

Butler Township Police Department Improvements 2012 through 2015

Personnel:

- Hired additional officers to return to full staff (11 officers in 2012 and now we have 16 officers on 2015)
- Restructured the police department by reducing one support specialist position and creating an Administrative Lieutenant position
- Switched officers and sergeants from 8.5 hour shifts to 12 hour shifts, resulting in reduced overtime and greater road patrol coverage
- Created new sergeant position by switching to 12 hour shifts and hired an experienced sergeant from another department
- Promoted a sergeant to lieutenant
- Promoted one officer to sergeant
- Started process to rebuild part-time officer program

Training:

- Drastically increased training hours for all members (301 hours of training in 2012 compared to 1528 hours of training in 2014)
- Contracted with the Montgomery County Regional Training Center for various training, including firearms qualifications (handgun, shotgun, rifle), Taser recertification, Baton recertification, CPR/First Aid recertification, OC (pepper) spray recertification, and annual required Continued Professional Training (CPT) hours mandated by the state each year.
- Sent three sergeants to Police Executive Leadership College (PELC) to develop a common leadership philosophy within the police department
- Provided all members with first line supervision training so that all officers off of probation may serve as officer-in-charge (OIC) in the absence of a sergeant, and to help prepare them for future formal leadership positions
- Provided Officer Safety Training (Below 100 Intensive Officer Safety Training for 94% of police department and Caliber Press Street Survival Training for 75% of Police Department to date)

Work Equipment Systems:

- Purchased CMI Records Management System that allows for accurate record-keeping, allows officer to complete reports in the car, keeping of officer statistics, reporting of crashes to the state and statistics to the FBI, and overall greater efficiency in report writing
- Purchased BAIR Analytical software to track crimes and predict future crimes (currently in progress of being implemented)

Personnel Management Systems:

- Developed and implemented a Performance Directed Management System based upon officer initiated activities and performance
- Created new job descriptions for each position within the police department and created a new evaluation system to accurately measure job performance based on those job descriptions
- Began re-write of entire policy manual by subscribing to Lexipol. Planned to be completed this year and in effect by 1/1/16
- Developed and implemented an Individual Responsibility Program

Equipment:

- Renovated the building at 3510 Sudachi Drive into a new Administration/Police Department that included security cameras throughout the building and video/recording devices in the interview rooms
- Purchased 10 new computers and created a networked computer system for the police department
- Change fleet of marked patrol units over to Police Interceptor SUVs (Ford Explorers) – completed four out of seven patrol units to date
- Standardized inventory of all equipment in the patrol cars
- Purchased and placed in-car cameras and recorded microphones in all marked patrol units
- Purchased and placed 10 departmentally owned patrol rifles into service
- Purchased and placed 15 departmentally owned handguns into service
- Purchased two new AEDs
- Purchased two new Tasers
- Replaced all in-car laptops with upgraded model due to Windows XP end-of-life

Community Outreach Programs:

- Started a business watch area in the Miller Lane Business District
- Started three neighborhood watch areas (Turtle Creek, Meeker Creek and Furnas Rd)
- Created Selective Enforcement Program (areas requiring special traffic enforcement)
- Created Directed Patrol Program (officers spend additional time patrolling specific problem areas)
- Created Neighborhood Patrol Program (officers log specific neighborhood patrols for better tracking and increased officer-initiated activity)
- Implemented a preferred arrest policy to deter crime, especially shoplifters and other problems in the business district
- Assigned a Detective to the Bulk Currency Task Force
- Placed a K-9 unit service