



2015

SHERIFF JERRY L. CLAYTON

ANNUAL REPORT

WASHTENAW COUNTY SHERIFF'S OFFICE



DEDICATED TO THE EXCEPTIONAL MEN AND WOMEN OF THE
WASHTENAW COUNTY SHERIFF'S OFFICE WHO WORK DAILY TO CREATE
PUBLIC SAFETY FOR THOSE WHO LIVE, WORK AND PLAY IN
WASHTENAW COUNTY.



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OUR MISSION

Create Public Safety

Provide Quality Service

Build Strong & Sustainable
Communities



OUR VALUES

Accountability

Openness and Engagement

Financial Integrity

Professional Competence

Organizational Integrity

WASHTENAW COUNTY SHERIFF

JERRY L. CLAYTON



“Leadership Matters”

More importantly, "Effective Leadership Matters". Jim Collins defines "Effective Leadership" using this collection of words **"effective leaders catalyze commitment to and vigorous pursuit of a clear and compelling vision, stimulating higher performance standards."**

I personally, along with our Executive Team, Command and front-line staff continue to strive to serve as "effective leaders". We have a very clear vision for the role that the Sheriff's Office assumes in Washtenaw County, now and into the future. We recognize the influence and positive impact that the Sheriff's Office can and should have on the community it serves. We respect and fully embrace the tremendous responsibility of the "value added" relative to the vision that we create. We strive to realize that vision by developing and implementing thoughtful strategies and leveraging our participation in numerous collaborative partnerships.

This annual report serves as more than a collection of data and statistics. It serves a number of purposes; (1) It is part of our commitment to annually report on our service delivery efforts to our community, (2) It highlights the direct community impact and "value added" of our decisions and actions (For example; in 2015 my decision as Sheriff, to initiate the action and subsequently partner with Public Health to equip and train our Deputy Sheriff's in the use of Naloxone, which reverses the effects of opioid overdoses, has resulted in, at last count, 19 saved lives. That is 19 families that don't have to suffer the loss and heartbreak of burying a loved one.), (3) It serves as our latest "mile marker". This report functions as a service and outcome assessment tool for our organization and the community. The results of 2015 can be compared to both our stated 2015 objectives as well as our future-focused objectives. Conducting this type of assessment positions the WCSO to proactively modify our course of action for 2016 and beyond.

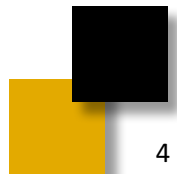
In addition to the Naloxone initiative, which is saving two to three lives each month, there are two other major initiatives of which I am particularly proud. The Active Shooter Response program teaches people what to do if they are confronted with an active shooter. ASR training is designed to help save lives. This year the Sheriff's Office, in partnership with the Washtenaw Intermediate School District, and other County law enforcement agencies, completed ASR training for all the schools in Washtenaw County, many businesses, and non-profit organizations. This coming year we will also be training our faith community to be prepared in case of such an occurrence.

The Washtenaw County Sheriff's Office Victim's Services Unit (VSU) was established this past year. Members of the VSU are our neighbors. People from our community who are trained to help support victims, survivors and family members in response to traumatic events. VSU services may be initiated in response to family deaths, critical auto accidents and incidents involving crimes against people. VSU volunteers are an invaluable asset, because they provide comfort and assistance as our deputies address other aspects of a critical event.

As Sheriff, I am fortunate to lead an elected office that is directly responsible to and serves the people of Washtenaw County. I am excited about what we accomplished and the services our team delivered in 2015. I believe our efforts had positive impacts and added significant value to our county. I am equally excited about our plans for 2016. These include: 1) The introduction of our "Managing Interpersonal Interactions Series" training for Police Services 2) Serving as one of three Police Service agencies in the State of Michigan to pilot the highly regarded "Blue Courage" staff wellness program 3) Full implementation of our body worn audio/video device program, and 4) The development of the Washtenaw County Mental Health Response Initiative, in collaboration with the Washtenaw County Community Mental Health Department and numerous other community stakeholders. As we move into 2016, we will continue to be focused on how we can better serve the residents of Washtenaw County and improve the quality of life in our county.

I hope you find our 2015 Annual Report valuable.

Sheriff Jerry L. Clayton



EXECUTIVE TEAM



MARK PTASZEK

UNDERSHERIFF

2015 was a year of many new faces in operations and command. A year of crimes solved, peaceful resolutions, deepening of community, government and business relationships and partnership, lives reclaimed and saved, and innovative efforts in corrections law enforcement and emergency communications and management. All generated or supported by a staff of terrific, dedicated professionals.



JERRY L. CLAYTON
SHERIFF



SHERRY WOODS

CHIEF DEPUTY

I'm excited that in 2015 we became a beta test site for body worn cameras. The cameras are currently being tested at one of our community stations; and full implementation is expected to occur this summer. We also completed several infrastructure, training, fleet, and policy initiatives, such as the purchase of PowerDMS. This well-known document management system will greatly enhance our efficiency.



MARLENE RADZIK

COMMANDER - POLICE SERVICES

2015 was filled with some amazing initiatives; adding additional K-9's and handlers, Gun Return initiative and the addition of 8 deputies with specialized training in evidence processing/collection. The one I'm proudest of is equipping our deputies with Naloxone.



DERRICK JACKSON

DIRECTOR - COMMUNITY ENGAGEMENT

2015 was a year of firsts for us. Deputies began to carry Naloxone, we called together the Interrupters, instituted the Victim Service Unit, and created ENPACT workshops that brought together officers and residents. I'd say we're engaging in innovative & exciting ways.



ERIC KUNATH

COMMANDER - CORRECTIONS

In 2015, we began movement to implement a Community Reentry Program. We integrated & restructured the Corrections Division as a first step towards our goal of providing an opportunity to those who wish to become productive citizens once they leave our jail.



MARC BRECKENRIDGE

DIRECTOR - EMERGENCY SERVICES

2015 was challenging, but also a very exciting time for us. We took a major step forward by planning to implement Next Generation 9-1-1, responded to a midnight tornado touchdown near Manchester and led Southeast Michigan's homeland security initiative that enhanced our region's first responder capabilities.



RANDY CASEY

LIEUTENANT COMMANDER - CORRECTIONS

In 2015, there were numerous promotions and we began developing our future leaders. I plan to carry that momentum into 2016 and help them to achieve their career goals. They are the future of the Sheriff's Office and we owe it to them and the citizens we serve to be successful at what we do.

MANAGEMENT TEAM



SIRUI HUANG
MANAGER
BUSINESS SERVICES



MYRON BLACKWELL
MANAGER
HUMAN RESOURCES



ERIC WADDELL
MANAGER
TRAINING



DAVID HALTEMAN
MANAGER
METRO DISPATCH



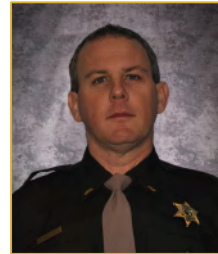
RENEE WILSON
MANAGER
COMM. CORRECTIONS



KATHERINE WYATT
EXECUTIVE ANALYST



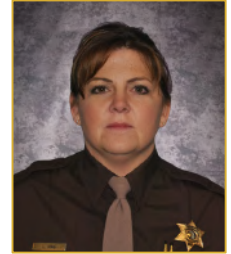
HALEY GORDON
ADMINISTRATIVE
ASSISTANT



JIM ANUSKIEWICZ
LIEUTENANT
POLICE SERVICES



BRIAN FILIPIAK
LIEUTENANT
POLICE SERVICES



LISA KING
LIEUTENANT
POLICE SERVICES



MIKE MAROCCO
LIEUTENANT
POLICE SERVICES



ROCHELLE NOONAN
OPERATIONS COORD.
DISPATCH



SARAH REEDY
OPERATIONS COORD.
DISPATCH



RYAN SCHUETT
OPERATIONS COORD.
DISPATCH



KURT SCHIAPPACASSE
LIEUTENANT
CORRECTIONS



MIKE TRESTLER
LIEUTENANT
POLICE SERVICES



RICHARD WILLIAMS
LIEUTENANT
CORRECTIONS



BEN PINETTE
EMERGENCY PLANNING COOR.
EMERGENCY SERVICES



2015 FINANCIALS

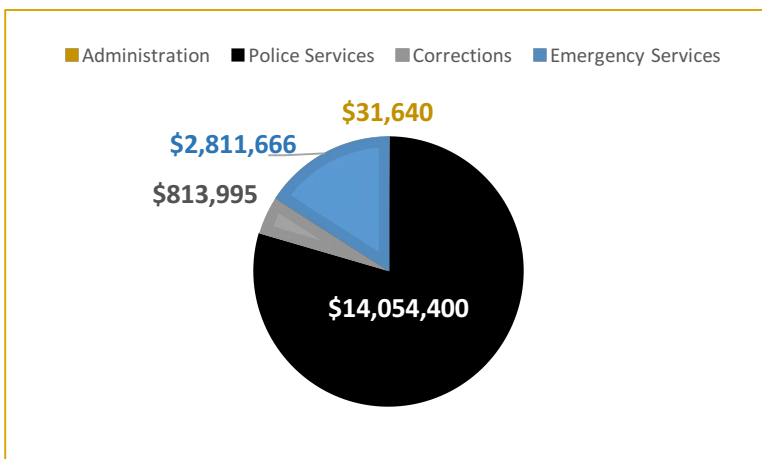
STEWARDS OF TAXPAYER DOLLARS



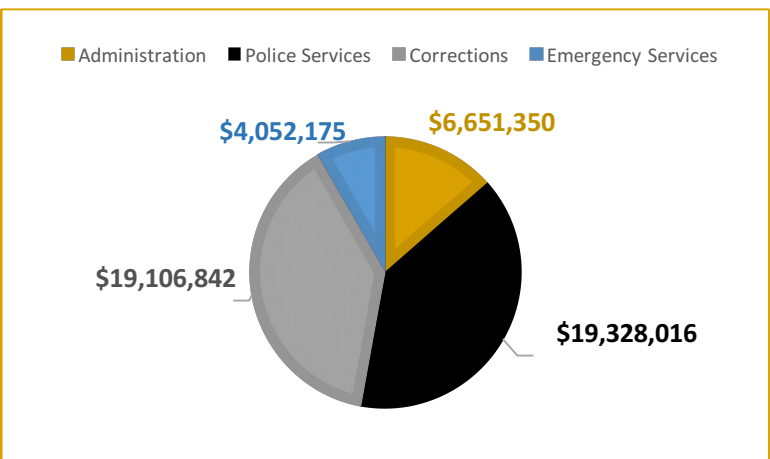
The Washtenaw County Sheriff's Office finance division oversees all financial, inmate accounts, grant administration and purchasing functions of the Sheriff's Office. It directs the annual performance-based program budgets for the office, which includes monitoring expenditures and performance measures, producing financial reports and projections, conducting financial analysis, and implementing fiscal control policies and procedures.

Below are summaries of our yearly revenues and expenditures in the general fund. Every fiscal year, the Sheriff's Office team has demonstrated fiscal responsibility by meeting or exceeding WCSO's budget projections by effectively and efficiently managing operations, which in turn, results in positive outcomes for the community. This is a difficult balance to strike as the needs of the community and the WCSO is ever changing, however our commitment to fiscal integrity and responsibility remains the same.

2015 GENERAL FUND REVENUE BY DIVISION



2015 GENERAL FUND EXPENDITURE BY DIVISION



Since taking office in 2009, Sheriff Clayton and the WCSO have met annual budget expectations and exceeded revenue targets. Although the Sheriff's Office is not a business, we are committed to seeking out opportunities that enhance our business practices in order to have a positive result for taxpayers. The chart below shows the surplus/(deficit) in revenue and expenditure for the past 7 years. Additionally, the Sheriff's Office has committed to a lump sum expenditure reduction that is given back to the County general fund at the beginning of each fiscal year. What this chart demonstrates is that each year since 2009, the WCSO ended each year under budget. In total, the WCSO has returned **\$6,953,904** to the County general fund.

	2009	2010	2011	2012*	2013	2014	2015
Total Surplus/(Deficit)	\$424,744	\$523,982	\$870,937	(\$652,959)	\$1,115,762	\$963,909	\$332,529
Lump Sum returned to County	\$500,000	\$500,000	\$500,000	\$500,000	\$500,000	\$500,000	\$375,000
Total Returned to County	\$924,744	\$1,023,982	\$1,370,937	(\$152,959)	\$1,615,762	\$1,463,909	\$707,529

*2012 was an anomaly in terms of budgeting. WCSO was budgeted for 12 months of dispatch generated revenue after consolidating services with the City of Ann Arbor, but in actuality the consolidation happened mid year.

2015 HIGHLIGHTS

A YEAR IN REVIEW



NALOXONE – 10 LIVES SAVED

In August of 2015, WCSO deputies were the first in the county to be trained and equipped to carry Naloxone. In 2015, deputies were responsible for **saving 10 lives** by administering Naloxone during an opioid overdose. Naloxone is a medication used to block the effects of opiates, especially during an overdose. Pictured, are Deputies Bynum, Morrison, and Urban. All three were responsible for the first three lives saved by administering Naloxone.



VSU – VICTIM SERVICE UNIT

In 2015, the WCSO instituted the first Victim Service Unit in the county. VSU advocates are caring, compassionate volunteers who are recruited from the community. Once trained they provide comfort and direction to families who are coping with the loss of a loved one, assist victims of a crime, or provide comfort and solutions to those in need. Pictured are our Victim Advocates.



ENPACT

The **ENhancing Police And Community Trust** workshop is another concept we brought forward in 2015 that continues our effort of engaging the community in proactive ways. We brought **30 residents** and **30 officers** from Washtenaw County together in an effort to discuss solutions to the challenges that exist in the relationship between law enforcement and residents. This was more than just a conversation. It was a way for residents and officers to come together and set expectations, build trust, impact policy decisions and ultimately improve our county.



MANAGING INTERPERSONAL INTERACTIONS

The Managing Interpersonal Interactions Training Series provides our staff with research backed best practices that promote high quality interactions with citizens regardless of the nature of the contact. Courses include Procedural Justice, Implicit Bias, Crisis Intervention for officers, Verbal De-Escalation, Cultural Competence, and Interpersonal Communications. The first course in the series, Procedural Justice has already begun.



BODY WORN AUDIO/VIDEO DEVICES

In 2015, we began the process of equipping our deputies with body worn audio/video devices. It's not as easy as buying cameras and putting them out on the street. Selecting the right device, creating a policy in accordance with the law, developing training so they are utilized appropriately are all currently in development. Thirteen audio/video devices are currently in use and we are excited to have full implementation sometime in 2016.



CORRECTIONS

Inmate Behavior Management

Community Corrections

Re-entry/Re-integration

CORRECTIONS

The Corrections Division consists of nearly 200 uniformed and civilian support staff. They work in one of many job classifications such as Corrections Officer, Community Service Officer, Correctional and Community Services, Court Security Officer, and Court Services Liaison, just to name a few. The Washtenaw County Correctional Facility and Community Corrections are both located on the Washtenaw County Service Center Campus, adjacent to Hogback Road and Washtenaw Avenue.



INMATE BEHAVIOR MANAGEMENT

The key component for a safe and secure environment for inmates, staff, and visitors goes beyond jail bars and security locks. A sound operating philosophy and highly trained staff have a more direct contribution to safety and security than the basic physical containment of inmates. In Washtenaw County, our fundamental operating philosophy is Inmate Behavior Management (IBM). Most jails rely on creating safety and security through physical containment, such as bars and locks. These are certainly a basic component for any jail, but simply relying on physical containment does not address the basic needs that people have when they become incarcerated. IBM promotes a concept that positions our Corrections Officers as managers of people.



CORRECTIONS

MORE THAN JUST A JAIL

We do so much more than simply locking someone up. It's a fact that 86% of all jail inmates are returning to a neighborhood in Washtenaw County. Working to meet the basic needs of those incarcerated, providing programming to help deal with the root causes of that incarceration and returning them to the community better than they arrived is a core focus of the Corrections Division.



CORRECTIONAL SERVICES

Correctional Services is responsible for **inmate programming and inmate services** such as pleas by mail, incarceration verification notices, earned and early release petitions, jail population management and volunteer services. There are several programs offered to inmates in the jail. These programs include basic education and literacy, GED, substance abuse, cognitive behavioral therapy, Alternatives to Domestic Aggression, employment vocational, trauma, and art therapy. In addition, there are a variety of religious programs and services available to the inmate population.



COMMUNITY WORK PROGRAM

The Washtenaw County Sheriff's Office Community Work Program (CWP) is an **alternative to incarceration program** that the courts sentence people to in order for them to provide community labor in lieu of incarceration. The Community Work Program provides services in the form of restorative justice to local municipalities and other non-profit organizations throughout Washtenaw County. They clean along side the roadway, provide landscaping and lawn maintenance, work as general labor for neighborhood beautification projects and in the winter act as a snow removal crew for seniors.



COURT SECURITY

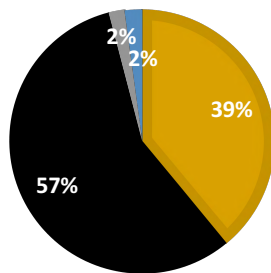
The Washtenaw County Sheriff's Office Court Security Unit is entrusted with providing security for many of the area courts. The thirty-nine (39) part-time Court Security Officers, three (3) full-time Corrections Officers assigned as bailiffs and one (1) Sergeant supervise, regulate and manage security operations at seven (7) locations: 22nd Circuit Court, 14A1, 14A2, 14A3, 14A4, 15th District Court, and Community Corrections. In 2015 Court Security Officers provided a safe environment for employees, the public and for defendants who appeared for proceedings on nearly **73,000 cases**.

CORRECTIONS

BY THE NUMBERS

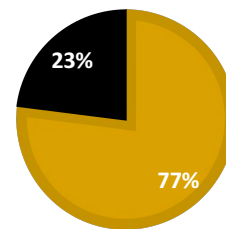
BOOKING POPULATION BY RACE

■ Black ■ White ■ Hispanic ■ Other

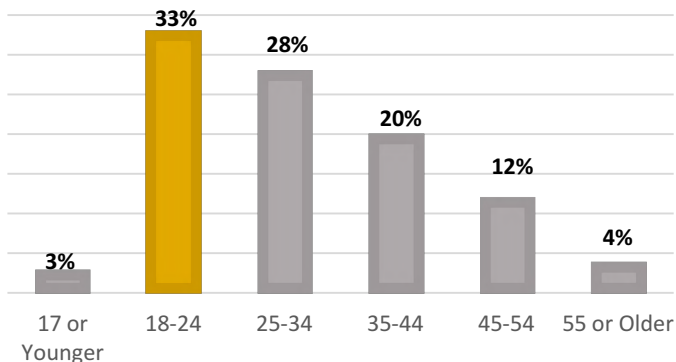


BOOKING POPULATION BY GENDER

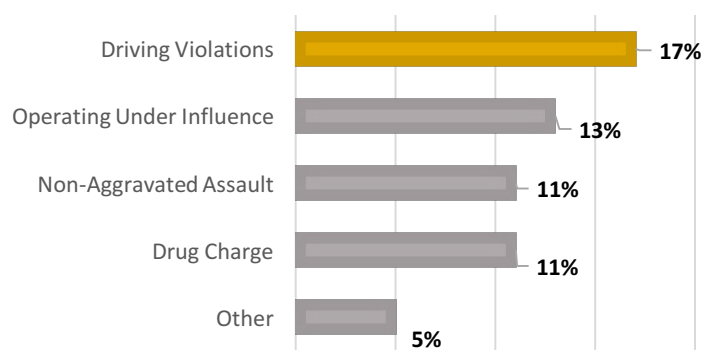
■ Male ■ Female



BOOKING POPULATION BY AGE



TOP ARREST CHARGES



Data compiled and analyzed by the Curtis Center Research Institute at the University of Michigan School of Social Work. Data reflects those who were booked into the jail between 2000 and 2013. Anyone who is arrested is “booked” into the jail. These numbers reflect everyone admitted into the jail, however they are not reflective of those that remain in the jail or are convicted of a crime.

2015 BY THE NUMBERS

- **63% recidivism rate**, meaning 63% of inmates are re-arrested for a new crime or technical violation
- **83% of inmates** are Washtenaw County residents
- There are over **350 volunteers** that come into our jail to provide services to inmates
- Correctional Services provided **1,257 program classes**
- In 2015, **758 defendants** were sentenced to the Community Work Program (CWP)
- Those participants worked a total of **2,526 days in lieu of jail time** which saved **\$341,010** in jail bed space dollars
- Thanks to CWP participants **2,680 trash bags** worth of garbage was picked up

COMMUNITY CORRECTIONS

ALTERNATIVES TO INCARCERATION

Community Corrections, as part of the Corrections Division, provides alternative sanctions and services to incarceration. Both pretrial and sentenced offenders are referred to programs and supervision under Community Corrections **in lieu of remaining in, or returning to jail.** Community Corrections is responsible for Washtenaw County's pretrial services and supervision, intensive probation supervision, electronic monitoring, drug testing, and treatment programming. Over the last 5 years there has been a steady increase in program referrals.



2015 ACCOMPLISHMENTS

- In 2015, there were **129,311 jail bed days saved** by utilizing Community Corrections programming
- **600 clients** a week on average are serviced
- **550 drug tests** a week
- On average **175-250 pretrial supervision clients/week**
- On average **100-150 electronic monitoring clients/week**

Program Success Rates

- Pretrial Supervision – 85%
- Intensive Probation – 83%
- Electronic Monitoring – 94%
- Sub. Abuse Treatment – 70%
- Thinking Matters – 66%

Successful completion is determined by the completion of a treatment program or supervision condition without violation or return to jail



POLICE SERVICES

Problem-Oriented Policing

Procedural Justice

Contract Policing

POLICE SERVICES

Policing in Washtenaw County is not solely focused on making arrests. Yes, we arrest those that need to be arrested, but we also understand that to build strong communities we must also understand the root causes of crime and work to combat those causes. Based upon a foundation of community engagement and data analysis, we aim to provide a “total” police service approach which is focused on meeting the diverse needs of our many Washtenaw County communities.



PROBLEM ORIENTED POLICING

Our philosophy in addressing crime and crime related issues is problem oriented policing (POP). Crime is not just a police problem; it's a community problem. Accordingly, POP provides deputies and the communities we serve with a way of thinking about and assessing crime problems in partnership, by bringing all of the community's stakeholders and resources together to address specific crime and its related causes. It places a high value on responses that address root causes, are preventive in nature, are not necessarily dependent upon the use of the criminal justice system alone, and that engage other public and human service agencies when their involvement has the potential to contribute to the reduction or elimination of the problem.



POLICE SERVICES

SPECIALTY UNITS



Investigative Operations

The Detective Bureau is staffed by investigators specially trained in the gathering & assessing of crime-related information, interviewing suspects & witnesses, and the physical investigation & processing of crime scenes in order to identify, collect and preserve evidence. In 2015, they handled 173 cases and provided support in 327 incidents. Specialized investigators processed 2,352 warrants, logged 5,045 items into property, completed 132 polygraph tests, forensically examined 498 electronic devices, and removed 101 marijuana plants and 50 pounds of dangerous narcotics out of the community.



Washtenaw Metro SWAT & Crisis Negotiations Team

Members of the Sheriff's Office participate in a collaborative regional tactical and crisis negotiation team with other police agencies in Washtenaw County. Selected Deputy Sheriff's have advanced training in special weapons and tactics (SWAT) and crisis negotiations (CNT). Utilization of the team may include anti-sniper tactics, anti-terrorist tactics, barricaded subjects, and apprehension of armed and/or dangerous persons, service of search warrants

in hazardous situations, crisis situation and hostage rescue operations, dignitary protection, and other situations which may require special training and expertise. Metro SWAT currently has 28 active members, 12 of which are WCSO Deputies. Ann Arbor has 10 members, EMU has 1, U of M has 2, and Ypsilanti has 3 members. In 2015, **Metro SWAT was activated 19 times**: 3 Full Activations, 6 Search Warrants, 3 Special Operations, 7 U of M Stadium Details. Metro CNT currently has 12 active members and the team is made up of 4 WCSO deputies, 6 Ann Arbor Officers, 1 EMU officer, and 1 U of M Officer. **Metro CNT was activated 5 times** in 2015. All SWAT & CNT incidents in 2015 resulted in a peaceful resolution with no harm to suspects, officers or community members.



Mounted Unit

Police service horses, specially trained to serve in a variety of operational settings, provide a unique form of alternative patrol and response capability, often unmatched in its effectiveness. They engage in search and rescue operations, large event and crowd control management, general patrol, special operations, dignitary protection and are often present at community events, festivals and parades.



Underwater Search and Recovery Team (USRT)

Comprised of highly trained certified SCUBA divers from multiple divisions' within the Sheriff's Office, USRT is responsible for water recovery operations within the County, including but not limited to the recovery of drowned persons. The USRT also plays a crucial role in the recovery of criminal evidence and/or property within County waterways, and is active in community water safety events. In 2015, the USRT was activated 11 times; 5 times for search/recovery of victim(s), 3 times for evidence search/recovery, 1 time for ice rescue, and 2 times the activation was cancelled prior to deployment.

POLICE SERVICES

SPECIALTY UNITS



Police Service Dog Unit (PSDU)

Police Service Dogs (PSD) use their superior sense of odor discrimination, hearing and ability to see movement, to track suspects, search buildings or areas for hidden suspects, evidence, drugs, or other contraband, and search for missing persons. In 2015, our PSD teams **handled 308 calls for service** including 11 article searches, 40 explosive detection requests, 75 K9 tracks, 125 narcotic detection requests, 15 community engagement events, and 42 non-deployments (called to scene but not utilized for reasons beyond their control).



Marine Safety

The WCSO Marine Safety Section has jurisdiction on the water-ways in Washtenaw County. Accordingly, we provide boating safety education, inspect and license boat liveries, inspect watercraft, and enforce safe boating laws insuring the safe operation of watercraft on County waterways. The Marine Safety Section also serves in a key support role to the Underwater Search & Recovery Team (USRT).



Honor Guard

The Honor Guard is a ceremonial unit made up of 13 current or retired deputies. These deputies volunteer their time to provide funeral honors and escort the flag in various ceremonial events such as parades. Their mission is to vigilantly watch over, care for, and escort our fallen brothers and sisters while demonstrating the highest standards of honor, duty and conduct. The Honor Guard had **12 activations** in 2015, including honoring one of our own, Chad Hilborn.



Civil Bureau

The Civil Bureau is an intricate arm of the WCSO that handles most all aspects of civil processes. These include but are not limited to Serving Legal Papers, Seizure of Personal and Real Property, Evictions of Persons from Homes and Apartment Communities, Personal Protections Orders, and the Execution of weekly Foreclosure Sales. In 2015, the Civil Bureau serviced over **600 clients** and worked to **collect over \$140,000** on behalf of Washtenaw County.



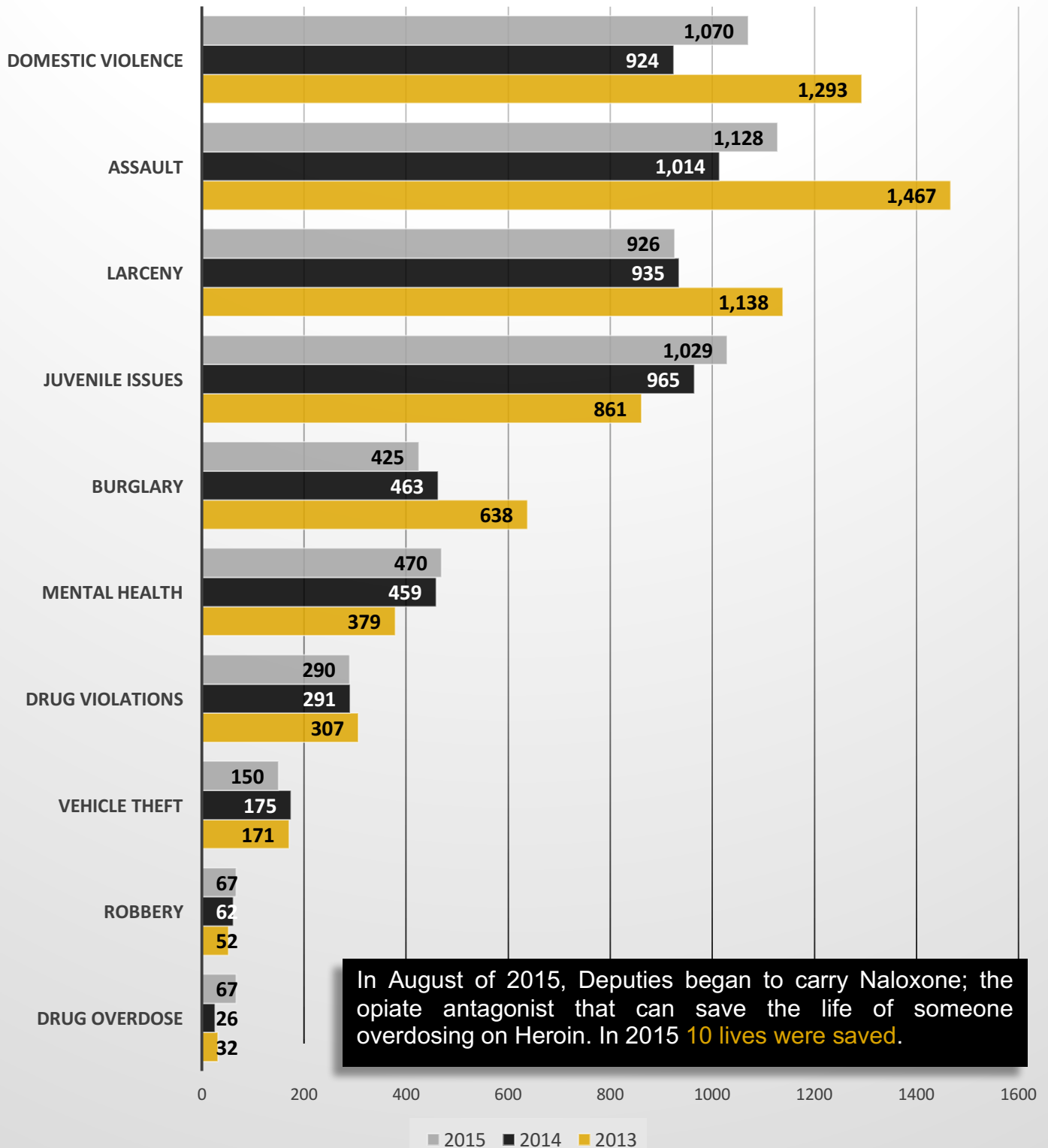
Reserve Deputy Sheriff Unit

The Reserve Deputy Sheriff Unit consists of **17 highly trained volunteers** who episodically supplement agency personnel in all divisions, as appropriate to their role, authority and agency need. Unit members represent the epitome of public service. Each member has attended a special reserve police officer academy and, working under the authority of a certified Deputy Sheriff, operates in support of their partner in full uniform.

POLICE SERVICES

BY THE NUMBERS

CALLS FOR SERVICE BY YEAR



In August of 2015, Deputies began to carry Naloxone; the opiate antagonist that can save the life of someone overdosing on Heroin. In 2015 **10 lives were saved.**

POLICE SERVICES

CASE CLOSURE RATES



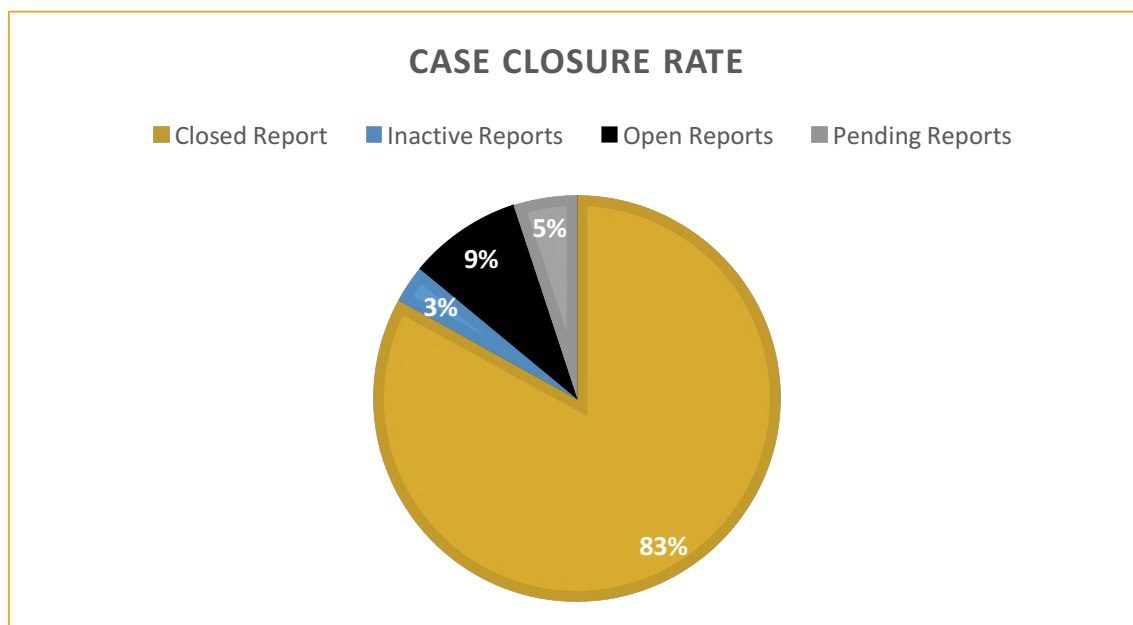
Police records and reporting systems vary from agency to agency, as do policies for documenting activity. This makes comparisons and associated analysis of data difficult. Washtenaw County Sheriff's Office utilizes the CLEMIS system as our reporting system. The CLEMIS reporting system handles reports that are MICR (Michigan Incident Crime Reporting) reportable and reports that are not MICR reportable, e.g., warrant arrest, private property crashes and civil disputes are not MICR reportable, to name a few.

In 2015, deputies and detectives generated **8,317 police reports; 6,921 of those reports have been closed.**

The differences between the open and closed reports are due to the following:

- The report may be inactive
 - Inactive could mean the case remains inactive pending further suspect/investigative leads.
- The report may be open
 - Open could mean that the case remains open pending location of additional witnesses for interviews.
- The report is listed as pending
 - Pending means that the deputy/detective is awaiting lab results for either
 - Drug analysis
 - DNA analysis
 - Fingerprint analysis

In addition, the total number of reports generated doesn't differentiate between MICR reportable and non-MICR reportable reports. The State of Michigan releases statistics on MICR reportable crimes on a yearly basis that will be different from our 8,317 reports generated because the state only tallies MICR reportable crimes.





COMMUNITY ENGAGEMENT

Street Outreach

Prevention Services

Public Information

TENAW
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COMMUNITY ENGAGEMENT

We know that law enforcement is about more than simply arresting someone or holding them in jail and that engagement is more than just 'feel good' programs. It's about getting into our neighborhoods, forming meaningful relationships, building trust, working together, and ultimately creating a better community for us all. The focus of the Community Engagement Division is to ensure that enforcement is not the only tool we have in building strong and sustainable communities.



INTERRUPTERS

Interrupting violence is not just a tag-line, it's over **70 volunteers** who came together in an effort to deal with the spike in youth violence we saw in the summer of 2015. In our first event we knocked on nearly **3,000 doors** to hand out packets of information as part of a public education campaign. Since that time Interrupters have continued to engage our youth, volunteer their time, patrol our streets and work to interrupt the violence in our neighborhoods.



CITIZENS ACADEMY

In 2015, we saw our largest Citizen Police Academy graduating class yet. There were **84 participants** who had the chance to go behind the scenes for 10 weeks where they learned just what it is we do here at the Washtenaw County Sheriff's Office. Participants met command staff, learned how traffic stops are made, took a tour of the jail, met our K-9 and Mounted members, learned how to process a crime scene, make an arrest, and much more.

2015 ACCOMPLISHMENTS

- Hosted or participated in **323 community events** that reached **15,000 participants**
- Gave away **240 car seats** to families in need
- Connected **183 kids** with a deputy for our Shop-With-A-Cop holiday event
- **84 Citizen Academy** graduates
- Launched the Interrupters program where **70 volunteers** worked to interrupt violence
- Established Victim Service Unit where **25 advocates** support victims of violent crime
- Hosted **2 ENPACT** workshops that brought together **60 residents** and **60 officers** from around the county to ENhance Police And Community Trust

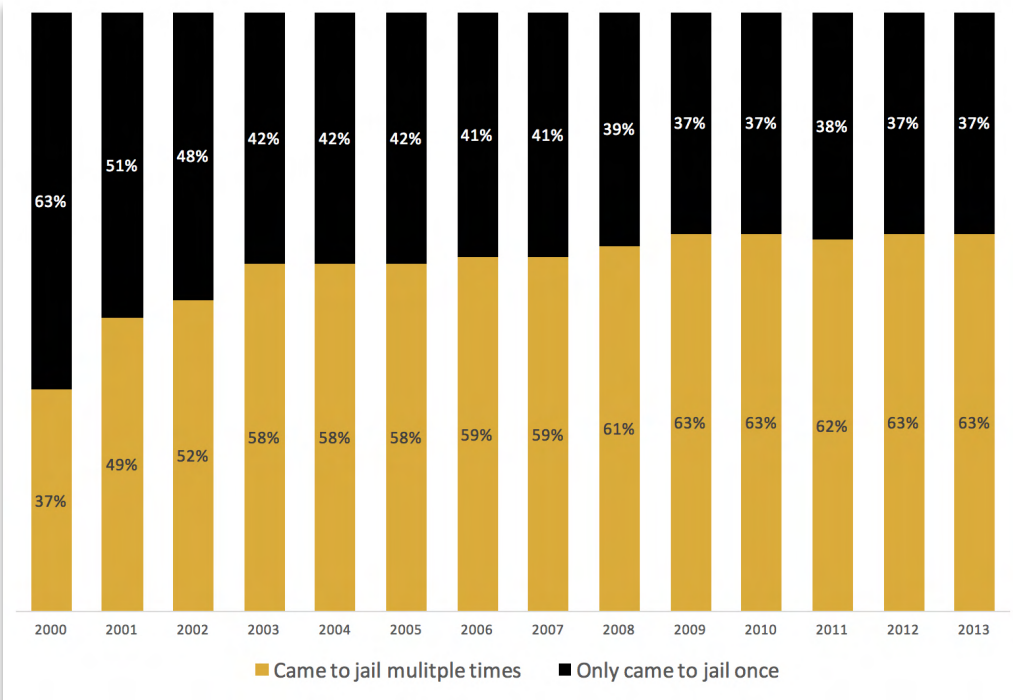
COMMUNITY ENGAGEMENT

COMMUNITY OUTREACH

For the last 7 years the Washtenaw County Sheriff's Office has hired felons coming out of jail and prison. We don't hire them to sweep our floors or to be informants. We hire them to be the experts on their community. We ask them to use their street credibility, relationships, and trust to help us build up the very neighborhoods they once tore down. In 2015, we expanded the program to include members of the community without a criminal record, but who have the skill and heart to do this work. To date, we have yet to find another program like it.



Yellow is the **Percentage** of inmates who leave our jail and return due to a new crime or technical violation. On average **63%** of Washtenaw County Jail inmates return.



94%

Outreach Worker Success
Only 6% of OW's have reoffended compared to 63% of the overall Washtenaw County Jail population

88%

Substance Free
OW's who remain substance abuse free

94%

Stable Housing
OW's who remain in stable housing

71%

Educational Attainment
OW's who went on to higher education

94%

Sustained Employment
OW's who have left the program and moved into sustainable employment

\$49,275 = Year in Jail

\$8,840 = Year as OW

It costs \$135/day or \$49,275/yr. to hold someone in the Washtenaw County Jail. Each Outreach Worker costs \$8,840 a year.

COMMUNITY ENGAGEMENT

YOUTH EXPLORERS

Exploring is an exciting educational and leadership program. Its purpose is to provide character building experiences and mentorship to young women and men (ages 14-21), supporting them in achieving their full potential in both life and work. In practice, the program provides hands-on experience in public safety and justice that helps young women and men grow personally and professionally.



Exploring is not about lectures and slide shows. It's about engaging in practical, real-world, life enhancing experiences in a special and exciting career field. For Sheriff's Office staff who serve as advisers and who are excited about what they do for a living, it is a wonderful opportunity to share their career experience. The program includes but is not limited to career orientation experiences, leadership experience opportunities, and community service . . . all activities that support young women and men as they grow as individuals, regardless of whether or not they choose a career in public safety.





EMERGENCY SERVICES

Emergency Operations

Metro Dispatch

EMERGENCY SERVICES

The overarching objective of the Emergency Services Division is to provide strong and consistent leadership for two critical public safety functions: **Emergency Operations** and **Metro Dispatch**. Although these two units routinely operate independently, during major crisis situations in the community they work collaboratively to coordinate the overall response to large-scale emergencies. Metro Dispatch and Emergency Operations share numerous systems, technologies and even training standards, hence the common organizational structure.



EMERGENCY OPERATIONS

Washtenaw County's Emergency Operations Center ("EOC") is located on the lower level of the Sheriff's Office headquarters on Hogback Road. The center includes the EOC conference room where designated officials meet during escalating or declared community emergencies, the Emergency Communications Center ("ECC") where division staff and trained volunteers coordinate radio communications and initiate public warnings, and the backup 9-1-1 emergency dispatch center.

The Emergency Operations team is active all year long preparing for the next emergency by developing response plans, conducting training and exercises, meeting with a wide range of organizations, administering grant programs designed to increase our response capability, and being on-call to activate the Emergency Operations Center 24-hours a day.

2015 ACCOMPLISHMENTS

- Led Southeast Michigan's Urban Area Security Initiative to improve coordination during acts of domestic or international terrorism
- **39 severe weather** activations
- **19 hazardous materials** accidents
- **6 major infrastructure** issues
- Implemented revisions to our pipeline and dam/spillway response procedures
- **22 Critical Incident Stress Management** requests following a traumatic incident
- Reviewed and updated **48 emergency response plans**
- **31 emergency drills** or disaster exercises
- **\$400,000 federal grant** to enhance Washtenaw County's response capabilities
- Trained **490 Skywarn Spotter** Volunteers

METRO DISPATCH



Washtenaw Metro Dispatch is Washtenaw County's primary Public Safety Answering Point. Metro Dispatch provides 9-1-1 dispatch services for multiple agencies, covering a total of 81% of Washtenaw County's population.



METRO DISPATCH

Metro Dispatch was created when the dispatch operations of the Washtenaw County Sheriff's Office, Michigan State Police and Northfield Township Police were merged with the City of Ypsilanti Police (2009) and City of Ann Arbor Police (2012). Metro Dispatch now functions as one unit under the direction of the Sheriff with 24 full-time communications operators, 8 part-time 9-1-1 call takers and 4 leadership personnel.



2015 ACCOMPLISHMENTS

- The NENA (National Emergency Number Association) standard is that all 9-1-1 calls are answered within 20 seconds 95% of the time. Washtenaw Metro Dispatch exceeds the national standard by answering all 9-1-1 calls within 20 seconds **98.81%** of the time.



SUPPORT SERVICES

Finance

Records

Human Resources

Professional Development

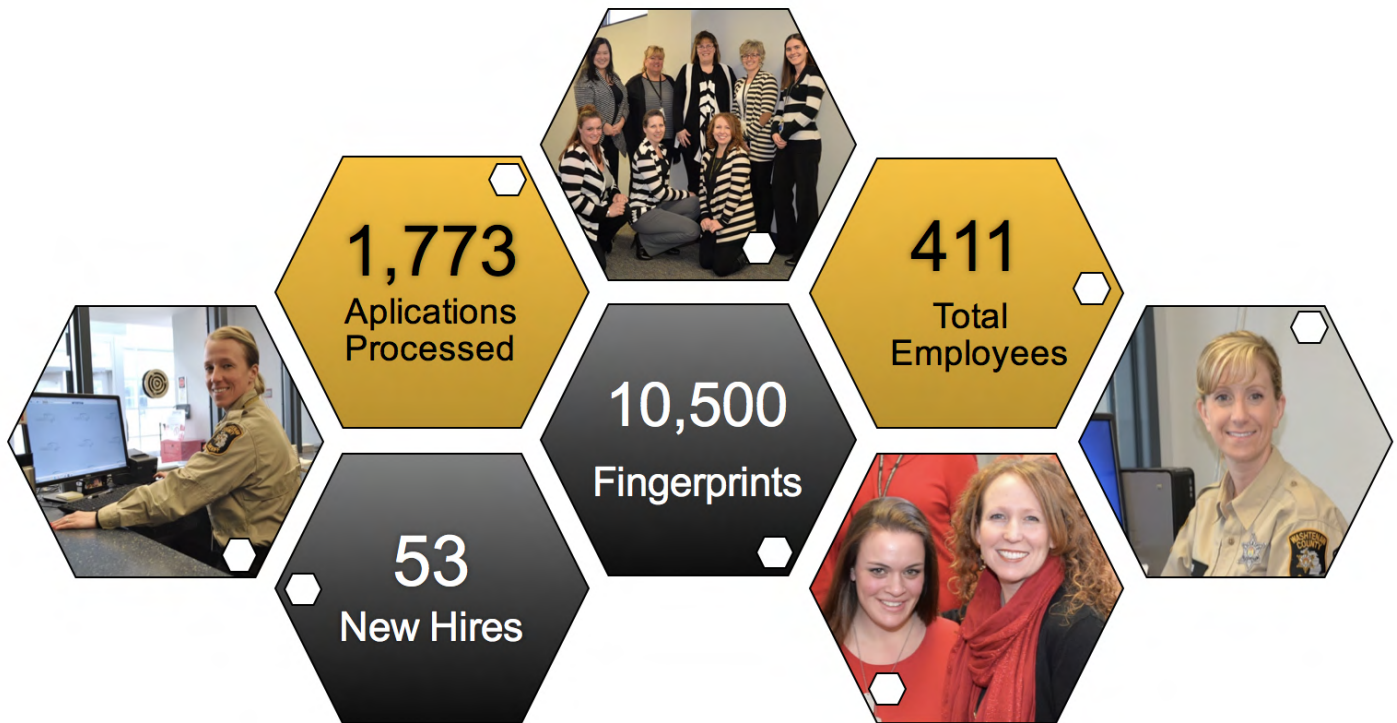
SUPPORT SERVICES

Support Services is responsible for providing support to the various service areas within the Washtenaw County Sheriff's Office. Support Services is comprised of the following entities: Human Resources, Finance, Training, Records, and Service Desk.



HUMAN RESOURCES

The Washtenaw County Sheriff's Office Human Resources (HR) is a multipurpose work group that works to ensure public confidence in the Sheriff's Office by hiring the best candidates. In addition, Human Resources is responsible for providing the delivery of a full service HR program. Human Resources is comprised of Office Specialists, Background Investigators, and Division Manager.



2015 ACCOMPLISHMENTS

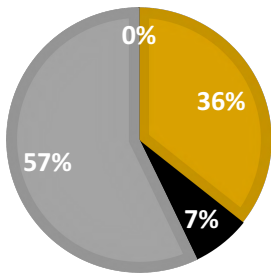
- Records processed a total of **682 FOIA requests**
- Background Investigators conducted **989 investigations**: 369 WCSO Employments, 581 County Government Employments and 39 External Employments

DEMOGRAPHIC REPORT CARD

The Washtenaw County Sheriff's Office is committed to hiring a diverse and capable staff. We continue to work towards that end. The graphs below show the racial and gender break down of staff in Administration, Corrections, Police Services, Support Services & Community Engagement for 2015.

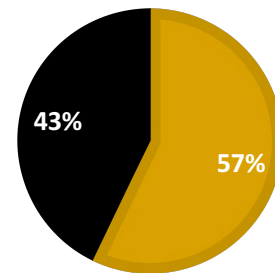
ADMINISTRATION

■ African American ■ Asian ■ Caucasian ■ Hispanic



ADMINISTRATION

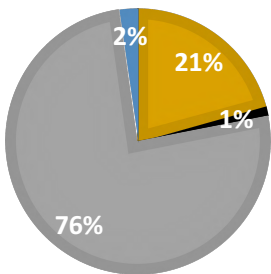
■ Male ■ Female



Administration includes Sheriff, Undersheriff, Chief Deputy, Commanders, Directors, Lt. Commander, Managers, Administrative Assistant, and Executive Analyst.

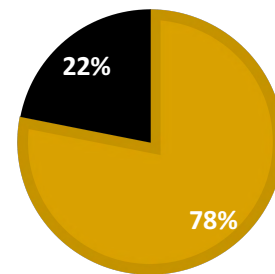
CORRECTIONS

■ African American ■ Asian ■ Caucasian ■ Hispanic



CORRECTIONS

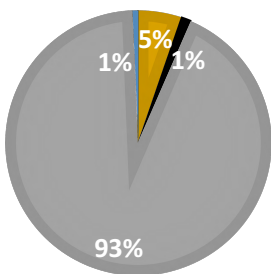
■ Male ■ Female



Corrections includes Commander, Lt. Commander, Community Corrections Manager, Lieutenants, Sergeants, Correctional Officers, CSO's and Community Corrections

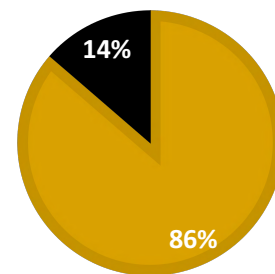
POLICE SERVICES

■ African American ■ Asian ■ Caucasian ■ Hispanic



POLICE SERVICES

■ Male ■ Female

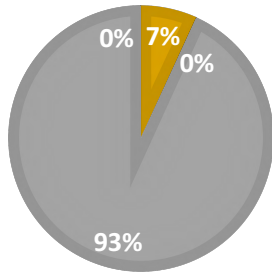


Police Services includes Commander, Lieutenants, Sergeants, Deputies, Animal Control, Civil, Marine, Parks, and Crime Analyst

DEMOGRAPHIC REPORT CARD

EMERGENCY SERVICES

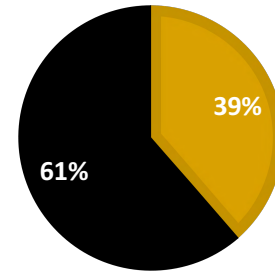
■ African American ■ Asian ■ Caucasian ■ Hispanic



Emergency Services includes Director, Manager, Communications Operator, Dispatch Operations Coordinator, 911 Call Takers and Office Staff

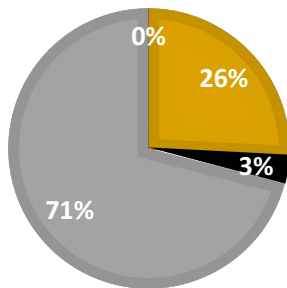
EMERGENCY SERVICES

■ Male ■ Female



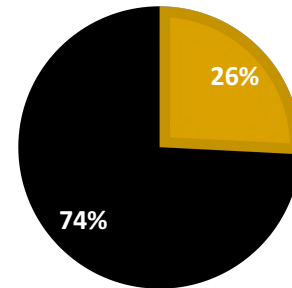
SUPPORT STAFF & COMMUNITY ENGAGEMENT

■ African American ■ Asian ■ Caucasian ■ Hispanic



SUPPORT STAFF & COMMUNITY ENGAGEMENT

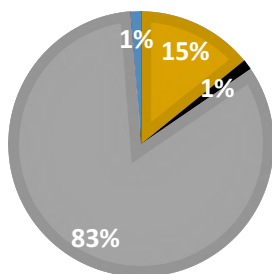
■ Male ■ Female



Support Staff includes HR Manager, Business Manager, Training Manager, CSO's, Account clerks, Office Specialist, Office Manager, Outreach Coordinator, Outreach Workers and Background Investigators

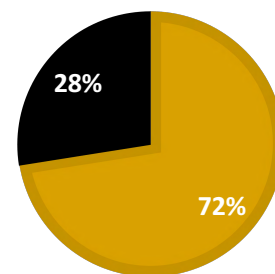
TOTAL EMPLOYEES

■ African American ■ Asian ■ Caucasian ■ Hispanic



TOTAL EMPLOYEES

■ Male ■ Female



Total Employees includes all of the above with duplicates who overlap divisions removed

PROFESSIONAL DEVELOPMENT

Continuing Education and training is our organizational investment in the on-going professional development of WCSO members. Our professional development efforts include; orientation sessions and “Field/On-the-job training for new hires, re-certification & skills building training for veteran staff, increasing our investment in leadership programs, and participating in nationally recognized “best/promising practices” staff training & educational programs. Our focus centers on providing our members with professional development opportunities that are meaningful and engaging. We believe that the “return on our investment” when we provide impactful and useful development opportunities, are staff that are better prepared to “Create Public Safety, Provide Quality Service and Build Strong and Sustainable Communities.



2015 ACCOMPLISHMENTS

- All road patrol deputies trained and equipped to carry Naloxone
- Developed the Managing Interpersonal Interactions Training Series which promotes high quality interactions with citizens regardless of the nature of the contact, addresses Implicit Bias and lays the foundation for Procedural Justice
- Collaborated with the Ann Arbor Police Department and UofM Department of Public Safety to purchase a state of the art MILO Situational Management Simulator

A black and white photograph of three police officers in uniform standing in a room. The officer on the left is in the foreground, looking slightly to the right. The officer in the middle is wearing glasses and has a mustache, looking forward. The officer on the right is partially visible, looking down. In the background, an American flag is visible, topped with a silver eagle finial. The text "HONORING STAFF" is overlaid in a gold serif font, with "Awards & Recognition" and "Retirees" in a white serif font below it, all enclosed in a thin gold rectangular border.

HONORING STAFF

Awards & Recognition

Retirees

AWARDS & RECOGNITION

2015 AWARD CEREMONY

Sheriff's Special Citation			
Julia Hordge Outreach Worker	April Behm, Tara Gilles, Erika Davis, Lynn Thayer Emergency Services		Willie Powell Pastor
Supervisor of the Year			
Sgt. Stephen Reiss Corrections	Sgt. Keith Flores Police Services		DOC Rochelle Noonan Emergency Services
Employee of the Year			
Sheryl Kerr-Poikey Community Corrections	Jason Klimowicz Corrections	Joseph Montgomery Police Services	Teresa Zentz Support Services
Award of Valor		Distinguished Service	
Corporal Samuel Wallace Police Services		Corporal John Campbell Police Services	Deputy Richard Houk Police Services
Lifesaving Award			
Call Taker Katrina Boulter	Corporal Michael Williams		Deputy L'Shane Bynum
Deputy Sean Urban		Deputy Heather Morrison	
Meritorious Service			
Cpl. Kevin Hause	Cpl. Brian Kittle	Deputy Heather Morrison	Sgt. Mike Mahalick
Cpl. Sam Wallace	Deputy Ray Yee	Deputy Joshua Arts	Sgt. Shawn Hoy
Deputy Brandon Roberts	Deputy Joseph Montgomery	Deputy Paul Corrie	Det. Tom Boivin
Det. Michael Babycz	Det. Craig Raisanen	Crime Analyst Jennifer Zobel	Det. Kevin Parviz
Unit Citation			
Sgt. Steve Armstrong	Cpl. Kevin Blanchard	Deputy Scott Williams	Deputy Eugene Rush
Deputy Dean Reich	Cpl. Jeff Gontarski	Deputy Alyshia Dyer	Deputy Jess Spike
Deputy Shane Peltier	Deputy Andrew Carter	Deputy Joseph Montgomery	Deputy Justin McKinney
Deputy Grant Toth	Deputy Patrick McGrady	Deputy Michael Hall	Cpl. Bob Losey
Cpl. John Scafasci	Sgt. Michael Mahalick	Deputy John Cratsenburg	Deputy Richard Houk
Deputy Joshua Arts	Deputy L'Shane Bynum	Cpl. Doug McMullen	Det. Jamie Stitt
Det. Mark Neumann	Det. Tom Sinks	Det. Kevin Parviz	Office Specialist Teresa Zentz
Cpl. Paul Adkins	Deputy Daniel Buffa	Sgt. Chad Teets	Sgt. Alan Hunt
Cpl. Gerrod Visel & K9 Karn	Dep. Sean Urban & K9 Fred	Dep. Richard Houk & K9 Argo	Explorer Vlada Cashman
Explorer Catherine Roberts	Explorer Dylan Ousley	Explorer Trevor Hilobuk	Explorer Jonathan King
Explorer Joshua Ballard	CO Tyeshonda Burris	CO Jessica Anderson	CO Christopher Dea
CSL Pam Raciti	CSL Zach Ferrier	Call Taker Trista Hixson	Dispatcher Jennifer Galloway
Dispatcher Angela Matthews	Dispatcher Michael Williamson	Dispatcher James Wrock	Call Taker Katrina Boulter
Dispatcher Denise Raich	Dispatcher Barb Smith	DOC Rochelle Noonan	
Professional Administrative Excellence			
Dispatcher Sandra Petrimoulx	Account Clerk Mariann LeBlanc		Account Clerk Teresa Fox
Cpl. Keith DeZwaan	Det. Sharon Saydak		Program Coord. Ryan Brown
Cpl. Cheryl Lemansky	Lt. Kurt Schiappacassie		Supervision Agent Megan Wild
Community Engagement			
Corrections Officer Jason Ringuette	Reserve Deputy Paul Frayer		Deputy L'Shane Bynum
Service and Program Improvement			
Christine Szabo	Mgr. Eric Waddell	Lt. Lisa King	Lt. Michael Trester
Beth Carlson	Larry Fitzpatrick	Susan Guralnick	Cindy Cairns
Melissa Towle	Alison Austin	Michelle Anderson	Renate Mirsky
Doug White	Frank Pont	David Carlson	Pat Carlson
May Bailey	Lou Morse		
Citizen Award of Valor			Citizen Appreciation Award
Kelly Odish	Charleye Browning-Perry	Scott Kowalski	Pastor Brendan Walsh & Ken Cebula
Reverend S.L. Roberson Community Leadership Award			
Pastor Jerry Hatter			

RETIREES & PROMOTIONS

CELEBRATION OF SERVICE



CHIEF DEPUTY
RICK KALADAS
ADMINISTRATION
6 YEARS



SERGEANT
STEVE ARMSTRONG
POLICE SERVICES
25 YEARS



PROPERTY OFFICER
JUDI SWIDAN
SUPPORT SERVICES
25 YEARS



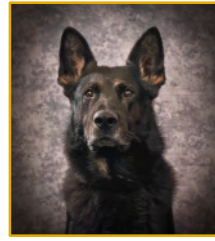
CORPORAL
EDWARD GRIM
POLICE SERVICES
25 YEARS



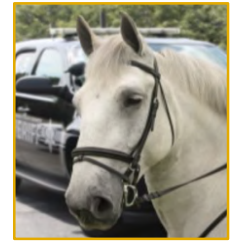
EMERGENCY PLANNING
ASSISTANT
KEN KELLY
EMERGENCY OPERATIONS
8 YEARS



INFORMATION COORD.
PAM RACITI
COMMUNITY CORRECTIONS
29 YEARS



K9 BARY
POLICE SERVICES



MOUNTED UNIT
NITRO
POLICE SERVICES



SHERRY WOODS
PROMOTED TO
CHIEF DEPUTY



ERIC KUNATH
PROMOTED TO
CORRECTIONS
COMMANDER



RANDY CASEY
PROMOTED TO
CORRECTIONS LT.
COMMANDER



JONATHAN WADDELL
PROMOTED TO
TRAINING MANAGER



RYAN SCHUETT
PROMOTED TO
DISPATCH OPERATIONS
COORDINATOR



KURT SCHIAPPACASSE
PROMOTED TO
CORRECTIONS LIEUTENANT



RICHARD WILLIAMS
PROMOTED TO
CORRECTIONS
LIEUTENANT



DAVID CLIFTON
PROMOTED TO
CORRECTIONS SERGEANT



ALAN HUNT
PROMOTED TO
POLICE SERVICES
SERGEANT

LETTERS FROM THE COMMUNITY

I WAS RECENTLY AN INMATE

I was recently an inmate in the jail for a short time, around 28 hours and I would just like to let the staff know that I really appreciate being treated like a human being while I was in custody. The exemplary treatment I received I feel should not go unrecognized. I also would like to mention that it was not only myself but every inmate that I witnessed in custody was treated with the same respect as myself. Thank you very much. I was there on a FTA for a driving on suspended, my name is... Anyway, thanks guys and I hope and wish the best for you all...May our paths meet again in different circumstances,,,lol...

I RECENTLY RECEIVED A WELL DESERVED TICKET

Sheriff Clayton,

I recently received a well-deserved speeding ticket from Deputy D. McMullen. He is certainly an asset to the sheriff's department. He was not rude, neither was he a prick nor was he kind. Rather the whole uncomfortable situation was handled in the highest professional manner. I could not have been any more impressed about the deputy that serves in my county. He issued the citation very quickly, nothing but the facts with Deputy McMullen. Pleased as I pay my fine. Hats off to WCSO.

AFTER A BAND REHEARSAL LAST WEEK

After a band rehearsal last week, I was driving my wife's car down Dexter-Pinckney Rd., at around 9:30pm. There was virtually no traffic and I admit to speeding. Officer Ward noticed and pulled me over. I was really impressed by his professionalism as well as cordialness. He was patient with me as I searched for my registration and insurance voucher. I did finally find them but he had already written the ticket. No one likes to get a ticket but it was not at all stressful and I kinda liked Officer Ward right off. He did give me a break and I really appreciate that too.

My highest compliments to officer Ward. A fine example of your craft.



A BOX OF CHOCOLATES

A resident wishing to express appreciation for the concern and professionalism with which the WCSO handled his call for service dropped by the "biggest" box of candy he could find to show how grateful he was. When told we can't accept gratuities, but we do donate gifts to charities in the name of the donor, he asked that the deputies who provided the great service choose the charity. Deputies Yee and Morrison chose Safe House. Commander Radzik (left) gave the deputies a big "thumbs up!"

These are a small sample of the many letters, notes and emails the WCSO receives from people commenting on the exemplary service delivered by our staff.



IN LOVING MEMORY OF CORRECTIONS OFFICER

CHAD HILBORN

WASHTENAW COUNTY SHERIFF'S OFFICE

8/29/11 – 2/13/15