

**Ohio State Highway Patrol
Assessment Report
April 2-6, 2011**

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A. Agency name, CEO and AM

Ohio State Highway Patrol
1970 West Broad Street
Columbus, Ohio 43215

John Born, Colonel
Katherine Mahl, Accreditation Manager

B. Dates of the On-Site Assessment:

April 2-6, 2011

C. Assessment Team:

1. Team Leader: Darrel E. Stilwell
Lieutenant Colonel, Retired
Virginia State Police
5394 Summer Plains Drive
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Cell (804) 916-0044

2. Team Member: Gerald M. Bailey, Commissioner
Florida Department of Law Enforcement
Post Office Box 1489
Tallahassee, FL 32302
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D. CALEA Program Manager and Type of On-site:

Steve Mitchell

Seventh reaccreditation, D size (2428 personnel; authorized 1428 sworn, 1000 non-sworn)

5th edition Law Enforcement Accreditation

The agency utilizes the CACE software program for the CALEA standards.

E. Community and Agency Profile:

1. Community profile (includes government organization).

Ohio's statehood dates back to the Ordinance of 1787 and the creation of the Northwest Territory which was a large body of unsettled land that encompassed what is now Ohio, Indiana, Illinois, Michigan, Wisconsin and part of Minnesota. In 1802, Congress passed an enabling bill that authorized the formation of a state government in Ohio and Ohio was admitted to the Union in 1803. In 1816, Columbus was established as Ohio's permanent capital. Ohio has a total land mass of 41,330 square miles, including Kelly's Island and the Bass Islands in Lake Erie. Per 2010 Bureau of Labor Statistics, Ohio's population is 11,542,695. Ohio's state government contains three branches elected by Ohio voters. The executive Branch includes the governor, lieutenant governor, attorney general, auditor of state, secretary of state, state board of education, the governor's cabinet, and boards and commissions whose members are appointed by governor. The legislative branch consists of the House of Representatives and the Senate, collectively called the General Assembly. The Judicial branch is comprised of the Supreme Court of Ohio and lower courts that all perform the state's judicial functions.

Organizationally, the Superintendent of the Ohio State Highway Patrol answers to the Director of the Ohio Department of Public Safety, a member of the Governor's Cabinet.

2. Agency profile.

The Ohio State Highway Patrol was created by act of the Ohio Legislature in 1933 and has grown to an agency of 1428 uniformed troopers/officers and 1000 support personnel that includes driver examiners, load limit inspectors, motor vehicles, motor carrier enforcement inspectors, dispatchers, electronics technicians and civilian specialists. An all volunteer auxiliary force, originally formed during World War II to assist officers after many entered the armed forces, continues to donate many hours of service as part of the agency.

Patrol General Headquarters is located in Columbus with ten district offices throughout the State. Seven of the Districts contains six Posts and two Districts contains five Posts. The Ohio Turnpike comprises the tenth district with three posts, administrative offices in Cleveland and a headquarters in Berea. Each District is commanded by a Captain and each post is commanded by a Lieutenant. Training is conducted at the Patrol Academy located in Columbus. The Patrol is a statewide law enforcement agency charged with the responsibility of enforcing traffic and criminal laws on public roadways and on state-owned or state leased property within Ohio. Organizationally, the agency (Division) consists of the Superintendent (Colonel), Assistant Superintendent (Lieutenant Colonel) and five sections each of which is commanded by a Major. The sections include; Field Operations, Special Operations, Strategic Services, Critical Communications and Personnel. The Assistant Superintendent and a Captain, in charge of Protective Services, answers directly to the Superintendent.

Protective Services consists of the Administrative Staff, Executive Protection Unit and Governmental Affairs/Public Information Officer (PIO).

Agency Special Operations is responsible for Investigations, Special Programs and the Crime Laboratory Investigations is responsible for the criminal investigation function of the agency to include Polygraph, Computer Crimes, Criminal Intelligence and Counter-Terrorism and Capitol Operations. Special Programs include Criminal Patrol and Special Response Team. The Crime Lab is responsible for Drug Chemistry, Toxicology, Trace Analysis, Microscopy, Latent Prints and Crime Scene Response.

The agency's Office of Business Services contains Financial Services (Facilities Management, Fiscal Services, Fleet Management, Logistics and Procurement), Support Services (Accreditation & Policy Development, Risk Management, Central Records, Photographic Services, Special Events, Technology & Communication Services, Forensic Video Analysis, Statistical Analysis and Auxiliary), and Technology Services (Auditing & Training, Central Install, Communications Support, Computer Operations, Data Security, LEADS and LEADS Control, Network and Equipment Support, Programming and System Operations). Of special note is the Risk Management Unit that is designed to minimize the adverse effect of losses and liabilities upon its employees. Assessors reviewed a report entitled "Risk Management Patrol Car Crash Overview" which was an excellent example of the Unit's work.

Under Ohio Revised Code the Superintendent of the Highway Patrol is responsible for and administers the Law Enforcement Automated Data System (LEADS) which serves as the electronic communication network for Ohio's criminal justice communities.

3. Demographics (sworn personnel, service population, available workforce).

The demographic composition of the service area and agency are represented in the following table:

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Assessment Sworn Officers		Prior Assessment Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
Caucasian	9,771,805	85	7,744,000	86	1252	85	117	-	1206	85	134	-
African-American	1,395,368	12	1,004,000	11	144	10	11	-	142	10	11	-
Hispanic**		3**		2**	49	3	3	-	48	3	3	-
Other	375,472	3	257,000	3	28	2	1	-	32	2	1	-
Total	11,542,695	100	9,005,000	100	1474	100	130	9%	1428	100	149	9.5

** Hispanic is considered to be an ethnicity and not a race.

The Ohio State Highway Patrol is a division of the Ohio Department of Public Safety and is included in the Affirmative Action Plan that covers all divisions of that department. Based on the US Department of Labor Statistics (2008), the composition of the workforce in Ohio is 51.7% male and 50% female. The workforce is made up of 15% minorities; 11% African American and 3% Other. In an attempt to reach the agency's recruitment plan goals, they attempt to begin each academy training academy class for troopers with at least 25% minorities and females.

Information collected and presented by the agency indicates that the available workforce in Ohio is 85% Caucasian, 12% African American, 3% Hispanic and 3% Other. The actual agency workforce is 86% Caucasian, 11% African American and 3% Other. The agency has 130 female sworn officers which is 9% of the sworn workforce of 1474. The agency's 9% female sworn workforce reflects well upon the agency's success in recruiting and retaining females. Percentages in actual workforce figures as compared to available workforce figures are approximately the same for African American, Hispanic and Others which also reflects very positively upon the agency's success in maintaining desired ethnic and gender composition within the sworn workforce.

4. Future issues (agency and community)

As with many other law enforcement agencies around the country, the agency is facing the possibility of budget cuts which will affect their ability in the area of recruitment and hiring of sworn officers to bring them back to authorized strength which is presently more than 100 down. The agency is also facing challenges in keeping up with the demands of technology, training and needed upgrades and advances. The State of Ohio is presently attempting to address budget shortfalls that that are presenting a number of agency related issue, such as addressing collective bargaining issues resulting from the passage of a recent law limiting collective bargaining rights of public employees.

5. CEO biography

Colonel John T. Born, Superintendent, is a 23 year veteran of the Ohio State Highway Patrol and was recently appointed Superintendent. During his career, Colonel Born served in the positions of Trooper, Sergeant (both in patrol and investigations), Lieutenant, staff Lieutenant and Captain. He has been twice elected to serve as a trustee of the Ohio Highway Patrol Retirement System and presently serves as the Chairman. He represented the Patrol at the Ohio General Assembly for a number of years and has served on the Governor's Task Force on Impaired Driving, the Ohio Prevention and Education Resource Board and as Chairman of the Law Enforcement Automated Data System (LEADS) overseeing Ohio's criminal justice computer network and interface with the FBI computer network. He has received numerous awards including the J. Stannard

Baker award of excellence in highway safety from the International Association of Chiefs of Police (IACP). Colonel Born holds a Bachelors Degree in Journalism and a Masters of Social Science from Ohio University. He successfully completed governance training at Harvard Business School and leadership training at the United States Army War College. He is married with two children.

F. Public Information Activities:

Public notice and input are a corner stone of democracy and CALEA accreditation. This section reports on the community's opportunity to comment on their law enforcement agency and to bring matters to the attention of the Commission that otherwise may be overlooked.

a. Public Information Session

No public Information session was scheduled.

b. Telephone Contacts

Public notices and news releases made by the agency advertised an open telephone line to be utilized by anyone who wished to call relating to the on-site. The time scheduled for the calls was Monday, April 4, 2011 between 1:00 P. M. and 5:00 P. M. at toll free telephone number (866) 931-6448. A total of 26 calls were received by assessors. Twenty three of the callers made positive comments about the agency. Three of the callers made complaints about specific actions taken by agency Troopers and each was passed along to agency management for whatever action they deemed appropriate. It should be noted that among callers offering very positive comments about the agency was Mr. Robert Greenlaw, Director of Emergency Communications, Delaware Co. Ohio and a CALEA Commissioner, Judge Michael Cicconetti, Painsville, Ohio, Allen Ditrich on behalf of Judge Stephen R. Bird, Bryan, Ohio, Chief Mark Marko, New London, Ohio Police Dept., Chief John Turner, Beaver Creek, Ohio Police Dept., Chief Wayne McCoy, Blue Springs, Missouri Police Dept., Chief Kim Nuesse, Minerva Park, Ohio Police Dept. and Chief Robert Floor, Salem, Ohio Police Dept.

c. Correspondence

Ten letters of support for re-accreditation of the agency were received by the agency and CALEA Staff. Letters were from Chief Brian L. Quinn, City of Upper Arlington, Ohio, Walter L. Distelzweig, Chief of Police, Columbus, Ohio; D. Scott Lee, Chief of Police, Shaker Heights, Ohio; Lieutenant Craig A. Stone, Accreditation Manager and President of the Ohio Accreditation Resource, Columbus, Ohio and Robert E. Taylor, Chief of Police, Genoa Township, Ohio, Chief Dennis Butts, Greenville, Ohio, Lt. Jeff McDaniel, Village of Evendale, Ohio Police Dept., Chief John H. Monahan, Amberley Village, Ohio police Dept., Jeannie Bechtold, Citizen, Cincinnati, Ohio and C. S. Porter, Jr., Citizen, Kent Ohio The writers of all ten letters were very

complimentary of the professionalism of and services provided by the agency and its employees.

One letter that appears to be a complaint about the absence of Ohio Highway Patrolmen from highways was received from Roy E. Landstrom, 5464 Crane Run Road, Cumberland, Ohio.

During the on site assessment, assessors learned of the existence of another letter dated March 22, 2011 to Colonel John Born on the letterhead of Tom Niehaus, President, Ohio Senate, expressing gratitude for remarkable service by the agency Troopers. Assessors believe the letter is unique enough to be quoted and made part of this report. The letter is as follows: "On behalf of the Ohio Senate and our respective constituents, we wish to express our gratitude for the remarkable service your troopers provided during the recent deliberations over Senate Bill 5. The courtesy, respect and professionalism they exhibited under challenging circumstances are worthy of the highest commendation. Their distinguished service reflects honorably on the Patrol's core values and its mission to "provide the public with services of the highest quality." Please extend our profound thanks to each of your troopers who serve every day at the Ohio Statehouse, as well as to those who have added extra support to the legislative process in recent weeks. We are proud of your service on behalf of the people of Ohio." The letter was signed by 20 Ohio State Senators.

Assessors believe this letter is unique in that is very complimentary of the performance of agency Troopers as they obviously performed their duties very professionally while the Ohio Legislature was in the process of debating and passing Senate Bill 5, a legislative bill that removed a portion of collective bargaining rights of public employees that directly affected the Troopers who are being commended.

d. Media Interest

No specific media articles came to the attention of the agency or assessors.

e. Public Information Material

The agency prepared a public notice and a media release announcing the details of their seventh re-accreditation on site assessment. Both contained the necessary toll free telephone line and provided a web site for review of CALEA Standards. A copy of the public notice was distributed to local agencies by electronic and regular mail, to agency employees utilizing the agency Virtual Roll Call system, posted in prominent locations at agency headquarters and all district and post locations, posted on the agency's internal web site and on the Ohio State Highway Patrol's web site and on the Local Police Accreditation Coalition web site.

The media release advertising the on-site and a toll free telephone #866-931-6448 was made to major newspapers in the state as well as the major television stations on March 29, 2011.

f. Community Outreach Contacts

Assessors interviewed or otherwise contacted 95 members of the agency along with a number of citizens and employees from other agencies. Some of those interviewed were:

Mr. Thomas P. Charles, Ohio Secretary of Public Safety,
Mr. Joseph Montgomery, Ohio Assistant Secretary of Public Safety
Mr. Richard Cologie, Deputy Director of Administration, Dept. of Public Safety
Bridgett C. Coontz, Assistant Attorney General and agency legal advisor
Sgt. Jeremy Mendenhall, President, Ohio Troopers Coalition
Louella Jeter, Ohio Civil Service Employees Association (OCSEA) Union Representative

All comments were positive related to the agency and its operations. Agency employees reflected good and improving morale with a number of them expressing high confidence in the present agency Superintendent and his management team.

G. Essential Services

Law Enforcement Role, Responsibilities, and Relationships and Organization, Management, and Administration. (Chapters 1-17)

The Ohio Highway Patrol and its Superintendent is granted statewide jurisdiction by the Ohio legislature to enforce criminal laws on properties owned or leased by state, laws relating to the operation and use of vehicles on all roads and highways in Ohio and investigate and report traffic crashes on all roads and highways outside municipal corporation limits and render emergency assistance to another peace officer having arrest authority. When ordered by the Governor they may handle major criminal investigations involving state property and respond in the event of riots, civil disorders or insurrection. They also provide security for the Governor and others when approved by the Governor. Agency sworn patrol is made up of Troopers and Officers. Troopers are generally responsible for highway patrol and Officers fulfill the agency responsibility of patrol and investigations relating to state property.

The organization of the Ohio State Highway Patrol is clearly established into five major divisions with each division operating under the command of a Major. The divisions are Field Operations, Special Operations, Strategic Services, Critical Communications and Personnel. An Assistant Superintendent (Lieutenant Colonel) and a Captain in charge of Protective Services (Adm. Staff, Executive Protection Unit, Governmental Affairs/Public Information Officer (PIO), answer directly to the Superintendent. The command structure of organizational components is well established in policy to assure proper command and control and lines of authority. Managers and supervisors are given authority to carry out responsibility and members answer to one supervisor.

During the on-site review the agency conducted a Static Display that included a number of well equipped vehicles. Included were a Patrol Car, a Police Officer Vehicle, Narcotics Detection Unit Vehicle and K9, Explosives Detection Unit and K9, Crash Reconstruction Vehicle and Total Station Unit, Motorcycle Unit, Portable Weighing Scales Van, Motor Carrier Vehicle, Mobil Command Post Vehicle, Special Response Team Vehicles, Crime Lab Van and Aviation Unit Helicopter. Attending the Static Display were the Secretary of Public Safety, the Superintendent, Deputy Superintendent and a number of the Superintendent's Staff. Additionally, during the on-site, assessors toured Agency Headquarters, two District Headquarters and four Post and noted that agency buildings and property were very well maintained and secure. A ride along was also conducted with a Trooper. Observations made during the Static Display, tours and ride along verified that the agency is very well equipped to carry out its mission and agency management and employees are very professional and supportive of the accreditation process.

The agency has an excellent written directive system with specific policy relating to responsibility for development, approval and dissemination. Agency forms are controlled by a proper process and the Accreditation Manager is responsible for ensuring periodic reports, reviews and other mandated standard requirements are kept up. A very effective memo system is utilized to make requests for required reviews, reports, etc. Policy clearly addresses restrictions on the introduction of computer software and data disks into agency computers. The Administrative Investigations Unit is designated to receive complaints, coordinate investigations and notify the Superintendent of potential liability issues that come up. The agency's Strategic Services Unit is responsible for maintaining all written directives/general orders and dissemination to those affected. General Orders are automated on the intranet with read and sign capability through the agency Virtual Roll Call system.

Ohio state statute provides for and the agency has a written contract governing law enforcement services provided to the Ohio Turnpike Commission to provide patrol with all required stipulations on the Ohio Turnpike. Per contract, the agency provides for 101 sworn and non-sworn employees to police the turnpike and employee rights, compensation, etc. written into the contract are in compliance with standards. The agency does not participate in interagency and mutual aid agreements. All requests for federal assistance are made through the Ohio Emergency Management Agency.

Authority and responsibility of the Superintendent is set out in Ohio statute and established policy clearly sets out command protocol and adherence to lawful orders. Processes within the agency for communications are well established and includes the Department of Public Safety Intranet, network email system, staff and other management meetings.

The agency utilizes the Ohio Administrative Knowledge System (OAKS) to manage authorized personnel positions. The system tracks the status of positions as to whether filled or vacant. Agency general order entitled Personnel Staffing, Allocation and

Specialized Assignments is utilized to address workload assessments. Assessments are done by utilizing a Biennial Managerial Review, Staffing Reports, Analysis of Positions and Trooper Allocation Model. Civilian positions are reviewed annually at each office with a report entitled Projected Civilian Positions. Specialized positions are advertised and filled through a selection process. Temporary and rotating assignments are utilized with selection procedures in place.

The agency utilizes an Auxiliary program that was established during World War II to fill in for Troopers that were going off to serve in the military service. The program operates on a voluntary basis to assist sworn officers and dispatchers with their operational duties and responsibilities. Auxiliary officers are not commissioned as law enforcement officers and do not have the authority to make arrests. The agency utilizes auxiliary officers at crash scenes, traffic stops, traffic control, disaster relief and special detail support. Auxiliary officers receive basic and in service training in various aspects of duties performed. Training also done quarterly and ongoing as needed. Uniforms worn by auxiliary officers are clearly distinguished from those worn by sworn officers. The agency does not have reserve officers.

Ohio State Statute gives the Superintendent authority over all agency management and policy indicates that all disbursements from the Ohio State Highway Patrol budget is under the direction and control of the Financial Services Commander with approval of the Superintendent. The present biennial budget for the agency is 611 million. Agency Fiscal Service has budget responsibility and a complete description of the agency budgetary process is detailed in policy. The budget is required to be prepared, approved by the Superintendent and submitted biennially to the State Office of Budget and Management. Agency policy and procedure relating to purchasing and related issues is very carefully written and adhered to according to policy and proofs of compliance. Purchasing rules and regulations are priority. Purchases in excess of \$10,000 require an authorization to purchase to be sent to the Director of Administration and justification must be included, approved and sent to Fiscal Service Office for approval prior to purchase. The Fiscal Office is responsible for performing the coding of purchase requests and invoice reconciliation functions as related to procurement matters. Receiving is responsible for acceptance of items from vendor, initial inspection, and delivery to the ordering office. Purchases of more than \$50,000 cannot be made by the agency but must go through the Ohio Office of State Procurement. The agency utilizes The Ohio Financials System (OAKS) and Logistics Services Operational Manual to manage the agency budget and it provides the CALEA standard required information upon request. Agency authorized cash funds are limited to a petty cash fund and an investigation expense fund. Cash funds are receipted and audited as required in policy and in compliance with standards. Inventory of agency property is handled according to state statute and stored property is maintained in operational readiness condition by the person or unit to which property assigned.

Bias Based Profiling

Agency policy prohibits illegal profiling and sets out corrective action and training requirements which are in compliance. The agency's review policy is excellent in that in addition to an annual review by the Field Operations Inspections Unit, each post is required to make quarterly reports on traffic stop review checklists. The Office of Business Services, Statistical Analysis Unit provides all Post Commanders, Licensing and Commercial Standards (LCS) Commanders, Criminal Patrol and Aviation Commanders with quarterly race/gender reports flagging any units outside of the established norm. Annually, the agency reviews and reports race statistics compiled for all traffic stops and citizen complaints and compares the statistics against one or more benchmarks. This annual report augments local supervisors monthly and quarterly reviews of trooper activity and traffic stop data. The Statistical Analysis Unit conducts a review of all complaint activity and Statewide Professional Operations data for the 12 months past and all findings are documented in an administrative overview report used to evaluate agency practices and yearly outcomes. The report contains seven tables, on ticketed persons regardless of number of violations per citation, warning plus defects by race, total traffic stops per race, census population estimates for Ohio and American communities survey population estimates, citizen complaints and all citizen complaints by race of complainant. According to the agency legal officer there are no lawsuits alleging racial profiling.

Traffic Warnings and Citations

Traffic Warnings and Citations 2008

Race/Sex	Warnings	Citations	Total
Caucasian/Male	249,356	332,373	581,729
Caucasian/Female	123,101	159,820	282,921
African-American/Male	27,507	38,860	66,367
African-American/Female	11,791	17,914	29,705
Hispanic/Male	7,518	8,038	15,556
Hispanic/Female	1,822	1,684	3,506
Asian/Male	3,403	4,760	8,163
Asian/Female	1,187	1,625	2,812
OTHER	2,213	2,787	5,000
TOTAL	427,898	567,861	995,759

Traffic Warnings and Citations 2009

Race/Sex	Warnings	Citations	Total
Caucasian/Male	228,809	296,369	525,178
Caucasian/Female	114,458	152,883	267,341
African-American/Male	26,120	35,788	61,908
African-American/Female	11,859	19,146	31,005
Hispanic/Male	6,348	7,624	13,972
Hispanic/Female	1,737	1,977	3,714
Asian/Male	3,173	5,155	8,328
Asian/Female	1,256	1,871	3,127

OTHER	1,872	2,615	4,487
TOTAL	395,632	523,428	919,060

Traffic Warnings and Citations 2010

Race/Sex	Warnings	Citations	Total
Caucasian/Male	202,780	286,977	489,757
Caucasian/Female	99,728	152,052	251,780
African-American/Male	25,247	36,141	61,388
African-American/Female	11,398	19,672	31,070
Hispanic/Male	5,753	7,561	13,314
Hispanic/Female	1,620	2,012	3,632
Asian/Male	2,830	5,222	8,052
Asian/Female	1,042	1,998	3,040
OTHER	1,456	2,338	3,794
TOTAL	351,854	513,973	865,827

Biased Based Policing Complaints

Complaints from:	2007	2008	2009	2010
Traffic contacts	2	5	3	4
Field contacts	N/A	N/A	N/A	N/A
Asset Forfeiture	N/A	N/A	N/A	N/A

Use of Force

Agency policy and training clearly emphasizes highly adherence to constitutional principles applicable to arrest, search and seizure. Authority to carry and use lethal and less than lethal weapons along with the related and required training is clearly set out in policy. The agency does an excellent job on proper reporting of all incidents of use of force resulting from enforcement actions. Policy requires the Administrative Investigation Unit (AIU) to conduct an annual analysis of incidents of response to resistance and vehicle pursuits. Based upon review of a number of these excellent analysis reports, the agency places high emphasis on protection of both the people they serve and agency officers. The agency legal officer reported four pending civil suits; one alleging false arrest, one failure to intervene, one on a resisting and one alleging unlawful detention. She reported that none were of a serious nature and the agency would likely prevail. She reported that there were no agency trends indicating any problem with excessive force.

Use of Force

	2007	2008	2009	2010
Firearm	1	1	2	1
ECW	88	115	79	115
Baton	0	0	0	0
OC	12	4	14	10
Weaponless	268	213	277	268

Total Types of Force	4	4	4	4
Total Use of Force Arrests*	630	661	630	471
Complaints	0	1	0	1
Total Agency Custodial Arrests	N/A	N/A	N/A	N/A

* Note: The numbers above indicate how many times a certain type of force was used and are not indicative of the actual number of Response to Resistance incidents that occurred during the given year. For example, in 2009 there were two shooting incidents. In one incident, three troopers were involved and the other incident involved two troopers, giving a total of 5 troopers who used firearms during response to resistance incidents.

Personnel Structure and Personnel Process (Chapters 21-35)

The agency places great emphasis on the welfare of its personnel as reflected in policy related to pay, benefits, safety and wellbeing. Employee pay range schedules are documented and are specific to entry level, differential within ranks, between ranks and with special skills. Compensatory, overtime and salary augmentation policy is contained in policy and union contracts. A pay range Classification Booklet is utilized for job codes and job titles and clearly sets out pay related information. Employees are covered by Ohio State Highway Patrol or Ohio Public Employees Retirement Systems. Health insurance benefits are provided and covered in a state employee program known as Pathways. Union Benefits Trust, disability and death benefits are through Public Safety Officers Benefits (PSOB) and Firemen's and Policemen's Death Benefit Fund. Ohio revised code provides for defense of employees by the Ohio Attorney General in civil actions. Uniforms are provided at no cost and \$975.00 annually clothing allowance is available for non-uniform personnel. Employees are encouraged to further their education and a tuition reimbursement program is available.

A Critical Incident Stress Management-Member Assistance Team (MAT) is established within the agency and assists employees in a number of critical incidents. The Ohio Employee Assistance Program is also available to employees and their family members and offers counseling and assistance with resolving a number of personal issues. An Agency Early Intervention Program coordinated by the Employee Relations Unit is also utilized to identify employees who need assistance.

The agency requires pre-employment physical examinations at no cost. At any time after employment a commander may request employees to submit to a psychiatric exam when justified and all officers are required to receive a comprehensive Health and Physical Fitness Evaluation every 24 months. The Superintendent may order physical and psychiatric exams which are done at no cost to employee. A health and fitness Center is established at the academy and health and fitness incentive pay in an amount specified in the labor agreement is provided to those officers meeting the stated health standards. The program contains a fitness ribbon and star program based on a point system resulting from fitness evaluation including upper body strength, lower body strength, flexibility, cardio-respiratory, endurance, and body composition based on body fat. The program also contains a disciplinary component for those police officers for whom physical fitness testing is mandatory. A police officer automatically enters into

Level 1 of the progressive disciplinary process is during the annual physical fitness testing, he or she does not meet minimum established standards. Progressive discipline starts with Level 1, verbal reprimand, 2-written reprimand, level 3-one day suspension, 4-two day suspension, 5-three day suspension. Off duty and extra duty employment is allowed upon approval with specific restrictions and a review process.

Collective bargaining by public employees is allowed by Ohio statute that sets out rules for state agencies to follow in detail. The State Employment Relations Board approves or recognizes bargaining agents. Employees of the agency are represented by the Ohio State Troopers Association, Inc., The Fraternal Order of Police, Ohio Labor Council, Inc., and Ohio Civil Service Employees Association. Agency policy is detailed relative to dealing with unions and is in compliance with related standards. Standard compliant grievance procedures exist for represented employees in various union contracts and in agency policy for those classified exempt employees not represented by unions. The Labor Relations Unit is responsible for coordination of grievances and Human Resources are responsible for retention of grievance files and also prepares the annual analysis of grievances.

The agency has a good performance evaluation system with a range of does not meet to far exceeds expectations and includes procedures for using forms, rater responsibility and requirements for rater training. Performance evaluations on all entry level Troopers are required after 60 working days and Police Officers are evaluated after three months. Evaluations are specific to job assignments and employees whose performance is deemed to be unsatisfactory are required to receive written notification at least 90 days prior to the end of the evaluation period. Raters are required to communicate with those rated concerning expected performance, rating criteria and goals for the new reporting period.

The agency Personnel Early Warning System is known as Early Intervention Program Employee Identification Process. Candidates are identified through the following methods: 1. Data scanning by the Administrative Investigations Unit – Under this process, employee statistical data is reviewed each month for mandatory program referral indicators. District Commanders are notified if an employee under their command has been identified. District Commanders notified are provide brief documentation to the Administrative Investigations Unit Commander to explain whether an employee should or should not be referred to the Early Intervention Review Committee; 2. Supervisory Assessment – Any supervisors identifying negative behavior patterns in an employee requests an Early Intervention Program analysis through their District/Section Commander. Behavioral Indicators are (1) Indications of substance abuse, (2) Supervisory problems, (3) Unexplained changes or unusual behavior, (4) Significant reduction in work performance, and (5) Excessive absenteeism. The office of personnel is required annually to evaluate the early intervention program and make recommendations. Agency annual review reports are excellent and indicate that the program is being utilized in that a number of employees are being referred each year.

Grievances (table)

Agency policy is detailed relative to dealing with unions and is in compliance with related standards. Standard compliant grievance procedures exists for represented employees in various union contracts and in agency policy for those classified exempt employees not represented by unions. The Labor Relations Unit is responsible for coordination of grievances and Human Resources are responsible for retention of grievance files and also preparing the annual analysis of grievances.

Formal Grievances

Grievances	2007	2008	2009	2010
Number	124	121	144	111

Disciplinary (table)

The agency utilizes a separate and comprehensive Rules and Regulations Manual, Code of Conduct for Civilian Employees and a General Order pertaining to Uniform Regulations to address employee conduct. Supervisors participate in the disciplinary process that includes counseling and training and an appeal procedure is included in agency policy as well as union contracts. The agency adheres to standard requirements in cases of employee dismissal and related records storage. An employee recognition program is also utilized within the agency and contains 14 categories of awards that are available for recognizing exceptional employee performance. Sexual and other forms of unlawful harassment in the work place are prohibited by policy and policy provides a means by which harassment can be reported. There are no indications of trends or lawsuits relating to personnel actions.

Personnel Actions

	2007	2008	2009	2010
*Suspension	-	102	115	117
Demotion	22	13	8	15
**Resign In Lieu of Termination	n/a	n/a	n/a	n/a
Termination	7	8	7	8
Other/Resignations	n/a	43	32	75
Total	36	109	168	152
Commendations	n/a	n/a	n/a	n/a

*The agency could not provide an explanation for the spike in suspensions for 2009

**Agency does not capture resignations in lieu of termination. The numbers listed for Other/Resignations may include both voluntary and involuntary resignations

Recruitment and Selection (Chapter 31 and 32)

The agency places high emphasis on recruitment in that it has a separate recruitment unit with a recruiting coordinator that is trained in recruitment and selection issues. Five field recruiters are trained by the coordinator and assigned to recruitment as needed. Although ethnic and gender composition in the sworn law enforcement ranks is approximate, the agency continues to prepare and update a recruitment plan in order to set and achieve recruitment goals. An updated equal opportunity plan is also maintained by the agency and agency web site postings on personnel vacancies contain the equal opportunity statement. Agency recruitment and personnel issues are conducted in compliance with Ohio statutes and coordinated with the State of Ohio and the Department of Public Safety Human Resources Departments. Agency web site recruitment postings include a section on female and minority recruitment as well as a history of minorities in the Highway Patrol. Job announcements and recruitment notices as well as application for employment are posted on the agency web site. Recruitment efforts also extend to colleges, military bases, and the Urban League and charter schools.

The agency selection process is very detailed and applicants are made aware of the length and details. Correspondence with applicants extends through the process and candidates not selected are informed in writing. The Selection process is job related and includes pre-employment polygraph exams and thorough background investigations. Applicants are not rejected for minor omissions on applications or solely on the results of polygraph examinations. Medical and psychological fitness examinations are conducted prior to appointment to probationary status and a 12 month probationary period is required. All related selection records are stored securely in the Human Resources Unit and kept per state statute requirements.

Sworn Officer Selection Activity in the Past Three Years

2008

Race/Sex	Applications Received	Applicants Hired	Percent Hired	Percent of workforce population
Caucasian/Male	2869	0	0%	76.1
Caucasian/Female	303	0	0%	60.3
African-American/Male	406	0	0%	71.1
African-American/Female	144	0	0%	64.3
Hispanic/Male **	111	0	0%	N/A
Hispanic/Female **	23	0	0%	N/A
Other	79	0	0%	N/A
Total	3935	0	0%	66

- Note – No applicants process for a class in 2008 therefore this dataset was not calculated.
- Persons whose ethnicity is identified as Hispanic or Latino may be of any race.

2009

Race/Sex	Applications Received	Applicants Hired	Percent Hired	Percent of workforce population
Caucasian/Male	2623	27	1%	75.3
Caucasian/Female	250	4	2%	60.4
African-American/Male	369	5	1%	69.6
African-American/Female	145	0	N/A	63.4
Hispanic/Male **	129	1	N/A	N/A
Hispanic/Female **	16	0	N/A	N/A
Other	44	1	2%	N/A
Total	3576	38	10%	65.4

- Persons whose ethnicity is identified as Hispanic or Latino may be of any race.

2010

Race/Sex	Applications Received	Applicants Hired	Percent Hired	Percent of workforce population
Caucasian/Male	3930	34	.8%	
Caucasian/Female	430	4	.9%	
African-American/Male	560	4	.7%	
African-American/Female	175	1	.5%	
Hispanic/Male **	132	2	1.5%	
Hispanic/Female **	25	0	N/A	
Other	72	1	.7%	
Total	5324	46	.8%	

- Persons whose ethnicity is identified as Hispanic or Latino may be of any race.

Training

The agency operates its own training academy which is state of the art and places high emphasis on the training function to include ethics. The academy facility houses the training function as well as Personnel and Recruitment. Training for local law enforcement agencies around the state is conducted at the agency academy. Agency recruit and in-service training is conducted at the academy. Two Captains are assigned to the academy, one has the responsibility for agency training and the other has responsibility for local law enforcement training. The facility is equipped with a dormitory, physical training area, classroom space, office space, library, cafeteria and a multi-lane firing range.

A training committee chaired by the agency training academy Captain is in place and reviews agency training needs. The training manual sets out goals and objectives of training and utilizes a Microsoft Excel XP program to document all training conducted. Training personnel receive training covering all aspects of the training function prior to

assignment at the academy. Lesson plans are required to be prepared and are reviewed and approved by academy staff prior to use. The academy staff coordinates a 60 day field training period after graduation from academy and provides selected Field Training Officers (FTOs) 40 days of training. Field training officers are supervised by Post Commanders and Academy Staff reviews FTO reports and Guides. In-service training is conducted annually and includes firearms, use of force, legal issues. Annual training is also conducted on less than lethal weapons.

The agency addresses Roll Call training with emphasis on legal updates, unusual situations, potential and actual hazards, changes in agency/area initiatives, special programs and new and revised directives. The training is referred to as Virtual Roll Call (VRC) and must be completed within first 14 days of each month with read and sign ongoing. Virtual Roll Call is automated on the agency intranet. A Virtual Roll Call Unit is responsible for seeing that all personnel complete the required training.

The agency has a Special Response Team (SRT) whose members train two days per month and cross train in several areas. Joint training involving SRT and a Crisis Negotiation Team is conducted twice a year. All newly appointed civilian personnel receive information training regarding, agency role, purpose, goals, policies and procedures, working conditions, regulations, responsibilities and rights of employees. The agency provides pre-service training to all employees. Agency policy describes in detail a career development program with objectives of offering career development and enhancement opportunities to all interested employees. It provides a system of identifying and fulfilling organizational and employee needs, assisting all employees with assessing and developing individual needs, knowledge and abilities and provides supervisory skills training to all newly promoted sergeants.

Promotions (table)

The agency promotional process is conducted by the agency and applies to the ranks of Trooper to Sergeant, Sergeant to Lieutenant and Lieutenant to Staff Lieutenant and the Personnel Commander is designated as having responsibility for the promotion process. The promotional process for Trooper is known as a milestone promotional process, a self-directed process which enables troopers to develop skills as supervisors by achieving certain career milestones. These milestones include two core requirements as well as three elective requirements. When the milestones are achieved, the trooper is eligible to attend the Divisions Assessment center. Core requirement one is a course of study coordinated through the Employee Evaluation and Development Unit (EE&D) such as the Northwestern University Independent study course titled, Supervision of Police Personnel, completed off duty, final exam is completed on duty and administered by a supervisor. Troopers send email to register for courses and also can take online exams. Both the course and final exam must be completed within six months of requesting enrollment. Core requirement two is a Promotional Readiness Interview conducted by District Commander, One Assistant District Commander and the troopers Post Commander. The board reviews the trooper's personnel file before interviews, and if approved, the trooper goes to assessment center. Sergeants take a promotional test

to qualify for assessment center, then go before promotional board for interview. Lieutenants with at least one year experience in rank interested in promotion enters their geographic preferences into PeopleSoft (a personnel management database utilized by employees to update their personnel information) and then go before a Promotion Board for the position of Staff Lieutenant. Captains and above are appointed positions. Exercises for the assessment centers are developed based on results of a lieutenant Job Analysis and periodically revalidated. Promotional opportunities are announced and the process is applied as outlined in policy. Promoted personnel serve a six month probationary period.

Sworn Officer Promotions

PROMOTIONS – 2007-2010				
	2007	2008	2009	2010
GENDER / RACE TESTED				
Caucasian/Male	n/a	n/a	n/a	n/a
Caucasian/Female	n/a	n/a	n/a	n/a
African-American/Male	n/a	n/a	n/a	n/a
African-American/Female	n/a	n/a	n/a	n/a
Hispanic/Male	n/a	n/a	n/a	n/a
Hispanic/Female	n/a	n/a	n/a	n/a
<p>These numbers are unattainable – the promotional eligibility testing process is ongoing. Upon taking the written exam there remains on-going follow-up to “make the list.” Therefore a person taking the promotional exam in 2008 may not have made the actual promotion list until 2009 or 10. Additionally the promotional exam for troopers was done away with in 2006 and is in the process of being eliminated for Sergeants also. Lastly, the promotional process is voluntary and only offered to troopers and sergeants.</p>				
GENDER / RACE ELIGIBLE AFTER TESTING				
	2007	2008	2009	2010
Caucasian/Male	161	140	143	135
Caucasian/Female	16	15	15	14
African-American/Male	13	19	13	17
African-American/Female	1	1	1	1
Hispanic/Male	3	1	1	4
Hispanic/Female	0	0	0	0
<p>These numbers represent those persons eligible for promotion after making the list – to include passing the written exam and conducting necessary follow-up. This is not a representation of persons testing only during the year. Additionally these numbers represent both Sergeants and Troopers eligible for promotion upon meeting assessment center criteria.</p>				
GENDER / RACE PROMOTED				
	2007	2008	2009	2010
Caucasian/Male	34	37	19	32
Caucasian/Female	2	0	3	4
African-American/Male	4	4	8	5
African-	0	0	0	0

American/Female				
Hispanic/Male	1	0	2	0
Hispanic/Female	0	0	0	0
This table includes ALL sworn personnel promoted regardless of rank – i.e. Majors, Captains, Lieutenants, etc – all personnel of rank				

Law Enforcement Operations and Operations Support (Chapters 41-61)

The agency’s primary mission is the patrol of Ohio’s highways outside municipal jurisdictions. They obviously take their mission seriously and are well prepared. Patrol vehicles are well marked and equipped with modern safety equipment to include lights, siren, in-car cameras, shotguns and cages in selected vehicles used for prisoner transportation. The Troopers are well equipped with proper uniforms, safety vest with policy that requires full time use, Tasers, and other less than lethal weapons. Patrol vehicles are also equipped with mobile data terminals, speed detection devices and other required safety equipment. Videos for the in-car cameras are retained under lock and key at the Posts. The administration, management and operation are well documented with consideration of the safety of the officers and public being apparent. The patrol function is implemented using a variety of ground, aerial vehicles and K-9s. Excellent support is available to the patrol function that includes 16 aircraft, 23 K-9s, 13 motorcycles, 25 trained crash reconstruction troopers, equipped crime scene vehicle with trained operator from the crime lab and a Special Response Team (SRT). The agency dominant patrol operation is centered on traffic control and enforcement and is operated from ten districts. An ambitious program, entitled the 24/7 Initiative has been launched for 2011 with a goal of reducing the crash fatality rate in Ohio by 10% by the end of 2011. The operations of the agency’s Office of Licensing and Commercial Standards also augment the patrol function. Under this umbrella is Motor Carriers Enforcement, Weight Enforcement, Driver Examinations and School Bus Safety.

The agency investigative mission is very narrowly defined as: “Investigation of criminal activities on state-owned and leased property throughout Ohio”. Other investigative activities of the Department of Public Safety are vested in a separate Investigative Unit and Homeland Security. Other major investigations and Crime Laboratory services are handled by the Bureau of Criminal Identification and Investigation, a division under the Ohio Attorney General. Within their narrow investigative confines, the agency investigative function is professionally conducted. Guidelines for record keeping, confidential sources, intelligence gathering and the use of deception detection technology are followed. The agency has established a Criminal Patrol Unit that serves as a liaison with law enforcement counterparts from other states as well as other state of Ohio law enforcement agencies. The unit assists with planning enforcement programs, holiday reporting programs and the overall Ohio checkpoint program. The agency Aviation Unit also participates with the Bureau of Criminal Investigation and Identification and local agencies in marijuana eradication programs.

Because of the nature of the agency’s mission, their interaction with juveniles differ from the traditional city or county law enforcement agency. Most juvenile contact is via traffic

infractions rather than criminal or protected juveniles at other entities within and external to the parent agency, The Department of Public Safety. Further, long term record keeping responsibilities fall to the Ohio Bureau of Criminal Identification and Investigation. However, it is obvious that the agency has in place ample standards, training and protocols to interact with juveniles. Limited juvenile records held by the agency are covered by procedure designed to insure safety and security. Examples were offered showing a variety of juvenile centric events participated in by agency members at the District level.

The agency conducts a crime prevention and community involvement service that is consistent with a primary mission of traffic safety and enforcement. A variety of programs are administered statewide and via the ten Districts. Programs include a program aimed at students to show what happens in a crash, partnerships with fast food restaurants for seat belt reward coupons, safety messages on bank envelopes, Black Box educational programs, AAA programs for seniors and "Fans don't let fans drive drunk" with the Cincinnati Bengals. These and many other programs are administered directly by Troopers and staff with many of them being offered as web-based programs. A survey is administered every three years and historically, the responses are very positive with most respondents commenting on incidents of interaction with Troopers.

Both line and staff inspections are covered by comprehensive policy and procedure. Line inspection documentation reflected a strong emphasis on the individual trooper and his/her equipment and vehicles. Staff inspections include reviews of the handling of fatal crashes.

A Staff Lieutenant is assigned as Governmental Affairs/Public Information Officer that answers to the Deputy Superintendent. The Public Affairs Unit is responsible for supervising, coordinating and facilitating public relations and information for the agency, including the Web site. The Unit conducts media interviews and serves as the media liaison for the agency. Additionally the Unit develops and implements ongoing public affairs programs with local posts and the community to communicate the goals of the agency. It should be noted that by the nature of the role and mission of the agency, the incidents and activities in which they are involved attract daily media attention. Procedures are in place to control media access at major incident by the creation of staging areas and personnel responsible for "media command". The agency involves the media in the development of its public information and media relations policy.

In Ohio, at the state level, most victim/witness responsibilities have been placed in the Attorney General's Office of Victim's Services. The Ohio Victim Witness Association coordinates the roles of interested agencies and municipal and county governments. Agency policy and procedure defines the responsibilities of members relating to their limited role with victims and witnesses. Because of their unique role, much of this responsibility is in the traffic arena. Of note, is that the agency defers to medical and or emergency medical personnel to perform next-of-kin notifications. For instance where those personnel are not available, the agency has established next-or-kin notification protocol.

The agency is first and foremost a traffic enforcement agency. They have ancillary duties, including criminal investigations on state properties and protection of the Governor. The troopers are trained in all aspects from the issuance of citations to crash reconstruction. The agency places high emphasis on its traffic enforcement responsibilities as evidenced by state of the art equipment designed not only for enforcement but for speed and crash prevention. For a number of years the agency has had a program called Targeting Reckless, Intimidating, and Aggressive Drivers (TRIAD) which has been the their comprehensive enforcement and media relation program focused on the most dangerous drivers on Ohio roads. It is a collective, enforcement effort involving the Highway Patrol, local law enforcement agencies and the media for public awareness. TRIAD is generally conducted in and around metropolitan areas and targets excessive speed, erratic lane changing and following too closely. The agency Aviation Unit equipped with 15 pilots, two American Eurocopter turbine-powered helicopters and 14 Cessna airplanes participate in TRIAD, traffic enforcement from the air and many other agency traffic enforcement efforts offering assistance with school bus and railroad crossing violations, aerial searches and FLIR technology. The agency has 25 Troopers trained and assigned to a Crash Reconstruction Unit. This unit is well equipped with reconstruction tools including the Total Station, and provides the service to Troopers and local law enforcement throughout the state. Agency efforts in traffic accident prevention include traffic studies, safety programs and directed enforcement. Policies are tightly written and comprehensive and traffic summons accountability is well handled. Training in traffic enforcement and dealing with traffic violators and other motorist is stressed and training records are inclusive and well kept. Officer safety is an integral part of traffic related policy and training. Civilian entities collect and analyze a variety of traffic related statistics. These are made readily available to the public through the Department of Public Safety/Ohio State Highway Patrol website. A wide variety of safety and awareness programs are directed by the agency at both headquarters and district levels.

Crime Statistics and Calls for Service

The agency maintains the following statistics concerning enforcement efforts in the areas of traffic crashes investigated, traffic enforcement and Crime enforcement reported over five years beginning in 2006 and ending with 2010:

Traffic Crashes Investigated During the Past Five Years

Fatal	2,699
Injury	104,189
Property/unknown	<u>239,777</u>
Total Crashes	346,665

Traffic Enforcement Contacts During The Past Five Years

Enforcement	2,710,566
Non-Enforcement	4,320,964

OVI Arrests	122,743
Speed Citations	1,615,808
Aggressive Driving Citations	639,383
Safety Belt Citations	556,588
Driver License Citations	134,950
Traffic Warnings	2,140,625
Motorist Assists	<u>1,814,593</u>
Total Contacts	7,031,486

Crime Enforcement Cases Investigated During Past Five Years

Stolen Vehicles Recovered	3,629
Drug Arrests	25,968
Illegal Weapon Arrests	1,358
Resisting Arrests	<u>3,333</u>
Total Cases Investigated	73,215

Vehicle Pursuits (table)

Agency policy and reporting regarding the motor vehicle pursuits is clearly outlined and requires an annual, documented analysis of after action reports mandated for each pursuit. Vehicle pursuits are combined with the response to resistance/use of force reports into an annual report known as the Response to Resistance and Vehicle Pursuit Analysis. The agency has good policy in place to govern pursuits, roadblocks and the use of road spike deployment. Troopers have the discretion to call off pursuits but Duty Sergeants have authority to terminate. All pursuits are thoroughly reviewed to identify training needs, officer safety issues, potential risks to the public and liability issues. The majority of pursuits are captured on in-car videos enabling close review and evaluation by supervisors. Included in the analysis is location, duration, speed and probable cause for the pursuit and the report is made available to management for review.

Vehicle Pursuits

PURSUIITS	2007	2008	2009	2010
Total Pursuits	493	343	242	305
Terminated by agency	156	127	42	45
Policy Compliant	N/A	N/A	N/A	N/A
Policy Non-compliant	N/A	N/A	N/A	N/A
Accidents	39	50	47	67
Injuries: Officer	3	25	46	4
: Suspects	82	92	119	43
: Third Party	3	3	4	4
Traffic offense	174	140	130	207
Felony	8	16	14	41
Misdemeanor	15	9	17	38

Critical Incidents, Special Operations and Homeland Security

The agency employs what can be described as an “all-hazards plan” to address critical incidents. The current system overlays the National Incident Management System. The agency coordinates various local agencies during both incidents and special events. Annual training exercises are conducted to test the various plan aspects. Special operations are addressed through comprehensive directives and training. Ohio’s Homeland Security Division and the agency are each separate divisions within the Department of Public Safety, however, the agency meets each standard involving homeland security as it applies to their role and mission.

It should be noted that the agency has established a Special Response Team (SRT) to respond to dangerous and unusual situations. The unit is comprised of 30 uniformed officers assigned to posts within 50 miles of Columbus. Members are trained in weapon and chemical agent use, rapid response and special assault and extraction techniques. The team responds to high risk incidents such as prison riots, hostage situations, high-risk warrant service and various covert operations. The team has at its disposal an advanced command vehicle which can serve as a fully-equipped, portable Patrol post and all types of special weapons and other equipment.

Internal Affairs and complaints against employees (table)

The Administrative Investigative Unit coordinates all complaints against both sworn and non-sworn members. It is their responsibility to immediately report significant issues to the Superintendent. The very ambitious goal of the Administrative Investigative Unit is to complete investigations within a two-week window; absent that an extension must be requested. The agency compiles an annual statistical summary of all complaints and internal reviews for posting on the agency website. Each complaint is evaluated and matters of minor issue are referred to the district management for their handling. Some issues are followed up with the complainant by letter, some by telephone. Employee rights are well set out in policy and union contracts. A record is entered for all telephone referrals. The Administrative Investigative Unit coordinates with the Employee Relations Unit relative to the Early Warning System. Records indicate that employees identified by the system numbered 49 for 2008, 62 for 2009 and 42 for 2010.

Complaints and Internal Affairs Investigations

External	2007	2008	2009	2010
Citizen Complaint	92	94	89	64
Sustained	42	38	26	33
Not Sustained	50	56	55	31
Unfounded	N/A	N/A	N/A	N/A
Exonerated	N/A	N/A	N/A	N/A
Internal				
Directed complaint	756	830	761	625
Sustained	755	828	752	575
Not Sustained	1	2	9	38 (12 Pending)

Unfounded	N/A	N/A	N/A	N/A
Exonerated	N/A	N/A	N/A	N/A

*Please note: Complaints received in AIU are classified as “chargeable” or “non-chargeable.” The numbers listed in the “sustained” column were chargeable. The numbers listed in the “not sustained” column were non-chargeable.

External Caption references only citizens compliant data – Data displayed in Internal captions represents all Administrative Investigations conducted by Patrol Officials for Agency work rule violations.

Detainee and Court Related Activities; Auxiliary and Technical Services (Chapters 70-84)

Most of the detainee transportation by agency Troopers and Officers is ancillary to a traffic related crime, infraction or incident. A limited number of vehicles are fitted with barriers to separate the troopers from prisoners. Policy and procedure are designed with the safety of the trooper and public in mind. Checks are in place to confirm the identity of detainees to be transported. Transportation of detainees from one facility to another is limited but covered by directive.

Agency sworn and non-sworn members are expressly forbidden from executing civil process. The execution of criminal process is allowed and procedures regarding the execution documentation of service are comprehensive. All criminal service (including arrest warrants) is executed by sworn members.

The agency communications network is an independent federally licensed function serving the Patrol’s ten districts and the agency does not participate in any shared or multi-jurisdictional communications system. Motorola provides both software and hardware for the communications system. The system is operational around the clock. Limited access communications facilities and equipment are secure with back-up power systems. Dispatchers receive on the job basic training and in-service training that is specific to their duties and they do not offer or provide first-aid or medical instructions to callers. Dispatchers are trained and certified users of State Law Enforcement Automated Data System (LEADS) and the National Crime Information Center (NCIC). Towers utilized for the communications system are leased but are secured and checked frequently by Troopers and agency maintenance workers. Agency communications centers were once at each Post but have undergone some centralization. The communications centers are well equipped with modern Computer Aided Dispatch (CAD) systems that provide the agency with automated services and record keeping. Communications rooms are secure and equipped with standard required aids such as emergency telephone systems and automatic play back functions for telephone and radio. Communications centers accept 911 calls but transfer to other call centers and agencies all those that do not pertain to the agency function.

Most of the detainee transportation by agency Troopers and Officers is ancillary to a traffic related crime, infraction or incident. A limited number of vehicles are fitted with barriers to separate the troopers from prisoners. Policy and procedure are designed with the safety of the trooper and public in mind. Checks are in place to confirm the identity of detainees to be transported. Transportation of detainees from one facility to another is limited but covered by directive.

Agency Central Records maintains all public records of the Department of Public Safety and records are secure with limited access. The central records system is maintained at agency headquarters and fed primarily through the agency's ten districts. Physical access is card-reader controlled. Electronic access is password controlled with frequent password audits. The system offers 24-hour access by authorized personnel. Juvenile records are designated as such in order to separate them from other agency records.

The agency maintains a designated specific area in a number of Posts for Driving Under the Influence (DUI) intoxilizer testing and processing. The rooms are equipped with a setting area and attached handcuffs utilized to restrain detainees when necessary. Detainees are not left alone in the areas and the accompanying arresting officers are always equipped with a radio. The areas are monitored by cameras from communication rooms. The agency delivers arrested persons to jails operated by Sheriff's and does not operate holding facilities.

Property and Evidence

Troopers receive detailed instructions on collecting and preserving a wide range of evidentiary material. The policy is comprehensive to the point that it could be used as a training outline. The agency has its own laboratory that is equipped and staffed to handle most items collected by troopers and the laboratory is accredited by ASCLAD. Other laboratory resources are available at the State Laboratory operated by the Bureau of Criminal Investigation and Identification for analyses not conducted by the agency laboratory. The agency recognizes its responsibility to protect both property and evidence. Systems are in place to track property and evidence from the point of collection up to final disposition, including timely destruction. Security of property and evidence is covered by policy and documentation is readily available. A series of critical audits are conducted in a frequency greater than that required by standards. Small amounts of drug evidence and Driving While Intoxicated blood evidence is handled by agency Troopers and Officers in a unique way. Per policy, the agency provides pre-addressed packages as part patrol vehicle equipment and the Troopers and Officers are required to place seized evidence in the packages and mail it prior to the end of work shifts. Other evidence seized by Troopers and Officers is placed in temporary lockers at their assigned Post until it can be handled by one of the assigned evidence custodians. Assessors visited two District Headquarters and four Posts and found all temporary and permanent evidence storage areas to be in compliance with standards.

H. Applied Discretion Compliance Discussion:

The agency had no standards in applied discretion.

I. Standards Noncompliance Discussion:

The agency had no standards in non-compliance.

J. 20 Percent Standards:

CALEA agencies must be in compliance with at least 80% of applicable other than mandatory (O) standards. The agency is free to choose which standards it will meet based on their unique situation.

The agency was in compliance with 88.1% of applicable other-than mandatory (O) standards.

K. Future Performance / Review Issues

No future performance issues noted.

L. Table: Standards Summary:

	<u>TOTAL</u>
Mandatory (M) Compliance	<u>297</u>
(M) Noncompliance	<u>0</u>
Waiver	<u>0</u>
Other-Than-Mandatory Compliance	<u>59</u>
(O) Noncompliance	<u>0</u>
(O) Elect 20%	<u>8</u>
Not Applicable	<u>100</u>
 TOTAL	 <u>464</u>

M. Summary:

Agency files were found to be well organized and well documented. Four files were returned for additional proofs of compliance that were already in possession of the agency; this was an improvement from five files returned in their last assessment. The agency had no files identified in Applied Discretion as was the case during their last assessment.

There were no issues that required attention on this assessment as well as the agency's last assessment, annual reports were submitted to CALEA on time and the assessment was not problematic.

The assessors reviewed all standards and found them to be in compliance with agency practices meeting the intent of CALEA standards.

The majority of the comments made to assessors during this on-site were positive, stressing cooperation, professionalism and caring. Citizens expressed their sense of safety and of the commitment agency personnel have for them. These sentiments express the spirit of CALEA – providing and promoting positive interactions between the agency and the citizens they are sworn to serve. Among those making comments were

Judges, Police Chiefs, Secretary and Assistant Secretary of Public Safety and citizens. Of special note is a letter from the Ohio State Senate, signed by 20 Senators commending the agency and its Troopers.

A survey is administered every three years and historically, the responses are very positive with most respondents commenting on incidents of interaction with Troopers.

The agency has received a number of awards and public recognitions. The agency was awarded the Transportation Security Administration's National Partnership Award in 2010, The agency's Wilmington District and the Cincinnati Police Department were jointly awarded the Outstanding Law Enforcement Award by Mothers Against Drunk Driving (MADD) in 2008, The IACP and Parade Magazine Police Officer of the Year award for combating impaired driving among young people was awarded to Trooper Aaron Reimer in 2008.

The mission of the Ohio State Highway Patrol is generally highway safety focused. However, the agency conducts a number of criminal investigations on state property and when ordered by the Governor. The agency concentrates on highway safety both through prevention and enforcement. The agency uses Problem Solving techniques and Community involvement to address crime and public safety issues facing the State. The agency uses appropriate equipment and technology to support its operational challenges. The agency has a Criminal Investigation Section which focuses on major crime and specialized investigations on state property. Criminal Intelligence and Crime Analysis supply information to all operational functions. Crime and Highway Fatality prevention is a priority for the agency and is a function of all aspects of the patrol and criminal investigation function.

There have no issues concerning bias based policing. Uses of force incidents have decreased 11% since the last assessment. There were no trends observed in grievances filed by employees and no modifications were made to policy. Instances of internal affairs investigations are down slightly. Police vehicle pursuits have declined slightly. The agency does not have a holding facility and this tends to reduce issues related to prisoners.



Darrel E. Stilwell
Assigned Team Leader