

Smithfield Police Department

A CALEA Accredited Organization

2016 Annual Report



Motivated by our uncompromising integrity,
respect for humanity and our never ending
commitment to excellence.

Smithfield, North Carolina * The Heart of Johnston County Since 1777

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Section 1

Letter of Transmittal

To: Smithfield Mayor and Council
Through: Michael L. Scott, Town Manager
From: Robert K. Powell, Chief of Police
Date: February 2017
Subject: Police Department Operational Report, 2016

The Smithfield Police Department is submitting this Annual Operational Report to the Mayor and Town Council as part of its comprehensive review of activities during the calendar year, 2016. The purpose of this report is to provide an update of police department activities, and to contrast and compare the major issues facing the department at this time. In addition, this information will hopefully provide some insight into the future and what are perhaps our challenges yet to come.

The Smithfield Police Department is a premiere law enforcement agency in North Carolina. During 2016, the agency has seen an increase in Robberies and Burglaries. The police department has been using its overtime budget to assign additional patrols in the areas that have been affected. Numerous arrest have been made in several of these cases. Law enforcement across the nation have seen an increase in violent crimes during 2016.

The police department continues to strive to create the safest environment possible for its residents and its visitors. Officers with the department continue to participate with community meetings, which assist with building better relationships with community and police.

Credit for the preparation of this report and the development, procurement and gathering of the information contained herein, goes to many people. It is combined effort of administrative, supervision, line-officers and clerical personnel. It is our collective hope that this information is as useful to others as it is to us, as we look at the issues currently facing the community, government and the police department. It is our intention to remain proactive, as the field of law enforcement will permit. This annual report is an important part of this catharsis that assists us in identifying where we have been so we might have a better understanding of where we desire to be.

It is not the strongest of the species that survive, nor the most intelligent, but the one most responsive to change. - Charles Darwin

Smithfield Police Department Organization

The Smithfield Police Department is comprised of forty one full time sworn Law Enforcement Officers and four civilian personnel. The department currently has two part time reserve sworn Law Enforcement officers that can work special events or assignments if needed.

The Chief of Police serves as the ultimate authority for the Department. The Support Services Commander, Patrol Commander and Accreditation Manager work directly for the Chief of Police.

The Accreditation Manager, Animal Control Officer, Records Clerk, Administrative Assistant are all civilian personnel. The Accreditation Manager works directly for the Chief of Police. This position serves a dual role as Evidence Clerk for the department.

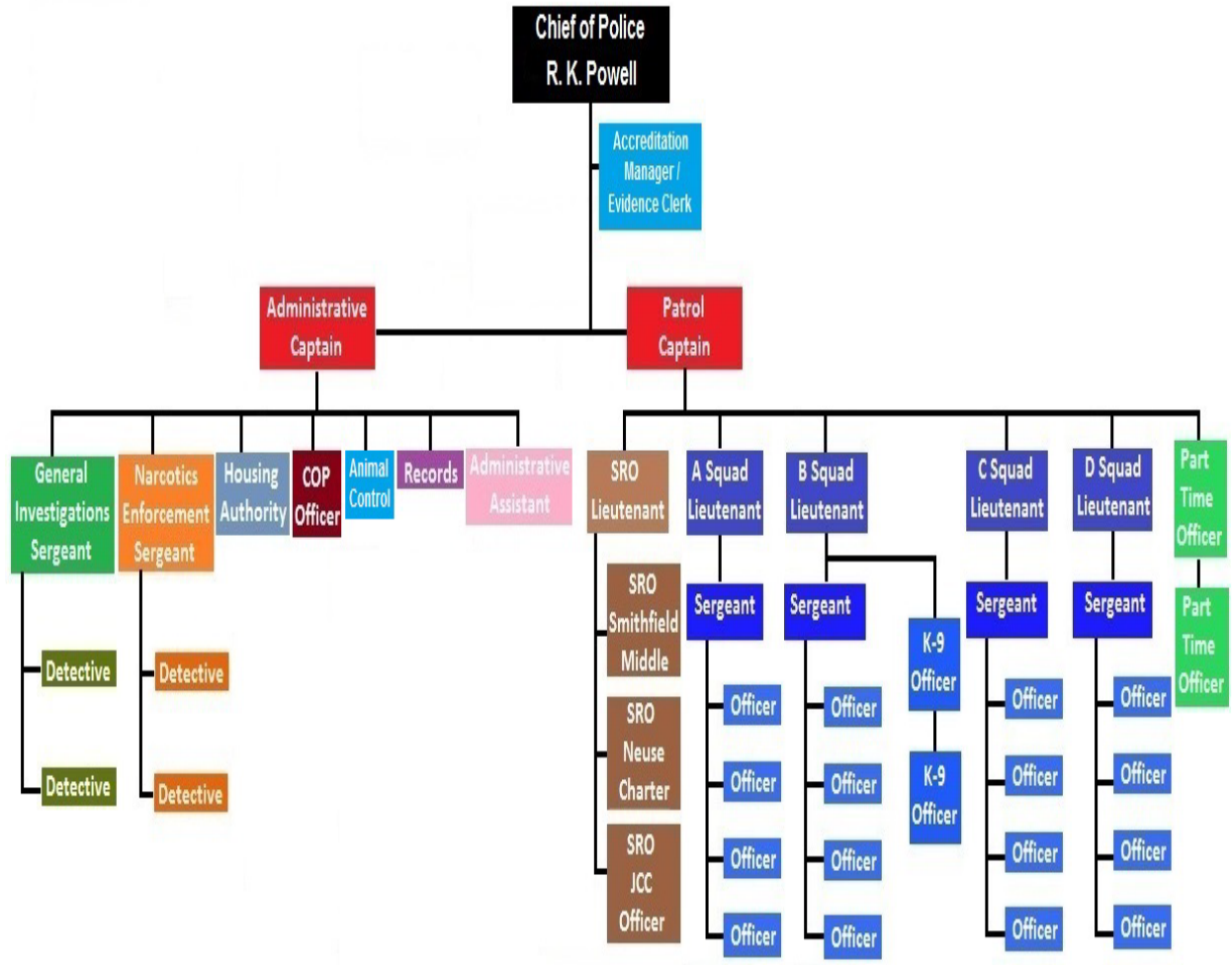
The Support Services Commander which holds rank of Captain and supervises the Investigative Division which includes the Narcotics Division, Animal Control, Records, Community Policing, Housing Authority Officer and the Administrative Secretary/Receptionist; he also serves as the Public Information Officer. He is responsible for the Professional Standards function as well as Special Event Planning, departmental training and any other duties assigned by the Chief of Police.

The Patrol Commander which holds rank of Captain and is responsible for the Patrol Division, fleet management, radar unit maintenance, canine units, reserve officers, school resource officers, and any other duties assigned by the Chief of Police.

The Patrol Division consists of four separate squads. Each squad consists of one Shift Commander which holds the rank of Lieutenant, one Sergeant and a four patrol officer positions. The officers assigned to the squads shall answer directly to their respective sergeant, who in turn reports to his/her Shift Commander. The Shift Commanders report directly to the Patrol Commander.

In the absence of the Chief of Police (out of town, incapacitated, or otherwise unable to command), the Captain with the most tenure (by time in the rank) assumes the duties as Acting Chief of Police. This responsibility filters down to the senior Lieutenant (by time in rank) should neither Captain be available.

Smithfield Police Department Organizational Chart



Section 2

Smithfield Housing Authority

By
Officer K.B. Smith

Smithfield Housing Authority has six neighborhoods in various areas of Smithfield. They consist of 205 residential apartments with 429 residents. The following are the locations of Smithfield Housing Authority's property:

Brooklyn Circle: Dundee Street / S. Sixth Street / Mill Street / Crump Street / Glenn Street

Marrow Court: E. Rose Street / S. Fifth Street

Forbes Manor: Finney Drive

Woodall Heights: Martin Luther King Jr. Drive / Furlonge Drive

Wilkins Court: Martin Luther King Jr. Drive / E. Lee Street / West Street

Edgerton Court: Dail Street / Maple Street

The following is what the Smithfield Housing Authority (SHA) expects from the Smithfield Police Housing Officer:

1. Run criminal background checks on all applicants and return results to SHA so the applicant can be considered for approval or rejection.
2. Participate in orientation program for new residents.
3. Check Police Department incident and arrest logs weekly and provide copies to SHA for any incidents involving residents or SHA properties.
4. Maintain a list of persons trespassed from SHA developments and help enforce trespassing laws if persons return to SHA developments.
5. Check in daily at the SHA main office, located at 801 S. Fifth Street.

6. Maintain complaint investigation forms, document investigations and issues involving the possible non-compliance of SHA lease rules. (Needed should we decide to terminate a lease).
7. Work a flexible work schedule as dictated by events and issues occurring at SHA properties.
8. Attend various Housing Associations “Protective Services Workshops” at SHA expense as budget allows.
9. Visit other public housing agencies to network with their Officers to gain ideas and best practices to better SHA.

Smithfield Housing Authority Statistics

The following are the statistics for 2010 to 2016 year end. These are performance measures which create a baseline for the future.

REPORTS TAKEN ON SMITHFIELD HOUSING AUTHORITY PROPERTY:

January 1, 2010 - December 31, 2010.....	48
January 1, 2011 - December 31, 2011.....	39
January 1, 2012 - December 31, 2012.....	24
January 1, 2013 - December 31, 2013.....	35
January 1, 2014 - December 31, 2014.....	36
January 1, 2015 - December 31, 2015.....	38
January 1, 2016 - December 31, 2016.....	43

ARRESTS ON SMITHFIELD HOUSING AUTHORITY PROPERTY:

January 1, 2010 - December 31, 2010.....	27
January 1, 2011 - December 31, 2011.....	11

January 1, 2012 - December 31, 2012.....	9
January 1, 2013 - December 31, 2013.....	23
January 1, 2014 - December 31, 2014.....	30
January 1, 2015 - December 31, 2015.....	27
January 1, 2016 - December 31, 2016.....	22

EVICTIONS DUE TO CRIMINAL ACTIVITY:

July 1, 2009 - June 31, 2010.....	4
July 1, 2010 – December 31, 2011.....	6
January 1, 2012 - December 31, 2012.....	4
January 1, 2013 - December 31, 2013.....	5
January 1, 2014 - December 31, 2014.....	11
January 1, 2015 - December 31, 2015.....	11
January 1, 2016 - December 31, 2016.....	6

CRIMINAL HISTORIES COMPLETED:

January 1, 2010 - December 31, 2010.....	269
January 1, 2011 - December 31, 2011.....	274
January 1, 2012 - December 31, 2012.....	215
January 1, 2013 - December 31, 2013.....	229
January 1, 2014 - December 31, 2014.....	203
January 1, 2015 - December 31, 2015.....	207
January 1, 2016 - December 31, 2016.....	196

Smithfield Housing Authority History

In 1991 the Smithfield Police Department and Smithfield Housing Authority partnered together to reduce crime within the Smithfield Housing Authority communities. The Smithfield Police Department applied for and won a grant to have an officer designated to reduce drug activity within the Smithfield Housing Authority communities. When the grant expired the Smithfield Housing Authority wanted to keep an Officer specifically working their property. Due to the success of that project the Smithfield Housing Authority decided to enter into a contract with the Smithfield Police Department to pay a portion of an officer's salary to work this position.

For all new applicants that applied with Smithfield Housing Authority we implemented an orientation process. In this process the Housing Authority Police Officer performs criminal background checks, performs interviews, presents the rules and regulations to all applicants that have been approved for housing and explain violations that could result in an eviction. By doing this we have reduced the criminal eviction rate significantly. With this process we have developed great tenants and excellent communities.

The Smithfield Housing Authority also maintains a trespass list. This allows SHA Officers to trespass anyone from the property that has caused problems on the property as well as anyone with a felony conviction or serious misdemeanor convictions.

To bring all the communities together and show appreciation for the residents doing an excellent job on reducing crime and taking back their neighborhoods, we have annual community cookouts. Our first community cookout was held in August 2007. We had hundreds of residents turn out for this cookout. We continue to have cookouts and have found this to be a great time for the residents to meet their neighbors. The children and the residents look forward each year to this event. It has been a great way to show the partnership between Smithfield Police Department, Smithfield Housing Authority and their residents.

Thank You,

Officer K.B. Smith

Smithfield Police Department

Cellular: (919) 320-3028

Smithfield Police Department at Johnston Community College

By

Lt. Bruce Gentry



The Town of Smithfield has partnered with Johnston Community College (JCC) to provide full time police officers to patrol it's campus. The two officers assigned to the campus are Lt. Bruce Gentry and Officer Ricky Parker. Lt. Gentry supervises Officer Parker as well as the Department's other School Resource Officers at Smithfield-Selma Middle School and Neuse Charter School. While on campus Lt. Gentry and Off. Parker work with Sarah Gibbs, the Security & Emergency Preparedness Coordinator.

The primary roles of police officers at JCC are to help create a safe and secure campus environment by not only carrying out the responsibilities of certified law enforcement officers, but also by acting as an advisor and resource to faculty, staff and students. JCC officers provide guidance on law-related issues, ethical matters and crime prevention. The officers also engage in activities designed to reduce the number of crimes committed on or near school property by providing preventative patrol in order to reduce loitering on school premises or adjacent properties, drug and alcohol abuse, assaults and other anti-social behavior. They assist citizens and business owners in school areas with any issues or problems encountered while interacting with students or staff. Officers also investigate calls for service on the JCC main campus, complete incident and accident reports and assist the College with federally mandated Clery Act Reporting.

JCC has a large and active campus. In addition to the approximate 4,000 JCC Curriculum college students; the campus is also home to 250 Early College Academy High School students, 125 Middle College High School students as well as an Adult High School, Basic Skills, GED and Continuing Education students. The campus stays busy with the various students on campus, as well as multiple auditorium events, political functions, art gallery exhibits, community events, student government functions, Fall and Spring Festivals, Child Development Center preschoolers and much more.

The JCC campus officers frequently receive compliments and positive feedback from faculty, staff, students and visitors. This is a response to the hard work and dedication of JCC officers. A concerted effort has been made to build up a foundation of trust and respect between the officers and those they serve.

During this past year, the Smithfield Police Officers at JCC have responded to a variety of calls on and near the main campus, to include, but not be limited to, subjects trespassing on campus, disturbances, larcenies, motor vehicle collisions, disabled motorists, juvenile complaints, frauds, communicated threats, fights, suspicious people and vehicles, burglary and fire alarms, EMS calls, mental patient calls and countless miscellaneous public assistance calls. In addition to these incidents, officers unlocked buildings and offices for faculty members, escorted employees and students to their vehicles, provided security for special functions, provided daily bank escorts for the college and have counseled numerous students and employees in need.

Accomplishments

In 2016 JCC officers worked on a number of projects designed to improve the efficiency and effectiveness of the law enforcement presence on campus. Below is a summary of those efforts.

New Police and Security Office - A new office, that is much larger and professional, was opened this past year. This office is located in the Wilson Building near the Student Lounge. In this new space Officers can better serve walk-ins as well as host meetings.



Video Surveillance Array – The new office boasts a video array of six displays that are used to monitor the more than 100 camera feeds on the JCC campuses.



Full Time Dispatcher – In 2016 JCC funded a full-time dispatcher to work in the Campus Police & Security Office. This person answers phones, handles walk-ins and assists with various administrative projects. Currently this position is temporary, but efforts are being made to make it permanent.

Emergency Kiosks – Last year three emergency kiosks were installed as part of a parking lot replacement project at JCC. They are located between the Elsee and STEAM Buildings at the rear of the campus. These kiosks have a blue light mounted on their top and provide a push button that automatically dials 911. In addition to their usefulness in reporting emergencies these kiosks also act as a deterrent to criminal activity. The College has plans to add up to ten more kiosks in the next five years.



Campus Crime Report 2016

Since Johnston Community College participates in federal financial aid programs, it is required to abide by the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, otherwise known as the Clery Act. The law requires the college to keep and disclose information about specific crimes that occur on and near its campus. Each year, JCC posts this public information on its website, for students, faculty, staff, and the general public to view. The officers at JCC work with Dr. Pamela Harrell, Vice President of Student Services and Sarah Gibbs, Security & Emergency Preparedness Coordinator, by gathering crime statistics and research from the previous calendar year. The 2016 Campus Crimes Statistics report reads as follows:

The Vice President of Student Services prepares this report to comply with the Clery Act. The report is prepared in cooperation with the local law enforcement agencies surrounding our campus, our security office, the Vice President of Administrative Services, the Vice President of Student Services, and their designees.

Offense	On-Campus			Non-campus			Public Property		
	2013	2014	2015	2013	2014	2015	2013	2014	2015
Murder/Non-negligent manslaughter	0	0	0	0	0	0	0	0	0
Negligent manslaughter	0	0	0	0	0	0	0	0	0
Sex offenses, Forcible	0	-	-	0	-	-	0	-	-
Sex offenses, Non-forcible	0	-	-	0	-	-	0	-	-
Robbery	0	0	0	0	0	0	0	0	0
Rape**	-	0	0	-	0	0	-	0	0
Fondling**	-	0	2	-	0	0	-	0	0
Incest**	-	0	0	-	0	0	-	0	0
Statutory Rape**	-	0	0	-	0	0	-	0	0
Aggravated assault	0	0	0	0	0	0	0	0	0
Burglary	3	0	2	0	0	0	0	0	0
Motor vehicle theft	0	0	0	0	0	0	0	0	0

Arson	0	0	0	0	0	0	0	0	0
Liquor Law Arrests	0	2	0	0	0	0	0	0	0
Liquor Law Violations referred for Disciplinary Action	0	0	0	0	0	0	0	0	0
Drug Abuse Arrests	0	4	1	0	0	0	0	0	0
Drug Abuse Arrests referred for Disciplinary Action	0	0	0	0	0	0	0	0	0
Weapons Possession Arrests	0	0	0	0	0	0	0	0	0
Weapons Possession Violations referred for Disciplinary Action	0	0	0	0	0	0	0	0	0
Domestic Violence*	2	0	0	0	0	0	0	0	0
Dating Violence*	0	0	0	0	0	0	0	0	0
Stalking*	1	0	0	0	0	0	0	0	0
Unfounded Crimes**	-	0	0	-	0	0	-	0	0

*2013 is the first year for reporting crime statistics for these categories.

**2014 is the first year for reporting rape, fondling, incest and statutory rape separately instead of combined in the categories of Sex Offenses Forcible and Non-forcible. 2014 is also the first year for reporting unfounded incidents.

Hate Crimes

There were no reported hate crimes for the years 2013, 2014 or 2015 based on race, religion, sexual orientation, gender, disability, or ethnicity/national origin. Criminal offense categories included murder/non-negligent manslaughter, negligent manslaughter, sex offenses-forcible, sex-offenses- non-forcible including incest and statutory rape, robbery, aggravated assault, burglary, motor vehicle theft, arson, simple assault, larceny-theft, intimidation, and destruction/damage/vandalism of property.



2016 Year End Report of Neuse Charter School and Smithfield Middle School

The role of the School Resource Officer (SRO) comes with many responsibilities. Not only does the SRO work to keep the school safe, but they also build positive relationships with the students. The School Resource Officer position provides a wonderful opportunity for students to engage with a police officer in a non-threatening environment. So often the only time people encounter police officers is during very stressful situations. Either they have been stopped by the police, have been involved in an accident, or the police have been called to their location after some crime has been committed. The School Resource Officer positions allow students to talk to a police officer and ask questions about what police officers do.

Over the summer of 2016, Officers Jeffery and Lee partnered to host the Smithfield Police Department's first Teen Police Academy. The weeklong academy worked with local students from 15-18 years of age. During the academy, the teens were given insight into a Police Officer's daily work. They were given an opportunity to see the process for how a call for service begins with a phone call and see it all the way through to a case's adjudication in court. They were given demonstrations of basic crime scene investigation including fingerprinting. They were given an opportunity to see use of force scenarios using Johnston Community College's P.R.I.S.M. training. They were also given a demonstration of how K-9 officers conduct searches for narcotics, conduct tracking for suspects and perform suspect take downs. In addition, they were able to tour Johnston County's 911 Communications Center, the Johnston County Courthouse and also Johnston County's Jail facilities.



Neuse Charter School:

2016 has seen a lot of changes in the administration of Neuse Charter School. The previous director retired at the end of the school year and the Middle/High school principal resigned his position. A reshuffling of positions also occurred with the new Executive Director combining the K-5 Principal and Middle/High Principal into a K-12 Principal position and adding a new Assistant Principal position. The guidance counselor positions were changed from an Elementary Guidance and High School Guidance positions to two K-12 Guidance Counselor positions. Officer Jeffery has worked closely with the administration to ensure a smooth transition to the new leadership.

During the past school year, as in previous years, there have been several issues of bullying in the elementary, middle and high schools. Officer Jeffery has had the opportunity to come into several classrooms in the elementary school and the high school and speak with the students about bullying. He has also had the opportunity to work with the Freshman Seminar class to discuss bullying and ways to deal with bullies. Through these presentations, a positive dialogue was established between Officer Jeffery and the students.

Officer Jeffery also had an opportunity to work with the High School Forensic Science class. He was able to bring in a Detective to speak with the students about crime scene investigations and to also answer the student's questions about investigations and police work in general. He was also able to teach an entire section on the influence of impairing substances

and how Police Officer's utilize Standardized Field Sobriety Testing to determine whether someone was impaired.

As in previous years, the biggest issue at Neuse Charter School remains traffic. The school has grown again over the past year and added another 100 students. The number of cars coming during student drop off and pick up has increased dramatically over the past few years. Unlike previous years however, we have been able to reroute traffic on the school grounds to help alleviate some of the traffic issues. Administration has also worked with parents to help reduce the number of accidents and traffic complaints on Booker Dairy Road. There has been a marked reduction in the number of vehicle accidents so far this school year.

Officer Jeffery looks forward to continue building the relationships established in the first half of the school year and building new relationships as new staff and students join the school.



2016 Year End Report of the Smithfield Middle School Resource Officer

The position of School Resource officer at Smithfield Middle School began in January of 2008, and took on a multifaceted approach from the officer assigned to the position. The SRO is able to be in the school, making and building positive relationships on a daily basis. In addition to serving as a liaison, a SRO provides security and police services for the school. The SRO meets with school administrators on a regular basis to discuss issues going on in the school, which could use some attention of the school staff and faculty. The SRO also meets with representatives from the Johnston County Central Services to discuss things going on throughout the school system.

In November 2016, Officer Lee participated in the school's annual Career Day at Smithfield Middle, representing the Law Enforcement Community to those 8th grade students interested in a career in Law Enforcement. Officer Lee had approximately 35 students over 3 sessions to visit. Topics of discussion included: requirements for certification; BLET admission

requirements; types of local, state, federal agencies; and highlights of the Smithfield Police Department including application requirements, available opportunities, and benefits.

Officer Lee is called upon at varying times to step into a classroom and help the students gain a better understanding of topics the class is studying. Examples include the importance of understanding the constitution and its amendments, as well as hot topics such as Taser use in law enforcement.

Officer Lee works with administration to conduct the required Fire Drills, School Lockdown Drills, as well as Tornado and Earthquake Drills. Officer Lee also meets with the students of the Autistic class daily, as an opportunity to share positive experiences of their school day.

In speaking with several parents, as well as school staff and students, most all contacts show that the SRO position is well received and appreciated at Smithfield Middle School. Officer Lee is looking forward to furthering the relationships built in previous years at Smithfield Middle School, and building new relationships as new students and staff joins the team at Smithfield Middle School.

Smithfield Police Department

Canine (K-9) Unit 2016 Report



The Smithfield Police Department started our K-9 program in 2010 to provide a higher level of service to our citizens. The program consists of two K-9 teams. Each team consists of a sworn Police Officer handler and a Police K-9. Our current teams consist of K-9 Diesel and his handler Officer J.B. Cutchins and K-9 Argo and his handler Officer K.H. Hundley. Both teams are assigned to the Patrol Division where they work a flexible schedule that maximizes their availability and usage. Officer Cutchins and Diesel were the first team and began their tour of duty in February of 2011. Officer Hundley and Argo began their tour in July of 2011.

Diesel and Argo are both European bred German Sheppards obtained through Ventosa Kennel of Scotland Neck, NC. They are dual-purpose police canines, which means they are trained to detect narcotics along with performing patrol duties such as tracking and article searches.

The K-9 teams are utilized to apprehend suspects, locate missing persons, contraband and other evidence. When properly used, a K-9 team greatly increases the degree of safety to citizens within a contained search area, enhances officers' safety, significantly increases the likelihood of a suspect apprehension and dramatically reduces the amount of time necessary to conduct a search.

K-9 Activities by Month



January:

- 4 Vehicle Searches
- Motel Interdiction

February:

- 8 Vehicle Searches
- Assisted Other Law Enforcement Agency
- Suspect Track
- Person Search

March:

- 4 Vehicle Searches
- Suspect Track
- Demonstration

April:

- 16 Vehicle Searches
- Demonstration
- 3 Residence Searches
- Person Search
- Assisted Other Law Enforcement Agency

May:

- 16 Vehicle Searches
- 2 Residence Searches
- Suspect Track
- Motel Interdiction
- Assisted Other Law Enforcement Agencies

June:

- 5 Vehicle Searches
- Suspect Track
- Building Search

July:

- 16 Vehicle Searches
- 2 Suspect Tracks
- Demonstration
- Motel Interdiction
- 2 Residence Searches

August:

- 13 Vehicle Searches
- 2 Suspect Tracks
- Residence Search
- Motel Interdiction

September:

- 13 Vehicle Searches
- 2 Person Searches
- Residence Search
- Motel Interdiction
- Suspect Track
- Article Search



October:

- 7 Vehicle Searches
- Residence Search
- 4 Suspect Tracks
- Search Warrant

November:

- 11 Vehicle Searches
- 2 Suspect Tracks
- 2 Person Searches
- School Search

December:

- 6 Vehicle Searches
- 3 Residence Searches
- Person Search



Results of K-9 Activities for 2016

344.85 Grams of Marijuana Seized

1.4 Grams of Heroin Seized

15.41 Grams of Methamphetamine Seized

29.8 Grams of Cocaine Seized

172 Dosage Units of Illegal Prescription Medications Seized

\$3,349.00 of U.S. Currency Seized

13 Guns Seized

4 Apprehensions as a Result of Suspect Tracks

10 Items of Evidence Located

163 Charges of Possession of Drug Paraphernalia

107 Charges of Misdemeanor Possession of Controlled Substances

54 Charges of Felonious Possession of Controlled Substances

26 Charges of Possession with the Intent to Sell and Deliver Controlled Substances

1 Charge of Sell & Deliver Controlled Substances

1 Charge of Trafficking in Controlled Substances

12 Charges of Maintaining a Vehicle/Dwelling for Controlled Substances

Evidence 2016 Year End Report



The most important part of any case is the preparation and storage of evidence. The chain of custody has to be without question, we must be able to show where the evidence is at all times and every time you may have come into contact with the evidence prior to it going to trial. In some cases the evidence must to be maintained for over 20 years due to the new orders surrounding the disposal of evidence. Due to case law, DNA evidence must be maintained indefinitely. The evidence must be properly handled for it to be admissible in court.

Patrol Officers or Investigators collect evidence and package it for submittal to the SBI lab for analysis or to be held for court purposes. The evidence and evidence sheets are inspected by the officer's respective supervisor before being placed into the temporary evidence storage lockers. There are twelve attached lockers to the front of the evidence room and four larger separate lockers in the booking room. Evidence that is too large is placed in a secure outside facility. The lockers are emptied on a daily basis by the evidence custodians.

The department currently has two evidence custodians that are responsible for the evidence room. One is a sworn police officer (Chief) and the other holds a civilian position (Accreditation Manager) within the police department. These individuals are the only people that have access to the evidence room. These individuals have other duties as well as the evidence room and have to make sure to allot time to the evidence room so that it does not get backed up with items to be entered. It takes a minimum of 20 hrs a week to keep the evidence room in proper working order. Some weeks this is difficult due to other issues that arise during the work week. We also have to make sure that evidence is taken to the SBI Lab in a timely manner. We have currently set up a time for evidence to be taken to the lab every two weeks. The schedule assigns a narcotics detective.

The evidence has to be logged into the system (Pistol) prior to being placed into the appropriate storage bin that is located in the evidence room. The proper paperwork has to be completed and signed each time the custody of evidence exchanges from one person's control to another person. If it goes to the lab or court the appropriate paperwork has to be completed and the officer taking it has to sign for the evidence prior to it leaving the evidence room. The custody of the evidence then has to be changed in the Pistol system to reflect that the item(s) have gone to the SBI lab or to court.

The evidence room consists of one large room that is secured with two locks and is monitored by a security system (alarm). The evidence room is not very large and is often cramped due to the amount of evidence that is collected. A gun safe for securing weapons is also in this room, as well as a refrigerator that is used to keep items cold (biological items, etc). A large steel cabinet is against the back wall so that narcotics, jewelry, discs and currency can be secured. One wall is covered with shelves that contain bins for each of the officers that are employed at the department as well as some that are no longer here. These bins maintain the officer's evidence that has been collected.

A drying cabinet for wet items is on the outside of the evidence room but has been placed inside a metal cabinet that is secured with a lock. The key to the lock has been provided for the entry of the drying cabinet by an officer or detective once items are collected after hours which need to be dried. The key is then to be placed into a temporary storage locker, which may only be accessed by the evidence custodians, so as not to compromise the chain of custody or to provide an opportunity for anyone to tamper with the evidence. The importance surrounding the chain of custody cannot be emphasized enough when it comes to the success of a case when it goes to trial.

Evidence disposal is a time consuming, yet mandatory, part of maintaining the evidence room. The Smithfield Police Department publishes an ad in the legal section of the News & Observer regarding found and seized property. This ad is mandatory by state law and is used to notify the public of our intent to release or destroy items stored by the Smithfield Police.

The evidence custodian prepares a list of all items assigned to each officer which are in the evidence room. The officer then checks the disposition of each case and determines which items may be released, destroyed, auctioned, or must be kept. Once the officer has completed his/her list it is given back to the evidence custodian. The evidence custodian then pulls each item that can be released, destroyed or auctioned and places it into a pending disposal location within the evidence room.

The evidence custodian then prepares a list of all items that are to be released, auctioned or destroyed. This list is then approved for disposal by a member of the Johnston County District

Attorney's Office as well as a District Court Judge or Superior Court Judge, depending upon the order. Once the list is approved for disposal, a copy is provided to the Johnston County Clerk of Courts Office.

The evidence custodian releases, auctions or destroys all items that are on the list. The case officer or evidence custodian attempts to contact the owners of all items which may be released. If all avenues of contact have been exhausted, then the item is destroyed.

The evidence custodian must contact and set up appointment times for items that may be released to the Johnston County Sheriff's Office, Johnston County Clerk's Office, North Carolina Department of Motor Vehicles, individual owners, gun dealer, or burnt in an incinerator.

The evidence custodian disposes of all items on the list pursuant to North Carolina and Federal Laws and is accompanied by a witness. Once all items are disposed of, the evidence custodian must then remove all items from the Pistol system. The evidence sheets for all items disposed must be marked and scanned into our records housing system (LaserFiche).

The following chart shows the types and amounts of items that were seized by officers at the department and logged during the year of 2016. It also shows the amount of money that was seized and logged into evidence. A total amount for narcotics could not be calculated due to various types of measurements depending upon the type of drug (pills, plants, seeds, powder, liquid, rock, vegetable, etc).

Items Entered	Number of Items	Amount
Guns	61	
Drugs	696	
Bikes	21	
Money	63	\$22,478.13
Miscellaneous Items	1883	
Total	2724	

A total of 2724 items were logged into evidence during the year of 2016. These items are added to the items that already have been logged into evidence. Space tends to become an issue when it comes to the storage of evidence because more comes in than can be disposed.

In some cases we have to use secured storage areas at the local wrecker services to store vehicles if they have to be processed or stored for evidentiary purposes. The department needs

a facility that would accommodate these items. If an extremely large item has to be stored for an extended period of time it becomes a matter of expense and the wrecker services want to free up their space for other projects. This type of area would only strengthen the chain of custody issue since no one else would have access to this type of evidence during the crucial evidence gathering time and the extended storage time if that becomes an issue.

In conclusion this area is very important to the department since the chain of custody when dealing with evidence can make or break a case when it goes to court. We will continue to grow with the times and stay on top of the most current procedures when it comes to dealing with evidence.



Criminal Investigation Divisions

2016 Year End Report

General Information

The Smithfield Police Department's Criminal Investigation Division is comprised of three investigators, one being a Sergeant. The Sergeant supervises the field operations, investigations, and certain assigned administrative duties by the Administrative Captain. The three general investigators carry a case load and are responsible for providing investigator expertise 24 hours a day, 7 days week via an on call schedule with the assistance of a Narcotics Sergeant and Narcotics Investigator. The Narcotics Investigators were added to the on call schedule with the loss of a general investigators position in 2015. An Administrative Captain is responsible for supervising the general investigators and narcotic investigators, along with the administrative duties and spokesperson in relation to media outlets.

Operations and Statistics

The general investigators are responsible for serious, and/or high profile misdemeanors, and felony cases that the patrol division does don't maintain the investigation of. Felony cases assigned are those of homicide, violent assaults, robberies, suicides, suspicious deaths, sexual assaults, sex assaults against children, frauds, and some burglaries. General Investigators are also responsible for pre-employment background investigations for new hires within the police department. During the 2016 calendar year, 138 cases were assigned to the three general investigators with 29 general crime cases being assigned to the two narcotic investigators for a total of 167 criminal cases. This was an increase of 4 cases from the year of 2015. With the loss of the fourth general investigator, the Narcotics Investigators assumed the responsibility of the 29 criminal cases due to the extended time needed to work the more complex cases such as fraud cases we see in this time of technology. These case numbers do not include assisting

Department of Social Services and assistance provided to the Narcotic's Division of the police department.

In 2016 the department saw an increase in property crimes such as residential and commercial burglaries from 105 in the year 2015 to 138 in the calendar year of 2016, a 31% increase. Misdemeanor and felony larcenies rose from 578 in the calendar year of 2015 to 603 in 2016, a 4% increase. Embezzlements saw an increase from 16 in the calendar year of 2015 to 19 in 2016, a 19% increase. Forgeries and counterfeits saw an increase from 37 reported cases in 2015 to 39 in the year 2016, a 5% increase. However; Robberies were down 26% in 2016 from the year 2015. In 2015, 9 commercial robberies were reported and 5 in the calendar year of 2016. Robberies against person were 14 in 2015 and 12 in 2016. Assaults were down 21% in 2016 from the year of 2015. In 2015, 66 assaults were reported and in the calendar year of 2016, 52 were reported. Violent assaults were down from 94 in 2015 to 74 in the year of 2016. Sexual offenses were down 46% with 13 being reported in 2015 and 7 reported in the year 2016. Rapes stayed the same with 4 being reported in the years of 2015 and 2016. In the year 2016, 1 homicide was investigated, the same for the year of 2015.

As with other towns the size of Smithfield that have adequate manpower, most felony cases such as burglaries and frauds are assigned to general investigators whether leads are prevalent or not in an attempt to develop those leads/ suspects. However, with the manpower issues, most cases are assigned back to patrol with the most serious being assigned to the general investigators for investigation. What makes our general investigators so unique and diverse is the type and amount of training they have all fields of criminal investigations, plus are their own crime scene processors. Other departments that are larger have the capabilities of having specialized divisions that work specific crimes such as crimes against children, sex crimes, white collar crimes, major crimes, property crimes, domestic assault/family crimes, and have their own crime scene investigators.

Our investigators continue to ensure that the citizens, businesses, and visitors in Smithfield are receiving the best and most professional service that can be provided by any law enforcement agency. Our goal remains to close cases quickly with the highest conviction percentages possible and the less stress to victims and their families. With the trends and negative sentiment in today's society, it is also our mission with integrity, honesty, and trustworthiness as always, in the past and present to remain fair and firm in the law, to protect, to serve, and INVESTIGATE with the upmost professionalism.

Smithfield Police Department

Division of Narcotics Enforcement (DNE)

General Information:

The Smithfield Police Department currently has two (2) full time detective positions and one Supervisor (Sergeant) assigned to the Division of Narcotics Enforcement (DNE). The Division has operated with one Detective and the Supervisor, with the second Detective position being “filed” but vacant since the end of 2015 when the Division was reduced to its current staffing. In addition to the reduction of personnel, Detectives assigned to the Division of Narcotics Enforcement have been used to augment the Criminal Investigations Division. DNE Detectives have been assigned an on-call schedule to respond to calls from the Patrol Division to handle criminal investigations, in addition to being on call to respond to clandestine methamphetamine labs and other narcotics incidents that patrol units are unable to resolve. During 2016 Detectives assigned to DNE have been assigned as lead investigators on twenty three (23) criminal investigations, these case include such crimes as;

- Assault with a deadly weapon
- Sexual assault
- Robbery
- Child Abuse
- Fraud
- Arson
- Property Crimes

The Division of Narcotics Enforcement is also responsible for investigating drugs and vice crimes which threaten the wellbeing of the community. DNE detectives investigate such crimes as; possession of controlled substances, sale and manufacture of illegal narcotics, places maintained for the purpose of sale of illegal narcotics, pharmaceutical diversion, prostitution, the sale of non-tax paid alcohol and locations establish for the sale of non-tax paid alcohol. DNE detectives pursue prosecution of offenders under both state and federal law.

Current Operations:

DNE detectives conducted two undercover street level drug sales operations during 2016 (Operation Summer Time Blues and Operation Naughty List). Operation Summer time Blues was a six month investigation starting in January of 2016 and ending in June with, 150 felony narcotics related charges were filled on forty eight (48) identified suspected narcotics dealers within the Smithfield Community. Operation Naughty List was initiated in August and ended in December with 120 narcotics related charges on thirty two (32) identified suspected narcotics dealers. Detectives worked closely with the Johnston County District Attorney's Office on the prosecution of the street level narcotics dealers that were identified and charged during Operation Summertime Blues and Operation Naughty List. DNE Detectives attended numerous meetings with Assistant District Attorney's, numerous grand Jury settings and Superior Court settings during the prosecution stage of this operation.

During June and July of 2016 Detectives conducted an undercover operation in the Town of Smithfield to using an underage person to attempt the purchase of alcoholic beverages from locally ABC licensed businesses. During the operation 50% of the businesses check sold alcoholic beverages to the underage person. The clerk's at the businesses were cited for the criminal violations and in addition the businesses face civil fines from the North Carolina Alcoholic Beverage Commission.

Detectives assigned to the Division of Narcotics Enforcement worked to build a better working relationship with the Johnston County Sheriff's Office, Bureau of Alcohol Tobacco and Firearms and the United States District Attorney's Office in an effort to prosecute narcotics traffickers on a Federal level. With this relationship, numerous investigations conducted by Division of Narcotics Enforcement Detectives have been adopted by the U.S. Attorney's Office for Federal prosecution. These investigations include violations related to;

- Distribution of Heroin
- Manufacture of Methamphetamine
- Distribution of Cocaine (Crack)
- Organized Crime (Gang affiliated)
- Weapons violations

DNE detectives have been and are currently conducting joint operations with surrounding local, state and federal agencies to identify, document and infiltrated drug diversion trafficking organizations. During these joint operations, key suspects and cells within these organizations have been identified and numerous arrests have been made over the course of the past year. Due to the size and make-up of these organizations, this remains an ongoing problem for our community as well as surrounding communities.

From January 1, 2016 to December 31, 2016, DNE detectives generated the following statistics in regards to narcotics investigations. These statistics represent the quantity of investigations conducted by DNE detectives through informant and citizen tips, undercover purchases of drugs, adoption of investigations from patrol division, surveillance operations and area specific street patrols.

Narcotics Investigations Opened:	Narcotics Investigations Adopted from Patrol:	Firearms Related Investigations Opened:
134	22	13

Trends in the Narcotics Trade:

During 2016 there have been several trends that have increased in Smithfield in relation to the narcotics trade. There has been a significant increase to the amount of Heroin, Crystal Methamphetamine and Methamphetamine Clandestine Laboratories (known as one pot). All three of these trends pose a significant danger to the safety and well being of the citizens and visitors in Smithfield. The availability of these substances have increased along with the continued availability of cocaine, marijuana and illegally obtained prescription pain medications.

Heroin Overview

According to the Center for Disease Control and Prevention (CDC), Heroin is an upload drug that is synthesized from morphine, a naturally occurring substance extracted from the seed pod of the Asian opium poppy plant. Heroin usually appears as a white or brown powder or as a black sticky substance, known as “black tar heroin.”

Heroin use has increased across the country among men and women, most age groups, and all income levels. Some of the greatest increases occurred in demographic groups with historically low rates of heroin use: women, the privately insured, and people with higher incomes. Not only are people using heroin, they are also abusing multiple other substances, especially cocaine and prescription opioid painkillers. As heroin use has increased, so have heroin-related overdose deaths. Between 2002 and 2013, the rate of heroin-related overdose deaths nearly

quadrupled, and more than 8,200 people died in 2013. In North Carolina the overdose rate related to Heroin was 38 overdose deaths in 2010 with an increase to 183 deaths in 2013.

Heroin can be used by smoking, snorting or injections higher purity Heroin is usually snorted or smoked. As Heroin is used the addiction grows as a person needs more heroin to obtain the same desired effect as the previous use.

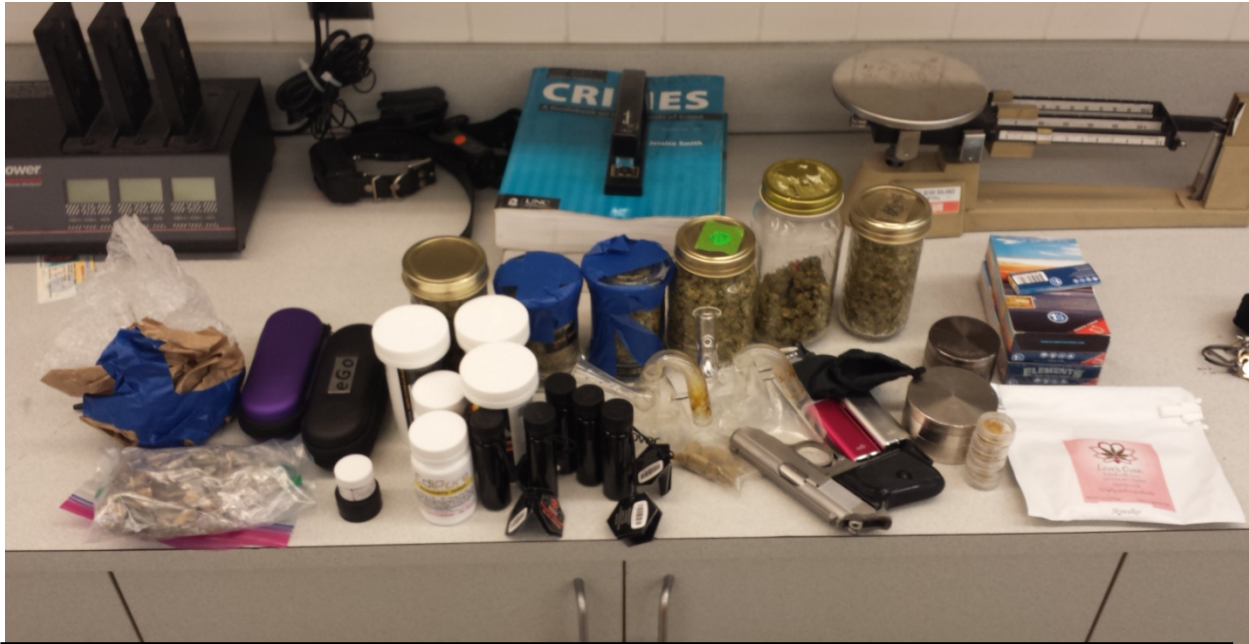
Crystal Methamphetamine

According to the National Drug Intelligence Center, Crystal methamphetamine is a colorless, odorless form of d-methamphetamine, a powerful and highly addictive synthetic (man-made) stimulant. Crystal methamphetamine typically resembles small fragments of glass or shiny blue-white “rocks” of various sizes. Like powdered methamphetamine (another form of d-methamphetamine), crystal methamphetamine is abused because of the long-lasting euphoric effects it produces. Crystal methamphetamine, however, typically has a higher purity level and may produce even longer lasting and more intense physiological effects than the powdered form of the drug.

Crystal methamphetamine typically is smoked using glass pipes similar to pipes used to smoke crack cocaine. Crystal methamphetamine also may be injected. A user who smokes or injects the drug immediately experiences an intense sensation followed by a high that may last 12 hours or more. Crystal methamphetamine use is associated with numerous serious physical problems. The drug can cause rapid heart rate, increased blood pressure, and damage to the small blood vessels in the brain—which can lead to stroke. Chronic use of the drug can result in inflammation of the heart lining. Overdoses can cause hyperthermia (elevated body temperature), convulsions, and death. Individuals who use crystal methamphetamine also may have episodes of violent behavior, paranoia, anxiety, confusion, and insomnia. The drug can produce psychotic symptoms that persist for months or years after an individual has stopped using the drug. Crystal methamphetamine users who inject the drug expose themselves to additional risks, including contracting HIV (human immunodeficiency virus), hepatitis B and C, and other blood-borne viruses. Chronic users who inject methamphetamine also risk scarred or collapsed veins, infections of the heart lining and valves, abscesses, pneumonia, tuberculosis, and liver or kidney disease.

Annual Seizures:

From January 1, 2016 to December 31, 2016, DNE Detectives generated the following statistics in regards to seizures during narcotics investigations. These statistics represent the total quantity of seized items during investigations conducted by DNE detectives. These seizures were made through informant and citizen tips, undercover purchases, adoption of investigations from patrol division, surveillance operations and area specific street patrols.



Marijuana Seizures: 1006.3 Grams



Crack Cocaine Seizures: 89.6 Grams



Drug Diversion Seizures: 443



Heroin 38 total grams

Cocaine (powder): 1.8 Grams

Clandestine Methamphetamine labs

(2) two located in vehicles

(1) located inside of residence

Firearms Seizures: 10

U.S. Currency: \$9,045.00



RECORDS

The Records Section is responsible for data entry, crime analysis and submission of statistics to the State Bureau of Investigations. The department currently has one (1) Records Clerk, which is assisted by the department’s Administrative Assistant.

In most instances, a uniformed patrol officer takes the initial report. Once the report is complete it is submitted electronically through the Records Management System. The officer will then turn in all handwritten notes and in-car camera recordings to the records section. The records section then verifies that all criteria are met for submission to the State Bureau of Investigations. Once verified, reports and all supplemental case information are scanned into the department’s Laser Fiche system. This system allows the general public access to annotated reports. Access is granted for viewing through the public terminal in the police department lobby. The public can also receive a copy of a report through email, fax or picking up a copy in person. The records staff is available Monday through Friday from 8 am until 5 pm, excluding holidays.

	<u>2015</u>	<u>2016</u>
Calls for Service	21,821	20,718
Incident Reports Taken	2,129	2,175
Accident Reports	847	879
Arrest Reports Taken	1,549	1,606
Citations Issued	2,927	2,460

Section 2

Traffic Enforcement



Traffic Enforcement is one of the many duties officers conduct on a daily basis in order to encourage drivers to comply with the traffic laws of North Carolina. It helps with reducing traffic accidents which can cause personal injury, property damage or death. In order to accomplish these goals the Smithfield Police Department utilizes methods such as check points, speed enforcement and the use of the mobile speed display trailer. The areas targeted for traffic enforcement can be based on several factors such as citizen complaints, frequent accidents at a certain location and observation of traffic violations by officers. The Smithfield Police Department also participates in the North Carolina Governor's Highway Safety program.

The following traffic enforcement actions were taken in 2016 from January 1st through December 31st.

Driving While Impaired	105
NOL/DWLR	529
Speeding Violations	484
Other traffic Offences	186
Total:	1304

The police department also investigated accidents which occurred within the Town of Smithfield.

North Carolina Governor's Highway Safety Program



The Smithfield Police Department has been participating in the North Carolina Governor's Highway Safety Program for many years. The NCGHSP is dedicated to promoting highway safety to reduce traffic accidents and fatalities stemming from traffic accidents through planning and safety programs. During the year of 2016 NCGHSP conducts campaigns in order to accomplish its goals. These campaigns include:

- Booze it and Loose it
- Click it or Ticket
- No need to Speed
- Child Passenger Safety

Our department participates in the campaign by providing traffic enforcement data to the NCGHSP which are tallied with data from other agencies to obtain statewide statistics on how effective the programs are in the State. Data provided to the NCGHSP included types of citations written, Driving While Impaired and Drug charges. The Stated does provide statistical information but, only for the counties as a whole and not individual departments.

During the state campaigns, when statistics are submitted our department receives points which can be redeemed at the end of the year to obtain free equipment. Last year we had 6000 points on the GHSP/grant. With those points we received (4) Pentax Thermal printers, (2) Intoximeter, alco-sensor fst, (1) tier 1 radar Golden Eagle II KA band with DCM. The up-coming year depends on how many points we get. We had so many this past year because we rolled over our points. It is our goal to get more 2 more LCO –Sensors and another case of blood kits.

Checkpoint Statistics

The Smithfield Police Department conducted several checkpoints in through the year of 2016 which resulted in the following charges:

- DWLR – 14
- Insurance Violation – 1
- Seat Belt – 1
- Drug Offenses – 12
- NOL – 18
- Wanted Persons – 2
- Other Traffic Offences – 1
- **Total: 49**



The checkpoints were conducted in locations throughout Smithfield. The checkpoints were conducted during the day and night time hours in order to maximize coverage. The primary objective of the checkpoint was to ensure motorists were complying with North Carolina seat belt and DWI Laws.

Radar Units

In 2016 the Smithfield Police Department purchased 2 new Golden Eagle II Directional radar units. With the new purchases the department now has a total of 17 radar units however; the 2 Pro-1000 radar units will be removed from the States approved list on 06/01/2017. The department also has a Kustom Signals Inc. Talon hand held unit. The Talon is utilized by officers in situations where their patrol vehicle radar is not feasible.

The Smithfield Police Department maintains the following units:

- Kustom Signals Inc. Golden Eagle II (11)
- Kustom Signals Inc. Golden Eagle II Directional (2)
- Kustom Signals Inc. Directional Talon (1)
- Kustom Signals Inc. Pro-1000 (2)
- MPH Industries Bee III (1)



Smithfield Police Department Annual End of Year Firearms Report



I. State of North Carolina Criminal Justice Training and Standards & Smithfield Police Department Minimum Training Requirements

The North Carolina Criminal Justice Training and Standards Division have compiled a guideline for all law enforcement agencies throughout the State of North Carolina. The minimum standards are listed as follows:

State of North Carolina Annual In-Service Firearms Qualifications Specifications

(a) All certified law enforcement officers shall qualify for both day and night use with their individual and department-approved service handgun(s) at least once each calendar year. For the purpose of this specification, service handgun shall include any semi-automatic pistol or revolver. In addition to the requirements specified in Rule 09E .0105 of this Subchapter, the course of fire shall not be less stringent than the "Basic Training - Law Enforcement Officers" course requirements for firearms qualification.

(b) All certified law enforcement officers who are issued or authorized to use a shotgun, rifle or automatic weapon shall qualify with each weapon respectively at least once each calendar year.

(c) The qualifications required by Paragraphs (a) and (b) of this Rule shall be completed with duty equipment and duty ammunition or ballistic equivalent ammunition to include lead-free ammunition that meets the same point of aim, point of impact, and felt recoil of the duty ammunition, for all weapons.

(d) All certified law enforcement officers who are authorized to carry an off-duty handgun(s) shall qualify with each such handgun consistent with the specifications as outlined in Rules .0105(1) and .0106(a) and (g) of this Section.

(e) To satisfy the training requirements for all in-service firearms qualifications, an officer shall attain at least 70 percent accuracy with each weapon.

(f) The qualifications required by Paragraphs (a) and (b) of this Rule must be achieved at least once in a single day in no more than three attempts in a single day for each course of fire and for each weapon for which qualification is required. Individuals not qualifying in a single day for each course of fire or for a certain weapon for which qualification is required shall be deemed as having failed and 12 NCAC 09E .0103(4) and (5) shall apply.

(g) The In-Service Firearms Qualification Manual as published by the North Carolina Justice Academy shall be applied as a guide for conducting the annual in-service firearms qualification. The Smithfield Police Department has requires more than the minimum standards set by the State of North Carolina. These modifications have been made in an effort to reduce liability and provide a safer environment for the citizens of Smithfield, NC. These modifications are defined in the General Orders Manual and are as follows:

Smithfield Police Department General Orders 403A: Firearms

The Smithfield Police Department adheres to the State of North Carolina Criminal Justice Training and Standards Annual In-Service Firearms Qualifications Specifications as referenced above. However, in addition, the Smithfield Police Department requires:

- Officers demonstrate at least 85% accuracy, both day and night, with each weapon carried (in contrast to the 70% State requirement).
- Officers qualify with shotgun, both day and night (in contrast to day only State requirement).
- Officers received approximately 10 hours of classroom and range firearms training (in contrast to the State minimum requirement of 6 hours).

II. Smithfield Police Department Firearms Classroom Training

All Smithfield Police Officers receive annual firearms classroom training on the basic marksmanship fundamentals to include, but not limited to, proper:

- Grip
- Stance
- Draw
- Sight alignment
- Sight picture
- Trigger manipulation
- Breath control
- Follow through
- Weapon nomenclature

- Cover
- Concealment
- Use of Force

Also included in the annual firearms classroom training is the Departmental Use of Force Policy and HR-218 Law Enforcement Safety Act (National Concealed Carry for Law Enforcement Officers).



III. Smithfield Police Department Range Operations

Range Operations are conducted at the Howell Woods Learning Center owned and operated by the Johnston Community College. The college offers two different ranges. One range is set up for pistol and shotgun usage only. This range has a maximum distance of 40 yards and is equipped with a turning target system. The second range is set up to accommodate pistol, shotgun and rifle training. This range has a maximum distance of 400 yards. The use of both ranges is free of charge for Smithfield Police Department use. However, a college employee or liaison must be present during all range operations. During the 2016 calendar year the Criminal Justice Educations and Standards implemented a mandatory Day and Night Combat Course. The course of fire was left to the agencies firearms instructors to design and implement. No set standard was established by the state, however, it was stressed that the combat courses should incorporate stress, decision making and be relative to the environment officers could encounter while performing their duties and responsibilities.

IV. 2016 Smithfield Police Department Firearms Statistics and Results

Smithfield Police Dept. Cumulative Department Average= 96.4%

Smithfield Police Dept. Individual Cumulative High Score = 99.9%

Smithfield Police Department Individual Cumulative Low Score = 88.5%

Number of Officers failing to qualify with 85% or higher on FIRST attempt = 1

Number of Officers failing to qualify with 85% or higher on SECOND attempt = 0

Number of Officers failing to qualify with 85% or higher on THIRD attempt = 0

Total Officers requiring remedial training = 0

Number of Officers failing to qualify due to improper course of fire = 1

Total Officers qualifying = 41

It is my personal and professional opinion that the high departmental cumulative average is a result of officers being provided both ammunition and open range time on a monthly basis. The added range time allows Officers to maintain and improve on their shooting scores and weapon handling abilities that could otherwise diminish given this is a highly perishable skill.

During the 2016 calendar year few Officers took advantage of the open range dates. As a result this year's overall cumulative firearms scores increased from a 96% to 96.4%.





Community Policing Report 2016

By

Lieutenant B.K. O'Branovich

During the last year, members of the Smithfield Police Department have been involved with numerous community policing projects. These projects consisted of presentations at the police department and local schools. Officers also participated in local community events to include the annual Ham and Yam Festival, Community-Out Reach Program at Johnston Community College, Coffee with a Cop, Three Little Pigs Triathlon, The Grinch Toy Run, and charitable motorcycle escorts. The presentations at the police department often consisted of a tour of the department along with a question and answer session. Officers also showed the groups the tools used to perform police functions. This included showing and explaining the items on an officer's duty belt, fingerprinting equipment, evidence collection, and the officer's patrol vehicle. Often the presentations were given to school age children. This allowed the officer to advise the children the dangers of drugs, alcohol, and how to use the 911 system. Officer Parker initiated an out-reach program at Johnston Community College. Officer Parker arranged for attorneys attend the event to help answer questions to increase awareness and promote positive interaction among law enforcement personnel and the students of JCC.

Our department held a Coffee with a Cop event. This was a great opportunity for the citizens of Smithfield to come and enjoy a cup of coffee and talk with the police department that serves them. This gave an opportunity to have good conversations and remove barriers from the community and the police department. During the annual Ham and Yam Festival the department had a booth which showcased the department's patrol vehicle, utility terrain vehicle, and stickers for the children. This event allowed officers to man the booth and connect with the citizens and engage them in conversation.

The East Side Development Association, Smithfield Parks and Recreations, District 1 Council Member Marlon Lee and the Smithfield Police Department hosted a day out in the park

at Smith-Collins Park. We had a lot of positive feedback during this event. This was a great opportunity to meet our officers and obtain important information from local support groups in the area. We also wrote a grant and were approved through the Department of Motor Vehicles. We were able to pass out several helmets that were awarded to us during this event.

During normal patrol operations officers were encouraged to conduct foot patrols along with bicycle patrols. These patrols allow the officer to have more personal contact with the citizens along with deterring crime. In doing these patrols officers were able to promote district community meetings and give tips to citizens on how to better protect their homes and property. Officers have also held meetings to advise the citizens of the dangers of scams and ways to avoid being a victim. During Halloween our agency passed out glow sticks to many children that were trick or treating. We found that this is a great way for us to have positive encounter with children. When the children are wearing the glow sticks that we provide it keeps them safe because a passing motorist would be able to see them at a greater distance. We have had a lot of positive feedback from the citizens about continuing this program.

This year we continued to partner with the Johnston County Chamber of Commerce. We are sending officers to all the new businesses grand openings in Smithfield. This has been a great opportunity for local business owners and leaders of Johnston County to meet our officers. Officers are also able to assist the new business with any concerns for safety or other issues they may have.

We have continued to take projects within the community and conduct presentations for a wide variety of groups. We have adapted our program to better assist the citizens and build stronger relationships. Officers have conducted safety assessments of homes in an effort to make our citizen's homes less of a criminal target and will continue in the coming year. We will also continue to hold community meetings and other community events. We are in the final stages of purchasing a substation and community building in East Smithfield. We look forward to building relationships with this new location and having a designated officer assigned to perform only community policing projects. There are many opportunities for our Police Department to better our community relations. Please contact Lt. O'Branovich directly if you can provide any ideas or have any questions regarding community policing. You can reach Lt. O'Branovich by email at bkobranovich@smithfieldpd.org or by phone (919) 934-2121.

Criminal Interdiction

The Criminal Interdiction Teams consist of two teams; the teams consist of one supervisor per team. Sgt. N. Memmelaar and Sgt. Beyer are the supervisors for the teams. The officers on the teams have attended schools and seminars dealing with Criminal Interdiction and continue to educate themselves on the many new trends used to smuggle drugs and other illegal contraband.

Many drug arrests on the interstate have been made of suspects that were bringing drugs intended to distribute in Smithfield and surrounding Johnston County.

The criminal interdiction team objectives:

- Enforce traffic violations
- Assist stranded motorists
- Seize illegal contraband such as drugs and weapons
- Arrest wanted fugitives



The criminal interdiction team has been in place for several years and has produced many drug arrests and money seizures through the years. The team has apprehended many wanted persons as well as seized many stolen weapons. The money seizures have paid for much needed equipment for the police department.

In the future we intend to keep reaching our objectives and striving to keep the citizens of Smithfield safe in the town and on the interstate.

2016 Accreditation Report



The Commission on Accreditation for Law Enforcement Agencies, Inc., (CALEA) was created in 1979 as a credentialing authority through the joint efforts of law enforcement's major executive associations. Those agencies are:

- International Association of Chiefs of Police (IACP)
- National Organization of Black Law Enforcement Executives (NOBLE)
- National Sheriffs' Association (NSA)
- Police Executive Research Forum (PERF)

CALEA's purpose was to establish a body of professional standards and to develop an accreditation process to administer its initial credentialing program, Law Enforcement Accreditation. This was completed by 1983, and the first agency was accredited in 1984.

Our agency went before the Commission in March 2015. We received our Advanced Law Enforcement Accreditation award at this hearing, becoming the 13th nationally accredited law enforcement agency of our size in the state.

The process doesn't stop after our award. There are approximately 480 standards, within about 40 chapters with which we are required to be within compliance. Most of these standards require we have a written directive (policy). We are required to show proof of compliance with the standards as well. Many of these standards have "bullets" (subsections) within them, which makes the number of actual proofs/documentation required much higher than 480. It is not sufficient to only say we do things properly or a certain way; we must actually show it. Proofs may be interoffice memos, emails, photos, rosters, forms, incident reports, budget documents, citations and many more.

CALEA Standards Chapters

Law Enforcement Role and Authority	Agency Jurisdiction and Mutual Aid	Contractual Agreements for Law Enforcement Services
Organization and Administration	Direction	Planning/Research, Goals/Objectives, Crime Analysis
Allocation/Distribution of Personnel	Fiscal Management & Agency Property	Classification/Delineation of Duties and Responsibilities
Compensation, Benefits, and Conditions of Work	Grievance Procedures	Disciplinary Procedures
Recruitment	Selection	Training & Career Development
Promotion	Performance Evaluation	Patrol
Criminal Investigation	Vice, Drugs, and Organized Crime	Juvenile Operations
Crime Prevention & Community Involvement	Critical Incidents, Special Operations & Homeland Security	Internal Affairs
Inspectional Services	Victim/Witness Assistance	Traffic
Detainee Transportation	Legal Process	Communications
Records	Collection and Preservation of Evidence	Property and Evidence Control

We must ensure that our agency continues to maintain compliance with all applicable standards. This includes gathering proofs of compliance from all of the various departmental operations including, but not limited to; personnel matters, budgeting, recruitment, patrol operations, criminal investigations, evidence and records. We will also be responsible for submitting timely annual reports to the Commission. The information provided on these annual reports greatly enhance the next on- site assessment by giving the Commission details about agency compliance matters and other significant events related to accreditation.

Accreditation runs on a 3 year cycle, so our next on-site assessment will be October 23, 2017.

Smithfield Police Department

2016 PROMOTIONS & AWARDS

Promotions & Advancements

Members of the Smithfield Police Department are eligible for advancement through Career Ladder as well as promotions within the department.

The career ladder program provides advancement of police officers who demonstrate increasing levels of knowledge, skills, and abilities. An entry level Officer obtains POI (Police Officer I) when they have met the requirements to be employed as a Police Officer with the Town of Smithfield. Once eligible for Career Ladder advancement, an officer can be advanced to POII (Police Officer II) and MPO (Master Police Officer). Each level of Career Ladder has certain minimum requirements which must be met for the candidate to be advanced. A brief description of the minimum requirements for each advancement is as follows:

POII advancement

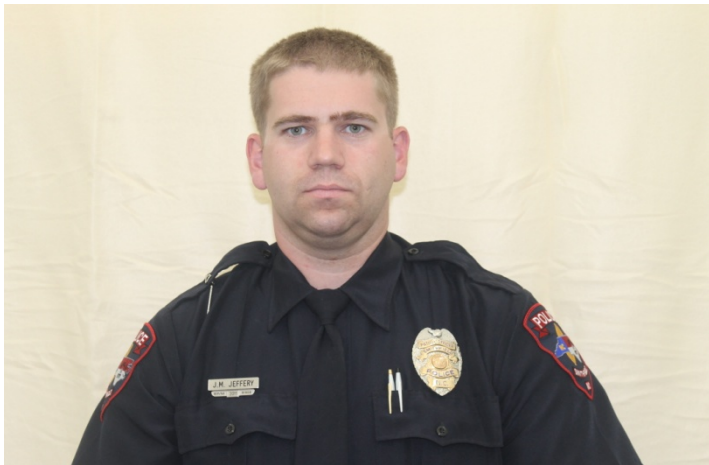
- A. Meet the time in grade based on the individuals level of education
 - 3 years as a POI with no degree
 - 2 years as a POI with an Associate's Degree
 - 1 year as a POI with a Bachelors Degree
- B. Complete a total of 160 training hours to include
 - 40 hours of Community Policing training
 - 40 hours of Traffic Enforcement training
 - 40 hours of investigative training
 - 40 hours of training in any other Law Enforcement topic.
- C. Been awarded the Basic Law Enforcement Certificate by the North Carolina Criminal Justice Education and Training Standards Commission

MPO advancement

- A. Served as a POII for two years
- B. Complete a total of 280 training hours to include
 - 40 hours of Management/Supervision training
 - 80 hours of Community Policing training
 - 160 hours of training in any other Law Enforcement topic.
- C. Been awarded the Intermediate Law Enforcement Certificate by the North Carolina Criminal Justice Education and Training Standards Commission

In 2016 Smithfield Police Department advanced the following personnel through Career Ladder

POII D.C. Ealy



MPO J.M. Jeffery

MPO B.W. Smith



As an officer moves through Career Ladder the requirements become more stringent as the Officer is now looking a potential promotion. Promotions within the department are Sergeant, Lieutenant and Captain. As mentioned earlier in Career Ladder advancement, there is a minimum requirement for each promotion and a brief description is as follows:

Promotion to Sergeant

- A. Served as a Police Officer II for two years
- B. completed a total of 172 training hours
- C. Must complete a First Line Supervision course within twelve months of being promoted to Sergeant
- D. Been awarded the Intermediate Law Enforcement Certificate by the North Carolina Criminal Justice Education and Training Standards Commission

Promotion to Lieutenant

- A. Served as a Sergeant for two years
- B. completed a total of 80 hours in Management/Supervision training
- C. Been awarded the Intermediate Law Enforcement Certificate by the North Carolina Criminal Justice Education and Training Standards Commission

Promotion to Captain

- A. Served as a Lieutenant for two years
- B. Been awarded the Advanced Law Enforcement Certificate by the North Carolina Criminal Justice Education and Training Standards Commission

2016 PROMOTIONS

CHIEF OF POLICE

- R.K. Powell

CAPTAIN

- R.D. Sheppard

LIEUTENANT

- S.S. Jones

SERGEANT

- R.A. Conerly



Standing with Mayor Andy Moore are newly promoted Smithfield PD personnel. (Left to right): **Sgt. R.A. Conerly, Lt. S.S. Jones, Capt. R.D. Sheppard, Chief R.K. Powell**

Awards

On January 30th around 5:00 am officers of Smithfield Police Department responded to a house fire next to Smithfield Police Department. Officers arrived and saw the residence engulfed in flames and smoke billowing from the residence. A quick investigation led to Officers discovering there were occupants still inside. Without taking regard for their own lives, Lieutenant R.D. Sheppard and Officer S.L. Cook entered the smoke filled residence. Due to heavy smoke and flames, Officers were unable to make it upstairs to save the life of one resident but were able to pull Helen Davis from the house to safety.

On July 12, 2016 Lt. Sheppard and Officer Cook were presented with the Life Saving Award by Mayor Pro Tem Emery Ashley.



Congratulations to all personnel who were promoted and those who were awarded in 2016. These achievements continue to demonstrate the commitment and dedication Officers exhibit to serve and protect the citizens of Smithfield.

New Police Officers

Officer Kaleb Smith



Officer Smith joined the Department on July 11, 2016 and has been assigned to the patrol division since. Officer Smith graduated from Johnston Community College Basic Law Enforcement Training Program and then chose to start his Law Enforcement Career with the Smithfield Police Department.

Officer Faircloth joined the Department on August 15, 2016 and has been assigned to the patrol division since. Officer Faircloth previously served 2+ years with the Wilson County Sheriff's Office before joining our Department. Officer Faircloth graduated from Basic Law Enforcement Training at Coastal Plains L.E. Training Center in Wilson, NC.

Officer William Faircloth



Officer Michael Jernigan



Officer Jernigan joined the Department on December 12, 2016 and has been assigned to the patrol division since. Officer Jernigan is a combat veteran serving 11 years in the United States Army as a Military Police Officer. Officer Jernigan will attend 96 hours of Basic Law Enforcement Training and challenge the state exam for Law Enforcement Certification within 12 months of being hired by the Department. This is based on his Military Police experience.

New Civilian Employee

Alyson Ohlhoff



Alyson joined the Department on May 31, 2016 to fill the vacancy of the records clerk. Prior to being hired, Alyson worked seven and a half (7 ½) years with Raleigh / Wake 911 Center as a dispatcher for police, fire and EMS services. Prior to that, Alyson served for seven and a half (7 ½) years as a Deputy Sheriff in Dutchess County, NY.

Professional Certificate Awards

The North Carolina Criminal Justice Education and Training Standards Commission established the Law Enforcement Officers' Professional Certificate Program. This program recognizes officers for their achievements in competence, education, training and years of experience as a full time, sworn law enforcement officer. An officer must apply for each of these certificates once they have met qualifications in both years of service as well as educations and training points. There are three levels of Professional Law Enforcement Certificate Awards, which are Basic, Intermediate and Advanced. Each application is reviewed and then voted on by the Commission.

The Smithfield Police Department has forty (40) sworn police officer positions. Currently the Department has a total of seven (7) officers who hold the Intermediate Law Enforcement Certificate and seventeen (17) officers who hold the Advanced Law Enforcement Certificate.

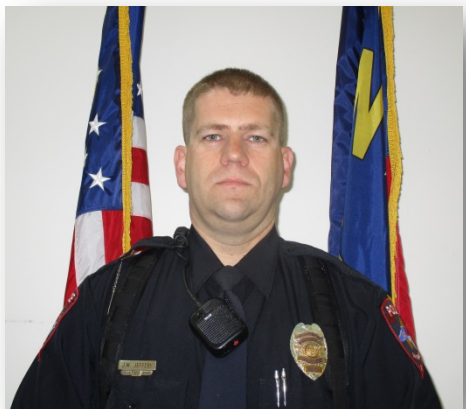
During 2016, the following officers received certification awards;

Officer Brandon Smith



In August 2016, Officer Smith was awarded his Intermediate Law Enforcement Certificate from the North Carolina Criminal Justice Education and Training Standards Commission.

Officer Jordan Jeffery



In April 2016, Jeffery was awarded his Intermediate Law Enforcement Certificate and then awarded his Advanced Law Enforcement Certificate from the North Carolina Criminal Justice Education and Training Standards Commission in August 2016.



Officer Victor Denoble

In November 2016, Officer Denoble was awarded his Intermediate Law Enforcement Certificate from the North Carolina Criminal Justice Education and Training Standards Commission.



Lieutenant Brian O'Branovich

In November 2016, Lieutenant O'Branovich was awarded his Advanced Law Enforcement Certificate from the North Carolina Criminal Justice Education and Training Standards Commission.

Smithfield Police Department

Annual Report

Field Training Program

By: Sgt. R. A. Conerly

The Smithfield Police Departments Field Training Officer (FTO) Program is necessary to ensure that recruits are trained to be professional and effective law enforcement officers. The goal of the program is too produce officers who are an asset to the department and the community.

The FTO program also helps to limit liability toward the Town of Smithfield. Law Enforcement Agencies, who do not properly train their officers, run the risk of being successfully sued if it can be shown that training could have prevented or mitigated an error. The FTO program is essential and must be taken seriously. This is where recruits learn the fundamental skills they will use the rest of their career.

The FTO program is a structured program that all new recruits are required to complete. Prior to this, they must have completed a Basic Law Enforcement Program and be certified by the State. The Field Training program has both formal and informal components. It also includes both hands-on and classroom training. There are eight phases of training lasting a minimum of 54 days. Training can be extended if a recruit needs additional time to satisfactorily complete the requirements of field training. Though rare, on occasion a recruit is unable to reach the standards set by the department to be released from training and must be separated from employment.

The training is broken down into eight phases during which each recruit is assigned a Field Training Officer (FTO). The FTO is an experienced officer who has successfully completed a program on the training of new officers. During each phase the recruit is required to perform and learn certain duties. These tasks cover a variety of subjects and include most situations that the recruit will face while on duty. When a task is successfully demonstrated by a recruit it is documented by his or her training officer and becomes a permanent part of the recruit's training record.

During the past year the department hired four (4) new officers. Three are new to law enforcement and have recently graduated from a Basic Law Enforcement Training program. One has previous experience with another Department. Two have successfully completed training, and two recruits were separated from employment with the Town of Smithfield. By the end of training, both recruits decided law enforcement was not the best career choice.

The department currently has seven (7) patrol officers who serve as Field Training Officers. There are several more that currently work in other assignments such as investigations or in supervisory roles. If the need arises they can be used, however, the department prefers to utilize patrol officers to train new recruits.

The department has an FTO Coordinator, who oversees all FTO paperwork as each phase is completed. This is another form of checks and balances to assure that all dimensions of training are met and that the trainee and the FTO have completed all necessary forms and assignments to be released from field training.

Chapter 500

Personnel Policy 502: Field Training Program

I. POLICY STATEMENT

It is the policy of the Department to provide a program of standardized field training to enhance the formal instruction received by recruit officers, facilitate their transition from the classroom to the field, and to familiarize them with the policies and procedures of the Department.

II.COMMENTARY

The purpose of this directive is to establish policy and procedure governing the Department's Field Training Program. The field training of new officers is an important adjunct to the formal classroom instruction received in Basic Law Enforcement Training (BLET) and should be as carefully organized and administered. The selection process for Field Training Officer (FTO) is crucial to a successful program since many of the values, tactics, and attitudes of the FTO are passed on to the inexperienced officer. The relevance of field training will be enhanced by providing guidelines and instruction to the FTO.

III. DEFINITIONS

A. Field Training Officer (FTO) – An officer selected to provide training and limited supervision to new officers entering law enforcement from BLET.

B. Recruit Officers – Those newly sworn officers who have joined the Department following graduation from an approved Basic Law Enforcement Training (BLET) program, or by virtue of lateral transfer from another law enforcement agency.

IV. PROCEDURES

A. Field Training Officer Requirements

1. Applicants for the position of Field Training Officer will apply by forwarding a memorandum to the Field Training Coordinator and should have the endorsement of their Team Commander.

2. The Field Training Coordinator will present applications to the Patrol Division Commander who will present suitable applicants to the Chief of Police. The Chief of Police will make the final selection(s).

3. Applicants must meet the following criteria:

- a) A minimum of two years of general law enforcement experience;
- b) A minimum of one year of service as a police officer with the Town of Smithfield;
- c) A rating of Satisfactory or higher on his/her most recent annual performance evaluation;
- d) No disciplinary action for a period of one year prior to submitting application.
- e) These requirements may be waived at the discretion of the Chief of Police.

4. Before serving as a Field Training Officer, appointees must successfully complete a Field Training Officer Course administered by an accredited training provider. This course should include the following:

- a) An overview of all forms and materials used in the program
- b) The role of the Field Training Officer in training the recruit officer
- c) A review of technical areas of law enforcement
- d) Principles of effective communication

- e) Principles of adult education
- f) An introduction into basic management theory, leadership styles, and motivation theories
- g) Techniques of field instruction
- h) Counseling methods
- i) Legal and ethical issues regarding training and evaluation
- j) A review of the Basic Law Enforcement Training curriculum

5. These requirements may be waived at the discretion of the Chief of Police.

6. Field Training Officers shall be provided with specialized in-service training on an as needed basis.

7. Candidates who successfully complete the Field Training Officer program of instruction will be placed on a roster of certified Field Training Officers. The maintenance of an officer's status as Field Training Officer will be dependent upon continued satisfactory performance as evaluated by their Team Commander.

B. Assignment to Field Training

1. All newly hired sworn officers will be assigned to the Field Training Program. This includes officers who join the Department from other agencies.

2. Upon completion of orientation, the recruit officer will be assigned to a Patrol Squad and to primary and Secondary Field Training Officers. The recruit and FTO are under the command of the Team Supervisor.

3. The length of field training assignments shall be 8 phases. The Chief of Police may, at his/her discretion, authorize a shorter or longer training cycle. However, under no circumstance will the field training period be less than four weeks in duration.

C. Field Assignment Rotation

1. Following are the 8 phases of the Field Training Program:

Phase 1: Orientation: (Variable number of days)

This phase will start on the recruit's first official work day. It will run until such time as the recruit can be sworn in and formally assigned to a Field Training Officer. During this phase the

recruit officer will be trained on various topics as denoted on the Trainee Orientation Checklist form. Training on the department's Use of Force policy will also be conducted by a qualified individual and documented on the Use of Force Acknowledgement form. (Field Training Officer has no responsibility at this time.)

Phase 2: Observation: (3 days)

During this phase the recruit officer will be instructed for (3) working days, learning under the guidance of the primary FTO.

Phase 2 will begin formal instruction with the Field Training Officer. This can be a mixture of classroom and hands on training. Weekly Performance Reports will be completed.

Phase 3: Field Performance: (10 days)

During this phase the recruit officer will perform the duties of a patrol officer for ten (10) working days under the guidance of the primary FTO. Each day the recruit will be evaluated with a daily evaluation on his/her performance. A Weekly Evaluation will be done by the FTO, Team Supervisor and Team Commander.

Phase 4: Field Performance: (10 days)

During this phase the recruit officer will perform the duties of a patrol officer for ten (10) working days under the guidance of the primary FTO. Each day the recruit will be evaluated with a daily evaluation on his/her performance. A Weekly Evaluation will be done by the FTO, Team Supervisor and Team Commander.

The Chief of Police or his designee may shorten this week with a recommendation from the Team Commander based on the recruit's performance.

The recruit may switch to a Secondary FTO for the next phase of training.

Phase 5 (Secondary FTO): Field Performance: (10 days)

During this phase the recruit officer will perform the duties of a patrol officer for ten (10) working days under the guidance of the secondary FTO. Each day the recruit will be evaluated with a daily evaluation on his/her performance. A Weekly Evaluation will be done by the FTO, Team Supervisor and Team Commander.

Phase 6: Field Performance: (10 days)

During this phase the recruit officer will perform the duties of a patrol officer for ten (10) working days under the guidance of the secondary FTO. The FTO will ride the last three (3) days in plain clothes consistent with departmental dress code. This is to prepare the recruit for Solo Phase. Each day the recruit will be evaluated with a daily evaluation on his/her performance. A Weekly Evaluation will be done by the FTO, Team Supervisor and Team Commander.

The Chief of Police or his designee may shorten this week with a recommendation from the Team Commander based on the recruit's performance.

Phase 7: Solo Phase: (7 days)

During this phase the recruit officer will perform the duties of a patrol officer for seven (7) working days under the guidance of the secondary FTO. The secondary FTO will only shadow the recruit and be a back-up unit on all calls. The FTO, Team Supervisor and Team Commander will do a weekly performance report and write a memorandum requesting the release of the recruit from field training.

2. During all phases of the Field Training Program, calls for service requiring a check-in will necessitate the dispatch of a second car, as the Field Training Officer should become involved only in emergency situations.

Phase 8: Completion of Training

This is the Administrative Phase to formally complete all files, forms, and documentation. The Field Training Officer has no assigned responsibilities.

D. Field Training Manual

1. The Field Training Officer will use the *Field Training Manual* in training the recruit officer. During orientation, the Program Coordinator will furnish the recruit officer with a *Field Training Manual* along with other necessary documents and materials.

2. Each recruit officer shall retain the Training Checklist during his/her period of assignment in the Field Training Program. The Field Training Officer shall use the Training Checklist to record the progress of the recruit officer and shall complete the Training Checklist and all evaluation instruments in conformance with the *Field Training Manual*.

3. The Field Training Officer will complete the Training Checklist and forward with a recommendation to the Team Supervisor. The Team Supervisor will review and forward the checklist to the Team Commander, who will review and forward with all signatures to the Program Coordinator. The Program Coordinator will then forward the Training Checklist to the Patrol Commander and the Chief of Police

E. Field Training Officer Responsibilities

1. Be responsible for the field training of the assigned recruit officer;

2. Complete a daily observation report on a recruit at the end of each shift to be used in completing performance rating forms;

3. Evaluate and complete a performance rating form on the progress of the recruit officer after every seven days/nights worked and shall forward these forms to the Team Supervisor;

4. Use required forms and materials pertaining to the Field Training Program;

5. Recommend the termination of a recruit officer when the evaluation process indicates a likelihood that the recruit officer will not be able to properly perform the duties and/or carry out the responsibilities necessary for successful job performance.

F. Team Supervisor Responsibilities

1. Be responsible for monitoring the training of the recruit officer by the Field Training Officer

2. Conduct bi-weekly evaluation interviews with the recruit officer and the Field Training Officer

3. Forward all evaluation documentation to their Team Commander

G. Team Commander Responsibilities

1. Team Commanders will forward all documentation relating to the training of recruit officers to the Field Training Program Coordinator. The Team Commanders and the Program Coordinator will keep the Patrol Commander and other appropriate personnel informed of any problems with the recruit officer's performance.

H. Field Training Program Coordinator Responsibilities

1. Be responsible for staff control and coordination of the Field Training Program

2. Be responsible for the instruction of Field Training Officers, the training of Team Supervisors as it relates to the Field Training Program and orientation of command personnel in Field Operations

3. Forward all records relating to the training of recruit officers to the Patrol Commander

4. The Field Training Guide Checklists and a copy of the memo requesting release of the recruit from Field Training will be retained by the Program Coordinator to be placed in the recruit's training file.

5. The applicable evaluation and the memo requesting release of the recruit from Field Training, along with any other documentation deemed to be necessary, will be placed in the recruit's personnel file maintained in the office of the Chief of Police.

I. Patrol Division Commander Responsibilities

1. Review all documentation pertaining to the Field Training Program to maintain program integrity
2. Review documentation and make recommendations to the Chief of Police concerning a recruit's suitability for a position
3. Maintain close contact with the Program Coordinator ensuring that all departmental goals are being accomplished
4. Assign recruits to specific teams for training

J. Probationary Period

1. The trainee will be in probationary status for one year. The year starts from his/her date of hire.
2. Once released from field training the Team Commander will do a monthly performance evaluation detailing the probationary officer's performance.
3. The Team Commander will do a monthly performance review for a six month period.



“Training New Officers to be Leaders in Our Community”