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Introduction

For my final project that shows all of my time, effort and dedication here at Franklin University, I chose an agency that I hope to soon join or be a part of a similar agency. This is exactly why I chose Hilliard Police Department (HPD). It is my dream to become a police officer and advance my career through the ranks of a well renowned department. I am currently a Hilliard resident, and have thoroughly enjoyed the peace and quaint atmosphere that the city has to offer. For this, I give thanks to HPD for their continued sacrifice and their willingness to fight crime as well as to serve their city. By finishing my criminal justice degree and having a passion to become a police officer, I feel that I am more than ready to start my career and advance myself accordingly.

Hilliard Police Department was originally formed in 1957 as a special police force which consisted of twenty volunteers. The city was growing, and with more people comes more potential for crime as well as more requested services.

The employees of the Hilliard Division of Police are committed to serve the Hilliard Community and to enhance the quality of life by working cooperatively with the public to prevent crime, preserve peace, enforce the law with respect to the constitutional rights of all citizens, reduce fear and provide a safe community environment" (Lt. Plesich, Personal Communication, June 19, 2014).

Organizational Structure

Hilliard Police Department follows a paramilitary structure of command. Within the Division of Police there are two bureaus: Bureau of Field Operations and Bureau of Investigations. Within each bureau is a chain of command with the senior ranking officer being that of lieutenant where each lieutenant answers the Chief of Police.

"Police protection is primarily a local government responsibility and for the latest reporting year, local governments spent about 70 percent of the total police expenditures in the United States, and local police spending represented about 32 percent of the nation's total justice expenditures" (Dempsey & Forst, 2014). This is important to understand that police officers are our own tax dollars being put to work. No one likes to be taxed, but if it means that we have a protective force in place to keep our streets clean, then it is an unwanted but necessary expense.
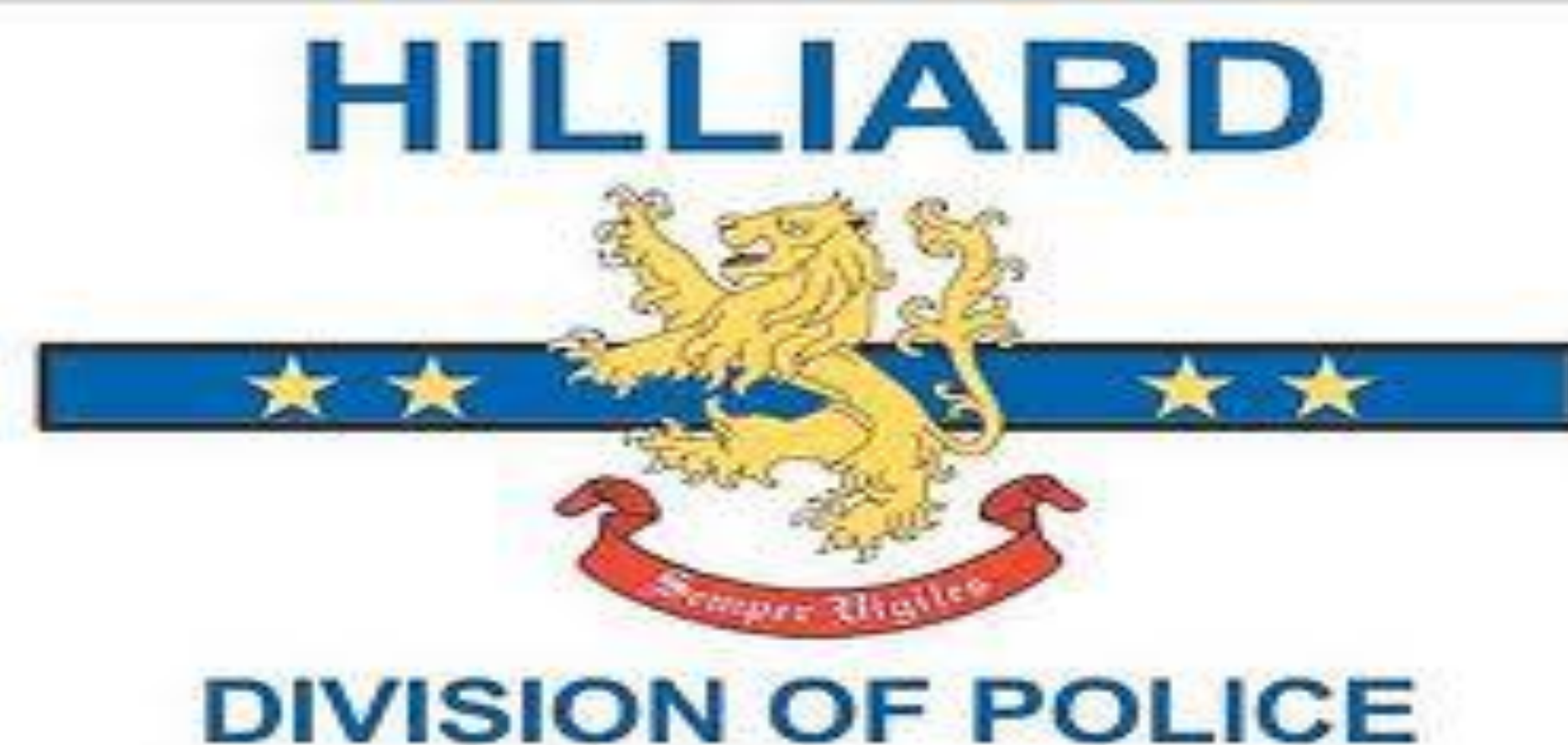
Administration

HPD's primary structure that they follow is that of a formal structure. "A formal structure creates formal roles and relationships, divides labor and allocates responsibility, promotes rules and a hierarchy of authority to coordinate activities" (Stojkovic, Kalinich & Klofas, 2012). From my interviews with Lieutenant Plesich, the division of labor and the hierarchy of leadership best define HPD. Each bureau has a specific job or function they must perform, and even the crime lab has its purpose in fighting crime. The crime lab is not physically demanding in terms of physically fighting but it can me mentally arduous. It takes patience and a level of understanding to ensure that the detectives have strong evidence against a defendant. All bureaus and segments of HPD work together in a formal structure to accomplish the goals and vision of both the chief of police and the mayor of Hilliard.

HPD has more recently become a part of a growing social media network and has found missing persons as well as catch potential kidnappers. HPD is now on Facebook and Twitter and has helped Dublin police find a missing teenage girl by utilizing these social media networks and has even posted pictures of "dangerous vehicles". Not long ago there was a kidnapping attempt in the parking lot of a local grocery store. Within hours, pictures of the vehicle were posted all over Facebook and Twitter, asking the public for information and the whereabouts of where this perpetrator might be. There has even been a huge mission to combat prostitution within the city, where HPD has the help of Franklin County Sheriff's department, Columbus Police Department, FBI and the Ohio State Highway Patrol. HPD used these social media networks to warn potential prostitutes and "Johns" to stay out of their city or they will be caught. These social media networks have brought a much better partnership with the public and better cooperation as well. While on the topic of social media, I just wanted to make a quick note about Facebook actually helping me to make contact with HPD to conduct my interviews and write this paper.

Results

We believe that we are succeeding in this regard. The mission defines why we are in business; it gives us the compass to make sure we our going in the right direction. We empower our officers to make decisions that reflect the mission. We expect our officers to make decisions that reflect the mission and we hold them accountable when they do not (Lt. D. Plesich, Personal Communication, June 19, 2014).

Our evaluation of results depends on the issue. If we are looking at a problem that involves objective numerical results, then we can measure our results accordingly. For example, if we aim to reduce crashes at a given intersection, we can count the number of crashes. The same applies to OVI enforcement, traffic citations, problems identified and solved, programs initiated, anecdotal reports of support, crimes solved, etc. Overall crime rate will always remain a measure of the performance of a local police department. Absence of crime is indicative of a good police department (Lt. D. Plesich, Personal Communication, June 19, 2014).

Conclusions

Overall, HPD has adapted well throughout the years and decades as a police department. Starting off as a department full of volunteers to two full time officers to now employing over sixty full time sworn police officers, HPD has manpower to better serve its people. With the technological era in the now, HPD has done a profound job at ensuring they are up to date with the latest and greatest technology and has even decided to take their police work to the social media network sites.

HPD, like any other police department is the first step in an entire process from arrest to arraignment. Comprised of two bureaus, patrol operations and investigations, HPD has the ability to be first responders as well as investigate crimes, and has now developed an SIU team to do the stuff that we see on TV and in the movies to catch bad guys. Along with their mobile SIU team, HPD has an elaborate evidence handling and crime lab to which even some of the more senior ranking officers are restricted from entering. The crime lab better helps the detectives and SIU to build a stronger case against a defendant to better help the prosecutor in the arraignment process.

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