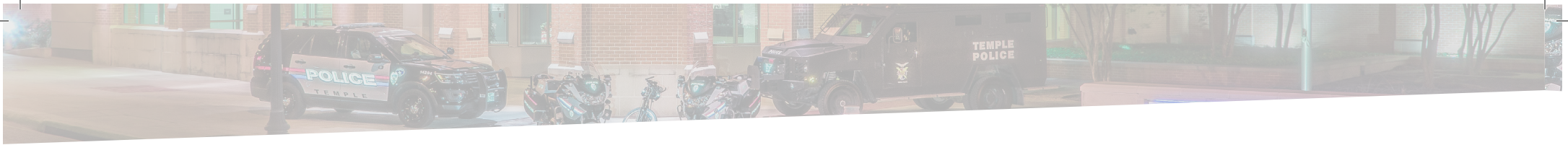




TEMPLE POLICE DEPARTMENT

2020 ANNUAL REPORT



Temple Police Department Mission Statement:

“Protecting, Serving and Working with our Community to Prevent, Reduce and Solve Crime with Integrity, Honor and Dedication.”

Temple Police Department recently unveiled a new patch that exemplifies the history and tradition of the department. The shape is a traditional shield, signifying the guardian mindset of Temple police officers. It features a skyline of four historic Temple buildings – The Kyle Hotel, Hawn Hotel, Professional Building and City Hall. The bottom of the patch has the shape of the first known Temple Police Department badge emblazoned with the year 1881 to mark the City’s charter year.



The Temple Police Department’s new badge embodies the city’s railroad roots. The badge features a historic steam engine, flanked by the Santa Fe Depot and MKT Depot. Like the patch, the badge pays homage to the department’s history with the first TPD badge featured prominently on the new badge.



Message from Chief Shawn Reynolds	4
Message from Mayor Tim Davis	5
Department Structure & Personnel Summary	6
Financial Highlights	7
Crime Overview	8
Call Activity	9
Traffic Overview	10
Unit Breakdown	11
Bias-based policing	12
Heart for Service	14
Promotions, new hires and retirees	15



MESSAGE FROM THE CHIEF



Shawn Reynolds

POLICE CHIEF

This annual report represents statistical information that is compiled for your review. It is an incredible honor for me to be able to serve the residents and visitors to the Temple Police Department as your Chief of Police. I arrived here June 1, 2020 and quickly learned to love the city. We want Temple to be a place that everyone loves to call home and in that the police department plays a unique role.

COVID-19 significantly impacted the world in 2020 and police operations were no different. For much of the year, we limited police interaction with the public to emergency situations, and limited traffic interactions as well. I am happy to say that we are back to normal operations with safety precautions still in place.

Since my arrival I have spoken with many people and groups in Temple, and I appreciate their insight, opinions and thoughts on how to reimagine policing.

I asked three important questions of our personnel when I arrived: What do we do? How do we do it? Why do we do it? The answers evolved into our new mission statement: "Protecting, Serving and Working, with our Community to Prevent, Reduce and Solve Crime, with Integrity, Honor and Dedication."

The Temple Police Department has already seen a number of changes since my arrival. First, the Temple City Council took a bold step and established a Citizens Police Advisory Commission to help us further our commitment to working with our community.

Next, the Temple Police Department signed on to the One Mind Campaign through the International Association of Chiefs of Police. This program requires the police department to do the following within three years:

- Establish a clearly defined and sustainable partnership with one or more community health organizations

- Develop and implement a model policy addressing law enforcement response to people in crisis and/or with mental health issues or disorders.

- Train and certify 100 percent of sworn officers (and selected non-sworn staff, such as dispatchers) in mental health awareness courses by:

- » Providing Mental Health First Aid training (or equivalent) to 100 percent of officers (and selected non-sworn staff); and,
- » Providing collaborative crisis response training to a minimum of 20 percent of sworn officers (and selected non-sworn staff).

In 2021, thus far, we have begun our partnership with Central County Services and will soon have a mental health professional embedded within the Patrol Division of the department to assist us with calls involving mental health crisis situations. This position will undoubtedly help us keep our citizens safe and healthy, while also helping us reach our One Mind Campaign goals.

As you review this information, I want to draw your attention to an increasing crime rate – predominantly aggravated assaults, which drove the increase in violent crime, and burglaries and thefts of motor vehicles, which are driving the increase in property crimes.

Burglaries and thefts of motor vehicles are both almost entirely preventable. By simply taking your keys, removing valuables from the passenger compartment and locking your vehicle, residents will almost assuredly eliminate the risk of being victimized, helping to reduce our crime rate.



Tim Davis

CITY OF TEMPLE MAYOR

Public Safety is one of the City of Temple's four areas of strategic focus. We believe our residents have a right to live in a safe and healthy community, and we are dedicated to making Temple a place you love to call home.

The Temple City Council is committed to providing the Temple Police Department with the resources and support they need to serve our city effectively and foster public trust. The men and women of this fine organization tirelessly serve with integrity, honor and dedication. We are grateful for the commitment and sacrifices that they and their families make every day.

It's no secret that 2020 was a challenging year, but it also gave us several things to be excited about for the future. Last year, we had the honor of adding Police Chief Shawn Reynolds to our police department. He has already proven to be an innovative and community-minded leader.

We've seen that Chief Reynolds' commitment to community-oriented policing has created an environment where police officers are going beyond the traditional roles of law enforcement to serve residents. Our police officers are members of our community – our friends, neighbors and family members. As we continue to focus on a model of community-oriented policing, I'm excited about the relationships that will develop and grow as we work together to maintain a safe and vibrant community.

FY 2020 - STRATEGIC PLAN ACCOMPLISHMENTS

- Developed or updated standard operating procedures
- Developed a Downtown Security and Lighting Master Plan
- Provided additional response capabilities
 - Secured DOJ funding for three additional officers for the Community Policing Unit
 - Purchased a 3D crime scene system to improve the quality of reconstructing a scene and reduce officers' time on scene



DEPARTMENT STRUCTURE



DEPUTY CHIEF MCNEILL FAIREY
FIELD SERVICES BUREAU

The Field Services Bureau consists of four patrol teams who work day and night to keep our city safe. These officers are often the first to respond to a call and must be able to quickly assess situations, secure scenes and gather information to provide to investigators.



DEPUTY CHIEF ALLEN TESTON
ADMINISTRATION BUREAU

The Administration Bureau is responsible for the day-to-day operations of the Temple Police Department. This bureau is home to several units, including Records, Customer Service, Training Unit to include the Temple Police Academy, Professional Standards, Crime Analysis, Animal Services and more.



DEPUTY CHIEF JEFF CLARK
INVESTIGATIONS BUREAU

The Investigations Bureau follows up on the work of patrol teams by analyzing evidence, interviewing suspects and seeking arrest warrants. In addition to the detective units, this bureau includes Crime Scene Technicians, Property & Evidence Unit, the Violent Crime Enforcement squad, Crime Victims Liaison office, and Special Investigations unit. Under the Investigations Bureau is also the Special Operations Division which includes the Community Oriented Police Services unit, School Resource unit, Traffic unit, and Patrol K-9's.

TPD regularly evaluates new technology
that could lend to safer interactions
between officers and subjects in distress



OCTOBER 1, 2019 – SEPTEMBER 30, 2020

TPD was awarded a \$375,000 grant to fund three new positions in the Community Oriented Policing (COPS) Unit, which spearheads much of Temple PD's community outreach efforts.

In Fiscal Year 2020, the department purchased and implemented a new 3D imaging system that digitally captures a crime scene or reconstructs a traffic scene. The system accurately captures all data points and critical pieces of evidence at a scene and allows officers to clear roadways and crime scenes 50 percent faster.

The TPD Records Unit converted to a digital fingerprinting system. Fingerprints are rolled across a scanner and digitally recorded. This makes for a faster, cleaner and more accurate scan than the traditional ink and paper option.

CATEGORIES	ACTUAL 2018	BUDGET 2019	ESTIMATE 2019	ADOPTED 2020
SALARIES	\$11,555,518	\$11,765,942	\$11,414,140	\$12,681,878
BENEFITS	3,345,629	3,512,386	3,407,366	3,645,487
SUPPLIES	533,054	597,419	546,041	630,829
CAPITAL<\$5k	136,579	123,612	112,981	8,550
REPAIR/MAINT.	239,701	308,296	281,783	324,556
OTHER SERVICES	178,096	124,945	114,200	121,843
CONTRACTED SERVICES	380,749	455,446	416,278	484,386
CAPITAL EQUIPMENT	510,110			
Total	\$16,879,435	\$16,888,046	\$16,292,788	\$17,937,529

personnel summary



145
sworn law
enforcement
officers



3
Deputy
Chiefs

7
Lieutenants



20
Sergeants



18
Corporals



39.5
civilian employees



CRIME OVERVIEW

Part 1 Crimes	2020	2019	YTD % Changed
Murder	7	6	17%
Rape	50	51	-2%
Robbery	31	38	-18%
Aggravated Assault	189	107	77%
Burglary of a Residence	125	150	-17%
Burglary of a Building	156	103	51%
Larceny	1459	1289	13%
Auto Theft	326	193	69%

Activities	2020	2019	YTD % Changed
Total Arrests (# of Offenders)	2370	3681	-35%
Offense Charges (Misdemeanor, Felony, Class C and Federal)	6647	7008	-5%
Information Only Report	3320	3757	-12%
	9967	10765	-7%

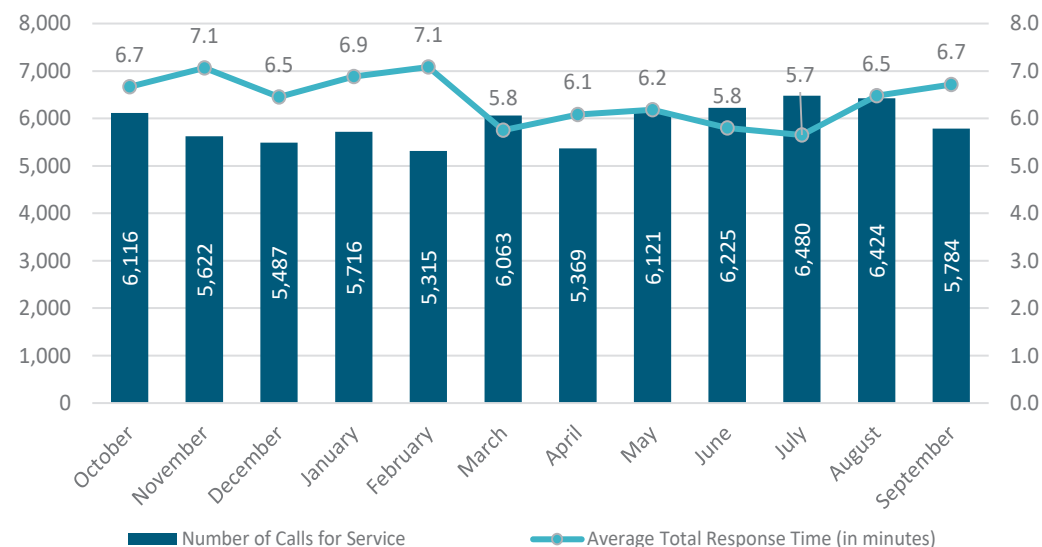
NOTE: COVID-19 dramatically impacted officers' abilities to proactively enforce crime. Bell County Jail was not accepting inmates for certain crimes for a significant portion of 2020.





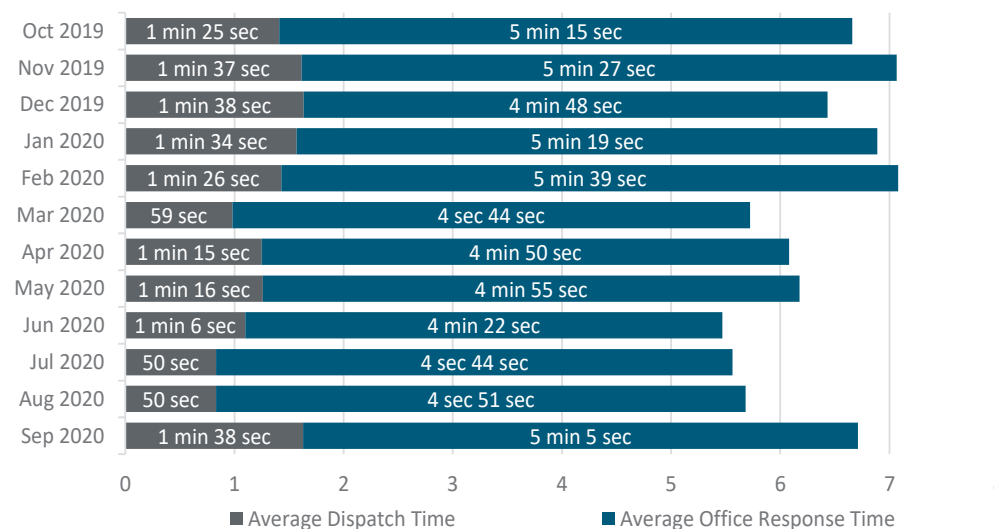
TOTAL CALLS FOR SERVICE FY 2020

Calls for service to law enforcement agencies generally include calls to “911” for emergency assistance as well as calls to non-emergency numbers. Measuring calls for service year-over-year can be helpful to measure and monitor workload, in determining staffing needs, and can help the community understand and visualize the demands for police service.



AVERAGE TOTAL RESPONSE TIME FY 2020

Response time consists of three components: process time, dispatch time, and dispatch-to-arrival time. Communications staff (call takers) influence process time. Dispatch time is affected both by Communications staff (dispatchers) and patrol officer availability. Patrol officers' travel time is the primary driver of dispatch-to-arrival time (Officer Response Time).





TRAFFIC OVERVIEW

Department Traffic Enforcement	2020 YTD	2019 YTD	%Changed
Citation (Tickets)	6829	14790	-54%
Citation Charges	8175	17850	-54%
Citation Warnings	4274	8006	-47%
Traffic Stops (CAD data)	10227	21739	-53%
DWI Arrests	161	159	1%
Accidents Reported by Officer (CRIS)	1436	1567	-8%
Blue Form Accidents	458	325	41%
TOTAL Accident Reports	1894	1892	0%
Fatality Accident	11	11	0%
Reconstruction Call-Out	22	19	16%

NOTE: COVID-19 dramatically impacted officers' abilities to proactively enforce crime. Bell County Jail was not accepting inmates for certain crimes for a significant portion of 2020.

BE SAFE. DRIVE SMART.

We ask all drivers to do their part to be safe and drive smart. Practice patience and share the road with others. The life you save could be your own.

- Always buckle up - drivers and all riders, day and night
- Be courteous to others on the road
- Drive a safe speed for traffic, weather and road conditions
- Put your phone away and focus 100 percent on driving
- Stop for all stop signs and red lights
- Use extra caution when driving at night or in bad weather
- Yield to pedestrians and bicyclists when turning at crosswalks
- Slow down in school zones and work zones
- Never pass vehicles stopped at a crosswalk
- If you're too drowsy to drive, pull over safely and take a rest
- Never drive under the influence of alcohol or other drugs



ANIMAL SERVICES

Animal Services is tasked with finding homes for stray or displaced pets, assisting in animal cruelty cases, rescuing animals in distress, and responding to a variety of other animal related calls throughout the city. The Animal Services Department also operates the animal shelter efficiently and humanely, providing clean and sanitary confinement with fresh food and water for thousands of animals annually.

ADOPTION SERVICES

Public and private animal shelters in nearly every community across the United States are filled with dogs and cats. There are lost pets whose owners cannot be found. There are pets whose owners can no longer keep them. There are younger animals, older animals, mixed breeds and purebreds. They have all one thing in common: Each hoping for a permanent and loving home.

Unfortunately for some of these animals, there will be no new home. Why? Not enough people choose to adopt their animal companions from a shelter.

The solution to this tragic problem starts WITH YOU! First, spay and neuter your current pets. Second, when you are ready to add a cat or dog to your family, visit the City of Temple's Animal Shelter.



2020 Animal Service Statistics

Dog adoptions	747
Cat adoptions	401
Total adoptions	1148
Total calls for service	4852

BIAS-BASED POLICING

The Temple Police Department remains committed to providing fair and unbiased policing services to the community. To ensure this we will continue to do the following:

- Provide sensitivity training to police personnel and comply with regulations established by the Texas Commission on Law Enforcement.
 - Disseminate information to all officers regarding the guidelines of behavior acceptable under the Texas Racial Profiling Law.
 - Record vehicle stops and other encounters with citizens as appropriate.
 - Keep the City Council, City Manager, and other appropriate officials posted on measures being implemented by the Department.
 - Provide an atmosphere in which officers are constantly aware of the inappropriateness of using bias in policing, and that the Department prohibits any practice that is based on improper or illegal foundations.
 - Continue to hire qualified minority applicants for police officer positions.
 - Monitor data entry to ensure the accuracy of information in police records.
-



To ensure this, we will continue to conduct self-examinations for evidence of biased-based policing within our agency and present those findings in an annual public report. We do this out of a sincere commitment to transparency and high expectations.

Temple PD conducts bias-based police training to ensure the men and women of our force understand and have the necessary tools to recognize and avoid biased-based policing. As shown in our Citations by Race/Ethnicity, the department provides fair and unbiased policing services.

The Temple Police Department strives to maintain a workforce that is representative of the community it serves. The chart to the right provides a breakdown of the demographics within the sworn members of the department. Since 2009, the department's minority ranks have grown. In 2009, minorities (such as those listed in this report) comprised of 20.6% of the peace officers employed by the agency. Today, that number is 25%.

Citations by Race/Ethnicity

Race/Ethnicity	# of citations	% of total	2020 Census	Comparison
Black	1319	21.0%	21.8%	-0.8%
Asian/Pacific Islander	139	2.2%	4.1%	-1.9%
White (Non-Hispanic)	3366	53.7%	50.7%	3.0%
Hispanic/Latino	1434	22.9%	21.6%	1.3%
Alaskan Native/Native American	14	0.2%	1.0%	-0.8%
Totals	6272			

Staff Comparison of 2009 vs. 2020

2009

Race/Ethnicity	Female	Male	Total	% of Dept.
White (Non-Hispanic)	3	101	104	79%
Black	2	9	11	8%
Hispanic/Latino	3	8	11	8%
Asian/Pacific Islander	0	4	4	3%
Alaskan Native/Native American	0	1	1	1%
Totals	8	123	131	

Total Female Sworn: 8 (6.1% of TPD)

Total Minority Sworn: 27 (20.6% of TPD)

2020

Race/Ethnicity	Female	Male	Total	% of Dept.
White (Non-Hispanic)	14	97	111	75%
Black	4	14	18	12%
Hispanic/Latino	5	7	10	8%
Asian/Pacific Islander	1	3	4	3%
Alaskan Native/Native American	1	2	3	2%
Totals	25	123	148	

Total Female Sworn: 25 (16.9% of TPD)

Total Minority Sworn: 37 (25.0% of TPD)



HEART FOR SERVICE

PINK BADGES

As they do every year, TPD members donned pink badges and T-shirts in October in support of Breast Cancer Awareness Month. The department raised \$1,294 this year for the Baylor Scott & White Vasicek Cancer Treatment Center.



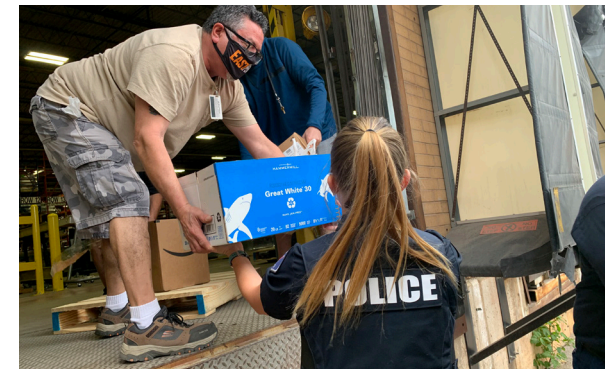
BLUE SANTA

Each year, the Temple Police Department's Blue Santa program provides holiday gifts for hundreds of local children. Through generous donations and partnerships with the community, the department was able to provide gifts for 649 children in 2020 – that's a 56 percent increase over 2019.



FOOD FOR FAMILIES

In a year that was so challenging for many, the Temple Police Department stepped up to join other city departments and provide valuable resources for the community. Department members donated their time and money to support the annual Food for Families food drive. In total, TPD and the city donated the equivalent of 13,200 pounds of food.





PROMOTIONS



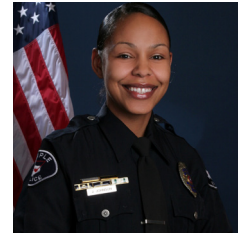
Joe Dimento
Sergeant



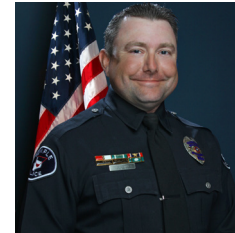
McNeill Fairey
Deputy Chief



David Hess
Sergeant



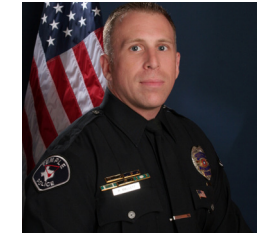
Jessica Johnson
Corporal



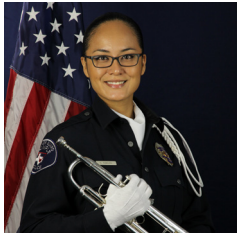
James Lewis
Corporal



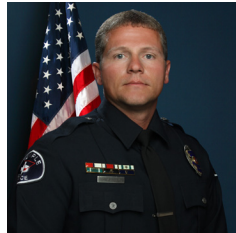
Amanda Locklear
Sergeant



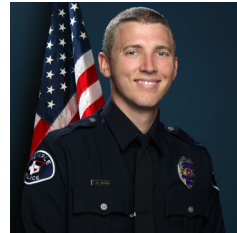
Robert Mallett
Lieutenant



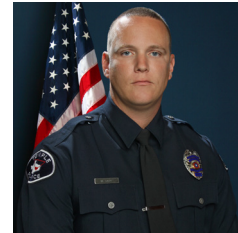
Christine Marrero
Corporal



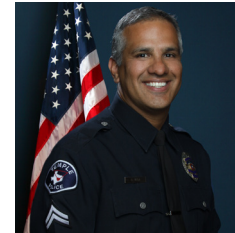
Keith Mueller
Sergeant



Bradley Perrin
Sergeant



Michael Sapp
Corporal

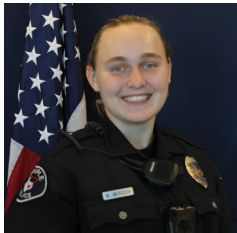


Daniel Vela
Sergeant

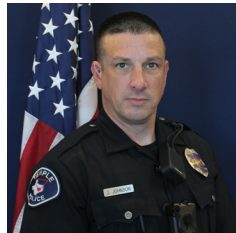


Matthew Wittman
Corporal

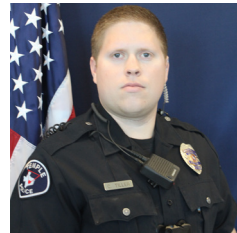
NEW HIRES



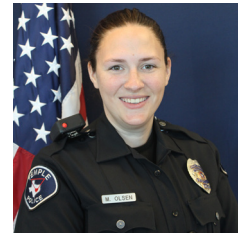
Micaela Mersch



James Johnson



Christopher Tiller

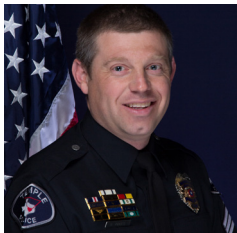


Mckenna Olsen

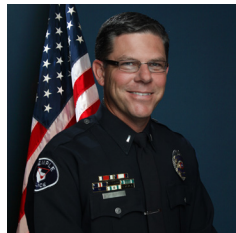


Lisa Hatfield

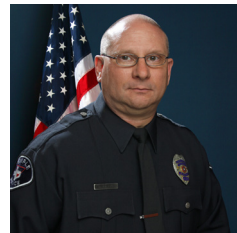
RETIREEES



Shandy Ables



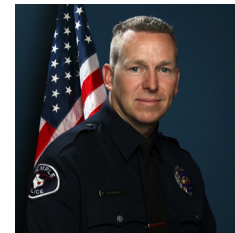
Brad Hunt



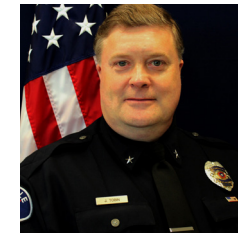
Dan Kallus



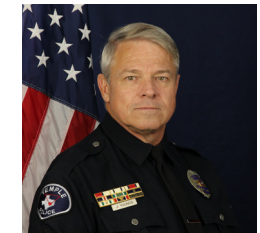
John Palamara



Michael Thornburg



Jim Tobin



Jack Youngs



209 E. AVENUE A
TEMPLE, TX 76501
254.298.5500
TEMPLETX.GOV/POLICE

Produced by City of Temple Marketing & Communications Department

Copy/Photos: Cody Weems/Alejandra Arreguin
Design/Edits: Emily Parks/Heather Bates