

2021 ANNUAL REPORT



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AN INTERNATIONALLY ACCREDITED LAW ENFORCEMENT AGENCY

The background of the page features a large, light purple 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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Table of Contents

Click on titles for hyperlink

Executive Summary	3
Organizational Principles	4
Mission Statement	5
Creed	6
Core Values	7
Human Resources	8
Department Roster	9
Organizational Chart	11
Public Information	18
Service Awards	19
Milford Police Divisions	20
Patrol Operations	21
Criminal Investigations	27
Special Operations	28
Support Services	39
Mayor's Court	42
Police Volunteers	51
Administrative Reviews & Analysis'	52
Annual Retraining Summary	53
Traffic Accident Review	55

Vehicle Maintenance Report	57
Attainment of Goals (Accomplishments)	58
Use of Force Analysis	59
Vehicle Pursuit Analysis	61
Grievance Analysis	62
Internal Affairs Summary	63
Biased Based Policing Review	64
Early Warning System Review	65
Special Assignment Review	66
Active Threat Response Plan Review	68
Goals and Objectives	69
Recruitment Plan Analysis	70
Temporary Detention/Testing Review	71
In Memoriam of Mary Danbury	72

EXECUTIVE SUMMARY

It's my pleasure to present the 2021 Annual Report. It was nice to get back to the community outreach that we had to suspend due to last year's pandemic. We celebrated the careers of two long-time members who retired, welcomed two new faces, and promoted a new sergeant. As usual, the men and women of the Milford Police Department rose to the challenge and took advantage of every opportunity to provide our community with "excellence in policing" by doing the right thing, at the right time, in the right way, and for the right reason.



2021 was all about taking advantage of opportunities. The unfortunate events of 2020 gave us the opportunity to forge new partnerships that we enjoyed in 2021. In the first quarter, I was given the opportunity to participate in Undivided, a six-week racial solidarity working group where I made new friends and reconnected with old friends. When the Covid pandemic limited our homeless shelter resources, Officer Megan Eshman partnered with two Hamilton County Communications Operators, CJ Combs and Sara Dooley, to provide blankets to the homeless, in our "Cover Cubby". With the return to in-person classes, we had an opportunity to partner with Milford Schools, Miami Township and Walmart to raise school supplies through our Fill-a-Cruiser events. We held a women's self-defense class for college students returning to campus and partnered with Kingdom Warriors to provide backpacks for students. We welcomed two new dedicated servants, Officer Tanner Williams and Police Clerk Tina Kern, and we promoted seasoned veteran Robert West to the rank of sergeant. In the fall, we partnered with the Wyler Automotive Family to host Driven Project, a supercar therapy for children battling heavy life challenges.

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



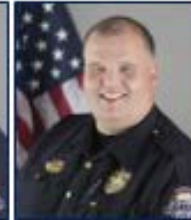
Sergeant Belcher



Sergeant West



Sergeant Kibby



Sergeant Lane



Clerk Kern



Detective Wilson



Detective Rogers



Clerk Sheangshang



Officer Heller



Officer Bogan



Officer Eshman



Officer Mell



Officer Kenney



Officer Yeary



Officer Clark



Officer Chastain



Officer Liming



Officer Dennis



Officer Fannin



Officer Williams



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



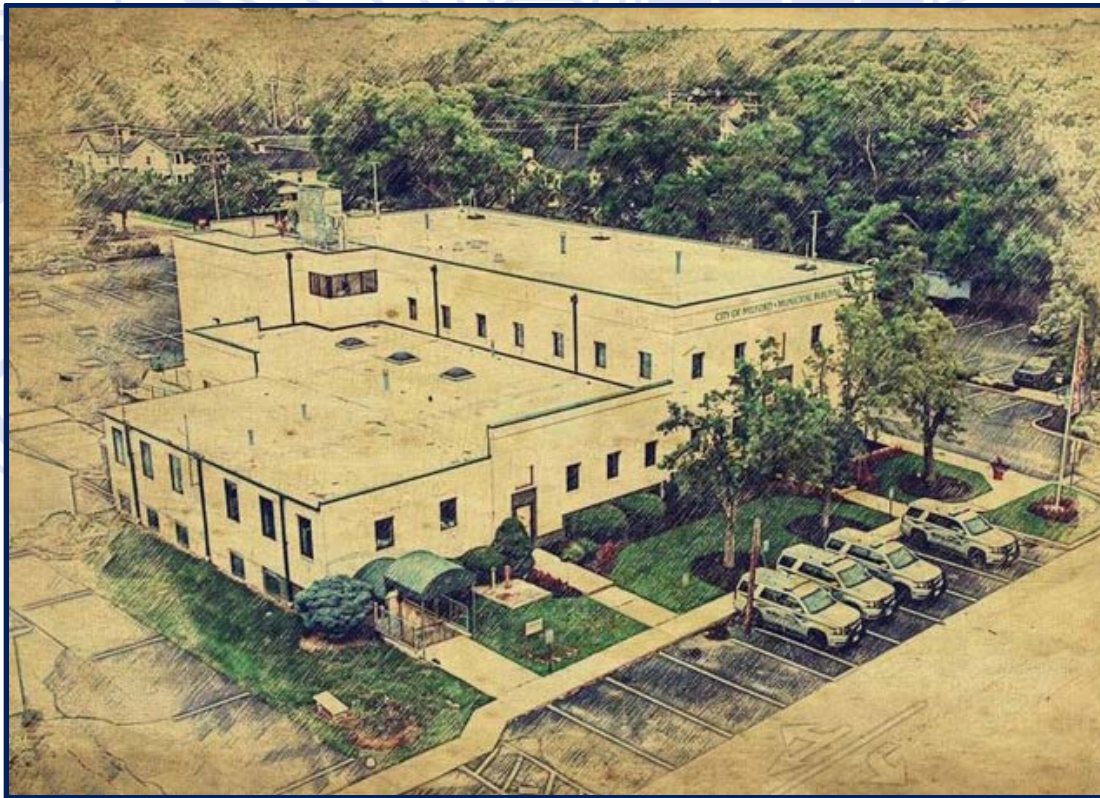
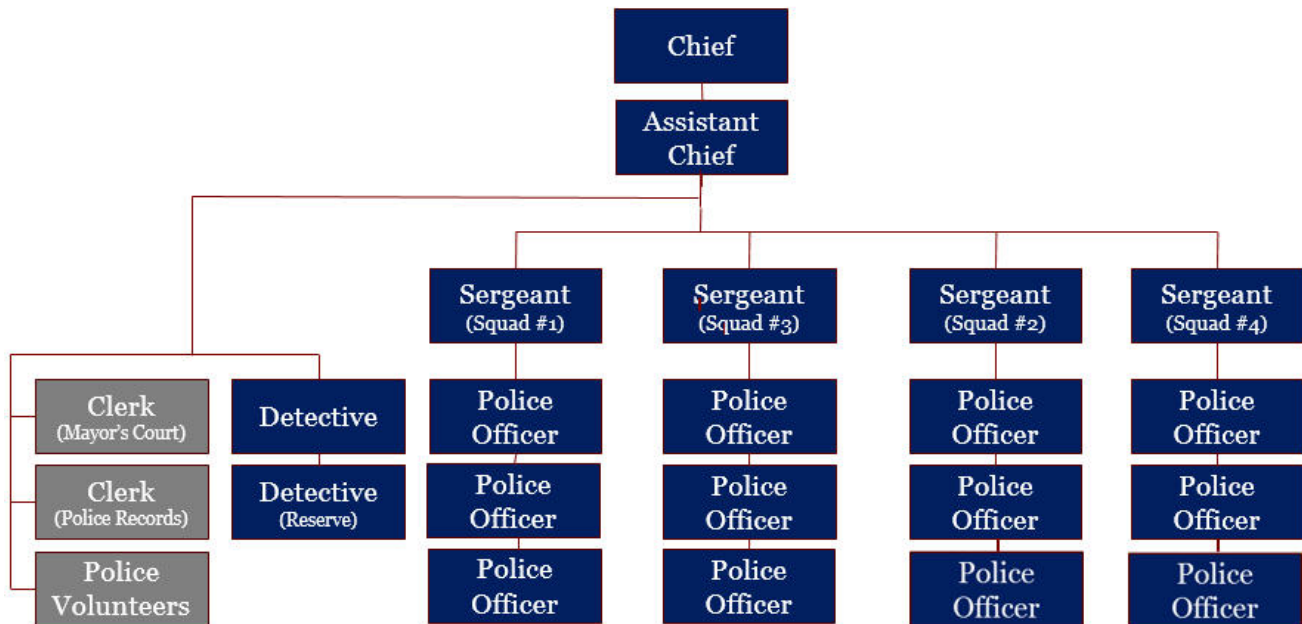
Steve Grieger
Police Volunteer

Chad Green
Police Volunteer

Wynn Poe
Police Volunteer

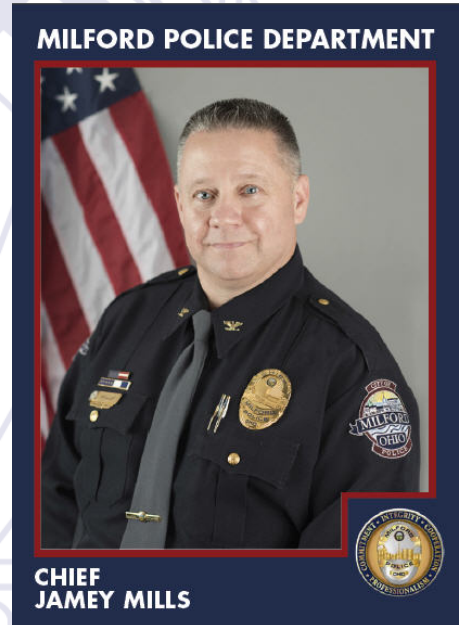
Ricky Summers
Police Volunteer

2021 Organizational Chart

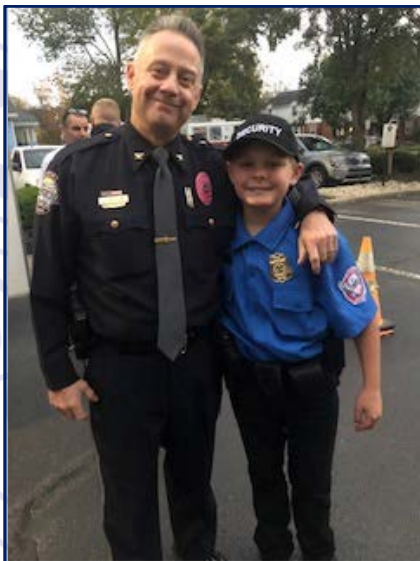


Chief D. Jamey Mills, C.L.E.E.

Chief Mills is a twenty-seven-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-four-year veteran of the Milford Police Department and served as patrol officer, narcotics investigator, detective, patrol sergeant, and administrative 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 Robert West

Sergeant West Robert West is a twenty-year veteran of the Milford Police Department and served as a field training officer and collective bargaining associate prior to being promoted to sergeant in 2021. During his tenure, he's trained and mentored many of our officers, earned numerous accolades, letters of commendation, and the coveted Larry J. Oaks Memorial Award.



PATROL SERGEANT – In addition to serving as a patrol supervisor, Sergeant West serves as supervisor of the field training program and coordinator of the officer mental health and wellness program.



Sergeant Keith Belcher

Sergeant Belcher is a twenty-two-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 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-one-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.

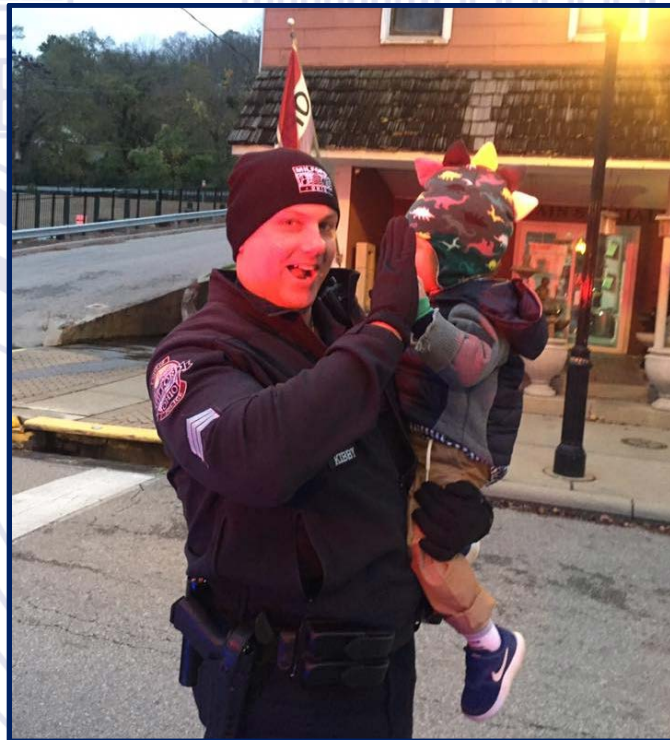


Sergeant Mark Kibby

Sergeant Kibby is a ten-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.

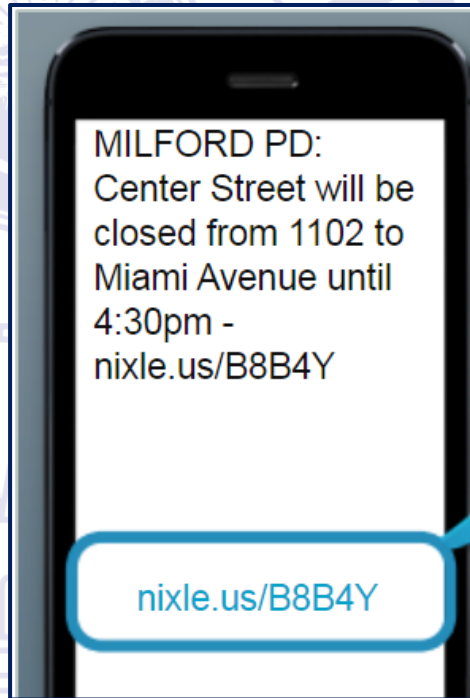
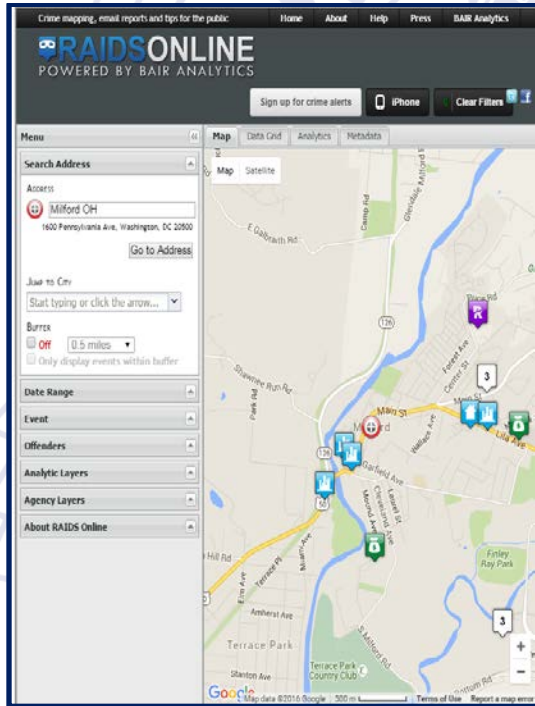


PATROL SERGEANT – In addition to supervising a patrol squad, Sergeant Kibby is in charge of the bicycle and Segway patrols, physical fitness training, the temporary detention room logs, and the awards committee.



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.



2021 Awards

Chief's Commendation

Detective Danielle Wilson
Assistant Chief Mahan
Officer Julie Liming

Silver Bullet Award

Officer Terry Chastain

Medal of Merit

Sergeant Mark Kibby
Officer Adam Yeary
Officer Kris Mell

Operation Holiday Patrol

Officer Megan Eshman

MILFORD POLICE DEPARTMENT

Service Recognition Insignia



Larry J. Oaks Memorial Award



Medal of Valor



Medal of Merit



Physical Fitness Medal



Chief's Commendation Medal



Certified Law Enforcement Executive



MPD Honor Guard Member



Police Executive Leadership College



Field Training Officer



Supervisor Training Education Program



Certified D.A.R.E. Officer



O.P.O.T.A. Certified Instructor



Drug Recognition Expert

Milford Police Divisions & Operations

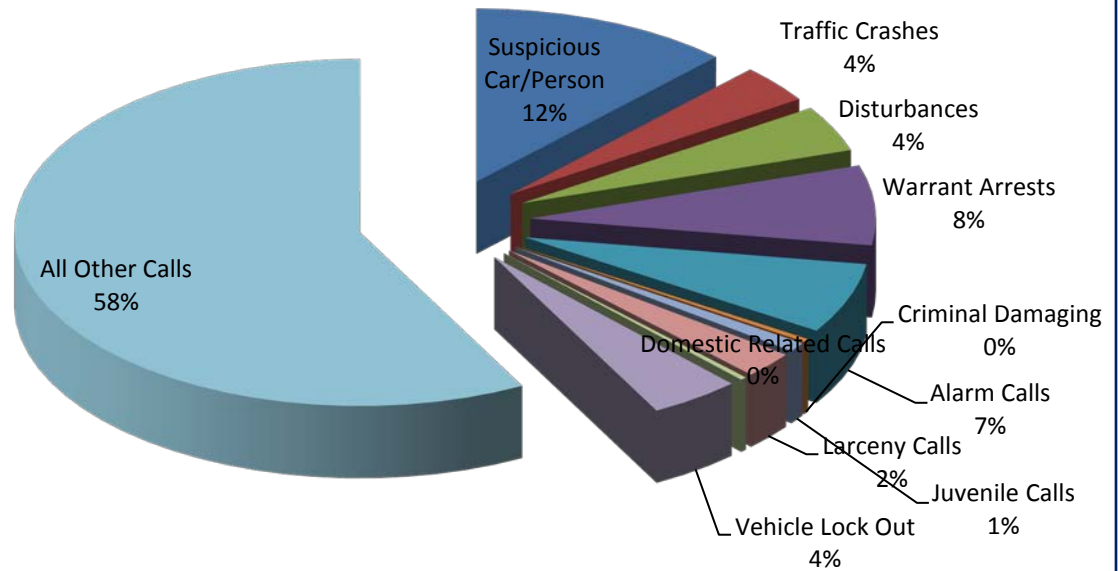
- Patrol Division
- Criminal Investigations Division
- Special Operations
- Support Services Division
- Police Volunteer Unit

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.



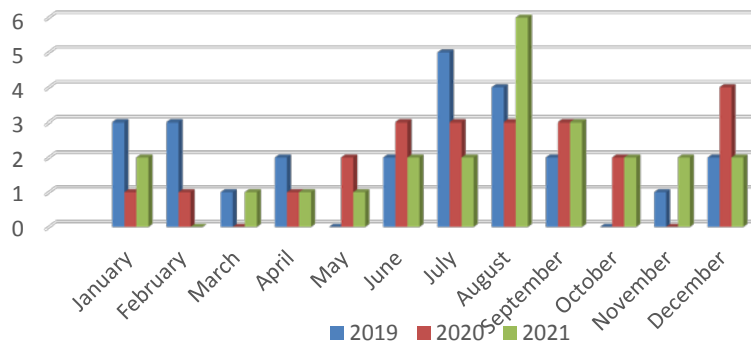
Calls for Service



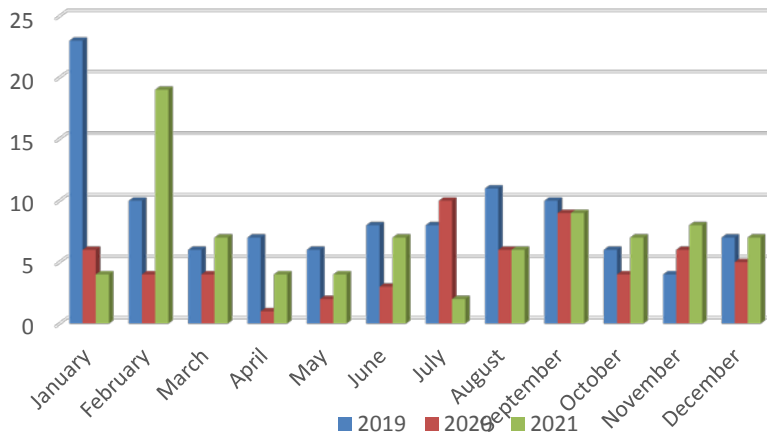
OFFENSE/INCIDENT	2018	2019	2020	2021
Alarms	366	406	418	388
Animals Violations	13	5	3	12
Assaults	21	25	17	24
Auto Thefts	10	6	6	5
Breaking and Entering	5	8	6	4
Bomb Threats	1	0	1	0
Burglaries	7	7	8	1
Check the Welfare	174	192	177	201
City	182	156	199	110
Civil	151	167	120	129
Disturbances	277	237	23	320
Domestic	13	19	19	20
Drugs	160	106	73	41
Escort	37	36	27	27
Extra Patrol	9	4	9	10
Family Problems	142	131	120	114
Fires/Alarm	197	182	187	195
Found Items	95	88	78	70
Fraud/Bad Checks	33	88	20	45
Guns/Weapons	3	2	9	7

Homicide	0	0	0	1
Juvenile Missing	6	5	5	4
Juvenile Problems	76	91	56	82
Life Squad	1080	969	867	1017
Lost Items	26	28	28	32
Message Delivery	4	7	15	7
Missing Person/Adult	1	3	1	5
Non-Criminal Incident	336	312	270	241
Open Door/Window	41	62	37	31
Phone Calls/Harassment	16	21	9	14
Criminal Damage	29	29	20	20
Psych Emergency	61	76	75	74
Robbery	1	1	0	0
Sex related	7	11	10	5
Suicide/Attempted	8	2	8	4
Suspicious Car/Person	714	751	776	761
Theft/Fail to Pay	181	128	155	117
Traffic Accidents	301	280	225	273
Traffic Pursuits	3	2	2	1
Trespass	9	1	3	6
Vehicle Lockout	407	382	271	304
Vandalism	3	4	1	10

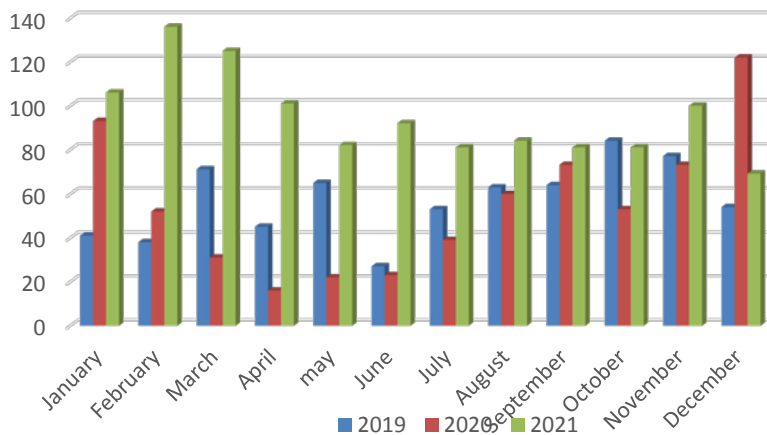
OVI Citations



Parking Citations



Warning Citations



Patrol Division – Bike/Segway Patrol

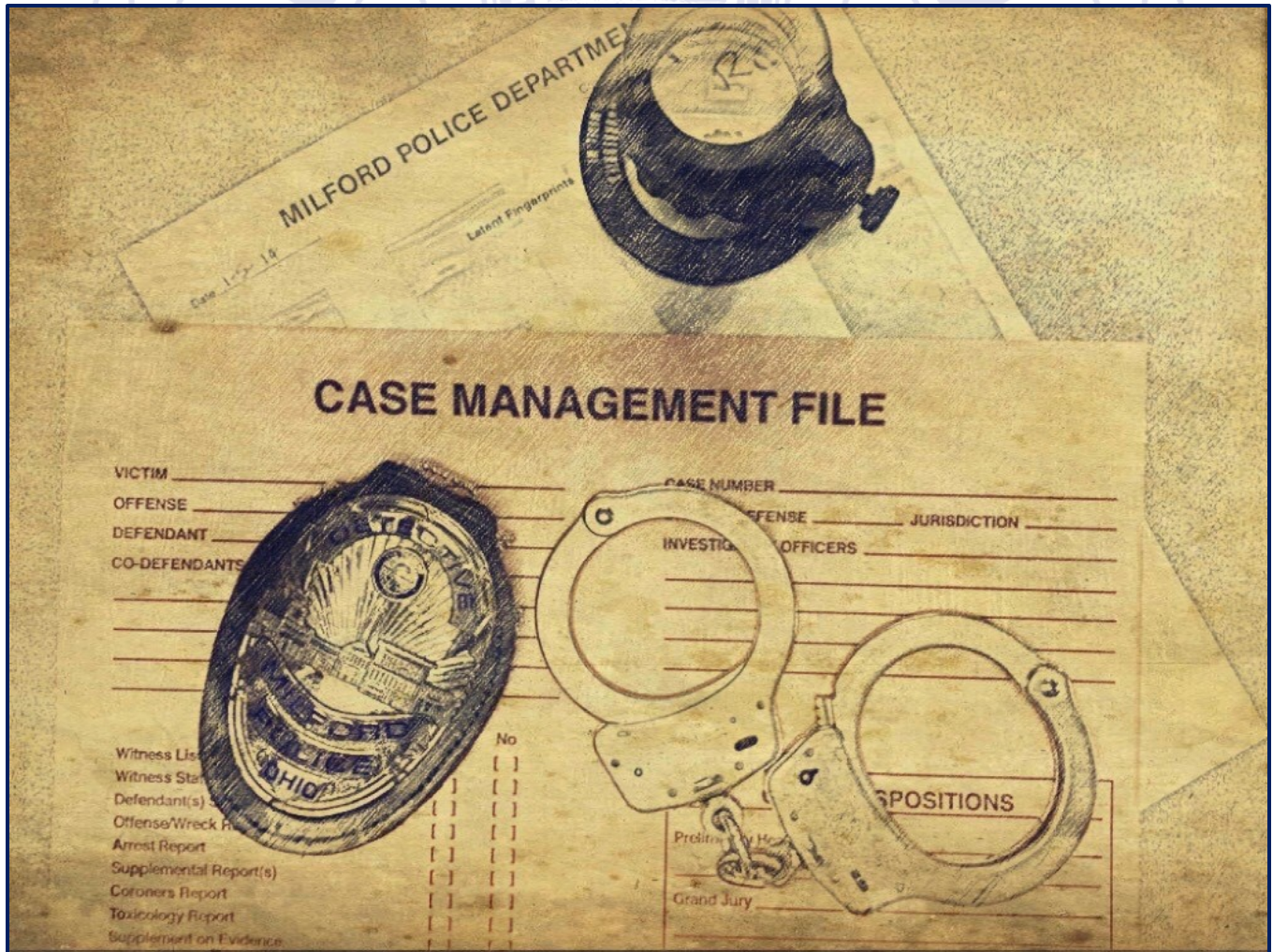
There are many benefits to having a police officer on a bike or Segway. Often mentioned are visibility and mobility. The visibility of an officer on a bicycle or Segway cannot be matched. With this visibility also comes an increase in human contact with the community. In fact, it is much like the old "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, 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 2021 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 2021, 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, Undivided, and the 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 22 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 Tina Kern began her career with the Milford Police Department 2021, after spending years as the City's Assistant Finance Director. Clerk Kern is responsible for maintaining all incident and accident reports and provides data to the FBI for the Uniform Crime Report.



2020 CRIME ANALYSIS

Offenses	2020	2021	Actual	Percent Change
Missing Person	6	9		50.0%
Family Problems	120	114		-5.0%
Robbery	0	0		0.0%
Burglary	8	1		-87.5%
Larceny	155	116		-25.2%
Auto Theft	7	5		-28.6%
Assault	17	23		35.3%
Criminal Damaging	20	20		0.0%
Domestic Violence	19	20		5.3%
Sex Offense	10	3		-70.0%
Juvenile Problems	56	82		46.4%
Total	418	393		2.0%
Part I Crime	2020	2021		
Homicide	0	1		100.0%
Rape	6	2		-66.7%
Robbery	0	0		0.0%
Burglary	8	1		-87.5%
Larceny	155	116		-25.2%
Auto Theft	7	5		-28.6%
Assault	17	23		35.3%
Total	193	148		-23.3%
Officer Activity	2020	2021		
Arrests	473	474		0.2%
Citations	2125	2219		4.4%
Warnings	612	1138		85.9%
DUI	23	31		34.8%
Field	24	16		-33.3%
Accidents	224	254		13.4%
Total	3481	4132		18.7%
Warrant Service	2020	2021		

Citations Issued Monthly

Officers of the Milford Police Department issued a total of 2,148 traffic and criminal citations in 2021. A breakdown of these citations is shown below for the last three years by month.

Month	2019	2020	2021
January	222	266	155
February	208	237	168
March	250	136	209
April	247	28	160
May	221	131	184
June	188	156	170
July	216	191	195
August	280	224	182
September	229	228	191
October	248	181	193
November	243	192	191
December	206	155	150
Total	2,758	2,125	2,148

2021 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	\$ 430.00
TOTAL DISTRIBUTIONS	\$286,293.42
TOTAL	\$286,723.42

MONIES TO THE CITY OF MILFORD

Fines	\$161,384.42
Costs	\$ 49,303.77
Warrant Fees	\$ 4,546.57
Bond Costs	\$ 26.00
Miscellaneous	\$ 15,030.81
Bond Forfeitures	\$ 414.00
Sub-Total \$	\$230,705.57

MONIES TO TREASURER OF STATE OF OHIO

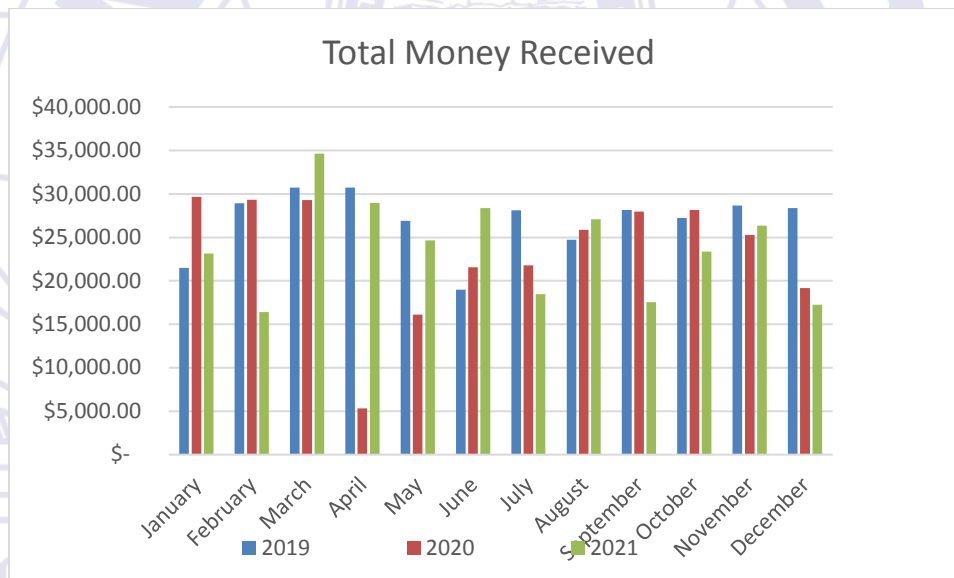
Ohio General Revenue	\$ -0-
Victims of Crime	\$12,265.00
Seat Belts	\$ 210.00
Child Restraints	\$ -0-
Defense Support	\$34,088.62
Driver Alcohol	\$ 2,044.50
Drug Law Enforcement	\$ 4,633.20
Justice Program	\$ 136.30
Sub-Total	\$53,377.62

OTHER MONIES

Overpayments	\$ 292.00
Bond Returns	\$ -0-
Outstanding Bonds	\$ 445.00
Bad Check Not Collected	\$ -0-
Restitution	\$ 1,903.23
OVI Fund	\$ -0-
Sub-Total	\$ 2,640.23

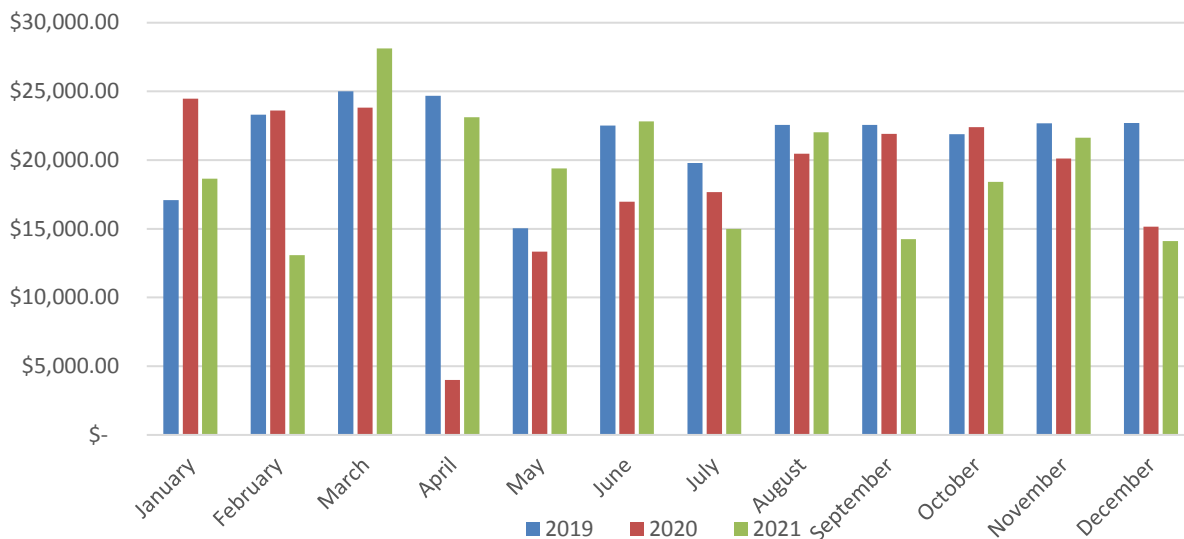
TOTAL DISTRIBUTIONS	\$286,723.42
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Total Money Received



	2019	2020	2021
January	\$ 21,501.00	\$ 29,649.00	\$ 23,157.00
February	\$ 28,931.32	\$ 29,323.70	\$ 16,414.00
March	\$ 30,741.18	\$ 29,293.99	\$ 34,633.10
April	\$ 30,716.90	\$ 5,318.07	\$ 28,946.79
May	\$ 26,909.10	\$ 16,105.74	\$ 24,667.70
June	\$ 18,971.33	\$ 21,567.00	\$ 28,380.78
July	\$ 28,124.09	\$ 21,778.40	\$ 18,476.00
August	\$ 24,712.85	\$ 25,858.75	\$ 27,081.55
September	\$ 28,150.51	\$ 27,978.31	\$ 17,540.00
October	\$ 27,224.91	\$ 28,150.00	\$ 23,365.00
November	\$ 28,665.49	\$ 25,263.00	\$ 26,364.50
December	\$ 28,363.78	\$ 19,170.00	\$ 17,267.00
	\$ 323,012.46	\$ 279,455.96	\$ 286,293.42

Total Money Received by the City of Milford



		2019		2020		2021
January	\$	17,089.72	\$	24,476.00	\$	18,650.00
February	\$	23,315.22	\$	23,600.70	\$	13,073.00
March	\$	25,011.43	\$	23,808.74	\$	28,128.88
April	\$	24,670.52	\$	4,003.59	\$	23,132.09
May	\$	15,043.09	\$	13,334.45	\$	19,386.70
June	\$	22,508.09	\$	16,976.00	\$	22,820.78
July	\$	19,786.85	\$	17,667.40	\$	14,990.00
August	\$	22,561.51	\$	20,460.75	\$	22,035.55
September	\$	22,561.51	\$	21,915.31	\$	14,251.00
October	\$	21,875.91	\$	22,397.00	\$	18,426.00
November	\$	22,689.49	\$	20,106.00	\$	21,635.50
December	\$	22,696.78	\$	15,166.00	\$	14,110.07
	\$	259,810.12	\$	223,911.94	\$	230,639.57

Total Money sent to the State of Ohio

	2019	2020	2021
January	\$3652.50	\$5544.00	\$4337.50
February	\$4928.44	\$5405.00	\$3075.00
March	\$5256.50	\$5182.25	\$6175.22
April	\$5435.90	\$ 692.50	\$5265.90
May	\$4890.12	\$2777.50	\$4864.50
June	\$3452.50	\$4067.50	\$5350.00
July	\$5380.00	\$4025.00	\$3110.00
August	\$4695.00	\$5222.50	\$4732.50
September	\$5255.00	\$5530.00	\$3220.00
October	\$5250.50	\$5585.00	\$3812.50
November	\$5304.50	\$5007.50	\$4445.07
December	\$5522.50	\$3832.50	\$2944.93
Totals	\$59,023.46	\$52,871.25	\$51,333.12

Seat Belt Violation (Ordinance 337.27 and 337.27.2)

Month	2018	2019	2020	2021
January	\$ 105.00	\$ 30.00	\$ -	\$ 60.00
February	\$ 19.86	\$ 48.74	\$ 60.00	\$ -
March	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00
April	\$ 30.00	\$ 60.00	\$ -	\$ 30.00
May	\$ 170.00	\$ 60.00	\$ -	\$ -
June	\$ 60.00	\$ 50.00	\$ 30.00	\$ 30.00
July	\$ 90.00	\$ -	\$ -	\$ -
August	\$ 30.00	\$ 75.00	\$ 100.00	\$ 30.00
September	\$ 50.00	\$ 30.00	\$ -	\$ -
October	\$ 30.00	\$ 50.00	\$ 60.00	\$ -
November	\$ -	\$ -	\$ -	\$ 30.00
December	\$ -	\$ 90.00	\$ -	\$ -
Totals	\$ 614.86	\$ 523.74	\$ 280.00	\$ 210.00

2021 Mayor's Court Statistics

Cases Heard:	2018	2019	2020	2021
Traffic	2,314	1,919	1,577	1,743
Misdemeanors	24	7	15	7
Minor Misdemeanors	136	63	30	17
Misdemeanor Contempt	138	184	104	61
Totals	2,164	2,173	1,726	1,828

Fines Levied on Cases Heard:

	<u>Fines Levied</u>	<u>Fines Collected</u>	<u>Fines Outstanding</u>
Totals	\$ 166,234.42	\$ 161,384.42	\$ 4,850.00

Other Case Activity:

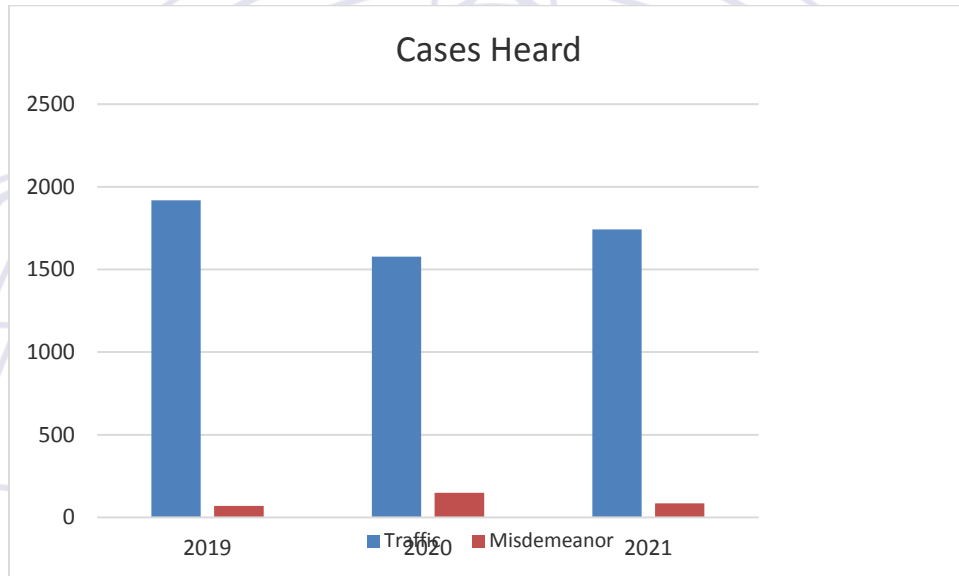
Cases Transferred To Clermont County (Jury Demand or Appeal).....	2
Cases Dismissed or Acquitted	114
Jail Time Given by Days	0
Community Work Given by Days (at \$30.00 per day).....	0

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

	<u>2018</u>	<u>2018</u>	<u>2020</u>	<u>2021</u>
Warrants Issued	209	199	114	47
Summons	0	0	0	0
Private Complaints	0	0	0	0
Totals	209	199	114	47

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>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>
Arrests Made	122	119	59	20
Cases Dismissed	11	23	8	1
Subjects Entered into TTY	76	48	47	23
Not Served Yet	0	9	0	3
Totals	209	199	114	47



Ticket Offense	2019	2020	2021
Abandoned Vehicle	4	0	0
Assured Clear Distance/Failure to Yield	82	76	69
Bike/Sled/Attended Vehicle	0	0	0
Brake Equipment	13	0	10
Bumper Requirement	0	0	0
Child Restraint	1	2	0
Display/Expired/No License Plates	261	138	278
Disregard of Safety	3	0	0
Drag Racing	0	0	0
Driving on a Closed Roadway/Sidewalk	6	3	0
Driving over a hose	0	0	0
DUI/OVI	10	17	24
DUS/Court and FRA	37	73	92
Expired/Display/No Operators License	57	54	38

Fleeing/Eluding Police Officers Signal	0	0	0
Following too Close	0	0	1
Headlight/Failure to Dim	21	38	45
Lanes of Travel/Marked Lanes/Left of Center	24	29	30
Lending Vehicle/Unlicensed Operator	0	0	0
Muffler/Defective or Loud Exhaust	0	2	0
No Air Breather	0	0	0
No Helmet/Rules governing Motorcycle	1	1	1
No Thru Trucks	1	2	0
No Turn/Left Turn/U Turn	11	3	12
Obstructing Passage of Vehicles	0	0	0
One Way Street	2	4	1
Open door into Traffic	0	0	0
Overweight Vehicle	1	0	0
Parking Fire Lane/Handicap	28	29	12
Parking Prohibited/Wrong Way/Overtime	80	31	73
Permitting/Unlicensed Operator/Minor	0	2	3
Rear view Mirror	1	0	1
Reasonable Control/Fail to Control	17	18	19
Reckless Operation/Also Private Property	1	4	5
Rules Governing Passing	3	3	3
School Bus Regulations	0	1	0
Seat Belt Violations/Driver/Passenger	18	7	9
Second Reckless Operation	7	5	0
Short Cutting/Private Property	1	0	0

Speed	1105	1088	1066
Starting/Backing	10	2	9
Stopping After Accident/Leaving the Scene	4	0	7
Stopping/Standing	0	0	0
Tail Lights/License Plate Light	18	24	5
Tinted Windows	1	1	0
Towing Vehicle	0	0	0
Traffic Control Device/Stop Sign/Red Light	155	112	114
Turn Signals	7	7	4
Unauthorized Plates/Fictitious Plates	0	0	11
Unauthorized Use of a Motor Vehicle/Driver	0	0	2
Unnecessary Noise/Tires	0	1	0
Unsafe Vehicle/Texting	5	7	4
Unsecured Load/Failure to Tarp	1	0	0
Vehicle Left Unattended	0	0	0
Vehicular Homicide	0	0	0
Windshield Obstruction	0	0	0
Wrongful Entrustment	0	0	0
Warnings Issued	729	657	1142

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
- Accomplishments
- Use of Force
- Traffic Pursuits
- Grievances
- Internal Affairs Summary
- Biased Based Policing Review
- Early Warning System Review
- Special Assignment Review
- Goals & Objectives
- Recruitment Plan
- Active Threat Plan

2021 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 – January - 1 hour
- Secure Room Training – February
- Lethal Force Update – March – 1 hour
- Less Lethal Force Update – October – 1 hour
- Mental Illness – May – 1 hour
- Ethics Training – September

POLICE ONCE ACADEMY

- Racial Profiling (part 1) – January – 1 hour
- The LGBTQ Community – January – 1 hour
- Missing Person's with Alzheimer's Disease – June – 1 hour
- Written Communication & Report Writing – June – 1 hour
- Dealing with Stress – September -1 hour
- Preparing Your Response to Challenging Situations – September - 1 hour
- Overcoming Resistance – September -1 hour

ROLL CALL

- Cooper Color Codes – P1A
- Color Code Tactical Sitting – P1A
- Cognitive Lock – P1A
- Cover Vs. Concealment – P1A
- Care of Body Armor – P1A
- Carrying a Flashlight During Dayshift – P1A
- Check the Cuffs – P1A
- Continuous Improvement – P1A
- Don't Lose Your Firearm – P1A
- How to Write Effective Use of Force Reports – P1A

e-OPOTA

Handcuffing & Restraining Pregnant Women – April – 1 hour

IN-SERVICE

- OPOTA Firearms Qualification – March - 3 hours
- Driver's Training – April / May - 2 hours
- Active Shooter Training – May - 6 hours
- Firearms Training – July – 3 hours
- Firearms Training – September – 3 hours
- Less Lethal Force Training – October – 6 hours

RECERTIFICATION

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

- 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.



2021 Traffic Accident Review

The 2021 Traffic Accident Review was conducted by comparing the number of traffic crashes from the year 2020. 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 2020 Traffic Accident Review.

COMPARISON

In 2021, Milford PD investigated 254 auto accidents which was a 13% increase from 2020

PRIVATE PROPERTY ACCIDENTS

74 accidents occurred on private property accounting for 29% of our reports. Private property accidents are handled by a simple crash report 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 accidents were up 18% from last year.

ROADWAY AND OTHER ENFORCEABLE ACCIDENTS

Subtracting the private property crashes we're left with 180 accidents that occurred on the roadway or were enforceable private property crashes, most notably hit/skip accidents. This is a 10% increase from last year's total and the following statistics and percentages are tallied from these reports.

INJURY RELATED TO CRASHES

There were 10 reported injury accidents in 2021 which represents a 67% increase from the 6 reported last year. Driver inattention was the leading cause of injury accidents for 2021 with seven accidents being caused by improper turns, a red-light violation and a failing to yield from private property. The three remaining injury crashes were a result of drivers failing to leave an assured clear distance ahead of the vehicle in front of them resulting in a rear end accident.

ALCOHOL RELATED CRASHES

There were 7 crashes that were investigated as alcohol related which is a 13% decrease from last year. Impairment crashes accounted for 3.8% of all of our accidents for 2021.

MILFORD PARKWAY, CHAMBER DRIVE AND RIVER'S EDGE DRIVE

There was a total of 50 crashes along these three roadways accounting for 28% of all crashes and a 56% increase from 2020.

LILA AVE / US 50

There were 22 crashes along this roadway accounting for 12% of all accidents and was a 15% decrease from 2020.

MAIN STREET / SR 28

There were 37 total accidents occurring on these roadways accounting for 21% of all crashes and a 54% increase from 2020

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 3,286 driver contacts resulting in a written warning 35% of the time.

ENGINEERING

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

ENFORCEMENT

- Traffic enforcement focused on moving violations and impaired driving.

2021 Fleet Maintenance Report

<i>Car #</i>	<i>Year/Make</i>	<i>Begin Miles</i>	<i>End Miles</i>	<i>Miles Driven</i>
520	20 Chevy Tahoe Police SUV	3,920	14,776	10,856
213	13 Taurus Police Chief	88,074	96,919	8,845
311	11 Chevy Tahoe Detective	138,485	140,703	2,218
415	15 Chevy Tahoe Patrol SUV	90,613	112,807	22,194
921	21 Chevy Tahoe Patrol SUV	294	610	316
617	17 Chevy Tahoe Patrol	43,598	55,888	12,290
718	18 Chevy Tahoe Patrol	33,300	44,617	11,317
711	11 Chevy Tahoe School/ Court Car	121,627	122,818	1,191
815	15 Chevy Tahoe Patrol SUV	67,553	78,640	11,087
912	12 Chevy Tahoe Patrol	91,816	102,513	10,697
319	19 Chevy Tahoe Patrol	20,064	31,448	11,384
15	13 Interceptor SUV Detective	108,236	117,679	9,443
1016	16 Chevy Tahoe Patrol SUV	56,875	69,647	12,772
1116	16 Chevy Impala Assistant Chief	57,051	67,572	10,521
Total miles driven for the 2021 year				135,131

Yearly Total Repair Cost

2019	\$28,724.20
2020	\$46,499.54
2021	\$30,571.45

2021 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 2021 goals.

GOAL: Improve our ability to collect and analyze officer-initiated activity

RESULT: **Attained:** Implemented an addendum to the Supervisor's Monthly Report

GOAL: Reduce auto accidents on Lila Ave by 10%.

RESULT: **Attained:** Accidents on Lila Ave were down 15% in 2021.

GOAL: Reduce larceny reports by 10%

RESULT: **Attained:** Larceny reports were down 25% in 2021.

2021 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 2021, 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 2021, there were three (3) Response to Resistance Reports submitted, which involved two weaponless tactics and one (1) use of a less-lethal weapon.

TYPE OF FORCE	NUMBER OF TIMES USED
Weaponless Tactics	2
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. No suspects were injured in 2021.

ACTIVITIES, POLICIES & PRACTICES

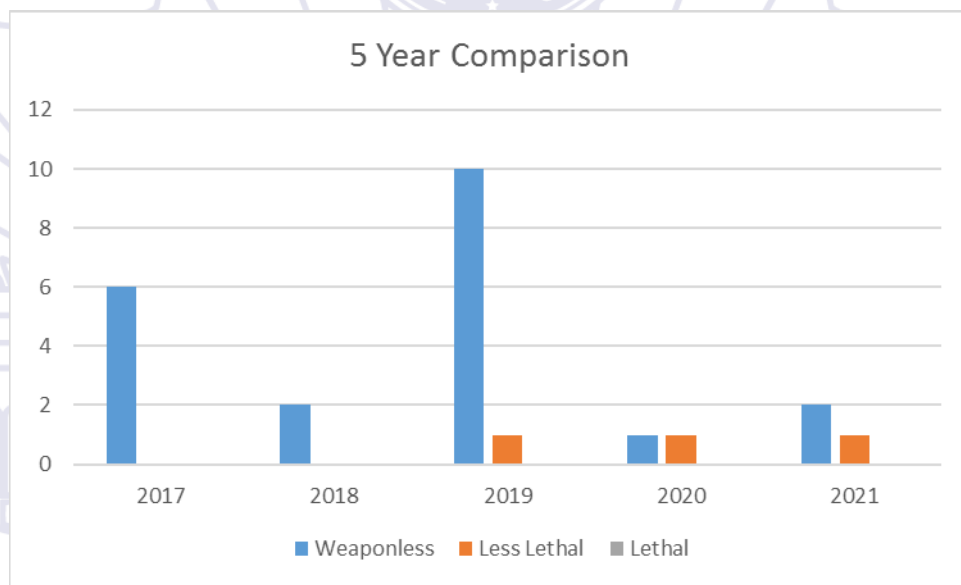
All sworn officers are trained and tested on the use of force directives annually. The 2021 Use of Force in-service training included the use of de-escalation tactics and constitutional applications of force. Additionally, use of force directives are included in every weapons qualification course throughout the year. All uses of physical force in 2021 were closely examined by command officers and tracked in the Guardian Tracking software.

ANALYSIS

The total responses to resistance in 2021 are almost identical to 2020. 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.
- All of the incidents involved a crime in progress.

- All of the suspects were actively resisting in cases where force was used by the officer.
- Two (2) of the incidents (66%) involved an assault on a police officer.
- Two (2) of the incidents (66%) involved Caucasian suspects.
- All of the incidents involved male suspects.
- The average age of suspects involved in a use of force was 31.
- Two (2) of the incidents (66%) involved a suspect under the influence of drugs or alcohol.
- All of the incidents 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.
- None of the incidents occurred at the same location.
- No single officer had disproportionate uses of actual force.



In 2021, sworn officers arrested 474 people and issued 2,148 traffic citations. The aforementioned three 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 all of the use of force incidents occurred on night shift is consistent with the 2019 staffing study which revealed that thirty percent of the calls-for-service on night shift are two-officer incidents. 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.

2021 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: 1

Reasons for Pursuit Initiation

Vehicle Tampering 100%

Distance Pursued

Under Fifteen Miles 100%

Initiating Officer

Officer Fannin 100%

Time of Day

18:00 – 06:00 100%

Disposition

Terminated by Officer 100%

The pursuing officers' actions were reviewed by the shift sergeant, the assistant chief, and the chief of police; and were found to be justified. The Department conducts in-service training on emergency vehicle operations and reviews the pursuit policy annually. There is no identifiable trend to suggest a change in our training or policies. In 2021, the Department ceased use of the Stop Sticks due to officer safety concerns.

2021 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 2021, the Patrol Officers Union filed a grievance on Management's interpretation of the newly enacted night shift differential. The matter was subsequently resolved through a mediation hearing conducted by the Ohio State Employment Relations Board. This was the first grievance in the last five years.

2021 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 2021, there was one (1) investigations as a result of citizen complaints and two (2) 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
External	Informal	5/18/2021	Discourteous Treatment	5/19/2021	6/4/2121	Proper Conduct	Letter
Internal	Informal	9/22/2021	Care and Use of Equipment	9/22/2021	9/26/2021	Improper Conduct	N/A
Internal	Informal	11/29/2021	Care and Use of Equipment	11/29/2021	12/13/2021	Improper Conduct	N/A

2021 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 2021 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 White	51%	47%
Female White	40%	38%
Male Black	3%	5%
Female Black	1%	3%
Male Other	3%	3%
Female Other	1%	4%

TRAINING

In 2021, all sworn members completed training courses on Racial Profiling and the LGBTQ Community 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.

CORRECTIVE MEASURES

In 2021, there were no complaints nor indicators of biased based profiling that required corrective measures.

POLICY CHANGES

There were no policy changes regarding biased based policing in 2021.

2021 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 2021, all command staff received training on the new Guardian Tracking program. The program is used to document both positive and negative performance, as well as, sick time usage, use of force, traffic pursuits, complaints, and more. During 2021, supervisors made regular entries regarding officer conduct and performance. There were no patterns identified or concerns that resulted in an early intervention.

2021 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.

POSITION RESPONSIBILITIES

The primary function of the Investigative Sections (aka Investigations) 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

During the year of 2021 the City of Milford Police Department maintained one full-time investigator and one part-time investigator. The last four weeks of the year began a field training process transitioning Officer Russell Kenney from the full-time investigative assignment to Officer Danielle Wilson, who assumed full duties in December of 2021.

INVESTIGATIVE STATISTICS FOR 2021:

New Investigations:	133
2020 Investigations:	29
Total:	162
Total number of Investigations Closed in 2021:	149
Number of Investigations Open:	10
Number of Subjects Arrested:	67
Case Closure Rate for 2021:	70%
Search Warrant / Subpoenas:	54
CVSA Examinations:	11 (primarily background investigations)

NOTABLE INVESTIGATIONS

Between May 3rd and July 5th, the agency had four incidents of public indecency involving an older male subject masturbating in front of groups of people, in two incidents juveniles were involved. This investigation gathered a lot of attention from the community as well as some media attention. Investigations set up various times for surveillance in the affected areas as well as deploying cameras in different areas. Investigations was able to identify a subject, who resided in Kentucky, and was able to present the investigation to the Clermont County Grand Jury. The case is still currently going through the judicial process.

During 2021 our agency received numerous reports of V.I.P. Vape Shop (740 Lila Ave) for selling vape products to subjects underage. In the spring of 2021 investigations utilized informants and secured three violations. The complaints continued and investigations returned later in the year and secured three more violations. From that point on compliance checks had been completed with no further violations.

On December 22nd officers responded to 999 Seminole Trail for a check the welfare report on Mary Danbury (Ms. Danbury was employed at Kroger's at 824 Main St. and they were the complainant stating she had not reported for work). Upon arrival officers were on scene for several minutes before making contact with a grandson who when asked if Mary was home pointed to her in the living room. Mary was found to be deceased and the manner of death appeared to be homicide. With the assistance of Ohio Bureau of Criminal Investigations, the scene was processed, and eventually her grandson was charged with the offense of murder. The investigation has since been presented to the Clermont County Grand Jury and is still currently going through the judicial process.

The investigative section received several reports involving the theft of catalytic converters throughout the year. Several follow ups were completed on these incidents, and there have been no suspects identified in these investigations were marked as inactive.

ADDITIONAL RESPONSIBILITIES

The investigative section maintained the property room and completed two destroys during 2021 and an additional medical disposal destroy. The property room also underwent some changes with the transitioning of Officer Kenney out of the property room to Officer Wilson assuming the primary property room custodian. Det. Steve Rogers has been moved to a back-up role as the custodian and with the retirement of Clerk Pat Banks her replacement, Clerk Tina Kern, has now been installed as a witness. Sgt. Paul Lane continues to oversee the operation of the property room by completing two semi-annual inspections, several unannounced inspections, and one complete inventory with no major issues noted.

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.

2021 Active Threat Response Plan Review

In 2021, the Milford Police Department continued its commitment to prepare for and mitigate active threats. The following objectives were attained during 2021:

- An active shooter drill was conducted with all sworn members of the Department in conjunction with the Milford Community Fire Department and the Hamilton County Communications Center.
- 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 roll call training on:
 - Cooper Color Codes
 - Color Code Tactical Sitting
 - Cognitive Lock
 - Cover Vs. Concealment
 - Care of Body Armor
 - Carrying a Flashlight During Dayshift
 - Preparing Your Response to Challenging Situations



2022 Goals and Objectives

Goal

Goal: Transition to the State funded SWIFT Records Management System

- Implement a transition plan
- Collaborate with area agencies to facilitate information sharing

Goal

Reduce auto accidents in the Parkway District by 10%

- Deploy speed signs
- Increase stationary traffic observation posts
- Increase patrols

Goal

Increase the number of applicants for police officer by 10%

- Implement a lateral entry program
- Design and disseminate a recruiting flyer
- Design and disseminate a recruitment video

2021 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

At our current full-time sworn staffing level of nineteen (19) our threshold for implementing the Affirmative Action Plan for ethnic minorities would be 5.25%. The current national census indicated a minority population of 3.4% Hispanic or Latino. 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 and the following recruitment plan will be utilized to attract ethnic minorities to compete in the upcoming entrance exam for patrol officers:
- Utilizing the National Testing Network for the entrance exam
- 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.

2021 Temporary Detention/Processing & Testing Administrative Review

Security of the temporary detention facility is maintained by systematic searches of the processing and detention areas. A security check is made weekly to insure cleanliness and the absence of weapons and contraband. All irregularities are immediately reported to the on-duty supervisor. The security check includes inspection of locks, walls, floors, doors, and all other equipment in the temporary detention area. Careful attention is given for wear and/or detainee tampering.

- A review of the inspection log indicates that security inspections were conducted weekly in 2021
- There were a total of sixty six (66) adult detainees transported to the Milford Police Department
- Sixty two (62) of the adult detainees were only booked in the Processing and Testing Room under continuous face-to-face supervision.
 - Two (2) of the adult detainees were held in the Temporary Detention Room under camera surveillance with personal safety checks occurring every twenty minutes
 - Two (2) of the adult detainees were held in the Interview Room 103B and were under continuous face-to-face supervision.
- There was a total of two (2) juveniles transported to Milford and both were held in the Processing and Testing Room under continuous face-to-face supervision.
- At no time did MPD have more than one detainee at the facility that required a separation of sight and sound.
- Sergeant Kibby is assigned the responsibility of reviewing the detention logs for compliance, and included his findings in his monthly report.
- There were no violations of the Temporary Detention and Processing directives. No faulty issues were discovered during weekly inspection checks.
- It's apparent that the facilities are adequate and continue to meet the Department's needs.



Homicide Victim Mary Danbury