

# 2013-14 *Annual Report*



**Chandler Police Department**

# Chandler Police Department: 2013-14 Annual Report

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## A Message From The Chief



The Chandler Police Department is pleased to present our 2013-14 Annual Report. The meaningful community support and partnerships throughout Chandler are clearly reflected in our ability to help keep Chandler safe. In fact, last year Chandler was rated by Business Insider magazine as the ninth safest city in the United States with populations over 200,000.

Although there are many variables that contribute to Chandler's safe-city status, such as our highly talented and dedicated employees and strong support from our Mayor and Council, we recognize and value the support we receive from the community towards making Chandler a place where people want to live and work.

This past year we strengthened our collaboration with our federal law enforcement partners by assigning Chandler officers to various task forces and leveraging federal resources, training, and expertise to further help keep Chandler safe.

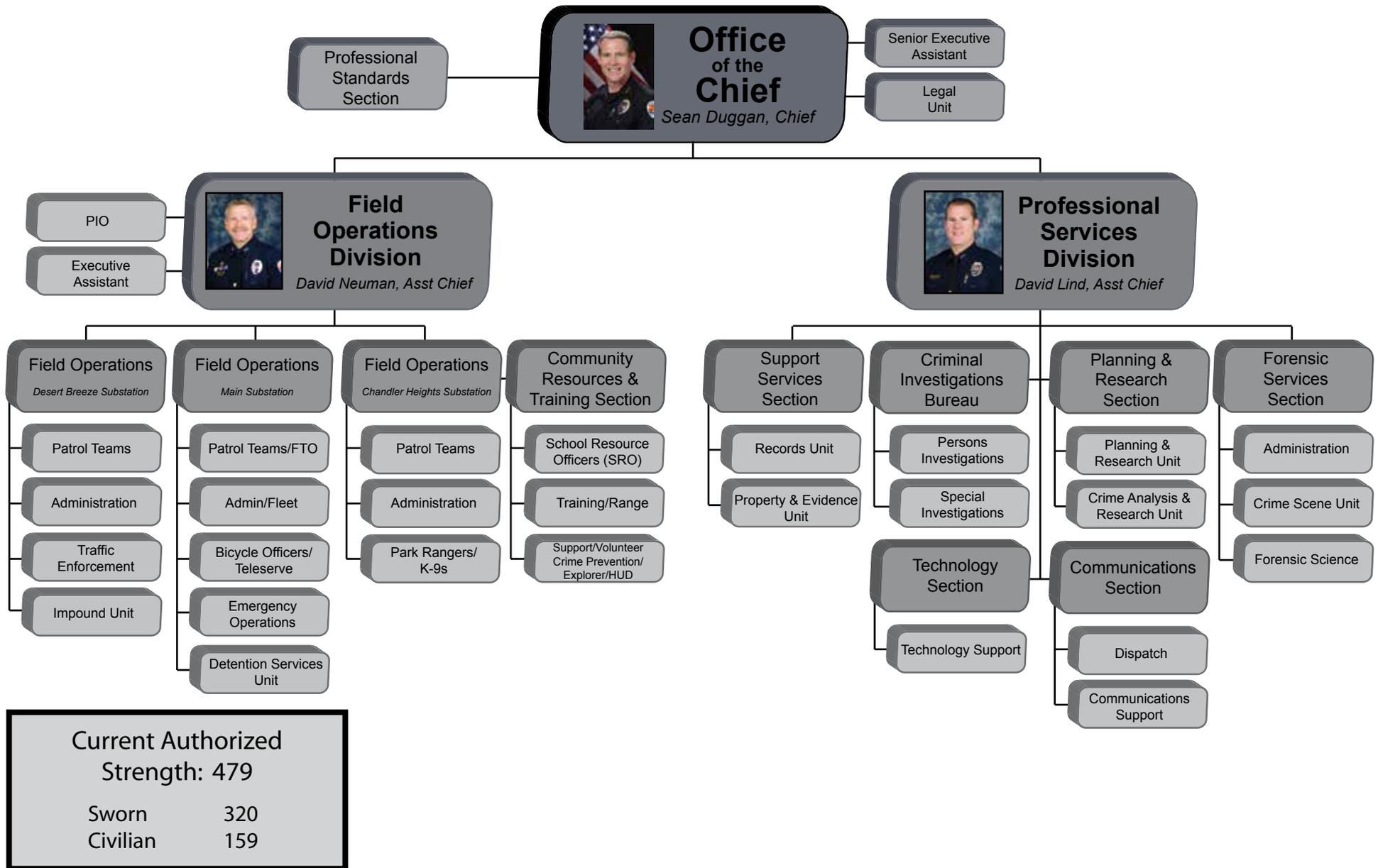
We implemented a new crime-fighting strategy based on predictive policing and crime suppression. We increased our social media presence and enhanced our community-based crime prevention initiatives through programs such as GAIN, Citizen Academy, and Rape Aggression Defense (RAD).

We conducted a facilities assessment to provide a defined path for the effective utilization of existing police facilities for the next 20+ years and to identify new facilities required to fulfill unmet needs. Overall, the facilities Master Plan strives to ensure maintenance of the same level of excellent service to the community through City build-out.

It is an honor for me to have been selected police chief this past year. I am equally proud to lead and serve alongside the men and women of the Chandler Police Department who worked diligently throughout the year to achieve the results highlighted in this report. I want to thank the the members of the Chandler community for your continued partnership and participation. Our accomplishments would not have been possible without your support.

**Sean E. Duggan**  
**Chief of Police**

# Organizational Chart



<b>Current Authorized Strength: 479</b>	
Sworn	320
Civilian	159

# What We Do....

## Mission Statement

*The Chandler Police Department exists to serve all people within our jurisdiction with respect, fairness and compassion.*

*Department employees are committed to the prevention of crime and the protection of life and property; the preservation of peace, order, and safety; the enforcement of laws and ordinances; and the safeguarding of constitutional guarantees.*

*With customer service as our foundation, we are driven by goals to investigate problems and incidents, to seek solutions in partnership with our community and to foster a sense of security in neighborhoods and individuals.*

*We build and maintain public trust by holding ourselves to the highest standards of performance and ethics.*

*To fulfill this mission, the Chandler Police Department is dedicated to providing a quality work environment and development of its members through effective training and leadership. Chandler Police Department is honored to serve our community with courage, pride and dedication.*

## Strategic Plan Updates

*Each year, the Department evaluates achievements towards strategic goals. Below is a list of some of those accomplishments.*

### **Goal # 1: Enhance Crime/Disorder Prevention and Improved Community Safety Through Proactive Problem Solving Strategies and Partnerships**

- The Field Operations Division has been very active in working with other city departments on collaborative efforts to tackle neighborhood issues.
- The department, in conjunction with the city, continues to participate in citywide and statewide emergency drills.
- The Special Assignment Unit continues to work with local companies and entities for crisis planning and intervention.
- The Department participated in the Mayor's Listening Tours and Neighborhood Services meetings to work with the community on safety concerns.
- Employees worked with Chandler Fashion Mall security to stage child fingerprinting and a crime prevention display during the grand opening of the new splash pad.

### **Goal #2: Strengthen Relationships and Partnerships**

- The Criminal Investigations Bureau implemented partnerships with Human Trafficking and Cyber Crimes task forces.
- The Media Relations Unit established a regular Facebook and Twitter presence to convey information to followers.
- A detention services partnership with the Gilbert Police Department was approved by both City Councils and an Intergovernmental Agreement was established.

### **Goal #3: Develop Infrastructure**

- The Police Technology Section continues to seek out technology to improve officer efficiency and safety.
- The DUI van has been outfitted with a new mobile fingerprint device which has full connectivity to state and national databases in the field.
- A Master Plan project has begun to conduct a comprehensive review of all Police Department facilities and will also include a look at population and personnel growth.

## Adopted Budget

Cost Center	2011-12	2012-13	2013-14
Administration	\$6,249,201	\$6,393,160	\$6,118,933
Professional Standards	\$981,759	\$1,005,257	\$1,044,114
Property & Evidence	\$390,233	\$408,950	\$423,429
Forensic Services	\$2,463,476	\$2,579,527	\$2,231,128
Field Operations	\$28,096,268	\$28,517,792	\$29,405,504
Criminal Investigations	\$11,009,503	\$11,275,978	\$11,516,907
Planning & Research	\$808,392	\$986,065	\$1,133,401
Communications	\$5,533,143	\$5,466,218	\$6,346,544
Records	\$1,615,206	\$1,643,334	\$1,675,105
Detention Services	\$2,475,869	\$2,651,782	\$2,691,382
Comm Resources & Trng	\$2,671,301	\$3,201,707	\$3,505,967
Capital	\$16,130,413	\$4,720,981	\$2,327,552
<b>Total</b>	<b>\$78,424,764</b>	<b>\$68,850,751</b>	<b>\$68,419,966</b>

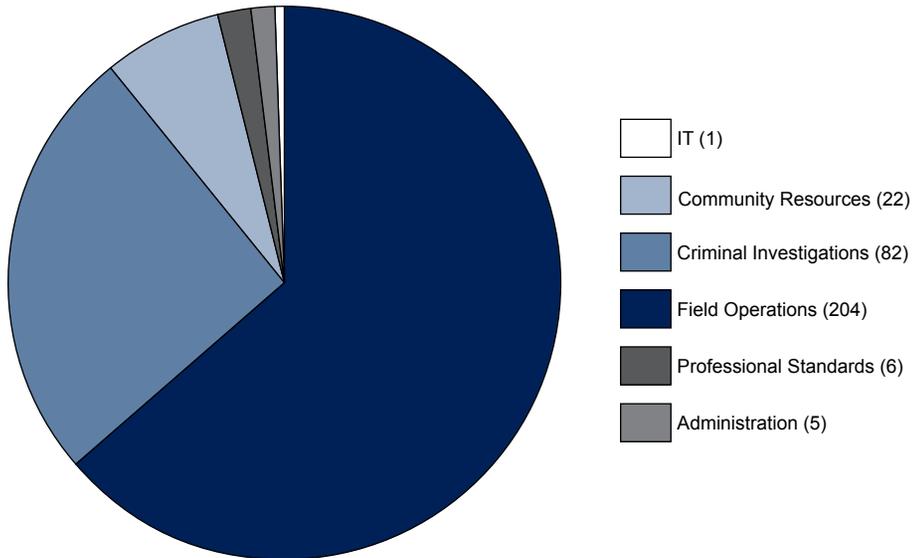
## City Demographics

	2011-12	2012-13	2013-14
Population	239,335	242,115	244,439
Area (Square Miles)	70	70	70
Street Miles	829	831	839

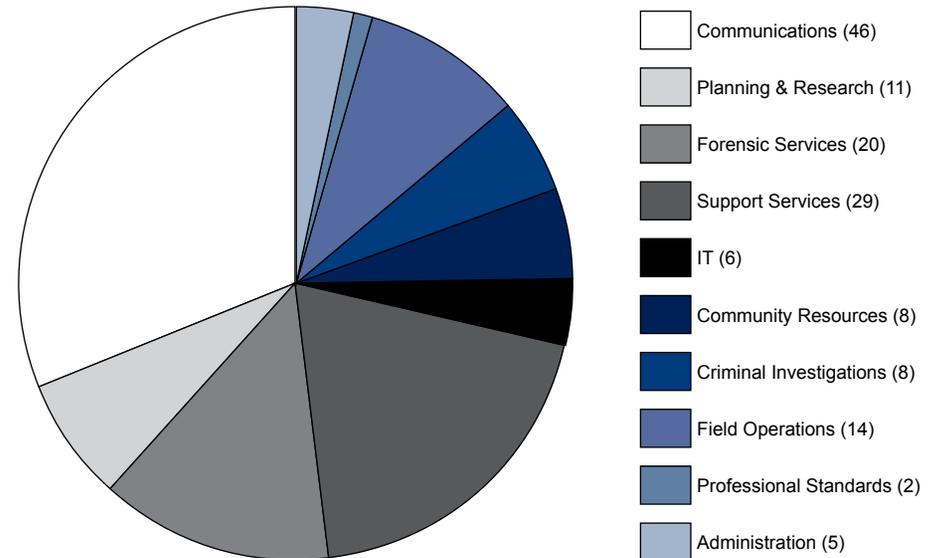
## Department Demographics

	2011-12	2012-13	2013-14
Sworn Employees	320	320	320
Civilian Employees	163	159	159
Total Employees	483	479	479
Calls For Service	137,170	137,482	145,400
Adopted Budget	\$78,424,764	\$68,850,751	\$68,419,966

## Sworn Staffing Distribution



## Civilian Staffing Distribution



# Crime Statistics

## Part 1 Crimes

The FBI's Uniform Crime Reporting program collects statistics on the number of offenses known to law enforcement. There are eight Part I offenses that are divided into two crime categories: violent and property. Violent crimes include homicide, rape, robbery and aggravated assault. Property crimes include burglary, theft, motor vehicle theft and arson. These offenses were chosen because they are serious crimes, they occur with regularity in all areas of the country, and they are likely to be reported to police. The crime rate is calculated using the number of crimes per 1,000 City of Chandler citizens.

### Number of Occurrences

	2011-12	2012-13	2013-14
<b>All Part I Crimes</b>	7,947	6,773	6,516
<b>Homicide</b>	3	2	3
<b>Rape</b>	71	50	50
<b>Aggravated Assault</b>	424	392	322
<b>Robbery</b>	164	160	134
<b>Burglary</b>	1,232	1,129	1,015
<b>Theft</b>	5,686	4,721	4,625
<b>Motor Vehicle Theft</b>	329	232	277
<b>Arson</b>	38	87	90

### Crime Rates

Per 1,000 Citizens	2011-12	2012-13	2013-14
<b>Overall Part I Crime Rate</b>	33.2	28.0	26.7
<b>Violent Crime Rate</b>	2.8	2.5	2.1
<b>Property Crime Rate</b>	30.4	25.5	24.6

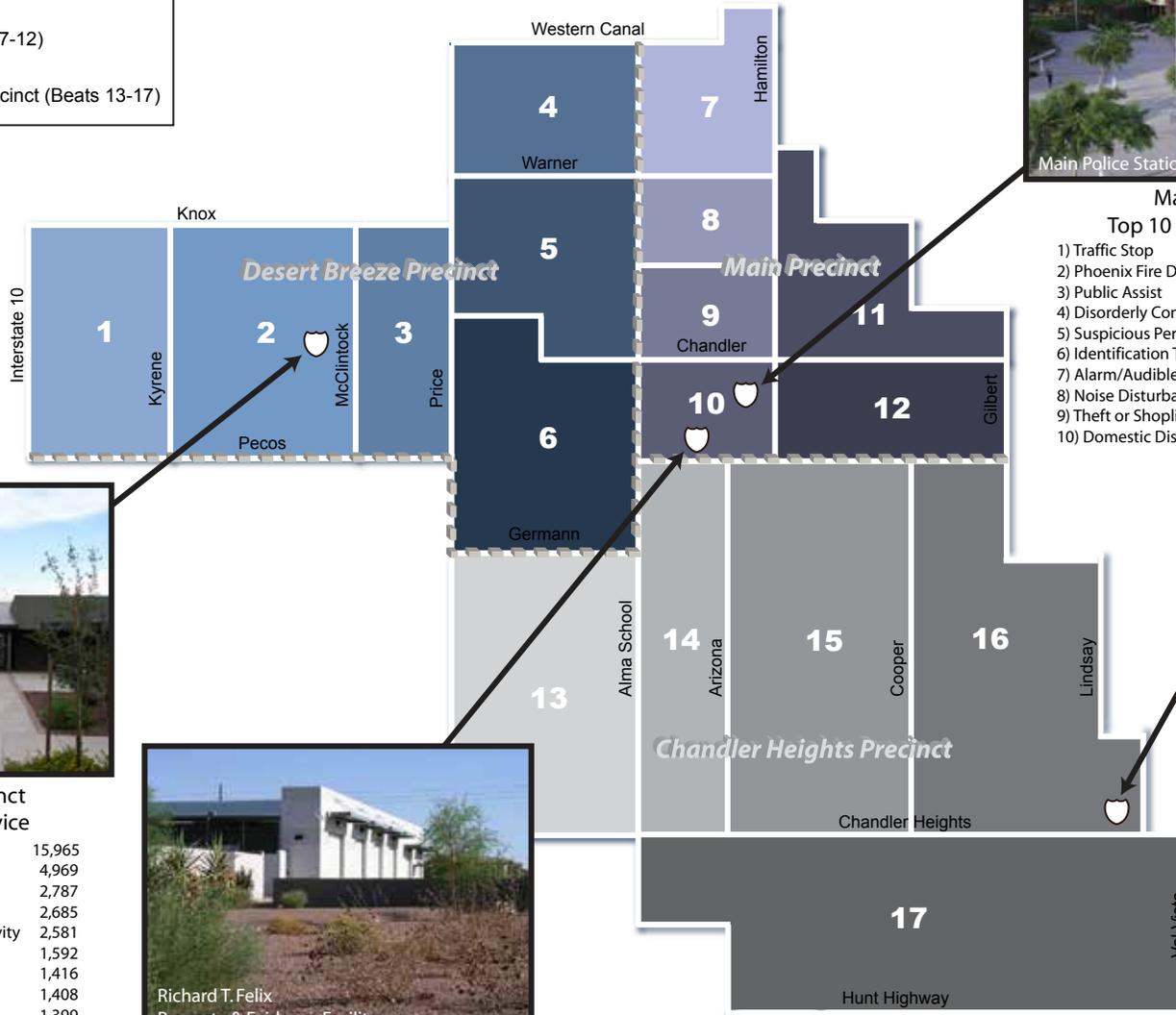
## Calls For Service by Priority

	2011-12	2012-13	2013-14
<b>Priority 1</b>	10,891	17,652	18,322
<b>Average Response Time</b>	5:55	6:21	6:15
<b>Priority 2</b>	25,725	23,965	21,499
<b>Average Response Time</b>	14:03	17:34	17:21
<b>Priority 3</b>	23,384	62,010	20,186
<b>Average Response Time</b>	27:32	37:30	43:17



## Chandler Police Beat Map

- Desert Breeze Precinct (Beats 1-6)
- Main Precinct (Beats 7-12)
- Chandler Heights Precinct (Beats 13-17)



**Main Precinct  
Top 10 Calls For Service**

1) Traffic Stop	9,251
2) Phoenix Fire Dispatch	3,677
3) Public Assist	2,542
4) Disorderly Conduct	2,346
5) Suspicious Person/Vehicle/Activity	2,265
6) Identification Technician Call	2,247
7) Alarm/Audible	1,604
8) Noise Disturbance	1,382
9) Theft or Shoplifting	1,289
10) Domestic Disturbance/Fight	1,003



**Desert Breeze Precinct  
Top 10 Calls For Service**

1) Traffic Stop	15,965
2) Phoenix Fire Dispatch	4,969
3) Alarm/Audible	2,787
4) Public Assist	2,685
5) Suspicious Person/Vehicle/Activity	2,581
6) Identification Technician Call	1,592
7) Disorderly Conduct	1,416
8) Theft or Shoplifting	1,408
9) 911 Hang-Up	1,399
10) Welfare Check	1,069



Richard T. Felix  
Property & Evidence Facility



**Chandler Heights Precinct  
Top 10 Calls For Service**

1) Traffic Stop	8,628
2) Airport Facility Check	4,174
3) Phoenix Fire Dispatch	3,147
4) Water Treatment Facility Check	2,737
5) Alarm/Audible	2,334
6) Public Assist	1,552
7) Suspicious Person/Vehicle/Activity	1,438
8) Theft or Shoplifting	1,023
9) 911 Hang-Up	864
10) Disorderly Conduct	825



## Chandler Police Department Appoints New Chief

On January 13, 2014, Sean Duggan, formerly of Scottsdale Police Department, was named Chandler's 11th "Top Cop." During his 27-year tenure with Scottsdale, he served in Patrol, SWAT, Special Investigations, and as a supervisor on the State Gang Task Force. In 2006, he was promoted to Assistant Chief, overseeing the Uniformed Services Bureau for four years, then the Investigative Services Bureau for three years. A strong proponent of community-based policing, Chief Duggan recognized Chandler as a natural fit for his leadership. His immediate plans include addressing the imminent loss of leadership due to a number of senior officers reaching retirement eligibility within the next few years. "I have great confidence in our ability to develop our executive leadership team and shape the future of our department well into the 21st century."

## Busy Year for Media Relations Unit

This year was one of this Unit's most industrious. Sergeant Joe Favazzo and Detective Seth Tyler serve as the Department's public information officers, and Jim Schwalenberg and James Carreño are the Unit's video production specialists. In addition to being available at all times to disseminate press releases, the Unit assumed some new responsibilities this year. Newly appointed Chief of Police Sean Duggan conveyed a clear desire to facilitate regular communications with employees. As a result, the Media Relations Unit launched a monthly newsletter titled CPDi. The Unit also produces a video message from the Chief each month that conveys a wide range of information. Additionally, the Unit began compiling and disseminating daily news briefs to all Department supervisors. The Media Relations Unit also helped bolster the Chandler Police social media presence this year. The Department's YouTube channel now boasts a number of community outreach videos, many of which were produced in-house.



# JANUARY 2015

SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

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				New Year's Day		
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11	12	13	14	15	16	17
18	19	20	21	22	23	24
	Martin Luther King, Jr. Day					
25	26	27	28	29	30	31



# Forensic Services Section



## Chandler Police Department Forensic Services Section/Crime Scene Demonstrations

- 10:30 Casting a Shoe Print
- 11:30 Presumptive Blood Test
- 12:30 Fingerprinting
- 1:30 Casting a Shoe Print
- 2:30 Presumptive Blood Test
- 3:30 Fingerprinting

## Forensic Services Accomplishments

Fiscal Year 2013-14 introduced numerous improvements to the Forensic Services Section. The section purchased and installed Qualtrax – an accreditation compliance software – for managing all the protocol manuals, training manuals, accreditation requirements and employee documentation. The Section also received all new photography equipment for the Crime Scene Unit. Additionally, a second Latent Print Examiner completed the three year training program and is now fully trained.

Composite sketches completed by Crimes Scene Technician Jennifer Bailey were instrumental in solving two major cases this year:

- After exposing himself to over 10 women, with the youngest being only 6 years old, the 18-year-old suspect was identified by a composite sketch.
- After exposing himself to two 12-year-old females, the victims were able to help compile a sketch of the suspect, who was later identified.

# FEBRUARY

2015

SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

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Groundhog Day

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St. Valentine's Day

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President's Day

Ash Wednesday

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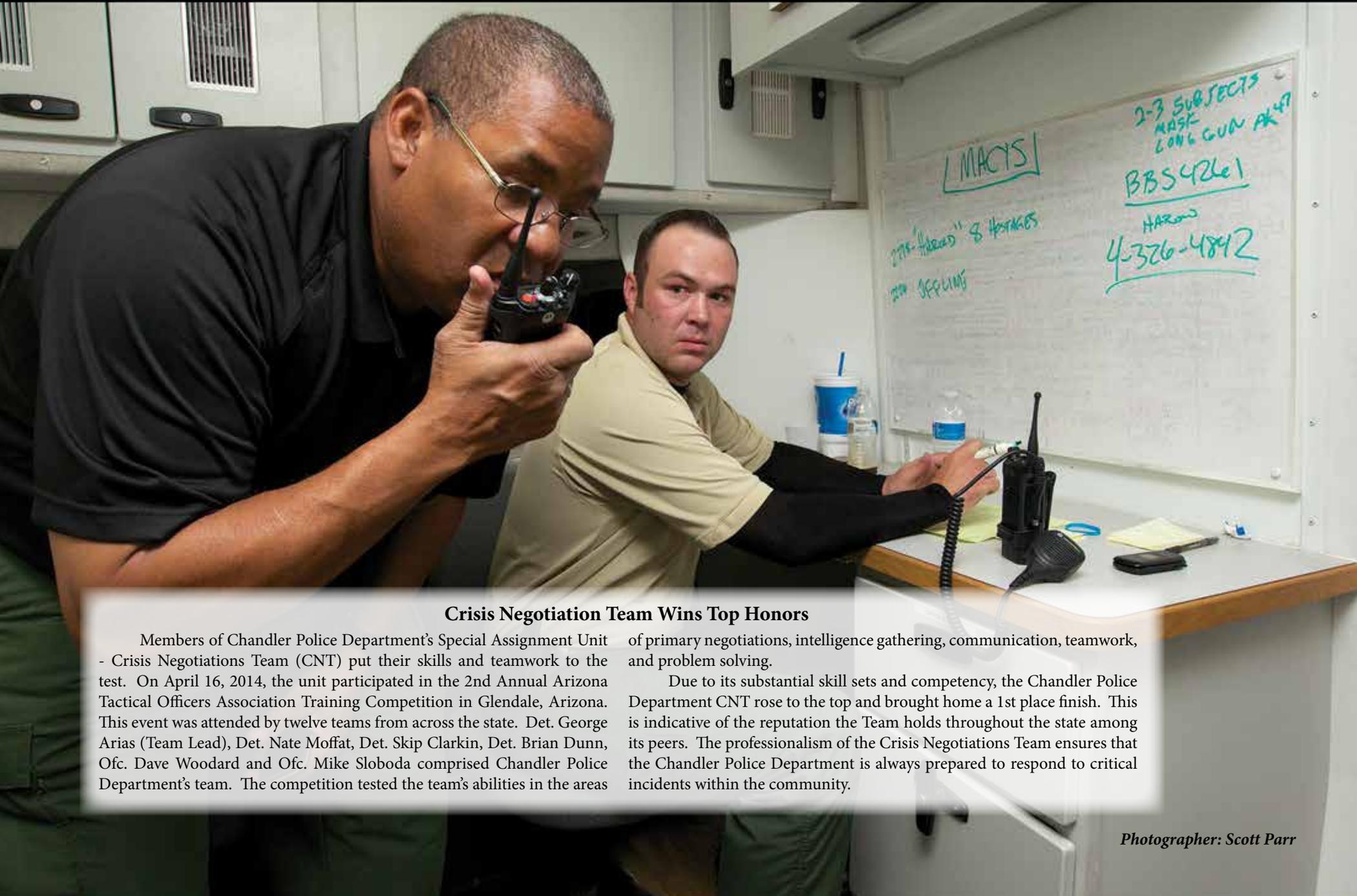
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# Special Assignment Unit



## Crisis Negotiation Team Wins Top Honors

Members of Chandler Police Department's Special Assignment Unit - Crisis Negotiations Team (CNT) put their skills and teamwork to the test. On April 16, 2014, the unit participated in the 2nd Annual Arizona Tactical Officers Association Training Competition in Glendale, Arizona. This event was attended by twelve teams from across the state. Det. George Arias (Team Lead), Det. Nate Moffat, Det. Skip Clarkin, Det. Brian Dunn, Ofc. Dave Woodard and Ofc. Mike Sloboda comprised Chandler Police Department's team. The competition tested the team's abilities in the areas

of primary negotiations, intelligence gathering, communication, teamwork, and problem solving.

Due to its substantial skill sets and competency, the Chandler Police Department CNT rose to the top and brought home a 1st place finish. This is indicative of the reputation the Team holds throughout the state among its peers. The professionalism of the Crisis Negotiations Team ensures that the Chandler Police Department is always prepared to respond to critical incidents within the community.

Photographer: Scott Parr

# MARCH

2015

SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

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St. Patrick's Day

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# *Volunteers In Policing Services*



## **Chandler Volunteers in Policing Services Program Achieves National Recognition**

The Chandler Police Department was awarded the 2013 Outstanding Achievement in Law Enforcement Volunteer Programs by the International Association of Chiefs of Police (IACP) and Wilmington University. This annual award recognizes volunteer programs that demonstrate innovative, effective practices for augmenting sworn or civilian staff and improving service delivery to their communities. Chandler was one of only two police departments nationwide to receive this prestigious honor. Community members have been volunteering at the Chandler Police Department since 1992, and the Department's Volunteers in

Policing Services (VIPS) was officially established in 1994. VIPS assist sworn and civilian employees in 19 different units within the Department. In 2012 alone, more than 60 VIPS logged over 14,152 service hours. This equates to approximately \$308,000 in labor savings. The key to the success of Chandler's VIPS program is the spirit of our volunteers. We are all very proud of our volunteers and deeply appreciate the service hours they donate to the organization. The Department was presented with this award at the Annual IACP National Conference in Philadelphia on October 20, 2013.



SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

			1	2	3	4
					Good Friday	
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Easter						
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		



# School Resource Officers

## School Resource Officers: Making A Positive Impact On Our Youth

Chandler's School Resource Officers (SROs) work in three different school districts throughout the City. The program is largely funded by a three-year, \$2.6 million grant from the Arizona Department of Education. Over the 2013-14 fiscal year, the Department's nine SROs conducted over 2,100 hours of law-related instruction, counseled over 1,800 students and made 757 parent contacts and 40 home visits.

In an effort to make a positive impact on the community's "at-risk" youth, the SRO Unit sponsors annual Youth Wilderness experiences. It encompasses classroom training and culminates with field experience hiking the White Mountains, Superstition Mountains or mountains in Flagstaff. The goals of the experiences are to promote team

building, cultural diversity, decision making, leadership and communication skills. In Fiscal Year 2013-14, the unit conducted four successful trips, supporting 61 students from six Chandler junior high schools.

Each year, the SRO Unit also organizes a Youth Academy. This week-long event targets Chandler adolescents, aged 12 - 17. Through a series of classes, students are introduced to the different functions of the Police Department. They participate in several activities designed to reinforce the lessons taught by each instructor. Academies are conducted during school intersessions and summer vacation months. In Fiscal Year 2013-14, the Unit conducted four Youth Academies, graduating 100 students.



# MAY 2015

SUNDAY

MONDAY

TUESDAY

WEDNESDAY

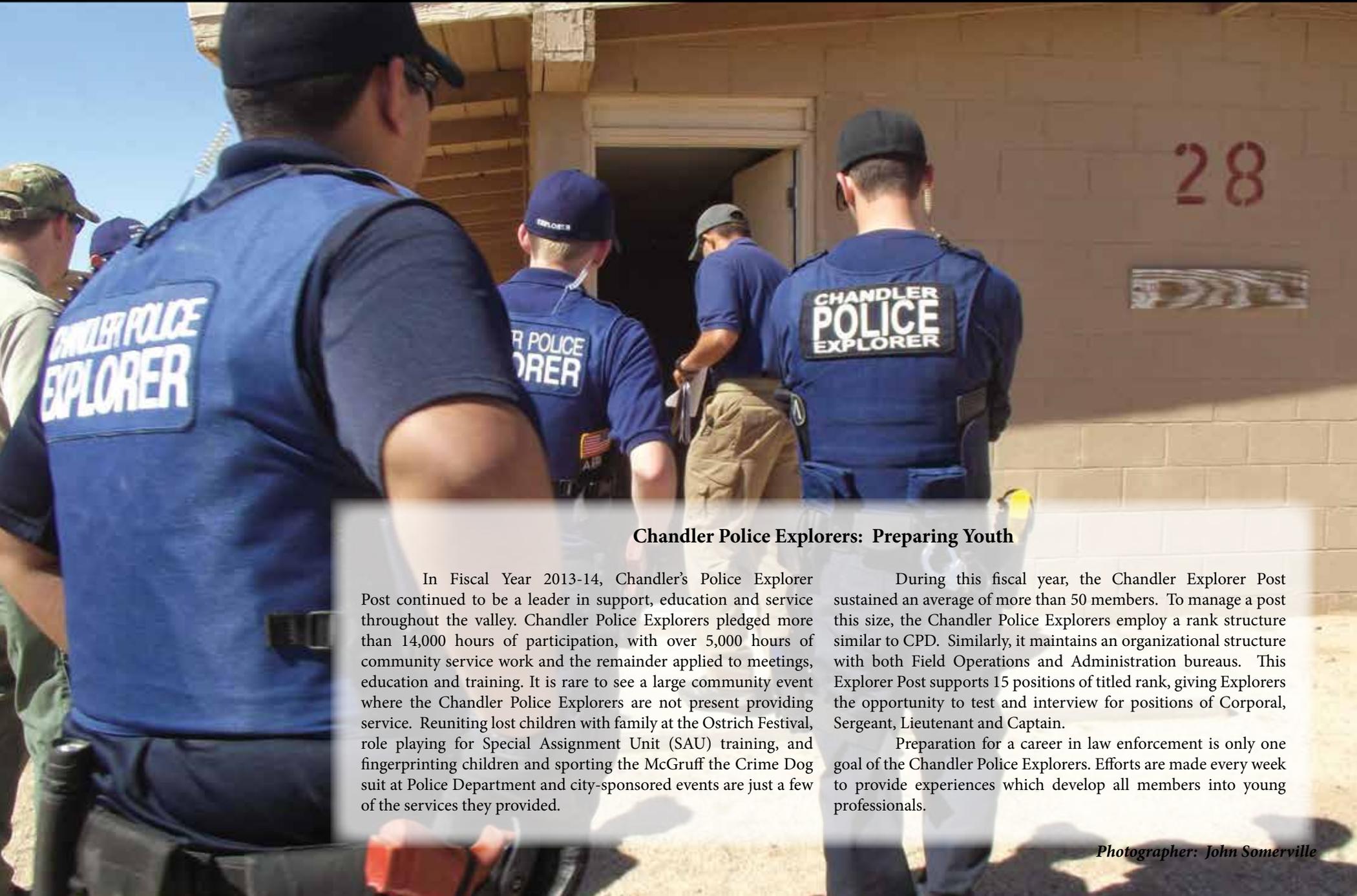
THURSDAY

FRIDAY

SATURDAY

						1	2
3	4	5	6	7	8	9	
10	11	Cinco de Mayo	13	14	15	16	
Mother's Day	18	19	20	21	22	National Peace Officer Memorial Day	23
24	25	26	27	28	29	30	
31	Memorial Day						

# Chandler Police Explorers



## Chandler Police Explorers: Preparing Youth

In Fiscal Year 2013-14, Chandler's Police Explorer Post continued to be a leader in support, education and service throughout the valley. Chandler Police Explorers pledged more than 14,000 hours of participation, with over 5,000 hours of community service work and the remainder applied to meetings, education and training. It is rare to see a large community event where the Chandler Police Explorers are not present providing service. Reuniting lost children with family at the Ostrich Festival, role playing for Special Assignment Unit (SAU) training, and fingerprinting children and sporting the McGruff the Crime Dog suit at Police Department and city-sponsored events are just a few of the services they provided.

During this fiscal year, the Chandler Explorer Post sustained an average of more than 50 members. To manage a post this size, the Chandler Police Explorers employ a rank structure similar to CPD. Similarly, it maintains an organizational structure with both Field Operations and Administration bureaus. This Explorer Post supports 15 positions of titled rank, giving Explorers the opportunity to test and interview for positions of Corporal, Sergeant, Lieutenant and Captain.

Preparation for a career in law enforcement is only one goal of the Chandler Police Explorers. Efforts are made every week to provide experiences which develop all members into young professionals.

*Photographer: John Somerville*



SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

	1	2	3	4	5	6
7	8	9	10	11	12	13
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Flag Day						
21	22	23	24	25	26	27
Fathers' Day						
28	29	30				



**Chandler Police Explorers: Mission Statement**

*The Chandler Police Explorer Post is committed to molding young adults into career professionals. Our efforts focus on developing the skills necessary for success in any vocation, while instilling the values of personal integrity, service to one's community and being part of something bigger than yourself.*

# Chandler Police Canine Unit

## Canine Facility Expansion

In Fiscal Year 2013-14, digs for Chandler's police canines got a whole lot better. To start, the outdoor fenced-in pens located at the Chandler Heights substation were replaced with indoor, climate controlled kennels. Next, storage needs were considered for canine supplies such as food, training supplies and bite suits. The new expansion also includes a large sink – perfect for canine soaks. An added benefit is that handlers can access in-room cameras via the internet to view the kennels as needed.

This project was financed using asset forfeiture funding. The resulting kennels are currently being utilized and appreciated by Chandler Police Department's six police canines.



# JULY

## 2015

SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

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5	6	7	8	9	10	11 <small>Independence Day</small>
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

# Professional Services Section



## Chandler Police Recruitment Efforts Gaining Steam

The Hiring Unit within the Department's Professional Standards Section processed hundreds of applicants during Fiscal Year 2013-14 for a variety of job openings. Below are some statistics for some of the larger recruitment efforts:

Position	# of Recruitments	# of Applicants	# Processed	# Hired
Officer	2	734	415	17
Dispatcher	2	211	113	9
Detention Officer	1	85	30	2
Records Specialist	2	139	68	7

# AUGUST

2015



SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

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# *Community Resources and Training Section*



## **Focus on Crime Prevention**

During this fiscal year, the Chandler Police Department's Crime Prevention Unit worked in a variety of areas to further the Department's goal to Enhance Crime and Disorder Prevention. The Unit goal is to connect with the community and improve the quality of life for citizens. Through the efforts of the Crime Prevention Unit, the message of crime prevention continues to be shared with citizens.

In Fiscal Year 2013-14, Crime Prevention employees participated in numerous events such as Neighborhood Watch meetings, Crime Free Multi-Housing gatherings, the annual

"Getting Arizona Involved in Neighborhoods" (GAIN) event, citizens' academies, and the Mayor's "Day of Play." The Unit also offered other valuable services such as conducting Police Department tours, installing "Senior Lockboxes," hosting "shred-a-thons" and prescription drug take-backs, and sponsoring robbery and theft prevention events. Further, the Unit also performed business and home security surveys, child and adult safety programs and child fingerprinting services. Training was provided to the public in the form of Rape Aggression Defense (RAD) classes and workplace violence programs.



SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
		1	2	3	4	5
6	7 <i>Labor Day</i>	8	9	10	11	12
13 <i>Grandparents' Day</i>	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			



# Support Services Section

## Property & Evidence Unit Enhances Services

The Chandler Police Property & Evidence Unit experienced a business process change as the result of a modification to Arizona Revised Statutes 12-940 through -945. These laws pertain to how law enforcement agencies handle disposal of unclaimed firearms. As a result of the changes, over 850 guns were sold at auction in Fiscal Year 2013-14. Proceeds from the sale benefited community outreach projects.

Also during this fiscal year, some Property & Evidence construction improvements included the addition of an evidence viewing room for attorney use, the construction of a secured cage for



“undercover” property and the installation of movable storage shelves in both the small and large narcotic item areas. Additionally, secure metal evidence lockers were installed in all three stations.

In spite of these distractions, staff received and processed over 21,000 items this year and released or destroyed over 22,000 items. In addition, over 250 bicycles were given away to six charities.

# OCTOBER



SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

**Chandler Police Records: "No Rest For The Wicked"**

*During Fiscal Year 2013-14, Records entered over 3,400 warrants, processed over 11,800 requests for report copies, made over 770 digital voice recordings, and completed over 900 validations and 5,700 criminal history reports.*

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Columbus Day

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Halloween



# Special Events

## Connecting with the Community

Throughout the year, the Chandler Police Department participates in a number of community events, estimated to be just shy of 100 events for Fiscal Year 2013-14. Much happens “behind-the-scenes” resulting in seamless participation by many of the Department’s units and sections. Chandler’s Police Explorers and Volunteers in Policing Services go a long way to add to the success of the Department’s participation.

For large scale events, such as Chandler’s Annual Ostrich Festival, the Department is proficient at launching the City’s Emergency Operations Center. This high-tech center facilitates easy coordination of and communication amongst those working the event. The Department prides itself on the positive experiences of attendees as a result of its efforts.





SUNDAY

MONDAY

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THURSDAY

FRIDAY

SATURDAY

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29	30					

Veterans Day

Thanksgiving





## “Behind the Scenes” Support for Chandler Police Employees

Team 905 is a volunteer organization comprised primarily of spouses and significant-others of Chandler Police employees along with Department employees and CPD supporters. Its mission is to offer support to employees and their families during difficult and often unexpected circumstances. This year, services to employees included providing crisis meals and assistance to several CPD families, hosting the 2013 Annual CPD Holiday BBQ, and assisting with financing ‘Under the Shield’ services (in cooperation with CLEA and CLASA) for CPD personnel and their families. Additionally,

Team 905 funding allowed for support of some Chandler families through “Adopt-A-Family” during the holidays (teaming up with W. Steven Martin’s Toy Drive), participation in the City’s “Operation – Back-to-School” program and the “iHELP” program in which homeless people were fed, making a financial donation to “Parents of Murdered Children” in honor of retired Chief of Police Sherry Kiyler, and supporting the City of Chandler’s domestic violence shelter, My Sister’s Place. Team 905 is considered a vital part of the Chandler Police Department family and is greatly appreciated for their endeavors!



# DECEMBER 2015

SUNDAY

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

*“Team 905 is dedicated to providing back-up for the Chandler Police Department extended family, particularly during crisis intervention. We offer support to employees and their families in various ways during difficult and often unexpected circumstances. We strive to build and strengthen relationships through department activities and community outreach.”*

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New Year's Eve



# Employee Recognition and Awards

*Community Service  
Award*



Ofc. Steven Dieu

*Officer of the Year*



Det. Cassandra Ynclan

*Civilian Supervisor  
of the Year*



Kristy Leonard

*Communications  
Employee of the Year*



Christy Schoonover

*Unit Citations:*

- Park Ranger Unit
- Robbery/Homicide Unit
- Sex Crimes Unit
- Traffic Unit

*Employee of the Year*



Susan Martin

*Sworn Supervisor  
of the Year*



Sgt. Shawn Hancock

*Community Service  
Award*



Ofc. Loranda Tibble

## *Lifesaving Medal*



Ofc. Aaron Lowe



Ofc. David Parks



Ofc. David Parsons



Ofc. Joshua Pueblo



Ofc. Tyler Service



Ofc. David Uridge



Ofc. Ariel Werther

## *Meritorious Service Award*



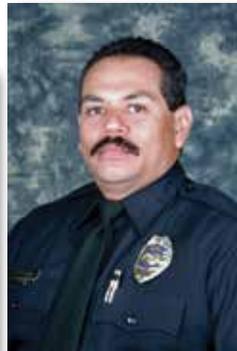
Ofc. Matthew Cacciola



Ofc. Sherri Chavarria



Amber Harris



Ofc. Jose Hernandez



Laura Jordan



Det. Ivan Kaminsky



Marcia Parrish



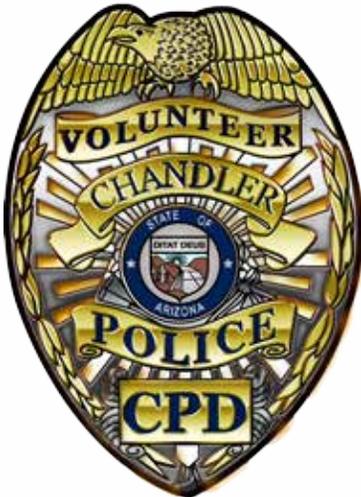
Jean Watson

# Volunteer Awards

## Volunteer of the Year



Thomas Gorey



## Special Recognition Award



Rea Dias



Ken Hawkes

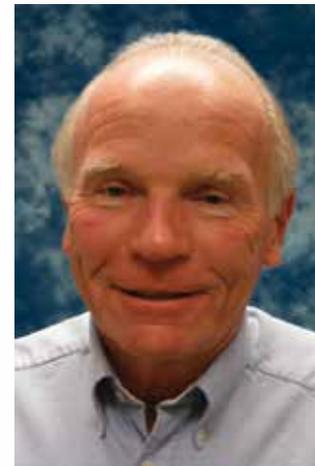


Barbara Hedges

## Hours of Service Award



William Brewer  
Silver Award - 2,000+ hours



David Riggall  
Bronze Award - 1,000+ hours



Dwight Thayer  
Bronze Award - 1,000+ hours

*Congratulations!*



Ofc. A. Bacon



Ofc. A. Chavez



Sgt. M. Franzen



Gary Heath



Billy Johnston



Ofc. B. Lucas



Ofc. T. Lysfjord



Ofc. J. McGrath



Ofc. T. Minitti



Ofc. L. Morris



Ofc. D. Palmer



Muriel Parris



Ofc. S. Pennell



Ofc. L. Roe



Lt. J. Shearer



Lt. R. Speer



Ofc. P. Wiley

*Thank you for  
your dedicated  
service!*

# *In Memoriam...*

*It is not how these officers died that made them heroes. It is how they lived.*

*-Vivian Eney Cross*



## *Acknowledgements*

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