Letter From The Chief

We have conducted five Town Hall Meetings since I became your Chief of Police in January of 2015. At the start of each meeting I take the opportunity to speak, in general terms, of what the Toledo Police Department is doing to increase the community’s trust and confidence in their police department.

A critical element in realizing these goals is listening to citizens’ input at these meetings, discussing the ideas put forth, and reporting back to the community regarding any action we have taken.

This community report has been designed to inform you, the citizens of Toledo, that we listen to what you are telling us. There may not be a way to incorporate all of your suggestions, but it is important you know we are listening and will never stop trying to make your police department more community-centric.

Thank you for reading this report, and I hope to see you at upcoming Town Hall Meetings.

Chief George Kral
Mission - To serve as an Advisory Committee representing various community groups, acting as a conduit between the Chief of Police and the community to provide feedback regarding issues that impact the safety and quality of life of citizens, as well as providing a community response to proposed police programs and procedures.

Vision - Build a level of trust and positive relationships between the community and the police department through open communication.

CAB Members

Lenora Barry
Reentry Coalition of Northwest Ohio, Inc.

Dedra Brown
David Davis Youth Center

Juanita Greene
Toledo Community Coalition

John Jones
Promedica

Keith Jordan
JLJ Vision Outreach

Alisa Key
People’s MB Church

David Kontur
Lucas County Family & Children’s First Council

Anita Madison
Toledo Police Department (retired)

Holly Matthews
Criminal Justice Coordinating Council

Doni Miller
Neighborhood Health Association

Randall Parker III
Canaan Manifested Word Church

Kenneth Rupert
City of Toledo, Board of Community Relations

Darlene Sweeney-Newbern
Ohio Civil Rights Commission

Scott Sylak
Lucas County Mental Health and Recovery Services Board

Ronald Taylor
Beulah Baptist Church

Kasey Tucker-Gail
University of Toledo

Ray Wood
NAACP
Chief Kral and CAB members appreciate the community for making the first series of Town Hall Meetings a success. We are looking forward to more robust discussions at future Town Hall Meetings.

- April 2015 – Scott High School (Attendance—66/Surveys Completed—42)
- August 2015 – University of Toledo (Attendance—166/Surveys Completed—86)
- December 2015 – Rogers High School (Youth Meeting) (Attendance—20/Surveys Completed—3)
- April 2016 – East Toledo Family Center (Attendance—27/Surveys Completed—11)
- August 2016 - Monroe Street United Methodist Church (Attendance - 55/Surveys Completed - 23)

Demographics of Attendees (based on survey responses)

- White—48.2%
- Black—45.5%
- Hispanic/Latino—0.9%
- Mixed—3.6%
- Other—.9%
- Unknown—0.9%

Discussion Topics

- What can we do to make Toledo a safer place to live?
- How do we build trust between the community and the police department?

Survey Results (110 attendees responded to the survey questions)

- The majority of attendees feel safe in their neighborhood (63.6%).
- The majority of attendees trust the Toledo Police Department (Strongly Agree—20% and Agree 42.7%).
- The majority of attendees feel that crime has increased in their neighborhood (58.2%).
- The majority of attendees found the Town Hall Meetings helpful (56.4%).
Making Toledo A Safer Place

Current Manpower
In 2015, TPD had 628 uniform officers. This represents an 8.7% reduction in manpower since 2006. 260 officers are currently assigned to the field operations division (on the street).

Crime Rates by District
- Overall crime has decreased by 4.3% for 2016 (UCR Part 1 crimes—Homicide (not including manslaughter), rape, robbery, assault with a weapon, burglary, and auto theft).

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- TPD is a CALEA accredited agency (14 years) and is a State of Ohio Collaboration-certified agency (1 year).
- TPD utilizes best practices: traditional policing, community policing, problem-oriented policing, and intelligence-led policing, including:
  - Walk/Ride programs
  - Community Service Officers
  - Public–Private Partnerships
  - Utilizing technology to its highest capacity

Town Hall Meeting Recommendations
- Increased law enforcement presence.
- Increased manpower—need more officers assigned to the community.
- Faster response times.
- Increased focus on nuisance crimes.
- Work with other departments to increase the quality of life for Toledo residents—such as fixing street lights and maintaining parks, etc.
- Increased enforcement of drug-related crimes and illegal after-hours clubs.
- Increased training on mental health and increased collaboration with mental health agencies.

Looking Forward
- A new police class was hired in November 2016.
- Current manpower distribution will be reviewed and adjusted based on the needs of the city.
- TPD will continue its participation in T-Town initiatives to address quality of life issues for targeted communities and will continue participation in ENGAGE Toledo.
- Chief Kral is a member of the Lucas County Mental Health and Recovery Services Board and will continue to address the needs of individuals with mental health and substance abuse issues. 251 TPD officers and dispatchers have received Crisis Intervention Team (CIT) training since 2001.
Building Trust

TPD is focused on increasing transparency

TPD has released a biased-based policing report (2014 and 2015):

♦ All officers receive biased-based policing on an annual basis. Recruits receive biased-based profiling training.
♦ TPD has a biased-based policing policy.
♦ Allegations of biased-based policing are reviewed by internal affairs. There was 1 unfounded complaint in 2014 and no complaints in 2015.
♦ Black males (2014 and 2015—21%) were arrested as a result of a police stop at a higher rate than other categories. Arrest includes issuing a recognizance summons for outstanding warrants and bookings into the county jail.
♦ Race and gender do not appear to be factors in which individuals are stopped for field interviews. The sectors with the most field interviews are the same sectors with highest rates of violent crime and calls for service.

TPD reports the number of complaints against officers

♦ The overall number of complaints has decreased from 2014 (187) to 2015 (183).
♦ The following are the disciplinary actions for 2015: verbal reprimand (46%), written reprimand (29%), suspension (23%), and termination (2%).

Town Hall Meeting Recommendations

♦ Need to reestablish communities—need to build relationships with police, churches, schools, parents, and youth.
♦ Need to train officers on how to work with the community.
♦ Officers need to respect the community members they are serving.
♦ Need to highlight the positive actions of police officers. Need to acknowledge and deal with negative police actions/encounters.
♦ Need to utilize body cameras.
♦ Continue community-wide discussions and programs.

Looking Forward

♦ TPD has issued body cameras for pilot patrols and will purchase additional body cameras for all law enforcement officers.
♦ TPD will continue community based programs, such as: Coffee with a Cop, Police in the Park, STRIVE, Police Prevention Team, RSVP, and Police Athletic League.
♦ The Chief and CAB will continue to hold meetings to discuss police-community relations. A community wide survey will be released in December 2016 to measure the community’s perception of police-community relations, including trust of TPD.
♦ Chief Kral will continue to engage in discussions with churches, schools, parents, youth, and local community agencies.
Improving Equity

♦ TPD created a Backgrounds and Recruitment Unit in August 2014. The Unit is a six-man unit and is dedicated to increasing diversity in the new police classes.
♦ The Unit has attended over 30 formal and informal recruitment events including college career fairs, Ohio Means Jobs fairs, and public events.
♦ TPD is nurturing future police officers through the Explorers programs and working with Toledo Public Schools to recruit and mentor youth who want to become a police officer.
♦ All officers (613) have been trained in community-police relations, implicit bias, procedural justice, blue courage, crisis de-escalation with a focus on mental illness, and constitutional use of force.
♦ Four officers have been trained as procedural justice instructors.

Town Hall Meeting Recommendations
♦ The Toledo Police Department needs to better reflect the demographics of the City of Toledo.
♦ Need to treat all individuals fairly and with respect regardless of race.
♦ Need to provide additional training to officers, including cultural competence, implicit bias, and racism.
♦ Police Officers need to live in the communities that they serve.

Looking Forward
♦ The demographics of the 2016 TPD Class are: White—23 (76.6%), Black—6 (20%), and Hispanic—1 (3.3%). There is greater Black representation than that of the current police force.
♦ The Chief is reviewing the current cultural diversity curriculum for the Academy with the CAB. The curriculum may be enhanced with suggestions while still complying with Ohio Police Officer Training Academy (OPOTA) standards.
♦ Chief Kral is reviewing a mechanism to encourage officers to reside in the City of Toledo.
♦ Additional training options, especially cultural competency and procedural justice, will be reviewed for implementation.
♦ Toledo Police Department is in the process of developing a pre-arrest deflection program to keep low-level misdemeanor offenders from entering or re-entering the criminal justice system.
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Chief George Kral

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