

# 2022 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, there is a depiction of a town with a church steeple and a cross, surrounded by a sunburst. A smaller circular seal in the center of the town depicts the 'SEAL OF THE STATE OF OHIO'.

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

It's my pleasure to present the 2022 Annual Report. We celebrated the careers of two long-time members who retired, welcomed two new faces, and continued to implement new outreach programs and forge new partnerships with the community. 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.



Succession planning, recruitment, and retention were a top priority in 2022. Thanks to the support of City Administration, City Council, and the Personnel Commission, we implemented a new lateral entry program that resulted in the hiring of two exceptionally experienced police officers. We continued to strengthen our health and wellness program to ensure our officers are at their very best, day in and day out. The new on-duty workout policy has been very successful, and our long-standing commitment to "excellence in policing" was evidenced by our seventh successful CALEA (Commission on Accreditation for Law Enforcement Agencies) on-site. A grant from Governor DeWine's Office helped offset the cost of implementing body-worn-cameras. I agreed to suspend our tattoo policy during the month of October as a fundraiser for breast cancer awareness, which not only helped support a local woman with medical bills, but also revealed that our residents strongly supported a policy change. Our women's self-defense class was expanded in 2022 to include a partnership with the Miami Township Police Department's youth summer camps. And lastly, we were pleased to welcome back three new programs from last year, the Wyler Driven Project, No Shave November, and the Golf Cart Christmas Parade.

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 members through effective training and leadership.*

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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

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*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.

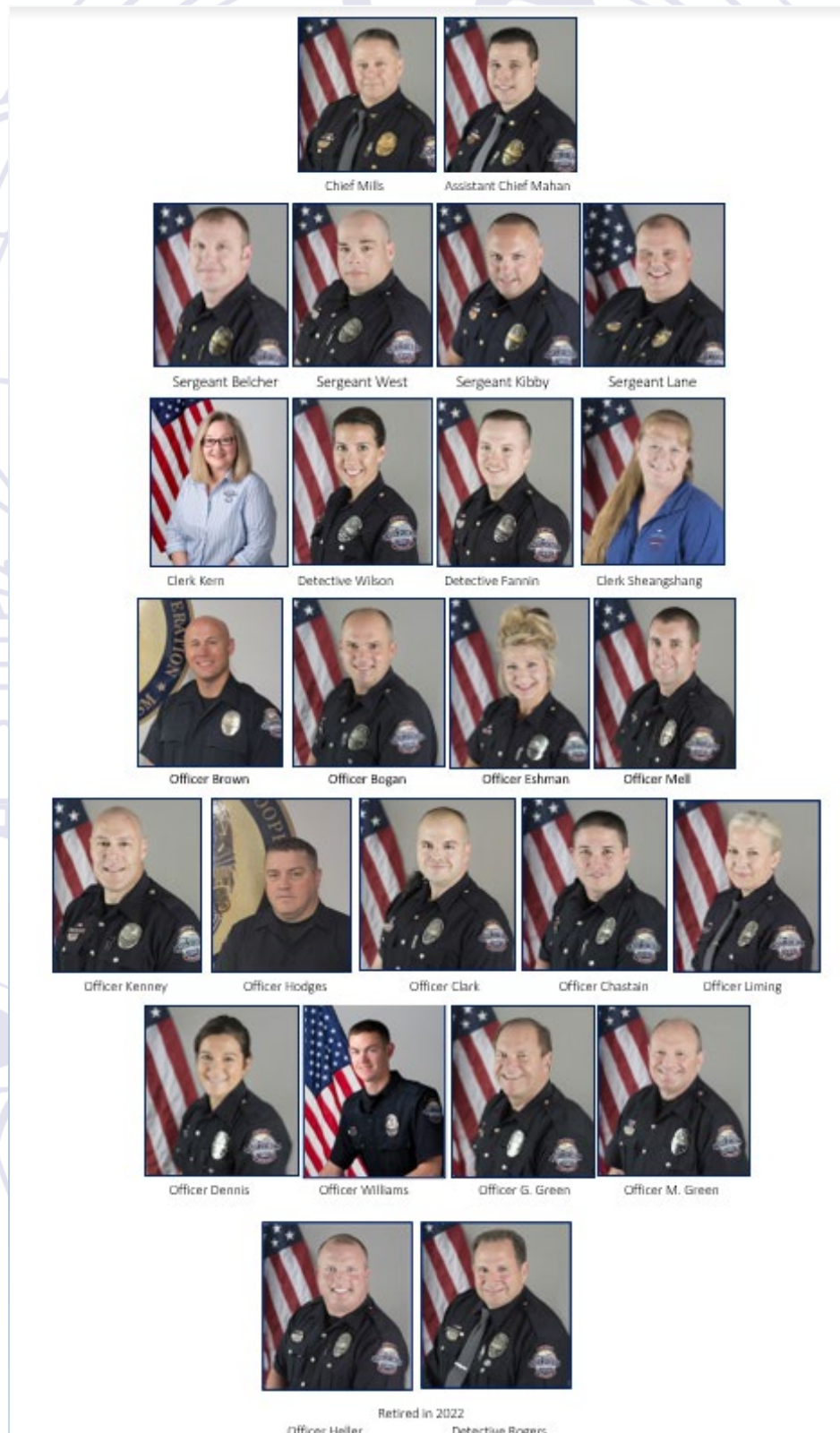
### **COMMITMENT**

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

## *HUMAN RESOURCES*

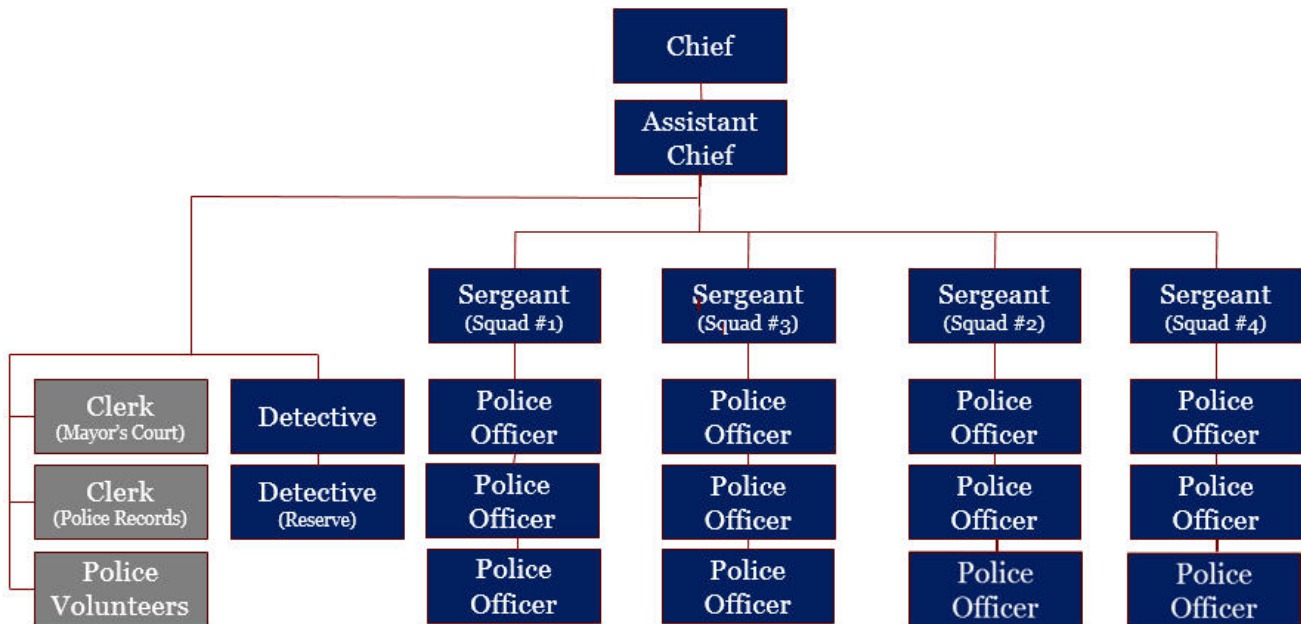
- Department Roster
- Organizational Chart
- Volunteer Unit
- Command Staff
- Public Information
- Awards

## DEPARTMENT ROSTER





## 2022 Organizational Chart



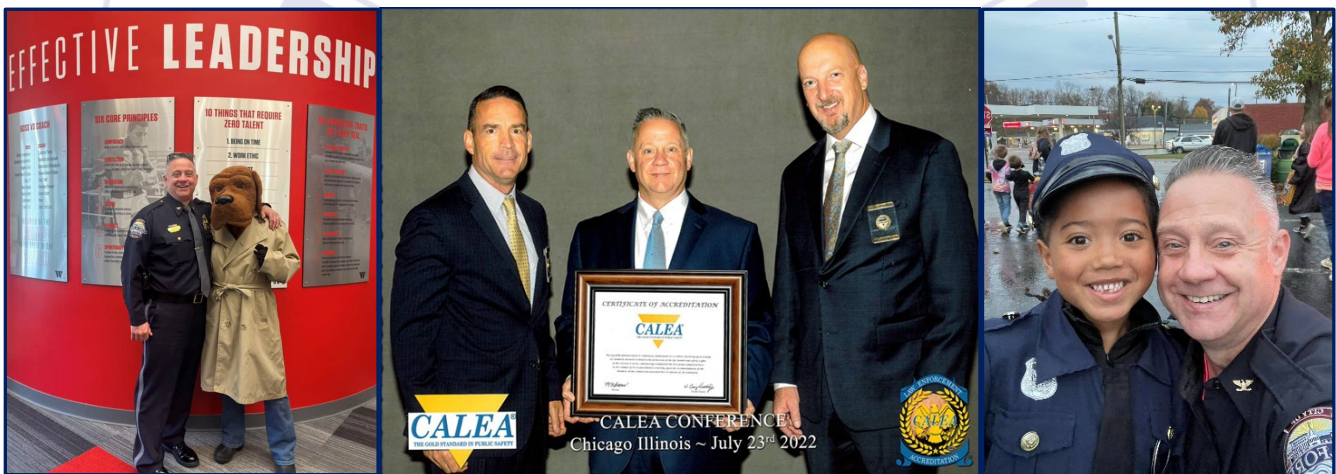


## Chief D. Jamey Mills, C.L.E.E.

Chief Mills is a twenty-eight-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-five-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 is a twenty-one 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 (STEP) and the Police Executive Leadership College (PELC).*



**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 an eleven-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 (STEP), and the Police Executive Leadership College (PELC).*

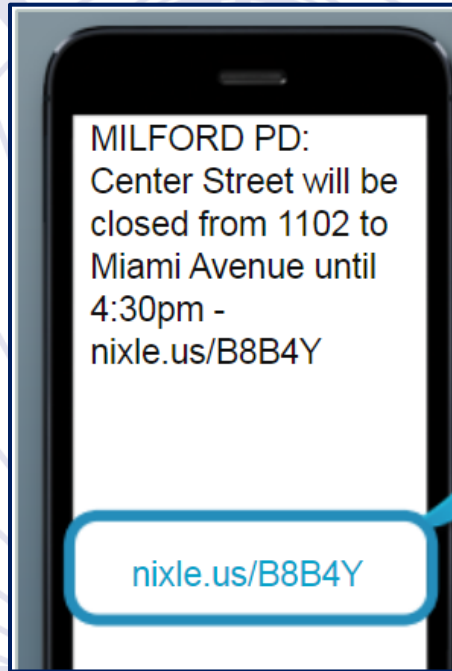


**PATROL SERGEANT** – In addition to supervising a patrol squad, Sergeant Kibby is in charge of the bicycle and Segway patrols, physical fitness training, the temporary detention room logs, and the awards committee.



## 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 and Facebook.




**City of Milford, OH**  
 December 23, 2022 · 🌐

**PUBLIC SERVICE ANNOUNCEMENT**

The City of Milford has issued a snow emergency. The snow emergency shall remain in effect from 8:00 am Friday, December 23 to 8:00 am Saturday, December 24 ❄️

Roadways are hazardous with blowing and drifting snow. Roads may also be icy. Motorists are urged to drive very cautiously and unnecessary travel is discouraged.



**OW  
ERGENCY**

**Advisory:**

The City of Milford has issued a Municipal Snow Emergency

A Municipal Snow Emergency is designed to warn motorists of hazardous road conditions created by ice and falling or drifting snow. No roadways are closed, although unnecessary travel is discouraged. If travel is deemed necessary, extreme caution is urged. Generally, snow accumulating on the roadway with dropping temperatures may create dangerous road surfaces.

To assist Public Works and Public Safety Departments during the period of a snow emergency, no vehicle shall be parked on any snow emergency route.

The snow emergency routes are as follows: Main Street from the Five Points intersection to Mill Street, Mohawk Trail and Lila Avenue from the Five Points intersection to Lila Chateau.

If possible, do not park vehicles on side streets. This action will assist the Public Works Department by



## 2022 Awards

### Chief's Commendation

Detective Danielle Wilson  
Officer Julie Liming

### Silver Bullet Award

Officer Terry Chastain

### Medal of Merit

Sergeant Mark Kibby  
Officer Adam Yeary  
Officer Kris Mell

### Clermont County Excellent Police Service Award

Detective Steve Rogers



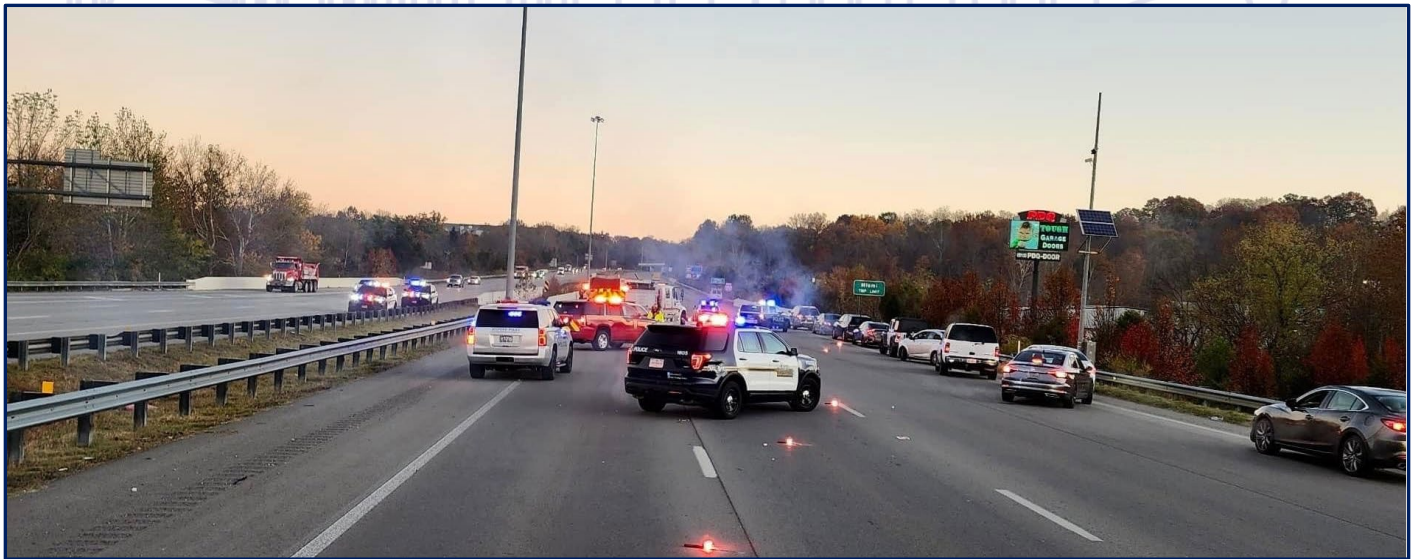


## *Milford Police Divisions & Operations*

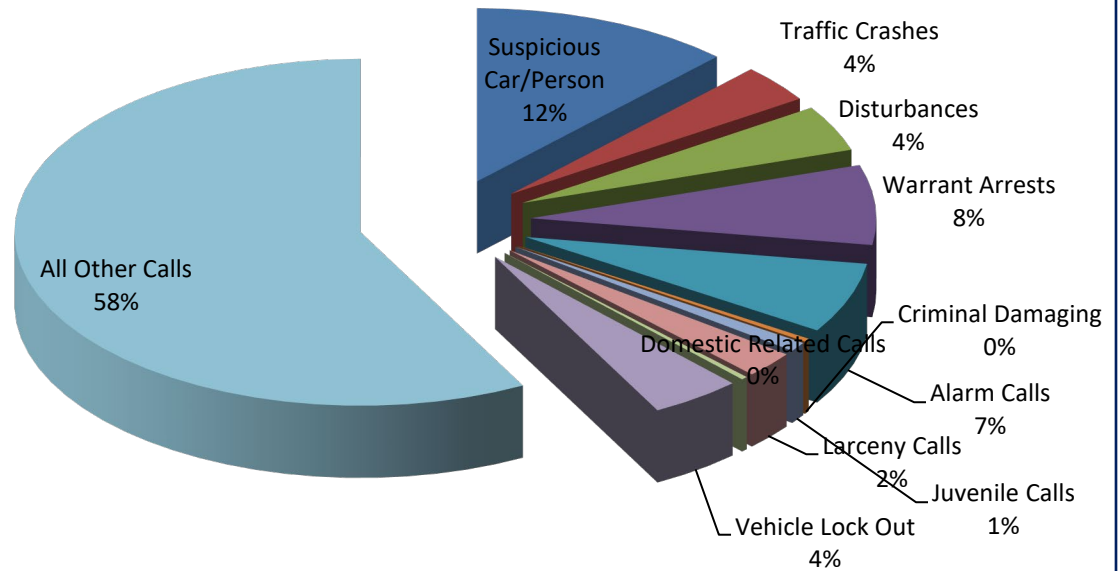
- Patrol Division
- Criminal Investigations Division
- Special Operations
- Support Services Division
- Police Volunteer Unit

## 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.



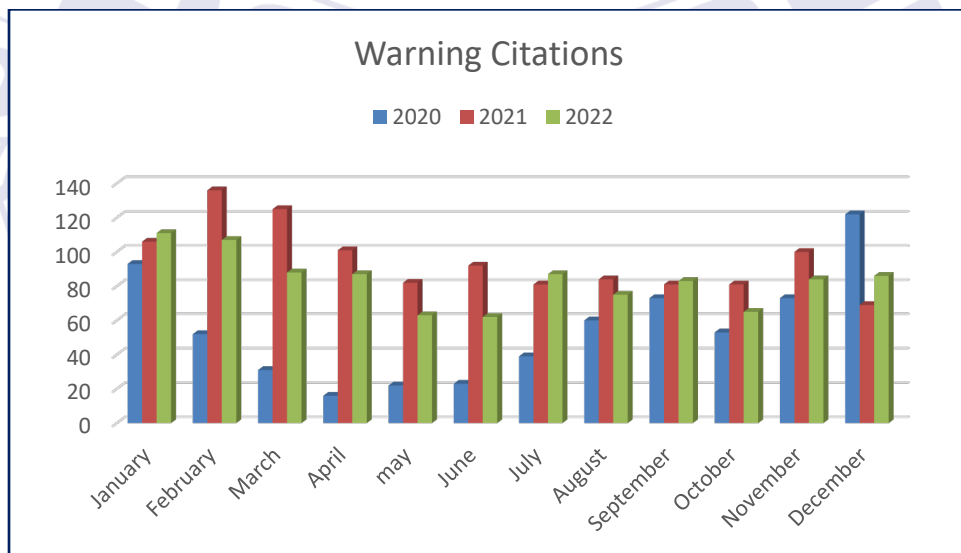
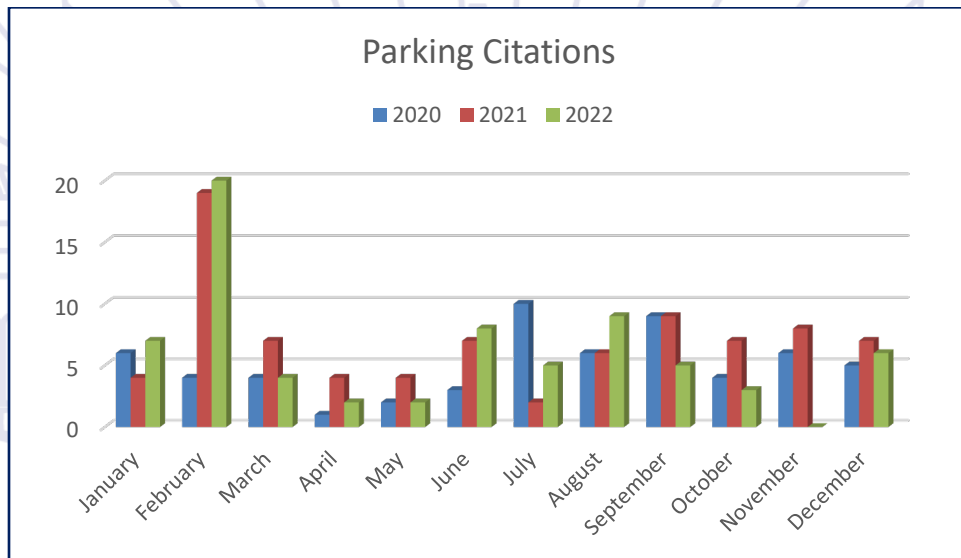
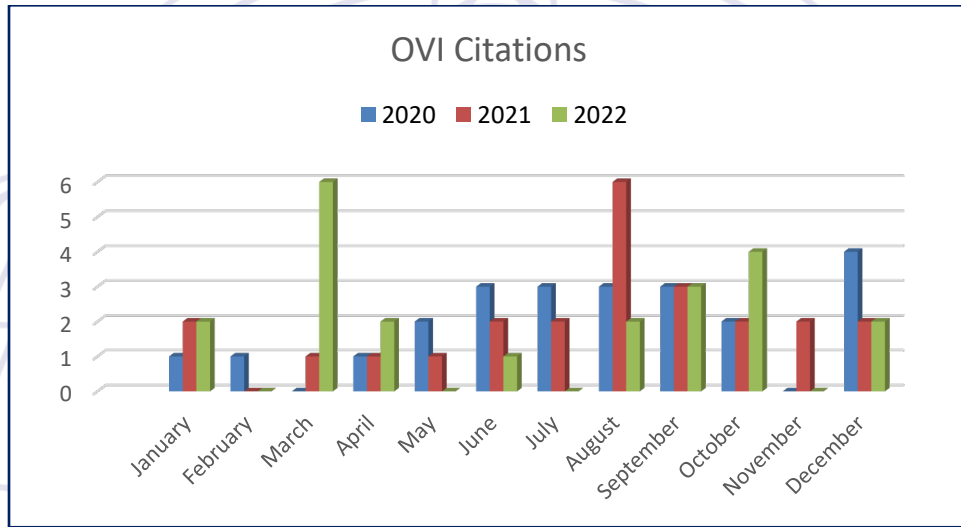
## Calls for Service



OFFENSE/INCIDENT	2019	2020	2021	2022
Alarms	406	418	388	421
Animals Violations	5	3	12	8
Assaults	25	17	24	15
Auto Thefts	6	6	5	5
Breaking and Entering	8	6	4	4
Bomb Threats	0	1	0	0
Burglaries	7	8	1	5
Check the Welfare	192	177	201	205
City	156	199	110	166
Civil	167	120	129	137
Disturbances	237	23	320	246
Domestic	19	19	20	20
Drugs	106	73	41	60
Escort	36	27	27	45
Extra Patrol	4	9	10	19
Family Problems	131	120	114	157
Fires/Alarm	182	187	195	244
Found Items	88	78	70	78
Fraud/Bad Checks	88	20	45	38
Guns/Weapons	2	9	7	6



Homicide	0	0	1	0
Juvenile Missing	5	5	4	3
Juvenile Problems	91	56	82	80
Life Squad	969	867	1017	1079
Lost Items	28	28	32	27
Message Delivery	7	15	7	9
Missing Person/Adult	3	1	5	7
Non-Criminal Incident	312	270	241	251
Open Door/Window	62	37	31	25
Phone Calls/Harassment	21	9	14	11
Criminal Damage	29	20	20	32
Psych Emergency	76	75	74	43
Robbery	1	0	0	0
Sex related	11	10	5	16
Suicide/Attempted	2	8	4	11
Suspicious Car/Person	751	775	761	757
Theft/Fail to Pay	128	155	117	155
Traffic Accidents	280	225	273	265
Traffic Pursuits	2	2	1	0
Trespass	1	3	6	5
Vehicle Lockout	382	271	304	258
Vandalism	4	1	10	37



## *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.

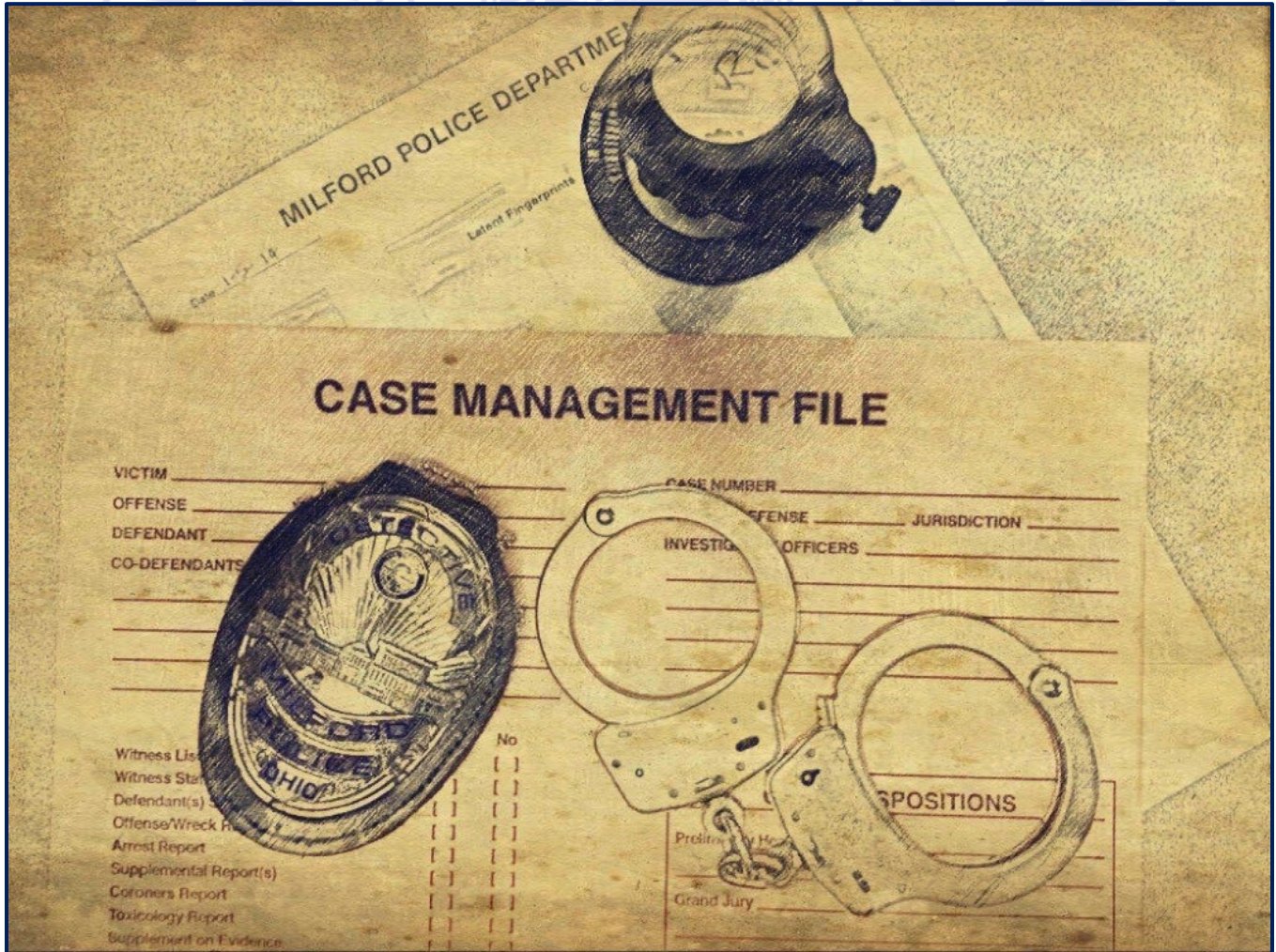
The bicycle and Segway patrols are used at public events such as the annual Frontier Days Parade and Festival, and other large gatherings. An officer can move quickly through a crowd while on a bike or Segway, and can find short cuts, etc., where a patrol car would have very diminished mobility in the 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 outrun 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.



## 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:

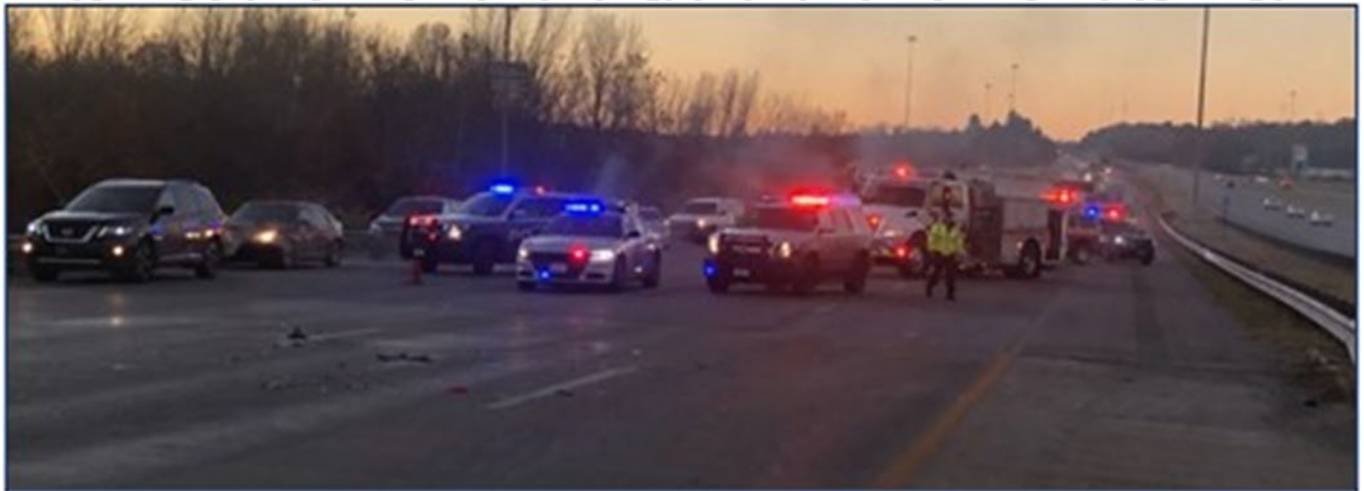
- Traffic Safety
- Training Officer
- Community Policing
- Crime Scene Unit
- Honor Guard
- Special Response Team
- Project Lifesaver
- D.A.R.E. Officer
- Drug Recognition Expert



## 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.

- 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*

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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 2022, the Milford Police Department continued its commitment to crime prevention through community engagement. We remained active in our partnerships with Pattison Elementary, 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 city and as part of the Clermont County Multi-Jurisdictional Honor Guard Team.



## *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.



## *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 since 1999. 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 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.



## 2022 CRIME ANALYSIS

Offenses	2021	2022Actual	Percent Change
Missing Person	9	10	11.1%
Family Problems	114	157	37.7%
Robbery	0	0	0.0%
Burglary	1	5	400.0%
Larceny	116	155	33.6%
Auto Theft	5	5	0.0%
Assault	23	15	-34.8%
Criminal Damaging	20	32	60.0%
Domestic Violence	20	20	0.0%
Sex Offense	3	9	200.0%
Juvenile Problems	82	80	-2.4%
<b>Total</b>	<b>393</b>	<b>488</b>	<b>2.0%</b>
Part I Crime	2021	2022	
Homicide	1	0	100.0%
Rape	2	7	250.0%
Robbery	0	0	0.0%
Burglary	1	5	400.0%
Larceny	116	155	33.6%
Auto Theft	5	5	0.0%
Assault	23	15	-34.8%
<b>Total</b>	<b>148</b>	<b>187</b>	<b>26.4%</b>
Officer Activity	2021	2022	
Arrests	474	462	-2.5%
Citations	2219	1505	-32.2%
Warnings	1138	1008	-11.4%
DUI	31	25	-19.4%
Field	16	13	-18.8%
Accidents	254	265	4.3%
<b>Total</b>	<b>4132</b>	<b>3278</b>	<b>-20.7%</b>
Warrant Service	2021	2022	
	233	110	-52.8%

## Citations Issued Monthly

Officers of the Milford Police Department issued a total of 1,872 traffic and criminal citations in 2022. A breakdown of these citations is shown below for the last three years by month.

Month	2020	2021	2022
January	266	155	197
February	237	168	165
March	136	209	183
April	28	160	171
May	131	184	133
June	156	170	175
July	191	195	142
August	224	182	148
September	228	191	138
October	181	193	135
November	192	191	140
December	155	150	145
<b>Total</b>	<b>2,125</b>	<b>2,148</b>	<b>1,872</b>



## 2022 JUDICIAL-MAYOR'S COURT

The City of Milford Mayor's Court worked under the supervision of Mayor Lisa Evans. 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	\$ 445.00
TOTAL DISTRIBUTIONS	\$228,413.97
<b>TOTAL</b>	<b>\$228,858.97</b>

## MONIES TO THE CITY OF MILFORD

Fines	\$132,460.98
Costs	\$ 38,141.30
Warrant Fees	\$ 3,119.41
Bond Costs	\$ 72.00
Miscellaneous	\$ 12,508.60
Bond Forfeitures	\$ 630.00
<b>Sub-Total \$</b>	<b>\$186,932.29</b>

## MONIES TO TREASURER OF STATE OF OHIO

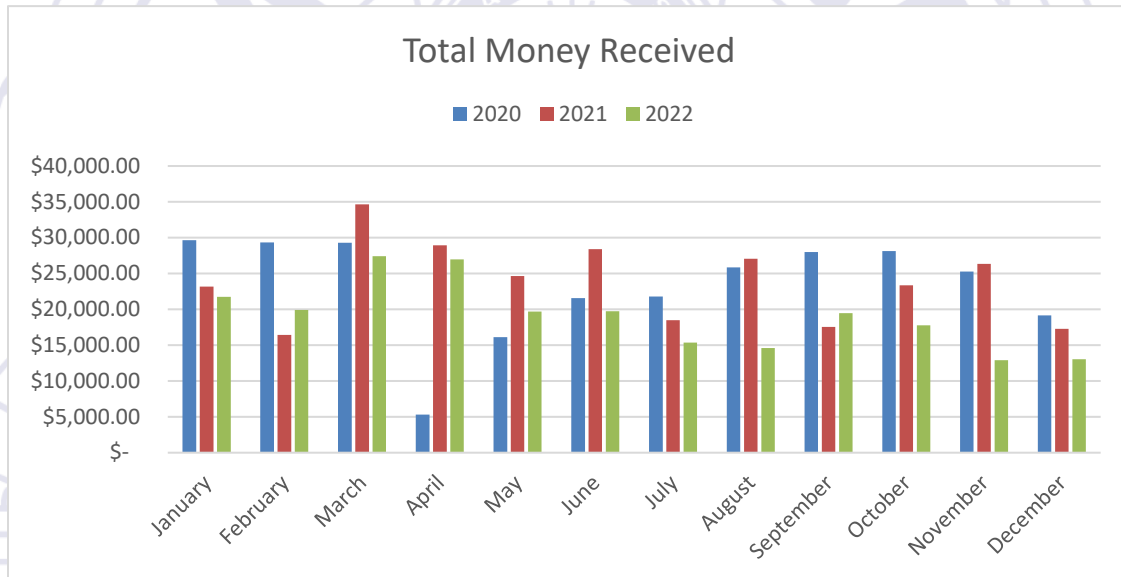
Ohio General Revenue	\$ -0-
Victims of Crime	\$ 9,468.00
Seat Belts	\$ 210.00
Child Restraints	\$ -0-
Defense Support	\$26,465.78
Driver Alcohol	\$ 1,576.50
Drug Law Enforcement	\$ 3,576.10
Justice Program	\$ 105.10
<b>Sub-Total</b>	<b>\$41,401.48</b>

## OTHER MONIES

Overpayments	\$ 95.00
Bond Returns	\$ -0-
Outstanding Bonds	\$ 250.00
Bad Check Not Collected	\$ -0-
Restitution	\$ 180.20
OVI Fund	\$ -0-
<b>Sub-Total</b>	<b>\$ 525.20</b>

<b>TOTAL DISTRIBUTIONS</b>	<b>\$228,858.97</b>
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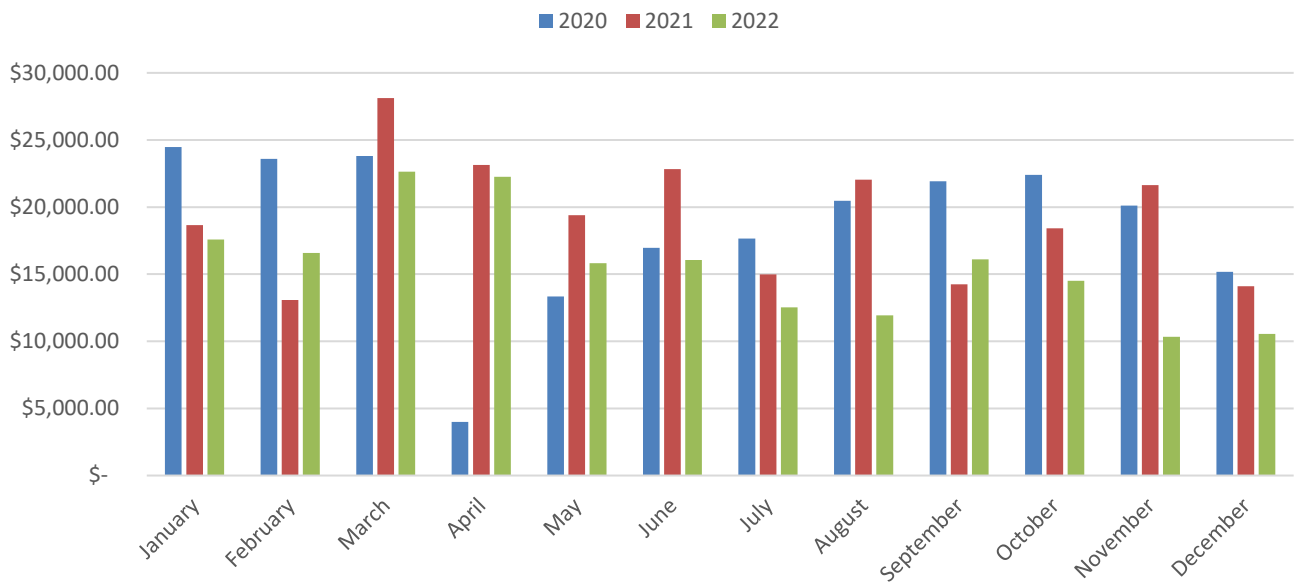
## Total Money Received



	2020	2021	2022
January	\$ 29,649.00	\$ 23,157.00	\$ 21,755.09
February	\$ 29,323.70	\$ 16,414.00	\$ 19,913.60
March	\$ 29,293.99	\$ 34,633.10	\$ 27,412.60
April	\$ 5,318.07	\$ 28,946.79	\$ 26,967.07
May	\$ 16,105.74	\$ 24,667.70	\$ 19,702.44
June	\$ 21,567.00	\$ 28,380.78	\$ 19,757.50
July	\$ 21,778.40	\$ 18,476.00	\$ 15,365.00
August	\$ 25,858.75	\$ 27,081.55	\$ 14,606.36
September	\$ 27,978.31	\$ 17,540.00	\$ 19,454.93
October	\$ 28,150.00	\$ 23,365.00	\$ 17,780.00
November	\$ 25,263.00	\$ 26,364.50	\$ 12,887.48
December	\$ 19,170.00	\$ 17,267.00	\$ 13,061.90
	\$ 279,455.96	\$ 286,293.42	\$ 228,663.97



Total Money Received by the City of Milford



	2020	2021	2022
January	\$ 24,476.00	\$ 18,650.00	\$ 17,581.09
February	\$ 23,600.70	\$ 13,073.00	\$ 16,574.12
March	\$ 23,808.74	\$ 28,128.88	\$ 22,629.60
April	\$ 4,003.59	\$ 23,132.09	\$ 22,267.07
May	\$ 13,334.45	\$ 19,386.70	\$ 15,829.24
June	\$ 16,976.00	\$ 22,820.78	\$ 16,068.50
July	\$ 17,667.40	\$ 14,990.00	\$ 12,526.00
August	\$ 20,460.75	\$ 22,035.55	\$ 11,932.36
September	\$ 21,915.31	\$ 14,251.00	\$ 16,112.93
October	\$ 22,397.00	\$ 18,426.00	\$ 14,510.00
November	\$ 20,106.00	\$ 21,635.50	\$ 10,338.48
December	\$ 15,166.00	\$ 14,110.07	\$ 10,562.90
	\$ 223,911.94	\$ 230,639.57	\$ 186,932.29

## Total Money sent to the State of Ohio

	2020	2021	2022
<b>January</b>	\$5544.00	\$4337.50	\$4015.00
<b>February</b>	\$5405.00	\$3075.00	\$3176.48
<b>March</b>	\$5182.25	\$6175.22	\$4560.00
<b>April</b>	\$ 692.50	\$5265.90	\$4702.50
<b>May</b>	\$277.50	\$4864.50	\$3458.50
<b>June</b>	\$4067.50	\$5350.00	\$3402.50
<b>July</b>	\$4025.00	\$3110.00	\$2722.50
<b>August</b>	\$5222.50	\$4732.50	\$2515.00
<b>September</b>	\$5530.00	\$3220.00	\$3562.50
<b>October</b>	\$5585.00	\$3812.50	\$3142.50
<b>November</b>	\$5007.50	\$4445.07	\$2160.00
<b>December</b>	\$3832.50	\$2944.93	\$2407.50
<b>Totals</b>	\$52,871.25	\$51,333.12	\$39,824.98

### Seat Belt Violation (Ordinance 337.27 and 337.27.2)

Month	2019	2020	2021	2022
January	\$ 30.00	\$ -	\$ 60.00	\$ -
February	\$ 48.74	\$ 60.00	\$ -	\$ 30.00
March	\$ 30.00	\$ 30.00	\$ 30.00	\$ -
April	\$ 60.00	\$ -	\$ 30.00	\$ 30.00
May	\$ 60.00	\$ -	\$ -	\$ 30.00
June	\$ 50.00	\$ 30.00	\$ 30.00	\$ 30.00
July	\$ -	\$ -	\$ -	\$ -
August	\$ 75.00	\$ 100.00	\$ 30.00	\$ 60.00
September	\$ 30.00	\$ -	\$ -	\$ 30.00
October	\$ 50.00	\$ 60.00	\$ -	\$ -
November	\$ -	\$ -	\$ 30.00	\$ -
December	\$ 90.00	\$ -	\$ -	\$ -
<b>Totals</b>	<b>\$ 523.74</b>	<b>\$ 280.00</b>	<b>\$ 210.00</b>	<b>\$ 210.00</b>

## 2022 Mayor's Court Statistics

<b>Cases Heard:</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Traffic	1,919	1,577	1,743	1,377
Misdemeanors	7	15	7	4
Minor Misdemeanors	63	30	17	23
Misdemeanor Contempt	184	104	61	34
<b>Totals</b>	<b>2,173</b>	<b>1,726</b>	<b>1,828</b>	<b>1,438</b>

### Fines Levied on Cases Heard:

	<u>Fines Levied</u>	<u>Fines Collected</u>	<u>Fines Outstanding</u>
<b>Totals</b>	<b>\$ 135,899.00</b>	<b>\$ 132,460.98</b>	<b>\$ 3,438.02</b>

### Other Case Activity:

Cases Transferred To Clermont County (Jury Demand or Appeal).....	0
Cases Dismissed or Acquitted .....	106
Jail Time Given by Days .....	0
Community Work Given by Days (at \$30.00 per day).....	0

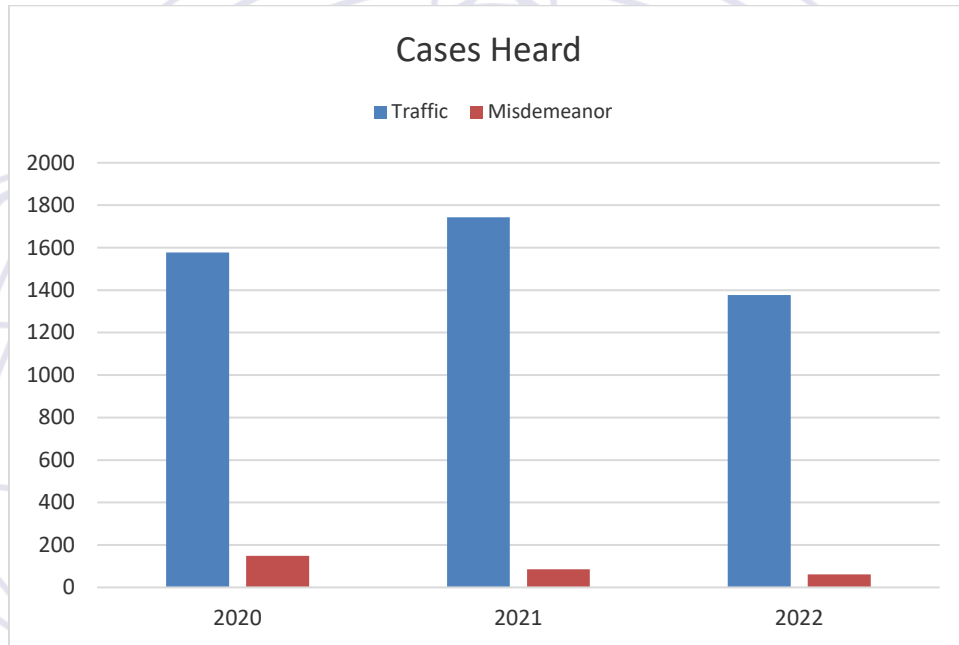
### Warrants, Summons, or Private Complaints out of Mayor's Court:

	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>
Warrants Issued	199	114	47	27
Summons	0	0	0	0
Private Complaints	0	0	0	0
<b>Totals</b>	<b>199</b>	<b>114</b>	<b>47</b>	<b>27</b>

### 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>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>
Arrests Made	119	59	20	12
Cases Dismissed	23	8	1	2
Subjects Entered into TTY	48	47	23	13
Not Served Yet	9	0	3	0
<b>Totals</b>	<b>199</b>	<b>114</b>	<b>47</b>	<b>27</b>





Ticket Offense	2020	2021	2022
Abandoned Vehicle	0	0	0
Assured Clear Distance/Failure to Yield	76	69	61
Bike/Sled/Attended Vehicle	0	0	0
Brake Equipment	0	10	0
Bumper Requirement	0	0	0
Child Restraint	2	0	0
Display/Expired/No License Plates	138	278	322
Disregard of Safety	0	0	0
Drag Racing	0	0	0
Driving on a Closed Roadway/Sidewalk	3	0	1
Driving over a hose	0	0	0
DUI/OVI	17	24	22
DUS/Court and FRA	73	92	16

Expired/Display/No Operators License	54	38	49
Fleeing/Eluding Police Officers Signal	0	0	0
Following too Close	0	1	2
Headlight/Failure to Dim	38	45	20
Lanes of Travel/Marked Lanes/Left of Center	29	30	26
Lending Vehicle/Unlicensed Operator	0	0	0
Muffler/Defective or Loud Exhaust	2	0	1
No Air Breather	0	0	0
No Helmet/Rules governing Motorcycle	1	1	0
No Thru Trucks	2	0	0
No Turn/Left Turn/U Turn	3	12	13
Obstructing Passage of Vehicles	0	0	0
One Way Street	4	1	4
Open door into Traffic	0	0	0
Overweight Vehicle	0	0	0
Parking Fire Lane/Handicap	29	12	9
Parking Prohibited/Wrong Way/Overtime	31	73	74
Permitting/Unlicensed Operator/Minor	2	3	1
Rear view Mirror	0	1	0
Reasonable Control/Fail to Control	18	19	16
Reckless Operation/Also Private Property	4	5	3
Rules Governing Passing	3	3	0
School Bus Regulations	1	0	1
Seat Belt Violations/Driver/Passenger	7	9	8
Second Reckless Operation	5	0	4

Short Cutting/Private Property	0	0	0
Speed	1088	1066	689
Starting/Backing	2	9	5
Stopping After Accident/Leaving the Scene	0	7	2
Stopping/Standing	0	0	0
Tail Lights/License Plate Light	24	5	10
Tinted Windows	1	0	2
Towing Vehicle	0	0	0
Traffic Control Device/Stop Sign/Red Light	112	114	104
Turn Signals	7	4	2
Unauthorized Plates/Fictitious Plates	0	11	4
Unauthorized Use of a Motor Vehicle/Driver	0	2	0
Unnecessary Noise/Tires	1	0	2
Unsafe Vehicle/Texting	7	4	1
Unsecured Load/Failure to Tarp	0	0	1
Vehicle Left Unattended	0	0	0
Vehicular Homicide	0	0	0
Windshield Obstruction	0	0	0
Wrongful Entrustment	0	0	3
Warnings Issued	657	1142	998



## 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

## 2022 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 Anti-Bias Policy Review – 1 hour
- Personal Flotation Device – 1 hour
- Lethal Force Policy Review – 1 hour
- Three Tier of Police / Citizen Encounters – 1 hour
- Mental Health Policy Review – 1 hour
- Less Lethal Force – 2 hours

### POLICE ONCE ACADEMY

- Active Shooter: Recognition & Basic Response – 1 hour
- Interacting with the Mentally Ill as a First Responder – 1 hour

### ROLL CALL

- Interior Car Lighting & Tactics
- Mental Preparation
- Fire, EMS, & LE Interface
- A Call Quickly Deteriorates
- Community Policing: Legitimacy & Trust
- Bad Tactics & Pet Peeves
- Being on Camera
- Carrying Your Weapon Off-Duty
- Conflicting Commands
- Contempt of Cop

### e-OPOTA

- B.C.I. Lethal Force & O.I.S. Investigations – 1 hour
- Use of Deadly Force & Legal Guidelines – 1 hour
- Domestic Violence Legal Updates – 4 hours
- Ethics & Professionalism – 1 hour
- Community Diversity & Procedural Justice – 2 hours
- Diversity & Cultural Competency for Law Enforcement – 1 hour



- C.A.T. & Officer Wellness – 3 hours
- Vicarious Trauma – 1 hour
- Officer Wellness Seminar – 3 hours
- Mental Health Response – 1.5 hours
- Responding to Sexual Assaults – 2.5 hours
- Sexual Assaults Investigations - .25 hour
- Biological Evidence Collection for Sexual Assaults - .5 hour
- Trauma and the Brain - .25 hour
- Communication Disabilities – 1.5 hours
- Crisis Intervention – 1 hour
- Effective Communication with Persons in Crisis – 2.5 hours
- Critical Thinking in Use of Force Situations – 1 hour
- Objective Reasonableness – 0.75 hour
- Qualified Immunity – 0.25 hour
- Ohio Public Records – 2.5 hours
- Medical Marijuana - .25
- Custodial Interrogation - .25 hour
- New Updated Criminal Charges - .50 hour
- Concealed Carry Law Update - .50 hour



### IN-SERVICE

- O.P.O.T.A. Range Training & Qualification (March) – 3 hours
- Firearms Range Training (July) – 3 hours
- Firearms Range Training (September) – 3 hours
- Less Lethal – 6 hours

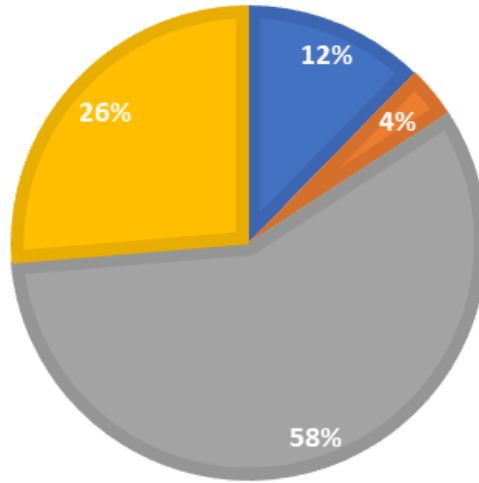
### RECERTIFICATION

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.) 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.

## 2022 TRAINING

■ Power DMS ■ Police One Academy ■ OPOTA Online ■ In-Service



## 2022 Traffic Accident Review

The 2022 Traffic Accident Review was conducted by comparing the number of traffic crashes from the year 2021. 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 record management software and the 2021 Traffic Accident Review.

### COMPARISON

In 2022, Milford Officers investigated 263 auto accidents which was a 3.5% increase from 2021.

### PRIVATE PROPERTY ACCIDENTS

74 accidents occurred on private property accounting for 28% of our crash reports. Private property accidents are handled by a simple call record 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 accidents matched last year's total of 74.

### ROADWAY AND OTHER ENFORCEABLE ACCIDENTS

Subtracting the private property crashes we are left with 189 accidents that occurred on the roadway or were enforceable private property crashes. This is a 5% increase from 2021 and the following statistics and percentages are tallied from these reports.

### INJURY RELATED TO CRASHES

There were 13 reported injury accidents in 2022 which totals 5% of all crashes. Driver inattention was, again, the leading cause of injury accidents in 2022 with a total of 9 involving failure to yield the right of way and 2 failing to yield from private property. The remaining crashes were due to three drivers failing to leave an assured clear distance ahead of the car in front of them, the rear-ender, and one driver failing to be able to control their vehicle.

### ALCOHOL RELATED CRASHES

There were 6 crashes investigated as alcohol related which is a 14% decrease from 2021 and impaired driving crashes accounted for 2.28% of all accidents in 2022.

### MILFORD PARKWAY, CHAMBER DRIVE AND RIVER'S EDGE DRIVE

There were a total of 36 OH-1 crash reports taken along these three roadways accounting for 14% of all crashes and a 28% decrease from 2021.

### LILA AVE / US 50

There were 25 OH-1 crashes along this roadway accounting for 10% of all accidents and was a 14% increase from 2021.

### MAIN STREET / SR 28

There was a total of 21 OH-1 crashes along this roadway accounting for 8% of all crashes and was a 76% decrease from 2021.



### EDUCATION

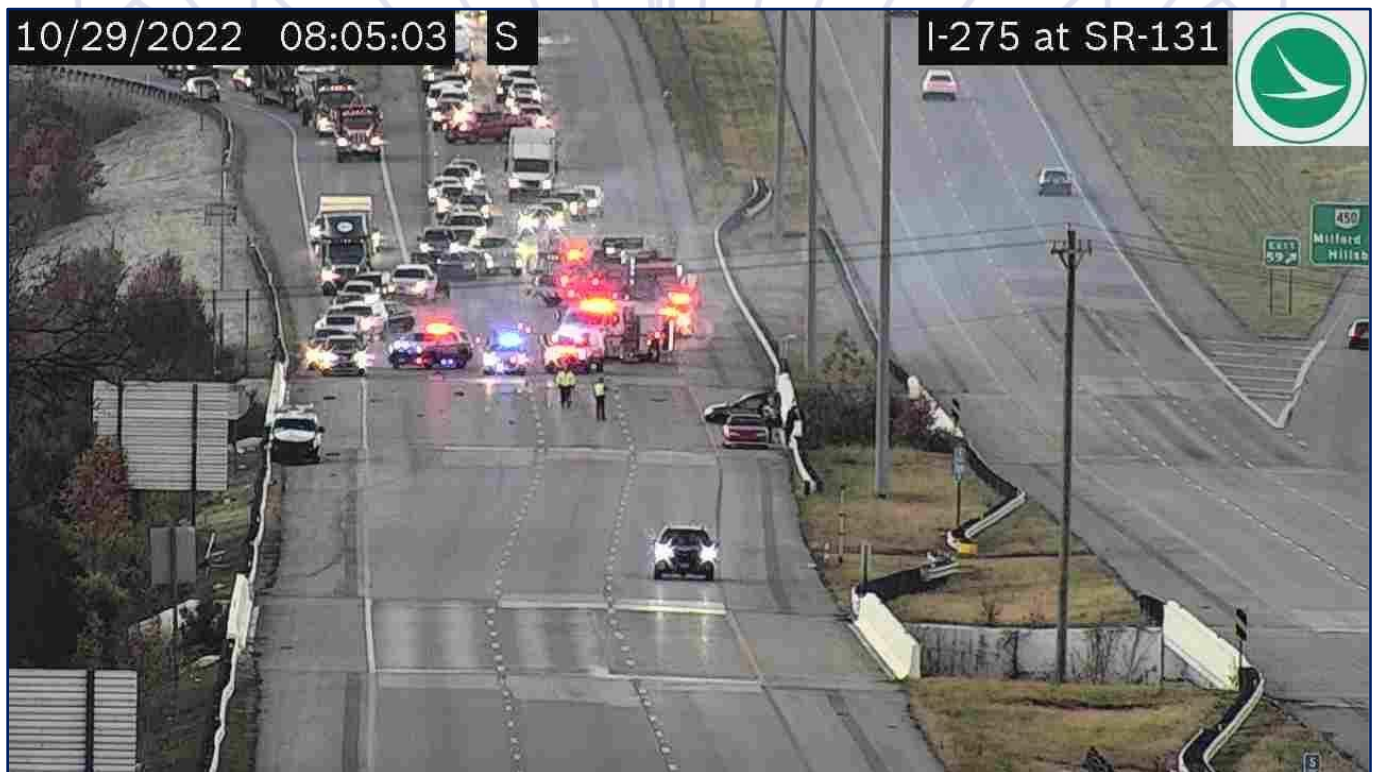
- Flashing speed signs were deployed throughout the year at problem locations.
- We partnered with the Ohio Department of Public Safety on their annual “Click it or Ticket” and “Driver Sober or Get Pulled Over” campaigns.
- Officers made 2,880 driver contacts resulting in a written warning 46% of the 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.



## 2022 Fleet Maintenance Report

Car #	Year/Make	Begin Miles	End Miles	Miles Driven
520	20 Chevy Tahoe Police SUV	14,776	22,069	7,293
222	22 Ford Explorer Chief	10	5,306	5,296
1522	22 Ford Explorer Detective	10	7,058	7,048
213	13 Taurus Detective	96,919	101,179	4,260
311	11 Chevy Tahoe Detective	140,703	149,640	8,938
415	15 Chevy Tahoe Patrol SUV	112,807	129,056	16,249
921	21 Chevy Tahoe Patrol SUV	610	7,056	6,446
617	17 Chevy Tahoe Patrol	55,888	64,925	9,037
718	18 Chevy Tahoe Patrol	44,617	56,053	11,436
711	11 Chevy Tahoe School/ Court Car	122,818	125,329	2,511
815	15 Chevy Tahoe Patrol SUV	78,640	92,750	14,110
912	12 Chevy Tahoe Patrol	102,513	107,306	4,793
319	19 Chevy Tahoe Patrol	31,448	44,504	13,056
15	13 Interceptor SUV Detective	117,679	128,815	11,136
1016	16 Chevy Tahoe Patrol SUV	69,647	81,038	11,391
1116	16 Chevy Impala Assistant Chief	67,572	80,530	12,958
<b>Total miles driven for the 2022 year</b>				<b>145,958</b>

### Yearly Total Repair Cost

2020	\$46,499.54	2022	\$59,268.33
2021	\$30,571.45		

## 2022 Accomplishments

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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:** Transition to the State funded SWIFT Records Management System

**RESULT:** Attained

**GOAL:** Reduce auto accidents in the Parkway District by 10%

**RESULT:** Attained (Reduced by 28%).

**GOAL:** Increase the number of applicants for police officer by 10%

**RESULT:** Not attained. Despite implementing a new lateral entry program to augment our existing recruitment plan, we experienced a significant decrease in applicants. The reduction in applicants appears to be industry wide.



## 2022 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 2022, there was only one Response to Resistance Reports submitted, which involved the use of a Taser.

TYPE OF FORCE	NUMBER OF TIMES USED
Weaponless Tactics	0
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 2022.

### ACTIVITIES, POLICIES & PRACTICES

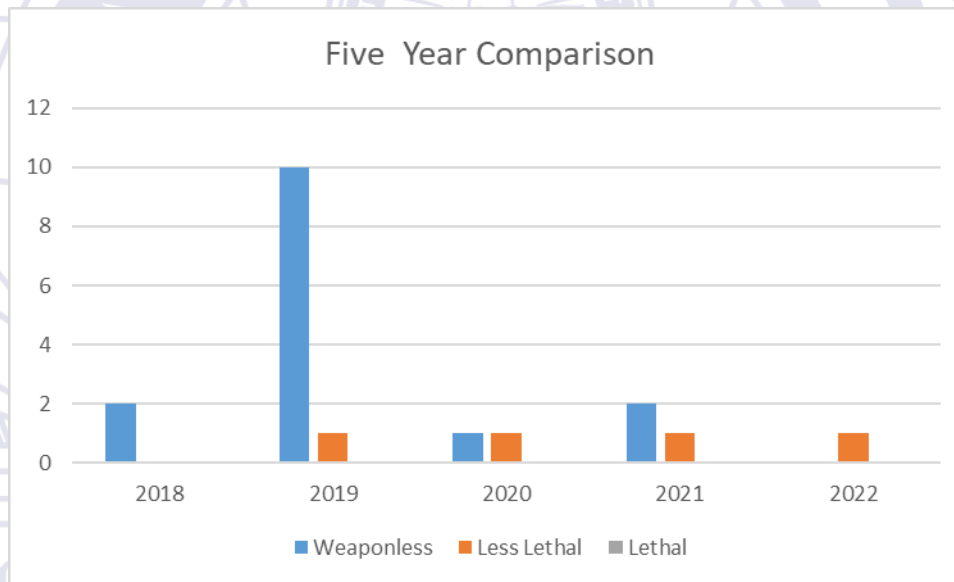
All sworn officers are trained and tested on the use of force directives annually. The 2022 Use of Force in-service training included the use of de-escalation tactics and constitutional applications of force. Additionally, our use of force directives are included in every weapons qualification course throughout the year. All uses of physical force are closely examined by command officers and tracked in the Guardian Tracking software.

### ANALYSIS

The total responses to resistance in 2022 represented a 66% decrease over 2021. With only one occurrence, a significant, in-depth analysis isn't possible however the following findings are provided.

- There were no complaints filed because of a response to resistance.
- The one incident involved a suspect wanted on four felony and three misdemeanor warrants.
- The suspect actively resisted arrest by running, pulling away, biting, and attempting to disarm the officer.

- The arresting officer attempted physical and verbal de-escalation tactics.
- Weaponless tactics were attempted prior to the use of a Taser.
- The suspect was a 30-year-old male Caucasian suspect.
- The suspect was in possession of, and under the influence of drugs.
- 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.



In 2022, sworn officers arrested 462 people and issued 1,872 traffic citations. The aforementioned use of force on arrested or detained people indicates that 99.999% 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. 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.

## 2022 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. However, in 2022 there were no pursuits initiated by Milford officers, nor did any officer assist with an outside agency pursuit. 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.



## *2022 Grievance Analysis*

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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 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.

There was one grievance filed in 2022. The Patrol Officers Union filed a grievance on Management's denial of 3 hours of "callout" overtime for the annual, optional, biometric screening. The grievance progressed to Step 2, where it expired after a meeting with FOP/OLC and management. There is no identifiable pattern or trend that would indicate strained relations between labor and management.

## *2022 Internal Affairs Summary*

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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 2022, there were no investigations because of citizen complaints and only one internal complaint that was 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.

## 2022 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 2022 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	50%	45%
Female White	38%	37%
Male Black	4%	6%
Female Black	2%	4%
Male Other	4%	5%
Female Other	2%	3%

### TRAINING

In 2022, all sworn members completed an hour course titled Community Diversity & Procedural Justice, and one hour of Diversity & Cultural Competency for Law Enforcement. Additionally, all members (sworn and civilian) were required to review the Biased Based Policing directive and pass a written test.

### CORRECTIVE MEASURES

In 2022, 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 2022.



## 2022 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 2022, we continued using 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 2022, supervisors made regular entries regarding officer conduct and performance. There were no patterns identified or concerns that resulted in an early intervention.



## 2022 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 Section 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 increase in cases requiring search warrants placed a strain on the section, which was staffed with one full time and one part time investigator. In November, the Department began training a full-time investigator to replace the part-time position.

### ADDITIONAL RESPONSIBILITIES

The investigative section maintained the property room and completed four destructions during 2022 and an additional medical disposal destroy. 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. The section also manages the Project Lifesaver program.

### 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.

## 2022 Active Threat Response Plan Review

In 2022, the Milford Police Department continued its commitment to prepare for and mitigate active threats. The following objectives were attained during 2022:

- The Chief attended quarterly security committee meetings with representatives from the Milford Schools.
- The Assistant Chief attended regular meetings with Milford Community Fire Department to address situations involving both departments.
- 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 Pattison Elementary.
- All sworn personnel completed the following trainings:
  - Active Shooter: Recognition & Basic Response
  - Bad Tactics & Pet Peeves
  - Use of Deadly Force & Legal Guidelines
  - Critical Thinking in Use of Force Situations





## 2023 Goals and Objectives

### Goal

Expand our Health and Wellness Program

- Implement the Cordico Wellness App.
- Continue the on-duty workout program.
- Select and train an additional officer to serve on the Tri State Peer Support Team

### Goal

Reduce Vehicle Maintenance Costs by 10%

- Compare vendor fleet maintenance plans.
- Reduce the life cycle of vehicles assigned to Patrol.
- Increase monitoring of repairs.

### Goal

Reduce the number of underage tobacco and vape product sales.

- Conduct periodic covert audits of relevant businesses.

## 2022 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%.

In 2022, the Milford Personnel Commission approved a proposal to implement a lateral entry program to augment the entry level recruitment plan. The proposal was based upon the continual decline in applicants to serve as police officers, as well as the significant decline in cadets entering the Clermont College Police Academy.

### 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.
- 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.

## *2022 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 2022
- There were a total of forty-three (43) adult detainees transported to the Milford Police Department
- Twenty-seven (27) of the adult detainees were only booked in the Processing and Testing Room under continuous face-to-face supervision.
- Sixteen (16) of the adult detainees were held in the Temporary Detention Room under camera surveillance with personal safety checks occurring every twenty minutes
- 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, however, the Data Master machine was removed from service and the Milford Police Department will continue breath testing with only the Intoxilyzer 8000 machine in service.
- It's apparent that the facilities are adequate and continue to meet the Department's needs.



## Honorable Retirements



Prosecutor Michael Minniear



Officer Kevin Heller



Detective Stephen Rogers