


Tipp City Police Department

2023 Annual Report



# Tipp City



**TIPP CITY POLICE DEPARTMENT**  
*Dedicated to Integrity, Professionalism, Respect and a Team Oriented Attitude*

- **We Exist to Serve**
- **Integrity is Essential**
- **Fair, but Firm**
- **Representing Civility and Order**

Chief Gregory T. Adkins, CLEE  
Deputy Chief G. Jack Davis III

January 23, 2024

Tim Eggleston, City Manager

City of Tipp City

260 S. Garber Dr.

Tipp City, Ohio 45371

Dear Mr. Eggleston,

Our department continues to grow and face challenges head-on as we strive to be an outstanding law enforcement agency. 2023 was no exception to the challenges faced; retention and recruitment continue to plague policing. Following revising the Civil Service rules and regulations, recruitment and finding qualified applicants have improved.

I am so proud of the men and women representing the Tipp City Police Department. The professionalism, skills, knowledge and abilities of veteran and new department members are more vital than ever. Tipp City Police Department is a mid-size department serving a solid community, and we are continually focused on providing service-oriented policing.

The following information is an overview of police activities and events from 2023. Please let me know if you have any questions about the material contained within the report and would like more details.

Respectfully,

A handwritten signature in black ink, appearing to read 'G. Adkins', with a stylized flourish at the end.

Gregory T. Adkins, CLEE

Chief of Police

City of Tipp City

## Administrative and Department Personnel

2023 presented challenges. The department hired five new officers in 2023 after no hires or promotions in 2022. Two additional members were added to the department to fill the School Resource Officer (SRO) role as a contract was executed with the Tipp City Exempted Village Schools to pay for two contracted SRO's. Hiring two additional members brought the department to twenty-three full-time officers, one full-time record's position, and one part-time record's position. The two new officers were the first additional officers added to the department since 2016.

Challenges faced included backfilling two resignations in 2023 of Dan Harris and Stephanie Dickerson, who both chose paths outside of law enforcement and filling the position vacated by the termination of Todd Daley. Officer Seth Victor, Officer Colton Linkous, Officer Nate Jessup, Officer Jordan Little and Warren Edmondson round out the newly hired officers in 2023. Combined, all laterally transferred officers have more than thirty-nine years of experience.

I would also like to recognize many department members who continue to serve and their years of service. Many of these great professionals have service time with other law enforcement agencies.

Sergeant Graham – 24 years

Sergeant Grubb – 22 years

Sergeant Soutar – 19 years

Det. Sergeant Smith – 13 years

Sergeant Rismiller – 23 years

DARE Officer Rittenhouse – 33 years

Officer Hunt – 12 years

Officer Brazel – 7 years

Officer Kline – 6 years

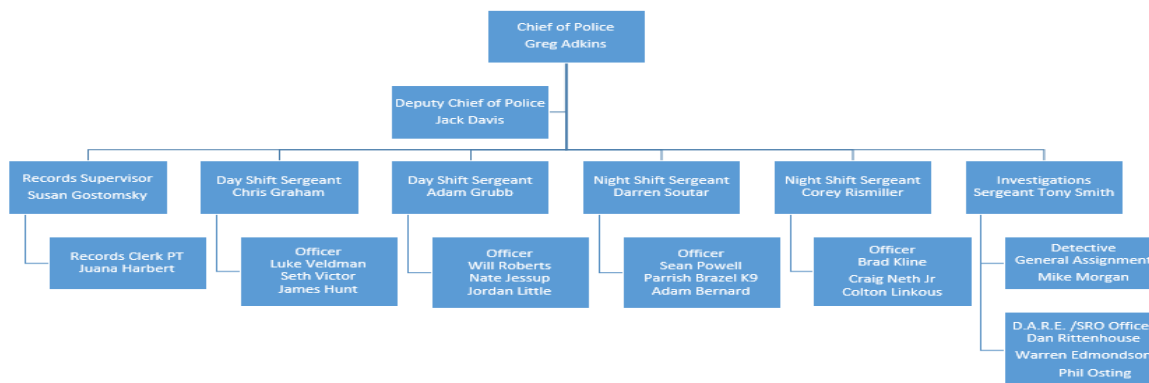
Records Supervisor Gostomsky – 21 years

Detective Morgan – 5 years

Officer Bernard – 5 years

Officer Veldman – 5 years

### Tipp City Police Department Organizational Chart-2024



## Mission

As provided in Section 35.02 of the Tipp City Code of Ordinances, the Tipp City Police Department is responsible for the preservation of the public peace and order, the prevention and detection of crime, the apprehension of offenders or laws and ordinances, the protection of persons and property, and the enforcement of the criminal laws of the United States, the State of Ohio and the ordinances of the municipality.

## Vision

The Tipp City Police Department is a “service-first” police agency. We realize that working hard to help our citizens means they will, in turn, help and support us in our efforts to make Tipp City the best place to live in Miami County. The police department takes pride in the services provided by the city and strives to work hand in hand with all service departments and community stakeholders.

Guiding Principles:

### **WE EXIST TO SERVE**

The residents of a community must know their police department exists to be of service to them.

Service is the primary reason for the existence of a police agency.

### **INTEGRITY IS ESSENTIAL**

The community entrusts us with a position of power and therefore has a right to expect more.

We must be honest and ethical in everything we do.

### **WE ARE FAIR, BUT FIRM**

We will be fair, but firm to earn respect and understanding. We do not apologize for enforcement action. However, everyone, even those we arrest, must be treated fairly. This approach promotes police conduct that is responsive and sensitive to the needs of the community.

### **REPRESENTING CIVILITY AND ORDER**

As societal norms and technology change, police and community relations sometimes suffer.

We will remain steadfast in our belief in service, integrity, fairness, and civility.

## Ohio Law Enforcement Collaborative

The Ohio Collaborative certifies police departments across the state in compliance with six groups and Executive Orders in policy and standards. The group standards ensure accountability and instill greater public confidence. Tipp City Police Department has completed Groups 1 through 5 and the Executive Order and will be recertified in 2024. The department has begun the process for Group 6 certification, which was released in 2023.

State of Ohio Standards for Law Enforcement include the following

- Agency Employee Recruitment and Hiring
  - Agency Wellness Standards
  - Bias Free Policing Standard
  - Body Worn Cameras Standard
  - Community Engagement Standard
- Developmentally Appropriate Policing and Positive Youth Interactions
  - Investigation of Employee Misconduct Standard
- Response to Mass Protests/Demonstrations Standard
  - Vehicular Pursuit Standard
  - Use of Deadly Force Standard
    - Use of Force Standard
  - Crisis Intervention Standard
  - Positive Youth Interactions

## Annual Policy Manual Review

Tipp City Police Department policy manual has been reviewed and is up to date to meet the needs of the Ohio Collaborative, Miami Valley Risk Management Association, Presidential Executive Order 13929 and Governor DeWine's State issue directive.

Our department has achieved Gold level recognition for 2023 as part of the Lexipol Connect Customer Recognition Program, which recognizes law enforcement agencies for excellence in policy maintenance and training. This is the fourth consecutive year the Tipp City Police Department has been recognized.

Up-to-date policy and ongoing policy training are a priority for our agency, and we are honored and excited to be recognized for our continued commitment to serving the community of Tipp City in this way. This recognition would not be possible without the dedication of all our personnel to reading, understanding, and acknowledging policy updates and completing Daily Training Bulletins (DTB's). This is the highest level of recognition currently offered by Lexipol. You can help us stay at this level by promptly completing all policy acknowledgments and DTB assignments when you receive notifications.

## Leaves and Overtime

Overall leaves were down 12.67% from 2022—the most significant decrease is in sick leave and compensatory time. Overtime had an increase of 21.88% from 2022. The most significant increase was 61% for shift coverage due to vacant positions and 40% for extra details requiring a police presence following a decrease due to the COVID shutdown. An additional increase of 42% for training is due in part because of the State of Ohio mandates on CPT training. The administration continues to monitor and develop a staffing review on the department’s ability to manage workload in the coming year. The off-duty school detail agreement coverage also showed a decrease of 27% due to the SRO positions and decreases of 92% and 89% for DEA and paid OT details.

THRU 12/18/2023

2023 PAYROLL

### LEAVES/ABSENCES REPORT AND OVERTIME DISTRIBUTION COMPARISON

LEAVES/ABSENCES			OVERTIME DISTRIBUTION			
TYPE	<u>2022</u>	<u>2023</u>	TYPE	<u>2022</u>	<u>2023</u>	
SICK LEAVE	1741.25	1308.75	SHIFT COV	1089.5	1761.25	61.7%
VACATION	2550.5	2606.5	COURT	196.5	166.5	-15.3%
PERSONAL	847.5	895.5	INVEST	301.5	252.25	-16.3%
DISC SUSP	24	0	TRAINING	277	394.5	42.4%
INJURY	0	297	ADMIN	54.5	76.25	39.9%
COMP TIME	782.25	532	EXTRA	380	532.5	40.1%
TRAINING	3529.5	2364	SCHOOL DET	711.5	520	-26.9%
ADM LEAVE	212	376	K-9	129.92	124.42	-4.2%
FUNERAL	48	68	DEA 100%	288.5	22	-92.4%
OTHER	172	204	PAID 100%	57.5	6	-89.6%
<b>TOTAL</b>	<b>9907.00</b>	<b>8651.75</b> -12.67%	<b>TOTAL</b>	<b>3140.42</b>	<b>3827.67</b> 21.88%	
			REPLACEMENT RATE	11.00%	12.59%	
	AVERAGE OT PER PAY		26	120.79	147.22	
					21.88%	

### Overtime Distribution

Type	2020	2021	2022	2023
Shift Coverage	564.75	1263.00	1089.50	1761.25
Court	161.00	229.75	196.50	166.50
Investigation	145.875	161.00	301.50	252.25
Training	239.50	192.25	277.00	394.50
Administration	66.00	172.25	54.50	76.25
Extra Details	130.00	321.00	380	532.50
School Details	501.50	586.75	711.50	520.00
K9	121.42	122.42	129.92	124.42
<b>Total</b>	<b>1930.045</b>	<b>3048.42</b>	<b>3140.42</b>	<b>3827.67</b>

Leaves and Absences

<b>Type</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
Sick Leave	2418.75	1759.50	1741.25	1308.75
Vacation Leave	2092.50	2537.50	2550.50	2606.50
Personal Leave	783.50	904.00	847.50	895.50
Discipline Leave	0.00	56.00	24.00	0.00
Injury Leave	0.00	0.00	0.00	297.00
Comp Time	306.00	583.00	782.25	532.00
Training	1724.00	2162.00	3529.50	2364.00
Admin Leave	558.00	32.00	212.00	376.00
Funeral Leave	12.00	48.00	48.00	68.00
Othr/MIL Leave	836.00	204.00	172.00	204.00
<b>Total</b>	<b>8730.75</b>	<b>8254.00</b>	<b>9907.00</b>	<b>8651.75</b>

Training

Training challenges continued through 2023 and into 2024. The State of Ohio mandated 24 hours of CPT training for each sworn member of the department. The 24 hours only counted to select curriculum and did not encompass additional leadership and practical training that each member, by the policy, must complete. Department training is completed in-house, off-site in person, and online through OPOTA online.

In 2024, the department will continue to send officers to off-site training programs; however, using staff members' knowledge and skills, several days of in-service training will be completed in-house and will be more cost-effective.

Additional Roll Call training is completed weekly through Daily Training Bulletins and in-house training. In 2023, the department conducted an additional 21 hours of roll call training and 11 hours of DTB training. (attached pg.8)

Code	Description of Training	Cumulative Hours
TCPD001	ADAP/SFST/ARIDE/Intoxilyzer Testing	19
TCPD002	Administrative / Leadership	378
TCPD003	Bicycle Patrol	40
TCPD004	Crime Scene Investigation / Evidence Technician	304
TCPD005	Crisis Intervention / CIT	
TCPD006	DARE / SRO / School Response Training	296
TCPD007	Emergency Vehicle Operations EVOC	335
TCPD008	Firearms / Range Weapons Training / Armorers	176
TCPD009	Gangs / Gang Identification	
TCPD010	Instructor Course / Field Training Officer	
TCPD011	Interviewing / Interviewing Techniques	73.5
TCPD012	Investigations / Investigation Training	51
TCPD013	Canine / Canine Training	376.5
TCPD014	Legal Update Training	24.5
TCPD015	Mental Health Training	35
TCPD016	Narcotics / Drug Investigation and Identification	
TCPD017	Officer Safety / Use of Force Training	410
TCPD018	Radar and Lidar Training	
TCPD019	Spillman / RMS Training	
TCPD020	Crash / Crash Investigation Training	
TCPD021	Traffic Patrol Operations / Criminal Interdiction	48
TCPD022	Crime Victim Rights	68
TCPD023	Community Policing / Community Policing Programs	34
TCPD024	Field Training Status Probationary Employee	1360
Roll Call	Yearly Roll Call Training	20.91
CPT	State Mandated CPT	552
Academy Active	Employee Actively Enrolled in Academy	176
Virtra	Cumulative Hours Virtra Simulator	172.5
DTB Lexipol	Total Completion of DTB Lexipol Review	238
	<b>Total Training Hours Team Members</b>	<b>5187.9</b>



## Use of Force Review

Department members are well disciplined in using only the force necessary to protect themselves, protect others, or gain compliance when making a lawful arrest. An exception to the Use of Force is an officer's physical presence and ability to persuade individuals to comply before using any physical force when possible.

In 2023, seventeen (17) reported uses of force were compared to fourteen (14) in 2022. During the year, all responses to resistance cases complied with departmental policy. In a review of the response to resistance reports, no firearms were discharged, no canine bites, and no deadly force was applied.

### Response to Resistance Incidents:

Date	Case Number	Time of Day	Type of Force
2/11/2023	23TC00943	0730	Hands / Feet
3/27/2023	23TC01844	0201	Taser Display
4/9/2023	23TC02146	2109	Taser Display
4/27/2023	23TC02558	1715	Hands / Feet
5/4/2023	23TC02695	1046	Hands / Feet
5/15/2023	23TC01427	1638	Taser Display
5/23/2023	23TC03164	1404	Firearm Display
5/27/2023	23TC03269	1710	Taser Display
5/30/2023	23TC03316	1212	Hands / Feet
6/24/2023	23TC03897	1001	Taser Display
7/11/2023	23TC04238	0700	Firearm Display
7/15/2023	23TC04318	0206	Firearm Display
7/20/2023	23TC04406	1500	Hands / Feet
8/26/2023	23TC05167	0008	Hands / Feet
9/3/2023	23TC05344	2003	Taser Display
10/15/2023	23TC06085	2051	Firearm Display
11/26/2023	23TC07277	1110	Firearm Display
12/28/2023	23TC07989	0803	Firearm Display

### Vehicle Pursuit Review

Policy 308 requires an annual review and analysis of departmental trends, compliance, and training needs. In 2023, the department had six (6) pursuits compared to six (8) in 2022. No department member used the Pursuit Termination Techniques (PIT) maneuver, and Stop Sticks were deployed on two assist agencies who pursued a vehicle into the city. During the year, all department members have been trained in policy, training bulletins, and in-service driver training.

Date	Case Number	Time of Day	Location
06/16/2023	23TC03728	1904	S CR 25A
10/26/2023	23TC06580	0329	Brookmere Ave
11/18/2023	23TC07102	0340	W Main St.
12/24/2023	23TC07911	1146	I75
12/26/2023	23TC07695	0811	I75
12/27/2023	23TC07987	0803	W. Main St.

### Random Evidence Audit

Sergeant Adam Grubb and Sergeant Tony Smith conducted a random audit on selected cases. The selected incidents should have evidence maintained in the vault or legally disposed of following the court process. All random audit evidence was properly accounted for with corresponding codes and locations for the property. I would also like to recognize Sergeant Grubb for his continued thoroughness and attention to detail in maintaining the department property room and evidence vault.

### Bias-Free Policing Review

Based on race and gender, the department is required to complete a “crystal report” in the CAD records management system each year. The report examines the citations and warnings issued by each officer, and the information assists in identifying potential trends based on race and gender.

Seventy-six (76) percent of the citations were issued to Caucasian drivers. Thirteen (13) percent were issued to African American drivers, three percent to Hispanic and Latin drivers, and four percent unknown. Eighty (80) percent of warnings issued were given to Caucasian drivers. Twelve (12) percent of warnings were given to African American drivers, two percent were issued to Hispanic and Latin drivers, and three percent were unknown or multiracial.

## Activity Report

2023 showed a steady rate of calls for service compared to 2022. A slight decrease of 8.0% in total calls for service and an increase of 27.5% in officer-initiated calls for service. In comparison, there was a decrease of 39.1% in sex offenses, an increase of 66.7% in burglary/B&E, and a 43.7% increase in thefts reported.

Traffic Accidents increased 55% in non-injury crashes and 18.2% in private property crashes. Fatal and injury crashes remained similar as 2022.

CATEGORY	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Y-T-D	2023 Total	% Change
<b>How Calls Received:</b>															
Total Calls for Service	665	689	649	614	723	692	609	654	700	676	728	646	8045	8749	-8.0%
Officer Initiated CFS	1475	1615	967	1120	900	1256	1117	994	1034	1059	1532	1321	14390	11290	27.5%
Homicide	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#DIV/0!
Sex Offenses	0	3	4	3	2	0	0	1	0	1	0	0	14	23	-39.1%
Robbery	0	0	0	0	1	0	0	0	0	0	0	0	1	1	0.0%
Assault	4	5	2	0	4	1	5	0	2	0	0	1	24	22	9.1%
Burglary/B&E Total	2	4	3	0	1	1	1	0	2	1	0	0	15	9	66.7%
Theft/RSP	11	14	14	11	10	12	12	17	8	37	20	15	181	126	43.7%
Motor Veh Theft	2	3	1	0	0	2	0	1	0	3	2	1	15	11	36.4%
Arson	0	0	0	0	0	0	0	0	0	1	0	0	1	0	#DIV/0!
Crim Dam & Vandalism	3	2	3	5	9	4	1	1	2	4	4	3	41	50	-18.0%
Drug Offenses	15	22	11	7	10	14	12	16	7	4	5	6	129	147	-12.2%
Domestic Violence	7	8	1	2	8	6	2	0	6	10	13	4	67	49	36.7%
DORA Checks	107	151	148	131	105	100	90	114	89	91	91	81	1298	1199	8.3%
VHC Checks	259	344	188	105	25	25	28	35	23	31	45	61	1169	1502	-22.2%
Building Checks	694	650	341	519	439	822	727	543	615	589	915	716	7570	4553	66.3%
Community Relations	106	117	78	82	70	157	120	98	94	126	170	219	1437	726	97.9%
School Zone Checks	92	106	69	71	74	0	0	26	49	55	87	39	668	638	4.7%
School Details/SRO	52	50	52	68	73	0	0	16	72	79	67	46	575	399	44.1%
Traffic Stops	122	144	68	114	100	131	141	144	84	83	100	127	1358	1407	-3.5%
Traffic Citations	66	70	21	40	27	37	33	23	27	12	20	23	399	457	-12.7%
Traffic Warnings	61	81	53	68	49	68	71	82	44	53	57	75	762	866	-12.0%
Traffic Control Presence	43	53	23	30	14	21	11	18	8	5	57	32	315	866	-63.6%
Private Property Accidents	3	4	2	1	7	8	3	5	5	3	5	6	52	44	18.2%
Non-Injury Accidents	8	16	11	7	24	7	12	19	12	18	9	12	155	100	55.0%
Injury Accidents	4	2	1	3	4	2	1	0	3	4	4	2	30	30	0.0%
Fatal Accidents	0	0	0	0	0	1	0	0	0	0	1	0	2	0	#DIV/0!
Adult Arrests	30	38	40	29	24	32	33	26	35	18	23	15	343	349	-1.7%
Juvenile Arrests	2	3	1	1	1	1	3	8	1	1	1	1	24	25	-4.0%
Investigations Cases	11	12	8	8	6	10	7	9	7	9	5	6	98	69	42.0%
Special Detail	251	252	216	245	209	227	257	321	234	315	296	173	2996	3558	-15.8%
Totals	1258	2154	1359	1550	1296	1689	1570	1523	1429	1553	1997	1664	19042	17226	10.5%

## Agency Effectiveness Employee Wellness Programs

The department maintains our agreement with Lexipol and Cordico Wellness Application to provide twenty-four-seven information and resources to all employees. Beginning in 2023, the department partnered with a counseling service to provide each member with one well visit a year. The provider and employee can provide additional resources if necessary. The appointment is scheduled during the employee's work hours.

## Community Event Participation

In addition to patrol and investigative responsibilities, the department tries to devote resources to interact with our citizens positively. The department works hard to increase our presence at community events, school events, presentations, and during patrol functions. The following is a list of events department members participated in during the year.

Business Security	Buckle Up Ohio	Child Seat Inspection	Dangers of Rail Crossing	Shop with a Cop
Active Shooter Response Business	Heroin/Opioid Drug Awareness Program	Bank Alarm Safety Program	National Night Out	Voss Honda Safety Days
DEA Drug TakeBack	DORA Program	Citizen Survey Outreach	Use of Social Media	Miami County Safe Communities
Miami County Drug Awareness Coalition	Miami County Domestic Violence Coalition	Neighborhood Watch and Community Resource Program	School Safety Drills and Threat Assessment Planning	Bicycle Registration and Bike Helmet Program
Home Security Camera Program	Golf Cart Inspections	Safe Exchange Zone	Place of Worship Security Planning	Veterans Response and Assistance Program
School Engagement Coursework	Ride-A-Long Program	Internship Program	Senior Awareness Protection Program	SRO/DARE Programs
Shoulder Patch Awareness Program	Operation Santa Sleigh and Secret Santa	Community Park Christmas Tree Sponsor	Senior Parade	Festivals and Parades
Crisis Intervention	Drug Awareness Training	Crime Victims Awareness	Downtown Community Events	

## Equipment and Upgrades

As with many services, supply chain issues and costs create problems. Patrol car 108 was severely damaged in June 2022 and remained out of service until September 2023. Replacement patrol vehicles have either been canceled or delayed, creating issues with suppliers and upfitters to install equipment. Patrol cars continue to get more difficult to acquire in a timely manner and increases in cost.

Replacement body armor for expiring department members was acquired using the Attorney General grant cycle. Two ballistic shields and breaching tools were purchased and placed in each supervisor's vehicle to quickly respond to an active shooter situation. Five ballistic shields were purchased through donations and placed in each school building in the city.

Upgraded the body-worn camera systems and cloud storage, increasing the transparency and effectiveness in storage.

## Department Goals

I am pleased to report that the department successfully accomplished many of our goals for 2023. Partnering with Tipp City Schools, we added two full-time School Resource Officers to the department and school district. Flock safety system was implemented in the city, adding eight cameras. Based on the success, the department secured a long-term cost-savings contract with Flock.

The Civil Service Commission updated and advanced the rules, allowing the department to hire experienced lateral applicants to fill the many vacancies in 2023. Agency wellness and a focus on employee wellness continue to increase with resources and available material to each employee and their families.

## Goals 2024

- Engage with the community to build trust and address concerns with citizens
  - Communication
  - Use time efficiently
- Improve the service provided to the community
  - Recruitment and retention
  - Be highly visible as a crime deterrent
- Staff work together to improve the effectiveness of the agency