



CITY OF
JACKSON
 MICHIGAN
 Police and Fire Services
 Annual Report 2021



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Letter From the Director

Due to the nature of law enforcement, the majority of our department's work involves personal interaction. With the ongoing challenges brought about by the coronavirus, the Jackson Police Department continued practicing heightened safety precautions while maintaining our commitment to excellence in service.

Our commitment to excellence can be seen through our leadership. After operating without a Deputy Chief for the last four years, the second-in-command position was filled in late summer by Lieutenant Sergio Garcia who had served as our Support Operations Commander since 2017. Starting as a cadet in the late 90's, Deputy Chief Garcia has experienced a diverse career and has held numerous roles and special assignments in nearly every aspect of the department. His extensive training and expertise enhances our agency's overall effectiveness.

As one member of our command staff was promoted, another retired. Lieutenant Adam Williams led our patrol as the Patrol Operations Commander, a position he had held since 2016. Lieutenant Williams served the Jackson Police Department and community for 28 years. Throughout his career, his roles within the department varied, as he spent time on the streets as a patrol officer, a detective, and a sergeant on the JNET task force; he was also a Field Training Officer, a Defensive Tactics Instructor, and a Hostage Negotiator on the Special Response Team. His leadership skills and communication ability facilitated many positive community interactions, and we thank him for his service.

With the continuous obstacles of the pandemic and the negative portrayal of law enforcement nationally, police agencies across the country have been struggling to fill officer vacancies; the Jackson Police Department is no exception. With numerous retirements and resignations, we have struggled to hire and retain new officers to fill these essential positions.

At the beginning of 2021, a new process was implemented by which we sponsored police recruits through the police academy, thereby investing in our future police officers. Throughout the course of the year, four recruits were selected and sponsored; two of these recruits successfully completed their

training and joined our patrol officer ranks. At the end of the year, we also prepared to send three additional recruits who would begin their training at the beginning of the following year. Through our recruit program, we hope to fill our officer vacancies with people who are committed to our community and eager to give back in service.

The challenges of staffing also impacted our Support Operations - the men and women who are responsible for in-depth investigation, illegal narcotic enforcement, violent crime mitigation, etc. Group Violence Intervention is a strategy focused on reducing homicides and gun violence, minimizing harm to communities through deterrence, and fostering stronger relationships between law enforcement and the people they serve. Following months of research, the City Council approved the implementation of this program to help address our community's growing concerns. The police department has been making efforts toward hiring a Program Coordinator who will have the fundamental qualities necessary to make this program a success in Jackson.

Throughout another year filled with uncertainty, our officers continued to deliver outstanding service to our community giving our citizens a sense of stability at a time of unpredictability.



2021 Police Roster

Mary Adams, Community Service Specialist
 Jason Allison, Officer
 Kellsie-Ann Baker, Officer
 Brian Bean, Officer
 Adam Brooker, Officer
 Steven Brooks, Officer
 Richard Burkart, Sergeant
 Brandi Davis, Officer
 Jonathan Debczak, Officer
 Chad Edwards, Coordinator
 Bradley Elston, Officer
 Jonathan Farnsworth, Officer
 Kelly Fletcher, Coordinator
 Andrew Fugate, Officer
 Michael Galbreath, K9 Officer
 Jason Ganzhorn, Sergeant
 Sergio Garcia, Deputy Director
 Scott Goings, Officer
 Aaron Grove, Detective
 Timothy Hibbard, Sergeant
 Elmer Hitt, Director of Police & Fire Services
 Warren Johnson, Officer
 Samantha Jones, Officer
 Aaron Justice, Officer
 Michael Klimmer, Detective
 Michael Kruso, Officer
 Rachel Kuhn, Officer
 John Lillie, Sergeant
 Trent Marcum, Officer
 Michael McCord, Officer
 Ralph Morgan, Officer
 Joshua Morse, Officer
 Andrew Mosier, Sergeant
 Madison Mulder, Officer
 Tyler Panther, Officer
 KayCe Parsons, Records Management Supervisor
 Peter Postma, Sergeant
 Luis Reynaga, Officer
 Nikolas Rincon, Officer
 Holly Rose, Sergeant
 Patrick Rose, Officer
 Kimberly Ross, Community Service Specialist
 Autumn Schram, Officer
 Dean Schuette, Court Services Liaison
 Julie Sherman, Administrative Secretary
 Marc Smith, Officer
 David Stallworth, Officer
 Wesley Stanton, Sergeant
 Kaylin Steverson, Community Service Specialist
 Justin Thoresen, Officer
 Thomas Tinklepaugh, Detective
 Adam Williams, Lieutenant
 Tomi Wilson, Community Service Specialist

Promotions

Michael Klimmer, Detective—Promoted February 17, 2021
 Andrew Mosier, Sergeant—Promoted March 20, 2021
 Samantha Jones, Officer—Promoted May 18, 2021
 Sergio Garcia, Deputy Director—Promoted August 7, 2021
 Nikolas Rincon, Officer—Promoted December 13, 2021



Detective Klimmer



Sergeant Mosier



Deputy Director Garcia

New Hires

Madison Mulder—Hired January 4, 2021
 Samantha Jones—Hired January 7, 2021
 Kimberly Ross—Hired April 27, 2021
 William Bornheimer—Hired June 21, 2021
 Nikolas Rincon—Hired August 16, 2021
 Antoinette Lewis—Hired August 16, 2021
 Santino White—Hired August 30, 2021



Community Service Specialist Ross



Officer Rincon

Retirements

Adam Williams—Retired September 13, 2021
 Marc Smith—Retired December 21, 2021

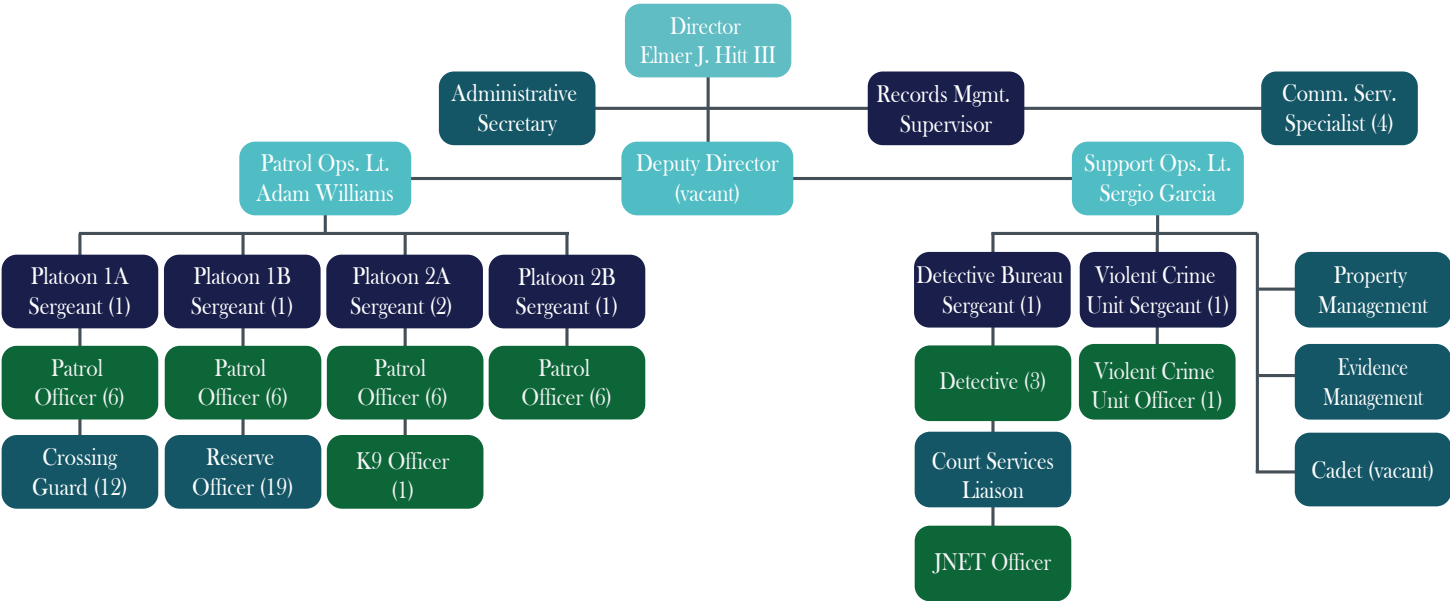


Lieutenant Williams



Officer Smith

Organizational Chart

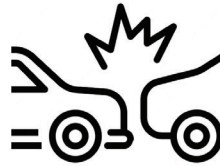


Patrol Operations

The Jackson Police Department's uniformed patrol division is the largest and most visible division of our department, having thirty patrol officers, six sergeants, and one lieutenant. This division is responsible for responding to calls for service, enforcing traffic, and patrolling neighbors and business communities to help reduce and prevent crime. As time permits, patrol officers also build relationships with business owners, families, and citizens to strengthen our connection as a community. True to our vision statement, the Jackson Police Department collaborates in a team effort with community stakeholders to prevent crime and solve community problems for a safe, secure, and healthy environment.

As COVID-19 continued to impact our daily routines, there were fewer calls for service for our officer to process; this can easily be attributed to the encouragement for social distancing and reduced gatherings. We handled 32,175 calls for service – a small increase from the previous year.

Calls for Service



1,121
Accidents



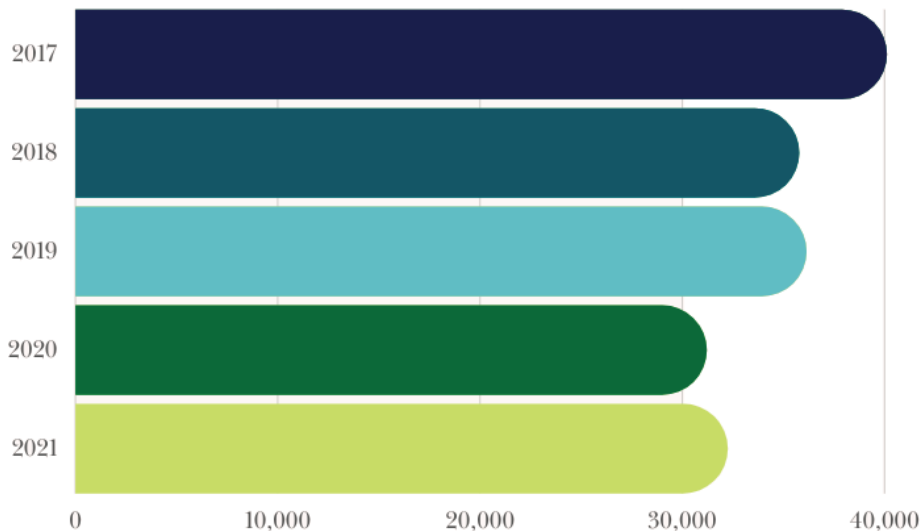
1,049
Arrests



2,226
Tickets

CALLS FOR SERVICE BY YEAR

- 2017 - 40,069
- 2018 - 35,706
- 2019 - 36,064
- 2020 - 31,138
- 2021 - 32,174



Field Training Officer Program

All new JPD officers complete a rigorous four-month long field training program before being cleared for solo patrol. During the training process, each new officer is paired with three different veteran training officers throughout the four phases of the program. In each phase, the new officer is evaluated on basic patrol skills and duties while progressively taking on more responsibilities as he/she advances through each phase of the training program. In “Shadow Phase”, the final phase, the training officer in dressed in plain clothes and observes while the new officer handles hundred percent of the workload. It’s during this phase that the trainer ensures the new officer is confident and proficient to handle solo patrol.

Our officers’ safety and the safety of the citizens we serve is our priority, which is why we place such an emphasis on diligence in training. We have 14 veteran officers who have completed a Field Training Officer course in preparation for training our new officers. In 2021, four new officers successfully completed their field training program and graduated to solo patrol.

FTO Tasks

Report Writing	Evidence Collection
Courtroom Testimonies	De-escalation
Traffic Stops	Investigations
Domestic Assaults & PPOs	Handle With Care
Field Contacts	Alarms
Impounds	Juvenile Crimes
Impaired Subjects	K9 Procedures
Parking Complaints	Search Warrants
Forfeitures	Hazardous Materials
Civil Complaints	Arrests



Officer
Jonathan
Farnsworth



Officer
Samantha
Jones

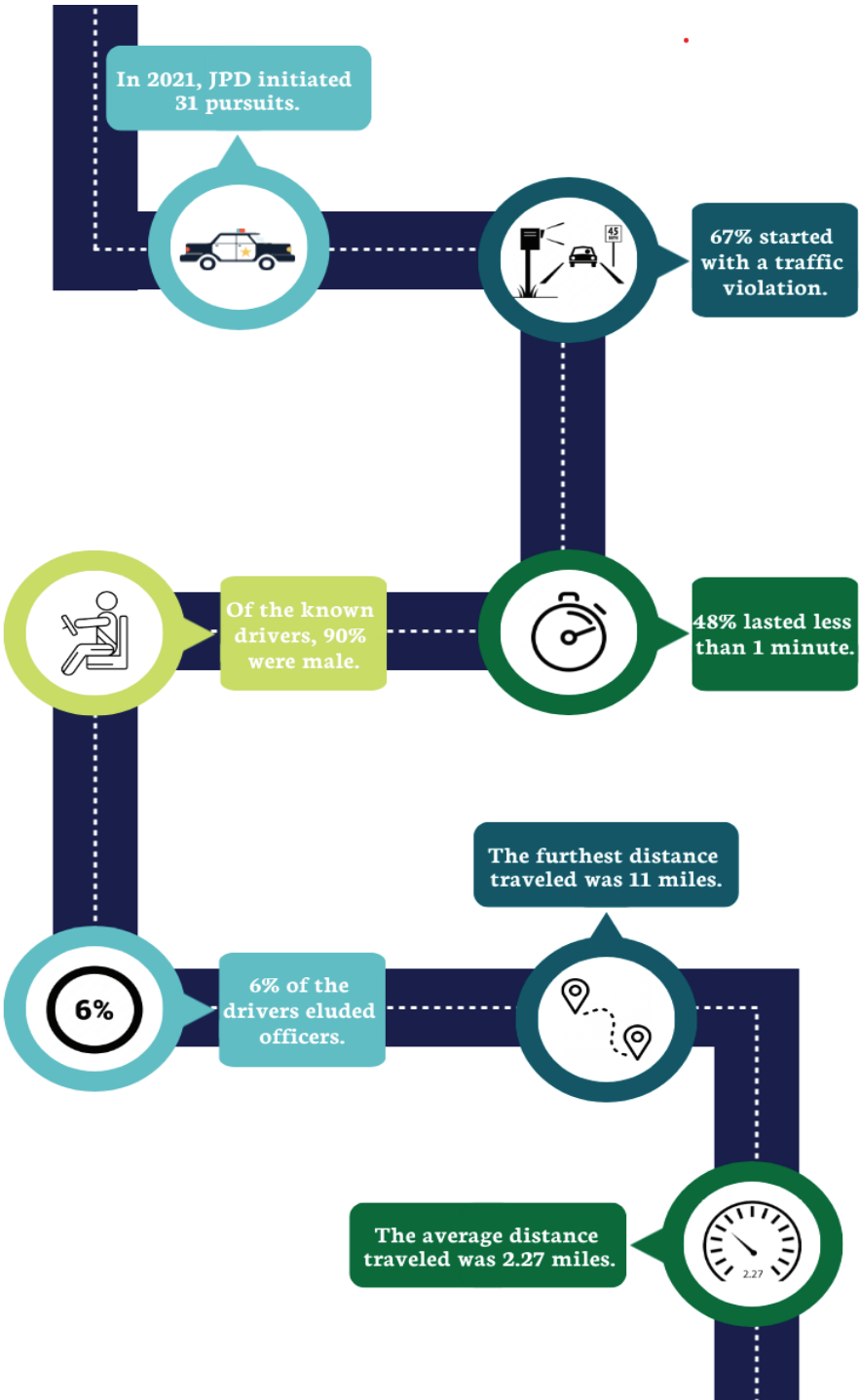


Officer
Madison
Mulder



Officer
Tyler
Panther

Pursuit Data



Canine Unit

Our Canine Unit is made up of only one handler and one dog; the K9 officer utilizes the skills of the dog to assist with drug detection and suspect apprehension. Our team not only serves the Jackson Police Department but also assists other agencies throughout the county.

Historically, our canine team has worked night shift. However, in 2021 we moved the team to day shift. We believe this change makes a K9 officer more readily available for deployment regardless of the time of day or night one is needed.

In addition to assisting patrol officers, our team also participates in community events, public appearances, and group presentations. Like so many other things limited by the constraints of COVID-19, we were unable to participate in many community activities. In October, we joined in on the National Faith and Blue event held at St. Paul's Episcopal Church. We were also able to spend time at the Interfaith Shelter on multiple occasions.



Officer Galbreath and K9 Gleeson at the National Faith and Blue event



K9 Gleeson

In 2021, K9 Gleeson was deployed 48 times, resulting in:



14 successful narcotic searches

2 successful article searches



1 successful apprehension

\$13,000 drug proceeds forfeited



Use of Force

In 2021, the Jackson Police Department made 1,049 arrests. During those arrests, force was applied 70 times, meaning that only 6.6% of the total arrests made involved the use of force.

Use of Force		Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Total
Type	Threatened Deadly Force			1	1	1	1	2		1	1	1	1	10
	ECD (Taser)				1	2		1	1	1	1	1		8
	PPCT		1	2	1	1				2	5	4		16
	Ground Defense	3	1	3	4	3	3	5	5	1	3	7	3	41
	Chemical Agent		3			1	1	2	1	3		1	1	13
Outcome	Arrests	2	3	5	5	8	4	7	5	7	7	13	4	70
	Officer Injuries							2	1	2		3		8
	Subject Injuries	1		1	1	2	3	2	1	4	4	3	2	24
Reason	Drug	1	1	2	2	1	2	2	3	1		1		16
	Alcohol	1	2	2	2	2		1	1	6	3	5	1	26
	Mental Illness	1	3	1		2	2	1	3	1	3	2	1	20

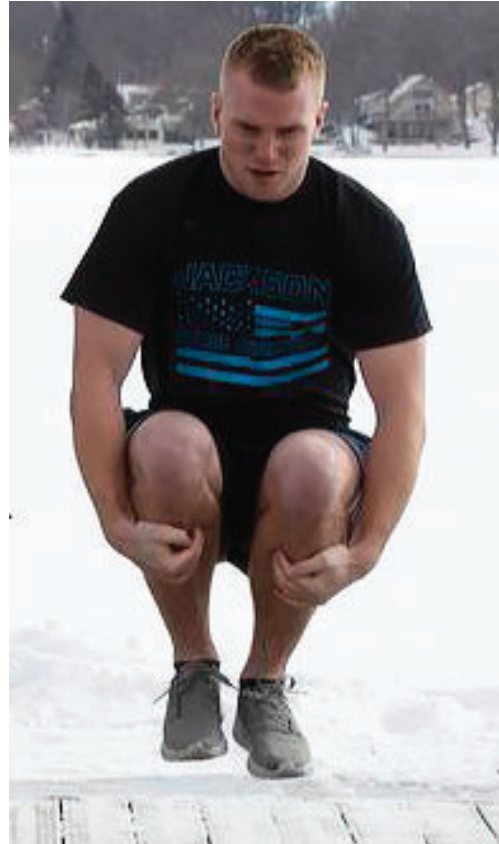


Sergeant Kruso and Detective Grove during Use of Force Training

Community Involvement

Maintaining community interactions was challenging with the ongoing impact and restrictions of COVID-19. While continuing with social distancing, our officers managed to still log countless hours in community outreach. We believe in the importance of partnering with our fellow citizens and taking every opportunity to have a positive impact on those whom we have committed to serve.

We raised money for the Special Olympics organization through their annual Torch Run and Polar Plunge events. In the heat of the summer, officers volunteered their time to assist Habitat for Humanity in building houses during their Blitz Week. For Halloween, we decorated a patrol vehicle and handed out candy at the Salvation Army's Trunk or Treat event. In November, we continued our tradition of growing out our beards and raising money for cancer awareness, research, and prevention through No Shave November. During the winter holidays, we participated with the Angel Tree program and the Shop with a Cop event to provide Christmas presents for underprivileged children in our community. Throughout the year, officers also participated in numerous birthday parades for quarantined children.



Officer Morse participating in the Polar Plunge



Officer Marcum at the Special Olympics

Children are the future of this community, and we place a high value on creating opportunities for officers to have positive interactions with them. As in-person learning returned as the norm, officers included regular school visits into their daily routines. We expanded our partnership with Jackson Public Schools by having a School Resource Officer at both the Middle School at Parkside and Jackson High for several hours each day; we see this as another opportunity to foster deeper connections with the youth of our city.

Service Desk

Our Service Desk is generally the public's first point of contact when they visit our department; it is staffed by two civilian employees, called Community Service Specialists. Our Community Service Specialists juggle numerous responsibilities with many people counting on them to complete these tasks quickly and efficiently - answering and directing phone calls, completing sex offender registrations, issuing licenses to purchase firearms and firearm registration forms, entering calls for service into our dispatch system, handling non-emergency reports, managing the Law Enforcement Information Network (LEIN) for the department, and assisting patrol officers with paperwork. Their ability to balance and prioritize their work while multi-tasking is essential in keeping our department operating effectively.

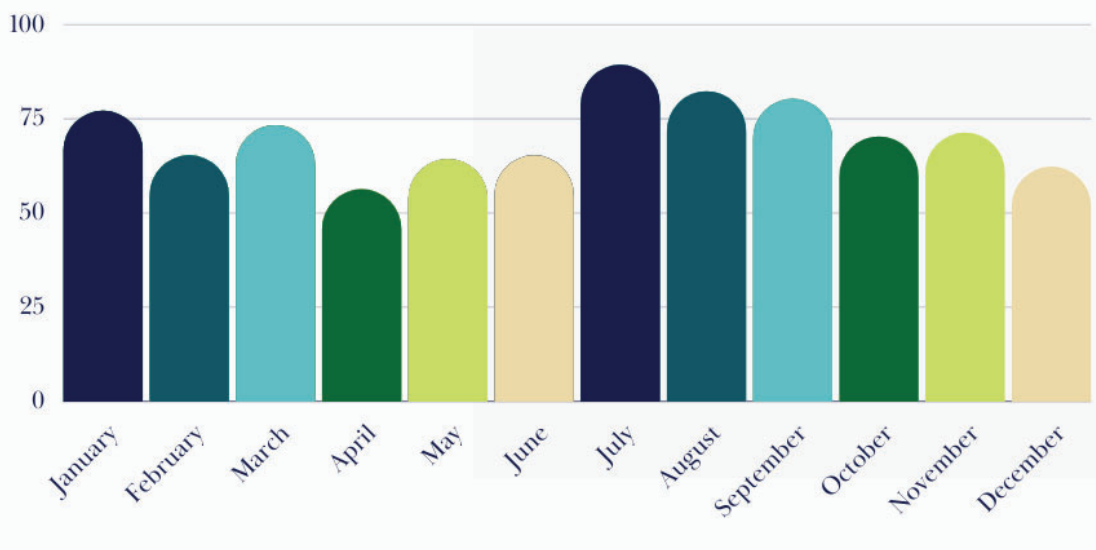


Records

Citizens, law enforcement agencies, and government entities may all utilize the expertise of our Records Department to obtain police reports, request prosecution and background checks, or complete fingerprinting. This section of our department is operated by two civilian employees who pride themselves on providing positive interactions with the public while efficiently fulfilling records requests. Because our department has progressively moved toward more reliance on digital documents, we have reduced the number of employees needed to run this facet of our department. With the benefit of easier accessibility through electronic documents, we have been working on converting all older paper reports into digital scans; it is our goal to use this as yet another means of offering our community the finest service possible.



2021 FOIA REQUESTS



Reserve Program

The Jackson Reserve Program observed its 80th anniversary in 2021; the volunteer force began in 1941 and has been serving our community since. Though continuing to face the concerns of COVID-19, our reserves officers were able to return to some of their regular duties.

One of the largest responsibilities of the volunteer officers in this program is assisting with special events through traffic control and leading parades and races. Additionally, they serve as reinforcements for fireworks shows, festivals, and tournaments. Along with special events, the reserves ride along on patrol with sworn officers, often assist with long-distance prisoner transports, and stand in as actors in training scenarios.

After 20 years of service, Reserve Lieutenant Ron Spees left the reserve program, creating a vacancy in leadership. Reserve Sergeant Adam Garcia was promoted as his replacement, bringing with him over 15 years of experience in service.



Reserve Officer Oechsle and Reserve Officer Keplinger during Trunk-or-Treat



2021 Police Reserve Roster

James Acker - Reserve Captain
Brian Burger - Reserve Officer
Kenneth Carpenter - Reserve Officer
Kayla Dean - Reserve Officer
Timothy Dean - Reserve Sergeant
Garrett Dolly - Reserve Officer
Gavin Fowler - Reserve Officer
Adam Garcia - Reserve Lieutenant
Kolton Grace - Reserve Officer
Nolan Herendeen - Reserve Officer
Ryan Keplinger - Reserve Officer
Al Lindquist - Reserve Sergeant
Scott Marlett - Reserve Officer
Kevin Marshall - Reserve Officer
Morgan McClure - Reserve Officer
Christopher Mizner - Reserve Sergeant
Nikie Oechsle - Reserve Officer
Jacob Patterson - Reserve Officer
Eric Siders - Reserve Officer
Corey Trahan - Reserve Officer
Frank VanGoethem - Reserve Officer
Andrew Walker - Reserve Officer
Kevin Webb - Reserve Officer

Honor Guard

The Honor Guard is a specialized unit that provides ceremonial honors at memorial services for officers who have died in the line of duty; our guard also represents our department at funeral services of retired officers and pays our final respects to them and their families. Another responsibility of the Honor Guard is Posting the Colors at several community events. Our team is made up of supervisors, detectives, patrol officers, and officers on special assignments; it's this diversity of rank and experience that makes our team excel.

In 2021, we had several changes in team members. After many years of service, both Officer Marc Smith and Sergeant John Lillie stepped down; their commitment and dedication will be greatly missed. Officers Aaron Justice, Michael McCord, and Luis Reynaga joined our ranks bringing with them a desire to serve their fellow officers while serving the community.

With continuing developments of COVID-19 throughout the year, we were unable to host our annual police memorial service. Traditionally every spring, we partner with other Jackson County law enforcement agencies to honor those officers who have paid the ultimate sacrifice while serving our community. Though we could not pay our respect in person, we still continue to honor their memory and the principles they stood for.



The Honor Guard at Tunnel to Towers 5K



Detective Tinklepaugh

Support Operations

The Support Operations Division is a key component contributing to the success of the Jackson Police Department. This division includes the Detective Bureau, Jackson Narcotics Enforcement Team, Violent Crime Unit, Court Services, Training, Evidence Management, and Property Management.

While many may not interact with members of this division on a regular basis, these highly trained, dedicated members of the Jackson Police Department work diligently (many times behind the scenes) to ensure the highest level of service is given to this community. The Support Operations Division works hand-in-hand with the Patrol Division to guarantee investigations are completed properly and that follow through for prosecution takes place. These specially trained individuals are an absolute necessity to ensure the Jackson Police Department is self-sufficient, handling a wide range of investigations without the need of outside resources.

Detective Bureau

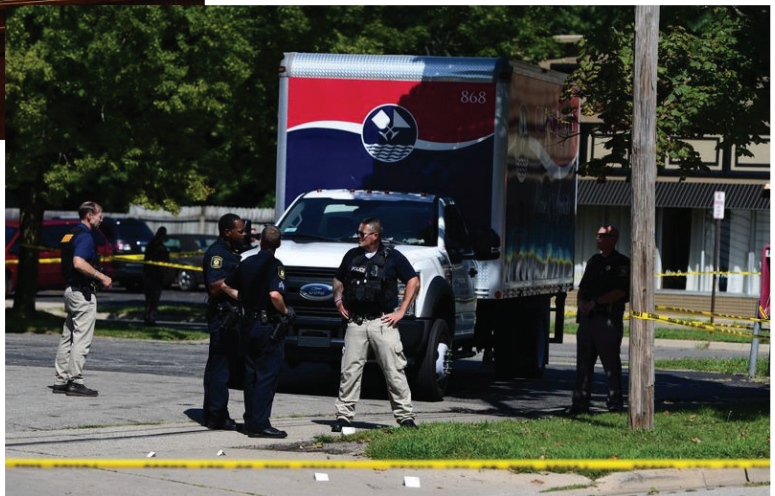
Our Detective Bureau (DB) serves as support for our patrol division, investigating a broad spectrum of felony and misdemeanor cases. Though our DB is staffed by only three detectives, their training and experience has made them proficient in investigating all types of crime. The majority of their cases are felony cases, including arson, assault, breaking and entering, embezzlement, fraud, gun violence, homicide, and robbery. Under the leadership of Detective Sergeant Rose, they conducted investigations into 213 felony cases, eight of which were homicides. As their caseload permits, they also support road patrol through writing search warrants, assisting with suspect interviews, and responding to crimes in progress.

Along with our detectives, we have a Court Services Liaison working in the DB who is in charge of serving all subpoenas and obtaining warrants, to include those in custody needing to be arraigned. This has proven to be challenging in light of many hearings and trials being canceled or rescheduled due to COVID-19 concerns, causing the work to be done multiple times.

Over the last several years, we have been partnering with the Bureau of Alcohol, Tobacco, Firearms, and Explosives (ATF); they have three ATF Special Agents and one analyst working in Jackson. This partnership is invaluable in helping to combat gang and gun violence in our city.



Detective Grove testifying in Court



Officer Morgan, Sergeant Ganzhorn, and Detective Tinklepaugh at the scene of a homicide

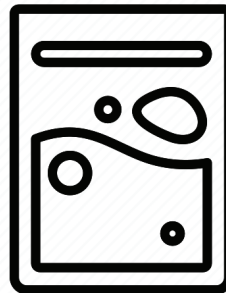
Violent Crime Unit

The Violent Crime Unit, also known as the VCU, is made up of members from the Jackson Police Department, Blackman-Leoni Township Department of Public Safety, Michigan State Police, and the Jackson County Office of the Sheriff. The team's main focus is violent crime deterrence throughout Jackson County; centralizing its efforts on weapon offenses, gang violence, fugitive apprehension, narcotic enforcement, and known violent offenders. The VCU utilizes confidential informants, tips from concerned citizens, and investigative skills to accomplish the goal of reducing violent crime in our county. The team operates with both marked and unmarked patrol vehicles, and uniformed and plainclothes officers to conduct proactive patrols in an effort to monitor violent groups and hinder violent crime.

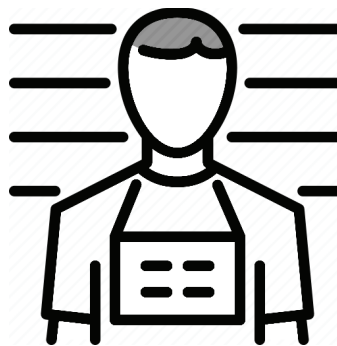
Though our team spends the majority of the time within the city limits, many of our efforts move into neighboring jurisdictions; this is where a multi-jurisdictional team is most beneficial. The VCU coordinates with the Bureau of Alcohol, Tobacco, Firearms, and Explosives (ATF) to consider federal prosecution.

During 2021, our unit also worked closely with officers from multiple agencies on a grant-funded project called Project Safe Neighborhoods. Throughout the course of the year with our multi-jurisdictional approach, the team took thirty illegal firearms off the streets, recovered over 350 grams of illegal narcotics, forfeited almost \$5,000 in drug money, executed ten search warrants, and made 165 felony arrests.

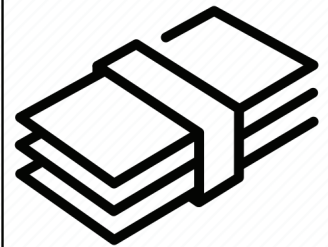
30 illegal firearms recovered



Nearly \$5,000 of drug money forfeited



350 grams of illegal narcotics seized



165 felony arrests made

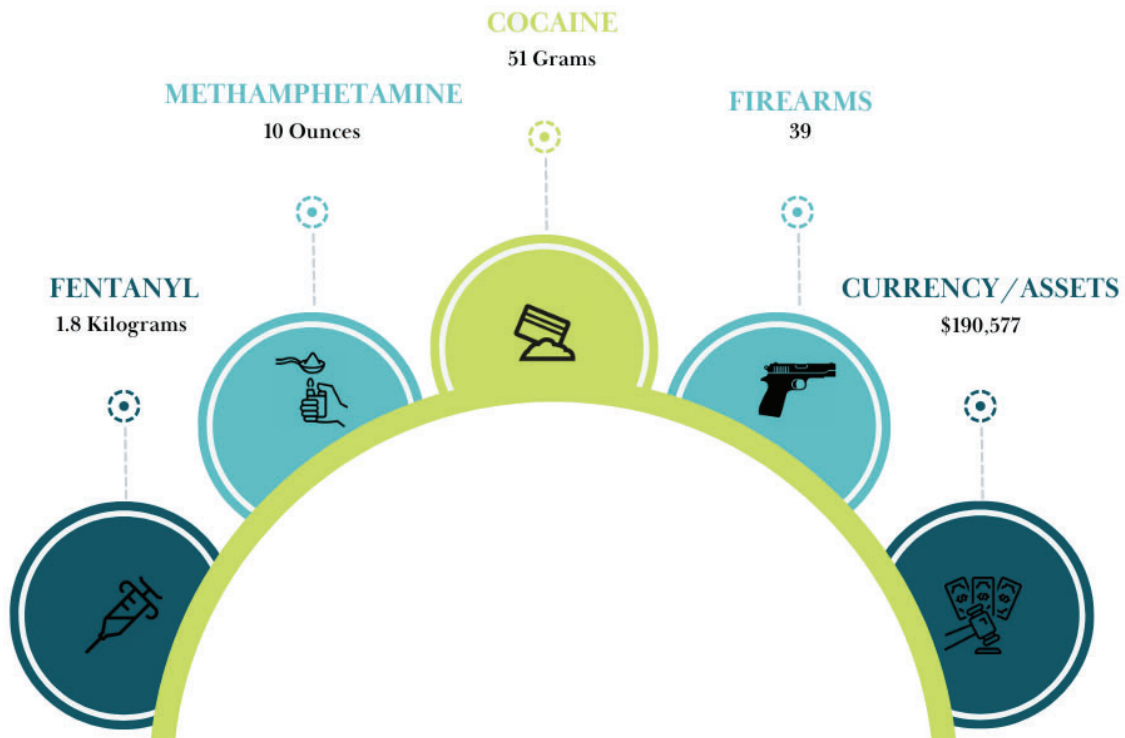
Jackson Narcotics Enforcement Team

The Jackson Narcotics Enforcement Team (JNET) is a multi-jurisdictional task force consisting of both local and state Law Enforcement agencies who also work in conjunction with a number of federal Law Enforcement agencies. JNET's mission is to target middle and upper-level narcotic traffickers within Jackson County. Along with targeting crimes related to narcotics, JNET also assists with violent crime investigations.

Over the course of 2021, 94 cases were investigated, connecting illegal narcotics to criminal activity in our county. One of the major cases JNET helped investigate during 2021 involved the "Thorough Bread Family" (TBF). Currently to date, 24 subjects have been indicted on charges.

Jackson County has seen an 85% drop in shootings since this investigation was conducted. This is just one example of how our specialized team mitigates drug trafficking and violent crime in our community.

2021 JNET Seizures



Crime Statistics

Type of Incident	2018		2019		2020		2021
Part I Crimes		Inc/Dec		Inc/Dec		Inc/Dec	
Homicide	6	-33%	4	50%	6	33%	8
Criminal Sexual Conduct	23	0%	23	65%	38	-11%	34
Robbery	42	-12%	37	-11%	33	-24%	25
Aggravated Assault	212	-2%	208	10%	228	4%	236
Burglary	196	5%	205	-11%	183	-29%	130
Larceny	1065	-6%	1000	-28%	719	-6%	673
Auto Theft	129	-16%	109	-3%	106	0%	106
Arson	29	-41%	17	-53%	8	113%	17
Total Part I	1702	-6%	1603	-18%	1321	-7%	1229
Part II Crimes							
Non-Aggravated Assault	910	-11%	808	0%	811	2%	831
Forgery & Counterfeiting	41	107%	85	-73%	23	22%	28
Fraudulent Activities	181	27%	229	-31%	158	9%	173
Embezzlement	16	-44%	9	56%	14	-21%	11
Stolen Property	26	-4%	25	4%	26	69%	44
Vandalism	550	-11%	487	0%	489	-6%	458
Weapons	160	-14%	138	75%	241	-12%	211
Prostitution & Com Vice	1	0%	1	undef.	0		0
Sex Offenses	95	-23%	73	-15%	62	-15%	53
Narcotics & Drugs	230	-35%	150	15%	173	14%	197
Family & Children	98	8%	106	-30%	74	42%	105
OUIL, DUID	184	-10%	165	1%	166	7%	178
Liquor Laws	59	-7%	55	18%	65	25%	81
Disorderly Conduct	68	19%	81	15%	93	-19%	75
All Other	1504	-10%	1349	12%	1512	11%	1682
Total Part II	4123	-9%	3761	4%	3907	6%	4127
Total Part I & II	5825	-8%	5364	-8%	5228	2%	5356

Special Response Team

The Jackson Special Response Team (SRT) is a multi-jurisdictional team specifically trained to respond to volatile emergency situations that require specialized equipment and tactics to bring about a resolution. This highly trained team operates under the command of Lieutenant Jeremy Barnett of the Jackson County Office of the Sheriff and consists of 13 operators from three agencies: Jackson Police Department, Jackson County Office of the Sheriff, and Blackman-Leoni Township Department of Public Safety. New operators are selected through a rigorous process consisting of physical and psychological testing, firearm proficiency, tactical scenarios, and oral interviews. New team members are then required to complete Special Weapons and Tactics (SWAT) School, which certifies them in the skills and training necessary to serve as a tactical operator.



Deputy Director Garcia at the Range



Search Warrant Execution Training



We use a variety of special equipment to assist in bringing potentially dangerous situations to a peaceful resolution. In 2021, the team purchased several new sets of body armor and a set of remote drones equipped with infrared cameras.

The team was deployed to nine incidents throughout the year. One of the most dangerous situations happened in August when the team responded to a barricaded subject inside an apartment complex; the barricaded man was allegedly armed with a handgun. Not long after the team arrived, the man intentionally started a fire in his apartment. The team was able to save his life, pulling him from the burning apartment. He was treated for smoke inhalation and mental health. He is facing several criminal charges, including arson.



Sergeant Burkart at the Range

Evidence Management

The Jackson Police Department's Evidence Management Coordinator oversees all the evidence collected by both the Jackson County Sheriff's Department and ours. With only one person managing all this evidence, the task can be daunting at times. In an attempt to streamline the storage process, we overhauled our shelving and organizational system making the cataloging and storage a smoother operation.

Traditionally, we host an auction each summer to help with the disposal of unclaimed property. With ongoing COVID concerns, we chose to transition to an online platform for our annual auction; Biddergy, a company that specializes in worldwide online auctions and liquidation services, collected all of our unclaimed property and hosted the online auction for us. We were pleased with the professionalism of the company and the success of the event, and hope to continue our partnership with their company moving forward.



New shelving and organizational system for Evidence Management

Property Management

When you hear the term Property Management, it is easy to assume it refers to the purchase, storage, and inventory of police supplies; however, it reaches much further and encompasses a wide range of tasks and responsibilities. Property Management oversees multiple services, such as building, fleet, and equipment maintenance. Daily assignments may vary from the supply and distribution of police uniforms, to more complex tasks like the upkeep of mechanical and electronic components. Property Management researches and orders new police vehicles, and maintains in-car equipment such as radios, sirens, video cameras, etc. Property Management prepares various purchase and service agreements, and works closely with vendors to ensure that contracted work is completed to meet the department's guidelines. Other responsibilities include the upkeep of the indoor range, the outdoor range, restocking of maintenance and paper supplies, and transporting vehicles to and from repair facilities. The list of tasks goes on and on, but the overall directive is to make sure that the building, equipment, and fleet are in proper working order.

In 2021, cleaning was set as an absolute priority for the department. Focus was placed on making sure employees were provided a clean working environment. Common areas and high-touch surfaces were disinfected on a daily basis, and strict cleaning protocols were sustained throughout the entire year. Personal protective supplies, including masks, disinfectant, gloves, and hand sanitizer were continuously restocked. Vehicle interiors were frequently disinfected. A new hospital-grade UV sanitizer was purchased to sterilize frequently used equipment, such as cell phones, radios, body cameras, handcuffs, etc. The device uses UV lighting to quickly disinfect items, and provides an efficient way for employees to sanitize equipment within 30 seconds.



UV Sanitizer

A large air purifier was also purchased for use in the armory and report room; the unit operates in tandem with the existing air purifier located in the detail room. The combined filtration of the two units has significantly improved air quality and circulation in the most frequently used areas of the department.



New patrol vehicle

2021 also brought some changes to the building and fleet, but projects were limited in comparison with previous years. The ongoing status of COVID-19 created many challenges for the department, as products and services were frequently delayed. Attempts were made to purchase essential items in advance. A general stock of police uniforms and supplies were consistently maintained. Although we did experience some product shortages and delays, all projects were completed within their scheduled timelines. During 2021, body cameras were upgraded for all officers. Carpet was installed in the Finance Office and several offices in the Detective Bureau. One administrative vehicle and two Ford hybrid SUV patrol vehicles were purchased and outfitted for patrol use.

Police bicycles were removed from storage and repaired. New uniforms were bought for the return of the bicycle patrol. A large quantity of expired body armor was sent for recycling, and items such as old video cameras and vehicles were auctioned off to remove excess surplus from our garage and storage areas.

In 2021, major construction was also completed on the police department entrance. An engineering firm was hired to develop blueprints for the replacement of the front stairwell and wheelchair ramp. The structures were quite old, and deteriorating rapidly after so many years of service. The company presented a variety of solutions and attempted to balance the challenges of cost, functionality, and appearance with a limited budget. Several options were examined to ensure the design would blend with the existing city streetscape, while also meeting all local ordinances and regulations. Many ideas were considered, and after weeks of planning and preparation, the project moved forward in the spring of 2021. Construction was divided in two separate phases to minimize disruption to police services. The first portion of the project focused on the demolition and construction of the wheelchair ramp and front stairwell. The second phase concentrated on the removal and replacement of the front sidewalk and landscape areas. New stainless steel handrails were installed, and new landscaping areas were constructed along the building. New plants were added, new windows were installed in the lobby, and several sections of concrete were sandblasted to match the building's exterior. The completed project resolved the structural issues at the front of the building, and addressed the outdated aesthetics of the sidewalk and landscaping areas. The project has provided a modern face to the entrance of the department, and will offer safe entry into the lobby for many years to come.



Officer Marcum, Sergeant Postma, and Officer Smith

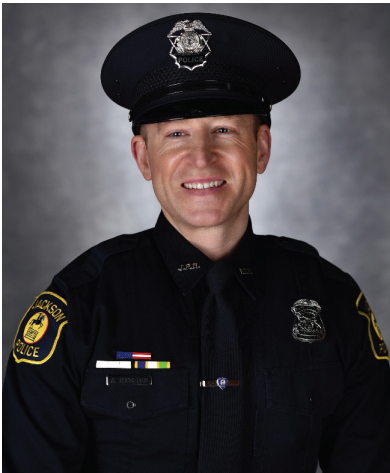
Internal Investigations

Every complaint received by the Jackson Police Department is thoroughly investigated. In following through on each complaint, we have greater transparency and accountability with our community and an opportunity to improve our ability to serve Jackson.

Major								
Year	Total Complaints	Total Allegations	Exonerated	Unfounded	Sustained	Not Sustained	Resulted in Discipline	Citizen Initiated
2017	5	7	1	0	2	2	2	3
2018	8	12	3	3	2	4	3	2
2019	4	8	0	1	1	2	1	2
2020	1	1	1	0	0	1	0	1
2021	2	2	1	0	0	1	0	1

Minor								
Year	Total Complaints	Total Allegations	Exonerated	Unfounded	Sustained	Not Sustained	Resulted in Discipline	Citizen Initiated
2017	9	11	0	1	4	4	4	6
2018	4	4	0	0	2	1	0	1
2019	13	21	1	6	5	1	5	10
2020	3	5	0	3	0	0	0	3
2021	8	9	1	2	2	3	2	5

Awards



— Officer
of the Year —

Officer

Justin Thoresen



— Civilian
of the Year —

Court Services Liaison

Dean Schuette Jr.



— Reserve Officer
of the Year —

Reserve Officer

Kevin Marshall

Awards

Merit Citations

Sergeant Richard Burkart
Officer Jonathan Debczak (2)
Officer Bradley Elston (2)
Sergeant Timothy Hibbard
Kimberly Ross
Deputy Justin Sawyer

Citizen Awards

Hector Gonzalez
Mary Magiera

Team Awards

Officer Jason Allison
Officer Kellsie Baker (3)
Deputy Codi Barlund
Lieutenant Jeremy Barnett
Officer Steven Brooks
PSO Patrick Boulter (2)
Officer Adam Brooker
Sergeant Richard Burkart (3)
Deputy Kirk Carter
Deputy Don Cherry
Officer Brandi Davis
Officer Jonathan Debczak (2)
Deputy Mark Easter
Officer Bradley Elston (4)
Sergeant Thomas Freeman
PSO Chandler Fryt
Officer Andrew Fugate (2)
Sergeant Jason Ganzhorn
Trooper Scott Godair
Officer Scott Goings
Detective Aaron Grove (5)
Josh Hunt
Officer Warren Johnson (2)
Detective Michael Klimmer (3)
Deputy Cullen Knoblauch
Deputy Dan Laughlin
Sergeant John Lillie
PSO Ryan Martin
Officer Michael McCord (2)
Officer Ralph Morgan (3)
Officer Joshua Morse
Sergeant Andrew Mosier (3)
Deputy Alex Norris (3)
Officer Tyler Panther

Sergeant Peter Postma (2)
Officer Luis Reynaga (2)
Sergeant Holly Rose (2)
Officer Patrick Rose
Deputy Justin Sawyer (2)
Deputy Darren Shackelford
Sergeant Wesley Stanton
Sergeant Michael Stuart
Sergeant Sam Sukovich
Officer Justin Thoresen
Detective Thomas Tinklepaugh (5)

Outstanding Service Awards

Officer Jason Allison
Officer Kellsie Baker
Officer Adam Brooker
Officer Bradley Elston
Officer Jonathan Farnsworth
Officer Andrew Fugate (2)
Officer Scott Goings
Detective Aaron Grove
Officer Samantha Jones
Officer Aaron Justice
Officer Joshua Morse
Officer Tyler Panther
Officer David Stallworth (2)
Sergeant Wesley Stanton
Officer Justin Thoresen (3)

Term Awards

Officer Justin Thoresen (4)

Meritorious Service Award

Officer Jonathan Debczak (2)
Deputy Director Sergio Garcia
Officer Tyler Panther

Budget

		Fiscal Year 2020/21 Expended	Fiscal Year 2021/22 Budget
Personnel Services:			
702.000	Termination Pay	38,836	69,810
703.000	Salaries and Wages	3,803,812	4,148,488
707.000	Wages - Temporary	68,207	104,681
708.000	Unemployment	312	444
709.000	Employers FICA	88,723	101,855
713.000	Overtime	168,913	250,214
715.000	Pension-General	49,894	53,024
715.734	Pension-Police/Fire 345	4,148,310	4,028,723
716.000	Pension - MERS DC	56,351	69,728
716.001	Retirement - Contractual	7,445	6,228
718.000	Health Insurance	489,717	644,562
723.000	Health - MERS HSA	75,062	88,050
724.000	Workers Compensation	17,197	20,655
725.000	Other Fringe Benefits	7,084	53,152
		9,019,863	9,639,614
Material & Supplies:			
752.000	Supplies	2,593	3,264
752.001	Data Processing Supplies	938	1,881
757.000	Ammunition	12,147	25,566
759.000	Gasoline	54,760	68,688
767.000	Uniform Allowance	35,148	36,140
770.000	Miscellaneous Supplies	2,857	8,332
772.000	Photography Supplies	9,696	9,523
773.000	Laundry	746	767
775.000	Medical Supplies	1,324	2,010
776.000	Custodial Supplies	2,256	4,284
778.000	Equipment Maintenance Supplies	17,040	19,053
791.000	Publications	329	3,550
		139,834	183,058
Contractual and Other:			
818.000	Contractual Services	-	-
820.000	Consultant Services	6,276	13,167
830.000	Medical Services	7,689	14,620
839.000	Special Investigations	2,376	3,150
853.000	Telephone	33,674	37,290
861.000	Auto Allowance	3,600	3,600
900.000	Printing & Publishing	2,210	3,177
908.001	Physical Agility Testing	22,400	37,000
908.002	Residency Allowance	6,150	6,400
910.000	Education & Training	42,874	67,158
913.000	Travel	768	8,460
915.000	Memberships and Dues	1,614	1,355
924.000	Utilities	33,472	33,899
930.000	Building Maintenance	28,925	31,810
931.001	Equipment Maintenance	29,302	36,381
931.002	Office Equipment Maintenance	4,477	13,080
932.000	Vehicle Maintenance	62,880	63,400
933.000	Software Maintenance	107,665	132,891
935.000	Insurance	143,720	153,780
935.001	Insurance - Deductible	5,000	10,000
942.000	Building Rental/Lease	6,872	6,604
963.000	Miscellaneous	825	2,490
		552,769	679,712
Capital Outlay:			
975.000	Building Additions	6,412	44,196
980.000	Office Furniture	2,202	-
980.001	Office Equipment	2,908	0
981.000	Vehicles	156,038	178,838
985.000	Machinery & Equipment	7,149	4,766
986.000	Radio Equipment	-	0
		174,708	227,800
		9,887,173	10,730,184

2021 Fire Roster

William Ballentine, Firefighter
Blake Barber, Firefighter
Trevor Blankenship, Firefighter
Joseph Carpenter, Firefighter
Harry Crawford, Firefighter
William Drake, Firefighter
Chad Everett, Assistant Chief
Jeffrey Fall, Jr., Firefighter
Timothy Gonzales, Assistant Chief
Joshua Gonzalez, Lieutenant
Shane Green, Lieutenant
Keagan Hall, Firefighter
Ryan Hendricks, Lieutenant
Joshua Horodeczny, Firefighter
Frank Huntley, Lieutenant
Matthew Jabkiewicz, Firefighter
Hunter Keith, Firefighter
Richard Lutton, Firefighter
Daniel Peterson, Firefighter
Casey Pollins, Firefighter
Jack Schultz, Firefighter
Joel Skrypec, Captain
Joe Smith, Captain
Michael Stock, Lieutenant
Annie Wallen, Firefighter
Gavin Warner, Firefighter
Alexander Watson, Firefighter
Tyler Whitehead, Firefighter
Daniel Willis, Firefighter
David Wooden, Deputy Director

Promotions

Chad Everett, Captain-Promoted January 16, 2021
Ryan Hendricks, Lieutenant-Promoted February 13, 2021
Shane Green, Lieutenant-Promoted February 14, 2021
Frank Huntley, Lieutenant-Promoted February 15, 2021
Timothy Gonzales, Assistant Chief-Promoted April 30, 2021
Chad Everett, Assistant Chief-Promoted May 24, 2021
Joel Skrypec, Captain-Promoted May 29, 2021
Joshua Gonzalez, Lieutenant-Promoted June 12, 2021
Michael Stock, Lieutenant-Promoted June 13, 2021
Joe Smith, Captain-Promoted June 13, 2021

New Hires

Blake Barber - Hired January 25, 2021
Daniel Willis - Hired April 12, 2021
Jack Schultz - Hired May 3, 2021
Jeffrey Fall, Jr. - Hired November 29, 2021
William Ballentine - Hired December 11, 2021
Joshua Horodeczny - Hired December 12, 2021
Hunter Keith - Hired December 12, 2021
Harry Crawford - Hired December 13, 2021
Gavin Warner - Hired December 13, 2021
Alexander Watson - Hired December 13, 2021

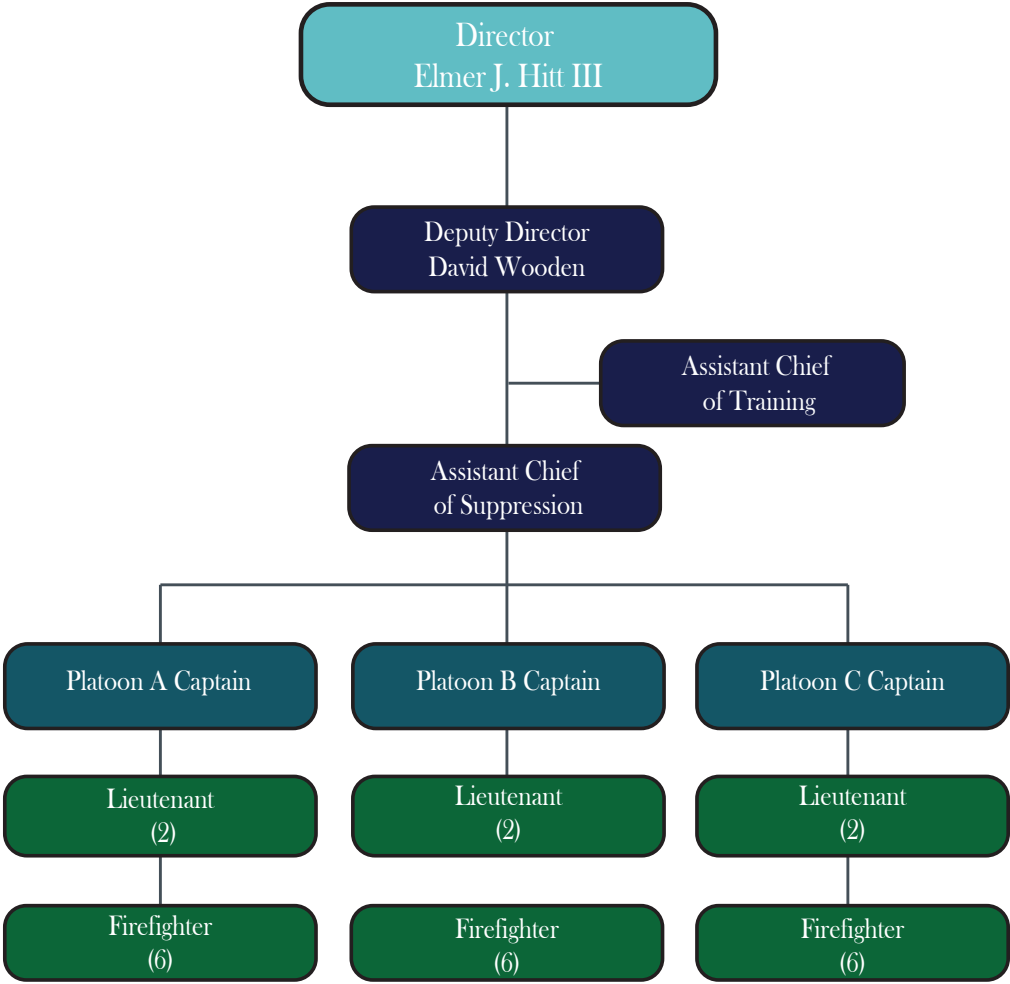
Retirements

Robert Walkowicz - Retired March 20, 2021
Jason Senft - Retired June 12, 2021
Craig Reppert - Retired June 13, 2021
Chris Ermatinger - Retired June 14, 2021



Firefighter Glomski, Firefighter Peterson, Captain Smith, Captain Reppert, Lieutenant Huntley,
Firefighter Lutton, Firefighter Stock, and Firefighter Schultz

Organizational Chart

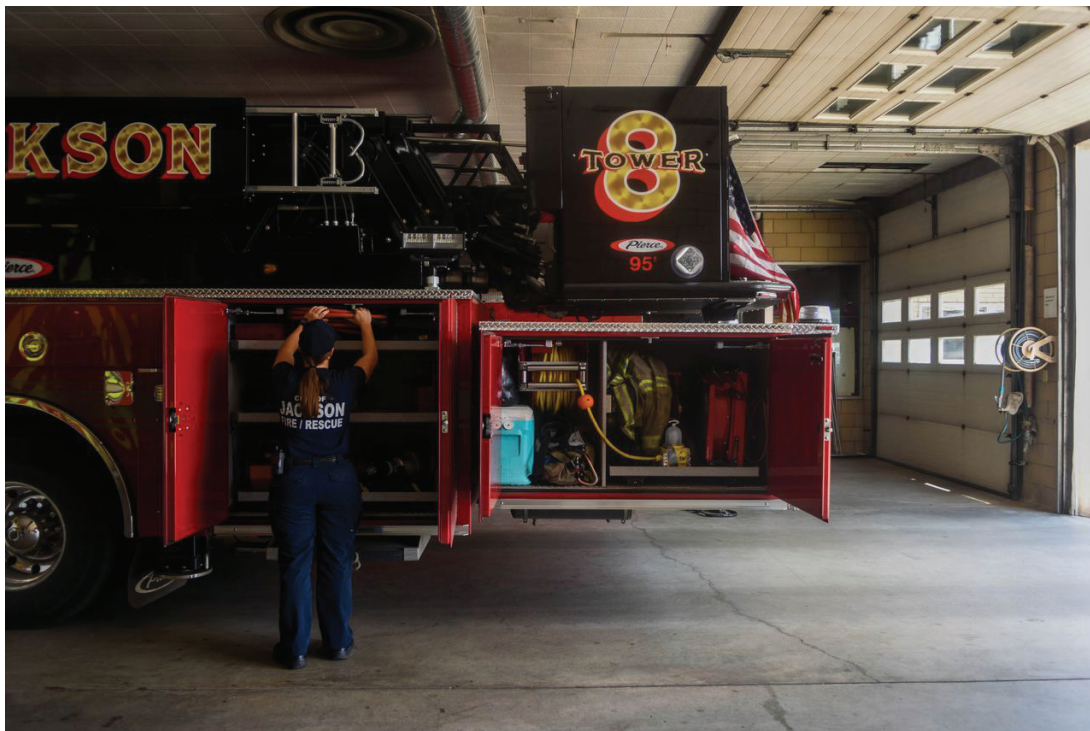


Letter from the Deputy Director

The Jackson Fire Department saw many changes in 2021. We spent a large portion of the year training several new employees. These firefighters were hired to replace retiring Assistant Chief Chris Ermatinger and Captains Robert Walkowicz, Jason Senft, and Craig Reppert. Combined, they had more than 100 years in the fire service. Their experience and wisdom will be deeply missed.

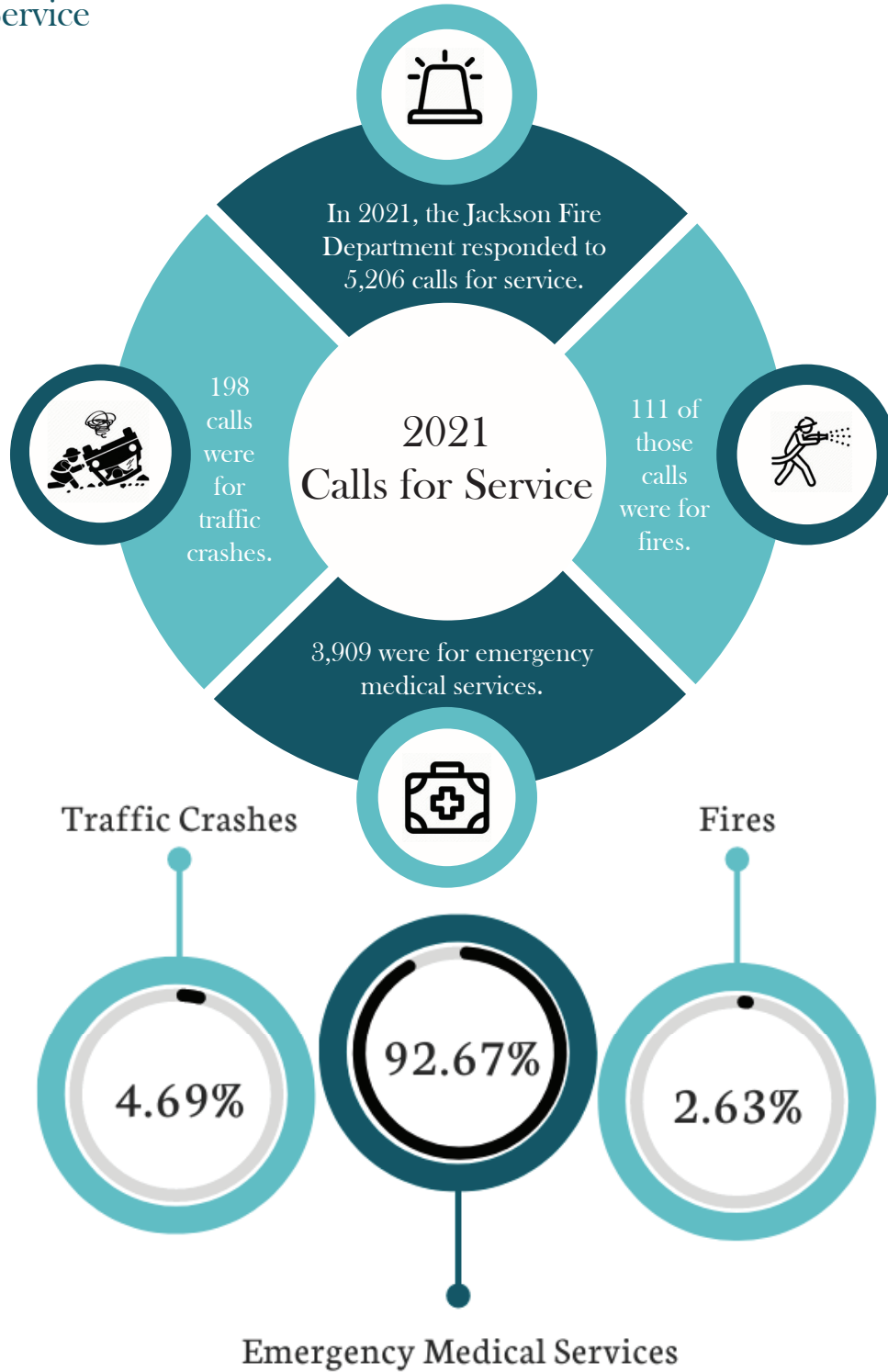
The COVID pandemic still posed a threat to the public we serve, and our own staff at times. Fortunately, with additional precautions and training, the effects were minimal and we were able to continue our mission of protecting the citizens of Jackson.

During 2021, we were awarded two FEMA Grants. One is a Staffing for Adequate Fire and Emergency Response (SAFER) grant, which provided funds to increase our staff by seven. Due to this additional staffing, we hope to re-open Station #2 on Milwaukee Street in the first quarter of 2022. This will allow us to better serve the citizens on the south side of the city with shorter response times to any emergency.



Firefighter Wallen prepping the Fire Engine

Calls for Service



Emergency Medical Services

2021 continued to be a challenging time for health care employees and first responders. At minimum, all Jackson Fire Department personnel are licensed at the EMT Basic level. These firefighters attend yearly training on all aspects of Emergency Medical Services, such as:

- Bandaging and splinting of injuries
- Delivering babies
- Treating opioid overdoses
- Rendering aid due to the effects of COVID-19

The dedication, professionalism, and compassion of our staff is unmatched. Members work tirelessly in extremely stressful and hazardous conditions to provide a high level of service to the citizens and visitors of the City of Jackson. We derive our strength from the public's support and trust, especially in the uncertain times we face as medical first responders during this global pandemic.



Fire on Robinson Street

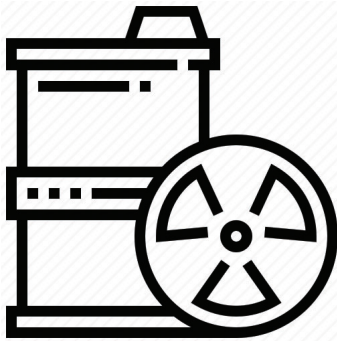


House fire on West Avenue

Air Quality Monitoring

Over the last year, the HazMat Team has retired older air monitoring equipment and replaced the older, antiquated devices with new, state of the art monitors. The safety and effectiveness of the public and our responders is paramount, and our ability to detect the presence of hazards in the air relies on quality equipment. The team has also begun a comprehensive review of its response policies. This will ensure all policies and procedures are up to date, and utilizing the most relevant science and information to ensure sound and safe operation. The team has significantly increased its ability to safely and effectively mitigate incidences, large and small, with the newly purchased equipment and ongoing policy reviews.

Hazardous Materials Response Team



The Hazardous Materials Response Team, or HazMat Team, is a combined team from the Jackson Fire Department and the Summit Township Fire Department. Members receive specialized training and become

certified as Hazardous Materials Technicians. In 2021, two probationary members of the team successfully completed Hazardous Materials Technician training and became certified.

The HazMat Team experienced significant personnel changes in 2021. Two experienced members of the team retired, leaving a gap in seniority and experience. This also created leadership opportunities for other team members. The team has met the challenge of transitioning to new leadership and adjusting to the training of new members. The effectiveness of any HazMat Team lies within the skill of its technicians, the reliability of its equipment, and the adequacy of its policies.



Carbon Dioxide leak in Leoni Township



Burnt building

The team continued to train with our mutual aid partners from the Summit Township Fire Department. This valuable partnership helps the team continue to grow in our effectiveness to serve the public.

In 2021, the team responded to two calls for service. We provided assistance to the Stockbridge Fire Department and the Department of Natural Resources for an unknown substance dumped into a wooded area.

The second response was for a leak in a large carbon dioxide tank in Leoni Township. All emergency responses were mitigated effectively and no adverse effects were reported to citizens, first responders, or the environment.

Despite the many challenges and significant changes the team has encountered in 2021, the team has met and overcome all obstacles, moving forward and growing in its effectiveness and capability as a Region 1 hazardous materials response organization.

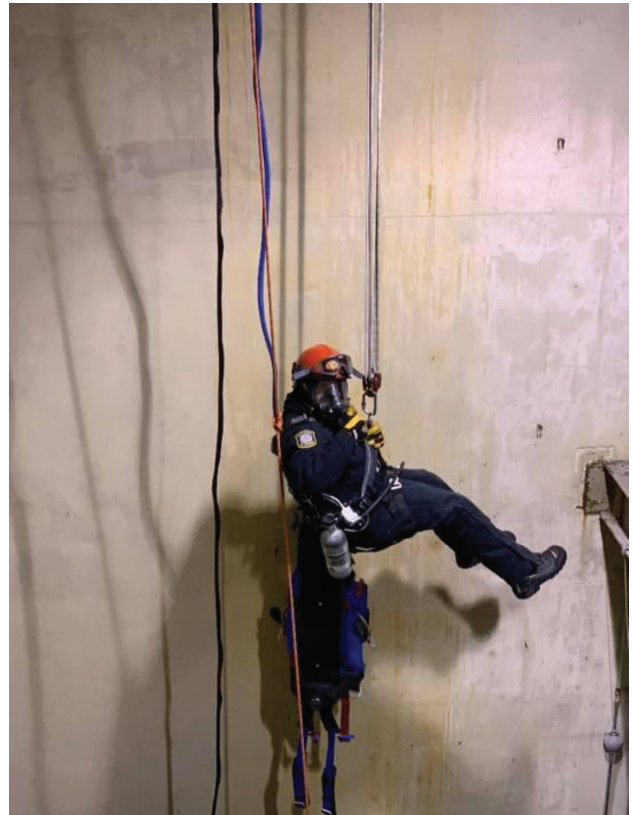
Training

The Jackson Fire Department's Training Division ensures education and training for the Department's members. In 2021, we conducted 3,282 hours of training. Led by Assistant Chief Chad Everett, the Training Division also includes Captain Joe Smith who serves as our Emergency Medical Services Coordinator; Assistant Chief Tim Gonzales, who serves as our County Training Coordinator; and several full-time personnel functioning as certified fire instructors.

As members of an all hazards department, our Firefighter/EMTs respond to a wide variety of emergencies, many of which occur in hazardous and sometimes harsh environments. These may include residential and commercial structure fires, hazardous material releases, technical rescues, motor vehicle crashes, and medical emergencies. For our personnel to function efficiently and safely during any situation, they must possess a great deal of knowledge, skill, and the ability to make critical decisions in stressful situations. In response to these needs, our instructors provide fundamental, advanced, and innovative training on a frequent basis. We aim to ensure our training incorporates current science, industry standards, regulatory requirements, and technological advances.



USAR Ice Rescue Training



USAR Repelling Training

In 2021, the Department added seven firefighters which increased staffing to nine members per shift. Probationary firefighters start their career with a 40 hour onboarding workweek, which involves rigorous training similar to boot camp. Once that initial training is completed, probationary firefighters are assigned to a shift and paired with a more experienced firefighter as a mentor for their one-year probationary period. They have the opportunity to apply what they've learned while responding to actual calls for service.

Throughout their career, Jackson firefighters benefit from extensive ongoing education which exposes them to some form of professional development every day they are on-duty. This training may be in the form of a casual 30-minute tailboard session with their crew, virtual training, or a more formal in-person education session led by one or more members of our organization.

During the COVID-19 pandemic, we spent thousands of hours training department members on COVID-19 specific personal protective equipment, decontamination procedures, and the medical management of potentially infectious patients.



Jaws of Life Training

Succession planning is also a goal of the Training Division. As members complete their years of service and join our retired ranks, it's important to have members to fill the vacant command and leadership ranks.

The Department works to ensure all interested members are sent to the appropriate training such as Fire Officer I, II, and III; National Incident Management System courses; and classes at the National Fire Academy. Despite the challenges associated with providing fire and rescue training during the COVID-19 pandemic, the department was still able to maintain a robust schedule. This was accomplished through the use of facial coverings, social distancing, and virtual platforms such as Target Solutions and Zoom.



Night Fire Training

Rapid Entry Systems

For many years, the Jackson Fire Department has utilized key boxes called Knox Boxes at certain locations in the city. These boxes allow for quick access into buildings. A Knox Box is a small safe that is mounted to the outside of a building, which is only accessible by the Fire Department. They contain keys to the building, swipe cards, blueprints, and occupancy information. Knox Boxes save businesses, organizations, and apartment complexes money every year by simply allowing first responders into the building. This way we do not have to spend precious time waiting for a key holder or making a forceful entry, which must be repaired later.

For more information regarding Knox Boxes can be found in Chapter 10, Sec. 53, 506.1 of the City Ordinances: https://library.municode.com/mi/jackson/codes/code_of_ordinances?nodeId=PTIIICOOOR_CH10FIPRPR_ARTIIIFIPR_CO_S10-53AMDEAD and at <https://www.knoxbox.com/>.

Radio System

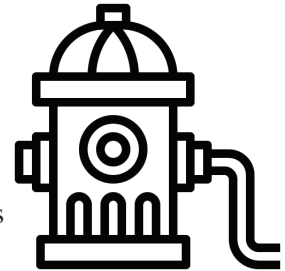
The radio system used by first responders in Jackson County is a digitally trunked 800 MHz system. This enables radios users within the county to communicate with other agencies outside of Jackson County, throughout the state. Firefighters at JFD are each provided their own radio. For safety reasons, each member's name is programmed into the radio for identification purposes. In the event of an emergency, other first responders and Central Dispatch know who is transmitting. Each radio is also equipped with an emergency distress button. In the event a



member cannot communicate, they can activate the distress alarm. The distress alarm alerts Central Dispatch, and locks the frequency from other transmissions until the distress alarm is de-activated on that member's radio.

Hydrant Maintenance

Fire hydrants are a valuable tool for the Fire Department, ensuring we can establish a water supply in the case of an emergency. With approximately 1,500 hydrants within the city, many hours are spent during the months of October and November guaranteeing each hydrant is inspected.



During these inspections, each hydrant is examined to ensure the cap can be removed and is draining properly. Each cap is then lubricated with a lubricant to ensure easy operability. If the hydrant is not draining properly, a pump is used to get the water out to ensure the hydrant doesn't freeze in colder temperatures. The Fire Department continues to install Storz fittings on all new hydrants in the city. These fittings allow the department to connect a fire hose to a hydrant much faster than using a threaded fitting.

Water supply is crucial for any fire suppression operation, making annual hydrant maintenance an essential element to fire safety.



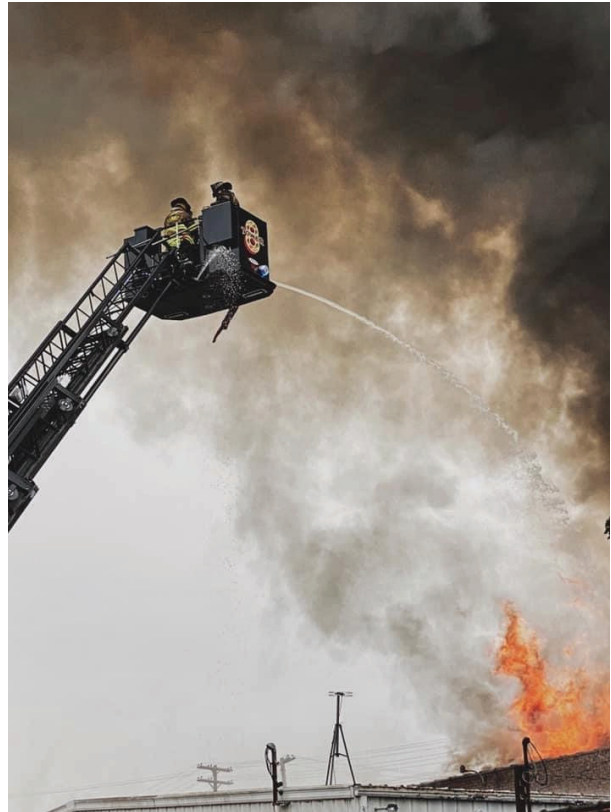
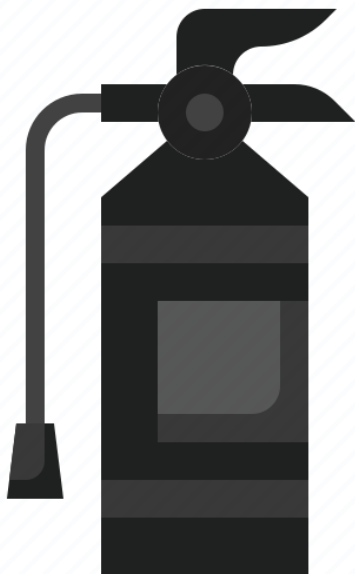
Firefighter Peterson and Firefighter Pollins in Turnout Gear

Extinguisher Training & Maintenance

2021 served as an opportunity for the Jackson Fire Department to resume fire extinguisher training and maintenance for the community, although in a limited capacity. After being unable to provide any extinguisher training in 2020 due to COVID-19, we were able to offer several classes during 2021.

Six classes were provided for the United Way and LifeSpan. These classes taught their employees on how and when to use the various extinguishers they have on-site. It also provided information so they could conduct monthly inspections on their extinguishers.

We received very positive feedback from the community as we resumed our fire extinguisher outreach. We intend to continue this practice and hope to connect with more organizations in Jackson County in the future. We also hope to provide further educational opportunities for the citizens of Jackson regarding fire extinguisher use.



Fire on Martin Luther King Jr. Drive

Fire extinguisher inspections were conducted for all of the extinguishers within the Jackson County Fairground's facilities. This will ensure they are accessible and ready, should they be needed. We are also able to provide extinguisher inspections in local businesses and organizations throughout the City of Jackson. The business or organization only needs to ask for help, should they be concerned of the condition of their extinguishers. We would be happy to come to their location to ensure they are all in a good operating condition.

Public Education

In 2021, we were able to conduct more public education activities than we were able to during 2020, but still not to our pre-pandemic level. Visitors were allowed back into the N. Jackson St. station for tours, and we were able to visit schools and other organizations.

With the addition of six new firefighters at the end of 2021, we are better equipped to conduct public education visits. Even with a few firefighters giving a presentation, we have enough staff to provide emergency services to the City.



C-Shift hosting Operation Warm



Captain Smith helping a student try on their new coat



Firefighter Whitehead and Firefighter Wallen during Shop With a Hero

During 2021, we again participated in the Operation Warm and Shopping with a Firefighter events. Both were very successful and are each a great way for the community and the Fire Department to get to know each other better.

Operation Warm consisted of gathering coats for children within our community. Shopping with a Firefighter is an event at Walmart, which includes the Jackson Professional Firefighters Charity Fund to give back to the families we serve.

Every year we aim to provide better public education opportunities to those we serve.

Budget

		Fiscal Year 2020/21 Expended	Fiscal Year 2021/22 Budget
Personnel Services:			
702.000	Termination Pay	174,478	37,315
703.000	Salaries and Wages	1,562,946	1,506,348
708.000	Unemployment	180	144
709.000	Employers FICA	25,289	25,497
713.000	Overtime	249,765	188,769
715.734	Pension-Police/Fire 345	1,758,886	1,902,473
716.000	Pension - MERS DC	19,548	23,507
716.001	Retirement-Contractual	5,887	4,925
718.000	Health Insurance	302,832	314,157
723.000	Health - MERS HSA	33,241	45,000
724.000	Workers Compensation	23,800	22,860
725.000	Other Fringe Benefits	766	21,340
		4,157,618	4,092,335
Material & Supplies:			
752.000	Supplies	3,325	7,965
753.000	Chemicals	577	2,726
759.000	Gasoline	19,970	22,656
762.000	Protective Clothing	41,558	36,420
767.000	Uniform Allowance	27,556	22,984
770.000	Miscellaneous Supplies	4,058	8,428
775.001	Emergency Medical Supplies	12,208	20,441
776.000	Custodial Supplies	6,502	8,464
778.000	Equipment Maintenance Supplies	19,740	37,175
791.000	Publications	339	1,000
		135,834	168,259
Contractual and Other:			
801.000	Professional Services	5,342	5,000
830.000	Medical Services	8,706	15,121
853.000	Telephone	10,201	12,928
908.001	Physical Agility Testing	19,350	26,000
908.002	Residency Allowance	250	250
910.000	Education & Training	14,161	27,965
913.000	Travel	-	3,416
915.000	Memberships and Dues	617	305
916.000	Subsistence Pay	18,628	23,140
924.000	Utilities	46,993	46,320
930.000	Building Maintenance	23,266	26,432
931.001	Equipment Maintenance	15,079	34,236
931.002	Office Equipment Maintenance	215	460
932.000	Vehicle Maintenance	72,869	92,114
933.000	Software Maintenance	8,774	9,055
935.000	Insurance	35,759	38,262
963.000	Miscellaneous	417	0
		280,627	361,004
Capital Outlay:			
974.500	Land Improvements - Parking	-	198,393
975.000	Building Additions	46,176	171,251
977.340	Fire Equipment	9,689	90,106
977.341	HazMat Equipment	4,986	11,208
980.000	Furniture	-	6,300
981.000	Vehicles	17,651	14,160
981.001	Vehicles - Fire Truck	76,262	64,436
985.000	Machinery & Equipment	2,935	7,600
986.000	Radio Equipment	13,218	10,884
		170,917	574,338
		4,744,997	5,195,936