

HURST POLICE DEPARTMENT



ANNUAL REPORT 2024

Excellence Through Teamwork

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MESSAGE from our chief

Honorable Mayor, Members of the Council and Citizens of Hurst

I am pleased to present the **2024 Hurst Police Department Annual Report**. I hope you find this report to be a valuable resource, providing insight into our organization, activities, and accomplishments.

Without a doubt, 2024 was a busy yet successful year for the department. Our continued success is a testament to the dedication and hard work of the men, women, and volunteers who serve our community with professionalism and commitment.

2024 Highlights:

- Implementation of new CAD/RMS System
- Deployment of new patrol vehicles
- Acquisition of enhanced radios for officers

At the Hurst Police Department, our goal is to continue policing smarter, maximizing resources, and delivering the highest level of service. On behalf of our entire team, I sincerely thank you for your ongoing support. Please feel free to reach out with any questions or concerns.

Steve Niekamp
Steve Niekamp - Chief of Police



NATIONALLY accredited

The Law Enforcement Accreditation Program was the first credentialing initiative established by the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA) following the organization's founding. Created to enhance the professionalism of law enforcement and advance the field as a whole, this mission remains a guiding principle today.

The program enables agencies to conduct systematic reviews of their policies and procedures, measuring them against a framework of internationally recognized standards derived from the expertise of law enforcement professionals and researchers. Through this process, agencies can identify areas for improvement and implement the necessary measures to uphold high-quality service.

In 1990, the Hurst Police Department earned its first accreditation and has maintained continuous compliance for 35 years. During an on-site Assessment, CALEA assessors engaged extensively with department personnel, city officials, and community members. This interactive approach gives the assessment team direct insight into the professionalism and dedication that drives the Hurst Police Department. The next on-site assessment is scheduled for March 2026.



Our Accreditation History

1990- First accredited and became 10th agency in Texas and 148th accredited agency in the nation

1995- Second accreditation was achieved under "Third Edition" standards

2000- Third accreditation was attained under the "Fourth Edition" standards

2003- Fourth accreditation with accreditation being deeply engrained in the department

2015- Eighth Accreditation with "Excellence" and "Meritorious" award

2022- Continuous compliance for 32 years

2026 - Next on-site assessment will take place in March

OUR council members



Mayor
Henry Wilson
(Place 3)



Jimmy Meeks
(Place 1)



Mayor Pro Tem
John Miller
(Place 2)



Cathy Butler
Brotherton
(Place 4)



Gary N. Waldron
(Place 5)



Jon McKenzie
(Place 6)



Trasa Cobern
(Place 7)

For additional copies of the
Annual Report or more
information:

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(817)788-7195 fax
kmeza@hursttx.gov

CITY OF HURST

ABOUT THE DEPARTMENT

Who we are

Our History

The City of Hurst was named in 1909 for William Letchworth “Uncle Billy” Hurst. Its Police Department, founded in the 1950s, is nationally accredited and provides comprehensive law enforcement services to residents, businesses, and visitors. With a total of 75 sworn officers, the department encompasses units such as Patrol, Criminal Investigations, and Community Services.

These officers perform a variety of functions—including responding to and initiating calls for service, conducting traffic stops, making arrests, and performing Commercial Motor Vehicle inspections. The Hurst Police Department also offers multiple community programs designed to enhance the quality of life throughout the city.

Since the City of Hurst’s incorporation in the 1950s, the Police Department has grown steadily under the leadership of just six distinguished and respected Chiefs of Police.

They include:

Joe Watson, 1952 - 1985

Charlie Hogue, 1985 - 1987

Keith Rippy, 1988 - 1990

Tim Wallace, 1990 - 2008

Steve Moore, 2008 - 2018

Steve Niekamp, 2018 - current

What we envision

PowerEngage

We are excited to announce a new tool to keep citizens informed and collect feedback on non-life threatening calls for service. In 2024, we started sending text message surveys after certain types of interactions with 911 and our department. Each survey will ask just a few questions about how satisfied you are and give you the opportunity to provide feedback.

Your feedback is important to us, and we want to know how we are doing. We also want to provide the appropriate feedback to officers to best serve our community. Not everyone will receive a survey, but if you wish to provide feedback text the word, “survey” to 817-783-9664.

This cannot be used to make formal complaints or report an emergency or criminal activity.

Visit our website
www.hursttx.gov



Our mission is to provide exceptional service to citizens and employees through a problem-solving approach, emphasizing a commitment to Excellence Through Teamwork.

The City of Hurst is
an Equal Opportunity
Employer

\$82,888

Salary during probation

\$90,750

Salary post probation

BENEFITS

120 Hours vacation per year

120 Hours sick per year

11 paid holidays

TMRS Pension and Social Security

Chapter 143 State Civil Service

457 Deferred Comp

RECRUITMENT & HIRING



We eagerly welcome highly dedicated men and women with diverse abilities and skills to proactively engage with and serve our community.

Minimum Qualifications

- United States Citizen or Legal Permanent Resident honorably discharged from U.S. military
- At least age 21 at time of testing
- High school diploma or GED and completion of 30 college hours. The 30 college hours may be waived for those who have completed at least two years as a sworn peace officer or those who have been honorably discharged from the United States military.
- Vision correctable to 20/20 - no color blindness
- Normal hearing
- Must be licensable by the Texas Commission on Law Enforcement
- Good moral character
- Stable employment history
- Valid Texas Driver's License (or able to obtain one)

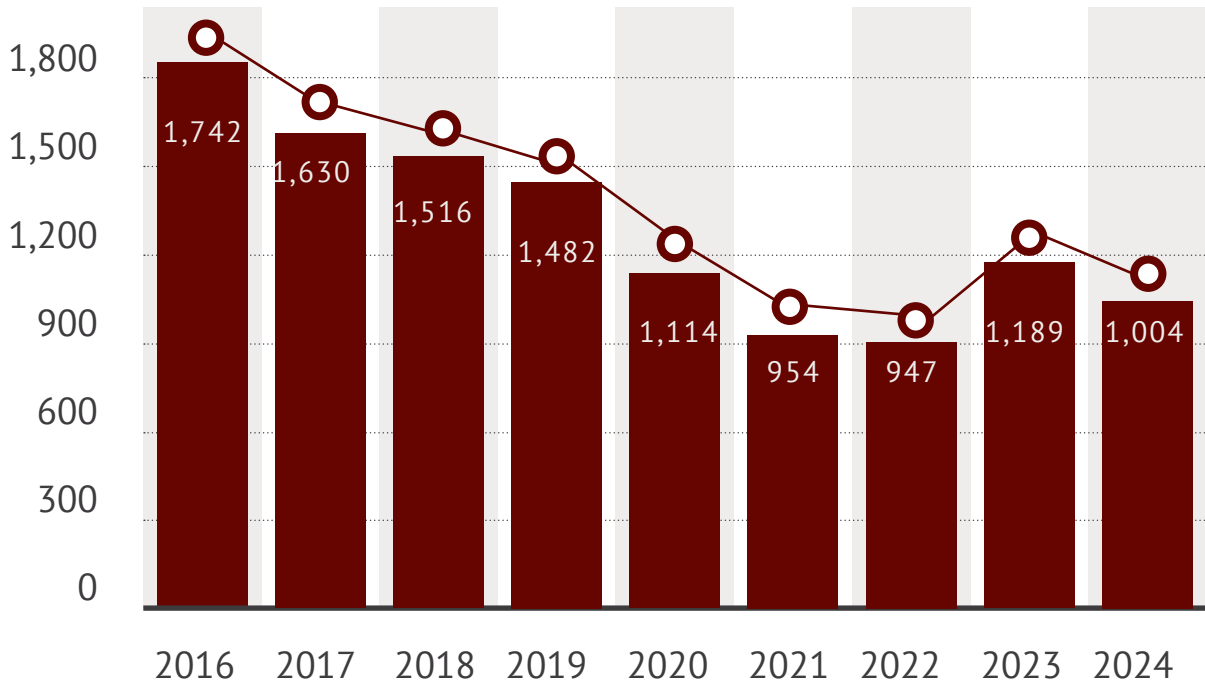


Additional Steps:

1. Physical Assessment
2. Written Examination
3. Psychological Examination
4. Medical Exam/Drug Screen
5. Background Investigation
6. Oral Interview
7. Polygraph Test
8. Typing Test

CRIME STATS

a safer city



Part I Crimes have decreased **42%** since 2016. Part I Crimes include murder, sexual assault, robbery, aggravated assault, theft, and motor vehicle theft.

Animal Services

Intake

- Dogs - 720
- Cat - 402
- Other Domestic/ Exotic - 16
- Wildlife - 543

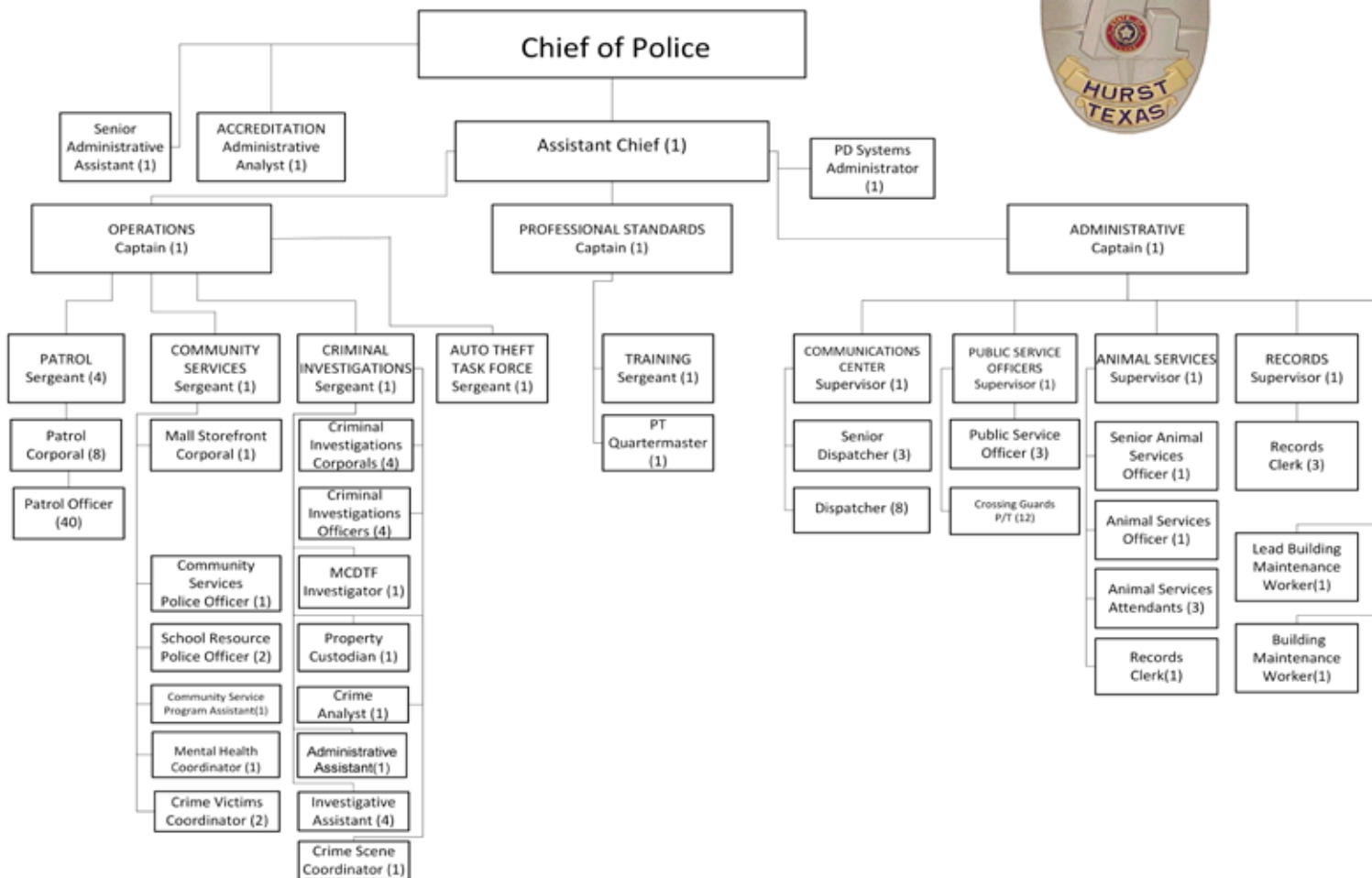
Intake Type

- Surrender - 344
- Return - 8
- Protective Custody - 89
- Chip Only - 9
- Stray - 651
- Transfer In - 37
- Wildlife In - 543

Outcome

- Adoption - 94
- Died at Shelter - 15
- DOA - 422
- Euthanasia - 163
- Return to Owner - 244
- Transfer Out - 509
- Wildlife Release - 197
- Live Release Rate 95%**

ORGANIZATIONAL chart



2024 Actual Budget

Budget Expenditures	General Fund	Crime Control
Personnel Services	\$11,418,338	\$2,870,264
Materials & Supplies	\$219,267	\$52,006
Maintenance	\$80,996	\$45,581
Sundry Charges	\$1,245,111	\$1,672,852
Internal Services	\$581,402	\$705,974
Capital Outlay	\$0	\$0
Total	\$13,545,115	\$5,346,677

RECORDS

Open Monday -Friday 8 a.m. to 5 p.m. except for on approved holidays

<https://police.reports.lexisnexis.com/>

JustFOIA- Public Information Request

JustFOIA enables our department to better serve our community by simplifying records requests.

To submit a PIR request visit the Hurst Police Department Online Services

LexisNexis® BuyCrash

Formerly LexisNexis® Police Report. Involved parties can purchase crash reports.



COMMUNICATIONS

Successful Implementation of new CAD (Computer-Aided Dispatch) and RMS (Records Management System)

Our department implemented a new CAD (Computer-Aided Dispatch) and RMS (Records Management System) to enhance efficiency, streamline operations, and improve public safety services. This upgraded system provides faster and more accurate dispatching, improved data management, and enhanced officer communication in the field.

The new CAD system allows dispatchers to quickly and effectively assign units to calls for service, track officer locations in real time, and prioritize emergency responses. Meanwhile, the RMS system enables officers to efficiently document incidents, manage case reports, and access critical information, ensuring better data accuracy and record-keeping.

By modernizing these systems, the department enhances interagency coordination, improves response times, and strengthens investigative capabilities. This investment demonstrates the department's ongoing commitment to leveraging technology to better serve the community and support law enforcement personnel.

To Make a Non-emergency call, contact 817-788-7180

The Hurst Police Department recently upgraded its radio system to enhance communication, officer safety, and operational efficiency. These new radios offer clearer audio, extended range, and enhanced encryption, ensuring secure and reliable communication in the field. This modernization improves coordination during emergencies, critical incidents, and multi-agency operations, while also integrating with regional communication systems for seamless collaboration. This investment underscores the department's commitment to leveraging technology to enhance public safety and officer effectiveness.



PATROL activity

New patrol vehicles and new radios

We are excited to announce the purchase of brand-new patrol Tahoes featuring updated graphics, along with the introduction of our first-ever patrol trucks, set to hit the streets in 2025. These vehicles, equipped with modern safety enhancements and advanced technology, reflect our commitment to efficient policing and innovative community engagement.

The new graphics enhance visibility, while the added space and improved capabilities ensure officers can perform their duties more effectively. By incorporating patrol trucks into

our fleet for the first time, we are expanding operational versatility and reinforcing our dedication to reliable, professional service.

Additionally, the department has recently upgraded its police radio system to further enhance communication, officer safety, and operational efficiency. The new radios provide clearer audio, extended range, and advanced encryption, ensuring secure and reliable communication in the field. This modernization allows officers to coordinate more effectively during

emergencies, critical incidents, and multi-agency operations. The system's integration with regional communication networks also strengthens collaboration with neighboring agencies.

These investments in new vehicles and enhanced communication technology reflect the department's ongoing commitment to leveraging innovation to improve public safety, support officers, and better serve the community.

To protect and serve isn't merely a motto- it's a calling. Each day brings new challenges, but with them come new opportunities to make a lasting difference.

Patrol officers are tasked with duties including but not limited to: responding to calls for service, traffic enforcement, traffic accidents, preventative patrol, writing reports, and making arrests when necessary. The Hurst Police Department is authorized 75 sworn officers, with 61 serving as front-line personnel who safeguard our community around the clock, every day of the week.



35,304
Calls For Service

Priority 1 Calls

Average response time of five minutes. Priority 1 Calls include accident with injuries, crimes-in-progress, and calls requiring immediate response

642
Accidents

Public Service Officers (PSO)

Calls For Service 25,693
Reports Taken 823
Fingerprints 155



4,185
Offense Reports

Non-Emergency Calls

817-788-7180



1,546
Adult Arrests

Highest call
volume day is
Friday



2,757
Citations

Youth Camps are held every summer for 5th & 6th graders. PALS Camp is in June and Basketball Camp is held in July.

Hurst residents must register to attend and the camps are free!

Community Services Programs

- Apartment Manager Association
- National Night Out
- Neighborhood Dispute Resolution
- H.E.B.I.S.D. Health and Safety Fair
- Residential and Business Security Surveys and Presentations
- Town Hall Forum
- 6STONES “Back to School” Fair
- Project Safe Child
- Women’s Safety Days
- Police Department Tours
- Bicycle Registration and Rodeo



COMMUNITY services

The Community Services unit offers a variety of crime prevention programs and safety presentations to local residents.

Personnel

6

Sworn positions include one sergeant, one corporal, two school resource officers, one mental health officer, and one community services officer

4

Civilians include one Community Service Program Assistant, two Crime Victim Coordinators, and one Mental Health Coordinator



New Trailer

A trailer was purchased with partial funding by the Hurst Citizens Police Academy Alumni Association for Community Services to organize and transport equipment for HYPE and PALS Camp. Fusion Graphics in Hurst applied a custom wrap to the trailer, the wrap highlights several of Community Services' key programs and includes QR codes for further details and information on City of Hurst employment opportunities.



CITIZENS POLICE academy

The Hurst Police Department sponsors the Citizen's Police Academy (CPA) with the goal of educating the citizens of Hurst on the "Hows and Whys" of the Hurst Police Department and its operations. This is accomplished through a series of lectures and hands-on activities on Thursday afternoon from 1-4 p.m. or 6-9 p.m. for ten weeks. The CPA classes are held at the Criminal Justice Center, located at 825-A Thousand Oaks Drive.

CITIZENS ON patrol

The Hurst Police Department's Citizens on Patrol (COP) Program is a volunteer group made up of Citizens Police Academy (CPA) graduates who complete additional training to assist the department. This high-visibility, non-confrontational team helps deter crime, enforces handicapped parking, and supports non-law enforcement tasks while maintaining a strong presence in the community.

Patrolling in marked COP vehicles, members watch for suspicious activity and quality-of-life issues. They also volunteer at city events such as Stars & Stripes, Holiday Tree Lighting, National Night Out, and more — demonstrating their commitment to public safety and community service.

CRIMINAL investigations

The Criminal Investigations Division is supervised by a sergeant and is staffed with eight sworn detectives and six civilians.

495

Felony Cases Filed

603

Misdemeanor
Cases Filed

274

Probable Cause Arrest
Warrants Issued

Crimes Against Persons	446	Crimes Against Property	1,047
Financial Crimes	177	Crimes Against Family/ Children	289
Narcotics -Drug Related	243	Traffic Incidents	6
Information Reports/ Found Property	367	Other Crimes	85
Missing Persons/ Runaways	46	Photos Uploaded	17,921
Digital Media Extractions	26	Fingerprints entered into AFIS	13

CRIME VICTIM assistance

The Victim Assistance Program exists to provide assistance to crime victims and their families. Services provided include:

- Crisis counseling/short-term counseling
- Criminal justice support
 - criminal justice system information
 - referral to assigned detective
 - status of case information
- Information and referral to local social service providers
- Notification and assistance in filing for Crime Victims' Compensation
- Assistance with evidence return
- Personal advocacy
- Training to law enforcement, community groups, and other agencies

353

Crime Victims Assisted

For Assistance
Call 817-788-7197

RESPONSE TO resistance

The Hurst Police Department remains proactive and steadfast in its commitment to safety. Through weekly Response-to-Resistance training, officers review departmental expectations and learn new, evolving techniques to address resistance during calls. Led by a cadre

of specially trained officers, this internal program reinforces de-escalation methods, the Use of Force Continuum, and tactics designed to minimize injuries to both officers and suspects. By collaborating closely with all ranks and units, the team ensures best practices are consistently integrated throughout the department

2024 Force Used	2023	2024	Difference
Approved Firearm/Rifle Used	2	0	-200%
Approved Firearm/Rifle Displayed	153	180	+16%
Impact Munition Displayed	3	13	+125%
CED Taser Deployed/ Drive Stun	4	5	+22%
CED Taser Displayed	3	17	+140%
Chemical Agent (ASR) Deployed	13	5	-89%
Chemical Agent (ASR) Displayed	1	3	+100
Mechanical Advantage Control Hold	66	64	-3%
ASP Baton Deployed	2	1	-66%
ASP Baton Displayed	5	1	-133%
Kicks	5	4	-22%
Punches	14	5	-95%
Pushes	14	15	+7%
Restraint Chair	7	2	-111%
Takedowns	46	48	+4%
Light Subject Control	38	37	-3%
Other	17	25	+38%
Total	394	425	+8%

INTERNAL AFFAIRS

complaint process

The Hurst Police Department is committed to the welfare of all citizens and ensuring that our employees uphold the highest standards of conduct. If an employee is found to be derelict in their duties or guilty of wrongdoing, we take immediate action. All complaints are handled fairly and thoroughly through the department's Internal Affairs system, which is dedicated to uncovering the truth and maintaining public trust.

Filing a Complaint

To file a complaint, contact the Hurst Police Department and a Personnel Complaint Form will be provided to you. Minor misconduct complaints must be filed within 30 days of the incident. Important: The completed complaint form must be returned in person.

Once submitted, the Professional Standards Captain will notify you of the investigation's outcome. You may be asked for additional information or to undergo a polygraph examination if necessary.

Complaint Outcomes

Substantiated Complaints – If the complaint is confirmed, disciplinary actions may include:

- **Training**
- **Structured Counseling**
- **Oral or Written Reprimand**
- **Suspension**
- **Termination**

Unsubstantiated Complaints – If there is insufficient evidence to support the allegation, the case is closed with no further action.

False Complaints – Knowingly making a false complaint against an officer is a violation of Texas Penal Code §37.08, a Class B misdemeanor.

The Hurst Police Department is committed to transparency, accountability, and maintaining public confidence. If you have any questions regarding the complaint process, please contact us.

External/Internal Complaints

16

External Complaints

Sustained: 4
Not Sustained: 0
Unfounded: 12
Exonerated: 0

18

Internal Complaints

Sustained: 18
Not Sustained: 0
Unfounded: 0
Exonerated: 0



NETCAST

Year in Review

The Cities of Hurst, Euless, Bedford, and Grapevine combined their resources, manpower, administrative tasks, and equipment to establish the Northeast Tarrant County Area SWAT Team.

2024 was a year of above-average activity for NETCAST. The team has embraced technology, increasingly utilizing interior drones to enhance operations. With strong leadership and a dedicated group of instructors, NETCAST remains committed to continuous improvement.

From October 21st to October 24th, NETCAST participated in the Tactical Response to Suicide Bombing Incidents training in New Mexico. This federally funded program requires teams to apply and be accepted. The training covered response strategies for active suicide bombers and post-

blast incidents, with the majority of the team in attendance. Instruction included classroom presentations, field test explosions, small team scenarios, and full command/team exercises. This training served as the team's annual 40-hour training event, replacing previous sessions such as those at Fort Cavazos.

Calls For Service: 20

8 Hazardous Warrant
4 Criminal Barricade

3 Armed Suicidal Barricade
5 Special Events

ANNUAL awards



2023 Civilian of the Year - Rebecca Stowe

Rebecca is a powerhouse. She consistently brings a positive attitude and gets things done with excellence. Her calm demeanor and unwavering positivity are key reasons she has been named Civilian of the Year.



2023 Rookie of the Year - Michael McCallum

Mike's fitness, dedication to family, innovative spirit, and passion for helping others make him an outstanding officer. His hard work, professionalism, and positive attitude are the reasons he has been named Rookie of the Year.



2023 Supervisor of the Year - Adam Longoria

Adam is a standout leader—calm, intelligent, confident, and highly competent. His exceptional instructional abilities, deep knowledge, and strong leadership skills are the reasons he has been named Supervisor of the Year.



2023 Officer of the Year - Matthew Elfers

Matt remains calm, cool, and collected under pressure. His dedication to mentoring newer officers, professional competence, and steady presence in high-stress situations are the reasons he has been named Officer of the Year.

2024 Civilian of the Year - Jessica Eason

Jessica is patient, kind, and always willing to help—qualities that greatly benefit the department. Her dedication, team-oriented attitude, and professionalism are the reasons she has been named Civilian of the Year.



2024 Rookie of the Year - Oscar Calderon

Oscar has a strong drive to learn, supports his team, and does it all without complaint. He is a hard-working and consistently calm presence, known for his positive attitude, steady demeanor, and reliability—all of which make him truly deserving of the Rookie of the Year award.



2024 Supervisor of the Year - Jacob Eubanks

Jake is the epitome of what every supervisor and officer should strive to be. He treats others with respect and truly values those he works alongside. His professionalism, teaching ability, and servant leadership are the reasons he has been named Supervisor of the Year.



2024 Officer of the Year - Brandon Morgan

Brandon displays an unmatched work ethic and a genuine enthusiasm for problem-solving. His professionalism and dedication to teamwork make him an invaluable asset to our department and are the reasons he has been named Officer of the Year.





HURST TEXAS
Police Department

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