

Hebron Police Department



Annual Report 2025



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Note from the Chief

2025 was a landmark year of transition for the Hebron Police Department. When Chief Larry Brooks retired in July, he took with him 31 years of invaluable experience—a legacy that is not easily replaced. Despite the period of uncertainty that naturally follows such a significant change, our staff remained steadfast in their mission: providing our community with the highest level of law enforcement and crime prevention possible.

Upon accepting this position, I entered an agency already held in high esteem in the local law enforcement community; long before I took this role, the Hebron Police Department was regarded by peers across the region as one of the finest in the county. Having seen our officers in action, I can attest to their exceptional training and the genuine passion they have for this community. It is a privilege to lead such a dedicated team, and I look forward to guiding this agency into a new era built on trust, transparency, and strong community partnerships.

It is my firm expectation that the Hebron Police Department will remain devoted to providing professional, transparent, and ethical police services. By fostering lasting partnerships with our residents and businesses, we will ensure that Hebron remains a safe and welcoming place to live, work, and visit.



Tyler Welsh
Chief of Police



Mission Statement

The mission of the Hebron Police Department is to provide the community with the highest level of law enforcement and crime prevention possible.

This mission is accomplished by providing the community with honest, professional, and dedicated police service, and by working together with residents to promote a safe and inviting community.



Core Values

Integrity

With professionalism and honesty, we strive to make the right decisions and to respect the public trust.

Service

Providing excellent quality service to the community is our primary duty. Our service is responsive, effective and dependable.

Teamwork

Through our partnership with the public, we work together to achieve our goal to make our community a safe and inviting place.

Courage

The mental and physical strength needed to perform our duties. Our courage derives from our commitment to training, education, and trust in one another.

Justice

Strong beliefs in our court system and local laws encourages us, without favoritism or prejudice, to bring those who do wrong to justice.

Department Personnel



Chief Tyler Welsh



Lieutenant Richard Carson



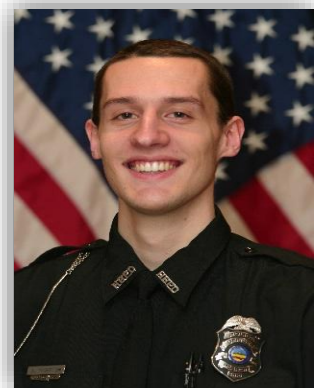
Sergeant Anthony Oliver



Officer James Martin



Officer William Dick



Officer Zachary Hampton



Officer Ryan Collins



Officer Andrew Smith



Officer Zachary Swoyer

Department Personnel



Ofc. Zachary Raaker
Part Time



Ofc. Eriq Shaw
Part Time



Kathy Curtis
Administrative
Assistant – Part Time

Retired



Chief Larry Brooks
Retired – July 2025

Chief Tyler Welsh	<i>Chief of Police.</i>
Lieutenant Richard Carson	<i>Full Time, Department Manager, Training Coordinator, Yearly Budget Manager, Emergency Contact Coordinator, Field Training Officer Coordinator, Traffic Stops Instructor, Field Sobriety Test Instructor, Crisis Response Team Member, Scheduling, Police Administration.</i>
Sergeant Anthony Oliver	<i>Full Time, Supervises Patrol, Field Training Officer, Firearms Instructor, Police-Rifle Carbine Instructor, Shotgun Instructor, Evidence Custodian (Primary), Crisis Response Team Member, Training Records Coordinator, Notary Public, Search and Seizure Instructor, LEADS TAC Officer (alternate), Accreditation Manager.</i>
Officer James Martin	<i>Full Time, Field Training Officer, Chemical O.C. Instructor, Impact Weapons Instructor, Subject Control Instructor, Crisis Response Team Member, VR Instructor.</i>
Officer William Dick	<i>Full Time, Taser Instructor, Cruiser Maintenance Manager, Field Training Officer, Crisis Response Team Member, Firearms Instructor, Accreditation Assistant.</i>
Officer Zachary Hampton	<i>Full Time.</i>
Officer Ryan Collins	<i>Full Time, LEADS TAC Officer, Field Sobriety Test Instructor, Crisis Response Team Member, Field Training Officer.</i>
Officer Andrew Smith	<i>Full Time.</i>
Officer Zachary Swoyer	<i>Full Time.</i>
Officer Eriq Shaw	<i>Part Time.</i>
Officer Zachary Raaker	<i>Part Time.</i>
Admin Asst Kathy Curtis	<i>Part Time, Evidence Custodian (Alternate)</i>

Equipment Acquisition

Department Equipment	
EQUIPMENT PROCURED	QUANTITY
Intoximeters DMT BAC Machine	1
BAC Simulator	1
Taser	2
Promotional Material/Items	4
Meta Quest 3 – VR Headset (For new Ohio VR CPT Courses)	1



Training

The training program includes a structured schedule that provides officers with foundational instruction, as well as an ongoing plan for annual in-service training. Annual training covers essential topics such as use of force, emergency vehicle operations, and domestic violence. Furthermore, all officers completed the state-required 24 hours of Continuing Professional Training (CPT).

The schedule also includes courses of instruction that require subject-matter experts and are typically delivered outside the department.

The training completed in 2025 includes the following:

Chief Larry Brooks (Retired July 2025)

Civil Commitments Written Test
Use of Force Written Test
Emergency Vehicle Operations Written Test
Vehicle Pursuits Written Test

Chief Tyler Welsh (Hired November 2025)

Firearms Qualifications
Use of Force Written Test
Vehicle Pursuits Written Test
Emergency Vehicle Operations Written Test
Civil Commitments Written Test
Taser X26P Recertification
Handle with Care Train-the-Trainer
*FN303 Less Lethal Launcher Operator**
*OHLEG Security Video**
*Arrest, Search, and Seizure 2025 CPT**
*Legal Updates 2025 CPT**
*Ethics Law 2025 CPT**
*Use of Force 2025 CPT**
*FBI-LEEDA Media and Public Relations**
*Armored Rescue Vehicle Operations**
*Supervisor Training and Education Program (STEP)**
*Drone Legal Update**
*Ohio UAS Conference**
*Effective Report Writing for Adolescent Interactions CPT**
*Report Writing 2025 CPT**
*Documenting Complex Crisis Intervention CPT**

* - Denotes Training taken while at previous agency

Lt. Richard Carson

Legal Updates 2025
Civil Commitments Written Test
Use of Force Written Test
Emergency Vehicle Operations Written Test
Vehicle Pursuits Written Test
Firearms Qualifications
Narcan refresher
FLOCK Alert Tool Certification
FLOCK Search Tool Certification
Immersive VR Training
Documenting Complex Crisis Intervention
OHLEG Security Training
LEADS Security and Privacy General User
LEADS Certification
Effective Report Writing for Adolescent Interactions
Ballistic Shield Firearms Training
Effective Report Writing for High Stakes School Crisis Incidents
CPR AED Recertification
CAT and Officer Wellness
Sierah's Law
Missing Child
Bias Based Profiling Video
Personal Protective Equipment Video
Arrest, Search, and Seizure 2025
Ethics Law 2025
Use of Force 2025
Effective Report Writing for Mental Health Crisis Intervention
Low Light Shooting
Report Writing in Crisis Interventions with Mentally Challenged Individuals
Officer Wellness in High Stress Domestic Violence Situations
Officer Trauma and Wellness in Crisis Situations
Responding to Domestic Violence Incidents with Sensitivity and Professionalism
Ohio School Threat Assessment
Victim's Rights – Marsy's Law 2025
Report Writing 2025
Defensive Tactics Training
Taser Recertification
Handle with Care Training

Sgt. Anthony Oliver

Emergency Vehicle Operations Written Test
Civil Commitments Written Test
Use of Force Written Test
Vehicle Pursuits Written Test
LEADS TAC Recertification
LEADS Security and Privacy Certification.
Legal Updates 2025
Arrest, Search and Seizure 2025
Narcan Refresher
OHLEG Security Training
Immersive VR Training
Documenting Complex Crisis Intervention
Effective Report Writing for Adolescent Interactions
Ethics Law 2025
Use of Force 2025
CAT and Officer Wellness
Effective Report Writing for High Stakes School Crisis Incidents
Effective Report Writing for Mental Health Crisis Intervention
Missing Child
Sierah's Law
Officer Trauma and Wellness in High Stress Domestic Violence Situations
Report Writing in Crisis Interventions with Mentally Challenged Individuals
Officer Trauma and Wellness in Crisis Situations
Responding to Domestic Violence Incidents with Sensitivity and Professionalism
Firearms Qualifications
Bias Based Profiling Video
Personal Protective Equipment Video
CPR AED Recertification
Security and Privacy: Security Role
Ohio School Threat Assessment
Report Writing 2025
Victims' Rights – Marsy's Law 2025
Low Light Shooting
Defensive Tactics Training
Taser Recertification
Handle with Care Training

Ofc. James Martin

LEADS Security and Privacy Recertification
LEADS Recertification
Arrest, Search, and Seizure
Use of Force 2025
Ethics Law 2025
Emergency Vehicle Operations Written Test
Vehicle Pursuits Written Test
Use of Force Written Test
Civil Commitments Written Test
BCI Lethal Use of Force and OIS Investigations Course
Critical Thinking in Use of Force Situations CPT
Legal Updates 2025
Vicarious Trauma
CAT and Officer Wellness
Report Writing 2025
Victims' Rights – Marsy's Law 2025
Virtual Reality Instructor Certification
Firearms Qualifications
Narcan Refresher
Documenting Complex Crisis Intervention
Effective Report Writing for Adolescent Interactions
Effective Report Writing for High Stakes School Crisis Incidents
Effective Report Writing for Mental Health Crisis Intervention
OHLEG Security Training
Report Writing in Crisis Interventions with Mentally Challenged Individuals
Officer Trauma and Wellness in High Stress Domestic Violence Situations
Officer Trauma and Wellness in Crisis Situations
Responding to Domestic Violence Incidents with Sensitivity and Professionalism
Sierah's Law
Ballistic Shield Firearms Training
CPR AED Recertification
Stops and Approaches Instructor Certification
Personal Protective Equipment Video
Bias Based Profiling Video
Missing Child 2025
Low Light Shooting
Taser Recertification
Handle with Care Training

Ofc. William Dick

Leads Security and Privacy: General User
LEADS Inquiry Certification
Emergency Vehicle Operations Written Test
Vehicle Pursuits Written Test
Use of Force Written Test
Civil Commitments Written test
Narcan Refresher
Police Rifle – Carbine Instructor
Legal Updates 2025
Arrest, Search, and Seizure 2025
OHLEG Security Training
Firearms Qualifications
Pursuit Immobilization Technique
CPR AED Recertification
Bias Based Profiling Video
Personal Protective Equipment Video
CAT and Officer Wellness
Sierah's Law
Missing Child 2025
Ethics Law 2025
Report Writing 2025
Victims' Rights – Marsy's Law 2025
Ohio School Threat Assessment
Immersive VR Training
Documenting Complex Crissi Intervention
Effective Report Writing for Adolescent Interactions
Effective Report Writing for High Stakes School Crisis Incidents
Effective Report Writing for Mental Health Crisis Intervention
Report Writing in Crisis Interventions with Mentally Challenged Individuals
Officer Trauma and Wellness in High Stress Domestic Violence Situations
Officer Trauma and Wellness in Crisis Situations
Responding to Domestic Violence Incidents with Sensitivity and Professionalism
Low Light Shooting
Defensive Tactics Training
Use of Force 2025 CPT
Handle with Care Training

Ofc. Zachary Hampton

Use of Force Written Test
Civil Commitments Written Test
Emergency Vehicle Operations Written Test
Vehicle Pursuits Written Test
Legal Updates 2025
Arrest, Search, and Seizure 2025
Ethics Law 2025
Use of Force 2025
Firearms Qualifications
Narcan Refresher Training
Intox DMT Operator Certification
Missing Child
Sierah's Law
CAT and Officer Wellness
Ballistic Shield Firearms Training
CPR AED Recertification
Bias Based Profiling Video
Personal Protective Equipment Video
Immersive VR Training
Ohio School Threat Assessment
Report Writing 2025
Low Light Shooting
OHLEG Security Video
Victims' Rights – Marsy's Law 2025
Defensive Tactics Training
Taser Recertification
Documenting Complex Crisis Intervention
Effective Report Writing for Adolescent Interactions
Effective Report writing for High Stakes School Crisis Incidents
Effective Report Writing for Mental Health Crisis Intervention
Report Writing in Crisis Interventions with Mentally Challenged Individuals
Officer Trauma and Wellness in High Stress Domestic Violence Situations
Officer Trauma and Wellness in Crisis Situations
Responding to Domestic Violence Incidents with Sensitivity and Professionalism
LEADS Security and Privacy-General User
Handle with Care Training

Ofc. Ryan Collins

Civil Commitments Written Test
Use of Force Written test
Vehicle Pursuits Written Test
Emergency Vehicle Operations Written Test
FTO Written Test
LEADS TAC Recertification
LEADS Security and Privacy Certification
Firearms Qualifications
Narcan Refresher
FLOCK Search Tool Certification
FLOCK Alert Tool Certification
OHLEG Security Training
Legal Updates 2025
Arrest, Search, and Seizure 2025
Ethics Law 2025
Use of Force 2025
Sierah's Law
Missing Child
Immersive VR Training
Documenting Complex Crisis Intervention
CAT and Officer Wellness
Effective Report Writing for Adolescent Interactions
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Effective Report Writing for Mental Health Crisis Intervention
Report Writing in Crisis Interventions with Mentally Challenged Individuals
Officer Trauma and Wellness in High Stress Domestic Violence Situations
LEADS Security and Privacy: Security Role
Officer Trauma and Wellness in Crisis Situations
Responding to Domestic Violence Incidents with Sensitivity and Professionalism
Ballistic Shield Firearms Training
Bias Based Profiling Video
Personal Protective Equipment Video
CPR AED Recertification
Report Writing
Victims' Rights – Marsy's Law 2025
Low Light Shooting
Ohio School Threat Assessment
Defensive Tactics Training
Taser Recertification
Handle with Care Training

Ofc. Andrew Smith

LEADS Security and Privacy Certification
Emergency Vehicle Operations Written Test
Vehicle Pursuits Written Test
Civil Commitments Written Test
Use of Force Written Test
Firearms Qualifications
Narcan Refresher Training
FLOCK Search Tool Certification
FLOCK Alert Tool Certification
OHLEG Security Training
ARIDE Certification
Immersive VR Training
Documenting Complex Crisis Intervention
Intox DMT Operator Certification
Ballistic Shield Firearms Training
CPR AED Recertification
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Personal Protective Equipment Video
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CAT and Officer Wellness
Officer Trauma and Wellness in Crisis Situations
Ohio School Threat Assessment
Sierah's Law
Missing Child
Low Light Shooting
Responding to Domestic Violence Incidents with Sensitivity and Professionalism
Speed Measuring Device
Report Writing 2025 CPT
Victims' Rights – Marsy's Law 2025
Legal Updates 2025
Use of Force 2025
Arrest, Search, and Seizure 2025
Ethics Law 2025 CPT
Criminal Patrol/Drug Interdiction Training
Defensive Tactics Training
Taser Recertification
Handle With Care Training
LEADS Inquiry Re-certification
LEADS Security and Privacy – General

Ofc Zachary Swoyer

Arrest, Search, and Seizure 2025
Ethics Law 2025
Use of Force 2025
Legal Updates 2025
Use of Force Written Test
Vehicle Pursuits Written Test
Emergency Vehicle Operations Written Test
Taser X26P Recertification
Firearms Qualifications
OHLEG Security Video
Impact Weapons Training
OC Training
LEADS Security and Privacy General User
LEADS Certification
STOPS traffic stop training
Narcan Refresher
FLOCK Search Tool Certification
FLOCK Alert Tool Certification
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Personal Protective Equipment Video
CPR AED Recertification
Ohio School Threat Assessment
Report Writing 2025
Victims' Rights – Marsy's Law 2025
Low Light Shooting
Defensive Tactics Training
Taser Recertification
Handle with Care Training

Ofc. Zachary Raaker (part-time)

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Report Writing 2025
Ohio School Threat Assessment
CAT and Officer Wellness 2025
Missing Child
Sierah's Law
Legal Updates 2025
Responding to Domestic Violence Incidents with Sensitivity and Professionalism
Taser Recertification

Ofc Eriq Shaw (part-time)

Vehicle Pursuits Written Test
Use of Force Written Test
Emergency Vehicle Operations Written Test
Civil Commitments Written Test
Narcan Refresher
OHLEG Security Video
LEADS Security and Privacy: General User
LEADS Inquiry Certificate
Low Light Shooting
Firearms Qualifications
Taser Recertification

*** 2025 CPT Credit Hours were reported by
Officer Shaw's full-time employer.*

Kathy Curtis, Administrative Assistant (part-time)

Narcan Training
OHLEG Security Training
Public Records Training
OACP Public Records 101: What is Public Record?
OACP Public Records 103: Investigative Records
CJIS Security and Privacy: General Role

Calls for Service

The Hebron Police Department responds to all calls for service (CFS) within its 3.07-square-mile jurisdiction. Every response generates a Call Record (CR). The specific circumstances encountered on-scene determine if further documentation is required; depending on the nature of the incident, this may include a traffic crash report, an incident/offense report, or a traffic citation.

The total number of call records generated are as follows:

Calls for service (2024)	4091
Calls for service (2025)	4127

Offenses

Every call for service involving an alleged or suspected criminal act requires an offense report. Agencies utilize the National Incident-Based Reporting System (NIBRS), a standardized nationwide framework, to record these offenses. The NIBRS format is highly detailed, ensuring data is collected in a consistent manner for seamless reporting to state and federal agencies for tracking and monitoring.

The offense type and the numbers reported are as follows:

Offenses

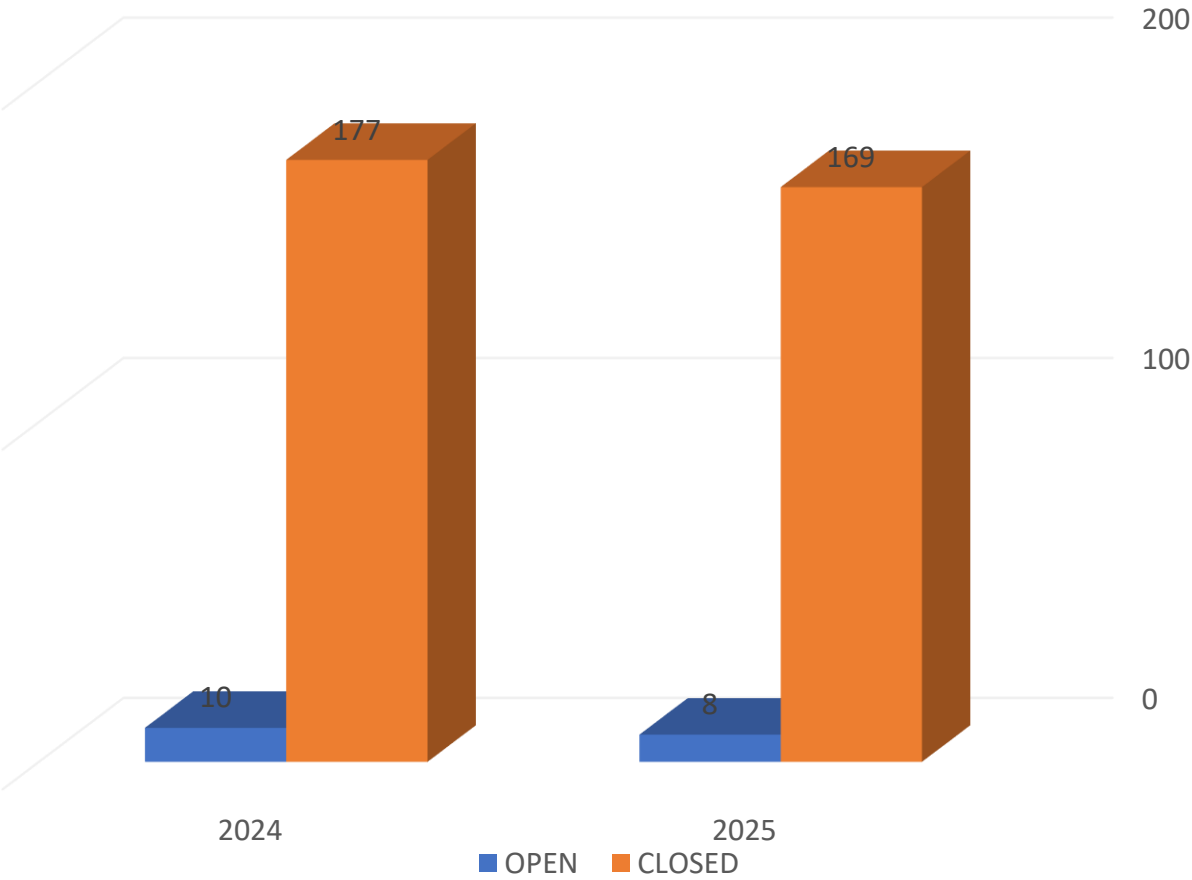
Type of Offense	2025	2024	Type of Offense	2025	2024
Aggravated Arson	0	2	Menacing/Threats	3	10
Aggravated Burglary	0	2	Misuse of Credit Card	0	1
Aggravated Menacing	1	6	Obstructing Official Business	1	3
Aggravated Trespassing	0	1	Passing Bad Checks	0	2
Assault	3	2	Possession of Drugs	2	6
Breaking & Entering	3	4	Public Indecency	1	0
Burglary	2	3	Rape	0	3
Criminal Damaging/Endangering	10	7	Receiving Stolen Property	1	2
Criminal Mischief	0	3	Resisting Arrest	0	4
Disorderly Conduct	3	10	Sexual Battery	1	0
Domestic Violence	13	11	Strangulation	0	1
Drug Abuse Instruments	1	0	Telecommunications Harassment	2	1
Drug Paraphernalia	2	1	Theft	41	42
Endangering Children	1	1	Trespassing	5	1
Failure to Disclose Information	0	1	Unauthorized Use of Motor Vehicle	0	1
Failure to Comply	1	0	Underage Consumption	0	1
Falsification	1	0	Vandalism	0	2
Gross Sexual Imposition	0	1	Violation of Protection Order	5	2
Identity Fraud	2	4	Total Offenses	105	141

Incident Reports

In 2025, the Hebron Police Department filed 177 incident reports. Of these, 169 have been closed through various dispositions, including arrest, unfounded status (where charges were not warranted), by other means, or exceptional clearances such as declined prosecution and lack of victim cooperation.

Cases “closed by other means” include (but are not limited to) incidents involving mutual agreements between parties, accidental deaths, or the recovery of missing and runaway persons.

OPEN Incident Reports – 2024	10
CLOSED Incident Reports – 2024	177
Total Incident Reports – 2024	187
OPEN Incident Reports – 2025	8
CLOSED Incident Reports – 2025	169
Total Incident Reports – 2025	177



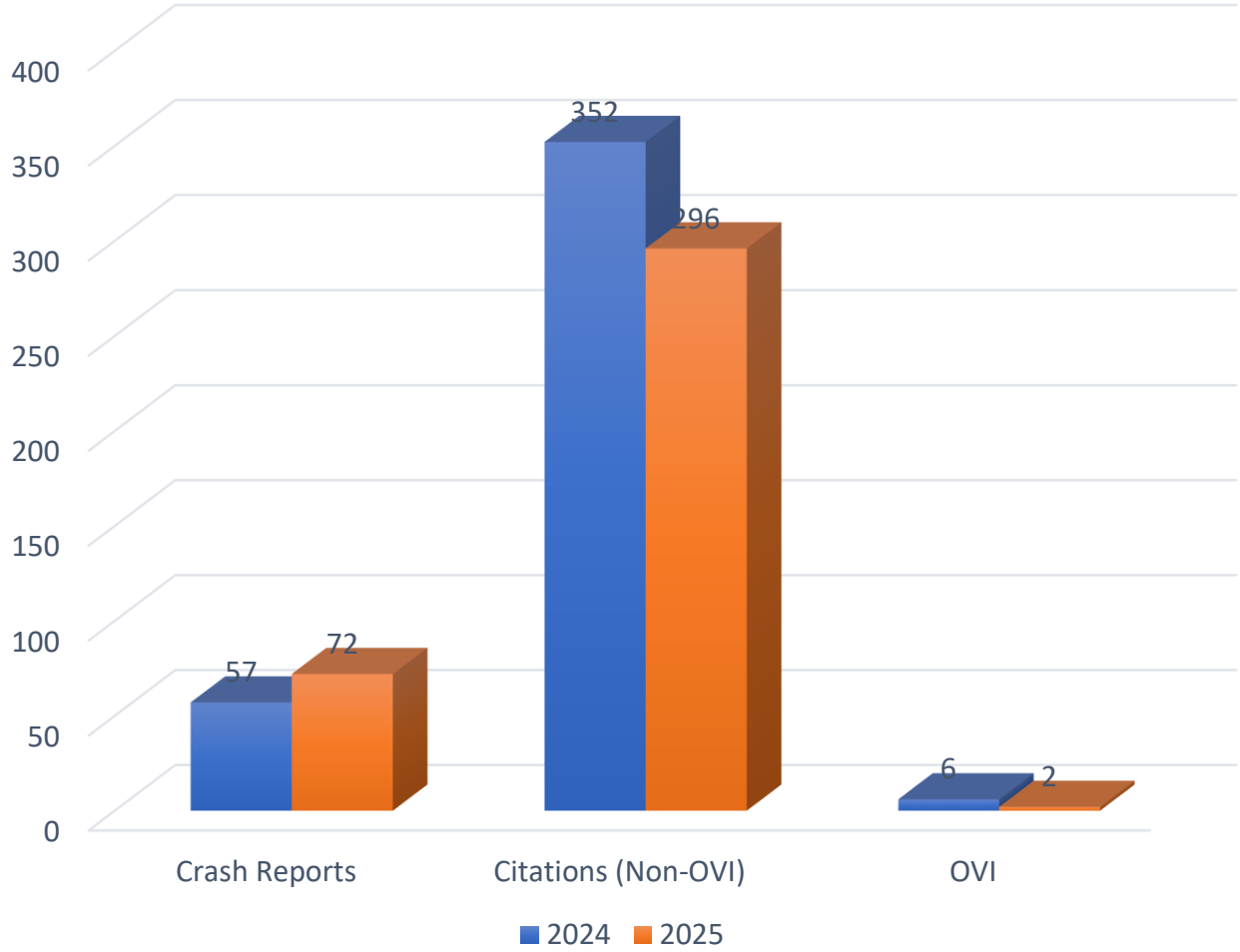
Traffic Enforcement

Traffic enforcement remains a primary focus for the Department, driven largely by the intersection of two major highways within the Village and the high volume of traffic from the industrial areas of our jurisdiction. To address community concerns, we utilize technology and recurring resident feedback to identify specific high-priority enforcement areas. Our overarching goal continues to be the prevention of traffic crashes and the mitigation of dangerous conditions on Hebron roadways.

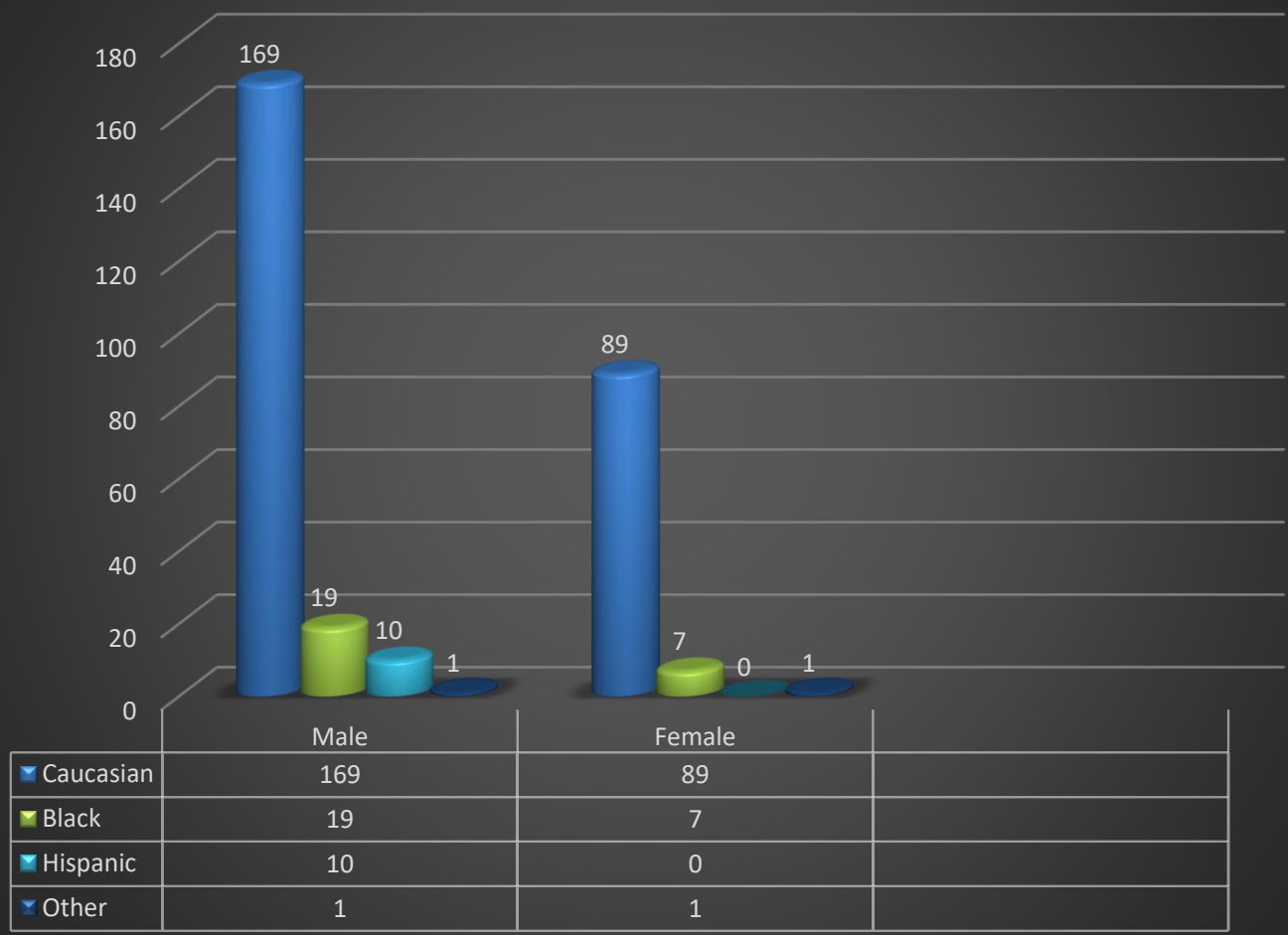
The breakdown of traffic enforcement activity is as follows:

2024	
Crash Reports	57
Citations (non-OVI)	352
OVI	6

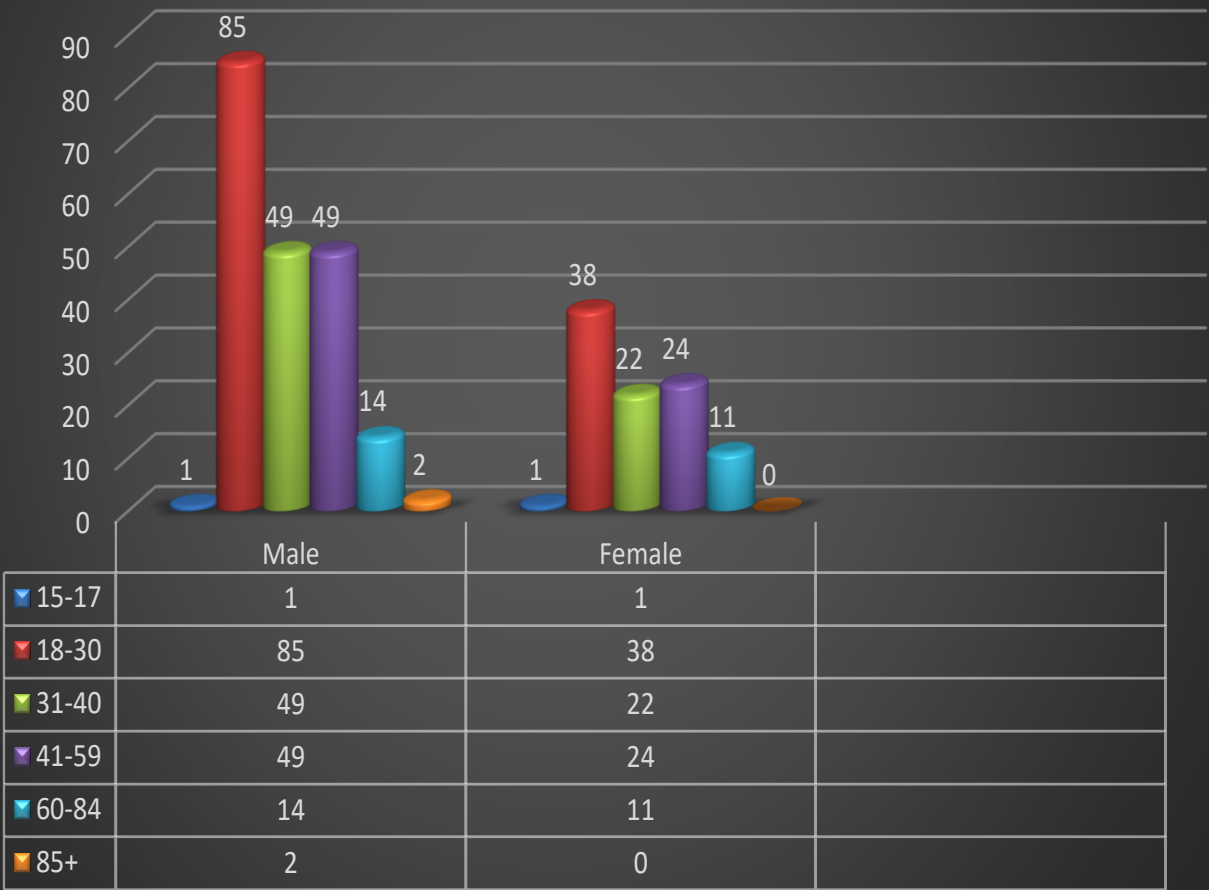
2025	
Crash Reports	72
Citations (non-OVI)	296
OVI	2



Citations issued by Race and Gender 2025



Citations Issued by Age & Gender 2025



Vehicles

Current to January 6th, 2026		
<u>Car</u>	<u>Current Mileage</u>	<u>Miles Driven 2025</u>
#1 2023 Ford Explorer	25,102	16,661
#2 2023 Ford Explorer	16,353	11,185
#3 2021 Ford Explorer (Hybrid)	89,952	14,528
#4 2022 Ford Explorer	51,728	17,623
2017 Ford Explorer (Chief's Car)	120,843	2,400
TOTAL MILES DRIVEN FROM 01/01/2025 to 01/06/2026 62,397		

Notable Events 2025

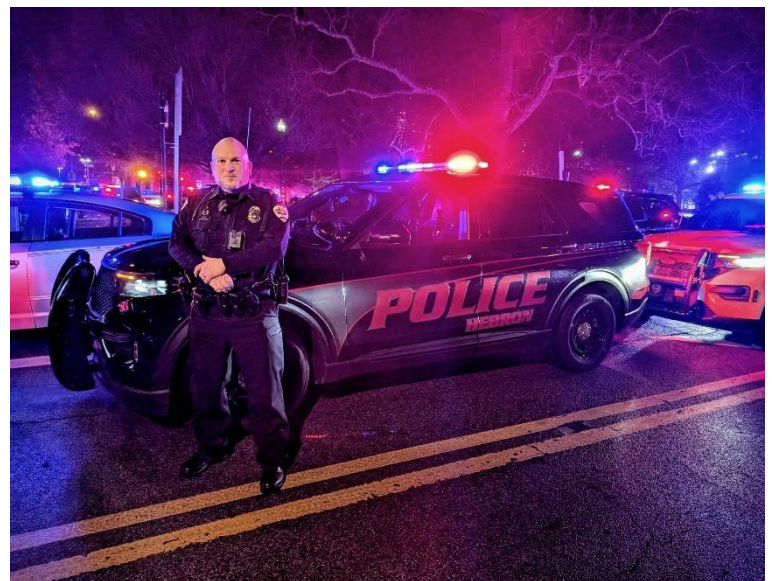
- Hosted Lakewood Elementary Classes for a tour of the Police Department
- Attended Village of Hebron 43025 Day festivities
- Attended Lakewood Back-to-School event
- Supported the Terry McDowell Fallen Hero's Memorial Ride
- Participated with The Hebron Pie Festival and Parade
- Participated in the Memorial Day Parade
- Aided with two Drug Take Back Days conducted by the Licking County Health Department at the police department
- Maintained RX Collection Bin year round
- Participated in Trunk-or-Treat at Hebron New Life Church
- Helped with Hebron's Beggars' Night event and after-party



Notable Events 2025

(Continued)

- Attended Light Ohio Blue's "Operation Santa's Sleigh" in Central Ohio
- Attended Veterans Day Memorial Service
- Supported Red, White, & Blue Bike Parade
- Ran in the Law Enforcement Torch Run for Special Olympics
- Provided Courthouse tours with C-TEC Criminal Justice students
- Conducted radar/laser training with C-TEC Criminal Justice students
- Participated in C-TEC Criminal Justice Advisory Board
- Provided security for Holiday Hop Event
- Provided escort for the 4th of July Parade
- Participated in Burning Bright Event at Canal Park



Notable Events 2025

(Continued)

- Attended mock crash at Lakewood High School
- Provided department tours to Girl Scout Troop 7734
- Welcomed Officer Zach Swoyer to the department
- Held retirement ceremony for Chief Larry Brooks
- Welcomed Chief Tyler Welsh to the department
- Participated in Buckeye National Scenic Trail Dedication at Lakewood High School
- Participated in the Hebron Christmas Market & Christmas Tree Lighting Ceremony
- Participated in Light Ohio Blue Caravan in Central Ohio
- Officers participated in “No Shave November” which helped raise \$3,700 for the Lakewood Lancer Leaders Program providing Christmas gifts for children in need.
- Held the “Christmas Shopping with the Hebron Police” event at Heath Walmart



Recognitions

- Re-Accredited by Ohio Collaborative
- Completed a Law Enforcement Automated Data System (LEADS) audit
- Completed an Ohio Law Enforcement Gateway (OHLEG) audit
- Completed Ohio Bureau of Criminal Investigation Criminal Justice Information Systems (CJIS) audit
- Officer Andrew Smith received the Citizen's Lifesaving Recognition Award from the West Licking Joint Fire District
- Sergeant Anthony Oliver awarded Employee of the Year
- Officer Dave Martin given a Chief's Certificate of Recognition
- Officer Ryan Collins received a recognition letter from a community member for his professional response to a volatile situation.
- Chief Larry Brooks retired after 31 years of dedicated service to the Village of Hebron

