

Accomplishments:

Technological/Infrastructure

- Obtained approval for a Body Worn Camera (BWC) program
- Drafted BWC policy that was supported by KPOA, General Counsel and Board of Directors
- Updated office computers
- Updated police radios
- Obtained approval for replacing in-car computers
- Drafted suggested staffing model for the future

Community Engagement

- Established Social Media presence via KPD Facebook page – includes posting weekly activity logs
- Increased presence at school with “Recess with the Cops” program
- Attended numerous community events such as Tree Lighting, CommuniTea, etc
- Participated in “Read Across America” at Hilltop School on 2-28-2020
- Hosted a “Chat with Chief” session on Saturday 2-29-2020

Police Operations

- Implemented the “Silent Sentry” – parking empty police car at hot spots in town
- Hired new officer to replace Rodney Martinez
- Officer Harms designated as the Town’s Traffic Safety Officer for long term solutions
- Implemented a formal written warning system for traffic violations
- Revamped the complaint form and process on District website
- Revised phone messaging to align with customer service expectations

Internal Efficiency

- Training record audit/review with retired captain
- Review of police report and investigative follow-up quality
- Review of historical statistics and regional comparison of crime data
- Completion of all pending internal investigations
- Instituted corrective counseling policy & philosophy – will significantly reduce future legal fees
- Updated POST recruiting website for police officer vacancies
- Digitized a significant number of files to clean office and make space
- Improved file storage organization for confidential files
- Revamped the payroll process with Katherine
- Switched to Exxon for patrol car gas so officers don’t have to leave the district to refuel
- Created a daily schedule system for tracking employee hours

Leadership

- Numerous meetings with residents (both individually and in groups) to start down the road towards building a consensus in the community for delivering successful police services
- Publicly acknowledged and apologized for past missteps and pledged to move forward into an exemplary future

- Boosted morale within the organization as part of a collaborative effort to focus on delivering world class police services
- Promoted a positive and supportive internal culture
- Re-established our professional presence amongst the area chief's associations
- Recruited a candidate willing to serve as the next interim chief
- Drafted a roadmap for the next chief to follow for the future as that chief sees fit