











**From:** [Marti](#)  
**To:** [Thieman, Beth](#)  
**Subject:** How to be remembered  
**Date:** Sunday, January 01, 2017 11:25:19 AM

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Beth

I have given much thought to your request. I thought about programs I developed and three come to mind that I am the most proud of. First, with the assistance of the T.P.P.A. we instituted the Employee Assistant program. When an officer found themselves in trouble whether it be in the home, substance abuse, or some other problem they had a program to go to to aid in setting their lives straight. Second, the Chaplaincy program. Ministers from many different faiths took the time to ride along with officers and to get to know them and help them with problems they normally would not express to another person. I strongly trusted the employee assistance officer and the clergy and by design they did not report their contact to me which hopefully gave the officers confidence they could be candid in their request for help. The third program the Mentoring program. The dedicated officers that participated let the youth see a different side to the police officers and the officers saw a different side to the troubled youth.

Saying the above I realized that when a new Chief is appointed, in my case Chief Galvin, he would change or eliminate current programs and institute programs he felt were important. It is my understanding most if not all of the above were eliminated and my only hope is that the new programs that replaced them are better than what I instituted, You ask what I wanted to be remembered for. Most of the officers on the department now probably don't remember me or my name. For those that do there are three things I hope I am remembered for: first, he cared deeply for each and every member of the department. Second, he was fair in his managing the division and when applying discipline sanctions. Third, he was approachable and open to suggestions.

I am very proud to have been a member of the Toledo Police Department and to have served as Chief. I pray each day for their safety and the safety of officers every where and it pains me when any officer gives up his life serving his community.

I don't know if this is what you were looking for but I hope it helps. Keep my section short. You have obviously put a great of time, energy and thought to your project and you can be proud of your work.

Marti

# TOLEDO POLICE MENTORING PROGRAM

## Slide #1.

The City of Toledo is located in Lucas County, Ohio. It has a population of 332,900. Toledo is the Glass Capitol of the world and third largest port on the Great Lakes.

## Slide #2.

There are 44 elementary public schools, eight junior high schools and seven public high schools. There are 40,452 students enrolled in the public schools.

## Slide #3.

The Toledo Police Division's Mentoring Program was developed within the guidelines of the Police Division's policy on Community Relations. The program consists of a network of volunteer Toledo Police officers, of all ranks, who serve as role models for junior high school students.

## Slide #4.

The Mentoring Program is recognized as a major tool in the City's effort to combat juvenile crime and gang-related activity.

## Slide #5.

"Mentoring" is similar to the Big Brothers and Big Sisters program,

## Slide #6.

in that the officers establish lasting personal relationships with their students as they exchange information about themselves.

## Slide #7.

The officers also work closely with school administrators, juvenile court officials and the parents as they guide their student toward building a positive self image.

## Slide #8.

The officers also place an emphasis on keeping the students away from drugs, alcohol, and gangs. Slide #9.

## Slide #10.

Under the guidelines of the program, field trips are planned for groups of students. This group toured the Marion Correctional Facility and participated in the Checkmate Youth Educational Program.

## Slide #11.

Another group of mentoring students went to the University of Toledo and met Himmie Escalante, slide #12, the renowned educator who inspired the film Stand and Deliver.

## Slide #13.

In a less formal surrounding, officers took their students to the annual spring picnic at one of our local parks.

## Slide #14.

Having fun is a major theme of mentoring. Enjoyable experiences are the ones most remembered.

## Slide #15

Mentoring derives its' true impact from the one-on-one quality time that the students spend with 'their' officer.

Slide #16.

It is the individualized attention that brings the greatest results.

Slide #17.

The officers are encouraged to stop by the schools and have lunch with their student in the cafeteria, or

Slide #18.

pick them up and take them out to eat for a meal away from the school.

Slide #19.

Officers also encourage their students to participate in sports, and slide #20, organized activities after school.

Slide #21.

Sometimes they just get together to play with each other.

Slide #22.

The parents of the students are also required to participate in the program by encouraging positive relationships between their children and the police,

Slide #23.

and by attending drug education and crime prevention programs.

Slide #24.

The benefits of the mentoring program

Slide #25.

are expected to last for a lifetime.

Slide #26.

As the students mature and eventually

Slide #27.

have children of their own.

Slide #28.

They will share their positive experiences with a new generation who will also look to the police officer as their friend and mentor.

The slides included in this package were taken on several different occasions. The narrative, that corresponds to each picture, is included on these pages.



# Hawkey Names Felker City's Chief Of Police, Effective Immediately

By MIKE BARTELL  
and  
BENJAMIN MARRISON  
Blade Staff Writers

City Manager Philip Hawkey today named Capt. Marti D. Felker, a 20-year veteran of the Toledo police division, as the new chief of police.

Mr. Felker, 42, who had been head of the crimes against persons section of the detective bureau, assumes his new post immediately. He will be paid \$54,900 annually.

"There's a lot ahead of me," Mr. Felker said at a morning news conference at Government Center. "The main thing right now is to get brought up to date on where the division stands, and then go from there."

He succeeds John Mason, who retired in June, and becomes head of the city's largest division, which can have up to 750 officers and a budget of \$40 million.

He is the 22nd chief to head the division.

Richard Kwiatkowski, who had been acting police chief, will return to his former duties as deputy chief in charge of support services after assisting Chief Felker through a transition period.

"I've got a lot of confidence that Marti Felker will be one of our best police chiefs," Mr. Hawkey said at the news conference.

## Understanding Of Department

Mr. Hawkey, authorized by the city charter to name the new chief, said he picked Mr. Felker because of "his understanding of the police department and its role, and his willingness to evaluate and strengthen the relationship between the division and the community."

"He's expressed an eagerness to bring in more people to the decision-



- Blade Photo

Marti Felker spoke at news conference this morning

making process, and I like that," Mr. Hawkey said.

Chief Felker said today he wanted to make the division more community oriented, obtain greater input from the officers, and allow his deputy chiefs to take a more active role in running the division.

Chief Felker was selected over Deputy Chief John Bryan, field op-

erations; Deputy Chief Ronald Jackson, administrative services; Capt. Larry Armstrong, personnel and fiscal affairs, and Capt. Larry Dyal, training. **AUG 26 1987**

The decision came after three hours of discussion yesterday by Operations Manager Michael White, Staff Manager Anthony Reams, Personnel and Civil Service Director William Logie, Safety Director Raymond Norris, and Mr. Hawkey.

"As the meeting went on, it became apparent to us that Marti was the best choice," Mr. Hawkey said.

Sources said, however, that Captain Felker was not Mr. Hawkey's first choice.

**BLADE**

They said the city manager, apparently not totally pleased with any of the applicants, asked Mr. Mason on Sunday to resume the job.

When Mr. Mason rejected the offer, sources said, Mr. Hawkey apparently turned to the list of candidates.

## Mason Declines Comment

Mr. Mason acknowledged that he talked with the manager Sunday but refused to say what was discussed.

Mr. Norris said Mr. Mason's return "was an alternative being discussed, but as far as I know, John was not offered the job."

Mr. Hawkey said he didn't offer the job but did ask the former chief to help with the transition.

Mr. Norris said the decision was difficult because "no star emerged."

"But to say we weren't pleased is really unfair," he said. "I'm really looking forward to working with Marti. He's extremely honest and will consider all sides of an issue before he goes forward."

Chief Felker, born in Nashville, Tenn., has lived in the Toledo area most of his life.

# Felker New Police Chief

Continued from First Page

He lives in Sylvania, on a waiver approved in 1985 to live outside the city, but Mr. Hawkey said he will be required to move into the city within six months. He has a wife, Helen, and three children, Tami, 21, Mark, 20, and Michele, 18, all living at home.

AUG 26 1987

Chief Felker, appointed to the division in 1967, has served as a uniformed officer, a detective, and in the administrative staff section.

From 1967 to 1973, he was a patrol officer. He was an accident investigator in the traffic section from 1973 until 1976, then was promoted to sergeant and assigned to

head the robbery and homicide units.

In 1977, he became an internal-affairs investigator, handling citizen reports and investigating alleged misconduct by police. **BLADE**

He was promoted to lieutenant in 1981 and served as head of the internal affairs unit from 1983 until 1984, when he was promoted to captain and reassigned to head the crimes against persons section.

Chief Felker earned an associate's degree in law enforcement technology from the University of Toledo's Community and Technical College in 1982 and a bachelor of arts degree in criminal justice from TU in 1986.

# Felker orders black youths stopped



— Blade Photos by Lloyd Ransom

Louis Cardenas, Jr., views hole in floor under sink; ceiling hole, left, is in living room

By **NORRIS P. WEST**  
Blade Staff Writer

Toledo Police Chief Marti Felker has told officers in the Old West End area to stop and question any group of black youths in the interracial community to curb an outbreak of violence.

In a letter obtained by The Blade, Chief Felker told leaders of the Old West End Association that he had instructed Deputy Chief Richard Kwiatkowski, commander of field operations, to "pay special attention to groups of black juveniles" in the neighborhood.

"Officers are to stop and identify these youths so that in the event an occurrence does take place, investigators will have the names of the juveniles to work on," Chief Felker said in the letter, addressed to members of the association and dated July 8.

Chief Kwiatkowski said yesterday that officers have been given authority to determine what constitutes a group of juveniles. He said groups of black youths have been stopped since the policy was implemented last month, but that he did not know how many.

Harland Britz, general counsel of the American Civil Liberties Union office in Toledo, said the policy violates constitutional protections against illegal search and seizure.

"I don't think police have the right to stop any youths just because they're standing around. That sounds very questionable to me," Mr. Britz said. "If they have reason to believe a particular group has been involved in criminal activity, that's another thing."

Mr. Britz added that the policy "sends the wrong message" to the community, especially in light of the ongoing dispute between black ministers and city administrators.

He insisted that Chief Felker is not racist, but said he used "bad judgment" to isolate one racial group.

"If it just said groups of youths that would be different. But that's terrible," he said.

City Manager Philip Hawkey said he was not aware of the policy, and that he could not say whether he considered it a violation of individual rights. He said he would discuss it with Chief Felker later today.

"He is a competent police chief, and I have a lot of confidence in him," Mr. Hawkey said today.

City Law Director Sheldon Rosen said today he was not aware of the policy and would not comment until he reviews it.

same strategy two years ago when racial violence wracked South Toledo. He said officers stopped groups of white juveniles there until they arrested Kirk Taberner and three youths, who eventually were convicted of felony and misdemeanor charges.

But LeRoy Williams, president of the NAACP's Toledo chapter and a member of a task force on racial violence, disputed that claim. He said police told him they watched groups of white youths more closely in the summer of 1986, but did not stop and question them.

Mr. Williams called the new policy a "dangerous precedent."

"Certainly police need to be vigilant, but stopping black youths because they are congregating in the area in town and not stopping youths congregating in other areas in town is unconstitutional," he said.

He said the NAACP would ask Chief Felker to meet with the organization's citizen's review board to discuss the policy.

The chief's July 8 order resulted from complaints by Old West End residents, who recorded three violent incidents involving black youths in the area, Mr. Felker said.

Four black males assaulted a 13-year-old white boy for on June 30, according to the letter, and "five or six" black juvenile boys attacked a white resident after he left his home July 1 to investigate noise. Residents told police the man was treated at Parkview Hospital.

The other incident, on June 1, involved two 10-year-old boys, one black, one white.

Chief Felker sent the letter explaining the new policy to Mike Mitchell, organizer of the Old West End's security patrol, and another member of the area association. Copies were sent to Raymond Norris, safety director, William Logan, human resources director and an Old West End resident, and Samuel Hancock, director of the board of community relations/affirmative action.

Mr. Murray said he welcomed the policy and insisted that it does not violate any constitutional or civil rights. Instead, he said, it protects the rights of victims.

Mr. Hancock said he was glad that police are taking a more aggressive stance against racial violence, but that it was "unfortunate" that Chief Felker issued his instructions.

"From my perspective, you have to be extremely careful before you put something like this into writing, or even think you can deal with a problem like that."

Toledo - Police

Toledo Public Library  
Social Science Dept.

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DO NOT CIRCULATE  
PAMPHLET

# Top cop quits at odds with new mayor

BY DEBRA BAKER  
BLADE STAFF WRITER

1/14/84

As the new guard of elected officials was taking over city hall yesterday, Marti Felker walked out of the Safety Building for the last time as chief of police.

Citing irreconcilable differences with Mayor Carty Finkbeiner, Chief Felker said it was his time to go.

"There is too much to be done in this city to deal with an individual that won't even discuss the issues," Chief Felker said yesterday morning.

Chief Felker said efforts to discuss the future of the division with Mayor Finkbeiner have been unsuccessful since the November election.

Mayor Finkbeiner has maintained since his campaign that there was a need for new blood in the chief's position.

City council Friday approved a settlement package, which identified the chief's retirement as one "in



Felker:  
critical

good standing."

Chief Felker said the future of the division will depend on the role the new mayor chooses to play in division policies.

"It all depends. If the mayor decides he is going to come over and dictate new officers and new programs, that would have a disastrous effect," he said. "The past administrations have used the expertise and advice of the members of this division."

Replacing Chief Felker as acting chief of police is James Wiegand, 46, deputy chief of the investigative services bureau.

The 24-year police veteran took over the reins of the police division at noon yesterday. He will remain in command until a permanent replacement is hired.

"I've worked in the past with the mayor and his three top administrators. I feel relatively comfortable with them," Chief Wiegand said. "I believe that I was named because they have confidence in me."

Chief Wiegand said he is not seeking the position permanently.

"My goal right now is to work an additional eight years. I don't know if I could last that long as chief," he said. "That's not to say that may not change. But, at this point, it's not

my plan to seek the permanent position."

Chief Felker said the permanent chief should be hired from within the division.

"I think bringing a chief from outside in order to be impartial and with no ties to the department — if that is correct — then that same logic must be used for the election of the mayor and council members," he said.

"It doesn't make any sense to say a chief promoted from within can't do a good job."

A major rift between the outgoing chief and Mayor Finkbeiner has been caused by a criticism that Chief Felker had not moved quickly enough to implement community-oriented policing.

Chief Felker said that philosophy of law enforcement always has been a goal in the division, but true community policing cannot be achieved without a commitment from all areas of government.

"The frustrating thing with community policing is that everyone thinks it's just police doing it in the community," he said. "It needs to be police with citizens and government. If this is where Carty wants to go, he needs it to be a priority for all of the departments in the city."

The inadequate level of manpower remains the division's greatest weakness, and without a commitment to restoring the number of sworn officers to its authorized strength of 775, any attempts to put more officers in neighborhoods will be futile, he said.

Chief Felker's resignation yesterday ended his 26-year career with the police division.

He was appointed in 1967 and worked as a patrol officer until 1973. He was an accident investigator in the traffic section from 1973 to 1976 before being promoted to sergeant and assigned to head the robbery and homicide units.

In 1977, he became an internal affairs investigator and was promoted to lieutenant. He headed the section in 1981. When he was promoted to captain in 1984, he was reassigned to head the crimes against persons section.

Chief Felker said he has no plans to rush into another job right away.

"I want to take some time off, relaxing and doing with my family some things I haven't been able to do," he said.

"I don't feel tomorrow morning I have to get out and find a job."