Department received the following recognition at the state and national levels: third Kentucky Association of Chiefs of Police Accreditation Award; the Kentucky Women’s Law Enforcement Officer of the Year – Melissa Dillon; and the Kentucky League of Cities Enterprise Award for the “Don’t Be Intexticated” program with Officer Gretchen Morgan and the Hillary Coltharp family. We hosted nationally and internationally recognized training programs from the FBI Law Enforcement Executive Development Association and Bobby Smith – Visions of Courage. Multiple officers graduated from nationally recognized programs at the Southern Police Institute and the FBI National Academy.

As we continue our move into 2015, we are eager to work toward achieving the goal of making Paducah even safer. We continued to strengthen our community partnerships with groups and programs like the Merryman House, the Scholar House, Christmas Cops, Community Coming Together, the Hugs Project, Coffee with a Cop, Community Kitchen, National Night Out, and the Chief’s Community Forum, just to name a few.

We will continue our focus on attracting qualified applicants with an emphasis on minority recruitment. We will continue our focus on equipment and facility upgrades. We will focus on areas for improving our efficiencies and effectiveness, such as on-line reporting and using crime analysis models. And, we will increase our emphasis on the Police Foundation to help offset the lack of revenue and support in community programs like DARE and others.

In closing, this year promises to be just one of many exceptional years to come for the PPD and our community as we continue striving toward a very bright future. I look forward to all that we will accomplish this year and what our organization will become. Both our employees and our citizens have a part in this process, and I encourage you to participate and see how you contribute individually to our success.

**Chief Barnhill can be reached by email at:
bbarnhill@paducahky.gov**

QUICK FACTS

**Paducah’s population is 25,000
(65,000 total for McCracken Co.)**

78 sworn officers & 9 civilian staff

**42, 120 calls for service last year
(Including officer initiated)**

Annual budget \$9.1 million

**Kentucky Association of Chiefs of
Police Accredited since 2004**

Starting officer pay \$41,500/year

Chief Brandon Barnhill

Chief Brandon Barnhill started his career with the Paducah Police Department in October 1998. He was promoted to Chief in September 2013. He has a Bachelor’s Degree from Murray State University and a Master’s Degree in Criminal Justice from Andrew Jackson University. He also is a graduate of the Southern Police Institute’s Administrative Officer Course, as well as the Chief Executive Leadership Course. He is a member of the International Association of Chiefs of Police (IACP), the Kentucky Association of Chiefs of Police (KACP), and Rotary International. He currently serves as KACP Second Vice President.



Assistant Chief Brian Krueger

The Operations Division comprises the largest portion of the police department's work force. At the conclusion of 2014, a total of 46 employees provided 24/7 uniformed police services to residents and visitors to the City of Paducah. The Operations Division was responsible for responding to approximately 42,120 calls for service. Our folks were able to complete these tasks with very few complaints from the citizens they interacted with. This is due in large part to our focus on our core values of Professionalism, Respect, Accountability, Integrity and Communication as clear guidelines related to daily interaction and how we perform our duties.

In addition to the "traditional" patrol assignments performed by Operations Division personnel, several specialized units, activities, roles and responsibilities are assumed, including: Citizens Police Academy; Junior CPA program; Collision Reconstruction Team; Bike Patrol; Volunteers in Police Services (VIPS); Ride-along program; Police Explorers; D.A.R.E. (Drug Abuse Resistance and Education); K-9 Unit; Crisis Negotiation Team; Special Weapons and Tactics Team; and Bomb Squad.

It is also worth explaining some of the transition and change Operations Division personnel faced over the year. At the end of July 2014, the Operations Division lost two of its Captains to retirement. This not only equates to a loss of personnel, it also means promotions and subsequent internal transitions. In our particular case, it also meant losing approximately 50 years of combined experience, something that is not easily replaced. However, we filled our respective vacancies with newly promoted Captains Brian Laird and Wes Kimbler, and newly promoted Sergeants Anthony Copeland and Matt Smith. These managers and supervisors collectively possess their own unique experiences and skill sets. I'm excited to watch them continue their post-transition success and development in their new assignments.

Another significant change within the division was the disbandment of the Traffic Enforcement Unit.

Operations Division Report

Even after seeing positive changes to our overall collision-related injury numbers, this measure was necessary due to temporary staffing issues. Former members of TEU, Officers Melissa Dillon, Josh Bryant and Keith Thuline, were reassigned to "regular" shifts in order to help continue our mission focus of addressing quality of life issues, working with our partners, being fair in the application of laws, and providing a safe environment for the people we serve. And, while they continue to serve the public in this capacity, their experience is often relied upon to compile statistics and create maps associated with ongoing assessments of high collision areas in Paducah. With that being said, I want the people of Paducah to know that traffic enforcement remains a priority. You will still see our officers aggressively enforcing traffic laws as a way to increase visibility and to impact crime and collision occurrence in some key areas of our city.

This type of intentional enforcement activity is a continuation of efforts begun some time ago. But, beginning in June, 2014, we began examining the potential of displacement of crime in areas where traffic enforcement was made a priority. Again, the emphasis here is on prevention/reduction of crime occurrence, not just moving crime from one location to another. And, while we did see increases in some of our Part I crime categories, we also realized a 9% reduction of Part II crimes, which is a significantly higher reduction compared to the past 5 years. These crimes are typically those that impact "quality of life", and we hope this decrease impacted people in a positive way.

I often communicate the importance of empathy and compassion as a way to combat cynicism to those that work with me. I also understand that the views of community members and stakeholders we encounter sometimes differ significantly from ours. We are committed to mitigating some of the factors contributing to this environment, and will continue to emphasize the importance of communication and how we conduct ourselves. I believe that we will be successful in 2015 by focusing on our core values, ensuring our people receive the right kind of training and equipment and providing quality police services focused on desired outcomes. If you have any suggestions or ideas toward achieving these end results, if you would like to commend a police officer, or if you have a concern about crime in your neighborhood, please email me at bkrueger@paducahky.gov.

Support Services Division Report



Assistant Chief Stacey Grimes

The Support Services Division is comprised of specialized units: Drug and Vice Enforcement, General Investigations, Digital Forensics, Flex, Records and Evidence. 2014 was a year underscored by personnel transfers due to retirements and promotions. Captain Mark Roberts assisted in command over the division during the first half of the year before retiring, and Captain George Johnson assumed the responsibility for the last half of the year. Sergeant Joe Hayes was assigned to supervise the General Investigations Unit while Sergeant Steve Smith supervised the Drug and Vice Enforcement Unit. Tracy Lynch remained manager of the Records and Evidence Unit.

The Drug and Vice Enforcement Unit, known as DAVE, has the primary mission to investigate illegal drug trafficking and use. DAVE opened 138 drug trafficking cases in 2014 on both the state and federal level. The Paducah Police Department, utilizing the DAVE unit, provided continuing education and enforcement with emphasis placed on the epidemic associated with illegal prescription medication. In early 2013, Detective John Tolliver was assigned to DAVE with the primary assignment to investigate prescription cases and build relationships with pharmacies, physicians and other medical professionals. Detective Tolliver proved the need for special investigations by making 32 arrests. His contribution to education outreach resulted in 217 pounds of prescription medication disposal in 2013. 2014 numbers corroborated the need by a marked increase of 25 percent in arrests and 360 pounds of prescription medication turned in by the public for disposal.

The General Investigations Unit, GIU, is responsible for investigation of complex and violent crime. GIU had another successful year in relation to clearance rates. 247 cases were assigned to GIU detectives with a 78 percent clearance rate in 2013. 2014 numbers show a substantial increase, with 295 cases assigned while detectives maintained a 70 percent clearance rate and responded to 80 after-hours call-outs.

Detectives Justin Crowell and Justin Hodges also have the responsibility of managing our Digital Forensics Unit.

Our agency is a leader in this specialization with agencies from this end of the state frequently seeking our assistance in collecting digital evidence from electronic devices. Our investigators completed 304 digital forensics exams in 2014, a 29 percent increase over 2013 forensic exams. We are partnered with the United States Secret Service and the FBI Regional Computer Forensics Lab Program to provide our detectives with training and state-of-the-art equipment to serve our community.

The police department's Flex Unit is a small unit that is utilized by the department to supplement operational and investigative functions. Officers Beau Green, Nathan Jaimet and Kelly Drew make up the Flex team. Using flexibility, evaluation of emerging crime trends and specialized training, the unit was very effective in identifying criminal offenses and individuals with outstanding warrants. In 2014, the three-man unit served 185 warrants, placed 176 criminal charges and issued 1,060 traffic citations. In addition to their criminal offense reduction efforts, the unit supported the mission of the department by providing police service to community events such as BBQ on the River, 4th of July Celebration, Riverfront Concert Series, Downtown on the River, Halloween on Jefferson Street, Coffee with a Cop, and the annual AQS Quilt Show. The unit also was called upon numerous times to staff outreach and safety programs.

The Records and Evidence Unit's primary responsibility is the safe-keeping of our reports and seized evidence while maintaining the chain of custody. In 2014, the Records and Evidence Unit took in 2,967 items of evidence while eliminating 3,582 items through court-ordered release or destruction. The Evidence Unit maintains more than 12,000 items of evidence and conducts random quarterly audits to maintain the integrity of the system. The Records and Evidence Unit is also the clearinghouse for parking ticket and false alarm violations and collected more than \$15,000 in fines and nearly \$12,000 in other revenue from report copies and fingerprint services in 2014.



TRAFFIC COLLISIONS

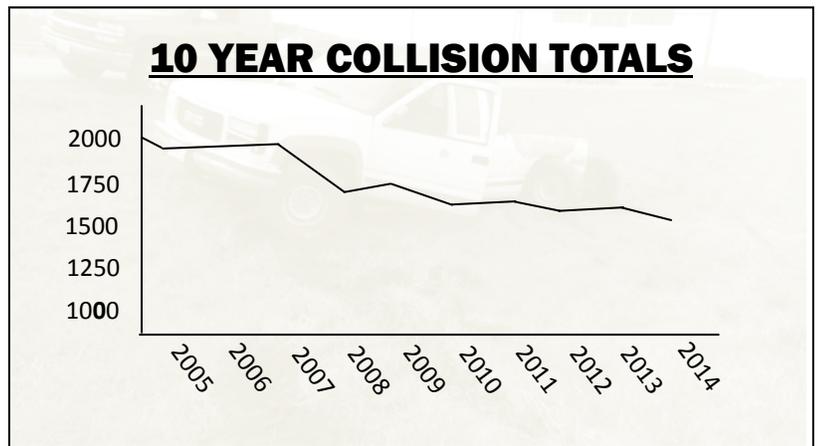
Traffic collisions are a significant social issue. In 2010, the National Highway Safety Administration (NHTSA) reported there were 32,999 deaths, another 3.9 million non-fatal injuries, 24 million damaged cars — all at the estimated price tag of \$871 billion.¹ This report concluded that the average per capita cost to Americans was about \$900.

In terms of deaths alone, that is more than double the number of people killed by homicide, and collisions are widely recognized as a leading cause of death in the U.S.

Locally, we average about 1,600 crashes per year in the City of Paducah. In 2014, we are happy to say that crashes were down, and were at a more than 10-year low. We investigated 1,545 crashes in 2014, which represented a three percent decrease from 2013.

Injury crashes, which had hit an all-time low in 2013, were back up by 12 percent, from 277 to 312. Not surprisingly, the total number of injured persons was also up slightly, from 468 to 513. However, despite this increase, injury collisions remained at their second lowest in at least a decade. Additionally, there was only one fatal collision in 2014, compared to four in 2013.

National trends seem to be fairly stable over the last few years. The release of crash data from NHTSA



for 2013 (the most current available) show about 5.6 million police-reported crashes in both 2012 and 2013.² The same report shows there were 32,179 fatalities, 10,076 of which were alcohol-related.

Nationwide seat belt use continues to increase, and is now estimated at 87 percent.²

Of special concern for a city environment is the number of crashes involving pedestrians and bicyclists. In 2013, pedestrians and bicyclists accounted for 5,478 fatalities, and another 114,000 estimated injuries.³ Locally, over the last five years we have had 69 pedestrians injured, an additional 29 bicyclists, and two fatalities.

1. NHTSA (May 28, 2014). "New NHTSA Study Shows Motor Vehicle Crashes Have \$871 Billion Economic and Societal Impact on U.S. Citizens. Retrieved on 2/13/15 from: [http://www.nhtsa.gov/About+NHTSA/Press+Releases/2014/NHTSA-study-shows-vehicle-crashes-have-\\$871-billion-impact-on-U.S.-economy,-society](http://www.nhtsa.gov/About+NHTSA/Press+Releases/2014/NHTSA-study-shows-vehicle-crashes-have-$871-billion-impact-on-U.S.-economy,-society)
2. NHTSA (Dec, 2014). "2013 Motor Vehicle Crashes: Overview. Retrieved on 2/16/15 from: <http://www-nrd.nhtsa.dot.gov/Pubs/812101.pdf>
3. NHTSA (Dec, 2014). "Quick Facts 2013" Retrieved on 2/12/15 from: <http://www-nrd.nhtsa.dot.gov?Pubs/812100.pdf>.



Traffic Enforcement

The impact of traffic collisions on citizens' lives makes apparent the need for law enforcement to take traffic enforcement seriously.

In October 2012, we initiated a Traffic Enforcement Unit (TEU). The TEU was made up of three full-time officers dedicated to traffic enforcement throughout the City, but particularly in trouble areas. Through focused deterrence strategies, the TEU attempted to reshape drivers' behavior and encourage better driving habits.

However, in August 2014, Chief Barnhill made the difficult decision to suspend the Traffic Enforcement Unit (TEU) because of manpower issues. The department is authorized for 78 officers, but four retirements left us too shorthanded to maintain the program.

Without the TEU, each patrol officer has to assume more responsibility for traffic enforcement, and by year's end the department still managed to issue 5,928 traffic citations, resulting in a total of 8,340 charges.

Though we no longer have the TEU, federal grant-funded overtime still helps bolster our traffic enforcement efforts. In the 2013-2014 grant cycle, funded overtime resulted in 3,510 traffic citations and 256 driving under the influence arrests.



In addition to traffic enforcement, we also continue to focus on driver education, particularly among younger drivers. Our "Don't Be In-text-icated" program continues to be recognized by traffic safety experts. The program, which began in 2014 on a Highway Safety Grant, received an additional \$40,000 award in October to help us take the program outside of McCracken County. As local residents realize, Paducah serves as a regional hub and many of the drivers on our streets are from surrounding counties. This grant allows us access to those people through public education and outreach. In 2014, we estimate the program was presented to 5,000 people, mainly high school students. For additional information on the "Don't Be In-text-icated" program, contact Officer Gretchen Morgan at gmorgan@paducahky.gov.

DUI AWARD



Officer Ryan Burrow was once again recognized by the Governor's Office, along with the Kentucky Transportation Cabinet, for his work in DUI enforcement.

Burrow was responsible for 41 of the department's 241 number of DUI-related arrests in a 12-month period ending 10/1/14. We congratulate him on this distinction and appreciate his contributions toward keeping our streets safe.



Each year, the FBI reports the number of offenses known to law enforcement and they categorize major crimes as Part I Offenses — murder, rape, robbery, assault, burglary, larceny, auto theft and arson.

In 2014, Paducah had a total of 1,386 major crimes (Part I Offenses), compared to 1,271 in 2013 — a nine percent increase. However, 1,110 of those offenses were larcenies, which include the crime of shoplifting. Shoplifting reports jumped 42 percent from 403 in 2013, to 573 in 2014, which more than accounted for our total increase in crime. Apart from the larcenies, Part I crimes did not change (277 reports each year), though we did have some ups and downs in each of the seven other categories.

While the FBI data runs about a year behind in publication, they publish a mid-year report that follows January to June. This report is published each December. It appears that most of the country enjoyed a decrease of 4.6 percent in violent crimes and a 7.5 percent decrease in property crimes during the first half of 2014. While the full year's numbers are yet to be realized, it is likely that the national numbers will show a slight decrease overall in 2014.

In addition to the increase in larcenies driving our overall increase in 2014, the increase in violent crimes was moderated by a drastic increase

in the number of robberies. Robberies jumped from 26 in 2013 to 41 in 2014. We saw a similar trend in 2012.

At least some of the reported robberies revolve around the street-level drug trade, which complicates investigative efforts. A detailed analysis of the 2012 spike showed 35 percent of these cases were later determined to be unfounded. As for the 2014 cases, five have so far been cleared by arrest, another three ruled unfounded and the rest remain under investigation.

Chief Barnhill is making plans to incorporate a full-time crime analyst in 2015, replacing the position of investigative assistant — a position which more generally helped investigators with specific cases. The new position will focus on more sophisticated analytic techniques, which hopefully will help the department make full use of new crime-fighting technologies.

MAJOR OFFENSES

MURDERS	2
RAPES	16
ROBBERIES	40
ASSAULTS	33
BURGLARIES	130
LARCENIES	1,110
AUTO THEFTS	51
ARSON	4

The FBI classifies several other crimes as Part II Offenses. This list, which is itemized below, makes up a larger portion of the overall reported offenses each year. While it is also fairly stable from year to year, we are happy to report that Part II crimes dropped nine percent from 2013 (from 2,781 to 2,522).

<u>PART II OFFENSES</u>	
SIMPLE ASSAULTS	563
FORGERY	54
FRAUD	216
CRIMINAL MISCHIEF	290
SEX OFFENSES	37
DRUG VIOLATIONS	733
OFFENSES AGAINST FAMILY & CHILDREN	67
ALL OTHERS	562
TOTAL	2,522

One serious concern for law enforcement is dealing with severely mentally ill persons who pose a threat to themselves or others. Kentucky law allows us to take such individuals into custody when they are unwilling or unable to act for themselves.

In 2014, we took 55 people into emergency custody, compared to 53 in 2013. Many of our officers have received Crisis Intervention Team (CIT) training, which is one of the premier training programs for law enforcement officers, and we are sensitive to those persons in crisis.



ARRESTS

The PPD arrested 2,416 people in 2014, compared to 2,670 in 2013. These arrests resulted in 3,897 total charges.

While arrests were down, calls for service (including self-initiated calls) also were down from 51,774 calls in 2013, to 42,120 in 2014. Therefore, arrest rates were fairly stable, with about five percent of calls ending in an arrest encounter.

Juveniles were charged in 219 incidents, leading to a total of 282 charges. This was a 10 percent increase over 2013. However, only 45 of the 219 were actually taken into custody. The remaining 174 were released to a parent or guardian.

Criminal warrants accounted for 1,104 of the arrests, and the agency served another 206 criminal summonses. Both summons and warrant services were fairly stable compared to the previous year.

WEST KENTUCKY



IN 2014

- 315 Tips received**
- 11 Arrests**
- 7 Cases cleared**
- 4 Fugitive arrests**
- 5 Rewards approved**
- \$1,900 Paid in rewards**

CALL THE TIP LINE
443-TELL
(270-443-8355)

Ferguson & New York City:

A Police Officer's Perspective

Captain David White

Most officers would tell you that 2014 was a tough year to be a cop. Friends, family, and even random strangers asked us what we thought about the Michael Brown shooting and the New York City choking death of Eric Gardner. I have friends who saw these two cases, their issues and contexts, in a variety of ways.

Rather than engage the on-going debate over these unfortunate and fatal incidents, I would like to offer six points from a police officer's perspective, which I think speak to some of the underlying issues.

ALL lives matter One slogan that was particularly painful for good cops to see were the signs that read, "Black lives matter!" Let me be the first to say that as human beings, as citizens of this great country, as fathers, sons, mothers, daughters, husbands, and wives, police officers by and large take on this career because we believe ALL LIVES MATTER! We take this job to help "protect and serve."

This maxim guides our behavior, and while there may be the occasional bad apple in our profession, we go to great lengths to exclude those who would maliciously or intentionally do ill to anyone. The rigorous hiring process, the training we receive, the systems of policies and procedures we use, are all part of our effort to protect the integrity of our profession. We also recognize these things are meaningless unless they are built around morally sound and decent individuals. We hope that you see us as such and trust in our integrity.

Rights matter It may seem old-fashioned to refer back to an oath of an office, but as law enforcement officers we are sworn to protect and defend the Constitution. The process of swearing before God and an assemblage of witnesses symbolically helps acknowledge our submission to something much larger than ourselves. In our case, it is an acknowledgment that the rule of law defines our work.

The law is complex and requires a myriad of complex decisions about when we can act, the rules of engagement, and so forth. When officers fail to meet these parameters, the entire system of criminal justice is set up to counterbalance potential inappropriate police actions (either intentional or unintentional). We respect the system and work diligently to ensure that we operate within the confines of law and work faithfully to keep our commitment.

Additionally, in the civil unrest that took place around the country, Americans saw a variety of law enforcement responses. Law enforcement has historically been tasked "holding the line" when people start protesting because too often protests turn unnecessarily violent, destroy property, and endanger the lives and welfare of those around them. This is a tough spot and our response is often driven by the actions of the crowd.

In cases of nonviolent protest, police generally help more than hurt the movements of the crowd, and hold civil boundaries between protestors and counter protests. But in cases of more violent acts of civil disobedience, police get forced into the very dangerous situation of containment and control.

Race is still an issue One thing the Brown and Gardner cases have shown is that race still is an important issue in this country. We can't fix the past, but we can change the future and it is important to realize that the conversation concerning race and equality needs to be ongoing. This is not a law enforcement issue — it is a social issue that we all must address.

In 2014, Chief Barnhill opened up dialog with various members of the community, and through these roundtable discussions he hopes to facilitate the conversations that need to be had. His efforts are being built on the PPD's 20-year history of community-oriented policing. We believe in being community-oriented because we recognize the importance of working together. It is the relationship and sense of trust we build with one another that will help make our community strong.

Society must be defended We sometimes forget the famous enlightenment concept of the “social contract.” As individuals living in a society, we give up some of our personal liberties in order that we might live together in a civilized society. If we didn’t, we would face a “war of all against all.” While the political structure allows law to move and shift according to the popular will of the people, the law represents a stable normative order, and as such, it must be defended. It is the rational and legitimate way we seek justice.

In today’s society, we hope people realize the necessity of law enforcement, as well as the courts. Furthermore, we hope that people are willing accept that, while we are not perfect in any stretch of the imagination, policing is more professional now than it has ever been and American policing is one of the most professional in the world.

Policing is tough Police officers have a difficult job. Not only do we have to make complicated split-second, legally acceptable decisions that often concern life and death, but we risk our lives defending others and engaging dangerous criminals. There were 62 officers feloniously killed in the line of duty last year.¹ Considering that there are about 463,000 police officers in this country and only about 324,100 have the primary responsibility of working the street, the homicide rate among police officers can be estimated between 13.3 and 19.1 per 100,000.² To put that in perspective, the homicide rate among the general population is 4.6 per 100,000.³

Furthermore, there are on average about 50,000 felonious assaults against police officers each year.¹ In the general population, the assault rate is around 233 per 100,000³, compared to police officers, who are assaulted at a rate of 10,799 per 100,000 each year.

While these numbers demonstrate the physical danger, they do not reconcile the emotional toll of the job — with suicides killing more cops each year than bad guys.

United We Stand, Divided We Fall Our state’s motto seems simple and to the point. We would be wise to acknowledge that whether we are talking about our community or our country, race issues or political differences, we are all walking this road together.

Law enforcement relies on the fact that the vast majority of people will abide by the law. We hope that our citizens recognize we are good people, trying to do the best we can in a very tough job. We believe all lives matter, we believe rights matter, and we believe we must work together to make our world a better place.

Dillon Honored as KWLEN Officer of the Year



Officer Melissa Dillon has been with the Paducah Police Department since 2003. In 2014, she was named the Kentucky Women’s Law Enforcement Network’s 2014 Officer of the Year. She was nominated by fellow officer Gretchen Morgan in recognition of her work with the police department’s successful Traffic Enforcement Unit.

To qualify to receive this award, the officer must be dedicated to making better the lives of citizens in their communities. The Officer of the Year is an individual who has demonstrated exceptional achievement in carrying out their duty, extraordinary valor, investigative work, and/or community policing efforts in their community.

In 2013, the Paducah Police Department began to take an in-depth look at the rise in collisions in the community. Officer Dillon was instrumental in the development, implementation, and success of the department’s first Traffic Enforcement Unit. During the Traffic Enforcement Unit’s first year, the community saw a 17 percent reduction in injury collisions and a six percent reduction in non-injury collisions.

From November 2013 through July 2014, Officer Dillon wrote 731 total citations. 564 of those citations were seat belt violations, 75 were speeding citations, 36 were disregarding traffic control device citations, 23 were no insurance citations, 20 were electronic device citations (texting while driving), four were criminal citations, three warrants were served, and she made six other arrests. Because of her hard work and dedication, the department saw a reduction not only in collisions, but also in the crime rate.

For these reasons and many others, Officer Dillon was well deserving of KWLEN’s Officer of the Year award.



1. Facts taken from the National Law Enforcement Officers Memorial Fund: <http://www.nleomf.org/assets/pdfs/reports/Preliminary-2014-Officer-Fatalities-Report.pdf>
2. Sworn officer totals taken from DOJ, LEMAS, 2007: <http://www.bjs.gov/content/pub/pdf/lpd07.pdf>
3. Homicide data take from FBI, UCR 2013: http://www.fbi.gov/about-us/cjis/ucr/crime-in-the-u.s/2013/crime-in-the-u.s.-2013/violent-crime/murder-topic-page/murdermain_final



Office of Professional Standards

Captain David White

The Office of Professional Standards is dedicated to ensuring the Paducah Police Department lives up to the professional expectations of our community.

Professionalism within an organization is reliant on several key areas: quality recruitment and professional hiring standards, solid training programs, good policies and procedures, and internal mechanisms for reviewing and investigating complaints.

The PPD works hard to recruit and hire the best people. Our recruitment team has tried to develop a comprehensive recruiting strategy that starts by using the Junior Citizens' Police Academy to encourage middle and high school youth who are interested in a policing career. We look at the Law Enforcement Explorer program (featured on page 30) as a recruiting mechanism that helps us mentor young people who are interested in policing. And we follow these strategies with more intense recruiting efforts at area colleges and military installations.

Rather than just simply attending local career fairs, we have reached out to Murray State University and West Kentucky Community and Technical College to get recruiters in front of their criminal justice student organizations, and we've taken advantage of more advertising opportunities in and around college campuses. These efforts have encouraged several college students to do summer internships with the department, which have proven fruitful. Two of the officers hired in the last year were previous interns from Murray State University.

In addition to these efforts, we continue to focus on minority recruitment. Chief Brandon Barnhill has been meeting with members of the community and has made clear his desire to pick up where former Chief James Berry left off and make minority recruitment a priority.

As a community, you should know that Kentucky law enforcement is some of the best trained in the country. A recent publication from the Kentucky Department of Criminal Justice Training¹ demonstrates that no other state requires as much mandated basic and annual training as Kentucky. Kentucky's basic police academy requires 888 hours of instruction, ranking second only to Rhode Island. However, Rhode Island has no annual proficiency training after the basic academy, whereas Kentucky requires a minimum of 40 hours of in-service training each year. This also makes Kentucky one of only five states that requires at least 40 hours of annual training. Additionally, what is not covered in the report is the fact that the state requires officers to qualify at least one time a year with their firearms — something that is likely not so in other states. As an accredited agency, the PPD requires two qualifications each year.

Above and beyond the basic requirements set by the state, we require a variety of in-house trainings. Beyond the annual firearms trainings, we require driver's training, defensive tactics training, Verbal Judo, and others. In 2014, our officers received a total of 9,586 hours training. We believe our professionalism is based in large part on our commitment to having the best trained officers.

In the summer of 2014, the PPD was accredited for a third time by the Kentucky Association of Chiefs of Police (KACP). We are proud to say that we have been a KACP-accredited agency for 10 years. You might ask, "What does an accreditation mean for the agency?" The Kentucky Association of Chiefs of Police accreditation program, like similar programs, constructs a comprehensive policy framework that covers all areas of organizational life. This framework ensures that agencies are applying the "best practices" in the profession. We consider it an important piece of accountability to our community — showing you that we are keeping up with the constantly changing expectations of modern policing.

1. Department of Criminal Justice Training (KY) (2014). "Putting together the KLEFPF Puzzle" retrieved on 2/12/15 from: <https://docjt.ky.gov/klefpf.html>

One of the things the Office of Professional Standards manages is internal affairs investigations, though most minor complaints are handled by the employee's immediate supervisor.

A common misconception is that most police officer complaints are made by citizens. In fact, the majority of complaints are internally generated. That is, supervisors catching policy violations and issuing corrective action to the employee.

In 2014, the PPD had total of 24 complaints, only four of which were externally generated.

Most of these involved minor issues. Employee Improvement Notices (EINs) were issued in 17 of the 24 incidents — seven of which were related to the officer being involved in an at-fault collision.

Complaints were unfounded or the officer was exonerated in three cases; two officers received written reprimands, one was suspended for five days, and two civilian employees were terminated in two separate incidents of misconduct.

We want citizens to know that we take all complaints seriously and will investigate any alleged misconduct thoroughly. The Office of Professional Standards can be reached by calling 270-444-8534 or by email addressed to Captain White at: dwhite@paducahky.gov.

COMMAND COURSES

The Federal Bureau of Investigation's National Academy and the Southern Police Institute's Administrative Officers Course are two of the most prestigious command level courses for law enforcement in the country. Both programs are designed for state and local officers, and both attract officers from around the world.

In 2014, Captain David White was able to attend the 255th Session of the FBI National Academy. Known simply in law enforcement as the "NA" the National Academy offers a 10-week in-residence program at the FBI training academy in Quantico, Virginia. Students take a variety of college (including graduate level) courses from the FBI training staff. These topics range from leadership to advanced crime analysis, and special guest instructors include some of top experts in the country. The program, which is paid for by the FBI, was started in 1935 by J. Edgar Hoover. In addition to Captain White, Assistant Chief Brian Krueger is an NA graduate.

In addition, Captain Brian Laird graduated from the Southern Police Institute's Administrative Officer's Course (AOC). The AOC is a 13-week program at the University of Louisville. Similar in many ways to the NA, the AOC allows students to learn from some of the top academics and police practitioners in the country. Officers earn college credit through the University of Louisville, and Captain Laird has applied those credits toward a master's degree from the University of Louisville. Both Chief Brandon Barnhill and Assistant Chief Stacey Grimes are graduates of the SPI program.

Coffee with a Cop

During 2014, the Paducah Police Department began taking part in a community relations-building program, "Coffee with a Cop." It's a simple concept. Police and community members come together in an informal, neutral space to discuss community issues, build relationships, and drink coffee.

One of the keys to "Coffee with a Cop's" success is that it removes the physical barriers and crisis situations that routinely define interactions between law enforcement officials and community members. Instead it allows for relaxed, informal one-on-one interactions in a friendly atmosphere. This informal contact increases trust in police officers as individuals, which is foundation to building partnerships and engaging in community problem solving.

The PPD's program made its debut at Panera Bread, then moved to Etcetera Coffee, McDonalds, and finally in October 2014 to Hardees. The program will continue in 2015. Dates, times, and locations will be announced for future "Coffee with a Cop" events. So pull up a chair and grab a cup of coffee....



Chief Barnhill at Coffee with a Cop on October 31, 2014



POLICE

In addition to the other facts presented, we only used OC spray against one individual, used “hard empty hand” (i.e. physically striking someone) two times and we did not use a police baton in a single incident.

While we did not have any officer-involved shootings in 2014, officers did point their firearm at individuals on six different occasions. Unlike some agencies, we consider this action a reportable use of force because we recognize the seriousness of such display of potential force.

According to department policy, any force above normal handcuffing must be reported on a Response to Resistance form. We also require each officer involved in a particular incident to make a separate report. The summary table below shows the number of incidents by the highest level of reported response.

RESPONSE TO RESISTANCE

(By highest level of force reported)

By race	White	Black	All Other
Soft Empty Hand	5	10	0
Hard Empty Hand	1	1	0
OC Spray	1	0	0
Taser (ECD)	2	5	0
Impact Baton	0	0	0
Firearm (used)	0	0	0
Firearm (pointed)	5	1	0
K-9 Bite	0	0	0
Subtotals:	14	17	0

Suspect Injured: 5 (16%)

Officer Injured: 3 (9%)

Suspect Intoxicated: 21 (67%)

Suspect Male: 25 (80%)

Suspect Female: 6 (20%)

Suspect Juvenile: 0

Police occupy a unique position of authority in society whereby they are authorized to use force to affect an arrest. This authority is — and always has been — heavily scrutinized by the citizenry. At the Paducah Police Department, we understand and expect that scrutiny from our community. We strive to maintain the highest level of transparency with all that we do, including how we use force in response to resistance. After all, our main job is keeping you safe.

Using force is a difficult part of our job and not one we look forward to. It is dangerous and can involve the most extreme violence. In 2014, 126 police officers died in the line of duty nationwide, and 62 of the deaths were the result of felonious assault.¹ That is a 40 percent increase in felonious deaths over the previous year.

Contrary to some public perceptions, officer use of force (above normal handcuffing) is rare. In 2014, consistent with the previous year, the PPD used force in only 31 arrest encounters, or 1.2 percent of the 2,416 total arrests.

Among these encounters, 15 (or 48 percent) involved only “soft-empty hand” tactics. This means the officer did not physically strike the suspect or use any type of weapon, such as a baton, OC spray, or a Taser™.

Tasers™ have become a popular tool in law enforcement, and most citizens seem to know and understand what they are, based on their popularity. In 2014, we used the Taser in only seven incidents of force.

1. Line of duty deaths and assaults gathered on 2/25/15 from: <http://www.nleomf.org/facts/enforcement/>



D.A.R.E.

DRUG ABUSE RESISTANCE EDUCATION



The Drug Abuse Resistance Education (D.A.R.E.) program began in Los Angeles, California, around the mid-1980s. The D.A.R.E. program is taught in hundreds of cities and counties across the United States, and in 44 countries around the world.

The 2014 Monitoring the Future survey of 8th, 10th, and 12th graders showed encouraging news. This survey studies drug and alcohol use and attitudes among students in their respective grades. It showed a decrease in use of alcohol, cigarettes, prescription pain relievers, and inhalants. There was no increase in marijuana usage in 2014. However, the study did show a softening of attitudes about marijuana use and its perceived harmfulness. According to the American Academy of Child and Adolescent Psychiatry, the median age of onset for alcohol abuse without dependence was 12 years old, whereas the median age of onset drug abuse without dependence was 14. The D.A.R.E. program targets students in the 5th and 6th grades and gives them guidance to make good decisions about drugs and alcohol. The program targets this age group so they have the skill sets in place to make good choices before they encounter these dangerous substances.

In 2014, the Paducah Police Department added two new D.A.R.E. instructors for a total of four instructors. Officer Jason Hicks and Officer Austin Guill were selected and will attend D.A.R.E. officer training in 2015. Officer Gretchen Morgan and Officer Chris Fearon taught classes at Clark Elementary, McNabb Elementary, and St. Mary Elementary in 2014. In 2014, 172 students graduated from the D.A.R.E. program.

We are thankful for the cooperation and partnership of both Paducah City Schools and St. Mary School System, who allow us into their schools to make a difference in these young peoples' lives.

The D.A.R.E. program is supported financially by the Paducah-McCracken County Drug Council and the PPD. The program purchases teaching materials, and rewards each year for the students. If you are interested in contributing to the D.A.R.E. effort, contact Officer Gretchen Morgan for more information. She can be reached by email at: gmorgan@paducahky.gov.

2014 Retirements



Captain Don Hodgson

It had always been Captain Don Hodgson's dream to become a police officer and a pilot. He achieved half of that dream when he joined the Paducah Police Department on August 8, 1994. He was promoted to Sergeant on March 17, 2003, and transferred to Detective Sergeant on February 23, 2006. On Dec. 21, 2006, he was promoted to Captain. He served as Captain of the second shift platoon in the Operations Division until his retirement July 31, 2014, with 20 years of service.

During his years of service, he was a defensive tactics instructor and a D.A.R.E. instructor. He headed the Traffic Enforcement Unit from its inception. He received the Gary L. Reese Leadership Award at the 2014 Awards Ceremony for his work with the Traffic Enforcement Unit.

Since retiring from the department he has made his second career dream come true, by becoming a commercial pilot for Seaport Airlines.



Captain Mark Roberts

Captain Mark Roberts joined the Paducah Police Department on Nov. 9, 1992. He was promoted to Sergeant on March 17, 2003 and then to captain in August 2007. He served as Captain of Support Services until his retirement July 31, 2014, with 22 years of service.

Captain Roberts served in all three divisions of the department. His greatest love was his work with the K9s. He was instrumental in developing the K9 program in the department. Captain Roberts was a CPR instructor for the department, and served as a driving instructor, as well. He served as commander of Special Units, overseeing the K9 units, Bomb Squad, SWAT Team, and Crisis Negotiations Team.

Captain Roberts is eager to spend time with his family in his retirement.



Captain Shawn Maxie

Captain Shawn Maxie began his career with the Paducah Police Department on August 8, 1994. He was promoted to Sergeant on March 29, 2000, and served in both the Operations Division and the DAVE Unit. He was promoted to Captain on Jan. 28, 2010. He served as Captain of First shift platoon in the Operations Division until his retirement with 20 years of service on July 31, 2014.

Captain Maxie was instrumental in the organization of the department's Honor Guard. Throughout his career he has been devoted to children. He volunteered at the Oscar Cross Boys and Girls Club. Captain Maxie was a D.A.R.E. instructor and was head of the department's D.A.R.E. program. He was member of the SWAT Team, and a defensive tactics instructor.

Captain Maxie plans on enjoying retirement by taking some well-deserved rest and relaxation.



Det. Rob Estes

Detective Rob Estes began his career with the police department Oct. 17, 1994, after serving with the U.S. Marine Corps. In 1999, he transferred from the Operations (then Patrol) Division to the Drug and Vice Enforcement Unit as a detective. Then in January of 2001, he moved to the General Investigations Unit, also as a detective. In 2008, he took on the job of the department's training officer. He retired with 20 years of service on July 31, 2014.

In those 20 years of service, Detective Estes wore many hats. He was a D.A.R.E. instructor, chief firearms instructor, Taser instructor, and driving instructor. It is obvious that training was the heart of Detective Estes.

In retirement, Detective Estes plans on spending time with his family and teaching firearms training to civilians.



POLICE WEEK 2014

Each May, the nation observes Police Week as a way of honoring officers who have died in the line of duty. This tradition started in 1962, when President Kennedy declared May 15th to be National Police Officers' Memorial Day, and the week in which the 15th falls to be National Police Week.

In 2014, 126 police officers died in the line of duty, 64 in felonious assaults. This was a 24 percent increase overall and a 40 percent increase in felonious killings over the previous year.¹

As part of the Police Week ceremonies in Washington, D.C., officials read aloud the names of officers who died in the line of duty during the previous year.

In 2014, Sergeant Will Gilbert and Officer Brian Kopischke were able to attend the ceremonies in Washington, D.C. Though they were there to pay their respects to all of the fallen, their primary purpose was to help honor the memory of one of their close friends, Deputy Chad Shaw of the McCracken County Sheriff's Office.

Shaw, 48, who had died of a heart attack while on duty in August 2013, had his name added to the National Memorial. His wife, Margret, and children also were able to attend the ceremonies.

“What strikes you the most about the Law Enforcement Memorial is the empty space on the wall — the space reserved for the names that will be added in the future,” Kopischke said. “This brings home the reality of the dangers we face each day.”

Kopischke added that “seeing Chad’s family there, at the memorial, made me realize how short this life is and as a dad myself, I worry about the stresses of the job and impact it has on our families.”

While Shaw may be remembered by those who knew him for his dry sense of humor and his consistent dedication both to his family and to the citizens of Paducah-McCracken County, his name will now live on through the National Law Enforcement Memorial.





Community Resource Officer

Gretchen Morgan

Crime in the United States hit an all-time high in the early 1990s, and about that time a movement toward community-oriented policing, which had been underway for several years, really started to gain momentum. Community policing served to shift law enforcement away from its internal focus, and pushed us to look outwardly, toward the community. The idea was simple — the more connected police are to the community, the better they will serve the needs of the community.

While 9-11 shifted law enforcement's focus in many ways, the community-oriented policing concept still influences policing today. The Citizens' Police Academy, Coffee With a Cop, DARE, and other community-based programs serve as examples of how we are still trying to stay connected with our community. Additionally, we have introduced a department Facebook page and have more generally attempted to increase our on-line presence to both share information with our community and increase our level of transparency.

In 2014, Chief Barnhill decided that community relations were important enough to dedicate a full-time officer to the position. Officer Gretchen Morgan was selected to fill the role and we are glad to have her working on our behalf.

Officer Morgan, who is a DARE instructor, has been with the department since 2003. In addition to her assignment in the Operations Division, she has served as a Police Training Officer and has shown leadership in developing the Don't Be In-text-icated Program (see page 25).

Morgan's new responsibilities include helping coordinate and facilitate the department's community-based initiatives. She can be reached by email at: gmorgan@paduchaky.gov.

Leadership Profiles

The last few years we've taken the time to present the leadership profiles of our supervisors and command staff in hopes that our community gets a feel for what type of leadership they offer the department, but this year we wanted to take a different approach.

We want to show you what type of people we are recruiting, and what the newest members of our agency bring to the table. We feel confident you'll see we are recruiting and selecting some of the best!



Kerry Naquin, 30, is a 2005 graduate of McClellan High School in Little Rock, AR. He has a Bachelor's Degree in Criminal Justice from Columbia Southern University in Orange Beach, AL. He served in the U.S. Army from 2006-2011, rising to the rank of sergeant.



Blair Wrye, 23, is a 2009 graduate of Community Christian Academy. He obtained a Bachelor's Degree in Education from the University of Kentucky in 2014. Wrye is a life-long resident of Paducah-McCracken County.



John P. Smith, 33, is a 1999 graduate of Joppa High School (IL) and he received his Bachelor's Degree in 2013 from the National Labor College (Silver Spring, MD). Smith worked at Honeywell in Metropolis from 2004 – 2014.



Ryan Hudson, 22, is a 2010 graduate of Paducah Tilghman High School. He has a Bachelor's Degree in Criminal Justice from Murray State, and formerly interned with the PPD. In college, Hudson was president of his fraternity (Alpha Phi Alpha) and studied for one month in Berlin and Prague.



Daniel Kimball, 38, is a 1995 graduate of C.W. Baker High School in Baldwinsville, NY. He has a Bachelor's Degree in Security Administration from American Military University. He served four years in the U.S. Army and remains active in the Army National Guard. He previously worked for the Lexington (KY) Division of Police.





Chelsee Breakfield, 23, is a 2010 graduate of Warren Central High School in Bowling Green, KY. She received her Bachelor's Degree from Kentucky Wesleyan College in Owensboro in 2014, graduating in the top 10 percent of her class. She has one year of work experience with the Daviess County Detention Center in Owensboro as a deputy jailer.



Matthew Jones, 41, is a 1992 graduate of Massac County High School, Metropolis, IL. He received his Bachelor's Degree from Troy University in Troy, AL, in 2012. He is currently working toward a master's degree.

Jones served in the U.S. Army from 1992 to 2012. He served in a variety of assignments but his primary specialization was Army Intelligence, where he served as an Intelligence Analyst.



Cody Santel, 22, is a graduate of Porta High School in Petersburg, IL. He recently completed his Bachelor's Degree in Criminal Justice from Murray State University.



Lucas Stone, 29, is a graduate of Reidland High School, and has attended West Kentucky Community and Technical College. He spent six years in the United States Air Force, working in the Security Forces.



THIS COULD BE YOU

If you believe you have what it takes to be a Paducah Police Officer—follow the link below to find out more.

Budget Breakdown

Total operating budget

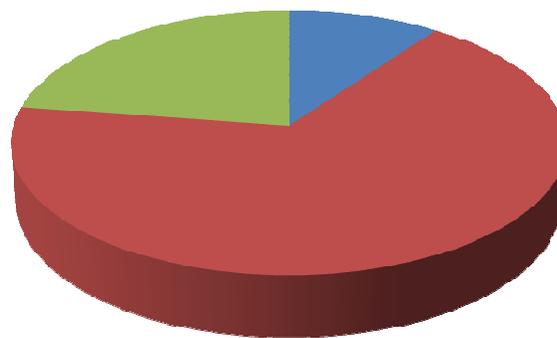
\$9,510,170

We try to be good stewards not only of the public trust, but also of the financial resources we have been afforded to operate a full-service police department of 78 sworn officers and nine civilian staff.

Nationally, the Bureau of Justice Statistics (BJS), part of the Department of Justice, calculates department budgets by dividing the budget against the total number of sworn positions. The most current number published by BJS is from 2007, which showed an average per-officer cost of \$116,500. Included in that number is salary, benefits, equipment, infrastructure costs, training and commodities. In 2007, our budget was very comparable to that average, and now, seven years later, our average per-officer costs have only grown by 4.6 percent.

The BJS will likely publish an assessment of 2012 in 2015, and we expect that our department's budget growth will be consistent with national trends in police spending.

Budget by Division



- Administration
\$949,855
- Operations Division
\$6,404,780
- Support Services
\$2,155,535

Application Process: Here is what an applicant goes through before hitting the streets

- 1 Physical fitness test
- 2 Written exam
- 3 Oral interview panel
- 4 Chief's interview
- 5 Background investigation
- 6 Polygraph exam
- 7 Drug screening
- 8 Medical physical
- 9 Psychological exam
- 10 Fit for duty exam
- 11 City Commission approval
- 12 Pass a 22-week academy
- 13 Pass 16 weeks of on-the-job training (PTO)

Body worn cameras

What they may mean for police



The Ferguson case has brought the issue of body worn cameras to the forefront of many discussions both in policing circles, and in the general public.

Video evidence is unquestionably an easy way to determine what really happened. But it is not always as easy as it seems. There are many issues to be concerned with and the camera is not a panacea.

Cameras in patrol cars (usually called in-car cameras) became popular in policing in the mid 1990s, and while systems have improved greatly over the past 20 years, some of the limitations they present will still exist in body worn systems. For example, you only see what the lens is pointed at, not the periphery.

Additionally, the policy implications of having body worn camera are, at least at present, not fully realized. The costs of cameras, like the one pictured above, are about \$900 per end user or about \$70,000 to equip the entire Paducah Police Department — not counting the software and hardware necessary to store terabytes of video.

While we are certainly willing and ready to move in that direction, Chief Barnhill echoes the words of the Kentucky Association of Chiefs of Police (KACP): We are not ready to jump with both feet into an unfunded mandate without first properly reviewing all of the various implications.

The PPD is currently testing and evaluating two different systems and looks to use those evaluations in the broader information gathering process that we will undertake in 2015.

In addition to the potential positive aspects of cameras, the KACP says we need a better understanding of policy implications, privacy issues/freedom of information requests, juvenile issues, and the administrative burdens from storing/copying what would be thousands of hours of video.

Chief Barnhill wants the public to know that while we are moving forward on body worn cameras, they are not the solution to the underlying issue of trust. Ultimately, he says “having the right kind of relationship with our community and building trust is the key.”

Deaths related to arrest encounters

While the bombardment of news stories related to the Michael Brown and Eric Gardner cases might make citizens think police related homicides are a frequent issue, we would like to point to a recent Department of Justice (DOJ) publication, which looked at arrest-related deaths between 2003 and 2009.¹ This is not meant to take anything away from the significance of these issues, but rather to clarify facts concerning the extent of officer-involved shootings.

According to the DOJ, police were responsible for 2,931 deaths over the seven-year period, or about 418 per year. The report states that over the same time period officers made an estimated 98 million arrests. Though the DOJ urges caution in making firm conclusions from their report, their numbers show that homicide deaths involving police officers occur in only about 0.0029 percent of all arrest encounters.

Seventy-five percent of these cases involved an individual alleged to have committed a violent crime (murder, rape, robbery, or assault) and of these cases, only 26 occurred in Kentucky. Over the same time frame, 1,097 officers died in the line of duty.

Hopefully, the events of 2014 will encourage the development of a more consistent system of reporting for these types of incidents so we may provide closer year-to-year statistics for the country.

1. Burch, A. (2011). Arrest-related deaths, 2009-2009, Statistical Tables. U.S. Dept. of Justice. Washington, D.C. Retrieved on 2/24/15 from: <http://www.bjs.gov/content/pub/pdf/ard0309st.pdf>

SPECIALIZED UNITS



The Special Weapons and Tactics Team (SWAT) is often called upon in the worst of situations. Just as their name indicates, SWAT operators are highly trained in more advanced weapons and tactics that are generally deployed in situations where the threat level is extremely high, such as a barricaded subject.

The SWAT team was used a total of three times in 2014, twice against barricaded subjects and once for a high-risk warrant service.

The PPD uses a threat assessment matrix to determine if the use of the SWAT team is appropriate. This threat matrix includes issues, such as the suspect's past criminal history, the known or suspected presence of firearms, and the seriousness of the offense in question.

For the PPD, SWAT is a secondary assignment. This means all of the SWAT team members serve in other roles, such as patrol officer or detective. In 2014, the SWAT team trained three new basic SWAT operators, one less lethal instructor and two squad leaders. The SWAT team is currently supervised by Sgt. Joe Hayes.

The Bomb Squad consists of four officers who are trained in explosives. They responded to a total of 18 situations in 2014, including the recovery of 15 explosive devices.

In addition to the recovery of explosive devices, the team was called on to assist with the visit of past president, Bill Clinton, to our area. And because they have special robots that can be deployed where officers can't safely go, the Bomb Squad assisted the SWAT team with two barricaded subjects.

The Crisis Negotiations Team (CNT) members are specially trained at talking to people in crisis situations. Many of these involve individuals who are suicidal or who have otherwise barricaded or isolated themselves in such a way that police can attempt to resolve the situation through negotiations rather than through sheer force.

The CNT have to be very patient and calm in extreme crisis and attuned to dealing with people who are often mentally ill and in crisis.

In 2014, the CNT had a total of four call-outs. Of these situations all were to assist other units with barricaded subjects.

They had two new negotiators trained in 2014, Detective Justin Crowell and Officer Jason Hicks.

The Collision Reconstruction Team (CRT) includes officers who are specially trained in traffic crash investigations. These officers are called on to investigate all fatal or near fatal collisions in the city. In 2014, they only investigated one fatal collision.

Employee of the Year

Officer Gretchen Morgan

Officer Gretchen Morgan began her career with the Paducah Police Department in December of 2003. She has served most of her career in Patrol/Operations as a patrol officer, but she has worn many hats within the department.

Morgan has served as a Police Training Officer and as a DARE instructor, and she was recently selected to become the department's Community Resource Officer (CRO).

As CRO, Morgan is responsible for a variety of community events and activities, including managing the department's social media presence, Coffee With a Cop, National Night Out, and Neighborhood Watch programs, to name a few.

Two years ago, Officer Morgan teamed with now-retired Captain Don Hodgson and her long-time friend, Hillary Coltharp, to create a new and emotionally charged way of reaching out to drivers, young drivers in particular, about distracted driving. The three of them, along with Hillary's mother, Shawn, built the program from the ground up. Small presentations have led to bigger presentations, which have led to national attention for the Paducah Police Department.

The program has been presented at high schools, large and small, and each time brings many of these teen-agers to tears.



Officer Morgan is also an instrumental part of the Christmas Cops program. Working with a handful of other officers, Morgan helps select needy families and coordinate the program which served 27 families and 59 children in 2014.

It is for these reasons that Officer Morgan was nominated and selected as the 2014 Employee of the Year.

Don't be in-text-icated

In 2012, Hillary Coltharp and her family formed a special partnership with the Paducah Police Department to raise awareness of distracted driving. Two years later, this partnership still continues. Funding from the Kentucky Department of Highway Safety allows the Hillary and members of the Paducah Police Department to travel all over the state and nation, raising awareness about distracted driving.

On Sept. 1, 2007, Hillary Coltharp read and responded to a text message while behind the wheel of her vehicle traveling along Interstate 24. She lost control of her vehicle, rolled at least three times, and landed on the opposite side of the interstate. Hillary was given a 0.5 percent chance of survival due to the traumatic brain injury she sustained from being ejected from her vehicle. Hillary did survive and continues to recover today, seven years later. It is her goal to share the story of

her survival, and on-going recovery so no one will make the same choice she did, and that was to text and drive.

Since its inception, the Don't Be In'text'icated program, has been presented to more than 10,000 people in school groups, civic organizations, churches, and businesses across the state of Kentucky and several states in the southeast. The program also has reached hundreds of thousands of people through public service announcements, newspaper articles, and television shows.

In 2014, the department received two separate grants from the Kentucky Department of Highway Safety. One of those was for \$24,000 and the other for \$40,000. These grants help cover the cost of travel to take the program across the state and region.

For more information on bringing the Don't Be In'text'icated program to your group, contact Community Resource Officer Gretchen Morgan at 270/444-8548 or gmor-

Employee Awards



Each year the Paducah Police Department hosts an Awards Ceremony to recognize those officers and civilian employees who have gone above and beyond the call of duty. Employee award nominations are reviewed by an Awards Committee and confirmed by the Chief of Police.

The ceremony is generally well attended by officers, family and local leaders. We would particularly like to thank Mayor Gayle Kaler, City Manager Jeff Pederson, and all of the commissioners for their continued support.

Service Commendations

The Service Commendation is reserved for employees who have demonstrated performance above and beyond that required by their regular work assignment; or exceptional skills or conduct during a coordinated action, or exceptional investigative work that brings recognition on the employee or the department.

Service Commendation Recipients for 2014 are:

Sgt. William Gilbert

Det. Nathan Young

Det. Matthew Wentworth

Det. Jason Montgomery

Det. James Robbins

Det. Justin Rundles

Officer Shawn Craven & K-9 Huub

Officer Jarrett Woodruff

Officer Corey Willenborg

Officer Beau Green

Officer Nathan Jaimet

Chief's Award

The Chief's Award is selected by the chief. It is presented to employees who show an exceptionally high degree of dedication and professionalism, demonstrate a continued commitment to the department, and who set a superior standard for others to follow.

In 2014, the Chief's Award was given to three officers for their work in developing and managing the department's Junior Citizens' Police Academy.

Officer Christopher Bolton

Officer Corey Willenborg

Officer Beau Green



Special Recognition

K-9 Ronny (Handler, Sgt. Rob Hefner) was posthumously recognized for his service to our department. Ronny, who died on February 12, 2014 had previously served as a K-9 for nine years before being officially retired in 2012.

Captain Mark Roberts—The Volunteers in Police Services recognized Captain Mark Roberts for his commitment to their organization. Roberts had previously supervised the volunteer group, which helps the department at large community events by directing traffic and manning the command post.

March 21, 2014

Gary L. Reese Award

The Gary L. Reese Award, which is named after one of our former assistant chiefs who was instrumental in developing the professionalism of our department, is one of the highest awards given at the department. It is awarded by the Chief to the employee who demonstrates the highest degree of dedication and professionalism.

In 2014, the Gary L. Reese Award was given to **Captain Don Hodgson** for his work in traffic safety.

“Most residents of Paducah are aware of the Paducah Police Department’s Traffic Enforcement Unit. But what many of them don’t know is that the TEU is only one part of the Traffic Safety Incentive program led by Captain Don Hodgson.

The program also encompasses the highly successful “Heads Up! Don’t Be In-Text-icated program that highlights the dangers of texting and driving.

Much of the success of both the TEU and the Don’t be In-Text-icated program is due to the hard work and dedication of Captain Hodgson. He has pursued grants and worked tirelessly to book the program to reach as many residents as possible, particularly young drivers.

It is for that dedication that Captain Hodgson received this award.

Safe Driving Awards

The department issues Safe Driving Awards to officers who have gone without an at-fault collision. As you know officers spend a large portion of their day driving, and in some cases under the most adverse and dangerous conditions. Therefore, we recognize those officers who make it 5, 10, 15, and 20 years without a collision.

Five – Year

Officer Melissa Dillon
Det. Justin Rundles
Det. Christopher Baxter
Officer Christopher Bolton
Officer Ryan Conn
Officer Matthew Reed
Officer Jason Hicks
Officer Christopher Fearon
Officer Kevin Collins
Officer Matthew Scheer

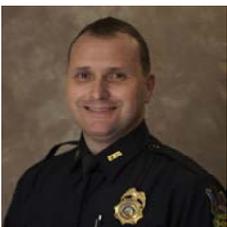
Ten – Year

Sgt. Steven Smith
Det. Matthew Smith

15 – Year

Capt. Jason Merrick

2014 PROMOTIONS



PROMOTION TO CAPTAIN

Wesley Kimbler



George Johnson



PROMOTION TO SERGEANT

Anthony Copeland



Matthew Smith

Community Engagement

Getting people involved in policing



Citizens' Police Academy

The Citizens' Police Academy (CPA) meets for three hours every Thursday evening for 11 weeks, starting each August. The program allows everyday citizens of Paducah and McCracken County to learn about the department through both classroom and interactive experiences. Some of the topics include criminal investigations, crime scene processing and police procedures. Applications are available through our website or by contacting Officer Gretchen Morgan at 270-444-8548 or by email at gmorgan@paducahky.gov.



Volunteers in Police Services

Many of our CPA graduates go on to participate in our Volunteers in Police Services program or VIPS. VIPS commonly helps us during special events by manning our command post, offering directions, or directing traffic — tasks that do not require a sworn police officer. These volunteers dedicate their time to help support our mission and we are glad they do. Again, citizens who would be interested in VIPS should first apply to our CPA program.



Junior Citizens' Police Academy

The CPA program, which started in 2002, was so successful we later decided to incorporate a Junior Citizens' Police Academy, aimed at young people who are 13-18 years old. The program is run for five days each summer, just like many other summer day camps. Students are supervised by a team of police recruiters in a safe environment where they get to learn about policing. Lunch and snacks are provided each day, and a fun activity is planned for the final day. The program is usually in June and we generally start taking applications in early May. Interested parents should contact Officer Chris Bolton at cbolton@paducahky.gov or by calling 270-444-8548.



Law Enforcement Explorers

The Law Enforcement Explorer Program is geared toward high school-aged students who have a serious interest in a law enforcement career. The group meets weekly at the police department, where they learn about law enforcement tactics and procedures. The group often helps with traffic control at special events, such as the Iron Mom Half Marathon, and they participate in an Explorer competition in Gatlinburg, TN, each year. Parents of interested youth should contact Officer Paul Stevenson at pstevenson@paducahky.gov or Sgt. Wes Orazine at worazine@paducahky.gov.

Records & Evidence

The Records and Evidence units of the Support Services Division play a key role in the department's overall operations. The Records Unit is responsible for assisting citizens with obtaining copies of police reports (both criminal and collision reports), managing much of the department's paperwork flow, collecting parking violation payments, tracking transport and extradition reimbursements, as well as a variety of other supportive tasks.

In 2014, the Records Unit took in the following monies:

- | | |
|---------------------------------------|-------------|
| 1. Parking Violation Payments: | \$7,662.00 |
| 2. False Alarm Payments: | \$7,475.00 |
| 3. MH Transport Reimbursement: | \$10,756.40 |
| 4. Restitution Payments: | \$1,933.30 |
| 5. Contractual Overtime Payments: | \$41,950.00 |
| 6. Felony Extradition Reimbursements: | \$12,207.78 |
| 7. Miscellaneous Revenues: | \$11,664.77 |

TOTAL: \$93,649.25

In addition to these tasks, the Records Unit is responsible for overseeing the proper destruction of official records, which get destroyed in compliance with official records retention schedules, many of which are set by law.

The Evidence Unit manages approximately 12,000 items of evidence. They are responsible for managing the intake, storage and proper destruction of evidentiary items. In 2014, they took in 2,967 new items of evidence and were able to dispose of 3,582. What is most significant about the items destroyed — most of which are from very old cases — was that it represented about a 25.9 percent reduction in the number of cases in our old computer management software.

Several years ago we purchased a more advanced evidence tracking software, but we were unable to migrate the old cases into the new software. Instead, evidence technicians have to work through both systems until there are no longer any cases left in the old system. This process will take several years, so we were glad to see such a large reduction of cases in 2014.

In addition to their other responsibilities, the Evidence Unit manages in the in-car camera system, and they will likely be responsible for managing body camera videos should the department go to them in the future.

This task requires that Evidence technicians copy videos for the courts, and in 2014, there were 405 such requests.

Finally, the Evidence Unit oversees the seizure and forfeiture of money, and in 2014, they report the department seized \$38,370.84 and was able to receive forfeitures totaling \$62,520.77. Twenty vehicles also were seized in 2014.



Drug Drop Box

Our drug drop box allows citizens to safely dispose of unwanted medications. Last year we disposed of 360 pounds of unwanted medications. The box is located in the lobby and accessible during business hours.

Women in policing

Community Resource Officer— Gretchen Morgan

In 1845, New York City officials hired two women to work as matrons in the city's two jails. Officials hoped that the police department would follow suit and hire females for the department. However, the police department blocked this from happening. Pinpointing the first female officer is difficult. The actual first woman to be considered a "policewoman" is up for debate. Historians argue that some of the first females hired by police departments were not actual officers, but social workers. In 1905, Lola Webber was hired by the Portland Police Department. She was put in charge of a group of social workers during the Louis and Clark Exposition. In 1910, Alice Stebbin Wells was hired by the Los Angeles Police Department. Neither of these women had the same status on their departments as men. In 1915, the International Association of Police women was created to organize a broad base of support for women who wanted to explore a career in law enforcement.

During the 1950s, the number of women in policing almost doubled. The numbers were still very small in comparison to males on the work force. The 1950s and early 1960s brought about a new push for women in policing to integrate with the males in the profession. The women wanted to work in the same departments, doing the same work as the men. In 1968, two women from the Indianapolis Police Department were allowed to patrol on duty with the men on the force.

Today, women still make up only 13 percent of sworn officers in the United States. Fifty-one percent of the population is female; therefore, they are untapped resource from which departments should look to recruit. There are numerous reasons to recruit female officers. Female officers can help implement community-oriented policing. Female officers often have the ability de-escalate potentially violent or aggressive situations through their presence and use of interpersonal skills, reducing the need to resort to physical confrontation.

The Paducah Police Department currently has six female police officers. These six make up just seven percent of the department's sworn staff. Officer Cindy Neihoff joined the force in 2000. Officer Melissa Dillon, Officer Linda Hodgson, and Officer Gretchen Morgan all joined the force in 2003. Officer Dana Davie joined in 2004. Recruit Officer Chelsee Breakfield is the most recent female, joining the force in 2014.

If you would like more information on a career in law enforcement, go to www.paducahky.gov or call Paducah Police Department at 270-444-8548.

Honoring our Military Veterans



Assistant Chief Brian Krueger — USMC
Captain Jason Merrick — Navy
Captain Wes Kimbler — Army
Sgt. William Gilbert — USMC
Sgt. Steve Smith — Army
Sgt. Kevin Neal — USMC
Sgt. Joe Hayes — USMC
Sgt. Wes Orazine — USMC
Ptl. Brian Kopischke — USMC
Ptl. Nathan Young — Navy
Ptl. Paul Stevenson — Army
Ptl. Cindy Neihoff — Army
Ptl. Travis Counts — Navy
Det. Troy Turner — Navy
Ptl. Lofton Rowley Jr. — Army

Det. Chris Baxter — Navy
Ptl. Nathan Antonites — Army
Ptl. Keith Thuline — Army
Ptl. David Carroll — USCG
Ptl. Ryan Burrow — Army
Ptl. Blake Quinn — Army
Ptl. Kelly Drew — Army
Ptl. Josh Anderson — Army
Ptl. Matthew Hopp — Navy
Ptl. Andrew J. Parrish — Army
Ptl. Matthew Jones — Army
Ptl. Lucas Stone — Air Force
Ptl. Daniel Kimball — Army
Ptl. Kerry Naquin — Army
Lourdes Morrison — Navy

WEAR OUR BADGE



**THE PADUCAH POLICE DEPARTMENT IS
HIRING OFFICERS
FOR MORE INFORMATION GO TO:
PADUCAHKY.GOV**



**Paducah Police
Circa 1933**

