

# Our City Council

- (a) The City Council shall consist of seven (7) members, and the person elected as councilmember place 3 shall be the presiding officer and shall be known as the mayor of the City of Hurst. The mayor shall be elected at each biennial election by popular vote and shall serve a period of two (2) years or until the election and qualification of his successor. The mayor pro-tem shall be elected by a majority vote of the City Council from among their members at the first meeting following the annual city election.
- (b) The seven (7) councilmembers shall be elected to individual places, designated by number, from the city at large and each shall be elected by a majority vote of the qualified voters voting at the election.
- (c) Each councilmember shall hold office for a period of two (2) years and until a successor is duly elected and qualified.
- (d) In each odd numbered year three (3) councilmembers shall be elected and in each even numbered year four (4) councilmembers shall be elected. Places 1, 2 and 6, shall be elected in odd numbered years and places 3, 4, 5 and 7 shall be elected in even numbered years. Hurst Charter, Sec. 3.01.



# **City Council Members:**

Front row from left:

Cathy Thompson Place 4,

Mayor Henry Wilson Place 3

Cindy Shepard Place 7

Back row from left:

David Booe Place 1,

Bill McLendon Place 5.

Mayor Pro Tem Jon McKenzie Place 6,

Larry Kitchens Place 2.

"The legislative and governing body of the City shall consist of seven Council Members, one of whom shall be designated as Mayor, and shall be known as The City Council of the City of Hurst."

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## Chief's Statement



# Honorable Mayor, Members of the Council and Citizens of Hurst,

I am pleased to provide you with the 2019 Hurst Police Department Annual Report. I hope you continue to find this report a beneficial resource of our organization, activities, and accomplishments.

2019 was without a doubt a busy yet successful year for the department. The department's continued success is a tribute to the men, women, and volunteers of our organization and the great service they provide to the citizens and the community.

A few highlights from 2019 are:

- Transition to NIBRS reporting to F.B.I.
- Officers recognized by the state of Texas and MADD
- Officer recognized by Alliance for Children

Our objective at the Hurst Police Department is to continue to police smarter and to make the most of our resources to deliver the best service possible. On behalf of the entire Hurst Police Department, I want to thank you for your continued support. Please feel free to call me with any questions or concerns you may have.

S. R. Niekamp

Steve Niekamp
Chief of Police





ersonnel

# Our History



The Hurst Police Department (PD) is a nationally accredited law enforcement agency that was established in the 1950's.

It is a fully functioning police department providing law enforcement services to the citizens, businesses, and visitors. The PD has a total of 75 sworn officers serving in varying functions. These functions include Patrol, Traffic, Criminal Investigations and Community Services.

Since the incorporation of the City of Hurst, in the 1950's, the Police Department has been a steadily growing and full service department led by only six distinguished and respected Chiefs of Police.

Those Chiefs include:

Chief Joe Watson, 1952-1985 Chief Charlie Hogue, 1985-1987 Chief Keith Rippy, 1988-1990 Chief Tim Wallace, 1990-2008 Chief Steve Moore, 2008-2018 Chief Steve Niekamp, 2018-current

# Accreditation - The Gold Standard in Public Safety

## The History

The Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA®), was created in 1979 as a credentialing authority through the joint efforts of law enforcement's major executive associations:

- International Association of Chiefs of Police (IACP)
- National Organization of Black Law Enforcement Executives (NOBLE)
- National Sheriffs' Association (NSA)
- Police Executive Research Forum (PERF)

### Why Choose CALEA

It was originally developed to address what was seen as a need to enhance law enforcement as a profession and to improve law enforcement. That mission continues today, it provides an opportunity to voluntarily meet an established set of professional standards including:

- Comprehensive and uniform written directives that clearly define authority, performance, and responsibilities
- Reports and analyses to make fact-based and informed management decisions.

- Preparedness to address natural or man-made critical incidents
- Community relationship-building and maintenance
- Independent review by subject matter experts
- Continuous pursuit of excellence through annual reviews and other assessment measures

#### Our Awards



The Hurst Police Department gained its first accreditation in 1990 and has been re-accredited 8 times since 1990. After the agency's 9th Accreditation Award in 2018, the assessment process changed to a 4-year process. At the conclusion of the 4-year period, an On-Site Assessment will be conducted to determine whether the agency is complying with standards. The next On-Site Assessment for the Hurst Police Department will be in March 2022.

Our agency elects to participate in the Advanced Law Enforcement Accreditation Program and received the Certificate of Meritorious Accreditation for having been accredited for 15 or more continuous years. In 2015 and 2018, the Hurst Police Department received the CALEA® Accreditation with Excellence Award.



### Professional Standards- Recruitment

When joining Team Hurst, you are joining a group of people dedicated to delivering strong customer service to our citizens and each other. We strive to have a passionate approach to work life, serve to the highest standard, and contribute to the sustainability of Hurst. We call the basis for how we work The Hurst Way.

The application process consists of a written exam and physical assessment, submission of a personal history statement and the screening process including an in-person interview.







# Qualifications

**United States Citizen** 

At least age 21 at the time of testing

High school diploma and 60 college hours from an accredited college or university with at least a 2.0 G.P.A.

Vision correctable to 20/20

Normal hearing

Good moral character

Stable employment history

Valid driver license

# **Screening Process**

Physical assessment test

Written examination

Psychological examination

Medical examination with drug screen

Background investigation

Oral interview

Polygraph test

Typing test

## **Benefits**

Starting salary \$72,925

Health Insurance

Dental Insurance

Life Insurance

LTC Insurance

Texas Municipal Retirement System

Paid holidays

Paid sick leave

Public Service: We are empowered to develop an exceptional quality of

# Professional Standards- Internal Affairs

Complaints against employees are handled through the Department's Internal Affairs system. The purpose of a Police Internal Affairs System is the diligent pursuit of the truth. We are committed to that objective, recognizing that our agency's credibility depends upon the community's knowledge that we can police ourselves.

# WHAT TO EXPECT WHEN YOU MAKE AN INTERNAL AFFAIRS COMPLAINT

- Your complaint will be assigned an internal affairs control # and assigned to a specially trained internal affairs investigator.
- Confidentiality of the investigation and records will be maintained throughout the investigation.
- You might be asked to assist in the investigation by giving a detailed statement of the incident.
- Timely completion of the investigation.





# External/ Citizen Complaints: 15

Sustained: 5

Not sustained: 2

Unfounded: 3

Exonerated: 5



# Internal/Directed Complaints: 25

Sustained: 25

Not sustained: 0

Unfounded: 0

Exonerated: 0



#### **Grievances**

There were no grievances filed through the Professional Standards office in 2019.



# **Biased-Based Policing Complaints**

There were three unfounded allegations of biased-based policing in 2019.

life for our community through professional and ethical public service.

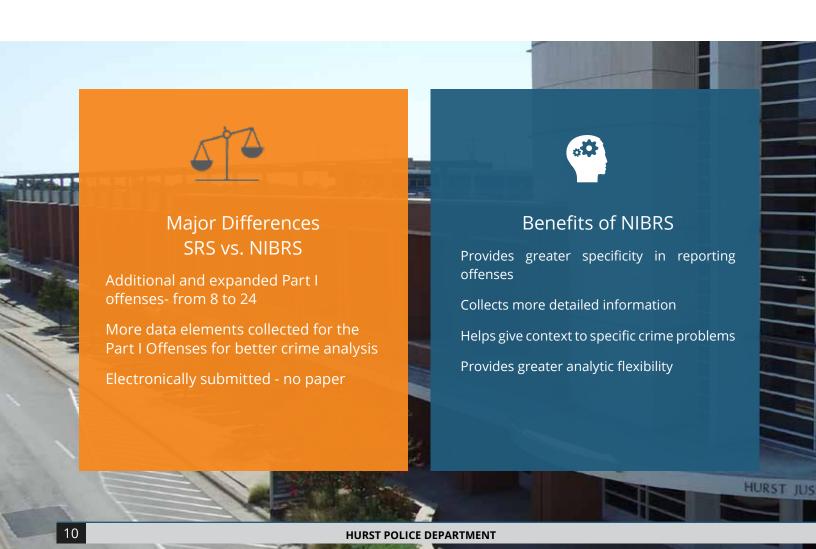
## Records

Records is responsible for the processing, reproducing, and filing of all police reports. In July 2019, the department transitioned from Uniform Crime Reporting (UCR) to National Incident Based Reporting System (NIBRS). The Uniform Crime Reporting was first created in 1930 to generate reliable information for use in the law enforcement administration, operation, and management.

National Incident Based Reporting System was implemented to improve the overall quality of crime data collected by law enforcement. NIBRS captures details on each single crime incident—as well as on separate offenses within the same incident—including information on victims, known offenders, relationships between victims and offenders, arrestees, and property involved in crimes.

Unlike data reported through the UCR Program's traditional Summary Reporting System (SRS)—an aggregate monthly tally of crimes—NIBRS goes much deeper because of its ability to provide circumstances and context for crimes like location, time of day, and whether the incident was cleared.





P2C

Online public information and citizen services

**Just FOIA** 

Public Records Request Traffic Accidents

Policereports. lexisnexis.com

# Check out our online services listed above

Hours: Monday - Friday 6 a.m. to 5 p.m. except for on approved holidays.



### Calls for Service

Calls for Service include 9-1-1 calls, non-emergency calls, citizen flag-downs, and officer initiated calls including traffic stops and directed patrols.

All calls are processed through the Communications Division where dispatchers prioritize calls by the type of assistance needed. Priority P calls require an immediate police response.

Priority P calls include but are not limited to Accidents with injuries, Suicide Calls, Crimes-in-progess and Shots Fired.

Average Priority P Response Time = 4 min & 44 sec

**PRIORITY TYPES** 

**Priority P-** Immediate response

**Priority 1-** May be held up to ten minutes

**Priority 2**- May be held up to 30 minutes

**Priority 3-** May be held up to 1 hour.

**Priority 4-** May be held at a minimum of two hours.

2019 Calls for Service = 46,048

CALL LOADS

Calls for Service= 46,048

Accidents= 964

Offense Reports Taken= 4,706

Thursday is the day of the week with the highest call volume.

2019 Citations Issued = 10,590

**CITATIONS** 

Top violations

Speeding= 3,599

Expired Registration = 1,086

No Insurance = 929

No Driver License= 848



Bella is a therapy/comfort dog and is assigned to the Hurst, Euless, Bedford, and Grapevine Peer Support Team. She will assist the police departments in times of crisis to comfort individuals, victims of crime, and is utilized in group debriefs after a critical incident such as officer involved shooting or any other traumatic event. Therapy dogs bring comfort and joy and are generally very calm and well-behaved.

#### **HONESTY**

We will be fair and honest in our relations with customers, striving to achieve the highest level of integrity and trustworthiness.

# **Holding Facility**

The Hurst Police Department Holding Facility is staffed with eight detention officers and one supervisor. The holding facility is composed of 19 cells and seven holding cells. We are capable of housing 40 inmates, and the holding facility is operational 24/7.

All inmates go through an administrative process (booking) which includes collecting information, charges, inventory of personal property, photographs, obtaining fingerprints and arraignments.

Additionally, the staff processes a multitude of bonds to include Appearance Bonds, Surety Bonds, Cash Bonds, Personal Recognizance Bonds and the payment of fines. The ultimate goal is ensuring the safety and well-being of the staff and those incarcerated by getting them processed to the next level or facility.

Arrests	2019
Sexual Assault	2
Robbery	2
Aggravated Assault	11
Burglary/Criminal Trespass	17
Larceny Theft	262
Motor Vehicle Theft	10
Other Assaults	105
Forgery/Counterfeit	4
Fraud	23
Criminal Mischief	8
Weapons	11
Drug Violations	204
Driving While Intoxicated	226
Liquor Laws/Public Intoxication	157
Warrants	368
All Others	491
Total	1,901





#### **WORK ENVIRONMENT**

We are committed to safety as the foundation of a clean, secure work environment that is conducive to an enjoyable work experience. We will continually work to improve ourselves and the delivery of our services through training, innovation, and a commitment to excellence.

### **Crime Statistics**

# Part 1 Crimes are reported to the FBI



A violent crime occurred every 108 hours. Violent crimes include murder, sexual assault, robbery, and aggravated assault.



A property crime occurred every 6 hours. Property crimes include burglary, larceny/theft, and motor vehicle theft.

Part I Crimes have decreased by **52%** since 2009.

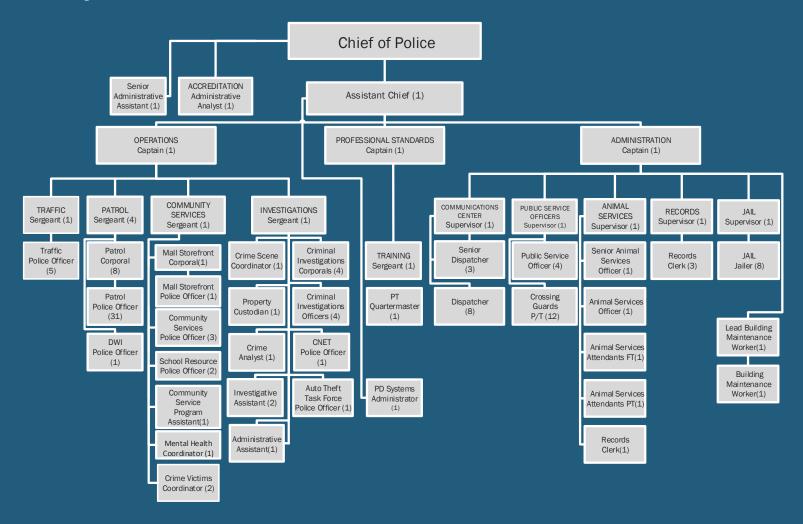


Part I Crimes include Murder, Sexual Assault, Robbery, Aggravated Assault, Burglary, Larceny Theft, and Motor Vehicle Theft

#### **POSITIVE ATTITUDE**

We are willing to demonstrate a spirit of friendly customer service by providing helpful and responsive assistance in a caring and considerate manner.

# Organizational Chart



# Budget

Budget Expenditures	General Fund	Crime Control	
Personnel Services	\$9,815,924	\$2,635,406	
Materials & Supplies	\$168,329 \$53,538		
Maintenance	\$81,983	\$41,199	
Sundry Charges	\$275,206	\$2,110,372	
Internal Services	\$542,118 \$588,713		
Capital Outlay	\$8,850	\$28,395	
Total	\$10,892,410	\$5,457,623	



# **Community Services**

The Community Services unit is responsible for providing the citizens with crime prevention programs and safety presentations. The unit is comprised of a sergeant, a corporal, six police officers, a mental health coordinator, two crime victims coordinators and a community service program assistant. The Crime Victims Coordinator provides services to victims of violent crimes. The Mental Health Coordinator and an officer conduct wellness checks on citizens with mental illness. A corporal and an officer are assigned to the NorthEast Mall and two officers are assigned as School Resource Officers.



The Citizens Police Academy is designed to promote better understanding and cooperation between citizens and the police. The goal of the CPA is to educate citizens about the structure and activities of "their" police department.

The CPA class is not a "training" class, it is an exciting "information" class, a behind the scenes look at the Hurst Police Department.

The 12 week CPA course meets once a week at the Hurst Police Department for 3 hours.



Apartment Managers Association
Neighborhood Dispute Resolution
Cell Phone Give-Away Program
National Night Out
Property ID and Social Programs
H.E.B.I.S.D. Health and Safety Fair
(H.E.B.) Business Expo
Town Hall Meeting
6STONES "Back 2 School" fair
Hurst Senior Center Business Health &
Benefits Expo
Bicycle Registration and Rodeos
Child Fingerprinting/D.N.A. Collection,
V.I.N. Etching, Operation I.D.,
Project Child Safe, and P.D. Tours.



Residential and Business E-Mail Alert, Residential and Business Security Surveys, Women's Safety Days , Residential and Business Safety and Security Presentations

Nextdoor social media app- crime prevention tips and trends are posted via Nextdoor. Currently, we have approximately 10,524 users.

HEB Mental Health Coordinator wellness checks and follow-ups alongside law liaison, Hoarder Intervention Team house visits Crime Victim Coordinator provided assistance to 607 victims.



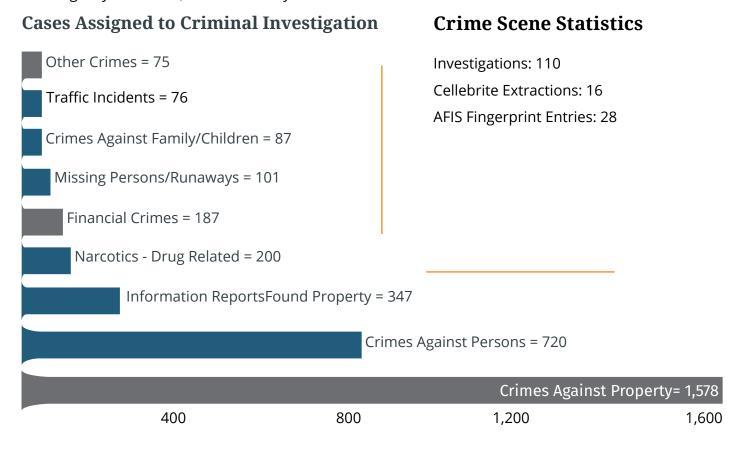
Citizens Police Academy Alumni are provided the opportunity to join the COPS program. After additional training, volunteers perform vacation house checks and assist with patrolling.

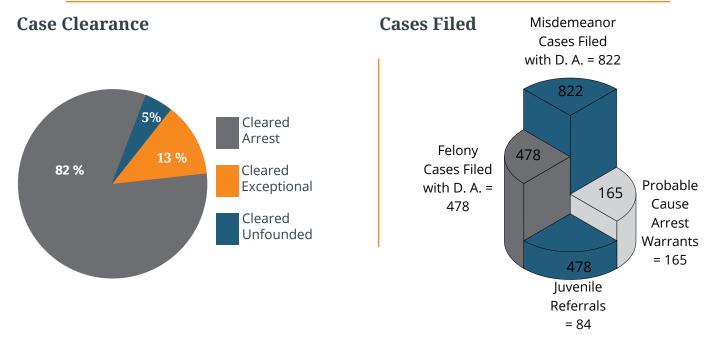
In 2019, COPS Volunteers issued 52 handicap parking citations and volunteered 4,965 hours.

If you are interested in attending the Citizens Police Academy, please contact the Hurst Police Department Community Services at 817-788-7342.

# Criminal Investigations

Criminal Investigations Division is supervised by a sergeant and is staffed with six civilians and seven sworn detective positions. Special Investigations is comprised of two sworn officers assigned to a specific multi-agency task force, Tarrant County Auto Task Force or Combined Narcotics Enforcement Team.





# Regional NETCAST

NETCAST is a regional SWAT team that serves the residents of Hurst, Euless, Bedford, and Grapevine, a population of over 195,000 people. The team is comprised of 32 SWAT operators and 12 negotiators.

SWAT operators train a minimum of twice a month and are required to meet the highest physical and range standards. The team is a part of the Texas Tactical Police Officers Association and operators routinely attend TTPOA training. The City of Hurst provides 8 officers, 4 tactical medics, 4 negotiators, and 2 commanders to NETCAST.

The function of NETCAST is to respond to high-risk situations including barricaded subjects, hostage situations, and to serve high-risk warrants. The team has a wide range of capabilities including snipers, explosive entry, robots, armored vehicles and chemical munitions.



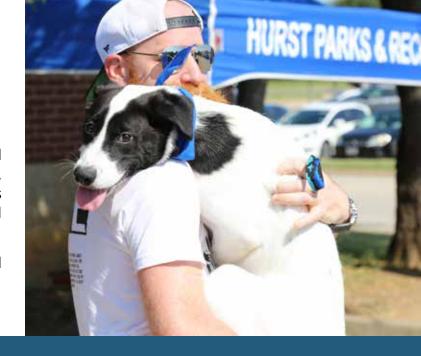
### 2019 Annual Statistics

Negotiated Surrender = 7	High Risk Warrants = 9
Entry Made= 7	Deadly Force Used = 0
	Hostago Situation – 1
Deployed Less Lethal = 1	Hostage Situation = 1
Gas Deployed = 2	Resp & Stood Down = 2
Suspect Gone on Arrival/Entry = 1	Total Call-Outs in 2019 = 11

### **Animal Services**

Hurst Animal Services works diligently to find homes for all animals at the animal shelter, either by sending them home with their owners or by finding adoptive homes looking for animal companions.

To donate or learn more about Hurst Animal Services, please visit www.hursttx.gov/pet



### Four ways to help:

#### **IDENTIFICATION**

Identification is the most positive factor in reuniting lost animals with their owners. Hurst Animal Services encourages residents to microchip their animal companions, so even if they lose their collars, the shelter staff can still identify them and find their owners.

#### ANIMAL FOSTER

This program helps animals who have been at the shelter for an extended period of time by relieving stress and it gives volunteers a way to enjoy animal companionship without a long term commitment.

#### **BORROW A BUDDY**

This program allows approved volunteers to take animals home for a few days and up to a few weeks at a time to give them a break from shelter life.

#### **MONETARY DONATIONS**

More than ten dogs were treated for heartworms, several eye removal surgeries, bladder stone removal surgery, perineal hernia repair surgery, torn ligament repair surgeries, several skin issues were treated, and many dental cleanings were paid for with these donations.

### 2019 Annual Statistics

Adoptions - 302

Return to Owners - 403

Shelter Visitors - 3,513

Total Dogs and Cats Impounded - 1,054

Warnings Issued - 103

Citations Issued - 199

Cruelty Investigations - 1

Field Service Requests - 2,396



# Response to Resistance

The Hurst Police Department is constantly in motion and always moving in a direction of safety. Through the use of Response to Resistance training, officers are reminded on a weekly basis of expectations and taught new and evolving techniques for facing resistance on calls.

This internal program is comprised of one Hurst PD Sergeant and several officers who have undergone a battery of unique and specialized training. The team members reiterate the Use of Force Continuum as well as teach de-escalation techniques and ways to minimize officer and suspect injuries while executing their duties.

The team members work closely with all officers and supervisors. They are available 24/7 and encourage questions, input, suggestions, and practice.

Response to Resistance	2019		
Approved Firearm Used	0	Pushed	7
Approved Firearm Displayed	188	Kicks	4
CED- Taser Used	1	Punches	5
CED- Taser Displayed	3	Takedown	38
Chemical Agent (ASR) Used	2	Escort	4
Chemical Agent (ASR) Displayed	2	Hobble	1
Mech. Advantage Ctrl. Hold	21	Restraint Chair Used	3
Light Subject Control	9	Other	6
		Total	294



### Commercial Vehicle Enforcement

The Commercial Vehicle Enforcement Unit consists of two officers who attended extensive training through the Texas Department of Public Safety to enforce all local, state, and federal laws associated with commercial vehicles. The CVE Unit is trained to evaluate commercial vehicles to determine if they violate any laws and/or could be hazardous on highways.

Inspections conducted: 675

Citations issued: 728

Commercial vehicles removed from service for safety violations: 385



Unsecure load on the freeway

# **Public Service Officers**

The Hurst Police Department currently has five Public Service Officers who handle crimes reported after the suspect has left the scene and the event has ended. PSOs investigate burglaries, thefts, abandoned vehicles, forgeries, credit card fraud, identity theft, criminal mischief, harassment, and misdemeanor assaults. When there is imminent danger still present or when a rapid field response would be more beneficial, patrol officers are dispatched.

In many cases, patrol and PSOs work in tandem. In addition to assisting with calls for service, PSOs complete car seat inspections and installations, take fingerprints, and substitute for school crossing guards when needed.

Calls For Service: 3,070

Reports Taken: 834

Fingerprints Taken: 200

Car Seat Installations: 48



### Communications

Hurst Police Department Communications Center Personnel are dedicated to serving the public 24 hours a day, 7 days a week.

When emergency or non-emergency phone calls are placed, a Hurst dispatcher will be the first voice to answer our citizens' calls. As a section of the Administrative Services Division, the Communications Center consists of eleven dispatchers and one supervisor.

The primary job function of a dispatcher involves the reception and dissemination of information via radio, telephone, or computer.



9-1-1 HEROES



FD Open House

#### **TEAMWORK**

We are part of a Team on many levels. Employees of the City of Hurst are motivated, cooperative, and dedicated Team players. We assume a sense of responsibility for our actions to ensure our success as individuals, as Departments, and as a City.

### Patrol

The Patrol Division is the backbone of the Hurst Police Department. Patrol officers are the first to respond to emergency and non-emergency situations. Divided into four platoons, officers work 12-hour shifts that provide around-the-clock service to the 39,160 citizens of Hurst.

Patrol officers are assigned various tasks within the four geographically-divided patrol districts. Responsibilities of officers range from conducting community engagement events to initiating criminal investigations. The duties of a patrol officer include but are certainly not limited to: responding to calls for service, providing traffic enforcement, investigating traffic accidents, conducting routine patrol, writing reports, and making arrests when necessary.



Henry Giardino, Sachintha Hewage, Michael Green and Carolina Miranda were sworn in to serve as Police Officers for the City of Hurst in 2019.

### **Professionalism**

We will strive to demonstrate competency, knowledge, and efficiency in our jobs that exceeds the expectations of our customers.

### Patrol



After the dedication of the new basketball court at Vivagene Copeland Park on March 5, 2019, Police and Fire broke in the new court with a pick-up game!

1950s day at W.A. Porter Elementary School in Hurst. Our very own Officer Cody Jaynes is making friends with some of these superstars this morning!

Police vs Fire Basketball Game

1950's Day at school

### **Dedication**

We will hold ourselves accountable to ensure that services are provided to the best of our ability in a responsible, dependable, and timely manner.



A few of us are around the city helping with Employee Giving Day today! We love getting to help a few of our residents who need some extra assistance with their homes. It's going to be a great day!

Employee Giving Day



It's never too early to recruit our next officer! We field-tested a strong candidate today. Sergeant Bruner made sure she knew how to operate everything in the patrol vehicle

**Future Police Officer** 

# **Outside Agency Awards**



Officer Pugh and Officer Winkle were recognized today at the Law Enforcement Impaired Driving Summit in Austin. They were two of the top five DWI officers in the entire state of Texas. Congratulations to Officer Pugh and Officer Winkle for their dedication to DWI enforcement and commitment to making our roads safer!



The 2019 Tarrant County MADD Law Enforcement Awards Luncheon at the Texas Star Conference Center in Euless was held on July 24, 2019. Two of our Officers were recognized for outstanding work in DWI enforcement and commitment to the community. Thanks to Officers Andrew Winkle and Nathan Pugh for representing us well!



Officer Samantha Eckstrom received the 2019 Community Hero Award from Alliance For Children for her role in saving the life of a newborn baby found in a dumpster in 2018. Our HPD command staff was lucky enough to be able to celebrate with her at the annual Alliance For Children Board of Directors Meeting in Ft. Worth. As a follow-up, the baby is doing well, living with his father. Officer Eckstrom recognized that this was truly a team effort and she appreciates the officers and detectives who were with her at the scene and who worked the case through trial.







There are four awards given out yearly. Ballots are sent out to the department for all employees to vote.

Employees are encouraged to write comments on the ballots to share with recipients during award presentations.

Other commendations are awarded throughout the year to recognize and reward employees. In 2019, a total of **179** were awarded.

Letter of Commendation
Safe Driving
Certificate of Merit
Certificate of Appreciation
Firearms Expert
Life Saving Award
COINS

# 2018 Annual Awards



Devin is always courteous, helpful, and quick to respond. He is a very valued and appreciated member of our Department. Devin's positive attitude, teamwork, and commitment to excellence are the reasons he is the Civilian of the Year.

#### **Devin Hendon** 2018- Civilian of the Year



Ryan is a stellar officer, and he sets an extraordinary example to other officers. Ryan's solid performance, clear vision of integrity, and great attitude are the reasons he is the Rookie of the Year.

**Ryan Holland** 2018- Rookie of the Year



Brian is steady and reliable. He takes pride in his work product and always strives to do what is right. Brian's leadership, professionalism, dedication, attention to detail, and passion are the reasons he is the Officer of the Year.

**Brian Charnock** 2018- Officer of the Year



Adam is a true leader. He is one of the best officers and supervisors in the department. Adam's hard work, dedication, team attitude, and leadership skills are the reasons he is the Supervisor of the Year.

Adam Hooton
2018- Supervisor of the Year

