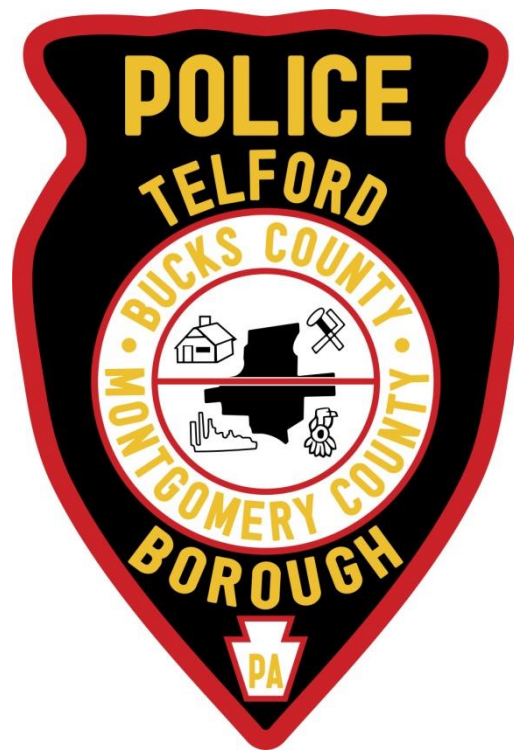


ANNUAL REPORT

2014



Prepared By

Randall S. Floyd
Chief of Police



2014 Annual Report

Summary

2014 was a good year for the TBPD. Officers have a very positive outlook despite the overshadowing lawsuits that seem to never go away and the aftershock of an internal morals scandal the year prior. The department is re-energized and has taken on a fresh attitude. Morale is high and officers and staff alike are challenged to take on the job of policing Telford Borough.

This year witnessed an increase in calls for service. In total, 4112 calls for service were answered. This is up from 2857 calls for service in 2013. Furthermore, as a result, 175 criminal arrests were made and 455 citations were issued. 222 were for non-traffic related incidents and 233 were traffic related. Calls and arrests are increasing steadily each year. A change in the borough's demographics, and the ever growing heroin epidemic, is the biggest contributor to that increase.

Manpower continues to be a challenge. The ever constant hiring and training of part-time officers is exhausting and demands a great deal of time and energy that should be channeled towards law enforcement efforts. Regardless, during the second half of the year, three new part-time officers were hired. Shortly thereafter, one resigned, but the others completed their 400 hours of field training and are now working patrol duties. With the new part-time officers, a backup cover shift is anticipated in the new year. This should improve the efficiency and effectiveness of the department by having two officers, on duty, during the highest of crime time periods.

Several upgrades were made on the headquarters building. New paint, carpet and window coverings, as well as counter style work stations were installed. These were the first significant improvements made on the building since its creation over 25 years ago. It is a huge improvement.

Financially, the department finished slightly over budget, despite spending controls, waste elimination, and strict overtime policies. The pursuit of financial grants has paid off significantly. A grant of \$20,000.00 was received from the Montgomery County District Attorney's Office. The grant was utilized for a video surveillance system in the police headquarters building and for two in-car camera systems for the patrol vehicles. These two systems were seriously needed, yet it was difficult to finance them out of the regular department budget. The grant made the purchase possible.

The TBPD continues to operate under a "Culture of Training" utilizing every opportunity to develop, train and prepare officers through informal, in-service, online and in formal settings. Officers train constantly on policies and procedures, laws and tactics through this initiative. Several officers have undertaken the department's leadership training program which requires approximately 35 hours of off duty study and preparation.

A major goal is to achieve accreditation through the Pennsylvania Chiefs of Police and the Pennsylvania Police Accreditation Commission. Though significant progress was made in 2014, the goal was not achieved though it is anticipated in the coming year.



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Please allow the following report to elaborate the key matters of the TBPD.



2014 Annual Report

Mission Statement

The TBPD will cooperatively seek a partnership with the citizens of the Borough of Telford in order to provide the highest quality of police services.

THE GOALS OF THE PARTNERSHIP ARE:

- To protect life and property,
- To enforce all laws fairly and impartially,
- To improve the quality of life for all citizens,
- To resolve problems that affect our community

All personnel will help to accomplish these goals by acting with a high level of integrity, professionalism and spirit of police and community cooperation.

The TBPD will take a proactive approach in addressing citizen concerns and will utilize all available resources to apprehend violators and to ensure that all rights guaranteed under the Constitutions of the Commonwealth of Pennsylvania and of the United States of America are protected.

The TBPD will provide training and equipment and will challenge all personnel to develop and improve skills necessary to provide the highest quality services available to protect and serve the citizens of the Borough of Telford.

Core Values

The following are the core values that shall govern the operation of the TBPD at all levels:

1. ***Integrity*** – We will be honest in all that we do.
2. ***Justice*** – We will be fair to all.
3. ***Respect*** – We will demonstrate respect for all.
4. ***Duty*** – We will protect all.
5. ***Service*** – We will help all those in need.



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Personnel

The use of part-time personnel in the critical function of law enforcement continues to pose extra problems for the police department. Part-time officers are hired and within a short time they leave to take full-time positions with other law enforcement agencies. It's a major source of frustration and it remains financially irresponsible.

In 2014 part-time Patrol Officer Matthew Seydel resigned after six months of service to take a full-time position with Montgomery Township Police Department. This left a major shortage in the department's roster. In mid-year, three new part-time officers were hired: Alana Stanziano, Ryan Kochersperger and Joseph Triola. Triola left within two months to take a full-time position with Warwick Township Police Department, this despite having given a two year commitment for service with TBPd.

Officers Stanziano and Kochersperger now join Officer Robert Seville as part-time officers. That brings the TBPd force to nine officers including the Chief and the Detective.

There remains a vacancy for a full-time officer that has never been replaced from 2004. There also remains a vacancy for a Patrol Sergeant.

The personnel that currently make up the TBPd are as follows:

Chief of Police

Randall S. Floyd

Administrative Civilian

Gladys Gradel

Patrol Sergeant

Vacant

Detective

Daniel S. Fox (Acting OIC)

Full-time Patrol Officers

Jeremy Y. Kim – Juvenile Officer

David Bechtel

Brett Popiny – Drug Investigations

Kyle Heffernan

Vacant

Part-time Patrol Officers

Robert F. Seville

Alana Stanziano

Ryan Kochersperger

Vacant



OPERATIONS

Criminal Investigations

Detective Daniel Fox continues to serve as the TBPD 's only detective. Though all officers do conduct some criminal investigation as part of their patrol duties, it is Detective Fox that is tasked with the major criminal cases and special investigations directed by the Chief of Police. Detective Fox investigated numerous complex criminal cases in 2014 including multiple aggravated assaults, several large fraud and child sexual cases. Detective Fox has also been required to attend a significant amount of local and county court hearings / trials as a result of cases in 2013 and the early part of 2014.

More complex and violent criminal events are occurring in Telford Borough. As a result, a committed investigator is necessary. It is very difficult to conduct criminal investigations on a partial basis. Having a full-time detective makes the TBPD more efficient and effective.

Detective Fox continues to improve his skills through training and collaboration with other investigative professionals. He has established an affective reputation for his work in the area of criminal investigation.

The changing demographics in the borough, including a growing illegal Latino immigrant population, as well as a transforming attitude that is contrary to the conservative belief system that has been so common in this community for decades, has in part led to a rise in criminal and antisocial behaviors.

CRIMINAL STATISTICS

Arrests

175

Non-Traffic Citations

222

Drug Investigations

Illegal drugs continue to pose a growing problem in Telford Borough. Officers routinely deal with persons that are under the influence of drugs and / or a part of the drug sub-culture. Illegal drug addiction is related to the majority of property crimes and is a contributing factor to crimes against persons and children.

All officers are involved in the fight against illegal drug use in the borough. Patrol officers seize drugs through routine vehicle stops, DUIs and other street contacts. However, the ongoing drug investigations are conducted under the supervision of either Detective Fox and / or Officer Popiny who are specially trained and skilled drug investigators. Many of the ongoing drug investigations are conducted through the Bucks or Montgomery County District Attorney's Drug Task Forces. Both Detective Fox and Officer Popiny are sworn members of those task forces



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and benefit from the services that they offer. Reimbursed overtime and manpower mutual aid are two of the main benefits. However, the sharing of intelligence and the coordination of services are another benefit.

During 2014 TBPD officers made arrests and seized drugs and / or drug paraphernalia or other contraband used in connection with heroin, marijuana, cocaine and prescription opiates. Heroin and marijuana continue to be the primary drugs that are affecting the borough.

There were multiple heroin overdoses and deaths in the borough during 2014. Though there is a nationwide push for officers to be trained in the use of Narcan, a drug that can be administered nasally to overdose victims by police to immediately reverse the affects of heroin on the body, it remains controversial among a majority of police managers. Narcan and its administration by police is now legal in Pennsylvania. However, due to the typical prompt response by EMS in Telford Borough, it is not believed to be a practical solution. There are also negative factors including training costs, the cost of the Narcan units, as well as liability issues that contribute to the impracticality of its use.

Patrol Operations

Patrol, as in any municipal law enforcement agency, is the hallmark. The TBPD is no exception. Patrol is the face of the department and it is the first contact that most people will have in the event of a crime or a need for assistance.

The TBPD patrol force is exceptional. Throughout the year, many times it was the alertness of the patrol officer that thwarted a crime or apprehended a suspect due to the quick response. In several cases, patrol officers provided life saving first aid.

The patrol officers conduct a preliminary investigation and or investigate crimes that occur such as simple assaults, domestic related assaults, thefts and other incidents that do not require extensive follow up by a detective. In many cases, it is the comprehensive work done at the patrol level that enables the detective to adequately conduct the case and bring it to a successful conclusion.

Additionally, the TBPD patrol officers have “extra duties” that they perform on each shift. In addition to patrolling all streets and alleys, and responding to radio calls for incidents or service, they conduct the following:

- Bus stop patrol both mornings and afternoons
- Walk through of the Indian Valley Public Library on both day and evening shifts
- Selective Traffic Enforcement
- Community policing initiatives



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- Patrol of all Borough properties, parks and playgrounds
- Other details as directed by the Patrol Sergeant or the Chief of Police

In 2014 these patrol activities have proven to be successful. Officers' proactive efforts thwarted several incidents.

Additionally, with the hiring of Officers Stanziano and Kochersperger towards the later part of 2014, the implementation of a 1900 to 0300 cover shift will be possible. This cover shift is expected to be implemented March 1, 2015.

Traffic Enforcement

Patrol officers are directed to conduct a selective enforcement during each shift. They are encouraged to do not only speed enforcement, but to also monitor traffic lights, stop signs at intersections that are problematic, and other high traffic areas where there is likely to be a higher volume of traffic violations.

Officers are encouraged to make vehicle stops and to use their discretion in whether or not to issue a citation or a warning. Warnings are tracked just like citations in the TBPD records management system. Citations are always issued for the serious violations. Examples would be driving without a license, no insurance and major speed violations.

Traffic enforcement remains a priority for TBPD as it is important to maintain highway safety with a growing number of vehicles in use. Targeted Speed Enforcement Zones have been established, and are clearly marked. These are areas that experience a higher level of traffic and are utilized by officers for selective enforcement efforts.

The TBPD continues to make good use from the Sentry Radar Speed sign. That sign is used to gather traffic data, reinforce speed limits and to educate the motoring public concerning speed limits, etc. It is a very valuable tool. On two occasions the sign was loaned to Souderton Borough Police Department to help them facilitate a covert traffic data collection need. TBPD has borrowed their larger speed sign on occasions to reinforce speed limits on Church Road.

During 2014 the following were issued.

Traffic Citations Issued

233

Written Warnings

399



Motor Vehicle Crashes

TBPD investigated the following motor vehicle crashes during 2012:

<i>Reportable</i>	22
<i>Non-Reportable</i>	66
<i>Injuries</i>	12
<i>Fatalities</i>	0
<i>Hit & Run</i>	14
<i>DUI Related</i>	6
TOTAL MOTOR VEHICLE CRASHES	88

Training and Development

Training is a very important part of law enforcement. It is extremely important that officers are kept up on changes in the law, new equipment, firearms, best practices for investigations, etc. Training reduces risk, lessening the chances of civil suits and bad publicity. Though it is a challenge to keep officers trained due in part to schedules, budget constraints and other factors, all efforts are made to keep officers well informed and up to date on the best practices of law enforcement. As such, a “**culture of training**” exists in the TBPD. Training is offered in a variety of ways and officers are in a state of continual training.

TBPD officers are encouraged to attend training that will help them not only in their current position, but also that which will develop their careers.

Ethics is incorporated into training through a variety of methods. It is constantly reinforced in all types of training.

In-Service Training

In-service training is typically conducted at a departmental meeting. Departmental meetings are held every two months and they last for two hours. During the first hour, departmental business is discussed. The second hour typically consists of training. An ethics training scenario is reviewed at each departmental meeting. The following is a compilation of in-service training that officers attended in 2014:

1. Policy Review: Temporary Detention, Prisoner Holding, Juveniles
2. Domestic Violence: Lethality Assessment
3. Self First Aid: Hemorrhaging
4. Use of Force
5. Ethics



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Informal Training

Informal training consists of various assignments that officers are required to complete during their regularly scheduled shifts. It may include the reading of a pertinent article or a training report, viewing a PowerPoint presentation, viewing a website or reviewing a policy. The typical assignment takes between 15 minutes to one hour. Officers are given 10 to 14 days to complete the assignments.

The value of the informal training is that critical areas of safety and high risk can be covered and reinforced in a brief format. Officers sign off that they have completed the assignments. It is working very well.

The following is a compilation of informal training that officers received in 2014:

- | | |
|---|---|
| 1. Policy Review: Patrol Operations / Emergency Driving | 14. Officer Safety: Covert Handcuff Keys |
| 2. Incident Driven Customer Care | 15. Sensitivity to Deaf and Hard of Hearing |
| 3. Report Writing | 16. Open Firearm Carry |
| 4. Safe Driving | 17. Epilepsy and Seizure Response |
| 5. Traffic Stops: Sovereign Citizens | 18. Officer Safety: Ball Point Pen Knife |
| 6. Personal Risk | 19. Autism Awareness |
| 7. Search and Seizure: Constitutional Home Entry | 20. Chemical Detergent Suicide |
| 8. North Penn Booking Center Procedures | 21. Emergency Driving |
| 9. Mental Illness | 22. PA Safe Haven Act |
| 10. Crisis Communications | 23. Officer Fatigue Reduction |
| 11. Professional Ethics | 24. Child Sex Trafficking |
| 12. Officer Safety | 25. Recognizing / Reporting Child Abuse |
| 13. Bill of Rights / U.S. Constitution | 26. Search and Seizure Myths |

Outside Formal Training

In addition to all in-service and informal training, all officers receive outside training. All officers undergo the state mandated Act 180 training each year, but in most cases attend other informative seminars, workshops and conferences on duty related or developmental issues. Outside training is highly encouraged as it keeps officers informed, helps them to learn in a peer environment and aids in the development and growth of relationships which is a very important aspect of law enforcement.



Tactical Team

In 2014 there were no activations of the North Penn Tactical Response Team in Telford Borough. However, there were 12 activations across the NPTRT coverage areas. Officers Bechtel and Popiny continue to serve on the NPTRT.

On January 1, 2015 the North Penn Tactical Response Team (NPTRT) and the Central Montgomery Emergency Response Team (CMERT) merged to form the Montgomery County Swat Team Central Region. The merger was facilitated on the premise that there will be a larger field of tactical operators and negotiators with less demand on the individual departments. It should also result in a reduction of costs for the individual departments. The chiefs of each department have worked through 2014 to administer the change.

The TBPD will benefit greatly as Officers Bechtel and Popiny are assigned to two different tactical squads. Therefore, on routine calls such as high risk warrant services, etc., only one officer would need to respond. They would be on alternate call schedules. Both officers will respond on high priority calls like hostage, barricaded subjects, shooters, etc.

ADMINISTRATIVE

Ethics and Standards

The goal of the TBPD is that each and every member; sworn and unsworn, full-time or part-time, maintains high ethical and professional standards. It is part of the mission; it is a core value that ethics and integrity remain a hallmark of the department. Therefore it is highly important that the department respond to complaints made by residents and / or people that officers come into contact with, during their duties.

Though most complaints made against officers are minor and are typically the result of a misunderstanding or confusion, there are occasions when complaints concern more serious matters. In these cases a formal investigation is conducted. During 2014 four such investigations were conducted by the Chief of Police. One of the complaints resulted in documented counseling. The other three were determined to lack any foundation and were unfounded. There were no significant disciplinary actions taken during the year.

Facilities

Several renovations and upgrades were made to the TBPD headquarters building in 2014. The interior of the building was repainted and re-carpeted. This was the first upgrade that was made to the building since the police department moved in 1989. Additionally, a counter was installed in the squad room area of the building. This is a big improvement and it has enabled the removal



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of several desks, all of which were in disrepair, and it has provided a streamlined, professional look to the squad room.

Except for the carpet and window blinds, which were installed by a contractor, the painting and the installation of the squad room counter was completed by the Telford Borough Public Works crew.

Additionally, a headquarters surveillance system was purchased and installed. The prisoner holding area, both the front and back entrances, and other critical areas are now under constant, high resolution video surveillance. This has added a new dimension for safety and integrity for the police department. It is a state of the art system that can be expanded in the future.

Funding for the surveillance camera system was provided as part of a grant by the Montgomery County District Attorney's Office.

Financial

Financially, the TBPD exceeded its budget by 3% in 2014. Though it is always the intended goal to stay within the parameters of the budget, prisoner costs, vehicle maintenance and building upgrade costs contributed mostly to the overage.

Manpower costs for the patrolmen exceeded the budget expectations. However, overall, manpower came in under budget when considering the salary lines for all officers and staff. Part-time officer costs fell short of the budgeted expectations because of the shortage of part-time officers for the most part of the year. The detective and secretary lines were also under budget.

Strict overtime and cost reduction measures continue to help manage the overall costs of the TBPD. Additionally in 2014, Chief Floyd and Detective Fox worked flexible schedules, covering numerous patrol shifts, significantly reducing overtime costs.

With the addition of two part-time officers (and additional to be added in 2015) additional shifts, vacation, sick and other time off should be covered at a reduced rate.

Financial Grants Received

\$20,000.00 has been received from the Montgomery County District Attorney's Office's drug forfeiture funds towards the purchase of the headquarters surveillance system (\$10,000.00) and the purchase of two in-car camera systems (\$10,000.00).



YEAR END 2014 BUDGET

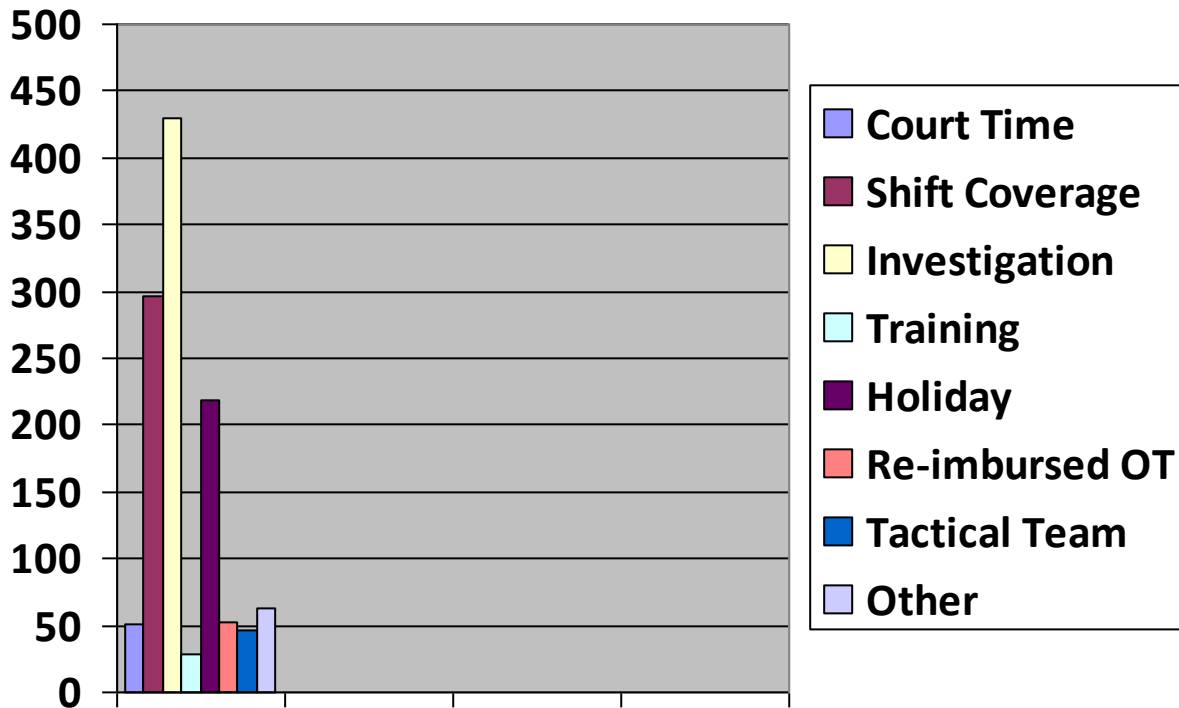
Telford Borough
Statement of Revenues and Expenditures - Compared to Budget
Year (2014) Period (13)

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Account	Account Description	Budget	MTD Actual	YTD Actual	% Used	Remaining
01 GENERAL FUND						
Expenditure						
POLICE						
01-410-122	WAGES - POLICE CHIEF	\$98,737.00	\$0.00	\$98,736.33	100.00%	\$0.67
01-410-130	CONTRA-WAGE REIMBURSEMENT	\$0.00	\$0.00	(\$4,453.99)	0.00%	\$4,453.99
01-410-133	WAGES - DETECTIVE	\$93,374.00	\$0.00	\$92,750.83	99.33%	\$623.17
01-410-134	WAGES - PATROLMEN	\$311,052.00	\$0.00	\$327,460.29	105.28%	(\$16,408.29)
01-410-135	WAGES - PATROLMEN PART-TIME	\$60,250.00	\$0.00	\$48,012.50	79.69%	\$12,237.50
01-410-140	WAGES - SECRETARY	\$51,056.00	\$0.00	\$50,135.01	98.20%	\$920.99
01-410-210	OFFICE SUPPLIES	\$2,500.00	\$0.00	\$2,210.81	88.43%	\$289.19
01-410-231	GASOLINE	\$15,000.00	\$0.00	\$13,079.91	87.20%	\$1,920.09
01-410-238	UNIFORMS	\$4,000.00	\$0.00	\$3,845.26	96.13%	\$154.74
01-410-240	MATERIALS & SUPPLIES/OPERATI	\$4,000.00	\$0.00	\$4,745.15	118.63%	(\$745.15)
01-410-260	MINOR EQUIPMENT	\$1,200.00	\$0.00	\$1,306.05	108.84%	(\$106.05)
01-410-321	TELEPHONE	\$5,825.00	\$0.00	\$6,379.86	109.53%	(\$554.86)
01-410-326	OFFICE EQUIP & REPAIR	\$7,675.00	\$0.00	\$8,481.15	110.50%	(\$806.15)
01-410-327	RADIO EQUIP	\$1,000.00	\$0.00	\$45.00	4.50%	\$955.00
01-410-375	VEHICLE MAINT & SUPPLIES	\$7,000.00	\$0.00	\$14,921.67	213.17%	(\$7,921.67)
01-410-420	DUES, SUBSCRIPTIONS, MEMBER	\$1,650.00	\$0.00	\$1,420.96	86.12%	\$229.04
01-410-440	LAUNDRY & DRY CLEANING	\$1,200.00	\$0.00	\$712.50	59.38%	\$487.50
01-410-460	MEETINGS, CONF. & SCHOOLING	\$2,950.00	\$0.00	\$1,122.26	38.04%	\$1,827.74
01-410-490	OTHER SERVICES	\$8,650.00	\$0.00	\$12,091.99	139.79%	(\$3,441.99)
01-410-521	S.P.C.A.	\$250.00	\$0.00	\$250.00	100.00%	\$0.00
01-410-522	NORTH PENN TACTICAL RESISTA	\$3,400.00	\$0.00	\$3,200.00	94.12%	\$200.00
01-410-740	MACHINERY & EQUIPMENT	\$19,150.00	\$0.00	\$34,965.00	182.58%	(\$15,815.00)
	Subtotal	\$699,919.00	\$0.00	\$721,418.54	103.07%	(\$21,499.54)
Total GENERAL FUND Expenditures:		\$699,919.00	\$0.00	\$721,418.54	103.07%	(\$21,499.54)
Total GENERAL FUND Expenditures:		\$699,919.00	\$0.00	\$721,418.54		(\$21,499.54)
Total GENERAL FUND Fund Balance:		#Type!	#Type!	#Type!		#Type!



2014 OVERTIME BREAKDOWN



Court - 51 (Contract Issue)

Shift Coverage – 297 (Due mainly to the loss of part-time officers))

Investigation – 429

Training – 28

Holiday – 218 (Contract Issue)

Reimbursed Overtime – 52

NPTRT – 47 (Reflects callouts only, training is adjusted into regular patrol schedule)

Other – 63



Vehicle Fleet

TBPD currently has four vehicles; two for patrol use and two unmarked vehicles. The unmarked vehicles are primarily used by the Chief and the Detective.

It is important to realize that with the additional shifts that have been added, the secondary patrol vehicle, a 2011 Chevrolet Tahoe, is getting more use.

The primary patrol vehicle, a 2010 Dodge Charger, has been costly as far as maintenance. Brakes and tires have had to be replaced several times. It is clearly evident that this was not a good choice for a patrol vehicle in a borough environment. They are much more suited to highway driving. Unfortunately, the vehicle had to be purchased quickly and it was one of the few that were readily available.

The Detective’s 2003 Chevrolet Impala has served him well. It was a good purchase.

The Chief’s 2001 GMC Yukon remains reliable and has offered good service for several years.

A patrol vehicle will be replaced in 2015. The Chief’s vehicle will need to be replaced in 2016.

All vehicles undergo routine maintenance as scheduled. Each vehicle is cleaned weekly. Michalak’s Service Center serves as the repair vendor for the TBPD.

VEHICLE MILEAGE

<u>2010 Dodge Charger</u>	<u>2011 Chevrolet Tahoe</u>	<u>2001 GMC Yukon</u>	<u>2003 Chevrolet Impala</u>
98,274	37,214	116,749	84,982

Accreditation

The accreditation process has been a long term project. It has been difficult to complete due to the inability to dedicate the needed time to it. However, accreditation is a priority goal for TBPD.

With the completion, and full implementation, of an updated policy and procedures manual and the improvements made to the headquarters building, the goal is within reach. Primarily, there is one area that needs to be honed before accreditation can be attained: evidence and property handling. Everything else is in place and requires only the proper documentation.



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If permitted the proper time allotment, accreditation will be attained in 2015.

Legal Issues

In 2014 two of the three lawsuits that have plagued the TBPD have been resolved. There remains one outstanding suit filed by a previous part-time employee. These suits have created a major distraction to the department and consumed time and energy that should have been expended on other priority matters.

Random Drug Testing

A random drug testing procedure was enacted in 2013. A total of eight members a year are drawn at random for the drug testing. All members are registered in the pool including the Chief and the Administrative Assistant.

It should be noted that this is solely for integrity purposes. There have been no concerns of drug use among the department.

The random drug testing is a part of the overall drug and alcohol policy. It is well received by the officers and the procedures fit easily into the routine of the schedule. All members who are pooled go for their testing while on duty. No one is subjected to testing on their time off.

There were no indications of drug use discovered in 2014.

Leadership Development Program

An in-house leadership development program was implemented in 2014. Three members have entered the program. It is a voluntary program that both officers and staff can participate in. The name of the program is the TBPD Leadership Development Challenge.

The program entails the reading of three books and then answering detailed essay questions that pertain specifically to leadership and to the leadership of the TBPD. The goal is to evoke leadership thinking, regardless of rank or position.

The three books that are being utilized are:

Emotional Survival for Law Enforcement, Dr. Kevin Gilmartin

Leadership Without Titles, Stephen J. Sampson



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The 21 Indispensable Qualities of Leadership, John C. Maxwell

The program is expected to take approximately 25 to 30 hours to complete. It is done completely on the participant's own time.

One member has completed the TBPD Leadership Development Challenge in 2014.

Ethics Program

Ethics continues to be a major focus in the TBPD. All members are constantly challenged to **"Do the Right Thing...Always"**. This has become the focus of a perpetual ethics program that has been embraced by all department members. It has paid off and the department is seeing some fine results.

Some of the program components are as follows:

- Ethics emphasis in recruiting of new applicants
- Ethics training core for new members
- Four hours of ethics specific training yearly for all members
- Ethics incorporated in all departmental meetings, trainings, etc.
- Ethics in leadership training

Looking Towards the Future

The TBPD is a wonderful organization. Despite the small size, TBPD provides a level of service commensurate with much larger departments. The reason that the department continues to be acknowledge for its level of proficiency and service is due to the dedicated men and women that make up the department.

It is an honor to serve as the Chief of Police and to lead these men and women each and every day. It is a privilege to have the support of the Mayor and the Telford Borough Council.

The members of the TBPD are constantly challenged to seek "continuous improvement", always searching for and finding ways to improve service, protect the public, learn and develop, and to be the best that they can be.

As we look to the future, allow me to share a few of the goals and challenges that we have set before us as a police department.



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GOALS FOR 2015

1. Attain accreditation status through the Pennsylvania Law Enforcement Accreditation Commission (PLEAC).
2. Develop a comprehensive TBPB website and Facebook page.
3. Promote a Patrol Sergeant.
4. Improve crime victim relations and promote a greater degree of advocacy in all criminal cases.
5. Maintain the highest of ethical standards in all aspects of the departmental operations..
6. Improve the departmental training initiative through the increased use of informal, in-service and external training programs.
7. Implement new and innovative community service / community policing initiatives throughout the borough and the Indian Valley region.
8. Embrace a problem solving approach to departmental incidents and complaints.

Respectfully Submitted;

Randall S. Floyd
Chief of Police

“Do the Right Thing... Always”
~TBPB Ethics Motto