

# TIFFIN POLICE DEPARTMENT



**TIFFIN**  
POLICE DEPARTMENT

## ANNUAL REPORT 2023

Email: [chiefofpolice@tiffinohio.gov](mailto:chiefofpolice@tiffinohio.gov)  
Website: [www.tiffinohio.gov/tiffinpd](http://www.tiffinohio.gov/tiffinpd)

Tel: 419.447.2323  
51 E. Market St. Tiffin, OH 44883

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Department Core Values: F.I.R.S.T.

\*Fairness \*Integrity \*Respect \*Service \*Teamwork

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# MESSAGE FROM CHIEF OF POLICE

I am privileged to offer you a comprehensive review and analysis of the activities and services provided by the Tiffin Police Department throughout 2023. Our dedicated team members are deeply committed to their responsibilities, working tirelessly each day to deliver professional and equitable law enforcement services, along with swift and effective emergency dispatching. Despite the challenges faced, the Department remained busy in 2023 and achieved numerous significant goals.



Our foremost objective is to uphold the Tiffin Police Department as a paragon of professionalism and respect, setting a standard for the entire region. We will accomplish this by perpetuating our commitment to crime control, upholding rigorous ethical standards, obtaining state accreditations, nurturing robust relationships with community stakeholders, and implementing innovative strategies to ensure the safety of Tiffin's residents.

The Tiffin Police Department embraces 21st-century policing principles by adopting a community-based, problem-oriented approach, coupled with state accreditation by the Ohio Collaboration Commission. Throughout 2023, we maintained our commitment to delivering exceptional service to the public. Whether it was apprehending criminal offenders, conducting thorough investigations, delivering crime prevention presentations, or engaging with community members, our dedicated employees consistently served with enthusiasm and professionalism, as expected by our community. We remain steadfast in our focus on addressing quality-of-life issues in our community and holding ourselves accountable for our actions.

*"Throughout 2023, we maintained our commitment to delivering exceptional service to the public"*

*- Chief Pauly*

Our department operates across three core divisions: Patrol, Criminal, and Communications. The Patrol Unit comprises our uniformed personnel, strategically assigned to overlapping shifts using analytics to optimize coverage during peak periods. The Criminal Division oversees detective services, addressing both major adult and juvenile crimes, managing the METRICH drug task force, and handling evidence processing. Meanwhile, our Communications Division is dedicated to delivering swift and effective emergency dispatching services.

In 2016, our state took a significant step by establishing the Ohio Collaborative, aimed at supervising the implementation of state standards to provide guidance for law enforcement agencies across Ohio. These standards play a crucial role in holding everyone accountable and fostering increased public confidence. In 2023, the Tiffin Police Department proudly reaffirmed its commitment to excellence by not only meeting but surpassing all the standards outlined by the collaborative.

Furthermore, the Tiffin Police Department actively engages with the Lexipol program, renowned as the foremost content, policy, and training platform for public agencies nationwide. TPD's dedication has been acknowledged by Lexipol for the second consecutive year, as we have attained the prestigious Gold Rating. This recognition reflects our consistent and proficient dissemination of policies to our officers, timely updates in response to legal changes, and ensuring comprehensive training on these policies. Through our participation in these initiatives, the Tiffin Police Department demonstrates unwavering commitment to advancing professionalism and excellence in our law enforcement services for the betterment of our community.

The principles of standardization, cooperation, and collaboration have long been embedded in our department's operations. In 2023, we continued to embark on many significant initiatives alongside the Seneca County Sheriff's Office and Fostoria Police Department. We are committed to expanding these collaborative efforts in the future, aiming to minimize costs, enhance efficiency, establish best practices, and ultimately deliver superior services to our community members. In 2023, there was a minor decrease (-1%) in Part I crimes, consistent with a national trend. This decline can be attributed partially to our nation's aging population, which naturally contributes to lower crime rates. However, it's important to acknowledge the significant impact of new and innovative police strategies implemented over the past decade. Locally, the Tiffin Police Department remains committed to employing Problem-Oriented-Police strategies, collaborating with other law enforcement agencies and the Tiffin community to address issues, solve problems and maintain safety. Looking ahead, there are concerns regarding a potential rise in crime rates, largely driven by the increased flow of illegal drugs through the southern border into the United States. Undoubtedly, 2024 will present further challenges. Nevertheless, I have full confidence in the dedication and capabilities of the men and women of the Tiffin Police Department, and I am certain we will rise to meet these challenges while continuing to serve our community effectively.

*" Tiffin Police Department remains committed to employing Problem-Oriented-Police strategies, collaborating with other law enforcement agencies and the Tiffin community to address issues, solve problems and maintain safety"*

*- Chief Pauly*

In conclusion, we extend our heartfelt gratitude to our citizens for their unwavering support. Despite the challenging landscape of police-community relations nationwide, we deeply value the steadfast backing of our community. It is this support that truly distinguishes Tiffin as one of the most exceptional places in our nation to reside, work, enjoy leisure activities, and explore.

Respectfully,  
David W. Pauly  
Tiffin Police Chief

## ***Our Mission Statement***

*The Tiffin Police Department is committed to providing a safe community by reducing crime through prevention, education and enforcement of the law.*

## ***Our Vision Statement***

*Utilizing 21st century police methods and techniques the Tiffin Police will be the best department of its size in the state of Ohio.*

## ***Our Department Motto:***

***Community First, Department Second, Officer Third.***

***Every Citizen Contact is An Opportunity to Demonstrate These Values.***

# GOALS, OBJECTIVES & HIGHLIGHTS

Every year, Tiffin PD sets out goals and objectives for the upcoming year, and 2023 was no exception. The department worked diligently to meet or surpass each of these objectives. In 2023, there were 8 primary goal categories, encompassing 56 subcategory goals. Remarkably, **86%** of the 2023 goals were successfully achieved. The remaining 14% underwent re-evaluation, and if deemed still feasible, they were reallocated into the pool of 2024 goals.

## Goals & Objectives Set & Achieved for 2023

- ✓ Recruiting, Training and Retaining the highest calibre candidates possible
- ✓ Continue emphasis on officer morale, wellness and resiliency
- ✓ Enhance use of available and new technologies
- ✓ Enhance department responsiveness to the community issues and requests
- ✓ Fully intergrate the Body Worn Camera program into daily operations
- ✓ Strengthen commmunity engagement programming and daily operations
- ✓ Stronger emphasis on personal and professional responsibilities

## Goals & Objectives Set for 2024 (43 subcategories)

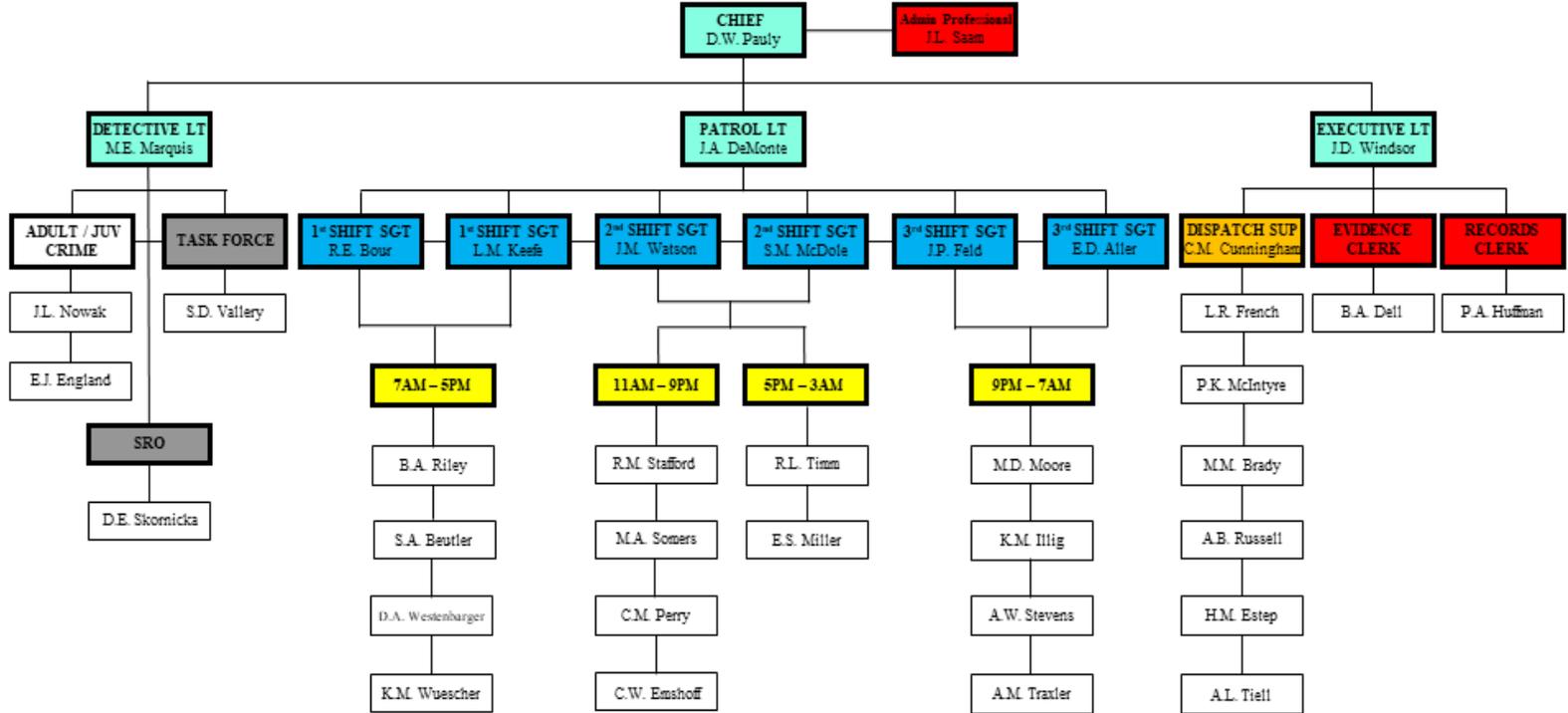
- 1) Un-Met 2023 Goals
- 2) Recruitment and Retention Efforts
- 3) Officer Wellness and Morale
- 4) Implementation of newly policy/procedures introduced through legislation
- 5) Stregthen community engagment and agency responsiveness
- 6) Enhance and use of available new technologies

## A Few Non-Statistical Highlights

- \* 2 Officers - 1 year anniv.    1 Officer and 1 Dispatcher - 10 year anniv.    1 Officer - 15 year anniv.  
1 Officer - 20 year anniv.    1 Officer and 1 Dispatcher - 25 year anniv.
- \* Upgraded Early Warning System - better tracking of employee wellness (tracked employee actions/behavior)
- \* Communications Supervisor positon created - promoted dispatcher to the position (1 full year)
- \* Lateral transfer path for hire (two excellent hires as a result of this new pathway)
- \* K9 Program was brought back after many years without it
- \* Bike Patrol Unit re-instated (2 additional officers trained. 2 new bikes purchased)
- \* Collaboration w/ SCSO, Fostoria PD, and OSP in areas of technology, projects, operations, and daily assistance
- \* Outreach at all-time high in both programs as well as daily interaction with the community
- \* Golf Cart program was researched/debated/implemented/and so far successful

# Tiffin Police Table of Organization

## Tiffin Police Department 2023



## Staff Changes

### Departed

3 - Dispatchers

### Hired

1 - Officer  
3 - Dispatchers

### Promoted

Officer to Detective  
Detective to Drug Task Force  
Dispatcher to Dispatch Supervisor

# UNIFORM PATROL DIVISION

The cornerstone of every municipal law enforcement agency lies in its uniform police patrol, and the Tiffin Police Department stands no exception. Our Uniform Patrol Division remains vigilant, responding to and investigating a spectrum of crimes year-round. In 2023, our Patrol Division was comprised of 1 Lieutenant, 6 Sergeants, 15 Patrol Officers, and 1 Student Resource Officer during the summer months. We meticulously assess our traffic enforcement methodologies through a data-driven approach, conducting comprehensive annual analyses to refine our objectives and enhance traffic safety within the City of Tiffin. Similarly, our shift assignments are meticulously tailored to the city's service call data, ensuring optimal officer coverage during peak activity periods throughout the year.

Throughout the year, Patrol Officers swiftly responded to **11,959** calls for service, marking a slight decrease from the previous year's **12,084** calls. On average, this translates to approximately **33** calls for service per day. The officers adeptly addressed a wide range of incidents including thefts, auto accidents, suicidal subjects, unattended death investigations, neighbor disputes, drug offenses, robberies, burglaries, alarms, suspicious activity reports, unsecured doors, found or lost property, missing persons, and various other incidents. With the exception of civil matters, patrol officers are dispatched to and manage all reported incidents with diligence and professionalism.

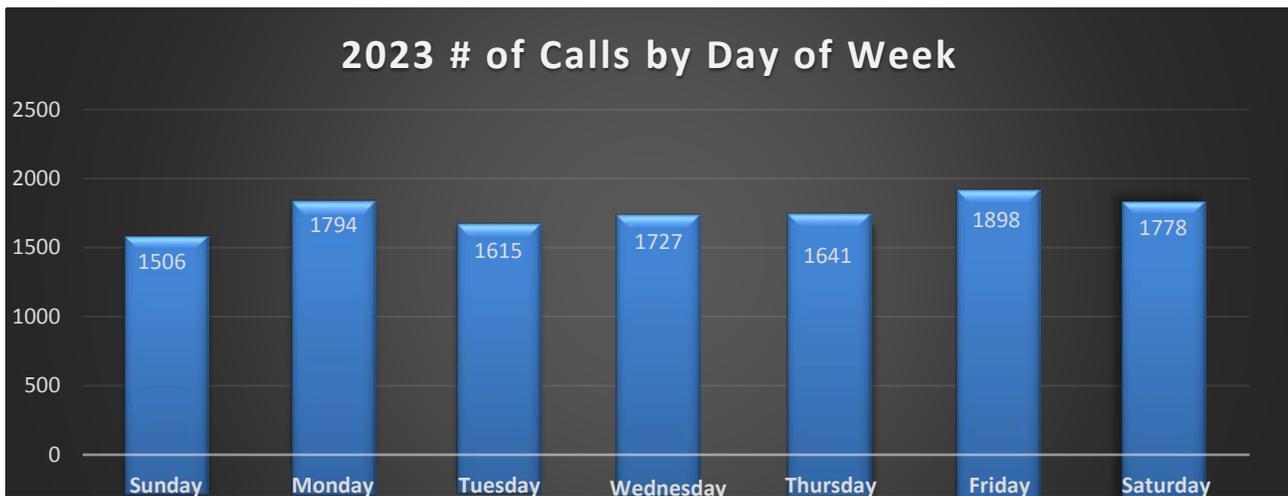
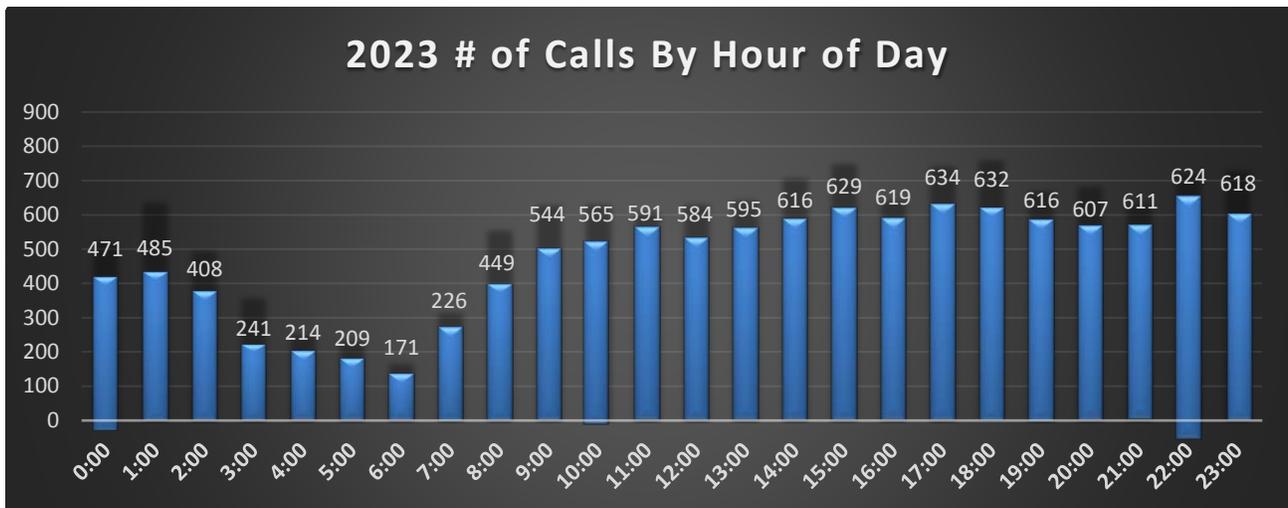
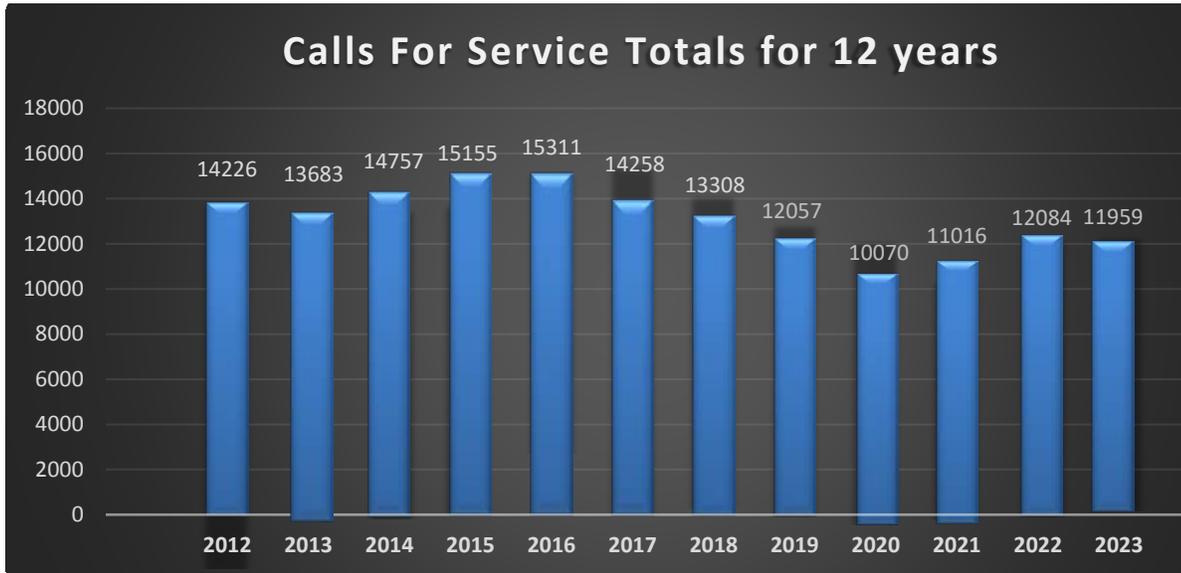
In addition to their primary duties, the Patrol Division is responsible for enforcing traffic regulations to enhance road safety and minimize traffic accidents. In 2023, the division conducted **2,393** traffic stops. Notably, **79.1%** of these stops resulted in verbal warnings, emphasizing our commitment to educating drivers as a means of improving traffic safety. Citations were issued in **16.3%** of stops, while **4.5%** led to some form of arrest.

In 2023, the Patrol Division processed a total of **1,319** traffic citations, summons, and criminal arrests. This constituted **12.3%** of all calls for service, with the remaining **87.7%** culminating in various outcomes such as education, mediation, referral to relevant services, or assistance to other law enforcement agencies. Additionally, the Patrol Division handled **660** traffic crashes throughout the year, a slight decrease from the **645** incidents recorded in 2022.

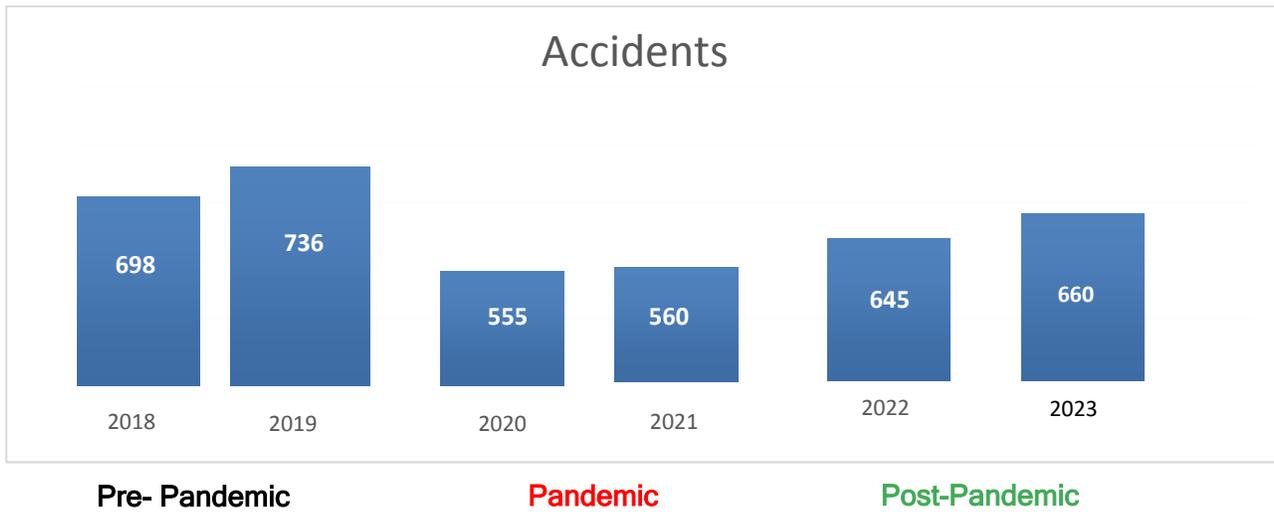
The Patrol Division boasts a robust inventory of new equipment, featuring upgraded radar units installed in patrol cars, as well as newly integrated dashcam and body-worn cameras. Furthermore, the division consistently maintains and replaces equipment as needed. Notably, the fleet is currently at its peak performance level in a decade, comprising two Ford F150 trucks, four Ford Police Interceptor Utilities (SUVs), and three Dodge Chargers. Additionally, two new Dodge Chargers are awaiting parts, slated to replace the two oldest vehicles in the fleet—an aging Ford SUV and a Dodge Charger—once the necessary installations are complete.

The Patrol Division continues to face issues in manpower. In 2022, two Police Officers departed for other agencies, and only one was replaced in 2023. Furthermore, the Student Resource Officer (SRO) is only present within the Patrol Division during the summer months, coinciding with peak vacation accrual periods for officers. This limited staffing situation necessitates careful allocation of resources across a 24/7 schedule to manage the current volume of service calls effectively while prioritizing officer safety.

# 2023 CALLS FOR SERVICE (11,959)



# ACCIDENTS



## 2023 Top 10 Accident Locations

- 2801 W. SR 18 (Walmart Parking Lot)
- 790 W. Market St. (Kroger Parking Lot)
- 1714 W. Market St. (McDonald's Parking Lot)
- 1025 W. Market St. (Lowe's Parking Lot)
- 50 N. Washington St. (Viaduct Bridge)**
- 806 W. Market St. (Circle K West Parking Lot)
- 300 S. Monroe St. (Columbian H.S. Parking Lot)
- 272 N. Sandusky St. (Circle K North Parking Lot)
- Miami St.- Nelson St. Intersection**
- 1804 W. Market St. (BP Gas Station Parking Lot)

**Only two of the top ten accident locations were on public property**

# TRAFFIC ENFORCEMENT

The aim of selective traffic enforcement is to diminish both the frequency and intensity of traffic accidents, decrease instances of traffic violations that could lead to accidents, and foster safer streets for our city's residents. Upholding traffic laws, primarily managed by the Uniform Patrol Division, stands as a significant priority for Tiffin's citizens, and as such, warrants commensurate dedication and focus from the department.

In 2023, a total of **1,319** traffic citations were recorded, marking an increase of about **9%** from the **1,205** citations issued in 2022. These citations encompassed a spectrum of offenses ranging from speeding to OVI and other violations. On average, this equates to approximately **3.6** citations issued per day for various breaches of traffic laws. In contrast, there were **2,527** verbal warnings issued during the same period, indicating nearly a 2-1 ratio of verbal warnings to citations issued. This underscores the importance of education as a pivotal component of promoting traffic safety.

# PARKING ENFORCEMENT

The Tiffin Police Department diligently enforces parking regulations across the city whenever feasible. In 2023, officers issued a total of **890** parking tickets, comprising **362** citations and **528** warnings. This reflects a decrease of nearly 100 tickets from the previous year's total of 989 parking tickets issued in 2022. The department remains committed to educating the public about parking availability, locations, and duration within the city. Notably, warnings were issued at a higher rate, approximately **46%** more than citations.

Enforcing parking regulations demands considerable time and resources, particularly with violations such as those pertaining to 15-minute, 30-minute, 1-hour, 2-hour, and 72-hour limits. Issuing citations for these infractions necessitates multiple return visits to the violation site within the specified time frame. Despite being engaged in responding to service calls, Tiffin Police officers remain vigilant in monitoring for parking violations throughout their patrols.



The Criminal Division (CD) assumes the crucial role of investigating a wide array of serious crimes involving both adults and juveniles, encompassing offenses such as homicide, rape, robbery, arson, burglary, fraud, and significant drug violations. Comprising a plain-clothes investigative unit, it consists of one Lieutenant, two Detectives, and one dedicated Narcotics Detective who is fully engaged with the drug task force. Equipped with specialized training, these detectives are primed to promptly respond to criminal incidents at any hour of the day. We are immensely privileged to have a Criminal Division endowed with such extensive training and expertise.

In 2023, the Criminal Division underwent several alterations to the unit. Following the transfer of a detective to our Patrol Division, a patrol officer was subsequently elevated to the position of detective. Additionally, another detective, formerly assigned to general investigations, was reassigned to the Drug Unit. Additionally, during the school year, our School Resource Officer is assigned to the Criminal Division.

The SRO handled 201 Calls-For-Service. Of those, **119 (59%)** were found to be administrative tasks that required no law enforcement action. The vast majority of arrest cases involved students in possession of contraband (vape pens) on campus or disorderly conduct.

From the preceding year to the current one, the Criminal Division recorded a notable increase in the total number of cases initiated. Closing a total of **160** cases, the division factored in the resolution of ongoing cases from previous years. Among the closed cases, **39** concluded with arrests, comprising **25%** of the total closures, with **20** cases (**12.5%**) classified as Part 1 crimes. This percentage signifies a 1% decline in Part 1 crimes, outperforming state and national averages. Cases closed through arrest resulted in charges against **74** adults for felonies and **11** for misdemeanors, alongside **3** felony and **8** misdemeanor charges against juveniles.

Detectives were successful in closing some high profile cases resulting in several major felony indictments. Many were the result of internet based sex offense and child exploitation. Some examples are a 29 year old male travelled from Vermilion to Tiffin to engage in sexual conduct with a 13 year old female. Upon his arrival he was arrested. A 45 year old male from Nashville, Tn travelled to Tiffin to meet and engage in sexual conduct with a 16 year old. once again, he was met by Tiffin Police and arrested on multiple charges. Additionally, a major incident in the city of Tiffin involved the kidnapping and murder of a seven month old child. Subject was arrested and is awaiting trial.

In 2023, the Criminal Division experienced considerable success. Dealing with a surge in calls, they tackled investigations spanning from routine cases to distressing and even appalling ones. Each day presented a fresh adventure as detectives honed new skills to address both conventional crimes and emerging internet-based offenses. The division stands prepared to confront the inevitable challenges that will arise in 2024.



The Tiffin Police Department actively participates in the Seneca County Drug Task Force, a joint initiative involving various local law enforcement agencies. This collaborative effort includes the Tiffin Police Department, Seneca County Sheriff's Office, Fostoria Police Department, and the Ohio National Guard.

The Task Force agents provided support in a significant number of "general" investigations within their respective home agencies and contributed to numerous search warrants. The Task Force remains vigilant as the incidence of Heroin/Fentanyl overdoses continues to rise nationwide. Additionally, the Task Force has observed an uptick in Methamphetamine cases over the past three years, mirroring the national trend of increasing occurrences.

There were 32 investigations in the City of Tiffin regarding overdoses in 2023, a small decrease from 2022. In 2023, the City of Tiffin investigated 4 overdose fatalities compared to 6 fatalities in 2022.

The TF agents are continuing to address complaints about the Heroin/Fentanyl problem but are now seeing heroin users dabble in other drugs (Coke, Meth) along with Heroin/Fentanyl.

The Task Force's primary objectives encompass targeting, investigating, and prosecuting individuals and organizations involved in narcotics trafficking. Unfortunately, the Task Force experienced another year of decreased investigations. Although the city of Tiffin received the most focus from the Task Force in 2023, the numbers still showed a decline compared to 2022. Some of this decrease can be attributed to the Task Force's ongoing educational efforts and the proactive enforcement actions undertaken by Patrol Divisions across all jurisdictions. This downward trend in investigations and operations prompted collaborative participants to implement changes in the Task Force's leadership and participating agents. These adjustments have already demonstrated their effectiveness, as the current Task Force statistics for 2024 have already surpassed the investigations and operations conducted in 2023.

# Black Swamp Emergency Services Unit

Near the end of 2022, the Tiffin Police Department, Fostoria Police Division, and Seneca County Sheriff's Office formalized their collaboration through a mutual aid agreement, consolidating various resources under the banner of the Black Swamp Emergency Services Unit (ESU). This amalgamation encompasses the unified Special Response Team (SRT), Hostage Negotiation Team (HNT), Tactical EMS (TEMS), and Drone Team (DT).

In 2023, staffing contributions from the Tiffin Police Department included 5 Operators, 1 Sniper, and 5 HNT Negotiators; from the Fostoria Police Division, 6 Operators and 3 Tactical EMS medics (TEMS); and from the Sheriff's Office, 3 Operators. Additionally, each agency contributed 2 Drone Pilots, totaling 6 across the ESU.

Throughout 2023, the ESU was activated for 25 missions and placed on standby for 3 additional incidents. By comparison, in 2022, the ESU responded to 18 missions. The 2022 missions are broken down as follows:

- \* Full Team Operation (ESU/HNT/DRONE/TEMS) - 4 Missions
- \* Negotiators Only - 2 Missions
- \* Drone Operations Only - 19 Missions

The collaborative ESU has emerged as a valuable asset for each of the three involved jurisdictions. As they enter 2024, the ESU remains committed to their cooperative approach and is gearing up to organize another extensive training operation in the upcoming summer/fall season. This training initiative aims to refine the skills of all participants, including command staff.

The training regimen for team members encompasses 8 hours of monthly sessions focused on diverse techniques and strategies relevant to crisis management situations. Additionally, individuals undergo an extra 4 hours of monthly weapons training to ensure proficiency on an individual basis.

Each unit within the ESU has acquired updated equipment to enhance operational capabilities. Utilizing ARPA funds, a new transport van was purchased to facilitate the transportation of personnel and equipment to operation scenes. Furthermore, the Tiffin Fire Department has expanded the team by incorporating three additional members as Tactical EMS personnel.

As we progress into 2024, negotiators within the ESU will undergo specialized training to further refine their skills. Tiffin PD will take the lead in hosting a training session tailored for law enforcement officers across Northwest Ohio interested in becoming negotiators. Personnel from both the Fostoria Police and the Seneca County Sheriff's Office will participate, and upon certification, they will be integrated into the ESU team.

# COMMUNICATIONS CENTER

The primary liaison for all law enforcement agencies, their officers, and the community is situated within the Communications Center, handled by dispatchers. The Tiffin Police Department's Communications Center operates around the clock, staffed by certified communication dispatchers. These professionals handle all incoming requests for emergency and non-emergency police, fire, and medical assistance. The Tiffin Police Department boasts a team of 7 full-time dispatchers to ensure continuous coverage. The Communications Division shoulders several key responsibilities including but not limited to the following:

- Dispatching Officers to Calls of Service
- Dispatching Fire and EMS for Service
- Managing Officer Radio Traffic
- Overseeing Fire and EMS Radio Traffic
- Handling 9-1-1 Emergency Calls
- Managing Non-Emergency Calls
- Addressing Walk-In Complaints
- Ensuring the Continuous Operation of Multiple Computer Systems and Applications

In 2023, the Tiffin PD elevated a seasoned dispatcher to the newly established role of Dispatch Supervisor, granting the Communications Division representation at the leadership level. This position offered essential supervision over the division, consolidating and enhancing responsibilities previously overseen by the Administrative Lieutenant.

Our dispatchers continually monitor telephone lines and active radio frequencies.

During 2023, the Communications Center dispatchers handled or monitored **77,476** Police and Fire radio communications (75,563 in 2022). Dispatchers sent our officers on a total of **11,959** calls for service (12,804 in 2022). Additionally they handled **601** "walk-in" complaints from citizens entering the building and talking to the dispatcher (476 in 2022).

Additionally, dispatchers answered **5,086** calls to 911 (4,875 in 2021). These 911 calls generated **634 police total forms** and **2,138 fire/ems forms**. Dispatch handled 911 calls from their dispatch center **261 times** with no officer involvement, meaning they took care of the person's emergency over the phone. Calls to the non-emergency phone line answered by dispatchers totaled **16,741**. The averaged answered response time per 911 call was **5.6** seconds - meeting the answering and sending services within a 10 second goal **94%** of the time.

Following the 2023 introduction of the Dispatch Supervisor position, the Communications Unit has maintained its strength in staff retention, bolstered training through the implementation of minimum standards, offered valuable insights for departmental advancement, and uplifted morale. Furthermore, the unit has established several goals for 2024, already achieving numerous milestones and meeting benchmarks.

Tiffin PD's Internal Affairs serves the purpose of instituting a structured process to uphold the integrity of staff actions within the agency. The primary objective of the internal affairs process is to sustain an internal review system characterized by objectivity, fairness, justice, and impartial investigation. When a supervisor initially receives a complaint or citizen inquiry concerning the conduct of a police department employee, they are tasked with assessing whether a violation of departmental policy, regulations, or guidelines has transpired.

Complaints that may lead to significant disciplinary measures undergo investigation by the Command Staff Lieutenant within the Criminal Division. Upon completion, findings are forwarded to the Chief of Police. Should the allegations be substantiated, the Chief will propose an appropriate level of disciplinary action to the City Administrator.

In 2023, the Tiffin Police Department received 11 complaints from the public regarding dissatisfaction with the conduct of TPD personnel. Each complaint underwent investigation and evaluation to determine if it met the criteria for initiating an internal investigation into the actions or inactions of an employee. Out of these complaints:

- 4 were deemed unfounded, indicating that the investigation conclusively disproved the alleged acts.
- 1 complaint resulted in the determination that the employee had violated a department policy, leading to a coaching session.
- 4 complaints were thoroughly investigated, and the employees were exonerated, signifying that while the acts occurred, they were justified, lawful, and proper.
- 1 complaint was not sustained due to insufficient evidence to prove or disprove the violation of policy.
- 1 complaint resulted in sustained allegations, indicating that the allegation was true and the employee's actions were outside of policy.

## Grievances

Internal grievances pertain to alleged violations or breaches of the Collective Bargaining Agreement concerning uniformed personnel or the city personnel code regarding civilian personnel. These grievances instigate an appeals and hearing process, which ultimately determines the outcome for the alleged violation. Historically, the department has experienced minimal grievance filings.

In 2023, only one grievance was filed, concerning an overtime issue. Upon review, the employee's claim was substantiated, resulting in the award of overtime pay.

Response to Aggression means the amount of effort or force required by police to compel compliance by an unwilling subject. Every time any use of force was required by our officers - a report is generated documenting the incident and a comprehensive review of the use of force is conducted.

In 2023, the Tiffin Police reviewed 38 incidents of the use of force by the officers during the course of an arrest. All incidents of officer response to aggression were within policy and an appropriate use of force.

## DEMOGRAPHICS OF RESISTIVE SUBJECTS

Force was used against 2 female subjects

Force was never used against any subject under 18 years of age

31 of the 38 (81%) subject were Caucasian/White

7 of the 38 (18.4%) subjects were African-American

## CONTEXT MATTERS:

- \* A Taser was used in 2 of the 38 incidents.
- \* The Officer's firearm was unholstered and pointed at a subject in 9 of the 38 incidents
- \* In 33 of the 38 incidents the subjects assaulted or attempted to assault the officers
- \* 28 of the 38 subjects had a history of being armed/violent
- \* In 33 of the 38 subjects that resisted were impaired by drugs, alcohol, and/or suffering from some form of mental health issue.
- \* Officers were injured in 5 of the 38 incidents.
- \* Subjects were injured in 8 of the 38 incident. All injuries were minor (EMS responded to treat any and all injuries)

In 2023, the Police Department made a total of 828 arrests. This indicates that in merely 4.5% of incidents involving the arrest of a subject, the use of force was deemed necessary. This commendable statistic is predominantly attributed to the comprehensive training received by all our officers in Critical Response and Critical Incident Communication.

# EVIDENCE & PROPERTY

The main responsibilities of the Evidence and Property custodians revolve around maintaining the chain of custody for items brought into the Tiffin Police Department as evidence or property. These items undergo tracking throughout the custody process using a barcoding system implemented since 2001.

Evidence collected at a crime scene holds significant importance in solving crimes and securing convictions in court. Proper collection, processing, and maintenance of evidence are essential to uphold its credibility and admissibility in court proceedings. The evidence technician plays a pivotal role in this process by meticulously documenting the chain of custody of evidence and ensuring its safekeeping within the department's evidence storage areas.

In 2023, a FULL and COMPLETE audit of every piece of property was conducted by Lt. Windsor and Criminal Division AP, Beth Dell resulting in zero missing items.

# TRAINING and EQUIPMENT

## Professional Training in 2023

Becoming a proficient police officer is not a process that happens overnight. Even after completing the initial academy training and field training, officers require ongoing education throughout their careers. Some of this training is mandated by the State of Ohio and is referred to as Continual Professional Training (CPT). The state outlines specific training requirements and hours in various areas that officers must complete by the end of each year to maintain their police certification. Failure to fulfill these requirements can result in the suspension of their certificate, rendering them unable to serve as a police officer until the necessary training is completed.

Neglecting to send officers to training poses a significant liability and is an essential expense in the department's budget. The training program is meticulously monitored and managed to ensure optimal value for the investment. In addition to paid trainings, officers attend numerous free sessions to maximize the training budget. Moreover, leveraging in-house instructors for certain areas of training reduces costs and minimizes travel time, contributing to efficient resource utilization.

In 2023, Tiffin PD allocated officers to participate in over 3,300 hours of training. This comprehensive training regimen encompasses various methods, including videotape/DVD sessions, internet-based modules, video conferencing sessions, in-house instruction, Ohio Peace Officer Training Council sessions, Ohio State Patrol programs, and select out-of-state training opportunities.

The return on investment of having highly trained officers, dispatchers, and civilian staff who are well-informed about current legal updates, the latest law enforcement methods, and specialized investigation techniques far outweighs the costs and time spent away from the department. Their expertise enhances effectiveness in various areas including emergency dispatch, public record requests, and conducting investigations, ultimately contributing to improved outcomes and public safety.

## Equipment Purchased in 2023:

- Police K9/Vehicle/Equipment
- Tasers (replaced older models)
- Drone Equipment
- BAC Machine
- Replaced Several Computers and Monitors
- Upgraded Servers/ Replace One Server
- Upgraded Radios
- Upgraded Phoenix Case Management System and CAD System
- Two Charges for the Police Fleet
- ESU Transport Van
- Two Police Mountain Bikes/Equipment

# COMMUNITY ENGAGEMENT

The effectiveness of any law enforcement agency, especially in crime prevention, greatly relies on the active involvement of its community. The Tiffin Police Department has fostered a cooperative and positive relationship with our community, leading to a notably low crime rate and improved public safety. Each year, the department strives to offer comprehensive prevention education programs. In 2023, community engagement, a cornerstone of the departmental vision, experienced significant progress.

Programs, services and information completed in 2023:

- Citizen's Police Academy
- Citizen's Police Academy Alumni Association
- Block Watch Program
- Bicycle Rodeo Program
- Graffiti Clean Up Program
- Safety City Program
- Free Bicycle License Program
- Community Presentations
- Alcohol Laws and Awareness Talks
- Crime Mapping On-Line
- Fraud Prevention Talks
- Traffic Safety Talks
- REACH Program for Grade School
- Coffee with a Cop
- Nonviolent Tiffin Campaign
- Get out and Walk Campaign
- Several Halloween Events
- Multiple Parade Participation
- Family Fun Day Events
- Shark Tank at the Middle School
- School Reading Program
- University Presentations and Engagement
- Salvation Army Bell Ringing
- Walk -Throughs at city schools
- Handle with Care Events
- Safety Talks to the Senior Community
- Kiwanis Cooking Show
- LGBTQ Event

At the Tiffin Police Department, community engagement isn't merely a catchphrase—it's ingrained in the essence of every officer. It flows through their actions daily, becoming an integral part of their identity. Members of our department actively seek opportunities to connect with our community. Sir Robert Peel, often hailed as the father of modern ethical policing, articulated nine principles in 1829 that remain as pertinent today as they were then. At the heart of Peel's principles lies a fundamental concept: the police are of the public, and the public are of the police.

***"The Police are the Public and the Public are the Police"***  
***-Sir Robert Peel***

A successful Police Department doesn't solely rely on high arrest statistics; rather, it fosters low crime rates within its community. The cornerstone of crime prevention lies in cultivating public support. Every member of the community must shoulder the responsibility of crime prevention, akin to being volunteer members of the force. However, this collective responsibility can only be embraced if the community trusts and supports the Police Department. The Tiffin Police Department is committed to earning and maintaining public support by upholding community values. This entails enforcing laws impartially, recruiting officers who reflect and comprehend the community, and resorting to the use of force only when absolutely necessary. Building and preserving our reputation requires diligent effort, dedication, and adherence to these principles.

# EMPLOYEE RECOGNITION

The personnel of this department stand as its most crucial asset. They serve as the backbone of the Police Department, entrusted with the responsibility of fostering a secure environment for the entire community. Despite the often unacknowledged nature of law enforcement work, with many members of the public unaware of the tireless efforts exerted by these individuals, it remains imperative to acknowledge and appreciate their extraordinary dedication and contributions.

Throughout the year 2023, numerous letters of appreciation and commendation were awarded to officers in recognition of their exceptional efforts. These commendations were bestowed either when citizens took the initiative to express gratitude via email, letter, Facebook, or by leaving voicemails for a supervisor.

Special Awards are granted in instances where individual or team efforts surpass expectations or demonstrate exceptional dedication. These accolades are accompanied by a nominating letter, and recipients receive a certificate along with an Award Bar designed for uniform wear. Their outstanding contributions are formally acknowledged in front of City Council and peers, honoring their commendable efforts.

## Staff members who received Special Awards in 2023:

Ofc. Michael D. Moore (11th Award)  
Ofc. Elizabeth S. Miller (3rd Award)  
Ofc. Kaden M. Wuescher (2nd Award)

Perfect Attendance



Ofc. Marcus A. Somers (2nd Award)

Community Service



Ofc. Andrew W. Stevens  
Dsp. Patricia K. McIntyre (2nd Award)

Officer and Dispatcher of the Year



Ofc. Cadin A. Emshoff

Life Saving



Ofc. Brent A. Riley  
Lt. Jacob D. DeMonte

Leadership Award



Ofc. Brent A. Riley  
Ofc. Rachel M. Stafford  
Sgt. Jared M. Watson  
Lt. Jason W. Windsor

Meritorious Conduct Award

