

# TOLEDO POLICE DEPARTMENT



Photo by Scott Grau

## Biannual Community Safety Report 2023

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## **Introduction**

The department has taken a multi-faceted approach to remedy crime in the City of Toledo. Along with proactive crime initiatives such as TE.A.M (Toledo Enhancement Area Method) and STOP (STOP the violence), the department has employed a partnership with the community that includes placing officers in a position to interact daily with citizens in a non-confrontational manner through the efforts of the Community Services Section. The department has also heavily invested in technology to fight crime. Gunshot detection technology sensors, license plate readers and safety cameras have been installed throughout the city. This is an effort to combat criminal activity by utilizing a modern approach through a combination of technology, data analytics and traditional policing methods.

The leaders of the Toledo Police Department believe that a professional, transparent law enforcement agency, in partnership with the community, is the best model to protect and serve the citizens of the City of Toledo. Furthermore, the department has remained a CALEA (Commission on Accreditation for Law Enforcement Agencies) certified police agency since 2003. CALEA is a national organization that provides public safety agencies with an opportunity to voluntarily meet an established set of standards which require independent review by subject matter experts on an annual basis. The department received its most recent recertification award in 2022. The department is also a part of the Ohio Collaborative since its inception in 2015. The Collaborative works closely with their partners, including the community and law enforcement agencies, to implement new policy standards to increase accountability within the law enforcement community. All law enforcement agencies are expected to meet or exceed these standards as they develop policies and procedures to meet newly established expectations.

The department developed and published a police transparency website which focuses on increasing trust and legitimacy in the community. The website allows members of the community to view crime stats as a whole throughout the city as well as within their neighborhoods. Citizens can also find a link to a Public Comment portal that allows anyone wishing to provide comments directly to CALEA. The public may critique the Toledo Police Department's compliance with CALEA standards, engagement in the service community, delivery of public safety services, and overall candidacy for accredited status. Finally, the transparency website also breaks down the demographics of the department as compared to the demographics of the community and provides links to the department's annual Response to Resistance Analysis, Bias Free Policing Analysis and Pursuit Analysis reports.

The information contained in this report is primarily derived from data collected between January 1, 2023 and April 30<sup>th</sup>, 2023.

## Officer Data and Current Staffing Levels

The strength of the Toledo Police Department as of: April 30, 2023						
		Retire	Resign	Terminate	Promotion	New Hires
	<u>Actual</u>	<u>YTD</u>	<u>YTD</u>	<u>YTD</u>	<u>YTD</u>	<u>YTD</u>
Chief	1	1	0	0	1	
Deputy Chiefs	3	0	0	0	0	
Captains	9	0	0	0	2	
Secretary of Police	1	0	0	0	0	
Lieutenants	28	1	0	0	2	
Sergeants	94	2	0	0	1	0
Patrol Officers	475	10	4	0	4	0
Total Sworn	611					
Cadets	36		5			
Lateral Transfers**						3
Civilians*	57	0	1	0		2
Total Department	703					
41 Cadets hired on 4/7/23						
Lateral Transfers moved to Patrol						
One D/C demoted to Captain eff. 4/20/23						
One Officer reinstated eff. 4/3/23						

The chart below displays the department's current personnel levels by race, gender, and position as of April 30<sup>th</sup>, 2023. This chart does not display civilian employees.

	Chief	Deputy Chief	Captain	Lieutenant	Sergeant	Patrolman/36 Cadets	Total	% of Dept.
W/M	1	2	7	21	69	326	426	65%
W/F		1	1	6	7	65	80	13%
B/M			1		10	47	58	9%
B/F					2	21	23	3%
H/M				2	1	37	40	6%
H/F					2	7	9	1.5%
O/M					2	7	9	1.5%
O/F					1	1	2	1%
TOTAL	1	3	9	29	94	511	647	100%

## **Department Training Requirements**

The Toledo Police Department provides continuous education to all officers in order to remain in compliance with the Ohio Peace Officer Training Commission (**OPOTC**), The Commission on Accreditation for Law Enforcement (**CALEA**) and the professional standards of the Toledo Police Department. Listed Below is a detailed summary of mandatory training required by each officer as well as training courses offered (non-mandatory) for the year of 2023. Training courses can be taught by internal Toledo Police certified officers or experts in their respective fields. All department training is coordinated and approved by the Toledo Police Academy Commander.

The department applied for the Ohio Attorney General's STAR Training Center designation in 2022. The designation creates a professional standard and an incentive for excellence for the Toledo Police Academy to achieve. OPOTC Approved Basic Academies, who voluntarily seek the STAR designation, demonstrate their belief that "Raising the Bar" is essential in producing top cadets to the law enforcement agencies who employ them, and the communities they serve. After the Toledo Police Academy applied for the STAR designation, the State Compliance Officer audited the Academy, on July 13, 2022. The purpose of the audit was to ensure that all established criteria has been met. Some of the mandatory criteria included having more than ten instructors per academy, periodic academic assessments, written policies regarding discipline, eighty-five percent of cadets being able to sit for state certification, passing physical fitness standards, adding additional training topics not required by the state, training on technology devices, and at least eighty percent of academy cadets being commissioned within one year of completing the state certification exam. The Academy passed the audit and was awarded the STAR designation in the first quarter of 2023.

### **2023 OPOTC Required Training**

<b>Course - Required</b>	<b>Hours Required</b>	<b>Agency Required by</b>
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<b>School Safety and Threat Assessment</b>	<b>3</b>	<b>OPOTC</b>
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Course Description: Learning to assess and address indicators of potential violent behaviors and factors that could lead up to active shooter events or mass violence as well as response to critical incidents.

<b>Legal Updates</b>	<b>3</b>	<b>OPOTC</b>
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Course Description: Informing officers of recent changes in the Ohio Revised Code focusing on *Toledo Municipal Court Prosecutor Reviews* and *Hazing Laws*.

Search and Seizure Legal Update	2	OPOTC
Course Description: Informing officers of previous laws that have changed or no longer exist, focusing on <i>Constitutional Carry Law</i> and <i>Terry Stops</i> .		
Subject Control/Use of Force	2	OPOTC/CALEA
Course Description: Instruct and practice subject control techniques (subject approach and control, striking principles, take downs, handcuffing, ground defense, etc.) as well as weapon encounter defense (use of deadly force situations), ethical decision making and practical application scenarios.		
Less Lethal Options	2	OPOTC/CALEA
Course Description: Provide officers training to develop necessary "less lethal" tactical techniques while using less lethal tools (Taser, asp, mace, etc.) to de-escalate dangerous situations.		
First Aid/CPR	4	OPOTC
Course Description: Teaching officers basic life saving techniques, including those suffering from cardiac arrest for adults, children and infants while using classroom instruction and practical applications. All officers must meet required performance standards regulated by an accrediting agency.		
Wellness	8	OPOTC/CALEA
Course Description: Providing physical fitness assessments to all officers, screening for specific medical conditions and discussing mental health, stress while reinforcing positive eating and sleeping habits.		
Firearms Qualifications	4	OPOTC/CALEA
Course Description: Provide officers with skill-based training which include (but not limited too); weapon malfunctioning drills, move and shoot drills, pistol and shotgun re-qualifications and weapon maintenance.		
Taser Recertification	2	OPOTC/CALEA
Course Description: Provide officers with legal updates regarding Taser and skill-based training which include; Taser malfunctioning drills, scenarios and user recertification.		

## Additional Offered Training

Course	Hours Required
<b>Basic Instruction Skills</b>	<b>80</b>
Course Description: Providing officers with necessary state requirements (mandated by OPOTA) for teaching a Basic Police Academy class. This course contains student-centered learning core principles and adult learning theories. Officers will learn to develop lesson plans and behavioral objectives, develop test questions, evaluate and measure student performance as well as understanding instructor liability	
<b>Active Threat/Shield Training</b>	<b>8</b>
Course Description: Provides officers with classroom and hands on scenarios simulating active shooter situations involving schools, malls and other public venues. Officers will focus on search tactics, weapon handling as well as using ballistic shields in these events.	
<b>Crisis Intervention Team</b>	<b>40</b>
Course Description: Providing officers the most effective response possible to police situations involving people who are experiencing a mental health crisis.	
<b>Crisis Incident Negotiator</b>	<b>8</b>
Course Description: Teaching officers basic skills, techniques and concepts required of any critical incident negotiator, with an emphasis on communication and active listening.	
<b>Basic Police Mountain Bike Patrol</b>	<b>40</b>
Course Description: Officers will learn the necessary skills for the safe operation of a police mountain bike while performing police duties such as suspect apprehension and weapon use.	
<b>Advanced Roadside Impaired Driving Enforcement (ARIDE)</b>	<b>16</b>
Course Description: Teaches officers to observe, identify and articulate the signs of impairment related to drugs and alcohol with the goals to reduce impaired-driving incidents and crashes which results in serious injuries and/or fatalities.	
<b>Mobile Field Force</b>	<b>8</b>
Course Description: Provides officers training in basic mobile field force tactics including concept and mobilization, squad formations, use of force, use of baton, mobile tactics and rescue tactics. Both classroom and practical application of skills are applied.	

Course	Hours Required
<b>Traffic Collision Investigations-Level 1</b>	<b>80</b>
Course Description: Teaching officers to become Traffic Investigators by including instruction on gathering evidence from vehicles and roadways, human factors, field sketches, measuring and diagramming, photography and more. Mathematical formulas will be introduced to determine factors such as speed and velocity.	
<b>Advanced Traffic Collision Investigations-Level 2</b>	<b>80</b>
Course Description: Building on concepts from "Traffic Collision Investigations-Level 1", instruction will include advanced techniques in measuring and mapping, vehicle behavior, and analysis of vehicle lamps and safety systems. Mathematical formulas will be practiced and built on to determine factors such as speed, velocity, airborne time and distance.	
<b>Traffic Collision Reconstruction-Level 3</b>	<b>80</b>
Course Description: Qualifying Traffic Investigators to reconstruct traffic collisions. Instruction will include human factors, Newton's Law of Motion and basic physics. Mathematical formulas will be taught to determine momentum, vector analysis, energy, speed, velocity, time and distance. Officers will participate in staged traffic collisions reconstructions involving motor vehicles, pedestrians, motorcycles and commercial motor vehicles.	
<b>Mass Protest and Demonstrations/First Amendment Rights</b>	<b>2</b>
Course Description: Providing officers with a guideline of planning and preparation for mass protest and demonstrations, informing officer of their roles and responsibilities during demonstrations and reiterate critical thinking during the crowd control process and use-of-force situations, while not violating citizen's civil rights.	



## Disciplinary Issues

Allegations of officer misconduct are tracked by the Internal Affairs Bureau. Minor policy violations are investigated by shift level supervisors. Major violations of policy are investigated by personnel in the Internal Affairs Bureau. The Internal Affairs Bureau is headed by a Captain and is additionally comprised of one Lieutenant and two Sergeants. The department uses video recording systems (in-car camera, body worn camera) to assist in the investigation of misconduct by officers.

The meanings of the findings in the following chart are listed below:

- **SUSTAINED** – The investigation established sufficient evidence to clearly show that the wrongful act alleged in the complaint did occur.
- **SUSTAINED - NO PENALTY** - The investigation established sufficient evidence to clearly show that the act alleged in the complaint did occur. However, the chief of police, at his/her sole discretion based on mitigating circumstances, has decided not to issue discipline.
- **NON-SUSTAINED** – The investigation was unable to find sufficient evidence to prove or disprove the allegation of a wrongful act made in the complaint.
- **EXONERATED** – The act described in the complaint did occur however, the investigation revealed the act was lawful and in accordance with established department policy and procedures.
- **UNFOUNDED** – The investigation proved conclusively that the alleged act did not occur and/or the accused officer did not commit the act or there is no credible evidence to support the complaint.
- **INSUFFICIENT EVIDENCE**– The chief of police has determined that an investigation is unable to proceed due to a lack of cooperation on the part of the complainant or an inability to contact the complainant.

### **Sustained Findings January 1, 2023 - April 30, 2023**

<b>Violation</b>	<b>Action</b>
Absent Without Leave	Resigned
Body Worn Video Camera System	Verbal Reprimand
Body Worn Video Camera System	Verbal Reprimand
Caravanning	Verbal Reprimand
Conduct Unbecoming An Officer	Suspension
Demeanor	Counseling
Demeanor	Counseling
Demeanor	Verbal Reprimand
Demeanor	Written Reprimand
Demeanor	Written Reprimand

<b>Violation</b>	<b>Action</b>
Detainee Safety	Counseling
Discourteous Treatment	Counseling
Failure to Complete Required Reports	Verbal Reprimand
Employees Identifying Themselves	Counseling
Inattention Or Careless In Performance Of Duty	Counseling
Inattention Or Careless In Performance Of Duty	Verbal Reprimand
Lack Of Energy	Counseling
Lack Of Energy	Counseling
Neglect Of Duty	Written Reprimand
Neglect Of Duty	Written Reprimand
Property in Vehicle	Verbal Reprimand
Property Management	Verbal Reprimand
Pursuit Operations	Verbal Reprimand
Pursuit Operations	Verbal Reprimand
Pursuit Operations	Verbal Reprimand
Reassignment of high priority calls	Counseling
Reporting for Court	Counseling
Reporting for Court	Verbal Reprimand
Reporting for Court	Verbal Reprimand
Rules for Use of Department Vehicles	Counseling
Rules for Use of Department Vehicles	Counseling
Rules for Use of Department Vehicles	Counseling
Rules for Use of Department Vehicles	Counseling
Rules for Use of Department Vehicles	Counseling
Rules for Use of Department Vehicles	Counseling
Rules for Use of Department Vehicles	Verbal Reprimand
Securing equipment	Counseling
Statement of Attending Physician	Resigned
Storage of Firearms	Counseling
Submission Of Property	Counseling
Submission Of Property	Counseling
telecommunications	Written Reprimand
Transporting Detainees	Counseling
Transporting Detainees	Counseling
Unnecessary Use of Physical Control Techniques	Suspension

**Total Discipline Issued by Type Jan 1, 2023 to April 30, 2023**

Counseling	Verbal Reprimand	Written Reprimand	Suspension	Resigned
22	14	5	2	2

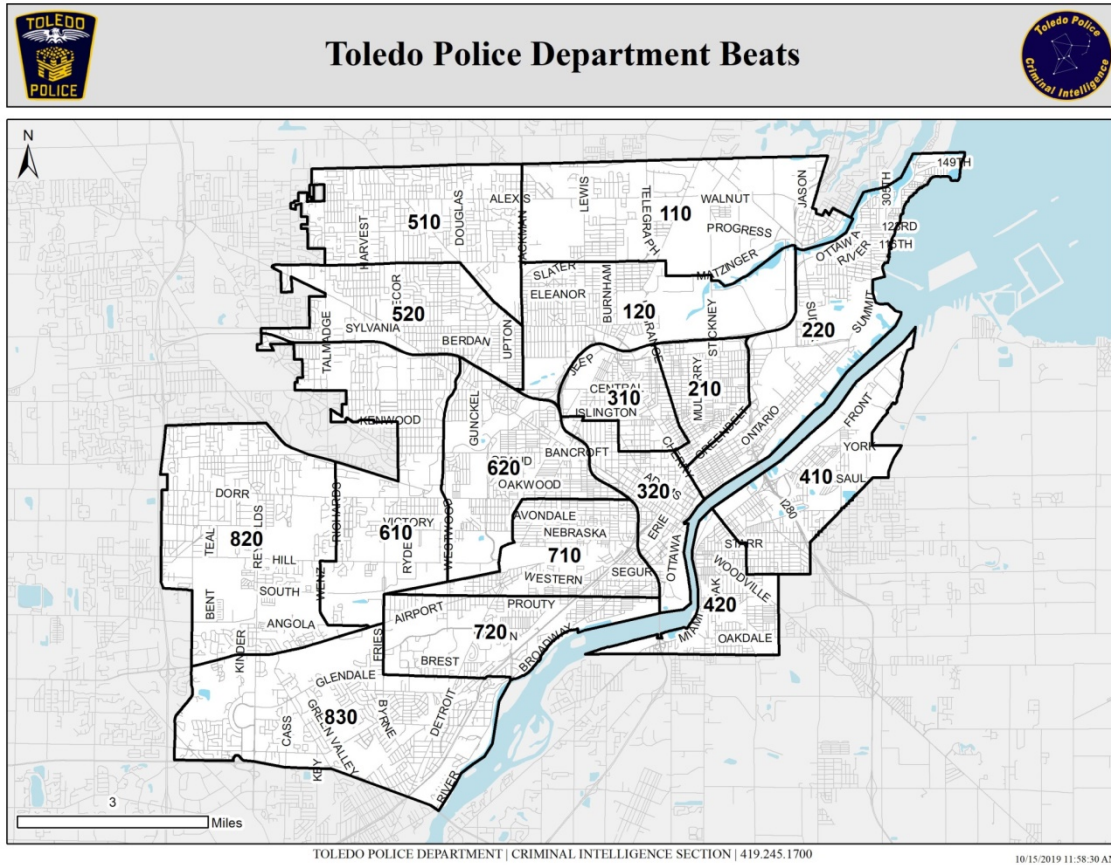
**Total Number of Complaints Taken from January 1, 2023 - April 30, 2023**

Internal Complaints	Citizen/External Complaints
45	9

\*A single complaint may name multiple officers\*

## Toledo Police Beats

The department divides the city into sectors as can be seen from the following map. Each sector is then broken up into two different beats. For example, beat 110 and beat 120, make up sector 1.



## Crime Statistics

It is important to note that the City Council District Levels do not match those of the Toledo Police Departments beats/sectors. The data below has been configured to match tracked crimes at the district levels and zip codes from January 1, 2023 to April 30, 2023. These tracked crimes enable the department to predict movements and directions of criminals and possible areas of crime. Crimes which may be reported as 'Shooting Incidents' include Aggravated Burglary, Aggravated Robbery, Homicides, Shots Fired Within the City Limits, Aggravated Assault, Felonious Assault, and Discharging a Firearm into a Habitation.

The department is working through difficulties in providing data on race, ethnicity, and gender. We are holding discussions internally and with NORIS to provide the best data available. Many

challenges exist when attempting to extract data by race ethnicity and gender, some of which can be mitigated. Other inaccuracies will persist for the reasons explained below.

Categories for ethnicity are limited to pre-selected option fields and do not always match the true ethnicity of a person. Officers record their impression of an individual's race. A significant population identifies as multiple races, or exhibits perceived physical characteristics of more than one race or ethnicity. Over multiple encounters with multiple officers, often individual demographics are recorded differently based on perception. The perception issue can also exist when considering gender.

Race and Ethnicity information can become problematic based on the way it is tracked from multiple sources (ReportWise, CAD, and NORIS). Persons can be entered as multiple classifications on a report. These include suspect, victim, person reporting, parent, etc. This can result in the same person being counted multiple times depending on how the statistics are compiled. It can become problematic when an individual involved in a crime is reported on both the initial report as well as any supplemental report. One example of over representing an individual is if he is recorded as John Doe, John A. Doe, Jon Doe, etc. The duplication cannot be resolved because many times no unique identifier exists which can be used to merge the record (For example: Social Security Number or RID). First and last names cannot be used to merge because of the possibility of two people having the same name. Additionally, when an 'unknown' name suspect is entered with multiple suspects on a report, there is a potential that two suspects will merge to one based on the name given 'unknown'.

A witness may provide demographic information based on visual cues that cannot be confirmed when the suspect is unknown. Because of this, a greater number of crimes could be attributed to one demographic over another with no credible source. At times, a 911 caller is not located or positively identified, leaving officers without the benefit of speaking with any witnesses whatsoever.

Suspects are not always identified in the initial report. If the suspect is identified at a later date, it is frequently entered in the narrative section of the supplemental which cannot be tracked. This can occur when a detective completes an investigative supplemental. There is no mechanism for one officer to open a completed report to change information recorded by the original report writer, even after the case is resolved. The suspect who was identified later will not be tallied in the statistics.

There are general data entry issues and errors that cause concern. A number of difficulties cannot be entirely resolved with the current system. As noted, we are working on a solution to remove some of the inaccuracies so that an estimate can be provided.

### District Level

DISTRICT:	1	2	3	4	5	6
AUTO THEFT	89	36	51	80	64	85
BURGLARY	105	56	90	126	28	41
HOMICIDE	4	1	2	4	0	1
ROBBERY	14	12	19	39	7	16
SHOOTING INCIDENT	151	24	287	342	8	34
THEFT FROM MOTOR VEHICLE	90	57	43	68	79	80
Grand Total	453	186	492	659	186	257

### Zip Code: (blank) refers to no zip code reported

Zip Code:	43537	43602	43604	43605	43606	43607	43608	43609	43610	43611	43612	43613	43614	43615	43620	43623	(blank)
AUTO THEFT	0	6	17	26	53	43	23	29	5	14	86	28	19	22	12	22	
BURGLARY	1	0	41	57	38	41	35	42	9	32	32	26	30	40	15	7	
HOMICIDE	0	1	0	1	1	2	1	2	0	0	2	0	0	1	1		
ROBBERY	0	0	16	13	9	6	11	7	0	3	10	7	8	4	8	5	
SHOOTING INCIDENT	0	1	78	255	56	111	141	33	33	11	40	21	4	19	41	0	2
TFMV	1	1	29	23	46	45	15	25	6	22	56	37	32	48	8	23	
Grand Total	2	9	181	375	203	248	226	138	53	82	226	119	93	134	85	57	2

### Grand Total

January 1 - April 30	2023	2022	% CHANGE
AUTO THEFT	405	395	2.5%
BURGLARY	446	449	-0.7%
HOMICIDE	12	14	-14.3%
ROBBERY	107	179	-40.2%
SHOOTING INCIDENT	846	740	14.3%
THEFT FROM MOTOR VEHICLE	417	639	-34.7%
Grand Total	2,233	2,416	-7.6%

## Crime Statistics by Neighborhood

\*Please see Appendix 1 for map\*

	AUTO THEFT	BURGLARY	HOMICIDE	ROBBERY	SHOOTING INCIDENT	TFMV	Total:
Alexis Addition		2				1	3
Arlington	4	9		3	4	5	25
Asbury Park	11	3	1	1	7	3	26
Auburndale	3	3		1	3	1	11
Bancroft Hills	5	2			3	6	16
Bennett Park	6	1			2	3	12
Bernath Village	3	3			1	6	13
Beverly	2	2			4	3	11
Birmingham	3	4		1	32	1	41
Bronson-Birckhead					5	1	6
BUMA	5	7		1	17	4	34
Burroughs	9	5	1	1	6	3	25
Byrne-Airport	1	6		1	4	3	15
Byrne-Hill	2	2			2	3	9
Campus						1	1
Clinton Park		1		1	11		13
Close Park	2				1	4	7
Copland	2	1		2	1	2	8
Corey Woods	1					1	2
Crossgates	6	8		2		10	26
DeVeaux	4	3			1	8	16
DeVilbiss	15	12	1		12		40
Dorr-Richards						2	2
Downtown	3	12		3	2	11	31
Eastgate		6			2	4	12
Englewood	6	14	1	4	40	6	71
Franklin Park	4	1		4		6	15
Garfield	1	5		2	12	5	25
Glendale-Heatherdowns	1	2		2	1	6	12
Hampton Park	6				3	9	18
Harvard Terrace	1	2			1		4
Highland Heights	6	5		1	2	5	19
Industrial North	13	4			2	10	29

	AUTO THEFT	BURGLARY	HOMICIDE	ROBBERY	SHOOTING INCIDENT	TFMV	Total:
Ironville	1				3		4
Jackman Park	2	3		1	1	5	12
Joe E. Brown Park	2	7		1	19	2	31
Junction	19	14	1	2	65	11	112
Library Village	21	6		6	5	10	48
Lincolnshire	10	3				7	20
Manhattan Park		1					1
Mayfair Park	7	3		2	5	8	25
Navarre	5	15		2	81	3	106
North River	8	22		3	9	5	47
North Towne	4	2		2	2	11	21
Northgate Park	3				2	4	9
Oakdale	5	9			38	2	54
Old Orchard	12	9		1		20	42
Old South End	9	19			19	10	57
Old West End	9	11	1	3	23	4	51
Olde Towne	2	2			16	3	23
Ottawa	16	5		3	11	10	45
Ottawa Hills		1					1
Overland	2	3			11	1	17
OWENI	1	2			7	3	13
Point Place	5	10			1	14	30
Polish Village	5	14	1	3	32	5	60
Ravine Park	3	2	1		15	2	23
Raymer	4	13		3	46	5	71
Reynolds Corners	14	19		1	5	23	62
River Road						1	1
Scott Park	11	10		1	14	5	41
Secor Gardens	7	7	1		6	7	28
Sherman	11	12	1	7	76	6	113
Shoreland	3	1			1	4	9
Sleepy Hollow	4	5	1		7	11	28
South Hill	2	7	1		1	6	17
Southwyck	3	4			1	4	12
Starr	4	9		5	29	5	52
Swan Creek	4	11		3	8	9	35
Tamaron	3	5		1	1	1	11
Thyer Park	1					1	2
Trilby	14	6		2	4	19	45
Uptown	3	5		1	2	8	19



	AUTO THEFT	BURGLARY	HOMICIDE	ROBBERY	SHOOTING INCIDENT	TFMV	Total:
Valleybrook	1					2	3
Vistula	5	12		10	53	3	83
Walbridge	3	5		2	2		12
Warehouse District	2	6		1		4	13
Warren-Sherman	9	6		6	25	4	50
Wernert's Corner	3			1		3	7
West Franklin Park	9	4		1		5	19
West Garden	1			2			3
Westmoreland	1	2			7	1	11
Willys	7	9		1	12	7	36
<b>Grand Total</b>	<b>405</b>	<b>446</b>	<b>12</b>	<b>107</b>	<b>846</b>	<b>417</b>	<b>2233</b>

### Proactive Initiatives

2023 Gang Sweep YTD Totals:	3/9/2023
Persons Arrested	21
Felony On View	13
Felony Warrants	7
Misdemeanor On Views	7
Misdemeanor Warrants	33
Traffic Stops	62
Traffic Citations	40
Suspect Stops	0
Guns Recovered	1
Marijuana (oz.)	11
Marijuana Value	1,100
Cocaine (g)	12
Cocaine Value	\$1,200
Heroin (g)	18.5
Heroin Value	\$3,700
Other Drugs	14
Other Drugs Value	\$275
Currency Seized	\$3,830

## STOP Year to Date Totals

2023 STOP Year to Date Totals:			
Traffic Stops	376	Gang Sheets	18
Traffic Citations	253	Non-Adversarial Citizen Contacts	906
Suspect Stops	5	S.T.O.P. Flyers	50
Guns Recovered	17	Vehicles Towed	14
Marijuana (oz)	45.7	Junk Autos	84
Marijuana Value	\$4,580	Parking Citations	4
Cocaine (g)	25	School Visits	31
Cocaine Value	\$2,500	Crime Prevention Flyers	61
Heroin (g)	6.5	Vehicle Report Cards	55
Heroin Value	\$1,300	Gun Locks	4
Other Drugs	89	Business Visits	102
Other Drugs Value	\$5,310	Children Handouts/Gift	73
Currency Seized	\$24,502	Foot Patrol (min)	325
Calls For Service	15	Complaints Followed Up On	20

## Weapons Seized

The Toledo Police Department has booked 456 firearms into the property room during the period of January 1, 2023 to April 30<sup>th</sup>, 2023.

## T.E.A.M Initiative

On February 27, 2023, the Toledo Police Department along with other local, state, and federal agencies began Operation E.S.S.E.X. II (East Side Safety Expansion), which is the first Toledo Enhancement Area Method (T.E.A.M.) operation of 2023.

The law enforcement portion of E.S.S.E.X. II was successful in addressing gun violence, narcotics sales, traffic violations, and blight. Officers were also tasked with contacting local businesses to assess their needs. T.E.A.M. operations will carry on through 2023 as the department continues to partner with other Toledo public service departments and the community to improve the quality of life for the residents of Toledo.

## Operation E.S.S.E.X. II by the Numbers Guns

Guns Seized: <b>22</b>	Non-Enforcement Citizen Contacts/Assists: <b>242</b>
Search Warrants Executed: <b>15</b>	Gun Safety Programs: <b>4</b>
Dollar Amount of Drugs Seized: <b>\$70,390</b>	Gun Safety Billboards: <b>4</b>
Persons Arrested: <b>222</b>	Bike/Foot Patrol Hours: <b>83</b>
Citations Issued: <b>663</b>	Community Meetings (Michael's Café and East Toledo Family Center): <b>2</b>
DUI Arrests: <b>10</b>	CPTED (Area Businesses & School Contacts): <b>11</b>
Parking Tags Issued: <b>266</b>	Junk/Abandoned Cars Towed: <b>136</b>
Truants Processed: <b>6</b>	Blighted Properties / City Referrals: <b>216</b>

### **Calls for Service**

Calls for Service data was collected from the Lucas County 911 Center. The sector with the most calls for service in the first four months of 2023 was sector 6. The next three most active sectors for calls for service were sector 7, sector 3, and sector 1. The sector with the least amount of calls for service was sector 2. The total amount of calls for service from January 1, 2023 to April 30<sup>th</sup>, 2023 was 43,254.

<i><u>Total Calls for Service</u></i>		
Beat	Calls	Total by Sector
110	2,169	5,351
120	3,182	
210	1,918	4,895
220	2,977	
310	2,182	5,408
320	3,226	
410	2,497	5,323
420	2,826	
510	2,462	5,338
520	2,876	
610	2,549	6,069
620	3,520	
710	3,393	5,786
720	2,393	
820	2,619	5,084
830	2,465	

## **Recruitment Efforts**

The Toledo Police Recruitment Unit temporarily added a sergeant and two patrolmen to the unit in January of 2023 in an effort to recruit a larger pool of applicants, from a variety of backgrounds, to work for the Toledo Police Department. The application process opened on 3/2/2023 and as of 4/18/2023 there have been 253 applicants. The goal of the unit is to recruit people who have a strong work ethic and a good moral compass. We strive to employ those who have valuable life experiences and can use these experiences to relate to and empathize with the community, as well as keep them safe. The department is actively seeking to hire an exceptional workforce that reflects the diversity and demographic makeup of the City of Toledo. Furthermore, the Recruitment Unit is finding new and innovative ways to engage minority and women candidates during this recruitment period and encourage them to apply to become Toledo Police officers. The Toledo Police Department is utilizing multiple recruitment and marketing strategies to increase the number of qualified applicants:

**Job Fairs:** The recruitment unit has attended job and career fairs throughout the region. A number of events are still on the horizon. This year, the recruitment team will attend events in Detroit, the Cleveland Metro Area, Bowling Green State University, Defiance, and the Toledo region.

**Social Media:** The Toledo Police Department's recruitment unit is using social media to assist with recruitment efforts. The Toledo Police Department's Facebook page has over 144,000 followers, giving us a large audience. They have posted short recruitment videos throughout the campaign. Our Facebook account is linked with our Instagram and Twitter pages, giving us an even larger reach across multiple platforms. Facebook ads have been purchased and focused within regions with higher minority populations to attract minorities to our department. Recruitment will continue utilizing social media in our recruitment efforts.

**Marketing Company:** The Toledo Police Department is continuing a partnership with V Creative, which is a marketing firm. The firm assisted us with rebranding and creating messaging for our recruitment ad, emphasizing the need for a diverse department. The company created a funnel system that has given us an opportunity to engage our candidates with personalized automated messaging. Each recruiter has had the task of sending a personalized message. We will continue to update candidates each step of the way in the process.

**Newspaper and television advertisements:** Recruitment advertisements are being placed in minority-targeted print media outlets. These outlets include LaPrensa and The Sojourner's Truth. It was identified that Hulu Digital ads air on premium content, have the largest ad-supported user base, reach a cord-cutter audience, use comprehensive targeting metrics, and are not able to be skipped. We aired our recruitment ad on Hulu Plus during the month of April and are continuing to do so in May and June. We are projected to get 64,284 impressions over this three-month period.

**Movie Theater Ads:** We aired our 30-second commercial in the best placement possible from 03/04/2013 to 03/26/2013 at Franklin Park Mall and Levis Commons 12 movie theaters. The following movies played during that time frame: Creed III, Scream 6, and John Wick Chapter 4, along with other movies. The projected number of impressions is 61,705 between both theaters. If additional funds are left over from the recruitment drive, they will be used for Indiana Jones and the Dial of Destiny or Guardians of the Galaxy Vol. 3.

**Billboards:** Lamar Advertising and TDO Advertising agreed to donate digital and standard billboard space during the Toledo Police Department's recruitment efforts. Our recruitment ad has appeared on multiple billboards across the city of Toledo.

**Civil Service Testing:** The City has entered into a contract for a seventh year with the National Testing Network (NTN) to conduct its entry-level police examinations. This is beneficial because it allows candidates to take the exam from home. Furthermore, we secured testing waivers for up to 1,000 applicants, which will waive the \$55.00 testing fee. The only requirement to receive this waiver is that you must live within the city of Toledo or attend the University of Toledo (proof of residency must be provided). If someone takes an in-person exam (hosted by TPD), they can take the exam for free. Recruitment has hosted one in-person exam and plans to host two more.

**Informational Sessions:** The recruitment team has hosted multiple in-person events and informational sessions. They plan on hosting at least five informational sessions. This will give officers the opportunity to answer frequently asked questions and talk more about our department. The recruitment team put together a PowerPoint that highlights what Toledo has to offer.

**Community Pillars:** Initial meetings have been held with individuals who we have been labeled "community pillars." These leaders have invited us to community events throughout the city. While there, we have been able to engage the public and actively recruit, informing people about the position of police officer.

**Colleges:** We have been actively recruiting qualified individuals from areas throughout our region and out of state as well. Officers have contacted over 40 colleges throughout Ohio and Michigan, specifically targeting criminal justice students. We have also contacted 42 Ohio police academies and 20 Michigan police academies. Those contacted have either hosted TPD for an informational session or distributed our recruitment materials to their students.

**Live Patrol:** To gain media attention for our department we have participated on the show “On Patrol: Live” every Friday night since March. This has been beneficial as we receive recognition from citizens throughout the community and sparks interest in our department.

**PS419 Program:** The department has entered into a partnership with Owens Community College, Toledo Fire and Rescue and Toledo Public Schools to help prepare Toledo Public School students for a career in law enforcement, firefighting, 911 dispatch or emergency medical services. Sophomores, juniors and seniors take courses relevant to public safety and receive hands on training from instructors and actual public safety professionals. The department currently has 14 active mentors that stop by the classes to support, offer encouragement, and discuss relevant topics about Law Enforcement. In conjunction with the program, the department’s hockey team has held a charitable hockey game the last two years to raise money for scholarships for students participating in the PS419 program and who want to further their education or start a career in public safety. The Toledo Police Recruitment Team has also attended several PS419 events and are actively engaging the students to keep them on a pathway towards a career in Law Enforcement.

**College Internship Program** – The Toledo Police Departments college internship program allows college students to gain valuable job experience by working hands-on with officers in different areas of the department such as criminal intelligence, the forensics lab and the detective bureau. The department has fostered relationships with the University of Toledo, Bowling Green State University, Tiffin University and Lourdes College to name a few. Approximately 12-15 students interned with the department since January of 2023.

**30 X 30 Initiative** - The initiative is a coalition of police leaders, researchers, and professional organizers who have joined together to advance the representation and experiences of women in all ranks of policing in the United States. The Toledo police Department has partnered with this initiative.

## **Goals and Priorities of the Toledo Police Department**

Each calendar year, the department establishes goals and objectives in an effort to improve the department and the city we serve. Each division is directed to evaluate their internal processes and establish goals and objectives for the upcoming year. The progress of meeting these goals and objectives is reported to the Chief of Police each quarter. The below report documents the Toledo Police Department's first quarter progress for 2023:

### **OPERATIONS DIVISION:**

#### **Increase participation in the RSVP program by 25 % (10 Volunteers) in 2023**

We started the year with 36 active RSVP volunteers. The first week of May, 18 volunteers began the new RSVP class. All 18 completed the course, graduating on Friday May 5, 2023. Seven additional applicants have been placed on a waiting list for a class that is scheduled for the fall of 2023. This will result in a 50% increase in volunteer participation.

#### **Increase the number of officers in FOD by 5%. This can be achieved by the new class graduation and maintaining that number in 2023. This will help reduce overtime and recall**

At the beginning of 2022, there were 261 patrol officers assigned to the Field Operation Division. As of April 11<sup>th</sup>, 2023, there are 282 officers in FOD for an 8% increase in staffing. A new Academy Class started on April 7<sup>th</sup> and will result in the graduation of approximately 37 officers in November of 2023.

#### **Decrease fatal accidents by increasing speed and seatbelt citations by 10%**

In Q1 of 2023, the Traffic Section has had a 20% increase in speeding citations and a 28.5% increase in seat belt citations from the same period in 2022. As a result of these traffic enforcement methods, there have been only 6 traffic related fatalities in Q1 of 2023 which is a 25% decrease from 2022.

#### **Increase the number of CIT officers in Operations by 5%. Mental health calls are increasing and more CIT trained officers would help Field Operations response to the community**

Twenty officers were selected to attend the five day CIT (Crisis Intervention Team) training course that was held the week of March 6<sup>th</sup>. FOD started the year with 92 CIT trained officers. This is a 22% increase in CIT trained Operations officers.



## **INVESTIGATIVE SERVICES DIVISION:**

### **Increase the number of drug-related search warrants by 5% over the 2022 numbers**

In the first quarter of 2022, there were 42 drug related search warrants executed. In the first quarter of 2023 there were 44 search warrants executed resulting in a 4.76% increase. This goal will be continuously worked on throughout the calendar year.

### **Install new cameras throughout the city based upon intelligence data**

Recently, 60 locations throughout the city, (5 cameras for each location), were selected for surveillance camera install by the Criminal Intelligence Section. The sites were based on crime data and pedestrian traffic data (tourist areas). The cameras began arriving in April. The installation of the cameras should be actualized by the end of 2023. The Department of Transportation is installing the cameras.

### **Complete the integration of FUSUS within the department and work with the City's administration to market the platform to businesses in our community**

FUSUS went on-line at the end of Q4 of 2022. Department personnel are currently being trained on how to use the program. Cameras from businesses, schools, TPD trailer cameras and public housing complexes have been incorporated into the system. City parks and traffic intersection cameras will also be integrated into the system at a later date. The City of Toledo has not yet started the marketing of FUSUS to businesses and residential homes. The website was designed and once the final approval from the City administration is given the marketing campaign will start.

### **Integrate a new case tracking system into ISB, Vice, Gangs and Metro**

There have been some initial discussions in regards to the project with the vendor. This project will not begin until the vendor is complete with the case tracking system for the Crime Gun Intelligence Center Task Force.

### **Install a new storage server in the Digital Forensic Office**

The new storage server was installed in March of 2023. The server will allow the Digital Forensic detectives to store more evidence over a longer period of time.

## **SUPPORT AND ADMINISTRATIVE SERVICES DIVISION:**

### **Purchase new shotguns and complete the training transition by the end of 2023.**

The safety committee met on January 12, 2023 and approved the Benelli M4 shotgun to replace the Remington 11-87. In March, City Council approved the request for funds to purchase the shotguns and the purchase order was issued. The shotguns should be delivered sometime in Q3. Transition training should start at the end of Q3 or beginning of Q4.

**Develop a general Continuity of Operations Plan (COOP) to ensure the continuous performance of the department's essential functions and operations during an emergency or other critical circumstances. This plan will include procedures that deal with the protection of**

facilities, vital records, and other assets and will also consider the potential for reduction or mitigation of disruptions to operations, assessment and minimization of damage and losses, and facilitation of decision-making during periods of emergency. The plan will give consideration to the relocation of operational facilities, maintaining network connectivity, and the potential impact of staffing limitations. The development of this COOP will help supplement current Emergency Operations Guidelines while also strengthening the department's ability to recover from an emergency and resume full service to the citizens.

An inquiry was made to other Law Enforcement agencies to gather research material for the Continuity of Operations Plan. Members of the Accreditation team attended a conference in Columbus, Ohio on April 21 to gather further information on creating the plan. This goal will be continuously worked on throughout the year and will be completed by the end of the year.

**Increase the effectiveness of the public records requests process by increasing staffing to include two full time employees.**

Current manpower limitations prohibit this goal from being fully actualized at the present time. There are negotiations in place, by way of an attempted MOU with Local 7, to alleviate the current workload by dispersing it amongst their members in an attempt to diminish the turnaround time from request to fulfillment of public records requests. All paperwork associated with hiring an additional full time Public Records Clerks has been completed and is a part of the aforementioned negotiations currently in place.

**Coordinate with Toledo Municipal Court to have a third party vendor implement an electronic signature search warrant project that would create a more efficient system of obtaining a search warrants**

This goal is still in the preliminary stages. Sergeant Roy Kennedy and several detectives from the Investigative Services Division (ISD) are in the process of uploading search warrant templates into the system. The next step will be to begin testing of the system sometime in May by sending practice search warrants to the Toledo Municipal Court (TMC) Judges once they have been trained on the program. The Court Liaison Unit is assisting the project by coordinating with ISD and the Toledo Municipal Court Judges.

### **Police Union Priorities**

Currently, both the Toledo Police Patrolman's Association (TPPA) and Toledo Police Command Officers' Association (TPCOA) are gathering information for pre-negotiations for 2024 contracts. Negotiations will begin in early 2024. Negotiations between the unions and the City of Toledo traditionally focus on topics regarding health care, job security, equipment, scheduling, and salaries.

Both unions developed an officer survey to gauge department requests and suggestions. The survey focused on shifts preferences, equipment needs, and any other special requests by the officers. Information gathered from these surveys will allow the unions and the department to move forward with multiple advancements while giving the officers a voice and input for the future.

## **Community Engagement Measures and Holistic, Non-Traditional Policing Efforts**

The Toledo Police Community Services Section is currently comprised of Community Service Officers (CSOs), School Resource Officers (SROs), the RSVP (Retired Senior Volunteer Program) Program, Public Safety Cadets and the Police Athletic League (PAL). The Community Services Section (CSS) is a component of the Operations Division and is under the direction of the newly created Operational Support and Strategic Planning Bureau Commander. The staffing level for the Community Services Section for 2023 is as follows: one Lieutenant, three Sergeants and 18 officers. The primary mission of the Community Services Section is to promote organizational strategies that support the use of partnerships as well as problem-solving techniques to proactively address crime, quality of life issues, and improve relationships between citizens and police.

Community Services Officers participated in the following Community Engagement Events from January 1 to April 30, 2023:

- LMHA Coffee & Conversation
- Two Coffee with a Cop Events
- Bowling with Heroes (Lucas County Board of Developmental Disabilities)
- Lucas County Board of Developmental Disabilities Movies Night
- Robinson Elementary Career Day / Student Interaction Day
- Two Chase STEM Academy Officer & Student Interaction Events
- Angel's Outreach Easter food Basket Delivery
- National Drug Take Back Day
- Polished Emerald Project Bowling Field Trip
- University of Toledo Police / Toledo Police Student Interaction
- Point Place Easter Egg Hunt

Community Services Officers regularly attended and engaged with the community at the following meetings from January 1 to April 30, 2023:

- Six Quality of Life Initiative Follow-up Meetings
- Six Books B4 Hoops Meetings
- Five Polished Emerald Project Meetings
- 27 Neighborhood Association Meetings / Community Meetings
- 22 Block Watch Meetings
- 12 Town Hall Meetings

Toledo Police Community Services Officers attended the Lucas County Board of Developmental Disabilities training "Encounters with Individuals with Developmental Disabilities" to learn to better interact with disabled persons. The CSOs also presented the following trainings to community groups and businesses:

- Officer Engagement training at Lott Industries
- Toledo PAL Youth Enrichment Program
- Three Substance Abuse Disorder Presentations
- Two Scam and Fraud Awareness Presentations
- Eight Active Shooter Presentations
- Seven Eddie Eagle Gun Safety Presentations

The Toledo Police Community Services Section **Retired Senior Volunteer Program (RSVP)** has 54 active RSVP Volunteers. Seven volunteers are on the waiting list for the next training session. There is a current Department goal for an increase in the number of active RSVP volunteers by 25%. That goal has been exceeded, increasing the RSVP volunteer participation by 50%.

The **Toledo Police Activity League (PAL)** sports and activity programs are based on the conviction that young people, if reached early enough, can develop strong positive attitudes towards police officers in their journey through life and become mature, respectful, and responsible adults. The program promotes a positive relationship between law enforcement and youth. Toledo PAL is a non-profit delinquency prevention program that relies heavily on athletics. This positive influence can offset the gang influence and potential violence that can occur in the underserved areas of the community. Most Toledo PAL operations and programming occur at 1111 East Manhattan. The Toledo Police Department's PAL program promotes mutual respect between police and Toledo's youth through various athletic and recreational activities. With the help of volunteers and several area agencies, the children can participate in activities to which they typically do not have access. These activities include baseball, dance, volleyball, soccer and tutoring.

PAL began 2023 with approximately 242 youth participants. With an increase in programming, PAL has added an additional 117 participants to the program, bringing the approximate number of youths to 359. A great majority of the participants are from Woodward High School, Leverette Elementary and Spring Elementary which are located near the PAL facility.

To enhance the PAL experience for the kids, The Toledo Lucas County Police Athletic League submitted a proposal to Toledo City Council in 2021 to build a multi-purpose sports field at the PAL complex on Manhattan. Building the field will hopefully improve the quality of life for Toledo's youth by providing an additional safe space and outlet where youth can experience the fun and joy of sports in their community with the support and guidance of law enforcement professionals. The field should be operational for programming in the summer of 2023.

#### **PAL Report - Community Involvement from January 1 to April 30<sup>th</sup> of 2023**

- Books B4 Hoops: 28 meetings
- Polished Emerald Project (P.E.P.): 8 meetings

- Youth Enrichment Field Trips: 3 field trips
- Open Gym opportunities: 16
- Total Volunteers: 123
- Volunteer Hours: 93
- Program Hours: 96

### **Public Safety Cadets**

The Toledo Police Department actively takes a role in bettering the lives of the youth in the City. The Toledo Police Public Safety Cadets is a program for young adults who are interested in pursuing a career in law enforcement. The program gives young adults a hands-on experience into law enforcement through specialized training, practical experiences, and community events. Public Safety Cadets learn about several aspects of law enforcement, including patrol operations and crime scene investigation.

Cadets compete in police related scenarios at a state and national level. Cadets also participate at community service events and assist with various duties including traffic control, parking, and grounds security.

To be eligible for the program, cadets must be 14-21 years old and maintain a 2.0 GPA in school. Cadets shall not have any arrests or convictions involving felonies, crimes of violence, drug offenses, or associations with any gang or criminal group.

### **T.E.A.M.**

The T.E.A.M. Initiative deserves a mention when considering community engagement measures because it is so much more than a proactive crime reduction program. Building on top of the partnerships with federal, state and local law enforcement agencies, we also partner with the community in a variety of ways.

Community meetings were held with existing groups in the selected neighborhood. Citizens provided input on problems they wished to be addressed. With that focus, resolutions were devised or assistance was requested to ameliorate the issues. We have partnered with Code Compliance and Urban Beautification for concerns such as alley clean-ups, boarding up vacant properties, and assistance with grass cutting.

We have conducted truancy sweeps and curfew sweeps to improve the safety of children in the area. Bike patrols were conducted. Events such as Coffee with Cops were held in the selected neighborhood. The Bureau of Alcohol, Tobacco and Firearms (ATF) attended community meetings with TPD personnel, and distributed free gun locks.

Businesses were offered Crime Prevention through Environmental Design (CPTED) evaluations, and a number were completed. CPTED is a scientifically backed method of designing spaces in a way that reduces crime. Simple measures include adding lighting in dark parking lots and trimming or removing shrubs so that trespassers don't have a place to hide from sight. Threat assessments were conducted and active shooter training was held for various businesses including daycares.

### **Toledo Police Department Wellness Program**

The Toledo Police Department is committed to providing the opportunity for all sworn and civilian personnel of the Toledo Police Department to receive emotional and tangible support at a time when personal or professional difficulties may interfere with work, family, or daily life. Stress associated with the law enforcement profession may impact the health, well-being and job performance of all involved individuals. In order to help department personnel deal with such stressors, the department created the Wellness Unit in 2022, dedicated solely to the well-being of its personnel. The Wellness Unit provides department personnel with professional, objective, non-judgmental resources. Through the Wellness Unit, both a Critical Incident Stress Management (CISM) Team and a Peer Support Team is coordinated and administered. Through privileged confidentiality, these teams are available to assist employees and their families with individual and family support for both critical incidents and daily stressors.

The Toledo Police Wellness Program is responsible for the following program within the department:

- CISM/Peer Support Teams
- Liaison for mental health services
- Annual wellness training; providing physical, mental and financial health services.
- Physical fitness incentive program
- No cost massage therapy and yoga classes
- Maintenance of gym areas
- Academy Mentoring Program
- Military support and reintegration
- Educational reimbursement
- Mental health app
- Officer involved shooting support team

The Wellness Unit is currently conducting a survey of all officers to gauge the interest and effectiveness of wellness initiatives. This survey is being conducted with the assistance of the Center for Justice Research and Innovation, which is funded federally by the Bureau of Justice and Assistance.

## **Professional Development Programs**

The department has many professional development opportunities for personnel to further their education and career:

- PELC – Police Executive Leadership College
- CLEE – Certified Law Enforcement Executive Program
- FBI National Academy
- Center for Leadership – Northwestern University
- Tuition Reimbursement Program through the City of Toledo
- OPOTA Instructors- Ohio Peace Officer Training Academy

## Appendix 1

