

# East Hempfield Township Police Department



# 2011 ANNUAL REPORT

# East Hempfield Township Police

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## Law Enforcement Code of Ethics

As a law enforcement officer, my fundamental duty is to serve the community; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation and the peaceful against violence or disorder; and to respect the constitutional rights of all to liberty, equality and justice.

I will keep my private life unsullied as an example to all and will behave in a manner that does not bring discredit to me or to my agency. I will maintain courageous calm in the face of danger, scorn or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed both in my personal and official life, I will be exemplary in obeying the law and the regulations of my department. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty.

I will never act officiously or permit personal feelings, prejudices, political beliefs, aspirations, animosities or friendships to influence my decisions. With no compromise for crime and the relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force or violence and never accepting gratuities.

I recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of the police service. I will never engage in acts of corruption or bribery, nor will I condone such acts by other police officers. I will cooperate with all legally authorized agencies and their representatives in the pursuit of justice.

I know that I alone am responsible for my own standard of professional performance and will take every reasonable opportunity to enhance and improve my level of knowledge and competence.

I will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession ..... law enforcement.



# **MISSION STATEMENT**

The mission of the East Hempfield Township Police Department is to enhance the quality of life in our township by taking **P.R.I.D.E.** in our partnership with the community in working toward the goal of providing a safe and secure environment by enforcing the laws, deterring crime, preserving the peace, and reducing fear.

## **VALUES STATEMENT**

- Pride -** We are committed to conducting ourselves in a manner that brings honor to ourselves, the department, the profession, and the township.
- Respect -** We are committed to respecting the individual rights, human dignity, and the values of all members of the community and the department.
- Integrity -** We are committed to maintaining the public trust by holding ourselves accountable to the highest standards of professional conduct and ethics.
- Dedication -** We are committed to providing the highest quality of law enforcement service to the community with the goal of enhancing the quality of life within East Hempfield Township.
- Excellence -** We are committed to the highest standards of excellence achieved through on-going education, training, and the use of modern police equipment and techniques.

### **MOTTO**

***“P.R.I.D.E. In Service”***

## *Message from the Chief of Police*

The mission of the East Hempfield Township Police Department is to enhance the quality of life in our township by taking pride in our partnership with the community to provide a safe and secure environment. We hope that we continue to carry out our mission by enforcing the laws, deterring crime, preserving the peace, and reducing fear of crime and disorder.

In transitioning from an urban policing environment, I am confident in my ability to position resources to reduce crime and disorder by reducing occurrences of repeat calls for service. Even though the instances of such situations are low in this township, I am committed to the principles of problem-oriented policing and working side-by-side with our citizens to create a safer township. An emphasis on a proactive and responsive patrol force continues to be a primary goal since I am confident that it will enhance the current efforts of the agency.

There were 1,301 actual crimes reported in 2011. Crime Index offenses are considered to be the most serious and most likely to be reported. These are used nationally as the standard base for comparison. They include murder and non-negligent manslaughter, rape, robbery, aggravated assault, burglary, larceny-theft, motor vehicle theft, and arson. In 2011 the Township experienced 497 crime index (Part 1) offenses. In past years, Simple Assault was included in the department records as a Part 1 offense so that number (118) will be included this year for statistical comparisons. In 2011 the Township experienced a 5.7% increase in Part 1 (serious) actual crime offenses and an 8% increase in Part 2 actual crime offenses over the previous year. 37% of the Part 1 offenses were cleared through arrest or other means. While there was an increase in offenses during 2011, the number of offenses is lower than years preceding 2010. Comparing 2011 to 2008 crime, there was a 10.4% decrease in Part 1 offenses and a 17.6% decrease in Part 2 offenses. In 2011, there was a notable decline in the number of robberies (17 to 3 incidents), a nominal decrease in the number of rapes (6 to 4 incidents), and a comparable number of assaults and burglaries as in 2010. Instances of vehicle theft increased from 6 to 14 offenses in 2011 but are level with preceding years. It should also be noted that the increase in simple assaults since 2010 is due to the manner in which UCR statistics are classified. Several years earlier, certain summary harassment offenses became classified as assault. A 2010 change in the department's records management system identified the discrepancy and the figures were adjusted accordingly.

With regard to Part 1 crime, Theft and Simple Assault continue to be the most prevalent offenses in the township. Retail theft (shoplifting) and theft from vehicles account for a large portion of the thefts. Many of these could be prevented by securing valuables and locking parked vehicles. Most of the Simple Assault related offenses are the result of domestic or acquaintance disputes where one party sustained a minor injury or no injury at all, from a physical altercation. Traffic offenses, vandalism, and minor disturbances account for the majority of Part 2 offenses. In terms of all police patrol activity, officers spend a majority of their time addressing vehicle code violations, motor vehicle crashes, and business/residential alarms. A large portion of a police officer's time is spent documenting their activity. Even though much of this is done through modern technology, a considerable portion of every police officer's day consists of completing reports and forms.

For a variety of reasons, the department sustained personnel vacancies during most of 2011. I am proud of the work performed by employees, especially those that worked extra shifts and assumed added duties to complete the mission at hand. During 2012, the staffing issue will continue as the department hires and trains four to five new officers, promotes several supervisors, and accepts the retirements of at least three veteran employees. A sustained team effort will be required of all employees throughout the year.

Also during 2011, it was decided that less focus would be placed on the accreditation process. I preferred to address specific training, staffing, and personnel matters in lieu of the much more broad policy and procedures review. We have not abandoned the process but have pushed back the reality of achieving accreditation given the current manpower shortages. I hope to begin assessment with the Pennsylvania Law Enforcement Accreditation Commission as soon as practical.

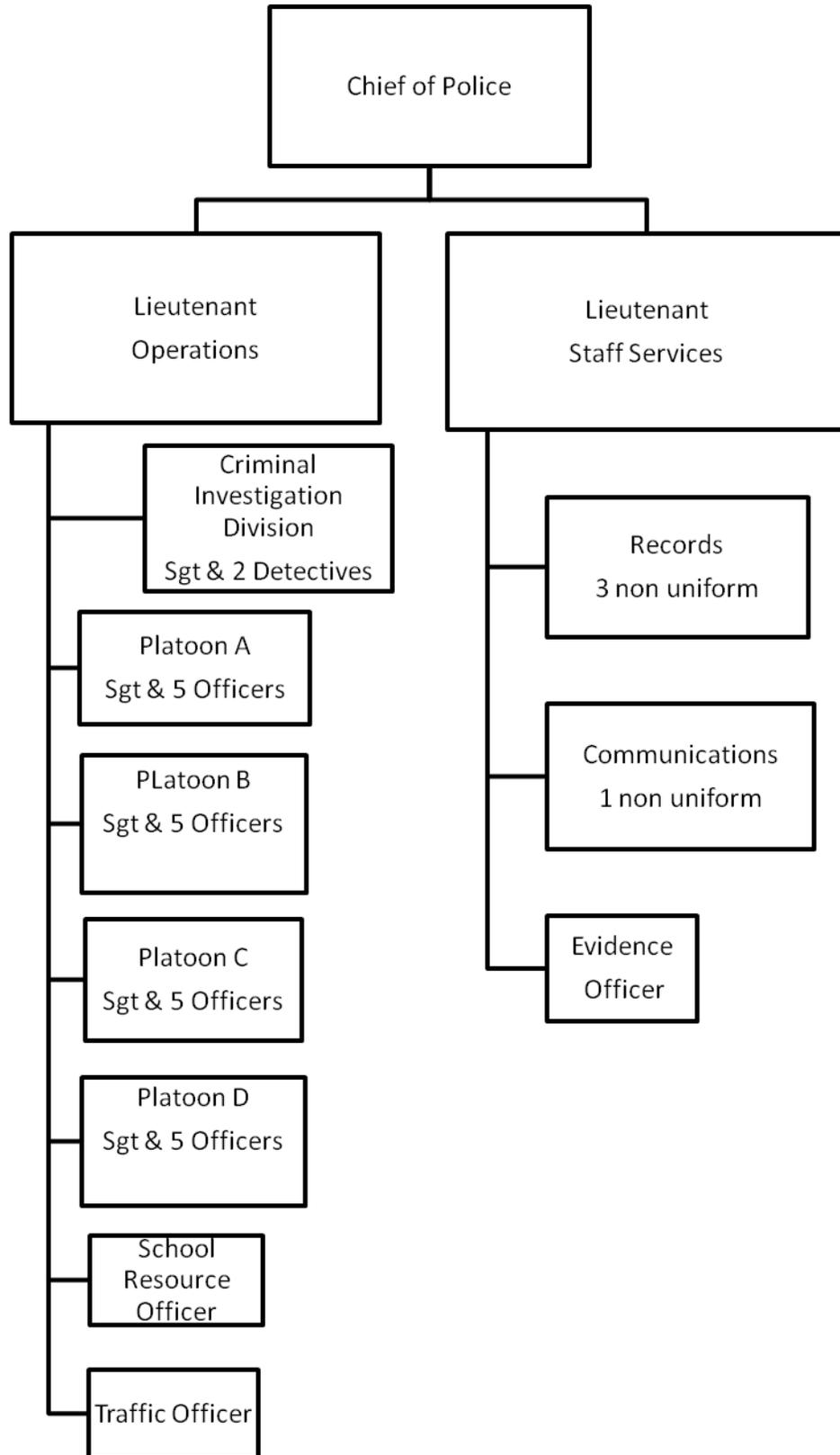
I hope you find this report both informative and interesting. Thank you for taking the time to become more aware of the operations, and activities of our agency. I appreciate your support and am available at (717) 898-3103 or [skiless@police.co.lancaster.pa.us](mailto:skiless@police.co.lancaster.pa.us).

Regards,

Stephen A. Skiles  
Chief of Police



# ORGANIZATIONAL CHART



## **Composition and Duties:**

The East Hempfield Township Police Department was formed in July 1963 and consisted of one full-time officer and one part-time officer. Today, the Department has grown to 33 police officers and four full time civilian support staff.

Located in the municipal building on Nissley Road, the Department provides 24-hour service, 7 days a week. The Department provides a variety of services to the residents, businesses, and visitors of East Hempfield Township. The department is responsible for a jurisdiction covering 21 square miles with 140 miles of roadway and containing a population in excess of 23,000.

The police department is divided into three Divisions: the Patrol Division, the Criminal Investigation Division and the Staff Services Division. A table of organization for the Police Department appears at the end of this narrative.

### **Patrol Division**

Charged with the responsibilities of responding to emergency calls; managing calls for service; conducting initial investigations; developing relationships and partnerships with the people living and working in the township; identifying and resolving problems; minimizing criminal activities through directed activities, problem solving and successful prosecution of criminal offenders.

The Patrol Division is responsible for primary service delivery through the Division's four uniformed platoons. The platoons consist of five or six officers supervised by a Sergeant/OIC. The platoon personnel work a rotating twelve-hour shift. Officers work 2 to 3 twelve-hour days and then have two to three days off. Included in the uniformed platoons, are the K9 officer, bike patrol officers, motor carrier safety officer, the D.A.R.E. officer, SERT officers, and the School Resource Officer.

During year 2011, Lancaster County Wide Communication records indicate that the police department was dispatched or assigned to 14,783 calls for service by Lancaster County-Wide Communications. These statistics include calls for service as well as officer initiated activities such as vehicle stops, court attendance, fire and EMS calls. The uniformed platoons are responsible for the initial response to most of these calls. The majority of requests for service are made through Lancaster County-Wide Communications however many other calls for service are initiated by citizens who walk into the police department lobby.

Three patrol officers are assigned to the Lancaster County Special Emergency Response Team (SERT) and are available to respond to high-risk situations such as barricaded gunmen. The team's primary duty is to contain and defuse dangerous situations. Our three officers train regularly with the Lancaster County team and are available for special call-out duty as needed. The officers' primary assignments are as patrol officers on specific Patrol Platoons.

Motor carrier safety enforcement is also a responsibility of the Patrol Section. Certified officers conduct weigh details and vehicle equipment safety inspections. This activity is designed to remove unsafe and overweight commercial vehicles that endanger the public and damage our streets. When not otherwise engaged, officers have the ability to engage in motor carrier inspection while on duty, or in some instances on overtime assignments.

The K9 Officer supports the patrol and investigative functions of the agency and enhances officer and citizen safety. Because of their superior senses of smell and hearing, and physical capabilities, the trained law enforcement canine is a valuable supplement to police manpower. K9 Ringo is a male sable German shepherd who was born in the Czech Republic. He is certified in patrol, tracking, and narcotics detection. With his human partner, Officer Bill Watt, Ringo adds an exciting new dimension to law enforcement in East Hempfield Township. While assigned to a specific platoon, the team is called upon to assist at other times in the Township or County.

The Township also partners with the Hempfield School District by providing school based instruction in DARE, Drug Abuse Resistance and Education. An officer has been certified by attending 80 hours of special training in areas such as child development, classroom management, teaching techniques, and communication skills. The officer's training and experience in law enforcement provides the background to educate students through DARE's curriculum on drugs, alcohol, and violence. The officer provides the training for 5th graders within three public, and one private school between September and December.

The Police Department also partners with Hempfield High School through the School Resource Officer position. The SRO program is designed to integrate a specially trained uniformed police officer into the school setting, not as a police officer assigned to police the school, but rather as a police officer who is part of the school community and whose presence is as inoffensive and as commonplace as a teacher, school nurse, or custodian. The SRO essentially practices sound community policing concepts in a school environment.

### **Criminal Investigation Division**

The Criminal Investigation Division is responsible for the follow-up investigation of crimes committed in East Hempfield Township. The Division is comprised of a Sergeant and two detectives. The primary function of the detective is to apprehend those offenders who escape arrest by the patrol division. Criminal investigation is the process of discovering, collecting, preparing, identifying, and presenting evidence to determine what crime occurred and who is responsible. With consideration for manpower and financial resources, criminal cases are assigned to detectives through a screening process. Lieutenants and Sergeants maximize the effectiveness of the division by assigning cases based on solvability factors, elements of information regarding a crime having a likelihood of being solved (i.e. Witnesses, suspects, evidence present, method of operation, etc.). Although our detectives are considered to be "generalists" and cases are assigned on an equitable basis, certain crimes are assigned to detectives who specialize in specific areas.

Although East Hempfield Township has a low rate of serious crime, we are not exempt from offenses such as robbery, aggravated assault, and rape however, a majority of our crime is property related. In 2011, 111 criminal cases were assigned to detectives for follow-up investigation.



## Administrative Services Division

The Staff Services Division provides support services for the other functions of the police department. In addition to maintaining criminal history information, the staff records and maintains offense and accident reports, traffic citations, parking tickets and compiles the statistical information reported under the Uniform Crime Report. Staff also performs data entry into the police records system.

A support staff employee also serves as a dispatcher during business hours. The employee answers telephone calls and assists citizens who report incidents or request service at the police station. In 2010, the dispatchers handled 4,991 telephone calls and assisted 1,627 people in the lobby of the police station. When not engaged in these activities, the dispatcher performs other data entry and clerical duties.

The Evidence Technician is also a member of the Administrative Services Division. The Evidence Technician receives, stores, and disposes of evidence and property taken into custody by police officers; maintains chain of custody records; processes crime scenes for evidence; and performs a variety of administrative duties in support of the police department.



# PROBLEM ORIENTED POLICING

## Strategy

For decades, law enforcement has relied on incident driven traditional policing techniques, such as random patrol and rapid response, to reduce fear of crime and to deter potential offenders from committing crime. Research and experience has proven these strategies to be ineffective. Effective law enforcement must have a specific focus and intent.

Problem solving is the strategy that will help us become more effective in our law enforcement role. Problem Oriented Policing moves an officer from the role of report taker to problem solver. It is based on the concept that police officers and citizens, working together in creative ways, can reduce or solve neighborhood problems that add to our already high call load. This philosophy does not change the role of police officer; it merely offers a different approach to addressing crime and disorder.

Since *problem solving* stresses responsibility sharing, our job will become easier as residents understand our role and accept the fact that they are crucial to our success. By working with, and educating residents, effective officers will enhance citizen trust, decrease fear of crime, and reduce our call load. As this occurs, officers will create more time for their own proactive activity.

## The Problem Analysis Triangle

The problem analysis triangle (sometimes referred to as the crime triangle) provides a way of thinking about recurring problems of crime and disorder.

This idea assumes that crime or disorder result when (1) likely offenders and (2) suitable targets come together in (3) time and space, in the absence of capable guardians for that target.

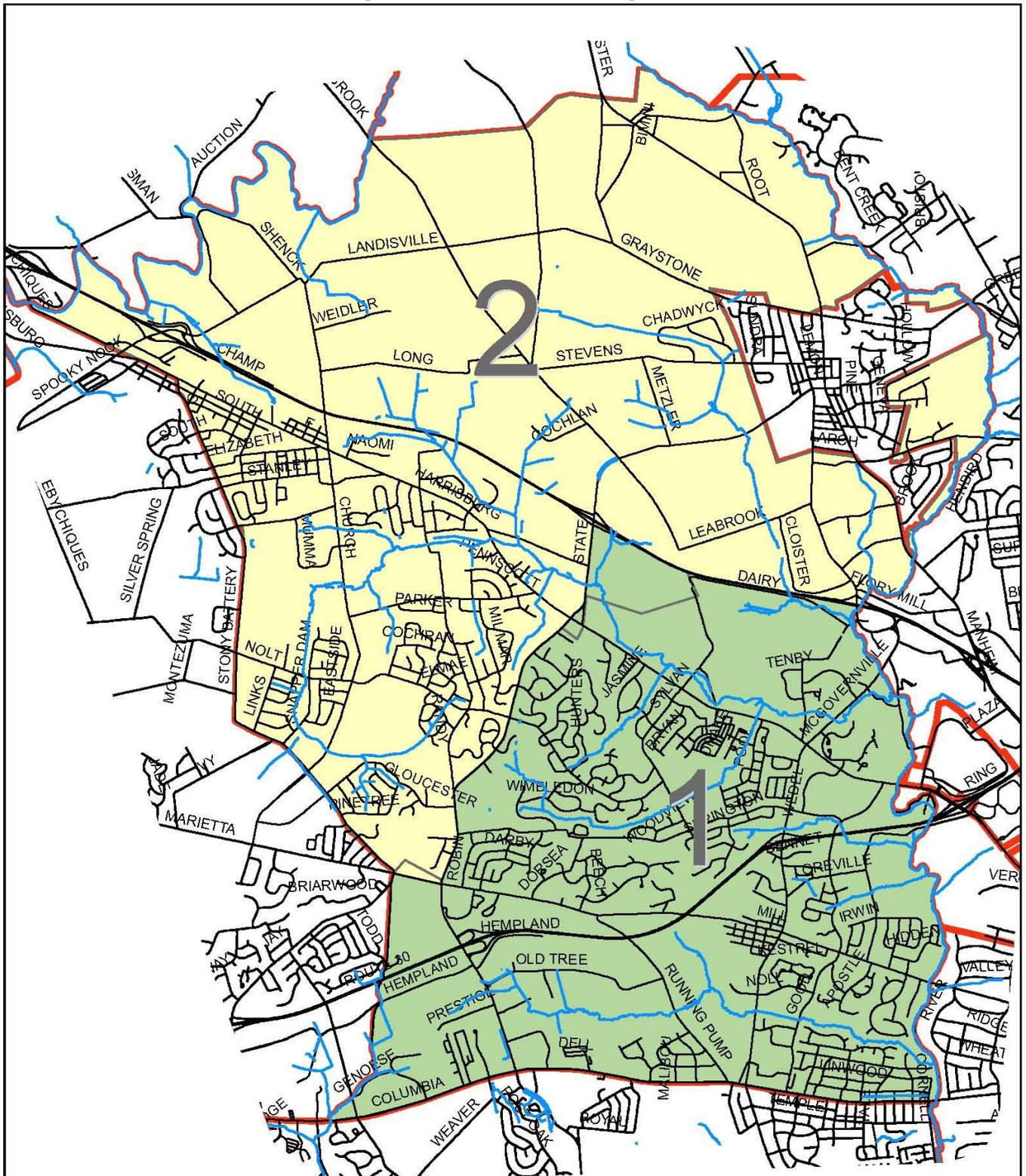
Officers must look at all three components when developing a response to crime and disorder problems.



### OBJECTIVES

- ◎ Maintain highly visible, high impact patrols.
- ◎ Target problem locations and known criminals.
- ◎ Create strategies for crime reduction and disorder abatement.
- ◎ Make the most of available time by having a plan.

# East Hempfield Township Police Beats



North 20501		South 20500	
P19-8 Primary		P19-7 Primary	
P19-10	P19-9	P19-9	P19-8
P19-12	P19-11	P19-11	P19-10
P19-14	P19-13	P19-13	P19-12
P19-6	P19-15	P19-15	P19-14
P19-7		P19-6	

## SUMMARY OF EVENTS REPORTED

This sheet contains a yearly summary of all events **reported** to the Department for which a report was written.

Many of these statistics comprise Part I (serious offenses) and Part II (less serious offense) of the Uniform Crime Reporting (UCR) program. The events listed under “All Others” column consist of statistics not required for the UCR program.

The four number prefix in front of each type of event is used for classification purposes.

<b>PART I OFFENSES</b>		<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>
0100	Homicide	0	1	0	0	0
0200	Rape	7	4	5	6	4
0300	Robbery	9	6	8	17	3
0400	Aggravated Assault	12	2	10	10	12
0405	Simple Assault/Threats	70	51	63	111	119
0500	Burglary	113	81	54	62	63
0600	Theft	443	531	499	372	404
0700	Vehicle Thefts	26	17	14	6	15
0900	Arson	5	1	0	3	2
<b>TOTAL PART I OFFENSES</b>		<b>685</b>	<b>694</b>	<b>653</b>	<b>587</b>	<b>622</b>
<b>PART II OFFENSES</b>						
1000	Forgery	17	13	17	11	10
1100	Fraud	18	71	67	99	86
1200	Embezzlement	0	1	0	0	0
1300	Receiving Stolen Property	8	6	3	2	8
1400	Vandalism	244	197	177	142	119
1500	Weapon Violation	6	4	4	4	6
1600	Prostitution	2	0	0	0	0
1700	Sex Offenses	15	15	7	11	20
1800	Drug Violation	17	36	17	17	27
1900	Gambling	2	0	0	0	0
2000	Family and Children	19	30	22	14	14
2100	DUI	44	44	48	52	53
2200	Liquor Law Violation	15	12	17	21	12
2300	Drunkenness	25	32	23	24	26
2400	Disorderly Conduct	219	224	208	110	165
2500	Loitering/Prowling	3	0	2	1	1
2600	All Others	101	99	79	70	70
2800	Curfew	6	7	5	6	5
3900	Telephone Calls/letters	76	63	39	61	82
<b>TOTAL PART II OFFENSES</b>		<b>897</b>	<b>854</b>	<b>735</b>	<b>645</b>	<b>704</b>

<b>ALL OTHERS</b>		<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>
0904	Suspicious Fire	5	0	0	0	0
2700	Suspicion of Crime	0	0	0	0	0
2900	Runaways	23	21	26	14	14
3000	Missing Person	11	5	6	1	6
3100	Lost Property	26	25	19	23	28
3200	Found Property	66	79	59	77	63
3500	Suicides and Attempts	8	9	4	2	3
3600	Death Investigation	8	16	16	15	19
3700	Mental Health	81	88	73	75	89
3800	Assist Other Department	125	131	97	172	189
5000	Disturbance	274	304	259	486	424
6000	Traffic Complaints	1024	974	857	948	943
7000	Miscellaneous	586	574	538	609	612
<b>TOTAL ALL OTHERS</b>		<b>2237</b>	<b>2226</b>	<b>1954</b>	<b>2422</b>	<b>2390</b>
<b>GRAND TOTAL</b>		<b>3819</b>	<b>3774</b>	<b>3342</b>	<b>3645</b>	<b>3716</b>

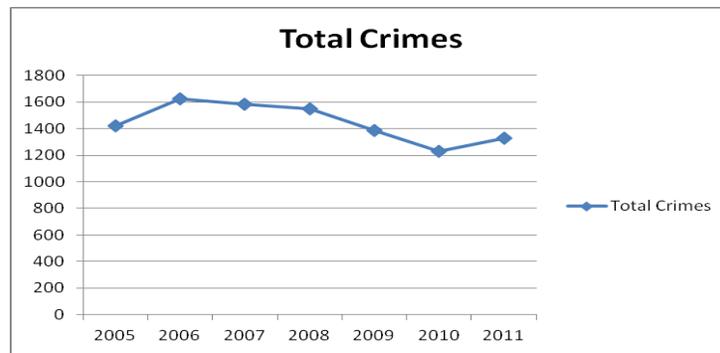
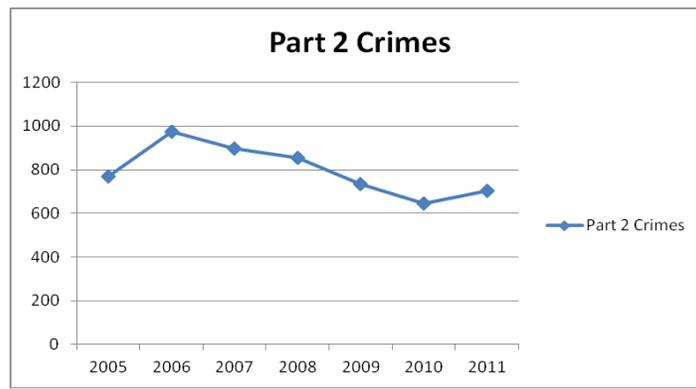
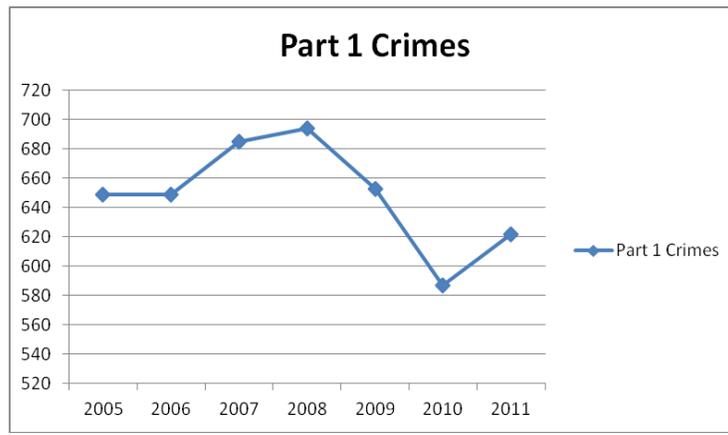


## Change in REPORTED Crimes 2005-2011

	2005	2006	2007	2008	2009	2010	2011
<b>Part 1 Crimes</b>	649	649	685	694	653	587	622
<b>Part 2 Crimes</b>	771	973	897	854	735	645	704
<b>Total</b>	1420	1622	1582	1548	1388	1232	1326

**Part 1: 5.96% increase – 2011 vs 2010      10.4 % decrease 2011 vs 2008**

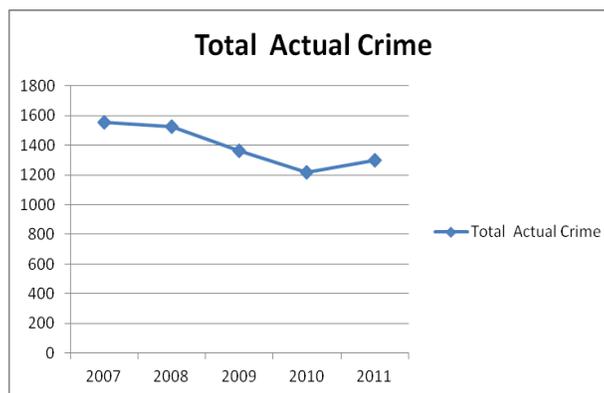
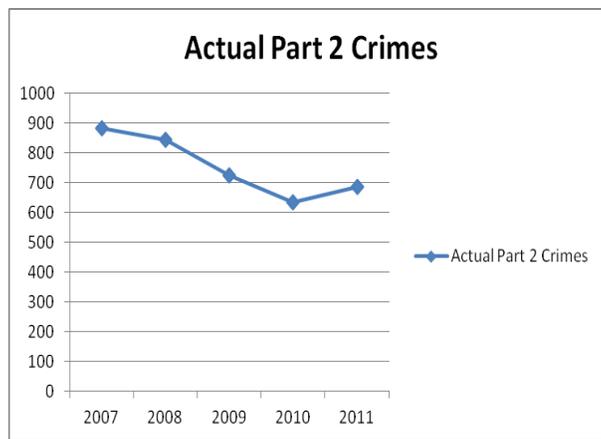
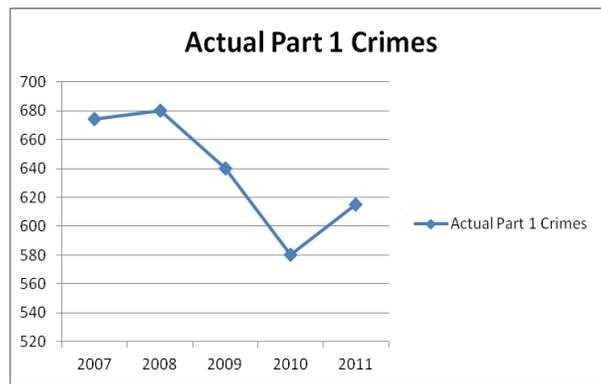
**Part 2: 9.2 % increase- 2011 vs 2010      17.6 % decrease 2011 vs 2008**



## Change in ACTUAL Crimes 2007-2011

	2007	2008	2009	2010	2011
<b>Actual Part 1 Crimes</b>	674	680	640	580	615
<b>Actual Part 2 Crimes</b>	883	845	724	635	686
<b>Total Actual Crime</b>	1557	1525	1364	1215	1301

**Part 1: 5.7 % increase 2011 vs 2010                      9.6% decrease 2011 vs 2008**  
**Part 2: 8.0 % increase 2011 vs 2010                      18.8 % decrease 2011 vs 2008**



**TRAFFIC ACCIDENTS AND TRAFFIC ARRESTS**

		2007	2008	2009	2010	2011
<b>A. TOTAL NUMBER OF ACCIDENTS INVESTIGATED</b>		<b>893</b>	<b>818</b>	<b>770</b>	<b>771</b>	<b>808</b>
1.	Reportable Accidents	398	373	365	306	373
2.	Non-Reportable	495	445	405	465	435
<b>B. TOTAL NUMBER OF TRAFFIC ARRESTS</b>		<b>2305</b>	<b>1964</b>	<b>2053</b>	<b>2283</b>	<b>2256</b>
1.	Accident Related	<b>288</b>	<b>296</b>	<b>245</b>	*----	----
	a. Twp. Resident	82	79	65	*----	----
	b. Non-Resident	206	217	180	*----	----
2.	Speed Check Related	<b>217</b>	<b>72</b>	<b>152</b>	<b>339</b>	<b>358</b>
	a. Twp. Resident	90	23	81	99	81
	b. Non-Resident	127	49	71	240	277
3.	Parking Tickets	<b>327</b>	<b>191</b>	<b>180</b>	<b>144</b>	<b>141</b>
	a. Twp. Resident	152	84	77	68	74
	b. Non-Resident	175	107	103	76	67
4.	All other traffic arrests	<b>1473</b>	<b>1405</b>	<b>1476</b>	<b>1800</b>	<b>1757</b>
	a. Twp. Resident	278	252	268	*----	----
	b. Non-Resident	1195	1153	1208	*----	----
<b>C. TYPES OF TRAFFIC VIOLATIONS</b>						
1.	Speeding	534	284	357	567	699
2.	Turning	37	39	40	50	38
3.	Passing	28	25	28	33	22
4.	Yield	24	11	13	17	18
5.	Equipment	21	16	36	27	17
6.	Inspection	220	212	129	164	120
7.	Traffic Light	70	70	124	127	114
8.	Stop Sign	54	52	43	45	85
9.	Operators License	157	154	160	148	113
10.	Registration/Title	221	262	241	304	227
11.	Careless/Reckless	124	124	114	104	87
12.	Excess size/weight	11	8	9	8	7
13.	Hit & Run	13	14	10	12	17
14.	Parking Tickets	327	191	180	144	141
15.	Other Township Violations	2	15	6	25	14
16.	No Insurance	39	33	45	33	38
17.	All Others	423	454	518	475	499
*unable to track starting 2010 with new Records Management System (Prex)						

<b>CRIMINAL ARRESTS</b>		<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>
<b>A. TOTAL NUMBER OF CRIMINAL ARRESTS</b>		<b>508</b>	<b>472</b>	<b>440</b>	<b>425</b>	<b>480</b>
1.	ADULTS	<b>331</b>	<b>320</b>	<b>279</b>	<b>287</b>	<b>329</b>
	a. Twp. Resident	112	90	81	79	81
	b. Non-Resident	219	230	198	208	248
2.	JUVENILE	<b>177</b>	<b>152</b>	<b>161</b>	<b>138</b>	<b>151</b>
	a. Twp. Resident	73	63	44	64	69
	b. Non-Resident	94	87	107	71	73
	c. Youth Aid Panel – Twp Resident	5	0	10	3	7
	d. Youth Aid Panel – Non-Resident	5	2	0	0	2
<b>B. TOTAL CASES CLEARED BY INVESTIGATION</b>		<b>676</b>	<b>695</b>	<b>602</b>	<b>542</b>	<b>594</b>
<b>C. TOTAL CHARGES FOR PERSONS ARRESTED</b>		<b>737</b>	<b>585</b>	<b>562</b>	<b>539</b>	<b>590</b>
<b>D. TYPES OF ARRESTS MADE</b>						
1.	Homicide	0	1	0	0	0
2.	Rape	0	1	1	0	0
3.	Robbery	1	6	4	9	3
4.	Aggravated Assault	8	1	10	5	8
5.	Simple Assault/Threats	39	24	45	80	82
6.	Burglary	18	9	9	14	12
7.	Theft	88	101	77	83	76
8.	Vehicle Theft	3	0	2	0	3
9.	Arson	1	0	0	0	2
10.	Forgery	8	8	3	6	1
11.	Fraud	8	11	4	14	10
12.	Embezzlement	0	0	0	0	0
13.	Receiving Stolen Property	7	3	3	4	10
14.	Vandalism	15	14	23	9	15
15.	Weapons	10	3	3	3	4
16.	Prostitution	0	0	0	0	0
17.	Sex Offenses	2	3	2	1	3
18.	Drug Violations	14	26	14	13	20
19.	Gambling	0	0	0	0	0
20.	Family/Children	1	1	0	0	1
21.	DUI	45	43	47	46	54
22.	Liquor Law Violation	19	16	17	37	21
23.	Public Drunkenness	26	30	25	24	25
24.	Disorderly Conduct	133	108	106	46	86
25.	Loitering/Prowling	2	0	1	0	0
26.	Curfew	6	3	1	2	7
27.	All Others	54	58	43	29	37

TRAFFIC RELATED INCIDENT SUMMARY (Self reported by Officers)

TYPE OF INCIDENT		NO OF INCIDENTS	TIME SPENT (HRS)
1.	Accident Responses	988	662.7
2.	Accident Follow-up	194	107.9
3.	Accident Assists	568	317.2
4.	Traffic Stops	2138	503.3
5.	Traffic Follow-up	250	147.6
6.	Report Writing	789	598.1
7.	Court/Hearings	211	147.6
8.	Speed Enforcement Detail	255	286.2
9.	Motorist Assists	393	171.9
10.	Funeral Escorts	4	2.2
11.	Parking Problems	173	70.2
12.	Traffic Control	60	57.2
13.	Traffic Surveys	1556	1028.5
14.	Traffic Complaints	876	306.5
15.	Assist other Department	122	138.7
16.	Other	414	224.0
	<b>TOTAL 2011</b>	<b>8991</b>	<b>4769.8</b>
	<b>TOTAL 2010</b>	<b>8394</b>	<b>4617.6</b>
	<b>TOTAL 2009</b>	<b>7861</b>	<b>4269.1</b>
	<b>TOTAL 2008</b>	<b>8106</b>	<b>4532.0</b>
	<b>TOTAL 2007</b>	<b>8082</b>	<b>4673.6</b>

CRIMINAL RELATED INCIDENT SUMMARY (self reported by Officers)

TYPE OF INCIDENT		NO OF INCIDENTS	TIME SPENT (HRS)
20.	Criminal Investigations	2470	1961.1
21.	Criminal Follow-ups	2971	3387.3
22.	Criminal Investigation Assists	1472	1058.1
23.	Case Preparation & Reports	3323	3281.2
24.	Court/Hearings	193	218.6
25.	Alarms	1577	459.4
26.	Prisoner/Warrant Detail	185	187.1
27.	Premise Checks	2384	1079.4
28.	Bank Escorts	8	3.4
29.	Assist Other Departments	423	283.8
30.	Suspicious Activity	730	248.6
31.	Surveillance	120	110.7
32.	Other	1845	1422.6
33.	Report Reviewing	216	182.8
34.	Intelligence Exchange	152	171.7
35.	Polygraph Examinations	0	0
	<b>TOTAL 2011</b>	<b>18069</b>	<b>14055.8</b>
	<b>TOTAL 2010</b>	<b>15973</b>	<b>12504.2</b>
	<b>TOTAL 2009</b>	<b>16668</b>	<b>13154.8</b>
	<b>TOTAL 2008</b>	<b>17430</b>	<b>13540.6</b>
	<b>TOTAL 2007</b>	<b>17805</b>	<b>13854.5</b>

GENERAL RELATED INCIDENT SUMMARY (self reported by Officers)

TYPE OF INCIDENT		NO OF INCIDENTS	TIME SPENT (HRS)
40.	<b>PUBLIC SERVICE</b>		
	a. Talks, Programs	69	105.7
	b. Mental Health	239	197.4
	c. Animal Complaints	257	120.3
	d. Other	1289	920.6
41.	Roll Call	2816	1194.7
42.	Vehicle/Equipment Maintenance	877	475.8
43.	Instruction/Supervision	507	601.1
44.	Report Reviewing	766	643.1
45.	Officer Evaluations	54	64.1
46.	Inspections	0	0
47.	Meetings	256	326.8
48.	Meal Breaks	3288	1641.7
49.	Other	1418	1645.1
	<b>TOTAL 2011</b>	<b>11836</b>	<b>7936.4</b>
	<b>TOTAL 2010</b>	<b>11083</b>	<b>7417.1</b>
	<b>TOTAL 2009</b>	<b>10815</b>	<b>7076.8</b>
	<b>TOTAL 2008</b>	<b>10569</b>	<b>6837.8</b>
	<b>TOTAL 2007</b>	<b>10411</b>	<b>6889.1</b>

TRAINING RELATED INCIDENT SUMMARY (self reported by Officers)

TYPE OF INCIDENT		NO OF INCIDENTS	TIME SPENT (HRS)
50.	School	397	2716.1
51.	Weapons/Equipment	175	506.0
	<b>TOTAL 2011</b>	<b>572</b>	<b>3222.1</b>
	<b>TOTAL 2010</b>	<b>497</b>	<b>2520.3</b>
	<b>TOTAL 2009</b>	<b>396</b>	<b>1920.8</b>
	<b>TOTAL 2008</b>	<b>432</b>	<b>2324.1</b>
	<b>TOTAL 2007</b>	<b>622</b>	<b>4421.5</b>

GRAND TOTAL OF OFFICER RESPONSES FOR THE YEAR 2011: 39,468

GRAND TOTAL OF OFFICER RESPONSES FOR THE YEAR 2010: 35,947

GRAND TOTAL OF OFFICER RESPONSES FOR THE YEAR 2009: 35,740

GRAND TOTAL OF OFFICER RESPONSES FOR THE YEAR 2008: 36,537

GRAND TOTAL OF OFFICER RESPONSES FOR THE YEAR 2007: 36,920

MILEAGE – 2011 248,052

MILEAGE – 2010 262,802

MILEAGE – 2009 267,462

MILEAGE – 2008 265,516

MILEAGE – 2007 266,268

DISPATCH PHONE CALLS RECEIVED: 4991

DISPATCH WALK-IN COMPLAINTS: 1627

CALLS DISPATCHED 940

**YEARLY FALSE ALARM TABULATION/ALARM ORDINANCE REPORT  
YEAR - 2011**

<b>Total Alarms Received for Year</b>	<b>859</b>		
Burglary Alarms	729	Fire Alarms	130
Business Alarms	620	Residential Alarms	239
Of this total	360	Human Error	
	82	Mechanical Malfunction	
	22	Acts of Nature	
	395	Undetermined Cause	
This year account for	1577	Officers involved in answering alarms calls and spending	
an estimated	459.4	hours.	

<b>Number of alarm permit locations in Township</b>	<b>2011</b>	<b>1290</b>
Number of alarm permit locations in Township	2010	1267
Number of alarm permit locations in Township	2009	1194
Number of alarm permit locations in Township	2008	1135
Number of alarm permit locations in Township	2007	1121

**PREVIOUS YEAR COMPARISON**

<b>Total Alarms- 2011</b>	<b>859</b>
Total Alarms – 2010	829
Total Alarms – 2009	803
Total Alarms – 2008	882
Total Alarms – 2007	864

**ALARM ORDINANCE**

TOTAL PERMITS ISSUED FOR YEAR	566	
OF THIS TOTAL	427	Alarm User Permits
	39	Alarm Business Permits
PERMIT FEES COLLECTED	\$4880.00	

**ASSESSMENT FEE'S ISSUED**

TOTAL FEES – 2011	\$10,520
TOTAL FEES – 2010	\$ 9,360
TOTAL FEES – 2009	\$ 9,520
TOTAL FEES – 2008	\$11,560
TOTAL FEES – 2007	\$12,160

**ORDINANCE ENFORCEMENT ACTION**

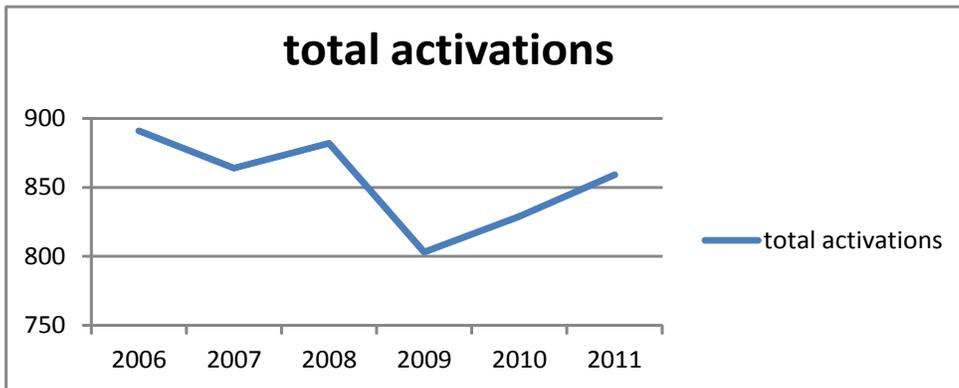
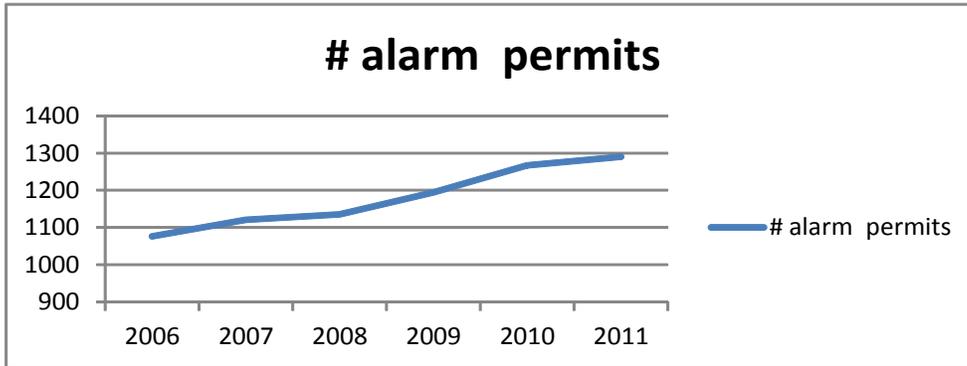
No Permit Letters	51
Expired Permit Letters	11
Warning Letters Sent (Unpaid assessment fee)	21
Citations Issued for unpaid alarm assessment fees	0
Citation Issued for NO Permit	1
Hearings Held	0

# ALARM COMPARISON 2006-2011

	2006	2007	2008	2009	2010	2011
# alarm permits	1076	1121	1135	1194	1267	1290
total activations	891	864	882	803	829	859
total fees issued	14,640	12,160	11,560	9,520	9,360	10,520

\* THE NUMBER OF PERMITS INCREASED BY AN AVERAGE OF 35 ADDITIONAL PERMITS PER YEAR.

\* Average annual activations is 855.



**UNIFORM CRIME REPORT  
EAST HEMPIELD TOWNSHIP  
2007/2008/2009/2010/2011 COMPARISON**

**PART 1 CRIMES**

OFFENSES	2007			2008			2009			2010			2011		
	Reported	Actual	Cleared												
HOMICIDE	0	0	0	1	0*	1*	0	0	0	0	0	0	0	0	0
RAPE	7	6	0	4	4	2	5	5	4	6	6	6	4	4	2
ROBBERY	9	9	2	6	6	5	8	8	3	17	17	10	3	3	3
ASSAULT	12	12	9	2	2	1	10	10	10	10	10	9	12	12	12
SIMPLE ASSAULT & HARASSMENT	70	67	46	51	51	29	63	63	47	111	109	83	119	118	104
BURGLARY	113	112	12	81	80	16	54	53	9	62	61	7	63	63	9
THEFT	443	438	114	531	520	151	499	490	116	372	368	115	404	399	94
VEHICLE THEFT	26	25	5	17	16	0	14	11	4	6	6	0	15	14	5
ARSON	5	5	1	1	1	0	0	0	0	3	3	0	2	2	1
<b>TOTAL PART I CRIMES</b>	<b>685</b>	<b>674</b>	<b>189</b>	<b>694</b>	<b>680</b>	<b>205</b>	<b>653</b>	<b>640</b>	<b>193</b>	<b>587</b>	<b>580</b>	<b>230</b>	<b>622</b>	<b>615</b>	<b>230</b>

2008 -- 1 – Homicide was cleared from a prior year; 1 homicide was unfounded as justifiable by officer

**UNIFORM CRIME REPORT  
EAST HEMPIELD TOWNSHIP  
2007/2008/2009/2010/2011 COMPARISON**

**PART II CRIMES**

OFFENSES	2007			2008			2009			2010			2011		
	Reported	Actual	Cleared												
FORGERY/FRAUD	95	90	24	85	79	29	84	81	16	110	109	28	96	92	21
STOLEN PROP.	8	8	7	6	6	4	3	3	2	2	2	1	8	8	9
VANDALISM	244	244	15	197	197	36	177	177	24	142	142	22	119	119	9
WEAPONS	6	6	9	4	4	4	4	4	4	4	4	5	6	5	5
SEX OFFENSES	17	14	4	15	15	3	7	5	2	11	8	6	20	16	11
DRUG VIOLATIONS	17	17	14	36	35	33	17	16	15	17	17	16	27	25	22
GAMBLING	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
FAMILY & CHILDREN	19	18	17	30	29	26	22	22	16	14	14	11	14	14	13
D.U.I.	44	44	45	44	44	43	48	47	46	52	51	50	53	51	53
LIQUOR LAWS	15	15	14	12	12	12	17	17	16	21	21	20	12	11	11
DRUNKENNESS	25	25	25	32	32	32	23	23	23	24	24	24	26	26	24
DISORDERLY CONDUCT	295	292	200	287	287	162	247	245	160	173	172	101	247	245	136
LOITERING/PROWLING	3	3	1	0	0	0	2	2	2	1	1	1	1	1	0
ALL OTHERS	107	105	87	106	105	89	84	82	63	74	70	63	75	73	53
<b>TOTAL PART II CRIMES</b>	<b>897</b>	<b>883</b>	<b>462</b>	<b>854</b>	<b>845</b>	<b>473</b>	<b>735</b>	<b>724</b>	<b>389</b>	<b>645</b>	<b>635</b>	<b>348</b>	<b>704</b>	<b>686</b>	<b>367</b>
<b>GRAND TOTAL PART I &amp; PART II CRIMES</b>	<b>1582</b>	<b>1557</b>	<b>651</b>	<b>1548</b>	<b>1525</b>	<b>678</b>	<b>1388</b>	<b>1364</b>	<b>582</b>	<b>1232</b>	<b>1215</b>	<b>578</b>	<b>1326</b>	<b>1301</b>	<b>597</b>

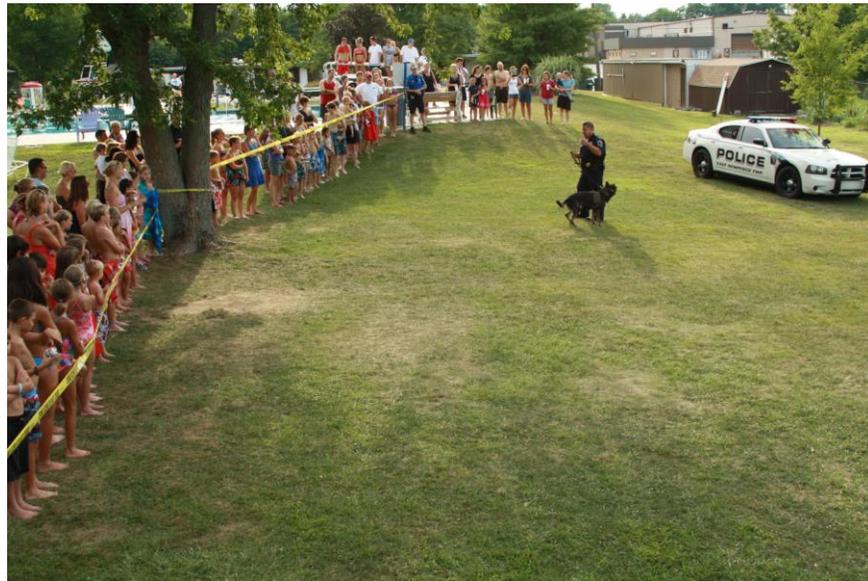
**TRAFFIC REPORT 2002-2011**

	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>
Speeding	1030	1408	1145	1082	432	534	284	357	567	699
Turning	47	46	45	40	42	37	39	40	50	38
Passing	42	39	38	28	34	28	25	28	33	22
Yield	26	24	32	21	15	24	11	13	17	18
Equipment	10	10	26	17	15	21	16	36	27	17
Inspection	219	228	264	168	218	220	212	129	164	120
Traffic Light	56	98	114	107	68	70	70	124	127	114
Stop Sign	78	85	75	48	79	54	52	43	45	85
Operators License	141	137	163	117	125	157	154	160	148	113
Registration/Title	137	111	173	123	113	221	262	241	304	227
Careless/Reckless	159	156	152	119	147	124	124	114	104	87
Excess size/weight	0	2	0	2	4	11	8	9	8	7
Hit & Run	15	8	19	4	14	13	14	10	12	17
Parking Tickets	115	211	281	220	311	327	191	180	144	141
Other Twp Violation	0	1	0	3	2	2	15	6	25	14
No Insurance	28	25	31	24	25	39	33	45	33	38
All Others	142	168	242	176	312	423	454	518	475	499
<b>TOTALS</b>	<b>2245</b>	<b>2757</b>	<b>2800</b>	<b>2299</b>	<b>1956</b>	<b>2305</b>	<b>1964</b>	<b>2053</b>	<b>2283</b>	<b>2256</b>

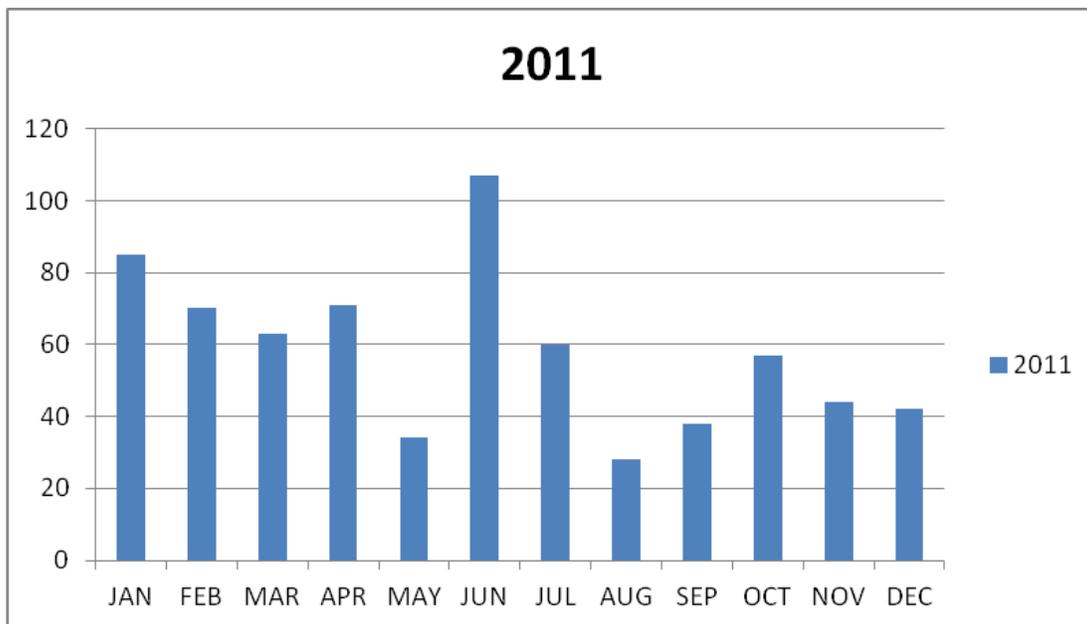


**TRAFFIC REPORT  
2002-2011**

	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Drunk Driving Arrest	63	47	34	49	68	45	43	47	46	54
Accident Related	343	317	342	296	343	288	296	245	----	----
Speed Check Related	559	923	405	697	0	217	72	152	339	358
Parking Tickets	115	211	281	220	311	327	191	180	144	141
All Others	1228	1306	1772	1086	1302	1473	1405	1476	1800	1757
<b>TOTALS</b>	<b>2245</b>	<b>2757</b>	<b>2800</b>	<b>2299</b>	<b>1956</b>	<b>2305</b>	<b>1964</b>	<b>2053</b>	<b>2283</b>	<b>2256</b>



SPEEDING CITATIONS ISSUED JAN 2005 TO PRESENT MONTH							
	2011	2010	2009	2008	2007	2006	2005
JAN	85	12	9	33	70	52	18
FEB	70	9	10	14	25	33	23
MAR	63	21	38	18	14	60	65
APR	71	27	28	57	41	27	271
MAY	34	85	15	25	48	28	142
JUN	107	69	28	37	44	35	88
JUL	60	81	58	38	31	22	78
AUG	28	49	36	14	64	32	148
SEP	38	56	63	10	108	23	121
OCT	57	108	38	17	57	38	103
NOV	44	20	14	10	16	57	9
DEC	42	30	20	11	16	25	16
<b>TOTAL</b>	<b>699</b>	567	357	284	534	432	1082



# LCWC EVENTS

**2011 LCWC TOTAL EVENTS: 14,783**

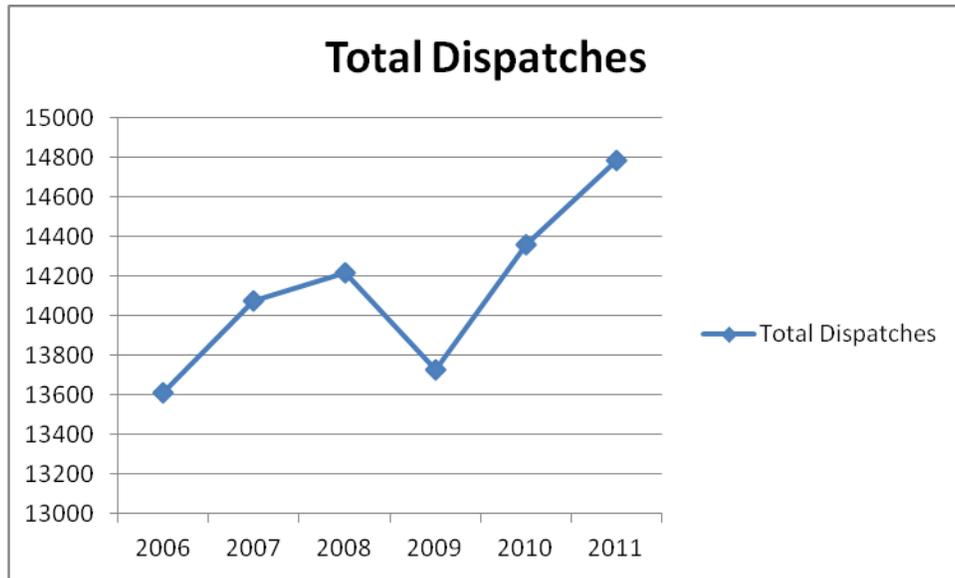
East Hempfield Twp Police

## LCWC Dispatches by Sector

Year	North Sector	South Sector	Total
2006	6058	7551	13609
2007	6511	7563	14074
2008	6372	7847	14219
2009	5857	7873	13730
2010	5796	8562	14358
<b>2011</b>	<b>6158</b>	<b>8625</b>	<b>14783</b>

Events include calls for service as well as self initiated activity reported to LCWC by the officer (i.e. hearings, traffic stop etc.)

## Comparison of LCWC Dispatches between 2006 and 2011



	2006	2007	2008	2009	2010	2011
<b>Total LCWC Dispatches</b>	13609	14074	14219	13730	14358	14783





## Motor Carrier Safety Assistance Program

In 2011, several changes occurred regarding commercial vehicle enforcement (CVE) in East Hempfield Township. Officer Kenneth Neidinger passed away in March reducing the number of CVE inspectors to one. Due to limited staffing, Officer Lombardo was very limited with performing inspections between April and August. However, with aggressive scheduling he performed 63 total inspections 26 of which were in East Hempfield Township.

Officer Lombardo participated in 11 MCSAP details with the Lancaster County MCSAP Task Force in 2011 and held three MCSAP inspection details in East Hempfield Township. Each participating agency had scheduling issues thus the inspection details resulted in lower than normal turnout of inspectors.

As a result of the three details in East Hempfield Township, 31 commercial vehicles were inspected. 15 vehicles were placed out-of-service (48%) and 3 drivers (9%) placed out-of-service. While these were high numbers, we presented ourselves as more than fair with a 23% enforcement rate. 44 citations were issued out of the 186 violations documented. **The fines for 2011 based on the inspection details totaled \$8,375.**

Officer Lombardo performed 54 full Level-1 safety inspections with 18 of those occurring in East Hempfield Township. 11 of the 18 trucks inspected (61%) were placed out-of-service.

**Overall for commercial vehicle enforcement, 151 citations were recorded as issued or filed in 2011 with initial fines of \$28,100.00.** This amount would change as some citations would be withdrawn or others plead at court to a lesser fine. While not all citations involving commercial vehicles are tracked, the statistics reflect a majority of the citations issued.

Many of the violations encountered involved load securement and driver's record of duty (logbooks). 66 of the 151 (43%) citations were as a result of "out-of-service" violations. These are violations mean the vehicle or the driver were operating with a condition which was unsafe to the point where the vehicle or driver should not be on the roadway.

Many times, a "local law" violation under the Federal Regulations is issued to a driver or company in lieu of the specific violation. This results in a lesser fine and is mainly done when multiple citations are filed.

With the limited inspection Task Force events, the MCSAP officers continue to demonstrate the need for proactive inspections. The members of the Task Force maintain the safety and compliance as the main reasons for performing these inspections. The Task Force prides themselves on being safe, professional, and understanding. By not using MCSAP as a revenue generator, it can clearly be seen that the efforts do generate revenue. There were several times throughout 2011 when portable scales were unavailable and could have been used to properly enforce the vehicle weight laws. However, based on the available personnel and resources, Officer Lombardo and the other Task Force officers remained vigilant in their efforts.

Thank you.

Submitted by Officer Anthony Lombardo



## **EAST HEMPFIELD TOWNSHIP POLICE K9 UNIT 2011**

The K9 Officer supports the patrol and investigative functions of the agency and enhances officer and citizen safety. Because of their superior senses of smell and hearing, and physical capabilities, the trained law enforcement canine is a valuable supplement to police manpower. K9 Ringo is a male sable German shepherd who was born in the Czech Republic. He is certified in patrol, tracking, and narcotics detection. With his human partner, Ringo adds an exciting new dimension to law enforcement in East Hempfield Township. While assigned to a specific platoon, the team is also called upon to assist at other times in the Township or County.

**PATROL USE:** (includes tracks, building searches, article searches)

7 Tracks were conducted with one person located and one surrender by K9  
6 Building Searches conducted  
2 Article searches conducted with two handguns found  
1 K9 deployment from vehicle resulting in surrender

**NARCOTICS USE:** (includes vehicles and buildings)

9 Vehicles searched  
2 Residences searched  
3 Schools searched  
Found: 112 Grams Crack, 100 Grams Heroin, 690 grams marijuana, 3 handguns, and 6 articles of paraphernalia.

**DEMONSTRATIONS:**

10 Demonstrations were conducted throughout the year for various groups to include: the residents of East Hempfield Twp., the residents of Warwick Twp, Boy Scouts, Hempfield Women's Club, Hempfield High School Students and Principals, and Hempfield D.A.R.E. students

During 2011 K9 was also utilized throughout the county by many different agencies to include: Manheim Twp, East Lampeter Twp, Manor Twp, West Hempfield Twp, Pennsylvania State Police, Lancaster County Drug Task Force, Manheim Borough, Millersville Borough, North West Regional Police, Penn Manor School District, Columbia School District as well as in East Hempfield Twp and the Hempfield School District.

**This report was completed and submitted by Officer William M. Watt #37**



## SCHOOL RESOURCE OFFICER ACTIVITIES

The Police Department partners with Hempfield High School through the School Resource Officer position. The SRO program is designed to integrate a specially trained uniformed police officer into the school setting, not as a police officer assigned to patrol the school, but rather as a police officer who is part of the school community and whose presence is as inoffensive and as commonplace as a teacher, school nurse, or custodian. The SRO essentially practices sound community policing concepts in a school environment. In addition to traditional policing activities, the officer was involved in other aspects of the student environment (i.e. teaching, a mentorship program, and variety show performances).

Although a statistical report is produced for each academic year (Sept- June), the following figures represent the number of incidents and arrests handled by the Hempfield High School SRO in calendar year 2011. The incidents occurred on school property or during a school event.

A majority of the incidents involved disturbances/fights between students. There were also a significant number of theft incidents. The drug incidents involved students arrested and prosecuted for possession of small amounts of marijuana, bath salts (1), or prescription pills (1) at Hempfield High School, Centerville Middle School, or Landisville Middle School.

INCIDENT TYPE	# Incidents	# Arrests
Harassment	69	17
Theft	30	15
Retail Theft	1	1
Disorderly Conduct	16	12
Criminal Mischief	9	1
Criminal Trespass	2	3
Weapons Possession	1	1
Simple Assault	9	9
Aggravated Assault	1	1
Underage Drinking	2	2
Drug Paraphernalia	2	1
Drug Possession	6	6
Drug Sales	1	1
Sex Offenses	2	2
Mental health	4	
EMS Assist	3	
Police Information	3	
Suspicious Activity	2	
Runaway	1	
Warrant Service	1	
Parking Complaints	22	

# East Hempfield Township Police Strategy and Philosophy

## Objectives:

- To reduce crime and disorder in the township.
- To promote traffic safety through education and enforcement.
- To enhance relationships and interaction with the community.
- To adopt a problem solving approach to policing.
- To increase agency efficiency and professionalism.

**Strategy 1: Incorporate the best practices of traditional and community policing.**  
(Directed patrol, crime analysis, hot spot, relentless investigation, problem solving, crime prevention, community engagement and partnerships.)

1. Accept problem solving as a tool to reduce the recurrent issues that require extensive investments of officer time and resources. The only way to effectively address this situation is to partner with those people or agencies that can assist in alleviating multiple calls to police and make the Department more efficient. This is the essence of community policing.
2. Embrace the Broken Windows philosophy. The Fixing Broken Windows philosophy means taking care of the minor problems/disorder before they escalate.
3. Train all police officers in problem solving and community policing principles and techniques.
4. Use of crime analysis as a tool for officers and administrators.
5. Make numerous citizen contacts. Knowing neighbors and businesspersons results in their willingness to help officers identify criminals and suspicious persons and problem locations.

6. Utilize unencumbered time to direct activity to meet objectives of our mission. Improve personal and organizational time management skills.
7. Raise awareness that even casual police presence and encounters significantly impact citizen perception of their police department. Visibility and courteous, professional face-to-face contact with citizens is vital. Most citizens form their impression of police and police service by casual contact and observation. Officers are evaluated by them simply by appearance and bearing, visibility, public handling of a call or situation, operation of a police car or bike, and treatment of people that is witnessed by passers-by and others.
8. Each officer should consistently maintain highly visible, high impact patrols.
9. Each officer should target problem locations and known criminals.
10. Each officer should create strategies for crime reduction and disorder abatement that are consistent with department crime strategies and priorities.

#### **Initiatives/ Accomplishments 2011:**

*Computerized crime mapping has been done on a monthly basis. County IT staff produces specific maps that are disseminated to all members of the agency, the Township Managers, and the BOS. Officers are provided copies of the maps in hopes that they will begin to realize its value and implement patrol strategies to target crime, disorder, and traffic concerns. This will require a cultural change within the agency since this requires a proactive mindset that was not previously emphasized.*

*Officers were involved with a number of community events including; Cops & Rodders Car show at A Herr Park, Safe Kids and Family Funfest , child car seat checks, HEA 5K race, dunk tank at Catholic High, child fingerprinting at Lancaster Toyota Mazda, Camp Cadet, National Night Out at Landisville Pool, Babysitting classes at Women's and Babies Hospital, bike safety events at Chesterbrooke Academy, Healthy Hearts for Heroes, Youth Aid Panel, Neighborhood Watch meetings.*

*In tracking call locations each month, I realized that there are a relatively low number of occurrences of repeat calls for service. Anecdotally, there has been more conversation among officers regarding problem solving.*

*Partnered with PSP Liquor control Enforcement to address ongoing disorder problems at a local bar. Research was conducted to develop patterns of incidents that required repeat responses to the establishment. Meetings were held with business, LCE, and law enforcement officials. Since those meetings were held, the problems no longer continue.*

*The agency continues to partner with the North Central Highway Safety Network's Aggressive Driving Enforcement and Education Project to deter and enforce traffic violations within designated areas of the Township.*

*Officer Spitler has become active in the County and Township Youth Aid program. This program offers an alternative method to handle minor offenses committed by youth.*

### **Strategy 2: Increase Organizational Capacity**

1. Conduct review of existing positions, resources, and duties to determine if they are used in the most efficient and effective manner.
2. To move forward with PLEAC accreditation.
3. Recognize the appointment of Lt Eberly as the in-house Accreditation Manager who will focus on the PLEAC process and keep all employees apprised of the progress of accreditation.

#### **Initiatives/ Accomplishments 2011:**

*In reviewing job descriptions and functions, it was determined that the evening shift dispatcher position could be eliminated. The position was created before many of its duties were transferred to LCWC 911 dispatchers. In recent years, the position had minimal responsibilities during evening hours. Since there was a greater need for data entry and clerical tasks during business hours, a second daytime data clerk position was added.*

*A portion of the scheduling duties were assigned to the Sergeant level to be more efficient and permit the Staff Services Lieutenant additional time for other duties.*

*The Chief and Admin Lieutenant attended the PLEAC Accreditation Manager Conference. While formal accreditation was placed on hold to allow for more time addressing personnel, staffing, and training issues, the process continues to guide review and implementation of departmental policy and procedures. Although only approximately 70 of the 1200 Pennsylvania police agencies have attained accreditation, it is a worthy goal and will be pursued.*

*New or updated policies were developed and issued to employees.*

*Job descriptions were reviewed and rewritten.*

### **Strategy 3: Professional Development of Police Officers and Support Staff**

1. Develop incentives to make employees proud to be members of the East Hempfield Township Police Department.
2. Provide supervisory training to supervisors and senior officers. Send them to established programs such as POSIT, POLEX, Command Institute, etc to learn the current techniques and principals of leadership.
3. Provide opportunity for officers to serve with detectives so that they can develop additional skills and learn more about the functions of this division.

4. Continue to provide both in-house and outside training opportunities to officers at all levels and ranks. Create a formal career development plan.
5. Explore new, cost effective providers of police training, such as FLETC, LEADS, etc.

### **Initiatives/ Accomplishments 2011:**

*Numerous officers attended specialized training in areas such as DUI enforcement, bike patrol, K9, drug interdiction, investigations, firearms, Taser, accident investigation, CPR/first aid, fraud, interviewing, sex crimes, gang investigation, bike patrol, DARE, management, internal affairs, pre-employment screening, etc. While some of the training incurred a cost, other sessions were free. A Sergeant and officer attended supervisor training (POSIT). A Sergeant and Officer attended special patrol operations training. The Chief and a Lieutenant attended leadership and management training. Four officers were also certified as in-house Use of Force instructors (OC Spray, handcuffing, and baton).*

### **Strategy 4: Set and Communicate Expectations to Police Officers and Support Personnel of all Ranks**

1. Reinforce techniques of good customer service, treat citizens as our clients, and make a sincere effort to treat them in a courteous, professional manner as soon as the initial contact occurs.
2. Even in negative situations, attempt to make an impression by displaying good demeanor and treating everyone, including difficult people, with respect.
3. Set high standards. We should be more than competent. Officers should strive for excellence, and supervisors should demand high performance.
4. The high standards involve outstanding client service. A principal of great client service is the ability and willingness to answer questions and take care of problems or issues as soon as possible, without unnecessarily transferring them to other officers or units. If employees have the knowledge, experience, and ability to satisfy a client's needs, they should endeavor to do it without delay, even if it is not their primary area of responsibility.
5. Create or improve accountability at each level of the organization. Supervisors must interact with officers on a regular basis. They need to intervene when officers are not handling the job as well as they should. Good examples should be offered and a plan for improvement must be designed.
6. Everyone, from the Chief on down, needs to be accountable and hold his or her subordinates accountable. A unified message must be communicated and expectations enforced.
7. Develop a formal awards and commendation program.

**Initiatives/ Accomplishments 2011:**

*An awards and recognition policy was put in place. Several officers were recognized for their service and accomplishments. The recognition program includes service /award pins that are worn on uniforms. Numerous officers have elected to display the pins on a daily basis.*

*An updated conduct policy was put into place in order to establish the standards of performance.*

*While minimal, any disciplinary action and internal misconduct investigations have been handled in an expedient and professional manner, recognizing the due process rights of employees.*

*The annual performance appraisal and evaluation process was refined with input from employees and supervisors.*

**Strategy 5: Promote Traffic Safety**

1. Assign an officer to full time traffic enforcement.
2. Conduct analysis to determine most hazardous intersections and roads.
3. Ensure high visibility preventive patrols at recurrent locations of crashes and speeding.
4. Expand use of MCSAP enforcement details and partner with other agencies.
5. Expand speed enforcement details through use of “power shift” and/or overtime funding.
6. Increase proactive traffic enforcement by platoon officers while on regular duty assignments.
7. Educate the community through targeted use of Township newsletter, website, and presentations at school and community meetings.
8. Pursue funding for truck scales.

**Initiatives/ Accomplishments 2011:**

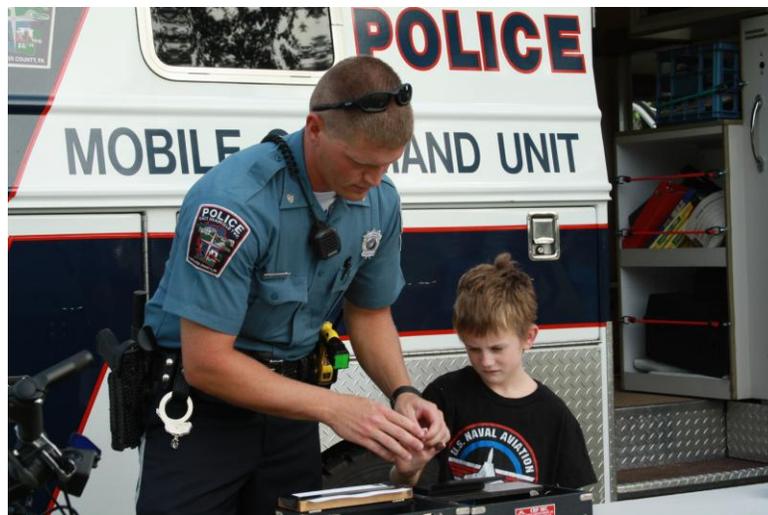
*Created a Selective Enforcement position and assigned an officer to full time enforcement in February; however the officer passed away the following month. Manpower resources did not allow for continued staffing of the position. It was very apparent that the position provided the agency with the ability to increase visible proactive patrols and to increase speeding and truck violations.*

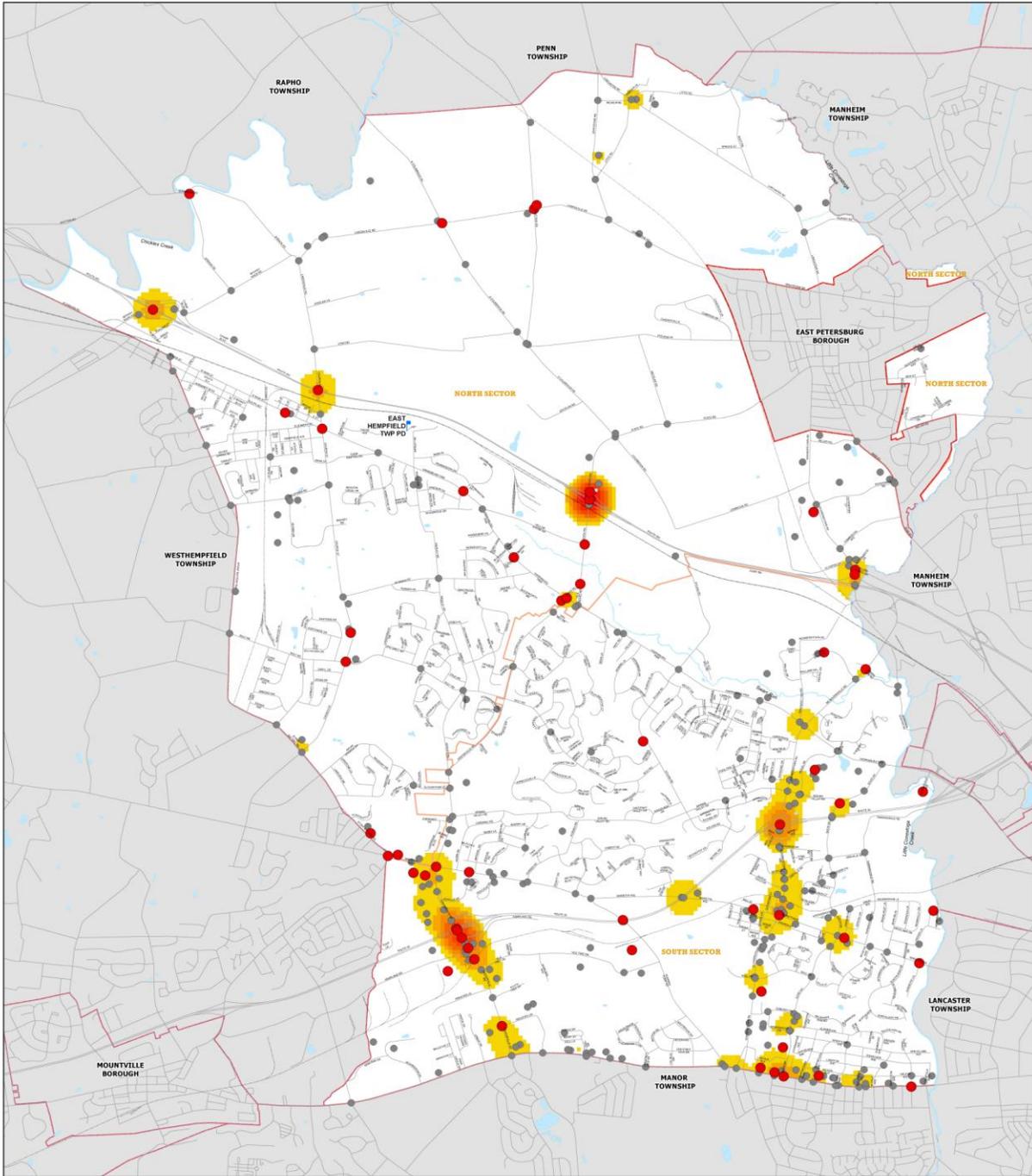
*Rather than conducting speed enforcement details on overtime, there was an expectation for higher on duty enforcement and high patrol visibility. On the average, speed enforcement increased considerably and very little overtime funding was used for speed enforcement.*

*A prevention and education message concerning speeding was included in the Township newsletter and the topic was addressed at regular Board of Supervisors meetings.*

*Computer mapping of crash locations was initiated and monthly maps were produced and disseminated to all patrol officers. Density maps illustrate high frequency crash locations. Combined with dispatch and report records, officers can better determine locations for high visibility patrol.*

*MCSAP continued through the year. Township officers partnered with surrounding jurisdictions to coordinate enforcement.*





**Legend**

- Vehicle Accidents
- East Hempfield Police Station
- Roads
- Railroad Lines
- Ponds and Streams
- Surrounding Municipalities
- East Hempfield Township
- East Hempfield Police Beats

**Crash Density**

- Little or No Occurrence
- Low Occurrence
- Medium Occurrence
- High Occurrence



## East Hempfield Township Police Vehicle Accidents Jan. 1 to December 31, 2011

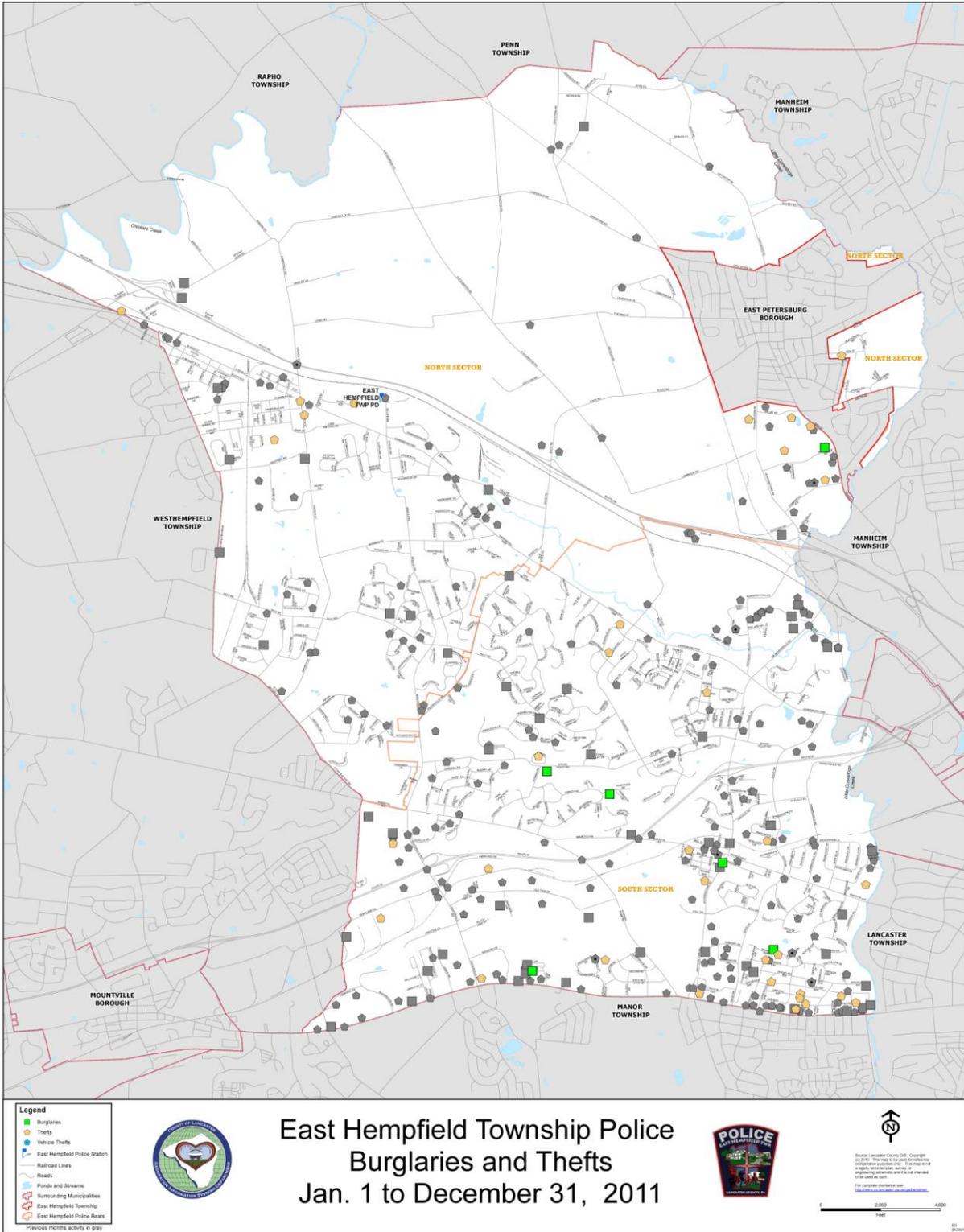


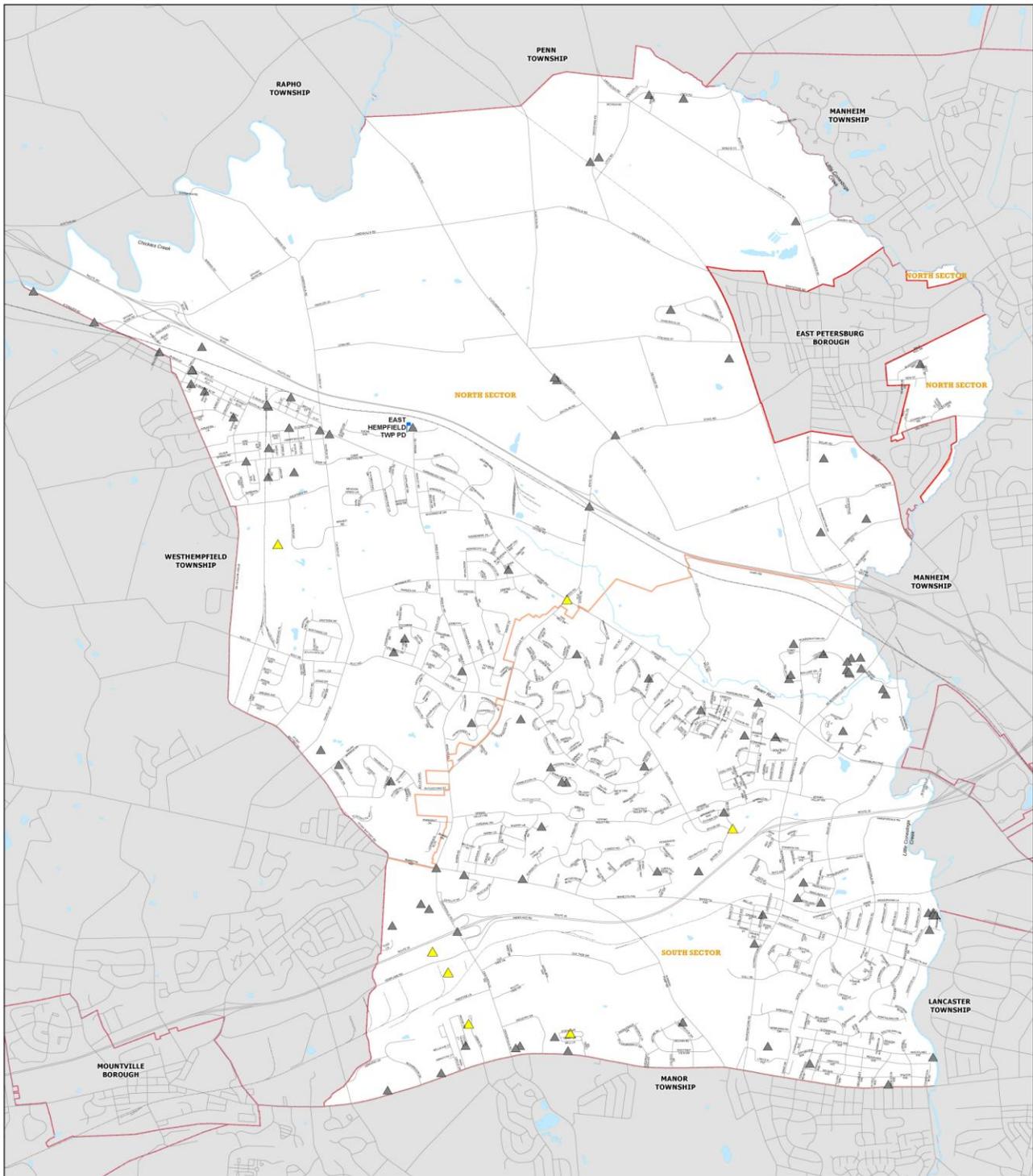
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The Lancaster County GIS Department is located at 100 North 2nd Street, Lancaster, PA 17303. For more information, visit [www.lancastercountypa.gov/gis](http://www.lancastercountypa.gov/gis).

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Feet





- Legend**
- Criminal Mischief
  - East Hempfield Police Station
  - Roads
  - Railroad Lines
  - Ponds and Streams
  - Surrounding Municipalities
  - East Hempfield Township
  - East Hempfield Police Beats

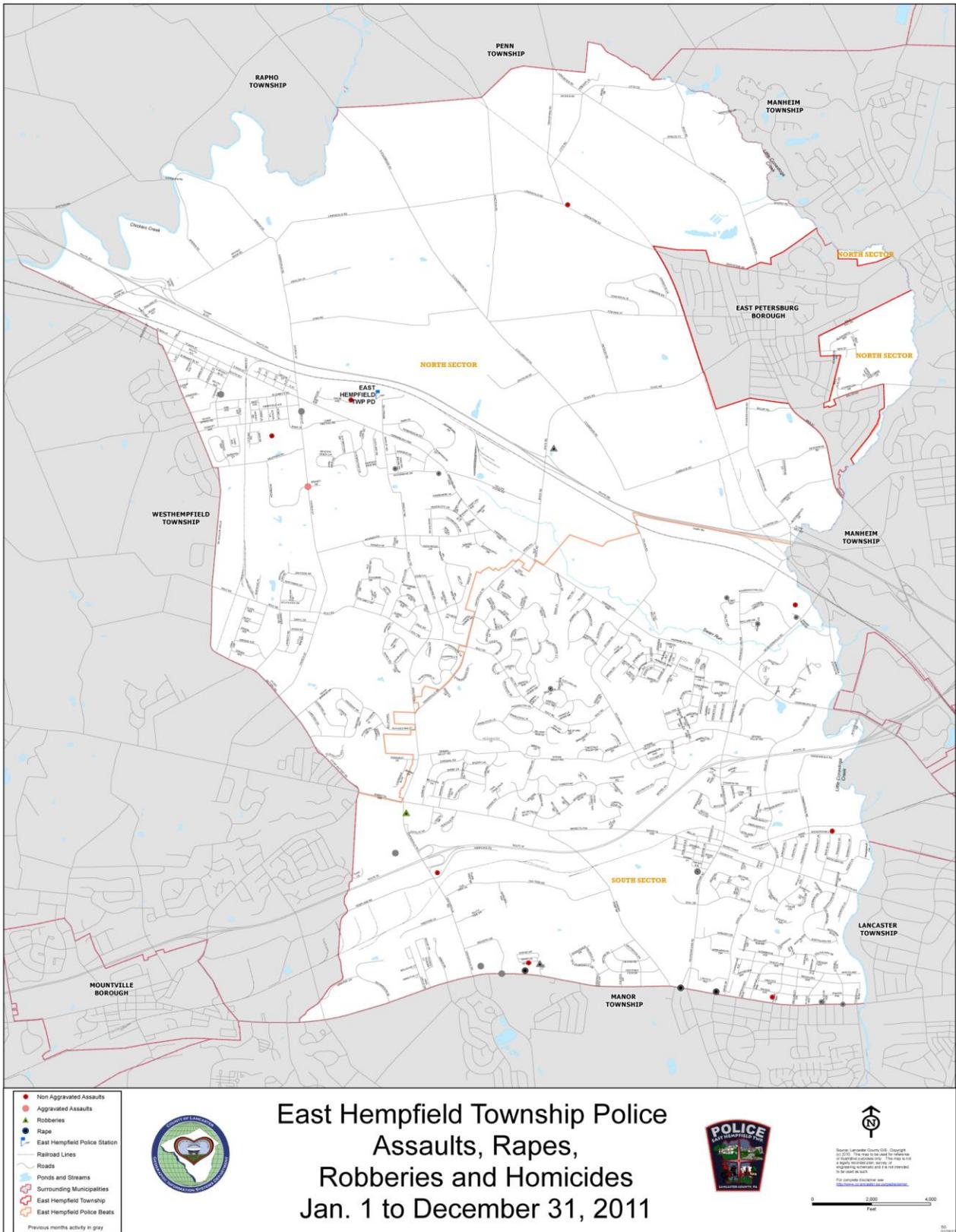


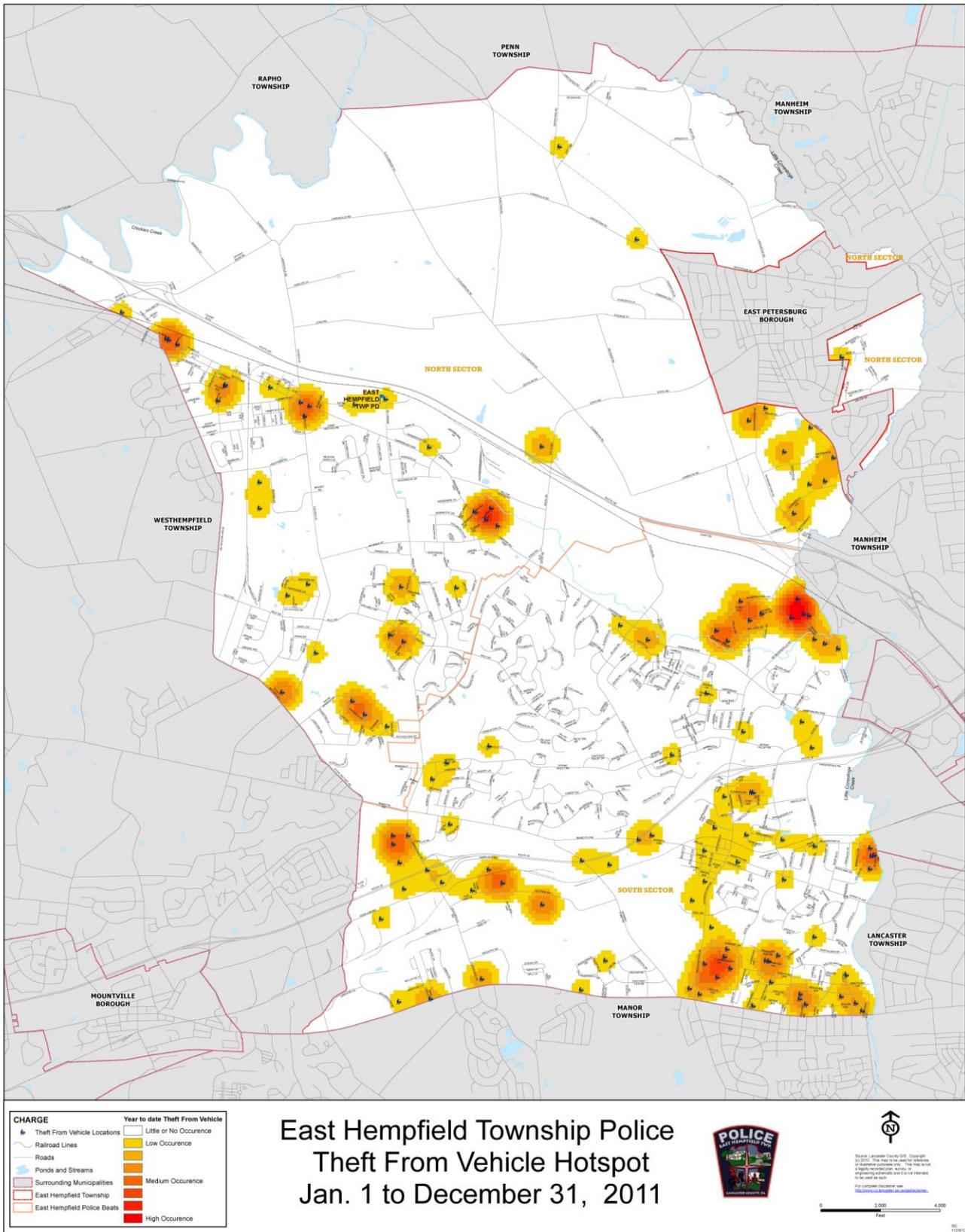
## East Hempfield Township Police Criminal Mischief Jan. 1 to December 31, 2011



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For complete disclaimer see: <http://www.lancaster.gov/development/development.htm>







## Community Involvement

Community partnerships and citizen engagement are the core of successful policing in any municipality. There is tremendous value in developing positive relationships between police officers and the community which they serve. Establishing and maintaining mutual trust is the central goal of community partnership. In the end, this trust will give the police access to information that can lead to the prevention or solution of crimes. In addition, there will be increased support for police activities and an enhanced relationship with the public. The police department continues to make a concerted effort to forge bonds with community members.

The following information is being offered as a synopsis of some of the notable community/private partnerships that were continued or initiated during 2011.

- School Resource Officer- Hempfield School District- High school
- Drug Abuse and Resistance Education training – public and private schools- 5<sup>th</sup> grade
- K9 program- community groups, schools, Lancaster Toyota, That Fish Place, and an assortment of community donors
- Police Bicycle Patrol- Lancaster Bicycle Club grant program
- National Night Out- Landisville Pool
- Babysitters Course- Hempfield Women's Club
- Awards and Recognition program- Finch Jewelers
- Safe Kids and Family Safety Fest- HARC, Atlee Hall & Brookhart, Lancaster County Public Safety Training Center, volunteer Fire Departments

Officers were also involved with, or participated in a variety of events throughout the year. These include:

- Camp Cadet- counselor for the Pennsylvania State Police sponsored youth summer camp
- HEA scholarship 5K Race for Education- team of officers ran to support the school district
- Cops & Rodders community car show at A Herr Park
- A Herr Park Spring and Fall events- participating officers
- Healthy Hearts for Heroes- Lanc Twp Fire Dept, LCPSTC
- K9 unit demonstrations- schools, community groups
- Cub Scout and Boy Scout presentations and tours of the police building
- Child Safety seat inspections
- Neighborhood Watch events
- Fingerprint ID for children- various events