

2012 ANNUAL REPORT

PADUCAH POLICE



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Index



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City Manager

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Welcoming a New Mayor & Commission

2012 was, of course, an election year, and we are pleased to welcome former Mayor Pro Tem Gayle Kaler as our new Mayor. We are also pleased to have Richard Abraham and Carol Gault back on the Commission, as well as welcoming two new commissioners, Allan Rhodes and the new Mayor Pro Tem, Sandra Wilson. We look forward to working with them in the upcoming year.

Chief James Berry

Chief's Report



Chief James O. Berry

Chief Berry has served as Chief of the Paducah Police Department since August of 2009. He has more than 35 years' experience in policing — having spent 25 years in Hartford, CT, retiring there as Assistant Chief in 2000. After leaving Hartford, Berry served as chief of security for the Hartford school system, where he stayed for two years. In December of 2001, he accepted the position of Chief of Police in Trumbull, CT, where he stayed until 2004, when he accepted the role of Chief at Manchester, CT. He left that post in 2009 to accept the position in Paducah. Berry has an Associate's Degree in Criminal Justice, a B.S. Degree in Sociology, and a Graduate Certification in Homeland Security from St. Joseph College. He is a member of the International Association of Chiefs of Police, the Kentucky Association of Chiefs of Police, the Police Executive Research Forum, the National Organization of Black Law Enforcement Executives, the National Sheriff's Association, FBI LEEDS, and has many accolades spanning his vast career.

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The Paducah Police Department is looking very closely at several evolutions in the field of law enforcement occurring around the country. These evolutions encompass everything from how we will manage our personnel to technology, and certainly the safety issues involving schools.

There are a host of issues developing in law enforcement relative to personnel and hiring. Baby Boomers are going out of the profession and Millennials are entering the field. Baby Boomers epitomized a strong work ethic and came into the field with a value system that put the job first. On the other hand, Millennials are coming into the field with a slightly different value set. They are willing to work hard, but they value quality of life issues and time off rather than working overtime. While the differences aren't necessarily a bad thing, learning to manage the various generational differences is challenging.

Changes in pension systems from defined benefits to defined contributions will also be a major challenge relative to the hiring and retention of police officers. Pension changes may result in officers changing departments several times during a career due to the portability of their pension.

Diminishing resources and management of technology will also be important. Law enforcement professionals must maximize results with minimal and shrinking resources. Technology will increasingly become more an asset to maximize return on investments. Manpower allocations are being reduced, which causes tremendous problems for departments as they attempt to maintain statistical reductions in crime with smaller forces. The logical approach would be for departments to look at technological resources. I have always stated that you can't put a police officer on every corner, but you can have technology that can cover every corner to enhance crime prevention. That is an important aspect of a police officer's job, along with the apprehension of offenders for the commission of a crime.

Finally, police departments and schools must develop a stronger partnership with the goal of protecting our most important assets — our children. During the last 20 years, there have been numerous school shootings, from Heath to Newtown, CT. The situation in Newtown has dramatically changed the way that we look at school security. The intruder shot his way into a school. There are discussions going on all over the country attempting to answer the question of how schools can be more secure. No matter what decisions are made relevant to who should be armed, the most important preventive measure in any school is a school climate that fosters an attitude that encourages students to share information with staff. In addition, students must feel that staff will investigate any information that is shared.

In summary, our schools must be secured and our students and faculty must be protected. Schools were designed to be a safe haven with an atmosphere conducive to learning and achieving. This has been shattered, but with strong collaboration between schools, police, and the community, this will be achieved. This is also not something that we will try to accomplish; it is something we must accomplish because families and children are depending on us to protect them from harm.

As you read through our report this year, I hope you find it helpful and encouraging to know we are watching these important issues both in our community, and around the country, as they relate to law enforcement.

Sincerely,

A handwritten signature in cursive script that reads "James O. Berry".

James O. Berry, Chief

OUR 3-YEAR STRATEGIC PLAN

FROM MAY 2010—MAY 2013

A three-year strategic plan is something that is always evolving, as we try to keep a good future outlook. However, it's good to look back over what you mapped out and highlight your accomplishments, even though some of the goals may still be in motion.

The Strategic Plan for the Paducah Police Department, drafted in May 2010, laid out the various priorities of the department, and while we haven't met all of our goals, we have accomplished a considerable number of them. Here are the ones we've met, or are in progress:

Moving the drug unit off-site to improve covert operations and provide needed room at headquarters: Done.

Construction of a new police building: In progress. (See Page 14 for an update!)

To better manage the replacement of our Mobile Data Computers: We are happy to say we've begun to shore up the MDC replacement fund to ensure the smooth purchase of these items in the future. The account currently has roughly \$36,000 in it, ready as needed to replace worn-out computers.

To develop a better audio-visual technology for officers' training and daily briefings: Done. We have a department PDP, which is intranet-based, allowing officers to check daily logs, warrant lists, and other important messages each day from their computers. It also aids in the day-to-day trainings and briefings they rely on.

To develop and implement PDA technology: We continue to evaluate new, cheaper, more advanced technologies as we try to save money and maximize technology.

To enhance succession by utilizing advanced leadership schools: One captain has completed the FBI National Academy and we have one on stand-by. Two captains and two sergeants have completed the Criminal Justice Executive Development course, and three sergeants have completed the Academy of Police Supervision.

To continue to emphasize diversification of our workforce: See our efforts in minority recruitment on Page 17; a work in progress.

To conduct a spring open house to aid in recruiting: Done.

To reactivate our Explorer program: Done. (Page 11)

To advance community policing through outreach to the youth in our community: The Junior Citizens' Police Academy (Page 33); the Explorer Program (Page 11); The Youth Forum (Page 17); D.A.R.E. (Page 20); G.R.E.A.T. (Page 16); talking to kids about texting and driving (page 22); our partnership with the Oscar Cross Boys & Girls Club through the Met Life grant; and many other presentations Chief James Berry and our staff made in the past year to Scout groups, school clubs, and youth groups.

To conduct an annual awards program celebrating the department's success: Done. (Page 12)

To improve camera systems around our building to enhance site security: Done.

To purchase a newer, greener police fleet that is more economical: In progress. You may notice we have several different types of patrol vehicles in operation today, many of those are more energy efficient than the traditional Crown Victoria police vehicle. We haven't purchased an 8-cylinder patrol car in three years. Additionally, we made a commitment to conserve fuel and reduce our fuel budget by five percent. So far, we're on track to meet that goal!

"All of these things would not be possible if it weren't for the good work that these men and women do out here everyday, for me, and for the citizens of Paducah," says Chief Berry. "It's time we recognize some of our accomplishments, but it's also time we set the bar even higher." While we haven't yet met all of our goals, Chief Berry urges our employees to constantly look for ways to improve the efficiency of the organization.

BUDGET OVERVIEW



By Assistant Chief Stacey Grimes

Each year, it seems to be increasingly important for police departments to focus on their budget as we try desperately to hold down costs, while not decreasing services.

Nearly 20 years ago, when crime was at its peak, the Paducah Police Department had 83 full-time sworn officers. Today, our allotted sworn staffing is down to 78, and we have civilianized several positions once filled by sworn officers in an effort to reduce costs.

Over the years, our City leadership proactively positioned us to survive the most recent recession, which limited the number of staff layoffs in 2009.

The United States Department of Justice estimated that by the end of 2011, approximately 12,000 officers nation-wide had been laid off and nearly 30,000 law enforcement jobs continue to go unfilled. However, in 2009, the U.S. Department of Justice introduced a program aimed at saving 5,000 such jobs through grant funding. This, too, helped our department weather the economic storm.

We were awarded funding from the U.S. Department of Justice COPS office to retain three police officers for a three-year period, worth \$607,194. Our grant for these three officers will expire during the next fiscal year, placing yet another challenge on our doorstep.

A 2011 International Association of Chiefs of Police study showed that 85% of its members reported they were forced to reduce their budgets, and approximately half incurred a 5% reduction. Our City revenue stream has been flat for the past few years and has impacted the allocated funding for public safety, but not on the same level as the majority of the nation.

Property taxes in Paducah have not increased and high unemployment rates have impacted the payroll tax. Contrary to the belief of many motorists, the issuance of traffic citations is not a revenue generator for the department, so we must look more at our spending until tax revenues return to pre-recession rates.

The 2012-2013 budget for the Paducah Police Department is approximately \$9.16 million, of which, more than 85% is personnel costs. The remainder of the budget includes vehicles, fuel, equipment, utilities, office supplies, field supplies and numerous miscellaneous specialized expenses.

The police department budget was virtually flat from the 2011-2012 fiscal year, which forced leadership to make reductions in several line items to offset substantial increases in uncontrollable costs. Those cuts included \$19,000 in ammunition, \$30,000 in overtime, \$43,000 in training and travel, \$9,000 in office supplies and \$20,000 in gear and field operation supplies. We also reduced our full-time civilian staffing level by two and transferred the Operations Division clerical staff to the Records Unit to streamline operations and reduce the budget.

One significant uncontrollable cost that cities and police departments across our state are forced to deal with is snowballing pension costs. This fiscal year, budgeted pension expenses are more than \$1.7 million, nearly 20% of our overall budget and an increase of nearly \$123,000 to the pension fund. Years of under-funding, poor investment returns and squabbling over how to deal with the unfunded liability (all at the state-level) are only making the system more ill. Tough medicine will have to be administered and the unintended consequences may force communities and police departments to reassess service expectations, staffing levels and the philosophical approach to policing.

The economic horizon in the very near future does not appear to be friendly to local government budgets and the limited available funding will have to be prioritized more than previous years. With crime appearing to increase for the first time in 20 years and a significant reduction in law enforcement resources, we are in for challenging times. It will be more important than ever for our community to become involved and take ownership in assisting paid law enforcement maintain the high quality of life we expect. Economic development and population growth will only flourish if our streets, schools and businesses remain safe.



Successful police departments, like successful companies, have good leaders and managers. And good leaders, says Chief James Berry, share their experience and knowledge with the good leaders who will come after them.

Within the Paducah Police Department rank structure, there are two assistant chiefs, one covering the Operations side of business, the other managing Support Services, which includes General Investigations, Drug and Vice Enforcement and the Records and Evidence units.

“At the assistant chief level, we work very closely with Chief Berry to manage the policy and budgetary decisions of the department.” says Assistant Chief Stacey Grimes. Grimes has filled that role for the last nine years and he says managing a \$9 million dollar budget and all the complexities of a 78-officer agency is not an easy task. Grimes and Assistant Chief Brandon Barnhill both have advanced degrees in public administration, as well as years of experience in the field.

They both are graduates of the Southern Police Institute’s Administrative Officers Course. Comparable to other command-level training courses, it’s a virtual must-have for aspiring chiefs, and a regular prerequisite on most all chief applications.

Chief Berry and the two assistant chiefs are supported by six captains, working in a variety of mid-level management capacities. Each of them is equipped with the training and experience to be ready to step up to the next level. Many of them have advanced degrees and advanced leadership training, including the Criminal Justice Executive Development course and School of Strategic Leadership from the Kentucky Department of Criminal Justice Training. Two have graduated from the FBI National Academy, one of the most advanced leadership schools in the country, and one is currently on standby for the course.



Succession planning is something that departments take very seriously, knowing, as author Jim Collins points out in his book *Good to Great*, that most successful leaders come from within the organization. Chief Berry says “As an outsider, you’re at a little bit of a disadvantage, and that’s why it’s so important to have good people like this working for you.”

“For me, it’s about investing in the people, and I pride myself on the fact that I have had six people who worked for me go on to be chiefs of police over the years,” Chief Berry said.

“It’s not just about the old chief leaving a good legacy. It’s about investing in those around you, through leadership and mentorship. It’s about seeing people who truly understand the profession, grow.”

“Paducah should be proud to have such a qualified group of good leaders who care so much about the department, and about the City,” he said.

Berry said that the overall level of professionalism, the level of training and the number of college-educated officers in the field has grown drastically over his 30-plus years of policing. “Policing, in general, is so much better and more professional than when I started. It’s really exciting to see how much it’s changed, and it’s caused people like me to change, too,” he said.

“At this department 55 percent of the officers have at least a two-year degree, and it’s now a requirement just to get in the door. 38 percent of officers have bachelor’s degrees, and we have four who have master’s degrees,” he said.

“One of the most significant things we can do to ensure success is to hire the best and brightest people we can find, and encourage them to be life-long learners — through advancing their college education and giving them the best professional training we can give them.”



Chief James Berry
Stacey Grimes
Brandon Barnhill
Don Hodgson
Brian Krueger
Mark Roberts



David White
Shawn Maxie
Jason Merrick
George Johnson
William Gilbert
Brian Laird



Wesley Kimbler
Steven Smith
Robert Hefner
Kevin Neal
Joseph Hayes
Wesley Orazine



Rene Long
Robert Estes
Brent Obermark
John Tolliver
Michael Simak
Brian Kopischke



Nathan Young
Paul Stevenson
Cindy Neihoff
Scotty Davis
James Davis
Matthew Wentworth



Travis Counts
Jason Montgomery
Michael Wentworth
Justin Canup
Matthew Smith
Michael Redmon



Melissa Dillon
Linda Hodgson
Gretchen Morgan
Dana Davie
James Robbins
Troy Turner



Justin Rundles
Lofton Rowley
Justin Crowell
Ryan Clark
Jarrett Woodruff
Christopher Baxter





Christopher Bolton
Anthony Copeland
Michael Rigdon
Corey Willenborg
Ryan Conn
Joshua Bryant



Beau Green
Nathan Antonites
Matthew Reed
Nathan Jaimet
Jason Hicks
Christopher Fearon



Keith Thuline
Kevin Collins
Derik Perry
Matthew Scheer
Justin Hodges
Shawn Craven



Steven Thompson
Austin Guill
David Carroll
Travis Watson
Ryan Burrow
Blake Quinn



Kelly Drew
Joshua Anderson
Nickolas Francescon
Kortney Rose
Henry Collins
Jan Saxon



Robin Newberry
Malinda Baltz
Lourdes Morrison
Vicki Miller
Myra Reid
Dickie Powers



Tracy Lynch
Leigh Shanks
Kristine Shanks
Amy Travis
Kimberly Newlon



K-9 Junior
K-9 Fox



OUR SERGEANTS



Sergeant George Johnson

Sergeant Johnson began his career in 1995 with the Marshall County Sheriff's Office. He came to Paducah in 2002. He currently serves as the Flex Platoon commander, and he is in charge of the Citizens' Police Academy program. Johnson also leads the Crisis Negotiation Team.



Sergeant Will Gilbert

Sergeant Will Gilbert leads our Drug and Vice Enforcement Unit. He has been with the department since 1999. He is a former Marine and has a Bachelor's Degree from Murray State University. He is Bomb Squad Commander and he is in the 2012-2013 session of the Criminal Justice Executive Development course.



Sergeant Brian Laird

Sergeant Laird supervises the General Investigations Unit, where he has served for several years. He joined the department in 2001, as part of the Police Corps program. He has a Bachelor's Degree from Murray State University, and he is a graduate of the Criminal Justice Executive Development course.



Sergeant Wes Kimbler

Sergeant Kimbler joined the department in 2001, after spending several years with the Mayfield Police Department. He is a 20-year veteran of the Army, and he is a graduate of the Academy of Police Supervision. He currently serves as a patrol sergeant and a Police Training Officer Supervisor.



Sergeant Steve Smith

Sergeant Smith currently serves as a patrol sergeant. He has 10 years of service with the department. He is an Army veteran, having served in the Middle East. He is currently a Police Training Officer Supervisor, and serves as a member of Bomb Squad. Additionally, he is working on his Bachelor's Degree.



Sergeant Rob Hefner

Sergeant Rob Hefner currently serves as a patrol sergeant. He joined the department in 2001, and spent many years as a K-9 handler. Hefner is a former member of the SWAT team, and currently serves as a firearms and driving instructor for the department. He has a Bachelor's Degree from Murray State.



Sergeant Kevin Neal

Sergeant Neal has served the department since 1999. A Marine with many years of combat experience, Sgt. Neal currently serves as a patrol sergeant. He is former SWAT team member and serves as a firearms and defensive tactics instructor. He is a graduate of the Academy of Police Supervision.



Sergeant Joe Hayes

Sergeant Joe Hayes joined the department in 2004. He is a former Marine and served at The White House Communications Agency. He worked for the Department of Homeland Security, has a Bachelor's Degree and is working toward his Master's Degree. He is a patrol sergeant and serves as SWAT team commander.



Sergeant Wes Orazine

Sergeant Wes Orazine has been with the department since 2001. A former Marine, Orazine currently serves as a patrol sergeant. He is a past SWAT team member and commander, and serves as a Law Enforcement Explorer advisor. He is a graduate of the Academy of Police Supervision.



“Anthony is a dedicated professional and we are fortunate to have him.”

—Captain Brian Krueger



EMPLOYEE OF THE YEAR

Each year the Paducah Police Department recognizes an Employee of Year. Chief Berry accepts nominations for sworn and civilian employees who have demonstrated the highest level of professionalism and service to the community.

While there were several great nominations for 2012, Detective Anthony Copeland was selected as the Employee of the Year.

Copeland, a six-year member of the Paducah Police Department, currently serves in the General Investigations Unit, and he is a member of the Bomb Squad.

In his letter of nomination, Sergeant Brian Laird said Detective Copeland has demonstrated professionalism, dedication, and maturity in the handling of his various tasks at the department.

Copeland worked more than 50 major cases in 2012, with an 85 percent clearance rate. In the nomination, Laird specifically highlights two cases Copeland handled: a June 12 homicide that resulted in an arrest within 24 hours of the crime, and a robbery of a local pizza delivery driver.

“I feel Detective Copeland’s 2012 performance best defines what supervisors strive to find in an employee,” said Sergeant Laird.

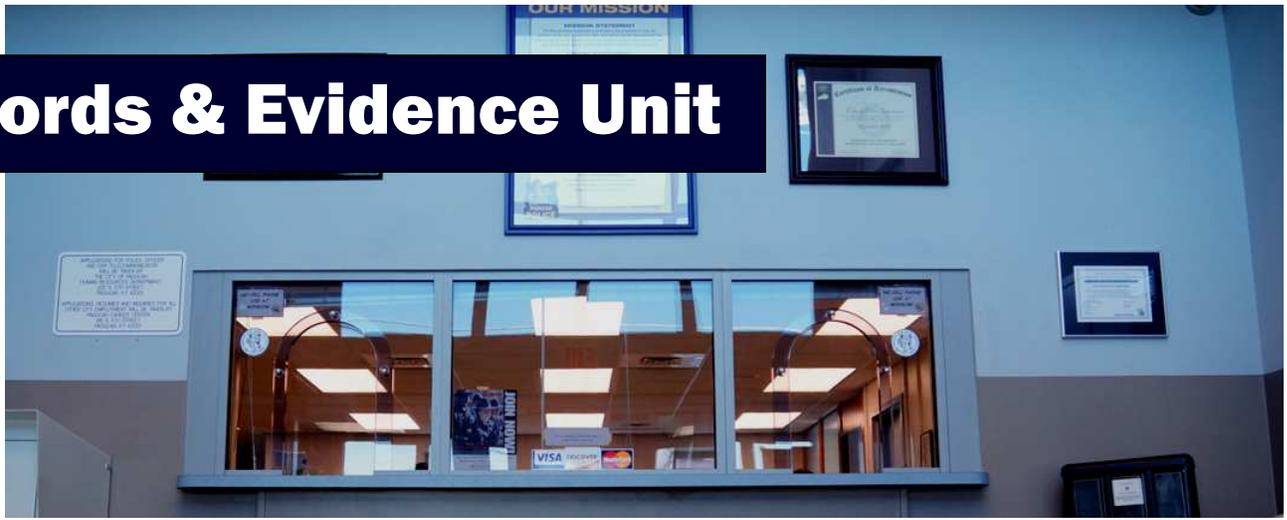
“Although there are many deserving employees, I believe Detective Anthony Copeland rose to the top in 2012 and is worthy of the distinction of Employee of the Year.”

Chief James Berry concurred. “Copeland is a self-driven employee who works hard. He routinely demonstrates those attributes one looks for in an employee. He is trustworthy and genuine, and an informal leader within the department.”

Copeland started his career in Baltimore, MD, serving with the Baltimore County Police for a short time before coming to Paducah in 2006. He is a second-generation police officer, with his father also serving in Baltimore. He has a Bachelor’s Degree from Mid-Continent University.

For the full award nomination, check out our website at www.paducahky.gov.

Records & Evidence Unit



The Records and Evidence Unit experienced several significant developments in 2012. It was a belt-tightening year, forcing a restructure of the unit, which included the reallocation of department personnel. The clerical staff from the Operations Division was transferred to the Support Services Division and our authorized full-time civilian positions were reduced by two. This transition was also made to improve efficiency and communication within the department.

Several technological and safety changes were also implemented during 2012. Bullet-resistant glass and bullet board (photos above) was installed to “harden” to lobby and improve the safety and security of our facility. A credit card machine was installed to allow the public to purchase reports and pay fines without the use of cash. We took in \$27,495 in revenue from copies of reports, parking fines, false alarm fines and fingerprinting services.



Records Manager Tracy Lynch supervises the Records and Evidence Unit, comprised of three records clerks and two evidence personnel. The unit took in 2,365 pieces of evidence and was able to dispose of 2,667 pieces, for a net decrease of 302 items. We currently house

11,000 items of evidence and strive to reduce the net volume each year. Spot audits are conducted each quarter to verify the chain of custody for prosecutorial and accreditation purposes.

Kentucky continues to be a leader in prescription drug abuse and we have developed proactive strategies to mitigate the problem locally. We have partnered with the Kentucky Crime Prevention Coalition and the DEA to safely destroy unwanted medication. The Paducah Police Department is a recognized location to dispose of unwanted prescription medication. Citizens need only bring their medications to the lobby of the department during business hours and drop them into the designated box. No information is requested and we will properly destroy the medication to ensure that it does not enter the water system or fall into the hands of drug dealers or our children. In 2012, we destroyed 236 pounds of pills, a significant increase over the 155 pounds in 2011.



Drop off unwanted medications
Monday—Friday
8:30 am —4:30 pm

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AWARDS



Each year the Paducah Police Department hosts an Awards Ceremony to celebrate the achievements, dedication, and hard work of our employees throughout the year. This year's program was held on July 13, 2012.

The event is generally held at the Emerging Technology Building at West Kentucky Community and Technical College, and we wish to thank them for their continued support and generosity toward the Paducah Police Department.

"I think it is extremely important to recognize the good efforts of your employees, and it has always been my goal to do that in a formal and meaningful way," said Chief James Berry.

This year, we recognized officers James Davis, Justin Canup, Corey Willenborg, and Detective Matt Smith with Service Commendations. The Service Commendation is awarded for service that is considered "above and beyond" the employee's duties, exceptional skills in a coordinated effort, or exceptional investigative work that demonstrates self-sacrifice or significant personal danger. We would like to congratulate each of them on their award.

Officer Derik Perry received the Chief's Award for helping develop a department gym. The Chief's Award is given when an employee demonstrates an exceptionally high degree of dedication and professionalism, showing a continued commitment to the department, and demonstrates an example for others to follow. We applaud Officer Perry in his award.

There were also several Life Saving Awards given out in 2012. Life Saving Awards are given any time an officer helps save or prolong a life. As first responders, officers are often the first on scene when someone collapses, and they are trained in CPR. The award is also given in situations where officers rescue citizens from life-threatening situations.

In 2012, Life Saving Awards were awarded to: Sergeant Kevin Neal, and officers Chris Bolton, Corey Willenborg, Melissa Dillon, Beau Green, Kevin Collins, and Jason Hicks. We thank each one of them for their efforts in trying to preserve life.

Finally, the PPD gives out Safe Driving Awards for 5, 10, 15, and 20 years of on-duty accident-free driving. As patrol officers, much of your day consists of being behind the wheel, and each year many officers die in traffic crashes. Officers have to drive in the worst of conditions and often under the stress of an emergency response. This year we awarded 5-Year pins to Assistant Chief Brandon Barnhill, Sergeant Wes Kimbler, Sergeant Robert Hefner, Officer Lofton Rowley, and Officer Michael Rigdon. We also awarded a 10-Year pin to Officer Mike Wentworth. Congratulations to all of these recipients.

To read the full award nominations on each of these worthy recipients go to our website: www.paducahky.gov. Click on the Police Department tab, and you will find an Awards section that details their actions.





Forecasting the

FUTURE of POLICING

By Captain David White

Life would be so much easier if we had a magic ball that could help us see the future, but unfortunately, things aren't that simple. Policing, like other pursuits, tries its best to predict the future because we want to ensure we are prepared to handle the coming challenges. Staying ahead of these challenges allows us to respond more quickly to the changing landscape, and forecasting the future is not completely impossible. So what are some of the future issues for policing? Well, the answer lies in three seemingly different, yet very interconnected issues that are swirling and blending together because of one thing: our constant push toward globalization.

A recent Harvard Kennedy School report listed **Legitimacy** as one of the key components for 21st century police survival, and for good reason. Legitimacy is a subject that is on the radar for several reasons. First, how people view the importance of policing among other competing socio-political priorities is changing. Issues like competing in a globalized economy are causing people to rethink how they spend public money, and how they can ease tax burdens to improve job growth.

Combined with the slowed economy, the efforts to make our government more slim and fit mean police, like other public services, are competing for shrinking resources. Unfortunately, the ebb and flow of political priorities mixed with ups and downs in the crime rate can lead to a yo-yo effect. Crime goes down, the public cuts police funding. Funding goes down, crime goes up, and the relationship becomes a difficult cycle of ups and downs.

The second reason legitimacy is an issue, and this one is much more subtle, is the increasing plurality of our society. As society becomes more diverse, it becomes more difficult for us to determine and settle on social norms and laws. Jock Young, a world-renowned criminologist and professor at John Jay College of Criminal Justice in New York City, explains this process in his 2009 book, *The Vertigo of Post-Modernity*. Young suggests that our norms/values shift rapidly in this age, thus the idea of "vertigo." He says that shifting sometimes causes stress and inconsistencies for the justice system. The good news, he suggests, is that there is a point at which a society starts working together better. Beyond the polarizing rhetoric and fear of falling, there are examples of how we are becoming more in tune with our own diversity. The rebirth of

urban neighborhoods, he says, is an example of a breakdown of traditional barriers.

Look at Paducah, and the diversification and neighborhood revitalization that we have experienced in Lowertown, and now Fountain Avenue, among other efforts in urban renewal: signs of a more healthy future, according to Young. He points to New York City as an example of a highly diverse community that embraces its differences, and is highly functional.

Finally, legitimacy is an issue for policing because we are still clinging to traditional measures of crime. The Uniform Crime Report, the nation's primary measure of how police are doing, was designed in the 1930s as a collaborative effort between the FBI and the International Association of Chiefs of Police. Since then, it has changed very little, and while other surveys help policy makers decide what's going on and to what extent, the UCR remains the primary mode of evaluation.

So why is it important? Well, local police departments, now more than ever, need to remember they serve the community. All crime is local, and though we keep our eye on the fluid nature of the drug trade and the rapidly evolving internet-based crime problems, we have to remember **our job is to protect our community** from these threats. I know it seems like a paradox, but as local law enforcement leaders look and think globally, they will have to act locally. It's a concept that will be more difficult than it may seem.

Leaders of the future will have to stay more informed on a broader range of topics, more willing to change and adapt, and be more ready to help their community understand and develop local strategies to combat more complex problems. This will require them to be more in tune with their community; be more collaborative in their approaches; more transparent, and more willing to work with shifting social norms that might otherwise cause a little vertigo, as Young suggested. Colorado and Washington state's recent legalization of marijuana are examples of that reality. As a caveat to that idea, there will also be more reliance on local funding, as federal and possibly state-level funding continues to dry up, which will bring us to our next point.

Cost — As law enforcement leaders look around, they know that there has to be a balance between what a community spends on law enforcement and what they spend on their other socio-political priorities. The salience of policing is therefore determined by how their community sees that balance. For future leaders, this issue

will more complex, because in a time when people are cutting back, police work has become increasingly more expensive.

Several issues have made policing more expensive over the past 20 years, and while the current political rhetoric would lead people to believe it is all due to increased public salaries, one of the culprits is technology. Consider what items are now standard for police officers that weren't there 20 years ago: bullet proof vests (\$600/ ea.), in-car cameras (\$5,000/ ea.), in-car computers (\$4000-5000/ ea.), Tasers™ (\$800/ ea.), and the list could go on. In-car computers are possibly the best demonstration of the expanding costs. According to the Department of Justice, only five percent of officers used in-car computers in 1990, but by 2007, fully 90 percent of officers in America had a computer in their car. With roughly 250,000 municipal patrol cars in operation nation-wide, that single change represents about an \$850 million dollar increase. All total, these issues have caused the cost of policing to more than double in the past 20 years.

So again, what does this have to do with us here at home? Citizens want to get the most for their money, and when it comes to policing, they want to feel safe, keep crime low, and know their community is well taken care of. So when local leaders try to decide how much to spend on law enforcement efforts, the magic question will become “how much is it going to cost to meet our needs.”

One famous economist, Isaac Ehrlich, said the magic amount was when none of the criminals, the people, or the government felt like they needed to change their behaviors. But for law enforcement leaders in the future, the job of helping city leaders find that magic point will be more difficult. Increased expenditures on bigger ticket items means more focus and planning on capital expenditures/investment. And, increased training costs associated with the new complexities of the job means it will be ever more important to select and invest in the right people — people who know how to innovate. Leadership that capitalizes on the more talented workforce will be critical, too, and while the theme during the recession has been “do more with less” the rally cry for the coming years will be “smarter, not harder.”

Technology — The final issue that law enforcement leaders will struggle most with in the future will be technology. Not only does technology change the work of policing — from the patrol car to the office — it changes the way investigations are handled, and in some cases, it changes the types of crime we will be facing.

In today's world, many major crimes involve some type of technological evidence, such as cell phone, computer, storage device, etc. And internally, major investments in technological infrastructure marketed to police could become antiquated overnight, costing taxpayers money. The creation and storage of electronic public records is important, and it is safeguarded by certain federal and state statutes. Law enforcement administrators in the future not only have to understand the complexities, but they have to make wise consumer decisions about big ticket technologies used in policing. With technology, the sky is the limit, and leaders will have to consider what is



Our building project: An update

Last year we reported we were working on plans for a new building, and while the wheels are turning slowly, they are turning. In 2012, we, along with the Paducah Fire Department, hired a local architectural firm to develop a needs assessment and evaluate our existing building.

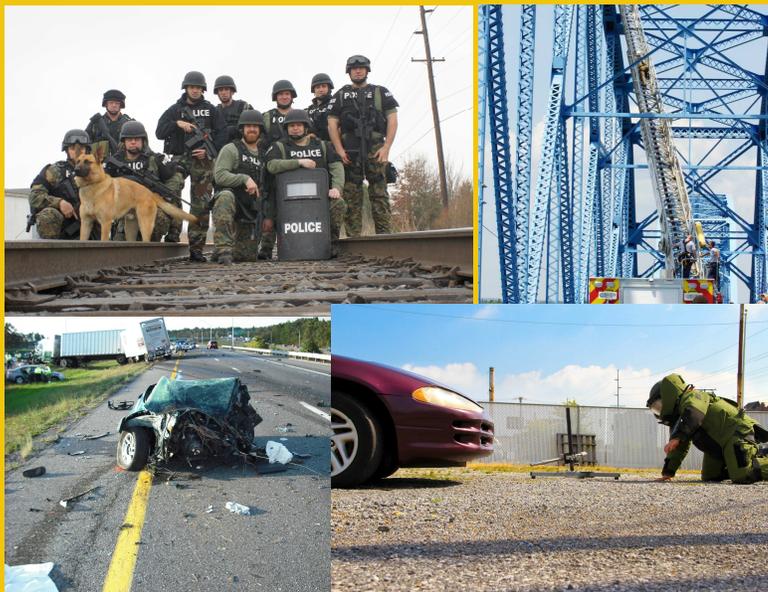
That report helped us understand the issues a little more and encouraged us to seek out a firm that specializes in the construction of public safety complexes. We developed and submitted a Request For Qualifications nation-wide, looking for firms that meet those criteria, and we will hopefully see some progress on the plan in 2013.

right for their community. For instance, larger cities now have large networks of cameras, even what they call “Shot-Spotter” a technology that pinpoints gunfire, realities not necessary in a smaller community.

Globalization — Ultimately, these three interconnected ideas are bound together by the growing reality of a more globalized economy. Jim Clifton, CEO of Gallop, in his 2011 book, *The Coming Jobs War*, said basically every policymaker was going to have to assess whether public policies help or hurt job growth as America scrambles to be competitive in the global marketplace. Clifton's thought includes local policy makers, and law enforcement leaders find themselves smack dab in the middle of that new reality, since a large portion of municipal government spending is directed to law enforcement.

I said it once, and I'll say it again as I close: future law enforcement leaders will have to look globally, think globally, but act locally. The pressure will be on to stay more informed, more in-tune with larger issues, but more adept at applying the overload of information to locally focused, cost-effective strategies that work! Maximizing technology, but not breaking the bank. These realities will be forged under the pressure of a rapidly evolving world, where we feel a little vertigo. And any number of missteps could jeopardize the very underpinning of policing as we know it.

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2. Stone, C. & Travis, J. (March, 2011). *Toward a New Professionalism in Policing*. New Perspectives on Policing, Harvard Kennedy School of Government, NIJ. Taken here from: <http://www.smartpolicinginitiative.com/sites/all/files/Harvard%20-%20Toward%20a%20new%20professionalism%20in%20policing.pdf>
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4. *Costs of Law Enforcement taken from the LEMAS studies (1993-2007)*. U.S. DOJ/ BJS. Available through www.bjs.gov



Crisis Negotiation Team

The Crisis Negotiation Team is led by Sergeant George Johnson, and includes Sergeant Brian Laird, Officer Brian Kopischke, and Detective Matt Smith. They only had one call-out in 2012. In June, they were requested by the Marshall County Sheriff's Office to deal with a barricaded, heavily armed suspect. Sergeant Laird and Officer Kopischke responded and attempted to help talk the subject into giving up.

Although the team was not officially called out, Sergeant George Johnson also assisted the McCracken County Sheriff's Department's negotiators with a "jumper" on the Brookport bridge in June. After a rather lengthy negotiation, that man was successfully removed from the bridge without further incident.

SWAT

The SWAT Team is led by Sergeant Joe Hayes and includes the following members: Lofton Rowley, Jason Montgomery, Nathan Young, Matt Wentworth, Ryan Conn, Justin Rundles, James Davis, Nathan Jaimet, Jarrett Woodruff, Derik Perry, Nathan Antonites, James Robbins and Medics Greg Edwards and Steve Skipworth.

The SWAT Team trains twice each month, and takes a three-day trip each year to a nearby military training facility. There, the team works to perfect tactics associated with high-risk building entries, such as barricaded subjects, and high-risk search warrants. As their name implies, the team is equipped with special weapons and the tactics to handle some of the most dangerous situations law enforcement encounters.

In 2012, the team was utilized on one barricaded subject, and called on to assist with one high-risk search warrant. The threat level associated with the department's use of the SWAT Team is guided by a threat matrix, a document developed by experts in the field and approved by the City's legal team and insurance provider, Kentucky League of Cities.

Accident Reconstruction Team

The ART is led by Captain David White, the senior reconstructionist, and includes officers Brian Kopischke, Mike Redmon, and Josh Bryant.

The ART responds to all fatal traffic collisions, as well as serious crashes that may result in a fatality. In 2012, the ART investigated all five of the fatal crashes in the city and responded to several other crashes that were later determined not to have been life-threatening.

SPECIALIZED UNITS

Within most municipal police departments of any size, you will find a variety of specialized units designed to handle some of the rare, yet most critical, incidents. The Paducah Police Department is no different; in fact, we are a little unique in that we have one of only a handful of bomb squads in the state.

The specialized units are: the Special Weapons and Tactics (SWAT) Team, the Bomb Squad, Crisis Negotiation Team (CNT), and Accident Reconstruction Team.

These units fall under the direction of the Special Units Commander, Captain Mark Roberts, and each has its own team leaders.

Bomb Squad

The Bomb Squad is led by Sergeant Will Gilbert, the senior member of the team, and includes: Sergeant Steve Smith, Detective Anthony Copeland, Officer Michael Rigdon, and Medic Shane Moore. Each member has highly specialized training in explosive ordnance. Most of their equipment is purchased with federal grants, and they serve not only Paducah and McCracken County, but a multi-county area of Western Kentucky. In 2012, the Bomb Squad responded to 31 calls, 24 of which involved some type of explosive device. The rest were suspicious packages. The squad attended a 40-hour training in Frankfort this year, and while there, were summoned back to Livingston County to handle a call that led to the recovery of a large cache of military ordnance. In concert with KSP bomb technicians and military personnel, the squad was able to safely resolve the threat for that community.

FLEX PLATOON

The Paducah Police Department has a dedicated squad of four patrol officers and one sergeant who sign up to be part of a “Flex Platoon.” The Flex Platoon officers often have to adjust their schedules to fit the need of the agency; this, opposed to the regular shiftwork that most patrolmen are accustomed to.

The Flex Platoon is used to handle special events, such as BBQ on The River, the quilt show, summer festival, and other special events our community enjoys throughout the year. This flexibility helps the department avoid excess overtime, caused by the need to adjust staffing to handle special events.

“These guys are instrumental in covering a wide assortment of planned events, and when they aren’t busy with those commitments they are used to conduct hot-spot patrols, relative to crime prevention and apprehension,” says Chief James Berry.

The flexible nature of their shift commitment allows the department to use them in particular trouble areas identified through crime statistics and CompStat (*see Page 24 for more details*). And, they give us an incredible resource to use year-round.



One example of their efficiency: The Kentucky Oaks Mall area around the holidays. “What was once a scheduling nightmare — something that ate up a lot of overtime and was difficult to orchestrate — is now as simple as focusing the Flex Platoon to the area,” says Sergeant George Johnson.

“Those in geographic areas of high crime may find themselves flooded with these officers at times when we know crime in that area to be at its highest,” says Chief Berry.

The Flex Platoon is currently led by Sergeant George Johnson. In 2012, he was supported by officers Jarrett Woodruff, Corey Willenborg, Beau Green, and Nathan Jaimet. Sergeant Wes Kimbler was the first supervisor for the new unit, and officers Travis Counts and Chris Baxter served on FLEX for the first six months.



Officer Travis Counts teaches the Gang Resistance Education and Training (G.R.E.A.T.) program at Paducah Middle School each year.

The nation-wide program started in 1992, with the stated mission of preventing youth crime, violence, and gang involvement.

According to Counts, the curriculum focuses on decision-making and refusal skills toward drugs, gang involvement and other dangerous/criminal situations. He says it also addresses how to deal effectively with peer pressure, and works with kids on goal planning.

Counts believes the program compliments the Drug Abuse Resistance Education program, taught in the 5th grade: “It is like a stepping stone into this program, giving the students a background in this type of curriculum and the comfort level with seeing an officer in their classroom. I think the two work well together.”

This is Counts’ eighth year teaching the curriculum. In 2012, he graduated 112 Paducah Middle School students from the program.

Officer Counts was recently interviewed about his role as a G.R.E.A.T. instructor, and will be featured in the Kentucky Department of Criminal Justice Training publication, *Law Enforcement* magazine, in the spring of 2013.

If you would like to know more about the GREAT program, check out their website at: www.great-online.org.



Building a safer community one child at a time!



Minority Recruitment
EXECUTIVE SUMMARY &
ACTION PLAN
May 2012

PADUCAH POLICE



MINORITY RECRUITMENT

A report from the Committee

recruiters listened to community members explain what issues and stumbling blocks they believed existed in attracting minority candidates, particularly local youth seeking a career in law enforcement.

The committee later conducted a youth forum under much the same format, in cooperation with the Oscar Cross Boys & Girls Club. About 30 young people, predominately minority youth of middle school and high school age, attended. Paducah police recruiters again acted to facilitate the discussion, which provided some helpful insight into why youth may or may not be attracted to a career in law enforcement and how the police may be able to better market themselves to young people.

Dialog with the committee, and much of what was gleaned from the two sessions, indicates police need to be more involved with young people at an earlier age, and actively look for ways to be positive role models. While the committee is still in motion, planning a law enforcement meeting for early spring of 2013, this feedback has already led to some action.

The PPD's recruiters developed and implemented a Junior Citizens' Police Academy, a three-day program offered in June, much like a summer camp for youth ages 13-18. The program was so successful the department has expanded it to five days for 2013. Additionally, recruiters offered an open house in May. It was a one-day event for high school and college students, but it, too, will be offered again in 2013. And, the department was glad that Officer Paul Stevenson and Sergeant Wes Orazine have volunteered to restart the Law Enforcement Explorer program. The Explorer program is a group for young people (ages 15-20) who have a serious interest in the profession. It meets regularly on Thursday nights.

The committee hopes to keep working through early 2013, and ultimately develop a long-term strategy to attract more qualified minority candidates in the future. Chief Berry says "Everyone recognizes successful organizations are diverse organizations."

As the committee finalizes a strategy, they will meet with Chief Berry to discuss recommendations for improvement. While the department is currently near full staff, recruitment in general may be slow for a while, but the committee realizes these recommendations will be build around a more long-term strategy.

For more information on recruiting, or the minority recruitment committee, check out our website at: www.paducahky.gov.

In May 2012, Chief James Berry published an Executive Summary & Action Plan addressing the issue of minority recruiting.

The plan calls for the department to use a committee to assess current law enforcement practices, as well as community feelings toward how the Paducah Police Department can better appeal to potential minority candidates.

The committee, which is led by Captain David White, includes Dr. Bernice Belt, chairwoman of the Paducah Human Rights Commission and professor at West Kentucky Community and Technical College WKCTC; Jimpalm Askew-Robinson, director of Cultural Diversity at WKCTC; Martha Argotte-Thomas, Human Resources manager at Lourdes Hospital and Paducah Human Rights commissioner, Chevene Duncan-Herring, Paducah Human Rights commissioner and Job Success coach at WKCTC; Rosa Scott, past president of the local chapter of the NAACP; Gary Reese, retired assistant chief of the Paducah Police Department and director of the Criminal Justice Program at WKCTC; Captain Brian Krueger of the Paducah Police Department; Martin Russell of the city's Human Resources Department; and Kristen Williams, local business woman.

The committee met throughout 2012, organizing and developing each step of the plan laid out by Chief Berry. The first step, a community forum, was held in June at the Robert Cherry Civic Center. There, committee members and Paducah Police Department

School Violence

Law Enforcement's Response to Mass Shootings



The tragic shooting at Sandy Hook Elementary School in December 2012 is one more example of violence that will forever be seared into our conscience. We all cringed as we watched that day unfold, as we couldn't help but think of the innocent lives lost.

Those in Paducah and McCracken County know all too well that it can happen in our community. But many people don't realize the extent of school-related shootings. According to Captain Mark Roberts, who recently researched the topic as part of his attendance at the FBI National Academy, there have been 188 killed, and another 482 people wounded, in school shootings between 1996 and December 2012.

In response to Sandy Hook, the Paducah Police Department teamed up with McCracken County Sheriff Jon Hayden and Emergency Management Director Paul Carter to host a joint law enforcement-school security staff roundtable in January 2013. Though this is the 2012 Annual Report, we are pleased to say the meeting was well-attended by every school system, both private and public, in Paducah and McCracken County, as well as by members of the McCracken County Sheriff's Office, Paducah Police, Kentucky State Police, United States Secret Service, and the U.S. Bureau of Alcohol Tobacco and Firearms.

Officials from both sides discussed concerns and issues they have about the various schools, law enforcement's response to serious incidents, and ways we can improve safety for our students.

"I hope it reignites a conversation about school violence, builds a better relationship between school officials and law enforcement, and encourages us both to find practical ways we can work more closely together on this issue," says Captain David White, one of the primary facilitators for the meeting.

White said he was happy with the dialog and feels there were several "do-able" ideas presented at the meeting. "While we don't really want to elaborate on some of the actionable items, since they are still in the planning stages and have a certain sensitivity to the key security measures, they generally fall into the categories of

improved communication and use of technologies, and improved cooperation and continuity in training for law enforcement, school staff, and students," White said.

In addition to the meeting, Officer Ryan Conn, a department firearms instructor and SWAT Team member, has been tasked with developing school-specific response plans. The department is turning from several years of generalized training in "active shooter response" to more specific response trainings using local schools, afterhours, as their training grounds.

Chief Berry has added a two-week block of training to the department's spring training calendar ensuring each officer receives at least eight hours of instruction on the school-specific responses. The training division is currently developing a curriculum to support the class, which will likely include deputies from the McCracken County Sheriff's Office too, similar to our joint driver's training each year. Chief Berry says, "Sandy Hook has got us thinking about how we can collaborate and work together more closely with our schools in hopes of protecting the children, which is our primary goal."



Law enforcement and school security staff discuss security at the table, January 15, 2013.

Office of Professional Standards



By Captain David White

The Professional Standards Office is responsible for ensuring the department lives within the commonly recognized practices of today's law enforcement profession. As such, the Professional Standards Office is responsible for making sure we live up to the standards outlined in our accreditation with the Kentucky Association of Chiefs of Police. The office also tracks and monitors use of force (response to resistance) and all internal and external complaints, investigates serious complaints of police misconduct, and coordinates all of the department's training.

We understand these issues are important to the citizens of our community, and we believe it is important for us to be transparent, as we seek to be accountable to the community we serve.

The use of force by police officers is almost always reactive in nature, so the Paducah Police Department (PPD) calls our use of force "Response to Resistance." A report is generated anytime the officer uses more force than is necessary during normal handcuffing. This action includes, but is not limited to physically taking someone to the ground, having to strike someone with an open- or closed-hand strike, striking someone with a baton, spraying them with OC spray, using an electronic control device (Taser), or having to point or use a firearm.

To many people's surprise, this level of police force is truly uncommon. In 2012, the PPD used force in only 1.3 percent of all arrests, which is a little below a three-year average for our department. That is 37 incidents, involving reports from 54 officers, in the arrest/custody of 2,775 adults and juveniles. The statistics are broken down by type of Response to Resistance in Figure 1. Figure 2 demonstrates how those statistics are broken down by race & gender.

RESPONSE TO RESISTANCE BY FORCE TYPE

13 Uses of Soft-Empty Hand (35.1%)

9 Uses of Hard-Empty Hand (24.3%)

2 Uses of Chemical Agent (OC) (5.4%)

5 Uses of a Taser™ (ECD) (13.5%)

7 Cases of Pointing a Firearm (18.9%)

1 Use of a Police K-9 (2.7%)

(By Incident— by most significant level of force)

Figure 1

RESPONSE TO RESISTANCE—Other Facts

RACE

White: 67.5 %

Black: 32.4 %

SUSPECT INJURED

Yes: 37.8 %

No: 62.2 %

GENDER

Males: 81.0 %

Females: 18.9 %

SUSPECT REQUIRED

MEDICAL CARE

Yes: 13.1 %

No: 86.9 %

AGE

Average age: 31

OFFICER INJURED

Yes: 5.4 %

No: 94.6 %

INTOXICATED SUSPECT

Yes: 48.6 %

No: 51.4 %

OFFICER REQUIRED

MEDICAL CARE

Yes: 0.0 %

Figure 2

The Office of Professional Standards is glad to report that the department conducted a total of 6,862 hours of training in 2012, including 3,348 hours of in-house training. That's an average of 139 hours per officer.

A couple of significant changes in 2012: The department developed a Curriculum Committee, consisting of various trainers from within the department, as well as our training officer, to review and ensure continuity in our in-house training plans. The idea of in-house training will become more important as we seek to reduce training costs by not sending officers to out-of-town schools, where travel costs eat up

a significant amount of the training budget. That brings us to our second major change in 2012: a focus on increasing the number of train-the-trainer type classes where we send a couple of officers to instructor-level courses. They can then come back and administer training to the rest of our workforce.

It's not a new concept, but again one that is becoming increasingly more important as we try to reduce training costs. The training budget suffered a 38 percent reduction this fiscal year, a stop-gap measure that can't be sustained. But as we re-evaluate our strategies, we are looking for ways to improve the bottom line. The average per officer training cost in 2012 was \$745.

One aspect of policing we want to be especially transparent with is complaints. The criminal justice system is designed to have many checks and balances, and within our organization, we openly accept citizen complaints as one such mechanism to ensure citizens are provided the highest level of service.

As police officers, we are not beyond making mistakes. Officers are real people trying to do the best job they can in some of life's most difficult circumstances. We have high expectations of our employees, and we want each one of them to live up to those expectations day-in and day-out.

In 2012, the Professional Standards Office reported a total

of 35 complaints, 26 of which were internally generated. Internal complaints are usually generated by an officer's supervisor in response to some type of recognized policy violation. From simple violations to the most complex, they can range in disciplinary measure from an "Employee Improvement Notice" (EIN), to a written reprimand, to suspension, even termination. In 2012, 20 officers received an EIN; five received a written reprimand; and two officers were suspended, one for one day, and another for two days.

Of the nine external complaints, in all but one case the officers were exonerated or the complaint was unfounded, often after video evidence from the officer's in-car camera was reviewed. In one case, the officer's actions were reviewed, and while they were found to be within policy, training issues were identified and measures were taken to improve the officer's actions in the future. Of the external complaints, two involved suspicion of racial profiling, though they did not formally accuse the officers of such action. In both cases, we reviewed not only the in-car video, but one year's worth of traffic stop data. Both the evidence from the stop itself and the historical data clearly indicated the officer was not engaging in racial profiling. As a department, 86 percent of traffic citations were written to Caucasians, compared to 13 percent African-American, and more than 95 percent were listed as non-Hispanic drivers.

We hope that our community recognizes we take all complaints seriously, and we work hard to ensure that our employees are abiding by the highest standards of professional law enforcement.



"The D.A.R.E. program has been a positive experience for our students. We are thankful that the Paducah Police Department recognizes the value of the D.A.R.E. program and hope to continue with this partnership." -
Principal Steve Ybarzabal, Clark Elementary School



The Paducah Police Department teaches the Drug Abuse Resistance Education (D.A.R.E.) program at our city elementary schools, as well as St. Mary Elementary School. Officers Gretchen Morgan and Chris Fearon divide the responsibility of teaching the classes, which are provided primarily to fifth-grade students.

The D.A.R.E. program has been around since the mid-1980s, but it has undergone several major curriculum overhauls to stay current and relevant to the changing world. The current curriculum focuses on how students can avoid drugs, make smart decisions, and exercise self-control with confidence when faced with a bad situation.

This year the Paducah Police Department is proud to say that 190 local 5th graders graduated our program, and the two officers also did many visitations with the K-3rd grade students, talking to them about some of the issues. "Parents are an important part of these students' lives and my goal is for the student to go home and have a conversation with their parents about what we've discussed in the lessons," Officer Morgan said.

Morgan says she loves having the opportunity to teach D.A.R.E. because she likes to watch the light bulbs go off when students start to understand the materials. And, she adds, "Some of the students have had no experience with police officers in the past, and I enjoy helping them understand what police officers do, and how we are there to help them."

If you are interested in helping financially support D.A.R.E. by donating to the Paducah-McCracken County Drug Council, you can get more information by contacting Officer Morgan by email at gmorgan@paducahky.gov.



2012

Traffic Report

Maintaining a healthy flow of traffic in and around the city is important not only to the health and safety of our citizens, but also to commerce in our area. Each day many people travel in and out of the city for work, shopping, access to health care, and so on. The Paducah Chamber of Commerce estimates Paducah’s daytime population exceeds 100,000 people, and this increased traffic flow in the incorporated parts of community means an increased number of traffic collisions occur in the city.

In 2012, the Paducah Police Department investigated 1,573 collisions, including 343 injury collisions, five of which were fatal. The 343 injury collisions resulted in 523 persons injured and seven killed. These numbers represented some ups and downs in the percentages of collisions over 2011, which are illustrated in Figure 1.

COMPARING TO 2011			
	2011	2012	Percent Change
Total Collisions:	1658	1573	- 5.1 %
Injury Crashes:	322	343	+ 6.5 %
Total Injuries:	483	523	+ 8.2 %
Fatal Collisions:	3	5	+ 66.6 %
Total Fatalities:	4	7	+ 75 %

FIGURE 1

One thing we always try to look at, is how we compare to state and national data on collisions. It appears that state-wide, there was a 1.8 percent decrease in the overall number of collisions, down from 150,300 to 147,486. There was a very similar drop in injury collisions, which also fell about 1.8 percent to 36,544. State-wide, fatalities increased by 5.4 percent, from 716 in 2011, to 755 in 2012. While we saw a more significant drop in the overall number of collisions (5.1%), our fatality numbers seemed to go sky high, particularly in the early part of 2011. Local numbers seem high when converted to a rate (per 100,000) but when balanced with overall

county statistics and population, the Paducah-McCracken County area has a collision rate about 3.5 percent below the state-wide rate.

Nationally, the National Highway Traffic Safety Administration (NHTSA), has released its early estimates of 2012 numbers, which are projected by the first nine months of the year. They report a 7.1 percent increase in fatalities, which they say is the largest jump in fatal collisions in one year since 1976.

While the numbers are up, NHTSA indicates the number of alcohol-related fatalities dropped 2.5 percent in 2011 (the most current numbers available), though they still accounted for roughly 31 percent of the nation’s fatalities. That number has changed very little between 1994-2012, remaining between 30-35 percent each year. However, locally, of the five fatal accidents investigated, alcohol was reported as a contributing factor in only one. And overall, Paducah had just 48 collisions where the driver was suspected of drinking, 20 of which were injury collisions. This represents about three percent of all collisions. Helping hold those numbers down is the number of drunk driving arrests made each year by the department: 355 for 2012. The number of DUI arrests fell by almost ten percent from 2011.

Among the 1,573 collisions, inattention is consistently the most significant contributing factor, this year accounting for 32 percent of all crashes. Second to inattention was failure to yield right-of-way, accounting for 22 percent. Misjudged clearings, driver distractions, and disregarding traffic control devices rounded out the top five causes of crashes in 2012.

Captain Don Hodgson says, “In the Hinkleville Road area, which is one of our worst areas, rear-end collisions seem to be the most frequent, accounting for almost a third of all crashes.

“There are a few simple things people could do to avoid being a victim: don’t follow too closely, reduce speed, and pay particular attention to your driving while moving through the congested traffic.” Hodgson said that 2013 will bring additional concern with the opening of the new McCracken County High School and the increased amount of commuter traffic.

TRAFFIC ENFORCEMENT UNIT

One important element of traffic safety is enforcement. As a full-service law enforcement agency, our patrol officers routinely write traffic citations for observed offenses, and concentrate a portion of their time on watching for traffic violators. In 2012, the department wrote 9,233 traffic citations, resulting in 12,606 charges. This number was up 26 percent over the previous year, due largely to the creation of a new Traffic Unit.

In October 2012, the Paducah Police Department started a three-person traffic unit to help make our roadways more safe. Officers Melissa Dillon, Josh Bryant, and Keith Thuline spend their day focusing on enforcement and education in our high-traffic areas. In the final quarter of 2012, they were responsible for a combined 1,518 citations, or about 16 percent of all citations for the full year of 2012.

The Traffic Enforcement Unit, which is under the direction of Captain Don Hodgson, has been focusing their efforts on the highest collision areas. The Traffic Enforcement Unit also focuses much of its efforts on seatbelt enforcement. Officers wrote 3,818 seatbelt tickets, with about 4,811 charges. “It’s simply undeniable. Seatbelt use saves lives and the numbers prove it,” says Captain David White, the department’s senior accident reconstructionist.

The Kentucky Transportation Cabinet (KTC) published a scoping study in September 2012, which indicates the level of concern on Hinkleville Road, especially between the Interstate 24 and Olivet Church Road interchanges. According to their report, nearly 25,000 motorists travel that section of roadway daily, and the number of crashes is significantly higher than average when compared to similar roadways. *(You can read more on the Scoping Study by visiting the KTC’s website at*

www.transportation.ky.gov.

Search for “US 60 Scoping Study, Paducah; Item No.: 1-125.00.”)

In addition to the Traffic Enforcement Unit’s focus on enforcement, they have also been working on education. The department recently used grant funds to purchase a roadside speed trailer, which you may have seen around town. Additionally, they have hosted two public presentations at Paducah Tilghman High School on the dangers of distracted driving. They also did a presentation to youth at Christ Temple Apostolic Church on North 13th Street in November. “We have partnered with the Coltharp family, whose daughter was injured in a texting and driving accident, to help make the dangers real to these high school-age students,” Captain Hodgson said.



Officer Kelly Drew talks to local high school students about the dangers of texting and driving. (Photo courtesy of The Paducah Sun)

“We are hoping to do even more presentations in 2013, and are looking for ways to expand our efforts,” Hodgson added.

During the peak holiday season the Traffic Enforcement Unit handed out 1,500 professionally printed flyers in and around the Kentucky Oaks Mall area, with the cooperation of several large retailers. The flyers contained traffic and crime safety tips and recent statistics about local collisions. “We have had several retailers commit to handing them out to customers next year. So in 2013, we are hoping to find a few individual or corporate sponsors who would be willing to contribute roughly \$1500. That amount would help us print and distribute around 25,000 flyers. We are hoping to reach customers as they move through the check out lines at our local stores,” Hodgson said.

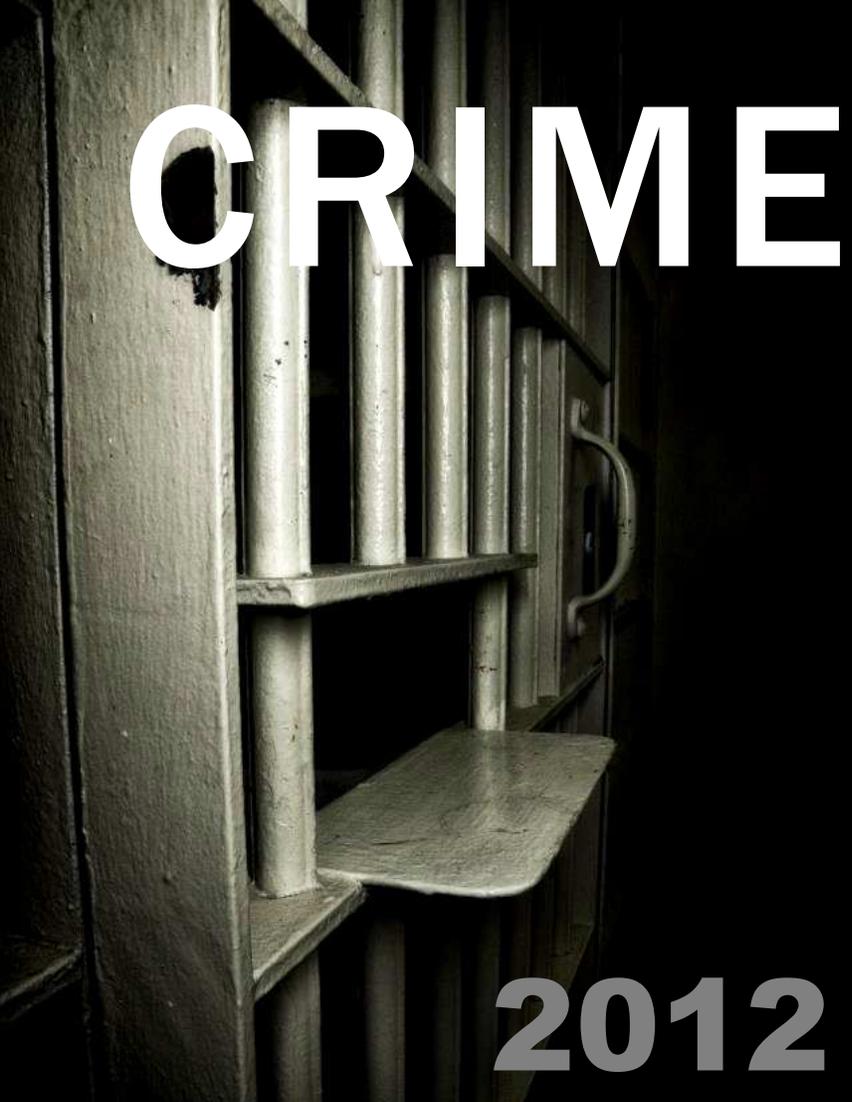
If you would like for the Traffic Enforcement Unit to make a presentation to your school or civic group, or you’d like to contribute to our efforts in public education, contact Captain Don Hodgson at dhodgson@paducahky.gov.

TRAFFIC CITATIONS BY OFFENSE

Seat Belt Use	3818
Speeding	2344
Failure to Produce Insurance Card	1596
Disregarding Traffic Control Device (Stop Light)	411
No Insurance	325
Suspended/No Operator’s License	300
All Other Offenses	439

FIGURE 2

CRIME Report



Through these numbers, criminologists make assumptions about the entire year, and in 2012, the FBI reported a 1.9 percent increase in violent crime and a 1.5 percent increase in property crime.¹ The FBI, as good as they are, usually don't release the year-end statistics until the end of the following year. However, if the early numbers are a good predictor, it appears that we experienced a better change in crime in Paducah, than did the rest of the country.

One particular area of concern for us in 2012 was the increased number of robberies. Robberies are defined by Kentucky law as the use of force, or threatened use of force in the commission of a theft.

In 2012, they jumped by 46 percent, from 28 to 41. Concerned about the increases, Chief James Berry had civilian Investigative Assistant Malinda Baltz prepare a presentation detailing the robberies last September. At that time, Paducah already had experienced 31 of the 41 robberies.

Baltz's presentation indicated that 11 of the 31 reports (35%) were later determined not to have been legitimate. At least some of those reports revolved around the street-level drug trade, which complicates cooperation and investigation. Of the remaining 20 robberies, three involved people who used/threatened to use force at the point of apprehension for shoplifting. Overall, nearly 65 percent of the cases were cleared by arrest.

We never like to report that crime has gone up, but in 2012 we experienced an 11.3 percent increase in major offenses (Part I Crimes). Major offenses are classified by the Federal Bureau of Investigation as "Part I Offenses" and they are the following: murder, rape, robbery, assault, burglary, larceny, auto theft, and arson. In 2012, we had 1,376 such reports.

Crime, both in Paducah and around the country, has been in pretty steady decline over the past 20 years. Despite some increase between 2011 and 2012, our local crime is still not half of what it was at its peak in 1992. Furthermore, the numbers are a little deceiving when lumped together, since the number of larcenies (thefts) often skews the number considerably. Not to marginalize the increases, but you can see in Figure 1 (right), there were some ups and down.

A more stable way of evaluating crime, used by the FBI, is to group all violent crimes together (murder, rape, robbery, and assault), and group all property crimes together (burglary, larceny, auto theft, and arson). By doing this, you get a more stable reference of the two broader categories. In Paducah, property crimes rose by 1.2 percent, while violent crimes dropped by 1.0 percent, over 2011.

Each year, the FBI publishes a semi-annual report of crime (January-June), which provides us with some estimate of how we are doing, at least compared to the first half of 2011.

A BREAKDOWN OF MAJOR OFFENSES



FIGURE 1

1. FBI Semiannual report retrieved on 1/29/2012 from: <http://www.fbi.gov/about-us/cjis/ucr/crime-in-the-u.s/2012/preliminary-semiannual-uniform-crime-report-january-june-2012>

One of Chief Berry's initiatives since he came to Paducah in 2009 has been the use of CompStat. CompStat is a term used to describe the regular use of crime data, now more readily available in real-time, to help direct police resources more efficiently. Many police agencies around the country rely on CompStat to



help digest their crime data in what has now become "intelligence-led policing."

"CompStat allows us to more efficiently utilize department resources to mitigate problems identified through trends and crime reporting," Berry says.

In addition to Part I Offenses, the FBI classifies several other less serious crimes as Part II Crimes. These numbers, as shown in Figure 2 (below), demonstrate a total of 2,802 Part II Offenses for 2012; up 1.8 percent from 2011. While they increased slightly, the Part II numbers seem fairly stable from year to year. From 2009-2011, they changed an average of 1.3 percent from year to year, landing only 0.3 percent (nine actual crimes) different than in 2009.

Many of the Part II Offenses represent quality of life issues, such as drug offenses, criminal mischiefs, drunk and disorderly, and other liquor violations.



2012	2011	2010	Offense Type
567	678	677	Simple Assaults
67	62	67	Forgery
204	158	206	Fraud
353	424	447	Criminal Mischief
32	29	30	Sex Offenses (Other than Rape)
672	700	639	Drug Violations
90	100	103	Offenses Against Families & Children
817	520	509	All Others
2802	2752	2739	TOTALS

1. FBI 2011 numbers retrieved on 2/6/2013 from: <http://www.fbi.gov/about-us/cjis/ucr/crime-in-the-u.s/2011/crime-in-the-u.s.-2011/tables/table-1>
 2. All other number retrieved on demand from KYOps

The Paducah Police Department made 2,517 adult arrests in 2012, compared to 2,974 in 2011, and 2,840 in 2010. These arrests resulted in a total of 4,200 criminal charges. Additionally, there were 258 juveniles charged with a total of 337 criminal charges. This represents a roughly 15 percent decrease in the number of adult arrests over the previous year, and roughly a four percent increase in the number of juveniles charged.

The PPD also served a total of 1,077 arrest warrants, carrying a total of 1,632 charges. That number is down 17 percent over 2011. There were 220 criminal summonses issued with a total of 291 charges; down 14 percent from 2011.

One important aspect of policing, and one that seems to gather increasing attention in the wake of high-profile mass shootings such as the tragedy at Sandy Hook Elementary School this past December, is dealing with mentally ill people. The law allows law enforcement to take people into custody for mental health evaluation and crisis intervention when they constitute a danger to themselves or others, and are unwilling to get assistance on their own. In 2012, the PPD took only 34 people into emergency custody for mental health reasons, compared to 51 in 2011.



The full-year 2011 numbers from the FBI are now available. They report both violent crime and property crime dropped again.

In 2011, Paducah police reported a violent crime rate (per 100,000) of 384, which is on par with the national average of 386.3. Our property crimes however, were 4,560 (per 100,000), compared to a national average of 2,908.7. The reason for this huge difference is found in the fact that many property crimes are shopliftings. For example, in 2012, shopliftings at one retail store accounted for roughly 17 percent of the overall property crimes in Paducah, or nearly 16 percent of our overall Part 1 Crimes. In 2011, that location accounted for 117 larcenies, so the increase of 102 shopliftings from 2011 to 2012, from that location, accounted for roughly 72 percent of the overall crime increase in Paducah last year. Our other property crimes remained well below available national averages in 2011, which is encouraging.



OPERATIONS DIVISION



By: Assistant Chief Brandon Barnhill
bbarnhill@paducahky.gov

The Operations Division is comprised of uniformed patrol officers who provide the City's first line of public safety protection, preserving the peace 24/7, in both criminal and civil situations. They are highly trained professionals, who at times must unselfishly place themselves at risk in order to protect the community. Whether responding to an accident, pursuing a fleeing vehicle, apprehending an armed suspect or handling a violent domestic dispute, these officers are required to bring about a successful resolution to situations, which sometimes seems impossible. They must accomplish these critical and challenging tasks in strict adherence to the rule of law and within the high standards of conduct set forth in the Police Officers Code of Ethics. The officers assigned to the Operations Division are courteous, compassionate, dedicated, and responsive to the needs of the City of Paducah.

Officers' daily activities include initiating and following-up on preliminary investigations of all criminal activity and making arrests when necessary. They protect the city by conducting proactive patrols, investigating suspicious activity, and seizing illegal weapons and narcotics. Enforcement of traffic laws, traffic direction and control, and the investigation of major and minor vehicle crashes consume a large portion of their time. In 2012, the department received 45,288 calls for service in the community, resulting in roughly 124 daily opportunities for interaction with the public. This total is over 1,200 more calls for service than in 2011.

Within the Operations Division, several specialized units, activities, roles and responsibilities are assumed: Citizens Police Academy, K-9 Unit, Special Weapons and Tactics Team, Crisis Negotiation Team, Bomb Squad, Traffic Enforcement Unit, FLEX Unit, Accident Reconstruction Team, Bike Patrol, Volunteers in Police Service, Ride-a-long program, Police Explorers, D.A.R.E. (Drug Abuse Resistance and Education), G.R.E.A.T. (Gang Resistance Education and Training) and the Junior CPA.

In looking back at 2012, the Operations Division accomplished many of its goals, but especially the number one goal: neither officer, nor citizen was seriously injured as a result of police action. Although we still remain a young division, this opportunity brings fresh ideas and an enthusiasm to keep up with the changing demands of the profession. The department's emphasis, standards and approach to education and training help offset any shortcomings due to experience levels. The professionalism and high standards of conduct displayed by our officers during their tours of duty proudly reflect the importance of these principles.

The Operations Division is unlike any other division within the police department because of its visibility and amount of contact with the citizens of the region. The law enforcement process is most likely to start with a patrol officer responding to

South 6th Street

a call for service or having a self-initiated call, such as a car stop or pedestrian check. Through proactive policing techniques and approaches by the officers, many successful crime prevention stories often evolve.

Three prime examples of proactive policing in 2012 are the reduction in calls for service in the Dudley Court neighborhood, the collision reduction efforts throughout the city, and our proactive response to school safety.

The first example is a small housing community, Dudley Court, located between McGuire and Cruse avenues in the heart of Paducah. In recent years, this neighborhood has been an area with increased crime reports and drug activity. With a large slate of commitments by management and police administration initiated in 2011, we are now realizing the fruits of our labors. We are very pleased to report that in 2012, the housing community had a 19.4% reduction in calls for police service compared to 2010.

Another example provided is an initiation of a Traffic Enforcement Unit (TEU) to assist in dealing with the ever growing traffic problems within our community. The principle focus and mission of this unit is based on education, awareness and enforcement. When the department began to take a deeper look into our highest collision areas within the city, one location stuck out much more than the others. A section of Highway 60, also known as Hinkleville Road, was among the highest collision areas, per capita, in the entire Commonwealth. Part of the data reviewed for consideration came from a Kentucky Transportation Cabinet study of U.S. 60 that was published in the fall of 2012. This study was undertaken in an effort to develop solutions for long-standing problems with engineering factors, traffic congestion and safety, as well as to accommodate anticipated increased travel in the future brought about by growth and system connectivity enhancements, which include the opening of a new high school in early 2013.

On average, a single collision will occupy anywhere from 42 minutes to well over 2.5 hours of an officer's time, depending on the damage and severity of the collision. The TEU was initiated in early October as a pilot program in an effort to study feasibility, time, and cost and was tasked with coming up with a plan to address the problems identified. Within its first three months, the department saw more than a 17.5% reduction in collisions in the targeted areas and more than a five percent reduction city-wide for the entire year. When you calculate the collision reductions against the time spent completing the required paperwork, you begin to see that our officers are being freed up to conduct more proactive policing.

The third proactive policing approach receiving emphasis in 2012 from the Operations Division was our continued focus on increasing safety in and around our schools. The philosophy and approach of the division was about increasing our ownership in the school on the

officer's assigned zone. With the officer's mindset being focused on "My Beat . . . My School," our officers are encouraged to make a presence on the campuses during the morning drop-off and afternoon student pick-ups, and during lunchtime and recess periods.

Officers are also encouraged to participate in school functions such as "reading pals" and others that foster a positive relationship between the department and our community. As a result, we have received numerous positive comments from school staff, parents and community leaders.

As we look forward to 2013, our attention, focus and mission will remain the same. We will continue to engage and strengthen relationships with partners and the community, and to deliver improved policing services based on the principles of a community focused approach. We continue to be excited as technology and training revolutionizes our profession. We welcome your feedback on our plans and our progress, and encourage all citizens to join us with continued support in helping to make the City of Paducah a great place and a safe place to live.

The complete KYTC report may be read at: <http://transportation.ky.gov/Planning/Planning%20Studies%20and%20Reports/US%2060%20Scoping%20Study%20Final%20Report%201-125.pdf>

Our 2012 Grant Awards

In 2012, the Paducah Police Department received the following grants:

U.S. DOJ COPS Grant: \$202,000

U.S. DOJ Justice Assistance Grant: \$16,035

KY Homeland Security Grant: \$37,000

Highway Safety Grant: \$36,200

LSF DUI Enforcement Grant: \$11,435

Met Life® Grant: \$20,000

BNSF® Grant: \$2,500

KY League of Cities Safety Grant: \$5,150

TOTAL: \$330,320

General Investigations Unit

By Captain Brian Krueger
Support Services Division



From left: Detectives Chris Baxter, Troy Turner, Matt Smith, Anthony Copeland, Sgt. Brian Laird, Justin Crowell

In any police department across the United States, detectives who investigate general crimes, typically ranging from felony theft to homicide, are an integral part of day-to-day policing activities. While their responsibilities are primarily reactive in nature, investigators are a key part of the overall success of their respective agencies. “Determined,” “focused,” and “trusted” are just a few words one might use to describe most investigators. The drive needed for successful follow up, a key part of any criminal investigation, is a crucial requirement of the investigative process. These are some of the characteristics routinely demonstrated by many police department employees. But, this is especially true for those who serve as detectives, and those who assist them in their investigations.

The same can be said about the personnel assigned to the General Investigation Unit, or “GIU” as it is commonly referred to within the Paducah Police Department. In January 2012, I was assigned to the mid-level management position that oversees each of the three units within the Support Services Division. However, I have been able to observe GIU in action virtually every day over the past year, and it has been a real eye opener for me. Although I spent time working as a detective several years ago, I never realized the importance of what this team routinely accomplishes through each member’s individual initiative and determination. This group of men and women continues to be routinely successful, due in large part to their dedication and the leadership of Sgt. Brian Laird. Probably more important than anything is the team’s demonstrated cohesiveness. It truly is a group effort, especially when confronted with a complex investigation conducted as a result of the commission of a heinous crime. Each member of the group understands the importance of his or her role, as it relates to the outcome of the investigation, and that the crime victim’s family is dependent upon them for a swift and successful conclusion.

One must also realize that the relationship between the investigators and the prosecutor’s office is a critical part in the prosecutorial process of the justice system. “The Commonwealth’s Attorney’s Office relies upon the input of the investigators for the effective prosecution of cases,” said Commonwealth’s Attorney Dan Boaz. “The investigators make contact with the defendants when they are in their true element. They are not dressed up for court. They are not contrite about their actions. The investigators have valuable insight into not just what a defendant has done, but who a defendant truly is. This allows our office not to merely prosecute crimes, but to bring true justice to criminals. Without effective interaction between the investigators and the prosecutors, the justice system would just be a quasi-mechanical system churning out sanctions instead of crafting fair punishment for the actions of those who break the law. Our community is very fortunate that the Paducah Police Department and the Commonwealth’s Attorney’s Office have a close professional relationship. We all benefit as a result.”

In 2012, GIU detectives were assigned 250 new cases, including 53 after-hours callouts. Regarding these cases, the unit maintained a clearance rate of 79% (well above the national average) with 198 of these cases cleared. The investigations yielded a total of 110 arrests. It is important to emphasize the significance of these numbers. Being a police officer requires hard work and dedication. Being an investigator requires just as much, and not just from the individual employees, but also from their families. Investigators are routinely called out in the middle of the night, during holiday get-togethers or kids’ sporting events and birthday parties.

They can spend hours or even days away from their families, to ensure they meticulously follow leads and objectively gather evidence in an effort to truly pursue justice.

2012 marked the first full year for the Regional Computer Forensic Laboratory, or RCFL. The RCFL is an excellent example of the benefits gained through effective partnerships within the federal, state, and local law enforcement communities. Within the RCFL concept, Paducah is one of five satellite labs located within the Commonwealth of Kentucky. Detective Justin Crowell, who was trained through the RCFL in Louisville, routinely assists other agencies in locating and retrieving electronic evidence related to various crimes of a serious nature. In 2012, there were 54 requests for examination received. Of these requests, 18 came from within the Paducah Police Department and 36 were made by other agencies.

“These guys are passionate and their commitment to solving cases is unrivaled.”

- Assistant Chief Grimes

These requests resulted in a total of 245 individual examinations performed by Detective Crowell this year. Many of these requests centered on crimes such as homicide, robbery, and drug and sex offenses.

Another reason GIU is successful as a unit is due in no small part to the direct support of its two civilian support staff; Malinda Elrod-Baltz, who serves as a civilian investigative assistant and the department’s intelligence and statistical analyst, and Kim Newlon, who serves as the unit’s clerical specialist. Mrs. Newlon also bears the responsibility of compiling and preparing all records pertaining to the police department’s payroll, which encompasses 90 employees. Much like many of their counterparts throughout the department, in addition to their “regular” duties, almost all of GIU personnel also have additional responsibilities. Most investigators also serve in roles on the department’s SWAT Team and Bomb Squad, interdepartmental instructor positions, and critical incident negotiators.

So what does the future hold? Going into 2013, the GIU will be challenged to continue their record of success. In addition, the unit will be challenged to become more efficient while simultaneously exploring how a traditionally reactive investigative entity can become more proactive. This includes being focused on working in conjunction with other units within the department. The intent is an effort toward implementing successful crime prevention and crime reduction strategies. By emphasizing that no idea is wrong and everyone has perspectives that matter, we will be focused on internal collaboration toward obtaining these goals.



Clerical Specialist Connie Waldrige Retires

Our Connie Waldrige retired in August after 10 years of service. “Connie was a humble, hard-working employee that was always full of energy and ready to go, go, go,” said Chief James Berry. “I wish I had 10 employees just like her. She will be missed.”

Funny and always upbeat, Connie served diligently in the Records Unit, as a patrol clerk, and ultimately as the clerical specialist in the General Investigations Unit, where she completed her last few years of work.

As part of her duties, she managed case files and handled our payroll, which is always an essential function.

She became somewhat of a master of our Leads Online program, which helps link pawn purchases to stolen merchandise. Connie was well-known for her knowledge of the computer program, to the point that the Leads Online corporate office recognized her skills.

A Baby Boomer, Connie was not afraid of technology one bit, as her skills with the Leads Online program exemplified. She also managed the Crime Stoppers software, and was a regular in-house expert with most all things related to the computer.

A constant encourager, she will be missed, but we wish her well in retirement. She has moved to the Cincinnati area to be closer to her son, and we are thankful to be able to keep track of her on Facebook.

“I wish I had 10 employees just like her.”

—Chief Berry



Drug & Vice Enforcement

By Assistant Chief Stacey Grimes

As law enforcement agencies across America struggle to keep pace, ridding the streets of illicit drugs such as cocaine, methamphetamines and marijuana funneled into the United States from drug cartels, we face the daunting task of investigating the abuse of prescription painkillers mostly prescribed by well-meaning doctors and dentists. According to the Centers for Disease Control, overdose deaths from prescription painkillers have surpassed both cocaine and heroin combined. In 2010, physicians prescribed enough painkillers to medicate every American adult around the clock for an entire month.

A 2010 national survey by the Substance Abuse and Mental Health Services Administration revealed 12 million teens and adults reported using prescription painkillers to get “high” or for other non-medical reasons. Many of these teens and adults account for approximately 500,000 emergency room visits costing more than \$72 million in direct health care costs. In 2010, Forbes released a study revealing the nation’s most medicated states. Kentucky ranked fourth, behind West Virginia, Tennessee, and Alabama. The Kentucky Attorney General’s Office reports more than 1,000 people die in Kentucky each year from prescription drug overdose, the sixth highest rate in the nation. In comparison, 744 people died in motor vehicle collisions in 2012 in Kentucky.

The Paducah Police Department’s Drug and Vice Enforcement (DAVE) Unit is making a concerted effort to increase the focus on illegal prescription drug abuse. In January 2013, the DAVE unit will expand by one detective with the sole assignment of investigating these cases. Our prescription drug investigator will build relationships with local pharmacies and prescribing physicians to mitigate the problem in our community. The database known as Kentucky All Schedule Prescription Electronic Reporting System (KASPER) will also be an important resource to identify potential prescription drug abusers. All Schedule prescriptions for an individual over a specified time period, the prescriber and the dispenser are entered into this carefully controlled and restricted database.

The DAVE unit, comprised of five detectives and one civilian, is supervised by Sergeant Will Gilbert. 2012 was a successful year with nearly 1800 doses of prescription drugs purchased by our unit and removed from the streets. The majority of those purchases and seizures were opioids such as Lortab and codeine, and depressants such as Valium and Xanax. In addition, more than 596 grams of crack, 93 grams of powder cocaine, 34 grams of heroin, 140 grams of methamphetamine and 3,924 grams of marijuana were taken off our streets by the DAVE unit. The unit seized 27 handguns, 39 rifles, eight assault weapons, four shotguns and more than 13,000 rounds of ammunition from suspected drug dealers.

Another statistic that causes us great concern is the re-emergence of heroin in our community and across the state. The Kentucky State Police Crime Labs report analyzed heroin samples increased 211% from 2010 to 2012. As law enforcement and medical professionals clamp down on prescription drug abuse, opioid addicts will likely turn to heroin to feed their habit. Heroin is a highly addictive drug that usually comes in a powder or in tar-like chunks that can be eaten, smoked, snorted or mixed with water and injected. “As a young narcotics detective in the 1970s, I observed first-hand how heroin can devastate a community. It is disheartening to see its comeback in our society,” says Chief James Berry. Communicable disease issues associated with the sharing of needles to inject heroin will be extremely concerning to our officers on the street.



The Paducah Police Department took a proactive stance to reduce and eliminate synthetic marijuana and bath salts from our community before many laws were even passed banning their use. Our attention to the problem attracted national attention. We were approached in

mid-2011 by the National Geographic Channel about participating in their series “Drugs Inc.” The National Geographic Channel films 60- minute educational documentaries specific to the use and enforcement of various illegal substances across the world. In February 2012, the DAVE unit was featured on the National Geographic Channel’s “Drugs Inc.” episode on Designer Drugs. The episode included footage of our officers seizing thousands of items of suspected synthetic marijuana and bath salts from a Paducah business.

As law enforcers, we can impact the distribution side of the problem but it will take input and assistance from the community to tackle the demand side of the problem. We strongly encourage parents talk to their children about the risks and lethality of illicit and prescription drug abuse. It is a societal problem that is poisoning our community at our roots and taking the lives of those we hold dear. Our drug problem fosters increased crime, causes financial and social hardships and diminishes the quality of life we strive to pass down to the next generation. The police cannot tackle this problem alone. It is incumbent that the entire community takes ownership to minimize the illegal use and sale of these devastating substances.



Jan Saxon started with the Paducah Police Department in 1989, and was the first clerical assistant hired to work within the Narcotics Unit. At that time, the department was a member of the Western Area Narcotics Task

Force (WANT), which consisted of 20 different law enforcement agencies. In the late 90s, the WANT Task Force dissolved and the Paducah Police Department formed what is currently known as the Drug and Vice Enforcement Unit (DAVE). Jan remained the secretary, and still serves the City of Paducah in that capacity, some 23 years later.

Over the years Jan has worked for five police chiefs and 10 different drug unit supervisors. She has seen many technological advances, and even remembers typing case files for the detectives on the unit’s one typewriter. She was present when the department switched to a computer-based records system, and she has witnessed the many changes in drug crimes.

As the longest active serving and eldest employee of the Paducah Police Department, Jan is respected for her wisdom, camaraderie and humor. In the ever-changing daily ordeals and changes in command at the Paducah Police Department over the past few decades, Jan has remained a constant and her service is appreciated.



West Kentucky Crime Stoppers

Call the tip line at (270) 443-8355

IN 2012
355 Tips
17 Arrests
15 Rewards given
\$4,000 in Rewards approved

SINCE INCEPTION

3,069 Tips
772 Arrests
640 Rewards given
\$163,425 in Rewards approved

443-TELL



By Captain Shawn Maxie

Honor Guards are an element of law enforcement agencies that police executives hope never are put to use — particularly not in any type of line-of-duty deaths. All too often, the parades, ballgames, awards ceremonies and memorial services are the forgotten duties of an Honor Guard. But then again, what other part of a law enforcement agency spends a training day in a funeral home practicing how to walk into a room and stand by a casket or how to properly fold and pass a flag?

The Paducah Police Department Honor Guard is manned by sergeants Wes Kimbler, Steve Smith and Wes Orazine, and officers Ryan Conn, Jason Hicks, Keith Thuline and Matt Scheer. Captain Shawn Maxie is the commanding officer for the unit. During 2012, Officer Kevin Crider (pictured above, right) left

the team and the department to take a job with a police department in central Illinois. He was a vital member of the team, always ready to assist with any detail.



What are the traits and characteristics that members of an Honor Guard possess? Is it the squared-away, toy soldier-like appearance that members hope to portray when standing in front of a family? Is it the precision movement that the unit tries to display with each detail? While those things are possessed and honed by each member, the common attribute of the team members is respect for the flag (the “colors”), respect for what it symbolizes for our nation and respect for the men and women who put on a badge and are willing to defend those principles with their lives.

An officer is killed every 56 hours in the United States. That makes the need to have personnel trained in the proper protocol to honor their memory that much more important. In 2012, there were 128 officers who died in the line of duty, four in the state of Kentucky. The Paducah Police Department, through its Honor Guard, expressed its condolences to those Kentucky families and agencies at three of those funerals.

Nation-wide, violence against police officers is more prevalent than many think. On average, there are about 55,000 assaults against police officers reported each year. While the number of line-of-duty deaths climbed between 2009 and 2011, there was a slight decrease in 2012, to 128. The 11-year average (2002-2012) was 153. Of the 2012 deaths; 65 were the result of gunfire or other felonious assault, and 41 resulted from vehicular accidents.

While the Honor Guard wishes to properly honor those officers who die in the line of duty, the Paducah Police Honor Guard strives to show the department’s gratitude and appreciation to the families of our retired members by serving as Casket Guard, Pallbearers and/or in any other capacity that department policy allows. In 2012, the PPD family lost retired Assistant Chief Charles Pinnegar and retired Assistant Chief Charles “Pork Chop” Hoskins.



For more information on officers killed & assaulted check out the following websites:
www.odmp.org/
www.nleomf.org/
www.fbi.gov/about-us/cjis/ucr/leoka

Honor Guard



On a lighter note — and not to forget those other details that were mentioned earlier — the Paducah Police Department Honor Guard led various parades for the City, including the Veteran’s Day and Christmas parades. The unit presented the Colors at civic events, including the Purchase Area Senior Games, the Candlelight Vigil for Pancreatic Cancer and the Kings of the Court charity basketball event. Other events for which the team was utilized were the Paducah Police Department Awards Ceremony and the FOP Law Enforcement Memorial Service, which is held every May.

The highlight of the year for the Honor Guard was the opportunity to present the Colors before a St. Louis Cardinals baseball game in Busch Stadium. While the temperature on that summer day was almost unbearable, the opportunity to represent the department on that type of stage was well worth it for the team! After that event, the team transitioned into its new Honor Guard uniform, that not only represents the present day uniform but also touches on the history of the department.



Retired Assistant Chief Charles N. Pinnegar, 51, died March 9, 2012. He began his career with the Paducah Police Department in January 1984, and retired in August 2005. After his retirement, he began working as a network technician for the City’s Information Technology Department.

Son of the late William Pinnegar, who also served the PPD and retired as an Assistant Chief, Charles was a graduate of Paducah Tilghman High School and Murray State University. During his police career, he graduated from the Criminal Justice Executive Development Course and the Administrative Officers’ Course at the Southern Police Institute at the University of Louisville. He was a Duke of Paducah, a Kentucky Colonel, a member of the Fraternal Order of Police and a Master Mason in the Bay City Lodge #771 in New Liberty, IL.



Retired Assistant Chief Charles Lewis “Pork Chop” Hoskins, Jr., 89, passed away October 31, 2012.

A World War II veteran, serving in the U.S. Army from January 1943 until December 1945, he served faithfully in the various theaters. He was a recipient of a Purple Heart, Meritorious Unit Award, Good Conduct Medal, and Theater Ribbon with two Bronze Service Stars.

In addition to serving the Paducah Police Department, and the Paducah Police Auxiliary, Hoskins was a local businessman, owning and operating Hoskins Coin and Jewelry in Paducah for 57 years.

He was a life-time member of the Fraternal Order of Police.

Photo used with permission of The Paducah Sun



JUNIOR CITIZENS' POLICE ACADEMY 1

The Paducah Police Department launched its first ever Junior Citizens' Police Academy (JCPA) during the summer of 2012. The youth version of the long-standing adult program was offered to youth ages 13-18 from Paducah and McCracken County as a three-day, summer camp-style program, where participants got to see first-hand what officers do day-in and day-out.

The Paducah Police Department recruiters developed the three-day curriculum to provide participants with an interesting and interactive overview of all the basics.

Those in the class were provided a t-shirt, lunch each day, and the group took a bowling trip to Cardinal Lanes on the final day.

The PPD is planning on offering the 2013 course as a five-day course, thanks to some generous support from BNSF Railway. The company donated \$2,500 to the police department to fund

the upcoming program, which may be offered more than once in 2013.

"We believe this program will be very successful as we continue to invest in the youth in our area," said Chief James Berry. He believes in the program because it offers a good starting point for those who may be considering law enforcement as a career option. "It's so important that we try to connect with these kids, invest in them, and try our best to encourage them to come back here as adults."

"From our one-day open house, to the JCPA, to the Explorers, each of these stepping points helps catch the interest of those that may want to be a cop someday, and who knows, you may have a future chief in this bunch of kids," the chief said. "I'm really proud of the work our recruiters have done developing this awesome program."



JUNE 17—21

8:30 am—4:30 pm daily

Interested in attending
Our Junior Citizens' Police Academy?

Contact Officer Chris Bolton

Email: cbolton@paducahky.gov

Phone: 270-444-8548

OR

Go online for an application: www.paducahky.gov



CITIZENS' POLICE ACADEMY

The Citizens' Police Academy, a long-standing program at the Paducah Police Department, is designed to help citizens in the community better understand their police department.

It exposes participants to the various aspects of municipal police work, while letting them get hands-on experience through classroom work, ride-a-longs, time at the shooting range, and even practical exercises in crime scene processing. They hear from a variety of different officers, covering all aspects of the job, according to our current coordinator, Sergeant George Johnson.

Our program originally was put together by Sergeant J.P. Roberts in 2002 (Class #1, pictured above, left). Since then, we have held 16 more classes.

“These types of programs are essential to building good relationships with the community,” said Chief James Berry. “They’ve been around a long time and the one here in Paducah is very successful.”

The program meets every Thursday evening for 11 weeks, beginning each August. Each session lasts about three hours and participants are encouraged to schedule at least one ride-a-long at their convenience over the course of the class.

In November 2012, we graduated our 17th class. Included in that class was Martha Argotte-Thomas, a Human Resources generalist at Lourdes Hospital and Paducah Human Rights commissioner. Martha Argotte-Thomas says the CPA “totally opened my eyes to a greater appreciation and respect for law enforcement officers. It also helped me understand the duties and responsibilities of law enforcement officers and the operational structure of the department.”

“I must say that I am more confident in our law enforcement now that I have completed the CPA program!” she said.

“We really want to educate citizens about what we do, and we want it to be fun,” Sergeant Johnson said. “We want them to have a good time with it, and we encourage anyone who is interested in the program to contact us.”

If you are interested in participating in the CPA program, contact Sergeant Johnson at gjohnson@paducahky.gov or check out our website at www.paducahky.gov

DUI
GOVERNOR'S AWARD

Each year the Governor's Office, along with the Kentucky Transportation Cabinet, give out the Governor's Impaired Driving Enforcement Award to officers from agencies around the Commonwealth with the highest number of DUI arrests. In December 2012, Paducah police officer Steven Thompson was recognized for having the highest number of arrests among similar-sized agencies in the state, with a total of 82 DUI arrest for 2012. Congratulations to him for this distinction.

BUILDING THE RIGHT VISION for PADUCAH



By Robin Newberry

In 2012, Mayor Pro Tem Gayle Kaler was elected to serve as Paducah's next Mayor. A long-time resident and local business owner, Kaler has served on the Paducah City Commission for the six years.

We know her passion for the arts, and other quality-of-life issues here in Paducah, but Mayor Kaler's biggest concern as she begins her term as Mayor of the City of Paducah can be summed up in one word – **jobs**.

"The most important thing we have facing us is the loss of at least 800 jobs with the closing of USEC," she said. Loss of jobs anywhere in McCracken County means loss of revenue to the City of Paducah."

Fewer jobs not only means less money is spent in stores and restaurants, but also the potential for a loss of population as residents leave to take jobs elsewhere. Reduced revenue puts an increased strain on an already-tight city budget.

"If we lose population, it affects every department in the city," Mayor Kaler said. "All of our services serve that number of people that come into the city to work or shop.

"The police department, the fire department, your garbage pick-up, not having pot-holes in your streets – those are real quality of life issues. Things people expect from the city," she said. "It's our fiscal responsibility as a city to provide those services." And those services, particularly law enforcement, are expected not only by residents of the city, but visitors to the city, as well.

"Paducah is where thousands of people come to have fun and work," Mayor Kaler said. "But when people go to bed at night, there are about 25,000 here."

Mayor Kaler believes the Paducah Police Department does a "top-notch job" in staying on top of training and technology in order to best serve Paducah's residents and visitors. She attributes that to a police chief who expects professionalism, and officers and staff who share those goals.

The mayor plans to continue studying the feasibility of a joint police/fire headquarters building: "That's on the horizon and needed," she said.

And she hopes that former Mayor Bill Paxton's work on a new hotel near the Julian Carroll Convention Center soon will come to fruition.

"We're right on track with the new hotel," she said.

Another project still in the works is on-going evaluation of a sports complex.

"We would love to have a first-class sports facility in Paducah," Mayor Kaler said. City officials have, in fact, toured such a facility in Elizabethtown.

But job one, she said, remains jobs and revitalization of the city's neighborhoods, and, consequently, its economy.

"We're going to have to have some growth in our city," the mayor said. "We've got to bring more people into our city."

As we move into 2013 and beyond, the Paducah Police Department will continue to safeguard the citizens of Paducah and visitors to the city, as city leaders look for ever more innovative ways to provide a positive atmosphere in which to work, play and live. Only through joint efforts will the city continue to thrive.



Each year we take time to honor our veterans, and there are many at the police department. Our veterans are proud to have served their country before coming home to serve their community as law enforcement officers. Some of them are still serving in the National Guard or Reserves.

We currently have 28 veterans from every branch of the military, which is roughly 32 percent of our full-time employees.

Our veterans march in the annual Veterans' Day Parade, and they celebrate the Marine Corps birthday with a small ceremony every November. "It's good to recognize their service, which is so critical to our country," said Chief James Berry. "And it's good for the citizens to see them behind the PPD banner, knowing that these men and women, sworn and civilian staff, have committed to serving others on more than one level. That's important; and it speaks to their sense of service and desire to keep us safe."



Sergeant Wes Kimbler is one of three officers who are still serving in a dual role, and he has a total of 21 years of service with the United States Army Reserves and National Guard. He was called to active duty status from 2003-2005, to help train military police officers at Fort Leonard Wood, MO.

"Although it's tough at times trying to juggle the two roles, I thoroughly enjoy serving in both capacities," Kimbler said. He says his time at Fort Leonard Wood was primarily spent training soldiers who had been reclassified as military police, because that skill set was in high demand in the Middle East. He said they trained many soldiers age 18 and up, some of whom didn't have any formal police experience or training. "My experience as a civilian law enforcement officer has been valuable, and I'm glad to be able to share those experiences in training others in my Army role," says Kimbler.

Kimbler started his career with the Mayfield Police Department in 1996 and joined our department in 2001. He currently serves as a sergeant on first shift, and is a Police Training Officer Supervisor.

Our Veterans

Brian Krueger — Marines; Jason Merrick — Navy; Will Gilbert — Marines;
 Wes Kimbler — Army ; Steve Smith — Army; Kevin Neal — Marines; Joe
 Hayes — Marines/Army; Wes Orazine — Marines; Rob Estes — Marines;
 Brent Obermark — Army; Michael Simak — Army; Brian Kopischke —
 Marines; Nathan Young — Navy; Paul Stevenson — Army; Cindy Neihoff —
 Army; Travis Counts — Navy; Troy Turner — Army; Lofton Rowley — Army;
 Chris Baxter — Navy; Nathan Antonites — Army; Keith Thuline — Army;
 David Carroll — Coast Guard; Ryan Burrow — Army; Blake Quinn — Army;
 Kelly Drew — Army; Josh Anderson — Army; Lourdes Morrison — Navy;
 Kristine Shanks — Marines



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