



2024

JACKSON POLICE & FIRE SERVICES

Annual
Report



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LETTER FROM THE DIRECTOR



Director Elmer Hitt

2024 ended with some big changes for the Jackson Police Department (JPD). To improve operations of both departments, the City Council approved

an ordinance that dissolved the position of Director of Police and Fire Services, allowing the Police and Fire departments to operate independently with their own leadership under a Police Chief and Fire Chief. In addition, Chief Elmer Hitt announced his retirement for early 2025. These changes will bring new ideas and opportunities to continue the enhancement of public safety in the City of Jackson.

Community engagement continued to be at the forefront for JPD. The year brought another successful turkey giveaway for Thanksgiving and a ham giveaway for the holiday season. A total of 500 each were distributed at the respective events held at the Jackson County Fairgrounds. These events were made possible through our continued partnerships with Garcia Laboratory and Walmart.

New in 2024 was the Summer Safety Series. The events organized by Group Violence Intervention Coordinator Cheryl Ragland were held in June, July, and August in neighborhood parks throughout the City.

The positive interactions between law enforcement and community members at the events were great to see. Police department staff also participated in many other community events throughout the year.

An incident on November 6, 2024 served as an eerie reminder of how quickly violence can erupt in any community. A suspect and vehicle wanted in connection with a shooting in Lenawee County was spotted in the City by one of our officers. A vehicle pursuit ensued with the suspect shooting and throwing pipe bombs at pursuing officers. The incident ended after an exchange of gunfire between the suspect and officers, which resulted in the suspect's death and an officer injury. The courage and bravery displayed by all law enforcement involved was remarkable. An extremely dangerous situation and violent individual was brought to a quick end, resulting in no further danger to the community.

The focus and commitment to reducing gun violence in our community continued to serve as a top priority. Through a multi-collaborative effort, it is safe to say a positive impact was again made. 2024 marked the lowest number of shooting victims and confirmed shooting incidents recorded in the City since the start of tracking this data in 2016. The effort will continue while always looking for new strategies and ideas to make a difference.

Although 2025 will bring new challenges and changes, one thing will not change. That is the continued commitment to public service and providing a level of service that all deserve.

2024 POLICE ROSTER

Mary Adams, Community Service Specialist
Abigail Albrecht, Officer
Jason Allison, Officer
Brian Bean, Officer
Adam Brooker, Officer
Steven Brooks, Detective
Richard Burkart, Sergeant
Rocky Cantu, Officer
Chad Edwards, Coordinator
Bradley Elston, Officer
Jonathan Farnsworth, Officer
Kelly Fletcher, Coordinator
Noah Frazier, Officer
Andrew Fugate, Officer
Michael Galbreath, Detective
Jason Ganzhorn, Sergeant
Sergio Garcia, Deputy Director
Gray Goble, Officer
Scott Goings, Officer
Aaron Grove, Sergeant
Elmer Hitt, Director of Police & Fire Services
Joseph Hogan, Officer
Warren Johnson, School Resource Officer
Samantha Jones, Officer
Aaron Justice, Officer
Michael Klimmer, Detective
Michael Kruso, Sergeant
Rachel Kuhn, Officer
John Lillie, Lieutenant
Trent Marcum, Officer
Brendan Miller, Cadet
Levi Mills, Officer
Joshua Morse, Officer
Andrew Mosier, Detective Sergeant
Dehanna Pace, Community Service Specialist
Melinda Pantangco, Community Service Specialist
Tyler Panther, Officer
KayCe Parsons, Records Management Supervisor
Peter Postma, Lieutenant
Cheryl Ragland, Group Violence Intervention Coord.
Christian Reasoner, Officer
Luis Reynaga, Officer
Kyle Richardson, Officer
Sean Robinson, Cadet
Autumn Schram, Canine Officer

2024 POLICE ROSTER CONTINUED

Dean Schuette, Court Services Liaison
Noah Simon, Officer
Emily Smith, Officer
Sherman Smith, Cadet
Jean-Claude Soloman, Officer
David Stallworth, School Resource Officer
Wesley Stanton, Sergeant
Kaytlin Steverson, Administrative Secretary
Justin Thoresen, Sergeant
Thomas Tinklepaugh, Detective
Brendon Tripp, Officer
Justin Vernier, Officer
Toni Wilson, Community Service Specialist

NEW HIRES

Jason Tenney, Recruit – Hired January 3, 2024
Joseph Hogan, Officer – Hired January 8, 2024
Rocky Cantu, Recruit – Hired May 6, 2024
Melinda Pantangco, Com. Serv. Spec. – Hired July 15, 2024
Brendan Miller, Cadet – Hired September 23, 2024
Sean Robinson, Cadet – Hired September 23, 2024

PROMOTIONS

John Lillie, Lieutenant – Promoted January 6, 2024
Noah Frazier, Officer – Promoted March 25, 2024
Jason Tenney, Officer – Promoted May 6, 2024
Kyle Richardson, Recruit – Promoted August 19, 2024
Emily Smith, Recruit – Promoted August 19, 2024
Steven Brooks, Detective – Promoted August 31, 2024
Rocky Cantu, Officer – Promoted September 9, 2024
Kyle Richardson, Officer – Promoted December 16, 2024
Emily Smith, Officer – Promoted December 16, 2024

RETIREMENTS

Timothy Hibbard, Sergeant – Retired June 14, 2024



Sergeant Timothy Hibbard was hired as a patrol officer in June of 1999, and retired as a sergeant in June of 2024.

ORGANIZATIONAL CHART



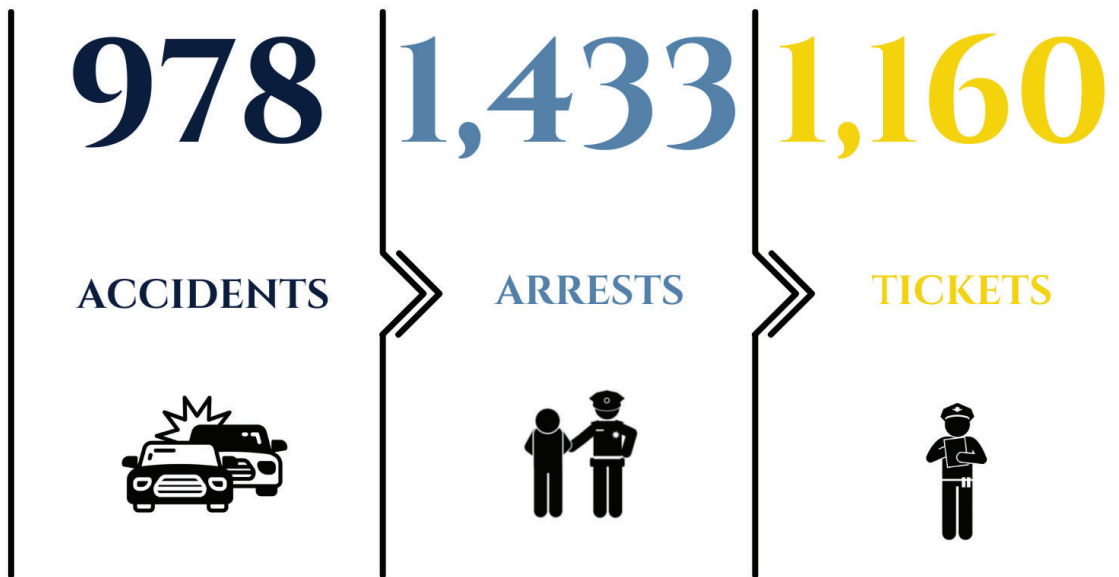
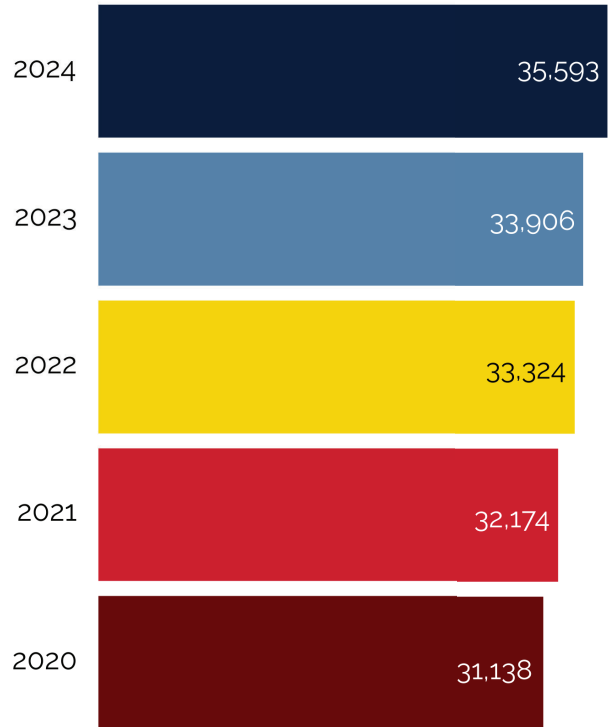
PATROL OPERATIONS

The mission of the Jackson Police Department is to deliver exceptional policing through ethical and professional service. This commitment is particularly vital within the uniform patrol division. In 2024, our officers responded to 35,593 calls for service, reflecting an increase of nearly 2,000 calls compared to 2023.

When not attending to 911 emergencies, officers engage in proactive patrols aimed at crime reduction. They also frequently visit local businesses and community events to foster positive relationships with the public.

The patrol division consists of twenty-five officers, six sergeants, and one lieutenant. These dedicated officers consistently exemplify the Department's core values while working collaboratively with the community to address issues, ensuring a safe, secure, and healthy environment.

CALLS FOR SERVICE



FIELD TRAINING OFFICER PROGRAM

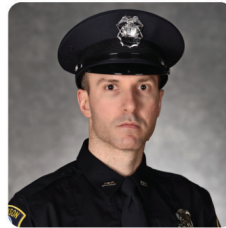
The Jackson Police Department is committed to delivering exceptional service to our community members. A crucial step in fulfilling this commitment involves equipping newly hired officers with comprehensive training to enhance their ability to serve effectively. New JPD officers are required to complete the Field Training Officer program, commonly referred to as the FTO program.

The FTO program is designed to provide each newly hired officer with the skills they need to become a well-rounded police officer. The FTO program spans fourteen weeks and encompasses over 600 hours of training. Throughout this period, new officers are assigned to three different experienced officers, known as field training officers (FTOs), for four weeks each. The program culminates in a two-week shadow phase, where the new officer reunites with their original FTO to assess the progress made during the course of their training.

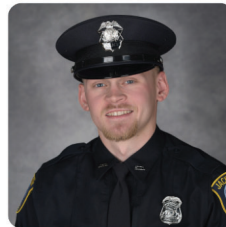
Daily evaluations are conducted during each phase of the FTO program, focusing on various aspects of the role. The program's effectiveness is largely attributed to the diverse experiences new officers encounter, including different shifts, new geographic locations, and innovative instructional methods.

As of now, the Jackson Police Department has thirteen FTOs who successfully trained five new officers in 2024.

2024 TRAINEES



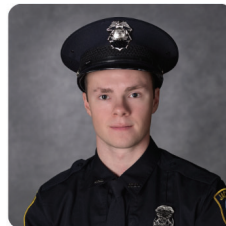
OFFICER
JOSEPH HOGAN



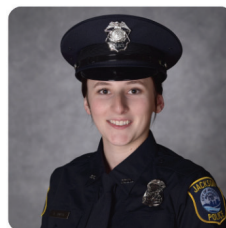
OFFICER
NOAH FRAZIER



OFFICER
JASON TENNEY



OFFICER
KYLE RICHARDSON



OFFICER
EMILY SMITH

PURSUIT DATA



In 2024,
JPD initiated
33 pursuits

78% started
with a traffic
violation



Of the known drivers,
all were males

Male Drivers		58%
Female Drivers		0%
Unknown Sex		42%

● Light

● Dusk

● Dark



More than
3/4 of the
pursuits
occurred
after dark

52% of the pursuits lasted less
than 1 minute



15% of the
violators eluded
officers



CANINE UNIT

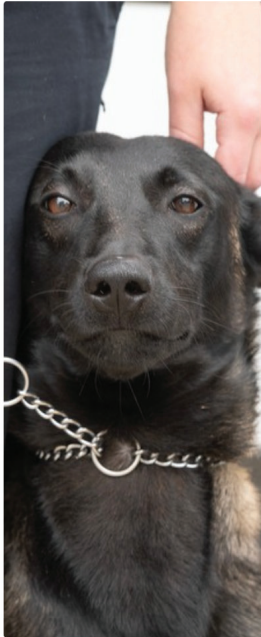
2024 marks the second year Canine Taz and Officer Autumn Schram worked together since their graduation from Canine School on May 26, 2023. Officer Schram holds the distinction of being the first female canine handler at JPD. She is currently assigned to night shift 2A alongside Canine Taz.

Officer Schram is set to undergo her national canine handler recertification in May, 2025. Officer Schram and Canine Taz have participated in hard surface tracking training, and showcased their skills during a demonstration at the Future Female First Responder Camp over the summer.

Since January 2024, Officer Schram has averaged just over three canine calls each month.

In 2024, Officer Schram and Canine Taz responded to a total of 38 calls for service, which included seven unsuccessful tracking attempts and 19 narcotic searches, with five resulting in the discovery of narcotics. Out of 10 article searches conducted, five were successful.

Although only required to complete 8 hours of canine training monthly, Officer Schram and Canine Taz trained almost every Wednesday during 2024 with canines and their handlers from Blackman Township Department of Public Safety, and the Jackson County Office of the Sheriff.



USE OF FORCE

During 2024, the Jackson Police Department made **1,433** arrests. During those arrests, force was applied in **49** of those incidents, meaning that **3.4%** of the total arrests made involved the use of force. This is a 0.9% decrease in use of force incidents from the previous year.

In addition to the arrests, force was applied to transport **5** subjects to the hospital for mental health evaluations.

Force was also applied in **7** incidents where the suspects were released, pending charges.

TYPE OF FORCE	Q1	Q2	Q3	Q4	TOTAL
Threatened Deadly Force	4	4	1	9	18
ECD/Taser	0	1	1	1	3
PPCT	5	4	3	10	22
Ground Defense	3	10	6	6	25
Chemical Agent	6	4	5	8	23
SUBJECT INFLUENCED	Q1	Q2	Q3	Q4	TOTAL
Narcotics	3	6	0	2	11
Alcohol	6	5	1	9	21
Mental Illness	1	3	3	7	14
OUTCOME	Q1	Q2	Q3	Q4	TOTAL
Arrests	10	13	8	18	49
Officer Injuries	0	5	1	2	8
Subject Injuries	0	2	1	6	9

COMMUNITY INVOLVEMENT

Our Department engaged in a variety of events organized by the Special Olympics of Michigan, including the Torch Run, a first responder dodgeball tournament, and the Polar Plunge. Officer Trent Marcum serves as our primary liaison for Special Olympics initiatives, and throughout the year, the Jackson Police Department raised over **\$10,000** for this cause.

We also provided support during several 5K runs and walks to ensure the safety of all participants. Officers were present for all three fireworks events, interacting with attendees. Additionally, we participated in multiple Trunk-or-Treat events this year, which were well attended.

The Jackson Police Department once again adopted six children for the holiday season through the Angel Tree program, providing gifts to underprivileged youth. We also attended several Shop with a Hero events for Christmas shopping.

The Jackson Police Department is committed to the belief that children represent the future of our community, assigning an officer to each school. These officers visit their respective schools during their shifts to engage with the students. Officer Stallworth has been designated as the school resource officer for Jackson High School. Officer Johnson has taken on the role at Parkside Middle School.



SERVICE DESK



The Service Desk is the face of the Jackson Police Department, as the Community Service Specialists (CSSs) assigned to work there are the first

contact when someone enters the Jackson Police Department's lobby. The front lobby is open to the public Monday through Friday from 7:00 a.m. to 6:00 p.m.

Currently, Dehanna Pace and Melinda Pantangco staff the Service Desk. Dehanna has been with us for a little over two years, and Melinda joined our team in July when former CSS Emily Smith was selected to attend the police academy.

Because the CSSs of the Service Desk are the first contact with JPD, they must be well-versed in all areas of support provided to the community and whether or not the citizen is in the correct place. This often means explaining the difference of jurisdictional boundaries between the City of Jackson, Blackman Township, and Summit Township, which areas are the responsibility of the Sheriff's Department, providing directions to different law enforcement agencies, or referring visitors to the appropriate department at City Hall.



Community Service Specialist
Dehanna Pace

The Service Desk is responsible for the validity of information entered into the Law Enforcement Information Network (LEIN) and the National Crime Information Center (NCIC). These entries can include stolen vehicles, missing or runaway persons, stolen firearms, and warrants for individuals' arrest. The information entered is available to law enforcement officers across the state and country, and the accuracy of that data can impact officer safety.

The Service Desk works with the community to update registered sex offender information, assists with processing firearm purchase permits and licenses to purchase, enters warrant requests for prosecutorial review, and answers the telephone to assist callers with getting the information they need.

In addition to balancing all of these duties, the CSSs at the Service Desk monitor the police radio to ensure that JPD's officers have as much updated information as possible for the individuals and locations they are dispatched to contact, in order to keep the community, the citizens, and the officers safe.



Community Service Specialist
Melinda Pantangco

RECORDS DEPARTMENT

The Records Unit of the Jackson Police Department is where many documents used by police officers and detectives are stored. Police reports, citations, crash reports, and laboratory results are just a few of the hundreds of documents which are stored either in hard copy or electronically. Documents, whether paper or digital, have a retention schedule set by the State of Michigan. Because of this, the integrity and preservation of these documents is of paramount importance to ensure records are available as needed and required.

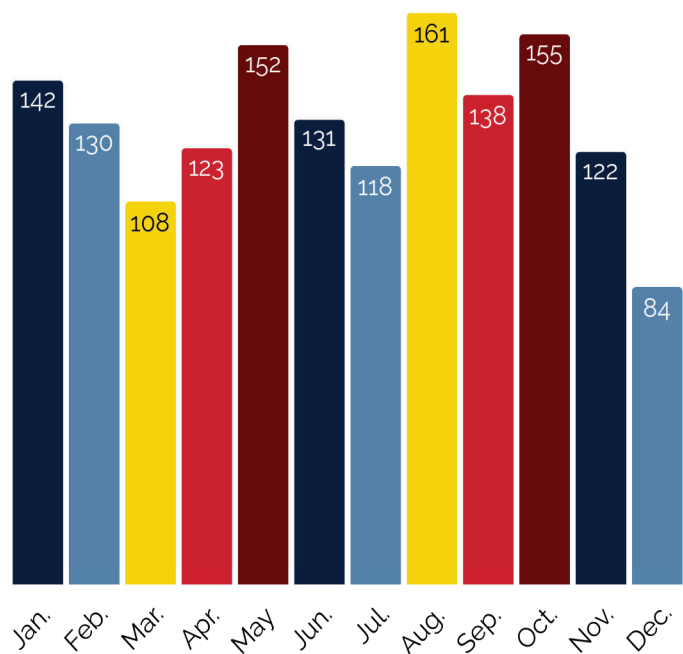
Mary Adams and Toni Wilson are full-time Records employees, with 33 years of service combined. Their commitment to the Jackson community is evident when the amount of work processed by this team is reviewed. More than 1,500 requests for documents were processed, 442 false and unknown alarms were invoiced for more than \$15,000, 6,183 reports were reviewed for submission to the Michigan State Police's MICR Unit, and 978 crash reports were reviewed prior to being shared outside of JPD.

Records is responsible for releasing these types of records within the boundaries and guidelines of Michigan's Freedom of Information Act, as well as following other laws and statutes, such as HIPAA and LEIN. We also ensure our criminal justice partners, such as Parole, Probation, Children's Protective Services, Adult Protective Services, and other law enforcement agencies receive the information they need for a cooperative response to the community's needs.

As part of an ongoing effort to handle requests more quickly, in late 2023 the JPD started using the Next Request portal for requests of reports and other information. 2024 was the first full year the portal was used, and it has been an amazing success. So much so, that other departments of the City are now utilizing the portal, as well. Requests for information can now be made at: <https://cityofjacksonmi.nextrequest.com/>

The Records unit also conducts both ink and digital fingerprinting services. Appointments are required, and can be made by calling (517) 788.4120 during normal business hours, which are Monday through Friday, 8:00 a.m. to 4:00 p.m., excepting the lunch hour from 11:30 a.m. to 12:30 p.m.

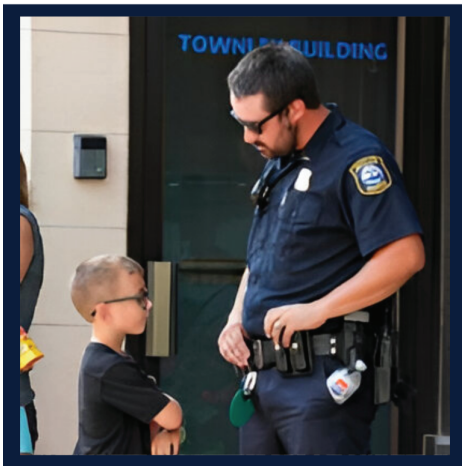
2024 FOIA Requests by Month



RESERVE PROGRAM

The Jackson Police Department Reserves, founded in 1941, have served as a crucial support system for both the citizens of Jackson and the Jackson Police Department. Over the years, the reserves have received increased training and have been officially recognized as part of the Department through City Ordinance 21-56.

They take part in training, team up with regular sworn officers during patrols, and assist with various city events, such as the Rose Parade, Cascade Fireworks, and Hot Air Jubilee. In 2024, the sixteen reserve officers volunteered over 2,961 hours to the City of Jackson, aiding in 32 special events that involved more than 560 hours of volunteer time.



Reserve Officer Jacob Waggener listening intently to a young man.

During 2024, two new reserve officers, Alexander Balfour and Ryan Phillips, graduated from the 16-week Reserve Academy and joined our Reserve Program.

2024 RESERVE ROSTER

Captain Adam Garcia
Lieutenant Chris Mizner
Sergeant Tim Dean
Sergeant Al Lindquist
Sergeant Morgan McClure
Officer Alec Balfour
Officer Brian Burger
Officer Ken Carpenter
Officer Garret Dolly
Officer Ryan Keplinger
Officer Kevin Marshall
Officer Nikie Oechsle
Officer Ryan Phillips
Officer Eric Siders
Officer Joel Simon
Officer Jake Waggener
Officer Andrew Walker
Officer Kevin Webb



Firearms training during the Reserve Academy.



Reserve Officer Alec Balfour bravely preparing to be tased.



Scenario training during the Reserve Academy.

HONOR GUARD

Commitment, integrity, and physical fitness are among the key criteria used to evaluate applicants for the Jackson Police Honor Guard prior to the selection process, which culminates in a voting procedure. The New Year has ushered in changes for the Jackson Police Honor Guard.

Officer Andrew Fugate, Officer Joshua Morse, Officer Autumn Schram, and Sergeant Justin Thoresen joined the team in 2024, and will uphold the traditions and customs of the Honor Guard.

Each year, the Honor Guard organizes the Annual Jackson Law Enforcement Memorial, where we pay tribute to local officers or officers with connections to the Jackson area who have made the ultimate sacrifice and were killed in the line of duty. This event occurs each year on the Wednesday preceding National Police Week in May.



Officer Joshua Morse handing a flower to a family member of a fallen officer to be placed in the wreath during the Annual Law Enforcement Memorial.

The Honor Guard took part in the annual Tunnel to Towers event at Cascades Park, performing a gun salute during the opening ceremony in mid-May. They presented the colors at the Jackson Police Department Awards Banquet in May, and at the Governor's Pistol Match in September.



JPD Honor Guard members performing a gun salute at the 2024 Tunnel to Towers event.

We extend our condolences to the families and loved ones of the Jackson Police Department retirees who passed away during 2024:

Clarine Person
(Administrative Secretary)

Duane Vinton
(Patrol Officer)

William Kennedy
(Sergeant)

Fitzroy Douglas
(Sergeant)

SUPPORT OPERATIONS

The Support Operations Division is organized into several specialized units that operate independently of the uniformed Patrol Division. This includes the detective bureau; a court liaison officer; school resource officers; a narcotics officer working with the Jackson Narcotics Enforcement Team (JNET); ATF special agents; an ATF analyst; and a crisis intervention clinician. The Support Operations Division also includes teams that are dedicated to evidence management, property management, and training.

These units collaborate to support the Patrol Division and engage in criminal investigations. They are composed of highly skilled, dedicated, and experienced professionals who have been chosen for these significant roles due to their outstanding capabilities.



Officer Luis Reynaga processing evidence from a shots fired incident on Chapin Street.

CADET PROGRAM

The Cadet Program program is tailored for individuals who have recently completed high school, providing them with a free college education while they work full-time at the Jackson Police Department.



Cadet Sherman Smith at the Summer Safety Series.

Cadets are tasked with responding to calls for service involving minor criminal offenses where no suspect is identified; handling non-criminal reports; and managing traffic incidents. They also are involved with parking enforcement, and make referrals to City Inspection regarding ordinance violations.

After completing the required college credits with an acceptable grade point average, cadets are eligible to be promoted to a recruit. The Department sponsors our recruits for the police academy, to include the cost of their tuition. The Jackson Police Department typically sends sponsored recruits to the Mid-Michigan Police Academy at Lansing Community College, or Washtenaw Community College's Police Academy.

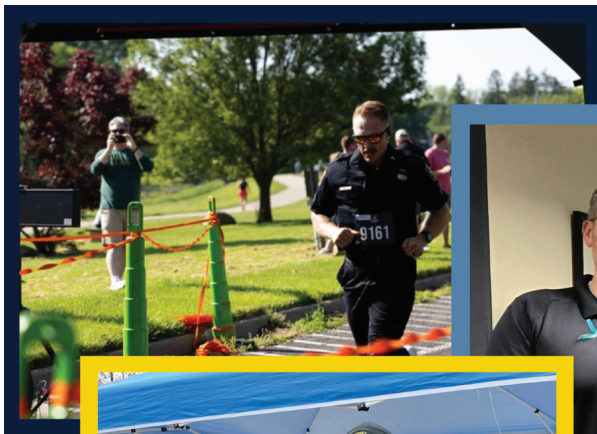
During 2024, the Department sponsored three recruits through multiple different academies. Two of those three recruits are now actively serving as sworn police officers with the Jackson Police Department.

DETECTIVE BUREAU

The Jackson Police Department's Detective Bureau is comprised of four detectives; a detective sergeant; three agents from the Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF); and an ATF analyst.

In 2024, the Detective Bureau was tasked with investigating more than 60 cases, while also engaging in proactive investigations of street crimes. Three of these cases were homicides - one less than the year prior. The bulk of the cases assigned to the detectives involved investigations related to abuse and neglect; arson; homicide; both fatal and non-fatal shootings; as well as sexual assault.

Several cases were solved by the Detective Bureau last year. An armed robbery occurred at American 1 Credit Union in March; the suspect pled guilty to bank robbery, and was sentenced to 18 months to 20 years in prison. Detective Tinklepaugh was assigned to follow-up on a larceny case in April; the stolen item was an inert bomb from World War II, which ended up being recovered. A child abuse incident from June was thoroughly investigated; a warrant has been issued for the suspect for 2nd degree child abuse, a 10 year felony. Detectives looked into a sexual assault case from 1982; a warrant for 1st degree sexual assault was authorized on the suspect in September.



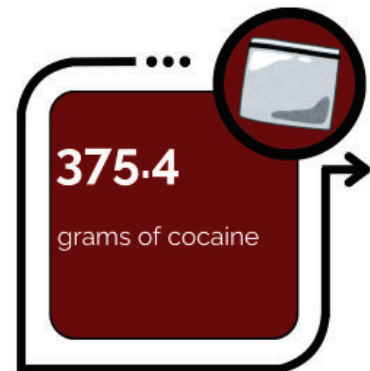
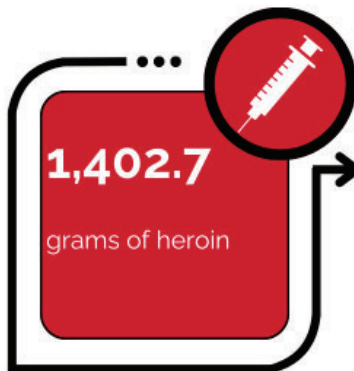
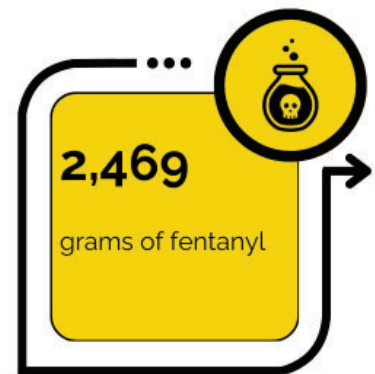
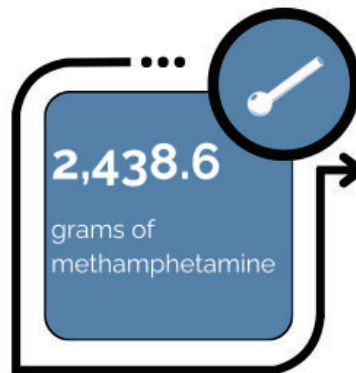
JACKSON NARCOTICS ENFORCEMENT TEAM

The Jackson Narcotics Enforcement Team, commonly referred to as JNET, is a collaborative task force that includes personnel from the Jackson Police Department (JPD), the Jackson County Office of the Sheriff (JSO), and the Michigan State Police (MSP). JNET is also supported by two additional roles: an analyst and an administrative assistant. The team collaborates with various local agencies, as well as task forces and agencies from neighboring counties, and federal organizations.

JNET's primary objective is to target middle and upper-level drug traffickers operating within Jackson County. Beyond narcotics investigations, JNET also provides support for surveillance operations, violent crime inquiries, and other investigative tasks that may be challenging for uniformed law enforcement officers to undertake.

In 2024, JNET conducted a total of 118 investigations, leading to the execution of 86 search warrants and resulting in 54 arrests.

2024 JNET Seizures



SPECIAL RESPONSE TEAM

The Jackson Special Response Team (SRT) is a multi-jurisdictional Special Weapons and Tactics (SWAT) team that was established in the early 1990s. The Jackson SRT currently consists of members of the Jackson Police Department (JPD), the Jackson County Office of the Sheriff (JSO), and the Blackman-Leoni Department of Public Safety (BTPS). The SRT members train together one day each month, for a total of 96 hours each year. The Jackson SRT also trains and deploys with Tactical Emergency Medics from Huron Valley Ambulance and Jackson Community Ambulance. The Jackson SRT is an example of the collaborative efforts between multiple local agencies in Jackson County.

Potential operators must submit to a rigorous selection process consisting of physical and psychological testing; firearm proficiency; tactical scenarios; and oral interviews. The new SRT members are required to attend and pass an MCOLES approved SWAT School. The school includes a minimum of 100 hours of highly intensive instruction over a two week period. Individual team members may also be selected to attend specialized trainings such as Advanced SWAT or Sniper School.

The goal of the Jackson SRT is to respond to emergency situations that require special equipment and tactics to reach a peaceful resolution. The Jackson SRT uses a variety of special equipment to assist in bringing potentially dangerous situations to a peaceful resolution. Most of the equipment is purchased using federal grants or drug forfeiture money.

In 2024, the Jackson SRT responded to five such calls for service. All five incidents were brought to a peaceful resolution with no injuries to law enforcement personnel or citizens.



SRT members at the scene of a domestic dispute involving a barricaded gunman.

The team is currently made up of fourteen operators; six from the Jackson Police Department, four from the Jackson County Office of the Sheriff, and four from Blackman-Leoni Department of Public Safety. One of the SRT members from BTPS is also a K9 handler, and regularly utilizes his K9 partner, Dani, on SRT activations. The Jackson SRT also includes trained negotiators from all three departments who annually train with the SRT operators. The two newest members of the Jackson SRT are Sergeant Justin Thoresen and Officer Noah Simon of JPD. They will attend the Western Wayne SWAT School in May of 2025.

The Jackson Special Response Team is led by Team Commander Lieutenant John Lillie of the Jackson Police Department.

EVIDENCE MANAGEMENT

Our Evidence Management Department is currently staffed by one employee, the Evidence Management Coordinator. She handles evidence not only for the Jackson Police Department, but the Jackson County Office of the Sheriff, as well. To say she stays busy would be an understatement. The plan for early 2025 is to hire a part-time assistant for the Evidence Management Coordinator.

In 2024, the Evidence Management Department received 4,000 items of property and disposed of 3,300 of them. Throughout the year, numerous trips were made to the Michigan State Police Crime Lab for the delivery and retrieval of items for testing. Officers on light duty assisted with daily operations and the destruction of property.



Officers marking evidence at the scene of a shooting in the 600 block of Seymour Avenue.



Officer Schram and K9 Taz on a scent track looking for the suspect.

The Evidence Management Department is tasked with ensuring officers, deputies, and the Court receives all necessary evidence and documentation, which is crucial for the successful prosecution of criminal cases.

PROPERTY MANAGEMENT

When people ask what exactly Property Management does on a daily basis, it is complicated to provide an answer. On a very basic level, Property Management can be described as the maintenance division for the Police Department's fleet, equipment, and facilities. In reality, it is harder to define as there are multiple tasks, supporting roles, and underlying services provided by Property Management.

Property Management is responsible for maintaining the building's mechanical and structural components, and keeping these critical systems in proper working order. Property Management also maintains all JPD vehicles and ensures the fleet is operating safely, with the most up to date equipment possible.

When an officer is hired, our building is one of the first places they visit before beginning their career here at JPD. Property Management orders and distributes all police uniforms, body armor, belt gear, and other necessary equipment items for patrol services. Other tasks include the supply and repair of electronic equipment such as body/fleet cameras, light bars, sirens, radios, and other miscellaneous devices. This transfers over into secondary responsibilities, such as inventory and supply of paper products, automotive supplies, cleaning products, and patrol report forms. Other priorities include monitoring purchasing agreements and service contracts, and preparing and annual budget for upcoming purchases and repairs.

PROPERTY MANAGEMENT

Property Management is constantly trying to improve the work environment by looking out for the latest developments in technology and equipment innovation. Every year, new products and services become available for police use. It is Property Management's job to help identify these new technologies, weigh the potential benefits versus long term expenses, and determine equipment lifespan and replacement cycles.

In 2024, several projects were completed to improve the safety and appearance of the building and our fleet. New light fixtures were installed in the Records Department and finance office, and the second floor hallway was painted and new carpet was installed. New toilets were installed in the first floor men's restroom, and a new air compressor was purchased for the garage. The Deputy Chief's office was updated with new paint, carpet, and office furniture, and new lighting was installed in the Historical Room display cases. Landscaping was removed on the southeast corner of Washington Avenue, and a new 5x8 foot police sign was installed. The outdoor range service drive was updated with new dirt and gravel, and the range sanitation pump was replaced. Three new dual antenna radars were installed into the patrol fleet, and first aid response kits were purchased for all patrol and administrative vehicles.

One of the biggest changes of the year was the renovation of the indoor firearms range. The indoor range has a long and assorted history with the Department, and was used extensively for firearms training in the past.

Unfortunately over the course of the last 20 years, circumstances changed and use of the area was restricted due to many ongoing factors. Design limitations of the exhaust and air filtration system created many challenges with OSHA compliance, and excessive noise generated from firearms training severely impacted the hours of operation. In 2002, training was restricted to lead free frangible ammunition to comply with OSHA guidelines, and an abatement company was contracted to remove all lead residue from the area. All firearm training was redirected to the South Street outdoor range, and use of the indoor range decreased with each passing year. Fast forward to 2024, and the old indoor range provided the perfect location to convert into a fitness and workout area for JPD employees. The project consisted of removing all range equipment and constructing a new wall to cover the steel baffle system. New lighting, switches, and electrical outlets were installed, and a new mini-split heating/cooling system was purchased for temperature regulation. A dehumidifier and large wall mount fan was also installed to provide additional airflow throughout the area. One of the biggest responsibilities of the project was the acquisition of equipment to outfit the newly renovated space. A wide variety of fitness equipment was researched, selected, and assembled by Detective Sergeant Andrew Mosier. His knowledge and focus to detail provided the most important piece to transform the room into an active and functional workout area. The room has plenty of remaining space for equipment expansion in the future, and is still a work in progress that will continue development into 2025.

GROUP VIOLENCE INTERVENTION (GVI)

The Group Violence Intervention (GVI) Coordinator, Cheryl Ragland, provides day-to-day coordination and management support for the GVI strategy. This strategy is a three-pronged partnership. Project partners include social service agencies; faith-based and community organizations; law enforcement; City officials; community members; and the National Network for Safe Communities. The GVI Coordinator and project partners work towards achieving established goals and objectives to ensure GVI is implemented and effective.

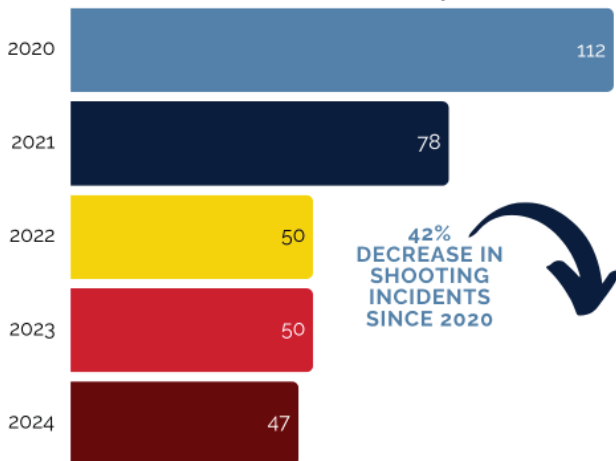
GVI delivers support and outreach to the highest risk population by directly communicating its core message against gun related violence by providing a genuine offer of help and support for those who want it. Breaking the cycle of violence helps to prevent retaliation and recidivism.

In a proactive attempt to reduce gun related violence and mental health hospitalizations, a Crisis Intervention (CIT) Clinician position was funded by the GVI program. This position was filled by the CIT Clinician Nikki Winans from LifeWays in July. Nikki began sharing her time between LifeWays and the Jackson Police Department, becoming the Department's first social worker. Realizing that not every situation requires just a law enforcement response, it's important to find out what other services our community members may need.

GVI also works to build trust between residents and police through community outreach events. Some of the GVI community volunteer and partnership events in 2024 were the Summit to Reduce Violence; National Night Out; the annual Thanksgiving and Ham Drive-Thru Holiday Giveaways; JPD Summer Series; and multiple different firework events.

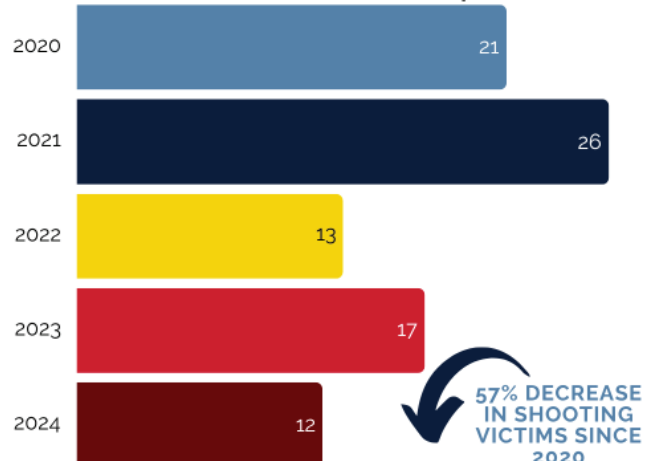
Shooting Incidents

2020-2024



Shooting Victims

2020-2024



CRIME STATISTICS

Type of Incident	2020		2021		2022		2023		2024
Part I Crimes		Inc/Dec		Inc/Dec		Inc/Dec		Inc/Dec	
Homicide	6	33%	8	-50%	4	25%	5	-40%	3
Criminal Sexual Conduct	38	-11%	34	-6%	32	3%	33	45%	48
Robbery	33	-24%	25	12%	28	-29%	20	5%	21
Aggravated Assault	228	4%	236	-6%	221	4%	230	1%	232
Burglary	183	-29%	130	28%	166	11%	185	-19%	149
Larceny	719	-6%	673	15%	772	8%	830	8%	893
Auto Theft	106	0%	106	38%	146	-32%	99	7%	106
Arson	8	113%	17	24%	21	-10%	19	-42%	11
Total Part I	1321	-7%	1229	13%	1390	2%	1421	3%	1463
Part II Crimes									
Non-Aggravated Assault	811	2%	831	4%	865	7%	925	-10%	828
Forgery & Counterfeiting	23	22%	28	0%	28	-68%	9	33%	12
Fraudulent Activities	158	9%	173	8%	187	2%	190	-11%	169
Embezzlement	14	-21%	11	-55%	5	100%	10	-50%	5
Stolen Property	26	69%	44	-25%	33	42%	47	-13%	41
Vandalism	489	-6%	458	5%	481	6%	511	-17%	423
Weapons	241	-12%	211	-25%	159	30%	207	-17%	171
Prostitution & Com Vice	0		0		0		0		0
Sex Offenses	62	-15%	53	-4%	51	59%	81	-38%	50
Narcotics & Drugs	173	14%	197	-8%	181	-3%	175	26%	221
Family & Children	74	42%	105	10%	116	16%	134	-22%	105
OUIL, DUID	166	7%	178	1%	179	-11%	159	33%	212
Liquor Laws	65	25%	81	-26%	60	15%	69	30%	90
Disorderly Conduct	93	-19%	75	9%	82	6%	87	3%	90
All Other	1512	11%	1682	-14%	1450	0%	1456	9%	1592
Total Part II	3907	6%	4127	-6%	3877	5%	4060	-1%	4009
Total Part I & II	5228	2%	5356	-2%	5267	4%	5481	0%	5472



Coffee With a Cop at JPD.



Director Hitt speaking with a young man.

INTERNAL INVESTIGATIONS

Minor Internal Investigations



Total Complaints - 7
Total Allegations - 10

Disposition:
Exonerated - 2
Unfounded - 2
Not Sustained - 1
Sustained - 2

Discipline Issued - 2
Termination - 0
No Discipline Issued - 5

Citizen Initiated Complaints - 5
Internally Initiated Complaints - 2

Major Internal Investigations

Total Complaints - 4
Total Allegations - 4

Disposition:
Exonerated - 2
Unfounded - 0
Not Sustained - 0
Sustained - 2

Discipline Issued - 1
Termination - 1
No Discipline Issued - 2

Citizen Initiated Complaints - 2
Internally Initiated Complaints - 2



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.

ANNUAL AWARDS

Merit Citation Awards

Officer Andrew Fugate (2)
Officer Joseph Hogan(2)
Officer Aaron Justice (2)
Officer Levi Mills (3)
Officer Tyler Panther (2)
Officer Luis Reynaga (2)
Officer Autumn Schram (2)
Deputy Darrin Shackelford
Officer Jean-Claude Soloman (8)
Sergeant Justin Thoresen (2)
Detective Thomas Tinklepaugh
Officer Brendon Tripp
Jackson County Sheriff's Office
Jackson Police Department
Michigan State Police

Team Awards

Officer Abigail Albrecht (2)
Detective Codi Barlund
Officer Brian Bean (2)
Deputy Alyshia Bigger
PSO Patrick Boulter
Officer Adam Brooker
Detective Steven Brooks (2)
Sergeant Richard Burkart (4)
Deputy Kirk Carter
AFT Agent Justin Chamberlain
Trooper Jacob Escott
Officer Jonathan Farnsworth (7)
Officer Noah Frazier (2)
PSO Chandler Fryt & Kg Dani
Officer Andrew Fugate (2)
Detective Michael Galbreath (2)
Sergeant Jason Ganzhorn
Officer Gray Goble (5)
Sergeant Aaron Grove (2)
Deputy Robert Henderson
Officer Joseph Hogan (2)
Trooper Michael Jabkiewicz
Officer Warren Johnson
Officer Samantha Jones (10)
Officer Aaron Justice (5)

Team Awards Continued

Detective Michael Klimmer
Sergeant Michael Kruso (2)
Lieutenant John Lillie
Agent Roddrick Martin
Mr. Michael McCord (2)
Officer Levi Mills (9)
Officer Joshua Morse (11)
PSO Tyler Mutter
Chief Jay Niles
Trooper Jacob Owen (3)
Officer Tyler Panther (12)
Lieutenant Peter Postma
Sergeant James Prus
Officer Luis Reynaga (5)
Trooper Ethan Reynolds
Officer Kyle Richardson
Sergeant Kyle Ruge
Trooper Justin Sawyer (2)
Officer Autumn Schram
Reserve Officer Eric Siders
Reserve Officer Joel Simon
Officer Noah Simon (7)
Officer Jean-Claude Soloman (5)
Deputy Director Steven Stowe
Sergeant Michael Stuart (2)
Sergeant Justin Thoresen (13)
Detective Thomas Tinklepaugh (2)
Officer Brendon Tripp (15)
Deputy Zachary Vetor
Reserve Officer Jacob Waggener
Deputy Drew Weiler
Mr. Korey Wilson
Jackson Community Ambulance
Jackson Fire Department

Citizen Awards

Mr. Michael Brandt
Mr. Burke Cueny

Partner Awards

Consumers Security

ANNUAL AWARDS

Outstanding Service

Officer Brian Bean
 Detective Steven Brooks (2)
 Officer Jonathan Farnsworth (2)
 Officer Noah Frazier (3)
 PSO Chandler Fryt
 Officer Andrew Fugate
 Officer Samantha Jones (3)
 Detective Michael Klimmer
 Sergeant Robert Leiter
 Lieutenant John Lillie
 Officer Joshua Morse (3)
 Trooper Jacob Owen (2)
 Officer Tyler Panther
 Officer Luis Reynaga (4)
 Officer Tyler Tenbrink
 Sergeant Justin Thoresen (3)
 Officer Brendon Tripp (2)

Term Awards

Officer Jean-Claude Soloman (2)
 Officer Brendon Tripp (2)



Reserve Officer of the Year
 Reserve Officer
 Jacob Waggener



Civilian Employee of the Year
 Community Service Specialist
 Dehanna Pace



Officer of the Year
 Detective
 Thomas Tinklepaugh

Meritorious Service

Officer Brian Bean
 Deputy Cameron Breining
 Deputy Santos Delacruz
 Detective Mark Easter
 Deputy Katie Love
 Officer Trent Marcum
 Sergeant Andrew Mosier
 Officer Brendon Tripp

Reserve Officer of the Year

Reserve Officer Jacob Waggener

Civilian of the Year

Ms. Dehanna Pace

Officer of the Year

Detective Thomas Tinklepaugh

Medal of Valor

Officer Abigail Albrecht
 Officer Jason Allison
 Officer Bradley Elston
 Sergeant Wesley Stanton
 Officer Jean-Claude Soloman

Combat Star

Sergeant Wesley Stanton



Medal of Valor
 Officer
 Abigail Albrecht



Medal of Valor
 Officer
 Jason Allison



Medal of Valor
 Officer
 Bradley Elston



Medal of Valor
 Officer
 Jean-Claude Soloman



Medal of Valor &
 Combat Star
 Sergeant
 Wesley Stanton

BUDGET

<u>Personnel Services</u>	Fiscal Year 2023/24 Expended	Fiscal Year 2024/25 Budget
Termination Pay	42,930	0
Salaries and Wages	4,314,103	4,716,116
Wages - Temporary	75,138	141,243
Unemployment	431	492
Employers FICA	122,182	139,245
Overtime	290,714	309,207
Pension-General	58,073	59,393
Pension-Police/Fire 345	3,555,155	3,828,674
Pension - MERS DC	107,507	91,824
Retirement - Contractual	16,395	16,895
Health Insurance	622,111	872,990
Health - MERS HSA	95,581	106,800
Workers Compensation	47,141	53,226
Other Fringe Benefits	8,142	61,291
Total	9,355,604	10,397,396

<u>Materials & Supplies</u>	Fiscal Year 2023/24 Expended	Fiscal Year 2024/25 Budget
Supplies	10,258	15,271
Data Processing Supplies	2,005	1,628
Ammunition	38,028	63,115
Gasoline	87,535	93,720
Protective Clothing	22,993	10,675
Uniform Allowance	40,957	61,024
Miscellaneous Supplies	6,485	9,847
Photography Supplies	8,870	20,622
Laundry	761	767
Medical Supplies	12,620	1,650
Custodial Supplies	2,967	4,743
Equip. Maint. Supplies	49,385	85,005
Publications	1,048	4,050
Total	283,912	372,117

<u>Capital Outlay</u>	Fiscal Year 2023/24 Expended	Fiscal Year 2024/25 Budget
Building Additions	21,195	58,212
Office Furniture	4,147	13,660
Office Equipment	-	11,800
Vehicles	395,012	466,010
Machinery & Equipment	19,707	47,624
Total	440,061	597,306

<u>Contractual & Other</u>	Fiscal Year 2023/24 Expended	Fiscal Year 2024/25 Budget
Contractual Services	335	65,000
Consultant Services	7,376	32,190
Medical Services	11,055	19,565
Special Investigations	264	3,192
Telephone	31,381	31,116
Auto Allowance	3,600	3,600
Printing & Publishing	7,054	6,197
Physical Agility Testing	21,160	38,200
Residency Allowance	4,100	4,350
Hiring Incentive	23,000	23,000
Education & Training	67,138	110,168
Travel	7,887	23,363
Memberships and Dues	3,385	3,970
Utilities	41,716	41,826
Building Maintenance	31,725	64,930
Equipment Maintenance	10,847	45,150
Office Equip. Maintenance	6,441	14,580
Vehicle Maintenance	169,952	114,234
Software Maintenance	153,351	160,523
Insurance	148,273	154,500
Insurance - Deductible	-	10,000
Building Rental/Lease	7,195	7,704
Miscellaneous	704	3,140
Total	757,161	980,498

LETTER FROM THE DEPUTY FIRE DIRECTOR



Deputy Fire Director
Timothy Gonzales

During 2024, the Jackson Fire Department showed remarkable progress in advancing operational efficiency, fostering partnerships, and improving community safety.

These efforts reflect our commitment to protecting lives, property, and the environment.

One of the key achievements this year was the expansion of the Automatic Aid Zones in partnership with the Summit Township Fire Department. This initiative reduced response times significantly and optimized resource allocation across the region. By streamlining training programs and enhancing equipment familiarization processes, we ensured our team was well-prepared to respond effectively to emergencies. Additionally, calls for service hit over 6,000 – the highest in Department history, highlighting the increasing demand for our services and the dedication of our team to meet these challenges.

Our collaboration with the Summit Township Fire Department has been instrumental in our success.

Joint training exercises strengthened interoperability, while coordinated response strategies enabled us to cover broader areas more effectively. Resource sharing, including personnel and specialized equipment enhanced our collective capabilities, benefiting both departments and communities.

Community safety remained a top priority, and our Community Risk Reduction initiatives reached new heights. Over the year, we conducted over 25 safety seminars and fire drills at schools, businesses, and community centers, educating thousands about fire prevention and emergency preparedness. The smoke detector program was another highlight, with over 280 smoke detectors and 80 carbon monoxide alarms installed in homes, providing critical safety measures for at-risk populations. Additionally, public awareness campaigns utilized social media and local events to disseminate fire safety tips, ensuring a broader reach.

We also hosted our first-ever Female First Responder Camp, which aimed to inspire and educate young women about careers in emergency services. This groundbreaking initiative was met with enthusiasm and marked an important step toward inclusivity and diversity in our field. Additionally, our annual Open House at Station 1 brought over 300 attendees, providing an engaging platform for community members to learn about fire safety, meet our team, and explore our facilities and equipment.

LETTER FROM THE DEPUTY FIRE DIRECTOR

The acquisition of new equipment has bolstered our emergency response capabilities. A new state-of-the-art fire truck was added to our fleet, enhancing our ability to respond to a variety of incidents. With the generous support of local businesses, we also acquired a drone equipped with thermal imaging and aerial surveillance technology. This addition has proven invaluable in search and rescue operations and efficiently assessing emergencies.

As we plan for the next year, we aim to build on 2024's successes. Expanding community engagement efforts will remain a priority, ensuring more residents are educated about fire safety and prevention.

Enhancing firefighter health and safety measures aligned with the National Fire Prevention Association (NFPA) standards will also be a focus area. Additionally, we will continue to leverage technology to improve operational effectiveness and further strengthen our partnership with the Summit Township Fire Department.

This year's achievements emphasize the dedication and professionalism of our team, the unwavering support of our community, and the value of collaboration. We have made significant strides in creating a safer and more resilient community. We are grateful for the partnerships, resources, and trust placed in us, and we look forward to continuing this momentum in the year ahead.



A vehicle crashed into the Word of Light Church in July, 2024. Firefighters worked dilligently to safely extract the driver from the vehicle.

2024 FIRE ROSTER

Trevor Blankenship, Lieutenant
Zachary Bryce, Firefighter
Joseph Carpenter, Lieutenant
Harry Crawford, Firefighter
William Drake, Firefighter
Jeffrey Fall, Jr., Firefighter
Timothy Gonzales, Deputy Director
Joshua Gonzalez, Lieutenant
Shane Green, Captain
Keagan Hall, Firefighter
Ryan Hendricks, Captain
Tanner Hetke, Firefighter
Frank Huntley, Captain
Matthew Jabkiewicz, Firefighter
Hunter Keith, Firefighter
Dwayne Lewis, Firefighter
Richard Lutton, Firefighter
Daniel Peterson, Lieutenant
Casey Pollins, Firefighter
Conner Romm, Firefighter
David Sherwood, Firefighter
Joel Skrypec, Assistant Chief
Joe Smith, Assistant Chief
Michael Stock, Lieutenant
Gavin Warner, Firefighter
Alexander Watson, Firefighter
Tyler Whitehead, Fire Inspector
Daniel Willis, Lieutenant
Jamie Ziebell, Administrative Secretary

New Hires

Jamie Ziebell, Administrative Secretary
Hired January 16, 2024

Zachary Bryce, Firefighter
Hired October 27, 2024

David Sherwood, Firefighter
Hired October 28, 2024

2024 NEW HIRES



ADMIN.
SECRETARY
JAMIE
ZIEBELL



FIREFIGHTER
ZACHARY
BRYCE



FIREFIGHTER
DAVID
SHERWOOD

ORGANIZATIONAL CHART



2024 OPERATIONS

The City of Jackson Fire Department is proud to be made up of 29 dedicated operational members, and 5 administrative staff members. Our Department efficiently operates with two fire engines and a tower truck from two fire stations, responding to an impressive total of 6,281 emergency calls in 2024.

In 2024, we continued our commitment to enhancing the quality of our services for our community. Following an expansion of our automatic mutual aid (AMA) agreement with Summit Township in 2023, we ensured that the closest available apparatus and personnel are dispatched to every incident. This year, we further streamlined our operations by merging response protocols with the Summit Township Fire Department, promoting consistency and efficiency in our dispatching processes.

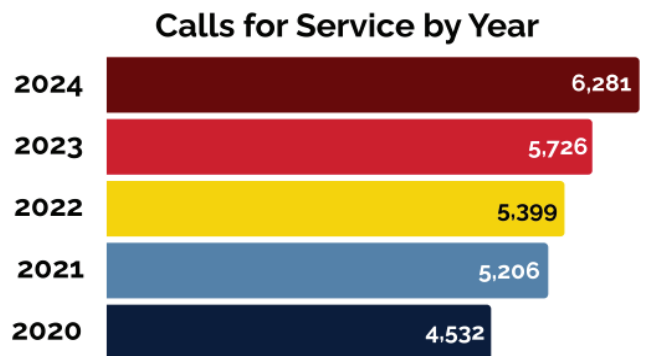
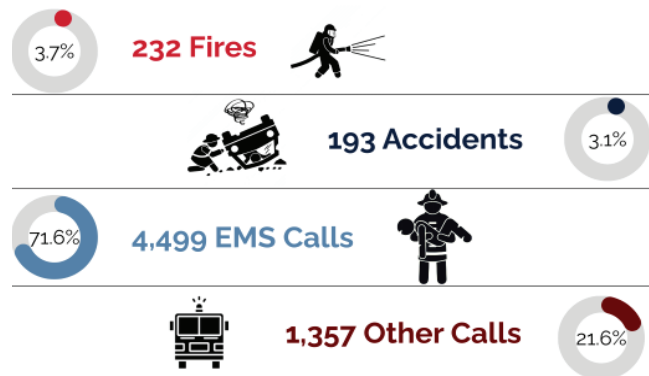
We are also pleased to announce the Jackson Fire Department successfully secured two significant grants in 2024. The first grant, valued at \$98,000, from the state of Michigan has allowed us to invest in a set of backup gear for each of our firefighters. This advancement guarantees all of our personnel have access to clean and fully functional gear, ensuring their safety in the field.

The second grant, from the federal Assistance to Firefighters Grant (AFG), enabled us to acquire a gear-washing extractor for Fire Station 2, and two gear dryers for both of our stations. This investment ensures all firefighting gear is properly cleaned and dried in accordance with the National Fire Protection Association (NFPA) specifications.

In a positive development for our fleet, the Department embraced a new Pierce Fire Engine, designated as Engine 1, in the spring of 2024. This new addition has replaced Engine 3, which will now serve in a reserve capacity. Engine 1 will operate out of Fire Station 1.

Lastly, we welcomed two new firefighters, Zachary Bryce and David Sherwood, to our team in the fall of 2024. Their additions filled important vacant positions, further strengthening our capacity to serve and protect our community.

2024 CALLS FOR SERVICE



FIRE INSPECTIONS

It was another busy year for Inspector Tyler Whitehead as he completed inspections throughout the City. Inspector Whitehead completed over 296 fire inspections in the Western half of the City during 2024. He completed 10 different building plan reviews, and multiple final inspections for different projects taking place in the City.

During 2024, the Department updated and implemented a new fire permit for suppression systems, alarms, and hoods.

We continued our partnership with our third party servicer, Inspections Reports On-Line (IROL), to electronically submit inspections completed by the Jackson Fire Department. Out of the 203 reports submitted in 2024, only 28 property owners received notices to repair or update something on the property. This put us at a **94.54%** compliance rate for fire and life safety systems within the City of Jackson, a small increase from the 91% compliance rate received in 2023.

The inspections will continue into 2025 as Inspector Whitehead moves to the Central and Eastern areas of the City.



Fire Inspector Tyler Whitehead and Firefighter Alex Watson featured on JTJ.

KNOX BOXES

Knox Boxes help first responders gain access to a building in case of an emergency or alarm, especially after hours or in a limited-access building. Business and property owners may purchase one of the Jackson Fire Department approved Knox Boxes, the 3200 or 4400 Series. The Fire Department possesses a key that opens each Knox Box in the City of Jackson.



The 4400 Series.

Knox Boxes typically contain master keys to buildings, door codes, and swipe access key cards. Having immediate access to a building during an emergency is important to help prevent forced entry which also reduces property damage, cut back on first responder injuries, and gives our members a better opportunity to quickly assist those in our community.

During 2024, 24 commercial Knox Boxes and 2 residential Knox Boxes were added to buildings in the City. We ended 2024 with a total of 267 Knox Boxes in use in the City of Jackson.

We are in the process of arranging Knox Box inspections for all of our on-duty crews to complete to gain familiarity with buildings and their different systems.

APPARATUS

The City of Jackson Fire Department purchased a 2023 Pierce Engine in April of 2024, which is designated as Engine 1. Engine 1 is housed at Station 1 at 518 North Jackson Street. Engine 1 responds to all medical calls on the north side of the City. Engine 1 also responds to all structure fires in the City and all mutual aid fires North of Washington Avenue in the out county. Engine 1 has responded to over 1,700 calls for service since April.

The Jackson Fire Department purchased a 2015 Ford Explorer from the Jackson Police Department. This vehicle was designated as Car 4 – the Fire Inspector's vehicle. Fire Inspector Tyler Whitehead conducts all the fire inspections, code enforcements, plan reviews, and fire prevention for the Jackson Fire Department.

The Jackson Fire Department currently has two reserve engines: Engine 3 and Engine 4. Engine 3 and Engine 4 would take the place of any apparatus that breaks down or goes to a mechanical shop for preventative maintenance. Engine 3 is a 2016 Pierce engine. Engine 4 is a 2004 KME engine. Both reserve engines are housed at Station 1.

The Jackson Fire Department and Summit Township Fire Department share a reserve apparatus which is kept at Jackson Fire Station 2 on Carl Breeding Way. The apparatus is Summit Township's old Engine 19, renamed E126 in honor of Captain Scott Thornton, who passed away in the line of duty in January, 2005. E126 is the first reserve rig to provide coverage for both Summit Township and the City of Jackson when both departments are tied up on other calls for service. The apparatus is staffed with 2 Summit Township members, and 2 Jackson Fire Department members.



EMERGENCY MEDICAL SERVICES

2024 showed a continuing trend of an increasing call volume within the Jackson Fire Department. In 2024, the Jackson Fire Department responded to approximately 6,281 calls with the large majority being for emergency medical services (EMS). Our members have continued to hone their skills and train on the best practices of skills previously used, as well as expanding their capabilities of evaluation and treatments we are able to provide.

2023 gave us a small snapshot of services we could potentially provide by expanding our automatic aid areas with the Summit Township Fire Department. In 2024, we saw the results of our expanding our automatic aid areas with Summit Township. Due to both departments working together, we were able to show success in providing faster responses and more efficient care to all of the citizens we serve.



Lieutenant Joe Carpenter knocking out a fire in the 1000 block of Maple Avenue.

During 2024, we were able to replace some of our EMS equipment, which has started to become outdated due to recent advances. The Department was able to start the replacement process on all of our Automated External Defibrillators (AEDs). These generally need to be replaced every 10 years. Due to the amount of AEDs we need, this is just the beginning of what will be a 4-year process to update our equipment.

We also were fortunate to have another member of our Department complete the State of Michigan Instructor/Coordinator curriculum. This brings our total to 3 members in the Department, making our ability to provide quality EMS training to our staff more efficient.

We also added the capability of using continuous positive airway pressure (CPAP) machines on scene for our patients who could benefit from it, due to certain respiratory emergencies. This is another way for us to continue our efforts to providing the best care for our citizens.

As always, the City of Jackson Fire Department strives to provide the best possible care for all citizens in every capacity. Our members take pride in our continued effort towards excellence, something that will continue into 2025 and beyond.



HAZARDOUS MATERIAL RESPONSE TEAM

Adapting to a changing world has led the fire service to diversify. The Jackson Fire Department is committed to staying ahead of this curve by offering many highly valuable services to the community, aside from fire suppression. Hazardous Materials Response (Hazmat) is one of the many technical response services offered to the citizens of Jackson. Our members are trained to the highest level of Hazmat response and provide this service not only inside the City, but to all the surrounding communities within Jackson County.

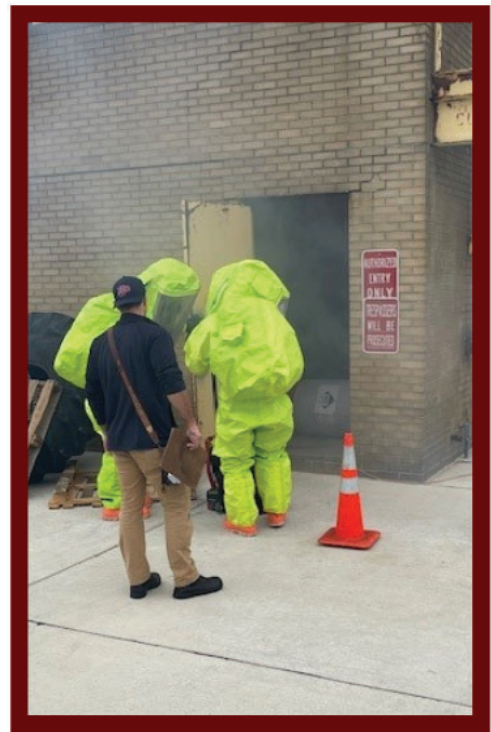
2024 was another busy year for the Hazmat Team, marked with training new employees; maintaining team equipment; purchasing new equipment; and responding to many hazmat related calls. Several new members successfully completed their certification requirements to become Hazmat Technician Responders at the Michigan State Police Hazmat Training Academy. The Hazmat Team was able to remain within its budget in maintaining and replacing specialized equipment. The Hazmat Team responded to a Hazmat related call once every three to four days on average.



Hazmat Training
2024

A monetary grant was awarded to the Team in 2024. This grant will allow us to not only replace dated equipment, but also add a series of floating booms to our inventory. This will allow us to stop and control chemical spills in our many waterways, helping not only protect the health of our citizens, but also our valuable natural resources.

Moving forward into 2025, the Hazmat Team remains committed to its vision of protecting our community from the harmful effects of dangerous materials through meticulous oversight of all the aspects required to operate a high quality Hazmat Response Team and of course, doing so in a financially responsible manner.



AIR QUALITY MONITORING

2024 marked another successful year for the Jackson Fire Department's Air Monitoring Division. As a subset of the Hazardous Materials Response Team, the Air Monitoring Division's mission and purpose is to oversee and maintain all of the highly technical instrumentation used to monitor the breathing air for dangerous contaminants.

Currently, the Fire Department has the capability to detect threats from all flammable materials; hundreds of common toxic gasses; harmful radiation; and the many non-toxic asphyxiant gasses. As humans are unable to sense the often colorless and odorless gasses, air monitoring devices are often the only way to know if these threats are present. Currently, the Air Monitoring Division has over 20 separate devices to detect the numerous mentioned hazards, with the main goal to keep the citizens of the City and County of Jackson safe.

In 2024, the Team took ownership of one new instrument that provides capabilities in sensing flammable and explosive atmospheres. The Device is a GAS TRAC LZ-30 and it uses laser technology to sense flammable natural gas up to 100 feet away. Now, the Team is able to detect even small leaks in areas we previously would not be able to access, such as very high ceilings and even through glass surfaces. Over 2024, our Team responded to a Hazmat related call every 4.8 days. This frequency highlights just how vital the Division is for our overall mission to the public.



GAS TRAC LZ-30

RADIO SYSTEM

In the 2024/2025 fiscal year, the Jackson Fire Department is considering a collective procurement of radios and pagers in collaboration with neighboring departments. This approach is expected to yield significant cost savings for the Department. The new radios will be sourced from a different manufacturer than those previously acquired, ensuring both cost efficiency and comparable features to the existing radios utilized by the Jackson Fire Department.



HYDRANT MAINTENANCE

With roughly 1,600 hydrants in the City, members of the Jackson Fire Department spent a total of 60 hours inspecting each hydrant during the month of October. All 3 front line apparatus were assigned various districts within the City to complete hydrant inspections. All the hydrants were inspected and greased thoroughly. The inspections were completed quicker this last year, which allowed us to continue with day-to-day operations and completing more training.

We continued to put Storz fittings on all new hydrants installed in the City. These fittings allow us to connect to a hydrant much faster than a threaded fitting. Water supply is crucial for any fire suppression operation, making annual hydrant maintenance an essential element to fire safety.

URBAN SEARCH AND RESCUE

The Jackson Fire Department participates in the Michigan Region 1 Urban Search and Rescue Response System (USAR). Jackson Firefighters and Summit Township Firefighters are trained in a multitude of technical rescue disciplines such as rope rescue; trench rescue; confined space rescue; and structural collapse.

Each month, firefighters from the Jackson Fire Department and the Summit Township Fire Department complete monthly trainings in machine rescue; rope rescue; trench rescue; confined space rescue; and structural collapse in preparation for calls for service for these different types of situations. These technical rescue calls present unique challenges that responders must be adequately prepared in handling at a moment's notice.

TRAINING

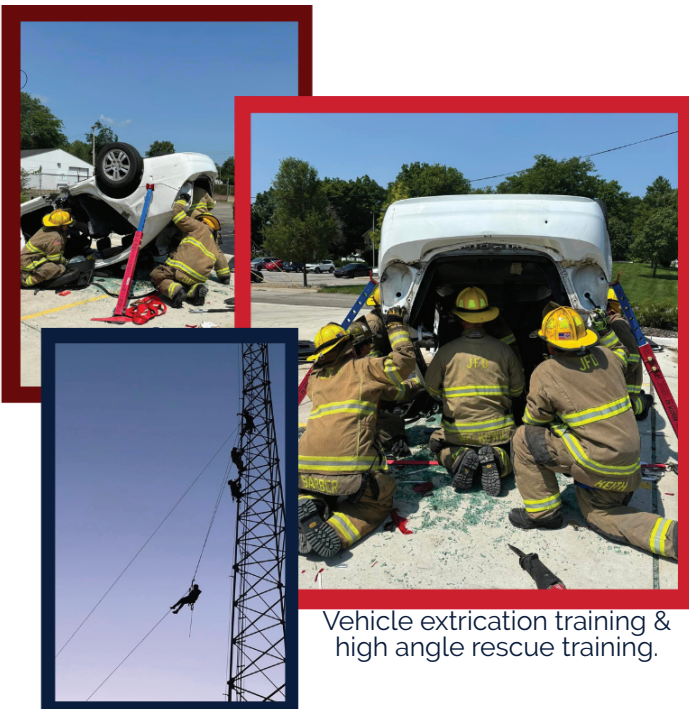
The Jackson Fire Department is committed to providing exceptional fire protection, emergency medical services, and public education to the residents of Jackson. Central to this mission is our dedication to comprehensive training programs that ensure our firefighters are well-prepared to respond to a wide array of emergencies.

Throughout the year, the Jackson Fire Department has focused on enhancing the skills and knowledge of our personnel through a variety of programs, including: Fire Suppression Training; Emergency Medical Response Training; Hazardous Materials Handling; and Community Risk Reduction and Outreach:

The Department collaborates with the Michigan Fire Fighters Training Council (MFFTC) to align our training programs with state and national standards. This partnership ensures our firefighters meet and exceed the required competencies for effective service delivery.

Over the past year, our members completed numerous hours of training, covering various disciplines essential to emergency response. This commitment to continuous improvement reflects our dedication to maintaining a highly skilled and prepared workforce.

The Jackson Fire Department remains steadfast in its mission to protect and serve the community. Through rigorous and ongoing training, we ensure our firefighters are equipped with the knowledge and skills necessary to respond effectively to any emergency.



Vehicle extrication training & high angle rescue training.

COMMUNITY RISK REDUCTION

During 2024, the Jackson Fire Department hosted 16 different events. We were able to host our first open house in many years; it was a huge success. We were able to work with most other local fire departments as they brought apparatus, helped with the smoke and safety trailer, and mingled with those who attended. For this event, we were able to secure the University of Michigan Survival Flight helicopter, which stole the attention during the open house.

We were also able to assist with Jackson County's first Female First Responder Camp with the Jackson Police Department and Jackson Community Ambulance. The participants enjoyed learning from local firefighters, police officers, and EMTs.

We started a new process for documenting our Public Education events, along with a more accurate way to track the amount of citizens attending these events. It is important to properly track these numbers as the information can be used to help the Department obtain funds from different state and federal grants. We were able to reach approximately 1,311 community members of all ages during the 16 events we hosted during 2024.

We were able to assist around 300 individuals with Fire Extinguisher Training held at multiple different places of employment. We collaborated with the Spring Arbor Township Fire Department and Alternative Choices of Spring Arbor to speak with residents about fire safety, fire extinguishers, our personal protective equipment, and even got to tour Spring Arbor Township's Tower 15.



CAR SEAT SAFETY PROGRAM

The Car Seat Safety Program was initiated by the Jackson Fire Department in 2022 to enhance community outreach for the residents of Jackson. Before the Department achieved certification in car seat safety, there was a significant gap in education regarding proper car seat usage within the community. Recognizing this as a crucial opportunity to better serve its residents, the Jackson Fire Department took action.

The Car Seat Safety Program at the Jackson Fire Department experienced a productive year in 2024. Jamie Ziebell, the Administrative Secretary for the Department, completed a five-day certification course and became a Child Passenger Safety Technician (CPST). Currently, the Department has two certified CPSTs available to assist community members with car seat safety. Looking ahead, the Department is optimistic about training more members to expand this program.

By the end of 2024, the Jackson Fire Department conducted 158 safety checks for the community, with 54 of those checks being completed in 2024. These safety checks are offered at Fire Station 1 once a month, and can be arranged on an individual basis. Certified CPSTs at the Jackson Fire Department are equipped to address any inquiries regarding car seat safety, conduct safety checks, and provide guidance to families on the proper installation of their car seats. Additionally, the Department maintains a limited supply of various car seats available at no cost, funded through grants from the state of Michigan for families in need.



CPSTs Jamie Ziebell & Matt Jabkiewicz (Firefighter)



JFD Members volunteered at Norman Creger Park in May. This park is named after a Jackson firefighter who died while fighting a fire in 1982. The firefighters painted the park's sign and mulched the playground.

BUDGET

<u>Personnel Services</u>	Fiscal Year 2023/24 Expended	Fiscal Year 2024/25 Budget
Termination Pay	40,385	0
Salaries and Wages	1,863,469	2,103,378
Unemployment	149	156
Employers FICA	29,561	36,404
Overtime	104,027	152,057
Pension - General	2,447	5,613
Pension-Police/Fire 345	2,358,851	2,229,005
Pension - MERS DC	41,835	48,124
Retirement - Contractual	5,852	6,030
Health Insurance	342,396	374,683
Health - MERS HSA	55,979	67,027
Workers Compensation	46,169	50,465
Other Fringe Benefits	2,909	26,986
Total	4,894,028	5,099,928

<u>Materials & Supplies</u>	Fiscal Year 2023/24 Expended	Fiscal Year 2024/25 Budget
Supplies	3,998	7,206
Chemicals	2,330	3,267
Gasoline	44,588	50,880
Protective Clothing	30,439	152,623
Uniform Allowance	28,781	29,518
Miscellaneous Supplies	7,137	21,214
Emergency Medical Supplies	32,140	26,989
Custodial Supplies	10,624	11,204
Equip. Maint. Supplies	16,560	24,288
Publications	1,204	2,678
Total	177,801	329,867

<u>Capital Outlay</u>	Fiscal Year 2023/24 Expended	Fiscal Year 2024/25 Budget
Land Improvement - Parking	-	-
Building Additions	217,406	139,052
Fire Equipment	163,234	49,489
HazMat Equipment	16,831	58,453
Furniture	1,676	18,892
Office Equipment	-	6,300
Vehicles	22,262	96,000
Vehicles - Fire Truck	823,822	-
Machinery & Equipment	28,856	23,099
Radio Equipment	17,798	12,598
Total	1,291,885	403,883

<u>Contractual & Other</u>	Fiscal Year 2023/24 Expended	Fiscal Year 2024/25 Budget
Professional Services	18,618	50,880
Medical Services	22,094	57,303
Telephone	17,177	16,212
Physical Agility Testing	16,650	31,000
Residency Allowance	9,000	9,000
Education & Training	41,516	62,750
Travel	6,944	18,035
Memberships and Dues	560	1,470
Subsistence Pay	23,696	23,033
Utilities	56,779	58,872
Building Maintenance	22,082	27,060
Equipment Maintenance	21,114	79,148
Office Equip. Maint.	-	500
Vehicle Maintenance	110,712	144,827
Software Maintenance	20,393	31,735
Insurance	40,439	42,137
Miscellaneous	194	0
Total	427,527	653,692