TOLEDO POLICE DEPARTMENT

Photo by Scott Grau

Second Biannual Community Safety Report 2023

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Introduction

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

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

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

On June 1, 2023 daily foot patrol units were established to actively patrol four and seven sector. Foot patrol units enhance community and officer relationships while increasing positive citizen contacts. Officers can build trusting relationships with community members and build on their knowledge of the community they serve. Foot patrols have been shown to reduce and prevent violent crime in hot spot areas and leave residents feeling less fearful of being victimized by a crime.

The information contained in this report is primarily derived from data collected between January 1st*, 2023 and September 30*th*, 2023.*

Officer Data and Current Staffing Levels

The strength of the Toledo Police Department- 9/30/23:		Retire	Resign	Terminate	Promotion	New Hires
	Actual	**YTD**	**YTD**	**YTD**	**YTD**	**YTD**
Chief	1	1	0	0	1	
Deputy Chiefs	3	0	0	0	0	
Captains	9	0	0	0	2	
Secretary of Police	1	0	0	0	0	
Lieutenants	28	1	0	0	2	
Sergeants	94	3	0	0	1	0
Patrol Officers	461	16	11	0	5	0
Total Sworn	597					
Cadets	29		10	2		
Lateral Transfers	1					4
Civilians	58		4			6
Total Department	685					

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

	Chief	Deputy Chief	Captain	Lieutenant	Sergeant	Patrolman/29 Cadets	Total	% of Dept.
W/M	1	2	7	21	68	318	417	66%
W/F		1	1	6	8	61	77	12%
B/M			1		10	43	54	8%
B/F					2	19	21	3%
H/M				2	1	34	37	6%
H/F					2	8	10	2%
O/M					2	7	9	2%
O/F					1	1	2	1%
TOTAL	1	3	9	29	94	491	627	100%

Department Training Requirements

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

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

2023 OPOTC Required Training

Course - Required	Hours Required	Agency Required by
School Safety and Threat Assessment	3	OPOTC

Course Description: Learning to assess and address indicators of potential violent behaviors and factors that could lead up to active shooter events or mass violence as well as response to critical incidents.

Legal Updates	3	OPOTC

Course Description: Informing officers of recent changes in the Ohio Revised Code focusing on *Toledo Municipal Court Prosecutor Reviews* and *Hazing Laws*.

Search and Seizure Legal Update — 2 — OPOTC

Course Description: Informing officers of previous laws that have changed or no longer exist, focusing on *Constitutional Carry Law* and *Terry Stops*.

Subject Control/Use of Force — 2 — OPOTC/CALEA

Course Description: Instruct and practice subject control techniques (subject approach and control, striking principles, take downs, handcuffing, ground defense, etc.) as well as weapon encounter defense (use of deadly force situations), ethical decision making and practical application scenarios.

Less Lethal Options — 2 — OPOTC/CALEA

Course Description: Provide officers training to develop necessary "less lethal" tactical techniques while using less lethal tools (Taser, asp, mace, etc.) to de-escalate dangerous situations.

First Aid/CPR — 4 — OPOTC

Course Description: Teaching officers basic life saving techniques, including those suffering from cardiac arrest for adults, children and infants while using classroom instruction and practical applications. All officers must meet required performance standards regulated by an accrediting agency.

Wellness — 8 — OPOTC/CALEA

Course Description: Providing physical fitness assessments to all officers, screening for specific medical conditions and discussing mental health, stress while reinforcing positive eating and sleeping habits.

Firearms Qualifications — 4 — OPOTC/CALEA

Course Description: Provide officers with skill-based training which include (but not limited too); weapon malfunctioning drills, move and shoot drills, pistol and shotgun re-qualifications and weapon maintenance.

Taser Recertification — 2 — OPOTC/CALEA

Course Description: Provide officers with legal updates regarding Taser and skill-based training which include; Taser malfunctioning drills, scenarios and user recertification.

Additional Offered Training

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

Course	Hours Required
	80

Traffic Collision Investigations-Level 1

Course Description: Teaching officers to become Traffic Investigators by including instruction on gathering evidence from vehicles and roadways, human factors, field sketches, measuring and diagramming, photography and more. Mathematical formulas will be introduced to determine factors such as speed and velocity.

Advanced Traffic Collision Investigations-Level 2	**80**

Course Description: Building on concepts from "Traffic Collision Investigations-Level 1", instruction will include advanced techniques in measuring and mapping, vehicle behavior, and analysis of vehicle lamps and safety systems. Mathematical formulas will be practiced and built on to determine factors such as speed, velocity, airborne time and distance.

Traffic Collision Reconstruction-Level 3	**80**

Course Description: Qualifying Traffic Investigators to reconstruct traffic collisions. Instruction will include human factors, Newton's Law of Motion and basic physics. Mathematical formulas will be taught to determine momentum, vector analysis, energy, speed, velocity, time and distance. Officers will participate in staged traffic collisions reconstructions involving motor vehicles, pedestrians, motorcycles and commercial motor vehicles.

Mass Protest and Demonstrations/First Amendment Rights	**2**

Course Description: Providing officers with a guideline of planning and preparation for mass protest and demonstrations, informing officer of their roles and responsibilities during demonstrations and reiterate critical thinking during the crowd control process and use-of-force situations, while not violating citizen's civil rights.

Disciplinary Issues

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

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

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

Sustained Findings April 30, 2023 - September 30, 2023

Violation	Action	Total Per Action
Absent Without Leave	Counseling	1
Action Response Report - Reporting Use of Physical Control Techniques	Verbal	2
Body Worn Camera System	Counseling	3
Body Worn Camera System	Verbal	9
Conduct Unbecoming an Officer	Written	1
Conduct Unbecoming an Officer	Resigned	1
Demeanor	Counseling	2
Demeanor	Suspension	1
Demeanor	Verbal	6
Detainee Searches	Counseling	4
Disposition of Property	Counseling	2
Dissemination and Transmission of Law Enforcement Information	Verbal	1
Domestic Violence	Counseling	1
Fraternization and Nepotism	Verbal	1
Inattention or Careless in Performance of Duty	Verbal	1
Lack of Energy	Counseling	1
Lack of Energy	Verbal	3
Late for Duty	Verbal	1
Learning Management System	Counseling	1
Neglect of Duty	Written	1
Outside Employment Request	Counseling	1
Outside Employment Within City Limits	Counseling	1
Personnel Files	Counseling	1
Property in Vehicle	Counseling	4
Property in Vehicle	Verbal	1
Pursuit Operations	Counseling	3
Pursuit Operations	Verbal	1
Reporting Criminal Associations and Illegal Establishments - Required	Resigned	1
Reporting for Court	Counseling	2
Reporting for Duty	Counseling	1
Rules of Department Vehicles	Counseling	13
Supervisor Responsibilities	Counseling	1
Taking and Submitting Reports	Counseling	3
Tows	Counseling	1
Unnecessary Use of Physical Control Techniques	Suspension	1

Total Discipline Issued by Type April 30, 2023 to September 30, 2023

| Counseling	Verbal Reprimand	Written Reprimand	Suspension	Resigned
46	26	2	2	2

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

Internal Complaints	Citizen/External Complaints
136	21

A single complaint may name multiple officers

Toledo Police Beats

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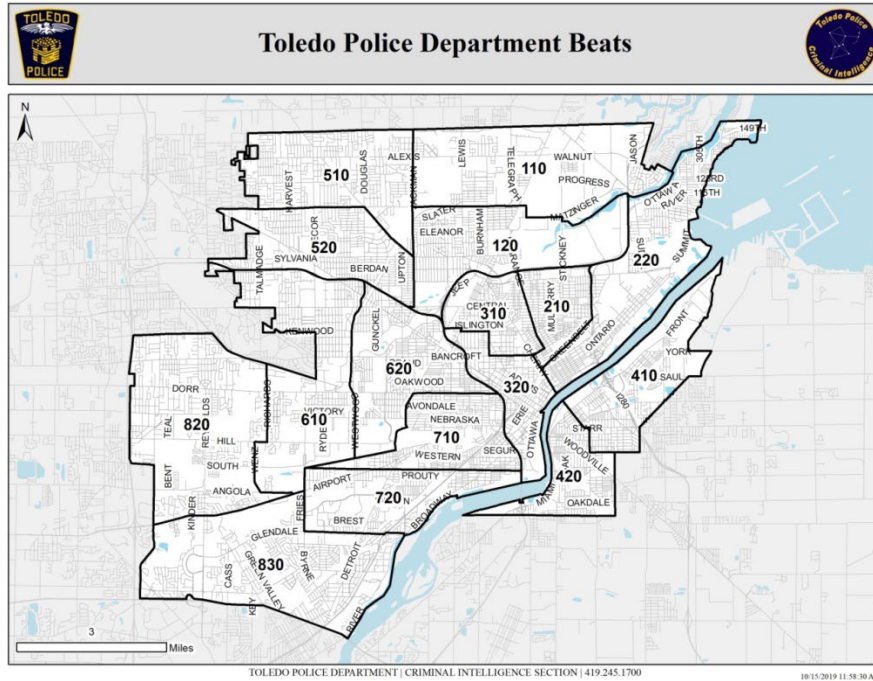
Crime Statistics

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

District Level

DISTRICT:	1	2	3	4	5	6
AUTO THEFT	219	113	144	213	126	201
BURGLARY	210	113	234	270	70	125
HOMICIDE	8	4	9	9	0	3
ROBBERY	44	27	63	90	29	47
SHOOTING INCIDENT	312	32	640	678	24	74
THEFT FROM MOTOR VEHICLE	226	152	124	207	203	228
Grand Total	1,019	441	1,214	1,467	452	678

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

Zip Code:	43537	43602	43604	43605	43606	43607	43608	43609	43610	43611	43612	43613	43614	43615	43620	43623	(blank)
AUTO THEFT	0	20	41	75	101	93	65	77	21	41	204	78	61	72	31	36	
BURGLARY	2	1	86	156	70	90	84	91	19	55	90	76	56	94	28	24	
HOMICIDE	0	1	2	4	4	4	3	6	0	1	3	0	2	2	1	0	
ROBBERY	0	0	40	38	18	14	28	25	1	8	38	22	20	16	13	19	
SHOOTING INCIDENT	0	5	170	572	139	217	273	72	58	28	72	39	11	33	67	4	1
TFMV	3	2	68	75	109	122	65	61	19	63	167	110	84	110	22	60	
Grand Total	5	29	407	920	441	540	518	332	118	196	574	325	234	327	162	143	1

Grand Total

(This data was calculated two weeks after the Q3 report-difference occur due to reported dates and additional incidents)

January 1 - Sept. 30th	2023	2022	% CHANGE
AUTO THEFT	1,016	919	10.6%
BURGLARY	1,022	1,209	-15.5%
HOMICIDE	32	46	-30.4%
ROBBERY	300	389	-22.9%
SHOOTING INCIDENT	1,761	1,686	4.4%
THEFT FROM MOTOR VEHICLE	1,140	1,580	-27.8%
Grand Total	5,271	5,829	-9.6%

Crime Statistics by Neighborhood

Please see Appendix 1 for map

NEIGHBORHOOD	AUTO THEFT	BURGLARY	HOMICIDE	ROBBERY	SHOOTING INCIDENT	TFMV	Total
Arlington	19	13	1	4	4	15	56
Asbury Park	20	12	1	5	14	16	68
Auburndale	8	8		3	14	3	36
Bancroft Hills	18	6		1	6	25	56
Bennett Park	12	8			5	10	35
Bernath Village	11	4			2	14	31
Beverly	3	4				9	16
Birmingham	14	22		1	78	12	127
Bronson-Birckhead		1		2	4	1	8
BUMA	12	13	1	2	39	10	77
Burroughs	21	17	1	3	10	9	61
Byrne-Airport	5	11		2	5	9	32
Byrne-Hill	4	3		1	3	7	18
Campus						2	2
Clinton Park	4	7		2	22	4	39
Close Park	5	1			2	7	15
Copland	1	1		2		6	10
Corey Woods	1	1				2	4
Crossgates	12	10	1	2	1	19	45
DeVeaux	11	6		2	1	17	37
DeVilbiss	39	27	1	5	20	9	101
Dorr-Richards	3				1	5	9
Downtown	7	13		7	8	16	51
Eastgate	9	13		2	3	10	37
Englewood	14	24	3	6	84	19	150
Franklin Park	8	5		11		23	47
Garfield	4	7		2	26	9	48
Glendale-Heatherdowns	5	5		5	1	12	28
Hampton Park	12	2			6	24	44
Harvard Terrace	3	4			2	3	12
Highland Heights	16	8	1	6	11	11	53
Industrial North	23	6		1	4	25	59
Ironville					2	1	3
Jackman Park	12	7		2	2	17	40
Joe E. Brown Park	8	20	1	3	30	9	71
Junction	44	41	2	6	126	36	255
Library Village	45	24	1	11	12	32	125

NEIGHBORHOOD	AUTO THEFT	BURGLARY	HOMICIDE	ROBBERY	SHOOTING INCIDENT	TFMV	Total
Lincolnshire	10	6			1	9	26
Manhattan Park	1	1				1	3
Mayfair Park	21	9		11	12	26	79
Middlegrounds	1	3		3		1	8
Navarre	13	44		10	179	8	254
North River	17	39		7	21	15	99
North Towne	17	7		7	2	35	68
Northgate Park	6	1		2	3	4	16
Oakdale	14	23			80	11	128
Old Orchard	30	15		2		51	98
Old South End	22	36	3	10	39	21	131
Old West End	21	23	1	7	26	15	93
Olde Towne	8	6		3	39	12	68
Ottawa	28	10		5	36	22	101
Overland	13	6		1	26	4	50
OWENI	2	6			11	5	24
Point Place	19	14			4	41	78
Polish Village	26	30	1	7	71	15	150
Ravine Park	5	4	1		24	3	37
Raymer	14	26	1	7	110	11	169
Reynolds Corners	32	36	1	7	10	57	143
River Road	1					2	3
Scott Park	21	15		2	36	11	85
Secor Gardens	12	13	1	1	10	14	51
Sherman	27	29	3	14	159	33	265
Shoreland	4	3		1	3	6	17
Sleepy Hollow	7	14	1	2	9	23	56
South Hill	6	25		1	4	13	49
Southwyck	10	11	1	5	2	13	42
Starr	11	30	2	18	74	20	155
Swan Creek	15	24	1	8	11	16	75
Tamaron	9	23		3	3	12	50
Thyer Park	6			1		4	11
Trilby	30	23		9	11	54	127
Uptown	9	8		4	6	17	44
Valleybrook	2	1		1		2	6
Vistula	10	30	2	18	119	14	193
Walbridge	8	15		2	4	5	34
Warehouse District	8	13		2	2	9	34
Warren-Sherman	14	13		9	37	7	80

NEIGHBORHOOD	AUTO THEFT	BURGLARY	HOMICIDE	ROBBERY	SHOOTING INCIDENT	TFMV	Total
Wernert's Corner	7	1		3	1	8	20
West Franklin Park	16	9		3	1	10	39
West Garden	4					3	7
Westmoreland		2			11	2	15
Willys	26	21		5	15	17	84
Grand Total	**1,016**	**1,022**	**33**	**300**	**1,760**	**1,140**	**5,271**

Demographic Data

Unknown - Any person record that has a NULL or "unknown" value listed for either the first or last name (used in reference to both Suspects and Victims).

Known - Any person record that has values for first and last name and that value is not "unknown" (use in reference to both Suspects and Victims).

Tracked Crimes - Includes the following offenses: Homicide, Shooting Incidents, Robbery, Burglary, Auto Theft, and Theft from a Motor Vehicle.

Data Quality Disclaimer:

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

In the data provided, unknown individuals are removed from the dataset for a number of reasons. When an unknown suspect is entered with multiple suspects on a report, there is a potential that two suspects will merge into one based on the name given "unknown". In this instance, at least one suspect would be unrepresented each time multiple suspects are reported. A witness may provide demographic information based on visual cues that cannot be confirmed when the suspect is unknown. Many times, a 911 caller is not positively identified, leaving officers without the benefit of speaking with any witnesses whatsoever. This is common among shooting incidents, especially when considering our shot detection technology.

Additionally, the tracked crimes of theft from a motor vehicle and burglary are frequently reported as past offense incidents, without suspect information.

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

Analysis Summary:

The data set includes 5,128 unique crime incidents. Multiple crimes may be involved in one incidents.

Of these incidents, 975 (19%) have a known <u>suspect</u> listed resulting in 1,274 records. The remaining 4,153 (81%) incidents have unknown suspects and are not included in the dataset.

- 2% of the included suspect dataset has been flagged for possible duplicate records.

Of the 5,128 unique crime incidents, 3,495 (68%) have a known <u>victim</u> resulting in 4,281 records. The remaining 1,633 (32%) incidents have Unknown victims and are not included in the dataset. This may include businesses, the State of Ohio or the City of Toledo.
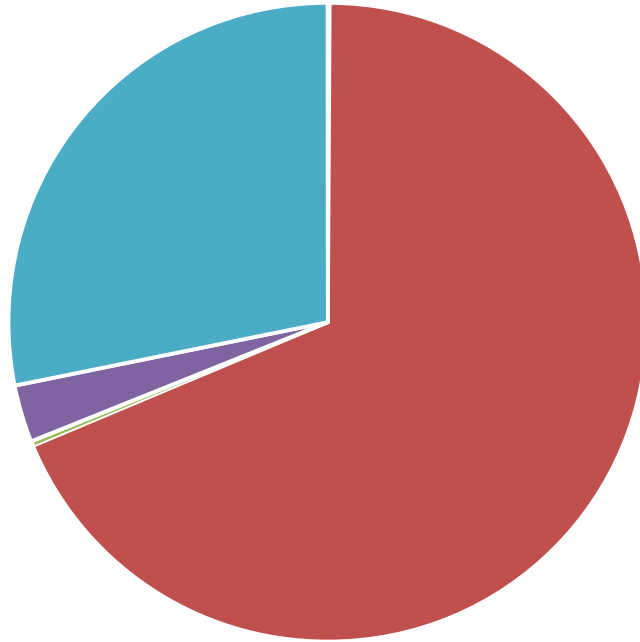
- 0.7% of the included victim dataset has been flagged for possible duplicate records.

Suspect Demographics:

Jan 1, 2023 - Sep 30, 2023				
Race	**Female**	**Male**	**Unknown**	**Total**
Asian or Pacific Islander	1	0		**1**
Black	202	672		**874**
American Indian or Alaskan Native		3		**3**
Unknown	5	6	26	**37**
White	85	274		**359**
Total	**293**	**955**	**26**	**1,274**
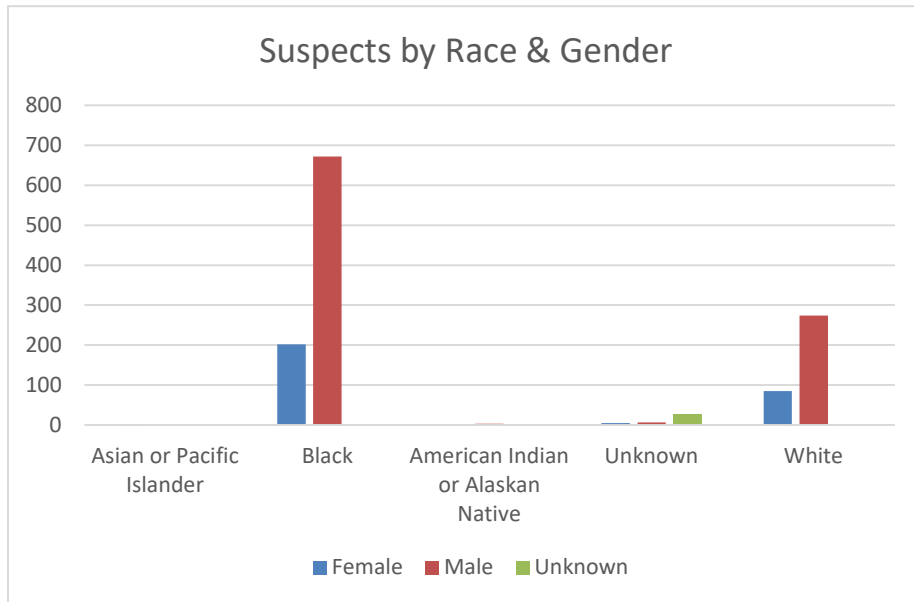
Suspects by Race

■ Asian or Pacific Islander ■ Black ■ American Indian or Alaskan Native ■ Unknown ■ White

Suspects by Gender

■ Female ■ Male ■ Unknown

Jan 1, 2023 - Sep 30, 2023

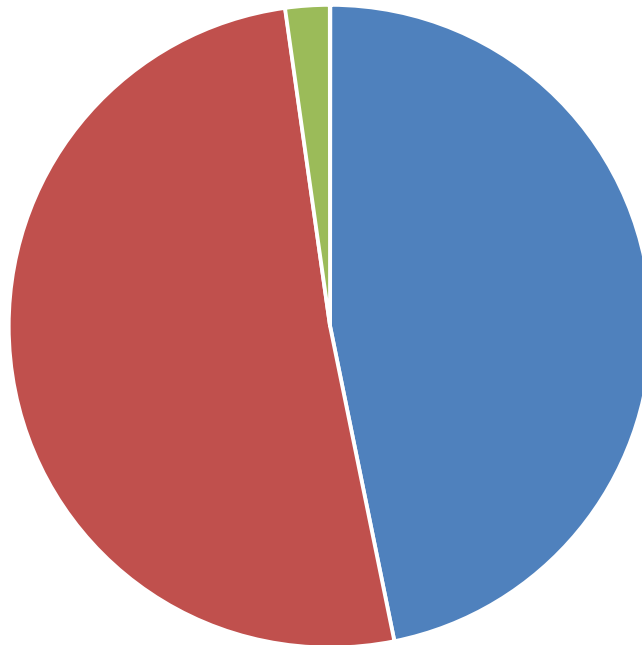| Race & Gender	43537	43602	43604	43605	43606	43607	43608	43609	43610	43611	43612	43613	43614	43615	43620	43623	Unknown	Total
Asian or Pacific Islander																		
Female			1															1
Black	2	115	97	76	93	71	78	21	27	93	54	31	62	30	24			874
Female		24	16	25	24	19	20	6	6	17	14	3	15	7	6			202
Male	2	91	81	51	69	52	58	15	21	76	40	28	47	23	18			672
American Indian or Alaskan Native																		3
Male		3																3
Unknown		1	12	3	2	4	1	2	1	3			6		2			37
Female			2					1	1	1								5
Male			3					1		2								6
Unknown		1	7	3	2	4	1						6		2			26
White		24	95	12	9	23	38	3	27	46	27	13	19	2	21			359
Female		9	22	6	1	6	8	2	6	11	6	4	2		2			85
Male		15	73	6	8	17	30	1	21	35	21	9	17	2	19			274
Total	2	143	205	91	104	98	117	26	55	142	81	44	87	32	47			1,274

Percentage of Incidents Not Included Due to Data Quality Issues	100%	93%	75%	83%	84%	84%	85%	70%	83%	76%	79%	81%	84%	80%	84%	75%	100%	81%

Victim Demographics:

Jan 1, 2023 - Sep 30, 2023				
Race	Female	Male	Unknown	Total
Asian or Pacific Islander	9	11		20
Black	953	1,006		1,959
American Indian or Alaskan Native	2	3		5
Unknown	136	144	96	376
White	903	1,018		1,921
Total	**2,003**	**2,182**	**96**	**4,281**

Victims by Race & Gender
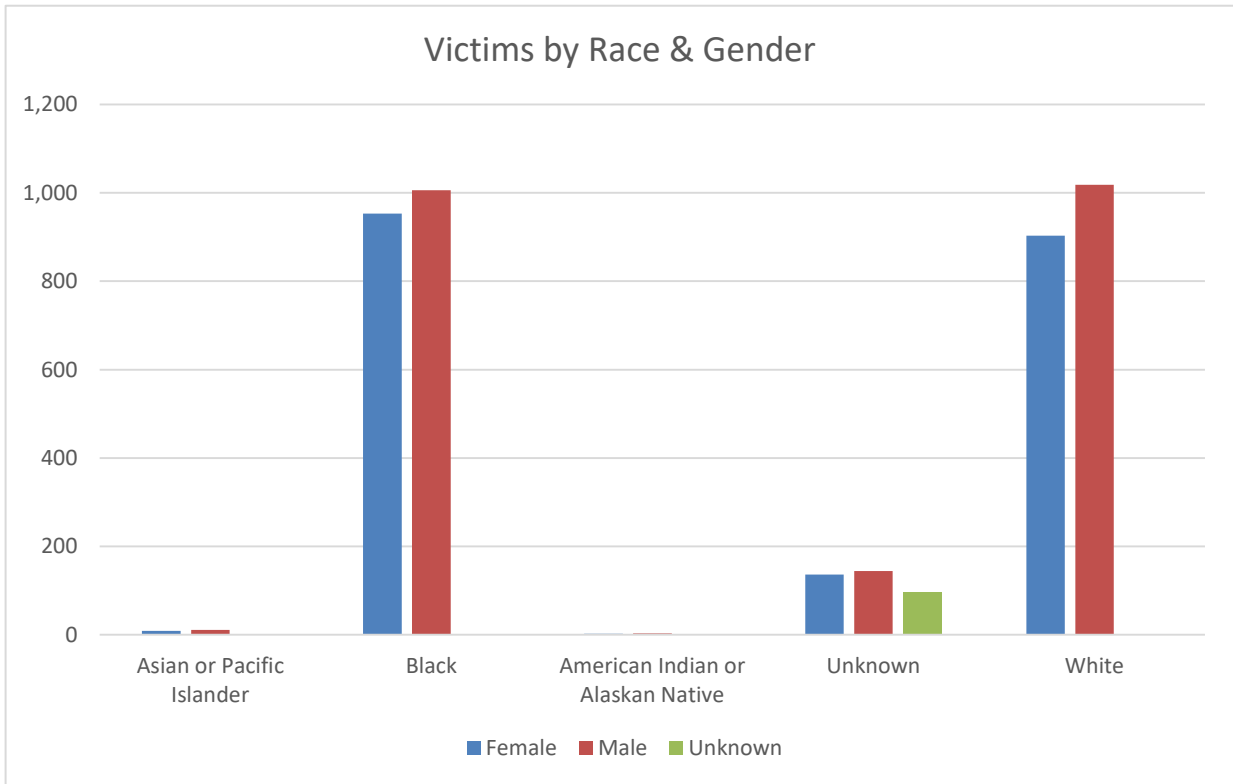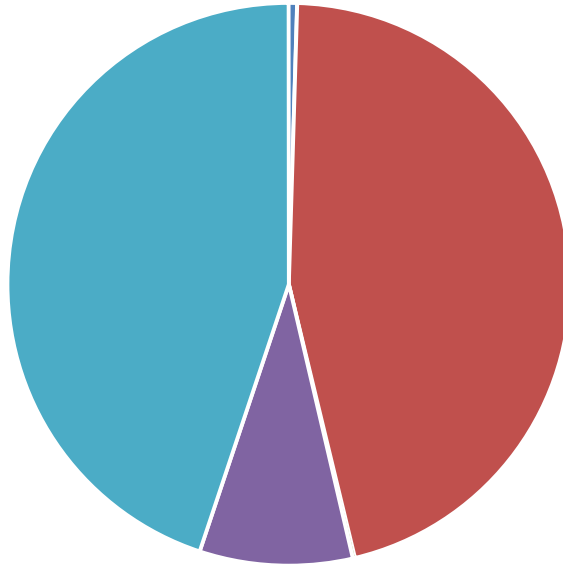
Victims by Race

■ Asian or Pacific Islander ■ Black ■ American Indian or Alaskan Native ■ Unknown ■ White

Victims by Sex

■ Female ■ Male ■ Unknown

Jan 1, 2023 - Sep 30, 2023

Race & Gender	43537	43602	43604	43605	43606	43607	43608	43609	43610	43611	43612	43613	43614	43615	43620	43623	Unknown	Total
Asian or Pacific Islander			2	2	2	2		2		1	2	1	3	2		1		20
Female				2				2			2	1		2				9
Male			2		2	2				1			3			1		11
Black		16	183	143	187	273	184	174	58	64	230	111	72	160	81	23		1,959
Female		10	86	71	92	135	88	79	29	27	125	55	41	71	32	12		953
Male		6	97	72	95	138	96	95	29	37	105	56	31	89	49	11		1,006
Unknown	1	6	23	34	35	37	23	28	7	16	56	32	21	31	5	21		376
Female	1	2	8	12	16	21	10	11	1	5	19	11	5	8	1	5		136
Male		4	11	16	14	9	8	11	5	7	12	10	10	12	4	11		144
Unknown			4	6	5	7	5	6	1	4	25	11	6	11		5		96
American Indian or Alaskan Native					1						1		2			1		5
Female					1											1		2
Male											1		2					3
White	4	3	94	288	137	97	122	176	15	121	277	207	122	131	29	98		1,921
Female	2	3	37	152	59	48	56	92	7	54	130	95	52	54	18	44		903
Male	2		57	136	78	49	66	84	8	67	147	112	70	77	11	54		1,018
Total	5	25	302	467	362	409	329	380	80	202	566	351	220	324	115	144		4,281
Percentage of Incidents Not Included Due to Data Quality Issues	0%	7%	42%	59%	31%	38%	48%	10%	43%	9%	14%	9%	11%	14%	39%	10%	100%	32%

Proactive Initiatives

2023 Gang Sweep YTD Totals:	8/24/2023
Persons Arrested	48
Felony On View	31
Felony Warrants	8
Misdemeanor On Views	18
Misdemeanor Warrants	69
Traffic Stops	192
Traffic Citations	106
Suspect Stops	0
Guns Recovered	4
Marijuana (oz.)	22.5
Marijuana Value	$2,250
Cocaine (g)	26
Cocaine Value	$3,600
Heroin (g)	20.5
Heroin Value	$4,100
Other Drugs	24
Other Drugs Value	$525
Currency Seized	$6,371

STOP Year to Date Totals

2023 STOP Year to Date Totals:			
Traffic Stops	885	**Gang Sheets**	32
Traffic Citations	490	**Non-Adversarial Citizen Contacts**	2357
Suspect Stops	36	**S.T.O.P. Flyers**	178
Guns Recovered	44	**Vehicles Towed**	15
Marijuana (oz)	272.2	**Junk Autos**	168
Marijuana Value	$27,130	**Parking Citations**	6
Cocaine (g)	91.5	**School Visits**	52
Cocaine Value	$9,350	**Crime Prevention Flyers**	124
Heroin (g)	17.5	**Vehicle Report Cards**	192

Heroin Value	$3,500	Gun Locks	4
Other Drugs	403	Business Visits	221
Other Drugs Value	$11,870	Children Handouts/Gift	265
Currency Seized	$26,292	Foot Patrol (min)	1898
Calls For Service	35	Complaints Followed Up On	32

T.E.A.M Initiative

From May 22, 2023 to June 11, 2023, the Toledo Police Department along with other local, state, and federal agencies began Operation BLASER 2.0 (Bancroft, Upton, Monroe, Auburn, and Lawrence Areas). Additionally, Operation LASER 2.0 (Lagrange Area) ran from August 21, 2023 to September 10, 2023. The law enforcement portion of both operations was successful in addressing gun violence, narcotics sales, traffic violations, and blight. Officers were also tasked with contacting local businesses to assess their needs. T.E.A.M. operations will carry on through 2023 as the department continues to partner with other Toledo public service departments and the community to improve the quality of life for the residents of Toledo.

Operation BLASER 2.0 by the Numbers

BLASER 2.0			
Guns Seized	49	Gun Safety Programs	4
Search Warrants	14	Gun Safety Billboards	4
Dollar Amount Drugs Seized	$154,585	Gun Locks Distributed	14
Citations Issued	727	Blight Properties/City Referrals	135
Persons Arrested	269	Truants Processed	0
Felony on View	223	Curfew Sweeps	0
Felony Warrant	65	Community Meetings	2
Misdemeanor on View	102	Neighborhood Cleanups	1
Misdemeanor Warrant	279	Bike/Foot Patrol Hours	20
Prostitution Arrests	5	Junk/Abandoned Cars Towed	111
DUI Arrests	12	Parking Tags Issued	86
CPTED (Area Businesses and Schools	10	Stolen Property Recovered	$15,000

Operation LASER 2.0 by the Numbers

LASER 2.0			
Guns Seized	35	**Gun Safety Programs**	1
Search Warrants	21	**Gun Safety Billboards**	4
Dollar Amount Drugs Seized	$76,530	**Gun Locks Distributed**	0
Citations Issued	427	**Blight Properties/City Referrals**	402
Persons Arrested	249	**Truants Processed**	28
Felony on View	182	**Curfew Sweeps**	1
Felony Warrant	90	**Community Meetings**	3
Misdemeanor on View	73	**Neighborhood Cleanups**	0
Misdemeanor Warrant	308	**Bike/Foot Patrol Hours**	8
Prostitution Arrests	12	**Junk/Abandoned Cars Towed**	123
DUI Arrests	5	**Parking Tags Issued**	57
CPTED (Area Businesses and Schools	4	**Stolen Property Recovered**	0

Weapons Seized

The Toledo Police Department has booked 1,250 firearms into the property room during the period of January 1, 2023 to September 30, 2023.

Calls for Service

Calls for Service data was collected from the Lucas County 911 Center. The sector with the most calls for service from April 30th - September 30th, 2023 was sector 6. The next three most active sectors for calls for service were sector 7, sector 4, and sector 1. The sector with the least amount of calls for service was sector 8. The total amount of calls for service from April 30th, 2023 to September 30th, 2023 was 65,710.

	Total Calls for Service	
Beat	Calls	Total by Sector
110	3,366	
120	4,876	8,242
210	3,195	
220	4,824	8,019
310	3,222	
320	4,802	8,024
410	3,995	
420	4,334	8,329
510	3,730	
520	4,395	8,125
610	3,808	
620	5,222	9,030
710	4,910	
720	3,709	8,619
820	3,782	
830	3,540	7,322

Recruitment Efforts

The Toledo Police Recruitment Unit temporarily added a sergeant and two patrolmen to the unit in January of 2023 in an effort to recruit a larger pool of applicants, from a variety of backgrounds, to work for the Toledo Police Department. The application process opened in March and closed in July. A total of 520 applied to the department with 258 taking the test. Only 30 applicants failed the test, leaving 229 on the passing list. This list will establish the next academy class set for March of 2024. The Background Unit is currently working on 82 active background investigations for this class. One lateral transfer completed training and was added to the department in July. Currently, 5 lateral transfers are scheduled to begin training in December. The goal of the unit is to recruit people who have a strong work ethic and a good moral compass. We strive to employ those who have valuable life experiences and can use these experiences to relate to and empathize with the community, as well as keep them safe. The department is actively seeking to hire an exceptional workforce that reflects the diversity and demographic makeup of the City of Toledo. Furthermore, the Recruitment Unit is finding new and innovative ways to engage minority and women candidates during this recruitment period and encourage them to apply to become Toledo Police officers. The Toledo Police Department is utilizing multiple recruitment and marketing strategies to increase the number of qualified applicants:

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

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

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

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

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

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

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

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

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

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

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

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

College Internship Program – The Toledo Police Departments college internship program allows college students to gain valuable job experience by working hands-on with officers in different areas of the department such as criminal intelligence, the forensics lab and the detective bureau. The department has fostered relationships with the University of Toledo, Bowling Green State University, Tiffin University and Lourdes College to name a few. From January 1, 2023 - September 30, 2023 twenty two (22) students interned with the department since January of 2023.

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

Goals and Priorities of the Toledo Police Department

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

OPERATIONS DIVISION:

Increase participation in the Retired Senior Volunteer Program (RSVP) program by 25%, 10 volunteers, in 2023
The department began the year with 36 active RSVP volunteers. After a new volunteer training course was held we total 51 RSVP volunteers. The next training class will be held in the spring of 2024. The increase of volunteers allowed us to expand the number of clients we serve. We have exceeded our goal for 2023 and continue to work to grow the program.

Increase the number of officers in FOD by 5%. This can be achieved by the new class graduation and maintaining that number in 2023. This will help reduce overtime and recall
At the beginning of 2022, there were 261 patrol officers assigned to the Field Operation Division. As of October 1, 2023, there are 249 officers in FOD. A new Academy Class will graduate November 3, 2023, yielding 29 additional officers. We are on track to meet this goal in the fourth quarter.

Decrease fatal accidents by increasing speed and seatbelt citations by 10%
In quarter 3 of 2023, the Traffic Section has noted a 3% decrease in speed citations issued, and an 8% decrease in seat belt citations issued compared to the same time period in 2022. In quarter 3 of 2023, twelve fatal crashes occurred. In the same time period of 2022, seven fatal crashed occurred. The result was a 71% increase in fatal crashes in quarter 3. Toledo has experienced a 35% increase in fatal crashes from the first 9 months of 2023, compared to the first nine months of 2022.

Increase the number of CIT officers in Operations by 5%. Mental health calls are increasing and more CIT trained officers would help Field Operations response to the community
Five officers attended the five day CIT (Crisis Intervention Team) training course in September. FOD started the year with 92 CIT trained officers. The increase to 117 CIT Officers is a 27% increase. The department has exceeded this goal.

INVESTIGATIVE SERVICES DIVISION:

Increase the number of drug-related search warrants by 5% over the 2022 numbers
In the first quarter of 2022, 42 drug related search warrants executed. In the first quarter of 2023, 44 search warrants executed for a 4.76% increase. In the second quarter of 2022, 40 search warrants were carried out. In the second quarter of 2023 that number dropped to 34. In the third quarter of 2022, 37 search warrants were executed. In the third quarter of 2023, 36 search warrants were executed. Year to date in 2023 we have served 114 drug-related search warrants compared to 119 drug-related search

warrants for the same period last year. We have realized a 4% decrease in drug-related search warrants over the first three quarters of the year. This goal will be continuously worked on throughout the rest of the year.

Install new cameras throughout the city based upon intelligence data
Throughout the city, 60 cameras (5 cameras for each location), were selected for surveillance camera install by the Criminal Intelligence Section. Locations were chosen based on crime data and pedestrian traffic data. The cameras began arriving in April. Twenty-nine have already been installed by The Department of Transportation. This goal is on track to be complete by the end of 2023.

Complete the integration of FUSUS within the department and work with the City's administration to market the platform to businesses in our community
The City went live with FUSUS on June 6, 2023. Park cameras and cameras from each installed intersection have been added to FUSUS. There are currently 528 registered residences and 519 business/apt/Police cameras integrated. This goal has been accomplished, but we will continue to improve upon FUSUS integration throughout the year.

Integrate a new case tracking system into ISB, Vice, Gangs and Metro
In the process of looking for a unified system for ISB, Vice, Gangs, and Metro, it was found that each section had differing requirements and expectations because of their varying roles. The decision was made to vacate this goal to ensure better efficiency throughout the department.

Install a new storage server in the Digital Forensic Office
The new storage server was installed in March of 2023. The server allows the Digital Forensic detectives to store more evidence over a longer period of time. This goal is complete.

SUPPORT AND ADMINISTRATIVE SERVICES DIVISION:

Purchase new shotguns and complete the training transition by the end of 2023.
We have procured Benelli M4 shotguns to replace the Remington 11-87. Transition training is underway, wrapping up in December. This goal is on track to be completed before the end of the year.

Develop a general Continuity of Operations Plan (COOP) to ensure the continuous performance of the department's essential functions and operations during an emergency or other critical circumstances. This plan will include procedures that deal with the protection of facilities, vital records, and other assets and will also consider the potential for reduction or mitigation of disruptions to operations, assessment and minimization of damage and losses, and facilitation of decision-making during periods of emergency. The plan will give consideration to the relocation of operational facilities, maintaining network connectivity, and the potential impact of staffing limitations. The development of this COOP will help supplement current Emergency Operations Guidelines while also strengthening the department's ability to recover from an emergency and resume full service to the citizens.
Work on drafting this plan is underway. Consideration is being given to the various scenarios that may arise causing the plan to be enacted. This goal will be continuously worked on and is on track to be completed in the fourth quarter of 2023.

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

One new clerk has completed training, although with one retirement staffing levels have remained unchanged. Two newly hired personnel are in training with an additional clerk scheduled to begin work in late October. Negotiations with Local 7 leadership have failed, three times, to disperse the workload among employees in the union. Efforts are underway to hire additional personnel from the potential employee list. We are working to achieve this goal before the end of 2023.

Coordinate with Toledo Municipal Court to have a third party vendor implement an electronic signature search warrant project that would create a more efficient system of obtaining a search warrant.
The system went live in May, and the judges are now up to speed. The judges and detectives seem to appreciate the efficiency of the system. We will continue to work with the judges to ensure the success of the program. This goal has been accomplished.

Police Union Priorities

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

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

Community Engagement Measures and Holistic, Non-Traditional Policing Efforts

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

Community Services Officers participated in the following Community Engagement Events from April 30 to September 30, 2023:
- African American Parade/Festival at Nelson Grace Park
- Believe in Girls Expo
- Grand Opening Event at Benchmark Behavioral/Integrated Health Systems
- Build-A-Trust Bowl-A-Thon

- City of Toledo-Junction Coalition Juneteenth Celebration at Gunckel Park
- Chaplin William Lucas' Community Outreach Event at Swayne Field
- City of Toledo Summer Programming Kickoff
- Collins Park Meet & Greet/Community Picnic at Collins Park
- Two Coffee with Cops Events
- Collingwood Green Residents Meet & Greet Event
- Community Awareness Fair at New Canaan Missionary Baptist Church
- Three Community Clean-ups
- Community Day at Toledo Heights Library
- Cops and Rodders Classic Car Show at Toledo Police Museum
- Councilman Hobbs National LE Week Recognition at Council Chambers
- Disability Awareness Experience at the Ability Center of Greater Toledo
- Disabled and Proud Festival at Levis Square
- Englewood Meet and Greet Event at Smith Park
- Four TPD Ice Cream Truck Visits to Area Neighborhoods
- Friendship Park Community Picnic
- Glass City Jazz Festival at Glass City Metropark
- International Student Day at University of Toledo Police Department
- JA Inspire Career Pathways Event at Glass City Center
- JeepFest 2023
- Leadership Programs for Students at Friendship Park Community Center
- Lucas County Board of Developmental Disabilities Fall Festival
- Mercy Health Picnic Event at Glass City Pavilion
- National Night Out Event at Frederick Douglass Center
- Operation Life Saver National Rail Safety Week Crossing Event at Ann Arbor Railway
- Point Place Summer Parade at Friendship Park Community Center
- Prayer Breakfast at New Psalmist Church
- Red Cross/Goodwill Public Safety Beyond the Badge Blood Drive at Goodwill Industries
- Ride of Silence Bicycle Event at University of Toledo
- Sisters4Unity Communities Against Violence Gun March at Smith Park
- Stock the Shelves Drive-Thru Donation Event at Lutheran Social Services
- Shop with a Cop Event at Dick's Sporting Goods
- Toledo Ambassadors Alumni Event at Glass City Pavilion
- Toledo Eid Fest Family Event at Imagination Station
- Toledo Grows Volunteer Orientation at Toledo Grows Prism Community Garden
- Toledo Police Awards Ceremony at Imagination Station
- Toledo Police Memorial Service at Civic Center Memorial Garden
- Toledo Zoo Day Of Honor
- Touch a Truck Event at St. Pius X Parish Elementary School
- TPD Bicycle Donation Recognition at The Ability Center of Greater Toledo
- United Vision Baptist Church Community Day at Wilson Park

- University of Toledo Police/Toledo Police Neighborhood Walk (Talk to UT Students about parties in Bancroft Hills neighborhood)
- Vehicle Career Day at Monac Elementary School
- Wayman Palmer YMCA Community Event
- Wednesdays with Wade Event at Friendship Park Community Center
- W.E.S. & I Inc. (Widows Empowerment) Pop-up Shop Event at Lott Industries
- Youth Soccer Events at the Padua Center, Pacesetter Park

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

- Two Quality of Life Initiative Community Meetings
- 63 Neighborhood Association Meetings / Community Meetings
- 35 Block Watch Meetings
- 12 Town Hall Meetings

From April 30th to September 30, 2023 Community Service Officers presented the following trainings to community groups and businesses:

- 34 Active Shooter Presentations
- 20 Eddie Eagle/Gun Safety Presentations
- 10 Risk Assessments for Businesses
- 6 Senior Safety/Awareness Presentations
- 3 Police-Youth Community Interaction Presentations
- 3 Safety/Awareness Presentations for Businesses
- 2 Substance Abuse Presentations
- 2 Scam/Fraud Awareness Presentations

The Toledo Police Community Services Section **Retired Senior Volunteer Program (RSVP)** has 51 active RSVP Volunteers. There is a current Department goal for an increase in the number of active RSVP volunteers by 25%. That goal has been exceeded, increasing the RSVP volunteer participation by 50%.

The **Toledo Police Activity League (PAL)** sports and activity programs are based on the conviction that young people, if reached early enough, can develop strong positive attitudes towards police officers in their journey through life and become mature, respectful, and responsible adults. The program promotes a positive relationship between law enforcement and youth. Toledo PAL is a non-profit delinquency prevention program that relies heavily on athletics. This positive influence can offset the gang influence and potential violence that can occur in the underserved areas of the community. Most Toledo PAL operations and programming occur at 1111 East Manhattan. The Toledo Police Department's PAL program promotes mutual respect between police and Toledo's youth through various athletic and recreational activities. With the help of volunteers and several area agencies, the children can

participate in activities to which they typically do not have access. These activities include baseball, dance, volleyball, soccer and tutoring.

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

To enhance the PAL experience for kids, The Toledo Lucas County Police Athletic League has completed the build of a multi-purpose sports field at the PAL complex on Manhattan. Building the field will hopefully improve the quality of life for Toledo's youth by providing an additional safe space and outlet where youth can experience the fun and joy of sports in their community with the support and guidance of law enforcement professionals. The field is now fully functional and is working as a great investment in the neighborhood surrounding the PAL facility.

PAL Report - Community Involvement from January 1, 2023 to September 30, 2023:

- Books B4 Hoops: 28 meetings
- Polished Emerald Project (P.E.P.): 9 meetings
- Youth Enrichment Field Trips: 8 field trips
- Open Gym opportunities: 20
- Total Volunteers: 268
- Volunteer Hours: 296
- Program Hours: 242
- Total Meals provided: 610

Public Safety Cadets

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

The Toledo Police Public Safety Cadets are making plans to host the PSC 2024 Heart of Ohio Law Enforcement Competition in April 2024. The event will draw PSC teams from throughout the state to compete in police related scenarios. Cadets also participate at community service events and assist with various duties including traffic control, parking, and grounds security.

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

T.E.A.M.

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

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

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

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

Toledo Police Department Wellness Program

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

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

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

Thus far 415 officers have attended the Officer Wellness Day. All sworn officers are scheduled and will attend before the end of the year. During this training 180 officers have attempted the Fitness Incentive Tiered (FIT) program with 166 officers meeting the standards. The estimated total number of officers that will participate in this program for 2023 will be 250 officers.

The Wellness Unit was awarded a grant through the Ohio EMA in 2023 that allowed officers to attend anonymous mental health sessions at a local, private practice that has a team dedicated to mental health services for first responders. The services for this grant were first announced in April of 2023, and, in the last six months, have been utilized to cover 206 sessions.

- Through September, the Toledo Police Peer Support Team has had 541 officer contacts. These officers respond to difficult calls while on-shift and show support for their fellow officers while also being cognizant of the possible needs for follow-up and/or referrals for these officers.
- The Toledo Police CISM (Critical Incident Stress Management) Team has responded to 13 call-ins in 2023. These officers are called-in to help officers immediately deal with the effects of a traumatic incident and evaluate the possible need for further intervention.
- The Toledo Police CISM team has lead four debriefings in the past 12 months. These were a result of four separate officer involved shooting incidents in which 21 officers fired their weapons and 86 officers were on-scene for the shootings. These sessions are conducted in a group setting within a short time frame of a traumatic event and designed to help alleviate the effects of the incident while also identifying officers that may be in need of follow-up or further intervention.
- The Toledo Police Officer Involved Shooting team was created in 2023 and has been involved in assisting officers in the last two OIS. These officers offer support and guidance for officers that fire their weapons during an incident from the initial scene throughout the administrative process. The OIS Support team continually conducts follow-up with these officers and evaluates the need for further intervention.

- All CISM Team, OIS Support Team, and Peer Support Team members are certified through the International Critical Incident Stress Foundation (ICISF) through a 27-hour course and are required to conduct 8-hours of continuing education every two years. This training qualifies these officers to conduct protected conversations with their fellow officers under the protection of Ohio Revised Code 2317.023.
- The Wellness Unit was awarded a grant through the Ohio EMA in 2023 that allowed officers to attend anonymous mental health sessions at a local, private practice that has a team dedicated to mental health services for first responders. The services for this grant were first announced in April of 2023, and, in the last six months, have been utilized to cover 206 sessions.

Professional Development Programs

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

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

Appendix 1