



During the calendar year 2013 the Natick Police Department made a decision to dedicate its efforts of evaluating the present needs of the organization and plan for the needs of the future. It is for these reasons that the organization embarked in developing a long term Natick Police Department Strategic Plan. This was the first time that the organization has taken on such a complicated process but the organization came to realize that with all the varied needs and requirements of both the community and the organization a strategic plan is the most efficient and comprehensive means to develop the priorities and the objectives. Although this process is not complete for this annual report the goal is to have much to report on the plan in 2014.

As the Natick Police Department develops its strategic plan there are a few goals that will guide our efforts in 2014. They are:

- Develop a comprehensive Strategic Plan for the organization.
- Continue the process of updating policies and procedures while working to attain Massachusetts Police Accreditation
- Improve the department's response to difficult issues such as high risk domestic violence, mental illness and drug abuse/use.

Personnel Updates

After more than 28 years of service with the Natick Police Department, Officer Robert White retired in March 2013

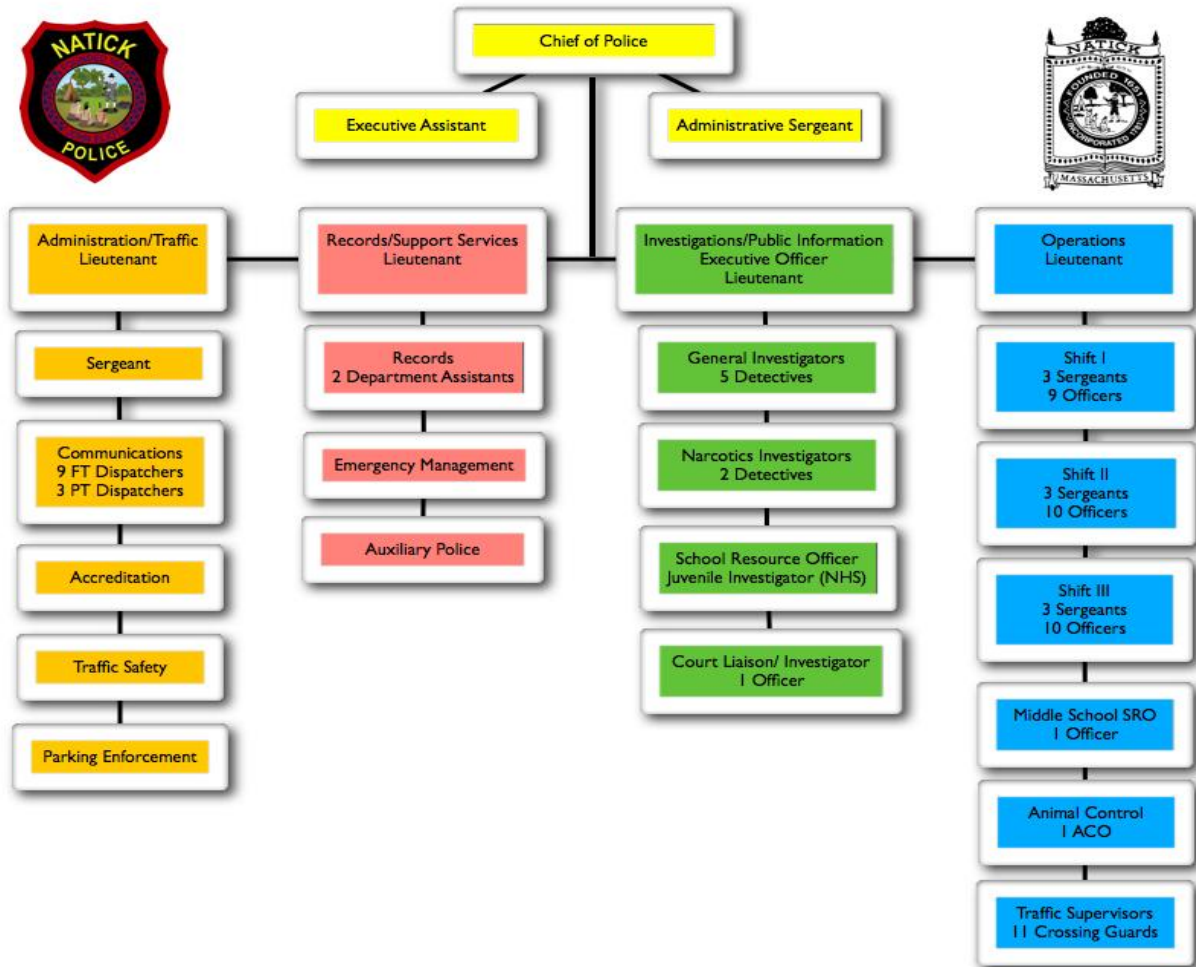
Shannon Burns, Records Department Assistant, left the organization in October 2013 to join the Framingham Police Department.

Internal Affair Complaints:

Types: Abusive Language –	1
Conduct Unbecoming -	3
Excessive Force -	2
Violation Policy -	7
Violation Rules -	4
Disposition: Unfounded -	6
Sustained -	2
Other -	1
Not Sustained -	5
Incomplete -	3

Department Organization

The chart below depicts the organizational structure of the Natick Police Department as of January 1 2014.



Emergency Preparedness

We continue to see incidents that challenge our preparedness for emergencies within the town. Natural weather events seem to stretch our resources more than in the past mainly due to the severity of the event. The Local Emergency Planning Committee continues to plan and train for these events and respond when they do.

Court Activity

During 2013, 1,149 complaints were forwarded to the Natick District Court for prosecution. In addition the Records Room staff processed 1,546 offense reports, 904 motor vehicle crash reports, and 2,808 citations.

The following illustrates traffic enforcement and crash data for 2013 as compared to 2011 and 2012 data:

Violation Breakdown	2011	2012	2013
Civil Motor Vehicle Infractions	1,001	1,260	813
Written Warnings	1,357	1,189	1,389
Arrests	154	197	162
Criminal Complaints	373	420	390
OUI	67	71	54

Crash Particulars			
Total Crashes	876	823	890
Fatal Injury	0	2	0
Non-Fatal Injury (incapacitating)	15	18	25
Non-Fatal Injury (non-incapacitating)	49	56	72
Possible Injury	74	83	78

Officer of the Year

For his consistent excellence in police duty throughout the year, Detective Chad M. Howard was named Officer of the Year for 2013.

Detective Howard is a thorough and proactive investigator who employs methods and techniques available in ways not previously considered. His spirit of commitment to and involvement with the department and the Town of Natick are reflected in a myriad of ways. These include his development and implementation of the department’s bicycle registration program, installation of child safety seats, his omnipresence at events requiring the Natick Police Honor Guard and coordination of the Natick Police Chase Team activities.

While Detective Howard’s professional skills are laudable, it is his personal qualities that set him apart. Everything Detective Howard does is an effort towards improvement; for himself, other department members, victims and the community.

His strong support and multiple nominations from all divisions of the department remind us what the Natick Police Department Officer of the Year should represent someone who demonstrates both the quality of work and work qualities to which we should all aspire.

Animal Control

Animal Control enforces state regulations and town bylaws as it relates to domestic animals and wildlife. The animal control officer also administers to sick and injured animals as well as deceased animals on the roadways within the town borders. The following is a list of Animal Control activity during 2013:

Domestic		Wildlife	
Unrestrained Dog Complaints	71	Sick /Injured Raccoons	29
Barking Dog Complaints	94	Sick/Injured Skunks	20
Dogs Struck By Motor Vehicles	9	Sick/Injured Possums	4
Stray Dogs Reported	15	Sick/Injured Woodchucks	11
Dog Bites Reported	23	Sick/Injured Squirrels	0
Lost Dogs Reported	87	Coyote/Fox Sightings	33
Lost Cats Reported	72	Sick/Injured Fox	18
Stray Cats Reported	39	Sick/Injured Birds Of Prey & Waterfowl	16
Cats Struck By Motor Vehicles	25	Sick/Injured Rabbits	9
Cat Bites Reported	0	Sick/Injured Bats	31
Lost Exotic Birds	7	Deer Struck By Motor Vehicles	21
Lost Ferrets	0	Deceased Animals (Roadways)	104
Informational Statistics			
Animal Cruelty Cases Investigated	23		
Wild Animals Removed From Dwellings	31		
Citations Issued	28		
Written Warnings Issued	72		
Mutual Aid To Other Communities	7		
Assistance Calls For Service	142		
Informational Calls	128		
Livestock Complaints	2		
Farms/Barns Inspected	27		
Kennels Inspected	4		

Respectfully Submitted,

Chief James G. Hicks