

2019 ANNUAL REPORT



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AN INTERNATIONALLY ACCREDITED LAW ENFORCEMENT AGENCY

The background of the page features a large, light blue watermark of the Milford Police Ohio seal. The seal is circular with 'MILFORD' at the top and 'POLICE OHIO' at the bottom. In the center is a smaller circular seal with 'SEAL OF THE STATE OF OHIO' and a sunburst. Below the sunburst is a building and a banner.

Colonel D. Jamey Mills, CLEE
Chief of Police
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EXECUTIVE SUMMARY

It's my pleasure to present the 2019 Annual Report. The professional men and women of the Milford Police Department worked tirelessly in 2019 to maintain our greatest asset, public trust. Additionally, we continued our quest to provide contemporary policing based upon best practices and high standards. Our Mission, Creed and Core Values remain the cornerstone of our service and we pride ourselves on doing the right thing, at the right time, in the right way, and for the right reason.



2019 was a busy year at the Milford Police Department. We believe that policing is a partnership, and we worked with some wonderful partners on some great projects. We had the opportunity to work with our counterparts in City Hall and City Council on new and exciting ways to make Milford a safe and enjoyable place to live, work, and play. Our new Designated Outdoor Refreshment Area (DORA) has been very well received, and we expect the new golf cart ordinance to be a popular addition to our downtown area. We received lots of positive feedback on our new police cruiser design, which debuted in the Frontier Days Parade, and was featured at the Junior Police Academy Vehicle Day. We kicked off the *Back to School* season with our Friends of Oakwood and we "had a ball" welcoming FC Cincinnati to Milford. Our focus on treating every member of the community with respect, while taking advantage of every opportunity to connect with our residents is the foundation of our mission, and one of the many reasons that Part I Crimes have decreased for the seventh year in a row!

As you'll see from this report, the results of the hard work and dedication of my staff are undeniable. It's an honor to work with such dedicated professionals in service of a grateful and supportive community. As always, don't hesitate to contact me if you have any questions or concerns. Thank you for letting us serve you!

Very truly yours,
Jamey Mills
Chief of Police

ORGANIZATIONAL PRINCIPALS

- Mission Statement
- Creed
- Core Values

Mission

We, the Milford Police Department, exist to serve all people within our jurisdiction with respect, fairness, and compassion.

We are committed to the prevention of crime and the protection of life and property; the preservation of peace, order, and safety, the enforcement of laws and ordinances; and the safeguarding of constitutional guarantees.

With community service as our foundation, we are driven by goals to enhance the quality of life, investigating problems as well as incidents, seeking solutions and fostering a sense of security in the community and individuals. We nurture public trust by holding ourselves to the highest standards of performance and ethics.

To fulfill its' mission, the Milford Police Department is dedicated to providing a quality work environment and development of its member's through effective training and leadership.

The Milford Police Department was formed to protect and serve the expanding residential and business community of the City of Milford. The Milford Police Department can be characterized as a full-service police agency that's committed to excellence and responsive to the community needs. We are a value driven organization that is devoted to our core values and committed to asking ourselves "Am I doing the right thing, at the right time, in the right way, and for the right reason?"

We will seek to understand the community we serve and be responsive to their needs. We are in the business of reassurance, providing a sense of security, and in doing so, maintaining and improving the quality of life for the public in the City of Milford. Improving the quality of life depends upon a long-term strategy for reducing crime and disorder. Because of this, we have included our mission, creed and value statements in our annual report. This is the kind of police service the Milford Police Department intends to be. It is also the desired image we want to continue to portray to our community.



Creed

We shall serve the community to the best of our ability. The community is our customer and our reason for being here.

We shall maintain an outstanding reputation. It may take days, weeks, months, or years to build a sound reputation. However, it only takes seconds to lose it.

We shall always be courteous, polite, and professional when dealing with citizens while performing our duties.

We shall always attempt to do more than expected when providing our service.

We shall never promise more than we can give. However, we will give all we promise.

We shall continually strive to improve ourselves. We will attempt to improve quality and to provide an efficient, effective, safe, and secure environment for all.

Core Values

The Milford Police Department Challenge Coin serves as our badge of honor and constant reminder that our mission is based on the foundation of our core values:



INTEGRITY

We believe in integrity. We pledge to maintain the courage to serve without bias, and to adhere to the highest professional ethical standards.

PROFESSIONALISM

We believe in professionalism. We pledge to provide quality, efficient, and courteous service through innovative and dedicated teamwork.

COOPERATION

We believe in cooperation. We pledge to provide assistance and support by working together in a spirit of trust and mutual respect.

COMMITMENT

We believe in commitment. We pledge ourselves to excellence, responsibility, and personal sacrifice.

HUMAN RESOURCES

- Department Roster
- Organizational Chart
- Volunteer Unit
- Command Staff
- Public Information
- Awards

DEPARTMENT ROSTER



Chief Mills



Assistant Chief Mahan



Sergeant Belcher



Sergeant Crider



Sergeant Kibby



Sergeant Lane



Clerk Banks



Detective Kenney



Detective Rogers



Clerk Sheangshang



Officer West



Officer Heller



Officer Bogan



Officer Eshman



Officer Mell



Officer Liming



Officer Yeary



Officer Clark



Officer Chastain



Officer Wilson



Officer Dennis



Officer Fannin



Officer Fatute



Officer G. Green



Officer M. Green

DEPARTMENT ROSTER – VOLUNTEERS



Gene Bishop
Police Volunteer Coordinator



Daryl Poe
Police Chaplain

Brian Wikoff
Police Chaplain

Frank Celenza
MPD Historian



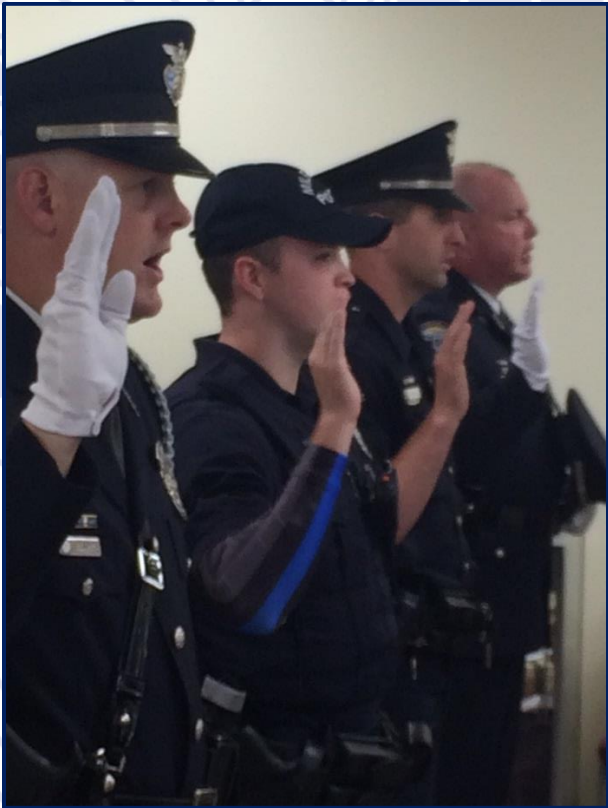
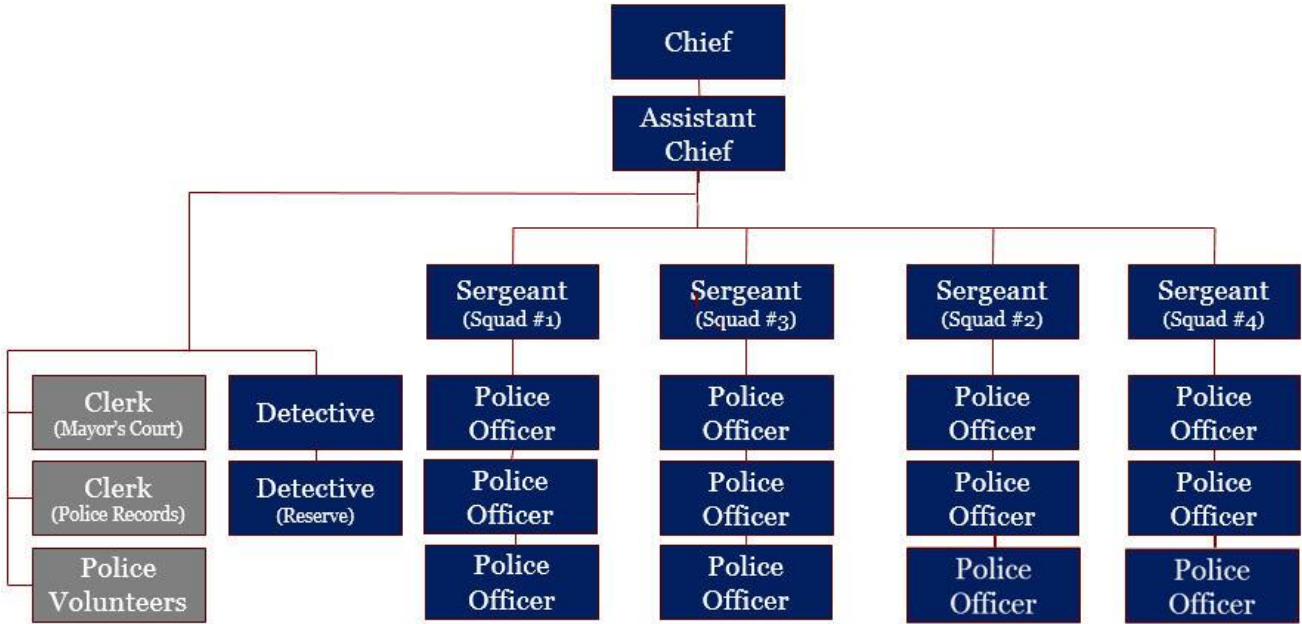
Steve Grieger
Police Volunteer

Chad Green
Police Volunteer

Wynn Poe
Police Volunteer

Ricky Summers
Police Volunteer

2019 Organizational Chart



Chief D. Jamey Mills, C.L.E.E.

Chief Mills is a twenty-five-year veteran of the Milford Police Department. Throughout his career, he's served as a patrol officer, accreditation manager, patrol sergeant and detective sergeant prior to being appointed to the position of Chief of Police in 2011. He's received numerous awards including the Clermont County Investigator of the Year, the Larry J Oaks Memorial Award, and the Distinguished Alumni Award from the Milford School Foundation. Chief Mills holds a Bachelor's Degree in Criminal Justice and is a graduate of the Police Executive Leadership College (PELC), and the Certified Law Enforcement Executive course (CLEE).



CHIEF OF POLICE – The Chief exercises supervisory control over all personnel, prescribes the internal organization and duties of each member, ensures compliance with laws, and formulates rules, regulations and general orders governing the operation of the Department and the conduct of personnel. The Chief prepares the annual operating and capital improvement budgets, attends City Council meetings, meets with civic and public safety groups, and provides weekly, monthly, and annual reports to the City Manager.



Assistant Chief Sean Mahan, C.L.E.E.

Assistant Chief Sean Mahan is a twenty-two-year veteran of the Milford Police Department and served as patrol officer, narcotics investigator, detective, and patrol sergeant prior to being appointed the assistant chief in 2017. He is the recipient of the MPD Medal of Valor, Physical Fitness Medal, the HCPA Medal of Honor, the Chief's Commendation Award and the MPD Silver Bullet Award. Chief Mahan holds a Bachelor's Degree in Criminal Justice from the University of Cincinnati and is a graduate of the Supervisor Training Education Program (STEP), the Police Executive Leadership College (PELC), and the Certified Law Enforcement Executive (CLEE) course.



ASSISTANT CHIEF OF POLICE – Assistant Chief Mahan serves as operations commander, supervising the patrol sergeants, the criminal investigation section, the records section and the police volunteer unit. He works closely with the Chief of Police on administrative issues, problem solving and career development, conducts internal investigations, audits and inspections, prepares special event plans and serves as the acting chief of police in the absence of the chief.



Sergeant Ron Crider, C.L.E.E.

Sergeant Crider is a thirty-one-year veteran of the Milford Police Department and served as a patrol officer and honor guard member prior to being promoted to sergeant in 2003. He is the recipient of a Chief's Commendation and numerous letters of commendation and awards including the HCPA Honor Guard's Dedication and Commitment Award. Sergeant Crider is a graduate of the Police Executive Leadership College (PELC) and the Certified Law Enforcement Executive's Course (CLEE).



PATROL SERGEANT – Sergeant Crider is assigned to a patrol squad where he supervises patrol officers in addition to serving as an instructor in the Citizens Police Academy, the school safety plan coordinator and as a firearms range master.



Sergeant Keith Belcher

Sergeant Belcher is a twenty-year veteran of the Milford Police Department and served as a patrol officer, detective and honor guard member prior to being promoted to sergeant in 2011. He is the recipient of the MPD Medal of Valor, and Physical Fitness Medal, holds an Associate's Degree in Criminal Justice from the University of Cincinnati and is a graduate of the Supervisor Training Education Program (STEP) and the Police Executive Leadership College (PELC).



PATROL SERGEANT – In addition to serving as a patrol supervisor, Sergeant Belcher serves as the coordinator and supervisor of the field training program, the Honor Guard, and training team. Sergeant Belcher maintains certifications as an armorer and as an instructor in firearms and defensive tactics.



Sergeant Paul Lane

Sergeant Lane is a twenty-year veteran of the Milford Police Department and served as a patrol officer, acting supervisor, D.A.R.E officer and police detective prior to being promoted to sergeant in 2015. Sergeant Lane is the recipient of the Top Criminal Investigator Award from the Clermont County Citizens Law Enforcement Association, the Crime Stoppers Officer of the Year, and the Milford Police Department's Larry J. Oaks Memorial Award. He holds a Bachelor's Degree in Criminal Justice from the University of Cincinnati and is a graduate of the Supervisor Training Education Program and the Police Executive Leadership College.



PATROL SERGEANT – In addition to supervising a patrol squad, Sergeant Lane serves as the grant administrator, the cruiser recording custodian, and supervisor of the Crime Scene Unit.



Sergeant Mark Kibby

Sergeant Kibby is a nine-year veteran of the Milford Police Department and served assignments as a patrol officer, acting supervisor, D.A.R.E. officer, Directed Patrol Officer, and as a representative for the collective bargaining unit prior to being promoted to sergeant in 2015. He is the recipient of the MPD Physical Fitness Medal and holds a Bachelor's of Arts Degree from Miami (Ohio) University and is a graduate of the Supervisor Training Education Program, and the Police Executive Leadership College.

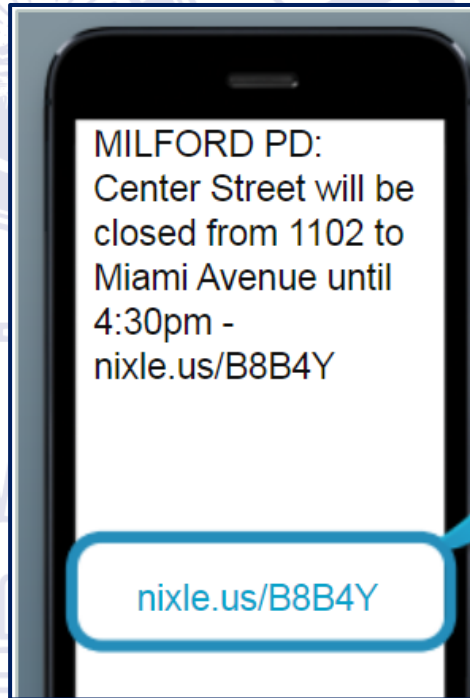
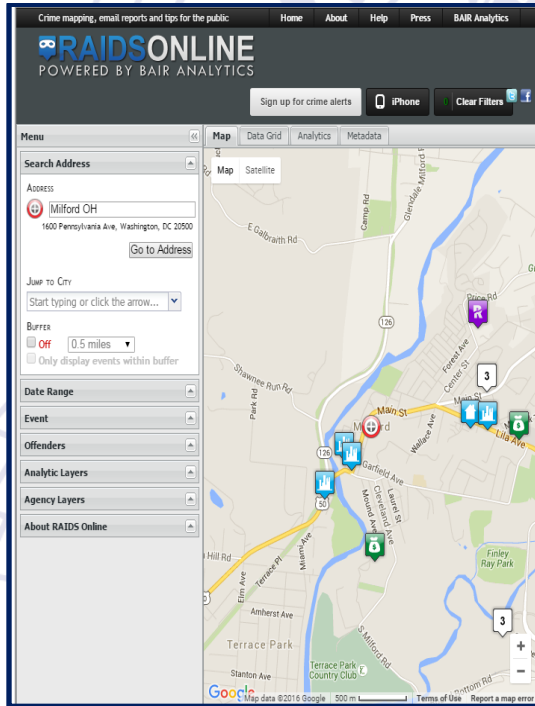


PATROL SERGEANT – In addition to supervising a patrol squad, Sergeant Kibby is in charge of the bicycle and Segway patrols, physical fitness training, the temporary detention room logs, and the awards committee.



Public Information

In effort to maintain public confidence, police actions and policy objectives are disclosed in a full and open manner. The Department disseminates factual accounts of occurrences to the public through a variety of sources including Nixle Notifications, Facebook and Raids Online Crime Mapping.



2019 Awards



Larry J. Oaks Memorial Award

Officer Megan Eshman



Chief's Commendation

Officer Terry Chastain



Silver Bullet Award

Officer Steve Bogan



Physical Fitness Medal

Detective Steve Rogers

Officer Kris Mell

Officer Steve Bogan

Officer Tara Dennis

Officer Brandon Clark

Officer Terry Chastain

Officer Tyler Fannin

Officer Megan Eshman

Officer Adam Yeary

Sergeant Mark Kibby

Detective Russ Kenney

Sergeants' Recognition

Officer Tara Dennis

Operation Holiday Patrol

Squad 4

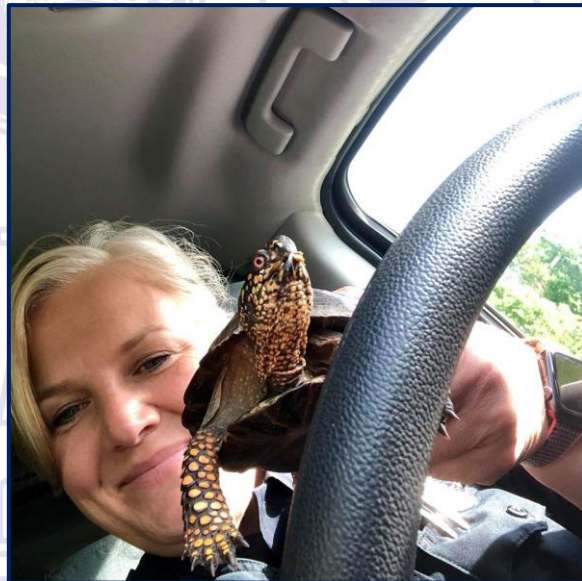


Milford Police Divisions & Operations

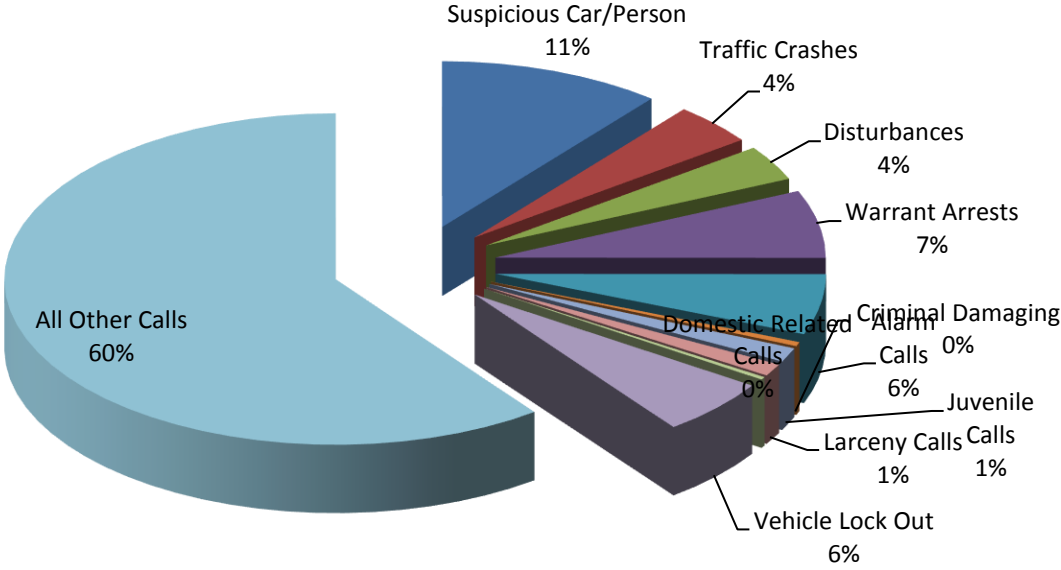
- Patrol Division
- Criminal Investigations Division
- Special Operations
- Support Services Division
- Police Volunteer Unit

Patrol Division

The Patrol Division is the largest component of the agency and is commanded by the assistant chief and four sergeants who supervise their respective shifts. This division provides basic police services twenty-four hours a day, handling routine service calls, conducting preliminary case investigations and complete investigations of crimes of a misdemeanor nature. Officers patrol in traditional police vehicles, mountain bikes, Segway and on foot.



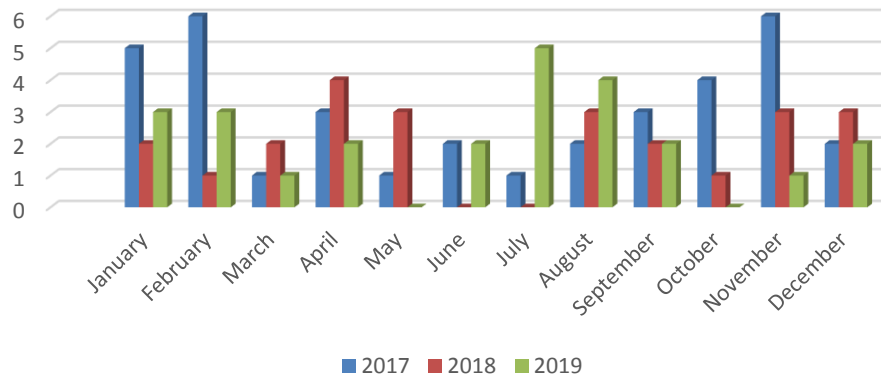
Calls for Service



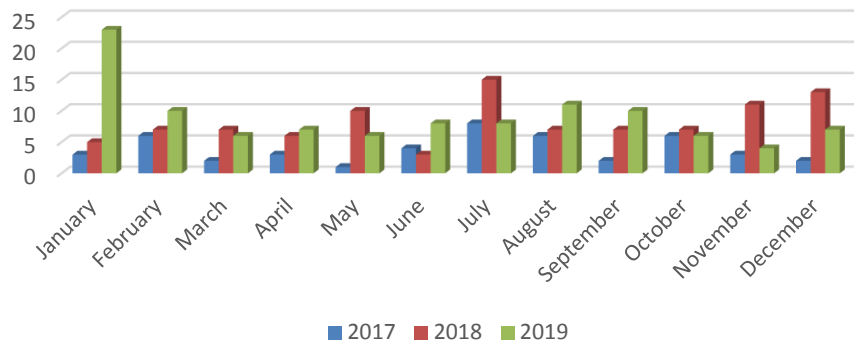
OFFENSE/INCIDENT	2016	2017	2018	2019
Alarms	353	361	366	406
Animals Violations	15	13	13	5
Assaults	24	29	21	25
Auto Thefts	4	7	10	6
Breaking and Entering	12	13	5	8
Bomb Threats	1	2	1	0
Burglaries	14	14	7	7
Check the Welfare	186	169	174	192
City	75	127	182	156
Civil	134	157	151	167
Disturbances	299	239	277	237
Domestic	18	26	13	19
Drugs	74	61	160	106
Escort	70	44	37	36
Extra Patrol	14	12	9	4
Family Problems	119	144	142	131
Fires/Alarm	151	184	197	182
Found Items	80	102	95	88
Fraud/Bad Checks	26	25	33	88
Guns/Weapons	5	5	3	2

Homicide	1	0	0	0
Juvenile Missing	15	11	6	5
Juvenile Problems	82	120	76	91
Life Squad	1008	1075	1080	969
Lost Items	22	23	26	28
Message Delivery	11	7	4	7
Missing Person/Adult	4	16	1	3
Non Criminal Incident	313	392	336	312
Open Door/Window	54	41	41	62
Phone Calls/Harassment	9	41	16	21
Criminal Damage	42	28	29	29
Psych Emergency	49	64	61	76
Robbery	6	1	1	1
Sex related	9	10	7	11
Suicide/Attempted	5	8	8	2
Suspicious Car/Person	643	794	714	751
Theft/Fail to Pay	135	192	181	83
Traffic Accidents	285	315	301	280
Traffic Pursuits	0	1	3	2
Trespass	6	2	9	1
Vehicle Lockout	434	422	407	382
Vandalism	6	5	3	4

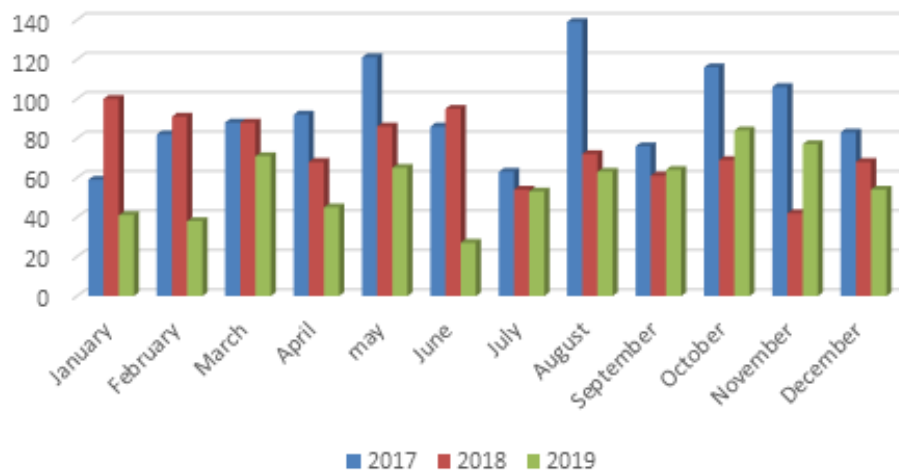
OVI Citations



Parking Citations



Warning Citations



Patrol Division – Bike/Segway Patrol

There are many benefits to having a police officer on a bike or Segway. Often mentioned are visibility and mobility. The visibility of an officer on a bicycle or Segway cannot be matched. With this visibility also comes an increase in human contact with the community. In fact, it is much like the old "Beat Officers" who used to walk the streets. They knew people by name and had a good feel for the neighborhoods at a personal level. On a bicycle or Segway, an officer is much more approachable than in a car and can help in building new contacts and trust from the citizens. This allows officers to be proactive in fighting crime rather than reactive. Bike and Segway patrol officers can be much more aware of concerns before they turn into problems.

The bicycle and Segway patrols are used at public events such as the annual Frontier Days Parade and Festival, the Longstone Street Festival, the Halloween Edition Amazing Race and other large gatherings. An officer can move quickly through a crowd while on a bike or Segway, and can find short cuts, etc., where a patrol car would have very diminished mobility in the same situation. This same mobility also adds a "stealth" advantage to bike and Segway patrols versus patrol vehicles. An officer on a bike is much smaller, quieter, and can go places that are not easily accessible to patrol vehicles. Also, a person fleeing from an officer generally can't out run an officer on a bike.



Criminal Investigation Division

The criminal investigation division is staffed with two dedicated detectives who conduct investigations that would unduly strain the resources of the patrol division or cases that require specialized skills. The division also compiles intelligence information on possible criminal behavior and homeland security and is also responsible for providing security at the Milford Mayor’s Court.



Special Operations

As a small police department, we do not have the staff for many of the divisions commonly found in larger agencies. However, that is not to say that those functions are not carried out. Milford Police personnel are afforded the opportunity to specialize in part time assignments as part of the Department's Career Development Program. The specialized operations of the Milford Police Department include:

- Traffic Safety
- Training Officer
- Community Policing
- Crime Scene Unit
- Honor Guard
- Special Response Team
- Project Lifesaver
- D.A.R.E. Officer
- Drug Recognition Expert

Special Operations – Traffic Safety

There is a direct relationship between the quality of enforcement and the degree of safety with which citizens use the streets and highways. Enforcement efforts were concentrated against the violations and at the times and places which cause the greatest number of accidents. Conspicuous patrol by officers in marked vehicles is the primary means of accomplishing the objective of promoting good driving behavior. The Milford Police Department continued its commitment to traffic enforcement and education in 2019 and received a Gold Level Award from the OVI Task Force, and:

- Partnered with the Hamilton County OVI Task Force and the Safe Communities to participate in the “Click it or Ticket” and “Drive Sober or Get Pulled Over” campaigns.
- Conducted Saturation Patrols on grant funds.
- Deployed two Electronic Speed Signs daily



Special Operations - Training

In-service training is conducted by a group of selected officers who are either state certified police instructors or field training officers. This section is responsible for conducting basic in-service training covering topics related to officer safety as well as the basic field training that all newly appointed officers must successfully complete. See the Annual Retraining Report for a list of all in-service trainings conducted.



Special Operations – Community Policing

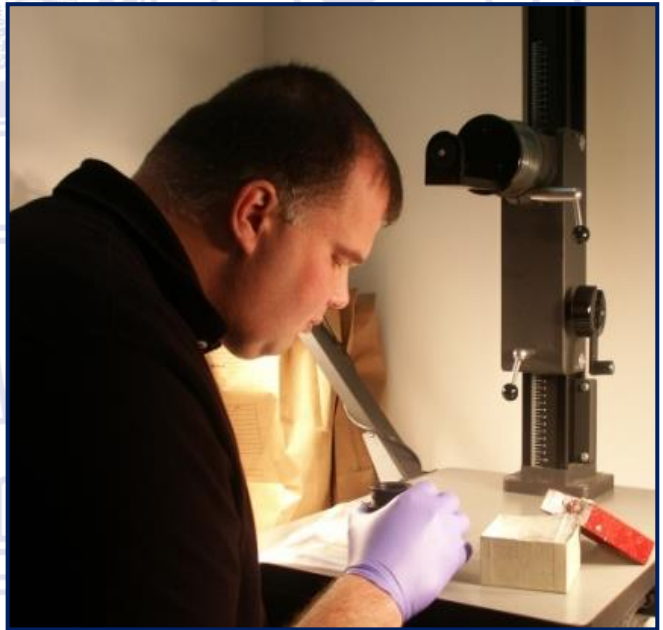
In 2019, the Milford Police Department continued its commitment to crime prevention through community engagement. We remained active in our partnerships with Pattison Elementary, the Coalition for a Drug Free Milford Miami Township, our Citizens Police Academy volunteers, Clermont Senior Services, Community United, the Clermont County Civil Air Patrol, and the Kiwanis Club.



Our Women's Self-Defense Class hosted in partnership with the Milford Kiwanis Club

Special Operations – Crime Scene Unit

The investigation of crime and the prosecution of offenders require that evidence be obtained through the application of scientific methods. The Milford Police Department maintains a team of officers specially trained in forensic techniques of collecting and processing evidence. Members of the Crime Scene Unit respond to scenes where evidence is identified, collected, preserved and transmitted to the laboratory for processing. The Milford Police Laboratory provides investigators with chemicals for developing latent fingerprints, forensic photography equipment, alternate light sources, and a state-of-the-art forensic video workstation used to enhance video evidence.



Special Operations – Honor Guard

The Milford Police Department Honor Guard is a team of specially trained officers that reflect the commitment to excellence, spirit of professionalism and the esprit de corps of all the members of the Milford Police Department. The Honor Guard participates in many formal ceremonies and events throughout the community.



Special Operations – Special Response Team

The Milford Police Department is a participating member of the Clermont County Sheriff's Special Response Team. The selection process is extensive and requires officers to pass a rigorous physical fitness test, a psychological assessment, an advanced firearms qualification course and an oral interview. The team is deployed to critical, life-threatening incidents within Clermont County. Examples of SRT operations include: Hostage situations or barricaded subjects, tracking fugitives, and high-risk search warrants. The team consists of officers specially trained in police tactics, negotiation, and marksmanship. The SRT also has state-of-the-art weapons and equipment to allow the team to professionally and effectively discharge its duties.



Special Operations – Project Lifesaver

The Milford Police Department has a team of officers who can provide a rapid response to save lives and reduce the potential for serious injury for adults and children who wander due to Alzheimer's, Autism, Down Syndrome, Dementia, and other related cognitive issues.

Through a grant from Project Lifesaver International, officers of the Milford Police Department and Milford Community Fire Department received equipment and training at no cost to the City. The grant provided specialized search and rescue equipment and training for 6 instructors. The training not only covered the use of the specialized equipment but also consisted of lessons on how to communicate with people afflicted with cognitive conditions, all of which are essential to the successful rescue of missing persons who wander or otherwise become lost.

Citizens who enroll in the program wear a small transmitter around the wrist or ankle that emits an individualized tracking signal. If an enrolled client goes missing, the caregiver notifies the Milford Police Department and a trained emergency team will respond to the wanderer's area with tracking equipment. It's our hope that we never have to use the equipment but it provides peace of mind knowing that we're prepared.



Special Operations – DARE Officer

The Milford Police Department is committed to the development and perpetuation of programs designed to prevent juvenile delinquency and provide a positive connection between juveniles and law enforcement. The D.A.R.E./School Liaison Program provides a forum through which students, parents, faculty, and law enforcement officers become acquainted and, as a result, earn a mutual respect. The Milford Police Department is also a member of The Coalition for a Drug Free Milford Miami Township.



Special Operations – Drug Recognition Expert

The Drug Recognition Expert (DRE) program is part of the Milford Police Department's efforts to curb drug-impaired driving within the City of Milford and the surrounding areas. The objective of the program is to provide the patrol division with certified experts who are capable of gathering evidence as necessary to substantiate charges of operating a motor vehicle (OVI) while being under the influence of a drug(s) and/or a combination of both alcohol and drugs in OVI cases. Drug Recognition Experts are certified by the National Highway Traffic Safety Administration (NHTSA) and the International Association of Chiefs of Police (IACP). The Department seized a Ford Mustang from a repeat drug impaired driver who was arrested and evaluated by a Drug Recognition Expert. The defendant forfeited the vehicle in his plea agreement in Clermont County Common Pleas Court and the vehicle title was transferred to the City of Milford. Through donations, the vehicle was marked and up-fitted as a Community Partnership Vehicle that is used in the D.A.R.E. program and other outreach efforts.



Special Operations – Citizens Police Academy

The goal of the Citizens Police Academy (CPA) is to provide a snapshot of the day to day operations of the Milford Police Department and to enhance the partnership between the citizens and police officers. During the eleven-week academy, students gain an understanding of the department, its responsibilities and role in the community. Many of the graduates serve as police volunteers and assist with special functions and events.



Support Services Division

The Support Services Division consists of non-sworn personnel responsible for record keeping, mayor's court operations, asset tracking, department statistics, and developing and maintaining department policies and procedures in compliance with the Commission on Accreditation for Law Enforcement Agencies (CALEA). The quantitative analyses in this report would not be possible if not for the keen record keeping of the support services division.



Clerk Kim Sheangshang has been with the Milford Police Department for 21 years. She is responsible for all record keeping activities related to the Mayor's Court. Clerk Sheangshang is certified by the Association of Mayors Courts Clerks and also serves as the C.A.L.E.A. accreditation manager.



Clerk Patricia Banks has been with the Milford Police Department for 19 years. Clerk Banks is responsible for maintaining all incident and accident reports and provides data to the FBI for the Uniform Crime Report.



2019 CRIME ANALYSIS

Offenses	2018	2019Actual	Percent Change
Missing Person	7	8	14.3%
Family Problems	142	131	-7.7%
Robbery	1	1	0.0%
Burglary	7	7	0.0%
Larceny	181	128	-29.2%
Auto Theft	10	6	-40.0%
Assault	21	25	19.0%
Criminal Damaging	29	29	0.0%
Domestic Violence	13	19	46.2%
Sex Offense	6	11	83.3%
Juvenile Problems	76	91	19.7%
Total	493	456	-7.5%
Part I Crime	2018	2019	
Homicide	0	0	
Rape	5	10	100.0%
Robbery	1	1	0.0%
Burglary	7	8	14.3%
Larceny	181	128	-29.2%
Auto Theft	10	6	-40.0%
Assault	21	25	19.0%
Total	225	178	-20.8%
Officer Activity	2018	2019	
Arrests	884	653	-26.1%
Citations	3282	2758	-16.0%
Warnings	908	682	-24.9%
DUI	24	25	4.2%
Field	32	21	-34.4%
Accidents	301	280	-7.0%
Total	5431	4419	-18.6%
Warrant Service	2018	2019	
	392	455	16.1%

Citations Issued Monthly

Officers of the Milford Police Department issued a total of 2,758 traffic and criminal citations in 2019. A breakdown of these citations is shown below for the last three years by month.

Month	2017	2018	2019
January	201	299	222
February	166	263	208
March	211	329	250
April	196	270	247
May	259	274	221
June	251	219	188
July	235	297	216
August	247	291	280
September	219	287	229
October	207	246	248
November	260	264	243
December	182	243	206
Total	2,634	3,282	2,758

2019 JUDICIAL-MAYOR'S COURT

The City of Milford Mayor's Court worked under the supervision of Mayor Amy Vilardo. The Mayor selects a magistrate to administer both the procedural and punitive functions of the court. The purpose of Mayor's Court is to ensure prompt, fair and impartial hearing of City of Milford municipal ordinances. The budget of the court is prepared by the Chief of Police. The Mayor's Court is staffed by the magistrate, court clerk and the prosecuting city attorney.



MILFORD MAYOR'S COURT

BEGINNING BONDS	\$ 442.00
TOTAL DISTRIBUTIONS	\$323,012.46
TOTAL	\$323,454.46

MONIES TO THE CITY OF MILFORD

Fines	\$177,504.56
Costs	\$ 55,839.23
Warrant Fees	\$ 6,132.50
Bond Costs	\$ 62.50
Miscellaneous	\$ 20,575.20
Bond Forfeitures	\$ 270.00
Sub-Total \$	\$260,383.99

MONIES TO TREASURER OF STATE OF OHIO

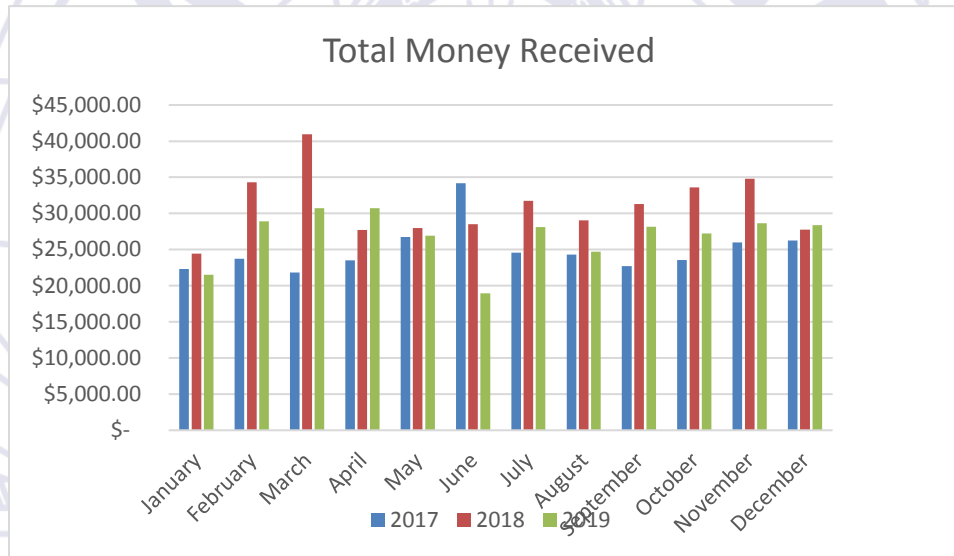
Ohio General Revenue	\$ -0-
Victims of Crime	\$13,952.70
Seat Belts	\$ 448.74
Child Restraints	\$ 75.00
Defense Support	\$39,117.52
Driver Alcohol	\$ 2,326.50
Drug Law Enforcement	\$ 5,273.40
Justice Program	\$ 155.10
Sub-Total	\$61,348.96

OTHER MONIES

Overpayments	\$ 418.03
Bond Returns	\$ -0-
Outstanding Bonds	\$ 912.00
Bad Check Not Collected	\$ 235.00
Restitution	\$ 106.48
OVI Fund	\$ 50.00
Sub-Total	\$ 1,721.51

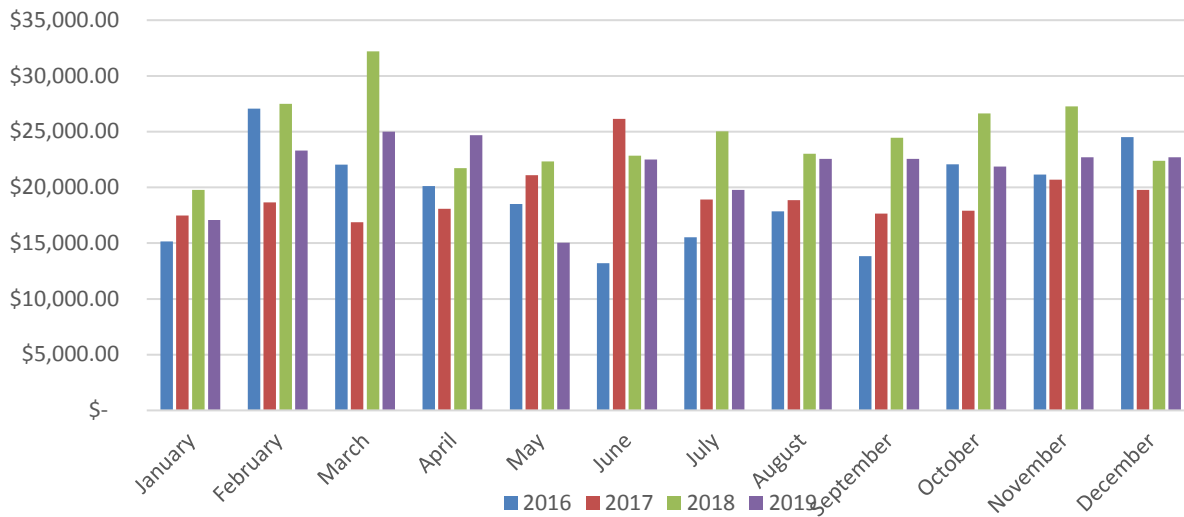
TOTAL DISTRIBUTIONS	\$323,454.46
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Total Money Received



	2017	2018	2019
January	\$ 22,322.00	\$ 24,434.14	\$ 21,501.00
February	\$ 23,737.89	\$ 34,315.61	\$ 28,931.32
March	\$ 21,821.76	\$ 40,953.74	\$ 30,741.18
April	\$ 23,507.43	\$ 27,702.80	\$ 30,716.90
May	\$ 26,761.20	\$ 27,986.68	\$ 26,909.10
June	\$ 34,169.70	\$ 28,519.90	\$ 18,971.33
July	\$ 24,572.00	\$ 31,746.25	\$ 28,124.09
August	\$ 24,320.00	\$ 29,022.00	\$ 24,712.85
September	\$ 22,708.00	\$ 31,319.60	\$ 28,150.51
October	\$ 23,565.23	\$ 33,599.53	\$ 27,224.91
November	\$ 25,996.00	\$ 34,801.00	\$ 28,665.49
December	\$ 26,233.05	\$ 27,770.17	\$ 28,363.78
	\$ 299,714.26	\$ 372,171.42	\$ 323,012.46

Total Money Received by the City of Milford



	2016	2017	2018	2019
January	\$ 15,167.43	\$ 17,487.37	\$ 19,766.08	\$ 17,089.72
February	\$ 27,075.53	\$ 18,642.15	\$ 27,502.49	\$ 23,315.22
March	\$ 22,042.18	\$ 16,873.91	\$ 32,205.03	\$ 25,011.43
April	\$ 20,113.88	\$ 18,089.14	\$ 21,726.43	\$ 24,670.52
May	\$ 18,504.33	\$ 21,094.52	\$ 22,338.16	\$ 15,043.09
June	\$ 13,198.04	\$ 26,139.97	\$ 22,851.74	\$ 22,508.09
July	\$ 15,541.61	\$ 18,910.85	\$ 25,034.92	\$ 19,786.85
August	\$ 17,858.41	\$ 18,848.92	\$ 23,025.08	\$ 22,561.51
September	\$ 13,835.73	\$ 17,660.70	\$ 24,463.79	\$ 22,561.51
October	\$ 22,072.47	\$ 17,920.80	\$ 26,644.61	\$ 21,875.91
November	\$ 21,164.58	\$ 20,679.99	\$ 27,278.43	\$ 22,689.49
December	\$ 24,503.24	\$ 19,761.30	\$ 22,400.11	\$ 22,696.78
	\$ 231,077.43	\$ 232,109.62	\$ 295,236.87	\$ 259,810.12

Total Money sent to the State of Ohio

	2016	2017	2018	2019
January	\$5362.50	\$4319.00	\$4362.50	\$3652.50
February	\$8657.00	\$4303.25	\$6269.86	\$4928.44
March	\$6383.50	\$4301.60	\$7610.00	\$5256.50
April	\$6736.90	\$4869.00	\$5102.50	\$5435.90
May	\$6287.50	\$5321.40	\$5140.00	\$4890.12
June	\$4392.50	\$7062.50	\$5172.50	\$3452.50
July	\$5490.00	\$5287.50	\$6083.50	\$5380.00
August	\$5652.50	\$4871.00	\$5525.00	\$4695.00
September	\$4945.00	\$4719.00	\$6170.00	\$5255.00
October	\$6555.00	\$4857.50	\$6165.00	\$5250.50
November	\$5622.50	\$4840.00	\$6760.00	\$5304.50
December	\$6231.00	\$5197.50	\$4975.00	\$5522.50
Totals	\$72,315.90	\$59,949.25	\$69,335.86	\$59,023.46

Seat Belt Violation (Ordinance 337.27 and 337.27.2)

Month		2016		2017		2018		2019
January	\$	60.00	\$	15.00	\$	105.00	\$	30.00
February	\$	60.00	\$	15.00	\$	19.86	\$	48.74
March	\$	60.00	\$	75.60	\$	30.00	\$	30.00
April	\$	60.00	\$	-	\$	30.00	\$	60.00
May	\$	80.00	\$	140.00	\$	170.00	\$	60.00
June	\$	280.00	\$	130.00	\$	60.00	\$	50.00
July	\$	30.00	\$	160.00	\$	90.00	\$	-
August	\$	80.00	\$	75.00	\$	30.00	\$	75.00
September	\$	185.00	\$	35.00	\$	50.00	\$	30.00
October	\$	20.00	\$	20.00	\$	30.00	\$	50.00
November	\$	50.00	\$	50.00	\$	-	\$	-
December	\$	30.00	\$	5.00	\$	-	\$	90.00
Totals	\$	995.00	\$	720.60	\$	614.86	\$	523.74

2019 Mayor's Court Statistics

Cases Heard:	2016	2017	2018	2019
Traffic	2,091	1,983	2,314	1,919
Misdemeanors	20	9	24	7
Minor Misdemeanors	56	46	136	63
Misdemeanor Contempt	1453	126	138	184
Totals	2,312	2,164	2,612	2,173

Fines Levied on Cases Heard:

	<u>Fines Levied</u>	<u>Fines Collected</u>	<u>Fines Outstanding</u>
Totals	\$ 189,746.00	\$ 172,869.78	\$ 16,876.22

Other Case Activity:

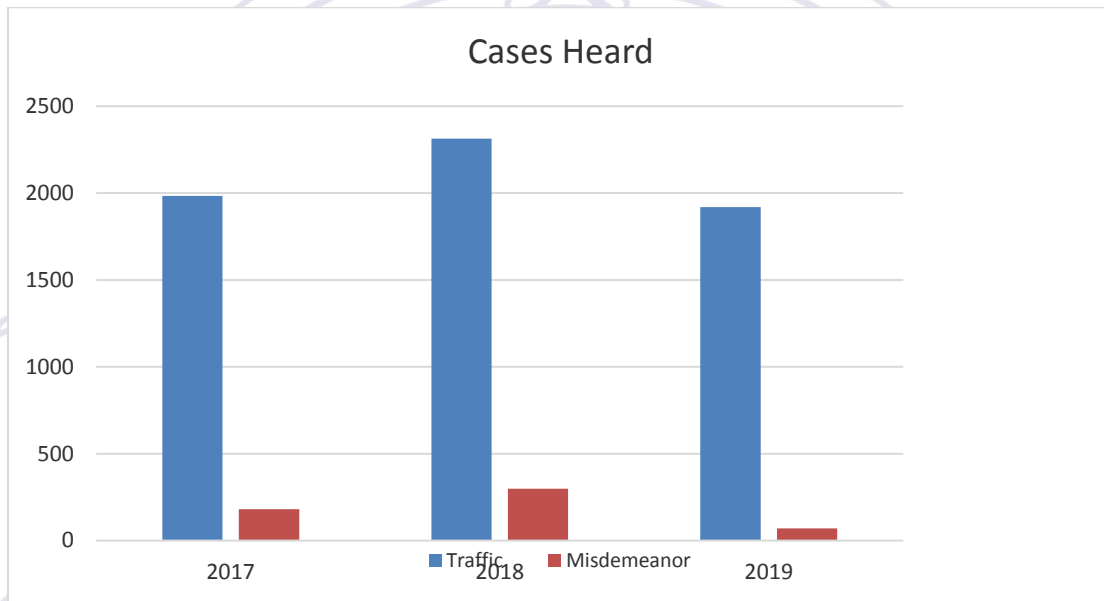
Cases Transferred To Clermont County (Jury Demand or Appeal).....	50
Cases Dismissed or Acquitted	221
Jail Time Given by Days	0
Community Work Given by Days (at \$30.00 per day).....	0

Warrants, Summons, or Private Complaints out of Mayor's Court:

	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>
Warrants Issued	167	146	209	199
Summons	0	0	0	0
Private Complaints	0	0	0	0
Totals	167	146	209	199

Arrests Made from Warrants Issued in Mayor's Court, Cases Dismissed on Warrants, Subjects Entered Into TTY** from Warrants, and Cases Purged (Warrants and Summons):

	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>
Arrests Made	97	77	122	119
Cases Dismissed	14	6	11	23
Subjects Entered into TTY	53	61	76	48
Not Served Yet	3	2	0	9
Totals	167	146	209	199



Ticket Offense	2017	2018	2019
Abandoned Vehicle	0	0	4
Assured Clear Distance/Failure to Yield	92	87	82
Bike/Sled/Attended Vehicle	0	0	0
Brake Equipment	0	0	13
Bumper Requirement	0	0	0
Child Restraint	2	0	1
Display/Expired/No License Plates	294	305	261
Disregard of Safety	0	2	3
Drag Racing	0	0	0
Driving on a Closed Roadway/Sidewalk	10	1	6
Driving over a hose	0	0	0
DUI/OVI	6	6	10

DUS/Court and FRA	51	64	37
Expired/Display/No Operators License	65	109	57
Fleeing/Eluding Police Officers Signal	1	0	0
Following too Close	1	1	0
Headlight/Failure to Dim	13	18	21
Lanes of Travel/Marked Lanes/Left of Center	23	24	24
Lending Vehicle/Unlicensed Operator	0	0	0
Muffler/Defective or Loud Exhaust	1	3	0
No Air Breather	0	0	0
No Helmet/Rules governing Motorcycle	6	8	1
No Thru Trucks	6	2	1
No Turn/Left Turn/U Turn	11	6	11
Obstructing Passage of Vehicles	0	0	0
One Way Street	4	1	2
Open door into Traffic	0	0	0
Overweight Vehicle	0	0	1
Parking Fire Lane/Handicap	7	30	28
Parking Prohibited/Wrong Way/Overtime	36	67	80
Permitting/Unlicensed Operator/Minor	0	1	0
Rear view Mirror	0	0	1
Reasonable Control/Fail to Control	20	18	17
Reckless Operation/Also Private Property	4	3	1
Rules Governing Passing	0	3	3
School Bus Regulations	0	0	0
Seat Belt Violations/Driver/Passenger	27	20	18
Second Reckless Operation	8	10	7

Short Cutting/Private Property	0	0	1
Speed	1086	1205	1105
Starting/Backing	7	5	10
Stopping After Accident/Leaving the Scene	4	8	4
Stopping/Standing	0	1	0
Tail Lights/License Plate Light	11	8	18
Tinted Windows	0	0	1
Towing Vehicle	1	0	0
Traffic Control Device/Stop Sign/Red Light	167	221	155
Turn Signals	4	9	7
Unauthorized Plates/Fictitious Plates	6	11	0
Unauthorized Use of a Motor Vehicle/Driver	2	0	0
Unnecessary Noise/Tires	1	1	0
Unsafe Vehicle/Texting	12	1	5
Unsecured Load/Failure to Tarp	0	0	1
Vehicle Left Unattended	0	1	0
Vehicular Homicide	0	0	0
Windshield Obstruction	0	0	0
Wrongful Entrustment	0	2	0
Warnings Issued	1111	894	729

Police Volunteer Unit

The Milford Police Department is proud to partner with members of the community who have applied to serve as police volunteers. The volunteer program is a win-win for the Department. Our volunteers serve as a force multiplier while providing a diverse work group with a variety of resources that we could not otherwise provide.



Administrative Reviews & Analysis'

- Retraining Summary
- Traffic Accident Review
- Vehicle Maintenance Report
- Accomplishments
- Use of Force Analysis
- Pursuit Analysis
- Grievance Analysis
- Internal Affairs Summary
- Biased Based Policing Review
- Early Warning System Review
- Special Assignment Review
- Goals & Objectives

2019 Retraining Summary

During the year members of the Milford Police Department received in-service and advanced training. Some training courses were mandatory for all members of the Department, while other trainings were assignment specific. Many officers received advanced training for career development that is reflected in their training file but not in this retraining summary.

LEGAL UPDATE TRAINING

Officers receive ongoing legal update training from the Clermont County Prosecutor's Office and the Ohio Attorney General's Office.

PowerDMS

- Bias Based Training – 1 hour
- Mental Illness Review – 1 hour
- Arrest Procedures – 1 hour
- Lethal Force Review – 1 hour
- Less Lethal Force Review – 1 hour

POLICE ONCE ACADEMY

- Anti-Bias Training – 2 hours
- Implicit Bias – 1 hour
- Responding to People with Mental Illness – 2 hours
- Active Shooter 1 – 1 hour
- Active Shooter Five Videos – 30 minutes
- Ambush Awareness & Preparation – 1 hour
- 2019 TASER Update – 1 hour

eOPOTA

- Communication Disability Law – 30 minutes
- Ethics and Professionalism – 1 hour
- Statutory Mandates

IN-SERVICE

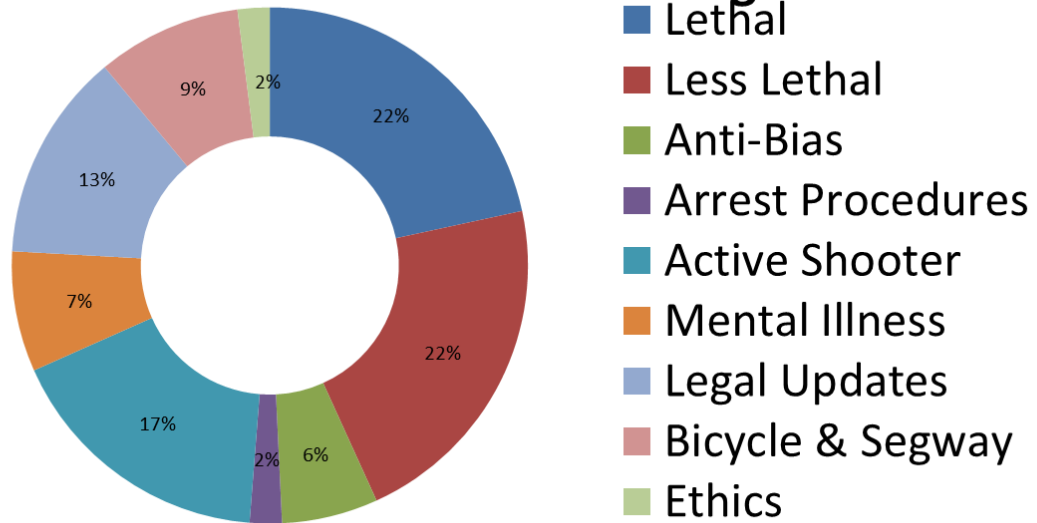
- March Range Qualification – 3 hours
- July Range – 3 hours
- October Low Light Range – 3 hours
- Less Lethal In-Service – 8 hours
- Active Shooter Exercises - 4 hours

RECERTIFICATION

Certain members of the Department are required to recertify in areas of specialization. This year, the following positions were recertified.

- All members of the Bicycle/Segway Patrol team received four hours of in-service training.
- All operators of the Breath Alcohol Content (B.A.C.) Datamaster and Intoxilyzer were recertified by Department of State.
- All operators the Law Enforcement Automated Driving Status (L.E.A.D.S.) database were recertified.
- All sworn officers were recertified on the authorized lethal and less-lethal weapons.

2019 In-Service Training



2019 Traffic Accident Review

The 2019 Traffic Accident Review was conducted by comparing the number of traffic crashes from the year 2018. The purpose for the review is to identify potential traffic hazards by locating significant increases in the traffic crashes in certain locations. The data for the review comes from the ALERTS record management software and the 2018 Traffic Accident Review.

COMPARISON

In 2019, Milford Police investigated 280 auto accidents which was a 7% decrease from 2018

PRIVATE PROPERTY ACCIDENTS

79 of the crashes occurred on private property accounting for 28% of our total crash reports. Private property accidents are handled by a simple crash report and are not submitted to the State. The report is taken for insurance purposes with each party involved reporting the accident to their respective insurance company to repair damages. Private property crashes were down 13% from last year.

ROADWAY AND OTHER ENFORCEABLE ACCIDENTS

Subtracting the private property crashes, we are left with 201 accidents that occurred on the roadway or were enforceable private property crashes. This is a 4% decrease from last year's count of 209 crashes and the following statistics and percentages are tallied from those reports.

INJURY RELATED TO CRASHES

There were 7 reported injury accidents in 2019, which represents a 53% decrease from the 15 reported in 2018. The break down for these crashes are as followed: 5 were due to drivers failing to yield right of way, 1 was failure to keep an assured clear distance from the vehicle in front of them and 1 was due to a medical emergency.

ALCOHOL RELATED CRASHES

There were 3 crashes investigated related to alcohol or drugs which is a 40% decrease from 2018 and accounting for 1.4% of our total crashes.

MILFORD PARKWAY, CHAMBER DRIVE AND RIVER'S EDGE DRIVE

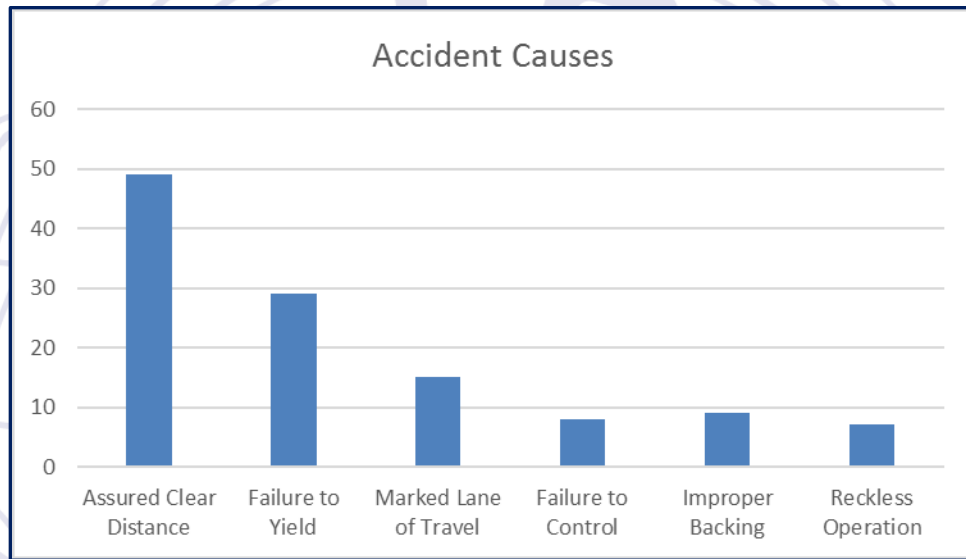
There were 47 total crashes along these roadways accounting for 23% of all crashes. Crashes along these roads saw a 10% decrease from 2018.

LILA AVE / US 50

There were 20 crashes along this roadway accounting for 10% of all accidents and a 41% decrease from 2018

MAIN STREET / SR 28

There were 45 accidents occurring on Main Street accounting for 22% of all crashes and a 25% increase from 2018.



EDUCATION

- Flashing speed signs were deployed throughout the year at problem locations.
- We partnered with the Ohio Department of Public Safety on their annual “Click it or Ticket” and “Driver Sober or Get Pulled Over” campaigns.
- Officers made over 3,515 driver contacts resulting in a written warning 18% of the time. This does not take into account the number of verbal warnings that have not been tallied.

ENGINEERING

- Throughout the year, officers reported any potential traffic hazards to the City Engineer.
- The Chief of Police was involved in the planning of all roadway construction projects.

ENFORCEMENT

- The enforcement efforts were focused in two primary areas in 2019; impaired driving and speeding. Officers issued 1,105 speeding citations and arrested 25 individuals for OVI.

2019 Fleet Maintenance Report

<i>Car #</i>	<i>Year/Make</i>	<i>Begin Miles</i>	<i>End Miles</i>	<i>Miles Driven</i>
108	08 Dodge Charger Detective	103,963	103,826	137
213	13 Taurus Police Chief	68,090	78,467	10,377
311	11 Chevy Tahoe Detective	122,851	131,779	8,928
415	15 Chevy Tahoe Patrol SUV	61,720	75,607	13,887
513	13 Chevy Tahoe Patrol SUV	93,764	108,706	14,942
617	17 Chevy Tahoe Patrol	15,179	28,895	13,716
718	18 Chevy Tahoe Patrol	6,695	20,149	13,454
711	11 Chevy Tahoe School/ Court Car	117,110	119,564	2,454
815	15 Chevy Tahoe Patrol SUV	45,797	56,007	10,210
912	12 Chevy Tahoe Patrol	70,041	78,456	8,415
319	19 Chevy Tahoe Patrol	50	5,975	5,925
15	13 Interceptor SUV Detective	81,331	99,468	18,137
1016	16 Chevy Tahoe Patrol SUV	28,332	42,238	13,906
1116	16 Chevy Impala Assistant Chief	33,387	41,679	8,292
Total miles driven for the 2019 year				142,780

Yearly Total Repair Cost

2017	\$23,113.66
2018	\$27,718.48
2019	\$28,724.20

2019 Accomplishments

Annually, the Milford Police Department establishes goals and objectives for the upcoming year and evaluates the progress made toward attaining the previous year's goals. This report summarizes our effectiveness in reaching our 2019 goals.

GOAL: Reduce the number auto accidents on Chamber Drive

RESULT: Attained

GOAL: Reduce the number of heroin overdoses

RESULT: Attained

GOAL: Improve the efficiency of Mayor's Court by implementing on-line payments

RESULT: Attained

2019 Use of Force Analysis

Milford police officers acting within the scope of their employment will use only the force reasonable to accomplish lawful objectives. Milford police officers may use deadly force only when the officer reasonably believes the action is in defense of human life, including the officer's own life, or in defense of any person in imminent danger of serious physical injury. By policy, an administrative review is conducted by a supervisor on each use of force and submitted to the Chief of Police. In 2019, all sworn officers receive annual training on use of force directives, and all command officers received in-service training on investigating use of force incidents.

In 2019, there were ten (10) Response to Resistance Reports submitted, however one (1) of the incidents involved only a display of weapon. The remaining uses of force involved the use of a weaponless tactic on eight (8) of the incidents and one (1) use of a less-lethal weapon.

TYPE OF FORCE	NUMBER OF TIMES USED
Weaponless Tactics	8
Chemical Aerosol	0
Baton	0
Taser	1
Firearm	0

INJURIES

Any time a lethal or less-lethal weapon is used against an assailant or to effect an arrest, the person against which the weapon was used is checked for injuries by an EMT or medic and/or transported to a medical facility to be checked or treated. One of the weaponless responses to resistance resulted in minor skin abrasions to the officer and the resistant suspect.

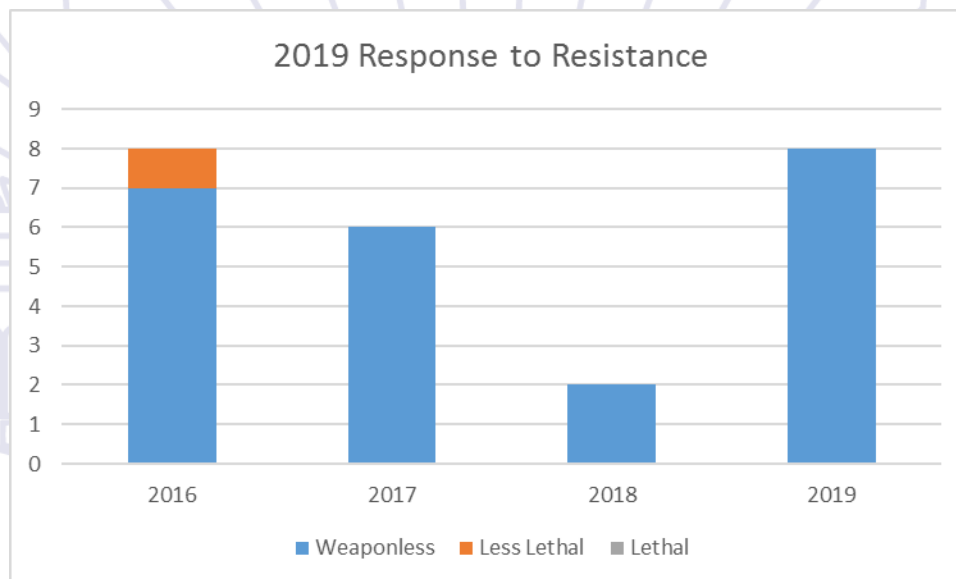
ACTIVITIES, POLICIES & PRACTICES

All sworn officers are trained and tested on the use of force directives annually. The 2019 Use of Force in-service training included the use of de-escalation tactics and constitutional applications of force. Additionally, use of force directives are included in every weapons qualification course throughout the year. All uses of physical force in 2019 were closely examined by command officers and found to be in compliance.

ANALYSIS

The total responses to resistance (including display of weapons) in 2019 represents a 75% increase over 2018, however more closely matches numbers from 2016 and 2017. A significant and in-depth review and analysis was conducted and the following data was extracted:

- There were no complaints filed as a result of a response to resistance.
- Four (4) of the incidents (44%) involved a psychiatric emergency
- All of the suspects were actively resisting, as opposed to passive resistance.
- Eight (8) of the incidents (89%) involved an assault on a police officer.
- Eight (8) of the incidents (89%) involved Caucasian suspects.
- Five (5) of the incidents (55%) involved male suspects.
- The average age of suspects involved in a use of force was 38.
- Six of the incidents (66%) involved suspect under the influence of drugs or alcohol.
- Six (6) of the incidents (66%) occurred on night shift (6:00 PM – 6:00 AM).
- There is no discernable trend or pattern relating to dates.
- There is no discernable trend or pattern relating to injuries to any person or officer.
- Two (2) incidents (22%) occurred at the same location, Kroger.
- No single officer had disproportionate uses of actual force.



In 2019, sworn officers arrested 720 people (117 custodial arrests and 603 criminal summonses) and issued 2,758 traffic citations. The aforementioned nine (9) uses of force on arrested or detained people indicate that 99.9% of the time officers of the Milford Police Department accomplish their mission without any use of force. This level of force is within the FBI parameters of use of force involving 1% of all arrested or detained persons. The fact that two-thirds of use of force incidents occurred on night shift is consistent with a 2019 staffing study which revealed that thirty percent of the calls-for-service on night shift are two-unit runs. There is no consistent variable in terms of officer involved, suspect, location or race that would indicate an identifiable trend or causative factors for concern. The only identifiable factor for concern is the level of violence our officers have encountered. The increase in violent crime has been observed county-wide, along with the resurgence of methamphetamine.

2019 Vehicle Pursuit Review & Analysis

POLICIES & REPORTING PROCEDURE

Milford police officers may initiate an emergency vehicle pursuit whenever a law violator clearly exhibits the intention of avoiding arrest by using a vehicle to flee and elude an officer. However, a justified pursuit occurs only when the necessity of apprehension outweighs the level of danger created by the pursuit. An administrative review is completed by a command officer as soon as possible after each pursuit. The purpose of the review is to determine if the pursuit was within Department policy, and to address equipment and training needs. The administrative review is forwarded to the Chief of Police for final approval.

PURSUIT ANALYSIS

Annually, the Chief of Police conducts an analysis of all pursuits initiated by the agency as well as those pursuits the agency assisted in. The analysis will include:

1. Patterns or trends that indicate training needs
2. Patterns or trends that indicate a needed policy change
3. The need for added equipment in addressing pursuits

TOTAL NUMBER OF PURSUITS: 2

<u>Reasons for Pursuit Initiation</u>		<u>Distance Pursued</u>	
Traffic Offense	100%	Under Five Miles	100%
<u>Initiating Officer</u>		<u>Time of Day</u>	
Officer Clark	50%	18:00 – 06:00	100%
Sergeant Lane	50%		
		<u>Disposition</u>	
		Terminated by Officer	100%

The pursuing officers' actions were reviewed in each instance by the assistant chief, and were found to be justified. The Department conducts in-service training on emergency vehicle operations and reviewed the pursuit policy biennially. There is no identifiable trend to suggest a change in our training or policies. In 2019, we upgraded to a wireless mobile-video download which significantly improved our efficiency in reviewing pursuits.

2019 Grievance Analysis

Employees within the Milford Police Department may, from time to time, find it necessary to file a formal grievance for what is perceived to be an inequity in the operation of the department. Annually, the Chief of Police or his designee conducts an analysis of all grievances filed within the last twelve (12) months in order to detect a trend. If through the analysis the Chief of Police observes a trend in filed grievances, steps may be taken to minimize the causes of such grievances in the future. In 2019, Assistant Chief Mahan met routinely with the Employee Advisory Committee, which is comprised of officers who submit suggestions or concerns to police administrations. There were no grievances filed during the year 2019.

2019 Internal Affairs Summary

One of the most important functions administered through the Office of the Chief of Police is that of internal affairs. Contemporary law enforcement agencies are complex organizations engaged in high liability activities with the corresponding need to maintain the integrity of its operations and the ethical conduct of its members. It is the policy of the Department to investigate complaints and allegations related to internal discipline in a manner that will assure the community of prompt corrective action in the event of employee misconduct, while at the same time protecting employees from unwarranted criticism pursuant to the proper discharge of official duties. The policy provides for the investigation of alleged or suspected violations of law or departmental policies.

Complaints may be made in person, by telephone, or in writing. Anonymous complaints will be accepted for investigation to the extent feasible. Citizen complaints are normally referred to the supervisor of the accused employee. In 2019, there were two (2) investigations as a result of citizen complaints and six (6) internal complaints that were initiated by a member of the command staff. The low ratio of complaints received to the thousands of public contacts initiated by Department employees indicates an extremely low frequency of complaints.

Internal Investigations							
Source	Type	Date Rec'd	Allegation	Date Assigned	Date Closed	Finding	Compl Notified
Internal	Informal	1/26/2019	Care and Use of Equipment	1/26/2019	1/26/2019	Improper Conduct	N/A
Internal	Informal	4/1/2019	Failure to Take Required Training	4/1/2019	4/7/2019	Improper Conduct	N/A
Internal	Informal	4/2/2019	Care and Use of Equipment	4/2/2019	4/2/2019	Improper Conduct	N/A
Citizen Complaint	Informal	6/14/2019	Questionable Police Tactics	6/14/2019	6/14/2019	Proper Conduct	Telephone
Internal	Informal	6/17/2019	Department Procedure Violation	6/17/2019	6/19/2019	Improper Conduct	N/A
Internal	Informal	8/5/2019	Authorized Weapons and Ammunition	8/5/2019	8/8/2019	Improper Conduct	N/A
Citizen Complaint	Informal	11/26/2019	Failure to Follow Proper Procedure	11/26/2019	11/9/2019	Proper Conduct	Telephone
Internal	Informal	11/28/2019	Care and Use of Equipment	11/28/2019	12/2/2019	Improper Conduct	N/A

2019 Annual Review of Biased Based Policing

A fundamental right guaranteed by both the U.S. and Ohio Constitutions is the “equal protection” clause. Everyone, citizen and alien alike, is entitled to walk, drive, and move about in public free from police interference so long as they obey the law. Those who commit infractions must receive equal and fair treatment, regardless of their race, color, ethnicity, sex, sexual orientation, physical handicap, religion, or other belief system. Officers must conduct themselves in a dignified and respectful manner at all times when dealing with the public. The Law Enforcement Code of Ethics articulates the professional and personal behavior that is expected of all law enforcement officers.

AUDITS

The number of traffic citations and written warnings issued in 2019 is representative of the demographics of our service population. Supervisory monitoring of officer-initiated contact found no unusual patterns that would indicate that biased based profiling is occurring.

Demographic	Traffic Citations	Written Warnings
Male	60%	55%
Female	40%	45%
White	93%	94%
Black	5%	5%
Other	2%	1%

TRAINING

In 2019, all officers completed three hours of training on Anti-Biased Policing through the Police One Academy, and all members (sworn and civilian) were required to review the Biased Based Policing directive and pass a written test. Additionally, all members of the agency viewed the International Association of Chiefs of Police Oath of Honor video and reaffirmed their Oath.

CORRECTIVE MEASURES

In 2019, there were no complaints nor indicators of biased based profiling that required corrective measures.

POLICY CHANGES

There were no policy changes recommended during 2019.

2019 Early Warning System Review

The Milford Police Department Personnel Early Warning System is designed to provide supervisory personnel with objective guidelines and specific criteria for identifying employees who may benefit from agency intervention efforts. This system provides specific and consistent procedures for tracking, evaluating and responding to employee needs. Intervention occurs in circumstances that indicate a potential for negative consequences to the Department, its members or the community.

In 2019, all command staff received updated training in supervisor responsibilities (G.O. 26.1.5) and included a review of the Early Warning System by use of the Evaluation Supplement Log. The Evaluation Supplement Log is used to document both positive and negative performance, as well as, sick time usage. During 2019, the Evaluation Supplement Log contained 158 entries, resulting in one intervention.

Assistant Chief Mahan conducted an extensive review of our Early Warning System policies and practices, resulting in his recommendation to implement Guardian Tracking to improve our effectiveness and efficiency.

2019 Annual Special Assignment Review

Annually, the Department reviews the special assignments by listing the positions, indicating the purpose for each position, and evaluating the initial problem or condition that required the position. During 2019, investigative assignments were the only special assignments consisting of one full time and one part time detective.

POSITION RESPONSIBILITIES

The primary function of the investigative unit is to conduct follow up investigations on felony and serious misdemeanor offenses. Detectives also serve as property room custodians and primary crime scene technicians. Additional responsibilities include submitting evidence to the laboratory, conducting pre-employment background investigations, performing voice stress examinations, assisting outside agencies with evidence processing as requested, tracking pattern crimes, communicating with the Clermont County Drug Task Force, and various task force meetings.

EVALUATING DEPARTMENT NEEDS

The investigation of felonies and serious misdemeanors often requires specialized skills, training, and abilities such as crime scene processing, interviewing and interrogation, CVSA certification, and an understanding of the principles of surveillance and the federal guidelines on criminal intelligence. Additionally, active membership in organizations such as MAGLOCLIN, FIA, and the Southwest Ohio Police Intelligence, enhance an investigator's abilities to conduct such investigations. Since it would be impractical to train all sworn officers in these areas, the criminal investigation section was created.

The criminal investigation division also serves as a resource to the patrol division by offering investigative guidance, CVSA exams, interviews and interrogations, locating a suspect's current information, transporting evidence, enhancing video evidence, preparing photo line ups, wanted/missing persons communications, and sharing gathered intelligence from other agencies.

Personnel assigned to the investigation section are trained in the collection, processing and sharing of suspicious incidents and maintain liaison with federal, state and local criminal justice agencies for the purpose of facilitating an exchange of information relative to law enforcement. In 2016, investigative personnel attended specialized training in criminal intelligence, and attended several task force meetings designed to assist in fraud activities, gang monitoring, and criminal trends. Investigative personnel maintained the use of surveillance equipment and coordinated with ETC Inc. to utilize surveillance equipment to local agencies free of charge. All intelligence information is collected and maintained in compliance with U.S. Title 28 CFR Part 23 and limited to criminal conduct and activities that present a threat to the community.

CASE LOAD

During 2019, the criminal investigations section conducted 131 investigations, resulting in 1 CVSA examination, 35 search warrants or subpoenas, processing 41 crime scenes, forwarding 13 cases to the Clermont Co. Drug Task Force, also closing 33 cases by arrest or by warrants being issued, and additionally closing 43 by other means. This resulted in a 58.1% case clearance rate. Investigations have an additional eight cases still pending. Of these eight investigations there are three pending grand jury.

The Investigative Section case clearance rate is determined by the overall status of the investigation.

2019 ACCOMPLISHMENTS

In 2019 investigations continued utilizing an updated “Case Log” designed to better track investigative statistics, and to improve reporting abilities. Investigators continue to submit daily recaps of their investigations and additional responsibilities. Quarterly meetings were conducted for case log reviews and to address other responsibilities within the section.

The section attended specialized training in CVSA certification for Det. Russell Kenny. All members completed several online trainings.

Investigations completed several high priority cases in 2019 including:

- Continued investigation of the 2009 William C. Jones missing persons case. A complete review of the investigation occurred with several additional interviews and the search of one piece of property in Union Township.
- Handled several sex related offense reports involving a minor. One of which resulted in over a forty-count indictment.
- Investigated two death scene investigations at 5615 Happy Hollow #7. The first one was in May and the second in September. The two victims were sisters and the cause of death was determined to be overdose related. Additional follow up was conducted on a witness for not notifying law enforcement of the body. The investigation was dropped at the request of the victim’s family.
- Handled several theft and misuse of credit card cases investigations throughout the year.

Detective Rogers continued to manage Project Lifesaver. Investigators continued communication with road patrol through patrol bulletins and periodic attendance in roll call. Investigators also assisted with several officer managed investigations and completed three property destroys during 2019.

RECOMMENDATION

As with every year we will be reviewing processes to improve efficiency within the investigative section. The Investigative Section serves as a valuable support service to the road patrol and I recommend maintaining both investigative positions.

2019 Active Threat Response Plan

In 2019, the Milford Police Department continued its commitment to prepare for and mitigate active threats. The following objectives were attained during 2019:

- Firearms training focused on advanced shooting drills.
- The Emergency Operations Plan was reviewed by the Police and Fire chiefs.
- All command officers received in-service training on the All Hazard Plan.
- Safety drills were conducted at both elementary schools.
- We continued to be a participating agency with an officer assigned to the Clermont County Special Response Team.
- All sworn personnel completed an active shooter response training.
- All sworn personnel completed an active shooter drill.

2020 Goals and Objectives

Goal

Broaden our community outreach efforts

Objectives:

- Recruit a minimum of five residents to participate in the Citizen Police Academy
- Assign an officer to serve as the Milford Methodist Church Youth Group liaison.

Goal

Improve our deliverable services to residents with special needs

Objectives:

- Partner with Women Helping Women to implement the DVERT (Domestic Violence Enhanced Response Team)
- Add autism sensory bags to the marked patrol fleet

Goal

Reduce auto accidents on SR 28/Main Street

Objectives:

- Coordinate with the Public Works Director to address roadway improvements.
- Deploy speed signs.
- Increase patrols.

2019 Recruitment Plan Analysis

Goal

The goal of the Milford Police Department Recruitment Plan is to maintain a sworn workforce that is representative of the composition of the available workforce in the city of Milford.

Work Force Analysis

In the event that we increased staffing to twenty (20) officers, our threshold for implementing the Affirmative Action Plan for ethnic minorities would be 5.25%. The most recent national census indicated a minority population of 3% African Americans. Therefore, our workforce is currently representative of the composition of the available workforce in the city of Milford.

According to the National Center for Women in Policing, women account for 12.7% of all sworn law enforcement positions in agencies with 100 or more sworn personnel. In small and rural agencies (with fewer than 100 sworn personnel), women comprise 8.1% of all sworn personnel. When these figures are combined in a weighted estimate, they indicate that women represent 11.2% of all sworn law enforcement personnel in the U.S. The Milford Police Department currently employs four female officers which equates to 21%.

Evaluation

The benefits of a diverse workforce are recognized. In 2019, Assistant Chief Mahan researched means to increase the number of applicants in our next selection process. His recommendation to utilize National Testing Network on our 2020 entrance exam was approved. Additionally, the following recruitment plan will be utilized to attract ethnic minorities to compete in the upcoming entrance exam for patrol officers:

- Reviewing and updating the Affirmative Action Plan
- Reviewing and testing annually on the Recruitment Plan.
- Utilizing police personnel who instruct at various colleges and academies to recommend minorities to apply for employment.
- Advertising openings outside the City of Milford including, The Cincinnati Enquirer, posting ads at the University of Cincinnati, Northern Kentucky University and the Scarlet Oaks Career Center.
- Notifying minority churches of the examination through the Milford-Miami Ministries Association.
- Working with Community United to help engage the minority community.
- Posting the job ad on the City of Milford Website and Facebook page.
- Recording the following data on this selection process for future analysis: race, gender, age, and how the applicant heard about the opening.

