



SPECIAL EDITION



2015 Annual Report

INTRODUCTION

HPD 2015: A Look Back at Innovations, Improvements and Other Highlights

This report covers HPD's interoperable use of the latest technologies and strategies to enhance accountability, improve transparency and reduce crime. Additionally, there are details about successful investigations that dismantled organized crime rings and brought violent criminals to justice.

We'll also remember Officer Richard Martin, who made the ultimate sacrifice in the line of duty, and recognize the achievements of several other outstanding officers on the force.

In concert with this hard copy version of the report, it can be viewed online at: www.houston-police.org, featuring exciting videos on stories written in this publication and more in-depth information.

A Historical Moment for HPD

The cover of this edition reflects a heart-warming tribute to a legendary beat cop whose quiet demeanor inspired the Department to rename its headquarters after him in 2015. Iconic landmarks and prominent buildings are named after renowned individuals. However, the Houston Police Department Chief of Police, Charles A. McClelland Jr., led the charge to name the police headquarters in downtown Houston after a humble veteran patrolman, Edward A. Thomas. His nomination sailed through city council and, on July 27, 2015, the headquarters was renamed the "Houston Police Department Edward A. Thomas Building" to reflect Mr. Thomas' exemplary service and dedication to the citizens of Houston.

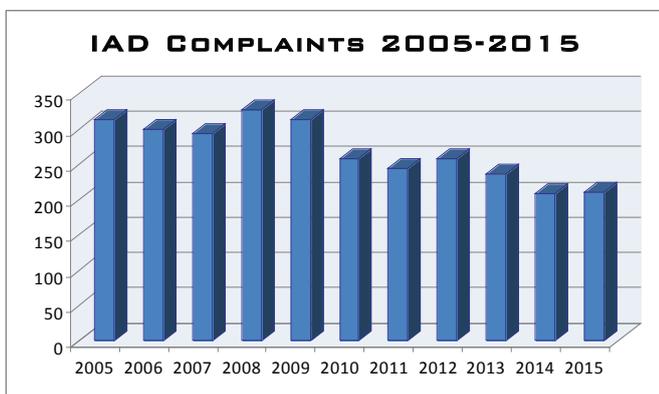
Officer Thomas worked for more than six decades with HPD and paved the way for African Americans and other minority officers at the department. Thomas was one of the first African American police officers to integrate HPD. Over the decades, Officer Thomas faced many indignities and challenges as the department and country embarked upon the civil rights era, but through it all, he persevered. Nearly a month after the naming ceremony, Officer Thomas, who was 96 years old, passed away. He will long be remembered in the hearts and minds of those whose lives he touched. You can see the renaming ceremony on video in the online version at <https://www.youtube.com/watch?v=LMvG9cdrfgc>



INNOVATIONS AND IMPROVEMENTS ACCOMPLISHED IN 2015:

Body Worn Cameras

A body worn camera pilot program was first initiated with 100 cameras at HPD in the latter part of 2013. In 2015, the Houston Police Department decided to expand the use of body worn cameras to outfit every first responder. Over 4,000 new cameras from WatchGuard were purchased through City, County and Asset Forfeiture funds. Deployment of the cameras began in April 2016. It will take until the end of December 2017 to deploy the devices department-wide. HPD recognizes the benefits of using the cameras as a means to increase officer safety, prevent crime, foster transparency and accountability, and strengthen public trust. HPD's policy on use of body cameras can be viewed at: <http://www.houstontx.gov/police/pdfs/Body-Worn-Careras.pdf> You can also view the initial deployment of the new Body Worn Cameras during a recent press conference on HPD's YouTube Channel: <https://youtu.be/JZsFZPIhClw>.



Internal Affairs Division (IAD)

For the second consecutive year, citizen complaints filed against Houston police officers were at near record lows. Despite responding to more than one million calls for service and countless contacts with citizens daily, a total of 209 internal affairs complaints were filed by citizens in 2015. That follows the record low in 2014 of 207 complaints against officers.



Artist Rendering

City & Harris County's Joint Processing Center (JPC)

In an effort to increase public safety and save tax payers money, voters approved a city/ county partnership to build a Joint Processing Center (JPC). In October 2015, city and county leaders broke ground on the \$78 million facility. The Joint Processing Center will eliminate duplications of jail services by consolidating all City and Harris County prisoner processing operations into one facility. The new 250,000 square foot site will accommodate 1,520 inmates at a time. The tentative opening for JPC is the first quarter of 2018. Some of the efficiencies and benefits are:

- Allow HPD to close all jail operations, saving approximately \$4 million annually and returning 100 HPD officers assigned to city jails, back on patrol.
- Reduce jail population and the recurrence of crime by designing space and programs that target Jail Diversion, Re-entry and Outreach.
- Enhance county jail operation efficiency, prisoner health and safety through the use of open booking concepts and direct supervision methods of prisoner management.

Officer-Involved Shooting Page (OIS)

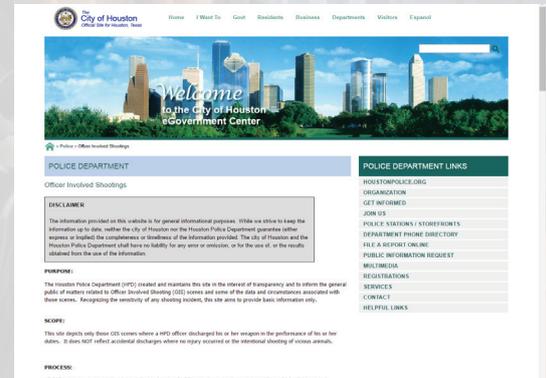
On June 18, 2015, Chief Charles A. McClelland, Jr. announced the launch of the Houston Police Department's Officer-Involved Shooting (OIS) webpage. Developed to provide the public with timely information about incidents in which an officer is forced to discharge his or her weapon, the page provides the basic circumstances of the incidents as well as statistical and demographic data. The site reports only those events

where HPD officers discharged their weapons in the performance of their duties. It does

not reflect accidental discharges where no injury occurred or the intentional shooting of vicious animals.

An interactive table and map contain the basic details of OIS incidents for the current year, while the same information in the chart form is available for 2005 through 2015 in an archive table. Demographic information on the suspects and the officers is available in the interactive table and, for suspects alone, in a separate chart. The page can be accessed at the following link:

<http://houstontx.gov/police/ois/index.htm>



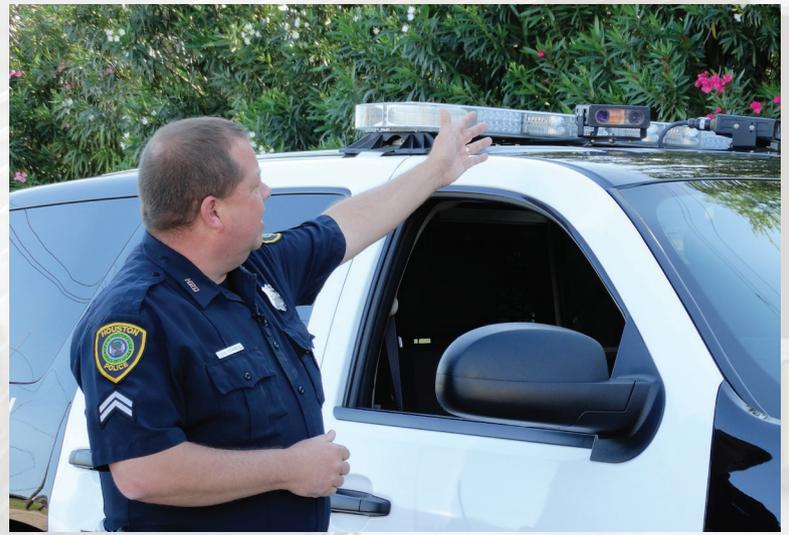
Auto License Plate Recognition (ALPR)

Following the 9/11 attacks, new high-tech equipment was developed for law enforcement agencies to use to counter terrorism and prevent crimes. The concept of mounting cameras on moving patrol vehicles with an on-board computer processor to read license plates was born. In March 2015, HPD received 31 updated Automated License Plate Recognition (ALPR) devices that were installed on police vehicles to locate stolen and wanted cars, and those linked to an outstanding traffic warrant. From March 1, 2015 to December 31, 2015, ALPR activity reports show a total of 364 stolen vehicles recovered and 2,368 municipal traffic warrants cleared.

The ALPR devices have infrared cameras that can read license plates night or day and instantly alert the officer if the vehicle is stolen or wanted. The ALPR vehicles are assigned to all patrol stations, and other divisions including the IAH and Hobby Airports, Gang, Auto Theft, and Special Operations. A video showing the ALPR device on a patrol vehicle can be seen online at <https://youtu.be/ux2boPATUkw>

Cultural Diversity Bus Tour

In 2015, HPD rolled out the “first of its kind” Cultural Diversity Bus Tour. The tour was created by a local community leader and supported by HPD Commanders to educate police cadets about the ethnic communities and cultures that exist throughout Houston. The bus tour travels through designated communities all across the city including Fifth Ward, River Oaks, Westside and Southwest sides of town, Denver Harbor, Montrose and more. At each stop, a community representative serves as a guide and provides information about their culture, religious beliefs and a historical perspective about how their respective communities view relationships with police. Additionally, the tour helps to emphasize HPD’s community policing philosophy, which strives to enhance police relationships through community partnerships. A video of this bus tour can be seen online at the HPD website at <https://youtu.be/sVr-ipi2TO0>





INVESTIGATIVE HIGHLIGHTS FOR 2015

HPD's Robbery Division, in a Collaborative Effort Cracks, a Violent Crime Ring

As a result of a multi-year, multi-agency investigation, an organized crime ring was dismantled that was responsible for numerous violent "take-down styled" armed robberies of cell phone and jewelry stores across Houston and surrounding areas dating as far back as 2012. Two of the "ring leaders" were taken into federal custody and their cases were brought to trial in 2015. The two men received what the U.S. Attorney's Office called "some of the longest sentences ever imposed in the Southern District of Texas," more than 100 years each on multiple charges stemming from the violent armed robberies. Since their arrests, this crime trend has reduced sharply in the city.

Midwest TACT and Gang Officers Help Nab One of Houston's "Most Wanted" Gang Members

While at lunch at a local restaurant, Officers K. Fehr and D. Culver with the Midwest Tactical Unit and Officer E. Dejesus of the Robbery Division were notified by restaurant staff that two males who had just exited the restaurant had left behind clothes in the restroom. The officers radioed the uniformed Tactical and Gang officers and gave

them a description of the two males who they believed had plans to rob the restaurant. As the uniformed officers approached the two, one of them took off running. Officer M. Cass deployed his Taser as the suspect reached towards his waistband. The suspect fell to the ground and was handcuffed. A pistol was found in the suspect's waistband. He was charged with evading on foot and unlawful carrying of a weapon.

Following his arrest, the suspect claimed to have information on a shooting at a local swimming pool. The Homicide Division was called and learned the arrested suspect was actually a suspect in that homicide investigation and was going to be charged with murder in the case. The suspect is a documented "Most Wanted" gang member with 12 previous arrests as a juvenile. He remains jailed and charged with murder.

Eastside Division Officers Use a Local Company's High-Tech Equipment to Fight Crime

A successful crime initiative was conducted by Eastside Division officers with assistance from Valero Corporation's security pole cameras. With the visual assistance of the security cameras, descriptions of suspects committing a number of auto thefts, burglaries of motor vehicles and drug-related crimes were obtained. Due to the joint efforts of HPD officers, Valero security and Port Authority officers, several suspects were apprehended for their roles in various crimes.

Vice/Human Trafficking Initiatives

HPD's Vice Division expanded its operations last year to combat human trafficking. Investigators focused on individuals who fuel the demand for prostitution by paying money for this illicit act. Two initiatives served as examples of their efforts.

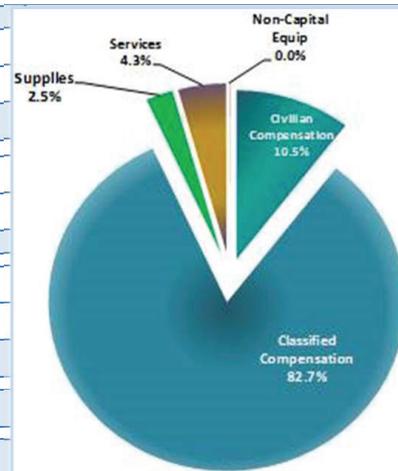
The "Operation Traveling Circus" was a two-month initiative coordinated with the Harris County Sheriff's Office to target human trafficking and prostitution "hot spots" in areas with unusually high levels of criminal activity. The operation netted the arrests of 135 "johns," or buyers of illicit sex, and six arrests of traffickers who coordinated these illegal activities. The "Doll House" was the second initiative implemented by Vice, which involved opening and operating a fake modeling studio for a month. Nearly 70 "johns" were arrested in the effort.

Fiscal Year 2015 Budget

| Fund Name | Source of Funds | Use of Funds | FY15 Budget |
|---------------|---|--------------------------|--------------------|
| General Fund | COH Property & Sales Taxes | General Operations | 758,403,725 |
| Special Funds | Auto Dealers, Asset Forfeitures, Child Safety, etc. | Specific use, restricted | 50,652,365 |
| Grants | Granting Agencies - Federal & State (e.g. DOJ, TXDOT) | Specific use, restricted | 16,174,000 |
| TOTAL | | | 825,230,090 |

General Fund:

| Category | FTE's | Adopted Budget | Percentage |
|----------------------------------|-------|----------------------|---------------|
| Civilian Compensation | 1,164 | 79,281,760 | 10.5% |
| Classified Compensation | 5,318 | 627,201,128 | 82.7% |
| TOTAL Labor | | \$706,482,888 | 93.2% |
| Supplies - City Allocations | | 13,777,838 | 1.8% |
| Supplies - HPD | | 4,862,698 | 0.6% |
| Total Supplies | | \$18,640,536 | 2.5% |
| Services - City Allocations | | 21,218,142 | 2.8% |
| Services - HPD | | 11,762,159 | 1.6% |
| Total Services | | \$32,980,301 | 4.3% |
| Non-Capital Equipment | | 300,000 | 0.0% |
| Total General Fund Budget | | \$758,403,725 | 100.0% |

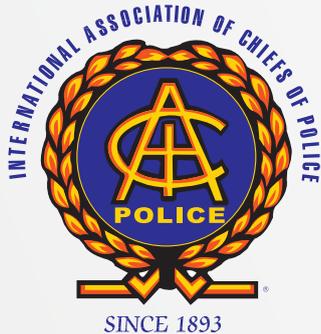


Special Funds Funds:

| Police Special Funds | Opening Balances July 1, 2014 | Revenue Actuals FY15 | Expenditure Actuals FY15 | Closing Balances June 30, 2015 |
|----------------------------|-------------------------------|----------------------|--------------------------|--------------------------------|
| Auto Dealers | \$4,359,392 | \$6,696,419 | \$7,722,127 | \$3,333,684 |
| Asset Forfeiture | \$6,684,000 | \$6,664,760 | \$7,558,880 | \$5,789,880 |
| Child Safety Fund | \$60,071 | \$3,280,066 | \$3,337,071 | \$3,066 |
| Forensic Transition Fund | \$24,771 | \$10,702,589 | \$10,702,589 | \$24,771 |
| Police Special Services | \$5,911,305 | \$10,210,450 | \$9,360,120 | \$6,761,635 |
| Supplemental Envir Project | \$208,765 | \$33,033 | \$188,214 | \$53,584 |
| Totals | \$17,248,304 | \$37,587,317 | \$38,869,001 | \$15,966,620 |

DEPARTMENT AWARDS

National Recognitions



For the third consecutive year, the Houston Police Department (HPD) was recognized in the national award campaign sponsored by the International Association of Chiefs of Police (IACP) at the 2015 IACP annual conference. HPD and the Harris Center for Mental Health and IDD were awarded the IACP Michael Shanahan Award for Excellence in Public/Private Cooperation. The award recognized the collaborative achievements in “The Chronic Consumer Stabilization Initiative.” Together, the agencies work to keep individuals with serious and persistent mental illness from continually going into crisis. HPD has received the Michael Shanahan Award each of the last three years. Additionally, HPD was recognized as a Finalist for the IACP/Cisco 2015 Community Policing

Award for HPD’s Homeless Outreach Team’s (HOT) work in helping the homeless deal with issues from living on the street. HOT’s efforts have assisted thousands in getting services and shelter, which in turn reduces crime and calls for service.

State Recognitions



HPD received several state level recognitions as a result of the actions and efforts of its officers. The Governor’s Star of Texas Awards acknowledged two officers seriously injured in the line of duty and one who died in the line of duty. The Texas Commission on Law Enforcement (TCOLE) granted four officer awards; three Valor Awards and one for Professional Achievement.

Major Department/Internal Recognitions

HPD awarded 208 Major Department Awards to its employees and citizens during 2015, in addition to the 2015 Police Week Employee of the Year Awards. These awards included:

Medal of Valor–1, Chief of Police Commendations–60, Meritorious Service Awards–3, Life Saving Awards–32, Hostile Engagement Awards–18, Awards of Excellence–8, Humanitarian Service Awards–52, Public Service Awards–13, Chief of Police Unit Citations–21-- recognizing a total of 778 award recipients.



Richard K. Martin

Sworn Date: November 30, 2010 -

EOW: May 18, 2015

*In memory of
Houston Police Department officers
killed in the line of duty 2015*





Houston Police Mounted Patrol Horse Charlotte
EOW: December 3, 2015

This publication was written and produced by the HPD's Public Affairs Office, Video Production Unit, and department contributors. Special thanks go to the following people:

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For more information on the content of this publication and more, contact Public Affairs at 713-308-3200.



NOW HIRING

HOUSTON POLICE DEPARTMENT

BENEFITS

The Houston Police Department offers a competitive salary with regular salary increases, health insurance, optional dental and vision insurance, eleven paid holidays with an additional forty-one to sixty-one paid days off per year, tuition reimbursement, retirement plans, and a pension plan with early retirement options. No experience is required. Upon employment you will attend our six month paid police academy and will receive specialized training from some of the finest officers in law enforcement. You could be a part of the HPD family in as little as three months, apply at www.hpdcareer.com.

SALARIES

- CADET/PROB. OFFICER
\$42,000 - \$46,420
- 1ST YEAR OFFICER
\$49,831 - \$64,071
- 2ND YEAR OFFICER
\$58,441 - \$72,681
- 3RD YEAR OFFICER
\$61,779 - \$76,019

45+ DIVISIONS

With HPD, there are unlimited lateral and promotional opportunities in Patrol, Vice, Gangs, Tactical Unit, Dive Team, Homicide, Crime Scene Unit, Dispatch, Bomb Squad, Helicopters, Auto Theft, Special Crimes, Juvenile, Hostage Negotiation, Narcotics, Missing Persons, Burglary & Theft, K-9, Mounted Patrol, Legal Services, Airports, Training Academy, Technology Services, SWAT, Vehicular Crimes, Financial Crimes, Robbery, Lake Patrol, Special Operations, Bike Patrol, Public Affairs, Crime Analysis, Victim Services, Polygraph, Internal Affairs, Criminal Intelligence and Motorcycle Detail.

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