

Jackson Police & Fire Services Annual Report 2018

A MESSAGE FROM DIRECTOR HITT



Elmer J. Hitt

Director of Police & Fire

This report is presented as a summary of the activities undertaken by the men and women of the Jackson Police and Fire Departments throughout 2018. The goal of this report is to provide the public with easy access to information about our departments and an overview of the noteworthy challenges and accomplishments throughout the year as we have focused on enhancing our community's safety.

In 2018 we concentrated much of our effort on reducing gun-related violence. A partnership was created with three other agencies to form a Violent Crimes Unit in late 2018 for the purpose of a concentrated effort on engaging those directly involved in group violence. The unit, along with several other organizations, met on a weekly basis to collaborate and share intelligence in order to effectively work towards reducing gun violence.

We also began researching programs designed to reduce homicide and gun violence; our research led us to Group Violence Intervention which focuses on deterrence and fostering stronger relationships between law enforcement and the people they serve. In December we were awarded a \$20,000 grant through the Jackson Community Foundation to assist with the cost of a Problem Analysis conducted by National Network for Safe Communities to give us deeper insight into the dynamics of our city's gun violence.

Though violent crime was one of our areas of concentration in 2018, we also worked to improve our patrol technology to offer greater transparency to our community with the implementation of body-worn cameras by all our sworn officers. We believe the improved technology will assist us in better serving the citizens of Jackson, and we have future plans to upgrade our in-car camera system as well.

The Fire Department continued to improve its abilities to respond to the city's fire and medical related emergencies. Projects which came to fruition in 2018 include the purchase of additional carbon monoxide meters, the purchase of the 75' aerial, and the purchase of a fire extinguisher training simulator. The department also continued to fill its ranks with grant-funded firefighters with funds provided by FEMA through the SAFER grant. With the upgraded vehicle and equipment, and sustained staffing, we have ensured our firefighters can safely and effectively respond to our community's needs. The Fire Department also worked to ensure the functionality of roughly 1,500 hydrants city-wide, responded to multiple county-wide HazMat incidents, and acted as first responders to many opioid overdoses experienced in 2018.

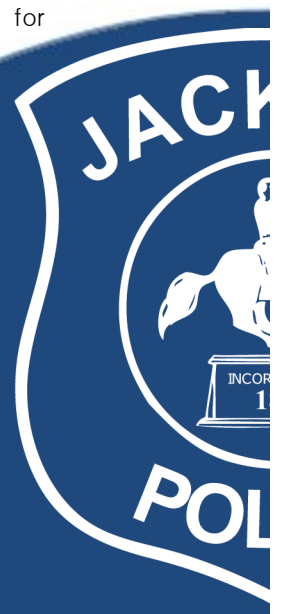
It is my hope that after reading this report, you will have a better understanding and appreciation for what these departments do on a daily basis in serving the citizens of Jackson.

Sincerely,

A handwritten signature in black ink that reads "Elmer J. Hitt". The signature is written in a cursive, flowing style.

Elmer J. Hitt

Director of Police & Fire Services



Police Roster

Mary Adams, Comm. Serv. Spec.*

Kellsie–Ann Baker, Officer

Brian Bean, Officer

Adam Brooker, Officer

Steven Brooks, Officer

Richard Burkart, Detective

Tyler Carpenter, Officer

Brandi Davis, Officer

Jonathan Debczak, Officer

Nicholas Doll, Officer

Craig Edmondson, Officer

Chad Edwards, Coordinator

Bradley Elston, Officer

Kelly Fletcher, Coordinator

Jennifer Flick, Sergeant

Michael Galbreath, K9 Officer

Jason Ganzhorn, Sergeant

Sergio Garcia, Lieutenant

Katelyn Hoggard, Ev. Mgmt. Assistant .:

Cheryl Gilmore, Comm. Serv. Spec.*

Scott Goings, Officers

Gary Grant, Officer

Aaron Grove, Detective

Timothy Hibbard, Sergeant

Deborah Hein, Comm. Serv. Spec.*

Elmer Hitt, Director

Warren Johnson, Officer

Aaron Justice, Cadet

Cary Kingston, Officer

Michael Klimmer, Officer

Rachel Kuhn, Officer

John Lillie, Sergeant

Michael McCord, Officer

Ralph Morgan, Officer

Joshua Morse, Cadet

Robert Noppe, Detective

Tyler Panther, Cadet

KayCe Parsons, Records Mgmt. Supervisor

Peter Postma, Sergeant

Luis Reynaga, Officer

Holly Rose, Sergeant

Autumn Schram, Officer

Dean Schuette Jr., Officer

Julie Sherman, Administrative Secretary

Marc Smith, Officer

David Stallworth, Officer

Wesley Stanton, Sergeant

Kaytlin Steverson, Comm. Serv. Spec.*

Brett Stiles, Detective

Edward Szczepanski, Janitor

Thomas Tinklepaugh, Officer

Justin Thoresen, Officer

Ray Tor, Officer

Adam Williams, Lieutenant

Toni Wilson, Comm. Serv. Spec.*

* Community Service Specialist

.: Evidence Management Assistant

◦ Records Management Supervisor

Retirements

Sergeant Andrew Flint – March 2nd

Officer David Renteria – April 22nd

Marilyn Walker – July 16th

Leigh Kathy Webb – November 30th

Promotions

Robert Noppe, Detective – February 10th

Peter Postma, Sergeant – April 7th

David Stallworth, Officer – December 16th

Brian Bean, Officer – December 17th

New Hires

Michael McCord – May 21st

Autumn Schram – May 21st

Theodore Breijak – July 16th

Aaron Justice – August 6th

Tyler Panther – August 6th

David Stallworth – August 20th

Brian Bean – August 20th

Deborah Hein – September 10th

Ray Tor – September 24th

Joshua Morse – October 1st

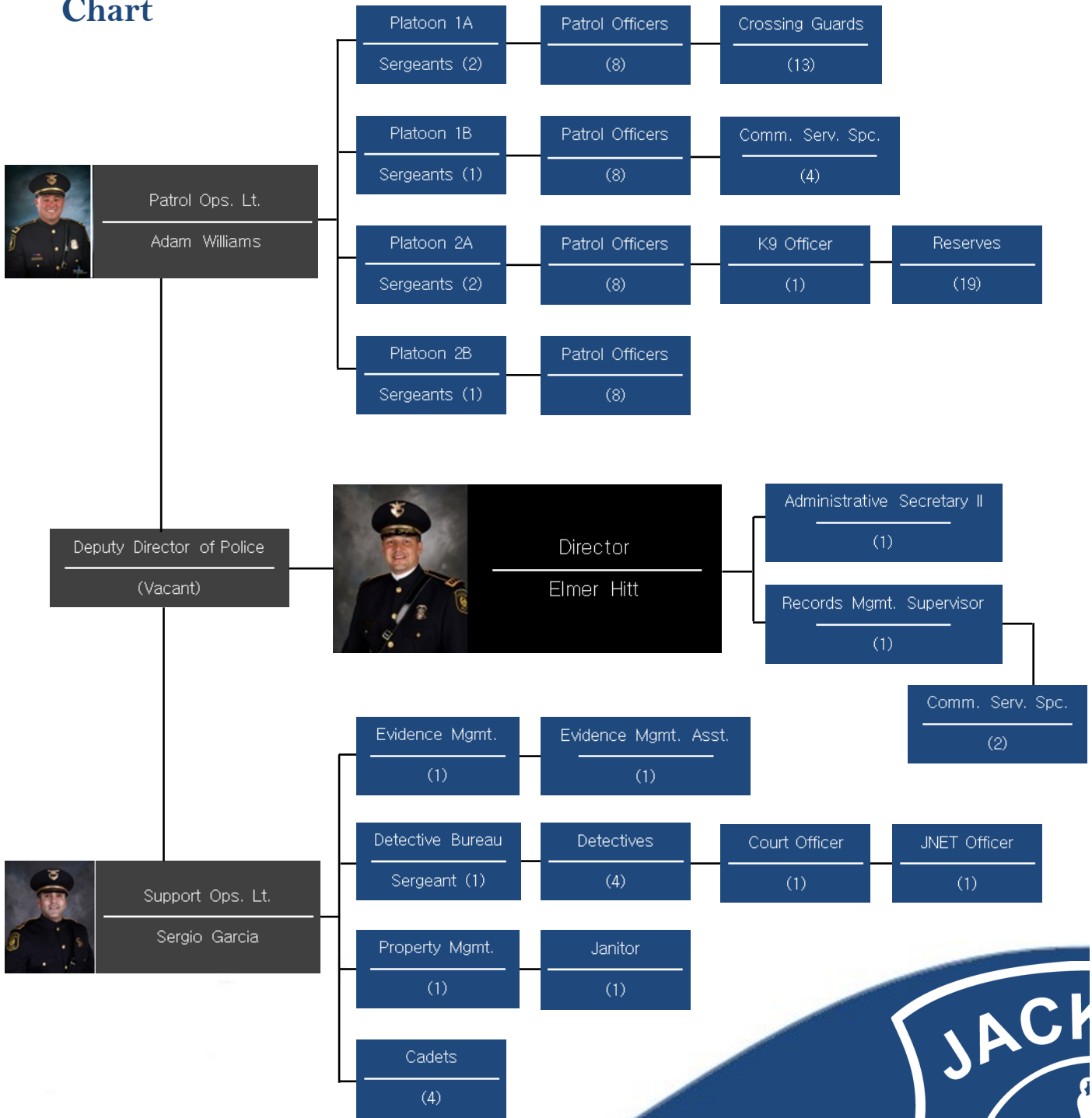
Alicia O'Rourke – October 1st

Luis Reynaga – October 22nd

Justin Thoresen – December 10th



Organizational Chart



The Jackson Police Department strives to provide policing excellence without compromise. We accomplish this by paying attention to details, planning, and embracing change. Each year brings new challenges in the form of personnel changes and new technology. 2018 was no exception; we witnessed significant changes on both of these fronts.

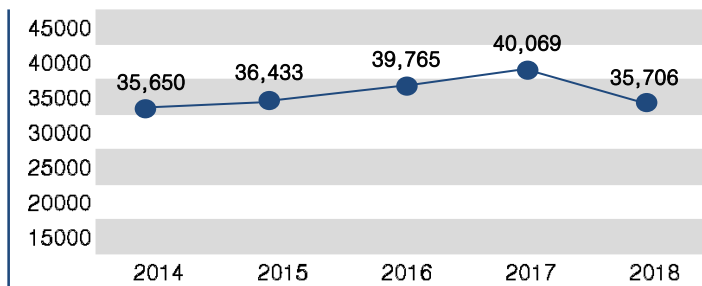
The Patrol Division makes up the largest portion of our department and is comprised of the uniformed men and women who are most visible to the public. During 2018 the Patrol Division included thirty-one officers, six sergeants, and one lieutenant. With the retirements of Sergeant Andrew Flint and Officer David Renteria, we lost over fifty years of combined experience with their knowledge and skill, both inside and outside the agency. We wish them well in their future endeavors. Along with these two retirements, other officers also left our department to seek opportunities elsewhere. The vacancies created permitted us to hire seven new patrol officers, each bringing fresh ideas and enthusiasm to their shifts.

Patrol officers' duties vary from day to day as they respond to calls for service both criminal and civil in nature, police traffic crashes, conduct traffic enforcement, visit schools, attend neighborhood meetings, and testify in court hearings. Through grant funding, we were able to equip our patrol officers with another tool to assist them in their daily responsibilities. Early on in the summer, our officers started wearing body-worn cameras, and almost immediately we saw the benefits with improved evidence documentation and increased accountability and transparency. The officers welcomed the new technology as another resource to help them gather evidence, give the legal fact finder a new vantage point from which to make decisions, and aid in the successful prosecution of cases. Whether it's new technology or fresh faces wearing the uniform, we embrace the opportunity to perfect our ability to serve our community.

Patrol Operations



Lieutenant Adam Williams
Patrol Operations



Total Dispatches by Year

2,839

TICKETS

2,002

ARRESTS



1,148

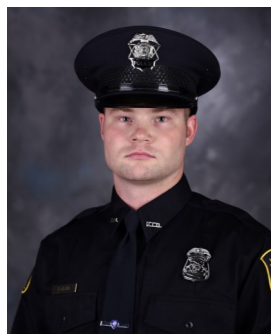
ACCIDENTS



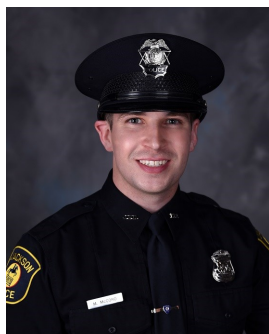
Field Training Officer Program



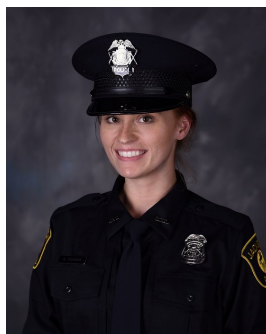
Officer
Garrett Strotheide



Officer
Benjamin Glass



Officer
Michael McCord



Officer
Autumn Schram

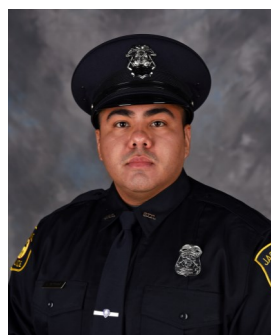


Officer
Theodore Breijak

Police academy training transforms a civilian into a police officer, but the Field Training Officer (FTO) Program shapes the new officer into a Jackson Police Department officer. Through this fourteen-week program, new officers receive individualized, one-on-one training. As the new officers work different shifts, different areas of the city, and with different veteran officers, they grasp a greater understanding of what it means to be a police officer in our community. Our Field Training Officers stayed busy in 2018 as the twelve of them juggled ten new recruits. Four officers successfully completed their training program and transitioned to solo patrol before the end of the year.



Officer
Ray Tor



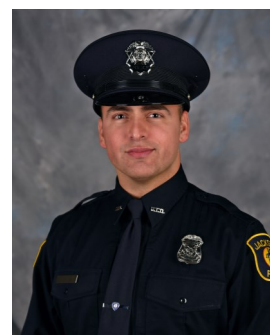
Officer
Luis Reynaga



Officer
Justin Thoresen



Officer
David Stallworth



Officer
Brian Bean



Canine Unit

Our Canine Unit is trained to assist the Patrol Division with special cases involving illegal narcotics, tracking, and search and rescue. Our team, made up of Officer Galbreath and K9 Gleeson had multiple opportunities in 2018 to support both our patrol, as well as other agencies, with many of these special cases.

Gleeson's training in detecting narcotics helped solidify one of the Jackson Narcotics Enforcement Team's (JNET) cases. He was deployed to assist in searching a building following the seizure of a kilogram of cocaine; through his search he located additional narcotics, thus strengthening JNET's case against the drug dealer.

Following a fatal stabbing, his tracking skills were utilized. His specialized training led to the identity of the homicide suspects and their subsequent arrest.

His proficiency in search and rescue provided County deputies assistance in locating a suicidal subject in need of help. Officer

Galbreath and Gleeson were able to track and locate the individual in time. Their teamwork and efficiency saved a life that night.

Throughout the year, our Canine Team also spent time making public appearances and giving presentations for various organizations. They participated in the Bark in the Park celebration, spent time with a local scout group, interacted with criminal justice classes, and connected with our Reserve Class and Citizens' Academy. Whether they are inspiring the next generation of K9 Officers or apprehending a criminal, our Canine Team is dedicated to serving our community through their unique abilities.



Use of Force		Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Total
Type	Threatened Deadly Force	1		1	1	1	1			1	3			9
	ECD (Taser)			1							3		1	5
	PPCT	4	1		2	2	1	3	3	3	3	1	1	24
	Ground Defense	8	2	1	1	4	1	3	3	3	4		2	32
	Chemical Agent	3	2	2	1	3	3	3	3	3	5			28
Outcome	Arrests	8	3	3	3	6	4	5	6	6	8	1	2	55
	Officer Injuries	2			1		1			2	2	1	1	10
	Subject Injuries	2		1	1	3		2	1	2	4		1	17
Reason	Drug	2			1			1		1	2		2	9
	Alcohol	4	2	3	2		3		2	2	2	1		21
	Mental Illness	1	1				1	1						4

In 2018 the Jackson Police Department made 2,002 arrests; force was applied 98 times, 4.8% of total arrests made.

Cadet Program

Our cadet program was designed to mentor civilians in preparation for the police academy and a career in law enforcement. Through this program, cadets are trained to handle basic calls for service, assist officers in the field, and complete administrative tasks. While gaining firsthand experience on patrol, cadets also receive classroom training as part of their responsibilities. Community involvement is another key component in the cadet program; cadets often represent the Jackson Police Department as the “face of the JPD” at community events, school functions, and outreach programs.

Two new cadet positions were added to the Department in 2018 for a total of four cadets. By the end of December, Cadets Aaron Justice and Joshua Morse had completed their cadet training and were preparing for their transition to the police academy.

Also new to the cadet program was the added responsibility of responding to accidents in which no injury had occurred. This change has provided citizens a faster response time.



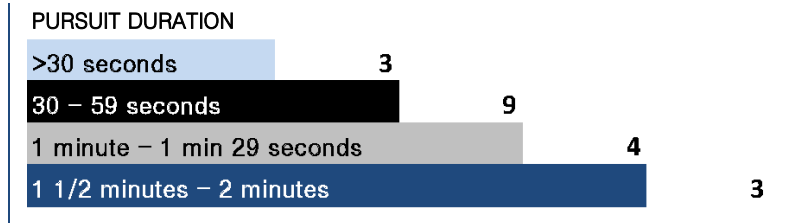
Service Desk

The Service Desk is a support system for the entire police department and often the public's first contact with our agency. It's staffed by four civilian employees who are trained to field an array of calls and requests as they provide valuable assistance to the officers and citizens alike.

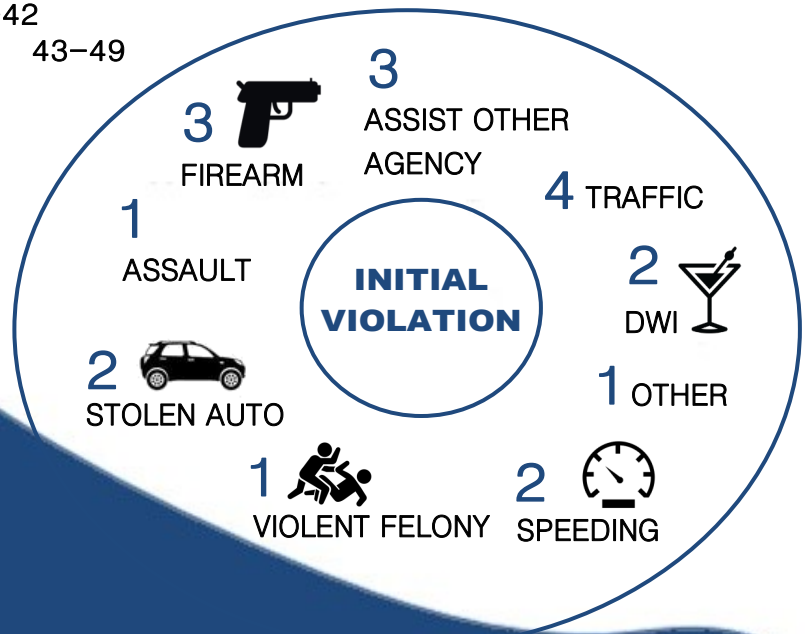
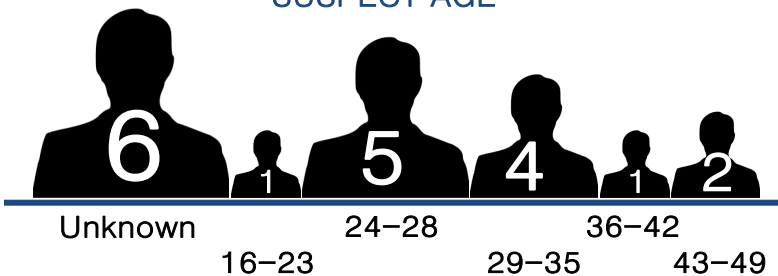
After ten years of experience at the Service Desk, Toni Wilson transferred to the Records Unit; though her knowledge and expertise will be missed, we were able to fill her vacancy with a former Data Clerk, Debbie Hein. We are eager to see how each individual will have impact in these new positions.

Other transitions to the Service Desk included moving the medicine disposal drop-box, which had been previously located in the lobby. The new location in the Service Desk, provides a more secure environment for the medication, ensures only acceptable medications are disposed of, and reinforces the safety and security of our staff.

Pursuits Data



SUSPECT AGE



Reserve Program

The Jackson Police Reserve Program is a valuable asset both to our department and our community as reserve officers serve through volunteering. They partner with sworn officers on patrol, assist with community events, participate in training, and complete administrative assignments – all as a means of giving back to their community. During 2018, over 4,700 hours were volunteered through our reserve program; these hours are often in addition to juggling family commitments, careers, and education.

2018 was a notable year for the reserve ranks with one promotion and two sworn officer hires: Adam Garcia

was promoted to the rank of Reserve Sergeant, David Stallworth was hired as a sworn officer by the Jackson Police Department, and Jacob Owen was hired by the State of Michigan and became a Michigan State Trooper. We pride ourselves on maintaining a well-trained reserve program and are pleased when our reserve officers are given opportunities to turn their experience as a reserve into a career as a sworn officer.

Volunteer Hours

435

Hours of Administration

850

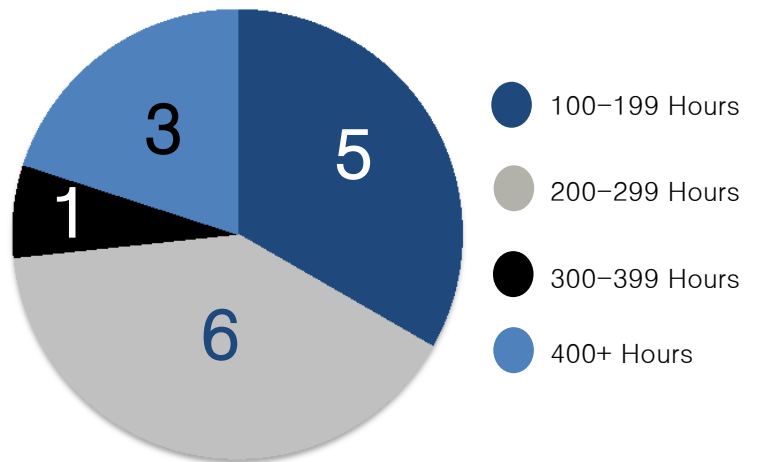
Hours of Special Events

1,000

Hours of Training

2,448

Hours of Patrol



Honor Guard

The Jackson Police Honor Guard has a long tradition of excellence since its founding in 1970, with the primary function of providing funeral honors for fallen officers. The Honor Guard also represents our department in formal ceremonies, parades, special events, and memorials. This elite unit represents the ultimate pride of the law enforcement profession and displays a positive professional image to the public.



From left to right: Off. Bradley Elston, Off. Patrick Rose, Off. Michael Klimmer, Sgt. Jennifer Flick, Off. Scott Goings, Off. Andrew Mosier, Sgt. John Lillie, Off. Warren Johnson Not pictured: Off. Craig Edmondson, Off Thomas Tinklepaugh, Off. Michael Kruso, Off. Kellsie Baker



Community Involvement

Jackson Police Department officers are passionate about the community they serve and take great pride in reaching out and giving back to it. From the small things that go unnoticed – like a quick game of catch in between calls, handing out small toys, or giving the elderly a ride – to the planned events like Coffee with a Cop or Habitat for Humanity, our officers volunteer their time as an opportunity to connect with our community.

Every summer we support breast cancer awareness by providing a fingerprinting station for children at Relay for Life. While the children love getting to play in the ink, the parents love the security of having their child's prints on file at home. We also take part in National Night Out events as neighbors come together to enjoy food, music, and the opportunity to grow closer as a community.

For the past three years, we've joined in the National Coffee with a Cop event, a chance for community members to engage in real conversation with law enforcement over a cup of coffee. Our most recent event was graciously hosted by Mike and Amy Carrigan at the Junk Yard Dog, with an excellent turn out.

Another one of our favorite events is Shop with a Cop;

we love the look of excitement on the children's faces as they pick out Christmas presents for their families. Through a partnering program with Target and our local schools, this event affords children the chance to experience the joy of giving.

Knowing that children are our future, our officers dedicate part of their day to visiting Jackson Public Schools in hope of creating occasions to get to know students on a more personal level. It's not uncommon for an officer to attend a special event, read a story to a class, or play a game with them at recess. We understand that having strong influential officers in our children's lives at a young age creates a long-lasting impression.

These events, coupled with the everyday interactions we have with our community make the Jackson Police Department unique.



The Jackson Police Department responds to thousands of calls each year. Some of these calls require additional resources and officers with specialized training to guarantee a thorough and efficient investigation. The Support Operations Division contains these specialized units to ensure the citizens of Jackson are receiving the best possible service we can provide. The Support Operations Division consists of the Detective Bureau, Jackson Narcotics Enforcement Team, Jackson Special Response Team, Records Bureau, Communications Center, Property Management, Evidence Management, Court Officer, and the Training Division.

Many of these units operate behind the scenes, but are a vital part of the day-to-day operations of law enforcement. While the average citizen may never be exposed to some of these specialized units, the synergy within the Support Operations Division ensures the Jackson Community receives the best service possible.

Support Operations



Lieutenant Sergio Garcia
Support Operations

Detective Bureau

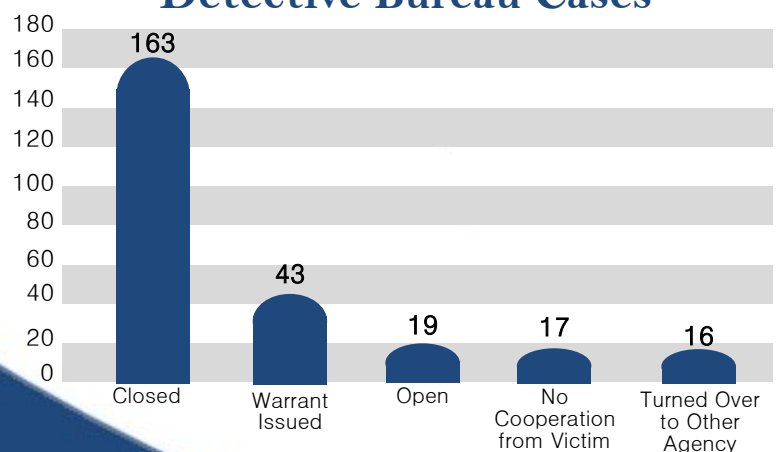
The Detective Bureau manages the investigation of serious crimes – homicides, suspicious deaths, rapes, robberies, significant frauds, and violent assaults. The workload is distributed among one sergeant, four detectives, and a court officer. The court officer supports the detectives and acts as a liaison between our department and the court system, coordinating the delivery of subpoenas, obtaining criminal warrants, transporting prisoners, and carrying out numerous administrative duties.

The Detective Bureau participates in a multi-jurisdictional Major Crimes Task Force which includes

detectives from city, county, state police, and Blackman–Leoni Township. The task force steps in to bolster investigations into serious felonies that have connections throughout the county. In 2018, the task force had one such felony investigation, a homicide in Grass Lake.

One new detective was added to the bureau to replace Wesley Stanton following his promotion to sergeant. With eighteen years of patrol experience, Robert Noppe is a welcomed addition to the team.

Detective Bureau Cases



Internal Investigations

Major									
Year	Total Complaints	Total Allegations	Exonerated	Unfounded	Sustained	Not Sustained	Open	Resulted in Discipline	Citizen Initiated
2014	5	6	0	1	3	1	0	2	3
2015	4	4	1	0	3	1	0	3	1
2016	8	13	0	1	5	1	1	5	1
2017	5	7	1	0	2	2	0	2	3
2018	8	12	3	3	2	4	0	3	2
Minor									
Year	Total Complaints	Total Allegations	Exonerated	Unfounded	Sustained	Not Sustained	Open	Resulted in Discipline	Citizen Initiated
2014	3	3	0	0	1	2	0	1	2
2015	1	4	0	0	1	0	0	1	0
2016	1	3	0	1	0	0	0	0	1
2017	9	11	0	1	4	4	0	4	6
2018	4	4	0	0	2	1	1	0	1
Administrative Review									
Year	Total Complaints	Total Allegations	Exonerated	Unfounded	Sustained	Not Sustained	Open	Resulted in Discipline	Citizen Initiated
2014	7	7	1	1	3	2	0	2	2
2015	22	25	1	1	18	2	0	18	4
2016	22	23	0	1	21	1	0	21	1
2017	38	43	3	4	31	1	0	29	3
2018	10	16	0	1	9	0	0	8	1



The Jackson Narcotics Enforcement Team (JNET) is a partnership between local and federal law enforcement agencies focusing its resources, training, and skills on removing drug dealers from our community's streets and neighborhoods. No single agency has the ability to fight this struggle alone; by joining forces and combining efforts, we believe we will see greater results as we endeavor to take back our community.

Drug cases are often developed over months of intense, detailed investigation before results are seen. Throughout the year, the team cultivated numerous cases connecting illegal drugs to other criminal

activities. In one specific case, eight guns were seized; in another, a half a pound of crystal meth was recovered; yet another produced a kilogram of cocaine. Stolen guns were recovered, and guns connected to group violence were forfeited.

Though there is a direct correlation between drugs and crime, drug dealers also steal a community's sense of security and well-being. JNET detectives concentrate their efforts to restore peace of mind and tranquility to the community as they minimize the criminal's impact on the street.



129

Investigations



108

Search Warrants



56

Firearms Seized



65

Arrests



81

Arrest Charges



Special Response Team

The Jackson Police Department, along with Blackman–Leoni Department of Public Safety and the Jackson County Office of the Sheriff, partner together as the Jackson Special Response Team (SRT). Under the direction of Lieutenant Sergio Garcia, this team is deployed for high risk situations that go beyond a patrol officer’s ability to handle alone – a barricaded person, an incident involving a hostage, or a warrant with the potential to turn volatile.

SRT members are chosen through a rigorous selection process consisting of physical and psychological testing, firearm proficiency, tactical scenarios, and interviews. Due to the nature of the situations this team responds to, all team members receive additional training at Special Weapons and Tactics (SWAT) School. Two new members were added in 2018 – Public Safety Officer Ryan Martin from Blackman–Leoni and Officer Patrick Rose from the City Police.

Along with new members, new pieces of equipment were added to the team’s resources: a ballistic rifle shield, a robot, and an armored Humvee. The added tools have helped to bring peaceful resolutions to six SRT activations throughout the course of the year.

The success of this team and the peaceful resolutions they have made possible are a direct result of their training. Because they have made a commitment to protect Jackson’s community, the team members train together monthly honing their skills both as individuals and as a unit to be prepared for the next high risk situation.



Crime Stats

Type of Incident	2015		2016		2017		2018
Part I Crimes		Inc/Dec		Inc/Dec		Inc/Dec	
Homicide	3	33%	4	50%	6	0%	6
Rape	25	-8%	23	9%	25	-8%	23
Robbery	82	-38%	51	4%	53	-21%	42
Aggravated Assault	197	3%	203	5%	213	0%	212
Burglary	259	10%	285	-23%	220	-11%	196
Larceny	1147	-2%	1125	-7%	1042	2%	1065
Auto Theft	63	-5%	60	65%	99	30%	129
Arson	15		15	13%	17	71%	29
Total Part I	1791	-1%	1766	-5%	1675	2%	1702
Part II Crimes							
Non-Aggravated Assault	1034	0%	1039	-9%	942	-3%	910
Forgery & Counterfeiting	22	100%	44	-23%	34	21%	41
Fraudulent Activities	212	46%	310	-42%	180	1%	181
Embezzlement	10	-60%	4	150%	10	60%	16
Stolen Property	3	200%	9	-33%	6	333%	26
Vandalism	572	3%	590	-1%	582	-5%	550
Weapons	95	2%	97	-2%	95	68%	160
Prostitution & Com Vice	7	-43%	4	-25%	3	-67%	1
Sex Offenses	81	12%	91	-14%	78	22%	95
Narcotics & Drugs	356	25%	446	-41%	265	-13%	230
Family & Children	87	28%	111	-2%	109	-10%	98
OUIL, DUID	219	49%	326	-33%	218	-16%	184
Liquor Laws	150	15%	173	-40%	104	-43%	59
Disorderly Conduct	195	-24%	149	-32%	101	-33%	68
All Other	1311	35%	1767	-9%	1603	-6%	1504
Total Part II	4354	1%	4401	-2%	4330	-5%	4123
Total Part I & II	6145	0%	6167	-3%	6005	-3%	5825



Evidence Management

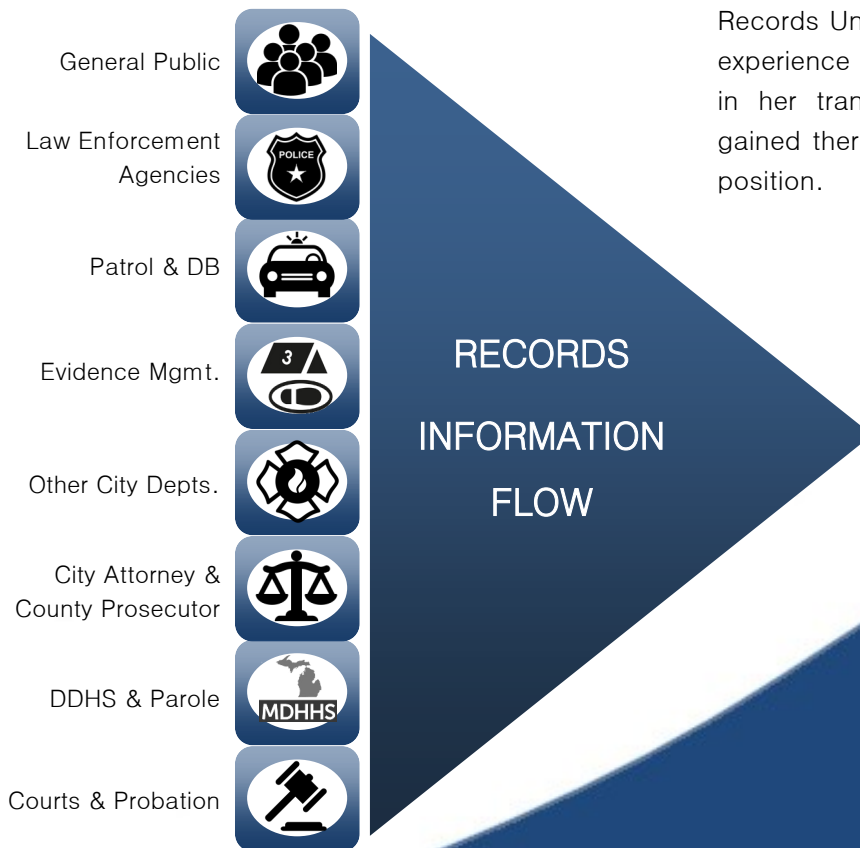
Evidence Management is a crucial facet of the criminal justice system. At every stage, handlers of evidence must ensure it has not been compromised or contaminated, and that its chain of custody was tracked. The criminal justice system's growing reliance on forensic evidence adds complexity to the already difficult job of managing vast inventories of property and evidence. Our Evidence Management Unit is responsible for tracking, storing, and maintaining all property received from both our department and the Jackson County Office of the Sheriff. As supervisors for the chain of custody, the Evidence Management Unit must also oversee all evidence sent to the Michigan State Police Crime Lab for analysis.

This unit works closely with the prosecuting and city attorneys in preparation for criminal cases, providing them necessary photographs, in-car videos, and any other physical evidence pertaining to a case. In the summer of 2018, our department added body-worn cameras for all sworn employees, which has made the process for providing videos footage much smoother and more efficient.

Records Management

In 2018, Records continued to experience change. Long-time employees Marilyn Walker and Kathy Webb both retired, each having served the Jackson Police Department for more than 20 years. Their wealth of knowledge and experience will be missed in the days ahead.

In September, Toni Wilson transferred from her position as a Communications Specialist to the Records Unit as a Community Service Specialist. Her experience at our Service Desk has helped immensely in her transition to Records. The knowledge she gained there shortened the learning curve in her new position.



Property Management

Property Management is staffed by a full-time and a part-time employee who coordinate a variety of maintenance projects to ensure our facility and patrol fleet are functioning properly. Our division of the police department is responsible for the upkeep of the building's mechanical components and the purchase and maintenance of police vehicles and electronic devices. We monitor service contracts for landscaping, janitorial, heating/cooling, electrical, and plumbing and verify all contracted work is performed to meet department standards. We also maintain both the indoor and outdoor pistol ranges and provide an assortment of patrol equipment and janitorial supplies. Our additional responsibilities include: transport of vehicles to and from repair facilities and the purchase and distribution of uniforms and duty gear.

Every year various projects are performed to update and improve our facility. In 2018 new stair treads were installed throughout the basement and first floor stairwells and a new fence was constructed around the evidence/bicycle storage area. The carpet was replaced in one office in the Detective Bureau and new tables were purchased to replace an outdated conference table in the Historical Room. A new drinking fountain was installed in the basement hallway and the

control floats for the sewage ejector pumps were replaced. In October asbestos insulation was discovered on isolated sections of plumbing lines above the drop ceiling in the basement. As a result, the area was closed for several days to remove all asbestos materials, ceiling tiles, and ceiling grids. Upon completion air quality testing was performed throughout the entire area, and a new drop ceiling was installed.

The largest project of the year was the installation of a new HVAC system for the entire building. All air conditioning units, air handlers, zone controls, thermostats, and miscellaneous components were replaced. Sections of ductwork were re-routed, and additional diffusers and damper motors were installed to improve airflow and temperature control. Additional savings were gained by reducing the size and output of the air conditioning and air handler units, and by converting sections of the building from two air conditioning/ air handler units to one centralized unit. Further savings were acquired by the use of variable speed air handlers, timed exhaust motors, fresh air economizers, heat exchangers, zone controls, and additional thermostats and damper motors. A computer interfaced control system was also installed to allow personnel to remotely monitor the system and make adjustments to temperature and fan speeds as necessary. The replacement HVAC system is designed to integrate new technology and to use many strategies to improve energy efficiency and performance. The new components should deliver reliable service for many years to come.



Budget & Expenditures

		Fiscal Year 2017/2018	Fiscal Year 2018/2019
		Expended	Budget
Personnel Services:			
702.000	Termination Pay	54,545	63,586
706.000	Salaries and Wages	3,645,213	4,090,559
707.000	Wages – Temporary	65,173	92,628
709.000	Overtime	208,920	192,217
715.000	Employers FICA	90,865	112,567
719.000	Health Insurance	625,628	676,252
719.005	Health – MERS HSA	55,877	65,750
722.000	Pension-General	50,557	52,605
722.001	Retirement – Contractual	6,506	5,825
722.733	Pension-Police/Fire 345	2,943,260	3,134,595
723.000	Pension – MERS DC	36,717	47,389
724.000	Unemployment	380	474
724.001	Workers Compensation	35,927	19,677
725.000	Other Fringe Benefits	41,427	58,018
		7,860,995	8,612,142
Material & Supplies:			
726.000	Supplies	12,217	11,136
726.001	Data Processing Supplies	5,406	5,136
737.000	Publications	1,414	2,950
741.000	Ammunition	21,753	32,229
744.000	Uniform Allowance	37,959	48,836
745.004	UWay Teen Police Academy Grant	1,415	1,585
751.000	Gasoline	66,186	66,108
756.000	Miscellaneous Supplies	6,162	7,720
757.000	Photography Supplies	6,676	11,434
758.000	Laundry	844	806
760.000	Medical Supplies	1,185	1,153
776.000	Custodial Supplies	3,786	4,157
778.000	Equipment Maintenance Supplies	20,016	31,333
		185,018	224,583
Contractual and Other:			
817.000	Consultant Services	17,962	15,652
818.000	Contractual Services	4,390	-
820.000	Special Investigations	985	670
823.000	Medical Services	15,137	11,646
853.000	Telephone	34,995	36,372
861.000	Auto Allowance	3,600	3,600
873.000	Travel	4,202	8,329
900.000	Printing & Publishing	6,268	7,451
914.000	Insurance	112,870	117,385
914.001	Insurance – Deductible	10,000	10,000
919.001	Physical Agility Testing	25,970	36,010
919.002	Residency Allowance	10,750	37,500
920.000	Utilities	37,011	39,233
931.000	Building Maintenance	33,672	34,266
933.000	Equipment Maintenance	31,011	36,075
934.000	Office Equipment Maintenance	65,292	75,508
939.000	Vehicle Maintenance	73,217	77,154
942.000	Building Rental/Lease	6,469	6,384
958.000	Memberships and Dues	1,039	1,780
960.000	Education & Training	21,488	101,138
		516,329	656,153
Capital Outlay:			
976.000	Building Additions	129,537	63,000
981.000	Office Furniture	8,634	-
982.000	Machinery & Equipment	71,439	6,900
983.000	Office Equipment	1,188	115,550
985.000	Vehicles	63,679	105,000
986.000	Radio Equipment	-	38,465
		274,477	328,915
		8,836,818	9,821,793

Merit Citations

Detective Richard Burkart (2)
Officer Benjamin Glass
Sergeant Timothy Hibbard
Officer Michael Kruso
Lori Lewis
Sergeant John Lillie
Detective Robert Noppe

Citizen Awards

Ashley Donaldson
R/JSO Sergeant Jayson Strebe

Outstanding Service Awards

Detective Richard Burkart (3)
Officer Brandi Davis (2)
Officer Jonathan Debczak (2)
Officer Andrew Fugate
Officer Michael Galbreath
Officer Scott Goings
Officer Gary Grant
Detective Aaron Grove
Officer Michael Klimmer
Officer Michael Kruso
Sergeant John Lillie (2)
Officer Ralph Morgan
KayCe Parsons
Sergeant Holly Rose
Officer Patrick Rose

Term Awards

Cadet Tyler Panther

Team Awards

Officer Kellsie–Ann Baker
PSO Patrick Boulter
Officer Adam Brooker (2)
Officer Steven Brooks
Detective Richard Burkart
Reserve Officer Keaton
Carpenter
Officer Brandi Davis (4)
Officer Craig Edmondson
Officer Andrew Fugate (3)
Officer Michael Galbreath (2)
Sergeant Jason Ganzhorn
Lieutenant Sergio Garcia (2)
Officer Benjamin Glass
Officer Scott Goings (3)
Officer Gary Grant (2)
Detective Aaron Grove
Sergeant Timothy Hibbard (2)
Officer Cary Kingston
Officer Michael Kruso (3)
Officer Trent Marcum (2)
Army S. Sergeant Pamela Morgan
Officer Andrew Mosier (2)
Sergeant Peter Postma
Officer Luis Reynaga
Sergeant Holly Rose

Team Awards (cont.)

Officer Autumn Schram (2)
Officer Marc Smith
Sergeant Wesley Stanton
Detective Brett Stiles (2)
JSO Deputy Sam Sukovich
Officer Thomas Tinklepaugh
Officer Ray Tor
Richard Whittaker

Meritorious Service Award

Detective Richard Burkart
Officer Charles Brant
Officer Benjamin Glass

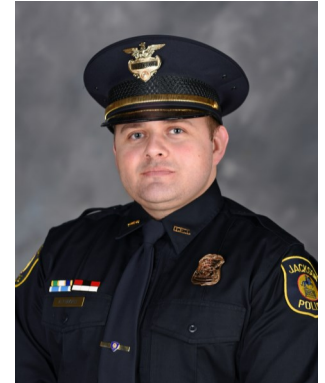
Medal of Valor

Sergeant Timothy Hibbard
Officer Rachel Kuhn
Officer Andrew Mosier
Officer Peter Postma
Officer David Renteria
Officer Thomas Tinklepaugh

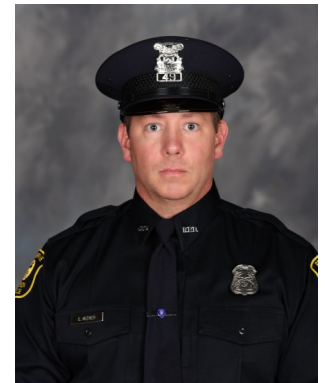
Combat Star

Officer Thomas Tinklepaugh

Annual Awards



Richard Burkart
Officer of the Year



Christopher Mizner
Reserve Office of the Year



KayCe Parsons
Civilian Employee of the Year



Fire Roster

Christopher Ermatinger, Assistant Chief

Chad Everett, Fire Motor Driver

Dominick Giglio, Firefighter

Timothy Gonzales, Fire Motor Driver

Joshua Gonzalez, Firefighter

Shane Green, Firefighter

Ryan Hendricks, Firefighter

Dustin Hotchkin, Firefighter

Frank Huntley, Firefighter

Richard Lutton, Firefighter

Steve Miller, Firefighter

Christopher Ragain, Firefighter

Craig Reppert, Fire Motor Driver

Jason Senft, Captain

Joel Skrypec, Fire Motor Driver

Joe Smith, Fire Motor Driver

Michael Stock, Firefighter

Richard Terrell, Fire Motor Driver

Cody Thorne, Firefighter

Robert Walkowicz, Captain

Todd Weaver, Captain

David Wooden, Deputy Director

New Hires

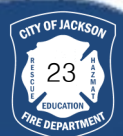
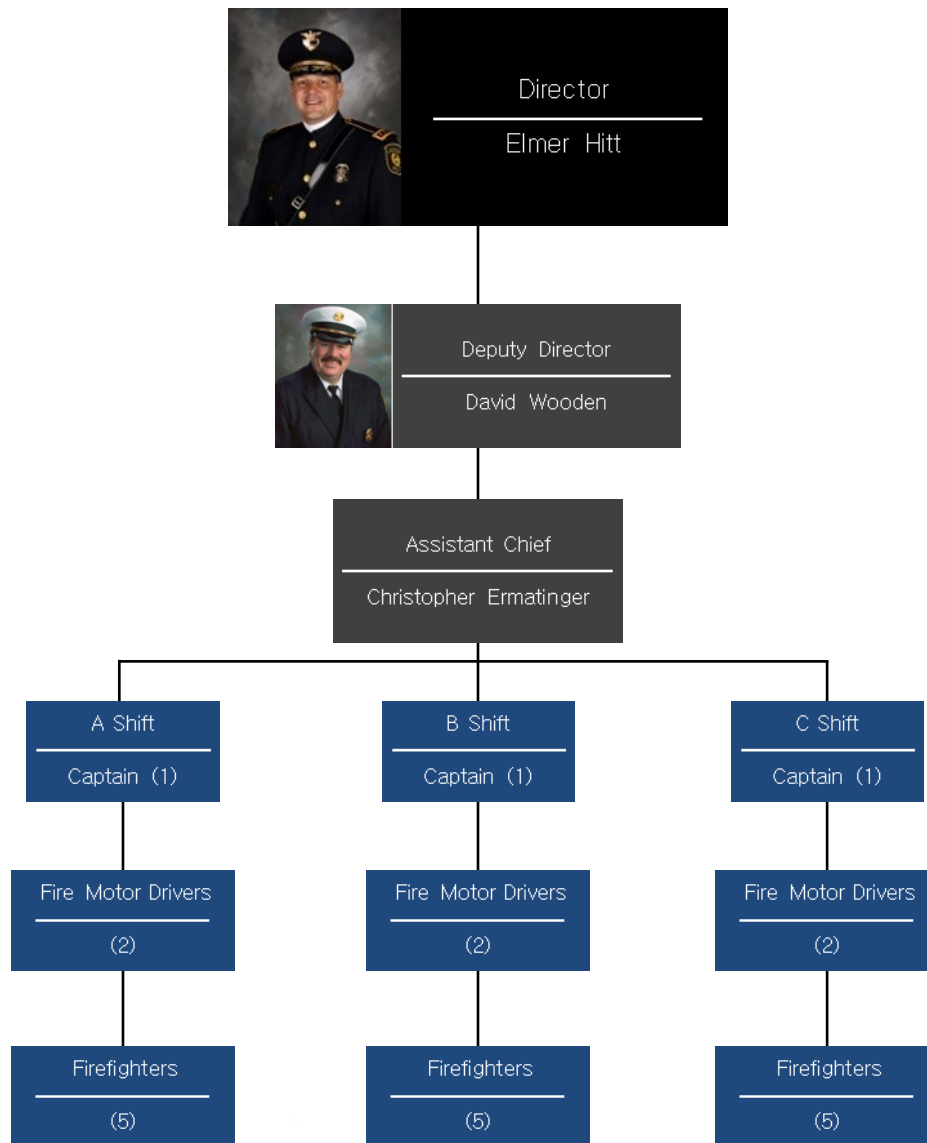
Christopher Ragain – January 31st

Jacob Wing – March 6th

Daimen Love – April 23rd



Organizational Chart



Jackson Fire Department



David Wooden
Deputy Fire Director

As our community continues to grow and develop, we must also develop in our ability to protect its citizens and their assets. In early 2018, we ordered a Pierce aerial truck – Tower 8. The truck’s aerial reaches 95 feet both vertically and horizontally and replaced the 1995 Pierce ladder truck which only had a reach of 75 feet. The new truck gives us greater ability in responding to emergencies throughout our growing community.

Engine 3 and Tower 8 are the two newest apparatuses responding to calls for service, with Engine 2 or Ladder 1 as reserve trucks. In addition, if there is a major incident or several incidents at one time, one piece of equipment from our reserve fleet would be put into service to maintain the safety of the citizens.

As another means of increasing our ability to protect our ever-growing community, we continue to participate in Mutual Aid, an agreement with all fire departments

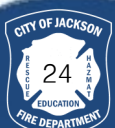
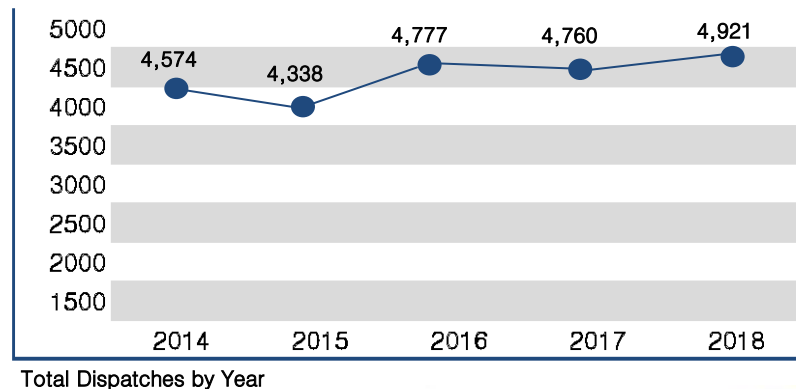
within Jackson County. Its purpose is to give aid to a department in need without diminishing the resources of any one department. Jackson belongs to the Mutual Aid Box Alarm System (MABAS), a county-wide predetermined plan to simplify the process of calling for additional resources based upon the type of alarm.

As always, we strive to provide our citizens the best service possible through fire, emergency medical, hazardous material, public education, and fire prevention.

85 
BUILDING FIRES

144 
VEHICLE ACCIDENTS

3,767 
EMS



EMS

The Jackson Fire Department is a progressive fire department continually striving to meet the never-ending changes in technology and the demands of the diverse community we serve. In 2018, the Emergency Medical Services (EMS) division continued to meet and exceed those demands with our highly trained, dedicated staff.

Jackson's fire department is a fire-based emergency medical service agency that is staffed with 16 EMT Basic providers and 10 EMT Paramedic providers who respond to all calls for service. The department also has two EMS Instructors who provide much of our in-house medical training. This allows the department to stay proficient with the most current technology and techniques to deliver superior pre-hospital patient care.

In 2018 we implemented the department's newest piece of equipment – Tower 8. The new apparatus required the purchase of many new pieces of medical equipment along with extensive training for the staff. During the year, we also saw an increase in the calls for service across all categories for pre-hospital care, with Opioid overdoses within Jackson rising along with the national average. As the EMS Division, we continue to hone our skills to provide our community with excellent service.



HazMat Team

The City of Jackson Hazardous Materials (HazMat) Team works with surrounding agencies to mitigate hazardous material incidents in Jackson County. The team consists of 24 members – 18 from the City and 6 from other Jackson County departments. Due to major highways and railways traversing Jackson County and the presence of numerous manufacturing facilities, the need for a strong HazMat Team is imperative for the safety of our community.

In addition to our local team, Jackson participates in the Regional Emergency Management and Homeland Security Division HazMat Response Team. Members of this team receive specialized training in:

Air Monitoring for Hazardous Materials
Chemistry
Highway Cargo Tank
Railcar Cargo Tank
Propane Emergencies
Radiological Emergencies
Weapons of Mass Destruction Emergencies

In a world of ever-changing technology, we must stay up-to-date to provide the safest response possible in a hazardous situation. Through collaborative efforts, state and local fire services are continually increasing our capabilities and effectiveness in response to Hazardous Chemical Incidents.

Rapid Entry Systems

During an emergency, every second matters. Gaining access to a building as quickly as possible is paramount in these situations. The City of Jackson mandates that certain buildings and/or properties within our jurisdiction be equipped with an approved lock box containing keys that will allow fire personnel quick access into the structure. The only city-approved lock box is the Knox Box, a safe that is secured to the exterior of a building in a designated location. Most are installed at or near the main entrance. For further information regarding the purchase of a Knox Box, visit www.knoxbox.com.



Air Quality Monitoring

Every year our firefighters respond to scores of calls which require the monitoring of air quality; most often, these incidents involve the possibility for exposure to carbon monoxide and natural gas, though our meters can also detect flammable gases, oxygen levels, and the presence of cyanide or chlorine atmospheres. As a front line defense to help identify hazardous and potentially fatal atmospheres, these meters are also invaluable to our HazMat Response Team.

Recently we acquired two carbon monoxide meters and a calibration station. Both firetrucks are outfitted with one meter each to be readily available when needed. The apparatuses also have other monitors and meters to give us greater insight into the air we are dealing

with at a given location: MultiRae Detector, Gastrac Monitor, Carbon Monoxide, Cyanide, and Chlorine Meters.

Our calibration stations keep our meters finely tuned to give us accurate information. Eventually, we plan to mount the calibration station in our HazMat unit to be able to run calibration tests in the field. Calibration records are kept for each meter, recording calibration values and dates. If a meter fails calibration and is in need of service or repair, we partner with Consumers Energy to maintain the meters and keep our firefighters safe, as our ultimate goal is safety.

Extinguisher Maintenance

Keeping a fire extinguisher on-site at your home or business can make all the difference in preventing a small fire from turning into a four-alarm blaze. At the Jackson Fire Department we focus on community education as a means of fire prevention and safety. In 2018, we acquired a fire extinguisher simulator. This tool helps to train non-firefighters to properly use the fire extinguishers in their homes and places of work. The simulator works in conjunction with a training video. In 2018 employees from OmniSource and a local medical office completed the simulated training giving them the confidence to use a fire extinguisher in an emergency situation.

Periodically we conduct fire extinguisher inspections at local businesses; in these inspections, we are looking to ensure the extinguishers have not expired, are in good working order, and are easily accessible. A dependable fire extinguisher is often your first line of defense and may prevent costly damages to your home or business.



Hydrant Maintenance

Fire hydrants are one of the most crucial tools we have for fighting fire; it is imperative hydrants are well-maintained for usability in crisis situations. Our city's hydrants are inspected annually by our fire crews, who perform a series of tests on each hydrant while becoming more familiar with the city we serve.

- Verifying location
- Removing obstructions
- Ensuring proper height above grade
- Confirming orientation to road
- Inspecting for damage
- Checking for leaks and missing caps
- Ensuring minimal clearance
- Repairing when necessary

Regular hydrant inspection can be the responsibility of the entire community. Each winter, snow accumulation delays emergency response and creates obstacles. Snow build up may hide the nearest hydrant from view or obstruct access prohibiting firefighters from being able to utilize it. If a neighborhood took ownership of the hydrant nearest them by keeping snow cleared away, they would be helping to create a safer environment for everyone living there.

Radios

Radios and pagers are important tools for firefighters as they assist us in communicating with Central Dispatch, other fire departments, and each other. Purchasing, maintaining, and repairing this communication is an essential part of emergency response.

Jackson County will soon transition from its current radio system to an 800 MHz system. This change will allow for better communication between public safety personnel throughout the county and even state-wide. This improved communication keeps everyone safer, as failed communication has the potential to put lives in danger. One of the benefits of the 800 MHz system

is the potential for “talk groups” which are similar to separate channels allowing those working a specific incident to not take over a channel which may be needed by another agency handling a different incident. These “talk groups” will eliminate confusion for all involved.



Training

Additional training opportunities were available to our department in 2018 that are not typically feasible. Because Cascades Elementary School was slated for demolition, the Jackson Public Schools allowed area fire departments access to the building for training purposes. We were able to simulate search and rescue scenarios in an incredibly realistic setting. One of the scenarios involved survival and rescue in the event a firefighter is trapped due to building collapse, electrical wiring issues, or the presence of large amounts of fire.

Along with Summit Fire Department, we have been working to create and outfit an Active Assailant Team. Much work was done throughout 2018 in acquiring grants for equipment and training. We also partnered with the Jackson Police Department for implementation and training.

The Urban Search and Rescue (USAR) team is another collaborative effort with Summit Township. In adding two new members to the team, we brought the total to seven individuals. The team trains on a monthly basis to continually improve their skills for response to building collapse, natural disasters, and high angle rescues.

It is also important to highlight the personal achievements of those within our department, as we recognize their individual success benefits both our department as a whole and the community we serve. Fire Motor Driver Joel Skrypec completed the Staff and Command Program at Eastern Michigan University in 2018; the training gave him a greater understanding of emergency response, and gave us additional leadership abilities within our staff.



Public Education

According to the National Fire Safety Association, between 2011 and 2015, fire departments in the United States responded to more than 358,000 residential structure fires each year. These fires caused 12,300 civilian injuries, 2,510 civilian deaths, and \$6.7 billion in direct damages. On average, seven people per day die in home fires nationally.

To combat this, at the Jackson Fire Department we direct a portion of our resources to educational programs in the hopes of preventing emergencies before they happen. Statistics show fire prevention

programs aimed at young children help reduce house fires and fire-related injuries. Each year we collaborate with our local schools and visit pre-school and elementary classrooms to train our youngest community members in fire safety. We also provide tours of the fire station for various community groups, such as the Boy Scouts and Girl Scouts. Our goal is to be in contact with as many of our citizens as possible and spread the word of fire safety so we can reduce the loss of life and protect property.

The Staffing for Adequate Fire and Emergency Response Grant (SAFER) assists fire departments in increasing or maintaining their fire suppression staffing and enhances their ability to comply with national operational standards. The current SAFER Grant we have been operating under started in 2017 and

supplied us with nine additional firefighters for a two-year period, bringing our suppression personnel total to twenty-four members. The grant has afforded our department greater ability to stay safe while responding to emergencies within the city.

SAFER

\$1,673,558—Total amount awarded by FEMA

\$583,270—Expenditures in 2017

\$625,162—Expenditures in 2018

\$465,126—Remaining grant balance as of 12/31/18



Budget & Expenditures

		Fiscal Year 2017/18 Expended	Fiscal Year 2018/19 Budget
Personnel Services:			
702.000	Termination Pay	3,402	36,210
706.000	Salaries and Wages	1,230,783	1,248,441
709.000	Overtime	102,191	155,595
715.000	Employers FICA	16,896	21,247
719.000	Health Insurance	292,532	280,499
722.001	Retirement-Contractual	3,592	12,000
722.733	Pension-Police/Fire 345	5,544	5,738
723.000	Pension - MERS DC	1,229,603	1,220,931
724.000	Unemployment	7,123	5,876
724.001	Workers Compensation	90	102
725.000	Other Fringe Benefits	22,487	16,464
		8,505	15,882
		2,922,746	3,018,985
Material & Supplies:			
726.000	Supplies	2,635	4,521
737.000	Publications	154	639
743.000	Chemicals	3,208	3,451
744.000	Uniform Allowance	13,837	22,456
747.000	Protective Clothing	23,984	20,295
751.000	Gasoline	17,064	16,986
756.000	Miscellaneous Supplies	7,648	17,345
760.001	Emergency Medical Supplies	11,850	10,764
776.000	Custodial Supplies	4,930	8,101
778.000	Equipment Maintenance Supplies	12,639	17,200
		97,948	121,758
Contractual and Other:			
801.000	Professional Services	-	3,500
823.000	Medical Services	10,796	7,390
853.000	Telephone	8,430	10,404
873.000	Travel	2,427	3,885
914.000	Insurance	27,877	28,992
915.000	Subsistence Pay	19,104	21,900
919.001	Physical Agility Testing	24,000	25,000
919.002	Residency Allowance	250	250
920.000	Utilities	47,161	46,356
931.000	Building Maintenance	29,541	28,200
933.000	Equipment Maintenance	15,691	18,868
934.000	Office Equipment Maintenance	485	900
935.000	Software Maintenance	4,425	7,520
939.000	Vehicle Maintenance	72,678	70,002
958.000	Memberships and Dues	315	798
960.000	Education & Training	29,684	28,805
		292,865	302,770
Capital Outlay:			
976.000	Building Additions	49,876	87,513
979.000	Fire Equipment	18,457	29,975
979.001	HazMat Equipment	2,254	2,320
982.000	Machinery & Equipment	8,043	3,581
983.000	Office Equipment	3,038	-
985.000	Vehicles	1,051	28,720
986.000	Radio Equipment	2,955	40,647
		85,675	192,756
		3,399,234	3,636,269



JACKSON POLICE DEPARTMENT
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Cityofjackson.org/166/Police-Department
Facebook.com/Jackson.MI.PD/



JACKSON FIRE DEPARTMENT
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