

Tipp City Police Department

2025 Annual Report



Tradition of Service

Chief Gregory T. Adkins, CLEE
Deputy Chief G. Jack Davis III, CLEE
Captain Tony L. Smith, CLEE

January 28, 2026

Mr. Eric Mack, City Manager

City of Tipp City

Dear Mr. Mack,

Our department continues to grow as it works to meet community needs while addressing challenges across multiple operational areas, all while providing the level of service the community expects. I firmly believe we have some of the best-trained, most talented, and most knowledgeable officers serving our department. While we are grateful for the outstanding officers we have been able to hire, we are experiencing a significant decline in applications for careers in law enforcement.

The City is forecasting continued growth in the coming years, with several new developments planned. The department is working to position itself ahead of that growth by preparing for increased service demands through appropriate staffing levels and technological advancements. In 2025, the department completed a resource allocation study, which was presented to City Council during the fall budget hearings. That study indicated the police department should be staffed with 28.23 full-time police officers to effectively respond to calls for service and maintain the level of service the community has come to expect.

Currently, the department employs 24 full-time police officers, with two officers contracted and paid by Tipp City Schools (9/12). According to the Bureau of Justice Statistics, a department of this size should be staffed with 29 to 35 full-time officers. This range presents a difficult target and one that I believe may be overestimated for our community. Based on the findings of the resource allocation study, the department's administration scaled back the staffing request to include two (2) additional officers in 2026, one (1) additional officer in 2028, and one (1) additional officer in 2030, bringing the department to a total of 28 full-time officers over five years.

After reviewing this plan with the Finance Director, it was determined that the City is not currently able to fund the addition of two officers. As a result, the plan was pushed back one year to allow for reevaluation. Compounding staffing challenges, the department currently has two active officers serving in the United States Military who are subject to deployment orders. Additionally, increased use of FMLA leave and mandatory training requirements have negatively impacted patrol staffing levels, as each platoon operates at minimum staffing with the absence of just one officer.

I remain open to reevaluating the proposed staffing timeline should Council determine it is appropriate to move forward sooner given the current personnel shortages. To address immediate operational needs, the department has implemented internal staffing adjustments to ensure

essential shifts are covered; however, these measures have resulted in reduced staffing in other operational areas.

The department experienced fewer changes in staffing and personnel than in previous years. Officer Nate Jessup resigned in the fall of 2025, which was a significant loss to the department. Officer Jessup brought many years of law enforcement experience and made the personal decision to leave law enforcement as a profession.

The department completed both entry-level and lateral testing processes late in 2025, and a conditional offer of employment has recently been extended.

I am extremely proud of the men and women representing the Tipp City Police Department. The professionalism, skills, and abilities demonstrated by both our veteran officers and newer department members are vital to delivering service-based policing to our community.

The following information provides an overview of police activities and events during 2025. Please feel free to contact me if you have any questions regarding the material in this report or would like additional details.

Respectfully,



Gregory T. Adkins, CLEE

Chief of Police

City of Tipp City

Administrative and Department Personnel

I would like to recognize the department members who continue to serve the department and their years of service. Many of these officers came from other agencies and had multiple years of service. (P) indicates prior service as a full-time law enforcement officer. The twenty-seven employees have more than two hundred fifty years of service to Tipp City and many additional years of experience at other agencies.

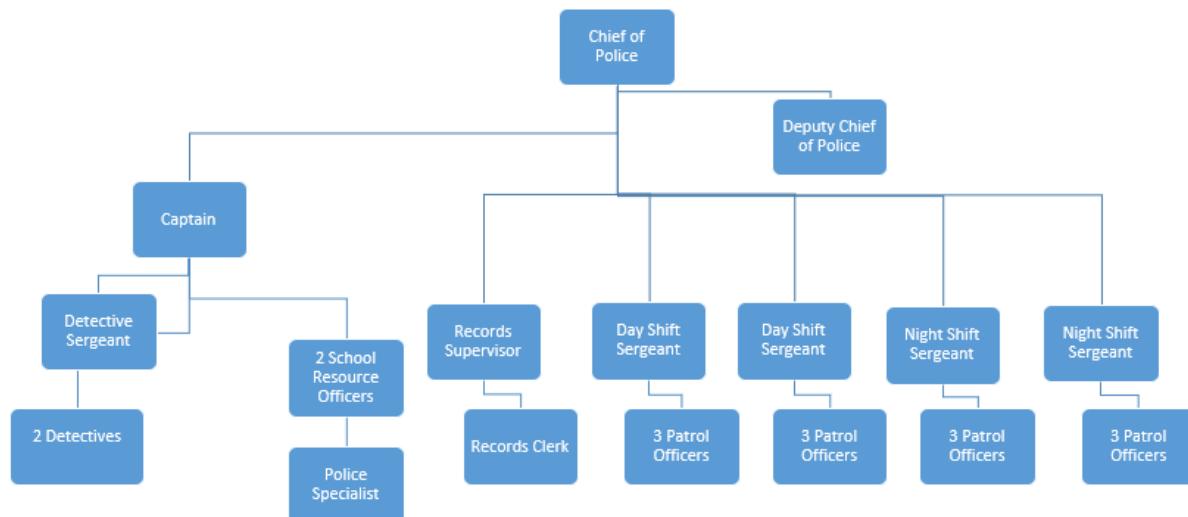
Chief Adkins (P) 26 Years	Deputy Chief Davis (P) 4 Years	Officer Linkous (P) 3 Years
Officer Veldman 7 Years	Officer Kline (P) 8 Years	Officer Campbell (P) 2 Year
Sergeant Detective Morgan (P) 8 Years	Officer Edmondson (P) 3 Years	Officer Osting (P) 5 Years

Officer Brazel (P) 9 Years	Sergeant Graham (P) 26 Years	Officer Roberts (P) 5 Years
Sergeant Rismiller (P) 25 Years	Officer Victor (P) 3 Years	Police Specialist Grubb (P) 25 Years
Officer Ambos (P) New Hire	Officer Powell (P) 6 Years	Sergeant Soutar (P) 21 Years
Sergeant Neth (P) 5 Years	Officer Bernard (P) 7 Years	Captain Smith 15 Years
Officer Bonner (P) 2 Year	Officer Little (P) 3 Years	Officer Hunt 14 Years
Records Supervisor Gostomsky 23 Years	Records Clerk Ulrich 1 Years	

2025 Officer of the Year, Officer Luke Veldman

2025 Performance Awards, Officer Luke Veldman, Sergeant Mike Morgan

2025 Life-Saving Awards: Officer Seth Victor, Officer James Hunt



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 seven 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 7, Executive Order, Group 1RC1, Group 2RC1, and Group 1RC2 recertified in 2025.

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
- Property and Evidence

Annual Policy Manual Review

The Tipp City Police Department policy manual has been reviewed. It 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 2025 as part of the Lexipol Connect Customer Recognition Program, which recognizes law enforcement agencies for excellence in policy maintenance and training. This is the sixth 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

Leave usage decreased by 7.44% to a total of 8,481.50 hours. A significant reduction in training-related leave occurred in 2025 as the department transitioned more training in-house, online, and to virtual reality platforms, and centralized the training process under Captain Smith.

Sick leave, personal leave, and vacation usage remained within historical averages. However, there were two notable increases in on-duty injury leave and military leave, as one member was on active military orders for more than nine months. As identified in the resource allocation study, these types of extended absences place additional strain on department staffing and require officers to work extra details. These vacancies are primarily covered through shift overtime.

Leaves and Absences

Type of Leave	2022	2023	2024	2025
Sick Leave	1741.25	1308.75	1675.75	1257.50
Vacation Leave	2550.50	2606.50	2463.00	2316.00
Personal Leave	847.50	895.50	1020.50	963.00
Discipline Leave	24.00	0.00	0.00	0.00
Comp Time	782.25	532.00	485.25	320.50
Injury Leave	0.00	297.00	0.00	264.00
Training	3529.50	2364.00	3252.00	1568.50
Admin Leave	212.00	376.00	0.00	0.00
Funeral Leave	48.00	68.00	27.00	64.00

Othr/MIL Leave	172.00	204.00	240.00	1728.00
Total	9907.00	8651.75	9163.50	8481.50

Overtime increased by 4.30% in 2025. A primary contributing factor was the amount of overtime required for training. Due to shift staffing shortages related to leave usage, CPT-mandated training, and additional skill-specific training requirements, coverage for these obligations often had to be filled with overtime.

A significant increase in overtime—over 200%—occurred within the Investigations Division. Several complex cases in 2025 required extensive investigative work outside of traditional business hours, resulting in a substantial increase in overtime usage.

Conversely, overtime reductions were most notable in court-related and administrative overtime. The administration team made a concerted effort to adjust work schedules for department meetings and required activities to limit overtime usage. Additionally, the use of an in-house Law Director/Prosecutor reduced the amount of court time required of officers, further contributing to decreased overtime in those areas.

Overtime Distribution

Type of OT	2022	2023	2024	2025
Shift Coverage	1089.50	1761.25	1744.50	1348.00
Court	196.50	166.50	124.50	55.00
Investigations	301.50	252.25	342.25	547.50
Training	277.00	394.50	304.00	545.25
Administrative	54.50	76.25	62.00	38.50
Extra Details	380.00	532.50	446.75	469.00
School Details	711.50	520.00	224.50	216.50
K9	129.92	124.42	125.07	31.02
Total	3140.42	3827.67	3373.57	3250.77

Training costs and challenges continue to increase. The State of Ohio mandates by ORC 24 hours of CPT training for each sworn member of the department. The 24 hours only is applied to specific training outlined by the State. Department members attended numerous other trainings over the year to meet the specific needs of the agency in specialized training. Department training is completed in-house, off-site in person, and online through OPOTA.

Additionally, 13.50 hours of roll-call training was completed during roll-call, covering various topics and policy issues.

In 2025, department members completed a gross total of 5,297.50 hours of training.

(Attached pg. 8)

Code	Description of Training	Cumulative Hours
TCPD001	ADAP/SFST/ARIDE/Intoxilyzer Testing	60
TCPD002	Administrative / Leadership	1344.5
TCPD003	Bicycle Patrol	8
TCPD004	Crime Scene Investigation / Evidence Technician	112.5
TCPD005	Crisis Intervention / CIT	40
TCPD006	DARE / SRO / School Response Training	160
TCPD007	Emergency Vehicle Operations EVOCS	321.5
TCPD008	Firearms / Range Weapons Training / Armorors	224
TCPD009	Gangs / Gang Identification	0
TCPD010	Instructor Course / Field Training Officer	16
TCPD011	Interviewing / Interviewing Techniques	80
TCPD012	Investigations / Investigation Training	155.5
TCPD013	Canine / Canine Training	45.5
TCPD014	Legal Update Training	CPT
TCPD015	Mental Health Training	CPT
TCPD016	Narcotics / Drug Investigation and Identification	CPT
TCPD017	Officer Safety / Use of Force Training	196
TCPD018	Radar and Lidar Training	64
TCPD019	Spillman / RMS Training	24
TCPD020	Crash / Crash Investigation Training	28
TCPD021	Traffic Patrol Operations / Criminal Interdiction	48
TCPD022	Crime Victim Rights	95
TCPD023	Community Policing / Community Policing Programs	125
TCPD024	Field Training Status Probationary Employee	40
IST	In Service Training	12
Roll Call	Yearly Roll Call Training	810
CPT	State Mandated CPT	1012 44 each
Academy Active	Employee Actively Enrolled in Academy	
DTB Lexipol	Total Completion of DTB Lexipol Review	276 12 each
	Total Training Hours Team Members	5,297.50
	Average per 27 Employees-	196.203

Use of Force Review

Department members consistently demonstrate sound discipline by using only the level of force necessary to protect the public, property, and themselves while gaining compliance during lawful arrests. An important exception within the Use of Force policy recognizes an officer's physical presence and ability to persuade individuals to comply prior to employing any physical force, whenever feasible.

Policy 300 requires an annual review of Response to Resistance incidents and an analysis of departmental trends, compliance, and training needs. In reviewing the 2025 Use of Force Response to Resistance reports, the Tipp City Police Department documented six (6) incidents, compared to eleven (11) incidents in 2024. This marks the third consecutive year of a reduction in Response to Resistance incidents.

Of the six incidents in 2025, one (1) involved hands and feet, two (2) involved the display of a Taser, and three (3) involved the display of a firearm. No incidents involved Taser discharges, firearm discharges, use of deadly force, K9 bites, or officers firing their weapons. Additionally, there was a decrease in officers being struck by motor vehicles, representing another positive trend.

All reported displays or uses of force were reviewed by administration and determined to be justified and in compliance with department policy. No reprimands or additional training were required as a result of this review.

Department members completed all required policy reviews, daily training bulletins related to use of force, CPT training hours, and in-service training requirements.

Date	Time	Case Number	Type of Force	Location
5/15/2025	0525	25TC04303	Firearm Display	SB I75 68MP
6/14/2025	1517	25TC05366	Firearm Display	95 W. Kessler Cowlesville Rd.
07/20/2025	1645	25TC06457	Firearm Display	1016 W. Main St.
08/16/2025	2041	25TC07021	Hands Feet / Taser Display	834 Comanche Ln.
08/20/2025	0134	25TC07106	Hands Feet	670 Thonburg Pl.
09/01/2025	0058	25TC07405	Hands Feet / Taser Display	785 Greenvew Dr.

Vehicle Pursuit Review

Policy 308 requires an annual review of pursuits and analysis of the Department to show trends, compliance, and training needs.

In 2025, the Tipp City Police Department had two (2) pursuits, compared to thirteen (13) in 2024. Stop Sticks were deployed and successfully used during an active pursuit on one occasions.

During the review, all pursuits were justified based on policy, one reprimand was issued, and no additional training was required.

All department members completed annual driver's training, including PIT training in 2024, which was included in the policy review and training bulletins.

Date	Time	Case Number	Reason	Location
3/3/2025	2238	25TC01673	Fleeing MCSO attempted traffic stop speed	W. Main St. / S. CR 25A
5/15/2025	0525	25TC04303	Stolen MV/Stop Sticks	SB I75 68MP

Random Evidence Audit

Police Specialist Grubb and Detective Sergeant Morgan conducted a random audit of selected evidence related to cases. The chosen evidence was maintained properly in the vault or legally disposed of following the court procedures. All random audit evidence was adequately accounted for with corresponding codes and locations for the property. In 2026 a full audit of the evidence vault, processing and storage of evidence will be completed. I would like to recognize Specialist Grubb for his continued attention to detail in maintaining the department property room and evidence vault.

Bias-Free Policing Review

This report reviews a demographic from traffic stop warnings, traffic citations, criminal adult and juvenile arrests and distracted driving based on age, gender, and ethnicity in compliance with department policies.

Upon review of the demographic values:

	Male	Female	Black	White	Hispanic	Other Race
Traffic Citations	59%	39%	7%	75%	4%	11%
Traffic Warnings	57%	43%	11%	83%	1%	4%
Adult Arrest	77%	23%	23%	69%	6%	3%
Juvenile Arrest	10%	6%				
Distracted Driving		100%		100%		

Statiscal data is very similar to data recorded in 2024.

	1 to 18	19 to 25	26 to 50	51 and over
Traffic Citations	4%	12%	44%	27%
Traffic Warnings	11%	19%	44%	27%
Criminal Arrest	16%	19%	50%	15%
Distracted Driving			100%	

Statiscal data is very similar to data recorded in 2024.

As with past years, capturing the not recorded fields is a goal based on data entry into the RMS. Each year improvement is made. Officers within the agency are meeting policy requirements, and no discipline has been issued for bias based policing violations.

Activity Review

In 2025, the department observed an increase of 21.6% in the total calls for service and an increase of 19.0% in officer-initiated calls for service. These increases mark the third year in a row of substantial increases with the same number of officers and operating with shirt shortage.

Reductions were noted in the following types of cases: thefts, motor vehicle thefts, arson, criminal damage/vandalism, drug offenses, parking complaints, private property accidents and juvenile arrest.

Increases were noted in the following types of cases: proactive patrols and focused patrol efforts to reduce crime, sex offenses, robberies, assaults, domestic violence, non injury accidents, injury accidents, OVI arrest and criminal adult arrests.

Overall, the department continues to be proactive and visible in the community while providing the level of service expected of our members.

(Attached pg.12)

CATEGORY	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Y-T-D	2024 Total	% Change
How Calls Received:															
Total Calls for Service	710	907	625	1476	1136	813	941	704	796	714	533	561	9916	8155	21.6%
Officer Initiated CFS	1548	1817	1350	2248	2132	2026	1869	1602	1676	1447	1072	966	19753	16602	19.0%
Homicide	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#DIV/0!
Sex Offenses	1	3	3	3	0	1	1	1	5	1	2	2	23	14	64.3%
Robbery	0	0	0	0	0	1	2	0	1	0	0	0	4	1	300.0%
Assault/Menacing	7	4	2	3	3	0	3	3	3	5	2	3	38	24	58.3%
Burglary/B&E Total	0	1	0	1	3	0	6	1	0	1	2	0	15	15	0.0%
Theft/RSP	13	11	14	20	13	20	17	14	12	7	9	6	156	181	-13.8%
Motor Veh Theft	1	0	0	3	2	2	2	0	2	0	0	0	12	15	-20.0%
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	1	-100.0%
Crim Dam & Vandalism	0	4	0	2	0	2	6	3	3	3	0	4	27	41	-34.1%
Drug Offenses	4	9	13	12	4	14	11	10	2	1	2	3	85	129	-34.1%
Domestic Violence	3	6	6	7	3	5	5	7	8	8	6	5	69	67	3.0%
DORA Checks	20	78	74	104	110	121	114	113	112	98	83	67	1094	1298	-15.7%
VHC Checks	145	139	68	86	72	53	69	28	59	26	11	0	756	1169	-35.3%
Building Checks	971	1038	774	1374	1368	1393	1316	1129	1104	992	703	671	12833	7570	69.5%
Community Relations	105	96	70	132	129	121	96	111	99	98	62	57	1176	1437	-18.2%
School Zone Checks	60	61	48	72	69	0	0	36	85	51	30	17	529	668	-20.8%
School Details/SRO	37	52	51	53	41	0	0	31	62	54	48	38	467	575	-18.8%
Parking Complaints	21	18	14	18	15	14	19	15	14	9	19	9	80	165	-51.5%
Traffic Stops	54	125	118	116	103	99	127	69	67	53	67	55	1053	1358	-22.5%
Traffic Citations	17	18	17	24	21	17	27	16	21	15	10	14	217	399	-45.6%
Traffic Warnings	46	111	109	105	90	86	118	59	57	44	59	50	934	762	22.6%

Traffic Control Presence	135	210	133	293	225	225	128	70	74	66	49	52	1660	205	709.8%
Private Property Accidents	2	5	3	3	5	2	3	6	3	2	0	2	36	46	-21.7%
Non-Injury Accidents	11	12	12	20	14	9	19	13	17	16	22	14	179	148	20.9%
Injury Accidents	1	2	3	1	3	4	6	3	5	6	3	5	42	34	23.5%
OVI	3	3	1	3	4	3	4	4	2	2	3	3	35	25	40.0%
Fatal Accidents	0	0	1	0	1	0	0	0	0	0	0	0	2	1	100.0%
Adult Arrests	12	7	24	12	17	34	64	28	23	21	12	13	267	121	120.7%
Juvenile Arrests	1	9	2	1	2	2	7	5	5	3	1	0	38	49	-22.4%
Investigations Cases	7	6	9	9	14	12	14	14	18	16	9	9	137	114	20.2%
Special Detail	503	501	548	1013	901	1170	1147	978	922	878	545	481	9587	4945	93.9%
Totals	2180	2529	2117	3490	3232	3410	3331	2767	2785	2476	1759	1580	31656	23971	32.1%

Flock Safety Solutions

The department uses eight Flock Safety ALPR systems strategically placed across the city. Users also have shareable access to systems across the country. Flock Safety Solutions has been vital to the successful completion of cases. In 2025, officers used Flock Safety in 36 criminal investigations and made 41 arrests. Since the implementation of the system, 92 criminal arrests and 12 recovered stolen vehicles have occurred because of Flock Safety ALPR.

Community Event Participation

In addition to patrol and investigative responsibilities, the department tries to devote resources to positively interacting with our citizens. The department works hard to increase our presence at community events, school events, presentations, and 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	Citizens Police Academy

Agency Effectiveness and Wellness Program

The department maintains our agreement with Lexipol and Cordico Wellness Application to provide all employees with twenty-four-seven information and resources. 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.

Equipment and Upgrades

Equipment costs continue to rise and are reflected in the budgeting process. Police vehicles are not as readily available as in the past, with much longer production times and mid-year order and payment periods that are challenging with a calendar year budget cycle. Vehicle maintenance creates downtime, which can have critical ramifications for a fleet. In 2025, we reduced our vehicle maintenance costs by restructuring service plans with a local mechanic who has served extremely well. State DAS pricing has been affected, and some manufacturers are only offering government fleet pricing on vehicles. The upfitting costs have more than doubled in the past few years, creating much higher upfitting costs that need to be encumbered. Additionally the lead times from acquiring a replacement patrol car and upfitting have extended taking approximately nine months to complete.

Police vehicles continued to be a significant issue affecting the department. Of the nine patrol vehicles assigned to the fleet, two are currently out of service. One vehicle scheduled for replacement under the 2026 CIP has been delivered; however, upfitting will not be completed until summer. This vehicle is not a viable replacement, as its engine has failed and it remains out of service. Additionally, another patrol vehicle recently experienced an engine failure and was not scheduled for replacement until the 2027 CIP cycle.

The department is actively working to develop the most reasonable plan to address the current shortage and determine the best course of action. I am recommending the addition of one cruiser to the fleet. When vehicles fail and are removed from service, the remaining vehicles experience increased use, leading to accelerated wear and tear and a domino effect that shortens their overall lifespan.

Historically, the department rotated patrol vehicles every three years, which was later extended to a five-year rotation. Based on the failure of four Chevrolet Tahoe's, it has become clear these vehicles cannot reliably sustain a five-year service rotation under current operational demands.

New body-worn cameras and in-car camera systems were replaced in 2025 following a failure with the previous vendor, and all new systems were acquired. Additionally, interview room cameras were replaced using the same vendor and platform, allowing all recordings to be securely stored in a cloud-based system and managed through a single platform. The department is currently beginning the first full year of a five-year replacement cycle.

In 2025, due to Microsoft support changes, all in-car mobile data terminals were replaced.

Additional technology upgrades are pending with the Motorola radio system. At the end of 2024, the department was notified that Motorola will no longer support the APX4000 radio system currently operated by the Miami County Communications Center. As a result, the department will need to plan and budget for the replacement of these radios at a substantial cost. These replacement costs will not be supported by the Miami County Commissioners or the Communications Center.

Future updates that will need to be considered include vehicle printer upgrades and radar unit replacements as patrol vehicles are transitioned out of service.

Budgeted projects for 2026 include replacing the Intoxylizer Datamaster OVI processing machine, which will no longer be funded or supported through the State of Ohio program.

Additionally, the department secured several spare Tasers and batteries; however, Axon has informed the department that it will no longer support the current Taser model in use. Due to changes in technology, Axon is transitioning to a new system platform, and the department will need to plan for a future upgrade to remain supported and operational.

Staffing Review Levels

As Tipp City continues to grow and develop to fill the needs of our community, the department must continue to examine our responsibilities and abilities to serve the community. (See Attachment Resource Allocation Study)

Department Goals

The department did an excellent job meeting our goals for 2025. We continued to enhance equipment upgrades and technology while successfully maintaining recertification with the Ohio Law Enforcement Collaborative and achieving the Lexipol Gold Standard. Under the direction of Captain Smith and the Investigations Section, we improved case tracking and prosecution across all divisions of the department.

While we did lose one employee in 2025, we also continued to observe the ongoing trend of fewer applications during each testing cycle.

Goals for 2026

- **Professional Standards and Accountability**

- Maintain high ethical standards through consistent supervision and policy compliance

- Begin the Ohio Law Enforcement Accreditation Program

- Promote timely reviews, reporting, and promote transparency and accountability
 - **Officer Wellness and Resiliency**

- Continue annual wellness checks for all department members

- Promote mental health awareness access to peer support and professional resources

- Promote long term career success and Officer retention

- Continue efforts to recruit highly qualified service minded candidates
 - **Training and Development**

- Provide ongoing department specific training

- Ensure all training aligns with best practice under current policy and professional development
 - **Community Engagement and Trust**

- Continue to Build on the Citizen Police Academy

- Strengthening community engagement

- Focus on crime prevention through proactive patrols and community awareness

- Collaborate with neighboring communities to address emerging crime prevention
 - **Fiscal Responsibility and Resource Management**

- Manager department resources responsibly while maintaining effective service delivery

- Vehicle retention planning and overcoming vehicle shortfalls

- Resource allocation implementation and reviews

- Seek alternative funding opportunities to support equipment upgrades
 - **Technology and Operational Effectiveness**

- Leverage technology to enhance officer safety, reporting accuracy, and operational effectiveness

- Ensure effective use of critical systems and tools

- Ongoing reviews and update policies to reflect operational needs and technology advancement

- Improve update radio communications

Background

Staffing a police department is a continuous challenge and very complex. Several variables must be considered when trying to determine a department's needs. Some of those include the amount of time it takes to handle a given call for service, the distribution of calls, the nature of the calls, officer-initiated activities, and the community's expectations. The city code

of ordinances states that the police department shall be responsible for the preservation of public peace and order, the prevention and detection of crime, the apprehension of offenders, the protection of persons and property, and the enforcement of laws of the United States, the State of Ohio, and municipal ordinances (35.10). As the Chief of Police, I am in charge of the department and personnel reporting to the City Manager, and I shall perform the following: policies, procedures, and rules and regulations for the government and operation of the Police Department and its personnel; be responsible for the performance of the department and duties assigned to it by the Charter; have control of the assignment of all personnel within the department; provide for the training and instruction of personnel within the department (35.11). I am tasked with presenting these responsibilities to the City Council and our community so that residents are aware of the department's staffing needs.

Introduction

This report looks at an overall approach to two primary questions regarding the department's patrol officer deployment and availability over time: reviewing the Calls for Service (CFS) demands relative to a police officer's overall availability and determining how many officers are needed to meet current and future CFS demands.

Significant time was invested in validating and collecting information, including CAD computer-aided Dispatch data, police activity, and community expectations.

The City of Tipp City is a small community located in southern Miami County and shares many of its values with Monroe Township. Encompassing 8.18 square miles in size, the city is home to an estimated 10,484 residents and is projected to have increased growth over the next five years to 13,016.38. Growth is a must to maintain a vibrant community, staffing must adapt to growth while maintaining the level of service the community expects from the department.

Tipp City is a residential community with many neighborhoods, parks, a vibrant downtown, outstanding livability, and an excellent school district.

The Tipp City Police Department is a medium-sized department that currently employs 24 full-time sworn law enforcement officers and three civilian employees. These professionals dedicate their lives to law enforcement to protect and serve the Tipp City community. The community expects a great level of service-oriented policing from the police department, which these dedicated men and women do an excellent job of providing a service-based approach to policing.

The Tipp City Police Department operates 24 hours a day, providing uniformed patrol, criminal investigations, and emergency 911 service to the City of Tipp City and assisting in surrounding areas.

The Tipp City Police Department has a tradition of attracting well-trained lateral law enforcement officers from other communities and retaining incredibly talented professionals. In addition to patrol and criminal investigations, the department is also very active in community events, school resource program, citizens police academy, drone program, bike patrol, K9, and

many other programs that require manpower and staffing. The department needs to evaluate the employees' well-being on and off duty and evaluate the amount of extra duty hours required to complete these programs.

The following study is intended to provide the City of Tipp City Council with an evaluation of the department's current and future staffing needs. Although there are many ways to conduct a staffing study, there is no industry standard. This is because the process is complicated and includes a wide variety of factors. The last internal staffing analysis completed was in 2015. Since then, we have seen steady growth in the number of citizens who call Tipp City home. This has resulted in ever-increasing demands on various public safety agencies providing critical services to our residents, including the Tipp City Police Department

TIPP CITY POLICE DEPARTMENT 2025 STAFFING STUDY

Total Population	Tipp City	Miami County
2023	10,484	110,876
2020	10,279	107,516
2010	9,689	102,487
2000	9,210	99,015
1990	6,411	93,184

This report includes details on our staffing study, which utilizes national averages. Before you review the study, discussing the most common method for determining staffing levels for law enforcement agencies is essential. The population ratio to the number of officers a department needs is based on the Bureau of Justice Statistics (BJS). Ohio's officers per capita BJS analysis is 2.8-3.38 per 1000 (September 2024). Utilizing this data only, and the city population of 10,484, *we should have employed 29 - 35 full-time officers*. Currently, we have 24 full-time officers.

Although this is an accepted average ratio of officers, as recognized by BJS, I feel there are more accurate and complete comparisons for determining staffing needs. Several factors should be considered before determining what staffing level is required and appropriate to meet community needs.

The staffing study detailed in the remainder of this analysis is a very reliable formula that has been used and applied throughout the country. This formula is used in resource allocation projects of the School of Police Staff and Command, Center for Public Safety, Northwestern University. This formula is based on several averages. For example, the formula utilizes an average of 45 minutes to complete a call for service (CFS). This formula also considers how much time an officer is available for duty. It does this by averaging scheduled days off,

holidays, vacation, personal time, compensatory time, sick time, etc. The formula also assumes that one-third of the police officer's time should be utilized in handling calls for service.

It is important to note that this formula calculates the staffing needs for officers assigned to patrol functions on the street, handling CFS. It does not include administrators, specialists, non-sworn personnel, School Resource Officers, and Detectives. The Tipp City Police Department has sixteen full-time members assigned to patrol functions.

Growing Trends

Tipp City is expected to see a growing population in the coming years, requiring more from the department staff. Commercial growth is projected alongside residential growth, again demanding more from the staff. Growth is a great thing for the community. Growth allows us to show what makes Tipp City a great place to live, work, and raise a family, in support of the local schools, which are making huge community improvements. Based on known and projected growth, the department also needs to be prepared to grow to provide the best service possible.

Strategic Overview Growth-Residential

Year	New Homes Permitted	Projected New Homes Permitted	Population Growth 2.54 pc ph
2020	36		
2021	48		
2022	65		
2023	43		
2024	57		144.78
Summit Landing		172	436.88
Rosewood Creek 4		61	154.94
The Brooks		74	187.96
Fieldstone Place		81	205.74
Westview Lofts		226	574.04
The Narrows		33	83.82
Hyatt Trails		293	744.22
	Estimated Residential Growth		2,532.88
		Estimated Population Changes	13,016.38

Analysis

Determine the number of complaints or CFS / Radio Log received and responded to in a year by the Tipp City Police Department. Calls For Service (CFS) include all forms of police activity when an officer responded or took official action. It does not include situations or handling of internal police department matters. Notably, the number of CFS does not reflect the total calls in providing a service-based policing approach.

Year	Officer Initiated CFS	Officer Dispatched CFS	Total Calls for Service	Staffing Sworn Positions	Patrol Staffing Sworn
2024	16,602	8,155	24,757	24	16
2023	14,390	8,045	22,435	23	16
2022	11,290	8,749	20,039	21	16
2021	12,848	9,516	22,364	21	16
2020	16,715	7,817	24,532	21	16
2019*	4,530*	9,472	14,002	21	16
2018*	7,427*	6,172	13,599	19	15

2024 Total CFS (24,757)

Multiply the total CFS by 0.75. It is generally accepted that 45 minutes is the average time necessary to handle a CFS.

$$24,757 \times .75 = 18,567.75$$

Multiply by three to reflect the work relief factor of 1/3 (33%) of an officer's time should be spent handling service requests. Other requirements include Continuing Professional Training required by the State of Ohio, In-Service Training required by policy-MVRMA, specialized training, personal relief, supervision, and vehicle service requirements. Patrol time for preventative patrol and community policing must also be taken into consideration. Multiplying by three makes up the unknowns.

$$18,567.75 \times 3 = 55,703.25$$

Divide the product by 4,380 – the number of hours necessary to staff one patrol officer for one year (12 hours x 365=4,380).

$$55,703.25 / 4380 = 12.717$$

It takes 12.717 patrol elements to handle 24,757 CFS.

Since officers do not work every day of the year without time off, it is necessary to determine the amount of time an officer is actually on duty. This will allow a determination of the number of officers that are required to staff the patrol elements. A review of the department's benefits, including regular days off, holidays, bereavement, personal time, vacation time, comp time, shows an officer is unavailable for patrol-related duties, 55% of the established figure of 4,380 hours. Multiple 4380 hours (total amount of hours needed to staff one patrol officer element for one year) by 55%, we come up with an average of 2409 hours in which an officer is off duty during a one-year time frame.

4,380 hours are necessary to staff one patrol officer; this gives an available duty time of 1971 hours. Therefore, to determine how many officers are necessary to staff one patrol officer, divide 4380 hours needed for one year by the number of hours available ($4380 / 1971 = 2.22$). This means that 2.22 officers are required to fill each patrol element. You can determine the

number of officers needed by multiplying the availability factor (2.22) by the number of patrol officers.

$$2.22 \times 12.717 = 28.23$$

The calculations indicate that 28.23 patrol officers are needed to respond to the number of incidents in the City of Tipp City. As a reminder, this number is the number of “Patrol” assigned officers needed. It does not include the Police Administration (Chief, Deputy Chief, Captain), Detectives (3), and School Resource Officers (2). Currently, the Tipp City Police Department has 16 sworn full-time officers assigned to Patrol.

Current Assignments Staffing Allocations Members

Sworn Position	Non-Sworn Position	Assignment	Current Staffing	2025 Allocated Staffing
Chief of Police		Administration	1	1
Deputy Chief of Police		Administration	1	1
Police Captain		Administration	1	1
Detective		Investigations	2	2
Detective TFO		Investigations	1	1
Patrol Sergeant		Patrol	4	4
Patrol Officer		Patrol	12	12
School Resource Officer		SRO 9mo/3mo reimbursement	2	2
	Records Supervisor (FT)		1	1
	Records Clerk (PT)		1	1

Organization

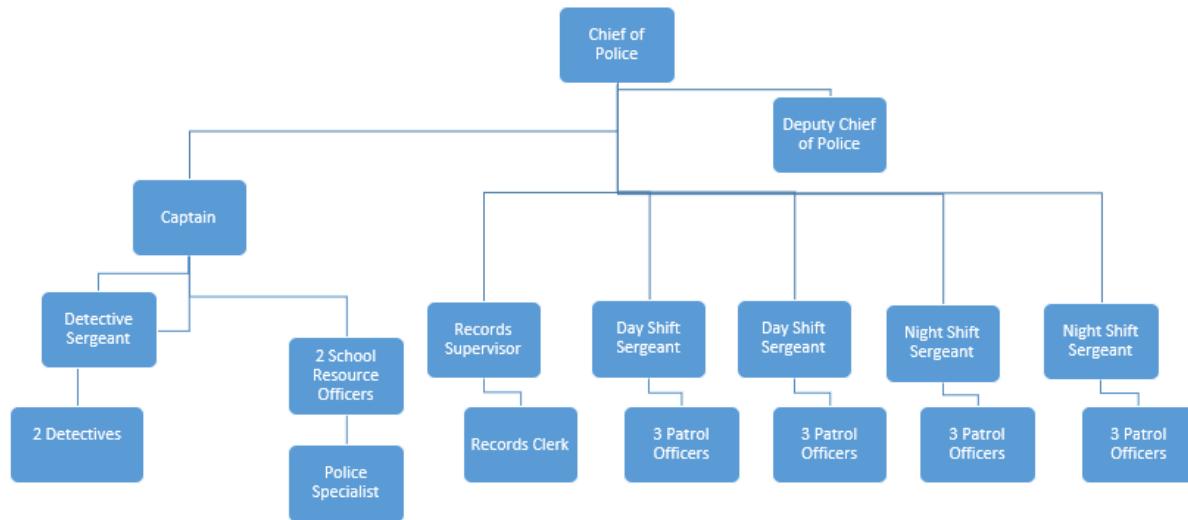
The Tipp City Police Department is divided into three primary divisions-Administration, Patrol Operations, and Criminal Investigations.

Administration- The administration encompasses the Chief of Police, Deputy Chief of Police, and Captain.

Patrol Operations—Patrol operations are overseen by the Deputy Chief of Police and four patrol Sergeants, who are the front-line supervisors. Patrol is the most visible unit of the department and is the backbone of serving the community.

Criminal Investigations—The Captain oversees Criminal Investigations and provides additional investigations for more serious matters. In many instances, investigations work with the patrol division to address illegal activities and with local and state partners in criminal investigations.

The Deputy Chief of Police and Captain oversee the Records Division, Police Specialist Division, and School Resource Officers, and training, respectively.



Staffing Patrol Shifts

Patrol Officers work 12-hour shifts, days (0600-1800) or nights (1800-0600) based on shift bids seniority per the collective bargaining contract. Twelve-hour shifts have been a huge retention factor and recruiting tool since 2015, when they were implemented instead of the 8-hour shifts. The additional days off have created a lifestyle change for many officers' families.

Day A	0600- 1800	0600- 1800	0600- 1800
Day B	0600- 1800	0600- 1800	0600- 1800
Night A	1800- 0600	1800- 0600	1800- 0600
Night B	1800- 0600	1800- 0600	1800- 0600

14 day cycle each patrol officer works 7 out of 14 days total of 80 hours (one 12 hr shift is modified to 8 hour shift)

The minimum staffing requirement for patrol is three officers per shift, with four officers typically scheduled. However, due to factors such as long-term leave, all four assigned officers are present only about 43% of the time when fully staffed. Maintaining the minimum staffing level is mission critical, yet it frequently comes at the expense of officers' quality of time off, contributing to fatigue.

This fatigue is further exacerbated by the nature of calls for service (CFS), many of which require at least two officers to respond. This often leaves only one officer available for

additional calls or proactive patrol duties. The resulting strain increases risk to both staff and the public, as fatigue is a significant factor in diminished performance, poor customer service, and the potential for accidents or damage to city personnel, equipment, or property.

In 2025, the department experienced the unforeseen loss of one officer due to a year-long military deployment. This created significant overtime demands and left assigned shifts operating at or near 100% minimum staffing. With current patrol staffing levels, the department has no flexibility to cover unexpected medical leave or long-term disability without relying on overtime. In response, scheduling adjustments were made to help offset overtime costs. However, these changes have resulted in three of the four shift rotations now operating at minimum staffing at all times.

To help you interpret Kelly Day cancellation data, here's a breakdown of what it shows:

- **2025 Year-to-Date (YTD):**
 - 73% of officers' Kelly Day (KD) shifts have been canceled.
 - This indicates a significant **increase in KD shift cancellations** compared to the prior year.
- **2024** (entire year):
 - Only **28%** of KD shifts were canceled.

Implications:

- **+45 percentage point increase** in cancellations from 2024 to 2025 YTD.
- This could indicate:
 - Staffing shortages.
 - Increased operational demand.
 - Policy changes affecting scheduled time off.

Budget

In 2025, the Tipp City Police Department Budget accounted for 35% of the General Fund for the City of Tipp City and 7% of the Total City expenditures, including all funds.

Year	Operating Budget	Capital Improvement Budget	Total	% Change
2025	\$4,175,891	\$198,752	\$4,374,643	11%
2024	\$3,761,963	\$145,732	\$3,907,695	7%
2023	\$3,550,914	\$151,500	\$3,702,414	10%
2022	\$3,155,264	\$175,000	\$3,330,264	4%
2021	\$3,081,567	\$121,250	\$3,202,817	

The tables below indicate the overtime and leave distribution for various categories based on the current staffing levels.

Leaves and Absences Report

	2024	2023	2022+M	2021	2020	2019	2018	2017	2016	2015
Sick Leave	1675.75	1308.75	174.25	1759.50	2418.75	2146.00	1466.50	1514.50	977.50	778.50
Vacation Leave	2463.00	2606.50	2550.50	2537.50	2092.50	2612.00	2415.00	2455.00	1962.00	1772.50
Personal Leave	1020.50	895.50	847.50	904.00	783.50	936.00	808.50	795.00	799.00	626.50
Discipline Leave	0.00	0.00	24.00	56.00	0.00	188.00	0.00	12.00	0.00	0.00
Injury Leave	0.00	297.00	0.00	0.00	0.00	0.00	232.00	0.00	0.00	32.00
Comp. Time	485.25	532.00	782.25	583.00	306.00	818.50	679.50	1143.75	711.00	631.50
Training	3252.00	2364.00	3529.50	2162.00	n/a	n/a	n/a	n/a	n/a	n/a
Admin. Leave	0.00	376.00	212.00	0.00	558.00	264.00	0.00	0.00	80.00	0.00
Funeral Leave	27.00	68.00	48.00	48.00	12.00	n/a	0.00	24.00	3.5	24
Military Leave	240.00	204.00	172.00	204.00	836.00	n/a	108.00	196.00	136.00	54.00
Total Hours of Leave	9163.50	8651.75	9907.00	8254.00	7006.75	6964.50	5709.50	6140.25	4669.00	3919.00

Overtime Distribution

	2024	2023	2022*M	2021	2020	2019	2018	2017	2016	2015
Shift Coverage OT	1744.50	1761.50	1089.50	1263.00	564.75	764.00	592.50	468.75	359.00	619.50
Court OT	124.50	166.50	196.50	229.75	161.00	174.00	142.50	161.00	283.50	148.00
Investigation OT	241.75	252.25	301.50	161.00	145.85	97.75	222.50	162.00	280.50	251.25
Training OT	304.00	394.50	277.00	192.25	239.50	207.50	213.00	313.50	233.50	278.00
Administrative OT	62.00	76.25	54.50	172.25	66.00	187.00	194.00	225.50	216.00	222.25
Extra Detail OT	446.75	532.50	380.00	321.00	130.00	317.25	492.50	431.00	402.50	380.75
School Detail OT 80/20	224.50	520.00	711.50	586.75	501.50	663.00	407.25	236.75	77.00	114.00
K9	125.07	124.42	129.92	127.09	117.75	121.42	120.89	107.50	87.00	94.50
DEA 100%	100.50	22.00	288.50	264.50	n/a	n/a	n/a	n/a	n/a	n/a
Paid OT 100%	0.00	6.00	57.50	50.50	n/a	n/a	n/a	n/a	n/a	n/a
Total Hours of OT	3373.57	3827.67	3140.42	3053.09	1926.38	2531.92	2385.14	2106.00	1939.00	2108.25

During a review of the current staffing levels and associated costs, officers have varying collateral duties along with their dedicated calls for service response. Shift coverage overtime continues to be an issue to cover for total hours of leave within a year. The leave increase is due to military leave, which is going to continue to rise, requiring additional CPT training and specialized training, on-duty injury leave, and granted personal time off allowed under the collective bargaining agreement. These leaves must be filled with overtime to meet minimum staffing needs.

Filling these vacancies puts undue strain on the patrol staff to cover shifts with overtime. Overtime creates an increased hardship on the quality of life for the officers and their families. In public safety, it is known that sacrifices will have to be made. However, extended uses of overtime create a negative impact on these officers. Meeting the staffing needs of the community and the projected forecast, the department can reduce overtime costs for shift coverage and save the projected money by having more staffing levels.

The administration and staff recognize the importance of fiscal responsibility and are committed to identifying cost-saving measures that reduce overtime expenses while preserving the quality of life for department members—a critical factor in both recruitment and retention.

To that end, the department has collaborated with the Downtown Tipp City Partnership to limit the number of events requiring overtime coverage, instead assigning available on-duty officers. We have also reduced the number of off-duty shifts used for training and administrative tasks by having officers complete these responsibilities during their regular shifts. Additionally, we've brought many external training programs in-house, utilizing the expertise of our highly skilled internal trainers to minimize costs and maximize efficiency.

Officer-initiated calls for service are greater than officer-dispatched calls for service. This proactive approach to policing provides better visibility in the community, allows officers to

engage with the community, participate in community events, and continue providing a service-based approach to policing.

Increased officer-initiated CFS is also a great indicator of proactive policing while serving the community. The department prides itself on proactive policing to prevent crime rather than being a responsive department that only responds to crime.

Strengths of the Police Department

The overall approach to policing in Tipp City is service. We are here to serve our community and provide more than criminal police apprehension. We have a strong community approach to policing, which is consistent throughout the department and supported by city staff and the officers. New officers joining the department are instructed early on about the department's focus on police and community relations. This connection with the community shows the great community support given to the men and women of the police department. It takes ongoing commitment by the department to gain the support, and we work diligently not to lose the support.

The department approaches recruitment and retention with state-of-the-art equipment and technology to assist department members in performing their duties, and also allows the use of technology to aid in criminal investigations to solve cases with successful prosecution. Technology and equipment upgrades have become necessary in 21st-century policing to provide the high level of transparency that is expected from an accredited agency. The police department must maintain a high level of new fleet vehicles and equipment to respond without hesitation. Ageing fleets and equipment can prevent an immediate response in a critical situation.

Recruitment and dedication to providing a high-quality tradition of service. Building a Pro Bowl team and hiring the right officers are critical components of the quality of service expected from the department. The department continues to be recognized for forward-thinking service-based policing with highly trained and skilled members. This recruiting and hiring process allows the department to be self-sufficient and ready to respond to any type of call.

The Tipp City Police Department is accredited through the Ohio Law Enforcement Collaborative in all groups and recently met all group standards in an accreditation review. For the past four years, the department has also received the gold standard in Lexipol Policy and Training. These accomplishments would not be possible without the dedication of the great men and women who serve the community and work hard to maintain the standards.

Conclusions and Recommendations

After analyzing the data for police CFS, department requirements, projected growth, and past growth history, the Chief of Police recommends the following for review by the Finance Director, City Manager, and City Council.

Additional Sworn Officers: BJS equations show that the Tipp City Police Department should be staffed with 29 to 35 full-time sworn Law Enforcement Officers. Resource allocation equations for patrol staffing identify that the department should operate with 28.23 full-time sworn patrol assigned officers.

Currently, the department has 24 full-time officers with 16 assigned to patrol. Earlier, I mentioned that when one patrol officer is absent, the current number of sworn patrol officers creates service gaps, increasing overtime to meet minimum standards and jeopardizing officer safety and public safety for the community. Due to minimum staffing, 57% (estimated 90% in 2025) of the time, this creates chaos when scheduling shifts to be filled and negatively impacts the level of service provided to the community, should one officer be indisposed for an extended period, as shown with one officer on military leave for one year. Suppose one officer suffers a long-term medical injury or other leave. In that case, the department is staffed to only backfill with overtime, and burnout is created for those scheduled to work numerous extra hours. Several members of the department are currently at retirement age or approaching retirement. As these employees leave, additional staffing gaps will emerge, and filling these positions typically requires several months, further impacting departmental operations.

The Tipp City Police Department fell behind for many years in keeping up with proper staffing levels due to a belief that this is how it always has been, and has stayed stagnant for many years. We are now seeing the negative results of this form of staffing and the ever-increasing need for additional officers, placing strain on the city budget by staffing full-time fire employees and additional city service staff positions. Several improvements can be made by increasing the sworn officer staffing levels and creating a strategic growth plan for the department. Due to current staffing and growth, workload, and ongoing officer shortages, the department is short-staffed 57% of the time. As a result, officers' shift schedules are more often subject to overtime and erratic reshuffling depending on available personnel, affecting the health and well-being of officers and officer safety service levels.

Long Term Perspectives:

- Decreasing number of qualified applicants
- Hiring time frames and logistics
- Expanding attrition
- A broadening scope of police work and service-based policing
- Projected increases in the City's population and increased demands placed on the department.
- Employee retention
- Upcoming retirements and vacancies that need to be planned to backfill.
- Maintaining the quality of service expected from the department.
- Maintaining current accreditation by the Ohio Collaborative.
- Meeting the expectations of the State of Ohio for continuing officer training.
- Ability to overcome staffing shortages.

In this analysis, two models were used to determine the Tipp City Police Department's current staffing needs. Although the BJS ratio is accepted, I feel that it is not the most accurate means of determining appropriate patrol staffing levels. The resource allocation staffing model displays the need for patrol staffing based on the workload factor for patrol officers.

It is my recommendation for budget year 2026, the Tipp City Police Department requests approval by the City Council to hire two (2) full-time patrol officers to provide additional patrol coverage staffing. I also recommend that, after one year of experience with removing the Sergeant position from the detective division, that position needs to be implemented in place as the span of control has shown. This position would not add an additional person; it would reallocate from four (4) Sergeants to five (5) and remain with three employees assigned to the detective division.

By allowing the department to hire two (2) additional officers and replace an officer with a Sergeant, the impact on the 2026 department budget would be approximately an increase of \$228,000 (\$10,000 included Sergeant position) and should significantly reduce patrol shift coverage overtime. I am confident that, by being reasonable, the department could operate at levels of 18 patrol officers in 2026 and have a strategic growth plan over the next six years to offset the staffing shortages based on modeling. Based on the formulas and data, the administration has adopted a common-sense approach to fiscal responsibility and believes that implementing a growth plan would have a less immediate impact on the city's financial forecast.

Year	Growth Plan	Notes	Estimated Additional Costs
2026	Add (2) Patrol Officers and reposition (1) Sergeant to investigations	Increase Staff to 26 Full Time LEO (18) assigned to patrol	\$228,000.00
2027		No Changes	\$0.00
2028	Add (1) Patrol Officer	Increase Staff to 27 Full Time LEO (19) assigned to patrol	\$111,000.00
2029		No Changes	\$0.00
2030	Add (1) Patrol Officer	Increase Staff to 28 Full Time LEO (20) assigned to patrol	\$114,000.00
2031		No Changes	\$0.00

By enacting these changes, it is recommended that the Tipp City Police Department be better able to fulfill its mission of providing service-based policing to the community and visitors of Tipp City. The proposal of staff as detailed herein will offer better safety, better quality of well-being for employees, lower crime, and be more efficient in allocating resources of the Tipp City Police Department.

It is my honor to serve as the Chief of Police for this great community. As both a long-time employee and resident, this is a once-in-a-lifetime opportunity to enhance and deliver the highest level of service to our citizens. I am sincerely grateful for the past, present, and continued support of the Tipp City Council.

Today, I respectfully ask for your support and adoption of this staffing plan, which is essential to maintaining a safe community and enabling a proactive police department. Additionally, I recommend that a staffing and resource allocation plan be conducted and updated every four to five years to ensure we continue to meet the evolving needs of our city.

Please reach out to City Manager Mack or me with additional questions.

Respectfully submitted:

A handwritten signature in black ink, appearing to read "Gregory T. Adkins".

Gregory T. Adkins, CLEE

Chief of Police

City of Tipp City