

2018 ANNUAL REPORT



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AN INTERNATIONALLY ACCREDITED LAW ENFORCEMENT AGENCY

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

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

It's my pleasure to present the 2018 Annual Report. The professional men and women of the Milford Police Department worked tirelessly in 2018 to maintain our greatest asset, public trust. Additionally, we continued our quest to provide contemporary policing based upon best practices and high standards. Our Mission, Creed and Core Values remain the cornerstone of our service and we pride ourselves on helping to make Milford a great place to live, work and play.



We had a busy year at the Milford Police Department. After a very successful on-site inspection, we received our ninth accreditation award from the Commission on Accreditation for Law Enforcement Agencies, while maintaining our certification through the Ohio Law Enforcement Collaborative. We held our sixth Citizens Police Academy, our seventh National Night Out, our first Coffee with a Cop, and produced a Lip Synch Challenge video that went viral, receiving over 300,000 views. But it's the way the officers conducted themselves on a daily basis that helped sustain the public trust. Our focus on treating every member of the community with respect, and taking advantage of every opportunity to connect with our residents is the foundation of our mission, and one of the many reasons that we accomplished every one of our 2018 goals!

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

Very truly yours,

Jamey Mills

Chief of Police

ORGANIZATIONAL PRINCIPALS

- Mission Statement
- Creed
- Core Values

Mission

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

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

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

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

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

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



Creed

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

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

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

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

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

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

Core Values

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



INTEGRITY

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

PROFESSIONALISM

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

COOPERATION

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

COMMITMENT

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

HUMAN RESOURCES

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

DEPARTMENT ROSTER



Chief Mills



Assistant Chief Mahan



Sergeant Belcher



Sergeant Crider



Sergeant Kibby



Sergeant Lane



Clerk Banks



Detective Kenney



Detective Rogers



Clerk Sheangshang



Officer West



Officer Heller



Officer Bogan



Officer Eshman



Officer Mell



Officer Liming



Officer Yeary



Officer Clark



Officer Chastain



Officer Wilson



Officer Dennis



Officer Fannin



Officer Fatute



Officer G. Green



Officer M. Green

DEPARTMENT ROSTER – VOLUNTEERS



Patricia Banks
Police Records Clerk

Kim Sheangshang
Mayors Court Clerk



Gene Bishop
Police Volunteer Coordinator



Daryl Poe
Police Chaplain

Brian Wikoff
Police Chaplain

Frank Celenza
MPD Historian



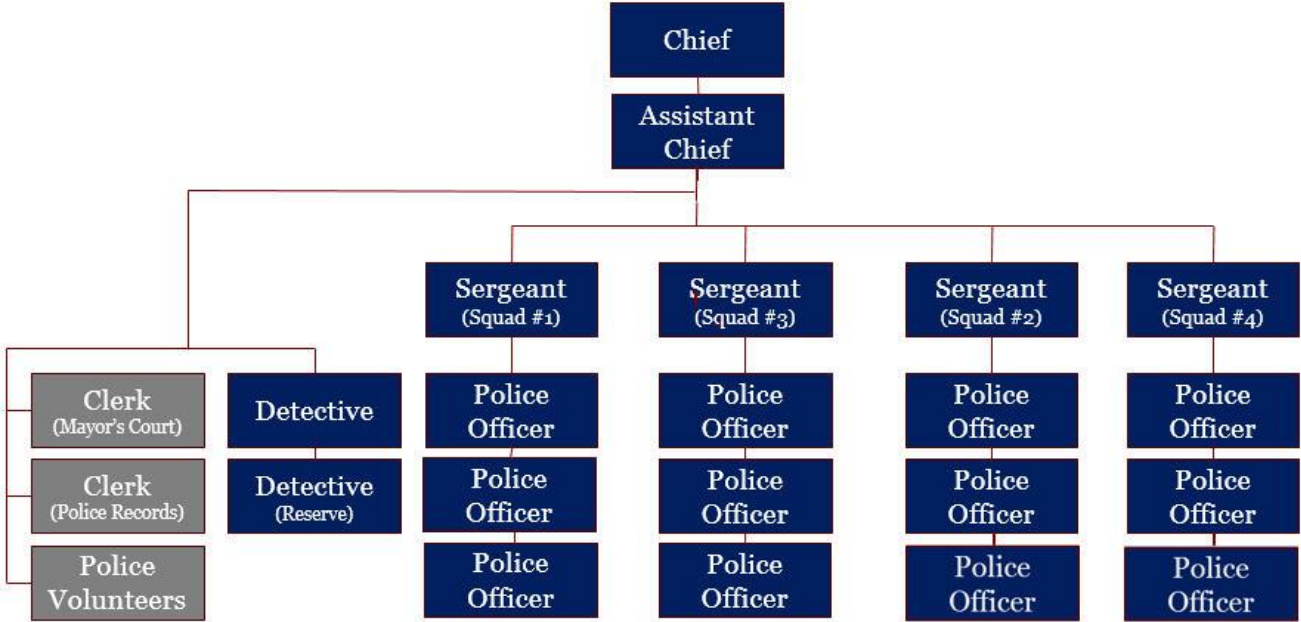
Steve Grieger
Police Volunteer

Chad Green
Police Volunteer

Wynn Poe
Police Volunteer

Ricky Summers
Police Volunteer

2018 Organizational Chart

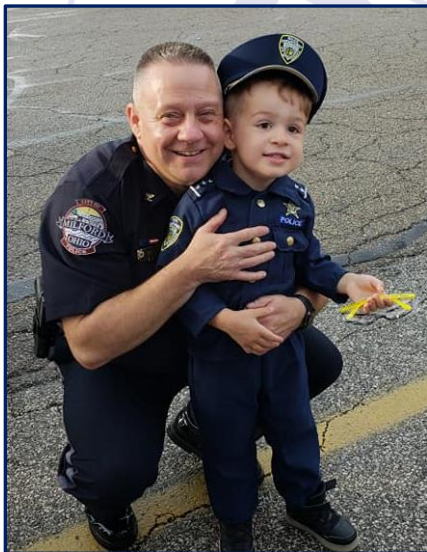


Chief D. Jamey Mills, C.L.E.E.

Chief Mills is a twenty-four-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's 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 of Police Sean Mahan

Assistant Chief Sean Mahan is a twenty-one-year veteran of the Milford Police Department and served as patrol officer, narcotics investigator, detective, and patrol sergeant prior to being appointed the assistant chief in 2017. He is the recipient of the MPD Medal of Valor, Physical Fitness Medal, the HCPA Medal of Honor, the Chief's Commendation Award and the first 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) and the Police Executive Leadership College (PELC).



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



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

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



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



Sergeant Keith Belcher

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



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



Sergeant Paul Lane

Sergeant Lane is a nineteen-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 an eight-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.

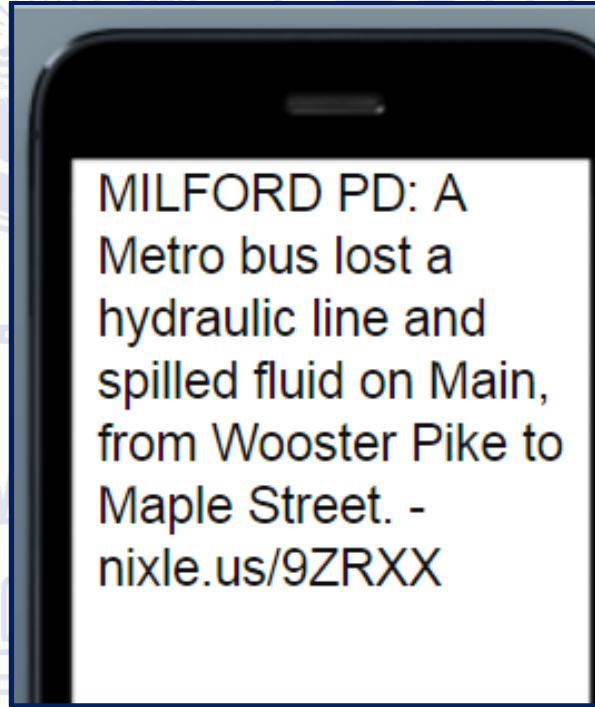
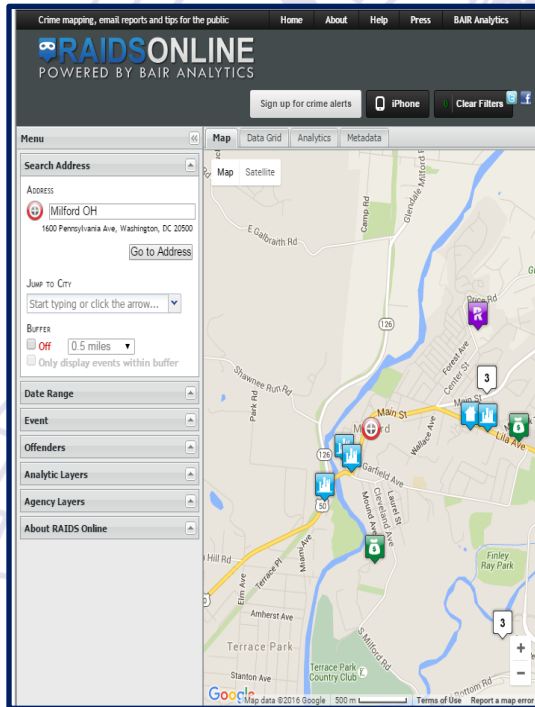


PATROL SERGEANT – In addition to supervising a patrol squad, Sergeant Kibby is in charge of the bicycle and Segway patrols, physical fitness training, the temporary detention room logs, and the awards committee.



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.



2018 Awards



Chief's Commendation

Officer Tyler Fannin
Officer Brandon Clark
Sergeant Mark Kibby
Retired Officer David Trilety

Letters of Recognition

Sergeant Mark Kibby



Silver Bullet Award

Officer Kris Mell

Operation Holiday Patrol

Squad 4

Clermont County CLEA

Officer Danielle Wilson



Physical Fitness Medal

Sergeant Keith Belcher
Officer Kevin Heller
Officer Danielle Wilson
Detective Steve Rogers
Officer Kris Mell
Officer Steve Bogan
Officer Tara Dennis
Officer Brandon Clark
Officer Terry Chastain
Officer Tyler Fannin
Officer Megan Eshman
Officer Adam Yeary
Sergeant Mark Kibby
Detective Russ Kenney



Milford Police Divisions & Operations

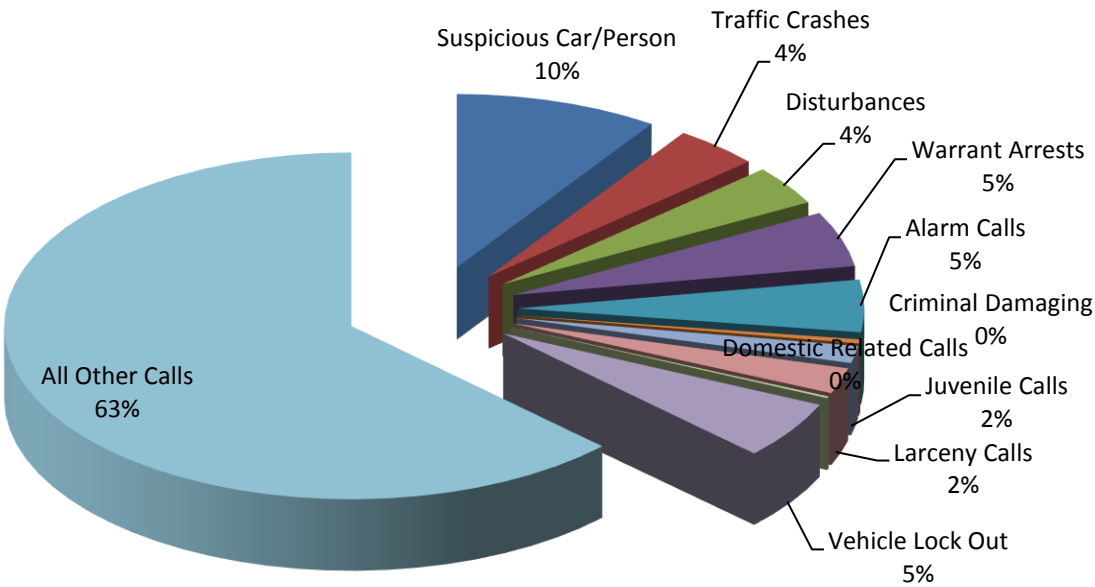
- Patrol Division
- Criminal Investigations Division
- Special Operations
- Support Services Division
- Police Volunteer Unit

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.

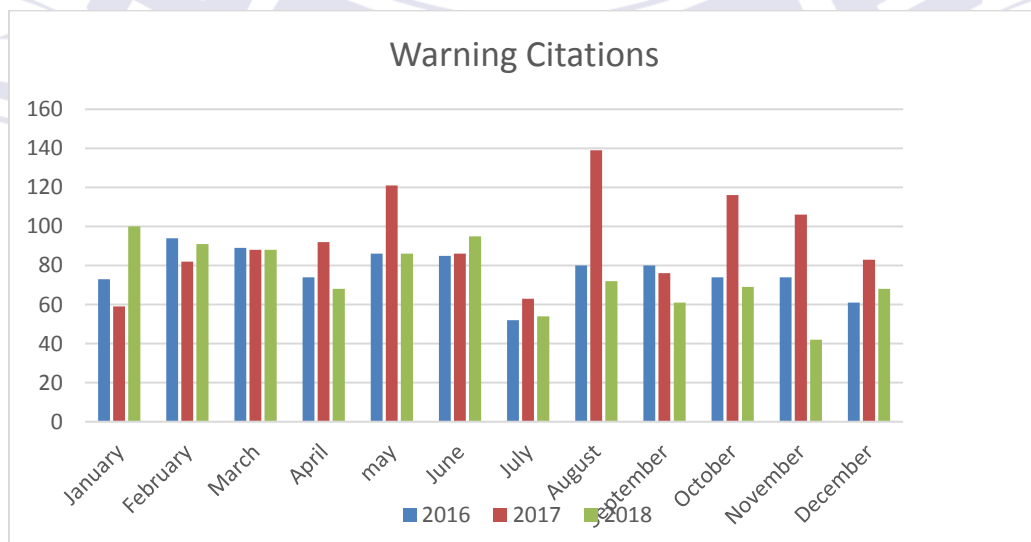
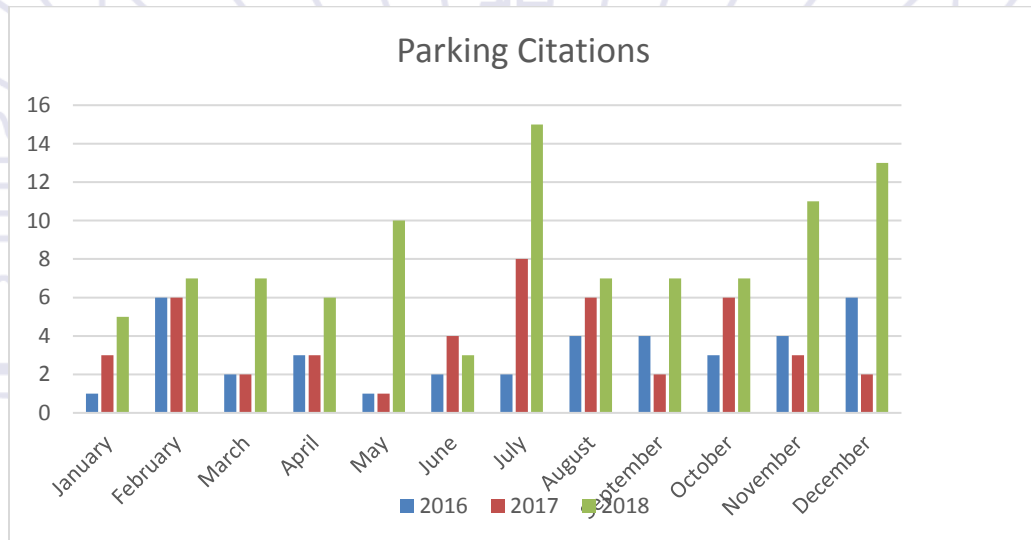
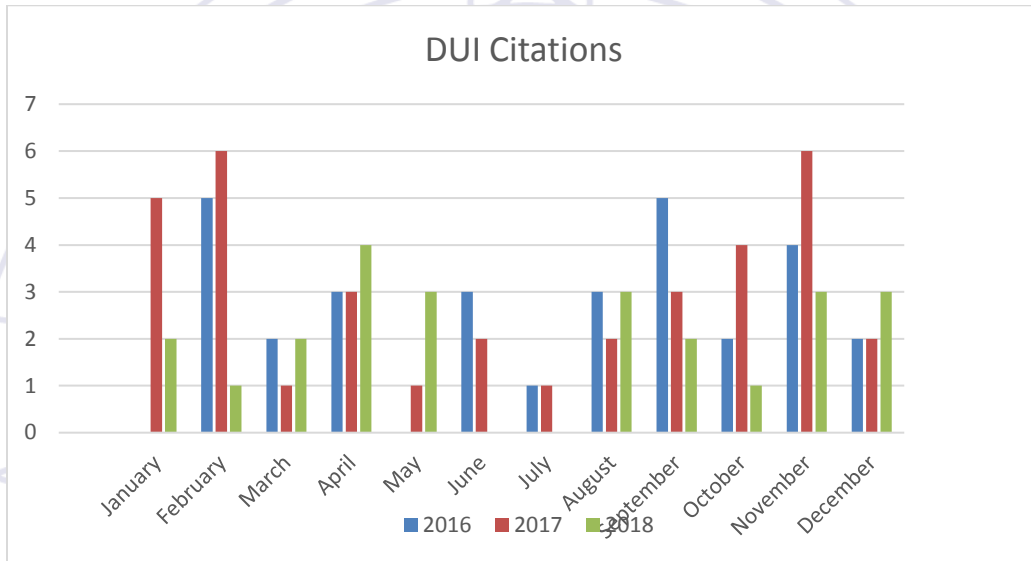


Calls for Service



OFFENSE/INCIDENT	2015	2016	2017	2018
Alarms	361	353	361	366
Animals Violations	134	15	13	13
Assaults	17	24	29	21
Auto Thefts	3	4	7	10
Breaking and Entering	16	12	13	5
Bomb Threats	0	1	2	1
Burglaries	16	14	14	7
Check the Welfare	136	186	169	174
City	80	75	127	182
Civil	98	134	157	151
Disturbances	220	299	239	277
Domestic	28	18	26	13
Drugs	48	74	61	160
Escort	70	70	44	37
Extra Patrol	20	14	12	9
Family Problems	137	119	144	142
Fires	137	151	184	197
Found Items	65	80	102	95
Fraud/Bad Checks	39	26	25	33
Guns/Weapons	2	5	5	3
Homicide	0	1	0	0

Juvenile Missing	10	15	11	6
Juvenile Problems	94	82	120	76
Life Squad	1025	1008	1075	1080
Lost Items	26	22	23	26
Message Delivery	10	11	7	4
Missing Person/Adult	3	4	16	1
Non Criminal Incident	255	313	392	336
Open Door/Window	59	54	41	41
Phone Calls/Harassment	9	9	41	16
Criminal Damage	38	42	28	29
Psych Emergency	43	49	64	61
Robbery	5	6	1	1
Sex related	10	9	10	7
Suicide/Attempted	3	5	8	8
Suspicious Car/Person	636	643	794	714
Theft/Fail to Pay	131	135	192	181
Traffic Accidents	307	285	315	301
Traffic Pursuits	3	0	1	3
Trespass	6	6	2	9
Vehicle Lockout	471	434	422	407
Vandalism	3	6	5	3



Patrol Division – Bike/Segway Patrol

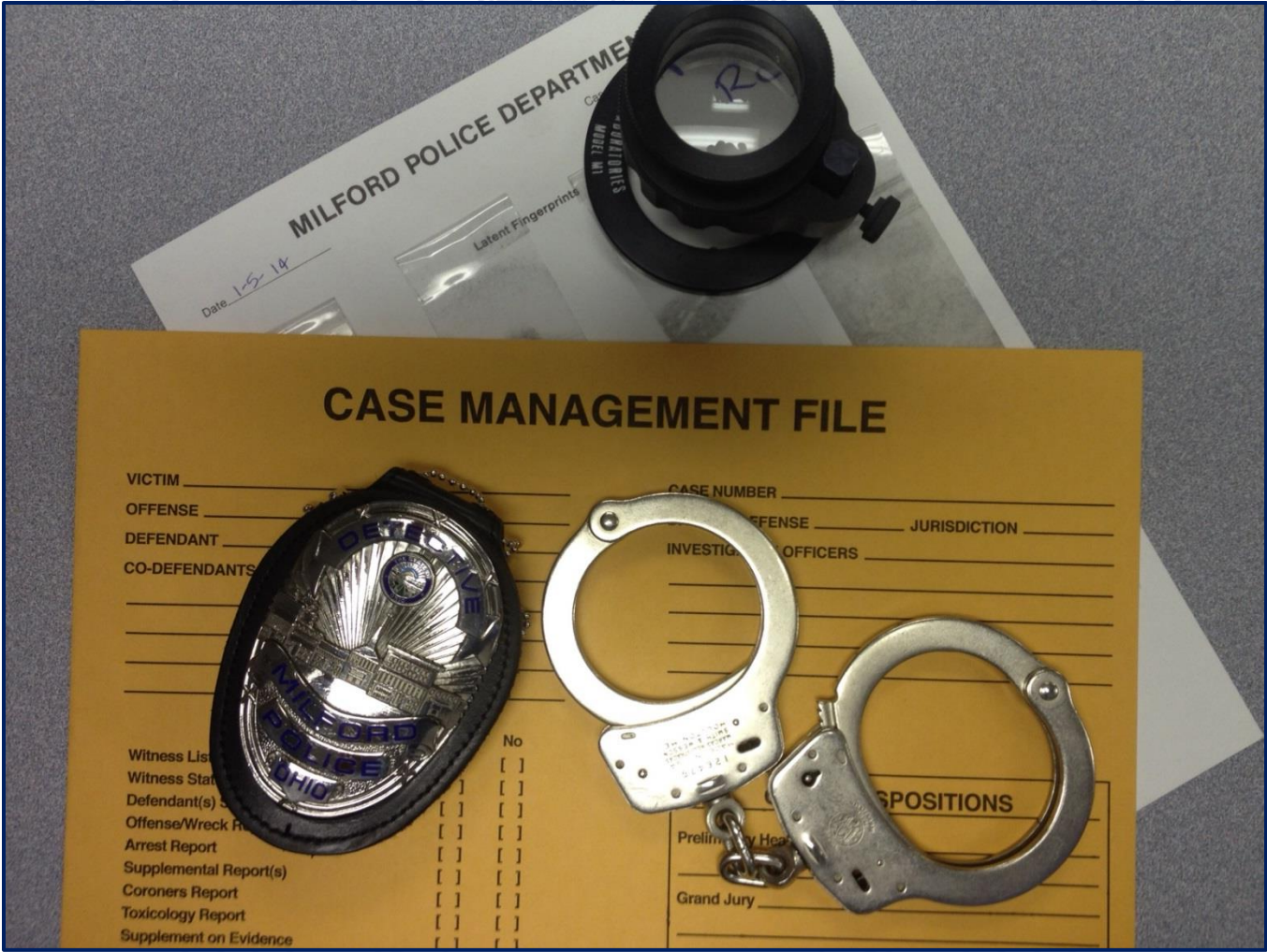
There are many benefits to having a police officer on a bike or Segway. Often mentioned are visibility and mobility. The visibility of an officer on a bicycle or Segway cannot be matched. With this visibility also comes an increase in human contact with the community. In fact, it is much like the old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

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



Criminal Investigation Division

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



Special Operations

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

- Traffic Enforcement/Education

- Training Officer

- Community Policing

- Crime Scene Unit

- Honor Guard

- Special Response Team

- Project Lifesaver

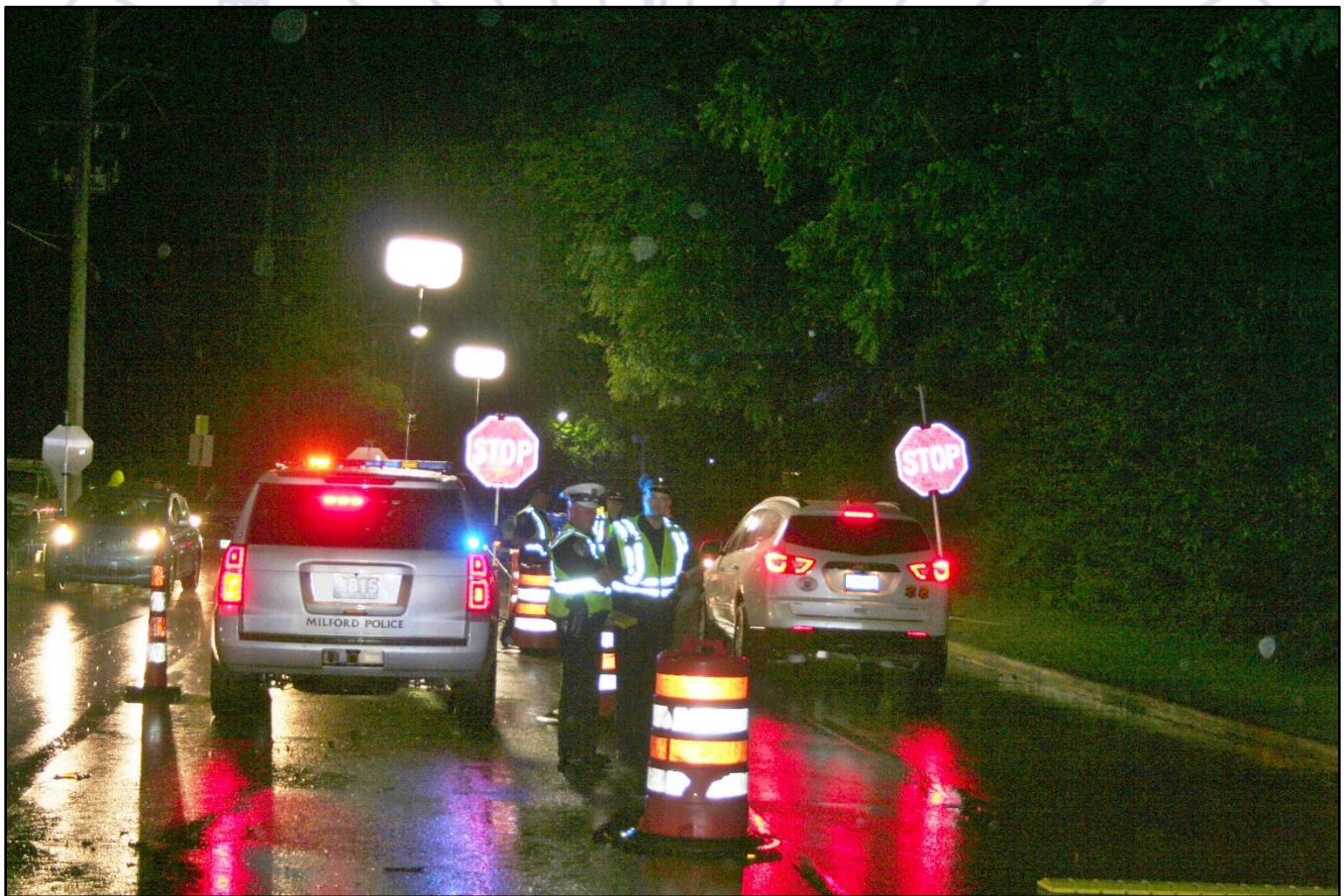
- D.A.R.E. Officer

- Drug Recognition Expert

Special Operations – Traffic Enforcement/Education

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 2018 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
- Reduced impaired driver crashes by 54%!



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.



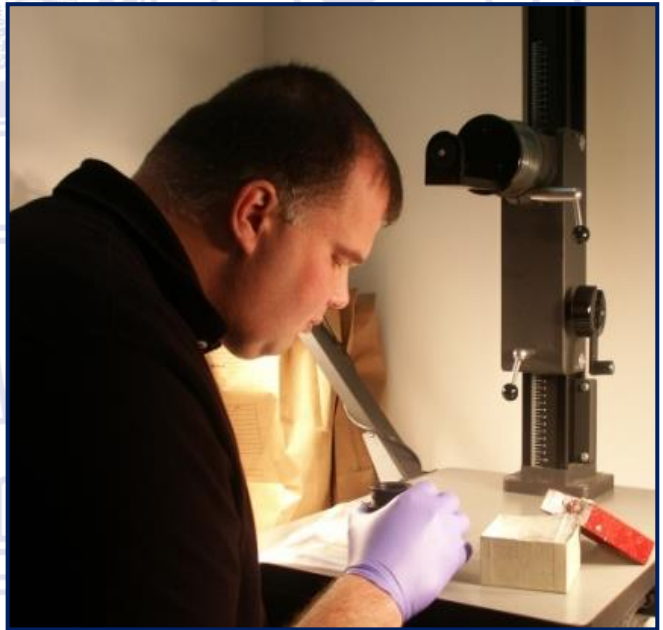
Special Operations – Community Policing

In 2018, the Milford Police Department continued its commitment to crime prevention through community engagement, including participation in the ever-popular Lip Synch Challenge (<https://youtu.be/nP55q5Nbd9k>), and partnering with the Milford Community Fire Department to host a “splash park”. 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, and Community United.



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. The Mayors Court Clerk is responsible for supervising the mayor's court operations, including, security, and maintenance of all computers, software and other automated systems. The Operations Clerk is responsible for department statistics, record keeping 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 19 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 which recognizes professional Mayor's Courts with high standards in the conduct of court duties.



Clerk Patricia Banks has been with the Milford Police Department for 17 years. Clerk Banks is responsible for maintaining all incident and accident reports and provides data to the FBI for the Uniform Crime Report. Clerk Banks also serves as the accreditation manager and has led the Department through four C.A.L.E.A. assessments.



2018 CRIME ANALYSIS

Offenses	2017	2018Actual	Percent Change
Missing Person	27	7	-74.1%
Family Problems	144	142	-1.4%
Robbery	1	1	0.0%
Burglary	11	7	-36.4%
Larceny	192	181	-5.7%
Auto Theft	7	10	42.9%
Assault	29	21	-27.6%
Criminal Damaging	28	29	3.6%
Domestic Violence	26	13	-50.0%
Sex Offense	10	6	-40.0%
Juvenile Problems	120	76	-36.7%
Total	595	493	2.0%
Part I Crime	2017	2018	
Homicide	0	0	
Rape	6	5	-16.7%
Robbery	1	1	0.0%
Burglary	11	7	-36.4%
Larceny	192	181	-5.7%
Auto Theft	7	10	42.9%
Assault	29	21	-27.6%
Total	246	225	-8.5%
Officer Activity	2017	2018	
Arrests	694	884	27.4%
Citations	2635	3282	24.6%
Warnings	1112	908	-18.3%
DUI	36	24	-33.3%
Field	25	32	28.0%
Accidents	315	301	-4.4%
Total	4817	5431	12.7%
Warrant Service	2017	2018	
	427	392	-8.2%

Citations Issued Monthly

Officers of the Milford Police Department issued a total of 3,292 traffic and criminal citations in 2018. A breakdown of these citations is shown below for the last three years by month.

Month	2016	2017	2018
January	260	201	299
February	272	166	263
March	270	211	329
April	271	196	270
May	260	259	274
June	211	251	219
July	210	235	297
August	245	247	291
September	213	219	287
October	250	207	246
November	233	260	264
December	190	182	253
Total	2,885	2,634	3,292

2018 JUDICIAL-MAYOR'S COURT

The City of Milford Mayor's Court worked under the supervision of Mayor Fred Albrecht. 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	\$ 675.00
TOTAL DISTRIBUTIONS	\$372,171.42
TOTAL	\$372,846.42

MONIES TO THE CITY OF MILFORD

Fines	\$202,671.75
Costs	\$ 65,728.26
Warrant Fees	\$ 4,628.00
Bond Costs	\$ 56.10
Miscellaneous	\$ 25,893.02
Bond Forfeitures	\$ 320.90
Sub-Total \$	\$299,298.03

MONIES TO TREASURER OF STATE OF OHIO

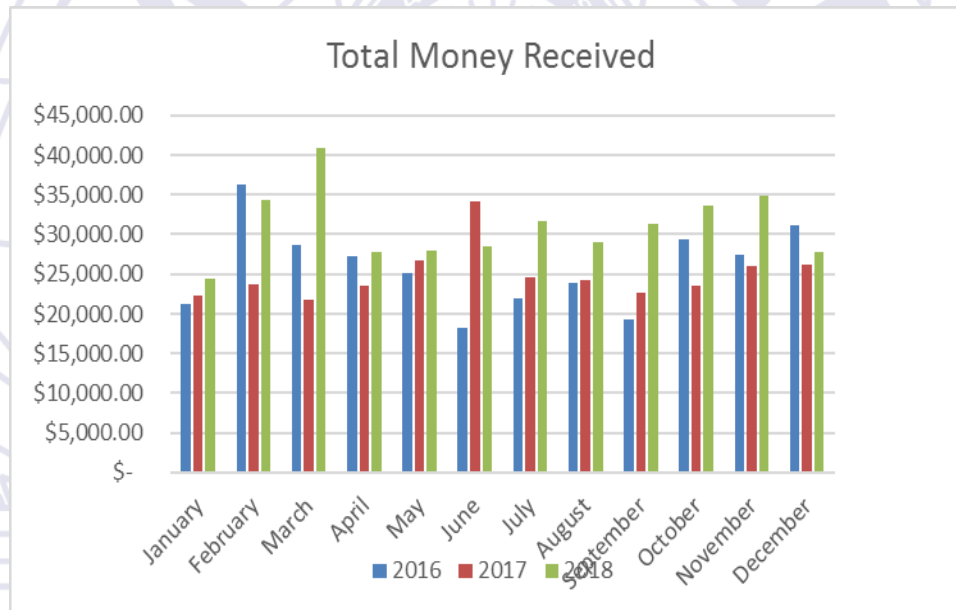
Ohio General Revenue	\$ -0-
Victims of Crime	\$16,445.00
Seat Belts	\$ 614.86
Child Restraints	\$ -0-
Defense Support	\$45,895.00
Driver Alcohol	\$ 2,733.00
Drug Law Enforcement	\$ 6,198.80
Justice Program	\$ 182.20
Sub-Total	\$72,068.86

OTHER MONIES

Overpayments	\$ 314.06
Bond Returns	\$ -0-
Outstanding Bonds	\$ 442.00
Bad Check Not Collected	\$ 215.00
Restitution	\$ 413.47
OVI Fund	\$ 95.00
Sub-Total	\$ 1,479.53

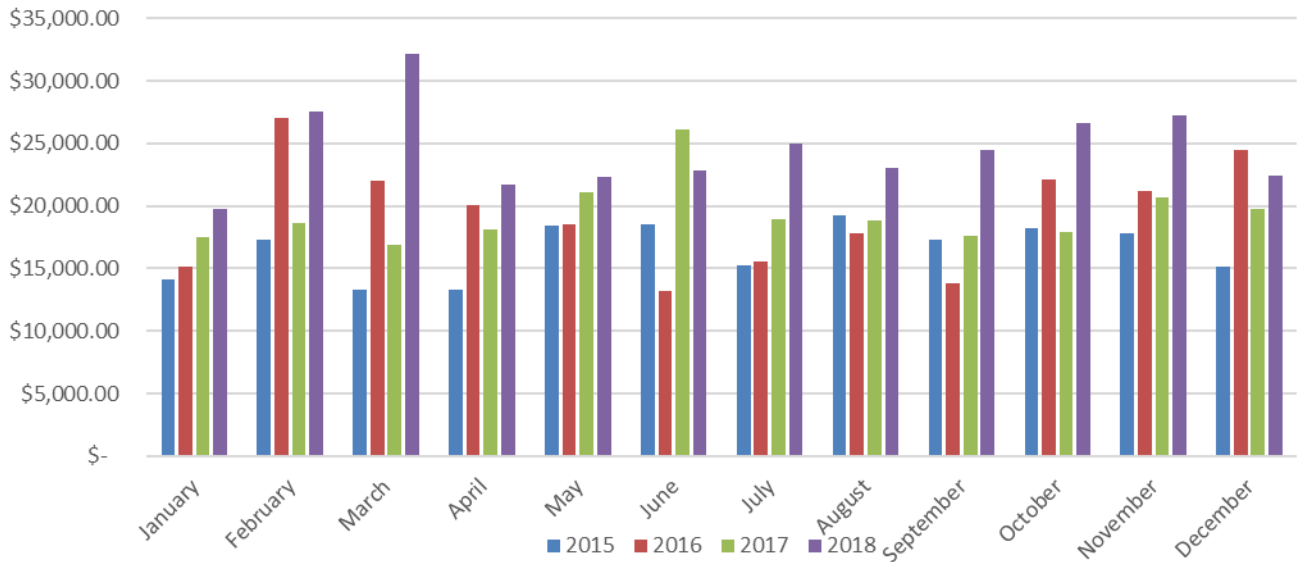
TOTAL DISTRIBUTIONS	\$372,846.42
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Total Money Received



	2016	2017	2018
January	\$ 21,191.03	\$ 22,322.00	\$ 24,434.14
February	\$ 36,316.60	\$ 23,737.89	\$ 34,315.61
March	\$ 28,701.21	\$ 21,821.76	\$ 40,953.74
April	\$ 27,244.65	\$ 23,507.43	\$ 27,702.80
May	\$ 25,196.40	\$ 26,761.20	\$ 27,986.68
June	\$ 18,229.00	\$ 34,169.70	\$ 28,519.90
July	\$ 21,883.00	\$ 24,572.00	\$ 31,746.25
August	\$ 23,931.50	\$ 24,320.00	\$ 29,022.00
September	\$ 19,243.00	\$ 22,708.00	\$ 31,319.60
October	\$ 29,290.00	\$ 23,565.23	\$ 33,599.53
November	\$ 27,366.50	\$ 25,996.00	\$ 34,801.00
December	\$ 31,231.50	\$ 26,233.05	\$ 27,770.17
	\$ 309,824.39	\$ 299,714.26	\$ 372,171.42

Total Money Received by the City of Milford



	2015	2016	2017	2018
January	\$ 14,117.40	\$ 15,167.43	\$ 17,487.37	\$ 19,766.08
February	\$ 17,270.40	\$ 27,075.53	\$ 18,642.15	\$ 27,502.49
March	\$ 13,296.50	\$ 22,042.18	\$ 16,873.91	\$ 32,205.03
April	\$ 13,259.50	\$ 20,113.88	\$ 18,089.14	\$ 21,726.43
May	\$ 18,410.80	\$ 18,504.33	\$ 21,094.52	\$ 22,338.16
June	\$ 18,536.00	\$ 13,198.04	\$ 26,139.97	\$ 22,851.74
July	\$ 15,248.00	\$ 15,541.61	\$ 18,910.85	\$ 25,034.92
August	\$ 19,242.00	\$ 17,858.41	\$ 18,848.92	\$ 23,025.08
September	\$ 17,297.91	\$ 13,835.73	\$ 17,660.70	\$ 24,463.79
October	\$ 18,247.49	\$ 22,072.47	\$ 17,920.80	\$ 26,644.61
November	\$ 17,769.50	\$ 21,164.58	\$ 20,679.99	\$ 27,278.43
December	\$ 15,177.00	\$ 24,503.24	\$ 19,761.30	\$ 22,400.11
	\$ 197,872.50	\$ 231,077.43	\$ 232,109.62	\$ 295,236.87

Total Money sent to the State of Ohio

	2015	2016	2017	2018
January	\$4851.00	\$5362.50	\$4319.00	\$4362.50
February	\$5638.70	\$8657.00	\$4303.25	\$6269.86
March	\$5,617.00	\$6383.50	\$4301.60	\$7610.00
April	\$4,694.90	\$6736.90	\$4869.00	\$5102.50
May	\$6,114.80	\$6287.50	\$5321.40	\$5140.00
June	\$6,806.00	\$4392.50	\$7062.50	\$5172.50
July	\$5,405.91	\$5490.00	\$5287.50	\$6083.50
August	\$6,393.50	\$5652.50	\$4871.00	\$5525.00
September	\$5,890.59	\$4945.00	\$4719.00	\$6170.00
October	\$5,697.50	\$6555.00	\$4857.50	\$6165.00
November	\$6,375.00	\$5622.50	\$4840.00	\$6760.00
December	\$4,968.00	\$6231.00	\$5197.50	\$4975.00
Totals	\$68,452.90	\$72,315.90	\$59,949.25	\$69,335.86

Seat Belt Violation (Ordinance 337.27 and 337.27.2)

Month	2015	2016	2017	2018
January	\$ 110.00	\$ 60.00	\$ 15.00	\$ 105.00
February	\$ 210.00	\$ 60.00	\$ 15.00	\$ 19.86
March	\$ 105.00	\$ 60.00	\$ 75.60	\$ 30.00
April	\$ 225.00	\$ 60.00	\$ -	\$ 30.00
May	\$ 225.00	\$ 80.00	\$ 140.00	\$ 170.00
June	\$ -	\$ 280.00	\$ 130.00	\$ 60.00
July	\$ 135.00	\$ 30.00	\$ 160.00	\$ 90.00
August	\$ 135.00	\$ 80.00	\$ 75.00	\$ 30.00
September	\$ 200.00	\$ 185.00	\$ 35.00	\$ 50.00
October	\$ 80.00	\$ 20.00	\$ 20.00	\$ 30.00
November	\$ -	\$ 50.00	\$ 50.00	\$ -
December	\$ 180.00	\$ 30.00	\$ 5.00	\$ -
Totals	\$ 1,605.00	\$ 995.00	\$ 720.60	\$ 614.86

2018 Mayor's Court Statistics

Cases Heard:	2015	2016	2017	2018
Traffic	2,089	2,091	1,983	2,314
Misdemeanors	27	20	9	24
Minor Misdemeanors	61	56	46	136
Misdemeanor Contempt	113	145	126	138
Totals	2,290	2,312	2,164	2,612

Fines Levied on Cases Heard:

	<u>Fines Levied</u>	<u>Fines Collected</u>	<u>Fines Outstanding</u>
Totals	\$ 226,819.60	\$ 202,671.75	\$ 24,147.85

Other Case Activity:

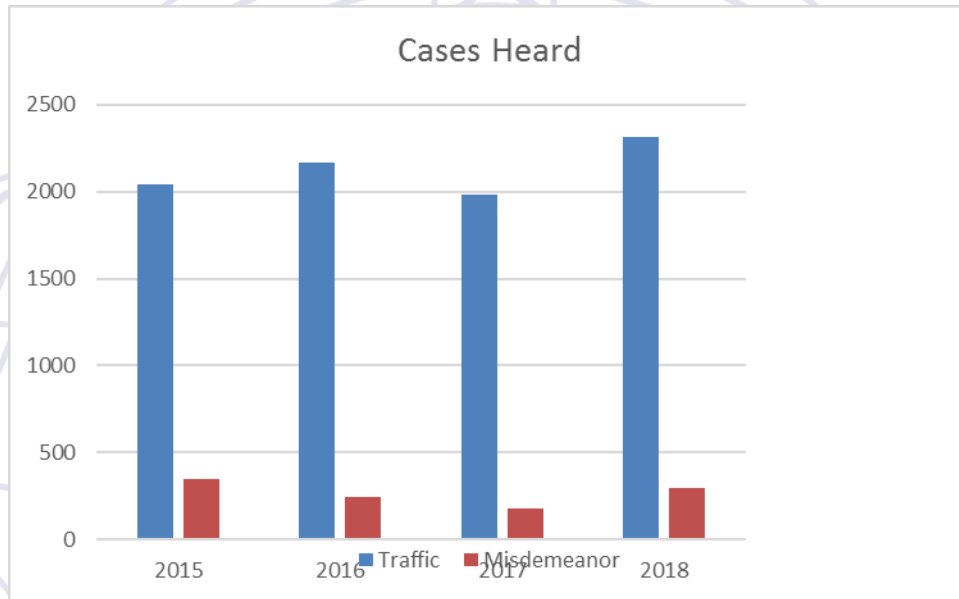
Cases Transferred To Clermont County (Jury Demand or Appeal).....	46
Cases Dismissed or Acquitted	212
Jail Time Given by Days	0
Community Work Given by Days (at \$30.00 per day).....	0

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

	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>
Warrants Issued	140	167	146	209
Summons	0	0	0	0
Private Complaints	0	0	0	0
Totals	140	167	146	209

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>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>
Arrests Made	87	97	77	122
Cases Dismissed	12	14	6	11
Subjects Entered into TTY	41	53	61	76
Not Served Yet	0	3	2	0
Totals	140	167	146	209



Ticket Offense	2016	2017	2018
Abandoned Vehicle	0	0	0
Assured Clear Distance/Failure to Yield	89	92	87
Bike/Sled/Attended Vehicle	0	0	0
Brake Equipment	0	0	0
Bumper Requirement	0	0	0
Child Restraint	2	2	0
Display/Expired/No License Plates	211	294	305
Disregard of Safety	0	0	2
Drag Racing	0	0	0
Driving on a Closed Roadway/Sidewalk	1	10	1
Driving over a hose	0	0	0
DUI/OVI	4	6	6

DUS/Court and FRA	56	51	64
Expired/Display/No Operators License	97	65	109
Fleeing/Eluding Police Officers Signal	0	1	0
Following too Close	0	1	1
Headlight/Failure to Dim	25	13	18
Lanes of Travel/Marked Lanes/Left of Center	31	23	24
Lending Vehicle/Unlicensed Operator	5	0	0
Muffler/Defective or Loud Exhaust	1	1	3
No Air Breather	0	0	0
No Helmet/Rules governing Motorcycle	7	6	8
No Thru Trucks	0	6	2
No Turn/Left Turn/U Turn	5	11	6
Obstructing Passage of Vehicles	0	0	0
One Way Street	0	4	1
Open door into Traffic	0	0	0
Overweight Vehicle	0	0	0
Parking Fire Lane/Handicap	4	7	30
Parking Prohibited/Wrong Way/Overtime	32	36	67
Permitting/Unlicensed Operator/Minor	0	0	1
Rear view Mirror	0	0	0
Reasonable Control/Fail to Control	19	20	18
Reckless Operation/Also Private Property	2	4	3
Rules Governing Passing	0	0	3
School Bus Regulations	2	0	1
Seat Belt Violations/Driver/Passenger	34	27	20

Second Reckless Operation	10	8	10
Short Cutting/Private Property	0	0	0
Speed	1403	1086	1205
Starting/Backing	12	7	5
Stopping After Accident/Leaving the Scene	6	4	8
Stopping/Standing	0	0	1
Tail Lights/License Plate Light	7	11	8
Tinted Windows	0	0	0
Towing Vehicle	0	1	0
Traffic Control Device/Stop Sign/Red Light	140	167	221
Turn Signals	3	4	9
Unauthorized Plates/Fictitious Plates	9	6	11
Unauthorized Use of a Motor Vehicle/Driver	0	2	0
Unnecessary Noise/Tires	1	1	1
Unsafe Vehicle/Texting	1	12	1
Unsecured Load/Failure to Tarp	0	0	0
Vehicle Left Unattended	2	0	1
Vehicular Homicide	0	0	0
Windshield Obstruction	0	0	0
Wrongful Entrustment	2	0	2
Warnings Issued	922	1111	894

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. Volunteers serve as a force multiplier while providing a diverse work group with a variety of resources that we could not otherwise provide.



Administrative Reviews & Analysis'

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

2018 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 Policy Review – 1 hour
- Seatbelt Policy Review -1 hour
- Lethal Force – 1 hour
- Less Lethal Force – 2 hours
- Pursuit Policy Review – 1 hour
- Arrest Procedures Review (G.O. 1.2.5) – 1 hour
- Ethics Training (G.O. 1.1.2) – 1 hour

POLICE ONCE ACADEMY

- Anti-Bias Training – 2 hours
- Report Writing – 2 hours
- Procedural Justice – 2 hours
- Arrest, Search & Seizure – 6 hours
- Ethics in Law Enforcement – 1 hour
- 2018 C.E.W. Update – 1 hour

eOPOTA

- Child Abuse and Neglect – 1 hour
- Companion Animal Encounters – 1 hour
- Domestic Violence – Ohio D.V. Laws – 1 hour
- Domestic Violence – Ohio Protection Order Laws – 1 hour
- Domestic Violence – Ohio Stalking Laws – 1 hour

IN-SERVICE

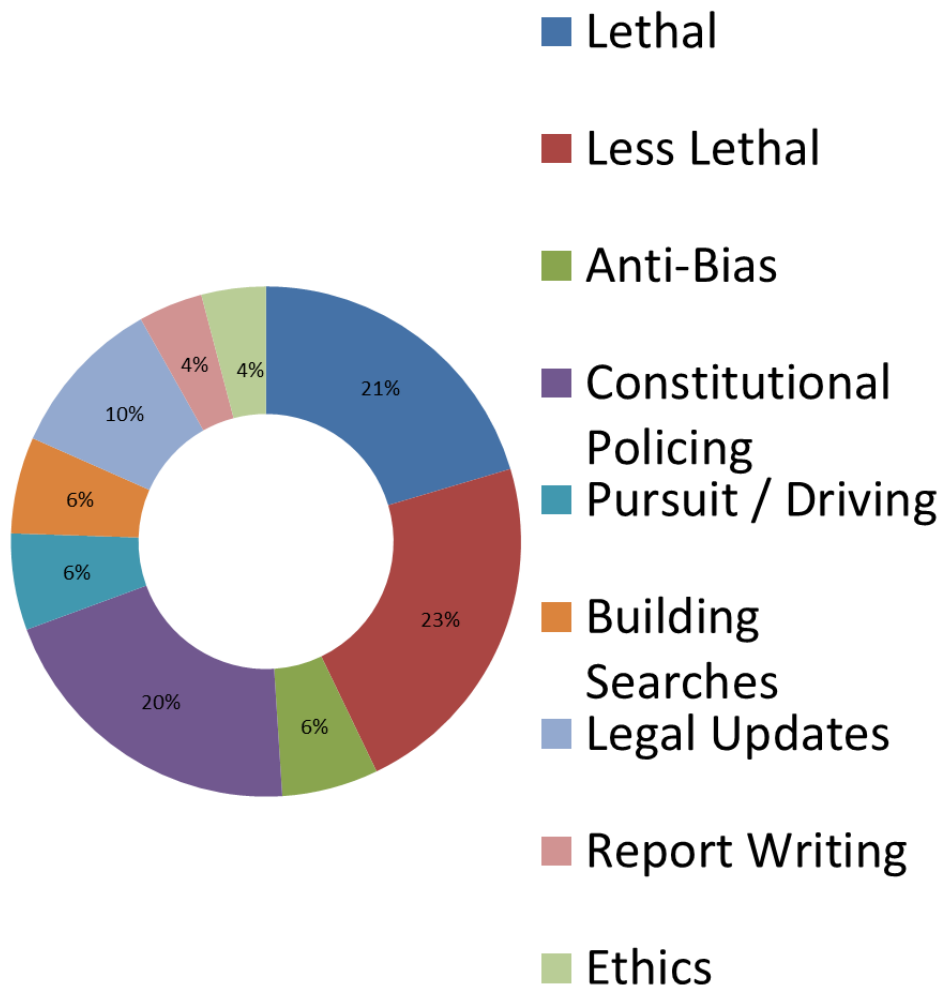
- Building / Room Clearing – 3 hours
- OPOTA Qualifications – 3 hours
- Driving / Stop Stick Training – 2 hours
- July Range Training – 3 hours
- October Range Training – 3 hours
- Less Lethal Training – 8 hours

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.

2018 In-Service Training



2018 Traffic Accident Review

The 2018 Traffic Accident Review was conducted by comparing the number of traffic crashes from the year 2017. 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 2017 Traffic Accident Review.

COMPARISON

In 2018, Milford Police investigated three hundred (300) auto accidents which was a 5% decrease from the three hundred and fifteen (315) in 2017.

PRIVATE PROPERTY ACCIDENTS

Ninety-one (91) of the crashes occurred on private property accounting for 30% of our total reports. Private property accidents are handled by a simple crash report and are not submitted to the State. The report is taken for insurance purposes with each party involved reporting the accident to their respective insurance company to repair damages.

ROADWAY AND OTHER ENFORCEABLE ACCIDENTS

Subtracting the simple private property crashes, we are left with two hundred and nine (209) accidents that occurred on the roadway or were enforceable private property crashes. The following statistics and percentages are tallied from those crashes.

INJURY RELATED TO CRASHES

There was a total of fifteen (15) reported injury accidents in 2018, which represents a 7% increase from the fourteen (14) reported in 2017. The main cause for injury related crashes, six (6), was due to drivers failing to yield the right of way while turning. Assured clear distance ahead was the second with four (4).

ALCOHOL RELATED CRASHES

Five (5) of the crashes investigated were alcohol or drug related accounting for 2% off all crashes, this is a 55% decrease from 2017.

MILFORD PARKWAY, CHAMBER DRIVE AND RIVER'S EDGE DRIVE

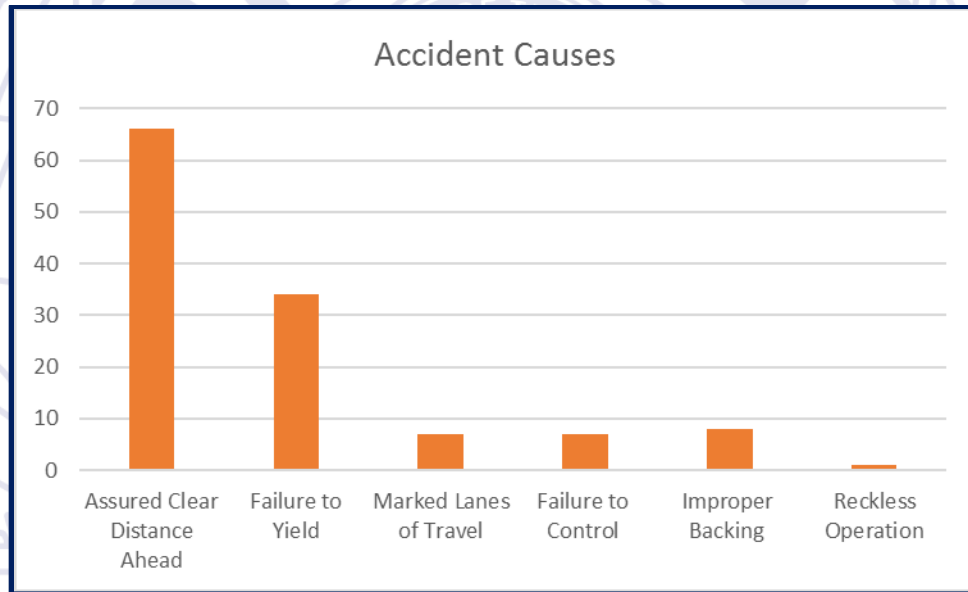
There were fifty-two (52) total crashes along these roadways accounting for 25% of all crashes. Crashes along these roads saw a 52% increase from 2017. Speed/Assured Clear Distance Ahead was the main contributor to the crash total along with a 57% increase in Hit/Skip crashes.

LILA AVE / US 50

There were thirty-four (34) crashes along this roadway accounting for 16% of all accidents and matching last year's crash total.

MAIN STREET / SR 28

Thirty six (36) accidents occurred on Main Street accounting for 17% of all crashes and a 12% decrease from the 2017 total.

**EDUCATION**

- Flashing speed signs were deployed throughout the year at problem locations.
- We partnered with the Ohio Department of Public Safety on their annual “Click it or Ticket” and “Driver Sober or Get Pulled Over” campaigns.
- Officers made over 4,186 driver contacts resulting in a written warning 21% of the time. This does not take into account the number of verbal warnings that have not been tallied.

ENGINEERING

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

ENFORCEMENT

- The enforcement efforts were focused in two primary areas in 2018; impaired driving and speeding. Officers issued 1,205 speeding citations and arrested 24 individuals for OVI.

2018 Fleet Maintenance Report

<i>Car #</i>	<i>Year/Make</i>	<i>Begin Miles</i>	<i>End Miles</i>	<i>Miles Driven</i>
108	08 Dodge Charger Detective	98,575	103,963	5,388
213	13 Taurus Police Chief	53,537	68,090	14,553
311	11 Chevy Tahoe Patrol SUV	106,229	122,851	16,622
415	15 Chevy Tahoe Patrol SUV	43,509	61,720	18,211
513	13 Chevy Tahoe Patrol SUV	80,677	93,764	13,087
617	17 Chevy Tahoe Patrol	2,617	15,179	12,562
718	18 Chevy Tahoe Patrol	2	6,695	6,693
711	11 Chevy Tahoe Patrol SUV	105,122	117,110	11,988
815	15 Chevy Tahoe Patrol SUV	36,197	45,797	9,600
912	12 Chevy Tahoe Patrol	62,360	70,041	7,681
905	05 Crown Vic School/ Court	88,373	90,105	1,732
15	13 Interceptor SUV Detective	75,758	81,331	5,573
1016	16 Chevy Tahoe Patrol SUV	14,979	28,332	13,353
1116	16 Chevy Impala Assistant Chief	20,015	33,387	13,372
Total miles driven for the 2018 year				150,415

Yearly Total Repair Cost

2016	\$26,937.18
2017	\$23,113.66
2018	\$27,718.48

2018 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 2018 goals.

GOAL: Reduce the number of impaired driving related accidents.

RESULT: Attained – Reduced by 54%

GOAL: Reduce the number of heroin overdoses

RESULT: Attained - Reduced by 6.3%

GOAL: Increase the number of in-service training hours

RESULT: Attained – Increased by 43.7%

2018 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 that 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 2018, 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 2018, there were five (5) Response to Resistance Reports submitted, however two (2) of the incidents involved only a display of weapon. The remaining three (3) uses of force involved the use of a weaponless tactic. There were no uses of lethal or less-lethal weapons.

TYPE OF FORCE	NUMBER OF TIMES USED
Weaponless Tactics	3
Chemical Aerosol	0
Baton	0
Taser	0
Firearm	0

INJURIES

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

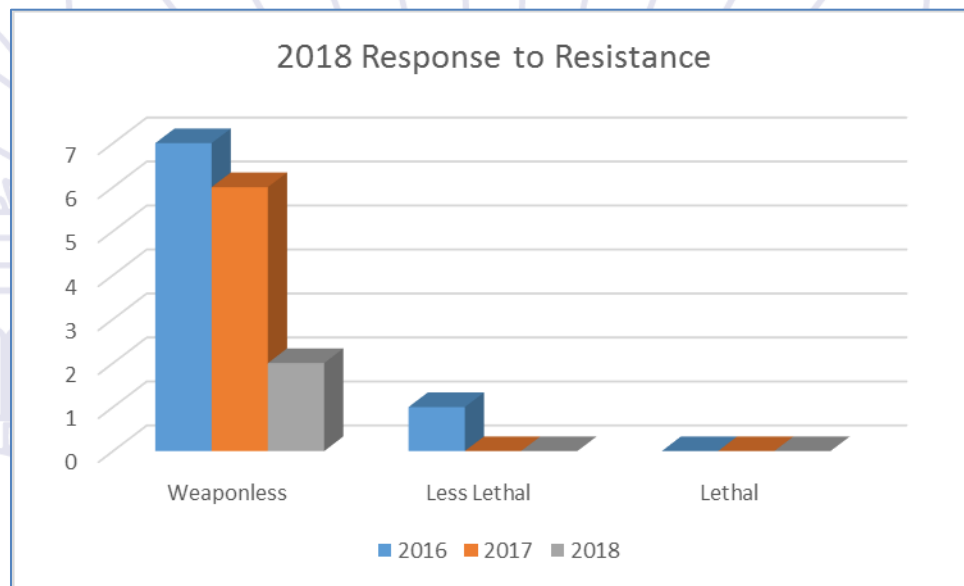
ACTIVITIES, POLICIES & PRACTICES

All sworn officers are trained and tested on the use of force directives annually. The 2018 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 2018 were closely examined by command officers and found to be in compliance.

ANALYSIS

The total uses of force (including display of weapons) in 2018 represents a 50% decrease over 2017, and a 58% decrease over 2016, which marked a three-year high. 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.
- One of the incidents involved a psychiatric emergency
- All of the suspects were actively resisting, as opposed to passive resistance.
- Two of the incidents involved an assault on a police officer.
- All of the incidents involved Caucasian suspects.
- All of the incidents involved male suspects.
- The average age of suspects involved in a use of force was 28.
- None of the incidents involved intoxicated suspects.
- All of the incidents occurred on night shift (6:00 PM – 6:00 AM).
- There was no discernable trend or pattern relating to date and time of incidents, types of encounters, race, age, or gender of subjects involved, or injuries to any person, including employees.
- No single officer had disproportionate uses of actual force.



In 2018, sworn officers arrested 884 people (129 custodial arrests and 755 criminal summonses) and issued 2,525 traffic citations. The aforementioned three (3) 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. 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.

2018 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: 3

<u>Reasons for Pursuit Initiation</u>		<u>Distance Pursued</u>	
Theft Suspect	33%	Under Five Miles	33%
Driving Under Suspension	33%	Five to Ten Miles	33%
Stolen Auto	33%	Over Ten Miles	33%
<u>Initiating Officer</u>		<u>Time of Day</u>	
Officer West	33%	18:00 – 06:00	100%
Sergeant Kibby	33%		
Officer Fannin	33%		
		<u>Disposition</u>	
		Terminated by Officer	100%

The pursuing officers' actions were reviewed in each instance by the assistant chief, and were found to be justified. In one case, the officer was issued a retraining on emergency vehicle communication, however, the fact that all pursuits were terminated by the pursuing officers indicates a clear understanding of policy. In 2018, the Department conducted in-service training on emergency vehicle operations and reviewed the pursuit policy. There is no identifiable trend to suggest a change in our training or policies.

As a result of the 2017 Pursuit Review, all patrol vehicles were outfitted with a new WatchGuard mobile video recorder, and we began using Alert RMS to document the supervisor and administrative reviews. Both changes resulted in a more streamlined and efficient review process. In 2019, we will upgrade to a wireless video download feature which we expect to further improve our efficiency.

2018 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 2018, Assistant Chief Mahan met routinely with the Employee Advisory Committee, which is comprised of officers who submit suggestions or concerns to police administrations. There were no grievances filed during the year 2018.

2018 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 2018, there were three (3) 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
Complaint	Formal	3/7/2018	Theft	3/7/2018	3/7/2018	Unfounded	Telephone
Internal	Informal	4/10/2018	Administrative Review	4/10/2018	4/26/2018	Retraining	N/A
Internal	Informal	5/18/2018	Care and Use of City Equipment	5/18/2018	5/18/2018	Improper Conduct	N/A
Complaint	Informal	5/2/2018	Police Harassment	5/2/2018	6/11/2018	Unfounded/withdrawn	N/A
Complaint	Formal	12/10/2018	Conduct Unbecoming	12/10/2018	12/17/2018	Proper Conduct	Letter

2018 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 2018 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	58%	55%
Female	42%	45%
White	93%	93%
Black	4.2%	5.7%
Other	2.7%	1.3%

TRAINING

In 2018, all officers completed three hours of training on Anti-Biased Policing through the Police One Academy, and all members (sworn and civilian) were required to review the Biased Based Policing directive and pass a written test. Additionally, all members of the agency viewed the International Association of Chiefs of Police Oath of Honor video and reaffirmed their Oath.

CORRECTIVE MEASURES

In 2018, there were no complaints nor indicators of biased based profiling that required corrective measures.

POLICY CHANGES

There were no policy changes recommended during 2018.

2018 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 2018, all command staff received updated training in supervisor responsibilities (G.O. 26.1.5) and included a review of the Early Warning System by use of the Evaluation Supplement Log. The Evaluation Supplement Log is used to document both positive and negative performance, as well as, sick time usage. During 2018, the Evaluation Supplement Log contained 184 entries but did not result in any interventions. It is apparent that the Personnel Early Warning System is an effective management tool.

2018 Annual Special Assignment Review

Annually, the Department reviews the special assignments by listing the positions, indicating the purpose for each position, and evaluating the initial problem or condition that required the position. During 2018, investigative assignments were the only special assignments consisting of one full time and one part time detective.

POSITION RESPONSIBILITIES

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

EVALUATING DEPARTMENT NEEDS

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

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

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

CASE LOAD

During 2018, the criminal investigations section conducted 138 investigations, resulting in 5 CVSA examinations, 54 search warrants or subpoenas, processing 56 crime scenes, forwarding 11 cases to the Clermont Co. Drug Task Force, also closing 30 cases by arrest, 7 cases by warrants being issued, and additionally closing 52 by other means. This resulted in a 68.4% case clearance rate. The Investigative Section case clearance rate is determined by the overall status of the investigation.

2018 ACCOMPLISHMENTS

In 2018 investigations continued utilizing an updated “Case Log” designed to better track investigative statistics, and to improve reporting abilities. Investigators continue to submit daily recaps of their investigations and additional responsibilities. Quarterly meetings were conducted for case log reviews and to address other responsibilities within the section.

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

Investigations completed several high priority cases in 2018 including:

- Continued investigation of the 2009 William C. Jones missing persons case. The investigation was forwarded to Ohio BCI&I in 2016 for additional review, but there were no new developments.
- A report of a rape of a twelve-year-old victim that occurred in June of 2018 was successfully investigated and resulted in a four-count indictment. The court case is still pending in Clermont County Common Pleas.
- In September, the road patrol reported a large number of thefts from vehicles as well as one stolen vehicle. The vehicle was located and later processed. Video obtained through follow up investigation with several businesses led to the identification of three subjects and all three were later charged for the offenses.
- The investigation section handled three overdose deaths in 2018. This is an increase from 2017.
- The investigation section continued to monitor the effect of overdoses within the community and noted a slight decrease in overdoses but an increase in methamphetamine arrests compared to 2017.
- The investigation section handled several fraud and theft cases requiring a higher number of subpoenas and search warrants.

Detective Rogers continued to be the manager over Project Lifesaver. The Milford Police Department now monitors two clients and assists with two additional clients. Investigators continued communication with road patrol through patrol bulletins and periodic attendance in roll call.

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.

2018 Active Threat Response Plan

In 2018, the Milford Police Department continued its commitment to prepare for and mitigate active threats. The following objectives were attained during 2018:

- Firearms training focused on advanced shooting drills.
- The Emergency Operations Plan was reviewed by the Police and Fire chiefs.
- The Police and Fire chiefs reviewed the Emergency Operations Plan and advised for St. Andrews School.
- 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.
- Room & Building Clearing training was attended by all sworn personnel.

2019 Goals and Objectives

Goal

Improve the efficiency of Mayor's Court payments.

Objectives:

- Implement on-line payment options.

Goal

Reduce the number of heroin overdoses

Objectives:

- Utilize the Milford Miami Addiction Response Team to provide in-home follow-up visits with residents who have overdosed.
- Coordinate enforcement efforts with the Clermont County Drug Unit, and the Hamilton County Heroin Task Force.

Goal

Reduce auto accidents on Chamber Drive

Objectives:

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

2018 Recruitment Plan Analysis

Goal

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

Work Force Analysis

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

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

Evaluation

The benefits of a diverse workforce are recognized and the following recruitment plan will be utilized to attract ethnic minorities to compete in the upcoming entrance exam for patrol officers:

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