



NEWARK

POLICE DEPARTMENT



2018 ANNUAL REPORT

Thomas Coleman, City Manager
Paul Tiernan, Chief of Police

A black and white photograph of a Newark Police Department patrol truck parked on a road. The truck has "POLICE" and "NEWARK" written on its side. The background shows a road with yellow lines and trees.

TABLE OF CONTENTS

MESSAGE FROM CHIEF PAUL M. TIERNAN	3
ORGANIZATIONAL CHART	4
AUXILIARY SERVICES	5
ADMINISTRATION DIVISION	6
CRIMINAL INVESTIGATIONS DIVISION	10
PATROL DIVISION	14
SPECIAL ENFORCEMENT DIVISION	17
YEARLY STATISTICS	22
SPECIAL EVENT	28
AWARDS	30
STRATEGIC GOALS	34

MESSAGE FROM THE CHIEF



Mayor and Council Members:

It is with great pleasure that I submit to you the 2018 Annual Report for the Newark Police Department. This past year, the Newark Police Department continued its decade long progress in reducing crime in Newark. Over the past eleven years, Part 1, or serious crime, in Newark has been reduced by almost 45%. One of Newark's most serious violent crimes, Robbery, has decreased by almost 70% in the past decade. This continuing downward trend is due to the dedication of all our sworn and civilian staff.

As you read through this report, you will see instances of our Investigations Division, investigating and solving crimes related to Terroristic Threats, Robbery, Burglary, Prostitution, Narcotics, and many other crimes. Our Victims Services Coordinator works as part of the Investigations Division and assists all officers to provide social services and assistance to victims and witnesses of violent crimes.

Our Patrol Division is comprised of uniform police officers who work 24 hours a day, seven days a week. During 2018, they made numerous arrests for robbery, drugs, thefts, and other crimes. They have recovered illegal firearms and drugs during their patrols. Additionally, they continue to assist our residents in times of need. Officers assisted a 92-year old woman who had fallen in her home and was unable to call for help for almost 24 hours. A patrol sergeant was able to fix a broken furnace on a cold winter night, so the resident would have heat. Our patrol officers also attend many community events to interact with residents in a casual setting.

Traffic Division Officers continue to work to keep motorists and pedestrians safe. Traffic Officers, along with patrol officers, issued over 1,100 more traffic citations, and arrested 19 more motorists for driving under the influence, which contributed to 41 less motor vehicle collisions in 2018 from the previous year.

Our Communications Officers, who staff the Public Safety Answering Point 24 hours a day, continue to be the glue that coordinates the police response to calls from the public. They are often the first contact between the public and the police department. They often deal with people in times of great need, such as medical emergencies, vehicle accidents, and crimes in progress.

I have limited space to highlight a few areas of this report. As you read through the report, you will see many more instances of the great work done by the men and women of the Newark Police Department. We value and respect the dedication and commitment of all our members, whether they serve in sworn or non-sworn positions. Please pay particular attention to the many community events and projects the members of our department are involved in such as School Presentations, Citizen's Police Academy, Eagle Scout Award, Toys for Tots, etc.

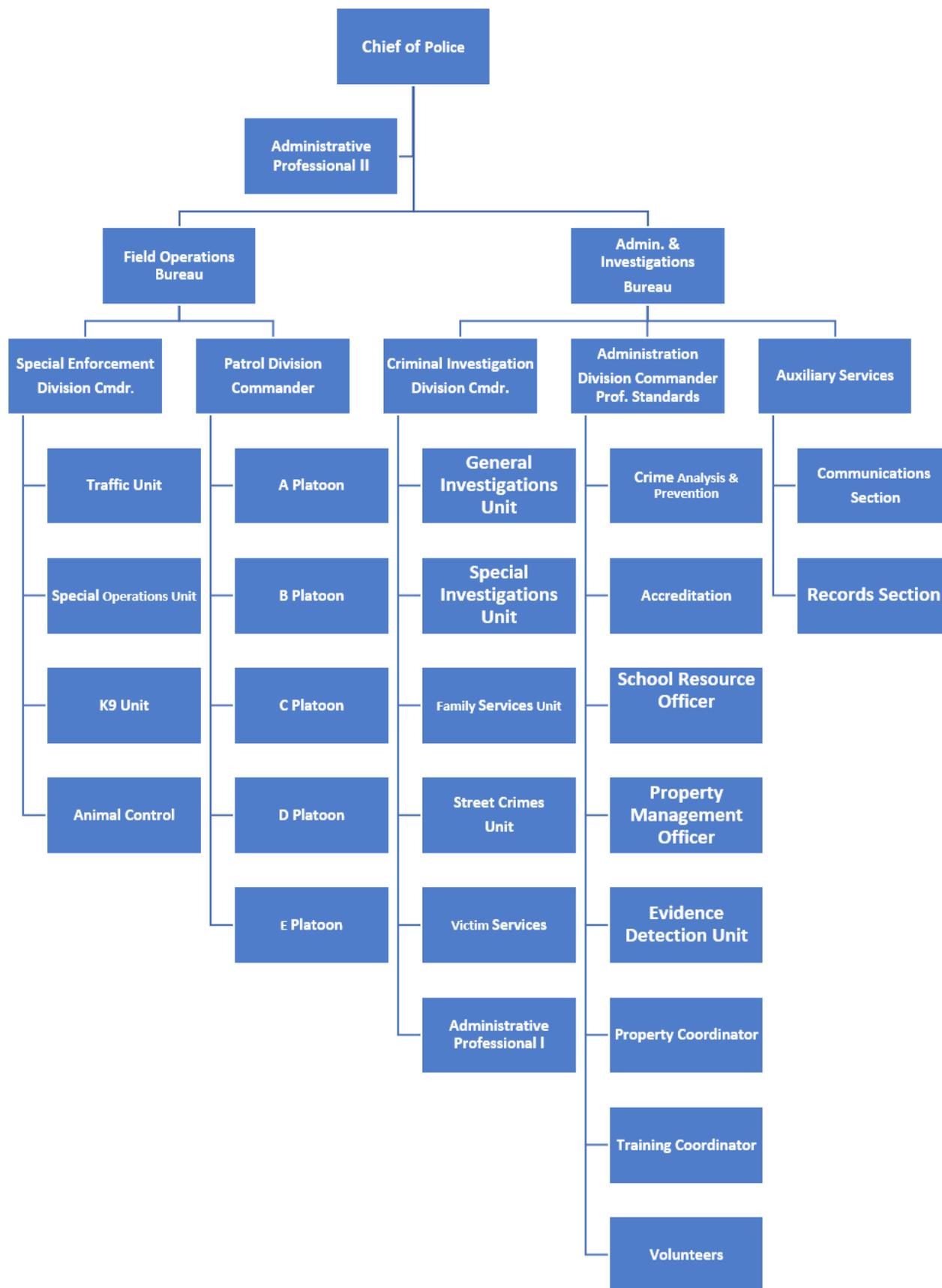
In my almost 40 years of law enforcement service, I continue to be amazed at the dedication and professionalism of the members of the Newark Police Department. I am proud to be able to serve as their Chief and tell their story of service to the community. Your police department continues to be a Gold Standard in policing.

Sincerely,

A handwritten signature in black ink that reads "Paul M. Tiernan".

Paul M. Tiernan
Chief of Police

NEWARK POLICE ORGANIZATIONAL CHART



ADMINISTRATION AND INVESTIGATIONS BUREAU



The Administration and Investigations Bureau consists of the Administration Division, the Criminal Investigations Division, and Auxiliary Services. The Administration and Investigations Bureau is led by Deputy Chief Kevin Feeney.

AUXILIARY SERVICES

Auxiliary Services is under the command of Captain Michael Van Campen and consists of the Communications Center and Records Department, which is managed by Mr. Brian Cannon. There are a total of 13 full-time civilians, two part-time civilians, and one officer assigned to Auxiliary Services. Captain Van Campen is also responsible for information technology projects, grants, and he is the Team Commander for the SWAT Team.



Communications Center

The 911 communications center is the Public Safety Answering Point for the incorporated city limits of Newark, Delaware. The center answers emergency and non-emergency calls for service 24 hours a day, 7 days a week, as well as calls for city utility emergencies after regular business hours. Police emergencies are dispatched to officers on-duty and requests for medical and fire services are connected to the New Castle County Fireboard by the dispatcher. The dispatcher remains on the line to determine if police services are also needed. Communications officers are often handling multiple tasks simultaneously. Dispatchers also monitor the city camera system as well as maintaining active warrants to include filing, entering, updating and clearing them in the criminal justice system.



The dispatch center is staffed by (12) communications officers and a center manager, who also oversees the records department. Three dispatchers are assigned to each shift with a minimal staffing level of (2) dispatchers on all shifts. In 2018, dispatchers processed over 60,000 phone calls and 55,000 calls for service. The communications center is also responsible for the maintenance and operation of the department's mobile command post. This unit is used primarily for special events held within the city and may also be used in the event of a prolonged incident. During these events, the mobile command post is operated and staffed by a dispatcher. The mobile command unit has full dispatch capability including CAD (Computer Aided Dispatch), two-way radio, internet, and phones.

Records Department

The records department is staffed by (2) part-time Records Clerks and is managed by the Police Communications and Records Manager. The records office is staffed Monday – Friday during regular business hours. The records department is the first point of contact for walk-in matters to the police department and maintains the police information window. The staff are also responsible for maintaining police reports and supporting documents, processing requests for copies of reports, data entry, and providing discovery for court cases.

S.W.A.T.

The Newark Police Department's S.W.A.T. team is currently comprised of (12) members including a Team Commander and Team Leaders. S.W.A.T. also has two members trained as an advanced Sniper/Observer Team.



The S.W.A.T. team received and participated in enhanced and specialized training from the Legal and Liability Risk Management Institute and advanced training with our partners from the Chester County Regional Team. In 2018, S.W.A.T. was activated and initiated for numerous high-risk warrant services and arrests. S.W.A.T. was initiated to support investigative units such as the Criminal Investigations Division and/or the US Drug Enforcement Administration. Pursuant to the initiation of court ordered search and seizure warrants and/or arrest complaints/warrants, numerous violent felons were arrested/apprehended and numerous firearms, illegal controlled substances and vehicles were seized in support of these investigations.

ADMINISTRATION DIVISION

The Administration Division is under the command of Lieutenant Andrew Rubin, who also serves as the Department's Professional Standards (Internal Affairs) Officer and Public Information Officer. The Administration Division is staffed by six officers, one full-time civilian, and one part-time civilian and it consists of the following positions: Accreditation Manager, Training Coordinator, Crime Analysis and Crime Prevention, Evidence Detection, Property Management, and School Resource Officer. In 2018, the Department began a press release website: newarkdepolicepress.com.



Accreditation Manager

The Accreditation Manager is responsible for ensuring that periodic reports, reviews and other activities mandated by the Commission on Accreditation for Law Enforcement Agencies (CALEA) are accomplished. The purpose of CALEA's Accreditation Program is to improve the delivery of public safety services, primarily by: maintaining a body of standards developed by public safety practitioners covering a wide range of up to date public safety initiatives; establishing and administering an accreditation process; and recognizing professional excellence. The goals of CALEA are to:

- Strengthen crime prevention and control capabilities
- Formalize essential management procedures
- Establish fair and non-discriminatory personnel practices
- Improve service delivery
- Solidify interagency cooperation and coordination
- Increase community and staff confidence in the agency



The Newark Police Department has been accredited since 1997 and participates in the Advanced Law Enforcement Program. The Accreditation Manger is responsible for developing and maintaining the department's rules and procedure manual while ensuring that compliance with the standards are met and maintained. On March 24, 2018, Deputy Chief Kevin Feeney and Sergeant Gerald Bryda appeared before CALEA. The Newark Police Department was seeking its 8th award for Advanced Law Enforcement Accreditation. The commission awarded the Newark Police Department the "Gold Standard with Excellence Award", the highest award bestowed upon a police agency. During the commission conference held in Frisco, Texas, 105 agencies were reviewed with only 17 attaining the Gold Standard with Excellence Award.

In 2018, the Accreditation Manger transitioned the police department to CALEA's new 6th Edition of the Law Enforcement Accreditation Manual. This transition required a major update to the policy and procedure manual. The police department also transitioned to CALEA's new yearly on-line file review system, which is followed by an on-site assessment every four years, instead of every three. The first annual on-line review will take place in 2019.

ADMINISTRATION DIVISION

Training Coordinator

The Training Unit is responsible for all aspects of Departmental employee training. The responsibilities of the training coordinator include ensuring that all sworn and civilian members of the Department receive training in compliance with the standards established by the Delaware Council on Police Training (COPT), Departmental policies, CALEA standards, and Federal mandates. The training coordinator, who holds the rank of sergeant also makes available select training opportunities to outside agencies, as needed. The training coordinator is also responsible for all newly hired police officers, from their date of hire through completion of the Field Training Program.

Major Training Accomplishments for 2018:

- 4 new officers hired (3 will graduate the academy in 2019)
- 1 new police officer successfully completed Field Training Program
- 607 civilian training hours completed
- 11,197 total sworn training hours completed (9,017 COPT hours)
- 27 out of state training courses attended
- 1 Internship

Notable Training in 2018:

- Mandatory Child Abuse Reporting
- Force Science Institute Certification Training
- Use of Force Involving Mentally Ill Persons
- West Point Command & Leadership Program
- Annual Firearms Qualifications
- Use of Force and De-escalation Training
- Landlord / Tenant Issues
- Taser Re-certification
- Patriarch
- Fair and Impartial Policing & Biased Based Policing
- Evidence Collection Training
- K9 Patrol Team Initial Training
- K9 Narcotics In-Service Training
- K9 Patrol In-Service Training
- SWAT In-Service Training
- Crisis Negotiations Team In-Service Training
- NTOA Hostage Negotiation Conference



- Master Firearms Instructor Course
- IACP Conference
- NRA Range Development Conference
- FLETC Control Tactics Instructor Course
- Hosted a COPT Certified Instructor Course

Crime Analysis and Crime Prevention

The Crime Analysis and Crime Prevention Officer serves two separate, yet related functions. The crime prevention function is responsible for implementing crime prevention and community involvement activities for the department. The crime analysis function focuses on crime trends in and around the city.

In 2018, the Crime Analysis/Crime Prevention Officer helped to coordinate the following activities:

- Police Department Tours
- National Night Out
- Toys for Tots
- Citizens' Police Academy
- Community Day
- Trunk or Treat
- Coffee with a Cop
- Girl Scout/Cub Scout Tours
- Public Safety Announcement (PSA) Videos
- Neighborhood Watch/Civic Association Meetings
- Citizen Surveys



Evidence Detection

The Evidence Detection Officer is responsible for all procedures relating to the collection, preservation and analysis of physical evidence for the department by coordinating the processing of major crime scenes, processing agency wide evidence for fingerprints and DNA, and submitting evidence to outside laboratories for special processing. The evidence detection officer is on-call 365 days a year for call-outs to major crime scenes. The position maintains a special crime scene response vehicle and numerous pieces of specialty evidence equipment.

Major Evidence Detection activities in 2018 include:

- 23 Crime scenes processed
- 185 Lab/Article requests
- 106 Automated Fingerprint Identification System entries
- 268 DNA submissions
- 22 Firearms entries
- 23 Off-duty callouts to crime scenes



ADMINISTRATION DIVISION

Property Management

The property management function is comprised of one full-time civilian evidence custodian and one part-time civilian property coordinator. The department's evidence custodian is responsible for storing all evidence received from police officers as well as found property within the city. This position is also responsible for the management of the police department's vehicle fleet. The property coordinator is responsible for purchasing, distribution and inventory of all departmental property and equipment.



School Resource Officer

NPD is committed to working in cooperation with the students, parents, teachers and staff of the Christina School District and the Newark Charter Schools to provide a safe and secure learning environment at all schools within the city. The School Resource Officer (SRO) is assigned full-time to Newark High School and responds to the other schools as needed. In addition to Newark High School, the SRO serves Downes Elementary School, West Park Elementary School, Newark Charter Elementary, Newark Charter Primary, and Newark Charter Junior/Senior High School. The SRO administers a variety of youth related programs and provides classroom instruction on several topics.



Highlights for the 2018 school year include:

- Youth Police Explorers Program
- Gentleman's/Ladies Club at Downes Elementary
- In School Presentations
- Safe Kids Camp

ALiCE Training (Alert, Lockdown, Inform, Counter, Evacuate)

Officers who are certified to instruct this training provide preparation and a plan for individuals and organizations on how to more proactively handle the threat of an aggressive intruder or active shooter event. Currently, the Newark Police Department has four officers certified as ALiCE instructors. Since the implementation of the ALiCE program, NPD has delivered training to over (500) five hundred attendees in various locations within the City of Newark.

Initial funding for the officers' training through the ALiCE Training Institute was by way of generous donations from the Downtown Newark Partnership, the Newark Charter Schools, the Newark Rotary Club, as well as grant funding from the Delaware Criminal Justice Council.

CRIMINAL INVESTIGATIONS DIVISION



The Criminal Investigations Unit is led by Lieutenant Fred Nelson and consists of the following units/positions: Criminal Investigations Unit (General Investigations, Family Services, Victims Services), Street Crimes Unit, and Special Investigations Unit. In total, there are 13 officers and two full-time civilian positions in this division.

Criminal Investigations Unit

The Criminal Investigations Unit (CIU) is comprised of five detectives who are responsible for handling investigations that require special expertise or, because of their complexity or geographical considerations, do not lend themselves to completion by patrol officers. In order to provide 24-hour investigative coverage, one detective is assigned as the “on-call” detective at all times. A supervisor will assign cases that require follow-up to detectives based on their skill, knowledge, expertise, and case load. Members of CIU work closely with the Street Crimes Unit to solve crimes and the Victims Services Coordinator to aid the victims of crime. In 2018, a total of 205 cases were assigned to CIU, including the following types of investigations: 17 robberies, 40 burglaries, 19 sexual assaults, 8 assaults, and 121 miscellaneous other investigations. CIU has one polygraph examiner assigned to the unit. The examiner conducts criminal and applicant testing for the department and assists other police agencies by conducting exams on their behalf. In 2018, the polygraph examiner conducted 11 police applicant polygraph examinations, which is part of the City of Newark’s hiring process to become a police officer.

Some examples of the types of cases CIU investigated in 2018:

- In March, officers learned a message was posted on Instagram regarding the threat of a shooting at Newark High School. Detectives took over the investigation and began interviewing students and parents who observed the post. Through various investigative means, a suspect was identified and arrested for Terroristic Threatening.
- In May, patrol officers responded to two commercial robberies that occurred within days of one another. One of the robberies occurred at a business on S. College Avenue and the other occurred on S. Main Street. During both robberies, a white male suspect held the victim at gunpoint and demanded cash. A third robbery, which occurred outside of Newark Police jurisdiction on E. Chestnut Hill Road, was believed to be linked to the robbery spree based on similarities to the other two. Detectives set up surveillance at area businesses after analyzing the recent robbery trend and observed a robbery in progress at a business on S. College Avenue. Detectives confronted the suspect as he was fleeing the business on foot and took him into custody after a brief foot pursuit. A second suspect was arrested in a waiting getaway vehicle. Both suspects were arrested for their involvement in all four robberies.
- In June, detectives began investigating a burglary from a hotel room on S. College Avenue. The reporting person reported waking up and observing a male crawling around at the foot of her bed. The suspect left the room and the victim, another occupant of the room, discovered that he was missing money from his wallet. During the investigation, detectives learned a second victim had money removed from her room as well. Through various investigative means, detectives identified the suspect involved in both burglaries. He was arrested in October for two counts of Burglary 2nd Degree and two counts of Theft Under \$1500.
- In December, detectives were assigned to follow up on a report of shots fired outside of an apartment building on Thorn Lane. Detectives eventually determined that the victim had been shot with a shotgun by a subject known to him. The suspect was located in a nearby apartment and arrested. A search warrant was conducted at an apartment and additional evidence was gathered during the search. The suspect was arrested for Assault 1st Degree and various other charges.

CRIMINAL INVESTIGATIONS DIVISION

Street Crimes Unit

The Street Crimes Unit (SCU) is comprised of five officers who conduct their duties in plain clothes. SCU is responsible for targeting a wide range of criminal activities, including the investigation of vice crimes, narcotics, combating street level crimes using proactive tactics, fugitive apprehension, conducting surveillance details, and providing support to the Criminal Investigations Unit or the Patrol Division when directed. SCU serves as the primary intelligence gathering unit for the department. SCU also works directly with the Drug Enforcement Administration, the United States Marshals Fugitive Apprehension Team, and the FBI Human Trafficking Task Force.

Some examples of the types of cases SCU investigated in 2018 are:

- In January, SCU officers received information that a subject had purchased a firearm during a private sale and he was prohibited from possessing a firearm due to a prior conviction. SCU officers obtained an arrest warrant for this subject and located him after conducting surveillance in an area he was known to be in. This subject fled from officers when confronted, however, he was located a short distance away. Officers recovered a handgun and other evidence during the arrest. The suspect was arrested on multiple firearms violations, resisting arrest, and numerous traffic violations.
- In April, SCU officers located an online prostitution advertisement in Newark. SCU officers set up an undercover sting operation and arrested two females for prostitution at a local hotel. Upon further investigation, a male was arrested for promoting prostitution after it was determined that he had rented both hotel rooms and was holding all of the money earned during the prostitution activities. Two of the three suspects were also found to be out of state fugitives from New Jersey.

2018 Street Crimes Unit Statistical Data

Activity Type	Yearly Totals – 2018
Total Arrests	371
Criminal Arrests	83
Drug Arrests	83
Fugitive Arrests	72
Order Maintenance	46
Prostitution	37
Traffic/DUI Arrests	40
Crime Prevention Checks	122

CRIMINAL INVESTIGATIONS DIVISION

Victim Services

The Victim Services Coordinator(VSC) provides social services to victims and witnesses of violent crimes. Victim Services includes crisis intervention, providing information and support during criminal investigations and through the court process, and assistance with the application for Victim's Compensation Assistance Program. The Victim Services Coordinator continues to work with victims and witnesses to determine whether their needs are being met or whether the impact of the incident has been unusually severe. The Victim Services Coordinator also assists victims applying for Protection from Abuse orders and helps with safety planning.

In 2018, the Victim Services Coordinator worked with the City of Newark and the Domestic Violence Coordinating Council to host a Shine the Light on Domestic Violence Campaign during Domestic Violence Awareness Month in October. City Hall had purple lights shine on the building during part of the month. Additionally, a resource table for domestic violence and sexual assault resources in the area was located in the main lobby of the Municipal Building for the month of October. Mayor Polly Sierer and City Council also read a Proclamation recognizing October as Domestic Violence Awareness Month. The VSC was selected and attended a week-long faculty training in September in Foundations of Dialogue Training to prepare as a faculty member for the upcoming inaugural Delaware Victim Assistance Academy hosted by the Criminal Justice Council. That inaugural academy will be held in March 2019. Through work on the Delaware Victims' Rights Task Force, the Victim Services Coordinator assisted with Crime Victims' Rights Week in April, including the Annual Victims' Tribute, as well as the Day of Remembrance for Murder Victims, hosted in September.

2018 – Number of Victims Served by Type of Victimization

Type of Victimization	Number of Victims Served
Child Physical Abuse	3
Child Sexual Assault	5
Domestic Violence	57
Adult Sexual Assault	26
Survivors of Homicide Victims	1
Robbery	9
Assault	21
*Other	78

*Other includes burglaries, harassment and terroristic threatening (not domestic related), fraud, theft, and sudden death (not homicide).



Photo – from left to right – Mayor Polly Sierer, Executive Director of the Domestic Violence Coordinating Council Maureen Monagle, and Newark Police Victim Services Coordinator Melissa Pennachi

Special Investigations

Detectives in the Special Investigations Unit (SIU) are assigned to the Drug Enforcement Administration (DEA) Task Force and generally work independent of the police department. SIU is responsible for investigating drug and organized crime activity. SIU initiates investigations based on information received from a variety of sources, including: community members, confidential informants, surveillance, and other officers from both within the Newark Police Department and other police/federal agencies.

In 2018, SIU detectives were the lead investigators/major case contributors in seizures involving the following drug totals:

Type of Drug	Amount
Heroin	3,742 grams
Prescription Pills (Assorted)	2,131 pills
Crack Cocaine	792 grams
Marijuana	9,404 grams
Cocaine	117,471 grams
Crystal Methamphetamine	4,473 grams
MDMA (Ecstasy)	1,358 tablets



Cocaine seizures from the Port of Wilmington on August 22, 2018 and August 29, 2018. The total weight of seized cocaine was 112,540 grams.

FIELD OPERATIONS BUREAU

The Field Operations Bureau is under the command of Deputy Chief Mark Farrall and is comprised of the Patrol Division and the Special Enforcement Division.



PATROL DIVISION



The Patrol Division is headed by Lieutenant Scott Rieger and consists of five platoons with seven officers in each platoon. The platoons have the primary responsibility for the patrol functions of the police department. Each platoon has a sergeant in charge of the platoon and a master corporal as an assistant shift supervisor. Patrol officers work a modified 10-hour shift, meaning they work mostly 10 hours shifts with occasional 8-hour shifts. They work a five-week schedule and rotate between day, evening, and night shifts.

Some of the notable events and/or arrests from each platoon in 2018 include:

A Platoon

- In March, a vehicle was stolen from a car dealership parking lot. Information was relayed to A Platoon that following the theft, there were multiple license plate reader hits on the recently stolen vehicle on South College Avenue during the morning hours. Cpl. Larue and Cpl. Sharpe established positions on South College Avenue in order to intercept vehicle the following day. While conducting this operation, Cpl. Larue spotted the vehicle on South College Avenue and initiated a traffic stop. The female occupant was taken into custody and later provided a statement that her fiancée had given her the vehicle. The male suspect provided a statement and admitted to the theft of the vehicle.
- In November, Cpl. Craig responded to Sandy Drive for a robbery in progress. During his response to the robbery, Cpl. Craig observed a male wearing a knit hat, black hoodie and a dark maroon puffy jacket walking south on Otts Chapel Road who fit the general description of the suspect. Cpl. Craig quickly negotiated a U-turn and contacted the individual who was detained without incident. It was later determined that the detained individual was involved in the incident at Sandy Drive and the investigation was turned over to CIU.



B Platoon

- In October, PFC Lee was assigned to investigate the theft of 13 vehicle batteries from vehicles belonging to a local transportation company. PFC Lee's investigation led to warrants charging two suspects with theft, conspiracy, and tampering with motor vehicles. Both have been arrested and released pending trial.
- In October, PFC Lee was assigned to investigate another theft of vehicle batteries. The victim had vehicle batteries stolen from 25 vehicles located in their junk yard. PFC Lee's investigation identified a male and his father as suspects. Through investigation it was determined that the suspect was stealing the batteries and his father was selling them. PFC Lee obtained warrants with over 30 counts of tampering with motor vehicle, theft, and conspiracy.

C Platoon

- In March, PFC Coughlin conducted a motor vehicle stop. Upon making contact at the vehicle, PFC Coughlin detected an odor of marijuana. A search of the vehicle led to the recovery of a loaded 9mm handgun, marijuana and items consistent with the packaging of marijuana. The male occupants were arrested for carrying a concealed deadly weapon, possession with intent to deliver marijuana, and additional offenses.
- In June, officers participated in an event at LAUNCH Trampoline park with students from Downes Elementary School.
- In July, PFC Spencer had an active warrant on file against a male suspect for felony home improvement fraud. PFC Spencer created a ruse where the suspect was called and requested to meet to provide an estimate for tree trimming/cutting. When the male arrived, with the assistance of the Street Crimes Unit and Criminal Investigations Unit, he was arrested without incident.



D Platoon

- In June, Officer Keating responded to the area of East Chestnut Hill Road and South College Avenue for a report of a subject passed out behind the wheel of a vehicle. Field tests were conducted, and it was determined that he was driving under the influence of both marijuana and alcohol. During a search of the vehicle incident to arrest, Officer Keating located approximately 150 Grams of marijuana which was packaged in 4 separate bags, a scale, and \$5,192.00 in cash. The drugs and cash were seized, and the suspect was charged with possession with the intent to distribute marijuana and DUI.
- In November, Cpl. Schwagel was stopped in a line of cars on Farm Lane in the area of S. College Avenue. At that time, Cpl. Schwagel was approached by a male who pulled up next to him in a red SUV waving his arms frantically. The male advised that his girlfriend, who was in the passenger side of the vehicle, was unresponsive as she may have overdosed. The victim was removed from the vehicle and was placed on the ground outside of the SUV. Based on the information which he was presented, Cpl. Schwagel immediately requested a unit to respond with Naloxone. Cpl. Mease arrived on location and maintained the victim's airway while rescue breathing was provided. Sgt. Szep then arrived on location with a Naloxone and provided it to the officers. After two doses of Naloxone were administered, the victim sat up and began talking normally.

E Platoon

- Through investigation during the month of July, Officer McKennon identified and arrested three subjects in a rash of package thefts that occurred on the west side of the city. Video and photo surveillance images were obtained from all the incidents which showed four different suspects and their vehicles. As the investigation continued, officers were also able to identify all four suspects. Officer McKennon, along with the Street Crimes Unit and Criminal Investigations Unit, initiated a traffic stop on a vehicle. Three of the suspects were taken into custody without incident. A search warrant was executed on the vehicle and additional evidence was located.
- In July, Officer McKennon was dispatched to a suspicious vehicle at Pat's Pizza. Upon arrival, Officer McKennon contacted the driver of the vehicle who was found to have an active warrant from the Wilmington Police Department for attempted murder 1st (shooting incident). The vehicle the suspect was driving was the vehicle used in the shooting. The driver was arrested without incident. Both the suspect and the vehicle were turned over to Wilmington Police Department detectives.



Crisis Negotiations Team

The Crisis Negotiation Team (CNT) works in parallel with all divisions within the Department, including the Special Weapons and Tactics Team (SWAT). CNT teams were, in the past, called hostage negotiations teams. As their skills proved useful when dealing with barricaded and suicidal subjects, their role has expanded to cover all crisis situations. The Crisis Negotiation Team strives to resolve situations in a way that minimizes harm.

In 2018 the team conducted monthly trainings. These trainings included re-familiarization with Active Listening Skills, scenario-based training, role playing, stress induced negotiations, and incorporating the ballistic vests and helmets into face to face negotiations. The team also concentrated on the use of text messaging, social media, and messaging applications for potential negotiation platforms. The team conducted joint trainings with the University of Delaware Crisis Negotiations Team, New Castle County Police Department Crisis Negotiations Team, and the Department of Corrections (Howard R Young) Crisis Negotiations Team.



- Sgt Conover and M/Cpl Potocki attended the National Tactical Officers Association Crisis Negotiators conference in Phoenix, Arizona. Their attendance provided insight into new and changing trends in crisis negotiations, de-escalation, dealing with mental health and crisis intervention, veterans response, and technology advancements and social media related to negotiations. Sgt Conover and M/Cpl Potocki attended additional classes on team leadership, recruitment, and CNT/SWAT liaison and working together.
- CNT members accompanied NPD SWAT, CID, SIU, SCU, and SOU on multiple search and seizure warrants throughout the year. CNT took a support roll in these operations and would provide the announce portion of knock and announce by using the team's loud hailer or a vehicle PA system.
- In February, Sgt Conover and M/Cpl Potocki assisted patrol with a potential suicidal subject who had fled from a local counseling center. Members provided background on the subject and contacted family and associates. Members then used NPD dispatch phones and M/Cpl Potocki's departmental phone to message and contact the person in crisis, while obtaining a cell phone ping. After contact was made and the ping was confirmed, members stayed in contact with the subject until the arrival of first responders.
- In May, Sgt Conover was working in support of patrol in response to a potentially suicidal subject who had fled from a residence along King William St, into the woods and possibly armed with a knife. Sgt Conover repeatedly texted and called the subject's cell phone until the time that he approached patrol officers to obtain assistance.
- In June, Cpl Olicker was dispatched to a report from the suicide hotline that a subject was in an apartment on Lehigh Rd, armed with a handgun, and reportedly had the gun pointed at his head. Cpl Olicker contacted the suicide hotline and conducted intelligence gathering as he listened in on the conversation between the hotline counselor and the subject. Once the subject hung up, Cpl Olicker initiated phone contact with the subject while Sgt Conover responded to the scene from home. After approximately 20 minutes, Cpl Olicker negotiated the subject to come outside and surrender. Cpl Olicker continued to negotiate with the subject outside and convinced the subject to go to a mental health treatment facility for further assessment.

SPECIAL ENFORCEMENT DIVISION

The Special Enforcement Division is under the command of Lieutenant Dennis Aniunas and consists of the Traffic Unit, Special Operations Unit (including the K9 officers), and the Animal Control Officer. Lt. Aniunas also oversees the administration of extra-duty assignments.



Traffic Unit

The Traffic Unit is responsible for the investigation of serious and fatal collisions; developing and implementing enforcement plans in response to complaints; and, the planning and execution of large-scale traffic control for events. In addition, the Traffic Unit maintains technologies used by various elements of the department for traffic enforcement. The Traffic Unit is comprised of four officers.

Collision Investigations

The officers in the Traffic Unit receive advanced collision reconstruction training. When a motor vehicle collision results in a fatality, the resulting investigation to determine the circumstances leading up to the collision as well as the mechanics of the collision itself, is intensive with respect to manpower and resources.

Enforcement

Prioritizing enforcement initiatives requires a balance between locations that are identified by collision statistics vs. locations that are affecting a quality of life or presenting a perceived danger. The Traffic Unit conducts “maintenance” enforcement throughout Newark to maintain a presence and encourage vehicle operators to maintain awareness as they drive through town. Typically, this type of enforcement takes place on roadways that exhibit higher collision numbers from year-to-year. In addition, the Traffic Unit endeavors to respond to reported concerns outside of the maintenance areas. The Traffic Unit is also responsible for the review and approval of red-light citations issued through the Electronic Red-Light Safety Program administered by DeIDOT. In the past year, 3637 citations were reviewed and 3495 (96.1%) were approved and sent on to violators, while 142 (3.9%) were rejected and resulted in no action. A member of the Traffic Unit attends court one day each month for trials based on automated red-light citations.

Traffic Control & Community Outreach

The Traffic Unit maintains three Harley Davidson Police motorcycles for enforcement and traffic response activities. Four officers in the Special Enforcement Division have completed intensive training on the operation of a police motorcycle and utilize them for daily patrol as well as special events. The Traffic Unit participates in the planning and implementation of funeral escorts and other escorts of various activities through town. In addition, members of the Traffic Unit typically work a traffic response detail at major events that can have a wide-ranging effect on traffic, such as parades, New Night Downtown, Newark Fireworks, UD football games, and UD graduation.



SPECIAL ENFORCEMENT DIVISION

Special Operations Unit

The Special Operations Unit's (SOU) primary responsibility is to provide flexibility to impact specific problems as they arise in the community based upon problem solving and community policing principles. This is accomplished through variable work hours and unconventional investigation and patrol assignments. SOU is the primary unit tasked with bicycle patrol and it also houses the two K9 officers. There are six officers assigned to SOU.

The Special Operations Unit conducts proactive patrols in problem locations in neighborhoods and the business district. SOU officers conduct a high volume of traffic stops that lead to arrests as well as criminal citations for violations observed while on patrol.

In 2018, SOU made 819 criminal arrests and 414 traffic arrests for a total of 1233 arrests. This total is more than double the total number made by SOU in 2017.

The Special Operations Unit is tasked with taking the lead on all alcohol and order maintenance related issues within the City of Newark as well as community outreach. Of the arrests made by the Special Operations Unit, 579 of them were order maintenance related offenses.

SOU was able to plan and execute a Controlled Party Dispersal Operation in the fall of 2018. The goal of this operation is not only to enforce the law, but to curtail others from engaging in underage consumption and other nuisance crimes.



A Controlled Party Dispersal on West Park Place resulted in the arrest of 100 defendants for Underage Possession/Consumption of Alcohol. The operation partnered with the Delaware Division of Alcohol and Tobacco Enforcement and the New Castle County Police Department. Officers were able to obtain evidence of underage consumption at the residence. Officers obtained and executed a search warrant at the location. Later, SOU conducted further investigation on the residents who hosted the party. The residents were arrested for additional charges and charged with each count of providing alcohol to a minor. In total, the operation yielded 419 arrests.

The Special Operations Unit is responsible for maintaining order in the business district. This function often deals with calls for service and self-initiated activity in the area. SOU has found that foot and bike patrol are the most effective ways to deal with most problems but have also had creative solutions to issues.

The Special Operations Unit facilitates a Cooperating Underage Witness Program. SOU utilizes underage subjects to conduct compliance checks on the establishments within the City of Newark who serve alcohol. During the year, SOU implemented several compliance checks at liquor stores and restaurants.

SOU began a retail theft initiative from November, 2018 to February, 2019 that will end in February of 2019. SOU was responsible for the arrests of 27 people with a total of 133 charges for shoplifting related offenses. Ten active warrants with multiple warrant attempts are planned to be executed in the near future. SOU surpassed the number of charges from the previous year's initiative.

SPECIAL ENFORCEMENT DIVISION

Community Outreach/ Youth Programs

In 2018, SOU hosted multiple education sessions requested by various outside organizations. One such session involved Sgt. D'Elia and Officer O'Donnell talking about the dangers of underage drinking and to assist the Kappa Sigma sorority with gaining a base knowledge of Newark ordinances. In another session, Sgt D'Elia attended a Greek Life event for leaders in the organization. Again, a breakdown of ordinances was conducted as well as a question and answer session.

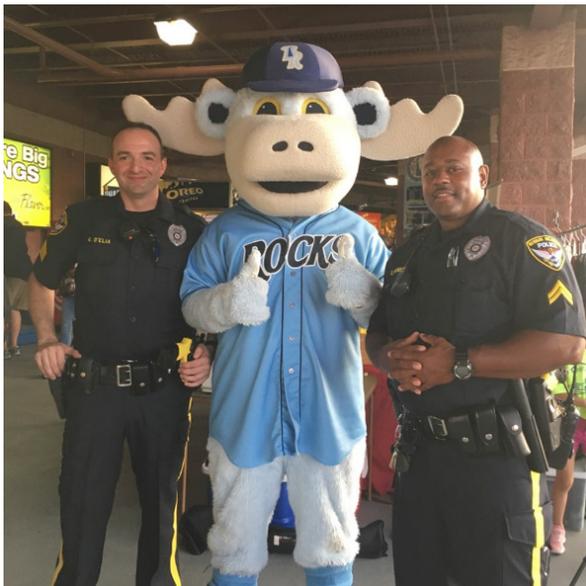
Mayor's Ride

SOU participated in the Mayor's Fun Ride bike event. Cpl. Graber led the bicyclists on a trek throughout the city. SOU provided traffic assistance at intersections and were present at the staging area to interact with the community.



Bike Rodeos and Summer Camps

During the summer months, SOU ramped up its involvement with the Parks and Recreation Summer Camps. SOU officers and K-9 Unit officers provided bike rodeos and demonstrations to children at the camp locations.



Police Night at the Blue Rocks

SOU took an opportunity to interact with the public at a larger community event with other police officers from the Wilmington Police, Delaware State Police and the New Castle County Police. SOU handed out giveaways and interacted with the public at the event, while talking to people about the Department.

Pop Up in the Park

SOU began a new youth program initiative to incorporate Mobile PAL events into the community. SOU created this new program with Parks and Recreation to interact with kids in the community. The test run was done in White Chapel Park and was well attended. Kids were able to play basketball, bean bag toss, and play other games with officers while ice cream vendors were present. This test was successful and expanded to an event later in the summer.

SPECIAL ENFORCEMENT DIVISION

Party in the Park

This event was planned to fill the void of a PAL building and gauge the community's need for a PAL building to be considered in the future. Officers from SOU, the K-9 Unit and Patrol attended the event. Officers were able to partner with Acme to obtain food and drinks and provided community residents with hotdogs and hamburgers that were grilled by officers. The NPD Command Post was in place for tours. Delaware State Police Mounted Unit attended the event. The NPD K-9 Unit provided demonstrations, and K9 Luto was brought to his first event. The community worked with SOU, as DSM Commercial (a developer in Newark) provided a bounce house, a resident of College Park provided music, and Parks and Recreation employees and volunteers helped SOU with game booths. Shoe vouchers, free backpacks with supplies and NPD giveaways were handed out to kids. This event was planned on the last day as Camp REAL and acted as an end of summer block party to break down barriers between the police and neighborhood. The event was well attended by approximately 500 people on a Friday evening for a few hours. This Mobile PAL event was successful and will be replicated by SOU in the future.



Newark Bike Project Youth Camp Tour

In the summer of 2018, Cpl. Saunders gave a bike tour to Mayor Polly Sierer and this group of children. Cpl. Saunders stressed bicycle safety and provided an NPD headquarters tour.

Free Comic Book Day

SOU officers saw an opportunity to partner with a local business and attend this event at Captain Blue Hen Comics. During the course of a few hours, SOU handed out a few hundred comic books to children. NPD giveaways and other items purchased by SOU were also handed out. Officers engaged in interacting with the community at a fun event that showcased the Department in a positive light.



SPECIAL ENFORCEMENT DIVISION

K9 Officers

SOU has two K9 teams (Cpl. Stevens – K9 Varg, PFC Spencer - K9 Luto) assigned to their unit. K9 Kody was retired in late 2017 due to age and medical issues. K9 Luto was purchased to replace K9 Kody from Vohne Liche Kennels in Denver, Indiana.

Officer Spencer and K9 Luto attended training through the Delaware State Police K9 program and were certified in December, 2018. Currently, K9 Varg is trained as a patrol dog and trained in the specialized skill of narcotics detection. Luto is trained for patrol and will be attending upcoming training to specialize in explosive detection.

Both K9 officers routinely give K9 demonstrations to local schools and special events. In 2018, the K9 officers and their partners participated in multiple demonstrations throughout the year, including the College Park Community Outreach Party in the Park Program.



While Officer Spencer and K9 Luto were assigned to training, Cpl Stevens and K9 Varg continued their patrol functions. This resulted in:

- Tracking suspects after crimes were committed and the apprehension of 5 suspects
- Multiple drug arrests for cocaine, heroin and marijuana
- Assisting in approx. \$40,000 in drug related cash seizures
- Multiple building and vehicle searches

Animal Control Officer

The Animal Control Officer is a civilian position dedicated to protecting and preserving the well-being of animals, both domestic and wild. The Animal Control Officer responds to a variety of animal related complaints, including: bites, fighting, abuse, neglect, sick, lost, found, aggressive animal behavior, wildlife encounters, trapping, and noise complaints.

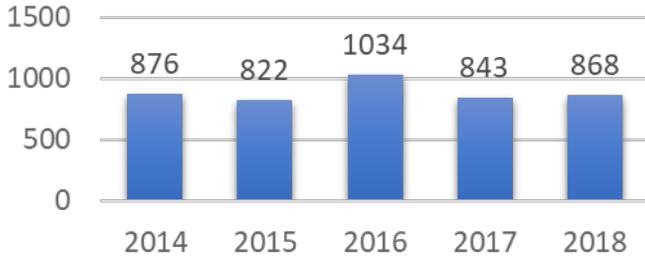
Wildlife Nuisance Trapping: The Animal Control Officer is State Certified to trap wildlife, and she is available to provide humane wildlife trapping and removal of nuisance animals on a case by case basis.

The Animal Control Officer participates in a state run, Trap-Neuter- Vaccinate-Return (TNVR Program) which improves the lives of feral cats by reducing aggression, spraying, fighting, roaming and breeding. Feral cats are not socialized to humans and cannot be adopted into indoor homes. Therefore, TNVR allows them to live out their lives in nature where they already exist. The Animal Control Officer conducts foot patrol regularly in City parks and on City trails to help educate the public on animal related issues and enforce animal ordinances. The Animal Control Officer regularly attends special events throughout the year to inform and educate the public on animal issues. Some of these events are: National Night Out, Kids Safe Camp, Newbark Pawlooza, and rabies clinics. Calls for Service: In 2018 the police department responded to a total of 476 animal related calls.



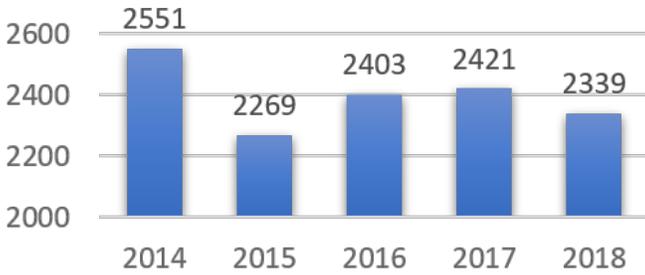
NEWARK POLICE DEPARTMENT STATISTICS

Part I Offenses



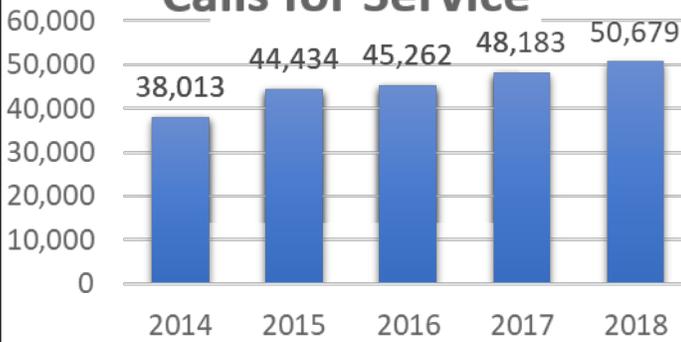
- **Part I Offenses** are typically described as the more “serious” crimes and are defined by the FBI as the following offenses: Murder/Attempted Murder, Kidnapping, Rape, Unlawful Sexual Contact, Robbery, Aggravated Assault, Burglary, Theft, Auto Theft, Arson, Other.

Part II Offenses



- **Part II Offenses** are defined by the FBI as the following offenses: Other Assaults, Receiving Stolen Property, Weapons, Other Sex Offenses, Alcohol, Drugs, Noise/ Disorderly Premise, Disorderly Conduct, Trespass, Other.

Calls for Service



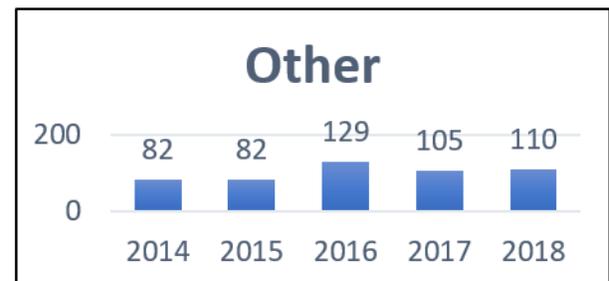
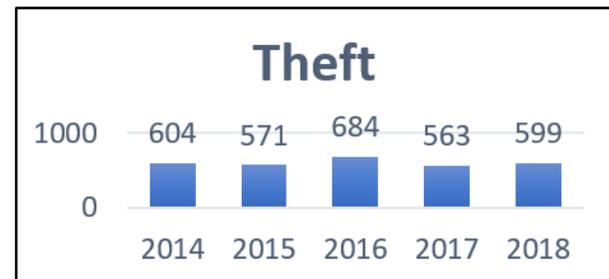
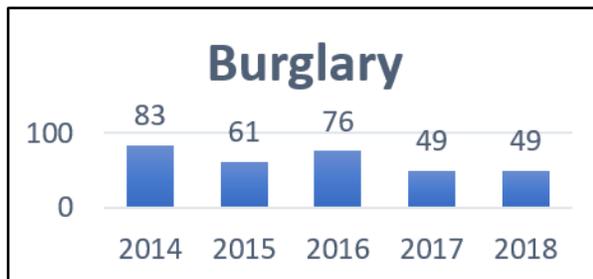
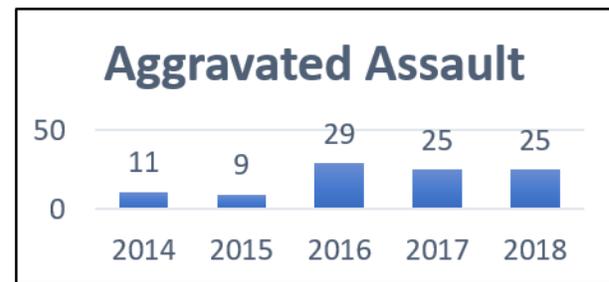
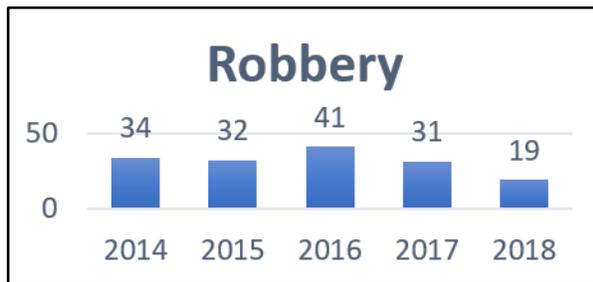
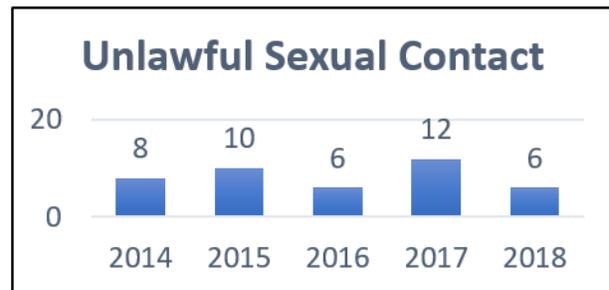
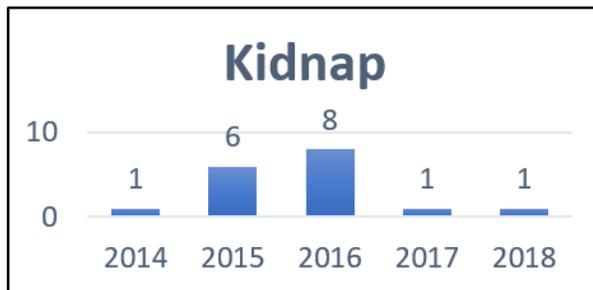
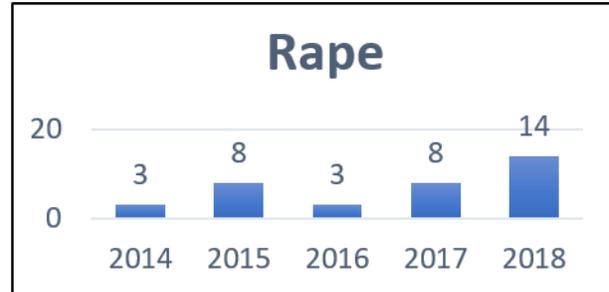
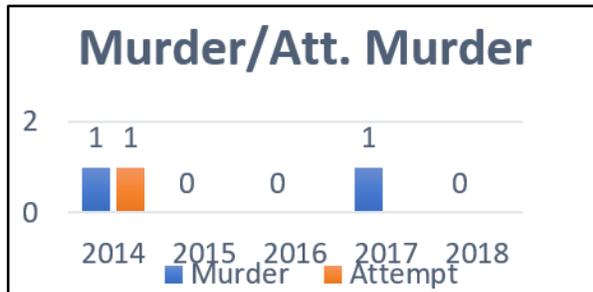
- **Calls for service** are all activities conducted by employees of the police department and includes self-initiated officer activity and 911/non-emergency calls for police service.

Miscellaneous Calls

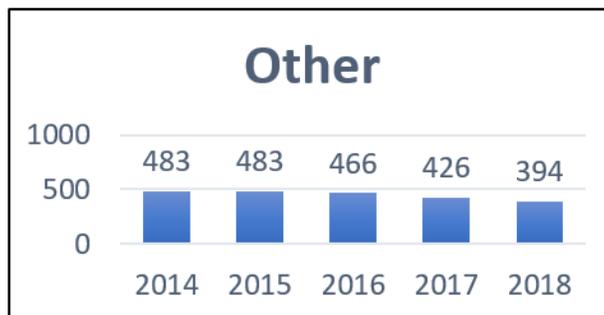
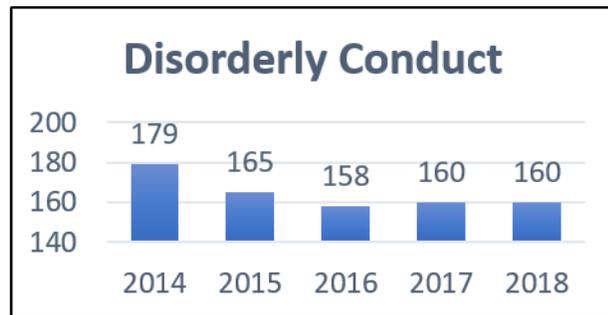
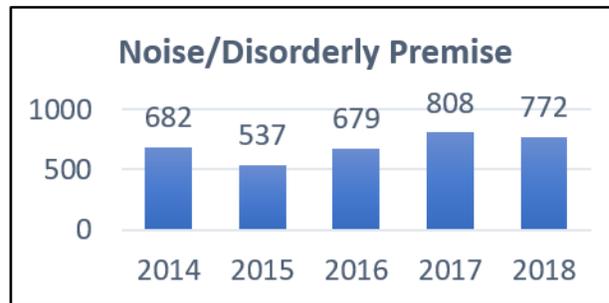
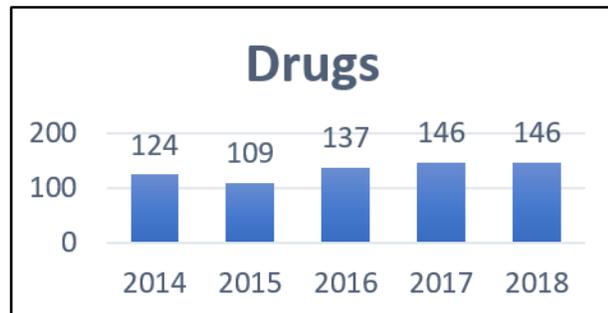
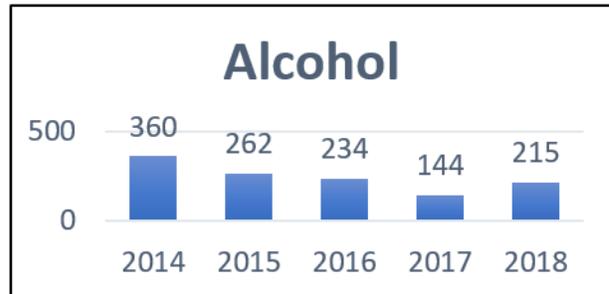
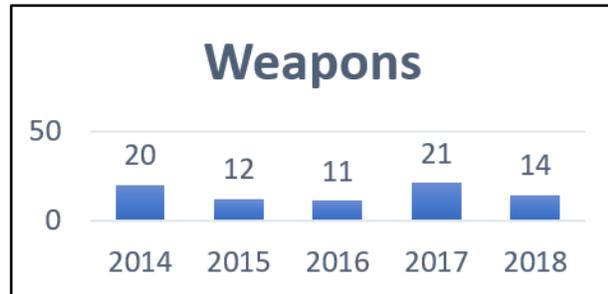
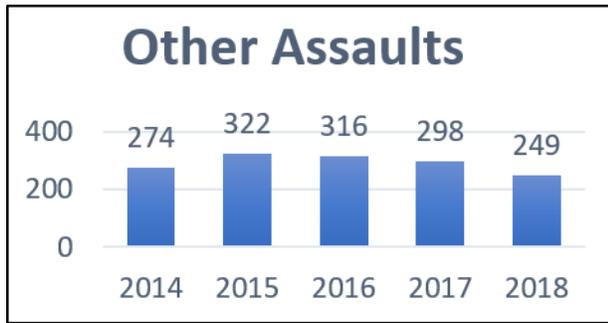


- **Miscellaneous Calls** are calls for service that are not crimes and include the following: Alarms, Animal Control, Recovered Property, Service, Suspicious Person/Vehicle.

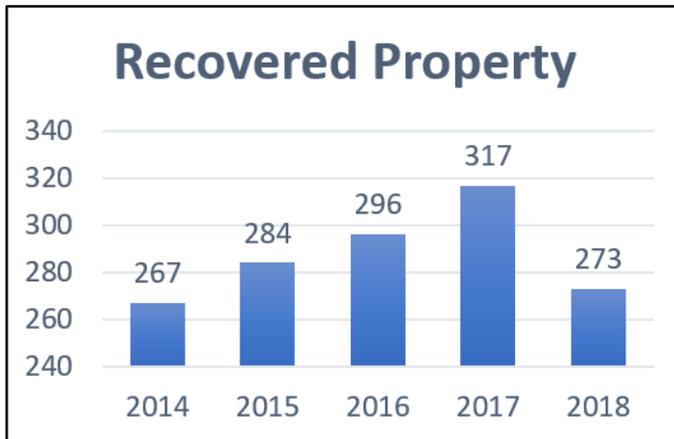
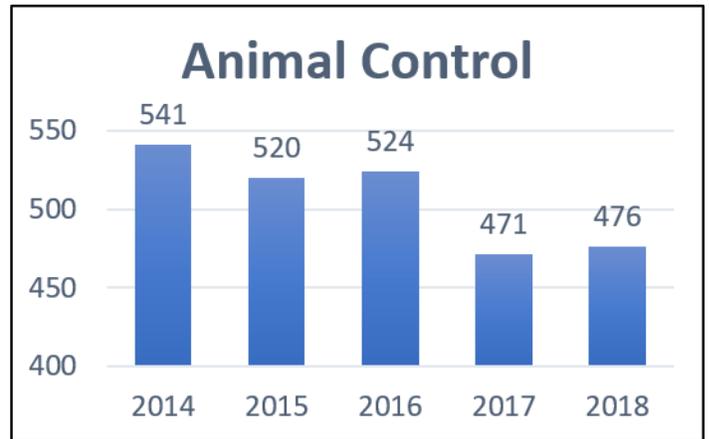
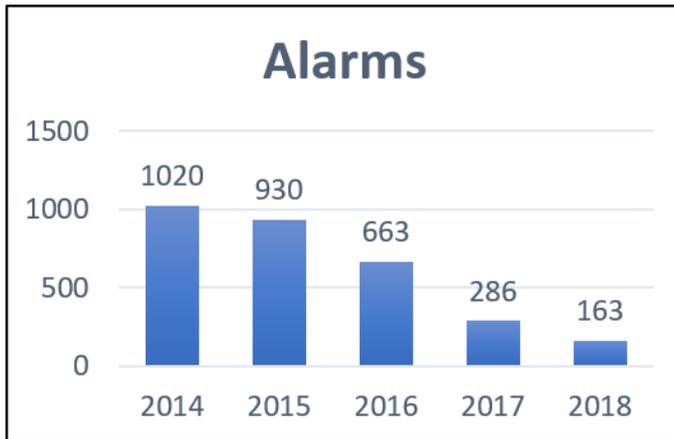
CRIME STATISTICS (PART I OFFENSES)



CRIME STATISTICS (PART II OFFENSES)

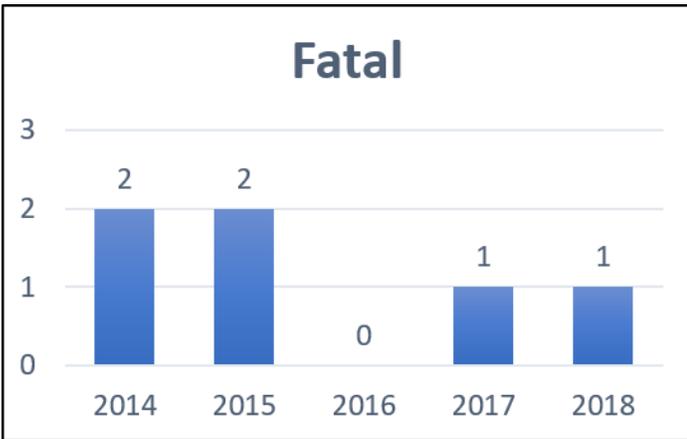


MISCELLANEOUS CALLS FOR SERVICE

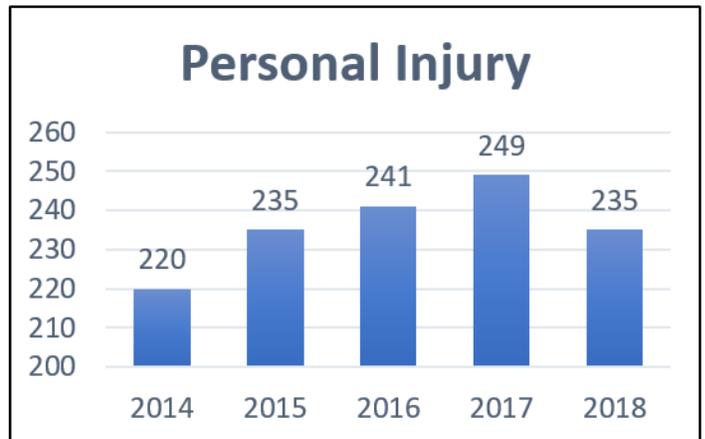


TRAFFIC COLLISIONS

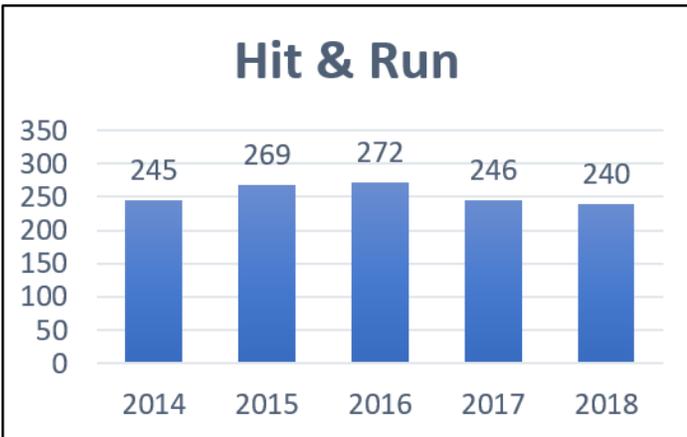
Fatal



Personal Injury



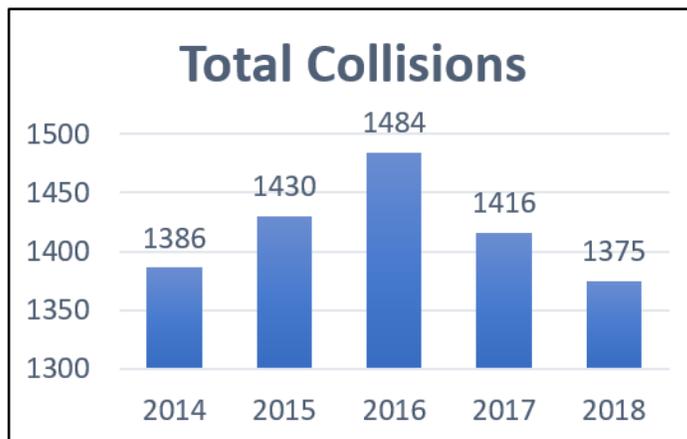
Hit & Run



Property Damage



Total Collisions

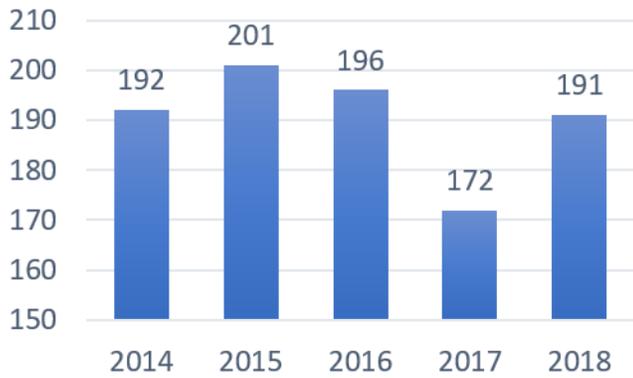


TRAFFIC SUMMONSES

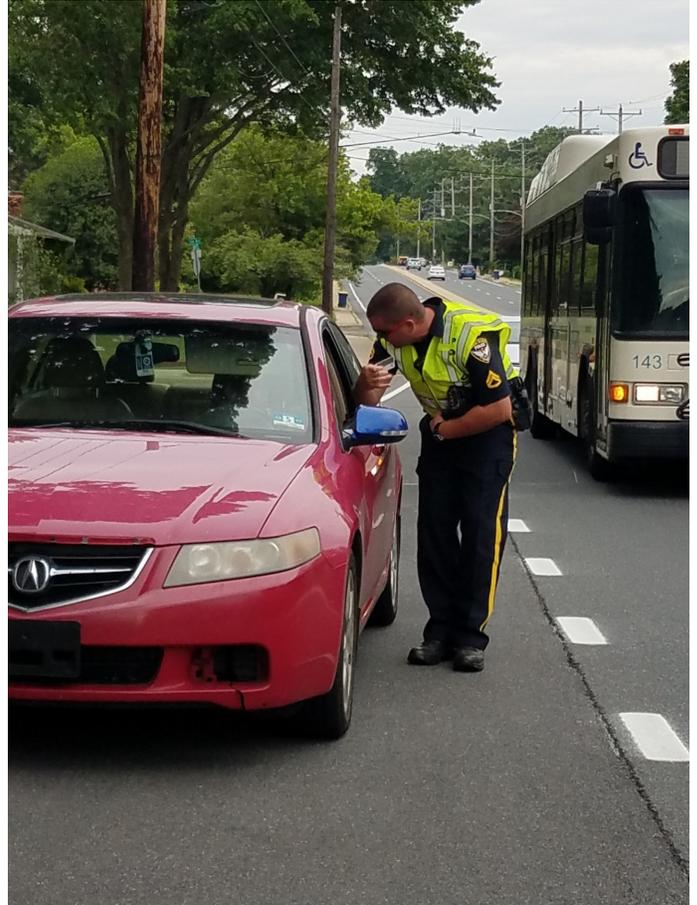
Moving/Non-Moving



DUI



Total



2018 SPECIAL EVENTS

2018 marked another year of the police department's continued commitment to community involvement. Some of the highlights for the year were:

Honor Guard

The Newark Police Department Honor Guard has the mission of honoring those law enforcement officers that have paid the ultimate sacrifice while serving their respective communities. The Honor Guard Unit is comprised of six police officers from various ranks. Our Honor Guard Unit also represents the Newark Police Department at various public and private events:

- Funerals for active and retired officers of the Newark Police Department.
- Community parades and celebrations.
- Presentation and postings of the Nation's colors at public and private ceremonies and meetings.



Special Olympics

Special Olympics Delaware provides a year-round program of sports training and athletic competition for children and adults with intellectual disabilities and/or cognitive delays. According to the organization, a family of more than 4,000 volunteers makes this program possible for the more than 3,700 athletes who compete in Special Olympics Delaware.

Delaware's annual statewide Law Enforcement Torch Run for Special Olympics involves more than 500 law enforcement officers and spans 160 miles. In June of 2018, the Torch Run started in Rehoboth Beach on Wednesday with several Newark Officers participating. Members of the Newark Police Department ran several miles through three counties during the three-day event, which ended on Friday at the University of Delaware in Newark. Officers from the Traffic Division's Motor Unit assisted with traffic direction and escorting the runners throughout the event.



2018 SPECIAL EVENTS

National Night Out

In August, NPD, along with the University of Delaware Police Department (UDPD) and Aetna Hose Hook and Ladder Company, hosted its 4th annual National Night Out on Academy Street. NPD showcased its SWAT truck, command post vehicle, motorcycles, evidence van, and offered a K9 demonstration. Officers also grilled hot dogs for the public and provided games for children as well as live music.



Founder's Day

In April, Officers helped celebrate Newark's Founder's Day. Officers from several units within the police department attended this event at the request of the Newark Historical Society. The K-9 Unit did a demonstration and SOU officers were present with their mountain bikes to interact with children and their parents.

Toys for Tots

In December officers attended a Toys for Tots event in Alder Creek. The officers were able to provide outreach to the children and families in the community and continue to work with management in a positive partnership.



2018 AWARD RECIPIENTS

The Newark Police Department acknowledges outstanding service on the part of its employees and others through awards and commendations. The police department has an awards committee that meets quarterly to review all nominations for awards, which consist of both internal (awarded by the police department) and external (awarded by an outside agency) awards.

In 2018, the following NPD employees received awards:

Lion's Club Officer of the Year

This award is given to employees who have demonstrated consistently outstanding performance during the year for which they are nominated.



Cpl. Matthew Coughlin

Veterans of Foreign Wars (VFW) Officer of the Year

This award recognizes high performance and outstanding achievement during the year for which the employee is nominated.



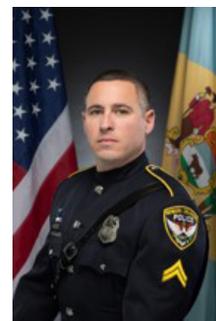
Cpl. Kenneth Odom

Newark Rotary Club Officer of the Year 2018



M/Cpl. William Smith

Newark Morning Rotary Club Public Service Award 2018



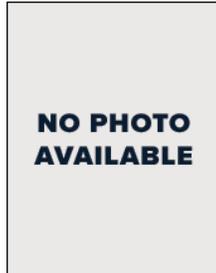
Cpl. Aaron Olicker

2018 AWARD RECIPIENTS

Nowinski Award

The Nowinski Award is granted for meritorious service and is given to employees to recognize any of the following acts:

- Demonstrating initiative, expertise, and self-sacrifice over and above that called for in solving crimes, apprehending suspects, or improving the operation of the Department.
- Demonstrating devotion to duty to succeed in a highly unusual police task.
- Saving the life of another when such action is directly related to the resourcefulness and effort of the employee.



Cpl. Craig Maurer



Cpl. Paul Lawrence

Knights of Columbus Officer of the Quarter

The Awards Committee selects an employee as officer of the quarter at each quarterly meeting based on the following criteria:

Any significant contribution to the efficiency and effectiveness of the department including, but not limited to; devotion to duty, attendance, activity, professionalism, contribution to the community, or actions above and beyond the call of duty.



Cpl. Matthew Coughlin



Cpl. Aaron Olicker



PO Carter McKennon



PO Kevin MacDowell

Lifesaving Award

Awarded to an officer for a lifesaving act (i.e. CPR, and use of a defibrillator) which does not rise to the level of a Nowinski Award.



Cpl. Jeffrey Schwagel



Cpl. Adam Mease

2018 AWARD RECIPIENTS

Purple Heart

This award is conferred when an officer, in the line of duty and through no fault of his own, sustains an injury which, due to its extent or circumstances, merits recognition. The Chief of Police retains the final authority to determine if an injury merits the Purple Heart after considering such factors as the officer's actions and the circumstances surrounding the injury.



Cpl. Kenneth Odom



Cpl. Robert Vernon

Citation for Merit

This award shall be given for actions of meritorious service which are of a lesser degree than that which is required for the Nowinski Award, i.e., effecting the arrest of a notorious or repeat offender, or demonstrating outstanding professionalism. A Citation for Merit is also appropriate when an employee has made a significant contribution to the Department through activities not directly related to law enforcement.



Sgt. Michael Watson



M/Cpl. Nick Sansone



Cpl. Jeffrey Schwagel



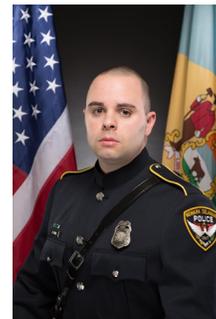
Cpl. Adam Mease



Cpl. Taras Gerasimov



Cpl. Casey Rivers



PFC Andrew Vari

2018 AWARD RECIPIENTS

DUI Enforcement Ribbon

This award is given on a yearly basis to the top 3 officers in DUI enforcement.



Cpl. Peter Barnes



Cpl. Adam Mease



PO Carter
McKennon

Unit Citation

Awarded to Platoons, Units, or Divisions in recognition of exemplary team work in the completion of a departmental goal or in the response to a serious crime substantially leading to the apprehension of those responsible.

- Sgt. S. Simpson
- M/Cpl. M. Fountain
- Cpl. A. Stevens
- Cpl. K. Odom
- PFC M. Coughlin
- PFC C. Spencer
- PO D. Velasquez
- CO II L. Silverman
- Sgt. M. Szep
- Cpl. J. Kendrick
- Cpl. R. Martin
- Cpl. C. Rivers
- PFC A. Vari
- PO M. Keating
- PO D. Faulk
- CO S. Piatelli
- M/Cpl. J. Marconi
- Cpl. P. Barnes
- Cpl. A. Olicker
- Cpl. M. Gruszecki
- PFC A. Golden
- PO K. O'Donnell
- CO II L. Fountain

Letters of Commendation and Appreciation

Letters shall be sent to individuals whose actions merit a formal display of recognition or appreciation, but which are of a lesser degree than that which is required for a Citation for Merit.

- PO K. MacDowell
- PO K. O'Donnell

Non-City of Newark Employees

The below listed individuals are not employed by the City of Newark, however, they were recognized for their contributions to the citizens of Newark and to the Newark Police Department.

Letters of Commendation and Appreciation

- DSP Cpl/3 Sean McDerby
- Civilian Nicole Moore
- Civilian Kevin McDerby

STRATEGIC GOALS

The Newark Police Department strives to be a fluid organization, capable of responding to the needs of the citizens and visitors to Newark. In order to achieve peak efficiency, the department has established long term goals with supporting objectives and strategies. This plan does not cover everything that needs to be accomplished, but rather focuses on priority areas.

- Goal One – Reduce, Solve and Prevent Crime
- Goal Two – Focused Efforts on the Reduction of Order Maintenance/Quality of Life Crimes
- Goal Three – Develop, Strengthen and Sustain Community Partnerships
- Goal Four – Embrace and Integrate Technology
- Goal Five – Attention to Recruitment, Retention, and Diversity

Goal One – Reduce, Solve, and Prevent Part I Crime

Strategies:

- I. Utilize the Crime Analysis officer to identify major crime trends, crime map hot spot areas, and analyze and predict criminal activity.
- II. Develop strategies designed to reduce repeat victimization.
- III. Partner with allied law enforcement agencies to combat crime.
- IV. Enhance computer and cell phone forensic capabilities.
- V. Develop a comprehensive training program for new detectives.
- VI. Expand capabilities for major crime scene evidence collection and processing response.

Goal Two – Focused Efforts on the Reduction of Order Maintenance Crimes

Strategies:

- I. Conduct educational outreach campaigns.
- II. Develop and implement targeted enforcement strategies.
- III. Partner with the Delaware Division of Alcohol and Tobacco Enforcement to combat the underage sale of alcohol.

Goal Three – Enhance Community Relations and Sustain Community Partnerships

Strategies:

- I. Evaluate and enhance partnership opportunities with local businesses.
- II. Engage the community in joint problem solving and crime prevention activities.
- III. Identify effective methods to bolster the Department's social media presence as a platform to increase transparency, engage the community, and disseminate information.
- IV. Develop and enhance the mission of the Special Operations Unit as it relates to community outreach.

Goal Four – Embrace and Integrate Technology

Strategies:

- I. Enhance technology partnerships with the law enforcement community and other stakeholders.
- II. Identify, evaluate, and procure new technologies which will increase the level of efficiency in conducting investigations and enhance the delivery of police services.

STRATEGIC GOALS

- III. Blend current access technologies with the next generation devices to remain ahead of the technology curve and plan for cost-effective replacement of mobile data needs.
- IV. Continue to acquire grants that would benefit the department and continue to gain support for needed technology projects in traditional means such as budget items.

Goal Five – Attention to Recruitment, Retention, and Diversity

Strategies:

- I. Examine current recruiting and hiring practices to determine trends and patterns for opportunities of improved focus.
- II. Continue to evaluate the Newark Police Department’s hiring standards to ensure continued inclusiveness of applicants of all backgrounds while not sacrificing the quality of our officers.
- III. Improve internal communication, be responsive to employees, and provide training opportunities to all employees.

QUESTIONS OR INQUIRIES? CONTACT US



(302) 366-7100



Newark Police Department
220 South Main Street
Newark, Delaware 19711



newarkde.gov/police
newarkdepolicepress.com



Connect with the
NEWARK
POLICE DEPARTMENT

Follow our social media accounts



NewarkDelawarePoliceDepartment



NewarkDEPD



newarkdepolice

InformMe
Citizen Notification System

Sign up at NewarkDE.gov/InformMe to receive important alerts from the Newark Police Department



Newark Police Department
220 South Main Street
Newark, Delaware 19711



(302) 366-7100



newarkde.gov/police
newarkdepolicepress.com