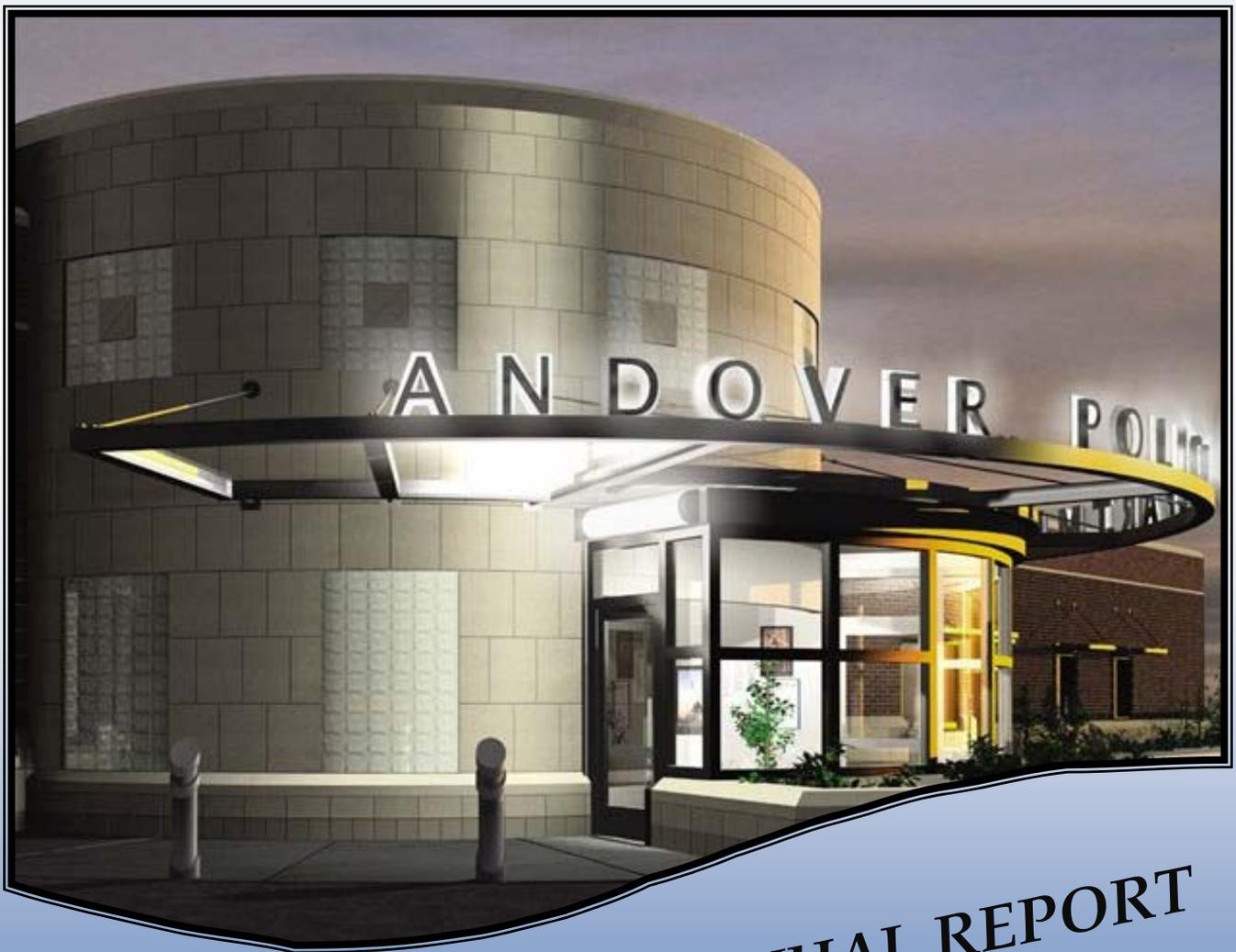


ANDOVER POLICE DEPARTMENT

Public Service Excellence through Compassion, Integrity & Commitment



ANNUAL REPORT
2011



MISSION STATEMENT AND OUR VALUES

ANDOVER POLICE DEPARTMENT

Mission Statement

All members of the Andover Police Department commit to provide public service excellence through integrity, compassion and the wise use of resources.

Our Values

Compassion

(Always respect the dignity of the individual!)

Integrity

(Always do what is right, regardless of who will know!)

Commitment

(Everyday, expect to give your best!)



MESSAGE FROM THE CHIEF

Mayor Lawrence, Members of the City Council, City Administrator Sasha Stiles, and Citizens of the City of Andover, I am pleased to present you with the Andover Police Department's 2011 Annual Report.

During 2011, the Police Department's major initiative was the continued effort to become nationally accredited through the Commission on Accreditation for Law Enforcement Agencies (CALEA). Ultimately, the three-year accreditation process will improve the quality of management decisions, improve preparedness programs, enhance the agency's relationship with the community, strengthen accountability, reduce liability and risk exposure, and facilitate the department's pursuit of "Public Service Excellence."

Although communities all over the country continue to struggle through stressful economic times, it is encouraging that our citizens continue to enjoy a high quality of life and a low crime rate. In 2011 the department responded to 18,050 calls, approximately a 14.8% increase over 2010. However, major crime (Murder, Forcible Rape, Robbery and Aggravated Assaults) decreased by 2.3% and property crimes (Burglary, Larceny-Theft, Motor Vehicle Theft and Arson) by 12.3%. Individual crimes like burglary decreased by 37.1%, larceny-theft decreased by 10.0% and motor vehicle thefts decreased by 26.7%. Part II type offenses, the lesser type crimes that include Simple Assaults, Forgery/Counterfeiting, Embezzlement/Fraud, Weapon Violations, Crimes against Family/Child, Narcotic Drug Laws, Liquor Laws Disorderly Conduct and Traffic Misdemeanor Violations also decreased in 2011 by 2.0%. The continued reduction in crime is a direct reflection of the quality of staff and the department's commitment to provide quality service to the residents of Andover. Additionally, in the department's interest in maintaining safe City streets, 2,733 citations were issued, approximately 11.7% more than were issued in 2010, which plays a major role in the prevention of serious accidents. Although overall accidents for 2011 only decreased by .5%, injury accidents decreased by 28.1%.

In addition to the great strides made towards CALEA accreditation that the department has made, a number of other highlights for 2011 reflect positively on the Police Department and the community. These include: moving the Municipal Court Clerk's Office into the old City Hall; surviving a winter storm that some say broke a 45-year old record; transferring E-911 and radio operations over to a new state-of-the-art 800 MHz county-wide radio system; hosting another very successful National Night Out even after it had to be rescheduled due to the Global Propane explosion; the acquisition and deployment of a second K-9 Patrol and Drug Detection dog; E-911 staff co-hosting the 2011 Fall APCO Conference in Wichita; the remodeling of the old City Council chambers into a Police Department training room; receiving the AAA Community Traffic Safety Silver award for our efforts in traffic safety and enforcement; and the overall outstanding performance and hard work exhibited by all of our staff members, evidenced by the 83 plus positive comments received by the department in 2011.

In closing, I remain optimistic that this Police Department continues on the path of "Public Service Excellence" as we address the needs of our community through Compassion, Integrity and Commitment. It is only through the continued and repeated efforts of every single department member, that we build trust with our citizens, and thus be successful and effective in maintaining the quality of life Andover residents have come to expect. It continues to be an honor and a privilege to work with the men and women of the Andover Police Department and I hope you enjoy reading this annual report and about all of our member's accomplishments.

Sincerely,

Michael A. Keller
Chief of Police



CHIEF OF POLICE
MICHAEL A. KELLER

Chief “Mike” Keller was appointed as Police Chief of the Andover, Kansas Police Department on May 14, 2007, after serving 5-years as the Chief of Police in Wellington, Kansas. Prior to that, Chief Keller spent 21 years with the Wichita Police Department, where he earned the rank of Lieutenant and commanded a number of sections including Traffic, Patrol, Training, Community Policing and Community Affairs. Additionally Chief Keller has been awarded three Bronze Wreaths of Valor and Two Bronze Wreaths of Merit for acts of dedication and bravery.

Chief Keller is a graduate of the 222nd Session of the FBI’s National Academy, a graduate of the 2004 Kansas Police Administrator School, a graduate of Leadership Butler (Class of 2009) and a graduate of the 2010 Rural Executive Management Institute. Chief Keller is an Ethics and Diversity instructor and currently served on the Bulter Community College’s Law Enforcement Advisory Board, as well as, Wichita State University’s Regional Community Policing Training Institute’s Partnership Board. Additionally, Chief Keller is heavily involved in the community, serving as an Advisory Board Member of the Andover Police & Fire Foundation and a national member of the Fight Crime: Invest in Kids program. In October 2009, Chief Keller was appointed by the Governor to serve on the Kansas Commission on Peace Officers’ Standards and Training (KSCPOST). Additionally, Chief Keller has been an active IACP and KACP member for 10 years and in 2011 was elected President of the Kansas Association of Chiefs of Police.

Chief Keller holds a Master Degree in Administration of Justice with an emphasis in Education from Wichita State University, and a Bachelor’s Degree in Administration of Justice from Wichita State University. He is a veteran of the United States Air Force and a native of Utica, New York.



COMMANDER OF INVESTIGATIONS
RANDY COFFMAN

Randy Coffman is a registered nurse and graduated from Wichita State University with a Bachelor of Science degree in Nursing. She is also a licensed Paramedic. She entered law enforcement as a reserve with the Butler County Sheriff’s Department, then hired on part-time with them and began a full time career in law enforcement with the Butler County Sheriff’s Department in 1994. She worked for them for eight years, with six of those years as a Detective in their Investigations Division. She joined the Andover Police Department in December 2001 and was promoted to Detective in 2004. In May 2008 she was promoted to Lieutenant and in January 2009 she assumed the rank of Captain. Captain Coffman served as the Investigations Commander and supervises the School Resource Officers and Detectives. Captain Coffman is also responsible for oversight of the Property and Evidence process including handling and storage, and the Professional Standards section which handles complaints and internal investigations.

Captain Coffman is a graduate of Leadership Butler (Class of 2009) and the 2010 Kansas Police Administrator School.

Captain Coffman was the recipient of the 2001 and 2005 “Officer of the Year” award.



COMMAND STAFF CONTINUED



COMMANDER OF PATROL

JUSTIN L. PHILLIPS

Captain Justin Phillips was hired as Patrol Captain of the Andover, Kansas Police Department on February 9, 2009, after serving more than 13 years at the El Dorado, Kansas Police Department. While at the El Dorado Police Department, Captain Phillips earned the rank of Lieutenant and was the supervisor for the Criminal Investigations Section when he left El Dorado. As the Patrol Commander, Captain Phillips supervises the efforts of four (4) sergeants and ten (10) police officers.

Captain Phillips is a graduate of the 234th Session of the FBI's National Academy and a graduate of the 2005 Kansas Police Administrator School. He also holds a Bachelor of Science Degree in Criminal Justice from Friends University.



DIRECTOR OF COMMUNICATIONS

WILLIAM "BILL" DUGGAN

Bill Duggan began his career in Public Safety in 1985 with Butler County Fire District #1, earning the rank of Lieutenant and Safety Officer. Bill also worked for Butler County Emergency Medical Service and Sedgwick County Emergency Medical Service as an Emergency Medical Technician. Bill joined the City of Andover in 1987 as a part-time dispatcher, leaving for 8 months to work for Sedgwick County EMS, and returning full-time in September 1989. He served as an Emergency Communications Officer, Patrol Officer, and became the Director of Communications in 1995. Bill was an Andover Patrol Officer during the 1991 Andover Tornado. Bill also became the first Director of Information Technology for the City of Andover in 1997, after graduating from Friends University with a Bachelor's of Science degree in Computer Information Systems.

Director Duggan is a graduate of Leadership Butler (Class of 2011).

Director Duggan was the recipient of the 2010 "Civilian Employee of the Year" award.



SERGEANT

DONALD B. ROBERSON

Sgt. Don Roberson has been with the Andover Police Department since July 2001 and was promoted to the rank of Sergeant in August of 2007. Prior to coming to Andover Sgt. Don began his career in law enforcement in 1978, having served as a lieutenant for the City of Derby and a Chief of Police for the City of Chaney. Sgt. Roberson has held the positions with the Andover Police Department of School Resource Officer and Patrol Officer prior to being promoted to Sergeant. Sgt. Roberson currently serves as a Watch Commander for one of department's four Patrol teams. Sgt. Roberson's extra duties include the Department's Training Coordinator, Range Master, Firearms Instructor, Armorer and Assistant Police Chaplain Coordinator.

Sgt. Roberson was the recipient of the 2007 "Officer of the Year" award.



SERGEANT

STEVEN A. HARRYMAN

Sgt. Steve Harryman has been with the Andover Police Department since September 2001 and was promoted to the rank of Sergeant in February of 2008. Prior to coming to Andover, Steve was a part time police officer with the Conway Springs (KS) Police Department, and served 6 ½ years in the U.S. Air Force. Sgt. Harryman currently serves as a Watch Commander for one of department's four Patrol teams. Sgt. Harryman's extra duties include the Mobile Video Recorder System Manager, Intoxilyzer Custodian, Vehicle Maintenance Coordinator and the Chair of the Department's Safety Committee.

Sgt. Harryman was the recipient of the 2004 "Officer of the Year" award.



PATROL DIVISION CONTINUED



SERGEANT

BRANDON "HOSS" STEWART

Sgt. Brandon Stewart is a lifelong resident of Butler County. Hoss, as he is commonly known, started his career in Law Enforcement with the Butler County Sheriff's Department in 1995 as a Detention Deputy. In 1997 Sgt. Stewart attended and completed the Kansas Law Enforcement Training Academy and became a certified Kansas Police Officer. While with the Butler County Sheriff's Office, he held the positions of Deputy, Corporal, and Sergeant.

In September 2007, Sgt. Stewart joined the Andover Police Department and in February 2008 was promoted to the rank of Sergeant. Sgt. Stewart currently serves as a Watch Commander for one of department's four Patrol teams. Sgt. Stewart's extra duties include the Department's SPEED Program, Traffic Enforcement Coordinator, Police Bike Patrol Coordinator and Radar Custodian.

Sgt. Stewart is a graduate of the 2010 KBI's "Top Gun" Narcotic's School.



SERGEANT

BENJAMIN R. GRABER

Sergeant Benjamin Graber started with the Andover Police Department in June 2008 and was promoted to the rank of Sergeant in May of 2011. Prior to coming to Andover, Ben started his law enforcement career with the Reno County Sheriff's Office – three years as a Corrections Officer then in Patrol before serving two and a half years with the South Hutchinson Police Department. Officer Graber also spent approximately ten years working for the volunteer fire department in Pretty Prairie (KS) where he was promoted to the rank of Captain before leaving. Sgt. Graber currently serves as a Watch Commander for one of department's four Patrol teams. Sgt. Graber's extra duties include Field Training Officer Program Coordinator, Community Outreach Program Coordinator, Neighborhood Association Coordinator and CrimeStoppers Liaison.

Sergeant Graber was the recipient of the 2009 "Officer of the Year" award.

PATROL DIVISION CONTINUED



MASTER PATROL OFFICER III

LEE M. NYGAARD

M.P.O. Lee Nygaard began his career with the Andover Police Department in 2005. Prior to coming to Andover, Lee spent time as the Chief of Police in Waubay (SD), worked in Lindsborg (KS) as a Patrol Officer, and was a Deputy/ Narcotics Investigator with Rooks County (KS) Sheriff's Office. He then worked in Cheney, Kansas and received a Certificate of Commendation from the Sedgwick County Sheriff's Office for Narcotics Information that led to a statewide drug ring. M.P.O. Nygaard is a veteran of the United States Army and National Guard, having served with the 571st MP Company. In 2007 he was activated and stationed for 13-months in Ft. Riley's Traffic Investigations. M.P.O. Nygaard currently serves as a patrol officer and a Field Training Officer.



MASTER PATROL OFFICER II

MARK L. WERBIN

M.P.O. Mark Werbin is a life-long resident of the Wichita metro area and a graduate of Derby High School. Mark is a graduate of Butler Community College, earning an Associates of Arts Degree. M.P.O. Werbin joined Andover Police Department in March 2006 and graduated with the 186th Class of the Kansas Law Enforcement Training Center.

M.P.O. Werbin currently serves as a Patrol Officer and a Field Training Officer.

M.P.O. Werbin was the recipient of the 2008 "Officer of the Year" award.



MASTER PATROL OFFICER II

LANCE A. PARKER

M.P.O. Lance Parker began his career in Law Enforcement as police officer for the Baldwin City (KS) Police Department in 2004. In April 2006, MPO Parker joined the Andover Police Department as a patrol officer. Since then, he served over three years as School Resource Officer for the Andover School District and currently serves as a patrol officer. Lance is a proud Alumni of Cowley College and Friends University, from where he has a Bachelor's Degree of Science in Criminal Justice.



PATROL DIVISION CONTINUED



MASTER PATROL OFFICER I

TROY R. SNEDEKER

M.P.O. Troy Snedeker joined the Andover Police Department in July 2008 and graduated from the Kansas Law Enforcement Training Center's 199th Basic on November 21, 2008. Prior to coming to Andover, Troy worked as a Detention Deputy for the Reno County Sheriff's Office and graduated from Butler Community College with an Associate's Degree where he studied Administration of Justice. M.P.O. Snedeker currently serves as a Patrol Officer.



SCHOOL RESOURCE OFFICER

TRACY "BUCK" BUCHANAN

Officer Tracy Buchanan began his career in law enforcement as an Andover Police Department Reserve Officer in 1994 and a few months later was hired by the Wichita (KS) police department. In 1997 Buck, as he is commonly known, returned to the Andover Police Department as a reserve Sergeant where he remained for 7-years. In 2004 Officer Buchanan was hired on as a full-time officer, and in 2005 moved to a Part-Time Officer position where he served until 2009. In August of 2009, Officer Buchanan returned to full-time status and is currently assigned to the Patrol Division as a School Resource Officer. Officer Buchanan's extra duties include Defense Tactics Instructor, ASP Instructor and OC/Pepper Spray Instructor.

Officer Buchanan was the recipient of the 2010 "Officer of the Year" award.



PATROL OFFICER

BRAXTON A. HILL

Officer Braxton Hill began his career with the Andover Police Department on October 26th, 2009. He successfully completed training at the Kansas Law Enforcement Training Center's 206th Basic, graduating on March 26, 2010. Braxton holds a Bachelor's Degree in Criminal Justice from Wichita State University. Prior to coming to work for the Andover Police Department, Officer Hill was a Customer Care Representative with T-Mobile. Officer Hill currently serves as a Patrol Officer and a member of the Department's Training Committee.

Officer Hill was the recipient of the 2011 "Officer of the Year" award.

PATROL DIVISION CONTINUED



PATROL OFFICER

CURTIS M. ANDERSON

Officer Curtis Anderson began his career with the Andover Police Department on May 10th, 2010. Officer Anderson successfully completed training at the Kansas Law Enforcement Training Center's 209th Basic, graduating on October 8th, 2010. Prior to serving the City of Andover, Curtis was a Detention Facility Transport Officer for the Butler County Sheriff's Office. Officer Anderson is a veteran of the U.S. Air Force and has served in Iraq.



SCHOOL RESOURCE OFFICER

HEATH J. KINTZEL

Officer Heath Kintzel began his career with the Andover Police Department on September 20th, 2010. Heath successfully completed training at the Kansas Law Enforcement Training Center's 211th Basic, graduating on March 4th, 2011. Officer Kintzel holds a Bachelors of Arts degree in Social Work from Wichita State University, and prior to beginning his career in Law Enforcement, Heath was a Youth Pastor for the previous 12 years. Officer Kintzel is currently assigned to the Patrol Division as a School Resource Officer.



PATROL OFFICER

JASON J. ARNOLD

Officer Jason Arnold began his career with the Andover Police Department on November 8th, 2010. Officer Arnold successfully completed training at the Kansas Law Enforcement Training Center's 211th Basic, graduating on May 6th, 2011. Prior to serving the City of Andover, Jason was a member of the U.S. Navy, having served a seven-month tour in Iraq and is currently a Seabee in the U.S. Navel Reserves.



PATROL DIVISION CONTINUED



PATROL OFFICER
CORY D. SKOV

Officer Cory Skov began his career with the Andover Police Department on October 3rd, 2011. Prior to coming to Andover, Cory served the Augusta Department of Public Safety as a Safety Officer (Police & Fire) for 4 years and 9 months. Officer Skov graduated from the Kansas Law Enforcement Training Center's 191st basic in June of 2007. Cory, originally from Winfield, Kansas attended two years of Criminal Justice classes at Cowley County Community College.

PATROL OFFICERS



MASTER PATROL OFFICER I
STEVEN J. MICHAELSON

M.P.O. Steven Michealson served the Andover Police Department from September of 2007 until May of 2011. Prior to that, Steven served 5 years with Wichita Police Department, 5 years with Shawnee (KS) Police Department and also eight-months with the Wellington Police Department. Prior to a Law Enforcement career, Steven served 12 years with United States Army. M.P.O. Michealson served as a Patrol Officer, Field Training Officer, Crisis Intervention Team (CIT) Officer and Drug Recognition Expert (DRE) Officer. Additionally, M.P.O. Michealson was a Radar and LIDAR Instructor, Child Seat Technician and attended the Advanced Crash Investigation training course.



PATROL OFFICER
JAMES L. THOMPSON

Officer James Thompson served the Andover Police Department from May, 2010 until December of 2011. James Thompson grew up in El Dorado, Kansas, but began his law enforcement career with the Dodge City Police Department in 2002 and graduated from the Kansas Law Enforcement Training Center's 171st Basic on October 11th, 2002. While in Dodge City, James served as a Patrol Officer, Training Officer and Detective, having spent time assigned to the KBI's Southwest Drug Task Force. Officer Thompson is a graduate of the 2006 KBI's "Top Gun" Narcotic's School.



PART-TIME PATROL OFFICER
BRIAN J. WARNER

Officer Brian Warner served the Andover Police Department as a part-time officer from April of 2005 until May of 2011. Brian was previously employed with the Great Bend (KS) Police Department, where he was a Field Training Officer, DARE officer, and member of the department's tactical entry team. In addition, he was a Crime Stoppers spokesperson for the department and taught report writing for the Citizens Police Academy. Officer Warner taught new officers accident & DUI investigation and report writing. Brian holds an Associate's Degree in Administration of Justice from Barton County Community College and a Bachelors Degree in Criminal Justice from Friends University.



INVESTIGATIONS



DETECTIVE

RANDA M. WILSON

Detective Randa Wilson began her career with the Andover Police Department in October 2004 as a Police Officer. She served as a School Resource Officer with Andover Central High School before being promoted to her current position of Detective in August of 2008. Randa graduated from Friends University with a Bachelor of Science degree in Criminal Justice. Detective Wilson's extra duties include serving on the Department's Safety Committee.



DETECTIVE

KEVIN N. SAILSBURY

Detective Kevin Sailsbury began his career with the Andover Police Department in January 2008 as a Patrol Officer and worked in that position until being promoted to the rank of Detective in August 2008. Prior to his work in Andover, Kevin was employed by the U.S. Army Installation Management Agency, located in Wichita, KS, where he served as the Regional Security Manager for Kansas, Missouri, Iowa and Nebraska for the past five years. Prior to that Detective Sailsbury worked for the Parsons Police Department as a Patrol Officer for three years. Detective Sailsbury's extra duties include serving as the Department's Bank Liaison.

Detective Sailsbury has been a member of the U.S. Army Reserve since 1995, where he currently serves as a Special Agent with the U.S. Army Criminal Investigation Command (CID). Detective Sailsbury was mobilized with the U.S. Army Reserve in November 2004, and completed a tour of duty in Baghdad, Iraq from January 2005 to December 2005. Detective Sailsbury is a native of Parsons, KS, where he graduated from Parsons High School, and continued on to Labette Community College. Detective Sailsbury is a graduate of the Kansas Law Enforcement Training Center, and the U.S. Army Military Police School Apprentice Special Agent's Course. Detective Sailsbury is currently working on his Bachelor's of Science degree in Accounting and Organizational Management and Leadership.

INVESTIGATIONS, CONTINUED/K-9



MASTER PATROL OFFICER III/K-9
DAIMON E. CUNDIFF, JR.

MPO Daimon Cundiff joined the Andover Police Department in February of 1997 after serving in the U.S. Air Force. Daimon spent four years at McConnell AFB in the Security Forces Squadron and was on the Air Base Defense Team as well as the Emergency Services Team (EST). Since joining Andover Police Department, MPO Cundiff has served as a K9 Officer, T.A.S.E.R. Instructor, Racial Profiling Instructor, but currently is assigned to the Investigations Division as a Detective and K-9 Officer. MPO Cundiff's extra duties include Assistant Range Master, Firearms Instructor, Assistant Armorer and TASER Instructor.



K-9 HONDO



MASTER PATROL OFFICER II/K-9
MICKEY L. FARRIS

M.P.O. Farris began his career with the Andover Police Department in 1999 serving as a reserve officer until 2004, and then in January, 2006 became a full-time officer. Prior to coming to Andover, Mickey served with the U.S. Army Reserves from 1989 to 1993, a Sedgwick County (KS) Reserve Officer for 2 ½ years and a full-time patrol officer and training officer for the City of Towanda (KS). M.P.O. Farris has served the City of Andover as a Patrol Officer, and currently serves as the Department's Code Enforcement Officer, a Crisis Intervention Team (CIT) Officer, a Field Training Officer and one of the department's two K-9 Officers.

M.P.O. Farris was the recipient of the 2006 "Officer of the Year" award.



K-9 THOR



COMMUNICATIONS



Supervisor Kelli Galloway joined the Andover Police Department in 2005 as a Communications Supervisor. She has over 17 years in Emergency Communications experience with the Augusta Department of Safety, Butler County Emergency Communications and Garnett Police Department. In addition to the supervision of the daily activities of the Emergency Communications Section, Kelli is responsible for compliance of the police department's records with State of Kansas requirements. Kelli's extra duties include Alternate Terminal Agency Coordinator (TAC), Kansas Open Records Custodian, a member of the Department's Training Committee and a member of the Department's Safety Committee.

Communications Supervisor Kelli Galloway was the recipient of the 2009 "Civilian Employee of the Year" award.

COMMUNICATIONS SUPERVISOR
KELLI R. GALLOWAY



M.C.O. Michelle Matson started her career in Emergency Communications with the City of Andover in March 2005. In addition to regular dispatching duties, Michelle finds great enjoyment being "Red E. Fox" at the many Andover city events, as well as the Emergency Communications school education program. She is actively involved in community events including Greater Andover Days, Safe Halloween and National Night Out.

M.C.O. Matson was the recipient of the 2007 "Civilian Employee of the Year" award.

M.C.O. Matson was the recipient of the 2011 "Kansas Tele-Communicator of the Year" award.

MASTER COMMUNICATIONS OFFICER
MICHELLE R. MATSON



M.C.O. Hooper began his career with the City of Andover Emergency Communications in June 2004 and returned in September 2006 after a short absence. In addition to these regular dispatching duties, he has been active in community activities such as Greater Andover Days, a D.J. for National Night Out and has represented Andover 911 in the Chili Cook-off at Hometown Christmas. You may have seen him escorting "Red E. Fox" around at local events, an activity he enjoys greatly.

MASTER COMMUNICATIONS OFFICER
TRAVIS M. HOOPER

COMMUNICATIONS, CONTINUED



COMMUNICATIONS OFFICER

ERIC J. WESBROOKS

C.O. Eric Wesbrooks lives in Augusta and has for over 33 years and has worked in law enforcement for over 10 years. After graduating high school in 1993, Eric joined the Augusta Department of Safety as the Animal Control Officer. After a few years as the Animal Control Officer, Eric got the opportunity to transfer to the Communications division as a Communications Officer dispatching for police, fire and rescue. After dispatching for eight years, Eric left briefly to the private sector before joining the Andover Police Department in October 2008 as a Communications Officer dispatching again for police, fire and rescue.



COMMUNICATIONS OFFICER

ERIN L. ALLEN

C.O. Erin Allen began her career in Public Safety as a Communications Officer/Dispatcher for the City of Valley Center from April, 2010 until December of 2011. In December of 2011, Erin joined the Andover Police Department's Emergency Communications section where she currently serves as a Communications Officer. Erin attended Cowley County Community College from August of 2008 until April of 2010 where she majored in Social Work.



PT COMMUNICATIONS OFFICER

MARLENA R. GRAHAM

C.O. Marlena Graham began her career in Public Safety by joining the Andover Police Department's Emergency Communications section in December of 2011 as a part-time Communications Officer. Marlena attended two and a half years at Central Missouri State University where she majored in Biology, and has experience in sales and dog training.



COMMUNICATIONS -RESIGNED 2011



COMMUNICATIONS OFFICER

JEREMIAH A. SLATTERY

C.O. Jeremiah Slattery served the Andover Police Department from May of 2008 until September of 2011. Jeremiah began his career in Public Safety by joining the Andover Police Department Emergency Communications section in May of 2008. In 2010, Jeremiah also began providing Information Technology end-user support duties.



COMMUNICATIONS OFFICER

DAWN M. WORTHINGTON

C.O. Dawn Worthington served the Andover Police Department from March of 2009 until August 2011. Dawn began her career in law enforcement in 1996 as a Dispatcher for Neosho County E-911. Dawn joined the El Dorado Police Department in 1997 serving as a Communications Officer and later the Department's Information Officer until 2005, until she relocated to Topeka and accepted the position as a Program Consultant in the KIBRS Section of the Kansas Bureau of Investigation. In 2009, Dawn returned to local law enforcement as a Communications Officer for the Andover Police Department.

SUPPORT STAFF & MUNICIPAL COURT



ADMINISTRATIVE ASSISTANT

BECKY D. PAGE

Ms. Becky Page joined the City of Andover in May 2011 as the Administrative Assistant to Chief Keller. Becky previously worked in the Sedgwick County District Attorney's Office for 9 years as a Juvenile Diversion Coordinator. Prior to her work with the District Attorney's Office, Becky worked as a legal assistant for 7 years in both Kansas and Texas. Becky has a bachelor's degree from Wichita State University and an Associate's Degree from Del Mar College in Corpus Christi, Texas. Becky is responsible for performing a variety of secretarial and administrative tasks in support of the Office of the Chief of Police, including managing phone calls, scheduling appointments, processing the department's mail, maintaining the department's training files, as well as, to support and promote the Police Department's mission.



MUNICIPAL COURT CLERK

NIOMA R. COOK

Ms. Nioma Cook joined the City of Andover in 2008, as Andover's Municipal Court Clerk. Nioma previously served as Court Clerk for 16 years with the City of El Dorado. She graduated from the Butler County Community College, and is a member of the Kansas Association for Court Management. Nioma is responsible for maintaining and protecting the court records and collecting and disbursing all monies payable to the court.



PT ASSISTANT COURT CLERK

JUANITA L. BOTKIN

Ms. Juanita Botkin joined the City of Andover in August, 2009 as Assistant Court Clerk. Juanita has 25 years of legal experience working in law firms in Wichita, KS. Juanita is a member of the Kansas Association for Court Management.

Ms. Botkin was the recipient of the 2011 "Civilian Employee of the Year" award.



CHAPLAINS

The Chaplain Program is an auxiliary unit of the Andover Police Department and provides a community-policing avenue for the Andover Police Department and the community to work together through participating pastors and churches. The Police Chaplains, who volunteer their services are on-call 24-hours a day for and available to provide crisis/counseling to the community and the Police Department members.



POLICE CHAPLAIN DIRECTOR

LEON HIEBERT
ANDOVER ASSEMBLY OF GOD
(POLICE CHAPLAIN SINCE 12/04/2008)



POLICE CHAPLAIN

ERIC L. GOODMAN
BROOKHAVEN BAPTIST CHURCH
(POLICE CHAPLAIN SINCE 12/04/2008)



POLICE CHAPLAIN

DAYTON POE
ANDOVER ASSEMBLY OF GOD
(POLICE CHAPLAIN SINCE 12/04/2008)



POLICE CHAPLAIN

JERRY A. SMITH
FAITH BAPTIST CHURCH
(POLICE CHAPLAIN SINCE 12/04/2008)



POLICE CHAPLAIN

GREGORY PERKINS
EASTSIDE CHRISTIAN CHURCH
(POLICE CHAPLAIN SINCE 02/08/2011)



POLICE CHAPLAIN

ROBERT LUKENBILL
ANDOVER CHURCH OF CHRIST
(POLICE CHAPLAIN SINCE 02/08/2011)



CALEA

In very early 2010 the police department formally began working towards national accreditation, a process that had been in the plans for several years. In 2011 the department continued to work towards accreditation, re-writing policy and procedures into General Orders and implementing these General Orders in to daily practices.

The Commission on Accreditation for Law Enforcement Agencies Inc. is a national program which was formed in 1979 and is currently sponsored by the International Association of Chiefs of Police (IACP), the National Sheriffs Association (NSA), the National Organization of Black Law Enforcement Executives (NOBLE), and the Police Executive Research Forum (PERF). This commission developed a comprehensive set of written standards covering every aspect of law enforcement policies, procedures, practices and operations. These standards are designed to:

1. Increase law enforcement agency capabilities to prevent and control crime
2. Increase agency effectiveness and efficiency in the delivery of law enforcement services
3. Increase cooperation with other law enforcement agencies
4. Increase employee and citizen confidence in the goals, objectives, policies and practices of the accredited agencies.

Accreditation demonstrates the commitment of the department to professionalism in terms of adherence to a body of national standards. It assures the city and the community that its law enforcement agency is committed to the provision of services of the highest quality and that its policies and procedures are effective and responsive on the one hand, and fair and equitable on the other.

In addition to increased capabilities, effectiveness, responsiveness and community confidence, upon accreditation, the city will realize cost savings from liability risk and insurance premiums. In speaking with the department's liability insurance carrier and underwriter, they have advised that with accreditation, we will see at least an immediate 10% savings on insurance premiums, with the potential for additional savings based on the implementation of sound procedures and "best practices."

On Wednesday, August 24th and Thursday, August 25th Captain Justin Phillips and Chief Mike Keller, in preparation for our own mock assessment for CALEA accreditation scheduled for May of 2012, traveled to Papillion, Nebraska to observe the Papillion Police Department's mock assessment.

In further preparation for CALEA Accreditation, Captain Justin Phillips and Sgt. Ben Graber attended the Fall CALEA Conference in Colorado Springs, where they attended training classes on topics such as "Accreditation Manager Training," "Standards Intent & Compliance Solutions," "Ethics for Law Enforcement," "Managing the Tuff Stuff" and "Motivating Others to Motivate Others." Chief Keller joined the two in Colorado Springs on Saturday, November 19th to observe other Department Accreditation hearings.



2011 HIGHLIGHTS, CONTINUED

MUNICIPAL COURT MOVES TO NEW OFFICE



On March 15th, the City Court entrance and marquis signage remodel was completed with the signage being changed from “City Hall” to “City Court.”

On Tuesday, May 17th, Municipal Court Clerk Nioma Cook and Asst. Court Clerk Juanita Botkin moved into their new offices located in the “old” City Hall and began taking care of customers.

COMMUNICATIONS

On Monday, April 11th, the Andover Police Department officially switched over and began operating on the new 800 MHz county radio system. Unfortunately, we are a 24-hour, 7-day a week operation and were not able to turn off one system and wait until the new system was up and ready, so the men and women of the Andover Police Department had to work through the changes as the new system was being brought totally on-line. E-911 Director Duggan and his staff were able to work through this process and made the transition as smooth as could have been expected. With one single radio, our officers are now able to communicate with the first response agencies (Fire, Sheriff, EMS, etc.) of Butler County, as well as, many of the agencies in Sedgwick County. The Official Ribbon Cutting Ceremony for the new Butler County 800 MHz Communications system was held in Augusta, KS on Friday, April 15th. The keynote speaker for the event was Deb Miller, Kansas Secretary of Transportation.

On Sunday, October 16th through Tuesday, October 18th, Andover E-911 and Sedgwick County Emergency Communications co-hosted the 2011 Fall APCO (Association of Public Safety Communications Officials) conference at the Drury Broadview Hotel in Wichita. There were over 150 attendees over the three days of training. MCO Michelle Matson organized the efforts of Andover 911, arranging classes, finding qualified presenters, gathering donations and local business recognition for door prizes, and monitoring and assisting as needed throughout the conference. She was assisted by MCO Travis Hooper, and Chief Keller presented a keynote address on Tuesday regarding Professional Ethics. The feedback from the APCO Board of Officers was that the conference was an extremely positive event with excellent training sessions. Also the Monday night entertainment was one of the best attended events in memory and the quality and amount of door prizes was outstanding. Michelle received a recognition plaque on behalf of Andover 911 for the agency’s effort, bringing positive recognition to the entire department.

On Thursday, December 8th, Communications Officer Erin Allen began her career with the Andover E-911 Communications Center as a dispatcher. Erin is a resident of Wichita with approximately 2-years of dispatching experience with the City of Valley Center. Also on December 8th, Communications Officer Marlena Graham began her career as a part-time dispatcher. Marlena is a resident of Andover.

2011 HIGHLIGHTS, CONTINUED



K-9/DRUG DOG



On Monday, January 10th, Det/MPO III Daimon Cundiff and MPO II Mickey Farris traveled, along with members of the Sedgwick County Sheriff's Office, to San Antonio, Texas and Hill Country Dog Center to select the department's new K-9. The team of officers actually returned on Tuesday, January 11th with four (4) new dogs, two for Sedgwick County, one for Andover and one for El Dorado.

K-9 Officer Mickey Farris' new partner was a 13-month old 83-pound male Belgian Malinois which was purchased with funds donated by Capitol Federal in February of 2010. The new K-9 was featured in the Andover American inaugural edition on January 19th and the community was asked to help name him. With the community's assistance, the new K-9 was named "Thor." Unfortunately, during basic K-9 training, it was discovered that "Thor" was not able to meet the demands of a drug detection K-9 and was returned to the Hill Country Dog Center.

On Friday, April 22nd, MPO Farris, along with members of the Sedgwick County Sheriff's Office traveled once again to San Antonio, Texas and picked up a new K-9. The new "Thor" was a 19-month old, 55 pound male Belgian Malinois, born on September 16, 2009 in The Netherlands. "Thor" is a "Blue" Belgian, which refers to the color of his coat and is considered rare in this breed. "Mickey and "Thor" began their training together on Tuesday, April 26th and successfully completed their training on June 28th.

On Monday, November 7th, K-9 Officer Mark Werbin tendered his resignation as one of the Police Department's K-9 handlers and was reassigned to the Patrol Division. MPOIII/Detective Daimon Cundiff assumed the responsibilities as one of the Department's two K-9 handlers, partnering with "Hondo."

SUPPORT STAFF

Included in the 2011 budget, the Police Department was granted by the City Council a new support staff position, Administrative Assistant. On Monday, May 16th, the Police Department's new Administrative Assistant, Becky Page, began her career. Becky is an Andover resident with prior experience as an administrative assistant and over 9 years as a juvenile Diversion Coordinator for the Sedgwick County District Attorney's Office.

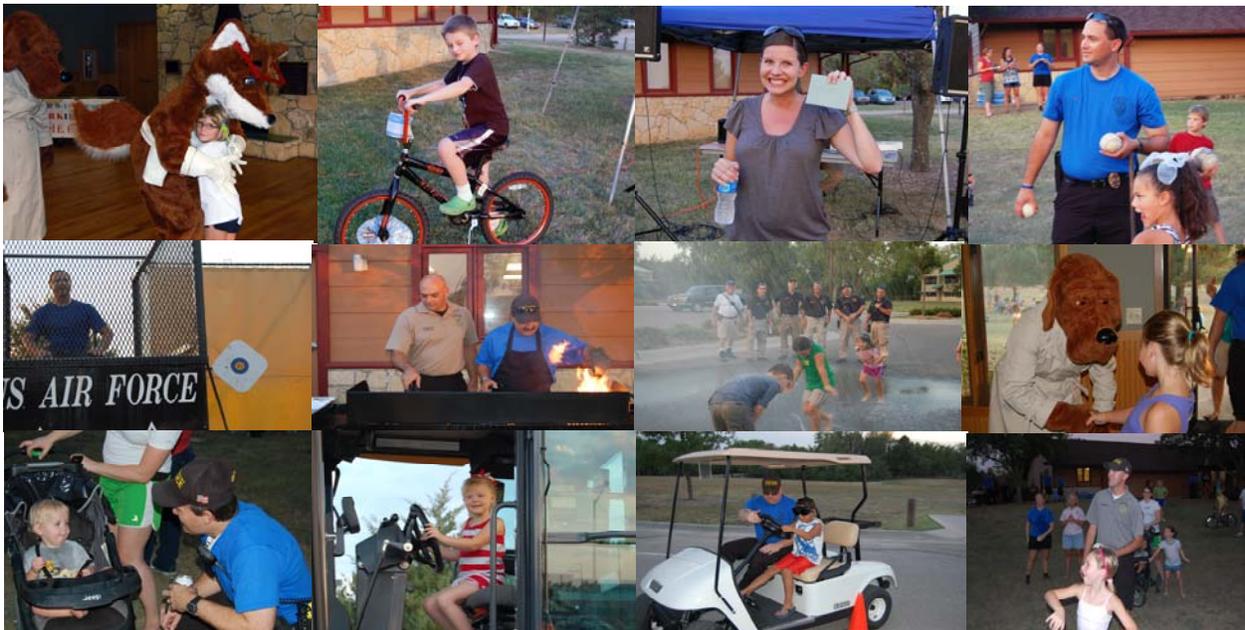


2011 HIGHLIGHTS, CONTINUED

NATIONAL NIGHT OUT

August 2nd, at approximately 2:00 p.m. a fire broke out at the propane storage facility on South Andover road. Although this fire was not actually in the Andover City limits, for approximately the next seven hours, the police department and emergency communications department was tasked with assisting to maintain a safety perimeter, directing traffic at several intersections, evacuating two neighborhoods and fielding numerous telephone calls and requests. Just about the entire police department off-duty members, including communications officers were called in to handle the incident and every one of them responded with commitment and professionalism.

Right up until a few hours prior to the scheduled event, the men and women of the Andover Police Department were fully prepared to brave the extreme heat and record temperatures to put on the 2011 National Night Out event. Unfortunately, a terrible fire that took the life of one individual and injured a couple of others put a serious drain on the department's resources and National Night Out had to be rescheduled to Saturday, August 27th.



NATIONAL NIGHT OUT 2011: This year's National Night Out was a once again a huge success! We estimated that approximately 650 residents participated in the event rescheduled to Saturday, August 27th, partaking in the music, free food, presentations and activities. The new dunk tank where attendees got to dunk their favorite police officer was a big hit, as well as the Fire Department's water spray. Demonstrations were performed by Andover Dance Magic and both of the Police Department's K-9's "Hondo" and "Thor." McGruff & Red E. Fox were also a big hit with the little ones and Curtis Grey with New York Life processed and gave out 45 Ident-i-Kid packets. Overall, over 600 servings of ice cream, 50 large pizzas, approximately 250 hamburgers and 250 hot-dogs, along with lots of chips and bottled water was given out. Additionally, two bicycles and a motel stay were given away as prizes. Just a great turnout!!!



OFFICER OF THE YEAR

Officer of the Year Award: Awarded annually to a sworn member of the department whose overall performance for the prior year has contributed substantially to the mission of the department and whose conduct has demonstrated the core values of the department. "

Throughout 2011, in addition to leading the department in many categories that reflected his initiative and work ethic, Officer Braxton A. Hill repeatedly demonstrated the department's core values of compassion, integrity and commitment, and favorably impacted the public's overall perception of the Andover Police Department.

In January of 2011, Officer Hill saw eight children playing in a bouncy house in the Reflection Lakes neighborhood, and took the time to stop, talk to the children and tried to get them to let him bounce. The kids would not let him, but Officer Hill gave them each a sticker anyway. According to a resident, this contact with the officer was the highlight of the children's day.

In February of 2011 during a snow storm, Officer Hill carried a snow shovel in his car for the sole purpose of helping those in need. He used the shovel to dig a lady out of a four foot embankment at the end of her driveway and shoveled an elderly lady's driveway at Chapel and Douglas. Officer Hill also knew that the resident at 112 S. Lakeside was wheelchair bound, so Officer Hill shoveled the entire driveway and sidewalk. In addition to these examples, Officer Hill shoveled the driveways of 9 to 10 other elderly citizens that day. According to Hill, it just seemed like a better use of department time then just driving around.

In June of 2011, Bridgette Franklin, after riding with Officer Hill, commented that Officer Hill is "even kind and respectful as he writes and after he's written a ticket to a driver." In July of 2011, while patrolling Sunset Circle, Officer Hill stopped to talk to approximately 25 - 30 people shooting fireworks. While he was talking to the people, a little girl asked if he had any stickers. He apologized and said he had run out. Officer Hill returned to the station and immediately obtained more stickers. On the way back to Sunset Circle, he stopped at Dairy Queen and purchased gift certificates with his own money. He returned to Sunset Circle and gave stickers and DQ gift certificates to all of the children who were there.

In September of 2011, Officer Hill took the time during a call to talk with and encourage a citizen to seek treatment for alcohol dependence. The citizen took Officer Hill's advice and now credits the officer for saving his life. During treatment they discovered the man was in early stages of liver disease, and due to the early identification, the disease was treatable. The citizen advised that he would not have sought treatment had it not been for Officer Hill's prompting.



SPECIAL RECOGNITION, CONTINUED

Officer of the Year Continued

In addition to being compassionate and caring, Officer Hill demonstrated his COMMITMENT to the job by being a self-starter with little need for prompting. During the 2011 Click It or Ticket Campaign that ran from May 23rd to June 5th, Officer Hill wrote 73 seat belt tickets in 18 hours, 57% of the tickets written for this campaign, and more than any other officer who participated. Additionally, Officer Hill led the department in 2011 in several categories, including "Calls for Service," "Traffic Stops," "Citations Issued" and "Accidents Worked."

Officer Hill has demonstrated his COMMITMENT to the department and community by volunteering his own time to weld and make target stands for the department, and for the second year in a row volunteered his off-duty time to help with the Mental Health Association of South Central Kansas' annual Monopoly night fund raising event at St. Vincent De Paul Catholic Church. In 2011, Officer Hill was also selected to be one of two law enforcement officers in the State of Kansas to participate in the KU Works for Kansas campaign. As one of the chosen officers he had to appear during his off-duty time for several activities and photo shoots.

A resident of Officer Hill's assigned HOA stated that Officer Hill was "very professional, yet friendly and very knowledgeable about the neighborhood." "I feel like Officer Hill actually cares about what is going on in our neighborhood."

For his actions, efforts and attitude, demonstrated on a daily basis in 2011, as recommended by the Awards Board and approved by the Chief of Police, Officer Braxton Hill was awarded the 2011 Officer of the Year Award.



CIVILIAN OF THE YEAR AWARD

Civilian of the Year Award: *"Awarded annually to a civilian member of the department whose overall performance for the prior year has contributed substantially to the mission of the department and whose conduct has demonstrated the core values of the department."*

While there is no single "newsworthy" incident or major event in 2011 that called attention to "Nita," her daily interactions, positive attitude, and obvious desire to work well with others and provide a positive experience in each interaction has made "Nita" a valuable member of our team. Juanita (Nita) Botkin is only a part-time Court Clerk, however throughout 2011, Nita has repeatedly demonstrated her commitment to this department and our core values of Compassion, Integrity and Commitment.

SPECIAL RECOGNITION, CONTINUED



In 2011, Nita faced great personal tragedy, with the loss of a grandson, but continued to perform her duties and interact in a positive, uplifting manner. In her interactions with staff, she was unfailingly upbeat, polite, and courteous. She constantly strived to be a positive influence on others, and yet was respectful and listened when needed. When Court Clerk Nioma Cook had absences due to personal health issues, Nita constantly stepped up and filled in, putting in more than her normal part-time hours and was dependable and committed, and always with a positive attitude.

Late in 2011, when Nita's husband was facing severe health issues, Nita never missed a day, never had a "bad" day, and never expressed her stress or frustrations around others. Nita demonstrated every day her commitment and compassion for the Department and demonstrated a positive, dependable and "can-do" attitude in providing public service excellence. In 2011, Nita was an example for all the members of the Andover Police Department.

For her actions, efforts and attitude, demonstrated on a daily basis in 2011, as recommended by the Awards Board and approved by the Chief of Police, Court Clerk Juanita Botkin was awarded the 2011 Civilian of the Year Award.



2011 KANSAS TELE-COMMUNICATOR OF THE YEAR AWARD

Since her hiring, Matson has been the "face" of the department at community events as McGruff (Take a Bite Out of Crime). In 2010, Matson developed Andover's community education program, utilizing the "911 For Kids" curriculum and became "Red E Fox" and continues to participate in community events such as Greater Andover Days, National Night Out, Hometown Christmas, and Safe Halloween. In 2011 Matson was instrumental in developing a "Good Morning Andover" program to check on elderly and disabled individuals by phone each day, which was implemented by the department in 2012.

On February 2nd, Matson was the dispatcher on duty during what was one of the worst snow storms in recent history. Businesses, schools, and churches were all closed and the Kansas governor declared a state of emergency in 53 counties. Matson handled all the ensuing calls including traffic assists, accidents, and other related calls without complaint.

On August 2nd, an explosion occurred at Global Propane, killing one person and injuring three. Over 180 personnel from 21 different emergency service agencies responded. In addition to the Global Propane facility, three homes were destroyed, several damaged, and two large housing areas in Andover (Flint Hills and Tuscany) were evacuated. Matson handled over the first hour of the incident solo, with only the Chief of Police's Administrative Assistant



SPECIAL RECOGNITION, CONTINUED

helping with some admin line calls. Matson continued to work the incident until the end of her shift at 23:00 hours and remained after that to assist the oncoming shift briefing and coordination.

On September 1st, a grass fire was reported near 13th and County Line Road. Responding officers reported the road was closed due to smoke, and shortly thereafter, the call escalated as a home became involved. Apparatus from five fire departments, in addition to law enforcement, responded. While officers were checking the residence for occupants, one officer became overcome by smoke and called for assistance. Matson worked the call and the response for the injured officer, again with calm professionalism and dependability.

Not only was MCO Matson able to show her dedication and "skill" during some high stress incidents, but these are in addition to her daily devotion to her profession. Her emphasis on public education demonstrates her commitment to seeing 911 as a profession...not just a job. Her positive attitude is a motivating force in the work place. She considers all of her charges "her family" and treats them as such.

For her actions, efforts, professionalism and dedication to her profession, on April 6, 2012 Master Communications Officer Michelle Matson was awarded the Association of Public-Safety Communications Officials' (APCO) 2011 Tele-Communicator of the Year Award.

PROMOTIONS

On Wednesday, April 20th, 2011 three members of the Police Department went through an extensive promotional process for the rank of Sergeant. The process for each candidate included appearing in front of an Oral Interview Board and participating in a Presentation Exercise where each candidate was asked to give a 15-minute presentation to a mock Neighborhood Association. The Interview & Exercise Panel consisted of Robert Sage (Chief of Police, Rose Hill), Jim Shaver (Fire Chief, Andover Fire Department) and Michael Keller, (Chief of Police, Andover). All of the candidates did a wonderful job in the process, but as a result of a unanimous recommendation from the panel members, the City Council approved the promotion of MPO Benjamin Graber to the rank of Sergeant effective on May 2nd, 2011.

Officer Buck Buchanan was promoted to the rank of M.P.O. I on August 8th, 2011.

Master Patrol Officer II Lee Nygaard was promoted to the rank of M.P.O. III on October 31st, 2011.

GOOD CONDUCT AWARD

"Awarded to any member of the department, who has demonstrated exemplary conduct for a period of three consecutive years. Exemplary conduct is demonstrated by the absence of violations resulting in suspensions and the absence of unsatisfactory ratings in any category on a performance evaluation."

MPO II Lance A. Parker

PERFECT ATTENDANCE AWARD

"Awarded to any member of the department who distinguish themselves by using 48 hours or less of sick leave in any consecutive 5-year period."

Capt. Randy B. Coffman

SPECIAL RECOGNITION, CONTINUED



SENIORITY AWARD

Seniority Award – Awarded to any member of the department who distinguish themselves through continuous service with the Andover Police Department. This award is based upon five year increments.

5-Year Seniority Award

MPO II Mickey L. Farris

MPO II Lance A. Parker

MARKSMANSHIP AWARDS

During the Spring Firearms Qualification of 2011, the following individual officers qualified for Marksmanship Awards:

Master Marksman

MPO III Daimon E. Cundiff

Sgt. Steven A. Harryman

Chief Michael A. Keller

Off. Heath J. Kintzel

MPO II Lance A. Parker

Capt. Justin L. Phillips

Sgt. Donald B. Roberson

Off. James L. Thompson

Det. Randa M. Wilson

Expert Marksman

Off. Curtis M. Anderson

MPO Buck Buchanan

MPO II Mickey L. Farris

Off. Braxton A. Hill

MPO Troy R. Snedeker

Sgt. Brandon L. Stewart

MPO II Mark L. Werbin

Sharpshooter Marksman

MPO III Lee M. Nygaard



TRAINING

TRAINING

Division	Training Hours	Staffing Level	Hours per Member
Chief of Police	130.25	2	65.1
Investigations Division	561.25	5	112.25
Patrol Division	2,916.5	15	194.4*
Communications Division	296	7	42.3
Municipal Court	36.5	1.5	24.3
TOTAL	3,940.5	30.5	129.2

*One officer received 631.25 hours while attending the Kansas Law Enforcement Training Academy, and another officer received 695.25 hours of training attending a Sedgwick County Sheriff's Office K-9 Training School

MANDATORY TRAINING: The police department, in order to provide required training on an annual basis, conducts a mandatory in-service training session, three-times a year (February, June & October). During these training sessions, staff members receive the necessary training that is recommended on an annual or bi-annual basis in accordance with CALEA standards.

SPRING MANDATORY: On Tuesday, February 15th and Tuesday, February 22nd, the Andover Police Department hosted an internal, mandatory 8-hour training session for all department staff. Training included "Department Programs", "Code Enforcement" and "Domestic violence".

SUMMER MANDATORY: On Tuesday, June 28th and Thursday, June 30th, the Police Department hosted an internal mandatory 8-hour training session for all department staff. Training included "Racial Profiling," "Legal Updates," "CALEA Accreditation Process," "Use of Force" and "TASER Recertification."

FALL MANDATORY: On Tuesday, October 4th and Thursday, October 6th, the police department hosted an internal mandatory 8-hour training session for all department staff. Training included "SRS Services," "Sexual Harassment," "Protection from Stalking Orders," "CJIS & NCIC Security" and "Self Defensive."

MEDIA RELATIONS: On February 3rd & 4th, MPO II Lee Nygaard attended two days of "Media Relations" training at the Kansas Law Enforcement Training Center in Hutchinson, Kansas.

INTEGRITY: On February 7th & 9th, MPO III Daimon Cundiff attended two days of "Integrity Leadership" at the Kansas Law Enforcement Training Center in Hutchinson, Kansas.

ADVANCED SUPRVISION: On February 9th & 10th, MPO II Mickey Farris attended two days of "Advanced Line Supervision" training at the Kansas Law Enforcement Training Center in Hutchinson, Kansas.

TOOLS FOR TOLERANCE: On March 2nd through the 4th, Sgt. Brandon Stewart and Detective Daimon Cundiff attended a three-day "Tools For Tolerance" training hosted by the Museum of Tolerance in Los Angeles, CA. The training program was designed to explore the evolving role of law enforcement in a rapidly changing, increasingly diverse society. Participants are introduced to new models which to view issues of diversity and to hone ethical decision-making skills. Since 1996, over 60,000 members of law enforcement have participated in this training opportunity, at no cost to the local agency, including travel, lodging or the training.



BASIC POLICE ACADEMY: On March 4th, Officer Heath Kintzel graduated from the 211th Kansas Basic Law Enforcement Academy, a 14-week, 560-hour training program at the Kansas Law Enforcement Training Center (KLETC) in Hutchinson, Kansas.

COMMAND LEVEL TOOLS FOR TOLERANCE: March 28th through the 30th, Captain Justin Phillips and Chief Michael Keller attended a three-day "Command Level Tools for Tolerance" training hosted by the Museum of Tolerance in Los Angeles, CA. The training program was designed to explore the evolving role of law enforcement in a rapidly changing, increasingly diverse society. This course, designed for command level officers, like the first-line supervisor's course was provided at no cost to the local agency, including travel, lodging and the training

INSTRUCTOR CERTIFICATION: March 7th through the 11th, Sgt. Don Roberson attended the 5-day Instructor Training Certification course at the Center for Domestic Preparedness in Anniston, Alabama. This course prepares the attendees to be better instructors and presenters and is provided through the Department of Justice and Homeland Security. All airfare, meals, lodging and instructions were provided at no cost to the City of Andover.

INTERMEDIATE COLLISION INVESTIGATION: March 21st through the 25th, MPO II Steve Michealson attended a five-day Intermediate Collision Investigation training put on by the Kansas Highway Patrol in Salina, Kansas. The training is a partial training requirement for advancement to MPO III.

COURT MANAGEMENT CONFERENCE: On March 31st & April 1st, Municipal Court Clerk Nioma Cook attended the Kansas Association of Court Management Conference in Topeka, Kansas. The agenda included classes and training on "Apprising the Defendant", "Wheels of Justice" and "Code of Ethics, Liabilities and Procedural Fairness."

SPRING FIREARMS TRAINING: On April 4th, 5th, 11th, 12th and 19th, all sworn members of the Department attended 4-hours of firearms training at the El Dorado Correctional Facility's Firing Range, which included handgun and shotgun qualifications, as well as, practical exercises.

APCO CONFERENCE: On April 11th & 12th, Communications members Bill Duggan, Communications Supervisor Kelli Galloway and Communications Officers Michelle Matson and Dawn Hefton attended the 2011 Spring Kansas APCO Conference in Topeka, Kansas for training in Emergency Communications and KCJIS.

INTOXILYZER TRAINING: On April 13th, Sgt. Steve Harryman attended Intoxilyzer Custodian Training in Lenexa, Kansas.

EMPLOYEE PERFORMANCE WORKSHOP: On April 14th, Captain Justin Phillips, Sgt. Steve Harryman and Sgt. Brandon "Hoss" Stewart attended an "Employee Performance Appraisal Workshop, Coaching for Success" at Butler Community College in Andover. The training was provided to give a fresh look at the employee job appraisal process, and to introduce the attendees to new ways to set professional and meaningful performance objectives and give constructive feedback.

7 HABITS FOR HIGHLY EFFECTIVE PEOPLE: April 24th through the 27th, Sgt. Steve Harryman and Detective Randa Wilson attended a three-day training in Arkansas City, Kansas titled "Stephen Covey's 7 Habits for Law Enforcement", based on his "7 Habits for Highly Effective People" adapted for Law Enforcement.

FIELD TRAINING: On April 27th, Officer Heath J. Kintzel successfully completed the 588-hour Field Training Program and was immediately released from training and authorized to ride as a single officer on patrol.



TRAINING, CONTINUED

FBINA SPRING TRAINER: On April 28th, Captain Justin Phillips and Chief Michael Keller attended the annual FBINA Spring Trainer in Wichita, Kansas at the Airport Hilton Hotel. This year's training included an overview of the "Unabomber Investigation" presented by one of the FBI's lead investigators in the case, and an overview of the "President Kennedy Assassination, Lee Harvey Oswald Homicide Investigation" presented by one of the Dallas Police Department's lead investigators.

BASIC POLICE ACADEMY: On May 6th, Officer Jason J. Arnold graduated from the 212th Kansas Basic Law Enforcement Academy, a 14-week, 560-hour training program at the Kansas Law Enforcement Training Center (KLETC) in Hutchinson, Kansas.

PERSPECTIVES ON PROFILING: May 17th through the 20th, Officer Heath Kintzel and Andover Resident Bridgette Franklin attended a 3-day Train the-Trainer class titled "Perspectives on Profiling" at the Museum of Tolerance in Los Angeles, California. The program focused on providing the information and skills necessary to ensure a successful presentation and facilitation of a class intended to prevent racial profiling to occur. Officer Kintzel and Ms. Franklin were certified to train other officers and upon their return will conduct multiple training sessions for the other members of the Department.

EMOTIONAL SURVIVAL: On May 24th, Sergeant's Steve Harryman, Don Roberson and Ben Graber attended a one-day "Emotional Survival for Law Enforcement" training at the Kansas Law Enforcement Training Center (KLETC) in Hutchinson, Kansas. This class was provided with minimal expense and featured Kevin M. Gilmartin, Ph.D., a nationally recognized motivational speaker.

LEADERSHIP IN POLICING: On June 1st & 2nd, Officer Braxton Hill attended a 2-day class titled "Leadership in Policing" at the Kansas Law Enforcement Training Center (KLETC) in Hutchinson, Kansas. This training was provided at minimal expense and is a prerequisite for advancement to the rank of Master Patrol Officer (MPO).

CHILD ABUSE INVESTIGATION: June 21st through the 23rd, Captain Randy Coffman attended an "Advanced Investigation and Prosecution of Child Abuse" training in Hays, Kansas. The training and lodging was paid for by the Child Advocacy Center in El Dorado.

SEXUAL ASSAULT INVESTIGATION: On June 22nd, Detectives Randa Wilson and Daimon Cundiff attended a 4-hour Sexual Assault Investigation training titled "Communicating with Sexually Assaulted Victims" in Winfield, Kansas and instructed by Sexual Assault Investigations expert and Chief of Police Danny Parker.

SRO CONFERENCE: On June 22nd through the 24th, SRO's Lance Parker and Buck Buchanan attended the School Resource Officer Conference in Appleton, Wisconsin. This 2 and 1/2 day conference was designed to provide law enforcement and school personnel with up-to-date information on various issues that directly affect the safety of schools and communities today. The training, lodging and per-diem expenses were paid for by USD-385.

FIELD TRAINING: On May 31st Officer Jason J. Arnold successfully completed the 588-hour Field Training Program and was immediately released from training and authorized to ride as a single officer on patrol.

KANSAS FAMILY PARTNERSHIP: On July 8th & 9th, Sgt. Don Roberson attended the Kansas Family Partnership training of trainers in Topeka, Kansas. This training was in preparation for the Kansas Youth Leadership Summit.

OC AEROSOL: On July 15th & 16th, SRO Buck Buchanan attended an OC Aerosol Control/Defense Tactics Instructor course at the KCMO Regional Police Academy in Kansas City, MO. This two-day course certified Officer Buchanan as a Chemical Spray instructor and allows him to train our other officers in the use of Chemical Spray (Mace).

MAPINFO: On July 17th through the 21st, E-911 Director Bill Duggan and Communications Supervisor Kelli Galloway attended a "MapInfo" mapping software training class in Denver, CO. This four-day course, funded through the 2011 Wireless 911 Grant, included 2-days of Introduction and 2-days of Advance Map Creation, preparing them for map management for the 911 CAD system.



KPAS: On July 17th through the 22nd, Sgt. Don Roberson attended the “Kansas Police Administrator’s School” (KPAS) at the Kansas Law Enforcement Training Center. This is a week-long, 40+ hour training that is sponsored and under-written by the Kansas Association of Chiefs of Police and is designed for new Chiefs of Police and executive level commanders, or supervisors desiring to become executive level staff, and provides an overview of the responsibilities of commanding a police agency.

GET MOTIVATED: On July 26th, Captain Justin Phillips, Communications Director William Duggan, Sergeant Steve Harryman and Chief Michael Keller, along with other City of Andover staff members attended an 8-hour training session titled "Get Motivated" at the INTRUST Bank Arena in Wichita, Kansas. Guest speakers throughout the day included Coach Lou Holtz, Hall of Fame Quarterback Terry Bradshaw, Mayor Rudy Giuliani, Retired General Colin Powell and President of Forbes Magazine, Steve Forbes.

SRO BASIC TRAINING: August 1st through the 5th, Officer Heath Kintzel attended the 40-hour School Resource Officer’s Basic Training Class held in Derby, Kansas. This class prepared Officer Kintzel for taking over the SRO responsibilities from MPO Lance Parker later in 2011. On August 29th, the department received a \$300 reimbursement check from the Kansas Attorney General’s Office to help offset the cost of this week-long training. The Attorney General advised that it was a small token and a way for his office to support the on-going efforts to maintain professional and well trained officers in the schools.

FINDING WORDS: August 8th & 9th, Captain Randy Coffman and Detective Randa Wilson attended a 16-hour training class titled “Finding Words and Beyond” at the WSU/Metroplex in Wichita, Kansas. This is an advanced class for learning how to interview young children who have been abused.

MIDDLE MANAGEMENT: August 17th through the 19th, MPO II Lee Nygaard attended a “Middle Management” training class at the Kansas Law Enforcement Training Center in Hutchinson, Kansas. This 32-hour training class is in preparation for promotion to MPO III.

KANSAS OPEN RECORDS: August 19th, Communications Supervisor Kelli Galloway attended a 4-hour Kansas Open Records Act (KORA) and Kansas Open Meetings Act (KOMA) training in Newton, Kansas.

BEAST: August 25th through the 27th, MPO Buck Buchanan attended an 8-hour BEAST Users Group training seminar in Hoffman Estates, Illinois. BEAST is the computerized program that was obtained through a grant in 2009 and currently used for the tracking of all property and evidence. This training will allow the department to better utilize the evidence program, and streamline the process involved in the disposal of evidence.

MANAGING MULTIPLE PROJECTS: On September 12th, Captain Randy Coffman attended a one-day training in Wichita, KS titled “Managing Multiple Projects.”

FIRE SAFETY: On September 13th through the 15th all Department staff, including E-911 Communications Officers attended “Fire Extinguisher” training put on by the Fire Department’s Deputy Chief Mike Roosevelt.

PATROL BICYCLE: On September 19th through the 22nd, MPO Buck Buchanan and Officer Heath Kintzel attended 4-days of “Patrol Bicycle” training in Wichita, hosted by the Wichita Police Department. The training was provided at no cost.

KACM FALL CONFERENCE: On September 28th through the 30th, Court Clerk Nioma Cook attended the KACM Fall Conference in Wichita, KS. At the conference Nioma was provided training on topics such as “Leading During Hard Times,” “Upcoming Changes for Municipal Courts” and “Victim’s Rights.”



TRAINING, CONTINUED

IACP CONFERENCE: On October 22nd through the 26th, Chief Michael Keller attended the International Association of Chiefs of Police's (IACP) 118th Annual Conference in Chicago, IL. As President of the Kansas Association of Chiefs of Police, Chief Keller's conference attendance was paid for by the state association, including registration, travel, lodging and meals. While at the conference, Chief Keller attended classes on leadership, police management and emerging issues, as well as networked with Police Chiefs from all 50-states.

FALL FIREARMS TRAINING: On October 24th, 25th & 27th, all sworn members of the Department attended 4-hours of firearms training at the El Dorado Correctional Facility's Firing Range, and included night-fire qualifications.

ULTIMATE SUPERVISOR: On October 25th, Sgt. Ben Graber attended an all-day "Ultimate Supervisor" training held in Wichita by Fred Prior Seminars and CareerTrack training. The course was designed for new and existing supervisors to discover the essential supervisory skills and techniques to bring out the best in their employees.

VIOLENT ENCOUNTERS: On November 1st, Sgt. Brandon Stewart attended a training titled "Violent Encounters LEO Killed & Assaulted" at the Kansas Law Enforcement Training Center (KLETC). The class, instructed by members of the Department of Justice and available at no cost, provided an overview of statistical data regarding incidents throughout the country where officers were involved in deadly confrontations.

CYBER CRIME: On November 2nd through the 4th, Detective Randa Wilson attended a two-day training titled "Cyber Crime Investigation 101" along with a one-day training titled "Internet Complaint Search & Investigation System" at the Kansas Law Enforcement Training Center in Hutchinson, Kansas. These classes are designed to equip the officer with skills necessary for extracting case related information from computers and build strong internet crime cases.

LASO: On November 9th, Communications Director Bill Dugan attended a six (6) hours training course in Topeka, KS titled "Local Agency Security Officer (LASO).

FIELD TRAINING: On November 13th, Officer Cory Skov successfully completed his Field Training Program in a condensed period of time (244 Hours) and was immediately released from training and authorized to ride as a single officer on patrol.

CHILD PASSENGER SAFETY: November 15th through the 18th, Officers Buck Buchanan, Heath Kintzel and Jason Arnold attended a 4-day "Child Passenger Safety Technician" training at McConnell Air Force Base. This course certified all three officers and allows them the ability to properly install and/or inspect child safety restraint devices in motor vehicles, thus allowing the agency to offer this service to the community at no charge.

CALEA CONFERENCE: On November 16th through the 19th, in preparation for the department's CALEA Accreditation mock assessment scheduled for May of 2012, Captain Justin Phillips and Sgt. Ben Graber attended the Fall CALEA Conference in Colorado Springs, CO. where they attended training classes on topics such as "Accreditation Manager Training," "Standards Intent & Compliance Solutions," "Ethics for Law Enforcement," "Managing the Tuff Stuff" and "Motivating Others to Motivate Others." Chief Keller joined the two in Colorado Springs on Saturday, November 19th to observe other Department Accreditation hearings.

LEADERSHIP BUTLER: On November 17th, Director of Communications and IT, William Duggan attended the 2011 Leadership Butler Graduation on the Butler Community College El Dorado campus, where he was formally recognized for completing his first year of class room activity.

LEADERSHIP IN ACTION: On November 29th & 30th, Communications Supervisor Kelli Galloway and MPO II Mark Werbin attended two-days of "Leadership in Action" training at the Kansas Law Enforcement Training Center (KLETC) in Hutchinson, KS.



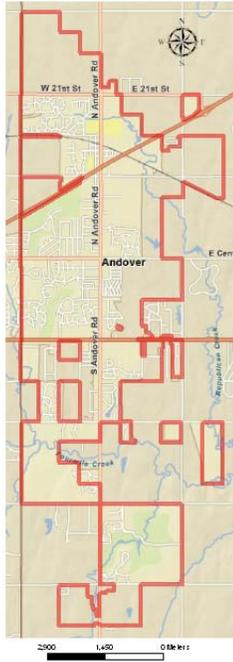
ON-LINE CHILD EXPLOITATION: On December 6th through the 8th, Detective Randa Wilson attended a three-day training titled "On-Line Child Exploitation Investigation" at the Kansas Law Enforcement Training Center (KLETC) in Hutchinson, KS.

FAIR & IMPARTIAL POLICING: On December 12th & 13th, Chief Michael Keller, Captain Randy Coffman and Captain Justin Phillips attended a two-day training at the Kansas Law Enforcement Training Center in Hutchinson, KS titled "Fair & Impartial Policing for Command Staff." The class was instructed by Dr. Lorie Fridell, a nationally recognized researcher and expert on "Racially Biased Policing." The course was designed to develop a science-based, comprehensive agency program to promote bias-free policing and was provided at no cost.

FAIR & IMPARTIAL POLICING FOR SUPERVISORS: On December 14th, Sergeant's Don Roberson, Steve Harryman, Brandon Stewart and Ben Graber, as well as, SRO Heath Kintzel attended a 4-hour training session titled "Fair & Impartial Policing for Supervisors." This class was hosted at the Kansas Law Enforcement Training Center and provided at no cost to the department.



JURISDICTION & DEMOGRAPHICS



The City of Andover is a bedroom community right next door to Wichita with over 11,791 residents, a number of small businesses and approximately 39 home owner/neighborhood associations. The Police Department is a very community-oriented and pro-active agency and is currently in its second year of a three-year process to obtain National Accreditation through CALEA. Additionally, the Police Department is very responsive and works closely with the community, with officers regularly participating in community events, sitting on boards and committees and attending meetings with the neighborhood organizations.

DEMOGRAPHICS	2011
RACE	
White	93.0%
Hispanic	4.8%
Asian	1.8%
Black	1.0%
Other	.9%
Native American	.6%
Other Pacific Islander	.1%
Mixed (Two or More)	2.5%
EDUCATION	
Median Resident Age	33.7
High School Graduates	96.1%
Bachelor Degree or Higher	44.7%

POPULATION	2011
Square Miles	10.0
Resident Population	11,791
Andover School District Enrollment	5,258
Butler Community College Fall Enrollment	5,664

HOUSING	2011
Housing Units	4,233
Persons Per House-Hold	2.82
Median Home Value	\$162,900
Median House-Hold Income	\$77,500



FINANCIAL FACT SHEET

POLICE	2011	2010	2009
Personnel	\$886,000.69	\$880,114.46	\$826,920.31
Contractual	\$128,931.34	\$116,509.78	\$111,540.24
Commodities	<u>\$117,258.13</u>	<u>\$100,350.63</u>	<u>\$119,050.00</u>
TOTAL Operating Budget	\$1,132,190.16	\$1,096,974.87	\$1,057,510.55
Capital Improvements	\$127,549.99	\$100,836.81	\$131,223.01
Equipment Reserve	<u>\$0.00</u>	<u>\$15,000.00</u>	<u>\$10,000.00</u>
TOTAL DEPARTMENT BUDGET	\$1,259,740.15	\$1,212,811.68	\$1,198,733.56
E-911	2011	2010	2009
Personnel	\$254,773.82	\$259,961.06	\$250,732.46
Contractual	\$93,271.03	\$53,632.69	\$49,579.65
Commodities	<u>\$17,344.03</u>	<u>\$40,634.68</u>	<u>\$47,687.48</u>
TOTAL Operating Budget	\$365,388.88	\$354,228.43	\$347,999.59
Capital Improvements	\$72,893.05	\$50,391.72	\$43,054.42
Equipment Reserve	<u>\$15,000.00</u>	<u>\$15,000.00</u>	<u>\$10,000.00</u>
TOTAL DEPARTMENT BUDGET	\$453,281.93	\$419,620.15	\$401,054.01
MUNICIPAL COURT	2011	2010	2009
Personnel	\$74,128.27	\$77,862.28	\$68,404.95
Contractual	\$14,427.37	\$9,571.65	\$15,378.26
Commodities	<u>\$4,473.66</u>	<u>\$45.00</u>	<u>\$186.90</u>
TOTAL Operating Budget	\$93,029.30	\$87,478.93	\$83,970.11
Capital Improvements	\$0	\$0	\$0
Equipment Reserve	<u>\$2,000.00</u>	<u>\$1,500.00</u>	<u>\$2,000.00</u>
TOTAL DEPARTMENT BUDGET	\$95,029.30	\$88,978.93	\$85,970.11
REVENUE			
Net Fines Collected	\$216,933.25	\$192,632.06	\$229,675.87



Seven serious offenses are used to define trends and make comparison across the nation. These offenses are called index crimes or Part I Offenses, and data about them are drawn from the Federal Bureau of Investigation's Uniform Crime Reporting (UCR) program. The offenses consist of four violent crimes (Murder, forcible rape, robbery and aggravated assault) and three property crimes (burglary, larceny-theft and motor vehicle theft).

During 2011, a total of 415 Part I Offenses occurred in Andover, a decrease of 12.6 percent from 2010 and 21.4 percent below 2009. Violent crimes were down for the third year in a row, as were Property Crimes. Part II (less serious) Offenses decreased slightly in 2011 by 2.0%, and overall reported crime (part I & II Offenses) decreased 6.3 percent under 2010 numbers.

PART I OFFENSES (INDEX CRIMES)

OFFENSES	2011	2010	2009
Murder	0	0	0
Forcible Rape	5	4	1
Robbery	1	0	2
Aggravated Assault	4	9	12
VIOLENT CRIMES	10	13	15
Burglary	22	35	61
Larceny-Theft	371	412	430
Motor Vehicle Theft	11	15	22
Arson	1	0	0
PROPERTY CRIMES	405	462	513
TOTAL	415	475	528

Part II Offenses are all other "less serious" offenses and include: Simple Assaults, Forgery/Counterfeiting, Embezzlement/Fraud, Receiving Stolen Property, Weapon Violations, Prostitution, Sex Crimes, Crimes Against Family/Child, Narcotic Drug Laws, Liquor Laws, Drunkenness, Disturbing the Peace, Disorderly Conduct, Gambling, DUI and Traffic Misdemeanor Violations.

PART II OFFENSES

OFFENSES	2011	2010	2009
Part II Offenses	679	693	683

ALL OFFENSES

OFFENSES	2011	2010	2009
All Offenses	1,094	1,168	1,211



In November of 2009, the City of Andover was named the 4th safest city in Kansas for driving, based on the previous 5-years of accident data. In 2010, Injury Accidents decreased from 2009 numbers by 21.9%, as did total accidents by 17.5%. In 2011 Andover once again experienced a reduction in the total number of motor vehicle accidents, with Injury Accidents decreasing by another 28.1%

MOTOR VEHICLE ACCIDENTS

MOTOR VEHICLE ACCIDENTS	2011	2010	2009
Injury Accidents	41	57	73
Non-Injury Accidents	311	297	356
TOTAL	352	354	429
Persons Killed	0	0	1

In 2011, as a part of the department SPEED program and a result of the department's continued effort to reduce speeding in the community, the residential neighborhoods and school zones continued to be a priority for selective traffic enforcement in Andover. Overall Traffic Stops increased in 2011 by 16.2%, and Total Citations (Moving, Parking & Warnings) increased by 23.9%. However, Warning citations made up a significant part of the increase in Total Citations, increasing by 55.2%. Additionally, School Zone and Residential citations (actual and warnings) increased by 8.9%.

TRAFFIC ENFORCEMENT

	2011	2010	2009
Traffic Stops	3,691	3,177	3,317
Citations (Moving)	2,733	2,446	2,473
Citations (Parking)	35	36	46
Citations (Warning)	1,523	981	891
TOTAL	4,291	3,463	3,410
SCHOOL ZONES			
Citations	182	187	176
Warnings	222	90	34
RESIDENTIAL			
Citations	162	189	220
Warnings	158	148	134
DUI Arrests	47	35	67



STATISTICS, CONTINUED

DEPARTMENT COMPLAINTS/POLICE VEHICLE ACCIDENTS

In order to maintain a high level of integrity and trust from the citizens it serves, a Police Department must be willing and open to the acceptance of all complaints, including anonymous complaints, and provide a formal and transparent system for the processing of these complaints relative to Department operations, policies and procedures, and the conduct of its personnel. The character and the reputation of the Department rest on an adequate program of fair and impartial investigations.

A complaint is defined as an act of expressed dissatisfaction, which relates to the Andover Police Department operations, policies and procedures, or conduct of department personnel. The conclusions of all complaints are categorized into one of five findings, Unfounded, Exonerated, Not Sustained, Sustained and Sustained Against Policy.

COMPLAINTS	2011	2010	2009
Unfounded	2	3	3
Exonerated	1	0	0
Not Sustained	0	1	1
Sustained	3	1	2
Sustained Against Policy	1	0	0
Employee Left Prior to Completion of Investigation	0	1	0
TOTAL	7	6	6

Unfounded – The investigation conclusively proved that the act complained of did not occur. This finding also applies when an individual employee named in the complaint was not involved in the act, which may have occurred.

Exonerated – The act which provided the basis for the complaint or allegation occurred; however, the investigation revealed that the act was justified, lawful and proper.

Not Sustained – The investigation failed to disclose sufficient evidence to clearly prove the allegation made in the complaint or to conclusively disprove such allegation.

Sustained – The investigation disclosed sufficient evidence to clearly prove the allegation made in the complaint.

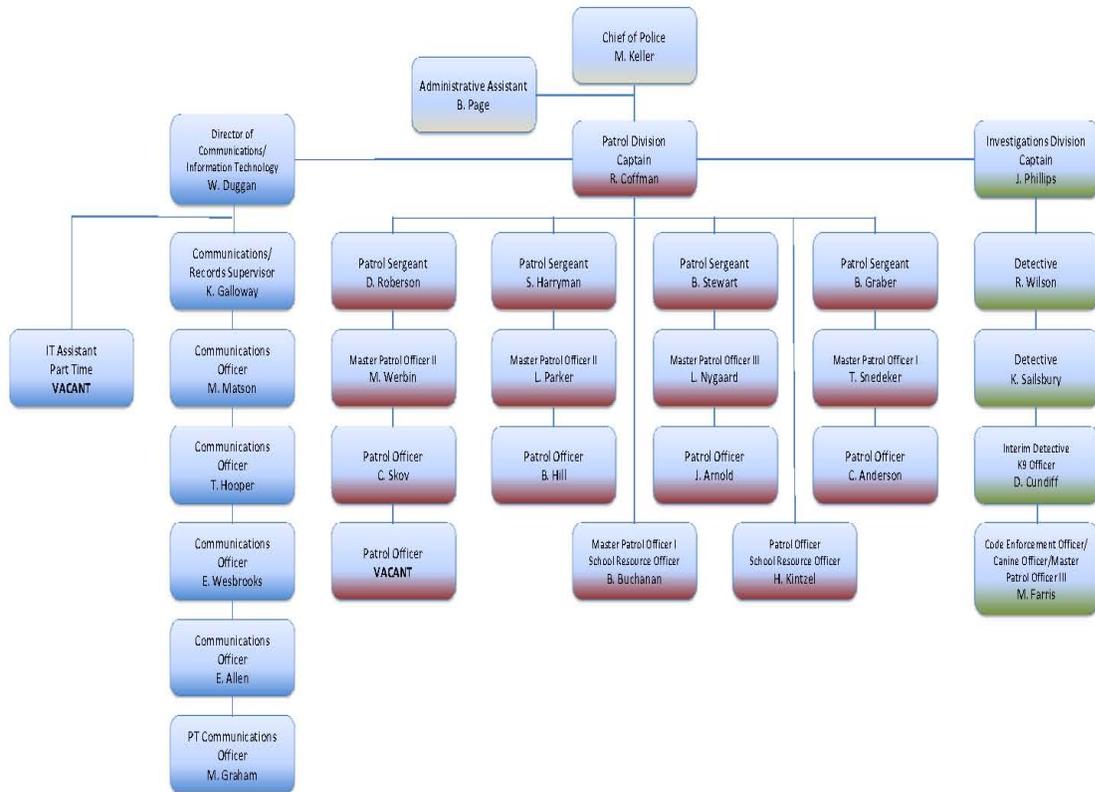
Sustained Against Policy – The investigation revealed a faulty policy and/or procedure.

POLICE VEHICLE ACCIDENTS	2011	2010	2009
Officer at Fault	2	1	3
Officer Not at Fault	2	0	0

ORGANIZATIONAL CHART



Andover Police Department Organizational Chart



Updated December 31, 2011