

City of
Creve Coeur
Police Department

Annual Report 2014

From the Chief of Police

To the City Administrator

March 2014

To: Mark Perkins, City Administrator

I herewith submit the 2014 Annual Report of the Creve Coeur Police Department. Submission of this annual report follows Department policy and CALEA standards.

This past year has brought about changes once again in the dynamics of the Police Department as we saw three senior Police Commanders and an Officer retire. Lt. Gary Lively retired after 35 years of service, Capt. William Funkhouser after 22 years of service and Officer Neal Kohrs after 30 years of service.

The recent retirements brought about some promotions, as Sgt. Tim Koncki was promoted to the rank of Lieutenant, Sgt. Henry Francis promoted to the rank of Lieutenant, Police Officer Richard Wiginton promoted to the rank of Sergeant, Police Officer Jon McIntosh promoted to the rank of Sergeant, and Det. Nicole Bible promoted to the rank of Sergeant.

CALEA re-accreditation is a priority for the Police Department as well as continuing to provide the highest level of service possible to our community. The Police Department will conduct a mock assessment in June of 2014, with our on-sight assessment scheduled in November. Re-accreditation should be completed and awarded to the Police Department in March of 2015. Sgt. Glen Williams is the current CALEA accreditation manager and will oversee the on-sight assessment in November.

This year, Pamela Manning was recognized as the "Employee of the Year" as she continuously represents the Police Department with a positive attitude and continues to perform in an exemplary manner. Police Officer Charles Parker was recognized as the "Police Officer of the Year". Officer Parker has consistently shown adaptability, teamwork, dedication to duty and has an excellent work ethic. Through his diligence, the Police Department received a new BAT VAN through a State Grant. Officer Parker oversaw and executed the design and functionality of the vehicle.

The men and women of the Creve Coeur Police Department continue through their level of professionalism to embody the Core Values and Mission of the Police Department.

This 2013 annual report is dedicated to retired Sgt. Bob Abbott who lost life through his battle with cancer.



Chief of Police

Table of Contents

Mission Statement/Core Values	4
Organizational Chart	5
CALEA	6
Crime Prevention	7-10
Traffic Safety Unit	11
Investigations Bureau	12-13
Patrol Division	
-Reserve Program	14
-Civil Demonstrations and Protests	14
-Service Level Totals	15
-General Reports/Pursuit Report	16
-Use of Force Report	17
-Internal Investigation Report/Early Warning Notification	18
-Citations/Records Room/Alarm Reports	19
Employee Recognitions	20-22
Annual Training Report	23-24
Equipment and Vehicles	25
Grants	26-27
Police Safety Committee	28
SWOT Analysis	29

Our Mission

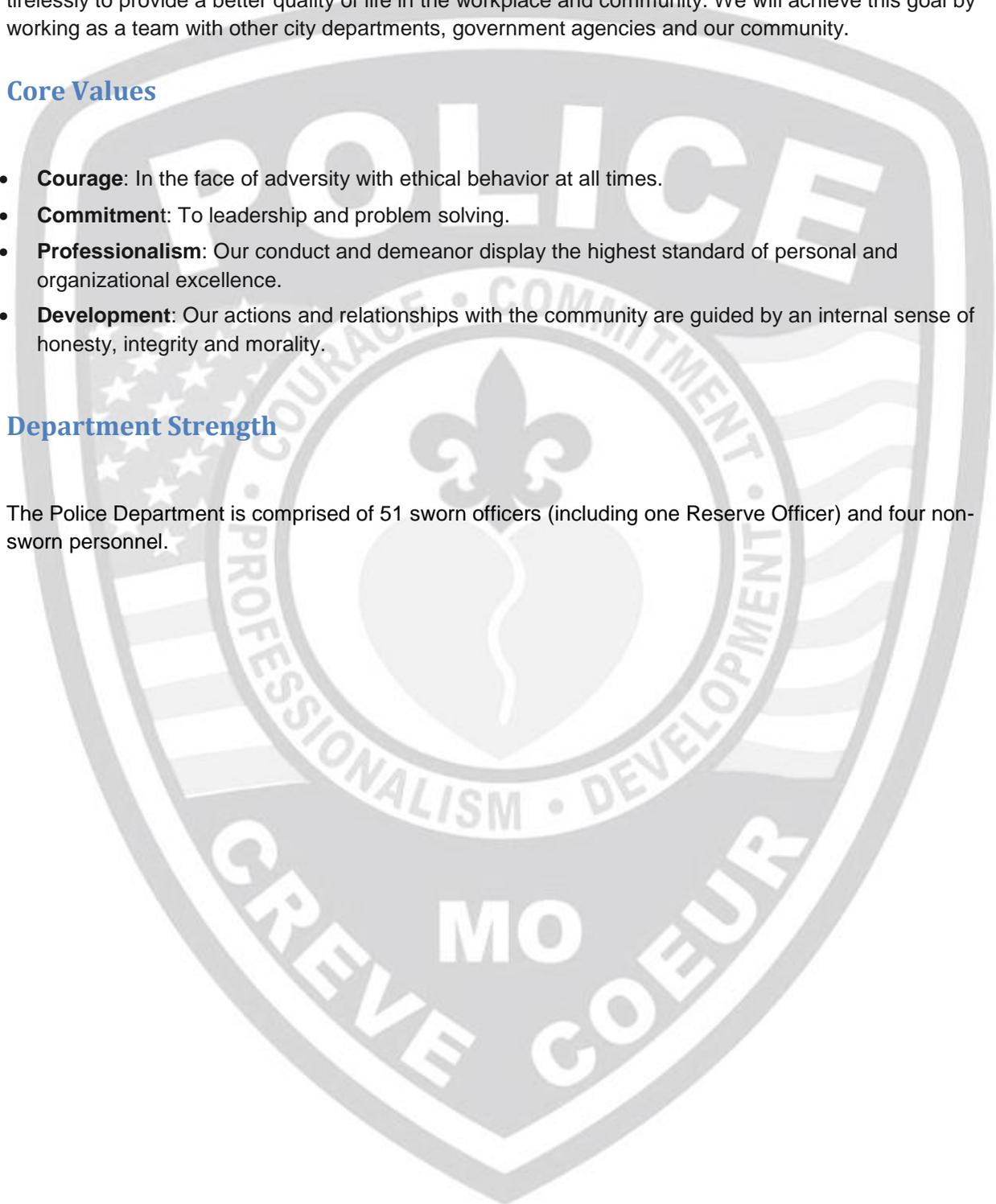
The Creve Coeur Police Department is committed to safeguarding the lives and property of the people we serve. We strive to reduce the incidence and fear of crime and to enhance the public safety while working tirelessly to provide a better quality of life in the workplace and community. We will achieve this goal by working as a team with other city departments, government agencies and our community.

Core Values

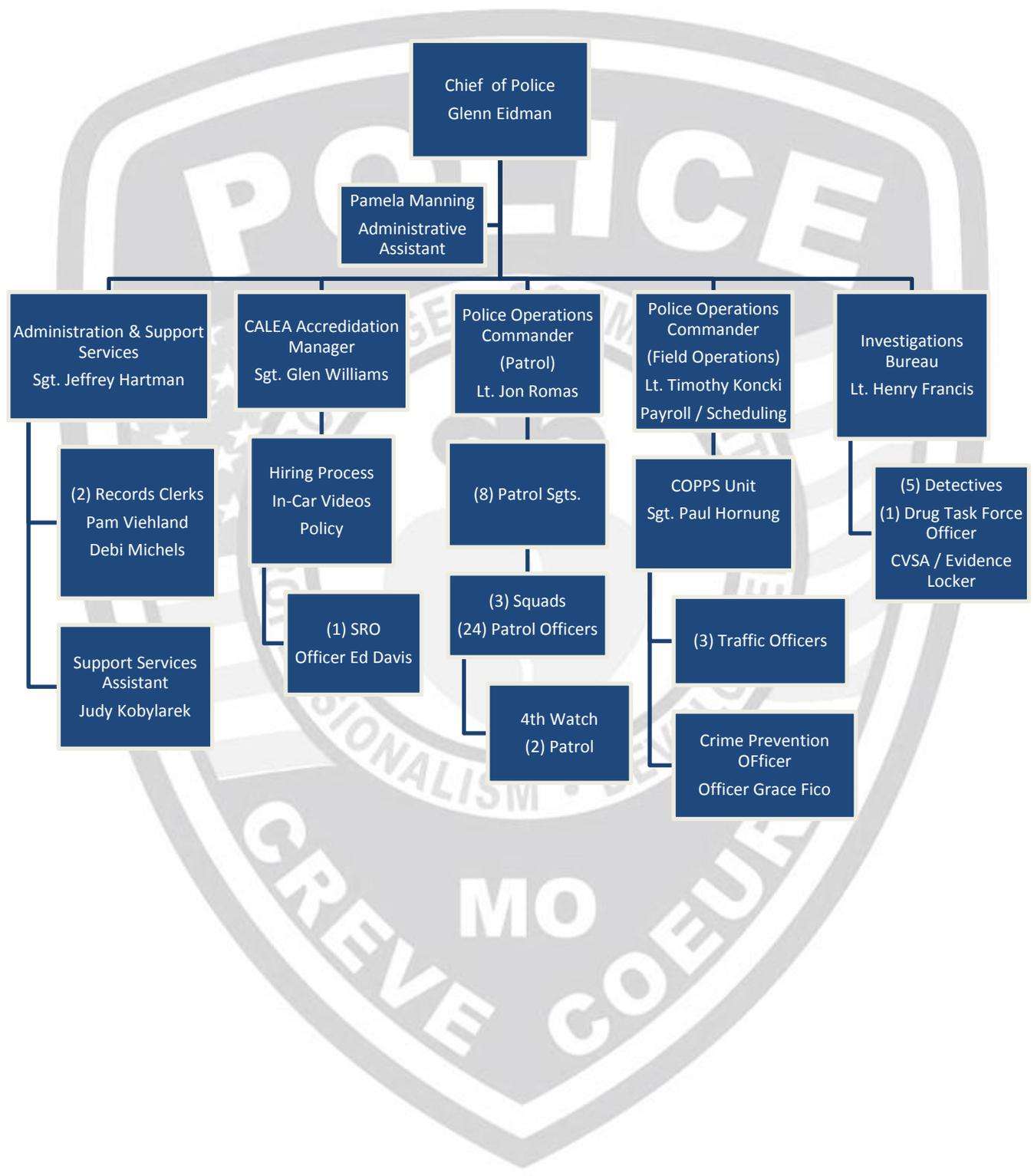
- **Courage:** In the face of adversity with ethical behavior at all times.
- **Commitment:** To leadership and problem solving.
- **Professionalism:** Our conduct and demeanor display the highest standard of personal and organizational excellence.
- **Development:** Our actions and relationships with the community are guided by an internal sense of honesty, integrity and morality.

Department Strength

The Police Department is comprised of 51 sworn officers (including one Reserve Officer) and four non-sworn personnel.



CCPD Organizational Chart



International Accreditation - CALEA

The Commission on Accreditation for Law Enforcement Agencies (CALEA) is a voluntary, non-governmental agency forged in 1979 by the International Association of Chiefs of Police (IACP), the National Association of Black Law Enforcement Executives (NOBLE), the National Sheriff's Association (NSA), and the Police Executive Research Forum (PERF) to create a body of standards which further the professional level of service offered by local law enforcement agencies.

The Creve Coeur Police Department was granted International Accreditation on March 24, 2012. CALEA is a continual process with re-accreditation every three years.

Re-accreditation Timeline

- Mock Assessment: June 2014
- On-site Assessment: November-December 2014
- Commission Review & Decision: March 2015
- Maintaining Compliance & Reaccreditation: Restarts upon Award of Accreditation in March 2015 and continues for the next three year cycle

Sergeant Glen Williams is the CALEA Accreditation Manager and is responsible for maintaining CALEA compliance and reaccreditation.



Crime Prevention

The Crime Prevention Unit is the primary link between the citizens and the Police Department. Officer Grace Fico is the City's Crime Prevention Officer. She is involved in education and prevention efforts for both the City of Creve Coeur and the St. Louis area. Officer Fico conducts safety surveys, teaches DARE, prepares community presentations, organizes Creve Coeur Night Out, and the Creve Coeur Trivia Night. Officer Fico uses the City's Phone Master System and email list to provide citizens with information on current crime trends in the area and tips on what to look for and how to avoid becoming the victim of a crime. Officer Fico also holds seminars, one-on-one meetings, and Department tours in an effort to help the community.

Active Shooter Defense Training

Officer Fico began reaching out to area schools to provide training for school teachers and staff in an effort to prepare them in the event an active shooter incident occurs in their schools. In 2013 Officer Fico was able to provide this training to St. Monica's School and Hope Montessori Academy. In 2014 the Crime Prevention Unit hopes to offer training to several more schools within Creve Coeur. Active Shooter awareness and in-service training were also conducted at Rossman School and Andrew's Academy.

Residential Safety Class

Officer Fico invited residents to the Creve Coeur Police Department to listen to a presentation on residential safety. The Crime Prevention Unit tentatively plans to hold two Residential Safety Classes in 2014. Additionally, Officer Fico sent out an educational video link to residents on citing examples of suspects breaking into garages and homes. This innovative and proactive approach has exemplified the nature and direction of our Crime Prevention Program.

Creve Coeur Neighborhood Watch Association

The Creve Coeur Neighborhood Watch Association is an independent organization supported by the Creve Coeur Police Department. Neighborhood Watch provides safety and preparedness education to residents. Throughout the year Officer Fico met with independent Neighborhood Watch groups to address their specific issues and concerns. The Neighborhood Watch program is an active part of crime prevention in the City of Creve Coeur. The program sponsors, Creve Coeur Night Out, the annual Neighborhood Watch Trivia Night event and CrimeReports.com.

Creve Coeur Night Out

The Creve Coeur Night Out is held on the third Tuesday of July each year. The program is organized by Crime Prevention Officer Grace Fico, the Creve Coeur Fire Protection District, Creve Coeur Joint Crime Prevention Partnership (CCJCPP), and the Neighborhood Watch Program. Its purpose is to promote crime prevention and advance neighborhood spirit in the community. This year the Night Out event grew to five caravans, with 20 stops total. It is funded by the CCJCPP and the Neighborhood Watch Program.



Halloween Party

Officer Fico and the Neighborhood Watch held the first annual Halloween party for Creve Coeur residents in an effort to promote safety for the season.

Business Crime Watch Program

Business Crime Watch is a program offered through the Crime Prevention Office of the Creve Coeur Police Department. The concept of Business Crime Watch is based upon the Neighborhood Watch model. Primarily, the program encourages business owners and employees to be alert for suspicious behavior. Additionally, the program assists business owners and management in protecting their property from crime by assisting them with policy development and assessing the security of their facilities. In addition, crime bulletins, crime trends and safety tips are routinely shared with Business Crime Watch members to reduce the risk of being a victim. The Crime Prevention Office of the Creve Coeur Police Department provides businesses with the following training when requested:

- Office Safety
- Robbery Prevention and Awareness
- Personal Safety
- Emergency Preparedness
- Burglary Prevention

Community Emergency Response Team (C.E.R.T)

The Community Emergency Response Team (CERT) program was established after September 11, 2001, CERT is designed to encourage citizens and communities to be diligent in their awareness of neighborhood activity and to become more involved in emergency preparedness.

The Creve Coeur Police Department currently partners with several Police and Fire agencies to provide CERT training throughout the St. Louis area. We are members of the Meramec Valley Citizen Corps Council and partner with the City of Town and Country, West County Fire Protection District, City of Des Peres and the Creve Coeur Fire Protection District. In 2012, 40 members of the community registered and were able to successfully graduate and become CERT volunteers.

Citizens Police Academy

- The Citizen Police Academy is an educational citizen-involved activity designed by the Creve Coeur, Des Peres, Frontenac, Olivette and Town & Country Police Departments. The goal of this academy is to promote understanding between the residents and its Police Officers regarding their respective needs and problems. By promoting this relationship, it is hoped that the citizens and Police can work together to make the entire community a safer place.
- One class was held in 2013



Advanced Citizens Police Academy

The Advanced Citizens Police Academy is an opportunity offered to those who have graduated the Citizens Police Academy. This four week program allows residents to learn about specialized units that Police Departments have to offer, such as K-9 Units, the Regional Computer Crimes Education and Enforcement Group (RCCEEG), the Major Case Squad, and Tactical Operations Units.

Drug Abuse Resistance Education (D.A.R.E)

In 2012 a new DARE curriculum was implemented throughout the state of Missouri. The new curriculum still has an emphasis on drug resistance and education, but has introduced material towards teaching good decision making skills and avoidance of violence and bullying. CPO Fico currently teaches a ten class DARE program once a year to sixth grade students at Rossman Elementary School and fifth grade students at Andrews



Rape Aggression Defense

The Creve Coeur Crime Prevention Unit and Maryville University added Missouri Baptist University to their program called Rape Aggression Defense. The Rape Aggression Defense System (RAD) is a program of realistic, self-defense tactics and techniques that teaches women how to protect themselves in a sexual assault. The RAD System is a comprehensive course that includes awareness, prevention, risk reduction and avoidance, while progressing on to the basics of hands-on defense training that help women ensure their personal safety and protection.



Creve Coeur Joint Crime Prevention Program (CCJCPP)

The Creve Coeur Joint Crime Prevention Partnership was formed in 1989 under the leadership of Captain Frank Harris (ret.) and Officer Warren Walls (ret.). Initially, the Partnership was formed between the Creve Coeur Police Department and the Monsanto Company. The Partnership serves as a model of cooperation between public and private law enforcement agencies. The Partnership is an example for other law enforcement executives from across the country addressing business-Police partnerships in their communities and fostering relationships in your own community.

The Creve Coeur Joint Crime Prevention Partnership provided the following equipment and training in 2013 for the Police Department:

- Equipment for Crime Prevention Program Rape Aggression Defense System
- Training for RAD (two instructors)
- Covert Cameras for Investigations
- Promotional material for Creve Coeur Night Out
- Gifts for the top two students of the DARE Program
- Refreshments for Neighborhood Watch Trivia Night

Police Volunteers

Volunteers are managed by the Crime Prevention Unit. In 2013, the Creve Coeur Police Department had four volunteers who contributed 147 hours total. The volunteers assist with Creve Coeur Night Out, Creve Coeur Neighborhood Watch Trivia Night, update business contacts, and perform general office work.

Traffic Safety Unit

The Creve Coeur Police Department Traffic Safety Unit is committed to making your community roadways safer. During the 2013 year, Officers Charles Parker, Thomas Exline, and Michael Vaclavik were assigned to the Traffic Safety Unit. Officer Exline was transferred to the Detective Bureau and Officer Vaclavik was transferred to the Patrol Unit as a Field Training Officer. Officer Deutman was transferred to the Traffic Safety Unit in May of 2013. The Traffic Safety Unit patrols Creve Coeur's busiest streets between 6:00 am and 3:00 am.

Traffic Safety officers enforce traffic laws within the city, proactively patrol for impaired and drunk drivers, conduct traffic surveys, set-up Sobriety checkpoints and investigate major vehicle crashes within the St. Louis County area. While all officers investigate traffic crashes, the traffic safety officers are Missouri State certified vehicle crash re-constructionists and are among 40 regional officers called out to reconstruct fatal or serious traffic crashes throughout the St. Louis area. The Traffic Safety Officers assisted in six parades, six funeral details, and completed seven traffic surveys during the 2013 calendar year.

Accomplishments:

- Mothers Against Drunk Driving® (MADD) is the nation's largest nonprofit organization working to protect families from drunk driving and underage drinking. The MADD foundation presented Traffic Safety Officer Tom Exline and Police Officer Steve DeGhelder with an award recognizing their outstanding DWI enforcement efforts for 2013.
- The Police Department was awarded a grant from MoDOT – Highway Safety Division for the replacement of the existing DWI Breath Alcohol Testing vehicle (BAT Van) which was 19 years old and had become obsolete. The new BAT van is outfitted with updated technology to assist officers in safe and efficient operation of DWI checkpoints. This vehicle will not only be used for special enforcement efforts, but also for significant law enforcement incidents, such as public protests, and for public relation activities, such as Creve Coeur Night Out and Creve Coeur Days.



Investigations Division

The Creve Coeur Police Department Criminal Investigations Unit or Detective Bureau consists of five Detectives, one of which is a Lieutenant who serves as the unit supervisor.

Within the unit, Detectives have sub-specialties:

- Fraud
- Identity Theft
- Sex Crimes
- Auto Theft
- Burglary
- Drug Investigations



Crimes Reported in 2013	Number
Assault (not including simple)	68
Robbery	7
Burglary	24
Stealing	195
DWI	234

Clearance Rate for Investigations

Part 1 crimes: Violent: assault, rape, murder / manslaughter, robbery

Property: burglary, arson, larceny / theft, motor vehicle theft

Part 2 crimes: Other

Type	2013 Incidents	2013 Clearance Rate	2012 Incidents	2012 Clearance Rate
Part 1	307	51%	351	53%
Part 2	634	84%	686	84%

Other Accomplishments:

- Two promotions came from the Investigations Unit in 2013. Detectives Bible and Wiginton were promoted to the rank of Sergeant and took positions as Patrol Watch Commanders. Officers Exline and Courson were transferred to the Investigations Unit at the end of 2013 to fill the vacancies.
- Lt. Francis and Chief Eidman researched and created an ordinance and contract with St. Louis County Police Department to allow a Creve Coeur Detective to be detached to the St. Louis County and Municipal Drug Task Force. The Police Department assigned an Officer to the Drug Task Force on February 3rd, 2014.
- Detective Worth and Wiginton worked with surrounding agencies and the FBI to locate a serial bank robber who was indicted federally on multiple counts of bank robbery.
- Detective Worth and Wiginton solved a unique crime; an extortion burglary, in 2013.
- Detective Bible coordinated a prostitution “sting” with the cooperation of the St. Louis County Police in 2013, which ultimately resulted in one local arrest and uncovered three State prostitution rings.
- Detective Bible also participated in a joint investigation with the IRS wherein the Creve Coeur Police Department arrested a suspect cashing a forged check at a local banking institution. The IRS was contacted and further investigation revealed a large group of people stealing Identities and social security numbers, filing false income tax returns and collecting the return money from the federal government. The IRS executed search warrants and issued arrest warrants for those involved. Detective Bible was recognized for her efforts by the United States Attorney’s office.
- Detective Courson worked two complicated identity theft cases which involved the discovery of skimming devices a local bank and gas station. Detective Courson worked with surrounding agencies and Secret Service Agents and was able to charge one suspect with trafficking in stolen identities. Four other suspects were federally indicted with the United States Prosecuting Attorney’s office.
- Detective Wiginton conducted a thorough robbery investigation wherein the victim was lured into a vehicle, assaulted, and robbed. Detective Wiginton later learned the altercation involved a drug transaction. Detective Wiginton was able to identify and arrest all of the suspects involved.

Patrol Division

Reserve Officer Program

The primary function of Reserve Police Officers is to contribute to the overall mission of the Department by augmenting the existing personnel resources. It is the policy of the Creve Coeur Police Department to actively utilize Reserve Police Officers for the special skills that may not be found in auxiliary or civilian volunteers. Reserve Police Officers must complete all P.O.S.T. continuing education training as required of full-time regular Officers. In addition, Reserve Officers will participate in any recurring in-service training and testing as directed by the Chief of Police, to include use of force policies, firearms proficiency, self-defense, CPR, and the Department's annual fitness exam.

Reserve Police Officer David Fedder started with the Creve Coeur Police Department in November of 2012. Since that time, Reserve Officer Fedder has been a great asset. Officer Fedder patrols with a full time officer at least one shift per month and has bolstered our manpower during special events such as Creve Coeur Days and Creve Coeur Night Out. Officer Fedder also assisted officers controlling large crowds during protest events at local corporations. Reserve Officer Fedder is a resident of Creve Coeur.

Civil Demonstrations and Protests

The Patrol Division experienced a large increase in protest activities in 2013. The Police Department handled one protest in 2012 compared to seven protests in 2013.

These protests ranged in size from 100-2000 participants. This necessitated the activation of mutual aid agreements in order to provide for additional Police presence. Arrests for various ordinance violations, ranging from trespassing to obstructing traffic, were made during two of the protests. The remaining events were peaceful, as each protest was handled safely and successfully, protecting property owner's rights while providing for the right to free speech for the demonstrators.



In 2013, the Creve Coeur Police Department handled 19,539 calls for service.

Service Levels	Calendar Year 2013
Total Case Assignments	429
Clearance Rate for Cases Assigned	39%
Part I Clearance Rate (violent crimes)	89%
Total Arrests for Part I Crimes	167
Property Value Recovery (K)	\$269,965
Property Value Recovery (% of value)	28%
Patrol Availability (% of time patrol car assigned to each of city's 5 sectors)	8%
Crime Rate (offenses per 1,000 population)	50.7**
Total Maintenance and Preventative Expenditures (per vehicle)	\$1,303
Total Vehicle Maintenance Expenditures (per mile driven)	.08
Arrests	1,277
Total Arrests (per Police Officer)	26.1
Traffic Citations (summons citations, parking)	10,224
Traffic Citations (per Police Officer)	208
Sobriety Checkpoints	5
Total DWI Arrests (per 1,000 population)	13.7
Total DWI Arrests (per Police Officer)	5
DWI Arrests from Sobriety Checkpoints	13
Citizen Police Academy Sessions (Basic, Advanced, Monsanto)	2

**This statistic was improperly calculated in the 2012 Calendar Year Annual Report. The report reflected the Crime Rate (offenses per 1000 population) as: 17.2. The actual crime rate (offenses per 1000 population) in 2012 was 55.6.

General Report Information

In 2013 Creve Coeur Police Officers made 1,277 arrests (245 of them being DWI's), 769 Bonds and 543 Criminal Fingerprints.

Major Crimes reported in 2013	Totals
Assault	69
Sexual Assault/Rape	1
Robberies	7
Burglaries	25
Stealing	190
Driving While Intoxicated	245

Reports 2013	Totals
Crash Calls	1,778
Crash Reports Taken	1,345
All Other Reports	1,478
Total Reports	2,823

Pursuit Reports

Creve Coeur Police Department Standard Operating Procedure 515 "Vehicle Pursuit Policy" requires that the Watch Commander submit a Post Pursuit Report (CCPD 215) detailing the circumstances and justifications of any Police related pursuit. During calendar year 2013, 5 pursuits involving Creve Coeur Police Officers occurred. The pursuits were all properly documented.

The following graph depicts a summary of Creve Coeur Police vehicle pursuits by year.

PURSUIT	2012	2013
Total Pursuits	5	5
Policy Compliant	5	5
Policy Non-compliant	0	0
Vehicle Crashes	0	0
Injuries (Officer/suspect/third party)	0	0
Traffic Offense	2	2
Felony	2	0
Misdemeanor	1	2
Other	0	1

Use of Force Reports

During 2013, Use of Force reports documented 38 separate incidents. Of these 38 incidents, 21 involved the use of force on people. Of these 21 uses of force, no suspects were seriously injured or required follow-up treatment after initial examination by a physician. There was no use of lethal force by Officers during 2013. There were 6 Crisis Intervention Team incidents where force was used to detain the subject for transport by EMS or admission to the hospital; there were 10 such incidents in 2012. There were no complaints of excessive use of force received from any of the persons involved in these incidents, nor did supervisory review disclose any such concerns.

Administrative purposes accounted for 17 Use of Force reports (see table below).

Administrative Use of Force Report Table

Type of Force Used	2012	2013
Destruction of injured animal (deer)	13	16
Firearm Discharge (accidental)	0	0
TASER deployment (accidental)	0	1
Injury, no force used	1	0
TOTAL	14	17

Use of Force Against Persons Report Table

Type of Force Used	2012	2013
Lethal Force	0	0
Firearm Pointed at Subject	5	6
TASER deployment	0	2
Impact Weapon (ASP baton)	0	0
OC Spray	0	0
Muscling Techniques (includes pressure points, empty hand or foot strikes)	13	13
TOTAL	18	21

Internal Investigations:

The Creve Coeur Police Department accepts all complaints regarding inappropriate behavior by Department personnel whether they are made in person, by telephone, email, in writing and those made anonymously. Each complaint is thoroughly investigated in order that corrective action can be taken to improve overall Department performance. The Police Department received a total of nineteen complaints in 2013. Six of these complaints contained allegations which were minor in nature and did not rise to the level requiring an internal investigation. One complaint involved an Officer who resigned before the investigation was finalized. The remaining twelve complaints which resulted in internal investigations were investigated and the outcome classified as one of four findings:

1. Exonerated: incident occurred, but lawful and proper.
2. Unfounded: allegation was false or incident did not occur.
3. Inconclusive: evidence and/or information are insufficient to prove or disprove the allegation.
4. Sustained: evidence sufficient to support the allegation.

Year	Exonerated	Unfounded	Inconclusive	Sustained	Total
2013	4	0	0	8	12
2012	9	0	0	3	12
2011	0	1	1	3	5

Early Warning System

A comprehensive Personnel Early Warning System is intended to be an essential component of good discipline in a well-managed Police Department. The early identification of key problem areas offers the possibility to employ a variety of remedial actions and can provide employees with an opportunity to meet the Department's values and mission statement. The key problem areas reviewed are: Allegation of Misconduct; Use of Force; Pursuit; Traffic Crashes involving Department vehicles; Worker's Compensation claims; Performance Evaluation issues; Racial Profiling data and other issues or concerns. Although there were various incidents, no one Officer had a disproportionate number of incidents. The individual incidents have been reviewed and addressed in accordance with our disciplinary policy. Based on this information, the Personnel Early Warning System is being used appropriately and no changes are needed at this time.

Citations:

2013: Citations Issued = 10,224 (includes summons, citations and parking tickets).

- 214 parking tickets
- 449 summons in lieu
- 44 tickets voided
- 3 Nolle Prosecutions

2012: Citations Issued = 11,208 (includes summons, citations and parking tickets).

- 271 parking tickets
- 409 summons in- lieu
- 31 tickets voided
- 3 tickets Nolle Prosecutions

Records Room:

In 2013 the Records Room processed a total of 2,823 reports and collected a total of \$7,899 in fees, compared to 2,933 reports in 2012 with a total of \$7,710 collected. In 2013 the Records Room completed 649 fingerprint cards as a public service compared to 407 fingerprint cards in 2012.

Alarms:

- | | |
|----------------|--------------------------------|
| • 2013 = 1,566 | Total fees collected = \$8,975 |
| • 2012 = 1,510 | Total fees collected = \$7,575 |

Employee Recognitions and Awards

New Officers in 2013

Officer's Deanna Coleman and Brian Coats (pictured from left to right) joined the Police Department in August of 2013. PO Coleman graduated from the St. Louis County Police Academy and PO Coats graduated from Eastern Missouri Police Academy. This is the first Police Officer position for both Officers.



Officer's Kurt Schneider and Jonathon Zuckerman (pictured from left to right) joined the Police Department in November of 2013. PO Schneider had graduated from the St. Louis County Police Academy in June of 2013. PO Zuckerman had prior experience at the Bella Villa Police Department.



Four officers were hired in 2013

- PO Coleman
- PO Coats
- PO Schneider
- PO Zuckerman

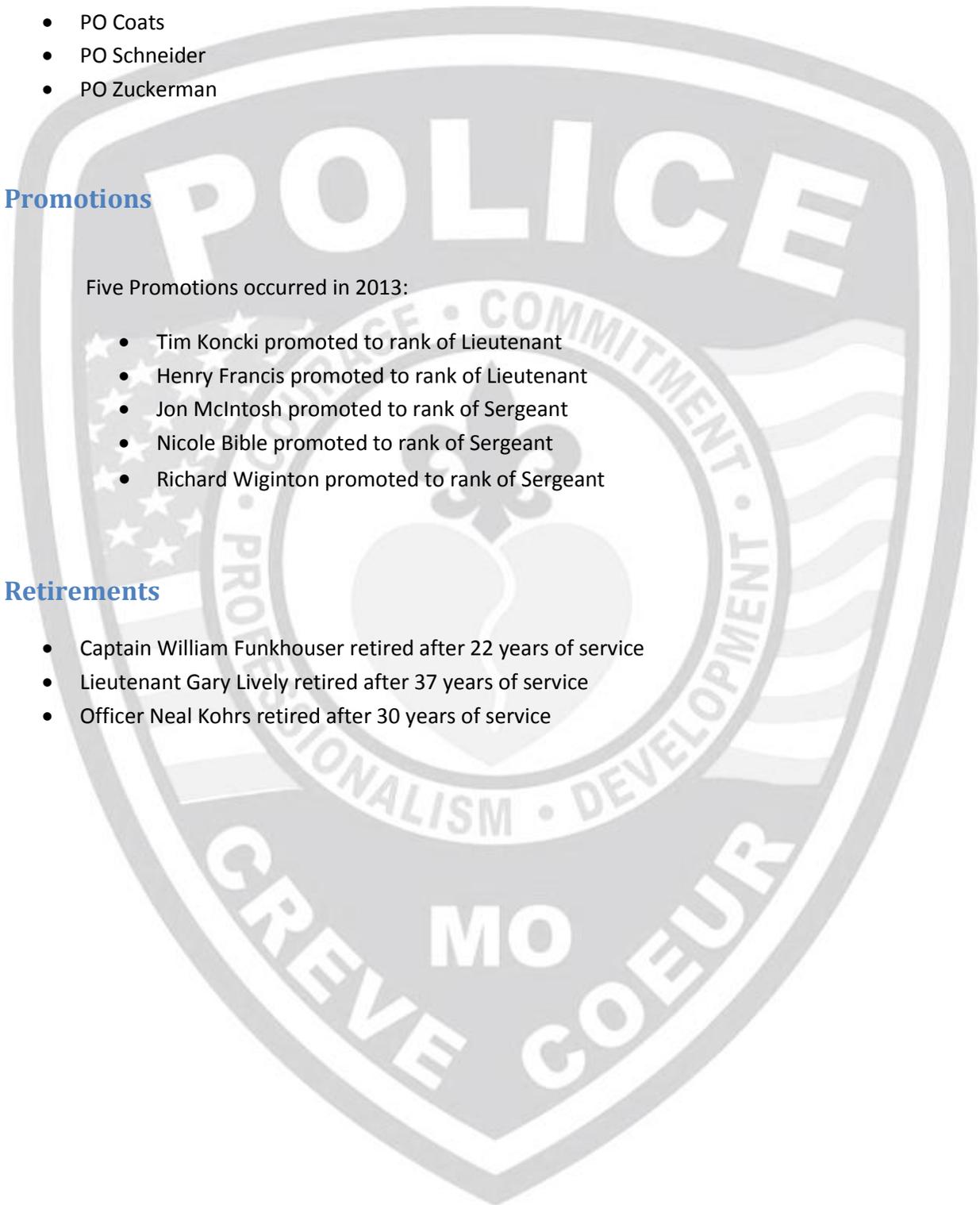
Promotions

Five Promotions occurred in 2013:

- Tim Koncki promoted to rank of Lieutenant
- Henry Francis promoted to rank of Lieutenant
- Jon McIntosh promoted to rank of Sergeant
- Nicole Bible promoted to rank of Sergeant
- Richard Wiginton promoted to rank of Sergeant

Retirements

- Captain William Funkhouser retired after 22 years of service
- Lieutenant Gary Lively retired after 37 years of service
- Officer Neal Kohrs retired after 30 years of service



Employee Recognitions 2013

Officer of the Quarter



**1st Quarter
Officer Daniel Herich**



**2nd Quarter
Officer Robert Graeff**



**3rd Quarter
Officer Alan Eickhoff**



**4th Quarter
Officer Christopher Bartlett**

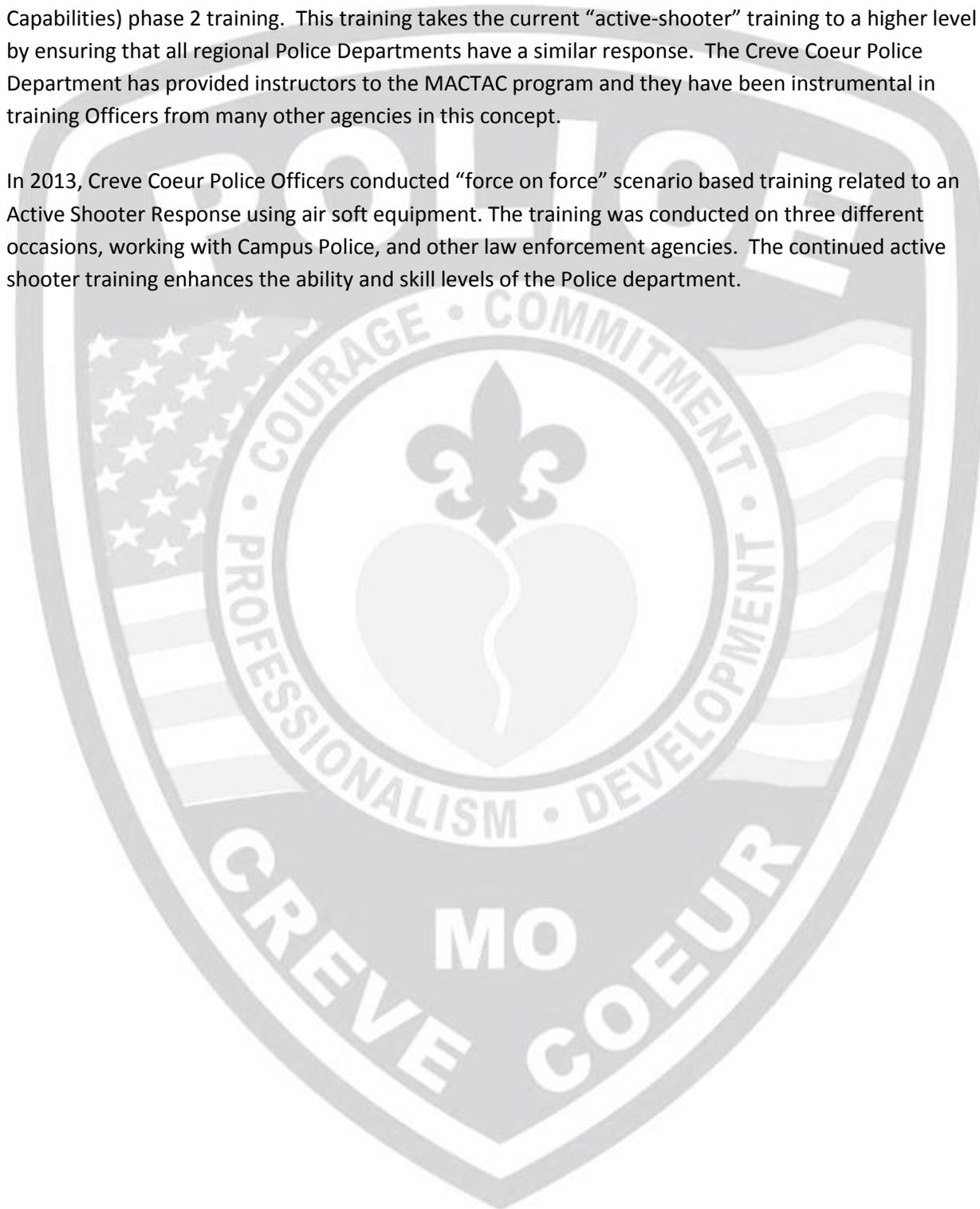


**Officer of the Year
Traffic Safety Officer Charles Parker**

Annual Training Report

In 2013, Creve Coeur Police Officers began MACTAC (Multi-Assault Counter Terrorism Action Capabilities) phase 2 training. This training takes the current “active-shooter” training to a higher level by ensuring that all regional Police Departments have a similar response. The Creve Coeur Police Department has provided instructors to the MACTAC program and they have been instrumental in training Officers from many other agencies in this concept.

In 2013, Creve Coeur Police Officers conducted “force on force” scenario based training related to an Active Shooter Response using air soft equipment. The training was conducted on three different occasions, working with Campus Police, and other law enforcement agencies. The continued active shooter training enhances the ability and skill levels of the Police department.



Annual Training Report cont.

Training for Creve Coeur Officers in 2013	
Advanced Crisis Intervention Team	Law Enforcement Leadership and Organizational Changes
Advance School Resource Officers Program-NASRO	Law Enforcement and Society: Lessons of the Holocaust
A.L.I.C.E. Active Shooter Response Instructor Course	LETSACT
Background Investigation for Police Applicants	Leadership for Law Enforcement
Basic Defensive Driving Techniques	Less Lethal Instructor
Basic Police Supervision & Leadership	MACTAC
Bomb Scene-First Responder	Major Case Squad
Breath Instrument Type III Operator	Making the Transition from Staff to Supervisor
CALEA Conference	MFFI Fraud Conference
Conducting School Vulnerability Assessments	MoDOT-Local Traffic Practices
Constitutional Law at Work: Search and Seizure	Police Motorcycle Operator Course
Conflict Resolution	Motorcycle Officer Re-certification Course
Courtroom Testimony	Northwestern University Supervision of Police Personnel Course
Criminal Patrol/Drug Interdiction	Officer Survival Awareness Training
Crisis Intervention Team	Online Taser Instructor Certification and Re-certification
Crisis Negotiation	Patrol Officer Initial Response to a Crime Scene
CVSA	Police Media Training
DARE	Police Motorcycle Operator Course
Defensive Driving	Police Report Writing
Drug Impairment Training for Educational Professionals	Property and Evidence Management
DWI Tracking System	Racial Profiling
DWI Checkpoint Set-up	Refresher Training and Physical Abilities Assessment
DWI Traffic Unit Workshop	Sabre OC Training
DWI Wet Lab	School Threat Assessment Training
East/West Executive Development	Synthetic Drugs
FBI-NA Conference	TASER Instructor
Field Training Officer (FTO) Training	Traffic Grant Workshop
Firearms Instructor School	Type II Supervisor
GAGE Instructor School	Use of Force
Ground Fighting for Law Enforcement	Uniform Crime Reporting Training Course
IACP Annual Conference & Workshop	Vehicle Stops: Awareness and Survival
ILEETA	Why Black History Matters
Introduction to Collective Bargaining	Why Teens Kill
Investigating Using Social Media and the Internet	
Job Fitness Project Testing	
Labor Law and Arbitration	

Equipment and Vehicles

In 2013 the Creve Coeur Police Department gained three new Dodge Chargers and one new Ford Interceptor Utility. This addition of the Ford Interceptor Utility provided the patrol fleet with a second all-wheel drive vehicle to better equip the Police Department in responding to emergencies in inclement weather. Additionally, the Police Department purchased a new Blood Alcohol Testing (BAT) Van for DWI enforcement. This vehicle was purchased under a grant in partnership with MoDOT.

The Police Department purchased 6 new emergency light bars, in order to provide better visibility. The improved visibility results in better Officer safety when responding to emergency calls or using a Police vehicle to block a traffic lane. The Police Department also purchased four new prisoner partitions to provide additional safety to Officers while transporting prisoners.

The Police Department implemented a new camera system with high definition video technology and improved functionality. Seven of the patrol vehicles were outfitted with these cameras.



Grants

The Police Department has participated in a variety of MoDOT Highway Safety grant programs since 1989. This year the Department anticipates being awarded **grant funding for four (6) projects totaling \$86,540.00.**

1. **DWI Officer-DWI/HMV Enforcement Officer:** Providing **\$50,890.00**, this amount will focus on the hazardous moving violations and occupant protection enforcement within the City. This request will cover 50% of the annual salary and benefits of a Police Officer dedicated to the major roadways of the City.
2. **DWI Sobriety Checkpoint Operation:** Providing **\$12,300.00**, this amount would pay the overtime to cover for personnel and equipment in conducting a minimum of five DWI Sobriety Checkpoints.
3. **DWI Bat Van Operations – DWI Checkpoint Assistance:** Providing **\$3,500.00**, this amount is to be used for Police overtime pay. The Bat Van is used in support of our checkpoints, as well as for other agencies that request the use of the DWI Van while conducting their own sobriety checkpoints. The funding requested will cover checkpoint and/or educational operations. As custodians of the van, insurance concerns require that only Creve Coeur Police Officers drive/operate the van.
4. **You Drink You Drive You Lose – DWI Saturation Enforcement:** Providing **\$3,250.00**, this amount is to be used for Police Officer overtime to conduct DWI Saturation enforcement.
5. **Speed Enforcement / HMV – Speed HMV and Aggressive Driving:** Providing **\$10,000.00**, this amount is to be used for Officer overtime and additional equipment to increase speed enforcement on state designated routes within the City.
6. **Click It or Ticket Campaign – Occupant Protection:** Providing **\$6,600.00**, this amount is to be used for Police Officer overtime to conduct monthly occupant protection enforcement details.

Other anticipated grant funding/ reimbursable expenses:

1. **DWI Vehicle Replacement:** Provide **\$48,000.00** in funding for the purchase of a new Breath Alcohol Testing Vehicle. This purchase was made by the city from the Police Department budget, with a reimbursement from MoDOT.
2. **Traffic Safety Trailer & Equipment:** Providing **\$20,000.00** in funding for the purchase of a new Traffic Safety Trailer. This purchase will be made by the City from the Police Department budget, with a reimbursement from MoDot after the purchase is made.

School Resource Officer:

Officer Ed Davis is assigned as the School Resource Officer for Parkway Northeast Middle School. A new three year contract with the Parkway School District began in 2010. The contract ends in June of 2016, with **\$43,364.00** being paid towards Officer Davis' salary this year by the Parkway School District.

Sale of four (4) 2011 Ford Crown Victoria's:

It is anticipated that the Police department will receive **\$26,000.00** for the sale of four (4) 2011 Ford Crown Victoria Police vehicles which will be replaced with new patrol units.

Bullet Proof - Vest Partnership:

The partnership is sponsored by the Department of Justice and provides a 50% match on purchases of approved ballistic vests. In 2013, the Creve Coeur Police Department has received \$3,077.50 in matching grant funds. For 2014 the Police Department has requested \$7,842.50 in matching grant funds for the purchase of up to 19 new ballistic vests.

D.A.R.E.

The DARE program is offered to schools by the Police Department. The cost to the school is \$2000, of which two schools actively participate, Andrews Academy and Rossman School. The Police Department will receive \$4000 compensation for teaching the DARE program at both schools this year.

The above information portrays all grant monies either currently being received or being requested under grants.



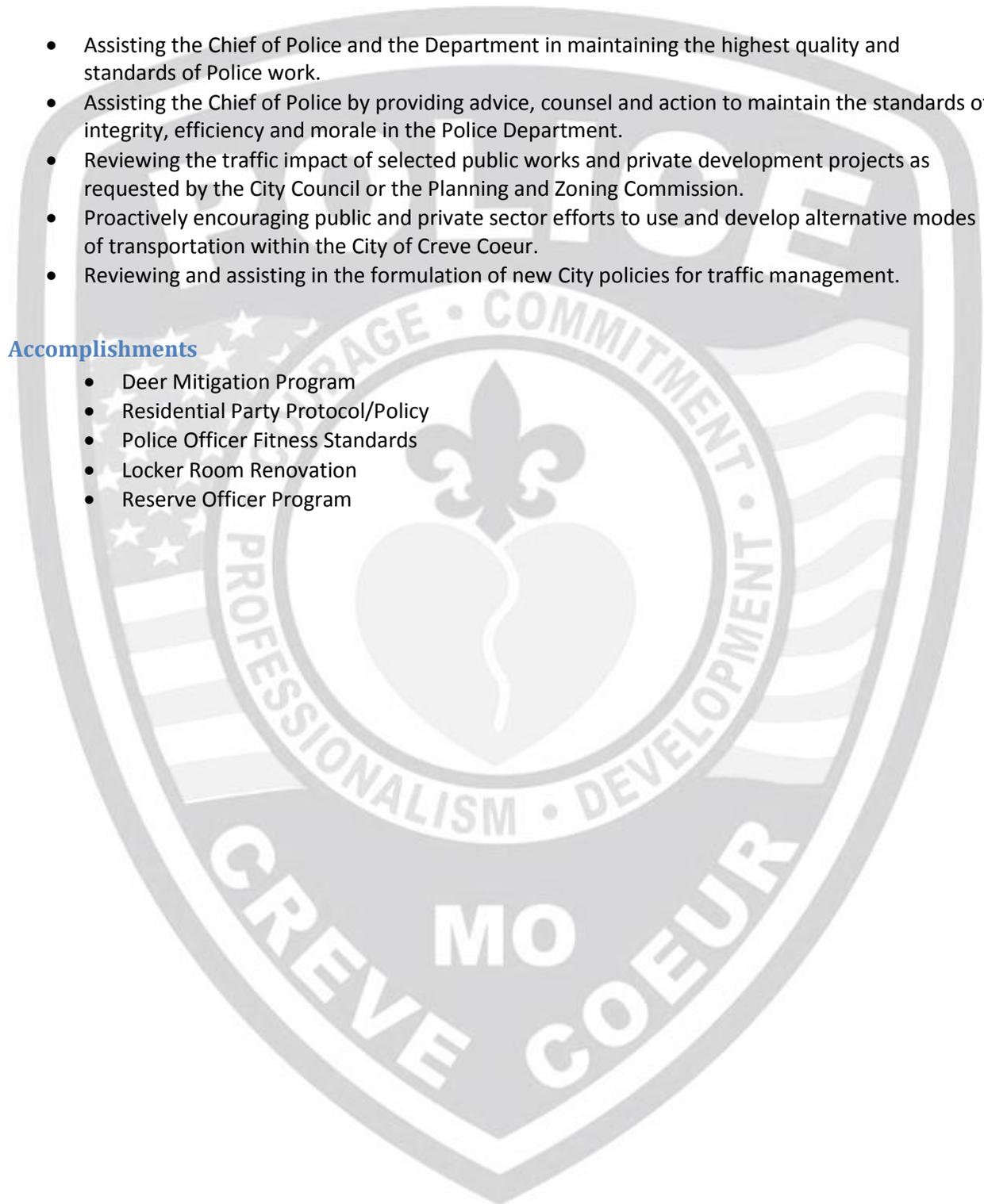
Police and Safety Committee

Primary responsibilities and duties of the Committee include:

- Assisting the Chief of Police and the Department in maintaining the highest quality and standards of Police work.
- Assisting the Chief of Police by providing advice, counsel and action to maintain the standards of integrity, efficiency and morale in the Police Department.
- Reviewing the traffic impact of selected public works and private development projects as requested by the City Council or the Planning and Zoning Commission.
- Proactively encouraging public and private sector efforts to use and develop alternative modes of transportation within the City of Creve Coeur.
- Reviewing and assisting in the formulation of new City policies for traffic management.

Accomplishments

- Deer Mitigation Program
- Residential Party Protocol/Policy
- Police Officer Fitness Standards
- Locker Room Renovation
- Reserve Officer Program



SWOT Analysis

Strengths, Weaknesses, Opportunities and Threats Analysis	
<p>Strengths</p> <ul style="list-style-type: none"> • Employees and elected officials: Professional and striving toward excellence. • Sworn strength: We are fully staffed and have started a reserve officer program. • High level of service for the community and residents. • City's fiscal strength: Economic base and city balance sheet are still strong. • Succession planning: Development through training and offering developmental positions to Sergeants to aid in becoming future command staff members. 	<p>Weaknesses</p> <ul style="list-style-type: none"> • Continuing this level of service is always challenging. Continued training and discipline are required to operate on a professional level. • Staff size v. Expectations • Many limitations due to size, age and poor condition of the building. • P-90 patrol rifle age and limitations. New patrol rifles have been purchased and implemented. • Crime analysis capability/capacity. • Staying competitive in the market has many challenges.
<p>Opportunities</p> <ul style="list-style-type: none"> • Further development of Undercover Drug Enforcement Officer position with St. Louis County PD. • Improving economy. • Numerous colleges in town or close by for employees to continue their education. • City expansion through annexation. 	<p>Threats</p> <ul style="list-style-type: none"> • Economic decline and uncertainty. • Natural Disasters. • Large defined-benefit pension liability. • Reduction in State grants to fund public safety programs. Continued funding is helping facilitate many of those programs. • Parkway School District financial assistance for the School Resource Officer program.