

BATH TOWNSHIP POLICE DEPARTMENT ANNUAL REPORT 2021

TO: The Trustees, Residents and Friends of Bath Township
FROM: Vito F. Sinopoli, Chief of Police

It is my pleasure to review the accomplishments of the department and its members from this past year. Overall, we have made great strides in many areas as noted in each section of the report below.

GOALS FOR 2021

1. Full implementation of virtual dispatch with the City of Hudson.

The implementation has proceeded very well in 2021. We had some issues with the 9-1-1 lines earlier in the summer, and this was a good test of how calls roll over to both Hudson and Fairlawn. Due to the dropped calls, we added a backup phone line with another provider. To date, that has alleviated the issue.

2. Hiring of one full-time Communication Specialist and one part-time Communication Specialist to supplement anticipated employee retirements.

To offset the anticipated June retirement of Mona Barb and Morgan Trof who would be taking a position with the Department of Justice, two full-time positions were filled effective January 26 and 27, 2021. We welcomed Alisyn Davis and Tabettha Winegardner as new Communication Specialists. We continue to look for additional staff to fill positions within the Dispatch Center. We also entered into an annual agreement with the National Testing Network in September which is an agency that provides recruitment and testing for both law enforcement as well as for emergency communications candidates.



Davis



Winegardner

3. Finalize Memorandum of Understanding [MOU] Agreements with participating law enforcement agencies in the Mobile Field Force [MFF] Unit.

The MFF Multi-Jurisdiction Operational Assistance Mutual Aid Agreement was approved by the following law enforcement agencies including The Cities of Fairlawn, Cuyahoga Falls, Hudson, Barberton, Stow, Tallmadge, Munroe Falls, The Village of Richfield, and The Portage County Sheriff's Department. This agreement is in effect as of the date signed and remains in full force. Any party may withdraw from the agreement upon providing written notice to that effect. It is our hope, of course, that we should not have any future civil unrest that requires us to call upon the Mutual Aid Agreement, but we are prepared in the event this should happen in our community.

Other MOU Agreements approved in 2021 include:

- Northern District of Ohio U.S. Marshals Service for reimbursement of overtime incurred from October 7, 2020 through September 30, 2021 for Det. Gabel who is a member of the Violent Fugitive Task Force. Det. Gabel has served with the U.S. Marshals since 2003.
- Montrose Mutual Aid Agreement between the Townships of Bath, Copley and City of Fairlawn [renewed] July 6, 2021. This agreement has been in place since 1999.
- The Agreement Between The Summit County Sheriff's Office and Summit County Task Force Member November 8, 2021. This is an annual renewal agreement for Officer Young to participate as an OVI Task Force member.

4. Promote intelligence-centered policing models. Commit to continued collaboration with The University of Akron Crime Analysis Program. Encourage master's-level interns to assist the department with formulative crime models and focusing on patrol's investigative efforts accordingly.

- A meeting was held with the Summit County Sheriffs Office, Assistant Chief/Chief Deputy Captain Douglas Smith and Captain Scott Cottle who met with Chief Sinopoli, Captain Brown and Det. Lt. Richard Munsey February 2, 2021 to discuss collaboration and facilitating better communication between agencies.



Cottle, Smith, Munsey, Sinopoli, Brown

Through a partnership with The University of Akron Interns from the Master's program for Intelligence Analyst are supervised by Detective Lance and are on-site weekly. Detective Lance assigns projects that relate to their area of interest and related expertise:



Fusco



Kobak

- Victoria Fusco began a 9-week internship in May 2021
- Eugenia Kobak began a 10-week internship in September 2021

5. Focus on organizational accountability with maintaining open communication and access with the public. Identify additional areas of training and policies that promote officer wellness, community safety, and strengthening the police department's relationship with the community.

- Enrolling all department members in the FBI Virtual Academy online training courses which include monthly webinars. The online courses and webinars

covered a myriad of topics that were relevant to both administrative staff and law enforcement.

- Supervisory staff attended First Responder Self-Care and Wellness sponsored by the Ohio Peace Officers Training Academy.

Department Training

Supervisory Staff

Chief Sinopoli

Executive Leadership Institute 7.26-30.2021
6th Annual Responding to the Needs of Victims Conference
Webinar 9.24.2021
2021 Chiefs' In-Service & Annual Conference 11.14-16.2021



DriveTeam Supervisor Training

Capt. Brown

Supervisor Responsibility During a Pursuit Program
2.25.2021
Recertified as a Law Enforcement Executive through
2023 from the Law Enforcement Foundation and the
Ohio Association of Chiefs of Police 2.5.2021
Ohio Alerts Training 6.30.2021
Executive Leadership Institute 7.26-30.2021
First Responder Self-Care & Wellness 10.7.2021
Advanced Public Records 103 & 104: Investigative Records and
Retention/Destruction, Redactions, Expulsions & New Public Record Amendments
Webinar 10.22.2021

Lt. Munsey

"Why people say No" Webinar 7.30.2021
6th Annual Responding to the Needs of Victims Conference Webinar 9.24.2021
First Responder Self-Care & Wellness 10.7.2021

Sgt. Borton

First Responder Self-Care & Wellness 10.7.2021

Sgt. Griffith

Ohio Alerts Training 6.30.2021
Stress Management (FBI National Academy Webinar Series) 10.14.2021
Suicide Prevention (FBI National Academy Webinar Series) 10.14.2021

Sgt. Moats

Ohio Alerts Training 6.30.2021
First Responder Self-Care & Wellness 10.7.2021

Detectives

Det. Gabel

Pepperball Instructor and Armorer Certification Class 4.15-16.2021
Overdose Death Investigations Webinar 5.10-11.2021
Knock & Talk Investigations Webinar 5.17.2021
2021 Ohio Tactical Officers Association Conference 6.7-10.2021
Disorder Control Trainer 7.26-28.2021
"Why people say No" Webinar 7.30.2021
Field Force Operations 8.16-18.2021
First Line Supervisors' Training 9.27-30.2021
Terry Stops and Patdowns Webinar 10.6.2021
Searching Cars and Occupants Webinar 10.18.2021

Det. Lance

"Why people say No" Webinar 7.30.2021
6th Annual Responding to the Needs of Victims Conference Webinar 9.24.2021

Officers

Alexander

Practical Application in Use of Force 1.15.2021
Stop Stick Instructor-level Training 3.9.2021
The Gun Game 6.23.2021
Field Training Officer Program Ohio Model 8.17-19.2021
Child Sexual Abuse Investigation 9.15-17.2021
Stops & Approaches Instructor 10.14.2021

Chapman

Tint Meter Operator Course 3.4.2021

Houser

The Street Smart Cop/Pro-Active Patrol Tactics 1.25.2021
The Reid Technique of Investigative Interviewing & Advanced Interrogation 3.9-12.21
Advanced Roadside Impaired Driving Enforcement 4.19-20.2021
Testifying in Court 9.20-21.2021
Arrest, Search and Seizure 9.22.2021
Core Criminal Investigation 9.27-10.1.2021

Klein

Crisis Intervention Team Training 9.27-10.1.2021



Mihalik

Practical Application in Use of Force 1.15.2021
Stop Stick Instructor-level Training 3.9.2021
PepperBall Instructor – Armorer 8.11.2021

Reilly

The Reid Technique of Investigative Interviewing & Advanced Interrogation 3.9-12.2021
Level I & II Controlled Force Training 3.22-24.2021
Contact Dominance Level 1 4.19-23.2021

Watson

Secure View Forensic Investigator Certification 2.26.2021
DataPilot with Susteen 6.30.2021

Young

Level I & II Controlled Force Training 3.22-24.2021
Subject Control Instructor Training 3.29-4.2.2021 and 4.12-16.2021
Interdiction Mastermind 5.3.2021
Combatives for Weapon Retention and Defense 7.28-29.2021

Dispatch

Communication Specialist Davis

Ohio Alerts Training 6.30.2021

Communication Specialist Tayerle

Ohio Alerts Training 6.30.2021

Communication Specialist Winegardner

Ohio Alerts Training 6.30.2021

Administrative

Admin. Asst. Bartlett Editing & Proofreading Business Documents [FBI Virtual Academy online] 2.3.2021
Difficult People: Why They Act that Way & How to Deal with Them [FBI Virtual Academy online] 2.5.2021
Monitoring and Improving Performance [FBI Virtual Academy online] 2.11.21
The Art of Conversation [FBI Virtual Academy Webinar] 2.12.2021
Challenge Your Thinking [FBI Virtual Academy Webinar] 3.24.2021
Social Media and the First Amendment: Avoiding FaceBook Foibles and Twitter Trip-ups 7.12.2021
Cloud Primer [FBI Virtual Academy online] 7.29.2021
Writing Refresher Series - Punctuation (FBI National Academy Webinar Series) 8.19.2021
Public Records 102: Exceptions to Releasing a Public Record LiveStream 9.16.2021
Crisis Awareness (FBI National Academy Webinar Series) 10.5.2021
Leading At-Risk Employees (Addiction Awareness) (FBI National Academy Webinar Series) 10.5.2021
Advanced Public Records 103 & 104: Investigative Records and Retention/Destruction, Redactions, Expulsions & New Public Record Amendments Webinar 10.22.2021



All Department Members attended, Zoomed [or viewed the video] for Dementia Friends/Gatekeeper Training presented by Donna Barrett, MSW, LSW of the Summit County Public Health Department June 15, 2021

- ✓ Firearms Qualifications for Department Members – May 25-27, 2021 and October 5-7, 2021. Our firearm instructors are Officers Falconer, VanFossen and South.
- ✓ TASER CEW Annual Recertification with Officer Reilly, Instructor, November 23, 2021.
- ✓ Annual Training in Use of Bean Bag Shotgun – November 17, 2021, Det. Mike Gabel, Instructor.



All sworn Department Members attended in person or viewed the video for Legal Updates presented by Craig Morgan, City Akron Chief Prosecutor, December 7, 2021.

Mobile Field Force [MFF] Unit Training

- Feb 20, 2021 training with the Summit County Mounted MFF unit in Brecksville.
- March 5, 2021 at Bath Township.
- April 1, 2021 at Summit County Sheriffs Training Center.



- April 15, 2021 PepperBall Instructor & Armorer Certification Training at Medina County Sheriff's Department Det. Gabel.
- August 16-18, 2021 FEMA training with Det. Gabel and Officer Young.
- October 16, 2021 Formation Drills with Det. Gabel, Officers Reilly and Mihalik at Kimpton Middle School in Munroe Falls.



LeadsOnline Training with Chief Sinopoli and Det. Lt. Munsey and Det. Lance 3/11/2021. This is a helpful investigatory tool for the department.

Community Engagement

Community member sent in dinner for staff January 6th

The Kitchen Manager at Outback Steak House sent in steak dinners for staff in appreciation for Officer Houser assisting him with a vehicle tow on January 13, 2021.



Heritage Crossing Assisted Living & Memory Care – lunch February 12, 2021.

Brookdale Montrose Senior Living Solutions brought in candy for the officers and four blankets to provide comfort if needed by elderly residents February 25, 2021.

Pizza sent in to the department March 25, 2021 by a resident.

Bath Community Foundation in coordination with Victims Assistance Program provided 350 notebooks and pens to the Bath Police Department for crime victims in the community April 21, 2021.



Dinner sent in for the afternoon shift from Cleveland Clinic West on April 23, 2021 in appreciation for Officer Mihalik's calming response to an agitated patient.



Saturday April 24, 2021 Officer Bill Alexander collected 14 pounds of medications and twenty-five senior wellness bags were distributed.



Bear Cub Scouts visit PD May 1, 2021. The children had an opportunity to ask Officer Houser interesting questions and the group took a tour of the Department and Dispatch Center.

Mellion Orthodontics came in on May 30, 2021 with boxes of Girl Scout cookies for the department.



Le Rouge Chaperone summer camp kids with PD Officer Oubre and FD Visit July 6, 2021.

A grateful resident brought in doughnuts for a returned dog and a "We Care" resident and her daughter brought in muffins, pastries and fruit cups from Panera for the department. The resident had the opportunity to meet two of the dispatchers with whom she talks to every morning July 7, 2021.

Bethel Preschool Summer Camp – Thursday, August 12, 2021 with Officer VanFossen.

Lunch was provided on September 1, 2021 from a Bath family who was especially appreciative of the help given by Officer Mihalik regarding their teenager who was texting with a random stranger. Officer Mihalik took the time to talk with the teenager and discuss potential danger involved with chatrooms.



Officer Oubre and other PD members were on hand for medications that were dropped off. One box totaling 12 lbs. was collected. Drug Take Back Day is held twice a year. Thank you to the Acme Fresh Market in Montrose for allowing us to use their facility for this worthwhile activity.



Homeschoolers from two Bath families prepared snack bags as a service project for the officers and brought them in on October 13, 2021.



Officer Houser presented safety tips to the Aktion Club on 11/11/2021.

A note of appreciation and dessert to Lt. Munsey and Officer Reilly for a particularly difficult case that involved many hours of investigation.



Letters of Commendation – *Asterisk to indicate that some members received more than one commendation in 2021.

- Sgt. Borton*
- Sgt. Griffith*
- Det. Gabel*
- Det. Lance
- Officer Alexander*
- Officer Falconer*
- Officer Klein
- Officer Mihalik*
- Officer Oubre
- Officer Reilly*
- Officer Rundle
- Officer Shaffer
- Officer South
- Officer VanFossen
- Officer Wolf*
- Officer Young*

Letters of Appreciation – *Asterisk to indicate that some members received more than one letter of appreciation in 2021.

- Det. Lt. Munsey*
- Sgt. Borton from the U.S. Secret Service
- Sgt. Griffith
- Det. Gabel*
- Officer Alexander*
- Officer Falconer
- Officer Houser*
- Officer Klein
- Officer Mihalik*
- Officer Oubre from the U.S. Secret Service
- Officer Reilly* from the U.S. Secret Service
- Officer Rundle
- Officer Watson*



Reilly Sinopoli Borton Secret Service

- Officer Wolf from the U.S. Secret Service
- Officer Young
- Communication Specialist Emerson
- Communication Specialist Thompson
- Communication Specialist Winegardner



Other Department Highlights

The Department purchased two traffic pole-mounted speed signs. There has been very positive feedback from residents. The advantage is that the signs are easily attached to either telephone poles or to posted speed signs and can be moved throughout the township.

Donation received May 17, 2021 in the amount of \$1500 from a Bath family to cover the cost of ballistic vests for the department.



Houser. Kuzas. Seifert. Sinoboli. Swanson

Safety Town resumed this year in a revised format. Officer Stacie Houser participated with Geoff Kuzas from the Bath FD and Officer Scott Dressler from Richfield to combine a Bath/Richfield Safety Town for children entering kindergarten as well as those going into first grade. July 12-16th was designated for the first session and July 19-23rd for the second session. In all, 260 children attended Safety Town and 130 student volunteers participated by helping the leaders.

A cash donation of over \$271.29 was given to the Police Department June 9, 2021 to be used as needed for the officers. The resident realized that solicitations which she receives in the mail by organizations representing law enforcement are deceptive and misleading. She felt that supporting the Bath Police Department was more appropriate and fiscally responsible.

We were fortunate to have an Ashland University Intern this past summer. Zane Van Fossen provided 28 hours of service in our department to fulfill his requirements in Computer Science and Cybersecurity. Zane analyzed our redaction software, provided

suggestions on possible options and also worked with our IT Manager, Bill Funk, June 29 – August 4, 2021.



A proclamation to Det. Lt. Richard W. Munsey was given by the Board of Trustees at the September 7th meeting. This proclamation was given in honor of the 50 years of service that Det. Lt. Munsey has given to Bath Township. We are especially appreciative of his service and anticipate that he will continue to provide excellent service to the community in the future.



Old Trail School – Mock Evacuation for Students and Staff September 14, 2021.

This mock evacuation was based on an extensive plan involving the coordination of services not only with our department but also the Richfield PD, CVNP PD, Cuyahoga Falls PD, and Bath FD.

Detective Mike Gabel was honored at the United States Marshals Service/Northern District of Ohio Annual Awards Ceremony September 16, 2021 at Progressive Field in Cleveland.



Fall into Nature was a huge success on Saturday, October 9, 2021. Officer Houser was on hand to assist with crafts and snacks as well as conducting the bike raffle. Thank you to Walmart for donating a boy's and a girl's bicycle for the event.



Being able to meet and greet families at events such as this is rewarding and productive. Many children recognized Officer Houser from their participation at Safety Town.

End of Year Events

The H.E. Graves Jr. Family Foundation donated \$500 to the Bath Police Department to be used for purchasing equipment as needed. The Foundation also sent along a letter thanking law enforcement and our service to the community. The donation and letter of appreciation is very welcomed during these challenging times.

Many Bath families and businesses have gifted the department staff with a myriad of food items that everyone looks forward to from Thanksgiving through the end of December.



As such, and whenever possible, we acknowledge these donated items accordingly.

Christmas with a Cop



This has become an annual event for several years and this year on December 4, 2021, Officers Young and Houser had several children who were from Bath Elementary School participate. It

is a fun time for everyone involved. Breakfast with Santa and Mrs. Claus is always a big hit with the children followed by shopping at Walmart.

Staff Changes - Dispatch

Morgan Tropf full-time January 1, 2021 but left the department June 19, 2021 for a position with the U.S. Justice Department.

Alisyn Davis and Tabitha Winegardner full-time January 26 and January 27, 2021.

Alisyn Davis reclassified to part-time effective August 28, 2021.

Mona Barb – retired after 34 years June 8, 2021.

Gena Powers – retired September 6, 2021 having worked both full and part-time 32 years of service.

Alisyn Davis resigned November 8, 2021 from the position of part-time Communication Specialist.



Staff Changes – Police Department

Steve Wolf – retired September 29, 2021.
Bruce Rundle – retired September 30, 2021.



General Orders

Revisions and Updates were made to the following Department General Orders:

- Response to Aggression, Use of TASER, Conducted Energy Weapon [CEW], and
- Fitness for Duty – Staff Wellness

New General Orders were implemented

- Use of Restraints on Pregnant Females

Ohio Collaborative Community-Police Advisory Board [OC]



Our department continues to be certified with the OC and to do so, sworn officers must review and take an assessment of each of the standards outlined by the OC as deemed critical to the compliance of law enforcement standards each year. While this may be redundant, we have found that review is critical and we encourage our officers to take continuing professional education training to hone their skill-set.

- Vehicular Pursuits was certified as compliant January 14, 2021.
- Law Enforcement Response to Mass Protests/Demonstrations will be submitted in December. The review of our submission is expected to occur during the first quarter of next year.

The newest Standard is Officer Wellness. We have revised our General Order to reflect the requirements outlined by the OC. We expect to have our compliance in place during next year in 2022.



GRANTS

We applied for the Body Worn Camera [BWC] Grant in October specifically for redaction software because we receive a large number of public records requests for BWC footage. The grant is a 100% match from the Ohio Attorney General's office and is linked to the Ohio Collaborative Standard regarding the BWC policy.

We applied for a grant from the Bath Community Fund which is administered by the Akron Community Foundation in September. We were asking for funds to purchase the BMI fingerprinting system for being able to submit on-site [preemployment or records checks]

fingerprints to BCI/FBI for Bath residents and Bath Township applicants. We were awarded the grant on December 3, 2021 and implementation will be in 2022.

We applied for and received the 2021 Ohio Law Enforcement Body Armor Grant from the Ohio Bureau of Workman's Compensation in April for the purchase of six bulletproof vests and carriers for the sworn members of the Department. This grant was a 75/25% match and greatly reduces the cost of replacement to the Department. This is our third year for receiving the grant.

DB STATISTICS – JANUARY THROUGH DECEMBER 1, 2021

There were forty-two new case assignments in 2021 with the vast majority being theft-related [27 (64%)]. Also, there were three burglary cases, three robbery cases and three sex offense cases. The three detectives also assisted officers at 158 calls over the course of the year accounting for approximately 165 hours of time. This averaged out for each detective providing 74 minutes of assistance per call. Fourteen [pre-employment] background checks were completed for the Township. These pre-employment background checks require many hours of work before submission. The detectives meet on a monthly basis and Det. Lance conducted two of the meetings [March 17 and November 17] at Bath Township in 2021.



A significant number of detectives from the surrounding communities attend these monthly meetings each month to share intelligence and ongoing investigations with one another.



<u>PD STATISTICS</u>	<u>2021</u>	<u>2020</u>	<u>2019</u>	<u>2018</u>
All Calls for Service	15,818	15,082	13,356	8,829
Traffic Stops	1,252	306	1,961	2,025
Traffic Accidents	424	374	408	497
Alarm Drops	596	302	714	839
Community Policing	8,777	9,023	5,962	1,260
[to include area checks, park & walk and school checks]				
<u>Booking Charges [TOTAL]</u>	370	332	469	497
Robbery	1	2	1	0
Possession of Drugs	33	12	9	20
Sexual Assault	0	0	0	0

<u>PD STATISTICS</u>	<u>2021</u>	<u>2020</u>	<u>2019</u>	<u>2018</u>
OVI	43	46	54	73
Theft	46	56	68	54
<u>Responding to Calls for:</u>				
Burglary	5	3	12	12
Shoplifting/Theft/Larceny	261	97	69	70
Fights	34	46	48	49
Suspicious Activity	685	297	248	240

Incidents Involving Use of Force: 2021 – 7 2020 – 2 2019 – 7

In all instances, body worn camera footage is reviewed by the Supervisor/OIC, Captain and/or myself. Officers are required to file the appropriate Supplemental Reports to document the circumstances requiring use of force. This year, all seven instances requiring use of force were deemed appropriate.

Body Worn Cameras

During the course of 2021, supervisors reviewed each officer and body camera footage at least once during the year to make ensure that the officer conducted themselves in a professional manner as expected. In total, there were 26 reviews documented by supervisors.

Citizen Complaints/Concerns

In mid-year of 2020, a new link titled "Report a Concern" was added to our Police webpage. We had four citizens who utilized the link to report issues ranging from noise complaints to questions about roadway use by juveniles.

This year to date, we have had nine citizen concerns. As always, the email concerns are directed to me and an immediate response is given. Follow-up by officers may occur based upon the request initiated by the citizen.

There were five complaints concerning interactions with officers this year. In all cases, a supervisor and/or myself reviewed body camera footage and it was determined in each instance that the officer acted appropriately in the situation. The citizens issuing the complaint were informed accordingly. The complaint and disposition are documented.

www.bathtownship.org – Police Department

- [Annual Reports](#)
- [Crime Map](#)
- [Contact Bath Police Department](#)
- [Detective Bureau](#)
- [Dispatch](#)
- [Identity Theft](#)
- [Records](#)
- [Report a Concern](#)
- [Other Links](#)



Department to send issue to:

Your Name :

Email Address :

Phone :

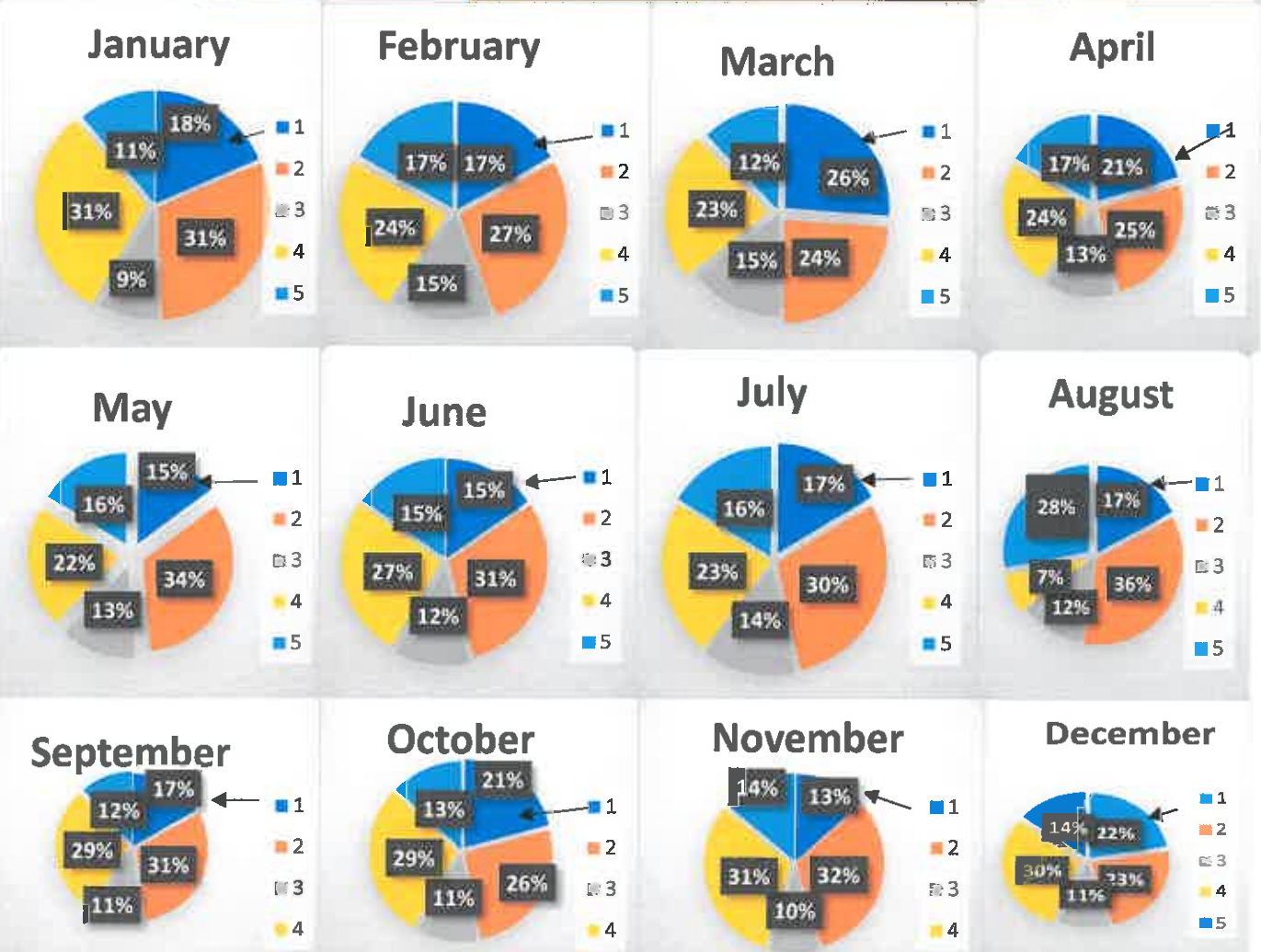
Issue :

Bias Free Policing/Traffic Stops

Bath Township Police Department - Self Initiated & Radio Calls - Disposition by Race/Gender 2021 **TRAFFIC STOPS**

Month	Advised & Warned Females [1]	Advised & Warned Males [2]	Black [3]	White [4]	Other Race/Unknown Race [5]
January	15	25	7	25	9
February	27	44	24	38	27
March	45	41	25	40	21
April	17	21	11	20	14
May	11	25	10	16	12
June	15	30	12	26	15
July	14	26	12	20	14
August	14	29	10	6	23
September	20	37	13	35	14
October	35	44	19	48	22
November	17	41	12	40	18
December	17	18	8	23	11
TOTALS 2021	247	381	163	337	200
Pandemic 2020	137	222	64	253	109
2019	370	570	185	614	216

KEY: [1] Advised & Warned Females, [2] Advised & Warned Males, [3] Black, [4] White, [5] Other Race/Unknown Race



Administrative Annual Review by Chief Sinopoli: In looking at the data presented, it is our firm commitment to being responsible in our traffic enforcement. There is no bias towards race or gender. Any questions regarding traffic enforcement data can be directed to my office.

GOALS FOR 2022

1. **Provide full staffing levels for dispatch and the patrol division with qualified personnel.**
 - Fill all department open positions with qualified personnel.
 - Ensure supervisors and new officers/dispatchers are fully aware of job expectations to achieve the most efficient and cost-effective utilization of personnel.
 - Continue to actively recruit new candidates for dispatch and patrol through participation in job fairs and the National Testing Network platform.

2. **Implement policies and procedures involving the best practices of policing with an emphasis on community policing and procedural justices.**
 - Remain accredited with the Ohio Collaborative and maintain standards of accreditation.
 - Continually review and update policies and procedures to reflect the consistently changing legal issues and practices of current policing.

3. **Provide the community with highly trained and motivated police officers who understand the needs of the community and remain willing to adapt to changing police practices.**
 - Actively recruit and retain officers and dispatchers with the highest moral character.
 - Provide training opportunities using creative methods with an emphasis on procedural justice, implicit bias, use of force and de-escalation.

4. **Promote police conduct that is responsive and sensitive to the needs of the community.**
 - Employees will promote a community policing philosophy. When requested, employees will attend neighborhood and business meetings that strengthen the partnership between the police department and community.
 - Hold all employees accountable for their actions both on and off-duty.
 - Command staff will attend meetings, conferences, and events promoting community needs and furthering department objectives.

Respectfully Submitted,



Vito F. Sinopoli
Chief of Police