

# HEDWIG VILLAGE POLICE DEPARTMENT



## ANNUAL REPORT 2013

CHIEF DAVID A. GOTT



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THIS ANNUAL REPORT CONTAINS STATISTICAL AND INFORMATIONAL DATA ABOUT THE POLICE DEPARTMENT IN AN EFFORT TO KEEP OUR COMMUNITY INFORMED ABOUT PUBLIC SAFETY. OVERALL, WHAT YOU WILL FIND IS THAT HEDWIG VILLAGE IS A VERY SAFE PLACE TO LIVE, WORK, SHOP AND RAISE A FAMILY AND THE POLICE DEPARTMENT IS VERY DEDICATED TO KEEPING IT THAT WAY.

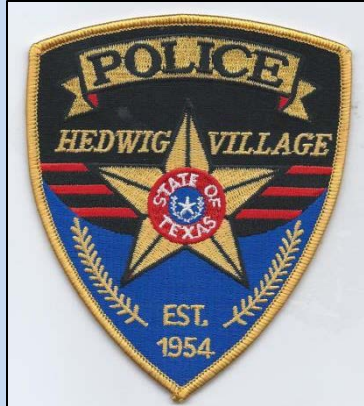
I ALSO WANT TO TAKE THIS OPPORTUNITY TO THANK EVERYONE FOR THE TREMENDOUS WELCOME AND SUPPORT I HAVE RECEIVED SINCE BECOMING YOUR CHIEF OF POLICE ON JANUARY 21<sup>ST</sup>, 2013. 2013 WAS A TRANSITIONAL YEAR FOR THE DEPARTMENT AND WITHOUT ALL THE SUPPORT IT WOULD CERTAINLY NOT HAVE BEEN AS SEAMLESS AS IT WAS.

2013 SAW THE RETIREMENT OF LONG TIME POLICE CHIEF DAVE BARBER, WHICH WAS IN ADDITION TO ASSISTANT CHIEF NEIL LEONARD WHO RETIRED IN LATE 2012. LATE 2012 ALSO SAW PAUL WARNER PROMOTED TO CAPTAIN, AMANDA WINTER PROMOTED TO CIVILIAN SUPERVISOR AND BILL WRIGHT PROMOTED TO SERGEANT. IN ADDITION TO MY COMING ON BOARD THIS YEAR, CYNTHIA LISSELLA WAS PROMOTED TO OFFICE MANAGER, AND WE HIRED TWO NEW POLICE OFFICERS AND FOUR NEW TELECOMMUNICATORS. THIS IS A LOT OF CHANGES FOR A SMALL POLICE DEPARTMENT, BUT ALL HAVE EXCEEDED EXPECTATIONS IN THEIR NEW POSITIONS.

THE HEDWIG VILLAGE POLICE DEPARTMENT IS VERY SERVICE ORIENTED AND WE HAVE WORKED HARD THIS YEAR TO EMPHASIZE THAT SERVICE MIND SET AND CONTINUE THE SUCCESSES OF THE PAST. ALONG WITH WHAT WE DO, WE INVITE YOU TO PARTICIPATE WITH YOUR POLICE DEPARTMENT TO KEEP THIS CITY SAFE. SOME SIMPLE THINGS YOU CAN DO TO PROTECT YOURSELF AND YOUR PROPERTY INCLUDE: ALWAYS LOCK THE DOORS TO YOUR HOUSE, GARAGE AND VEHICLES; KEEP ITEMS OUT OF VIEW INSIDE YOUR VEHICLE WHETHER SHOPPING OR AT HOME; AND THE MOST IMPORTANT - BE AWARE OF YOUR SURROUNDINGS AND IN THE EVENT ANYTHING SEEMS WRONG OR OUT OF PLACE CALL THE POLICE DEPARTMENT.

IN THE EVENT YOU WANT TO COMMEND THE ACTIONS OF A SPECIFIC POLICE DEPARTMENT EMPLOYEE OR HAVE ANY QUESTIONS OR CONCERNS YOU CAN CONTACT ME PERSONALLY BY CALLING THE DEPARTMENT AT (713) 461-4797, OR BY E-MAIL AT [DGOTT@THECITYOFHEDWIGVILLAGE.COM](mailto:DGOTT@THECITYOFHEDWIGVILLAGE.COM).

DAVID A. GOTT  
CHIEF OF POLICE



## **MISSION**

THE DEPARTMENT'S MISSION STATEMENT ARTICULATES THE REASON FOR OUR EXISTENCE AS AN ORGANIZATION. IT SERVES AS A CONTINUAL REMINDER OF THE GOALS WE STRIVE TO ACHIEVE AND OF THE BASIC FRAMEWORK IN WHICH WE OPERATE TO ACHIEVE THOSE GOALS.

IT IS THE MISSION OF THE HEDWIG VILLAGE POLICE DEPARTMENT TO PROVIDE A QUALITY ENVIRONMENT FOR OUR RESIDENTS, BUSINESS PEOPLE AND GUESTS BY PREVENTING CRIME, MAINTAINING THE SOCIAL ORDER AND REDUCING THE FEAR OF PERSONAL VICTIMIZATION. THIS MISSION IS REALIZED AS WE IMPARTIALLY, YET AGGRESSIVELY, UPHOLD FEDERAL, STATE AND LOCAL LAWS, CONSCIENTIOUSLY DELIVER PROFESSIONAL POLICE SERVICE AND RESPECT THE INDIVIDUAL RIGHTS OF THOSE WE ENCOUNTER.

## **VALUES**

THE VALUES OF THE HEDWIG VILLAGE POLICE DEPARTMENT PROVIDE SUBSTANCE TO THOSE ATTITUDES AND BELIEFS THAT WE ADHERE TO AS FUNDAMENTAL TO POLICING. THEY ARE AS FOLLOWS.

***TO PROTECT.*** WE BELIEVE WE HAVE AN OBLIGATION TO THE CITIZENS AND BUSINESS PEOPLE LIVING AND WORKING WITHIN HEDWIG VILLAGE TO PROTECT LIFE AND PROPERTY WHENEVER AND WHEREVER EITHER IS THREATENED.

***TO SERVE.*** WE WILL STRIVE TO IMPROVE THE QUALITY OF COMMUNITY LIFE THROUGH THE PROVISION OF SUPERIOR AND EQUITABLE SERVICES. WE RECOGNIZE THAT QUALITY SERVICE GOES BEYOND LAW ENFORCEMENT AND INVOLVES THOSE LEGITIMATE SERVICE ACTIVITIES DEEMED IMPORTANT BY THE COMMUNITY. WE UNDERSTAND THAT A REPUTATION FOR QUALITY SERVICE IS BUILT ONE POLICE- COMMUNITY INTERACTION AT A TIME AND WE WILL ENDEAVOR TO ENSURE EACH INTERACTION ADDS TO OUR REPUTATION AS A SERVICE ORGANIZATION.

***To MODEL INTEGRITY.*** WE RECOGNIZE THAT AUTHORITY HAS BEEN ENTRUSTED TO US FOR THE COMMON GOOD AND BELIEVE THAT POLICE OFFICERS MUST BE PEOPLE OF INTEGRITY IF WE ARE TO RESPONSIBLY HANDLE THAT AUTHORITY. WE DEFINE INTEGRITY AS THAT QUALITY WHICH REQUIRES US TO CAREFULLY EVALUATE EACH SITUATION, MAKE A VALID LEGAL, MORAL AND ETHICAL DECISION BASED UPON THE CIRCUMSTANCES OF THAT SITUATION, AND CARRY OUT THE ACTION REQUIRED BY THAT DECISION EVEN WHEN IT IS NOT CONVENIENT OR POPULAR TO DO SO. WE BELIEVE THAT PEOPLE OF INTEGRITY ACT IN THE DESCRIBED MANNER EVEN WHEN FAILURE TO DO SO WOULD GO UNNOTICED. WE BELIEVE THAT POLICE OFFICERS WITH INTEGRITY ADHERE TO THIS PHILOSOPHY IN THEIR PRIVATE LIVES AS WELL.

***To DEMONSTRATE PROFESSIONALISM.*** WE REALIZE THE GENERAL PUBLIC HAS CERTAIN EXPECTATIONS REGARDING THE MANNER IN WHICH POLICE OFFICERS CONDUCT THEMSELVES. OUR Demeanor WHEN HANDLING VARIOUS SITUATIONS, AN ATTITUDE OF IMPARTIALITY, AND THE LEVEL OF RESPONSIBILITY WE EXHIBIT WHEN EXERCISING AUTHORITY ARE ILLUSTRATIONS OF THE AREAS IN WHICH THE PUBLIC HOLDS EXPECTATIONS. IN THE AGGREGATE, THE EXPECTATIONS THE PUBLIC HAS OF US AND OUR ABILITY TO MEET THOSE EXPECTATIONS, DEFINES OUR LEVEL OF PROFESSIONALISM. WE BELIEVE THAT WE HAVE A RESPONSIBILITY TO ACT PROFESSIONALLY IN ALL OF OUR ENCOUNTERS WITH THE PUBLIC AND WITH EACH OTHER AS WELL. WE HOLD THAT PROFESSIONALISM EXTENDS BEYOND OUR REGULAR TOUR OF DUTY AND IS, IN REALITY, A WAY OF LIFE.



## CITY GOVERNMENT



FROM LEFT: **BOB DIXON**, COUNCIL MEMBER POSITION 3, **CARROL MCGINNIS**, MAYOR PRO TEM/COUNCIL MEMBER POSITION 2, **SUE V. SPECK**, MAYOR, **WILLIAM JOHNSON**, COUNCIL MEMBER POSITION 5, **MATT WOODRUFF**, COUNCIL MEMBER POSITION 4, **BARRY PUTTERMAN**, COUNCIL MEMBER POSITION 1.

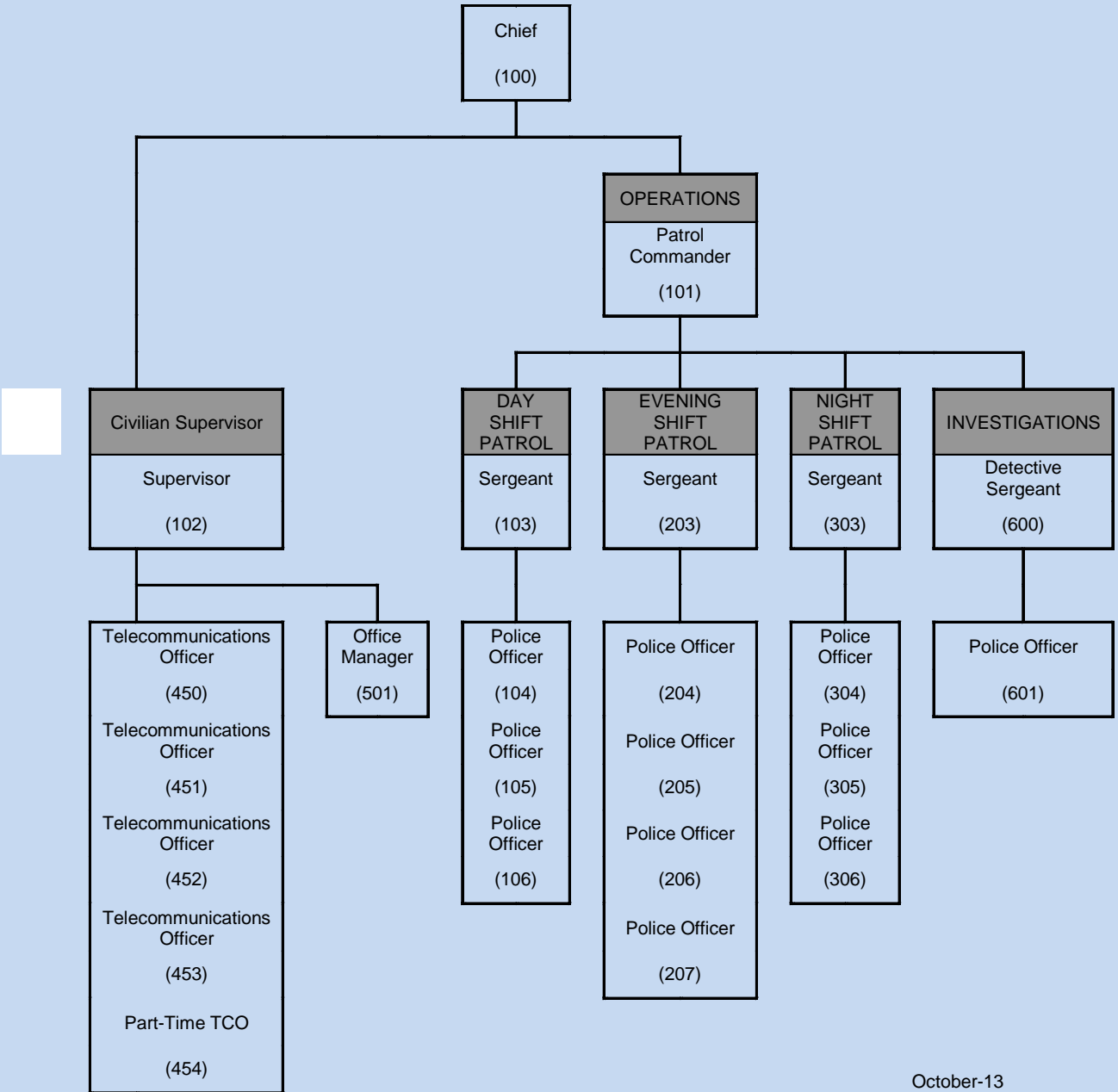
**BETH STATON**, CITY ADMINISTRATOR, TREASURER AND SECRETARY



**LANE STANDLEY**, BUILDING OFFICIAL



# HEDWIG VILLAGE POLICE DEPARTMENT ORGANIZATIONAL CHART



October-13



**CHIEF DAVID A. GOTT**



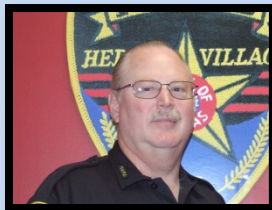
**CAPTAIN PAUL WARNER**



**CIVILIAN SUPERVISOR  
AMANDA WINTER**



**SERGEANT  
MARVIN COLLINS**



**SERGEANT  
WILLIAM WRIGHT**



**SERGEANT  
DARRYL KESSNER**



**DETECTIVE SERGEANT  
STEVE PACKARD**



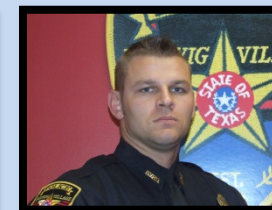
**OFFICER  
KEITH BRITT**



**OFFICER  
ART ZAMBADA**



**OFFICER  
FRANK SCHULGEN**



**OFFICER  
SHANE ROYE**

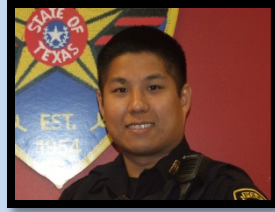




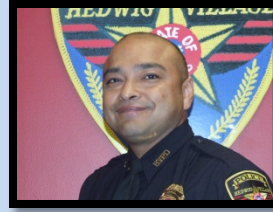
**OFFICER  
STEVE SANFORD**



**OFFICER  
DARRELL OWENS**



**OFFICER  
TERRY WU**



**OFFICER  
LOUIS ARRIAZOLA**



**OFFICER  
NATHAN FRAZIER**



**OFFICER  
ANDRA GIBSON**



**OFFICER  
RICHARD HERNANDEZ**



**OFFICE MANAGER  
CYNTHIA LISELLA**



**TELECOMMUNICATOR  
CINDY HOLDAWAY**



**TELECOMMUNICATOR  
DENISE DURON**



**TELECOMMUNICATOR  
RANDI CASIANO**



**TELECOMMUNICATOR  
KATHY COBORN**



**DAY SHIFT PATROL**



**NIGHT SHIFT PATROL**



**EVENING SHIFT PATROL**



## **TEXAS LAW ENFORCEMENT RECOGNITION PROGRAM**

THE LAW ENFORCEMENT RECOGNITION PROGRAM IS A VOLUNTARY PROCESS WHERE POLICE AGENCIES IN TEXAS PROVE THEIR COMPLIANCE WITH 164 TEXAS LAW ENFORCEMENT BEST PRACTICES. THESE BEST PRACTICES WERE DEVELOPED BY TEXAS LAW ENFORCEMENT PROFESSIONALS TO ASSIST AGENCIES IN THE EFFICIENT AND EFFECTIVE DELIVERY OF SERVICE, THE REDUCTION OF RISK AND THE PROTECTION OF INDIVIDUAL'S RIGHTS. THESE BEST PRACTICES COVER ALL ASPECTS OF LAW ENFORCEMENT OPERATIONS, INCLUDING USE OF FORCE, PROTECTION OF CITIZEN RIGHTS, VEHICLE PURSUITS, PROPERTY AND EVIDENCE MANAGEMENT, AND PATROL AND INVESTIGATIVE OPERATIONS.

THE HEDWIG VILLAGE POLICE DEPARTMENT BECAME A RECOGNIZED AGENCY IN 2010. THE RECOGNIZED STATUS IS AWARDED FOR A FOUR-YEAR PERIOD, BUT THE DEPARTMENT MUST SUBMIT AN ANNUAL REPORT TO SHOW CONTINUING COMPLIANCE. BEING RECOGNIZED IS THE GOLD STANDARD FOR TEXAS LAW ENFORCEMENT AND SHOULD ASSURE THE CITIZENS OF HEDWIG VILLAGE THAT ITS POLICE DEPARTMENT IS CONFORMING TO THE CURRENT STATE OF THE ART IN LAW ENFORCEMENT.

MORE INFORMATION AND A COMPLETE DESCRIPTION OF THE PROGRAM MAY BE VIEWED BY GOING TO THE TEXAS POLICE CHIEFS ASSOCIATION WEBSITE AT [HTTP://WWW.TEXASPOLICECHIEFS.ORG](http://www.texaspolicechiefs.org).

## UNIFORM CRIME REPORTING STATISTICS

THE UNIFORM CRIME REPORTING (UCR) PROGRAM WAS CONCEIVED IN 1929 BY THE INTERNATIONAL ASSOCIATION OF CHIEFS OF POLICE TO MEET THE NEED FOR RELIABLE UNIFORM CRIME STATISTICS FOR THE NATION. IN 1930, THE FBI WAS TASKED WITH COLLECTING, PUBLISHING AND ARCHIVING THOSE STATISTICS. THE HEDWIG VILLAGE POLICE DEPARTMENT REPORTS CRIME NUMBERS TO UCR ONCE EACH MONTH. THE BELOW ARE A COMPILATION OF OUR UCR PART 1 CRIMES FOR THE PAST FIVE YEARS.

YEAR	2009	2010	2011	2012	2013
MURDER	0	0	0	0	0
RAPE	0	0	0	0	0
ROBBERY	7	5	4	6	4
AGGRAVATED ASSAULT	0	1	1	1	2
BURGLARY	20	19	15	15	19
LARCENY	124	186	135	161	175
AUTO THEFT	8	9	20	13	12
TOTAL	159	220	175	196	212

BURGLARY OF A MOTOR VEHICLE (BMV) IS CONTAINED WITHIN THE LARCENY NUMBERS ABOVE. THIS IS THE CRIME MOST OFTEN COMMITTED IN HEDWIG VILLAGE, BUT THESE CRIMES CAN BE PREVENTED WITH SOME COMMON SENSE ADVICE:

- ❖ HIDE ITEMS IN YOUR VEHICLE. ITEMS IN THE OPEN MAKE YOUR CAR A BIGGER TARGET.
- ❖ LOCK YOUR CAR.
- ❖ PARK IN WELL-LIT OR HEAVILY-TRAFFICKED AREAS. THIEVES DO NOT LIKE WITNESSES.
- ❖ INSTALL AN ANTI-THEFT DEVICE.
- ❖ TAKE YOUR PURSE WITH YOU WHEN PUMPING GAS. THIEVES HAVE SLID INTO VEHICLES, TAKEN A PURSE OFF THE SEAT AND SLID BACK OUT WITHOUT THE OWNER REALIZING IT.

## ARRESTS AND CITATIONS

THE HEDWIG VILLAGE POLICE DEPARTMENT AGGRESSIVELY TARGETS, ARRESTS AND CITES THOSE WHO COMMIT CRIMINAL VIOLATIONS IN OUR CITY. BELOW IS A COMPILATION OF OUR ARREST AND CITATION NUMBERS FOR THE PAST THREE YEARS.

YEAR	2011	2012	2013
CITATIONS	5458	4370	3663
ARRESTS	538	503	575

## **CALLS FOR SERVICE**

THE BELOW TABLE REFLECTS THE CALLS FOR POLICE SERVICE HANDLED BY THE DEPARTMENT. CODE 1 CALLS ASSUME THAT A SERIOUS THREAT TO LIFE OR SERIOUS BODILY INJURY IS IN PROGRESS. CODE 1 CALLS ARE DISPATCHED IMMEDIATELY AND THE RESPONSE WILL NORMALLY BE WITH EMERGENCY LIGHTS AND SIREN ACTIVATED. CODE 2 CALLS ASSUME A CRIME AGAINST PROPERTY OR A CONFLICT BETWEEN PARTIES THAT COULD REASONABLY RESULT IN BODILY INJURY TO ANY PERSON IS IN PROGRESS. A CALL FOR SERVICE MAY ALSO BE CATEGORIZED AS CODE TWO IF IT IS NOT IN PROGRESS, BUT A RESPONSE IS URGENT [I.E. BURGLAR ALARM, DISTURBANCE]. MOST CALLS ARE HANDLED AS A CODE 3, WHICH ASSUMES NO KNOWN EMERGENCY EXISTS, SUCH AS A REPORT CALL.

**THE HOUSE WATCHES AND BUSINESS CHECKS** ARE OUTSTANDING PROGRAMS THAT THE DEPARTMENT OFFERS. THE HOUSE WATCH IS INITIATED BY A RESIDENT, NORMALLY WHEN THE RESIDENT WILL BE AWAY FROM THE HOME FOR A PERIOD OF DAYS, SUCH AS OUT OF TOWN ON VACATION. ONCE INITIATED, A POLICE OFFICER WILL PHYSICALLY GO TO THE HOUSE SEVERAL TIMES EACH DAY, ON ALL SHIFTS, AND CHECK THE PERIMETER OF THE HOUSE. THIS IS AN EXCELLENT WAY TO PROTECT YOUR HOME AND WE ENCOURAGE ALL RESIDENTS TO TAKE ADVANTAGE OF IT.

MOST BUSINESS CHECKS ARE CONDUCTED AT NIGHT WHEN THE BUSINESSES ARE CLOSED. THIS PROGRAM IS INTENDED TO PREVENT BURGLARIES AND VANDALISM.

<b>YEAR</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>
<b>CODE 1 CALLS</b>	<b>57</b>	<b>49</b>	<b>51</b>
<b>CODE 2 CALLS</b>	<b>683</b>	<b>773</b>	<b>732</b>
<b>CODE 3 CALLS</b>	<b>1872</b>	<b>2518</b>	<b>2068</b>
<b>HOUSE WATCHES</b>	<b>9263</b>	<b>8955</b>	<b>8629</b>
<b>BUSINESS CHECKS</b>	<b>7943</b>	<b>8491</b>	<b>8168</b>

## COMMUNITY POLICING

THE HEDWIG VILLAGE POLICE DEPARTMENT HAS A PHILOSOPHY OF COMMUNITY POLICING, WHICH MEANS THAT THE DEPARTMENT WORKS WITH THE COMMUNITY TO MAINTAIN PUBLIC SAFETY AND PREVENT CRIME. HEDWIG VILLAGE POLICE OFFICERS ARE ENCOURAGED TO BECOME FAMILIAR WITH THE COMMUNITY, LISTEN TO CITIZENS' CONCERNS, AND ASSIST THEM WITH PROBLEM-SOLVING. COMMUNITY POLICING WORKS TO ENHANCE PUBLIC SAFETY AND IMPROVE THE QUALITY OF LIFE WITHIN THE COMMUNITY.

IN ADDITION TO DAILY COMMUNITY INTERACTION, THE POLICE DEPARTMENT ALSO PARTICIPATED IN THE MEMORIAL VILLAGES ANNUAL 4<sup>TH</sup> OF JULY PARADE AND FESTIVAL, NATIONAL NIGHT OUT AND THE ANNUAL YEAR-END FOOD DRIVE.

NATIONAL NIGHT OUT, HELD EVERY YEAR ON OCTOBER 1<sup>ST</sup>, IS A NATIONWIDE EFFORT TO BRING COMMUNITIES TOGETHER TO COMBAT CRIME. THIS YEAR, HEDWIG VILLAGE HELD NATIONAL NIGHT OUT AT CITY HALL. THERE WAS FOOD, HANDOUTS FOR THE KIDS, EMERGENCY INFORMATION MAGNETS FOR THE ADULTS AND A LOT OF FELLOWSHIP. THE MAYOR, COUNCIL MEMBERS, POLICE CHIEF, OTHER CITY LEADERS, AND MANY POLICE OFFICERS AND FIREFIGHTERS WERE ON HAND. THE EVENT WAS A GREAT SUCCESS, SHOWING THAT THIS IS A COMMUNITY THAT TRULY IS SUPPORTIVE AND CARES ABOUT KEEPING THE CITY STRONG AND SAFE.



## PROPERTY ROOM ENHANCEMENT



THE POLICE DEPARTMENT PROPERTY ROOM CONTAINS RECOVERED STOLEN PROPERTY, EVIDENCE GATHERED IN CRIMINAL INVESTIGATIONS AND ITEMS USED IN THE COMMISSION OF CRIMINAL ACTIVITY. IN 2012, THE DEPARTMENT PURCHASED A BAR CODE PROPERTY ROOM MANAGEMENT SYSTEM. WITH THIS PURCHASE, ALL PROPERTY HAD TO BE ACCOUNTED FOR, TAGGED AND LOGGED INTO THE NEW SYSTEM. THE PROPERTY ROOM CONTAINED APPROXIMATELY 6325 RECORDS FOR PROPERTY RECOVERED SINCE 1976. THE

RECORDS WERE CONTAINED IN TWO SEPARATE DATABASES AND MUCH OF THE PROPERTY WAS MISLABELED, MISPLACED OR MISSING.



SERGEANT WILLIAM WRIGHT WAS ASSIGNED THIS MONUMENTAL TASK. IT TOOK FOUR MONTHS OF OFTEN TEDIOUS AND PAINSTAKING WORK, BUT HE WAS ABLE TO ACCOUNT FOR ALL PROPERTY AND, THROUGH COURT ORDER, HE WAS ABLE TO DISPOSE OF OVER 1600 ITEMS.

THE PROPERTY ROOM IS NOW MANAGEABLE AND ALL ITEMS ARE ACCOUNTED FOR AND PROPERLY TAGGED.



## **RADIO SYSTEM UPGRADE**

ALONG WITH OTHER POLICE DEPARTMENTS NATIONWIDE, THE DEPARTMENT TRANSITIONED TO A NEW RADIO SYSTEM IN 2013. THE SWITCH WAS MANDATED BY THE FEDERAL GOVERNMENT AND WAS PAID FOR BY GRANT FUNDS. THE NEW SYSTEM IS DIGITAL AND HAS A MUCH GREATER RANGE THAN OUR OLD ANALOG SYSTEM. IT WILL ALSO ALLOW US TO BE IN REAL TIME COMMUNICATION WITH OTHER AGENCIES, ALLOWING FOR A MUCH MORE COORDINATED RESPONSE IN THE EVENT OF AN ACTIVE CRIMINAL EPISODE OR A DISASTER, SUCH AS A HURRICANE.

## **TARGETED PATROL OFFICER**

IN LATE 2013, WE BEGAN A TARGETED PATROL OFFICER PROGRAM. OFFICER SHANE ROYE WAS SELECTED FOR THIS POSITION AND HE IS SUPERVISED BY DETECTIVE SERGEANT STEVE PACKARD. HE IS ASSIGNED TO TARGET SPECIFIC ISSUES BASED ON AN ANALYSIS OF CRIME PATTERNS. UTILIZING THIS DATA, WE BELIEVE WE CAN EFFECTIVELY DECREASE CRIME BY INCREASING POLICE VISIBILITY WHERE AND WHEN THE PATTERNS ARE OCCURRING.

## **INTERNAL AFFAIRS**

THE INTERNAL AFFAIRS PROCESS IS MEANT TO PROTECT THE INTEGRITY OF THE POLICE DEPARTMENT. WE CONDUCT A FULL AND IMPARTIAL INVESTIGATION INTO EVERY COMPLAINT AGAINST ANY OF OUR EMPLOYEES AND WE HOLD THEM ACCOUNTABLE IF WE DETERMINE THEY FELL SHORT OF OUR EXPECTATIONS.

IN 2013, WE INVESTIGATED THREE FORMAL COMPLAINTS. TWO OF THE COMPLAINTS WERE AGAINST THE SAME EMPLOYEE FOR DIFFERENT INCIDENTS. THE INVESTIGATION DETERMINED THE EMPLOYEE HAD VIOLATED POLICY, HOWEVER, SHE RESIGNED HER EMPLOYMENT IN LIEU OF DISCIPLINARY ACTION. THE THIRD COMPLAINT WAS DUE TO A MISHANDLING OF PAPERWORK. THE EMPLOYEE WAS GIVEN A WRITTEN REPRIMAND AND ADDITIONAL TRAINING.

## AWARDS

ON DECEMBER 10, 2013, SEVERAL MEMBERS OF THE DEPARTMENT WERE HONORED FOR THEIR OUTSTANDING SERVICE AS FOLLOWS:

**SERVICE AWARDS** ARE GIVEN FOR EVERY FIVE YEARS OF SERVICE TO HONOR THE EMPLOYEE'S DEDICATION AND COMMITMENT TO THE CITY OF HEDWIG VILLAGE. THIS YEAR **OFFICER KEITH BRITT** WAS HONORED FOR 25 YEARS OF SERVICE AND **OFFICER NATHAN FRAZIER** WAS HONORED FOR 5 YEARS OF SERVICE.



**MAJOR AWARDS** ARE GIVEN TO EMPLOYEES WHO DISTINGUISH THEMSELVES BY GOING ABOVE AND BEYOND THE CALL OF DUTY. THIS YEAR WE HONORED THE FOLLOWING FOUR EMPLOYEES FOR THEIR OUTSTANDING CONTRIBUTION TO THE MISSION OF THE POLICE DEPARTMENT.

THE **TELECOMMUNICATOR OF THE YEAR AWARD** WAS GIVEN TO **CINDY HOLDAWAY**. MS. HOLDAWAY, OUR NIGHT SHIFT DISPATCHER, DOES AN OUTSTANDING JOB, HAS A GREAT WORK ETHIC AND MAINTAINS A GOOD, POSITIVE WORK ENVIRONMENT. SHE IS ALSO VERY PROACTIVE, CONDUCTING COMPUTER CHECKS FOR OFFICERS BEFORE THEY EVEN ASK FOR THEM,



**SERGEANT WILLIAM 'BILL' WRIGHT** WAS HONORED AS THE **SERGEANT OF THE YEAR** FOR HIS OUTSTANDING WORK IN THE PROPERTY ROOM AS DESCRIBED ABOVE. SERGEANT WRIGHT IS A 25 YEAR VETERAN OF THE HEDWIG VILLAGE POLICE DEPARTMENT.

THE HEDWIG VILLAGE POLICE DEPARTMENT'S **CRIME FIGHTER OF THE YEAR FOR 2013** IS **OFFICER SHANE ROYE**. SHANE MADE OVER 160 ARRESTS, WROTE NEARLY 500 CITATIONS AND COMPLETED AROUND 200 INCIDENT REPORTS IN 2013. HE WAS ALSO SELECTED TO BE THE POLICE DEPARTMENT'S FIRST TARGETED POLICE OFFICER. IN THIS POSITION, AS THE NAME IMPLIES, HE TARGETS WHATEVER CRIME PROBLEM WE MAY HAVE.



**CAPTAIN PAUL WARNER** WAS AWARDED THE DEPARTMENT'S **MOST VALUABLE EMPLOYEE** AWARD. HE IS INCREDIBLY DEDICATED, TRULY CARES ABOUT ALL EMPLOYEES AND HAS THE HISTORICAL KNOWLEDGE THAT IS NEEDED TO KEEP THIS DEPARTMENT FUNCTIONING AT A HIGH LEVEL.

