

# Anniston Police Department



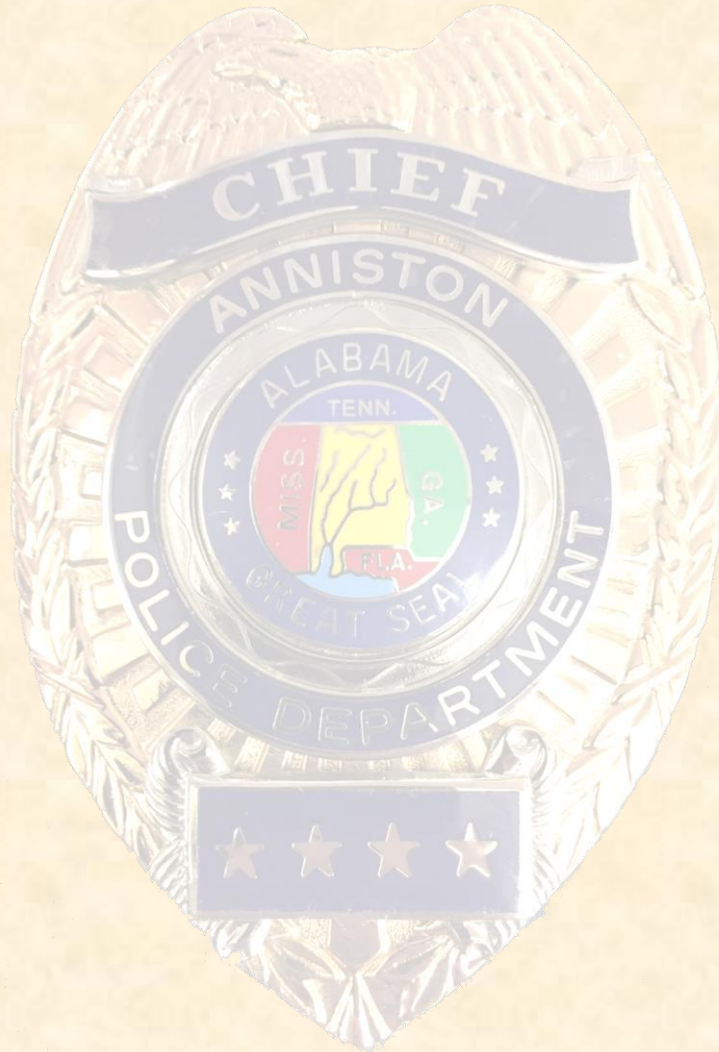
## 2018 Annual Report



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# Letter from the Chief

To the Mayor, Council, City Manager, and the Citizens of Anniston,

The Anniston Police Department is considered one of the most professional police departments in the State of Alabama. This is because of the men and women of this department who are dedicated to maintaining the excellent service you expect from those who are entrusted to serve and protect your community.

We are no strangers to innovation and challenge in the pursuit of excellence, as noted by our policies and programs. From being one of the first local agencies to implement body-worn cameras (over a decade ago), to obtaining our recent accreditation by the Commission on Accreditation for Law Enforcement Agencies. We constantly look for ways to improve our services.

Over the past few years, we have partnered with the Calhoun County Sheriff's Office for jail services, and Calhoun County 9-1-1 for communications services. These two partnerships alone have saved the city and taxpayers hundreds of thousands of dollars.

We are proud of our relationship with the community we serve, and we would like to continue to build on that relationship moving forward. We were one of the first agencies in our area to expand our footprint to social media, and we realized very quickly that we can reach more people faster with important information and updates. Other police agencies have contacted us because of our success with the platforms. Police cannot accomplish their mission by themselves. It takes the trust and support of the community they serve. We would like to invite more members of our community to join us in our mission. Anyone who has questions or concerns about police activity is encouraged to contact us any time of day. Walk-ins are welcome, but we can also be reached by phone, mail, or email. All of which are posted on our website at [www.anniston.al.gov/police](http://www.anniston.al.gov/police).

Thank you for your continued support,

Chief Shane Denham



## Agency Profile

The City of Anniston's Police Department has been proudly serving our community since 1883. We are dedicated to keeping our community safe and providing professional law enforcement to the City of Anniston.

The Anniston Police Department is located at 174 West 13th Street. We are a municipal police department with 92 sworn positions and 7 civilian positions. The Anniston Police Department provides law enforcement and related services for the City of Anniston, covering the city limits and police jurisdiction.

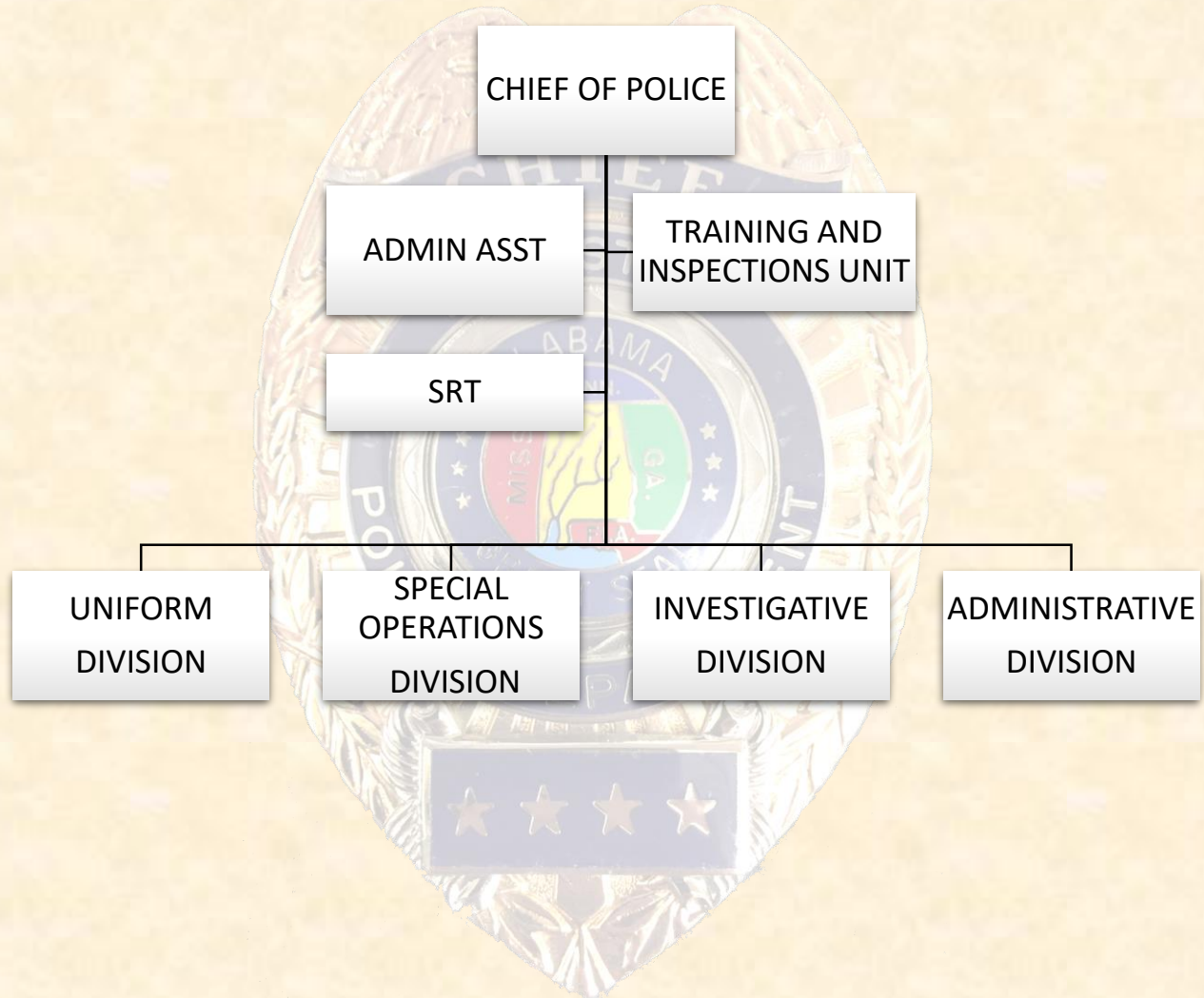


The Department is commanded by Chief Shane Denham. Chief Denham began his career at the Anniston Police Department in May of 1995, when he was hired as a Police Officer. He attained the rank of Sergeant in April of 2004, the rank of Lieutenant in January of 2006, the rank of Captain in August of 2010, and the rank of Chief in March of 2013. During his career he has worked in several special assignments to include: Special Response Team, Crime Lab Investigator, and Training and Inspections commander.

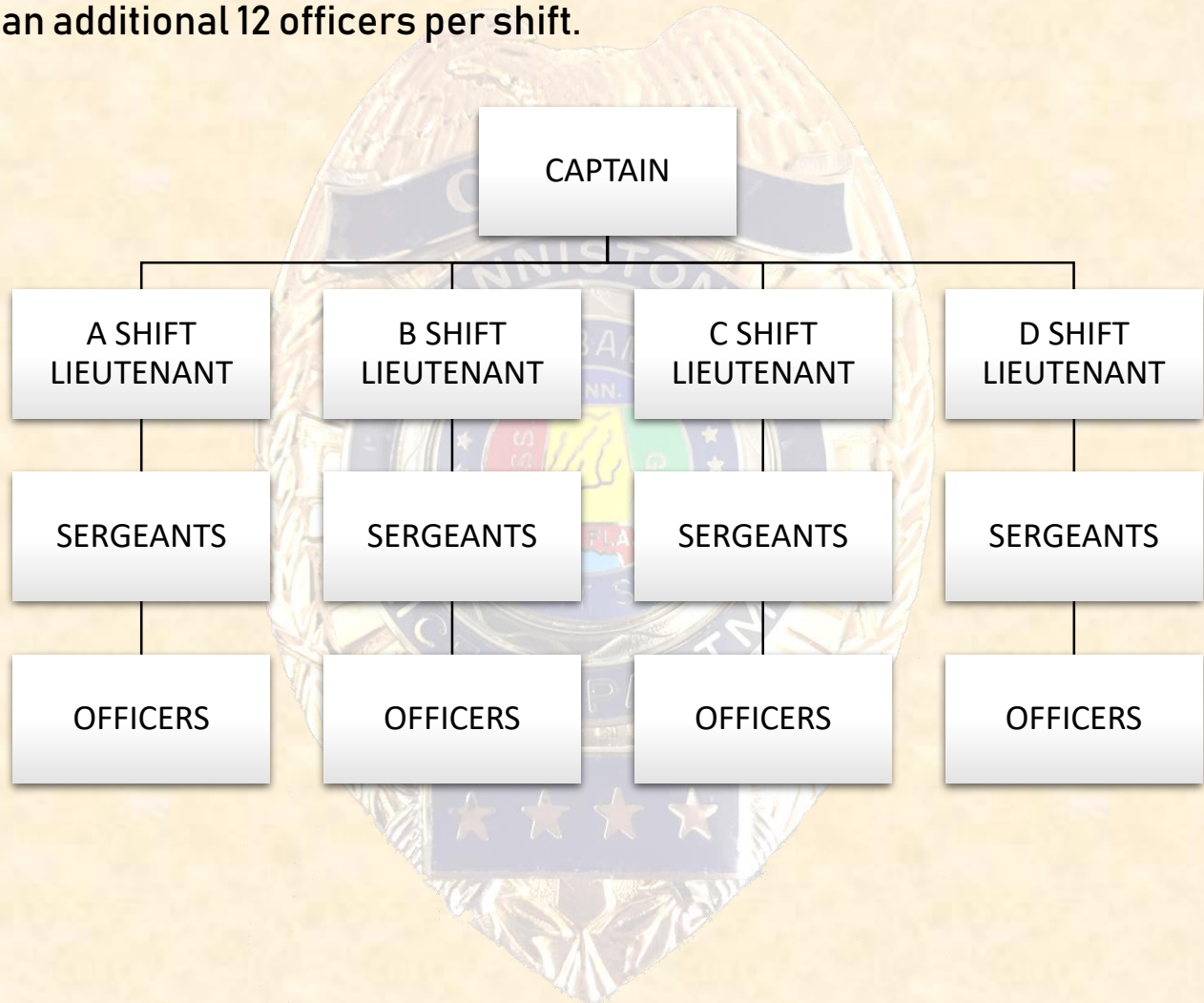
Chief Denham graduated Magna Cum Laude from Jacksonville State University in April of 1996. He graduated with a Bachelor of Science Degree with Special Honors in Criminal Justice. Chief Denham graduated the FBI National Academy in June of 2008. He is a member of the Fraternal Order of Police, International Association of Chiefs of Police, Alabama Association of Chiefs of Police, and the FBI National Academy Associates. He also serves as a board member on the Calhoun County 9-1-1 District Board of Commissioners and the 7<sup>th</sup> Judicial Major Crimes Unit.



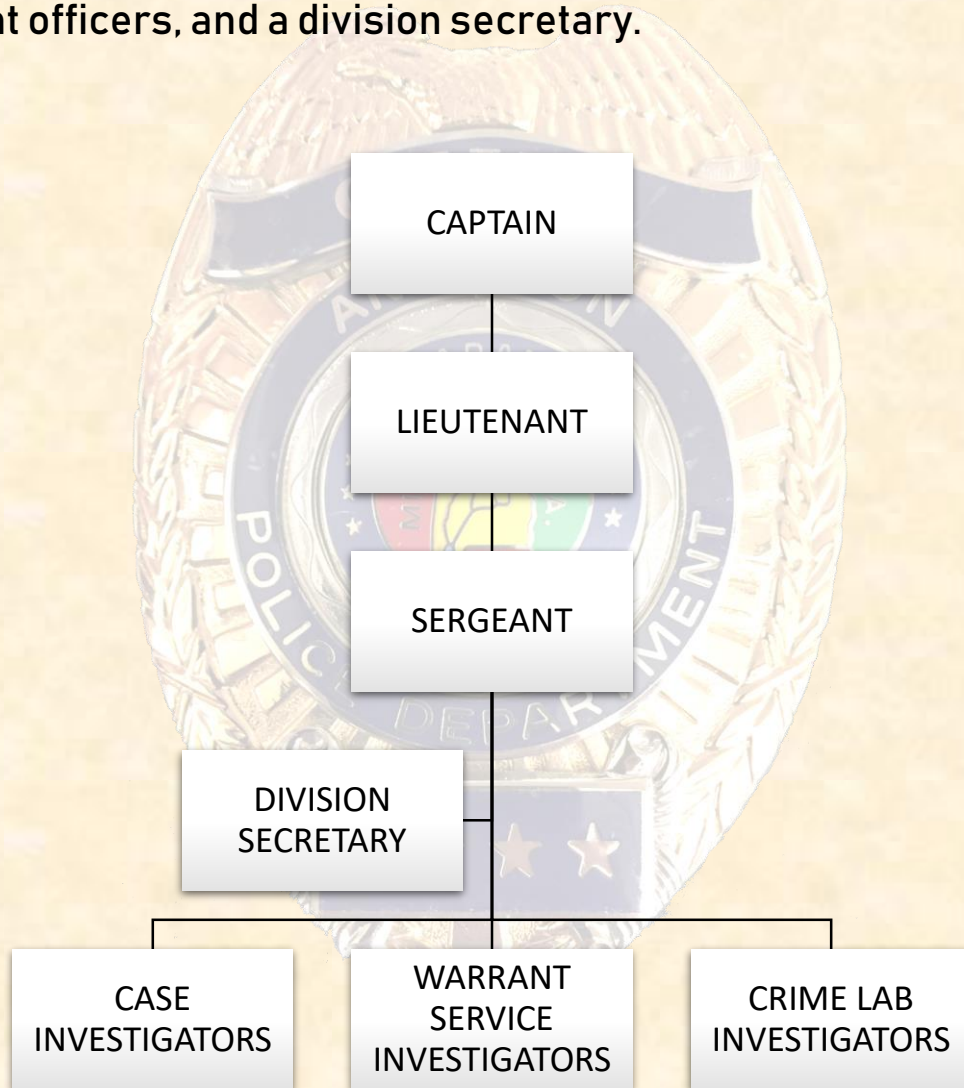
The Department is comprised of a Uniform Division, Investigative Division, Special Operations Division, Administrative Division, and a Training and Inspections Unit.



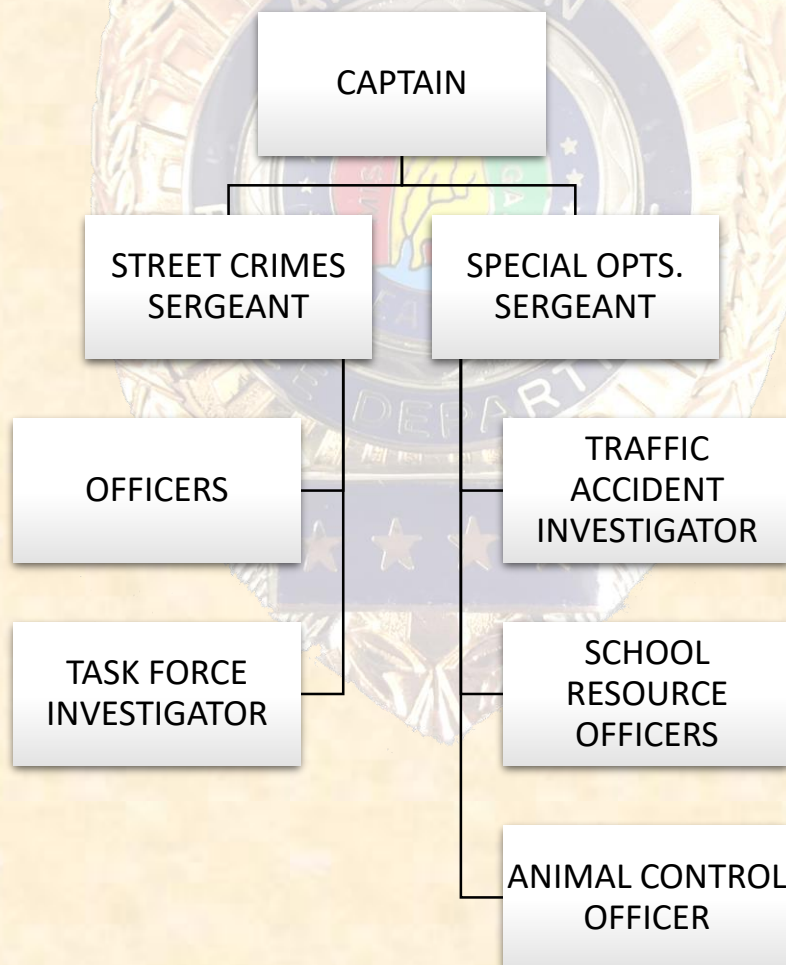
The Uniform Division is under the command of Captain Nick Bowles. Commonly known as the “Patrol Division,” it is considered the backbone of the Department and contains the most personnel. This division responds to calls for police services, as well as preventive patrol, 24 hours a day. It has four shifts, each commanded by a lieutenant and supervised by two sergeants with an additional 12 officers per shift.



The Investigative Division is under the command of Captain Curtis McCants. This division is responsible for follow-up investigations of crimes reported to the Department, collection and processing of evidence, tracking and arresting people with outstanding warrants, and sex offender notifications. It has a lieutenant, sergeant, six case investigators, three crime lab technicians, two warrant officers, and a division secretary.



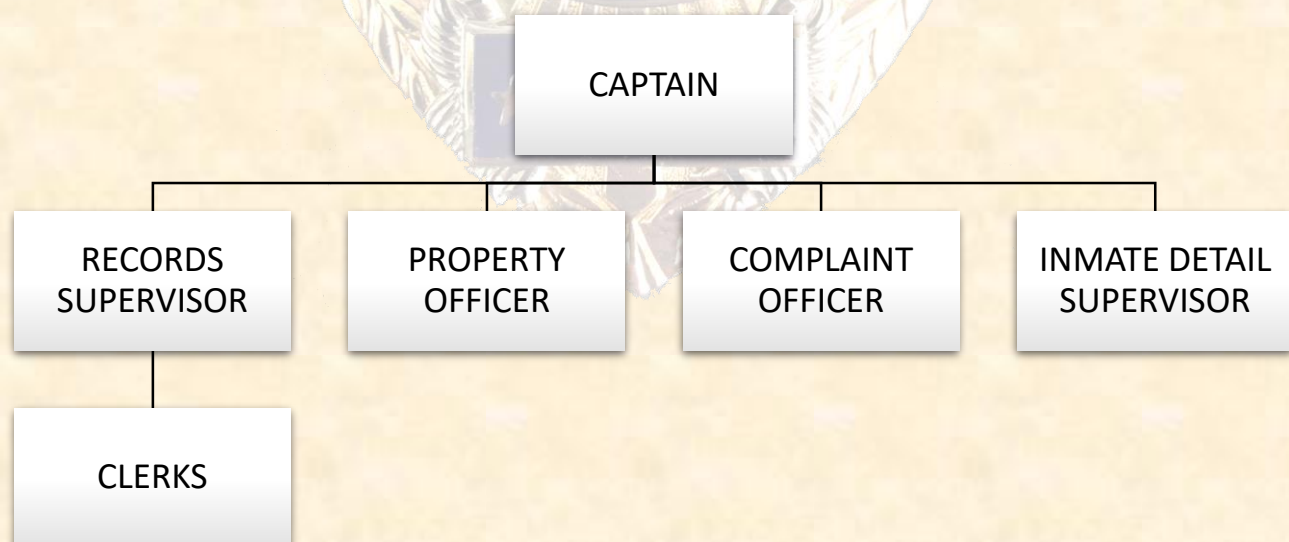
The Special Operations Division is under the command of Captain Justin Sanford. This division is responsible for providing security for the local school system, animal control, traffic enforcement, traffic accident investigations, the Department's information technology systems, reducing crimes through the use of a specialized unit, and fleet management. It is comprised of the Accident Investigation Unit, the School Resource Officer Unit, the Animal Control Unit, and the Street Crimes Unit. These units are comprised of seven sworn police officers, a civilian animal control officer, and they are supervised by two sergeants.



The Administrative Division is under the command of Captain Clint Parris. This division is responsible for the Department budget, acquiring equipment and supplies, maintaining police records, property control (found, seized, etc.), facility maintenance, and the inmate work detail. The civilian side of this division has a records supervisor, two clerks, and an inmate work detail supervisor. The division also has a sworn police officer that manages the property room and takes walk-in complaints during normal business hours.

The commander of this division coordinates with the Calhoun County Sheriff's Office and the Calhoun County 9-1-1 Office for communication and jail services that were contracted out to these entities in recent years.

If an officer is on special assignment because of injury, they may be assigned to this division to assist the property officer.



The Training and Inspections Unit is under the command of Lieutenant Brett Lloyd. This unit is responsible for the recruitment and training of police personnel, internal affairs investigations, and the management of personnel records and systems. A sergeant supervises the training function of this unit. Newly hired police officers are assigned to this unit while they undergo basic police academy training.



## Agency Accreditation Update

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.

CALEA Accreditation is a voluntary process and participating public safety agencies, by involvement, have demonstrated a commitment to professionalism. The program is intended to enhance organization service capacities and effectiveness, serve as a tool for policy decisions and management, promote transparency and community trust, and establish a platform for continuous review. Additional information is available on the CALEA website at: [www.calea.org](http://www.calea.org).

The Anniston Police Department began the accreditation process in late 2015. The assessment process includes extensive self-assessment, annual remote web-based assessments, and quadrennial site-based assessments. Additionally, candidate agencies are presented to the Commission for final consideration and credentialing. We had an on-site assessment in December of 2016. Not only did we have to prove that we have policies and procedures in place to comply with the mandated standards, but we also had to prove we are complying with those policies and procedures. This was done through physical observations conducted by two assessors. We passed inspection and were

awarded our first accreditation by the Commission in March of 2017.

The accreditation process requires annual reviews of proof of compliance with 166 standards after initial accreditation. These standards range anywhere from how we conduct an oath of office for a new police officer to how we use force in a situation. We catalog and upload our proofs of compliance throughout the year to a records management system. We then give an assessor remote access to those records for an annual inspection to be conducted every year from the initial accreditation date.

In April of 2018, assessor Judi King conducted a web-based assessment of 40 of our required standards. Only two issues were noted during the inspection. They were both related to additional training that needed to be conducted for agency personnel. Both trainings were conducted after the assessment and we are now in compliance with those standards.



## 2018 Crime Report

Overall, crime increased by 10.99% during the past year. However, we experienced a 10.31% decrease in violent crime over the past year. We documented 2463 Part I Offenses. These include:

- Homicide
- Sexual Assault
- Robbery
- Aggravated Assault
- Burglary
- Theft
- Motor Vehicle Theft

Our overall Part I clearance rate was 56.31%. In reference to stolen property, the total monetary value stolen was \$3,707,405.00. We recovered \$1,639,726.00. Thereby, this gives us a clearance rate of 44.23% in relation to stolen property crimes.

In reference to violent crimes (Homicide, Sexual Assault, Robbery and Aggravated Assault), we have a reported 10.31% decrease in comparison to 2017. We also reported an 80.32% clearance rate in relation to violent crime Part I offenses. The reported calls for service for Anniston was 49,113 for 2018.

The number of thefts has increased to 1136, which is the highest they have been in recent years. Theft includes many different categories, such as shoplifting, breaking and entering, and thefts from a residence. We reported 299 incidents of shoplifting alone. We showed a decrease in all other Part I offenses with the exception of Theft and Motor Vehicle Theft.

Since the implementation of the Street Crimes Unit, they have been able to focus their efforts on violent crime, gun crime, and drug offenses. They continue to work closely with the Major Crimes Unit and Federal agents. This has allowed us to have numerous Federal prosecutions. The Anniston Police Department has made a concerted effort as a whole to bring the aggravated assaults down. 2018 showed a decrease from the previous year in that respect.

While some people may say that crime in Anniston continues to rise, we have included some historical data from Chief Denham's first two years (1995-1996) with the Department. Thefts, Robberies, and Aggravated Assault were almost double what we are experiencing now.

We continue to strive to search for more effective ways to better serve the citizens of Anniston and to fight crime in our community.

Past statistics on crime for the Anniston are:

2013-2014 - -8.15%  
 2014-2015 - +0.53%  
 2015-2016 - +10.75%  
 2016-2017 - -12.43%  
 2017-2018 - +10.99%

**1996 CRIME STATISTICS  
 PART 1 OFFENSES**

CRIME	1996	1995	CHANGE
Homicide	11	7	+ 57.1 %
Rape	36	27	+ 33.3 %
Robbery	127	166	- 23.5 %
Assault	1512	1485	+ 1.8 %
Burglary	1073	1008	+ 6.4 %
Theft	2306	2280	+ 1.1 %
MVT	247	180	+ 37.2 %
TOTAL	5312	5153	+ 3.1 %

## UCR CRIME STATISTICS PART 1 OFFENSES 2017-2018

OFFENSE	YR	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
<b>HOMICIDE</b>	2017	1	1	3	1	1	0	2	1	0	1	2	1	14
	2018	0	1	0	2	1	0	2	0	0	0	0	1	7
<b>SEXUAL ASSAULT</b>	2017	4	3	5	9	6	2	5	3	2	3	2	3	47
	2018	3	3	6	1	10	5	2	6	4	2	1	0	43
<b>ROBBERY</b>	2017	9	6	6	7	4	6	6	4	7	7	2	7	71
	2018	9	7	7	6	6	3	6	5	6	6	5	2	68
<b>AGGRAVATED ASSAULT</b>	2017	51	49	59	51	69	67	78	63	58	47	56	64	712
	2018	48	56	59	48	64	79	64	45	60	47	34	35	639
<b>BURGLARY</b>	2017	77	47	34	44	43	39	69	47	45	34	23	42	544
	2018	51	27	34	51	42	32	36	42	29	30	21	20	415
<b>THEFT</b>	2017	85	43	72	59	58	66	76	73	47	50	50	42	721
	2018	61	74	68	92	98	97	109	140	97	127	75	98	1136
<b>MVT</b>	2017	4	7	7	8	5	10	11	23	7	6	13	9	110
	2018	21	9	21	8	12	18	9	10	9	11	12	15	155
<b>TOTAL</b>	2017	231	156	186	179	186	190	247	214	166	148	148	168	2219
	2018	193	177	195	208	233	234	228	248	205	223	148	171	2463
<b>STOLEN PROPERTY                    \$3,707,405.00</b>														
<b>RECOVERED PROPERTY            \$1,639,726.00</b>														
<b>CLEARANCE PERCENTAGE        44.23 %</b>														
<b>PART 1 OFFENSE CRIME CLEARANCE RATE 2018 = 56.31 %</b>														
<b>INCREASE IN CRIME OVER 2017 = 10.99 %</b>														

## 5 YEAR CRIME STATISTICS 2014-2018

OFFENSE	YR	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
HOMICIDE	2014	0	0	0	1	1	1	0	0	0	0	1	0	4
	2015	1	1	2	0	1	0	0	0	0	2	0	1	8
	2016	1	0	0	0	1	2	0	0	1	1	1	0	7
	2017	1	1	3	1	1	0	2	1	0	1	2	1	14
	2018	0	1	0	2	1	0	2	0	0	0	0	1	7
SEXUAL ASSAULTS	2014	4	3	2	5	7	4	1	3	3	6	2	2	42
	2015	3	2	2	3	8	4	4	2	2	6	4	3	43
	2016	6	1	2	8	2	2	1	5	2	3	0	8	40
	2017	4	3	5	9	6	2	5	3	2	3	2	3	47
	2018	3	3	6	1	10	5	2	6	4	2	1	0	43
ROBBERY	2014	6	2	6	6	7	9	7	4	9	7	12	2	77
	2015	6	7	2	9	7	10	4	10	11	6	5	2	79
	2016	10	2	9	1	9	11	4	8	2	9	14	7	86
	2017	9	6	6	7	4	6	6	4	7	7	2	7	71
	2018	9	7	7	6	6	3	6	5	6	6	5	2	68
AGGRAVATED ASSAULT	2014	17	28	28	36	43	30	43	42	47	45	32	30	421
	2015	29	37	36	35	60	47	37	36	41	40	48	41	487
	2016	38	32	33	47	60	67	60	60	84	68	44	67	660
	2017	51	49	59	51	69	67	78	63	58	47	56	64	712
	2018	48	56	59	48	64	79	64	45	60	47	34	35	639
BURGLARY	2014	61	43	37	48	65	76	55	52	43	63	66	45	654
	2015	52	47	53	57	46	47	59	56	53	56	37	42	605
	2016	32	36	57	76	80	61	81	65	48	68	66	45	715
	2017	77	47	34	44	43	39	69	47	45	34	23	42	544
	2018	51	27	34	51	42	32	36	42	29	30	21	20	415
THEFT	2014	83	71	86	62	63	87	99	97	96	97	74	69	984
	2015	74	57	76	93	73	96	107	101	91	73	90	61	992
	2016	78	70	108	115	60	114	59	64	69	58	63	52	910
	2017	85	43	72	59	58	66	76	73	47	50	50	42	721
	2018	61	74	68	92	98	97	109	140	97	127	75	98	1136
MVT	2014	4	6	8	9	6	11	17	7	6	10	6	4	94
	2015	5	5	6	7	5	6	5	3	11	6	5	10	74
	2016	9	3	8	14	6	13	10	15	8	8	13	9	116
	2017	4	7	7	8	5	10	11	23	7	6	13	9	110
	2018	21	9	21	8	12	18	9	10	9	11	12	15	155

## Grants

The Anniston Police Department constantly looks for ways to improve police services to our community. One of the ways we can accomplish this mission is to fund programs through the use of grants that we would not have had the resources to fund by other means.

We utilized the following grants in FY 2018:

- Edward Byrne Memorial Justice Assistance Grant (JAG)
- The Bulletproof Vest Partnership (BVP) Grant
- The COPS Hiring Program (CHP)
- Impaired Driving Grant (Funded by the National Highway Transportation Safety Administration through the Alabama Department of Economic and Community Affairs)
- STEP (Selective Traffic Enforcement Program) Grant (Funded by the National Highway Transportation Safety Administration through the Alabama Department of Economic and Community Affairs)
- Walmart Foundation Grant
- CVS/pharmacy's Medication Disposal for Safer Communities Program

These grants funded the purchase of laptops, radars, bullet proof vests, and tourniquets. They also funded traffic programs to reduce the number of traffic accidents and fatalities by targeting hazardous moving violations, the salaries for more police officers to target violent crimes, and other safety programs. We were able to save the city of Anniston \$287,310.83 in 2018 alone by applying for and receiving these grants.

## Street Crimes Unit



In March of 2018 the Street Crimes Unit was created through the use of the Cops Hiring Program Grant. We had to specify what the money would be used for before we were awarded the grant.

Our plan was to create a team of officers who could specifically address the violent crimes in Anniston. This included the targeting of not only violent crimes

themselves, but also other crimes that lead to violent crimes and plague our community, such as drugs and weapon offenses.

The grant money we received paid 75% (\$172,611.22 in 2018) of the salary and benefits for four new police officers. By hiring four new officers, we were able to assign four seasoned officers to the new Street Crimes Unit. This allowed them to shift their focus from the day to day assignment of answering calls for service to proactively seeking violent offenders and conducting more in-depth investigations they would not have had time to do in their previous assignments. The unit was able to work with the 7<sup>th</sup> Judicial Major Crimes Unit (task force) and Federal agents to locate and arrest problem offenders in our area. They were also able to make a high number of Federal cases that will take those offenders off of the

streets of Anniston for a longer period of time than they would receive by going through the more burdened State court system. They were able to take 58 guns off of the street before they could be used to commit a violent crime. The Street Crimes Unit statistics for 2018 are listed below:

- Methamphetamine Arrests: 54
- Cocaine Arrests: 36
- Heroin Arrests: 25
- Pills (Various Drugs) Arrests: 37
- Spice (Synthetic Marijuana) Arrests: 12
- Marihuana (Marijuana) Arrests: 65
- Other (Various Types) Arrests: 45
- Warrant (Various Types) Arrests: 206
- Firearms Seized: 58
- Federal Cases Made: 20

Around the summer of 2018, the unit arrested an individual for Trafficking in Illegal Drugs. A few thousand dollars, believed to be profits from the sale of drugs, was confiscated during the arrest. The currency was condemned and forfeited. The Anniston Police Department was awarded 90% of the currency by a judge. That money will be used to purchase equipment to assist in the unit's efforts to further its mission. The next two pages contain a few examples of the success of our unit that we posted on social media.





## The Anniston Police Department

Published by Derrick Kirby (?)

Page Liked · August 17, 2018 ·

During a traffic stop, The Street Crimes Unit seized crack cocaine in 68 individual bags and 53 hydrocodone pills.

This local crack dealer will be out of service for a while.

If you have any information on any drug activity in your area call (256) 240-4088.



Tag Photo



Add Location



Edit

24,211

People Reached

7,097

Engagements

Boost Post

499

114 Comments 137 Shares



Like



Comment



Share



Most Relevant



## The Anniston Police Department

Published by Derrick Kirby (?)

Page Liked · August 21, 2018 ·

The Street Crimes Team made a traffic stop in the 500 block of Palmetto Avenue. They were able to seize 5.23 grams of heroin. 4 grams of heroin is considered trafficking in the State of Alabama.

In 2016, there were over 300 opioid related deaths in Alabama. There has been a 10 percent increase in overdose deaths between 2016 and 2017 in Alabama.

This continues to be a growing problem in the community.



Tag Photo



Add Location



Edit

15,690

People Reached

4,486

Engagements

Boost Post

227

81 Comments 75 Shares



Like



Comment



Share



Most Relevant



**Phoebe Bussey** It breaks my heart knowing that my grandchildren are growing up in a world of drugs.

Like Reply Message · 22w

9



Write a comment...



## Accountability and Transparency

The public demands and deserves accountability and transparency from those they grant authority to. We appreciate that the public and community we serve supports us in our mission and grants us the trust we need to perform our duties.

There are times when a police officer may need to use some degree of force to make an arrest or protect themselves or others. There are also times an officer needs to make a traffic stop or take someone into custody for a crime that was committed. We must ensure that those decisions are made based on legal and moral considerations and not based on other factors such as a person's ethnicity, religion, sex, etc.

To help us accomplish this mission, we utilize extensive screening procedures during the hiring process, proper span of control of personnel, early intervention systems, annual training to include: ethics training, mental health training, use of force training, and anti-bias training. We conduct investigations into every use of force incident, citizen complaint, and internal complaint that we receive. Our officers utilize body-worn cameras that greatly assist in these investigations. In 2015 we began conducting an annual analysis of our arrests, traffic stops, asset forfeitures, complaints, hiring practices, and our use of force incidents. The analysis is sent to the Chief of Police in a memorandum format. Beginning this year (2019), we will post those reports to our website and include them in this annual report. They are listed below:

## 2018 Recruitment Analysis

We have completed another year of recruiting. We implemented our current recruitment plan in December of 2015, with the purpose of this plan being to achieve the goal of an ethnic, racial, and gender workforce composition in the sworn law enforcement ranks in approximate proportion to the makeup of our service community. The recruitment plan does not mandate hard quotas, such as hiring one female for every two males hired, nor is the Anniston Police Department expected to lower hiring standards or criteria. The Anniston Police Department is not expected to hire an individual who is not qualified to perform the duties of a police officer.

Since implementing the plan, we have attended career fairs at Talladega College, Gadsden State Community College, Jacksonville State University (Black Alumni Chapter Diversity Workforce Recruitment Fair as well as the Spring and Fall Career Co-Op and Internship Fairs), Soldier for Life Program (Fort Benning, Ga.), Ft. McClellan 100-year celebration, and the Gadsden Area Job Fair (Alabama Department of Labor). We have obtained professional quality display material which showcases our African-American and female officers, along with our special divisions and benefits. We have posted job announcements in The Anniston Star newspaper and on our very successful social media accounts. By far, our best recruitment tool to date has been the Police Department's Facebook page. The last recruitment post to our page was on December 10th, 2018. That post reached 27,624 people, had 2,642 total engagements, 59 comments, 69 messages, and 104 shares, according to data provided by Facebook.

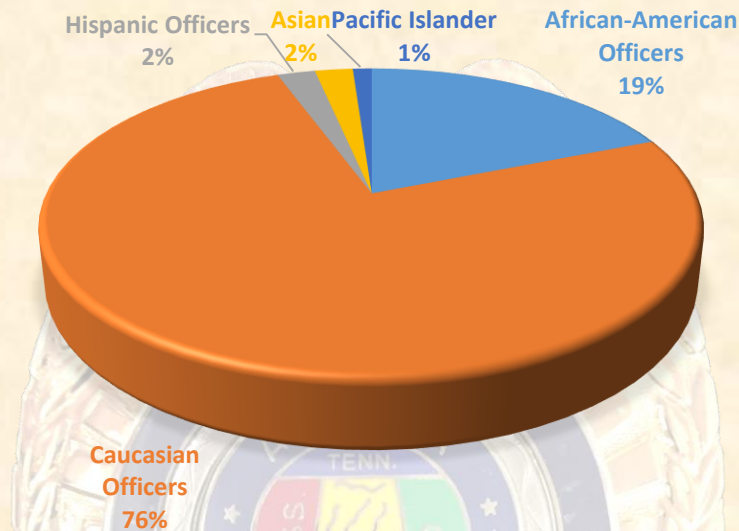
The last recruitment analysis that was completed was for 2016. In that report, we had 72 Caucasian Officers (87%), 9 African-American Officers (11%), 1 Hispanic Officer (1%), and 1 Asian Officer (1%). There were 79 male Officers (95%) and 4 female Officers (5%).

As of January 4, 2019, the Anniston Police Department has 68 Caucasian Officers (76%), 17 African-American Officers (19%), 2 Hispanic Officers (2%), 2 Asian Officers (2%) and 1 Pacific Islander Officer (less than 1%). There are 83 male officers (92%) and 7 female officers (8%). We currently have two vacant positions.

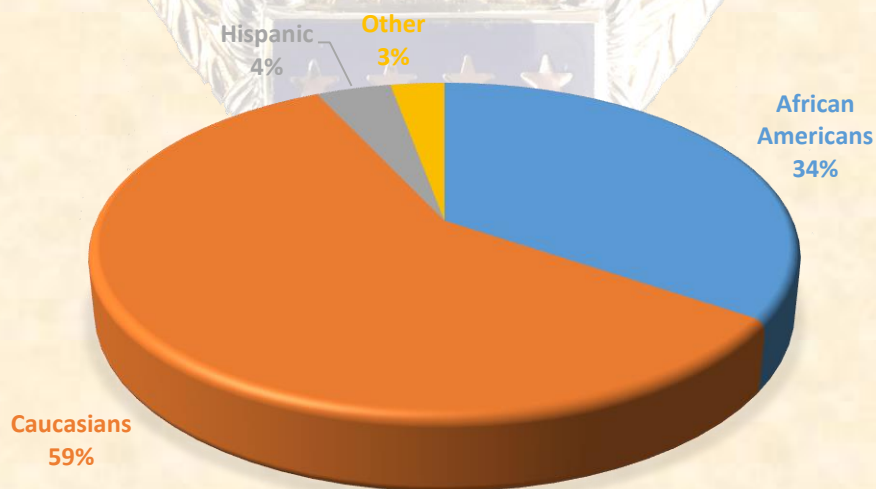


According to the most recent United States Department of Justice's Bureau of Justice Statistics' *Local Police Departments, 2013: Personnel, Policies, and Practices Executive Summary* published in May of 2015, in 2013 27% of police officers were members of racial or ethnic minority groups. An estimated 12% of officers were Hispanic or Latino, 12% were African-American, and 3% were Asian, Native Hawaiian, Pacific Islander, American Indian, or Alaska Native, leaving 73% of officers being Caucasian. The same report listed males accounting for 88% of the officers and females accounting for 12%.

A demographic percentage breakdown of our current workforce is listed below:



Our service population is comprised of approximately 26,019 Caucasians, 15,314 African-Americans, 515 Hispanics, and 1,295 listed as “Other.” A demographic percentage breakdown is listed below:



We received a total of 75 applications for the position of police officer in 2018. Of those 75 applicants, 52 were Caucasian (69%), 21 were African-American (28%), 1 was Hispanic (1%), and 1 was Asian (1%). 62 were male applicants (83%) and 13 were female applicants (17%). Of the applications received, 49 applicants (65%) either did not meet the minimum employment standards or did not participate in the full hiring process after submitting an application for employment.

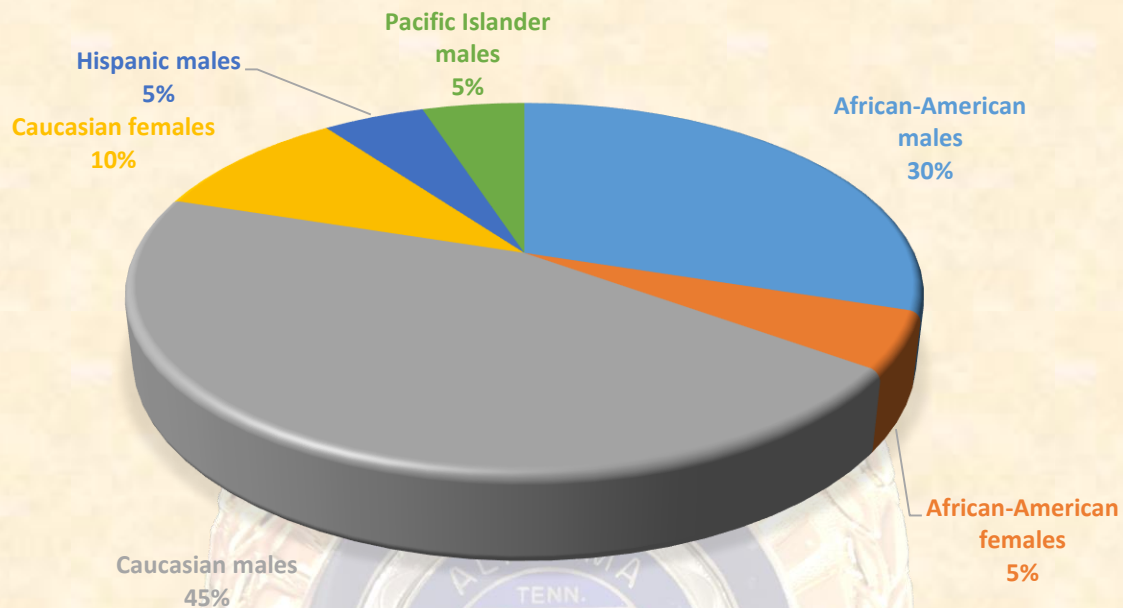
### Officers hired in 2018

For the calendar year of 2018, we hired:

- 9 Caucasian males (45% of the total hires)
- 2 Caucasian females (10% of the total hires)
- 6 African-American males (30% of the total hires)
- 1 African-American female (5% of the total hires)
- 1 Hispanic male (5% of the total hires)
- 1 Pacific Islander male (5% of the total hires)

*\*Note: Applications are valid for one year from the date of the Civil Service Exam. People hired in the first month of 2018 come from 2017 applications and some of the applications received near the end of 2018 resulted in the applicant being hired in the first month of 2019.*

See chart below for pie graph representation of 2018 hires:



Our primary hiring pool comes from Calhoun County. According to Lucas Gockel, the research analyst for the Calhoun County Economic Development Council, the demographic breakdown of Calhoun County is: Caucasian - 88,840 (73%), African-American - 24,382 (20%), Hispanic or Latino - 3,893 (3%), and "Other" - 5,350 (4%).

He estimates only 48,198 of the 122,465 people residing in Calhoun County can meet our minimum standards based on age, physical ability, and education. That estimate does not account for desire to become a police officer, criminal / driver histories, or drug usage.

## Our Goal

To truly achieve our goal of approximating our ranks in proportion to the current demographic makeup of our service community, we would need to employ:

- 54 Caucasian officers (59%),
- 31 African-American officers (34%),
- 4 Hispanic or Latino officers (4%), and
- 3 officers that fall into the “Other” category (3%).
- 48 of our 91 officers would need to be female (53%)

## Our Progress toward the Goal

We currently have:

- 68 Caucasian Officers (126% of our goal),
- 17 African-American Officers (55% of our goal),
- 2 Hispanic Officers (50% of our goal), and
- 2 Asian Officers (67% of our goal).
- We have 7 female officers (15% of our goal)

As you can see by our application percentages, we are exceeding the application rates for African-Americans compared to our available workforce percentage (28% application rate vs 20% of the

primary available workforce). We are lower on the number of Caucasians applicants compared to the available workforce percentage (69% vs 73%), however that is a positive statistic since we currently employ more Caucasian Officers than is reflected in our service demographic. We also fell short on the number of Hispanic or Latino applicants, and the number of applicants that fall into the “Other” category. Our biggest discrepancy is the number of female applicants we received. Females only accounted for 17% of our applicants but 52% of our available workforce.

### Problems

- Only 20 out of the 52 (40%) Caucasian applicants who applied in 2018 could meet the minimum employment standards.
- Only 5 out of the 21 (24%) African-American applicants who applied in 2018 could meet the minimum employment standards.
- Only 1 out of the 13 (8%) female applicants who applied in 2018 could meet the minimum employment standards.

These numbers are not isolated to our community. If you look at the national averages in the report referenced above, you will notice our numbers are comparable to law enforcement agencies across the country. One of our challenges is the percentage of our available workforce compared to the service population and city limits. African-Americans account for 36% of our service population and 52% of our city population (according to city-data.com) but only 20% of our available workforce. The female

population is about average across the board, yet only 17% of our applicants are females. With the lower number of applicants, and higher number of disqualifications, we will continue to combat these issues by targeting African-American and female applicants at a higher rate than other demographics to better reflect the community we serve.



## 2018 Anti-Bias Analysis

We completed an administrative review of biased based profiling complaints for the calendar year of 2018. Of the 49,113 documented citizen contacts, we only received 30 complaints against 31 police department members, which accounts for .06% of citizen contacts. The complaints ranged anywhere from unprofessional conduct to excessive force. Three of the 30 complaints were in reference to alleged racial profiling, which accounts for 10% of our total complaints for the year. Two bias complaints originated from traffic stops, and the other bias complaint was filed by a victim against the case investigator handling her case. After completing the investigations into the complaints, all three were determined to be “unfounded.”

The remaining complaints with dispositions are as follows:

1. Unprofessional Conduct/Rudeness – 12 total, of which 8 were unfounded, 2 were sustained, and 2 were exonerated.
2. Excessive Force – 6 total, 4 were unfounded and 2 were exonerated.
3. Illegal Search/Stop– 3 total, 1 unfounded, 1 was exonerated, and 1 was sustained.
4. Dereliction of Duty – 5 total, 4 were unfounded and 1 was sustained.
5. Destruction of Property – 1, it was unfounded.

According to our records management software (Spillman) we arrested 1,023 African-Americans (45% of our arrest population), 1217 Caucasians (54% of our arrest population), 24 Hispanics (1% of our arrest population), and 2 Indians (less than 1% of our arrest population). We arrested 1544 males (68% of our arrest population) and 723 females (32% of our arrest population). \*\*\*Note: Spillman does not break down arrest by race and sex. It will only show total number by race alone or total number by sex alone. \*\*\*

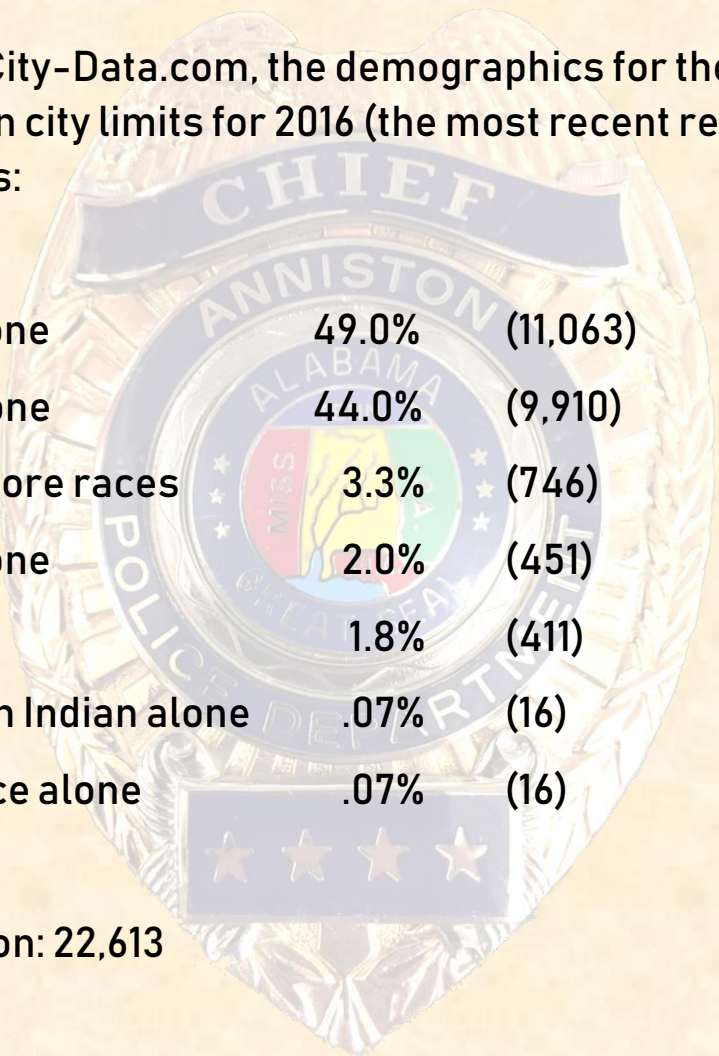
African-American males accounted for 28% of the police department's traffic stops (2880) and 28% of its citations (1010). Caucasian males accounted for 32% of the department's traffic stops (3287) and 31% of its citations (1106). Hispanic males accounted for 1% of the department's traffic stops (129) and 2% of its traffic citations (59).

Asian males accounted for less than 1% of the department's traffic stops (11) and 0% of its traffic citations (0). African-American females accounted for 18% of the department's traffic stops (1823) and 19% of its citations (691). Caucasian females accounted for 21% of the department's traffic stops (2166) and 19% of its citations (674). Hispanic females accounted for less than 1% of the department's traffic stops (50) and less than 1% of its citations (14). Asian females accounted for less than 1% of the department's traffic stops (5) and less than 1% of its traffic citations (1).

There was one asset forfeiture case in 2018. A defendant (African-American male) was arrested for Trafficking in Illegal Drugs. Four thousand thirty-five dollars (\$4,035.00) was confiscated during the

arrest. On December 7th, 2018, the Honorable Shannon Page, Calhoun County Circuit Court Judge, ordered the listed currency condemned and forfeited. Anniston P.D. was awarded 90% of the currency and the remaining 10% was forfeited to the Office of the District Attorney.

According to City-Data.com, the demographics for the population of the Anniston city limits for 2016 (the most recent recorded year) was as follows:

- 
- Black alone 49.0% (11,063)
  - White alone 44.0% (9,910)
  - Two or more races 3.3% (746)
  - Asian alone 2.0% (451)
  - Hispanic 1.8% (411)
  - American Indian alone .07% (16)
  - Other race alone .07% (16)

Total population: 22,613

The Anniston Police Department services not only the city limits, but also a police jurisdiction roughly three miles outside of the city limits. It is difficult to determine the actual demographic make-up of the service population because most reports only report the make-up of the city limits. To help with this issue, we turned to

Mike Brewer, the Principal GIS Analyst for the East Alabama Regional Planning and Development Commission. Using numbers from the 2010 Census Block Level (most detailed, and they only update those number every 10 years), he was able to produce a pretty close representation using our information. He estimates that the demographics are what follows:



▪ Black alone	35.5%	(15,314)
▪ White alone	60.3%	(26,019)
▪ Two or more races	1.8%	(778)
▪ Asian alone	.8%	(330)
▪ Hawaiian Pacific alone	.05%	(20)
▪ American Indian alone	.40%	(167)
▪ Other race alone	1.2%	(515)

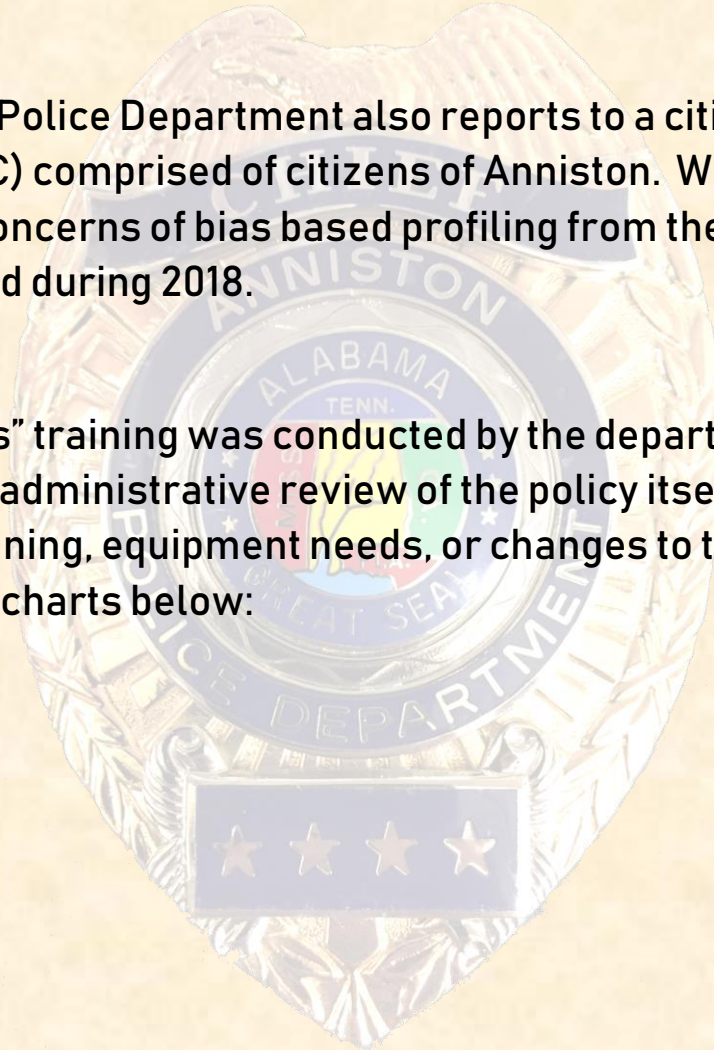
Total population: 43,143

Of the 49,113 calls for service for APD during the 2018 calendar year, 72% were in the city limits and 28% were in the police jurisdiction. The police department does not routinely patrol the police jurisdiction and most traffic stops/citations take place inside the city limits.

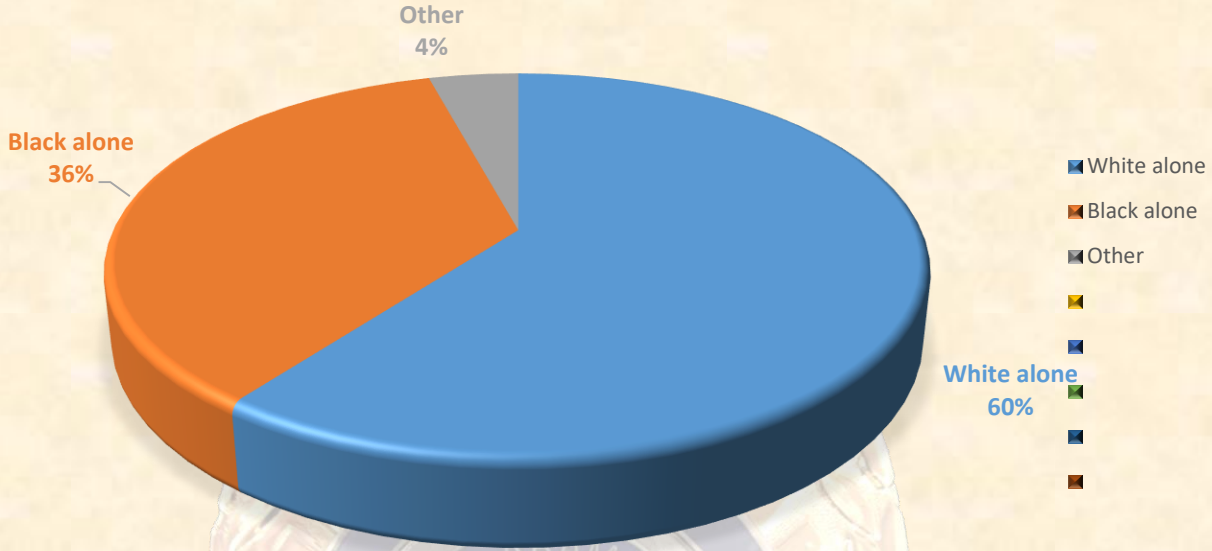
The data listed above supports the assessment that Anniston Police Officers are conducting ethical stops, based on legitimate criteria, instead of engaging in bias based profiling tactics. Furthermore, the low percentage of citizen complaints in general goes to show just how professional the officers of this agency truly are.

The Anniston Police Department also reports to a citizen advisory board (APCAC) comprised of citizens of Anniston. We did not receive any concerns of bias based profiling from the citizen advisory board during 2018.

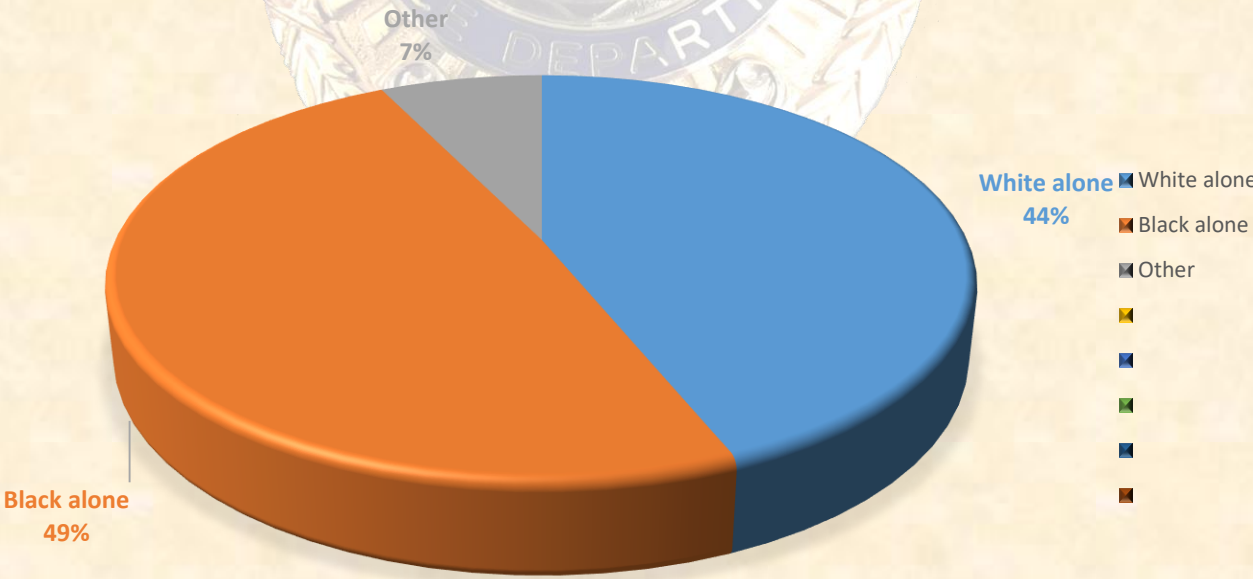
The “Anti-Bias” training was conducted by the department in 2018, along with an administrative review of the policy itself. No additional training, equipment needs, or changes to the policy were needed. See charts below:



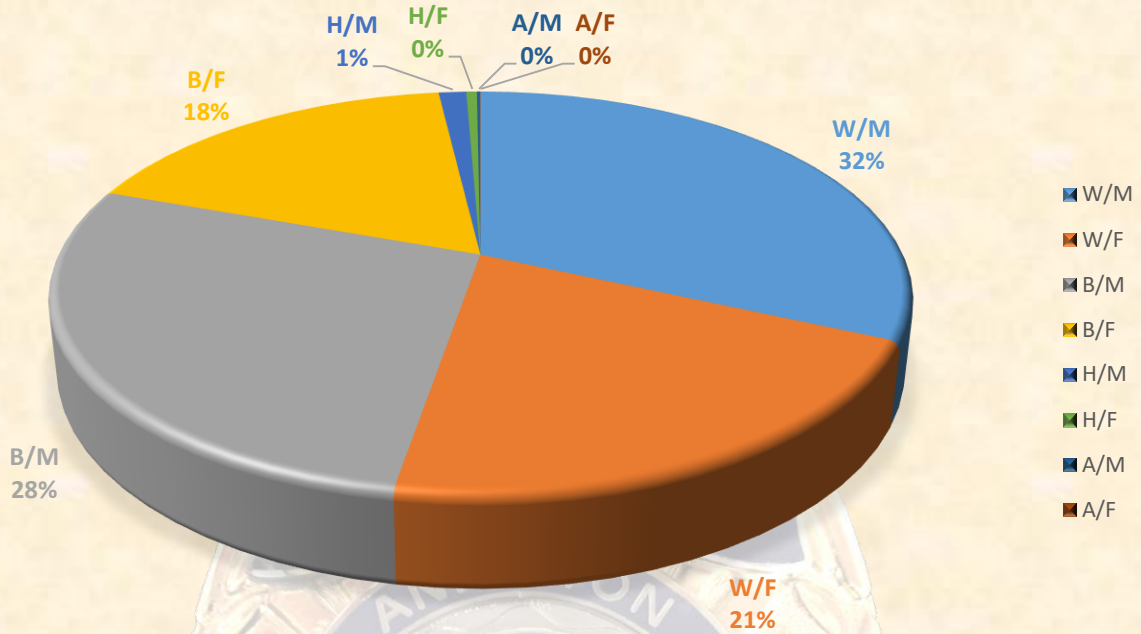
POPULATION INCLUDING POLICE JURISDICTION



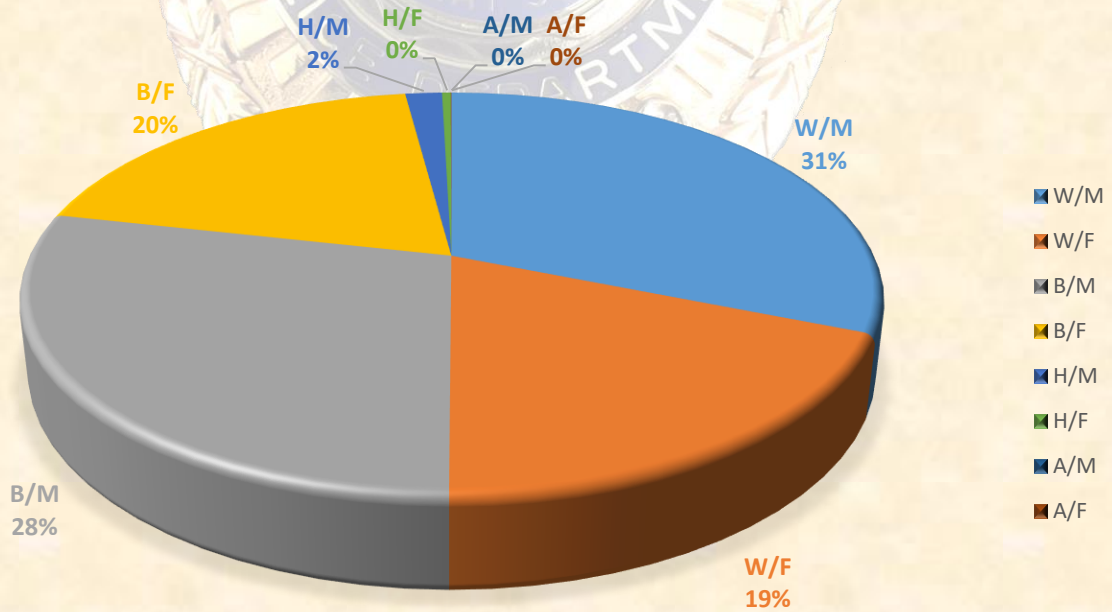
POPULATION CITY LIMITS



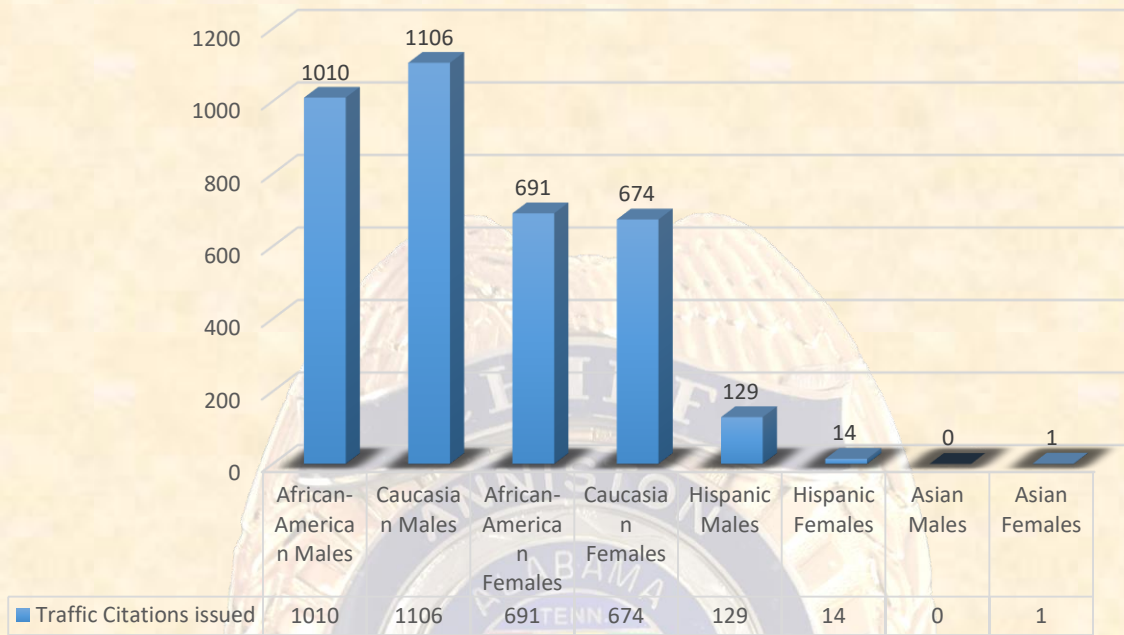
## PERCENTAGE OF TRAFFIC STOPS



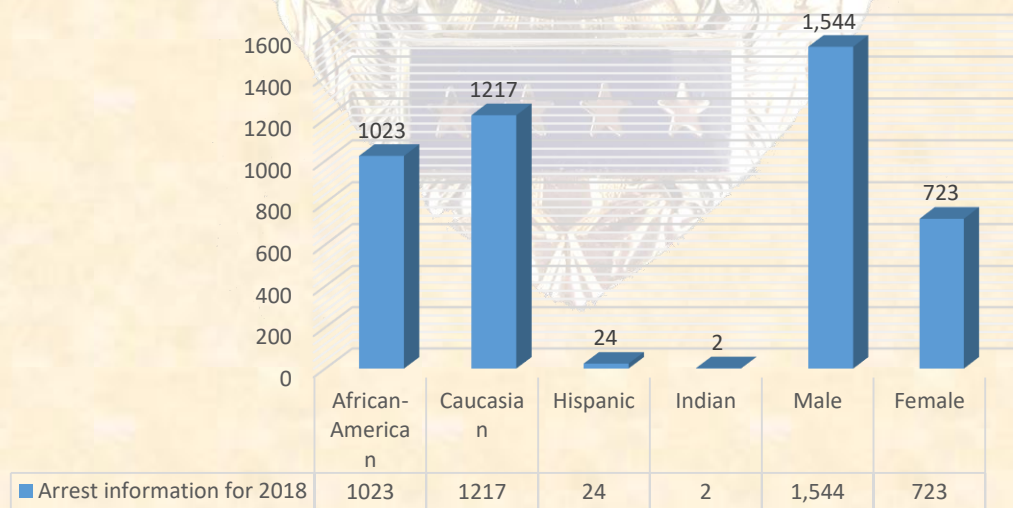
## PERCENTAGE OF CITATIONS



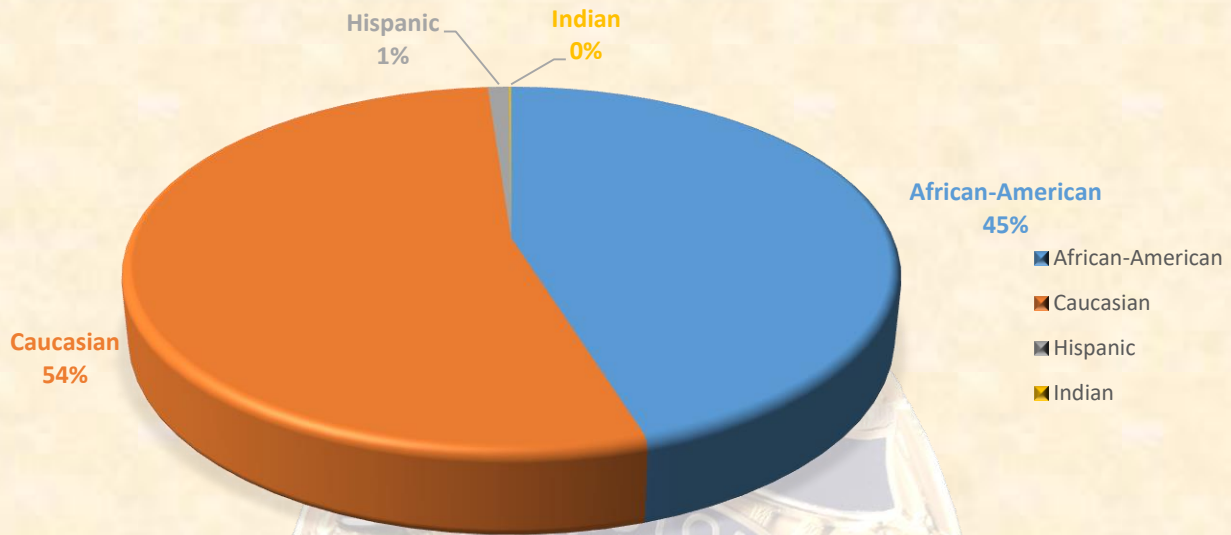
## Traffic Citations issued



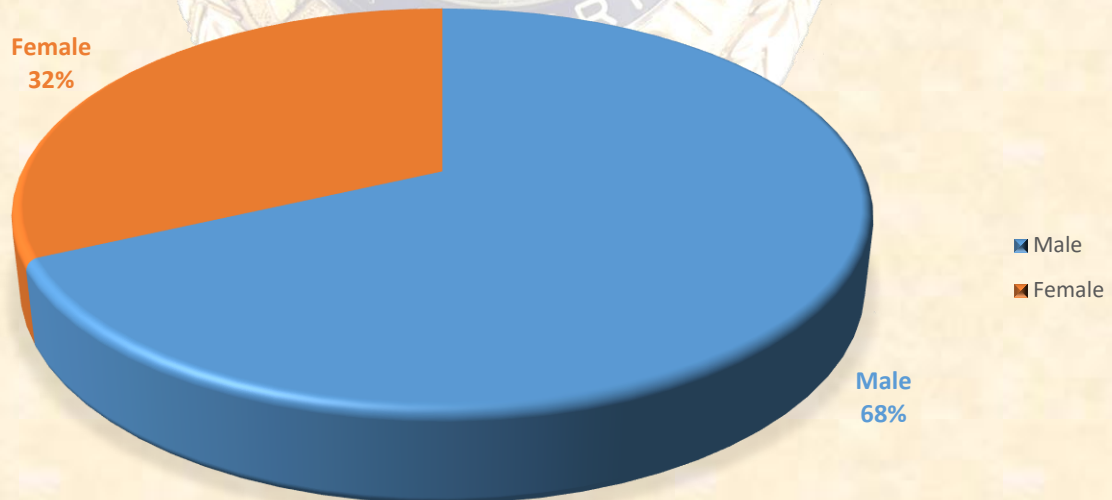
## Arrest Data 2018



## PERCENTAGE OF ARRESTS



## PERCENTAGE OF ARRESTS



## 2018 Use of Force Analysis

We arrested 2,267 people during the calendar year of 2018. Of those arrested, 18 had force used on them. One of the Use of Force incidents analyzed in this report was a result of force used by a Corrections Officer in the Anniston City Jail, and not by an Anniston Police Officer. The force used was against an inmate. Another incident included in this report was the result of force used by an Officer, against a burglary suspect, while off duty at his residence. Those incidents are expounded on below.

The latest report by the U.S. Department of Justice's Bureau of Justice Statistics, titled *Police Use of Nonfatal Force, 2002-11*, was published in November of 2015. It includes data that was reported from 2002-2011. The report's data shows 1.6% of the population who had face-to-face contact with police experienced the threat or use of nonfatal force by the police during their most recent contact. The data does not define what constitutes a "face-to-face" encounter. We estimate our use of force percentage by calculating the number of people who had force used on them divided by the number of people we arrested, since the majority of the time a use of force only stems from an arrest or attempted arrest. Our use of force percentage for 2018 is 0.8%, which is well below the national average and down one tenth of a percent from 2017.

A breakdown of the force used in 2018 is listed below:

- Nineteen Police Officers used force on seventeen different people. In four incidents, two officers were involved in a use of force situation with one subject.
- One Anniston City Jail Corrections Officer used force on one inmate.
- Type of force used: The types of force reported were: Firearms use, Taser deployment, Freeze plus P spray, and Empty Hand Control Techniques.
- The Taser was used five times in dart mode and five times in drive stun mode.
- Soft Hand Techniques (grabs, holds, take-downs) were used six times and Hard Hand Techniques (knee, fist, foot, and elbow strikes) were used five times by Anniston Police Officers and once by an Anniston City Jail Corrections Officer.
- Officer injuries: Five of the nineteen officers were injured during a use of force situation.
- Subject injuries: Ten of the eighteen subjects were injured during a use of force situation.
- Ten subjects were suspected to be under the influence of alcohol or drugs, and eight were believed to be unimpaired.
- Type of encounter: Ten of the encounters occurred during a call for service, three were from traffic stops, three from field contacts, one occurred in the Anniston City Jail, and one occurred while an officer was off duty at his residence.
- Age: Two of the use of force encounters involved people between the ages of 18-25, eight were between the ages of 26-35, four were between the ages of 36-45, two were between

the ages of 46-55, and two were between the ages of 56-65. The youngest person involved in a use of force was 23 years old, and the oldest was 59 years old. The most common reoccurring age was 29 (three people).

- Time of Day: Six occurred between the hours of 2201-0200, four between 1001-1400, four between 1801-2200, two between 0201-0600, and two between 0600-1000. The hour with the most incidents was from 0000-0100 (three).
- Month: January – 2, February – 2, March – 3, April – 2, May – 1, June – 1, July – 0, August – 3, September – 0, October – 1, November – 1, and December – 2.
- Day of the Week: Monday – 2, Tuesday – 2, Wednesday – 2, Thursday – 6, Friday – 3, Saturday – 1, and Sunday – 2. The day with the most incidents of force used was Thursday.
- Reason: Of the justifications for use, fourteen were because of active resistance or higher, three were because of fleeing, and one was because of violent behavior or non-compliance.
- Race/Sex: Six of the subjects were Caucasian males, nine were African-American males, two were Caucasian females, and one was an African American female.
- Zones 3 and 8 had the highest number of use of force situations (four each).
- Justified/Unjustified: The force used on sixteen of the subjects was justified while the force used on two of the subjects was deemed unjustified. Neither of the two unjustified uses of force were committed by on duty Anniston Police Officers. One incident occurred while an Anniston Police Officer was off duty. He returned home and found his house burglarized

and the suspects still on scene. He discharged his duty weapon into the tire of a suspect vehicle that was fleeing from committing a burglary at his residence. The vehicle was disabled as a result, and the suspects were arrested by on duty personnel. The officer in question was in full duty uniform at the time of the incident because he had been working an off duty job prior. It was deemed that he was identified as a police officer during this encounter. Therefore, being bound by department policy, he was not authorized to fire into a moving vehicle in this particular instance. APD Administrative Order 5A-6-87 states in section III subsection 7. "Officers should not discharge a firearm at or from a moving vehicle except as the ultimate measure of self-defense or defense of another when the suspect is using deadly force by means other than the vehicle."

The Officer involved in this use of force was counseled on the above listed administrative order. The second unjustified use of force occurred in the Anniston City Jail. A Corrections Officer struck an inmate on the head after the inmate spit in her face. The inmate was not injured, and the Corrections Officer was disciplined.

All injuries sustained by officers and arrestees in the use of force encounters were minor except for one incident. During one use of force incident, an Officer sustained a substantial laceration to his leg which required multiple sutures and resulted in missed time at work.

There were 49,113 documented citizen contacts and 30 citizen complaints in 2018. Five people filed complaints alleging excessive force used by officers against them. All five of those complaints were investigated. Four were unfounded (meaning it didn't happen) and one was exonerated (meaning the officer used the force, but it was legal, justified, and within policy).

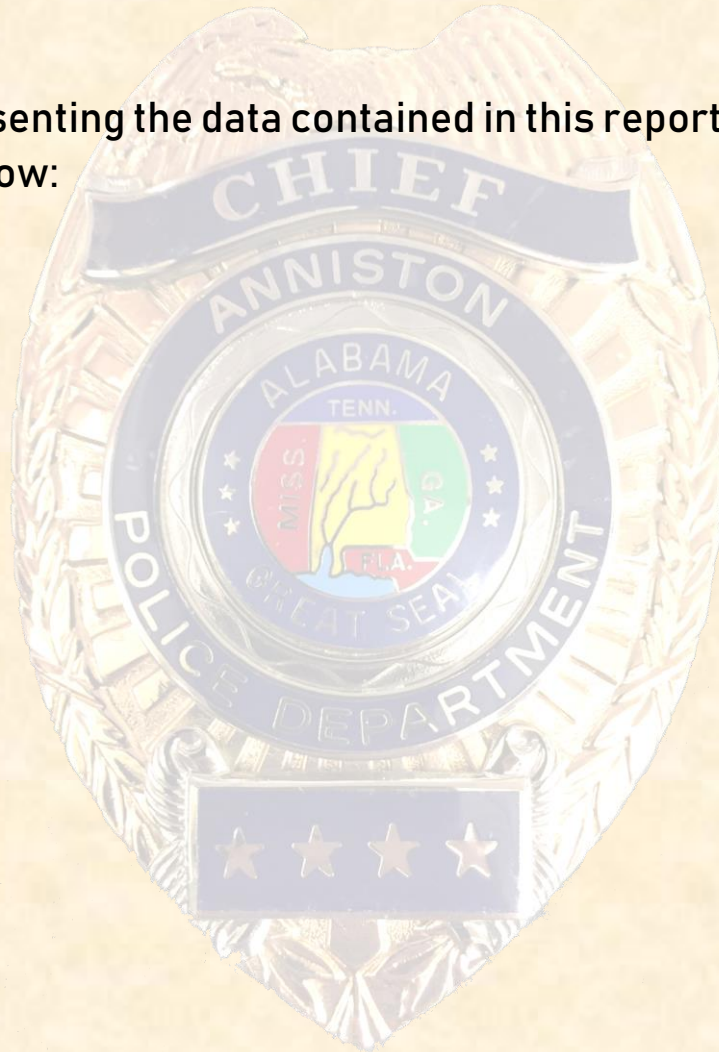
During the 2017 review, we noted that the data suggested that our practices, policies, training, and equipment were effective and did not require any changes at that time.

For the 2018 review, we saw a 25% increase in the use of the Taser from the previous year, but all of the use of force incidents involving the Taser were justified and within policy. Soft Hand Techniques were down by 50% and Hard Hand Techniques stayed exactly the same as the previous year. Overall, we used force on eighteen people during 2018, which was the same number as in 2017. Our overall use of force percentage compared by arrested population saw a 10% decrease from the previous year.

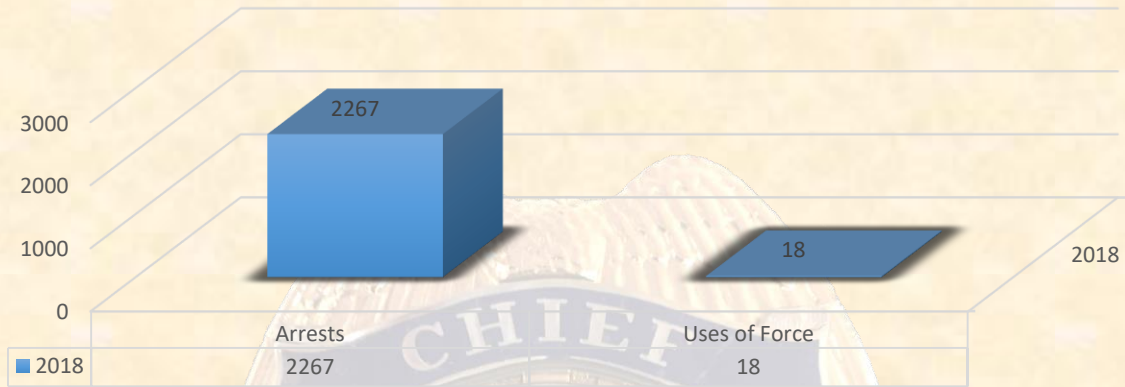
We saw an 8.5% increase in the number of arrestees injured from the previous year based on the number injured compared to the total number who had force used against them. All uses of force resulting in injury to the subject were found to be justified, and all of the injuries were minor. We saw a 50% decrease in the number of officers injured. (Ten were injured in 2017 versus five injured in 2018).

Overall, we believe the data compiled and provided in this report reflects that our policies, training, and practices are effective, and have been implemented well by our Officers, department wide. As illustrated above, our use of force percentage is well below the national average. We see no need to change any department policies at this time based on this evaluation.

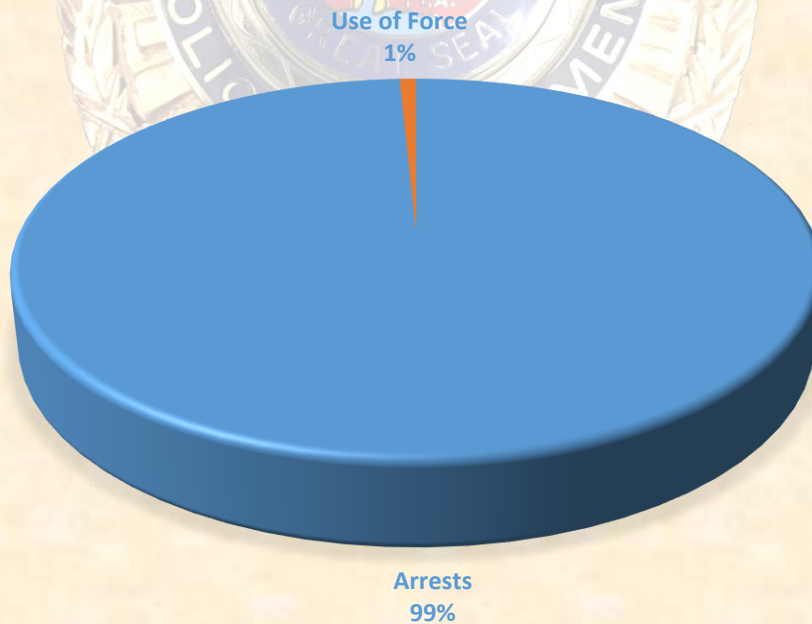
Charts representing the data contained in this report are listed on the pages below:



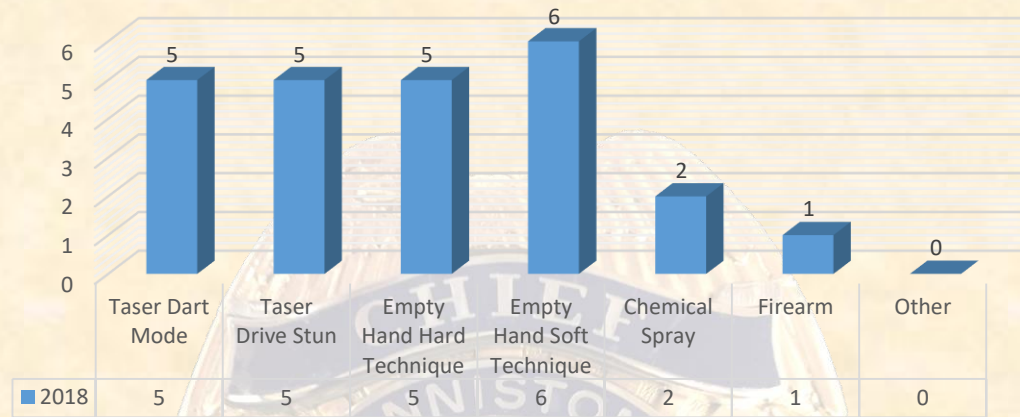
## Arrest Data 2018



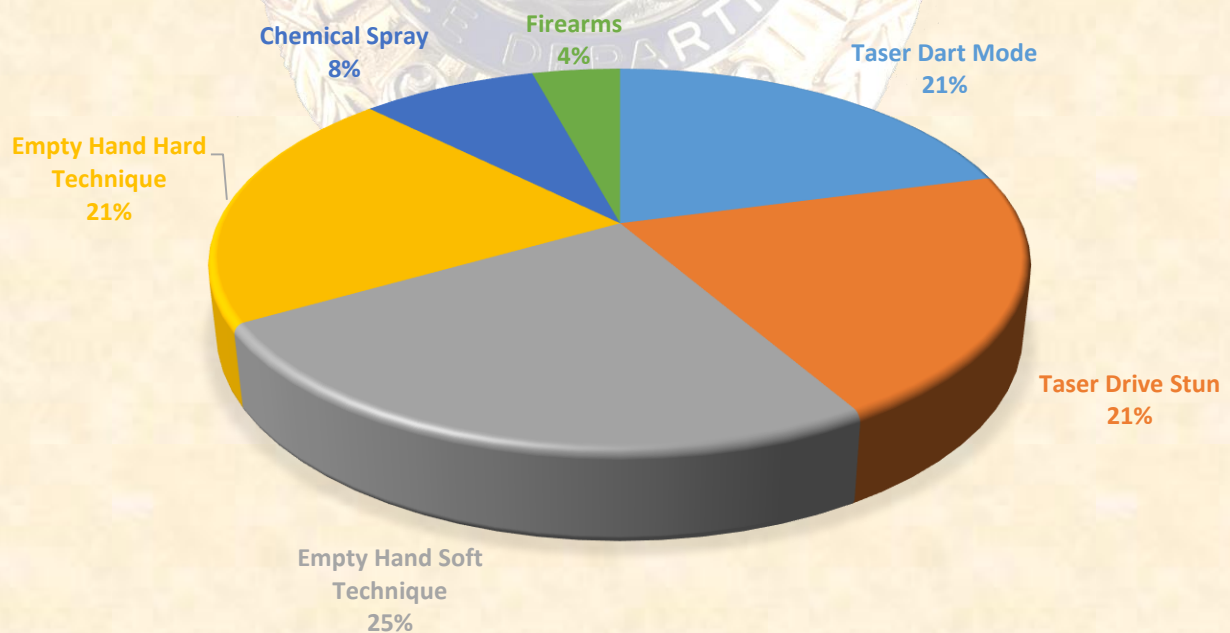
## ARRESTS VS. USE OF FORCE 2018



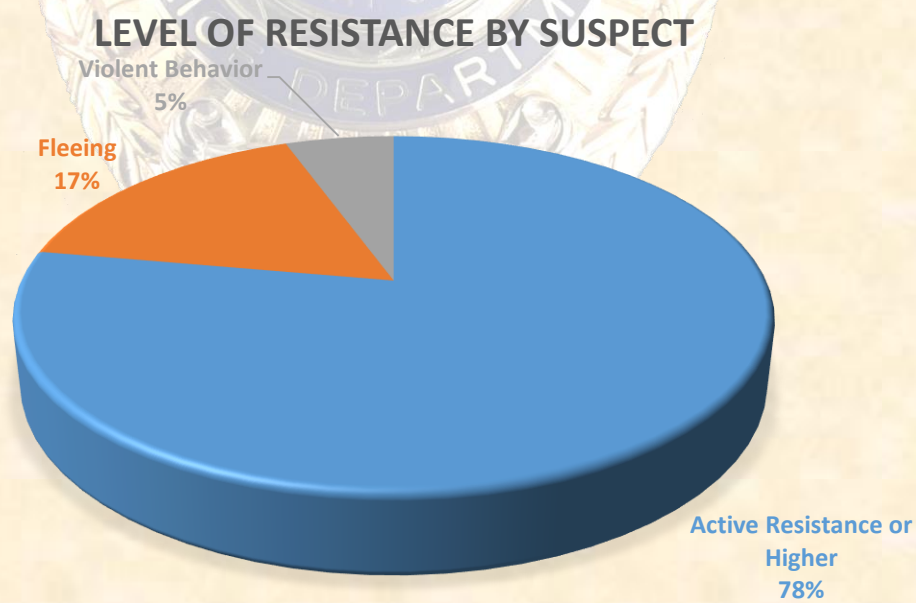
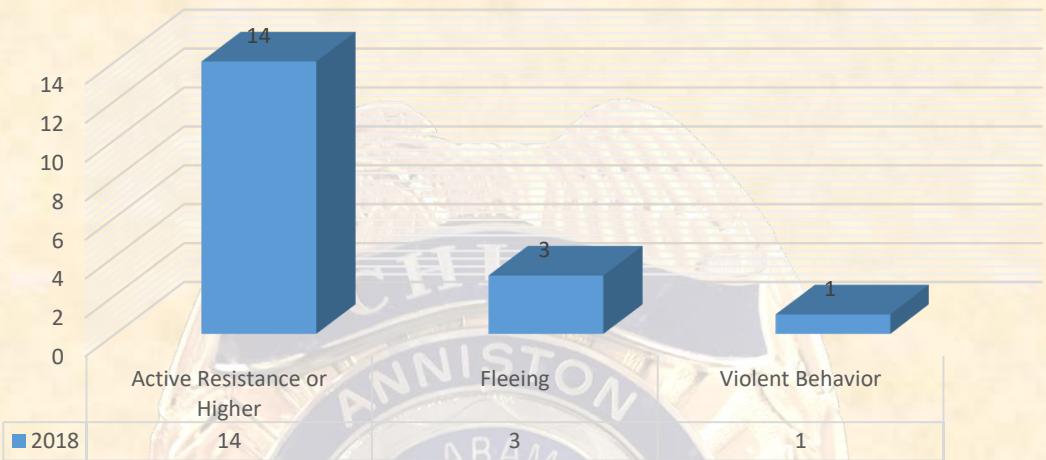
## Use of Force by Type 2018



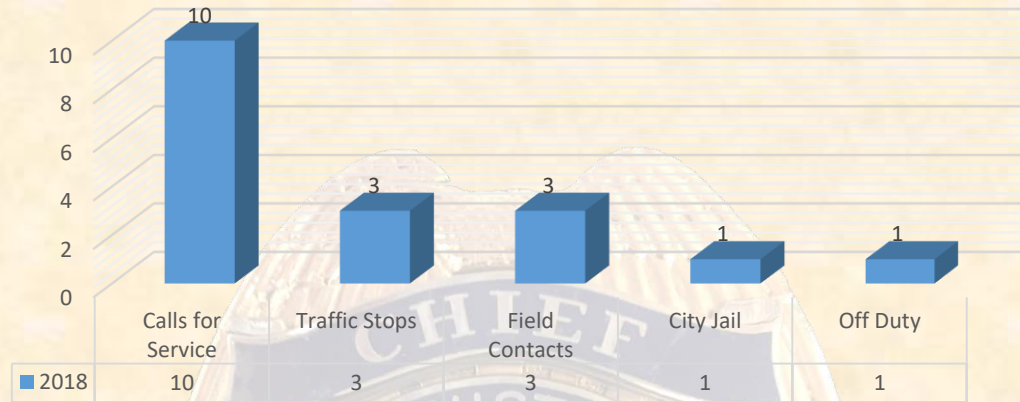
## USE OF FORCE BY PERCENTAGE BY TYPE 2018



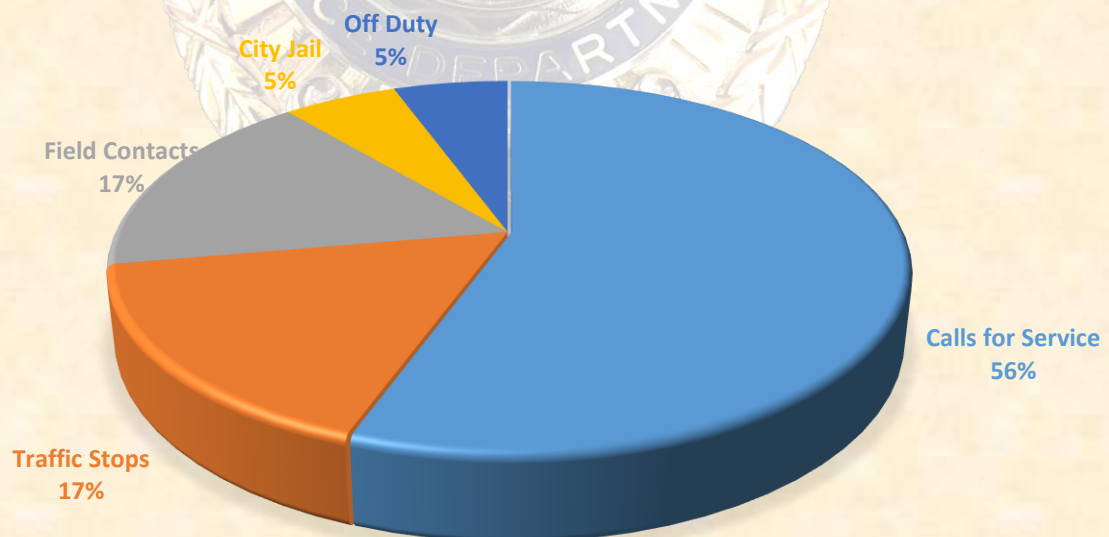
# Level of Resistance Encountered 2018



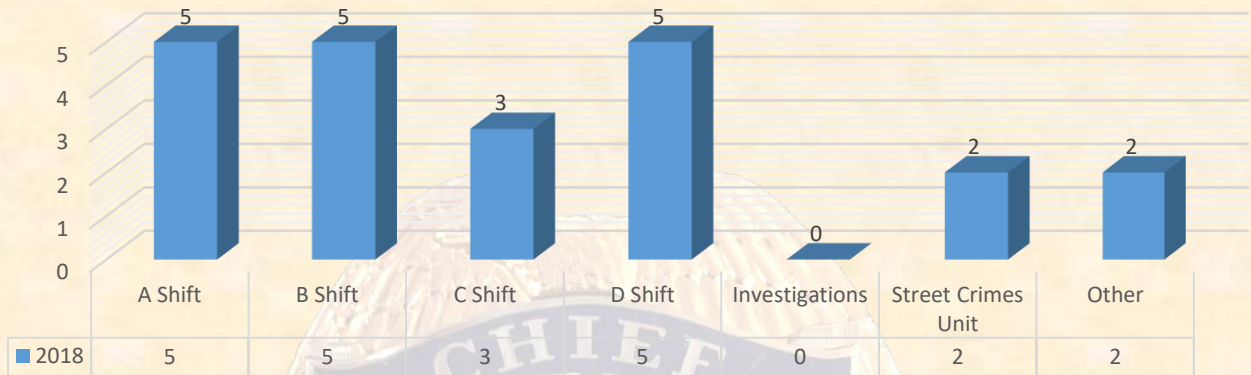
## Type of Encounters 2018



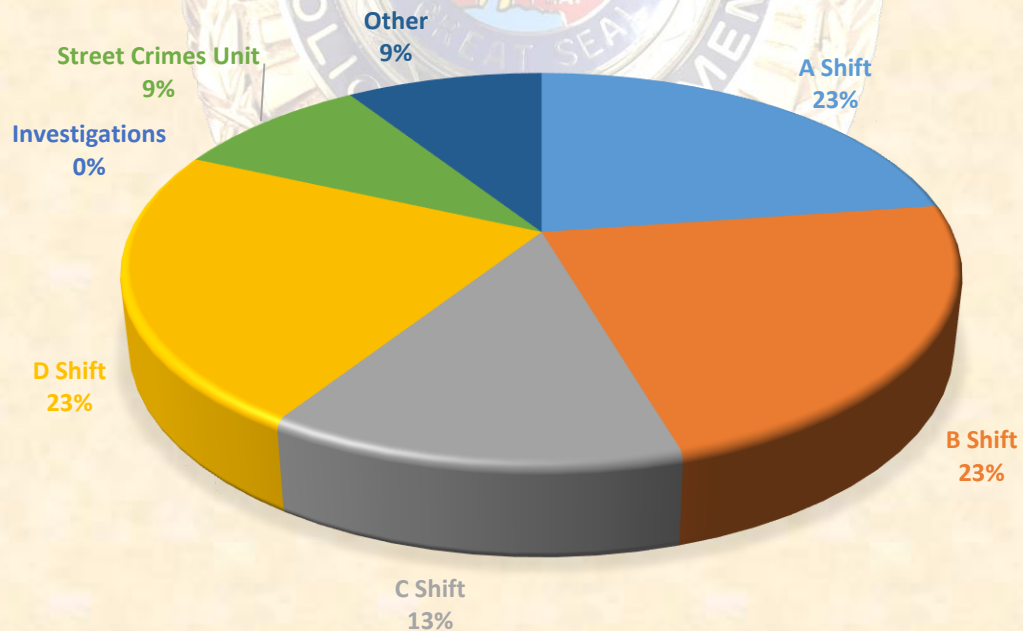
## TYPES OF ENCOUNTERS 2018



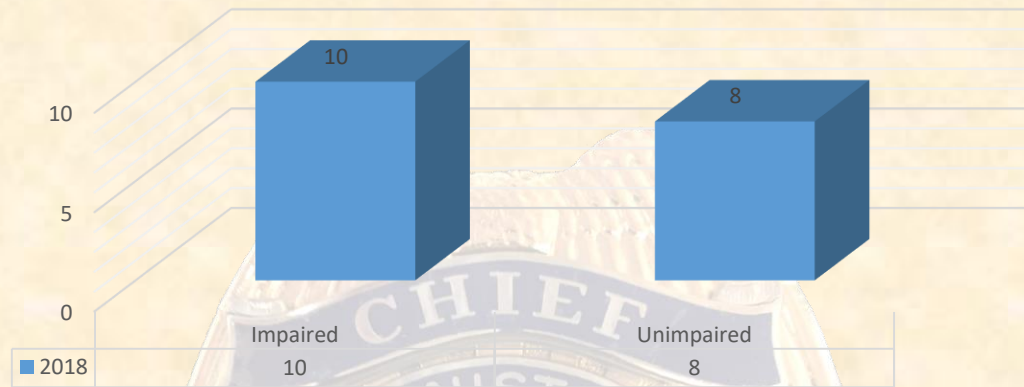
## Use of Force by Unit 2018



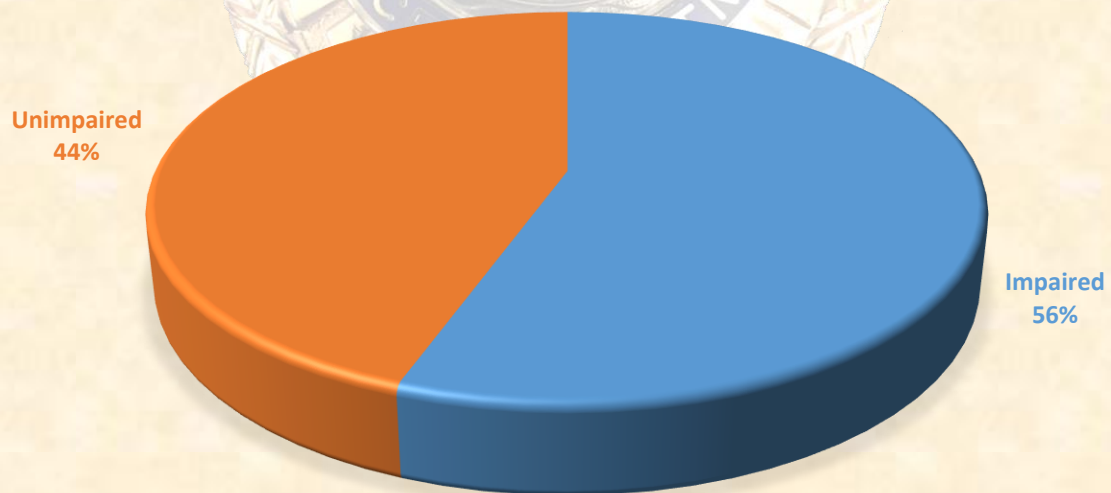
## USE OF FORCE BY UNIT 2018



## Condition of Suspect 2018



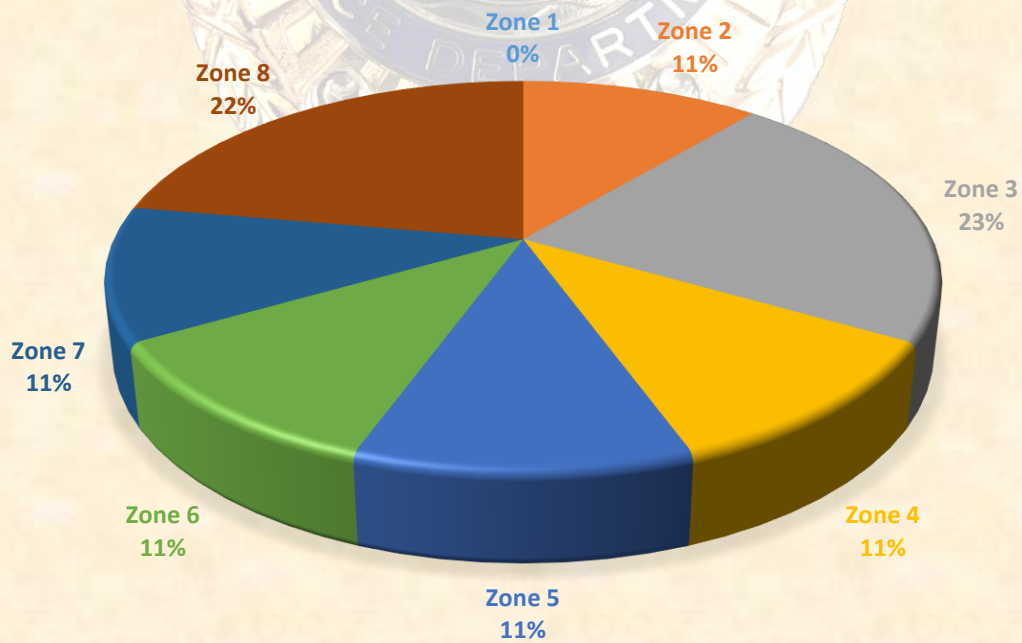
### CONDITION OF SUSPECT 2018



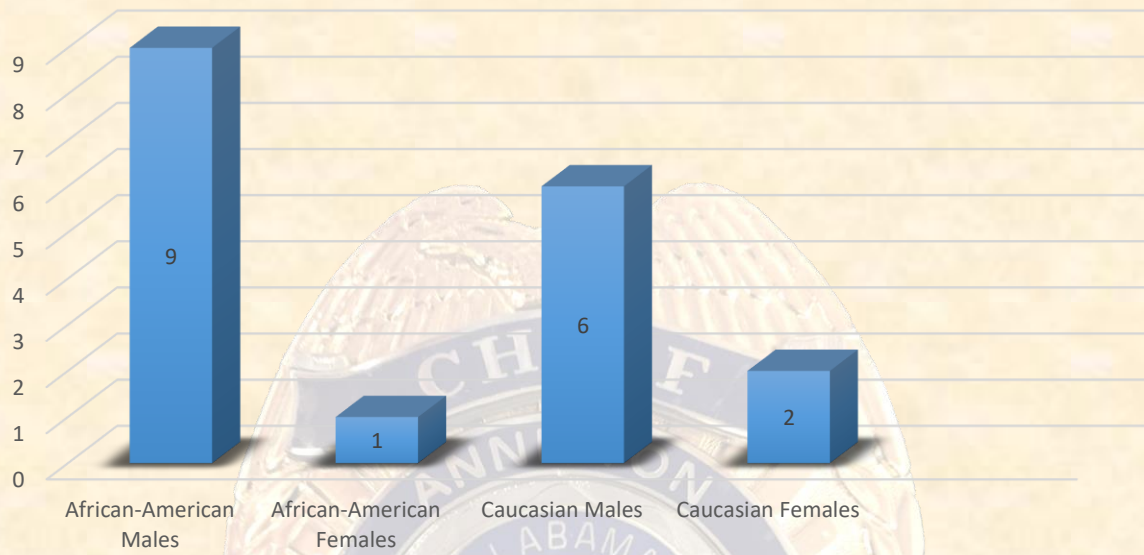
## Use of Force by Zone



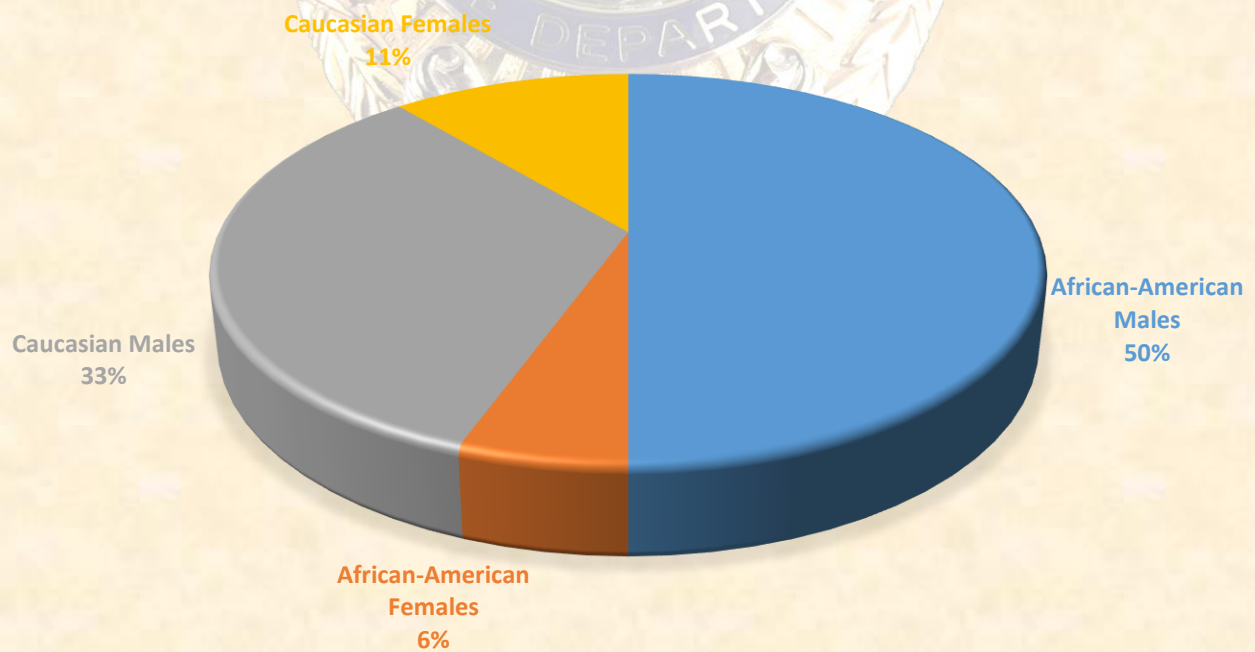
## USE OF FORCE BY ZONE 2018



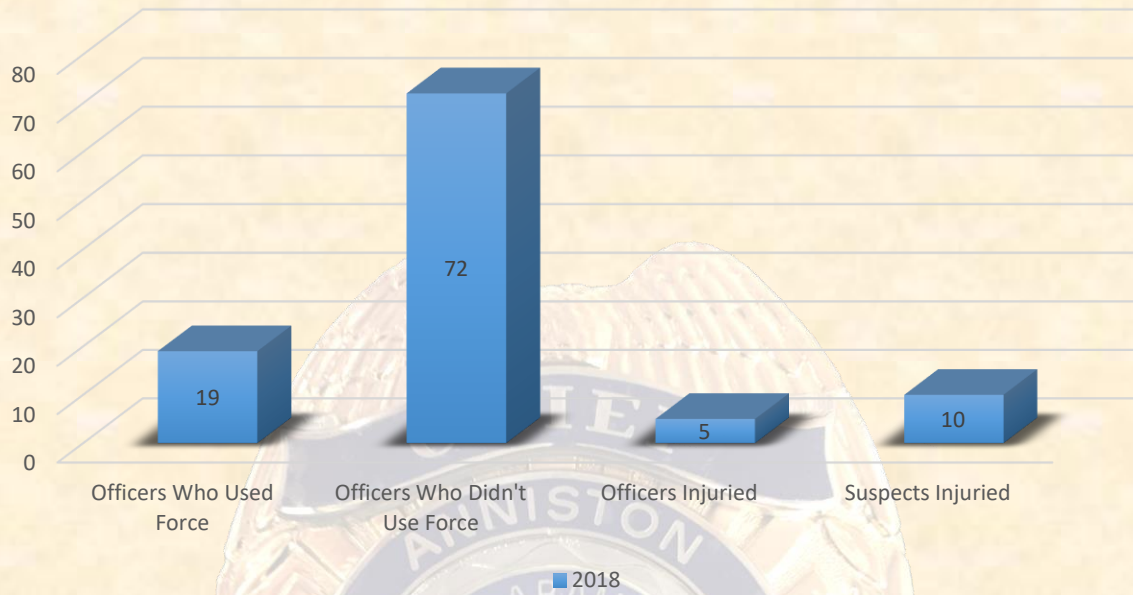
## Use of Force by Race/Sex 2018



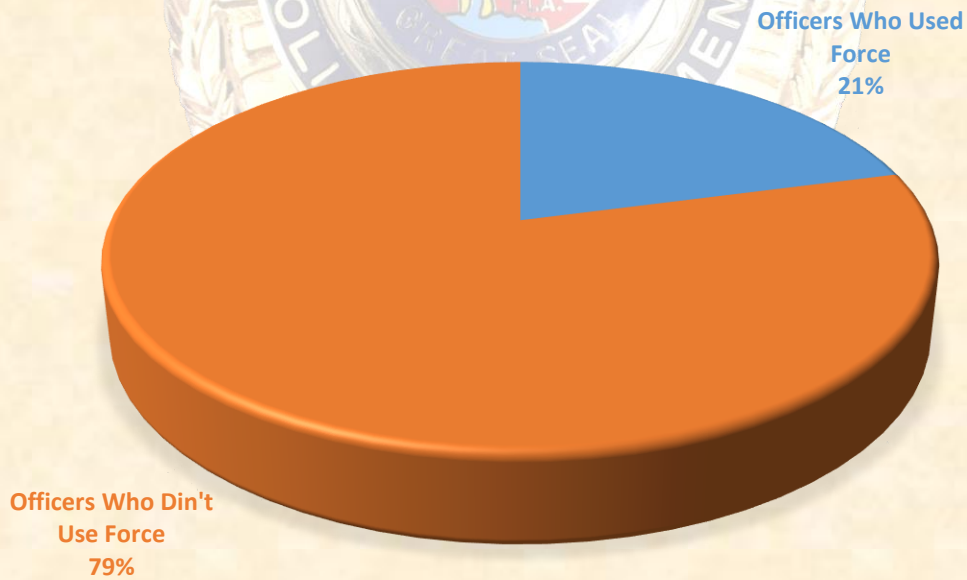
## USE OF FORCE BY RACE/SEX 2018



## Other Force Data 2018



## DEPARTMENT USE OF FORCE BY PERSONNEL 2018



## 2018 Early Warning System Analysis

We began using Guardian Tracking as our Personnel Early Warning System in late 2015. We generated 344 total entries in the system covering 2018. Of the 344 entries, 72 were corrective/discipline in nature, 50 were positive in nature, 92 were personnel investigations, and 130 were evaluations. A more comprehensive breakdown is listed below:

### Corrective/Discipline

- Counseling Statements: 39
- Reprimands: 16
- Suspensions: 7
- Remedial Trainings: 0
- Terminations: 1
- Early Intervention Responses: 9 (for a total of 4 officers)

### Positive

- Public Recognitions: 22
- Peer Recognitions: 6
- Supervisor Recognitions: 6

- Letters of Appreciation: 8
- Letters of Commendation: 8

### Investigations

- Use of Force: Animal: 25
- Use of Force: Vehicle Pursuit: 15
- Use of Force: Empty Hand: 9
- Use of Force: Spray: 2
- Use of Force: Taser: 10
- Use of Force Firearm: 1
- Citizen Complaint: 30

### Evaluations

- Employee Performance Reports: 130

By looking at the data listed above, it appears the system is working as intended. We are seeing Early Intervention Flags being triggered when they should, supervisors are monitoring the system and taking appropriate actions, and employees are interacting with the system. I see no need to make any adjustments to the reporting system at this time.

## Officer of the Quarter / Year



We began awarding Officer of the Quarter in 2017, recognizing officers who have displayed the great qualities and work ethic that we expect from our officers. Each officer gets a gift card, a

reserved parking spot, and their picture in the lobby and in the patrol hallway. Officers Jackson, McGraw, Curvin, and Pinto were nominated and chosen in 2017. Investigator Matt Thompson was nominated and chosen as Officer of the Year for 2017. His hard work and dedication to the investigative division and the entire department were recognized as being worthy of this honor.

We wanted to mention the officers listed above that were awarded in 2017 because they were the first to receive this honor.

In 2018, Officers Jonathan Yarbrough, Earl Dean, Christopher Trammell, and Matthew Newton were awarded the Officer of the Quarter titles. Officer Yarbrough was awarded the Officer of the Year title. Pictures and a brief description of why are listed below:

## 2018 Officer of the Quarter (January – March)



Corporal Jonathan Yarbrough was selected as Officer of the Quarter for the first quarter of 2018. During the quarter, Yarbrough made several contacts outside of his calls for service. He was able to detect a lot of criminal activity during these contacts which resulted the apprehension of the offenders.

Yarbrough is a Field Training Officer and played a major role in training the new recruits on his shift. He is the second in seniority on his shift and is considered a good leader among his peers. Yarbrough sets a great example to the junior officers by handling his calls quickly and returning in service to cover the calls in his zone. He has a positive attitude towards police work and performs his duties accordingly. He was also selected as Officer of the Year for 2018 because he saved a woman's life. A full description of the event is included later in this report.

## 2018 Officer of the Quarter (April - June)



Officer Earl Dean was selected as Officer of the Quarter for the second quarter of 2018. During the quarter, Dean became a new Field Training Officer on his shift and took to his new duties with ease. He quickly became his shift's go-to F.T.O.

Dean made a traffic stop in early June with his trainee for a tag problem. After the traffic stop, the male driver called 9-1-1 and complimented both of the officers on their professionalism.

On June 12, Dean was looking for suspects in a vehicle theft. Dean spotted the suspects near the Carver Community Center. After a short foot chase with one of the three suspects, Dean was able to catch the suspect and locate a gun that the suspect had thrown during the foot chase. A second suspect, who did not run from the initial point of contact, was also arrested for possession of marijuana. The third suspect was identified and the information was passed on to investigations. Due to Dean's hard work, we were able to identify three possible theft suspects, and get a gun and some marijuana off the streets.

Overall, Dean works hard, has a good attitude, and portrays a positive image for the police department.

## 2018 Officer of the Quarter (July - September)



Corporal Christopher Trammell was selected as Officer of the Quarter for the third quarter of 2018. During the quarter, Trammell stepped into a leadership role on his shift and was the main person that the younger officers called for guidance. His supervisors were very impressed with Trammell in two specific areas.

First, a trainee was struggling with some of our other officers training him so they switched the trainee to Trammell. They saw Trammell really put in a lot of extra effort in trying to help the trainee succeed. As a result, the trainee improved tremendously and they attributed his success largely to Trammell's assistance.

Second, Officer Trammell was passed over twice for a spot in the Investigative Division. His supervisors knew he was disappointed, but he kept a great attitude and his work performance did not falter. He was still putting forth maximum effort in training the struggling trainee, as well as performing his daily duties and being proactive.

Over his tenure here, Trammell has maintained a great work ethic and exceptional attitude. He is very deserving of this recognition.

*(Note: Trammell was assigned to the Investigative Division in January of 2019.)*

## 2018 Officer of the Quarter (October - December)



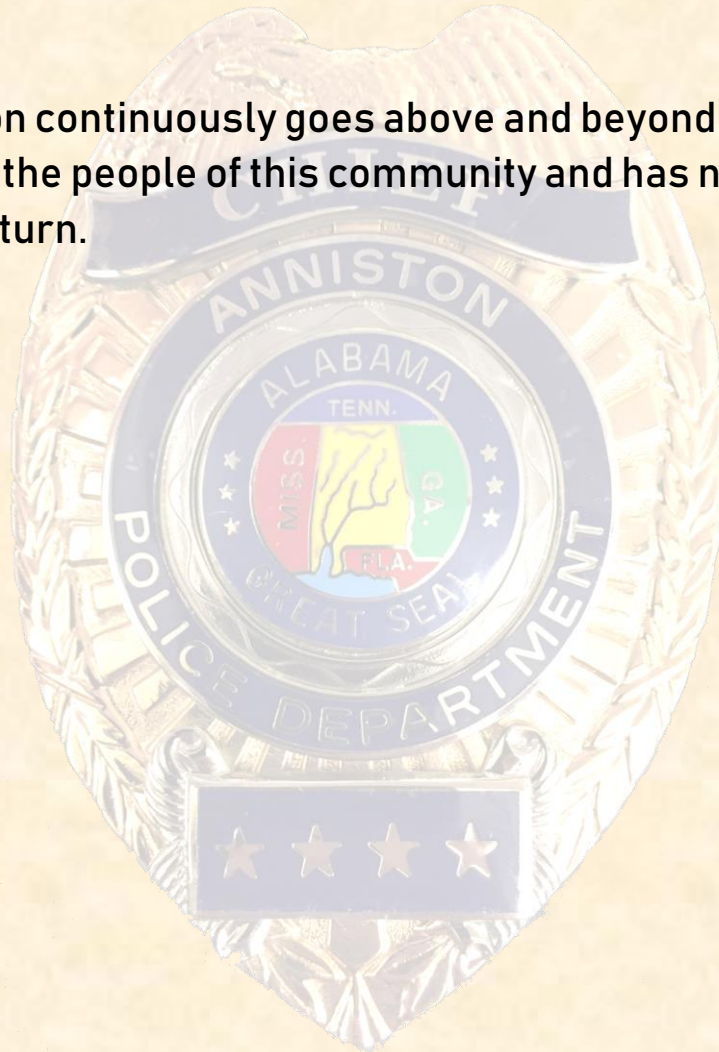
Officer Matthew Newton was selected as Officer of the Quarter for the fourth quarter of 2018. During the quarter, his supervisors backed him up on a disturbance call. The individual that caused the disturbance was emotionally disturbed, difficult to deal with, and homeless.

After the call was completed, his supervisors overheard Newton asking the individual if he had deodorant and some other things he would need. The individual told Newton that he was fine and left the area. The supervisor asked Newton about what they overheard. He told them that he has bags of things that people might need in his trunk. Newton showed them a box of toys, and several ziploc bags (some were catered towards men and some were for women). The bags contained essential hygiene products.

On Thanksgiving Day, Newton saw a homeless male near the church behind Top-O-the-River. He said the male was taking items from a donation box that had been placed outside of the church. Newton went to Walmart and used his own money and purchased approximately \$80 worth of items and put them in the box.

His supervisors also backed up Newton on an overdose call. While they were headed to the call, Newton called and asked if he could administer Narcan to the subject. After their arrival, they spoke to Newton about the Narcan. Officer Newton told them that he had gone to CVS Pharmacy and purchased his own Narcan, and he keeps it in his car for emergencies.

Officer Newton continuously goes above and beyond what is asked of him to help the people of this community and has never asked for anything in return.



## 2018 Officer of the Year



Corporal Jonathan Yarbrough was selected as Officer of the Year for 2018.

On January 25, 2018, Corporal Yarbrough was on his way to a report call when he noticed a man walking out of an alley just south of 10th St. When the man saw Yarbrough, he immediately turned and ran away.

Yarbrough stayed in the area and continued to look for this person when someone in the neighborhood flagged him down. They told him that a person matching the description of the man just went through their yard.

Within a few seconds, 9-1-1 received a call that a female was yelling for help from that area. Yarbrough went to the address of the 9-1-1 call and upon arriving could hear a female yelling. Without backup present, Yarbrough identified himself, immediately entered the residence, and found a man standing over the woman with a knife. The woman had been stabbed several times. Yarbrough was able to quickly stop the attack and apprehend the man. The woman was

able to receive medical treatment and ended up recovering from the attack. It was later determined that the man had forced his way into the house. The man told Yarbrough that the woman was the Devil and God had told him to kill her.

Yarbrough's inquisitiveness into the suspicious behavior of this person led him to being in close proximity of the person needing help. There is no doubt that Corporal Yarbrough saved the woman's life through his quick action and bravery after hearing her screams.

We are proud to have Corporal Yarbrough here at the Anniston Police Department.

This was my child that this happens to. And i owe my life to this officer I don't no the words to say to u except I owe u my life for saving my child's life this has hurt me so bad I don't no what to so I went to the man that saved my child's life and I said to him God bless u for risking ur life for my child. I could never repay u thank u and the anniston police dept for all there heroic things that y'all do like this God bless u. And my child she said to tell u thank u so much she could never repay u for saving her life God bless



Just wanna say thank you so much for saving my sister if it wasn't for u she could of been dead right now only if u wouldn't have been doing your job like you was doing thank u so much once again.. God bless

## Community Outreach

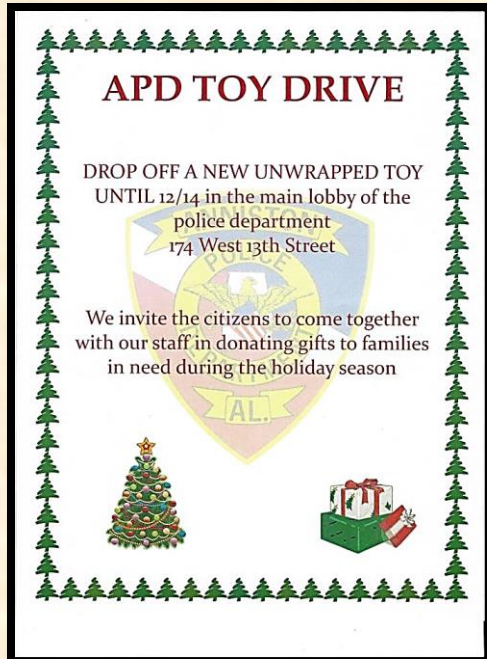


Common police roles are highly publicized in the media and noticed by citizens through daily observations of police officers working in the community. You see officers on patrol checking residences and businesses for would be burglars and robbers. You see officers on the streets targeting traffic violations in order to reduce traffic accidents and fatalities. You see detectives investigating cases and patrol officers responding to disturbances.

While these are major roles of law enforcement, we would like to highlight some of the other things we do to help our community. We always try to be good role models to those who look up to us. We educate people about the problems facing our community and work with our youth to provide a better tomorrow. We address needs that will improve the relationship between police officers and the community we serve.

The next few pages are just a few of the everyday examples of what the men and women of the Anniston Police Department do to assist our community when we see a need that should be met.

## Community Toy Drive



The Anniston Police Department Street Crimes Unit began the Anniston Christmas Toy Drive in November of 2018. The members of the unit felt obligated to start the toy drive because of a need they saw in the community. While on patrol one day, they stopped at one of the community housing areas to play with a group of children. The intention was to throw a ball around and bond with the children, but the kids did not have any toys to play with.

The unit began trying to get the word out about the toy drive and the police department was held as an outlet for anyone to bring a new unwrapped toy by December 14, 2018. A large box wrapped in blue Christmas paper was placed in the main lobby of the police department. Flyers were also placed in the lobby and posted to our Facebook page, explaining the details. The details of the drive were also sent out to several news outlets and businesses throughout Anniston.

The following weeks we observed an outpouring of support from the community. We received a large number of toys and donations from businesses, citizens and members of the police department. The Fraternal Order of Police Lodge # 4 donated one thousand dollars. The Anniston Walmart donated several gift cards. The

Anniston Dollar Tree donated twelve large boxes filled with toys. The Anniston branch of Alabama Teachers Credit Union donated a large box filled with toys. Several citizens met with officers at the police department or in the field to donate money for the drive.



The toys collected in the main lobby of the police department were taken to the Toys for Tots location in Anniston, Alabama. The Street Crimes Unit purchased toys at Walmart from the money and gift cards collected. The unit went to the housing community areas and handed out toys to children. They also placed nets on all of the basketball goals that did not have them. The unit purchased items of need

for four families at the 2nd Chance Family Shelter and provided toys to the Department of Human Resources for four families.

The toy drive was a success beyond all expectations. The community came together and helped families in need during the Christmas holiday. Simple resources such as basketball nets and footballs give our youth something positive to do, especially in areas that are impacted the hardest by drugs and violent crimes. They also provide a way for our officers to engage the youth on common ground so they can build the relationships necessary for the help our officers can provide to the success of the next generations. The toy drive is something we will continue to do for many years to come to help those in need.



## The Anniston Police Department

Published by Nick Bowles [?] · December 14, 2018 ·

The APD Christmas toy drive was a success beyond expectations this year! YOU made this possible, we just provided the outlet.

Here are some shots of the items when they were at APD and some shots of our Street Crimes Team and other people involved getting the items out into the community.

Special thanks to:

Anniston FOP Lodge #4  
Alabama Teachers Credit Union  
The Anniston Dollar Tree  
Anniston Walmart.

Merry Christmas to all from APD!!!





## The First Tee Program

Our Special Response Team was in need of new bullet proof vests, helmets, and other equipment. This specialized team of police officers routinely engages in high-risk operations, where the suspects may have weapons that would render traditional protective measures useless.



In 2017, Sergeant Kyle Price began seeking a way to fund the purchase of this equipment. He came up with the idea of starting a golf tournament, but he also wanted to use the contest as a resource to fund a local charity program as well.

He met with the City of Anniston Parks and Recreations Director Steven Folks who suggested The First Tee Program. The First Tee Golf Program is a national program aimed at teaching character values through the game, that Mr. Folks wanted to bring to Anniston.

As listed on their website, The First Tee started as a way to bring an affordable junior golf program to communities that did not have them, especially in economically disadvantaged areas. What The First Tee soon discovered was that blending the rules of the game with life and leadership skills, kids and teens didn't just learn how to putt – they were learning important values.

By bringing golf to a whole new generation, The First Tee had a unique opportunity to focus on the life skills inherent in the game. Whether those challenges are social or emotional, The First Tee uses golf as the foundation for a curriculum that teaches a range of valuable life and leadership lessons.

In every experience with The First Tee, kids are introduced to their Nine Core Values: honesty, integrity, sportsmanship, respect, confidence, responsibility, perseverance, courtesy, and judgment.

More information can be found at [www.thefirsttee.org](http://www.thefirsttee.org).

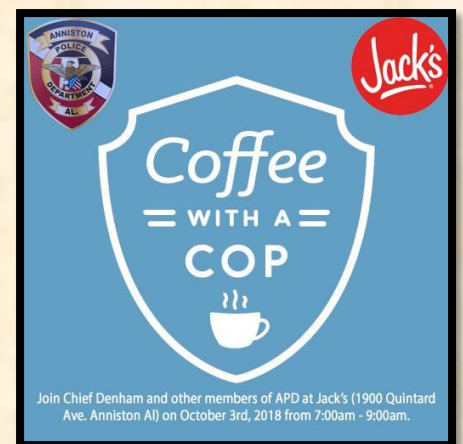
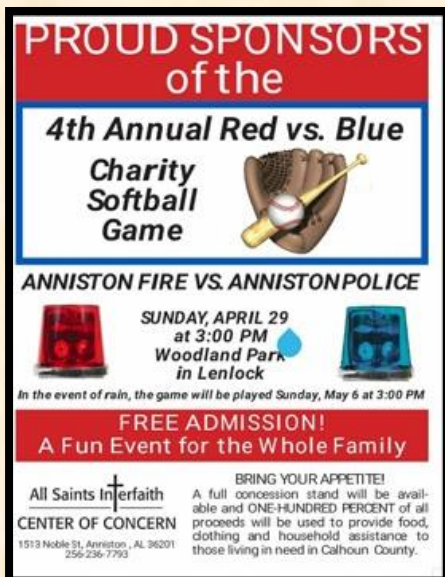
Sergeant Price and the members of the Special Response Team were able to raise about \$3,750.00 through the golf tournament for the program in October of 2017. The money was placed into an account that was established by the Community Foundation which funds these programs. The program was implemented at Randolph Park Elementary School in 2018, with hopes to spread to other schools later on. The team held another golf tournament in October of 2018 and raised an additional \$6,000.00 for the program.



## Other Community Events

We also participated in the following programs during 2018:


- Coffee with a Cop
- Special Needs Prom
- National Night Out
- Local Charity Softball Game
- Local Charity Basketball Game
- Local Neighborhood Association Meetings
- Community Meetings in various Anniston Areas
- Cops on Donut Shops (support for the Special Olympics)
- Law Enforcement Torch Run for the Special Olympics (both local and state level)
- Read Across America (at 10<sup>th</sup> Street Elementary, Cobb Pre-K, Golden Springs Elementary, Randolph Park Elementary, Saks Elementary, and Wellborn Elementary Schools)



**The Anniston Police Department**  
Published by Nick Bowles [?] · October 1, 2018 ·

Chief Denham talking to the public at a community meeting in Constantine involving the police, Anniston Housing Authority, Anniston City Schools, and social service information.

Want to hear the message? Come to the next 4....10/11 @ Glen Addie, 10/15 @ Norwood Hodges(Golden Springs Community Center), 10/22 @ Norwood Homes, and the culmination meeting 10/29 at the Anniston City Meeting Center. All meetings start at 5:00pm and run to 6:30.



**The Anniston Police Department**  
Published by Michael Webb [?] · August 8, 2018 ·

Captain Parris and some of our newest members enjoyed hanging out with the children at National Night Out last night. We love our kids and are constantly investing in their future.



**The Anniston Police Department**  
Published by Michael Webb [?] · July 21, 2018 ·

We had a great time yesterday with our friends from the Anniston Community Education Foundation and the Anniston Fire Department. We provided lunch for over 200 children and they all got to learn from Officer Morehead about fingerprinting.



**The Anniston Police Department**  
Published by Nick Bowles [?] · November 2, 2018 ·

Chief Denham, Captain Bowles, Pastor Marcus Dunn, and Pastor Anthony Cook attended a community event in York PA in reference to local religious leaders partnering with local law enforcement in order to address community issues. Look for more in Pastor Cook's article in this Sunday's @annistonstar.



**The Anniston Police Department**  
May 30, 2018 · 🌐

Officers from The Anniston Police Department and The Oxford Police Department are coming together to raise money for The Special Olympics on Friday. Swing by and get your coffee and donuts! Donate if you can! Every little bit of money helps! (5:30a.-11:00 am)

# COPS

## ON DONUT SHOPS

Join us at your favorite  
Alabama Dunkin' Donuts location  
for National Donut Day  
Friday, June 1, 2018  
and support the Alabama  
Special Olympics athletes

**The Anniston Police Department added 4 ... new photos.**  
May 4, 2018 · 🌐

Devonta and Sgt. Michael Webb had a great time dancing the night away at the Special Needs Prom tonight. Thank you to all of the amazing volunteers who made this night possible.

**The Anniston Police Department shared Chief Bill Partridge's photo.**  
March 3, 2018 · 🌐

We are honored to be participating in this event for a great cause. Please come out and support this young man and our team as we take on other public safety teams from our area.

**Chief Bill Partridge**  
March 2, 2018 · 🌐

Basketball Game Fundraiser for Wesley Lyons...  
Oxford Police Dept vs. Oxford Fire Dept.  
... Continue Reading

## OXFORD POLICE DEPARTMENT vs. OXFORD FIRE DEPARTMENT

BASKETBALL GAME FUNDRAISER

**The Anniston Police Department added 2 ... new photos.**  
April 27, 2018 · 🌐

Lieutenant Lloyd had the privilege of speaking to a group at Deliverance Church of Jesus Christ tonight about law enforcement. This was one of their youth exposure services where the young people are introduced to different topics, careers, and life experiences. It was great to meet the caring people there. They asked great questions and wer... See More

**The Anniston Police Department added 2 ... new photos.**  
March 1, 2018 · 🌐

I was able to read to the students at Golden Springs Elementary, Randolph Park Elementary and Tenth Street Elementary today. After reading the book, I took questions from the students. The most common question that I received was, "Why do you carry a gun?" My answer was fairly simple... I have never had to use my gun and we all hope that we nev... See More

**The Anniston Police Department added 9 ... new photos.**  
May 19, 2018 · 🌐

The Special Olympics Torch arrived at its final destination Friday night in Troy, AL. The Torch started in Anniston on Thursday morning and then went to Pell City, Irondale, Gardendale, Birmingham, Pelham, Montgomery and Troy. Thank you to Sergeant McCullars, Hartley, Leach and Officer Kirby for running a total of 11.2 miles in two days to ensure t... See More

**The Anniston Police Department added 3 ... new photos.**  
February 23, 2018 · 🌐

Sgt. Michael Webb and McGruff took popsicles to Wellborn Elementary today. As most of you know these children had a tough week this week and we wanted to be sure their week ended on a good note.

**The Anniston Police Department added 26 new photos.**  
May 17, 2018 · 🌐

Kicking off the Alabama Law Enforcement Torch Run for Special Olympics in Anniston, with APD, Oxford Police Department, Birmingham PD, Shelby County SO, and others!! Looking forward to a weekend of running for a great cause!@thecityofanniston



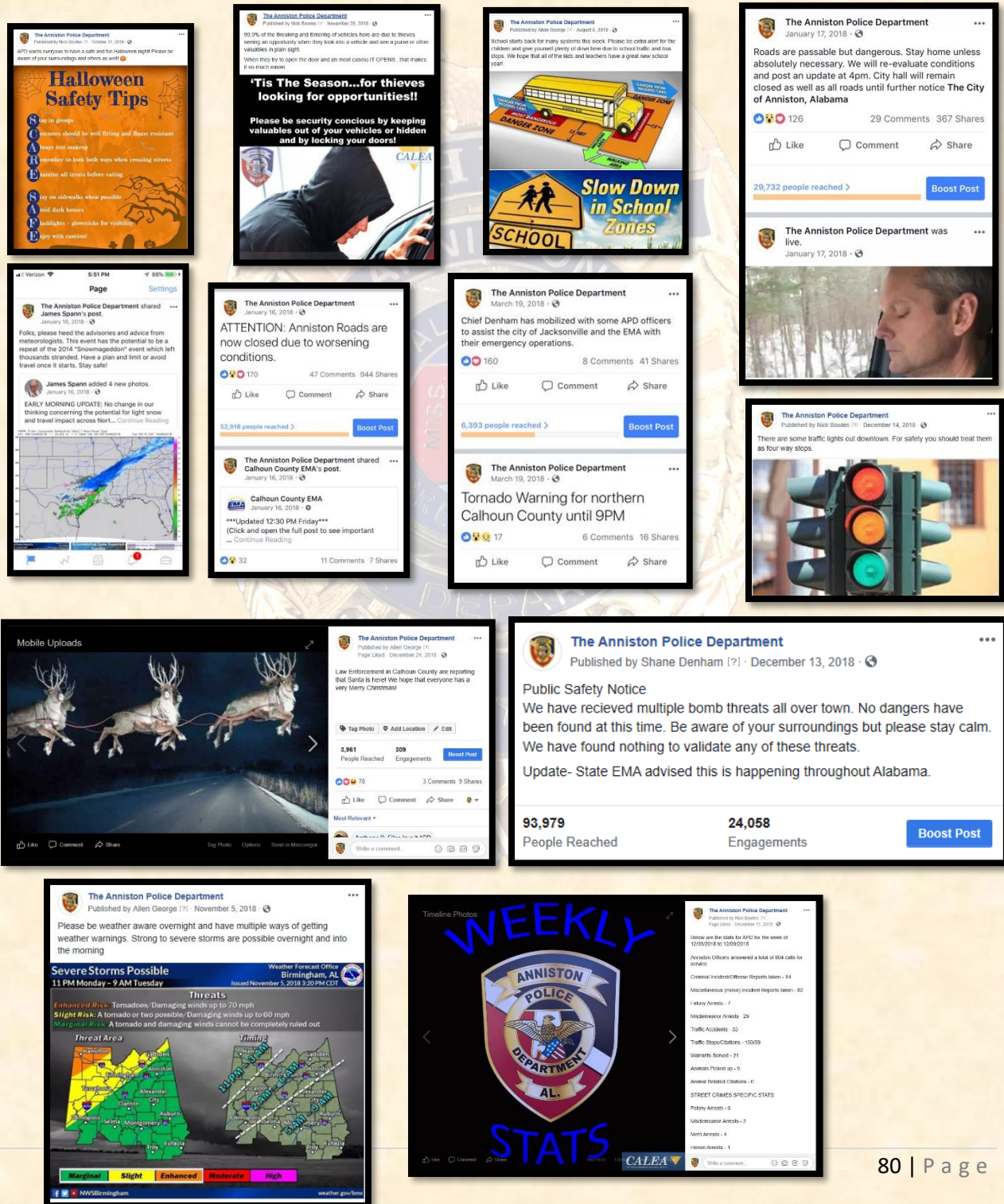



**The Anniston Police Department added 7 new photos.**  
 April 13, 2018 · 🌐

We enjoyed having Wellborn Elementary Pre-K visit with us today. The children learned safety tips with Officer Donald McGraw and toured the Police Department with Sergeant Michael Webb. Thank you for spending the afternoon with us!



We have also had a lot of success with our social media platforms. Our Facebook Page alone has over 34,000 followers. Through social media, we can recruit people to our area, update the public on threats and concerns in real time, and help our partner agencies get their information out.



## Moving Forward

We plan to keep progressing as an agency by exploring innovative ways of combating crime and improving relationships. There have been several improvements in crime fighting technology over the past few years, and we plan to take full advantage of those changes. We are looking to move to a data-driven policing strategy and utilizing new information systems available to us. We plan to keep partnering with local assets, such as The Center for Best Practices, which was started in conjunction with the DOJ and District Attorney's Office. It provides us with data and crime information as well as free training. We plan to participate in the East Metro Area Crime Center once it is completed. We will continue our pursuit of grants for supplemental funding to keep up with the financial demands brought about by developing this new strategy, and we will keep up our community outreach efforts.

In short, we will continue to provide professional police services with a sense of duty, honor, integrity, and respect that you expect from your police department, and we appreciate your continued support.