AMARILLO POLICE DEPARTMENT 2013 ANNUAL REPORT



CHIEF OF POLICE Robert Taylor





LAW ENFORCEMENT CODE OF ETHICS



AS A LAW ENFORCEMENT OFFICER, my fundamental duty is to serve the community; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation, and the peaceful against violence or disorder; and to respect the constitutional rights of all persons to liberty, equality, and justice.

I WILL keep my private life unsullied as an example to all and will conduct myself in a manner that does not bring discredit to me or to my agency. I will maintain courageous calm in the face of danger, scorn or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed in both my personal and official life. I will be exemplary in obeying the laws of the land and the regulations of my department. Whatever I see or hear of a confidential nature or that is confided to me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty.

I WILL never act officiously or permit personal feeling, prejudices, political beliefs, aspirations, animosities or friendships to influence my decisions. With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force or violence and never accepting gratuities.

I RECOGNIZE the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of the police service. I will never engage in acts of corruption or bribery, nor will I condone such acts by other police officers. I will cooperate with all legally authorized agencies and their representatives in the pursuit of justice.

I KNOW that I alone am responsible for my own standard of professional performance and will take every reasonable opportunity to enhance and improve my level of knowledge and competence.

I WILL constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession...Law Enforcement.



MISSION STATEMENT



The prime functions of the Police Department are the preservation of the peace and order, the prevention and detection of crime, the apprehension of offenders, the protection of persons and property under the laws of the state, the protection of the innocent, the enforcement of the laws of the state and the ordinances of the City, and the performance of a multitude of tasks relating to public welfare and safety. For these purposes the police are endowed with legal authority. In the exercise of this power, justice and equity should be ever the actuating motive.

To achieve true success, the Department must win and retain the confidence and respect of the public whom it serves. This can be accomplished only by constant and earnest endeavor on the part of all officers and civilian employees of the Department to perform their duties in an efficient, honest, and effective manner. This exemplary conduct cultivates in the public mind, the fullest realization that the Police Department is a most vital requisite to public well-being.

Efficiency is the first rule of an officer's conduct. Police officers should remember that in the execution of their duties, they act not for themselves, but for the public, and that their appointment is in no sense for their own advantage. The entire law regulating their function hinges upon this principle. They are required to be governed by no feeling, save zeal to do what the law commands, and should never allow passion to urge them to brutality, nor fear, favoritism, or sympathy to induce them to illegal leniency or neglect of duty. Officers must bear in mind that they represent the dignity and authority of the state and are representatives of the law to whose lawful demands all must submit, and such submission can be compelled when necessary. They should use no unnecessary force nor hesitate to use necessary force when circumstances require.

Since it is not possible to anticipate every situation that may arise, or to prescribe the specific action requisite for each case, some things therefore must necessarily be left to the intelligence and discretion of the officers of the Department. Those entrusted with law enforcement must be relied upon to exercise good judgment and apply sound common sense at all times to make police service equitable and effective.

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AMARILLO POLICE DEPARTMENT ANNUAL REPORT FOR 2013

The 2013 Amarillo Police Department Annual Report was designed and published by the Service Division. All information herein is taken from official records of the various Amarillo Police Department Divisions described, and is provided to give readers an accurate as possible description of the Amarillo Police Department in the year 2013. Changes in the disposition and classification of cases do occur months and years after the initial police reports are filed. These changes may therefore affect the accuracy of our annual reports.

SERVICE DIVISION COMMANDER

Captain Brad Lancaster







April 10, 2014

The Honorable Mayor and City Council Members City of Amarillo Amarillo, Texas

Dear Mayor & Council members:

It is an honor to present the 2013 Annual Report of the Amarillo Police Department. Unfortunately we had a 4.3% increase in part one crimes, however, over the last 7 years our crime rate has been reduced by -23.8%. We are continuing to focus our resources towards efforts in areas of increased criminal activity, surveillance of active criminals and increases in directed patrols.

It should be noted that the statistics and graphs in this report that detail Part I crimes might differ slightly from crime statistics reported by this department to the State of Texas, and ultimately to the Federal Bureau of Investigation. This is due to case clearance declarations that continue after the Annual Report is completed and this year the State has not finalized any crime reports to date.

Please accept our appreciation for your support and that of the City Manager and staff. Together we have made a difference.

Sincerely.

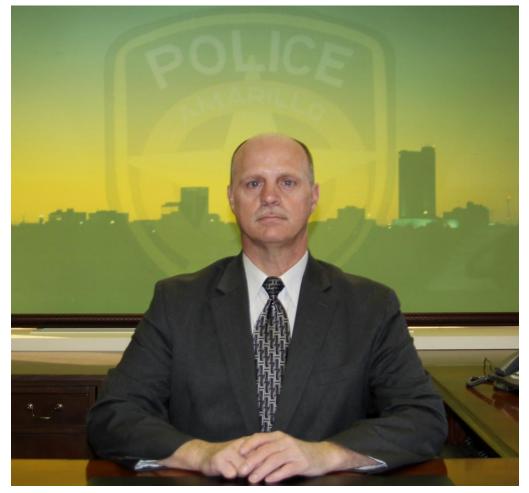
Chief Robert Taylor

Amarillo Police Department Director- Region 2 TPCA

Email: Robert.Taylor@amarillo.gov







CHIEF OF POLICE Robert Taylor







ASSISTANT CHIEF
OF STAFF OPERATIONS
Kenneth Ferguson







ASSISTANT CHIEF OF LINE OPERATIONS
Perry Gilmore

INTER-DEPARTMENT OFFICE COMMUNICATION



To: All Divisions

From: Chief Robert Taylor

Date: 02/06/2014

Subject: Department Goals for 2014

The 2014 goals for the Police Department are:

Continue to increase staffing of sworn personnel (All Divisions) to address city growth and crime.

Continue Directed Patrol activities by increasing on-duty directed patrol assignments that will be worked year round.

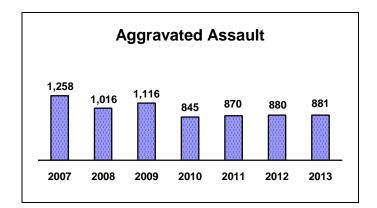
Continue increasing efforts on identifying, capturing and prosecuting habitual criminals by increasing investigative time spent in patrol and detective divisions.

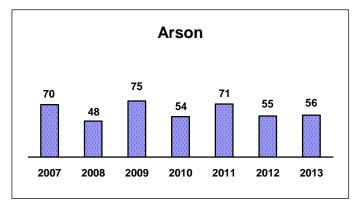
Begin the process to replace our current radio system with a new digital trunked system that includes standard level software encryption for all operational channels.

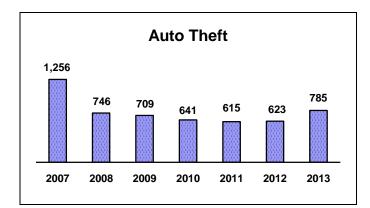
Chief Robert Taylor

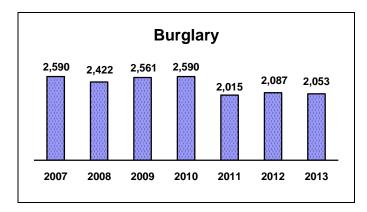


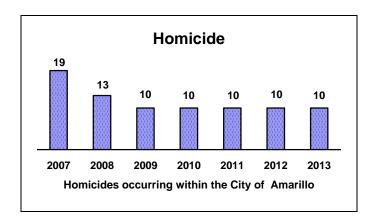
CRIME ANALYSIS

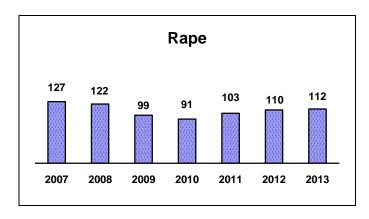


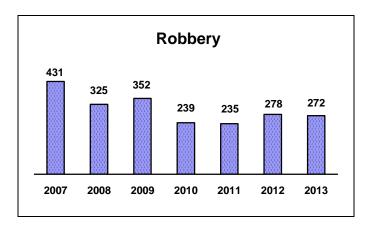


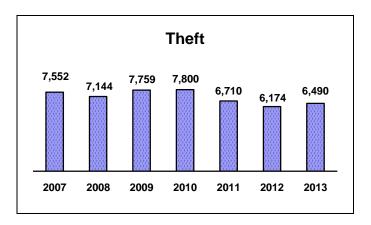


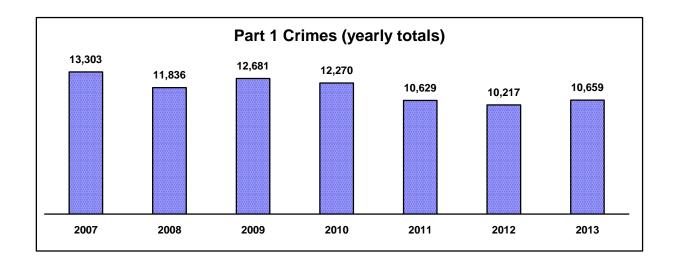


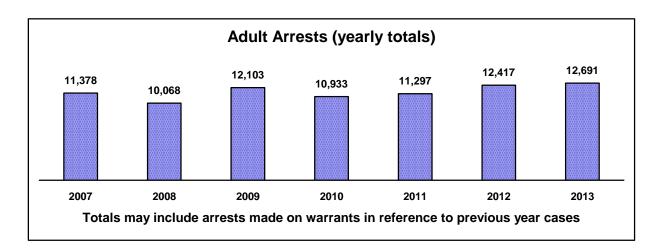


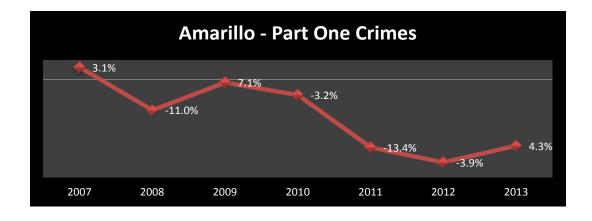










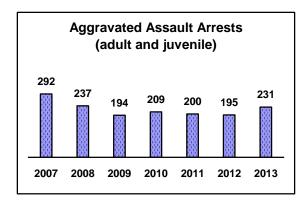


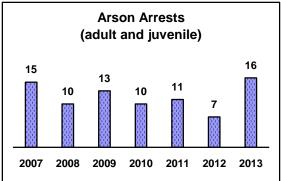
(2007) 7067.6 (2013) 5383.3

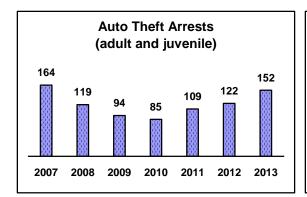
Amarillo's crime rate over the past 7 years

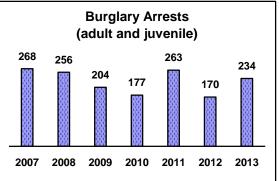
Down -23.88%*

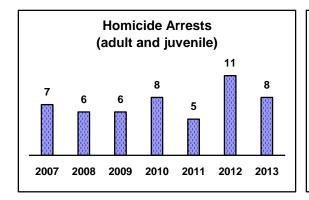
• Based on rate per 100,000 population

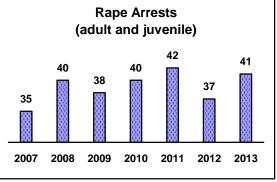


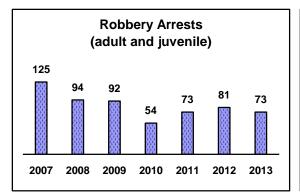


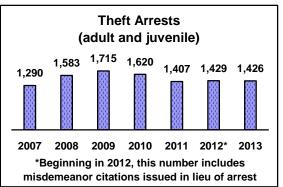














DIVISION REPORTS







UNIFORM DIVISION Captain Ken Funtek

UNIFORM DIVISION



The Uniform Division, commanded by Captain Ken Funtek, is responsible for providing quality police service to the citizens of Amarillo on a continuous basis. The Division provides the initial police response to, investigation of, most calls for police service in the City. Currently the Division is authorized a staff of 206 sworn officers plus two civilians, and operates a

fleet of 116 patrol vehicles, which includes 13 motorcycles and 13 bicycles.

The officers in the Uniform Division provide police service 24 hours a day, 365 days a year. Uniform officers Our assigned to four 10-hour shifts. This allows for an overlap of personnel during our busiest times, allowing better responses to calls for service. Day shift (2nd staffed with shift) is lieutenant, 4 sergeants, and patrol officers. Evenings shift) is staffed with 1 lieutenant, 5 sergeants and the most officers of any of our shifts due to call



volume. Midnights (1st shift) is comprised of a lieutenant, 5 sergeants and multiple officers. A fourth shift, consisting of two sergeants and two squads of patrol officers, overlaps the evening and midnight shifts, when our call load is highest.

In addition, the Motorcycle Squad and Community Oriented Policing and Problem Solving (COPPS) officers provide specialized services. Many officers in the Uniform Division hold part-time assignments in specialized units: SWAT, Hostage Negotiators, Bomb Squad, Dive Team, Critical Incident Stress Debriefing Team, Training Academy Instructors, Field Training Officers, CIT Officers (Crisis Intervention Team), and other assignments.

In 2013, the police department had 129,116 calls for service, down from the number in 2012, which was 133,694. Our officers investigated 5,911 traffic crashes in 2013. There were a total of 29 fatal traffic accidents in 2013, which resulted in 31 fatalities. In 2012, there were 24 fatal traffic accidents, resulting in 29 deaths. Officers made 12,691 arrests for the year, up from

12,417 in 2012. Officers made 497 drunken driving arrests and 97 arrests for driving with a suspended license. Uniform Division personnel issued 46,648 traffic citations in 2013, compared to 45,234 in 2012.

PATROL

Officers assigned to patrol must be skilled in a wide variety of tasks, such as mediating family disturbances, providing first aid, maintaining order, enforcing traffic



laws, arresting criminal-law violators, and investigating all types of criminal offenses. Patrol officers take crime



scene photographs, process crime scenes for fingerprints, and take statements from witnesses of crimes.

CANINE

The Canine Unit is composed of four officers and four police dogs. One canine officer and



police dog are assigned to the midnight shift, one team is assigned to the 4th shift and one team is assigned on days to the COPPS Squad. We added a K-9 team to the 3rd shift during 2013. They all assist officers on building searches for burglars, apprehension of fleeing suspects, and drug detection. When requested, the unit provides drug detection service to the Amarillo Independent School District canine and presents demonstrations to community organizations.

MOTORCYCLE

The Motorcycle Squad is composed of one sergeant and twelve officers. This is an increase of two officers from 2011. These motor officers concentrate on traffic enforcement at locations identified as high-volume accident sites and problem areas. Motorcycle officers accounted for 32,052 of the traffic citations issued by the Uniform Division, plus an additional 21,152 warning citations.



CRIME ANALYSIS

One officer staffs Crime Analysis. He is responsible for tracking crime reports, crime patterns and trends; and then making that information available to Patrol Officers, Detectives, COPPS, SWAT and other law enforcement agencies.



COMMUNITY POLICING UNIT

The Community Policing Unit was formed as a result of a federal grant under the Cops Ahead Program. Officially named Community Oriented Policing and Problem Solving (COPPS), the COPPS Unit consists of 12 officers and one sergeant. Assigned in pairs to the various sides of town, COPPS officers work to increase the communication between our citizens and the police, resulting in greater police effectiveness and citizen satisfaction with the work done in the community by the Police Department. In an effort to prevent crime and provide a better quality of life in our community, COPPS officers also undertake various problem-solving endeavors that may reach outside the traditional law enforcement function. COPPS officers work closely with other City departments, such as Code Enforcement and Fire Prevention, to provide a combined effort of evaluation and enforcement of quality of life issues.

In 2013, the COPPS Unit worked several special assignments at various locations to observe and arrest offenders committing various crimes and causing neighborhood problems. Other assignments included investigations leading to the arrest of individuals involved in manufacturing and selling narcotics, people committing burglaries, and individuals passing forged instruments. COPPS officers conducted a lot of directed patrol, including working evening and night-time hours to help curb some problems at some of our local bars and our neighborhood parks. Furthermore, these officers have spent time working with citizens who have highlighted specific problems in their neighborhoods during the City Commission meetings. The COPPS Unit also works very closely with the Detective Division to work repeat offenders and the most active criminals.

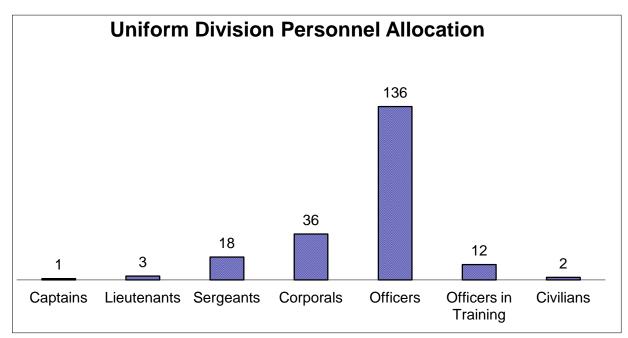
Many problems worked by this unit have been solved through coordinated efforts between the COPPS officers and landlords. By doing such tasks, the COPPS Unit fulfills its mandate to address issues ranging from criminal activity to educating the public in areas including personal safety issues and methods of crime prevention.

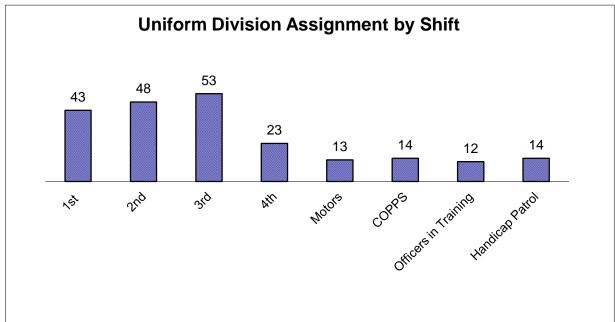
HANDICAP PATROL

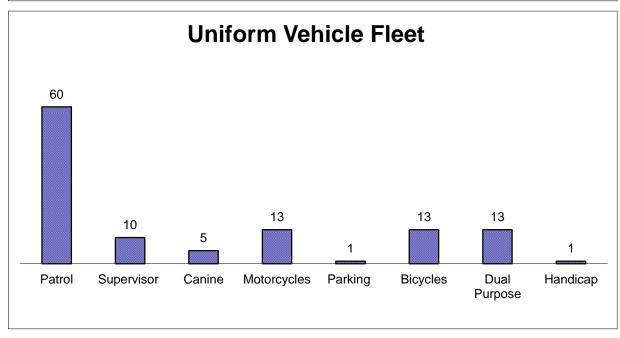
The Handicap Patrol is a group of civilian volunteers who, after receiving training, patrol parking lots and enforce handicap-parking violations. In 2013, this group issued 1,234 citations for handicap parking violations. This is up from 1,114 issued during 2012. This program is aimed at keeping handicap parking spaces available for those who qualify.

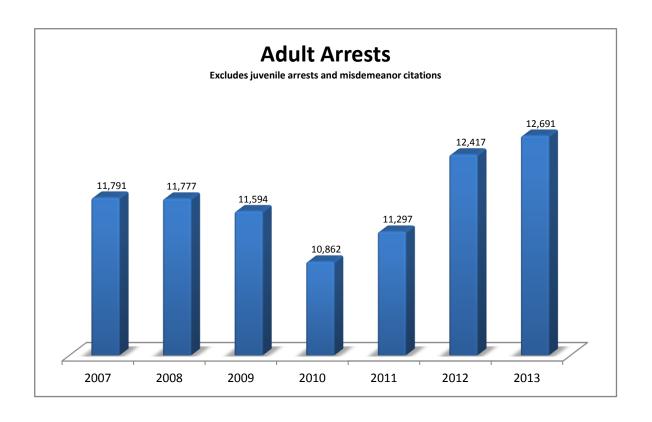
TRAFFIC GUIDE

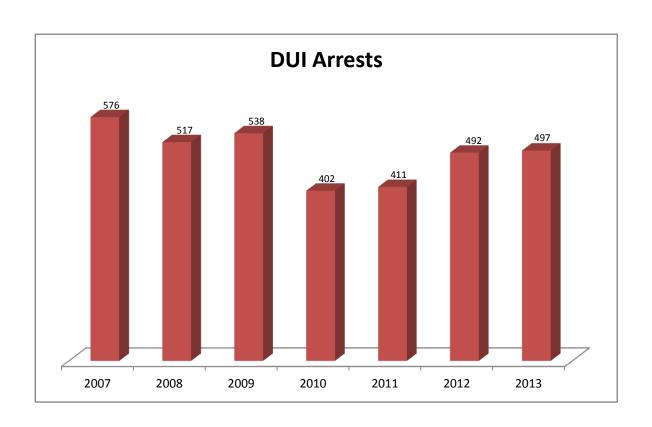
The Amarillo Police Department staffs one Traffic Guide who enforces parking violations. During 2013, the Traffic Guide issued 934 parking citations.

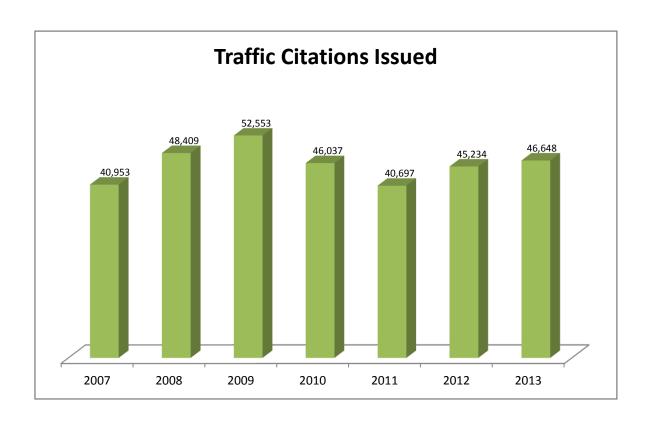


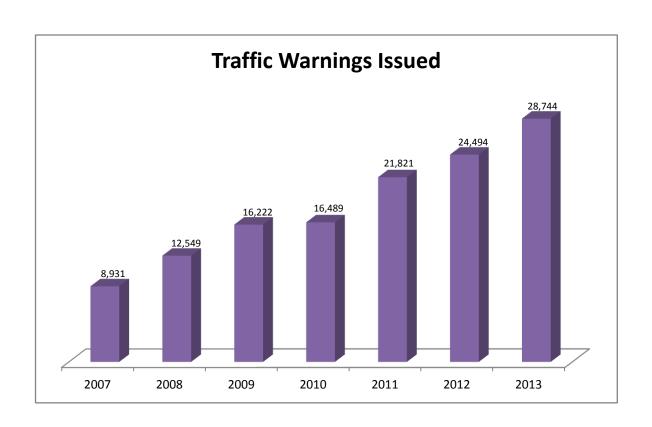


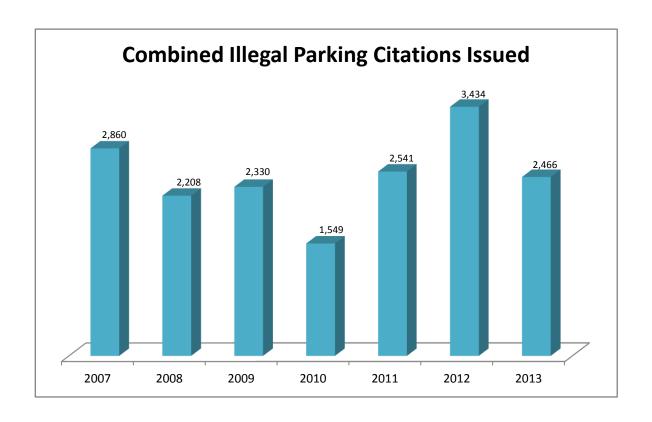


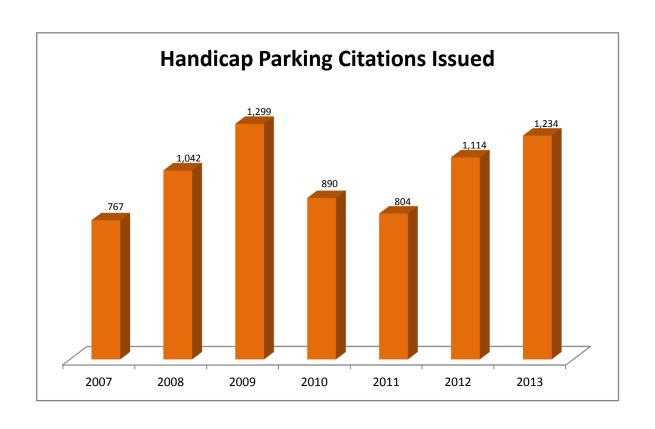


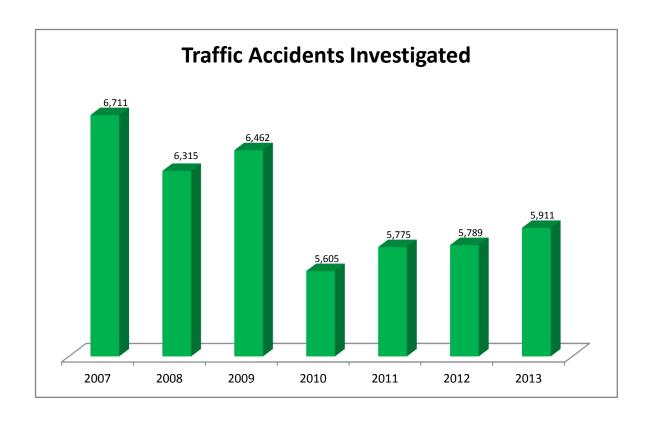


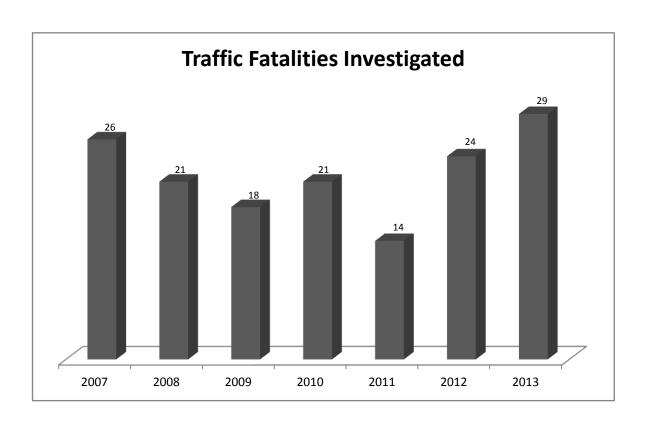


















DETECTIVE DIVISION Captain Jeff Lester

DETECTIVE DIVISION

Commanded by Captain Jeff Lester, the Detective Division is responsible for the investigation and follow-up of criminal cases within the City of Amarillo. The Division does not investigate suspicious deaths, arsons, or narcotics violations. Other squads within the Police Department or the Fire Department are charged with investigating those cases. The Division's primary goal is crime prevention through follow-up investigations on cases initially investigated by the Uniform Patrol Division. The objectives to achieve our goal consist of assisting the victim through the judicial process, apprehension of offenders, testifying at the trial of these offenders, recovery and processing of evidence and recovery of stolen property.

Squads within the Detective Division include Crimes Against Persons Squad, Lieutenant commanded by Elizabeth Brown; Burglary Squad commanded by Lieutenant Stan Rickwartz; Robbery Squad, commanded by Lieutenant John Krizan; White-Collar Crime Squad, commanded by Lieutenant Ben Landrum; Theft Squad, commanded by Lieutenant Zang and General Jason



Investigations Lt. Kenny Albright, who supervises the Juvenile Offender Squad, School Liaison Squad, Traffic Investigation Squad, Pawn Unit and Crime Scene Investigation Unit. Currently the Detective Division has 77 commissioned officers, 14 civilian employees and 1 District Attorney Victim's Assistance Coordinator.

In the Crimes Against Persons Squad, detectives investigate adult sex offenses, childvictim cases and missing persons. The squad also administers the Department's Sex-Offender Registration program. The Robbery Squad investigates business and personal robberies, assaults, family-related violence crimes and suicides. The Burglary Squad investigates residential and business burglaries. The Theft Squad investigates auto burglaries, thefts and other property-related offenses. White-Collar Crime Squad detectives investigate forgery, fraud, counterfeiting, computer-related offenses, incidents of identity theft and auto theft. Investigators in the Juvenile Offender Squad work all crimes (except homicide) committed by persons under the age of seventeen. The School Liaison Program places officers in the schools to mentor students, investigate offenses occurring on school grounds and to take any enforcement action needed. Crime Scene Investigation Unit is responsible for photography, evidence collection, evidence processing, fingerprints, laboratory submission of evidence and courtroom testimony. The Pawn Unit is responsible for inspection, records data entry and stolen property recovery from the numerous pawnshops in the city limits. Traffic Investigation Squad is responsible for traffic related investigations such as vehicular manslaughter, DUI, hit and run accidents, etc. In 2013, the Squad was called out 69 times; they investigated 29 motor vehicle collisions that resulted in 31 fatalities. There were 5,911 vehicular collisions, 497 DUI's and 276 evading with motor vehicle cases.

To increase the effectiveness of all investigations, the Detective Division employs five civilian investigators. These investigators are assigned cases that lack significant leads or solvability factors, which gives sworn detectives more time to devote to solving crimes that have good leads. If leads develop in a case initially assigned to a civilian investigator, that case is then reassigned to a sworn detective.

The Detective Division Crimes Against Persons (CAP) Squad administers the Sex Offender Registration Program. There are currently 1,693 sex offenders listed in the Amarillo Police Department database compared to 1,580 in 2012. However, this number includes offenders who have moved away, have been incarcerated or are deceased.

The CAP Squad registers sex offenders on the Texas Department of Public Safety Sex Offender Registry. There are 527 active registered sex offenders currently living in Amarillo and up to date on registration. Additionally, 263 registered sex offenders listed at an Amarillo address are currently in jail or prison. There are 12 registered sex offenders who have "absconded" or they are listed as "whereabouts unknown." These violators are being actively investigated and most have had warrants issued for their arrest and are being sought for the felony charge of Failure to Register as a Sex Offender. "Active" offenders are those individuals who are currently residing in the City of Amarillo. "Inactive" offenders are those individuals who are incarcerated, dead or living elsewhere, but still have ties to Amarillo.

CRIME SCENE INVESTIGATION UNIT

Under the supervision of Sergeant James Clements and assigned to the General Investigations Lieutenant, the Crime Scene Investigation Unit is responsible for documenting crime scenes and searching for physical evidence that includes latent fingerprints, hair, fiber, tool marks, or bodily fluids. The SPEX and Identix live scan systems are being used to their fullest extent. The combination of the two systems has streamlined the Department's fingerprinting and latent identification work. All fingerprints taken by the Department are now fully digitized. We no longer take inked hard copy print cards and file them in a file cabinet. All fingerprint cards are filed electronically in the SPEX database. This database is connected to all 26 counties of the Texas Panhandle. We can print Ten Print cards from any of these counties once the prints have been stored in the database.

By giving us the ability to search Class C arrests in the Texas Panhandle, SPEX has

increased the amount of latent finger and palm identifications for the unit. For 2013 we evaluated 3,968 latent prints and latent palm card cases. We entered 2,556 latent print and palms into the SPEX/AFIS system and received 659 hits. That is a 25.78% rate of identification. The Crime Scene Investigation Unit responded to 321 call-outs in 2013, an average of 26.75 call-outs per month.



The Identix live scan systems allow us to store Ten-Print cards electronically. This gives us the ability to have all newly arrested persons' prints placed in the SPEX database and automatically searched against the unidentified latent prints stored in SPEX. Also the Identix and ILeads computer software systems will have the ability to transfer data. From the ILeads side, Juvenile Investigators are able to transfer personal data directly to Identix to populate arrest records, saving time by not having to re-enter existing information.

The Photo Technician position, staffed by Jennifer Torres, is responsible for all digital photography taken by Department personnel and detectives. She has computer programs to assist in tracking photos turned in by the field officers. One program allows her to enter all the Incident Report Numbers with photos by date; this allows her go back and tell what date photos were submitted. She enters all photos with the officers' employee identification number so that photos taken by multiple officers under the same incident report number can be separated by officer. Both of these programs greatly improve the efficiency of the photo lab.

Sgt. Clements is working on increasing the amount of training for officers with an interest in crime scene work. CSIU officers and alternates received the necessary fingerprint and crime scene training during the year; however, with Amarillo College now offering fingerprint and other forensic classes, it should be easier to get the needed advanced training.

SCHOOL LIAISON

Sgt. Jerome Godfrey supervises the School Liaison Squad, which is comprised of twelve officers assigned to various schools within AISD, two officers assigned to CISD and one officer assigned as the Student Crime Stoppers Coordinator. The purpose of the School Liaison program is to promote good public relations through formal and informal actions.

The assigned officers assist the schools in providing a safe learning environment for students and educators. During 2013, the officers in the program investigated 7,309 campus complaints compared to 8,821 in 2012. In addition they made 659 incident

reports and took 790 statements/affidavits, 168 physical arrests, issued 125 citations and seized 12 weapons (none were firearms). A total 115 presentations were given to approximately 5,686 students and parents.

During the first two weeks of summer the School Liaison officers hosted the APD/Lisa Cherry Summer Camp and conducted their sixth Summer Warrant



Patrol in which they served 1,770 warrants with fines totaling over \$544,283.23.

STUDENT CRIME STOPPERS

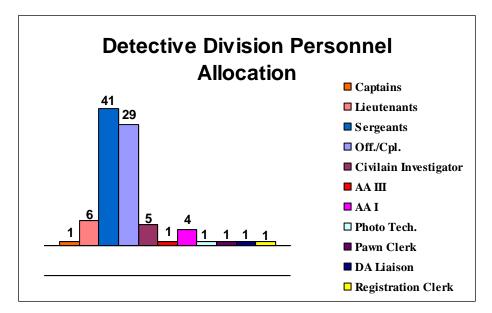
Student Crime Stoppers had a another good year in 2013 with \$2,465.00 cash rewards approved during the period of June 1st through December 31, 2013 and \$600.00 worth of recovered stolen property.

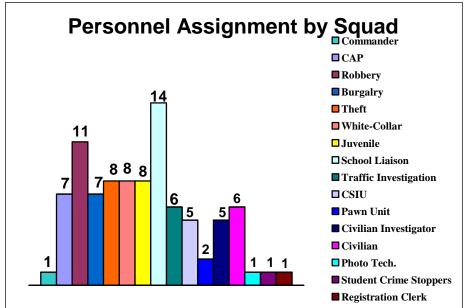
In 2013, the Amarillo Crime Stoppers program was given numerous performance awards including Board Member of the Year, Innovative Publicity, Best Poster, Most Crime Cases Solves and the Greatest Dollar Recovery Amount Awards.

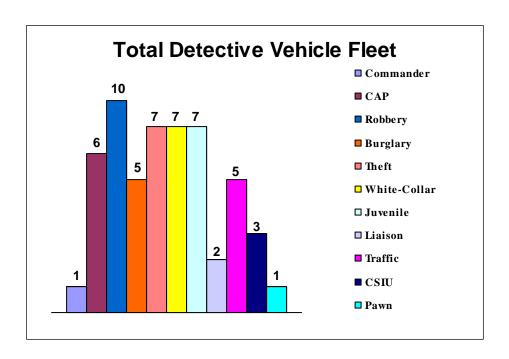
	<u>2012</u>	2013
Tips received	279	177
Arrests made	87	40
Cases cleared	124	61
Rewards paid	\$5,030	\$2,465
Property recovered	\$4,370	\$600
Narcotics seized	\$1,521	\$854

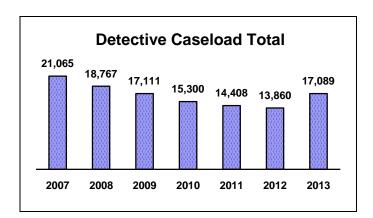
The passage of Senate Bills 393 and 1114 took away all Class C misdemeanor violations on campus and that is reflected in the 2013 statistics.

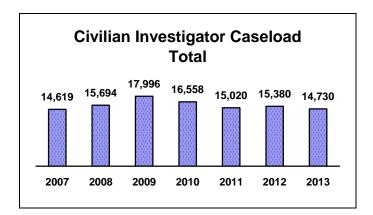


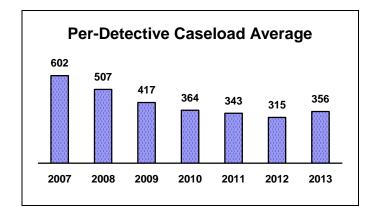


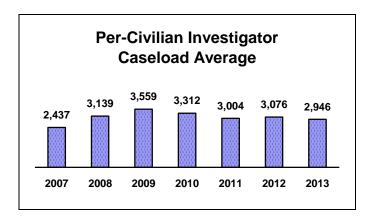


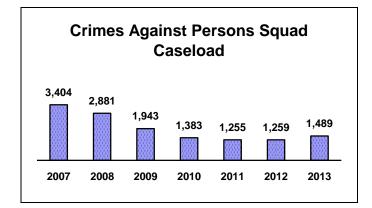


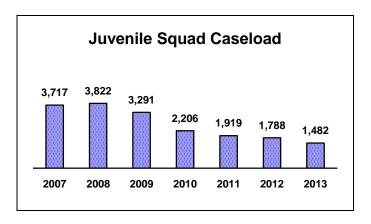


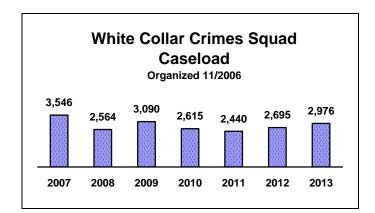


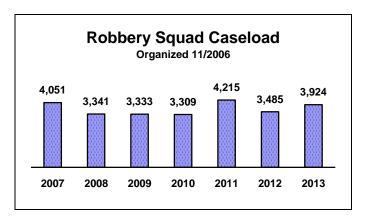


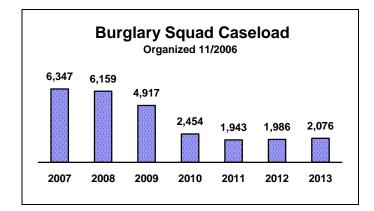


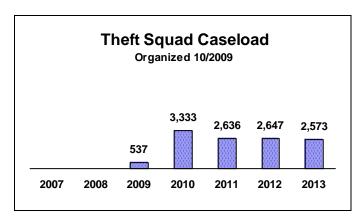


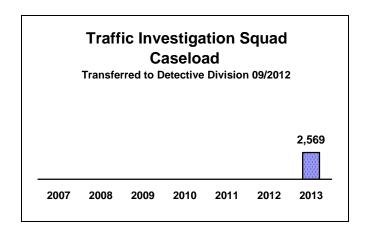


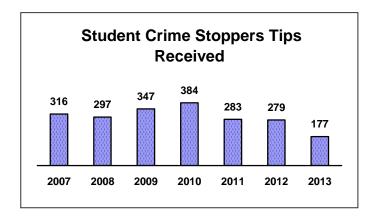


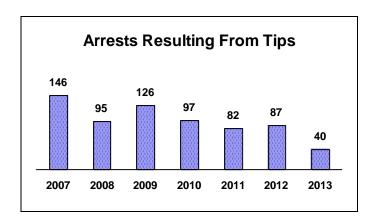


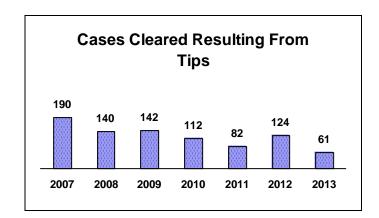


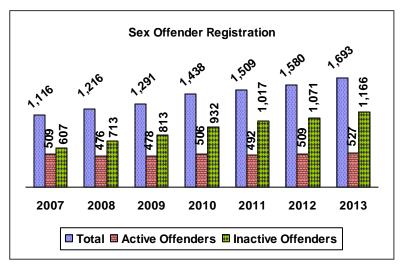












Active offenders are those who are currently residing within the City of Amarillo. Inactive offenders are those who are currently incarcerated, died or have moved from the City of Amarillo, but still have ties to the area.







SERVICE DIVISION Captain Brad Lancaster

SERVICE DIVISION

Captain Brad Lancaster is the commander of the Service Division. Comprised of a team of dedicated professionals, the Service Division provides essential support for the everyday operation of the Department. The major components of the Service Division are the Records Section and Property and Evidence Section. The Service Division is staffed by a captain, one lieutenant, one sergeant, two officers, and 30 (full-time and part-time) civilians. While the principal objective of the Service Division is to provide support for other divisions of the Department, a considerable amount of time is devoted to providing a variety of services to the public. Enforcement of the City's alarm ordinance is a responsibility of this Division. The City's alarm ordinance has been successful in decreasing the amount of time spent by officers responding to false alarms. The Service Division also monitors the City wrecker contract. In addition, the Service Division is responsible for the design and the publishing of the Department's annual report. Our website can be visited at www.amapolice.org.

RECORDS SECTION

The Records Section serves as the official repository for all criminal records and documents of the Department. The section is responsible for data entry, maintaining all police reports, arrest



assistance. Employment criminal history checks are also available through the records department.

records, and statistics. These duties include the preparation of reports that generate crime statistics sent to the State of Texas, so semi-annual and annual FBI crime data reports can be produced for the City of Amarillo. This section is also the contact point for citizens requesting copies of records under the Texas Open Records Act. The front desk personnel of the Service Division serve as receptionists for citizens seeking information

Report Writers assigned to the Service Division receive reports from persons calling on the telephone, or citizens visiting the front desk. During 2013, Report Writers assigned to the Service Division made 3,640 reports from persons calling on the telephone or citizens making reports at the front desk. This is an increase from the 2012 total of 1,951. In 2013, Clerk Typists typed 25,257 reports and 11,780 supplements called in by officers. During 2013, the Department received 2,493 reports made on-line by citizens. Of these, 2,004 were assigned case numbers and imported into the records system.

The Department makes traffic accident reports available on the Internet through *PoliceReports.US*. By making this user-friendly site easily accessible to the public, the Service Division eliminates the public's need to drive downtown to purchase copies of accident reports at the front desk, in turn allowing the front desk employees more time to concentrate on other duties.

PROPERTY AND EVIDENCE SECTION

The Property and Evidence Section is responsible for receiving, processing, storing and disposing of evidence, found property, and personal property. A fundamental responsibility of the Property and Evidence Section is to maintain the chain of custody for evidence and to ensure the availability of that evidence for court. The Property Section also performs taxicab

inspections for the issuance of permits.

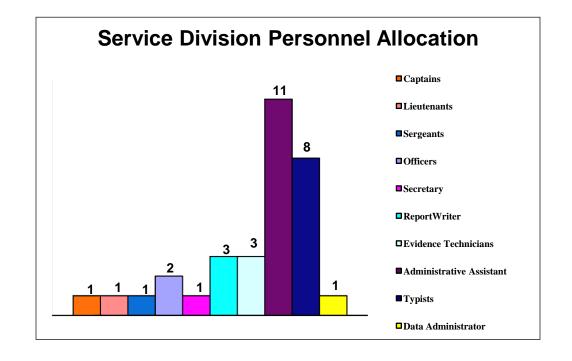


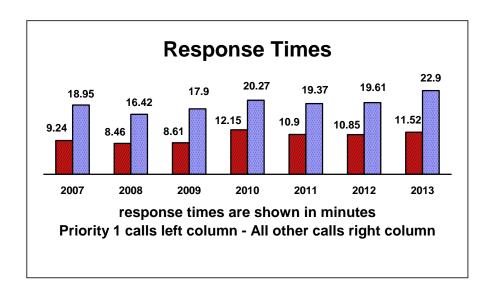
Each year the City of Amarillo has a combined auction with the Police Department for the sale of unclaimed property held by the Property Section. In 2006, the Department began using local licensed Federal Firearms dealers for the sale of unclaimed or forfeited firearms. The Property Section contributed \$41,535.76 to the City's General Fund from unclaimed money in 2013 as compared to \$852.49 in 2012. The money comes from drug busts, unclaimed evidence, found monies, and unclaimed personal property.

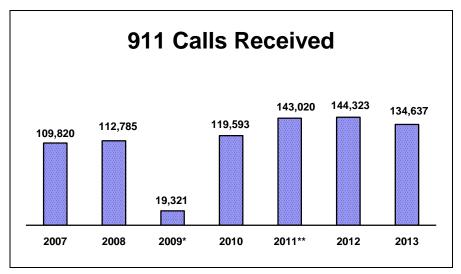
The Property and Evidence section, in the past few years, has outgrown the current space in the basement of the Police Department. In order to alleviate the storage problem, the Police Department began moving property and evidence



into a new storage warehouse downtown. This new facility will ensure that the Police Department can meet its storage needs for the critical service of storage of property and evidence.

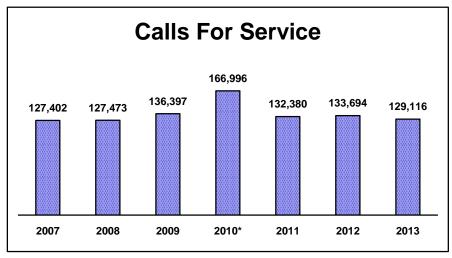




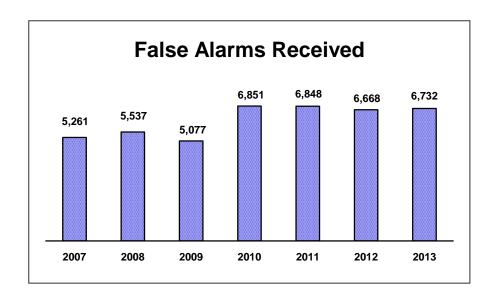


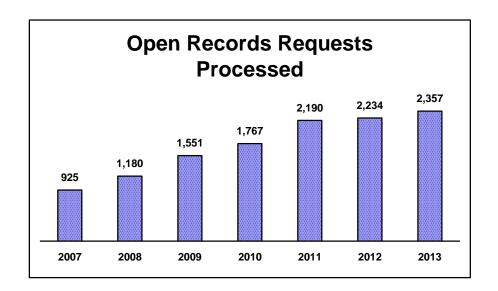
^{* 2009 911} calls received represents the number of 911 received at the AECC only for the last 2 months of 2009

^{** 2011(}and beyond) 911 calls received represents the number of 911 calls received at the AECC for ALL City First Responders



*Due to AECC policy and dispatch software, 2010 Calls for Service include items that historically have not been counted in Calls for Service. These include self-initiated activity by officers and some inbound telephone calls that do not require a police response.





AMARILLO POLICE DEPARTMENT







TRAINING AND PERSONNEL Captain James Burgess

TRAINING AND PERSONNEL



The Training and Personnel Division (T&P) coordinates many activities of the Amarillo Police Department. Among them are the hiring and training of all Police Department personnel, maintenance of all personnel and training records and oversight of the Department's payroll process. The Training and Personnel Division is led by a Captain, who is responsible for supervision of all aspects of the division.

The division has an Office of Professional Standards staffed by a Corporal. This office is responsible for maintaining all of the Department's operations manuals, conducting staff inspections of all divisions to ensure compliance with the rules and regulations of the Department, insuring compliance with the Federal National Incident Management System (NIMS) program, and managing administration of the Department's compliance for the Texas Police Chiefs Association Best Practices Recognition Program. The assigned Corporal also teaches in the Academy.

The two Academy Training Sergeants are responsible for the supervision of the Background Investigator and the Quartermaster, as well as the training of all recruits and mandatory inservice training of officers.

- The full-time Background Investigator is responsible for conducting pre-employment background investigations for sworn and civilian personnel and teaching various classes.
- The Quartermaster Officer is responsible for ordering, issuing, and return of various equipment and uniforms for sworn personnel. The division also has a civilian Quartermaster/Purchaser that is funded by the City.

The Firearms Range Sergeant is the Range Master and manages the Amarillo Shooting Complex. The Range Master supervises nine part-time civilians who staff three Range Officer positions for public operations. The Range Master coordinates all firearms training and qualifications for sworn officers.

Two civilian Administrative Assistant IVs also serve the division. One maintains payroll data for all Police Department employees, assists in the hiring process for sworn positions, and assists with the Student and Civilian Police Academies, offered annually. The second manages the hiring process for civilian employees, maintains records for civilian employees, departmental training records, demographics and statistics, and generates and processes performance evaluations for each Department employee. Additionally, the division processes health insurance benefits, FMLA paperwork and retirement requests. An Administrative Assistant I serves as receptionist for the division.

In 2013, the Division provided 250 training classes involving 3,684 students for a total of 71,863 hours of training. These yearly figures include all supervisor directed training, Academy training hours, special assignment training and required NIMS training completed by the City. In addition, there were 20 "roll call" trainings conducted throughout the year for sworn and civilian employees. Many employees also attended out-of-town training classes as assigned by their division.



The Training and Personnel Division is responsible for recruiting, selecting, testing, hiring and training new police officers. Two basic academies are conducted annually. The hiring process is the same for all recruit applicants and includes a written exam, physical fitness agility test, thorough background investigation, a polygraph examination to verify the findings of the background investigation, an interview board that includes five senior and ranking Department officers, a psychological examination and a physical fitness for duty examination.

83rd Academy

The hiring process for the 83rd Amarillo Police Department Basic Police Officer Academy began with 395 applicants. These applicants were notified of the Civil Service Entrance Exam that took place in June, 2012. Of the 175 registrants, 154 took the written test and 122 passed.

• Of those who took the exam, 84% of the Caucasian applicants passed; 60% of the Hispanic applicants passed; 33% of the Black applicants passed; and 100% of the Asian applicants passed. From a gender perspective, 81% of the males passed and 58% of the females passed.

The physical agility test was conducted for 111 applicants. A total of 88% passed the physical agility test, creating a list of 101 successful applicants who progressed to the rigorous background investigation. From those applicants, 11 were ultimately hired and began the 83rd

Amarillo Police Department Basic Police Officer Academy on December 6, 2012.

• The racial/gender breakdown of the class was as follows: 8 Caucasian males and 3 Hispanic males.

All 11 recruits took the Basic Peace Officers Licensing Exam on May 1, 2013, and passed on the first attempt--a significant accomplishment compared to other academies across Texas. Nine recruits ultimately graduated from the 83rd Academy on June 14, 2013 and began the Field Training program.



84th Academy

The hiring process for the 84th Amarillo Police Department Basic Police Officer Academy began with 385 applicants. These applicants were notified of the Civil Service Entrance Exam that took place in December, 2012. Of the 134 registrants, 118 applicants took the written test and 90 passed.

• Of those who took the exam, 75% of the Caucasian applicants passed; 48% of the Hispanic applicants passed; 33% of the Black applicants passed; and 0% of the Asian/Pacific Islander applicants passed. From a gender perspective, 78% of the males passed and 64% of the females passed.

The physical agility test was conducted for 85 applicants. A total of 88% passed the physical

agility test, creating a list of 76 successful applicants who progressed to the rigorous background investigation. From those applicants, 16 were ultimately hired and began the 84th Amarillo Police Department Basic Police Officer Academy on May 30, 2013.

• The racial/gender breakdown of the class was as follows: 16 Caucasian males.

Of the recruits who began the academy, 14 took the Basic Peace Officers Licensing Exam on October 25,



2013, and passed on the first attempt--a significant accomplishment compared to other academies across Texas. Twelve recruits ultimately graduated from the 84th Academy on December 6, 2013 and began the Field Training program.

85th Academy

The hiring process for the 85th Amarillo Police Department Basic Police Officer Academy began with 421 applicants. These applicants were notified of the Civil Service Entrance Exam that took place in June, 2013. Of the 272 registrants, 128 took the written test and 91 passed.

• Of those who took the exam, 72% of the Caucasian applicants passed; 55% of the Hispanic applicants passed; 100% of the Black applicants passed; 100% of the Asian/Pacific Islander applicants passed; and 50% of the American Indian applicants passed. From a gender perspective, 72% of the males passed and 66% of the females passed

The physical agility test was conducted for 89 applicants. A total of 88% passed the physical agility test, creating a list of 74 successful applicants who progressed to the rigorous background investigation. From those applicants, 21 were ultimately hired and began the 85th Amarillo Police Department Basic Police Officer Academy on December 5, 2013.

• The racial/gender breakdown of the class is as follows: 17 Caucasian males, 1 Black male, 1 Hispanic male, 1 Hispanic female and 1 Caucasian female.

Their education and training continues.

86th Academy

The hiring process for the 86th Amarillo Police Department Basic Police Officer Academy began with 262 applicants. These applicants were notified of the Civil Service Entrance Exam that took place in December, 2013. Of the 181 registrants, 86 took the written test and 47 passed.

• Of those who took the exam, 52% of the Caucasian applicants passed; 63% of the Hispanic applicants passed; 0% of the Black applicants passed; and 67% of the Asian/Pacific Islander applicants passed. From a gender perspective, 63% of the males passed and 50% of the females passed.

The physical agility test was conducted for 59 applicants. A total of 88% passed the physical agility test, creating a list of 49 successful applicants who are currently undergoing the background investigation process.

Application and Development

Additional responsibilities of the Training and Personnel Division include coordinating with the Texas Commission on Law Enforcement (TCOLE) on hiring, training, and licensing of our police officers; coordinating compliance with the Texas Police Chiefs Association Best Practices Recognition Program; and coordinating the Department's compliance with the City of Amarillo's annual "HAZMAT" chemical inventory. In addition, Training and Personnel staff conducts many research projects for the Department.

Department Strength

The Amarillo Police Department has an authorized strength of 358 officers, as well as 54 full-time and three part-time civilian employees.

The following figures are based on our actual strength of 356 sworn personnel at the end of 2013:

- Average police officer age, including all ranks: 38.0 compared to 38.55 in 2012.
- Average length of service for sworn personnel: 11.7 years compared to 12.48 in 2012.
- Female officers: 26 (7.3%) an increase from the 2012 figure of 25.
- Male officers: 330 (92.7%) compared to 320 in 2012.
- Racial analysis:
 - o 303 Caucasian officers (85.11%)
 - o 45 Hispanic officers (12.64%)
 - o 6 Black officers (1.69%)
 - o 2 Native American officers (.56%).

The Department ended 2013 with 53 permanent civilian employees and two part-time civilian employees. The average length of service for civilian employees is 10.0 years.

Education

At the end of 2013, 34.5% of the sworn personnel had college degrees:

Doctorate: 1Masters: 9Bachelor: 83Associate: 30

There were an additional 122 officers that had 10 or more college hours, but no degree. On average, officers had earned 82.7 college hours, an increase from 61.96 earned hours in 2012.

At the end of 2013, 57 officers held an Intermediate Peace Officer Certificate, 63 officers held an Advanced Certificate, and 144 held a Master Peace Officer Certificate.

Citizen Police Academy

The 20th Citizen Police Academy (C.P.A.) was held in the Fall of 2013. These citizens met one night per week for 12 class sessions covering Departmental organization, crime scene investigation, evidence collection, firearms orientation, police driving tactics, crowd control measures, narcotics identification, investigative procedures and other topics. Citizen Police Academy members are also allowed to ride on observations with patrol officers. Upon graduation, these citizens provide a solid base of community support for the Department.

Student Police Academy

The 12th Student Police Academy (S.P.A.) was held in the Spring of 2013. The S.P.A. is very similar to the C.P.A., but is geared toward high school juniors and seniors who are exploring career opportunities in law enforcement. The S.P.A. also provides students the opportunity to ride on observations with patrol officers.

Volunteer Program

The Amarillo Police Department Volunteer Program began in 1992. Volunteers serve in various assignments within the department, including the Service Division, Property Unit and the Traffic

Enforcement Unit. A total of 4,423 volunteer hours were contributed for the 2012-2013 fiscal year.

In 2013, volunteers in the Service Division and Property Unit donated a total of 1,578 hours to the Department.

The Handicap Patrol, staffed by volunteers, issues parking tickets to vehicles illegally parked in handicap parking spaces. Since the beginning of this program in 1995, 97 volunteers have participated. A new volunteer employee training class was held in 2013, with several new volunteers attending the day-long school. There are currently 16 active Handicap Patrol members who volunteered a total of 2,845 hours in 2013. In fiscal year 2012-13, the Handicap Patrol wrote 1,385 tickets, bringing the total number of tickets written during this program to 21,992.

An appreciation luncheon was held in October to recognize all of the Amarillo Police Department's volunteer employees.

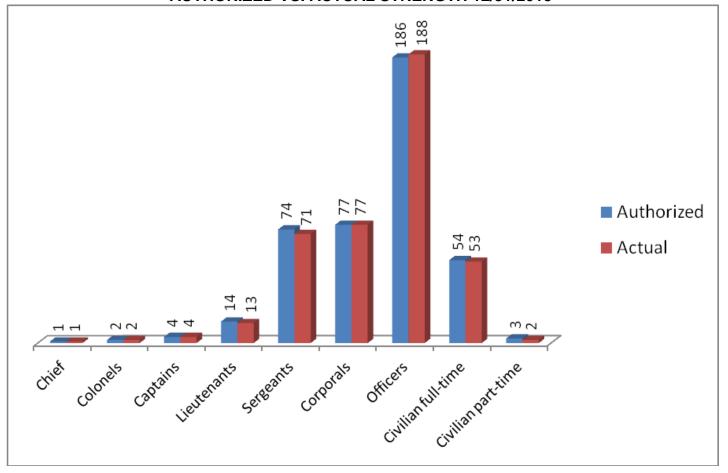
Chaplain Program

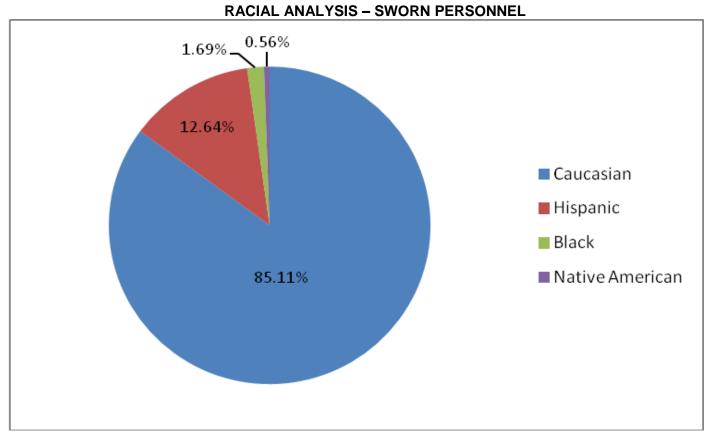
The Chaplain program at the Amarillo Police Department has six volunteer chaplains in order to ensure availability of chaplain services for our employees in times of illness, injury, or death. One volunteer is a full-time employee, two are retired officers, two are local pastors and the other is a retired officer's wife. Department chaplains visit employees and family members in local hospitals and assist in funerals. The chaplains provide confidential counseling to department personnel and their families. The Chaplain program is made up of volunteers without cost to the department.

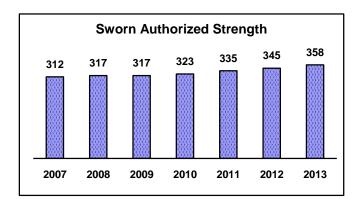
Crisis Stress Debriefing Incident Program

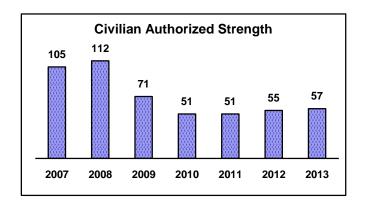
The Amarillo Police Department provides peer counselors for department employees. The counselors are trained department volunteers who conduct critical incident stress debriefings after traumatic events and make confidential referrals to professional counselors upon request.

AUTHORIZED VS. ACTUAL STRENGTH 12/31/2013

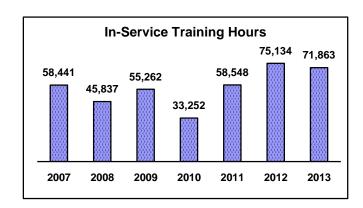


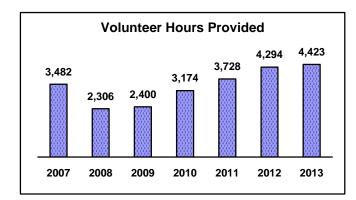


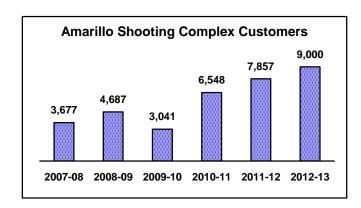


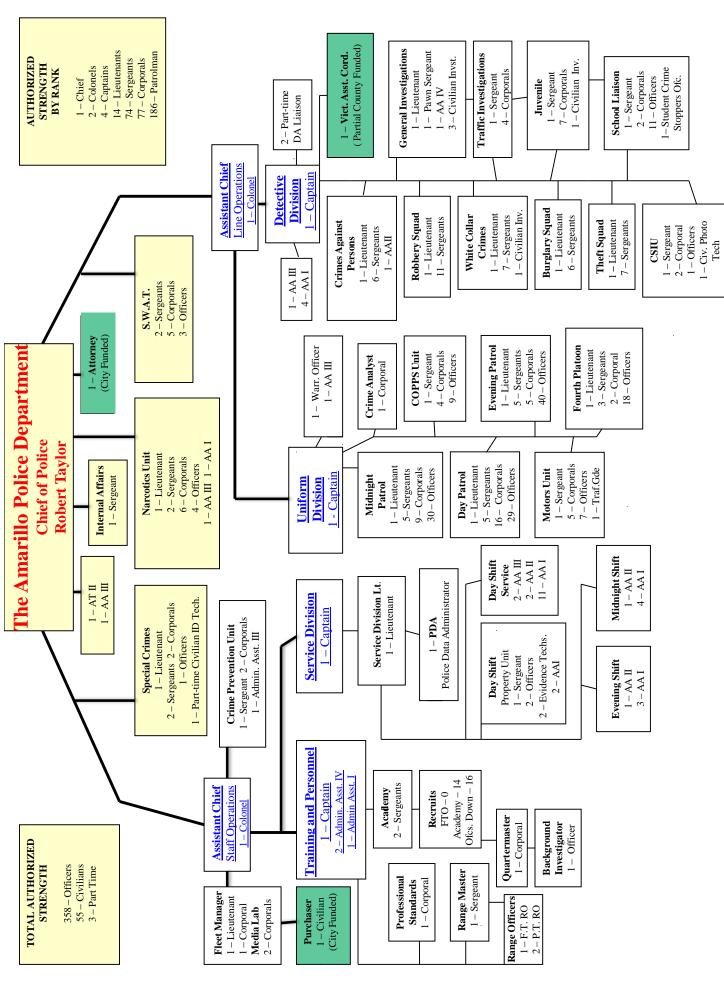












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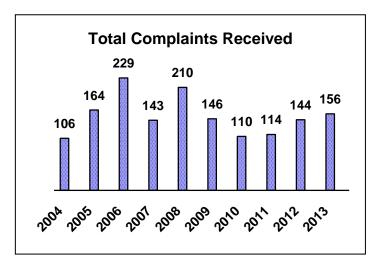
INTERNAL AFFAIRS

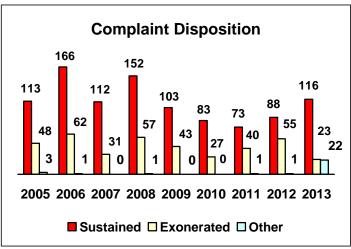
Complaints from citizens and complaints from within the Department are investigated by the Internal Affairs Investigator. During 2013, there were 156 formal complaint cases filed. Some of those cases involved more than one officer and/or more than one specific complaint. After investigation, 116 complaints were determined to be *Sustained*, 23 complaints were *Exonerated*, 12 complaints were *Unfounded*, and 10 complaints were *Not Sustained*. Each of the 116 Sustained complaints resulted in disciplinary action of some type.

In four separate incidents, six different Officers were involved in a shooting situation. The incidents were presented to a Grand Jury, and the Grand Jury determined the shootings to all be justified. There were five incidents where a firearm was discharged in the shooting of an animal, and the Discipline Review Board found that those incidents were all justified.

There was one in-custody death which occurred in 2013, and it was determined by a Grand Jury that the actions of the Officers involved played no part in the death that occurred.

Sergeant M.D. Hill Internal Affairs





• Beginning in 2013, complaints determined to be "Unfounded "are now counted in "Other"

2013 INTERNAL AFFAIRS STATS

Complaint Type:	Sustained	Exonerated	Other	Total % Sus	% Sustained	
Excessive Force:	2	8	2	12	17%	
Illegal Search:	0	2	0	2	0%	
Illegal Arrest:	1	0	0	1	100%	
Neglect or Inattention to Duty:	93	5	10	110	85%	
Falsify or Release Of Records:	0	0	0	0	0%	
Conduct						
Unbecoming:	19	7	8	34	56%	
Criminal Offenses:	1	0	1	2	50%	
Racial Profiling:	0	1	1	2	0%	
TOTALS	116	23	22	163	71%	

Officer Involved

Shootings: 4

Justified: 4

Discharge of

Firearm: 5

Justified: 5

Accidental

Discharge:

of Firearm 0

In Custody

Death 1

Disciplinary action was taken on all founded complaints. Such action can include verbal counseling, written reprimands, suspensions, and terminations.

CRIME PREVENTION UNIT

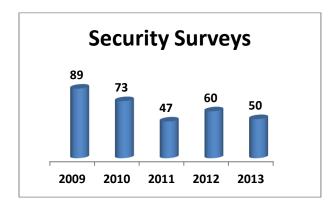
Officers of the Crime Prevention Unit provide public education in crime prevention subjects ranging from traffic safety to sexual assault awareness and prevention. The CPU provides informational programs for church and civic groups, business organizations, or any group that is interested in learning about crime and prevention strategies. Many groups schedule appearances by CPU officers on a recurring basis as education for employees, volunteers, or youth groups. Some of the presentations provided in 2013 included Neighborhood Watch, Fraud and Scam Prevention, Workplace Violence Prevention, and Personal Safety for Women. School and work safety concerns created requests for business site visits and workplace violence related crime programs this year. The CPU created and provided job-specific crime prevention and safety training for realtors, social workers, meter readers, bank employees, and people with other job or location specific crime concerns.

The CPU also provides information about the Department's operations and activity through media releases and liaison as the Department's public information officers. Releases are distributed through email, fax, and the Nixle system. The Nixle system provides subscribers with free, convenient access to media releases and crime prevention information directly from the department. In 2013, the CPU helped the Department provide timely, reliable information to nearly 6,900 Nixle subscribers and through daily contacts with local media.

The CPU is often the public's point of access to the police department. The unit responds to numerous inquires about the law, local criminal activity, Departmental practices, and police operations every day. The CPU takes pride in providing quick, accurate responses to both the media's and the public's questions or requests.

The CPU provides security surveys to home and business owners at no cost. This inspection helps citizens prevent burglary, theft, and other crimes, as well as secure a discount on home owner's insurance.

The CPU provides presentations for the Citizen's and Student Police Academy, APD Summer Camp, and other youth oriented activities. This year, the CPU presented five media relations classes for APD supervisors and officers from outside agencies.





Security surveys are a no-cost service that helps citizens secure their home and reduce their risk of becoming a crime victim. It also gives the APD an opportunity to connect with citizens on an individual basis. This service is often promoted by insurance companies to reduce a homeowner's premiums.

The CPU provided 193 programs, along with 358 media releases and Nixle messages to reach thousands of citizens in 2013. It also made 25 calls to service or install in-house alarm systems that help protect at-risk property. The CPU also includes Amarillo Crime Stoppers, an award winning program that connects the Amarillo Police Department with the community in a cooperative effort to prevent crime by paying rewards to people that help identify and locate criminal suspects.

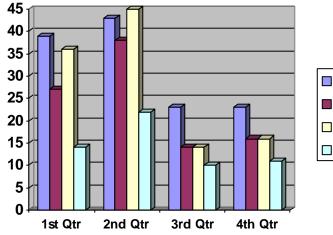


In October of 2013, Amarillo Crime Stoppers attended the 25th Annual Crime Stoppers Conference in New Braunfels, Texas. At this Conference, the program received the required training hours to maintain program certification. The program also celebrated several successes by receiving an award at the state conference. We received a productivity award for most cases cleared based on the population we serve. We witnessed a record year for the 5th year in a row for tip volume, totaling 1,666 tips, up from 1,604 tips in 2012. We also cleared 145 cases, recovered 4 weapons and 7 stolen vehicles. A very important Crime Stoppers tip led to the identification and eventual capture of two robbery suspects and the recovery of a large sum of stolen cash from a significant bank robbery.

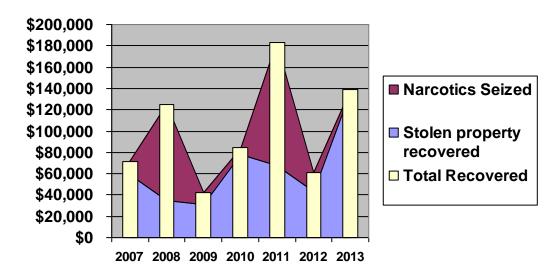
The Fugitive of the Week program provides the public with information on wanted persons and publicizes the reward program for them. Every week, information on the Fugitive of the Week is distributed to every local television broadcast outlet. This year, we highlighted 48 fugitives, and 43 of them were arrested. Crime Stoppers tips directly led to the arrest of 74 wanted people this year. In 2013, Amarillo Crime Stoppers received 1,666 tips. From those tips we cleared 145 cases and arrested 128 suspects. Those tips led to the recovery of \$136,706 in property, up from \$42,985 in 2012. Successful tips also removed \$2,188 in narcotics from our city streets. Amarillo Crime Stoppers approved 93 rewards for 2013 compared to 114 rewards in 2012, for a total of \$25,153. Even though a total of 93 rewards were approved, only 61% of the tipsters (57) called back to collect a reward. Amarillo Crime Stoppers also continued the use of "Nixle" as a very useful tool to notify the community about fugitives, captures and unsolved crimes. The use of "Nixle" has already generated tips that have provided information leading to fugitive arrests and leads on crimes in the Amarillo area.

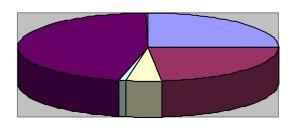
We conducted our 5th Annual Amarillo Crime Stoppers car show, which was held over Labor Day weekend. Amarillo Crime Stoppers and Student Crime Stoppers of Amarillo worked together to make this a success. We had 98 vehicles in attendance this year. This was a great way for our entire Board to be among the community we serve. The car show also included games, food, and music. The Chief of Police, Robert Taylor, was on site to select a special "Chief's Choice" award to a lucky winner. We are grateful that the citizens of the Amarillo area support us by providing tips, volunteering on our Board, and for the generous monetary support to keep the program running. We could not have been this successful without the tremendous help of the law enforcement community following up on the tips we received. Our website is updated several times a week with the current crimes we need help solving and information on fugitives that we need to locate. The web site also allows direct links to submit web tips on various crimes and fugitives. The web site is www.amapolice.org. The Crime Stoppers anonymous reward system, Fugitive of the Week program, and help from the public continues to make the Amarillo area a safer place for all of us to live and work.

2007 2008 2009 2010 2011 2012 2013











Amarillo Crime Stoppers Statistics

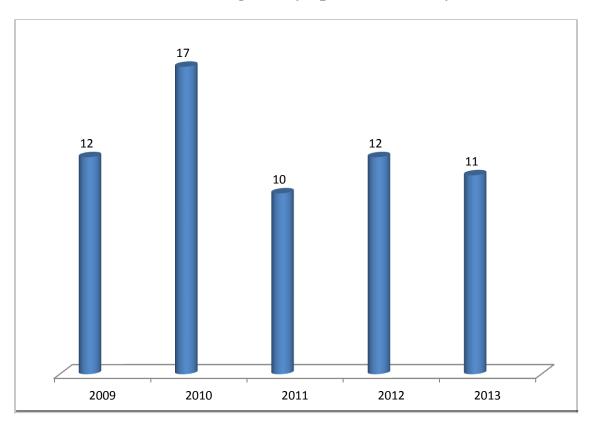
SPECIAL CRIMES UNIT

Formed on December 10, 1981, the Special Crimes Unit is responsible for the investigation of homicides and suspicious deaths that occur within the City of Amarillo, Potter County, and Armstrong County. The Special Crimes Unit also investigates officer-involved shootings, incustody deaths, fire deaths, and the deaths of children for the Amarillo Police Department and the Potter County Sheriff's Office. The unit consists of seven full-time members from the Amarillo Police Department and the Potter County Sheriff's Office.

Lieutenant Erick Bohannon, of the Amarillo Police Department, serves as the Special Crimes Unit Coordinator. Detectives assigned to the unit are Sgt. Jason Riddlespurger and Sgt. Clay Rolan with the Amarillo Police Department, and Sgt. BJ Chester from the Potter County Sheriff's Office. CSI officers assigned to the unit are Cpl. Ed Carroll, Cpl. Caleb Sanderson, and Officer Mary C. Smith from the Amarillo Police Department. Callie Haney, from the 47th District Attorney's Office, is the unit's Secretary.



Homicides Investigated by Special Crimes by Year



Homicides and Other Cases Investigated by Special Crimes

2013 Homicides	11		
	10		
2013 Homicides Cleared	10		
Number of Homicides by:			
Gunshot	5		
Stabbing	1		
Blunt Force	4		
Other	1		
Homicides by Jurisdiction:			
City of Amarillo	11		
Potter County (outside the city limits)	0		
Armstrong County	0		
Homicides by Month:			
January	1		
February	0		
March	1		
April May	1		
June	0		
July	1		
August	4		
September	0		
October	1		
November	0		
December	1		
Types of Cases Investigated:			
Homicides:			
Justifiable (no-billed by Grand Jury)	1		
Indicted by Grand Jury	8		
Not yet presented to Grand Jury	1		
Presently unsolved	1		
Suspicious Deaths Outside Agency Aggistenes	22 8		
Outside Agency Assistance			
Cold Cases Investigated Miscellaneous Investigative Activity			
Fire Deaths			
Officer Involved Shootings			
In-Custody Deaths			
Child Deaths			
	7		
Total Number of Cases Investigated	76		

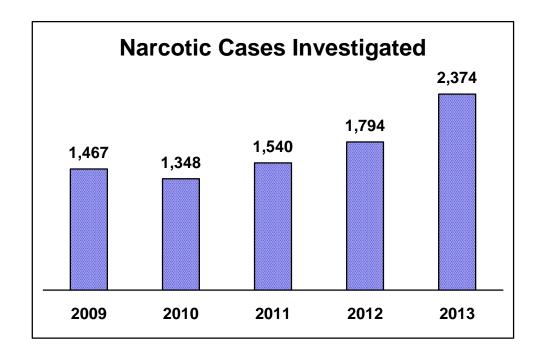
NARCOTICS UNIT AND SWAT

Narcotics Unit

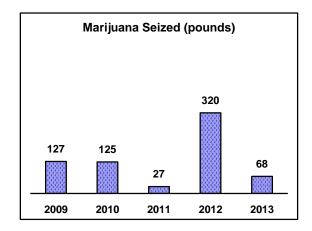
Lt. Terry Lichtie is the Commander of the Narcotics Unit and SWAT Team. The Narcotics Unit is comprised of 8 narcotic investigators. Sgt Brent Clay supervises all agents and runs the day to day operations of the Narcotics Unit. Sgt Scott Chappell is the case manager and files all narcotic cases for the Amarillo Police Department.. Two additional narcotic agents are assigned to the local office of the Federal Drug Enforcement Agency in Amarillo and one additional narcotic agent is assigned to the Federal Bureau of Investigation in Amarillo. The Narcotics Unit is responsible for the following:

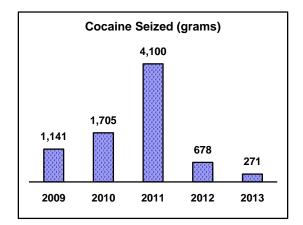
- Enforcement of pornography laws.
- Enforcement of laws prohibiting the illegal sale, possession and distribution of controlled substances.
- Enforcement of laws prohibiting illegal gambling operations.
- Enforcement of laws prohibiting prostitution.
- Providing community education programs about illegal narcotics.
- Investigating any offense involving organized criminal activity.

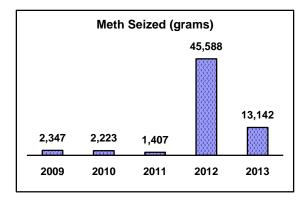
Narcotics Agents use various investigative methods, such as surveillance and undercover operations to complete their investigations. These result in the issuance of arrest warrants and/or search warrants.



The following charts show the amount of several types of illegal narcotics seized by the Amarillo Police Department in the last 5 years:





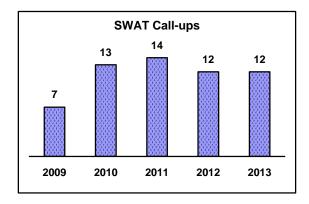


In addition to conducting narcotic investigations, agents of the Narcotics Unit presented narcotics awareness programs to local professional and civic groups throughout Amarillo.

SWAT Team

There are 8 full-time members of the SWAT Team led by Sgt Kyle Hawley. The mission of the SWAT Team is to support the Amarillo Police Department with a tactical response to critical incidents. Critical incidents include, but are not limited to:

- Hostage situations
- Barricaded situations
- Sniper situations
- High-risk suspect apprehension
- High-risk search warrants



Sgts. Dean Coleman and Rodney Clark



Rotary Club South Officers of the Year 2012

Together, Sgts. Clark and Coleman have been working the auto theft detail for the Detective division for about five years. These two officers continuously produce good work and good investigations. They have arrested numerous active auto theft suspects and broken up auto theft rings and chop shops involved in disposing of stolen cars. These two officers are not afraid of getting their hands dirty if this means crawling under a vehicle or taking it apart to find a hidden VIN number. These officers are consistently checking wrecker yards, scrap yards, or old garages for suspected stolen vehicles. Both officers work as a team and work on each other's cases. They are well respected and constantly called upon by other officers and investigators, including outside agencies, to check suspected stolen vehicles. If the situation requires crawling around a semi truck or using acid to bring up a ground off VIN, these officers do so in a positive manner. Our auto theft rate has consistently gone down over the past five years in a very impressive manner. These numbers are quite impressive, from 1,623 reported auto thefts in 2007 to a reduction of 839 reported auto thefts in 2011. Their recovery rate is also very remarkable, 80 to 90 percent of cars, pickups and SUVs reported stolen to the APD are recovered, compared to a nationwide rate of 57 percent.

Sgt. Raquel Saunders



Rotary Club South Officer of the 1st Quarter 2013

Sgt. Saunders was temporarily taken away from her patrol duties and assigned to the Service Division in April of 2012, for the purpose of conducting a full audit of all property and evidence.

The Police Department's function is more widespread than just patrol duties and it takes a team to take criminals off the street and keep them off the street. The Property and Evidence section of the Amarillo Police Department has continued to maintain a high standard for accuracy and proper chain of custody by conducting a full audit of all property and evidence. This is a huge undertaking and would not have been possible without Sgt Saunders' assistance.

Sgt. Saunders immediately took a supervisory role of several untrained civilian employees. She learned the functions of the Division and then assisted and trained the civilian employees until they were able to perform various tasks usually assigned to Evidence Technicians and Property Officers. Saunders maintained a methodical approach to the project and kept a close supervisory eye on the new employees. She worked with them consistently for the next 10 months.

Steady progress was made and huge hurdles and roadblocks were overcome to keep the project on track. Sgt. Saunders had to combine information from two computer systems and a paper

system to put all property and evidence information in one, all-encompassing, computer system. It was a painstaking process, but Sgt. Saunders worked diligently to overcome every obstacle and succeed. She worked many extra hours and had to be told to quit preparing and planning for upcoming issues on her free time. She wanted to work around the clock to ensure the project was completed on time and was as accurate as possible. Her project management and interpersonal communication skills with the employees were beneficial in making this project successful. She was able to keep the employees motivated while still holding them to the highest standard possible. She surpassed my permanently assigned property employees in knowledge and error resolution.

No one will completely understand the effort Sgt. Saunders put forth and her work cannot be appreciated enough to repay her for everything she has done for the Department in its ongoing endeavor to continue to hold the Property and Evidence section to a higher standard of professionally maintaining evidence. Her supervisor said, "I am very proud to have worked with her and I am thankful for all her efforts. I could not have picked a better person who could have accomplished these goals in this amount of time".

Lt. Shannon Kuster



Rotary Club South Officer of the 2nd

Quarter 2013

Lt. Kuster's supervisor noted that the condition of the Property and Evidence room had been neglected for years, even decades. The physical condition was less than professional, but more importantly, the records management area was problematic. Shortcuts in the documentation process, lack of connection between and among record data with actual physical evidence and untimely delays in release and destruction of property/evidence had led to a less than professional and unacceptable police department section. This is a section that is vital to the core mission of a law enforcement organization. Not to mention an area that is ripe with the potential for public and judicial scrutiny. For too long our property/evidence room was neglected by supervisory personnel entrusted with its care. For well over a year now, Lt. Kuster has taken the lead in clearing up this problem. She has worked tirelessly, oftentimes in the evening and night hours, to make sure our Department had a first-class, professional evidence room. She coordinated the hiring, training and supervision of part-time employees devoted to correcting the records management system within the unit. She pushed firmly for the assistance of investigative personnel to authorize the release or destruction of unneeded property. She incorporated a teamwork atmosphere in the unit, between part-time employees, short term, light-duty personnel and full-time Property and Evidence employees that provided the setting for success in this endeavor. She knew how to motivate all those assigned to this important task. All the while, Lt. Kuster continued to fulfill her other duties as a supervisor in the Service Division. Her other important and needed work still had to be done. Lt. Kuster's work culminated in getting the unit ready for our recent Standards inspection. Considering the condition of the unit a little over a year ago, it was nothing short of a small miracle.

Sgt. Michael Clatworthy and Investigator Wendy Green



Rotary Club South Employees of the 3rd Quarter 2013

Sgt. Michael Clatworthy and Civilian Investigator Wendy Green were nominated because of their ability to work together to track down and locate all information to prosecute a very active white-collar crime suspect. The perpetrator was involved in such crimes as making counterfeit checks, committing forgeries and fraudulent use of personal identification. Sgt. Clatworthy eventually filed seven criminal cases on the individual.

Sgt. Thomas Hightower



Rotary Club South Officer of the 4th Quarter 2013

In late 2010, then Cpl. Thomas Hightower, while a member of the APD Narcotics Unit, began working with an informant. Hightower immediately realized the potential of this informant and began developing a plan to use him to make actual buys from individuals and in locations that the APD had not been able to effectively penetrate before. Hightower planned, developed and executed the single largest narcotics investigation the Potter County District Attorney's Office has handled since 1999. The DA's office has concluded and prosecuted those cases with remarkable success due to the skill and dedication of now Sgt. Hightower. The investigation ran from late 2010 until July 2011. Along with the support from the Narcotics Unit, Hightower made 67 delivery cases on 42 defendants in Potter County. Of these cases, 66 of them resulted in convictions. The only case that did not result in a conviction was due to the amount of marijuana on a lab test being just below the level needed for felony prosecution. However, the defendant was convicted on other charges related to this investigation. Of the 67 cases, 8 were tried by juries. In three of the cases the defendant received an 80-year sentence and in another case, a 40-year sentence was given. Only one defendant was give probation by a jury.

There were 10 bench trials, all convictions, but with the judge setting the punishment. Half of the defendants received probation in these cases. The remainder of these cases were concluded with pleas of guilty and all accepted jail time sentences. Ten of the defendants were either on probation or parole at the time of the offense. Another 17 had prior felony convictions. This investigation targeted significant criminals in our community that posed an ongoing threat to the safety and wellbeing of our citizens. Assistant 47th District Attorney Richard Martindale said the size and scope of this investigation was the largest he had seen since assuming narcotics prosecution duties. He said, "to obtain a 100% conviction rate is beyond belief, and can only be explained by the incredible dedication of Sgt. Hightower to see that the job was done right". During trial, Hightower showed honest, integrity and openness. He was able to address all issues raised by defense attorneys and judges in such a candid manner that brought great credit to the Amarillo Police Department. Sgt. Hightower's dedication, integrity, knowledge and relentless pursuit of justice is a true credit to the Department and the City of Amarillo.