

CITY OF BOERNE POLICE DEPARTMENT 2015 ANNUAL REPORT



MAYOR MICHAEL D. SCHULTZ
CITY MANAGER RONALD C. BOWMAN
POLICE CHIEF JAMES KOHLER



TEXAS
POLICE CHIEFS
ASSOCIATION

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Boerne PD 2015



I am pleased to present you with our 2015 Annual Report and I hope everyone finds this information useful and informative. This report contains statistical and informational data about our department in an effort to keep our community informed about public safety. As was the case in 2014 and again in 2015, we saw an increase for police services which can be mainly attributed to a growing community. This increase is definitely a concern as it relates to narcotics, property crimes, and traffic related issues. However, we have begun to put plans in place to deal with these concerns. These issues present challenges for the police officers, the dispatchers, the administrative staff, and causes us to continually search for ways to provide more efficient services to the community while being fiscally responsible. Even though we have seen an increase in requests for police services; the community that we live in, and are proud of, remains relatively safe comparatively speaking.

Policing in America has always been one of the most scrutinized professions. However, recently it has garnered even more national media attention due to officer involved shootings and excessive force complaints. While no doubt there have been incidents in which the police have made mistakes we must not forget that the overwhelming majority of officers in this country provide a vital service and do it for the right reasons. As stated, some of the most pressing topics that I have mentioned deal with the use of force by police, how the police address the growing population of those with mental health issues, and de-escalation training. In addition to the above topics, the one that could have the most profound impact is for all of law enforcement to become more transparent in their daily activities. Our citizens should be aware we have been addressing these topics through specific training and plan to be even more transparent through grant acquisition of body cameras which will be provided to all front line officers in 2016.

Our commitment is to keep this community safe and protect our citizen's which is the basic foundation of policing. We are especially mindful that every police department needs to maintain a high level of trust and respect within their respective communities before a crisis event. We have that type of support in this community and we work hard at maintaining it and never taking it for granted.

As mentioned in previous years, it truly is an honor to lead this agency, and have such a committed group of police officers and civilians that strive to provide excellent service to those in our community. In conclusion, we look forward to the challenges of a growing community and appreciate the continued support we enjoy from the staff, the city manager, and council.



A handwritten signature of Jim Kohler in black ink on a white background.

Jim Kohler

Chief of Police

Mission Statement

The mission of the Boerne Police Department is to work with our citizens to protect life and property, to prevent crime and preserve the peace in our community, in an open and transparent manner, consistent with the freedoms secured by the Constitution, always treating people with dignity, fairness and respect.

Vision

The vision of the Boerne Police Department is to become a recognized leader in law enforcement in the hill country and Texas, by the efficient and effective management of personnel and resources, by providing the public with quality police service, and, the recruitment, selection, and training of competent and ethical police officers.

Values

Integrity

For the most part, the community's trust and confidence in the Police Department will be earned by the integrity of its police officers. All Boerne Police Department officers are expected to conduct themselves in a manner that is fair, ethical, and legal, and which exhibits a sense of duty and honor for the position entrusted to them.

Justice

The administration of law and order is based upon the ideals of justice and fairness for all. These ideals require a commitment by police officers to protect citizens and to strive to ensure that citizens will be treated with respect, dignity, and fairness.

Service

As members of the law enforcement profession, the Boerne Police Department recognizes the significance of serving the public. As such, all Boerne Police Department employees are duty-bound in our pursuit of excellence.

Trust

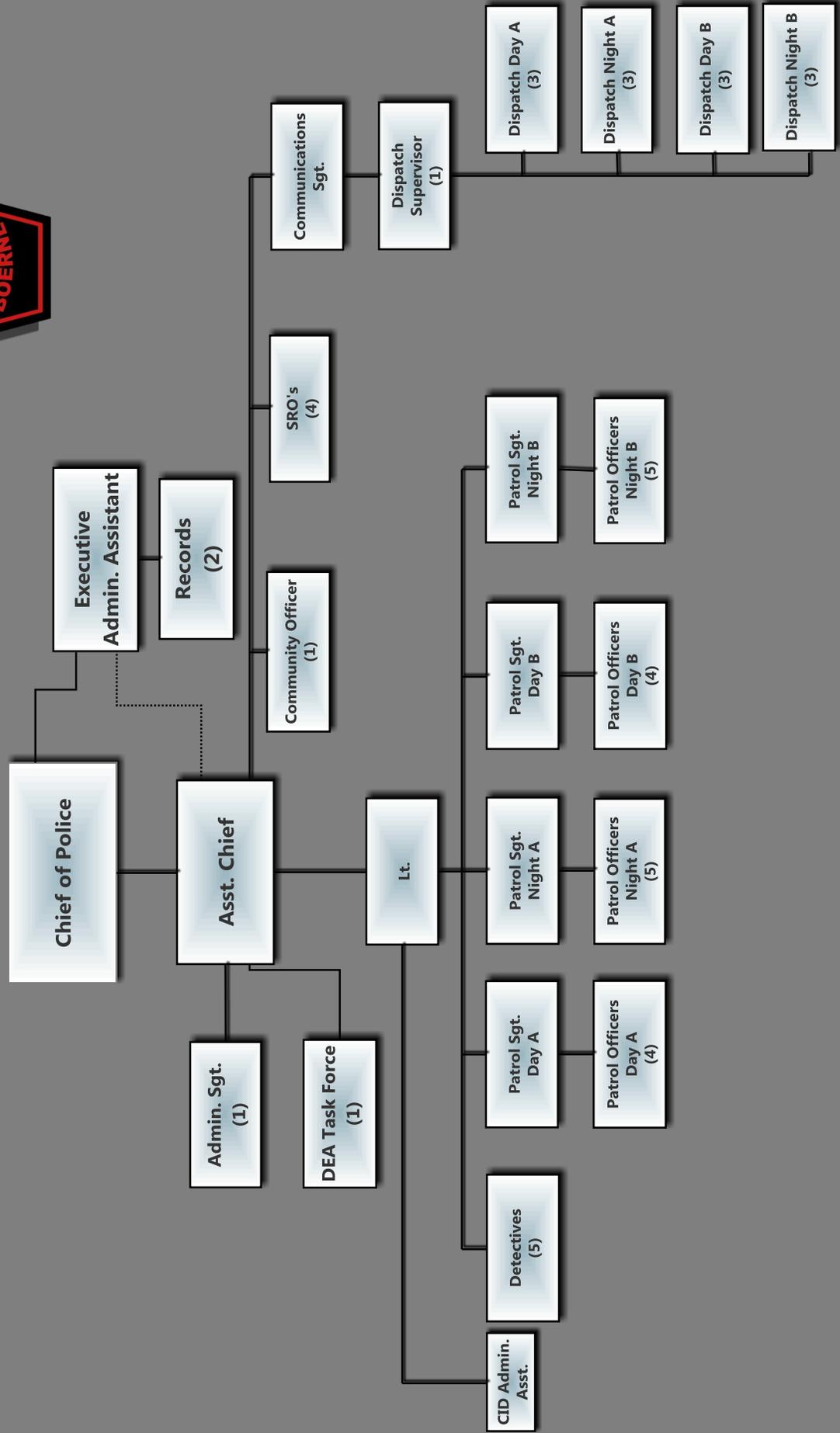
The community has entrusted the Boerne Police Department to exercise its authority with discretion, good judgment, respect, and a commitment to honesty and justice. Each member of the Boerne Police Department strives to build upon the trust and confidence of the community.

Responsibility

As members of the Boerne Police Department, we are accountable for our actions. We will exhibit self-restraint and calm in times of stress and not shy away from tough decisions that must be made.

BOERNE POLICE DEPARTMENT

2015 Organizational Chart



Administration



Chief of Police James Kohler
28 Years of Service
MS American Military University
Master Peace Officer



Assistant Chief Jeff Page
34 Years of Service
MS Webster University
Master Peace Officer



Lieutenant Steve Perez
17 Years of Service
AA San Antonio College
Master Peace Officer



Maria Guerrero
20 Years of Service
Administration



Ryan Cook
1 Year of Service
CID Admin



Brittany Neill
3 Years of Service
Records



Heather Heflin
3 Months of Service
Records

Supervisors



Sergeant James Gonzales
27 Years of Service
BA CJ UTSA
Master Peace Officer



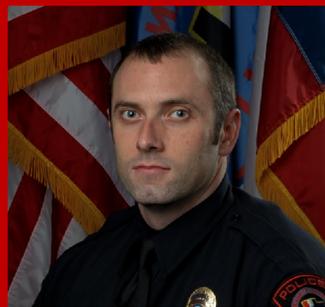
Sergeant Greg Irvin
19 Years of Service
Master Peace Officer



Sergeant Cody Lackey
11 Years of Service
Advanced Peace Officer



Sergeant Pedro Moncada
16 Years of Service
M. Ed Hardin-Simmons
Master Peace Officer



Sergeant Mitch Scoggins
7 Years of Service
BBA Marketing TLU
Advanced Peace Officer



Sergeant Chris Padilla
18 Years of Service
Master Peace Officer

Sworn Personnel



Jason Abbott
19 Years of Service
Master Peace Officer



Khalid Alabaidi
3 Months of Service
Basic Peace Officer



Paul Bilotta
12 Years of Service
Advanced Peace Officer



Micah Binkley
16 Years of Service
Advanced Peace Officer

Sworn Personnel (Cont.)



Keith Faulkner
19 Years of Service
Advanced Peace Officer



Roger Faz
12 Years of Service
Advanced Peace Officer



Detective Lisa Flores
7 Years of Service
Advanced Peace Officer



Detective Ovidio Flores
15 Years of Service
BA CJ UTSA
Master Peace Officer



Rebecca Foley
5 Years of Service
Intermediate Peace Officer



Detective Eric Gomez
5 Years of Service
AS Gen. Studies NWVC
Intermediate Peace Officer



Hector Hernandez
24 Years of Service
Master Peace Officer



Cliff Latting
3 Months of Service
Basic Peace Officer



Douglas Meuth
7 Years of Service
Intermediate Peace Officer



Tom Moberly
9 Years of Service
Masters MGT Park Univ.
Advanced Peace Officer



Pablo Morales
4 Years of Service
BA CJ TX State
Basic Peace Officer



Clay Norberry
1 Year of Service
Basic Peace Officer

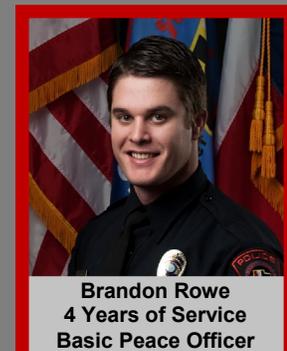
Sworn Personnel (Cont.)



Bowen Patton
5 Years of Service
Basic Peace Officer



Michael Pease
9 Years of Service
Advanced Peace Officer



Brandon Rowe
4 Years of Service
Basic Peace Officer



John Rutledge
15 Years of Service
Advanced Peace Officer



James Schmidt
1 Month of Service
Basic Peace Officer



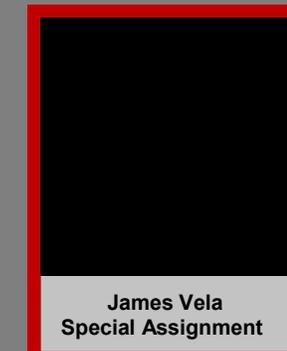
Keith Taylor
9 Years of Service
Intermediate Peace Officer



Ruben Trevino
7 Years of Service
Intermediate Peace Officer



Kris Ujueta
3 Years of Service
Basic Peace Officer



James Vela
Special Assignment



Detective Chris Walk
5 Years of Service
Intermediate Peace Officer



Cheyenne Weber
6 Years of Service
Intermediate Peace Officer



Currently Vacant

Communications



Shelbie Coldewey
3 Years of Service
Telecommunications
Basic License



Brandon Esser
13 Years of Service
Telecommunications
Advanced License



Kristen Irvin
10 Years of Service
Telecommunications
Advanced License



Leeann Katzer
16 Years of Service
Telecommunications
Advanced License



Lety Moncada
12 Years of Service
Telecommunications
Advanced License



Howell Moore
1 Month of Service
Telecommunications
Basic License



Debbie Prentiss
23 Years of Service
Telecommunications
Advanced License



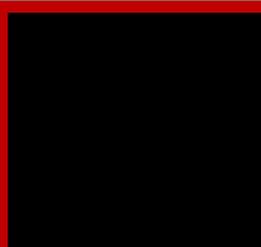
Lilly Robinson
5 Years of Service
Telecommunications
Basic License



Tammy Waters
10 Years of Service
Telecommunications
Advanced License



Currently Vacant



Currently Vacant



Currently Vacant

Administration and Records

The records division manages the collection, dissemination, maintenance and control of all departmental reports and documents. This includes responding to requests for information from the public and other law enforcement/governmental agencies, entering information from arrests, compiling case files and forwarding them to the appropriate court for review and possible prosecution, maintaining departmental employee records and training certificates, forwarding animal calls to animal control for follow up, filing and maintaining closed and inactive case files, answering non-emergency phone calls, providing customer service to walk-ins at the PD lobby, as well as managing the admission, maintenance and destruction of all property seized as evidence by the department during the course of its operations. On a monthly basis the clerks compile reports tracking patrol vehicle mileage and the number of injury/non-injury auto accidents that the department responds to.

Between the hours of 9:00AM and 3:30PM the records division also provides finger printing services free of charge to residents within the incorporated city limits of Boerne and provides the same services to residents outside the city limits for a fee. They also coordinate off duty security assignments for events occurring within the city limits.

Services and Fees:

Fingerprints- \$10 per card

Accident reports- \$6

Incident reports/Call sheets/All other documents- \$.10 per page

911 tapes- \$5.00 per CD

Video- \$5.00 per DVD

Background check within city limits- \$5.00 per letter

Patrol

The Patrol Division is the largest division within our police agency that is comprised of 18 police officers and 4 sergeants assigned solely to patrol duties. In every police department across the United States this division is considered the “backbone” of the agency. The patrol officers are the most visible police entity within our community, answering the initial call for service when the citizen needs assistance. The types of calls an officer will answer vary in nature and may consist of; crimes in progress, traffic violations including vehicle accidents, public assistance, suspicious persons, and anything else out of the ordinary. Patrol is intended to prevent crime and reduce the fear of crime in the community through their presence.

In 2015, we encouraged officers to conduct security checks of local businesses and other areas within the city in an attempt to become proactive against crime. The security checks consists of officers getting out of their patrol car and walking throughout the business. This proactive approach has been received well from the retail stores and on one occasion the officer interrupted a theft in progress. Our goal is to reduce thefts and other crimes through these type initiatives.

Another goal we have been pursuing was adequate staffing levels within our patrol division. For several years we have operated at a minimum staffing level of 3 officers on duty which has proven to be a challenge with our call volume. In the budget we were approved for two additional officers to be assigned to patrol which will allow us raise our minimum staffing to 4 officers on duty. In addition, we are seeking ways to address the busiest times of the day and may manipulate officers schedules to have adequate staffing during those times and days.

Racial Profiling

The chief administrator of the agency, regardless of whether the administrator is elected, employed, or appointed, is required to submit an annual report of the information collected under Subdivision (6) to:

(A) the Commission on Law Enforcement; and

(B) the governing body of each county or municipality served by the agency, if the agency is an agency of a county, municipality, or other political subdivision of the state.

The Boerne Police Department chooses to report a Partial Exemption or Tier 1 Reporting, the agency is stating it routinely performs traffic stops or motor vehicle stops and the vehicles that routinely perform these stops are equipped with video and audio equipment in which these videos are maintained 90 days after the stop as per, Texas State Code of Criminal Procedure Article 2.135.

Number of motor vehicle stops:

1. 1,626 citations only

2. 9 arrests only

3. 22 both

4. 1,657 total (lines 4, 11, 14 and 17 must be equal)

Race or Ethnicity:

5. 27 African

6. 11 Asian

7. 1,243 Caucasian

8. 372 Hispanic

9. 4 Middle Eastern

10. 0 Native American

11. 1,657 total

Race or Ethnicity known prior to stop?

12. 184 yes

13. 1,473 no

14. 1,657 total

Search conducted?

15. 180 yes

16. 1,477 no

17. 1,657 total

Was search consented?

18. 37 yes

19. 143 no

20. 180 total (must equal line 15)

School Resource Officer Program

School Resource Officers (SRO's)

Four Boerne Police Department officers are assigned full-time to the Boerne Independent School District (BISD) campuses located in our city:

Officer Hector Hernandez - assigned to Boerne-Samuel V. Champion High School

Officer Roger Faz - assigned to Boerne High School

Officer Jon Rutledge - assigned to Boerne Middle School North

Officer Micah Binkley - assigned to Boerne Middle School South

Our four, current School Resource Officers are all seasoned patrol officers who have acquired and continue to receive hundreds of additional hours of specialized training. Our SRO's combined, have over 50 years of Law Enforcement experience. The training and experience has allowed the officers to become subject matter experts in the field of juvenile law as well as the criminal enforcement portions of the Texas Education Code. The SRO's are also responsible for creating and maintaining youth projects and services throughout the city. They help to coordinate bicycle safety programs and other general safety events including Boerne's "Safety Town" project, whose primary goal is to introduce children to emergency personnel in a calm environment.

The school resource officer program that we have in the City of Boerne has time and again proven its effectiveness and success. Our SRO's are a vital part of our community as they protect and serve our children and their families in an environment that has increasingly become a target for those who prey on the helpless and defenseless. They provide an extra safety net in schools by conducting security assessments of school buildings and surrounding areas, teach and assist with school lockdown procedures and provide critical incident training in school communities. When appropriate, they provide clear and consistent boundaries and expectations in regards to the Texas Penal Code and Texas Education Code. They provide a positive role model for students; especially those without positive role models in their lives. Our SRO's are active mentors to students within the BISD. Our SRO's provide conflict resolution for students and staff; as well as education on school law. They help educate students and teachers on the topics of self-defense, internet safety, predator awareness, prevention of abuse and conflict resolution. They act as a deterrent to crime in schools and provide overall support for a safe and caring school climate.



Criminal Investigations Division

The Boerne Police Department's Criminal Investigations Division (CID) is responsible for investigating crimes within our community that are reported to the patrol officers in the field. At the beginning of this year, CID was comprised of 4 detectives that were supervised by a sergeant. However, due to the steady increase of cases over the last five years and a significant increase in drug cases, this division was granted an additional detective position that was filled by Officer Eric Gomez in March of 2015. An additional Detective position was approved in the FY Budget 2015-2016 and will be assigned to investigating narcotics. The narcotics detective position has been one of our goals for many years now and it is finally coming to fruition.

The additional detectives is two-fold; one detective will help address our increase in caseload among the detectives and the other position will allow us to address the 122% increase in drug-related offenses over the last two years. Detective Gomez will be assigned the additional case load and Detective Lisa Flores will be assigned to narcotics. In anticipation of this, Detective Flores has been attending different training classes and has been working with other entities such as DEA, Homeland Security, DPS narcotics, SAPD Narcotics, etc.... in order to enhance her abilities as a narcotics detective and to develop the intel needed to minimize the amount of narcotic/drug possession and trafficking cases within our community. Some of the challenges in the future will be to maintain a caseload that is manageable by the Detectives, while also maintaining our level of service to the community.

The FBI reports the national average for clearing a case is about 47% for violent crimes and 20% for property crimes. In comparison, The Boerne Police Department's respective clearance rates for 2015 were 59% for violent crimes such as Aggravated Assault, Assault, Sexual Assault. The respective clearance rate for property crimes such as burglaries, thefts and vandalism was 30%.

Communications

The Communications Division is comprised of 12 Telecommunication Operators and 1 Police Sergeant when fully staffed.

The Communications Division operates with a board, with members from the City of Boerne, Kendall County, and the City of Fair Oaks Ranch. The board members are in contact throughout the year but formally meet 3-4 times to discuss the upcoming year's budget based on calls for service. The budget for each entity is based on a percentage of usage that is calculated by the respective agencies' calls for service and documented traffic stops. This board has been in place for over 12 years now and has functioned quite well using this criteria when determining their budget. There are many public safety jurisdictions seeking to combine services as a unified multi-agency dispatch center in an attempt to reduce costs within their respective communities. The City of Boerne is the host for communications and is responsible for the day to day operations and personnel.

In 2015, the Communications Division provided public safety communications for all public safety organizations in Kendall County, which includes seven fire departments, emergency medical services, the Kendall County Sheriff's Department, the Fair Oaks Ranch and the Boerne Police Departments, Texas Parks and Wildlife, Texas Department of Public Safety, along with utilities personnel. The Communications Division is accountable for answering emergency 911 calls, non-emergency calls on the department's administrative telephone lines, operation of the computer aided dispatch (CAD) system, the records management system (RMS), the i-Info notification system, Active911 Fire/EMS paging system, monitoring the City's security camera system, monitoring the Public Safety building's silent alarm system, walk-in traffic in the police department lobby after hours (weekends/holidays) and radio dispatch for all on-duty police, fire, EMS and utility departments. The Communications Division is also responsible for entering, removing and modifying persons, vehicles and articles in the Texas Crime Information Center's (TCIC) system and the National Crime Information Center's (NCIC) system. In 2015, the Communication's Division switched from 8 hour shifts to 12 hour shifts. With these shifts, we hope to have more dispatchers working at any given time.

In 2015, the Communications Division answered 31,853 emergency 911 calls which increased 32% from 2014. This increase is a result of more citizens utilizing the 911 number via cell phones versus the non-emergency line.

The Communications Division generated 50,736 calls for service, in 2015 which includes citizen reported and officer initiated activity. These calls are not just police specific; they include fire, ems, utility and animal control calls. The total number of calls for service increased 4.8% from 2014.

Emergency Response Team

The Boerne Police Department currently has 13 police officers dedicated to the Kendall County Joint Emergency Response Team (ERT) which is commanded by Lieutenant Steve Perez. The team was established in 2013 and is comprised of officers from the Boerne Police Department, Kendall County Sheriff's Office, Fair Oaks Ranch Police Department, and the Texas Parks and Wildlife Game Wardens. The team has been training together consistently for over a year under the direction of 17 year S.W.A.T. veteran Guillermo Cantu with the San Antonio Police Department. Officer Cantu's training has developed and prepared the team to better serve our community in the event of a high risk situation. This team remains divided into two units; a tactical unit and a negotiations unit. Both units train regularly to ensure their skills and tactics don't diminish. It is imperative that both units maintain a strong working relationship as information obtained by each unit during an actual event are crucial to a successful resolution.

Members of the tactical unit have all been through specialized training and are certified SWAT operators. The tactical unit currently trains for 16 hours every month on areas such as breaching, entering buildings, team movements, officer extractions, high-risk warrant service, firearms training, tactics, and many other areas that encompass the duties that would be performed by this specialized unit.

The second component to the ERT is the negotiations unit. Like the tactical unit, the members of the negotiations unit have all been through specialized training geared specifically for negotiations. This unit trains on planning/gathering intelligence to understand who or what they are dealing with, hostage negotiations, and paying attention to intricate details that would be crucial to relay to the tactical unit prior to putting officers at more risk than is absolutely necessary.

In 2015, the ERT was activated twice, both of which were tactical operations involving serving high risk warrants. The team also conducted a training scenario at a local school that was planned by Officer Cantu which involved both the tactical and negotiations units. Once the actual scenario was completed, an after action review was conducted while still on location, providing invaluable training for both units, as well as school administration. The Boerne Police Department acquired an armored vehicle (MRAP) through the Military's 10-33 Program which is a governmental program that distributes military vehicles/equipment to law enforcement agencies around the country. The MRAP saw service during the flood of 2015 and was used to help rescue residents from an apartment complex that was already halfway under water. This is just one example why the MRAP is extremely beneficial to have as a resource.

A special Thank You to Boerne Police Officers Cheyenne Weber and Hector Hernandez who worked extremely hard throughout the summer on equipping the MRAP with emergency lights and sirens, as well as making the interior of the vehicle operable for the tactical unit during operations.

Downtown Bike Patrol



The Downtown Bike Patrol position is held by Officer Michael Pease, who has been assigned there since 2013. In 2015 Officer Pease graduated the intensive 40hr. International Police Mountain Bike Association (IPMBA) Instructor School and can now certify more of our officers through a 40 hour Bike Patrol Certification course. Our goal is to continue to incorporate Bike Patrol into our regular duties. Patrolling with a bike strives to make the most of this advantage by favorable contacts with citizens who live and work in our community, as well as with visitors to Boerne. Our objective is to combine the individual contact of the historical "beat officer" with the benefits of the latest community policing initiatives. The Bike Patrol officer strives to be thoroughly familiar with his/her area and to facilitate a positive community / law enforcement relationship with persons in the area by being known and accessible.

The Boerne Downtown Bicycle Patrol Officer continues to be a great community resource. This officer patrols the Hill Country Mile and several businesses near the downtown area. It is a great way to interact with citizens while they shop as well as staying in close contact to downtown business owners. There is currently 1 downtown bike officer assigned to the Hill Country Mile. The bike officers responsibilities are to patrol the shops, walking trails and surrounding businesses. The Boerne Police Department has 13 certified bike patrol officers and is looking to certify several more in the near future. The extra certified officers are used for special events including parades, fireworks displays, and Dickens on Main. The officers on bikes allows for quick responses in confined places where roads might be closed. They can maneuver through crowds easily and check areas where cars cannot go. The bicycle is stealthy and allows for officers to use more of their senses that they might not be able to use if they are in a patrol car. We would like to thank Walmart for the second year of support in supplying the department with funds for new bikes and equipment.

National Night Out (NNO)

The 2015 National Night Out was another great success in Boerne. This year the Boerne Police Department participated in the National Night Out award category #5. Category #5 factors cities with populations between 5,000-15,000 people. This is the first year Boerne officially registered with NNO and won an award that is listed on the National Night Out website. This year the Boerne Police Department confirmed 18 registered block parties which equates to approximately 10% citizen involvement within our community. Every officer assigned to NNO got to visit with citizens of the community, hand out goodies to the kids, and offer safety tips. Next year Boerne plans to make NNO even better. Thank you to the citizens of Boerne for participating and helping us achieve award status.



Grants

Grants remain to be one of the main components for funding large scale requests for equipment, technology, and anything else that can help law enforcement become better prepared to take on the challenges they face every day.

The first grant applied for was through the National Rifle Association (NRA). There were two separate grants that were applied for through this grantor which consisted of one for firing range improvements, and one for equipment. Although the Boerne Police Department was not awarded the grant for the range improvements, BPD received \$4,739.85 in awards to purchase two (2) tactical barrel rifles for the ERT tactical unit and training ammunition for these rifles. The Boerne Police Department would like to thank the NRA for funding this project.

The second applied for during 2015 was the COPS grant, which is a federally funded program that would provide partial funding for a School Resource Officer Position. The Boerne Police Department felt that this additional School Resource Officer position would not only benefit the department and SRO's already in place, but also the community which continues to grow at an extremely rapid pace. Having a School Resource Officer present at the elementary schools would allow for those students to have police contact at an early age. Unfortunately, we were not awarded funding for this particular grant.

The third applied for was through Homeland Security. Since the development of the City of Boerne-Kendall County Emergency Response Team (ERT) , several pieces of equipment have been obtained through the Homeland Security Grants. In coordination with the thirteen other counties and their jurisdictions within the Alamo Area Council of Government, this grant funding has allowed for the development of a law enforcement tactical team to meet the needs of our community and region. With the continued growth of the City and surrounding areas the need for this type of response capability will only increase. The most recent Homeland Security Grant award was in the amount of \$88,500 for an ERT vehicle and equipment that was placed in service in 2015.

The last grant applied for was through The Walmart Foundation. This grant offered funding for community outreach programs which the Boerne Police Department has been fortunate enough to have been a recipient in the past. This grant was applied for again this year in an effort to obtain more bicycles for our bike patrol certified officers to utilize during large community events such as parades, 4th of July festivities put on by the city, and many other community outreach opportunities that we have adopted over the past couple years. This grant was awarded and we received \$2,500.

Citizen's Police Academy

The Citizen's Police Academy is designed to provide a new understanding of law enforcement through open lectures, demonstrations, exercises and participation with citizens of the community. Those in attendance are provided hands-on training in dealing with many of the challenges officer's face, while in an atmosphere that not only allows for class input, but one that places an emphasis on this very aspect. The academy includes, but is not limited to, blocks of instruction on Investigations, Patrol, Traffic, Courts, Emergency Response Team, DWI's, Taser, and Firearms (with a day at the range incorporating all the firearms available to our officers). Additionally, those in attendance are able and encouraged to ride along with officers at their convenience. In this capacity, officers will forge an even stronger relationship with those we serve.

The Academy consists of three hours of instruction per topic, one night each week for 10 weeks. The primary goal of this academy is not only to expose citizens to the law enforcement arena, but more importantly, expose the department to the needs and desires of the citizens in an effort to improve the service we provide. 2015 Citizen's Academy graduates are as follows: Peter Corcoran, Mary Uecker, John Uecker, Bonaventura Lauro, Graciela Lauro, Kevin Vandervort, Charles Smith, James Beitel, Michael Luckey, Shanna Ciano, Larry Ciano, Mark Cooper, Darlene Cooper, Mary Finley, Rod Townsend, John Sprowls, Susan Jackson, Henry Graeber, Eiji Teragouchi, Jay Bransford, Donald Udel, William Smith, Julie Pfeiffer, Chris Menzel, Joseph Bruce, Richard Wallace.

Class of 2015



Boerne Police Officer's Association (BPOA)



The Boerne Police Officer's Association is a non-profit organization that is comprised of sworn and non-sworn Boerne Police Department personnel. The association strives to improve the community and the citizen's quality of life. This is accomplished by remaining involved with the community by participating in fundraisers, local events for non-profit, and much more. For example, the yearly Blue Santa Event, the BPOA "Share the Warmth" yearly cold weather clothing drive, the city wide Easter Egg Hunt in conjunction with the City of Boerne Parks Department and much more. The BPOA is dedicated to having positive contacts with our citizens outside of a law enforcement capacity.

Current BPOA Board Members:

Officer Roger Faz #333 – President

Officer Ruben Trevino #318 – Vice President

Sgt. Pedro Moncada #310—Treasurer

Officer Cheyenne Weber #336—Sgt. at Arms

Tammy Waters—Secretary

The BPOA has made many friends with several local non-profit organizations; such as The Hill Country Family Services, The Kendall County Women's Shelter, and The Cibolo Nature Center. Below are several examples of events the BPOA has participated in for 2015:

Annual City Wide Easter Egg Hunt

The annual Easter Egg Hunt is a popular event in Boerne, with the BPOA and Boerne Parks Department working together to sponsor the event. In doing so, costs and responsibilities are shared allowing for this event to be more manageable on all fronts.

The event which has been held at the Boerne City Lake to accommodate those in attendance, continues to grow yearly and the BPOA looks forward to working with the City of Boerne Parks Department once again. The BPOA donated 5,000 candy filled eggs and provided Easter basket prizes for those lucky children who found the lucky ticket amongst the Easter eggs.



BPOA (cont.)

Movie at the Lake Event

The movie at the lake was an event which was supported by local businesses and non-profit organizations. During this event superhero capes were given to children of all sizes including a few adults to get them in the spirit of being a superhero for the evening. This event was attended by over 1200 people.



The BPOA 1st Annual Haunted House

The first ever BPOA sponsored Haunted House was an event which benefitted the Hill Country Family Services and Boys & Girls Clubs of Boerne and Comfort. Even though the weather did not completely cooperate with us during the first weekend of business we were still able to raise over \$2,000.00.

The BPOA Blue Santa Event

The annual BPOA Blue Santa Event this year is a collective effort between the BPOA, Kendall County Sheriff's Office, Kendall County CPS, and the Hill Country Family Services. The organizations divide a list of needy families in the area and toys are donated or purchased new for the event and handed out during the event which was held at Kronkosky Place this year. This year's event would not be possible without the generous donations by our local community business'.



BPOA "Share the Warmth" Coat Drive

The BPOA collected and donated over 100 new and used coats in the Boerne area during 2015, due to the generosity of those who gave in the community. These coats were donated to Hill Country Family services, and were distributed to needy families in Kendall County. Coats were collected at multiple business locations in Boerne, such as H-E-B, Wal-Mart and Boerne Independent School District. This project was spearheaded by Association member Paul Bilotta and through his diligence he has been able to increase the number of coats donated every year.

In total the BPOA membership has donated over 1,000 hours to support a variety of events throughout the community.

Awards and Recognition

Each year the department recognizes those officers who have excelled in the various areas of law enforcement. These areas include Officer of the Year, Dispatcher of the Year, Safe Driver certificate, Fit for Duty, and Top Gun. Two of these areas include recognition for physical fitness and performance at the firing range. 2015 saw an increase from 10 to 11 officers receiving the BPD “Fit for Duty” award, those honored include the following: Sgt. Lackey, Sgt. Scoggins, Sgt. Padilla, Officer Bilotta, Officer Binkley, Officer Latting, Officer Moberly, Officer Patton, Officer Rowe, Officer Pease and Det. Walk. This award is given to those members capable of maximizing their respective physical fitness assessments based on the Coopers Institute of Dallas. No doubt, a direct result of the emphasis administration places on mental and physical readiness to better serve our community, coupled with the ever increasing use of the police department workout facility. This year we chose the winner based on their specific “FIT for Duty” percentage and Detective Chris Walk took the honor this year. In addition to the yearly physical fitness assessment, the BPD also incorporates a “Top Gun” competition annually. This competition encompasses a pre-determined course of fire and is held immediately after annual range training. This year’s award winner goes to Cheyenne Weber. Congratulations to all!

Finally, the Police Officer of the Year for 2015 is Officer Bowen Patton who has been with the police department for 2 years. This recognition was bestowed by his peers and other staff members. We would also like to recognize the Dispatcher of the Year for 2015 is Shelbie Coldewey who has also been with the police department for 2 years. The same process was utilized in selecting the dispatcher of the year as the officer of the year. Both awards are determined by looking at the nominee’s service record; including things like commendations and performance evaluations during the year. I am very proud to have both of them on the team serving our community.

Pictured below is the 2015 Officer of the Year, and Dispatcher of the Year, . Also, pictured are Detective Chris Walk, receiving the highest score on “Fit for Duty”, and Officer Cheyenne Weber, receiving the highest score on “Top Gun”.

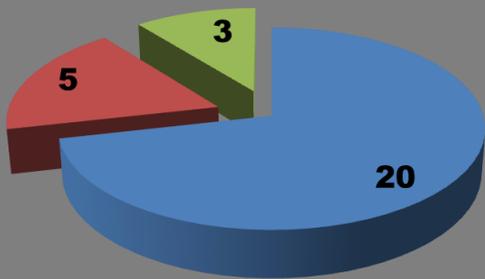


Commendation/Merits/Complaints

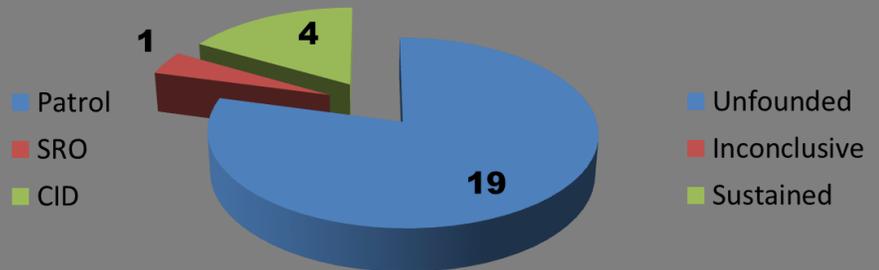
In 2015, 28 merits for outstanding service were issued; 20 to the Patrol division, 5 to School Resource Officers (SRO's) and 3 to the Criminal Investigation Division (CID). Many of these merits were initiated by those we serve, lending further credit to the caliber of employees that makeup the Boerne Police Department and a direct result of administration's effort to provide unparalleled service. Congratulations to all and keep up the good work!

In an effort to ensure accountability within the department, we track all complaints. This includes origin as it relates to an internal or external complaint. In 2015 we documented 24 complaints. In the handling of complaints, a supervisor will follow up with the complainant and exhaust all avenues to ensure our department maintains the level of professionalism our citizens and this community deserves. Of the 24 complaints, 19 were unfounded and 1 was inconclusive after thorough investigation. The remaining 4 were sustained, and as such, resulted in disciplinary action. While we don't want to minimize the small increase in the number of complaints from 2014 to 2015, it is important to keep in perspective that our officers made 19,409 contacts with the public. The 24 total complaints account for only .12% of all the contacts our officers made with the public.

28 Total Merits for 2015



24 Total Complaints for 2015



Definitions:

The Chief of Police will classify completed internal affairs investigations as:

- 1. Unfounded - no truth to allegations or allegations true, but are the result of adherence to departmental policy or procedure. Exonerated complaints will be reviewed by the Chief of Police for policy issues.**
- 2. Inconclusive - unable to verify the truth of the matters under investigation.**
- 3. Sustained - allegations are true.**

Statistics

UNIFORM CRIME REPORT YEAR STATISTICS

The Uniform Crime Reports (UCR) are official data on crime in the United States, published by the Federal Bureau of Investigation (FBI). UCR is a nationwide, co-operative statistical effort of nearly 18,000 city, university and college, county, state, tribal, and federal law enforcement agencies voluntarily reporting data on crimes brought to their attention.

UNIFORM CRIME REPORT PART I OFFENSES 2 YEAR COMPARISON

| | <u>2014</u> | <u>2015</u> | <u>Difference</u> |
|---------------------|-------------|-------------|-------------------|
| MURDER | 0 | 0 | 0.00% |
| RAPE | 7 | 7 | 0.00% |
| ROBBERY | 3 | 2 | -33.3% |
| AGG. ASSAULT | 23 | 19 | -17.4% |
| ARSON | 1 | 0 | -100.00% |
| BURGLARY | 25 | 45 | 80% |
| THEFT | 270 | 342 | 27.7% |
| AUTO THEFT | 7 | 17 | 142.9% |
| <hr/> | | | |
| CRIME INDEX | 336 | 432 | 28.6% |

UNIFORM CRIME REPORT PART II OFFENSES 2 YEAR COMPARISON

| | <u>2014</u> | <u>2015</u> | <u>Difference</u> |
|--------------------------|--------------|--------------|-------------------|
| ASSAULTS | 183 | 159 | -13.11% |
| CRIMINAL MISCHIEF | 103 | 105 | 1.94 % |
| WEAPONS | 15 | 12 | -20% |
| NARCOTIC | 243 | 346 | 42.38 % |
| TOBACCO | 15 | 18 | 20% |
| LIQUOR | 45 | 47 | 4.44% |
| DWI | 83 | 73 | -12.05% |
| PUB. INTOXICATION | 67 | 69 | 2.99% |
| DIS. CONDUCT | 22 | 5 | -77.27% |
| OTHER* | 568 | 659 | 16.02 |
| <hr/> | | | |
| TOTAL Part II | 1,347 | 1,493 | 10.84% |

UCR PART I OFFENSES — 5 Year Comparison

| | <u>2011</u> | <u>2012</u> | <u>2013</u> | <u>2014</u> | <u>2015</u> |
|---------------------|-------------|-------------|-------------|-------------|-------------|
| MURDER | 0 | 0 | 0 | 0 | 0 |
| RAPE | 4 | 4 | 7 | 7 | 7 |
| ROBBERY | 5 | 4 | 1 | 3 | 2 |
| AGG. ASSAULT | 5 | 11 | 16 | 23 | 19 |
| ARSON | 0 | 0 | 0 | 1 | 0 |
| BURGLARY* | 31 | 35 | 24 | 25 | 45 |
| THEFT | 254 | 327 | 337 | 270 | 342 |
| AUTO THEFT | 6 | 13 | 17 | 7 | 17 |
| CRIME INDEX | 305 | 394 | 402 | 336 | 432 |

(*Burglary of Habitation and Building only. Burglary of Vehicle is included with theft.)

UCR PART II OFFENSES — 5 Year Comparison

| | <u>2011</u> | <u>2012</u> | <u>2013</u> | <u>2014</u> | <u>2015</u> |
|--------------------------|-------------|-------------|-------------|-------------|-------------|
| ASSAULTS | 162 | 159 | 176 | 186 | 159 |
| CRIMINAL MISCHIEF | 88 | 101 | 109 | 103 | 105 |
| WEAPONS | 9 | 5 | 12 | 15 | 12 |
| NARCOTIC | 166 | 108 | 156 | 243 | 346 |
| TOBACCO | 24 | 21 | 9 | 15 | 18 |
| LIQUOR | 25 | 35 | 35 | 45 | 47 |
| DWI | 73 | 73 | 55 | 83 | 73 |
| PUB. INTOXICATION | 49 | 58 | 50 | 67 | 69 |
| DIS. CONDUCT | 18 | 17 | 14 | 22 | 5 |
| OTHER* | 208 | 308 | 415 | 568 | 659 |
| TOTAL Part II | 822 | 885 | 1,031 | 1,347 | 1,493 |

*The category **OTHER**, consists of the following:

Criminal Trespass, Curfew Violation, Driving While License Invalid, Forgery, Credit/Debit Card Abuse, Harassment, Runaway, Resisting Arrest, Stalking, Terroristic Threat and Violation of Court Orders

ACTIVITY STATISTICS– 2 YEAR COMPARISON

| | <u>2014</u> | <u>2015</u> | <u>Difference</u> |
|---------------|-------------|-------------|-------------------|
| CITATIONS | 2,379 | 1,771 | -25.56% |
| WARNINGS | 4,117 | 4,693 | 13.99 |
| FELONY ARREST | 92 | 99 | 7.61 |
| MISD. ARREST | 558 | 545 | -2.33% |
| <hr/> | | | |
| TOTAL ARREST | 650 | 644 | -0.92% |

ACCIDENT STATISTICS– 2 YEAR COMPARISON

| | <u>2014</u> | <u>2015</u> | <u>Difference</u> |
|------------------|-------------|-------------|-------------------|
| FATAL | 2 | 0 | -200% |
| INJURY | 85 | 73 | -14.12% |
| DAMAGE ONLY | 385 | 440 | 14.29% |
| PRIVATE PROPERTY | 253 | 272 | 7.51% |
| <hr/> | | | |
| TOTAL | 725 | 785 | 8.28 % |

CALLS FOR SERVICE– 2 YEAR COMPARISON

| | <u>2014</u> | <u>2015</u> |
|-------------------|-------------|-------------|
| CALLS FOR SERVICE | 12,924 | 19,245 |

(Note: For 2015, we began including traffic stops into the total Calls For Service.)

COMMUNICATION CENTER ACTIVITY– 2 YEAR COMPARISON

| | <u>2014</u> | <u>2015</u> | <u>Difference</u> |
|----------------------------------|-------------|-------------|-------------------|
| 911 CALLS | 24,119 | 31,853 | 32.06% |
| TOTAL CFS (Calls for Service) | 48,425 | 50,736 | 4.8% |

ACTIVITY STATISTICS-- 5 YEAR COMPARISON

| | <u>2011</u> | <u>2012</u> | <u>2013</u> | <u>2014</u> | <u>2015</u> |
|----------------------|--------------|--------------|--------------|--------------|--------------|
| CITATIONS | 2,843 | 2,664 | 3,393 | 2,379 | 1,771 |
| WARNINGS | 2,475 | 2,550 | 3,127 | 4,117 | 4,693 |
| FELONY ARREST | 62 | 54 | 72 | 92 | 99 |
| MISD. ARREST | 366 | 439 | 398 | 558 | 545 |
| TOTAL ARREST | 428 | 493 | 470 | 650 | 644 |

ACCIDENT STATISTICS-- 5 YEAR COMPARISON

| | <u>2011</u> | <u>2012</u> | <u>2013</u> | <u>2014</u> | <u>2015</u> |
|-------------------------|-------------|-------------|-------------|-------------|-------------|
| FATAL | 0 | 0 | 3 | 2 | 0 |
| INJURY | 83 | 42 | 57 | 85 | 73 |
| DAMAGE ONLY | 302 | 359 | 439 | 385 | 440 |
| PRIVATE PROPERTY | 283 | 236 | 239 | 253 | 272 |
| TOTAL | 668 | 637 | 738 | 725 | 785 |

CALLS FOR SERVICE-- 5 YEAR COMPARISON

| | <u>2011</u> | <u>2012</u> | <u>2013</u> | <u>2014</u> | <u>2015</u> |
|--------------------------|---------------|---------------|---------------|---------------|---------------|
| CALLS FOR SERVICE | 10,462 | 10,691 | 10,876 | 12,924 | 19,245 |

COMUNICATION CENTER ACTIVITY- 5 YEAR COMPARISON

| | <u>2011</u> | <u>2012</u> | <u>2013</u> | <u>2014</u> | <u>2015</u> |
|------------------------------------------------|---------------|---------------|---------------|---------------|---------------|
| 911 CALLS | 22,395 | 22,925 | 23,223 | 24,119 | 31,853 |
| TOTAL CFS (Calls for Service) | 30,995 | 44,727 | 46,446 | 48,425 | 50,736 |

The Year in Review: Achievements and Challenges

National Night Out

We continue to participate in this event and for 2015 we registered with the NNO organization for the first time and was able earn an award for those cities in the 5,000-15,000 population category. Next year we will look to continue to increase citizen participation and even have an event at the police department.

Citizens Police Academy (CPA)

We held another joint CPA class for 2015 that was made up of 23 citizens from Boerne, Fair Oaks Ranch, and Kendall County. We continue to look for ways to engage/expose the public to law enforcement and why we operate in the way we do. This allows our citizens to be better informed and to for us receive feedback from our citizens on how we may change to make our departments better.

Public Service Announcement (PSA)

The staff at the police department created a PSA that was placed on our Facebook website in regards to pedestrians failing to use crosswalks on Main Street and ultimately how dangerous that is.

Body Worn cameras Pilot Project

With the need for transparency in the police profession 4 body-worn cameras were issued to patrol officers to begin to see on a limited scale what kind of issues would be forthcoming with their use (i.e. policy development, storage, type of camera, dependability, etc.) associated with using them. This has allowed us to develop a policy for their use and anticipate and deal with the larger issues as we move towards our goal of obtaining all front line officers with body-worn cameras.

5 Year Personnel Plan- Police

As mentioned in our previous annual reports, we have a 5 year Personnel Plan that is updated yearly and to keep you informed I feel it is important to highlight some of our current concerns.

I would like to start with the Investigations Division. In FY 2014-15 a detective was approved for March 2015. This detective was due to the increase in caseload and narcotic arrests. Our goal was to assign this Detective on a part-time basis to focus on our narcotic cases and assist with the overall increase in general cases. This goal has been accomplished. We further outlined the need for a 5th detective based on our data internally and reinforced by research. The 5th Detective was requested in FY 2015/16 and approved. This detective position will be filled in June of 2016 and be assigned to strictly investigate narcotic cases.

The patrol division is currently staffed with 19 police officers, 15 officers and 4 sergeants. They are broken up into four squads, 3 squads have 4 officers and a sergeant and one squad has 3 officers and a sergeant. We asked for and received two additional police officer positions in FY15/16 that will help even out the current 4 shifts as described below and meet our minimum staffing goal of having 4 officers on shift 100% of the time for officer safety and call volume.

Note: this need was based on the following information that was provided in last year's annual report as listed below. We have calculated that 51% of the time we have 4 officers working a patrol shift, 35% of the time we have 3 officers working a patrol shift, and 14% of the time we actually have 5 officers working. In addition, once we figured the Shift Relief Factor for patrol with the current 19 officers assigned to that division we found we actually only have 15.61 to fill shifts. These are serious concerns for me that we are short staffed on patrol especially with the increase on our service calls as well as other categories. The goal should be to have a minimum staffing of 4 officers on shift 100% of the time for officer safety and call volume.

5Year Personnel Plan-Communications

The communications division is a shared cost between Boerne, Fair Oaks and Kendall County; however, in 2015 we saw a 4.26% increase in the volume of calls into 9-1-1 Center. We were approved in FY 14-15 to add a dispatcher and as of January 2015 we are still seeking to fill that position and another position that was vacated by a resignation. This job is difficult and finding the right people to fill those positions is getting even more difficult. We have interviewed on two occasions and we hope the second round of interviews will yield two qualified people. Finally, we will remain vigilant in monitoring the call load in determining future personnel needs.

Police and Communications Applicants

The challenge is filling open positions with qualified personnel. We have advertised on three different occasions for the police officer positions and it appears that we may have finally filled all of our open positions. It appears that nationwide most police agencies are having the same problem and many have begun to offer incentives to lure officers away from other agencies. The shortage of qualified applicants was an issue about 15 years ago; however, my concern is the quality of the applicants themselves. I have spoken to the City Manager about the concerns and we will review again to determine our options. We will not lower our standards just to fill our positions.

The Communications Division has been short almost a year now by at least one dispatcher and at times we have been down three dispatchers. We had two that left to follow their spouse's employment just as they were completing the training program. This is of grave concern because the call load has increased significantly and adequately staffing a shift has been difficult. We have placed the dispatchers on a 12 hour shift to staff shifts accordingly and will review their shifts once we are at full strength. The call load which includes 9-1-1 calls reveals that additional dispatchers may be needed in the near future. I have also spoken to the City Manager in regards to the applicants that are applying and will be reviewing ways to improve the applicant pool.

Accolades

For 2015 we issued life-saving awards to Sgt. James Gonzales and Officer Rebecca Foley. Officer Foley and Sgt. Gonzales received the award for helping a motorist that had passed out and quit breathing in his vehicle. Sgt. Gonzales and Officer Foley was able to administer CPR and an AED to bring him back to life.

The Chief and Officer Patton again participated in the “Walk a Mile her in Her Shoes” fund raising event for the Kendall County Women’s Shelter.

We would like to recognize the Boerne Fire Marshal’s Office for their continued support and work on obtaining another grant this year for the police department that resulted in obtaining equipment which will allow officers to do their jobs safer.

I would also like to recognize the staff that put a significant amount of time, energy, and effort into this annual report and all of the work that the police officers, dispatchers, and civilians of this department do in making this community a safer place to live and work.

Finally, I want to thank the citizens of Boerne, Mayor, City Council, City Manager, and the City of Boerne staff for their continued support in 2015.