

Franklin County Sheriff
ZACH SCOTT
COUNTY STAR



Sheriff Zach Scott
Franklin County Sheriff's Office

March 2015

Deputy Chad Milhoan patrols the perimeter of the Franklin County Government Complex in downtown Columbus. See story, page 2, on the expanded role of the Franklin County Sheriff's Office in the security of county government buildings.

WHO WE ARE

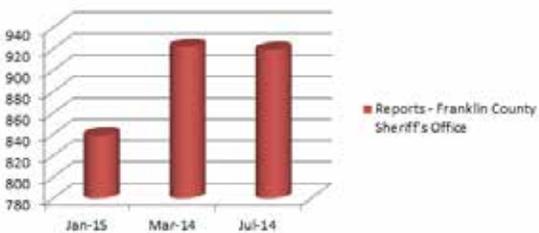
The Franklin County Sheriff's Office, Columbus, Ohio, is a full-service law enforcement agency, an arm of the courts and the custodial keeper of those who break the law.



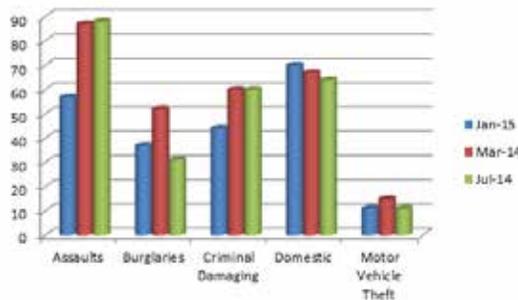
Spring Fever?

Statistics suggest our Patrol Deputies could find March as busy as July as winter fades to spring. Our stats for January 2015 reflect a typical drop in reports during cold weather. Street crime tends to rise as the weather warms; domestic violence reports tend to fall.

Reports of Crime



Types of Crime



WHAT'S INSIDE

2. Facility Security
3. NIC Leadership Training
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Reminder: Call 911 if you see a crime in progress. For suspicious activity and to report a crime already committed, call the Sheriff's Office non-emergency number at 614-525-3333 or your local police department's non-emergency number.

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<http://sheriff.franklincountyohio.gov>

Facility Security Unit Marks One Year with FCSO

Sometimes what you can't see makes all the difference. This month, the Franklin County Sheriff's Office marks one full year of enhanced security procedures in many county buildings, including all downtown facilities. On March 10, 2014, approximately 80 civilian security officers and technicians were sworn in as Sheriff's Office employees under the direction of Sheriff Zach Scott.

The improved security is something few visitors would notice as they pass through security to conduct county business.

They could easily miss the armed deputy stationed at each entrance or the perimeter cart driven by a deputy in all kinds of weather.

They would have no way of knowing all county security personnel are now using the same radio channel.

Before the change last year, Franklin County security operations lacked a standard operating procedure for many safety situations, said Capt. David Oyer, who heads the Court Services Bureau of the Sheriff's Office. Security officers would use phones to call deputies in Court Services if they needed assistance. Typically the only armed deputies in the building were those who happened to be passing through.

"It was hit or miss whether we had someone to respond," said Capt. Oyer. "It only makes sense that you don't have two separate entities handling security. It's better to have one."

According to the National Center for Court and Executive Security, courts in the United States experienced 406 targeted acts of violence between 2005 and 2012. The Center also notes available funding from state and local governments has become more limited as security threats and violent incidents are rising. It doesn't help that visitors to courts or government complexes often have unhappy or stressful issues to resolve, a context that sometimes poses security or safety issues for employees and other visitors.



In a January presentation at the National Sheriff's Association Winter Conference, Corrections Chief Geoff Stobart described how Franklin County's Court Services and Facility Security units now work together to provide maximum levels of safety for judges, county officials and members of the public inside Franklin County government buildings. With 55 armed deputies and law enforcement supervisors, the Court Services Unit, led by Lt. Pearce Elliott, covers security for all Common Pleas, Municipal, Domestic and Probate courtrooms and transportation of inmates between courts and corrections facilities.

The Facilities Security Unit has 112 highly trained civilian guards supported by 15 deputies providing security service at all entrance checkpoints as well as throughout buildings. Eight civilian supervisors report to FCSO Sgt. David Jenkins. The overall unit, including deputies, is led by Lt. Paul Karl, who reports to Capt. Oyer, who in turn reports to Chief Stobart.

Civilian guards receive extensive training covering many topics, including first aid/CPR, cultural diversity, unarmed self-defense and crisis intervention. Last year, they conducted nearly 1.8 million screenings and identified 9,616 prohibited items and 16 illegal items.

The Facility Security Unit shares its expertise with county employees through the Civilian Response to Active Shooter Events (CRASE) course taught by Cpl. Andrew Hutchings and Deputy Gene Parsley. The Unit also is working with Public Facilities Management and the Columbus Division of Fire to improve fire evacuation procedures.

Today, the unit provides security for eight buildings in downtown Columbus and four off-site buildings. By this summer, it will add several other locations to its responsibilities. A marked car added this winter now patrols these facilities.

"We're specialists in safety," said Cpl. Christina McDowell, who supervises eight deputies in the Facility Security Unit. "I believe we've made a lot of improvements to make the government center more safe and secure. We've upped the standard."

FCSO Embraces National Leadership Training Series

With a strong belief in the value of training and partnerships, the Franklin County Sheriff's Office last month embarked on Leadership Development for the Future, a training series offered by the National Institute of Corrections (NIC).

Aimed at middle management, the NIC series reaches all parts of the Sheriff's Office, from Corrections to Patrol to Investigations. Twenty sergeants and corporals along with civilian supervisors from our Identification and Communications bureaus are participating in the series that began last month and runs through September.

An agency within the U.S. Department of Justice, NIC selects trainers and pays their fees and expenses. It also provides all training materials for instructors and participants at agencies selected for the intensive program.

NIC describes the training series as "a dynamic, agency-exclusive, individual and organizational development experience that primarily targets the middle management tier of a correctional organization. It simultaneously engages all levels of agency leadership through internal action-based learning strategies at the individual, team and agency levels."

Major Chad Thompson of the Corrections Division said the Sheriff's Office is among few county agencies selected for the training program, more typically presented for state prison systems because of their scale. "Most Sheriff's Offices don't have 20 supervisors, much less 20 mid-level management supervisors," Major Thompson said. "We are large enough to apply, and we're excited to bring this leadership program to all of the bureaus within the Sheriff's Office. Having a consistent leadership message regardless of assignment has been one of Sheriff Scott's marching orders from day one. This course helps us recognize where we as individuals can improve while also teaching how to deliver that consistent message."



Sgt. David Jenkins, ID Supervisor Beth Owens, Sgt. David Barrick, Major Steve Tucker, Sgt. Thad Lookabaugh and Sgt. Karen Johnson work on their assigned project as part of their NIC training.

With that in mind, supervisors from both uniformed and civilian services began the program Feb. 10 with three days of classroom work at the Young Road Academy. Prior to class, they were assigned to read the book, "The 360 Degree Leader" by John C. Maxwell, and to solicit feedback from colleagues, supervisors, and subordinates in a survey of their leadership styles and abilities.

Each participant has been assigned to one of four teams to create Action Projects aimed at providing a solution to an issue that advances the mission of the Sheriff's Office. "They will be working on internally sustainable development projects for our office," explained Major Thompson.

One of the team's Action Projects involves reviewing staffing plans across the Office and evaluating whether a five-day workweek is the most efficient way to schedule uniformed and civilian services. Another concerns our recruiting and hiring efforts and how they can be improved. A third looks at the concept of "objective classification" for managing inmates in the new jail, while also evaluating what can be implemented in our existing facilities. Developing an internally sustainable leadership development program is the fourth team's project assignment.

Each team is assigned to a Major or Captain in the Sheriff's Office who can give feedback and support as they work through their projects. The next classroom session is scheduled for June, with final project presentations scheduled for September.



Chief Stobart – Division of Corrections and Court Services

CHANGING THE CULTURE, DEVELOPING LEADERS

Growing up with older cousins in law enforcement – one a police officer in Columbus, the other the chief of police of a small-town force in New Mexico – Franklin County Sheriff’s Office Corrections Chief Geoff Stobart knew from an early age that he wanted the same direction for his career.

While working a first job at a lumber yard, he applied to join Columbus Police and the Franklin County Sheriff’s Office. “The Sheriff’s Office offered me a job first,” he said. “The City offered me a job after I was already here, and I decided to stay.”



Nearly 25 years later, Chief Stobart has gained wide and deep experience within the Sheriff’s Office and today manages its largest Division with 748 employees. In January 2013, Sheriff Zach Scott promoted him to Chief of the Corrections and Court Services Division, responsible for the custody and care of more than 2,000 inmates in two jails and for the security and safety of all individuals working in Franklin County government buildings. Last March, his Division grew by 80 civilians to include Facility Security operations that until then had been managed by Franklin County Public Facilities Management. Today, Facility Security Unit operations are integrated in a single Court Services Bureau within the Sheriff’s Office, employing 184 deputies and civilians. The new unit is responsible for the security and safety of eight downtown county government buildings and four off-site locations.

EMBRACING CHANGE

From his first Sheriff’s Office job in June 1990, when he was assigned to third shift at the main jail downtown, and continuing today, Chief Stobart has embraced change and challenges in his law enforcement career. Promoted to Corporal in February 1995, he moved from the main jail to the Radio Room and then to the Special Investigations Unit at the end of 1996. In Special Investigations, he worked on just about every kind of crime – vice, narcotics, high profile cases, homicide, felony wiretaps. During his time with SIU, he served on the FBI’s Organized Crime Task Force and was promoted to the rank of Sergeant. He also served as the commander of the Sheriff’s Office Dive Team.

In 2002, then Sgt. Stobart moved to Community Relations and supervised the DARE program to youth in schools. In June 2003, Sheriff James Karnes promoted him to Lieutenant and transferred him to the jail on Jackson Pike. In early 2005, Lt. Stobart moved to Internal Affairs as its commander. He was promoted to Major in 2009 and served in the Patrol Division until his promotion to Chief.

“I’ve been blessed to be in the right place at the right time a couple of times in my career,” Chief Stobart said in a recent interview. “Sometimes it’s about timing.”

Working in every part of the Sheriff’s Office has helped Chief Stobart see the bigger picture. “I can see how the Office as a whole works together.”

That bigger picture includes managing a deputy force and civilian staff responsible for the care and custody of inmates at two jails.

“It’s kind of like running two small cities,” Chief Stobart said of the jail operations, which include not just food and shelter, but medical care, dental care, mental health services, social services, religious services, a commissary, plus managing supplies such as bed linens and mattresses.

CHALLENGING TIMES

A hiring freeze in 2011-12, combined with a rush of retirements in 2012 fueled by changes in the public pension system, contributed to severe staffing shortages when Chief Stobart assumed the leadership of Corrections Division. “I’m really proud of the professionalism and dedication of our corrections deputies and civilian staff

Chief Stobart, continued

working through the tough situation we faced in the past two years,” Chief Stobart said. “Even while we were short staffed, our team rose to many challenges, including the creation of a Green Task Force to make our jail operations more sustainable. Our food recycling program has helped Franklin County gain national recognition for reducing the volume of waste entering the landfill. The fact that we did this in a time of crisis is a credit to the integrity of our deputies and the leadership we have at the jails.”

Other milestones during Chief Stobart’s recent tenure in Corrections include integrating the Facility Security and Court Services units into a single bureau and persuading the Franklin County Board of Commissioners to fund and build a new jail complex to replace the aging, outdated structures currently housing inmates.

“We’re changing the culture of the Sheriff’s Office,” Chief Stobart said. “This administration is not afraid of change, as long as it’s positive and moving in the right direction.”

For Corrections, change means a shift to the Inmate Behavior Management as an organizational philosophy – and a retreat from an old model, once common across the country, that emphasized physical containment over actively supervising inmates.

Chief Stobart and his command staff have partnered with the National Institute of Corrections, a unit of the U.S. Department of Justice, for training and resources in the shift to Inmate Behavior Management. Developing leaders within Corrections and throughout the Sheriff’s Office is a high priority, he said. “In the past, we’ve done a good job of training our people to be good managers but not necessarily good leaders. Now, we’re developing the next generation of leaders.”



In addition to his long service with the FCSO, Chief Stobart served as an MP in the Ohio Army National Guard. He obtained a Graduate Certificate in Management Development from the School of Industrial and Labor Relations of Cornell University, and he is a graduate of Northwestern University’s School of Police Staff and Command.

Chief Stobart has received numerous awards from the Buckeye Sheriff’s Association, the American Legion Award of Law Enforcement Officer of the Year and received an award on Capitol Hill as a Finalist for National Correctional Supervisor of the Year. He serves as a Board Member of the National Institute of Jail Operations Jail Training Advisory Committee of the National Sheriffs Association as well as the Franklin County Re-entry Coalition and the Franklin County Criminal Justice Planning Board.

“Chief Stobart is a coalition builder,” said Sheriff Zach Scott. “He’s approachable, and he’s very trustworthy. Everyone who knows him knows they can count on his word.”



Deputy Hiring Process Involves Many Steps

For 31 new Cadets, the months of waiting are over.

Last month, Sheriff Zach Scott issued conditional offers to 35 aspiring deputies. Each must pass a physical health and mental health screening before receiving a final offer to take a seat in the 10-week FCSO Training Academy starting March 16. Their journey to this milestone took six months to a year to complete.

After satisfactory completion of academy training, the cadets will become deputies assigned to one of Franklin County's two jails and will be assigned a field training officer.

"We're looking for people who have been and are now living their lives with integrity, and who are reliable and responsible," said Lindsay Rasey, director of Human Resources for the Franklin County Sheriff's Office. "They have what it takes to be in this process. Conversely, the process identifies people who are not living a life consistent with a law enforcement role. Civilians are also held to a high standard."

Applicants seeking to become a deputy sheriff go through a process involving several stages or steps.

STEP 1

The first step is to file an application to take a pre-employment examination with the National Testing Network. The written test is conducted to determine if the applicant is capable of acquiring the skills needed to perform the duties of a deputy sheriff.

Rasey said the NTN test requires no prior knowledge of law enforcement. Instead, it tests aptitude such as math and reading comprehension and creates a scenario a deputy might face to show potential decision-making traits, among other aspects of the test.

STEP 2

All NTN scores are sent to the Sheriff's Office. Those with passing grades are invited to take a Physical Abilities Test (PAT) administered by FCSO deputies and Human Resources staff of the Sheriff's Office.

After successful completion of the PAT, applicants are invited to fill out a formal application. Those who apply will be scheduled for progression through the remaining steps only as office staffing needs dictate.

For the past two years, the hiring process has moved rapidly. Since January 2013, the Sheriff's Office has hired 129 new deputies to fill openings created through natural attrition, promotions, a 2011-12 hiring freeze and retirements influenced in 2012 by public pension changes in Ohio.

Hiring is expected to return to normal levels next year, with one cadet academy class expected instead of the typical two per year for the past few years.

STEP 3

Candidates are interviewed to address issues of suitability for the position.

It's not uncommon for candidates to screen themselves out in an initial interview, says Rasey, who typically conducts the first interview. "Sometimes the interview reveals the candidate has not thought about the work and what it requires."

Those that remain after the first interview - approximately 75 percent - are invited to a second interview with a Chief Deputy of one of the four Divisions in the Sheriff's Office - Corrections, Investigations, Patrol and Administration.

STEP 4

A background investigation is conducted on the candidate, who signs a waiver. Photographs and fingerprints are taken. This step also includes home visits and reference checks, either through phone calls or personal visits. Neighbors may be interviewed.

STEP 5

A lie-detector examination is given to verify history and information provided.

STEP 6

All information submitted and gathered will be reviewed to determine that the job requirements can be met. "We look at the number of positions we need and the number of applicants we have," said Rasey. "The supply of candidates means we can pick from the best." Recommendations for conditional offers are reviewed by Sheriff Zach Scott prior to being issued.

STEP 7

Those receiving conditional offers must take a physical examination to evaluate the applicant's fitness for duty. Applicants must also pass a psychological evaluation. After this step, a formal offer may be extended. A fall cadet class is assigned to the next Training Academy and begins 10 weeks of training.

Nearly all existing deputy vacancies will be filled once the cadets in the Spring Training Academy graduate to enter jobs in the jails. Human Resources is currently preparing to create a pool of candidates for a fall cadet class that will help fill vacancies created by natural attrition, promotions and the addition this year of 11 deputies to the Patrol Division.

Rasey says those who succeed in getting conditional offers come from many different backgrounds and may have no law enforcement experience when applying. Her advice to applicants: "Be compliant in the process, enthusiastic and show interest in the job. The sky is the limit for deputies once they are hired."

For more information and to see a video on the deputy hiring process, visit the Employment section of our website:

<https://sheriff.franklincountyohio.gov/employment/>

Butane Hash Oil

Butane Hash Oil, also known as Dabs and Butane Honey Oil, is the most common form of Hash Oil. It is manufactured by passing liquid butane through a tube filled with cannabis plant matter. As it exits the tube, the solvent – created for a more potent “high” -- is caught in a glass container.

The final step is to vacuum purge the product to ensure all the butane is removed. This can be as simple as using a vacuum pump and a mason jar. This step is important, as butane can have adverse effects on one’s health.

Manufacturing BHO can be extremely dangerous. Reports of explosions, house fires and skin burns while making BHO have made headlines in several states. BHO injuries are especially on the rise in Colorado, where marijuana has been legalized for recreational and medicinal use.

In a Jan. 17 article, the New York Times reported 32 BHO explosions last year in Colorado, up from 12 in 2013. No one was killed, but the fires wrecked homes and injured dozens of people, including 17 who received treatment for severe burns.

In a process called dabbing, dabs can be mixed in with food, smoked or vaporized. One of the most popular vaporizers is a water bong.

However, with the growing popularity of electronic vaporizers and the ability to smoke them virtually anywhere, it is becoming increasingly popular to put the dabs in the electronic vaporizers. The electronic vaporizers also conceal the marijuana odor.

The Franklin County Sheriff’s Office Special Investigations Unit has recently conducted several search warrants on residences for trafficking in marijuana and for cultivating marijuana.



It was evident that dabs were being manufactured at these homes as well. Several canisters of butane were present along with hundreds of silicone containers for storing dabs, most of them filled with the substance.

Along with the silicone containers, SIU also found hundreds of electronic vaporizers. Those items were all being sold together.

In central Ohio, dabbers tend to be middle aged. Vaporizers and e-cigarettes eliminate the odor of marijuana and could be used anywhere the devices are permitted, making dabbing appealing to many marijuana users.

Butane Hash Oil typically is consumed through electronic cigarettes and electronic vaporizers like these.

-By Lt. Bryan Bachelder

Career Day at Eastland Career Center

Criminal Justice students at Eastland Career Center heard first-hand about law enforcement from FCSO Patrol Chief James Gilbert and K9 Sgt. Aaron Heflin. Thanks to teacher Eric Wallace for inviting us to the school's Career Day on Feb. 23.



Chief Gilbert talked about leadership and urged students to maintain good character while continuing their studies in the Criminal Justice field.



Sgt. Heflin explained what it takes to get into the field and particularly the qualities needed in a specialty unit such as K9.



Check Out All the Amazing Job Opportunities at the Franklin County Sheriff's Office

We want the Franklin County Sheriff's Office to continue to reflect the community we serve and encourage minorities to apply.

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We're Hiring!



Last year, the Franklin County Sheriff's Office partnered with Nextdoor.com, the private social network for neighborhoods.

Those interested in joining their neighborhood's Nextdoor website can visit www.nextdoor.com and enter their address.