

COLERAIN POLICE DEPARTMENT

2017 ANALYSIS OF VEHICLE PURSUITS, USES OF FORCE, EMPLOYEE GRIEVANCES AND RECRUITING PLAN



Reviewed by:

A handwritten signature in blue ink, which appears to read "Mark C. Denney".

Chief Mark C. Denney

The following documents analyze the Colerain Police Department's policies and specific instances of pursuits, uses of force, employee grievances and the Department's recruitment plan for 2017. This document is prepared annually and available to the public via the Department's website.

To: Chief Mark C. Denney
Re: 2017 Analysis of Vehicle Pursuits
Date: February 2018

The following data was compiled from the Colerain Police Department's records management system, internal reports and supervisory documents. This analysis encompasses January 1, 2017 through December 31, 2017.

Data

| | |
|---|-------------------|
| Total Number of Police Pursuits | 24 (+1 assisting) |
| Reason for Pursuit Initiation: | |
| Traffic Violations | 9 (38%) |
| Felony Offenses | 10 (42%) |
| Misdemeanor Offenses | 5 (21%) |
| Assisting Other Agencies | 1 (4%) |
| Incidents Resulting in: | |
| Accidents | 8 (33%) |
| Apprehension of Violator | 21 (88%) |
| Pursuit without Apprehension | 3 (13%) |
| Injuries to Other Motorists/Pedestrians | 1 (4%) |
| Time Pursued: | |
| 0-5 Minutes | 17 (71%) |
| 5-10 Minutes | 3 (13%) |
| 10-20 Minutes | 3 (13%) |
| More than 20 Minutes | 1 (4%) |
| Time of Day: | |
| 0700-1900hrs | 10 (42%) |
| 1900-0700hrs | 14 (58%) |
| Speeds Reached: | |
| 20-50 MPH | 11 (67%) |
| 50-80 MPH | 7 (29%) |
| Over 80 MPH | 7 (4%) |
| Stop Sticks Successfully Deployed: | |
| Yes (by other agency) | 0 |

Analysis

Reviewing data over the previous seven years, there was a significant increase in pursuits in 2017, the most over the past decade.

| 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 |
|------|------|------|------|------|------|------|------|------|
| 17 | 12 | 9 | 7 | 9 | 9 | 9 | 16 | 24 |

Eight of the twenty-four pursuits resulted in a motor vehicle accident. One person was injured because of the suspect crashing into their vehicle.

Three out of the sixteen pursuits was terminated by the pursuing officer because they lost sight of the suspect or another policy-required reason. This represents a 66% increase over officer-terminated pursuits over 2016.

The initial review, as well as the review conducted for this analysis, shows that all pursuits were within policy. Of particular note was the fact that the pursuing officers/supervisors followed the written policy very well and terminated the pursuits when appropriate.

Recommendation:

There were no policy violations or trends of concern in this analysis, other than the sharp increase. There does not appear to be any specific reason for the increase. Special attention needs to be paid to the “reason of initiation”. Officers are now quizzed in briefing to ensure a strong working understanding of the pursuit policy.

As in 2016, there is a trend towards nighttime pursuits. More caution should be given and more consideration to termination should be given to these events. Command Staff is not on-duty and on-duty supervision must closely monitor the pursuit and take appropriate action to end the pursuit if warranted.

It was noted that several pursuits began because of theft activity at Northgate Mall. A practice of not allowing suspects to get into the parking lot during a theft investigation would help alleviate those pursuits. Our officer stationed at the Mall should attempt to stop them inside the Mall/store. In addition, earlier notification to road patrol units when the Mall Officer becomes aware of a shoplifter could get a presence in the lot sooner.

To: Chief Mark C. Denney
Re: 2017 Analysis of Use of Force
Date: February 2018

The following data was compiled from the Colerain Police Department's records management system, internal reports and supervisory documents. This analysis encompasses January 1, 2017 through December 31, 2017.

Data

| | |
|---|------------|
| Total Number of Incidents | 24 |
| Officers Involved in More Than One | 3 (2 each) |
| Weapon Used: | |
| Chemical | 16 |
| Stun | 0 |
| Firearm | 1 |
| Non-Weapon | 7 |
| Initial Contact: | |
| Call for Service | 10 |
| Investigations | 12 |
| Domestic Violence | 2 |
| Contributing Factors: | |
| Alcohol/Drugs | 13 |
| Mental Illness | 3 |
| None/Unknown | 8 |
| Times of Occurrence: | |
| 0700-1900hrs | 14 |
| 1900-0700hrs | 10 |
| Location of Incident: | |
| Beat 1 | 4 |
| Beat 2 | 4 |
| Beat 3 | 3 |
| Beat 4 | 9 |
| Beat 5 | 4 |

| Suspect Information: | |
|-----------------------------|----|
| Male White | 8 |
| Male Black | 7 |
| Female White | 5 |
| Female Black | 4 |
| Suspect Age Range: | |
| Less Than 16 | 1 |
| 16-21 | 2 |
| 22-30 | 10 |
| 31-40 | 4 |
| 41+ | 6 |

| RACE | FORCED USED IN PERCENTAGE OF ARRESTS |
|------------------|--------------------------------------|
| African American | .805 |
| White | .806 |

Analysis

Incidents involving officers using force have been generally consistent since 2011 when there were 21 reported incidents. There were more than twice the uses of force in 2017 than in 2016, however custodial arrests rose by 413 (15%)

| 2011 | 2012* | 2013 | 2014** | 2015 | 2016 | 2017 |
|------------------|------------------|------------------|------------------|------------------|------------------|------------------|
| 21 | 7 | 8 | 10 | 8 | 11 | 24 |
| 2011 Calls | 2012 Calls | 2013 Calls | 2014 Calls | 2015 Calls | 2016 Calls | 2017 Calls |
| 18,371 (.11%) | 35,174 (.02%) | 40,874 (.02%) | 46,726 (.02%) | 48,092 (.02%) | 50,980 (.02%) | 47,778 (.05%) |

* Colerain Police took over 80% jurisdiction of Colerain Township

** Colerain Police took over sole jurisdiction of Colerain Township

Recommendation

The low number of uses of force is remarkable, especially considering the number of citizen contacts. The percentage doubled in 2017 four years. A look at investigative stops, pursuits and arrests shows marked increases in each category. A rise in uses of force is expected when the number of enforcement contacts rise. I recommend that we continue our excellent training programs and constant

review of responsibilities to use force judicially. The acquisition of the use of the use of force/ decision simulator has provided an opportunity to improve decision-making and test compliance with current policies.

There also does not appear to be significant racial or age disparities in the use of force. These numbers mirror the arrest rates.

To: Chief Mark C. Denney
Re: 2017 Analysis of Employee Grievances
Date: February 2018

The following data was compiled from the Colerain Police Department's records management system, internal reports and supervisory documents. This analysis encompasses January 1, 2017 through December 31, 2017.

Data and Analysis

There were no grievances filed in 2017.

Recommendations

Given the absence of any issues or grievances, the Colerain Police Department policy for handling grievances was reviewed, as was the new and previous collective bargaining unit agreements, and they are found to be an effective tool for addressing labor/management issues.

Members of the Union were interviewed and they discussed their feeling about the process. Both felt the process in place was fair and provided an adequate method to air issues between labor and management. There are regular meetings between both sides and the relationship is very good. Therefore, there are no recommendations to make any changes to the existing system.

The new collective bargaining agreement provides an opportunity for officers to earn additional increases in pay based upon a set of incentives. The officers can earn up to an extra 1% on their salary for completing these incentives.

This practice may cause dispute and discussion and needs to be monitored to see if it is a catalyst for grievances.

To: Chief Mark C. Denney
Re: 2017 Analysis of Recruitment Plan
Date: February 2018

The following data was compiled from the Colerain Police Department's records management system, internal reports and supervisory documents. This analysis encompasses January 1, 2017 through December 31, 2017.

Data and Analysis

Since 2011, we have instituted the mentorship program as a means of identifying and retaining quality minority candidates. We have seen the total recruit pool shrinking as the economy has improved and the issues surrounding police/community relations has made law enforcement a less attractive career choice.

In late 2014, we instituted a minority hiring scholarship. The plan is to identify one quality minority candidate and pay for his/her entire police academy (\$7000). We identified our first candidate in 2014, but that candidate was unable to successfully complete the academy. Our second candidate, Andre Jones, successfully finished the police academy and joined the Police Department in 2016. Our next candidate has been selected and is set to begin training in early 2018.

Our most recent selection process in 2017 had the highest number of minority applicants as we have ever had. The process consisted of the following steps:

Physical Agility Test

Written Examination

Oral Interview

Polygraph Examination

Background Investigation

Conditional Offer of Employment

Physical Examination

Physiological Examination

Approval by Board of Trustees

In 2017, a hiring process was conducted with the following results (the chart shows which step the candidates were eliminated):

| | | |
|------------------|----|--------|
| Applied | 54 | |
| Tested | 47 | |
| Male | 39 | 82.97% |
| Female | 8 | 17.03% |
| African American | 10 | 21.28% |
| White | 37 | 78.72% |

| | Written | PT | Oral | Background | Total | Hired | Of Group | Total |
|---------|---------|----|------|------------|-------|-------|----------|-------|
| Female | 3 | 1 | 0 | 4 | 8 | 0 | 0 | 0 |
| Male | 2 | 2 | 5 | 9 | 18 | 4 | 10.25% | 7.40% |
| No Show | 7 | 9 | 0 | 0 | 17 | 0 | 0 | 0 |
| Total | 13 | 12 | 5 | 13 | 43 | 4 | 7.40% | 7.40% |

| | Written | PT | Oral | Background | Total | Hired | Of Group | Total |
|-------|---------|----|------|------------|-------|-------|----------|-------|
| Black | 1 | 1 | 1 | 6 | 9 | 1 | 10% | 1 |
| White | 4 | 2 | 4 | 7 | 17 | 3 | 8.1% | 3 |
| Total | 5 | 3 | 5 | 13 | 26 | 4 | 8.5% | 4 |

From this process, four candidates were been identified and hired. Our Recruitment Plan calls for us to “recruit high quality, competent and qualified candidates for available positions...” It further states that we will strive to identify quality minority candidates to achieve racial, ethnic and gender proportionality with our available workforce.

17 candidates “failed to appear” at some portion of the hiring process. When female candidates appeared, they tended to fail during the background portion. African Americans tended to drop out in the background portion. We were able to complete all of our tasks in our recruitment plan. We made significant progress in

attracting minority applicants to the hiring process. Since 2002, minorities have only encompassed 5% of the total applications for hire. This process saw all most four times as many minorities applying.

Recommendations

I recommend we continue to use the identified avenues for recruitment that we have included in our Recruitment Plan. We are reaching our target audience, but we need to continue mentoring minority candidates through the process to ensure complete participation. Consider adding additional testing dates at locations convenient to applicants. Visit local police academies and hold a test in their facility.

It is also recommended that a system of reminder calls and follow-up calls be developed to avoid and identify the reason for “no show” eliminations.