The background features a large, semi-transparent watermark of the Grinnell Police Department badge. The badge is shield-shaped with a yellow border and contains an American flag, a map of Iowa, and the words 'GRINNELL POLICE' and 'SERVE * PROTECT'.

GRINNELL POLICE DEPARTMENT **2024 ANNUAL REPORT**

MISSION STATEMENT

We are committed to making our community safer every day, free of crime, fear, and disorder, doing so with the highest ethical and professional standards.

VALUES

Duty- Professionalism, Service, Dedication, and Pride

Honor- Loyalty and Respect

Integrity- Trustworthiness, Honesty, Ethical Standards and Fairness

January 27, 2025

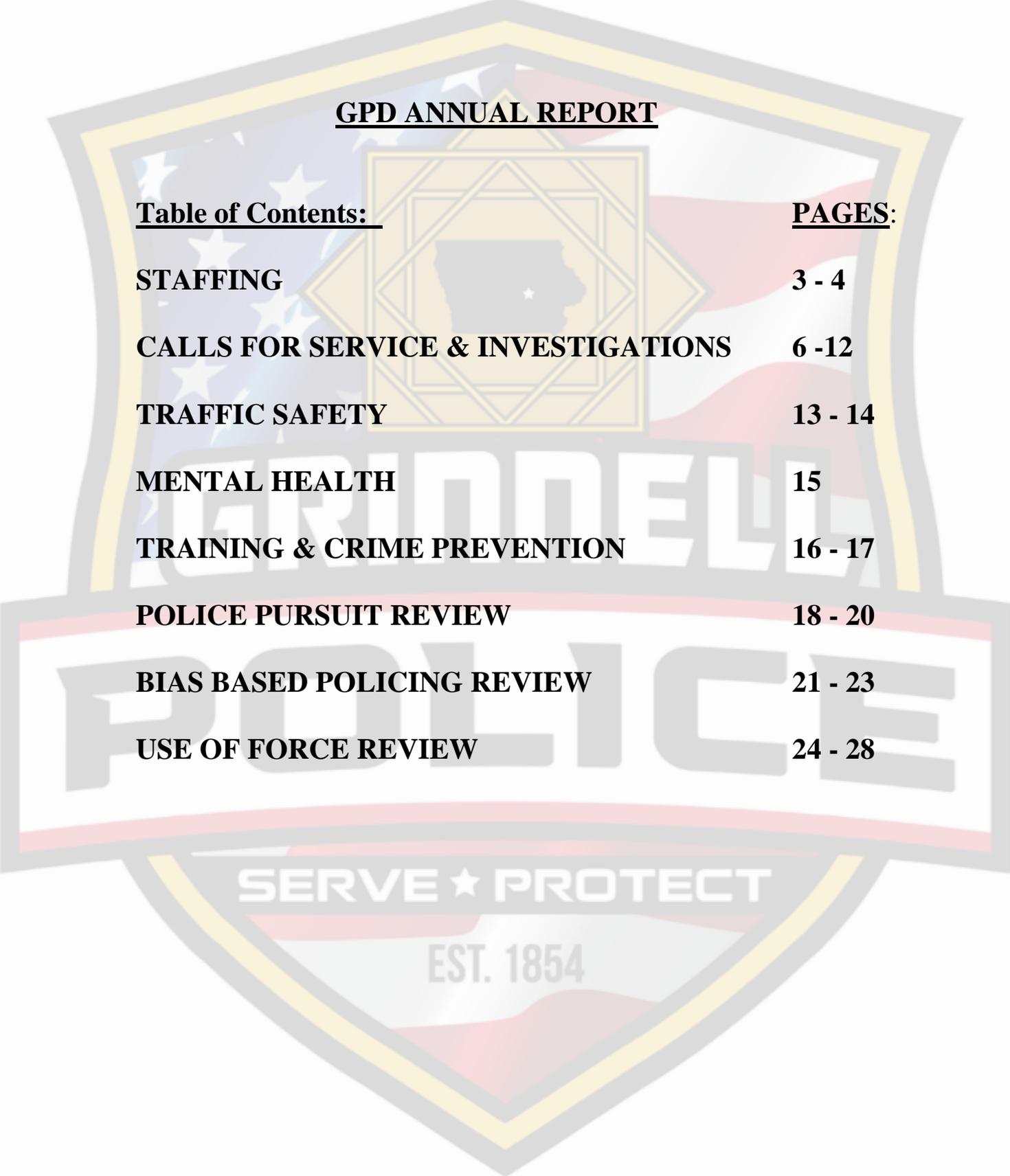
As required by the City of Grinnell ordinance, Chapter 35.06(9), I respectfully submit this annual report covering the department's numerous activities over the last 12-month period. It includes materials such as crime statistics and initiatives we utilize to address criminal activity. It also allows the public to see the various activities that the Police Department engages in to protect the public while continually striving to maintain an open, transparent, and professional relationship with the people we serve.

Yours in continued service,

A handwritten signature in black ink, appearing to read "M. McClelland", written in a cursive style.

Michael A. McClelland, Chief of Police



The logo for the GPD Annual Report is a large shield-shaped emblem. It features a central map of Louisiana within a decorative geometric border. The background of the shield is divided into blue and red sections with white stars. At the bottom of the shield, the words "SERVE ★ PROTECT" and "EST. 1854" are written in white. The word "GRIDDLE" is written in large, semi-transparent letters across the middle of the shield, and "POLICE" is written in large, semi-transparent letters across the bottom. The title "GPD ANNUAL REPORT" is centered at the top of the page.

GPD ANNUAL REPORT

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STAFFING

The Grinnell Police Department has **14 full-time members** (11 sworn police officers, three non-sworn civilian staff members, and one part-time civilian position).

Chief Michael A. McClelland – Chief Executive of the Grinnell Police Department who serves as the final department authority in all policy, operations, and discipline matters.

Captain Dan Johnson – Represents the second highest level of command within the Police Department and falls under the immediate command and direction of the Chief of Police. The captain is responsible for the administration and oversight of department operations, Internal Affairs, Public Information Officer, Quartermaster, training, scheduling, jail administration, Property and evidence operations, and Special Events.

Sergeant Chris Wray, Matthew Moore, and Dalton Kies

- (1) *Dayshift* – Besides being responsible for the first-line supervision of officers assigned to our day tour, the dayshift sergeant also serves as our Community Engagement and Public Relations officer.
- (2) *Nightshift* – Night shift sergeants are responsible for first-line supervision of officers assigned to the night tour; their collateral duties include Department training, including field training program coordination; Law Enforcement Intelligence Network Liaison, Fleet Maintenance, Traffic Safety, Peer Support Coordinator and most importantly Investigations Commander.

Officers: *Greg Nelson, Ozzy Carrillo, Blake Honeycutt, Ty Strawser, Sean Carlock, and Kevin Rusler.*

Patrol Officers (2 **Vacant**)– assigned to 12-hour patrol shifts.

- In addition to their primary responsibility of patrol operations, all patrol officers have collateral duties that include but are not limited to peer support, firearms training, defensive tactics, vehicle maintenance, vehicle nuisance abatement, crime prevention, community engagement activities, school-based programs, bike patrol, and animal control coordination.

Criminal Investigations- (Sgt. Chris Wray & Cpt. Dan Johnson)

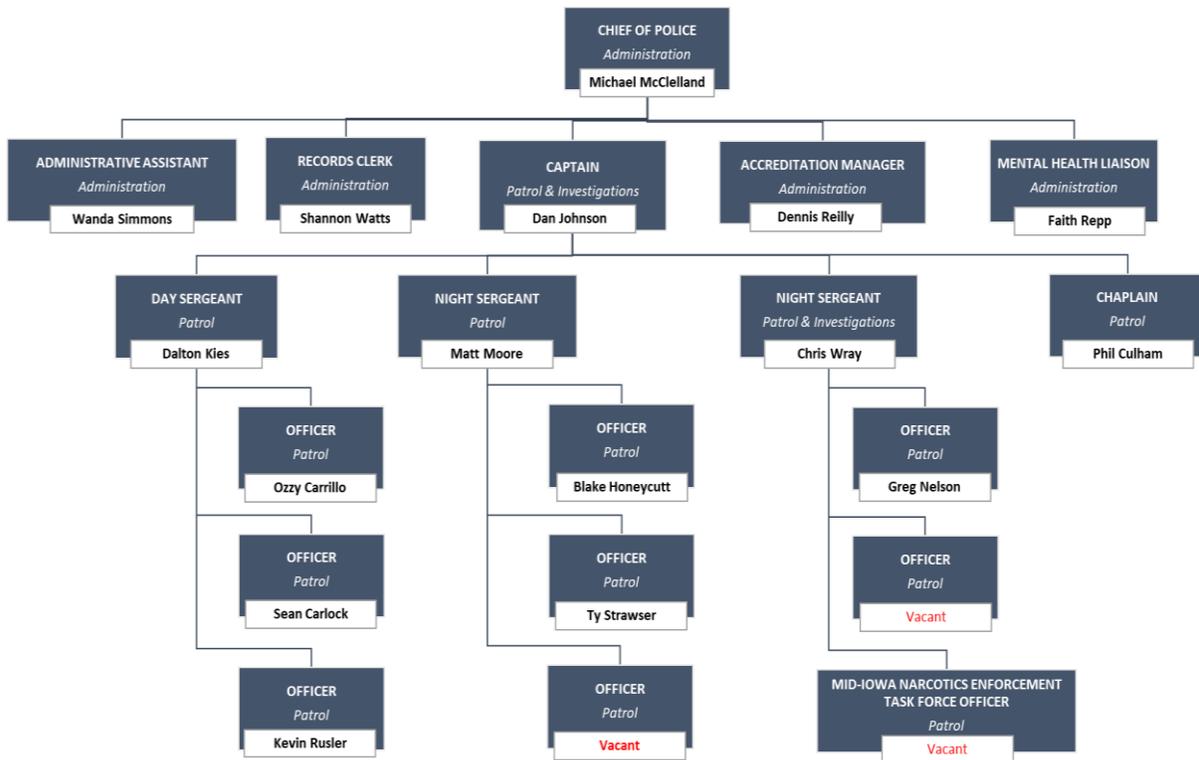
- In addition to their responsibilities, criminal investigators are responsible for investigating criminal activity, processing crime scenes, collecting evidence, and filing cases/charges to the Poweshiek County Attorney's Office for prosecution.

Narcotics Investigator (Vacant)

- Our narcotics investigator is assigned to the Mid-Iowa Narcotics Enforcement (M.I.N.E.) East and is responsible for the investigation of narcotic activities.

Civilians – non-sworn (4)

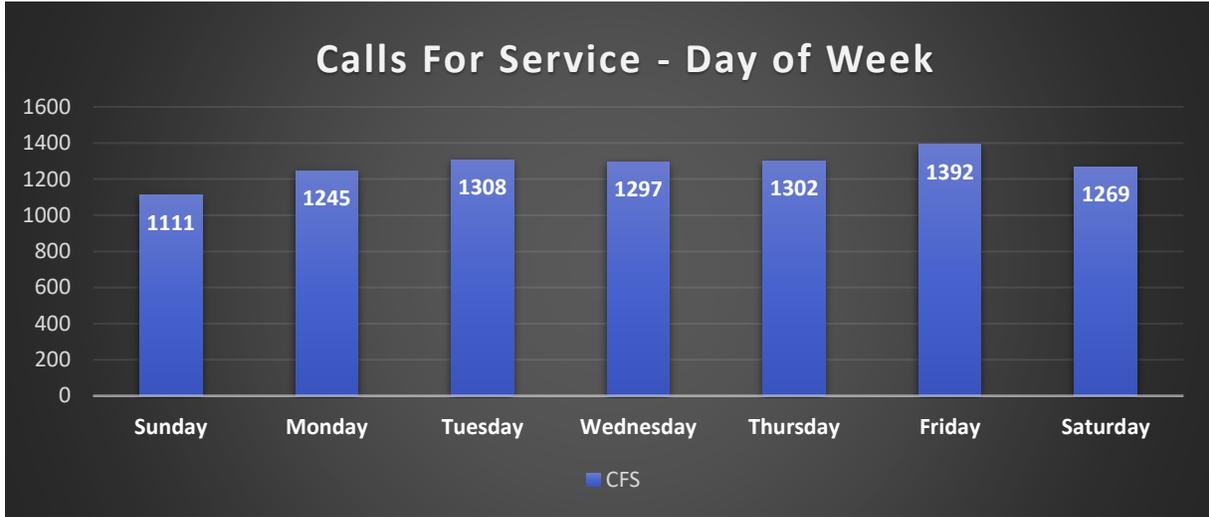
- *Evidence Custodian/ Administrative Assistant Wanda Simmons* – Wanda assists department administration with numerous office management tasks, including accounts payable and receivables, payroll, time accrual tracking, and correspondence. She is also responsible for managing the Property & Evidence function, in-car and body-worn camera video, public record requests, and liaising with Poweshiek County courts and the County Attorney's office.
- *Records Clerk Shannon Watts* – Shannon is responsible for various records assignments and computer data entry. She is also responsible for managing and submitting our Uniform Crime Report, representing the Grinnell Safety Committee, coordinating the department's annual city safety training, and processing Parking citations.
- *Mental Health Liaison Faith Repp* – As a part of the Grinnell Police Department, Faith's position is at the forefront of responding to low-intensity active mental health calls for service, assessing individual or family needs, and providing follow-up support. Her role also entails connecting individuals or families with the wealth of community support/resources available in Grinnell and surrounding areas. It's important to note that this position is unarmed, does not involve law enforcement duties, and does not respond to calls for service involving active violence to self, others, or property. The primary mission of this position is to alleviate the pressure on first responders, emergency departments, and the criminal justice system by providing trauma-informed crisis intervention care during active, low-intensity behavioral health calls for service and advocating for appropriate community and public safety resources.
- *CALEA Accreditation Manager Dennis Reilly (Part-Time)* - Dennis is responsible for managing and overseeing the Police Department accreditation process, including planning and coordinating accreditation activities, researching, drafting, and maintaining agency general orders and policies, and integrating policies with the requirements of the Commission on Accreditation of Law Enforcement Agencies (CALEA). He reviews and interprets standards and applies best practices to written agency directives for CALEA compliance.



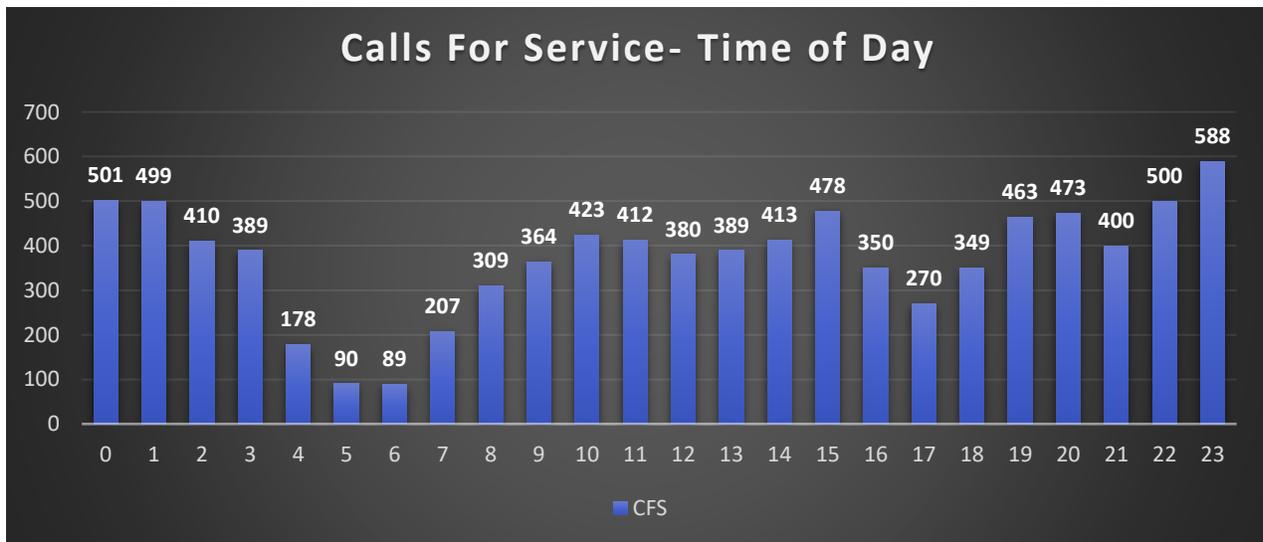
CALLS FOR SERVICE AND INVESTIGATIONS

In 2024, our officers responded to or initiated **8,924 calls for service**, a **27.7% decrease** from 2023.

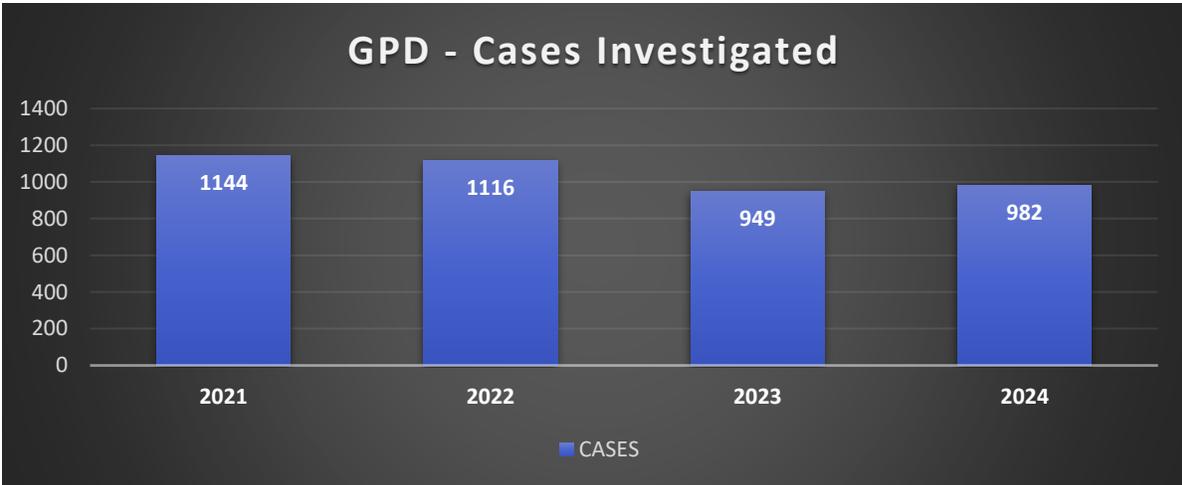




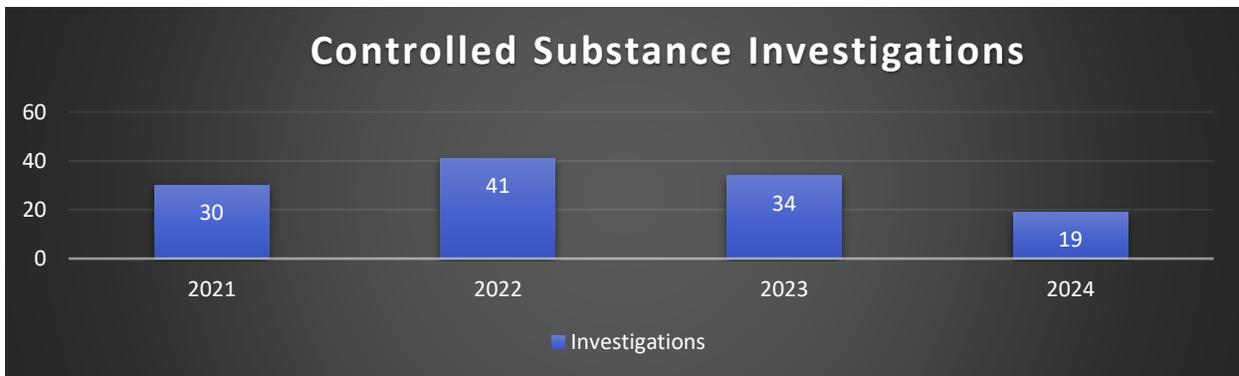
These calls for service include but are not limited to reports of criminal activity, motor vehicle crashes, traffic enforcement, assistance to other agencies, medical and fire emergencies, alarm activation responses, business and property checks, and other service-related functions. It should be noted that these numbers are directly related to the robust records management system that we invested in, providing officers and the department with a more efficient method of documenting our activities.



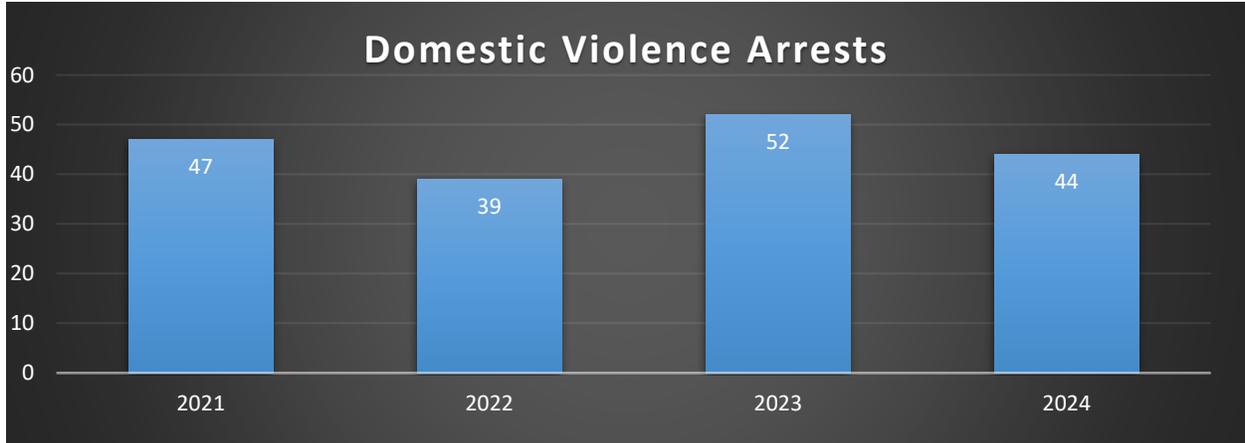
Of the 8,924 calls for service in 2024, **982** resulted in case reports being created and investigated, an **increase of 3.4% from 2023**.



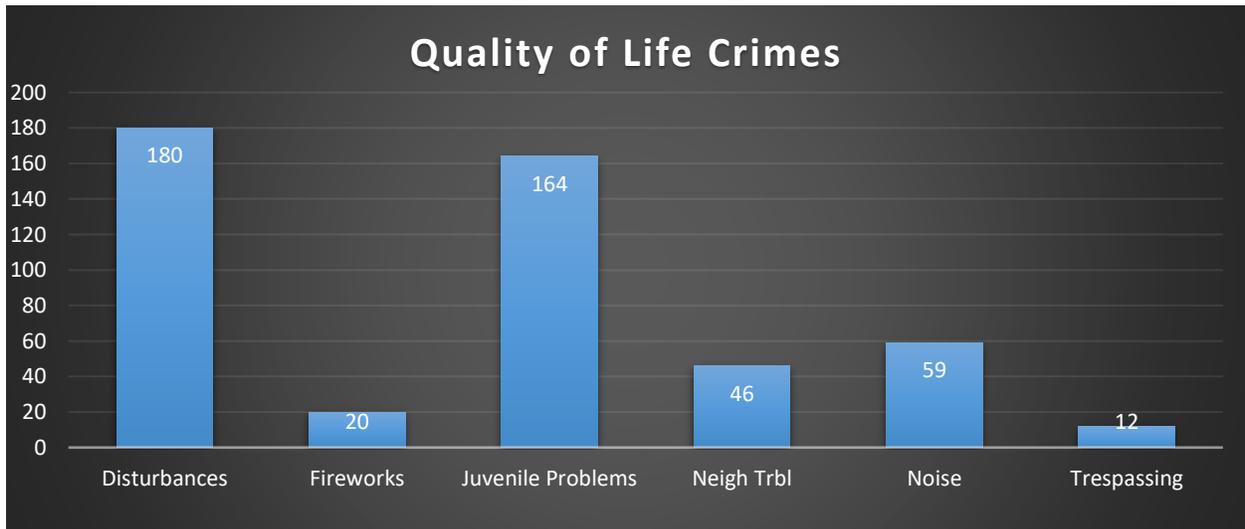
In 2024, the Grinnell Police Department (GPD) handled **19** narcotics-related investigations, compared to **34** in 2023. This is a **decrease of 44%**. In 2024, due to staffing shortages, we did not have an officer assigned to the Mid-Iowa Narcotics Enforcement (M.I.N.E) Task Force East to have a more focused effort to patrol activities. The priority of having patrol officers available to cover calls for service negated the ability of our assigned investigator to perform task force duties.



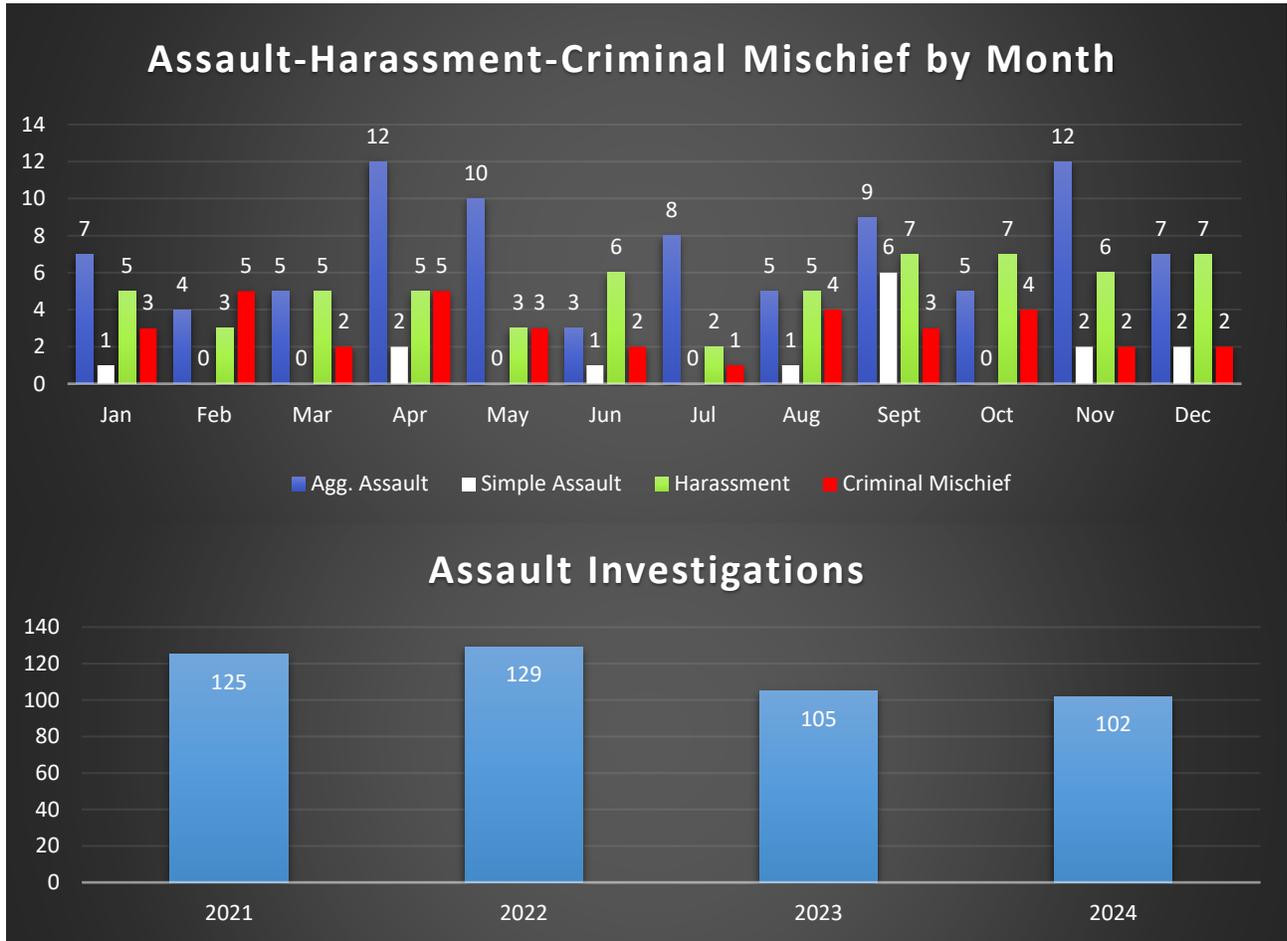
In 2024, GPD made **17** arrests from **44** reported Domestic Abuse calls for service. For those who need further assistance with a domestic abuse situation, the Iowa Coalition Against Domestic Violence (<http://www.icadv.org>) is a tremendous resource.



Addressing quality-of-life issues is particularly important for the police department to maintain what we enjoy here in Grinnell. Those quality-of-life issues include reports of disturbances (Fights, Neighbor disputes, Juvenile problems, Noise Complaints, Trespassing, Fireworks) and alcohol-related events. In 2024, we responded to **481** disturbances and alcohol-related calls for service.

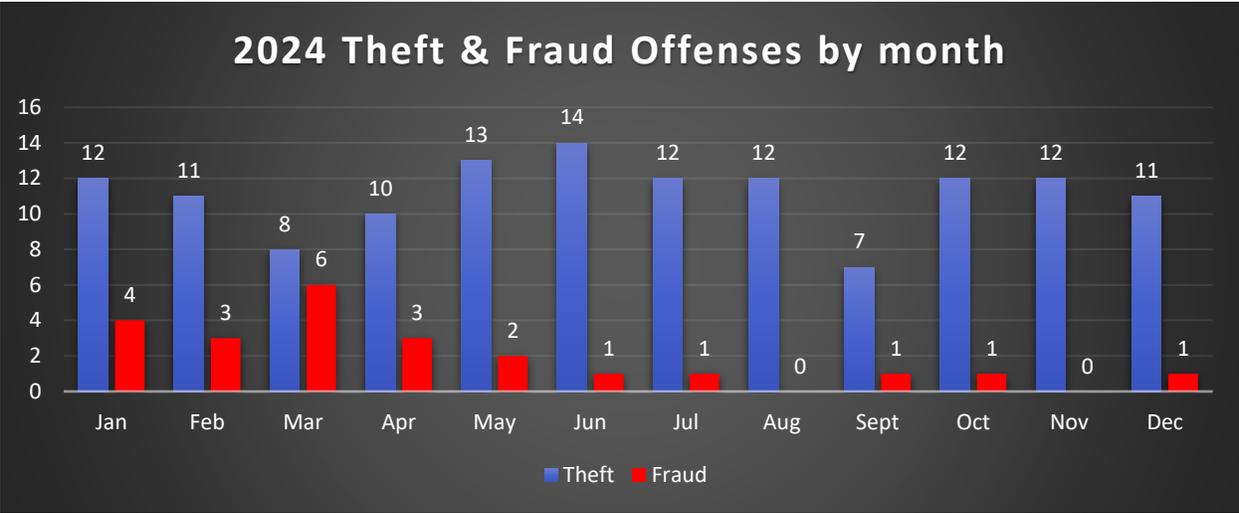


Often, the root cause of a disturbance is alcohol consumption or controlled substance use. Hence, a prompt response is necessary to minimize the potential for these incidents to mushroom into something more serious, such as assaults, criminal mischief, and harassment. In 2024, GPD investigated **102** instances of assault, **61** harassment complaints, and **36** criminal mischief incidents.

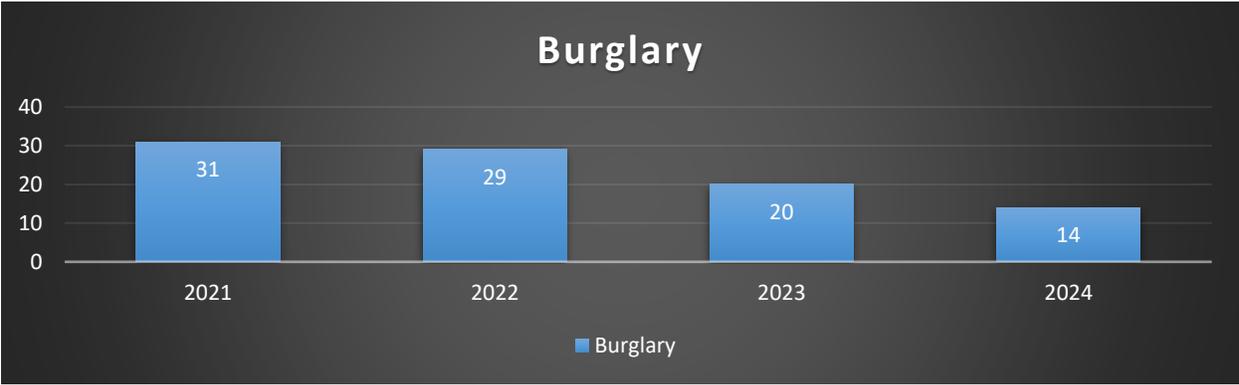


In 2024, GPD responded to **154 reported thefts**—51 cases of shoplifting, 17 from a building or vehicle, 53 misc. thefts, and 10 cases of motor vehicle theft. Fraud and identity theft cases were at 23.

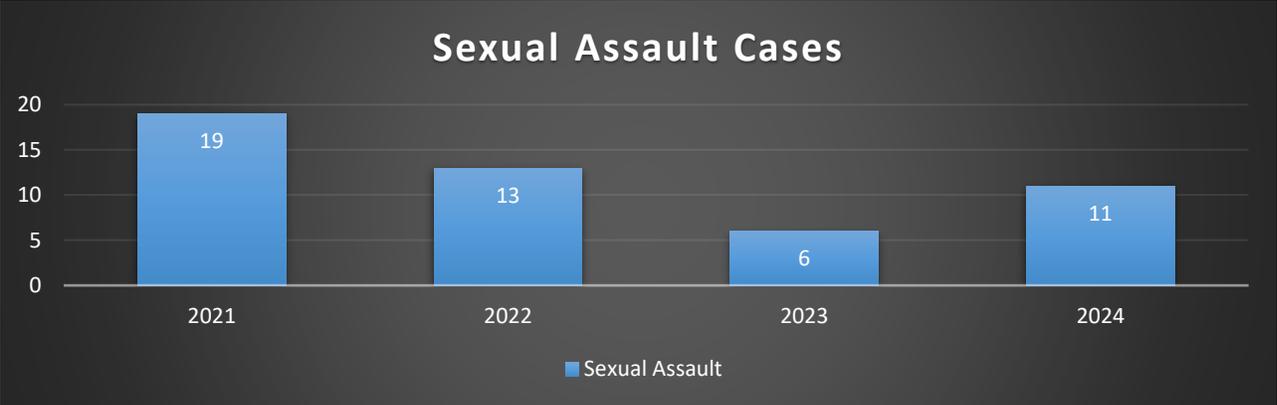
Instances of identity theft and deception schemes often take place by persons who are not in the United States, which makes investigation difficult. What is essential for our residents to remember, especially our elderly, who are often targeted, is that if it sounds too good to be true, it probably is. Likewise, when an entity makes phone contact demanding financial payment, further research is required. We are also working with our retail partners to help prevent or aggressively pursue acts of retail theft.



In 2024, the GPD investigated **14** cases involving an accusation of burglary. Historically, these burglaries are generally more attributed to vehicle and commercial properties.

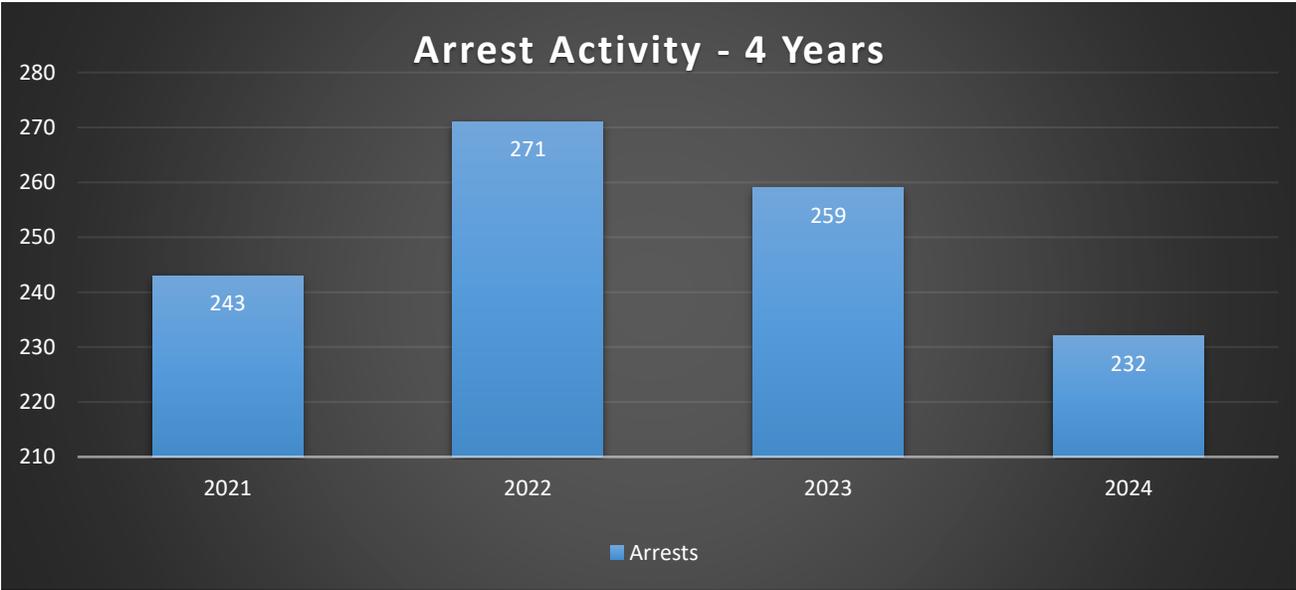


Aside from murder, sexual assault cases are probably the most significant crime against a person that an officer can be assigned to. In most instances, these crimes, with 2024 being no exception, are committed by suspects whom the victim knows. In 2024, the GPD investigated **11** cases of alleged sexual assault.



In 2024, Captain Dan Johnson oversaw investigations, and Sgt. Chris Wray was assigned as our lead criminal investigator. Our criminal investigators handled **43** investigations, and those cases were assigned to the investigator as part of their daily patrol function. Of the 43 criminal investigations, **27** were cleared (60.4% clearance rate), with three still active. Six cases were exceptionally cleared due to prosecution decline, turning over to another agency, or the victim’s refusal to cooperate, with the remaining cases inactivated or unfounded.

There were **232** arrests in 2024, a slight decrease from 2023. Of those arrested in 2024, **36** were juvenile referrals to the Juvenile Court Officer. Among the charges levied against juveniles were alcohol possession violations, criminal mischief, possession of a controlled substance and drug paraphernalia, assault, and theft.

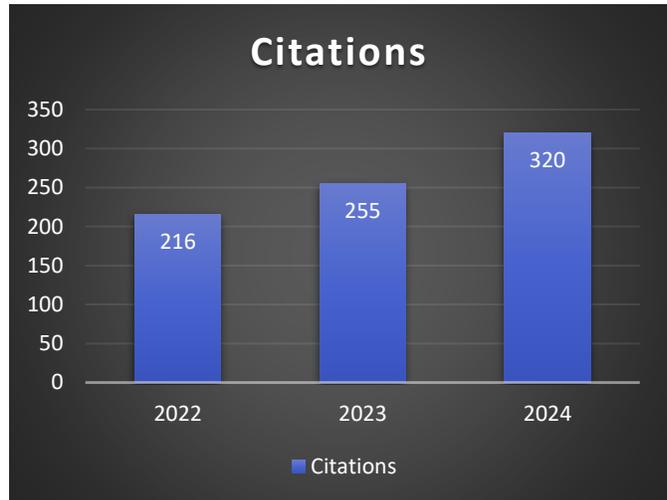


TRAFFIC SAFETY

In 2024, GPD officers issued **320** traffic citations (a **25% increase from 2023**) and **603** warnings (a **26% decrease from 2023**). Using a combination of citations and warnings, officers educate motorists on traffic safety while taking enforcement action by stopping the motorist and providing them an opportunity to bring their own corrective action.

As evidenced by this data, the Grinnell Police Department seeks to educate motorists, when possible, by issuing warnings where appropriate. In addition to identifying the traffic violations that lead to a motor vehicle stop, officers will identify more severe violations after the traffic stop occurs. These more serious traffic violations include drivers operating a motor vehicle with a suspended, revoked, or barred driving privilege. In 2024, approximately **28** drivers were identified as being suspended, revoked, or barred. An additional **131** instances of a vehicle being operated without proof of financial liability (No Insurance) occurred due to a traffic stop or accident.

Based on traffic studies conducted and areas identified by our officers as prone to moving violations, our officers will conduct stationary radar and special traffic enforcement activities to address these moving violations. In 2024, officers worked on approximately **123** static radars and **211** special traffic enforcement details.



There was a slight increase in property damage crashes in 2024, with **126** occurring. We also experienced a slight increase in personal injury accidents, with **8** occurring. There were **27** hit-and-run crashes in 2024.

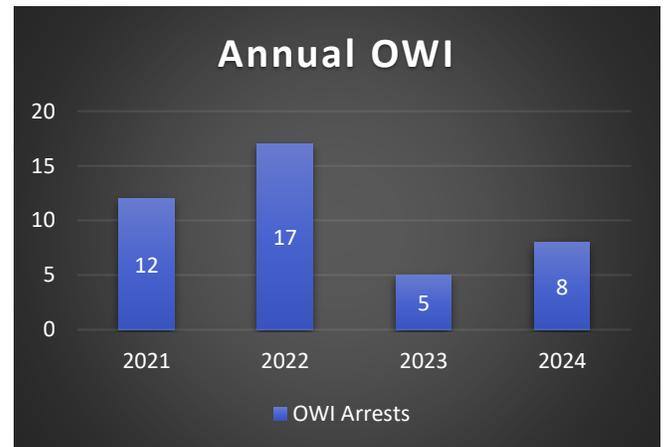
In 2024, we continued to receive grant funding from the Governor's Highway Traffic Safety Bureau, Iowa Department of Public Safety, to address impaired and distracted driving. This Special Traffic Enforcement Program (S.T.E.P.) grant has been awarded to us for several years. It is used for overtime during traffic enforcement projects around the holidays and other events where violations are likely. It also provides equipment for radar and laser speed enforcement.

ANNUAL CRASH REPORT



In 2024, **351** fatalities occurred on Iowa roads, down from **378** in 2023. Our officers are trained to detect and apprehend impaired drivers to minimize these tragedies from happening in Grinnell and the surrounding area.

In 2024, our officers made **8** Operating While Intoxicated (OWI) arrests. The OWI offender is another example of a more severe offense being discovered off that traffic contact for a moving or equipment violation.



In 2024, **687** parking citations were issued. Parking violations can cause vision obstructions, jeopardize pedestrian safety (especially near schools, college campuses, and the downtown area), and hamper snow removal efforts. Residents and visitors are encouraged to sign up for city notifications, such as when snow emergencies are declared.

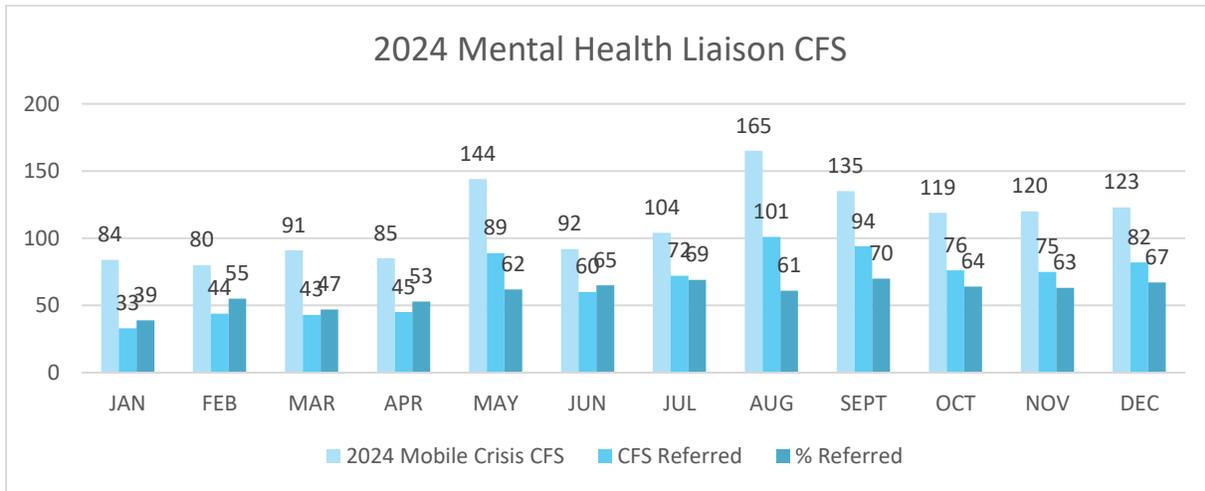


MENTAL HEALTH LIAISON PROGRAM

On March 21st, 2022, we established a partnership with Capstone and Mental Health Liaison/Advocate Faith Repp as she began splitting time at the Grinnell Police Department and the Poweshiek County Sheriff’s Office. Due to the growing need for more mental health support and resources, cities around the State of Iowa are hiring mental health liaisons who will respond with law enforcement when they have contact with someone who is having a mental health crisis. Due to the success of this program, the City of Grinnell has hired Mrs. Repp as our full-time Mental Health Liaison for the Police Department.

In 2024, the GPD handled **1318** incidents related to mobile crisis calls.

Note: Numbers reflect contacts/follow-ups Mrs. Repp made regarding the data below. The data can be associated with repeat offenders and multiple contacts involving one specific person/case.



The nature of these calls can be related to welfare checks, domestics, public assistance, juvenile problems, suicide, and in some cases ambulance, natured calls with trauma-related follow-up that was needed. Occasionally, thefts or property damage is traumatizing in nature, and the reporting party needed additional assistance regarding mental health concerns following the initial crime. Each case can be reviewed case by case to determine the need, the assistance being requested, and how the Liaison can assist. The numbers reflected above are the cases referred to Faith but do not show/reflect the impact she is making in the community with follow-up care with each case/client. Each case varies the amount of follow-up required or needed based on the complexity of each call. Follow-ups could include but are not limited to the following communications/contacts:

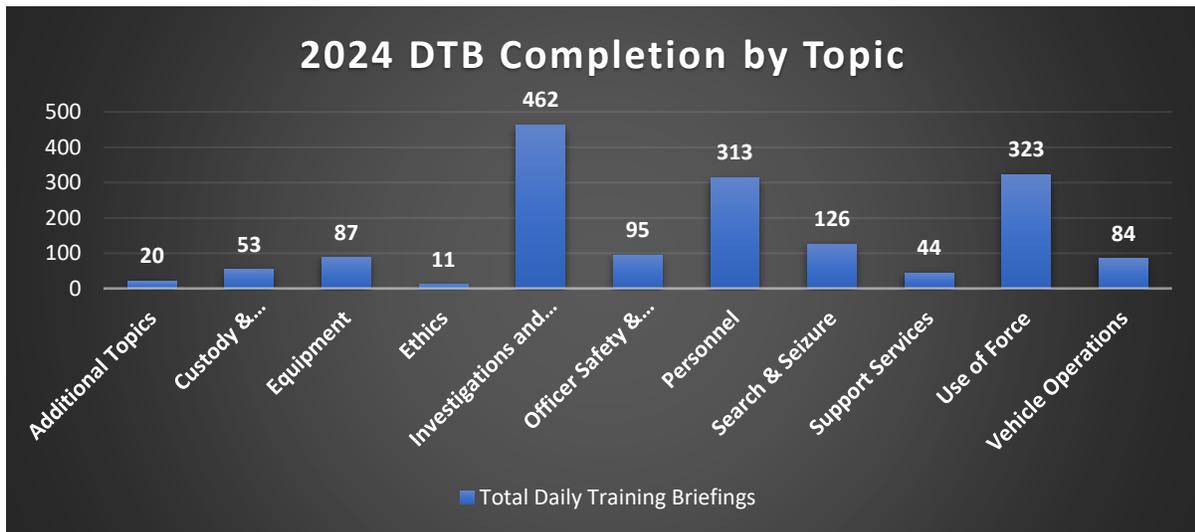
- HHS, Grinnell School Officials, Probation, Capstone providers, Parents or other family member contacts, other community support services/resources, CICS, Poweshiek Co Clerk of Court, Poweshiek Co Sheriff’s Office, Unity Point Grinnell, GPD officers directly, etc.

TRAINING

Training our personnel remains a priority for the police department. Mandatory training requirements have been put in place by the Iowa Law Enforcement Academy to obtain and maintain police officer and instructor certifications. We continue to exceed those requirements, a minimum of 12 hours per year, by conducting in-house training, utilizing our own instructors and local expertise, and sending officers and civilian staff to train at remote sites. GPD officers engage in annual live fire and simulated exercises for firearms training, focusing on their firearms proficiency and tactical skills related to tactical entry and building searches, as well as yearly certifications in all weapon systems.

We incorporate monthly internet-based training through the Police Legal Sciences website covering mental health, sexual abuse, fair and impartial policing, implicit bias and de-escalation, Iowa law updates, and workplace safety. Our officers receive 8 hours of additional training from the Daigle Law Group (DLG) website, participating in their “Path of the Guardian” program, which incorporates real-world issues and legal updates affecting law enforcement nationwide. On average, our officers received an additional **27 hours** of training, surpassing the mandated 12 hours required by the Iowa Code.

This training time does not include policy-based training. Based on state and federal law and industry best practices, the web-based policy manual currently used by the GPD, Lexipol, incorporates Daily Training Bulletins (DTB) that officers must complete. Each DTB presents a scenario with a related policy question, followed by an applicable policy review for the scenario and then a test question. In 2024, our personnel reviewed approximately **1,538** individual DTBs, covering various policy-related topics.



CRIME PREVENTION

The Grinnell Police Department continues working with the community on crime prevention programs and methods. It is critical to our operation that we foster and maintain relationships with our community and businesses. As part of our continuing effort to work closely with the various groups and entities of the Grinnell community, we are involved in many coalitions and committees, such as JPK/ Mental Health Consortium, Poweshiek County Healthy Choices, Grinnell Chamber of Commerce, and the Grinnell Ministerial Association. The programs provided by the Grinnell Police Department included but were not limited to Citizen & Teen Police Academies, National Night Out, A.L.I.C.E. training, Shop with a Cop, and Coffee with a Cop.

Our department has two officers certified as A.L.I.C.E. (Alert, Lockdown, Inform, Counter, Evacuate) instructors. We are in the process of looking into getting more officers certified as well. A.L.I.C.E. training was developed following the examination of school-environment shootings, such as Columbine High School in 1999. This training provides students and educators in the school environment and workers in an office environment with options during an active shooter incident.

DARE

2024 was another fantastic year for our revitalized Drug Abuse Resistance Education (D.A.R.E.) program, primarily due to the passion and instruction of Sgt. Dalton Kies. Through a 14-week curriculum, Sgt. Kies delivered the program to our middle school's **107** 5th graders this year. The initial curriculum was designed to provide awareness and facts to middle school students with the intent that this knowledge would help them resist peer pressure to experiment with alcohol and other drugs. Gang and violence prevention strategies were included in that curriculum to provide our children with a solid foundation. The curricula cover a wide range of risks that children face daily, including drug use, and encourage them to lead a positive lifestyle. Today, D.A.R.E. is in over 70% of school districts nationally, has been implemented in more than 50 countries, and, according to the U.S. Department of Justice, “the D.A.R.E. program offers students the opportunity to gain a trustworthy adult friend, develop a positive attitude toward law enforcement personnel and acquire greater respect for the law.”



ANNUAL VEHICLE PURSUIT REVIEW

Purpose and Scope

The Grinnell Police Department *Vehicle Pursuits* policy defines a vehicle pursuit as: “An event involving one or more law enforcement officers attempting to apprehend a suspect, who is attempting to avoid arrest while operating a vehicle by using high-speed driving or other evasive tactics, such as driving off a highway, turning suddenly or driving lawfully but willfully failing to yield to an officer’s emergency signal to stop.”

The *Vehicle Pursuits* policy requires pursuing officers to complete an incident report, documenting the facts and circumstances surrounding the pursuit. These pursuing officers are also required to complete a Pursuit Report. This report documents critical aspects of the pursuit and records the administrative review of the pursuit, which is also required by policy. The administrative review aims to determine whether or not the pursuit was conducted according to policy and identify any training needs.

In 2024, the Grinnell Police Department was involved in **3** vehicle pursuits.

# of Pursuit	3
# Pursuits resulting in accidents	0
# Pursuits resulting in injuries (No Deaths)	0
# of pursuits resulting in death	0
# of pursuits resulting in arrest	1
# of people arrested	1
# pursuits terminated by officer	2
# of pursuits involving pursuit intervention technique(s)	1
# of vehicles in accidents	
Pursued vehicles	0
Police vehicles	0
3 rd party vehicles	0
Pedestrians	0
# of people injured	
Pursued vehicles	0
Police vehicles	0
3 rd party vehicles	0
Pedestrians	0
# of people killed	
Pursued vehicles	0
Police vehicles	0
3 rd party vehicles	0
Pedestrians	0

Analysis and Compliance

None of the three pursuits during 2024 resulted in a traffic accident or personal injury.

Officers are authorized to engage in a pursuit when it is reasonable to believe that a suspect, who has been given an appropriate signal to stop by a law enforcement officer, is attempting to evade arrest or detention by fleeing in a vehicle. The decision to engage in a pursuit is not taken lightly. It requires officers to consider many factors, individually and collectively, when deciding to engage in or continue a pursuit. These factors include, but are not limited to:

- a. The seriousness of the known or reasonably suspected crime and its relationship to community safety.
- b. Protecting the public and balancing the known or reasonably suspected offense and the apparent need for immediate capture against the risks to officers, innocent motorists, and others.
- c. The public's safety around the pursuit, including the type of area, time of day, the amount of vehicular and pedestrian traffic (e.g., school zones) and the speed of the pursuit relative to these factors.
- d. The pursuing officers' familiarity with the area of the pursuit, the quality of radio communications between the pursuing vehicles and dispatcher/supervisor, and the driving capabilities of the pursuing officers under the conditions of the pursuit.
- e. Whether weather, traffic, and road conditions unreasonably increase the danger of the pursuit when weighed against the risks resulting from the suspect's escape.
- f. Whether the suspect's identity has been verified and whether there is comparatively minimal risk in allowing the suspect to be apprehended later.
- g. The performance capabilities of the vehicles used in the pursuit concerning the speed and other conditions.
- h. Emergency lighting and siren limitations on unmarked police department vehicles that may reduce visibility, such as visor or dash-mounted lights, concealable or temporary emergency lighting equipment, and concealed or obstructed siren positioning.
- i. Vehicle speeds.
- j. Other persons in or on the pursued vehicle (e.g., passengers, co-offenders, and hostages).
- k. The availability of other resources, such as air support assistance.
- l. Whether the pursuing vehicle is carrying passengers other than on-duty police officers. Pursuits should not be undertaken with an arrestee in the pursuit vehicle unless exigent circumstances exist, and then only after the need to apprehend the suspect is weighed against the safety of the arrestee in transport. A vehicle containing more than a single arrestee should not be involved in a pursuit.

Once a pursuit is engaged, officers and supervisors must continually evaluate the need for continued pursuit versus the risk(s) created by the pursuit. Pursuits should be terminated whenever the totality of objective circumstances known or which reasonably ought to be known to the pursuing officer(s) or supervisor during the pursuit indicates that the present risks of continuing the pursuit reasonably appear to outweigh the risks resulting from the suspect's escape.

Considering these factors and considerations, the administration carefully reviewed each of the 3 pursuits in 2024 and found them to be within policy.

- 1/26/2024: This pursuit occurred in the early afternoon hours after the officer observed a vehicle being driven by a subject known to the officer whose driving privileges were barred. An attempt to conduct a traffic stop on the vehicle resulted in the suspect attempting to elude the officer at high rates of speed. The officer, knowing who the driver was, terminated the pursuit after approximately 1.5 miles based on this, coupled with road conditions and the way the suspect was operating the vehicle.
- 2/20/2024: This pursuit occurred late in the evening after the officer observed a motorcycle being operated without a rear registration plate. After approximately 1.5 miles, the officer terminated the pursuit once they were unable to keep up and maintain sight of the motorcycle.
- 4/7/2024: This pursuit occurred in the afternoon when the officers responded to a shoplifting at Walmart. The officers were described the suspect vehicle (Box truck), which had left Walmart, and found the vehicle traveling southbound on Highway 146. The suspect vehicle failed to yield to the officers, who had activated their emergency lights and sirens. The pursuit ended after approximately 1 mile when the supervisor pulled in the front of the suspect vehicle and slowed to a stop. The suspect was charged with Eluding, Interference with Official Acts, and Theft 5th.

Policy Review

The Grinnell Police Department's current pursuit policy is discretionary, meaning that officers have discretion on whether to engage in a pursuit based on the circumstances. In 2023, the Police Executive Research Forum (P.E.R.F.), National Highway Traffic Safety Administration, and the U.S. Department of Justice—Community Oriented Policing Services (COPS) published their research findings and recommendations regarding vehicular pursuits. Of the 65 recommendations, one consisted of agencies adopting a restrictive policy that permits vehicular pursuits for only a limited and profound set of circumstances.

Based on a review of this report and our previous discussions, changes to our current pursuit policy will be considered in 2025. These changes would eliminate the discretionary aspect of the policy and institute more restrictive parameters for engaging in vehicular pursuit.

BIAS-BASED POLICING REVIEW

Purpose and Scope

The Grinnell Police Department is committed to providing law enforcement services to the community with due regard for the racial, cultural, or other differences of those served. This department's policy is to provide law enforcement services and to enforce the law equally, fairly, objectively, and without discrimination toward any individual or group. Bias-based policing is strictly prohibited.

The tables below represent data collected from our Records Management System for activities with potential bias. In addition to the activities listed below, asset forfeiture is also an activity that may have the potential for bias. During CY 2024, the department did not initiate any asset forfeiture proceedings.

The following table reflects internal or external complaints regarding department members' unlawful or improper bias allegations.

COMPLAINT TOPIC	# OF COMPLAINTS
Traffic Contacts	0
Field Contacts	0
Asset Forfeiture	0
Other	0

The following tables reflect traffic stop data for CY 2024. It should be noted that the numbers represented could include one or more citations/warnings given to an individual during a single incident.

RACE	TOTAL WARNINGS		PERCENT
	<i>MALE</i>	<i>FEMALE</i>	
White Non-Hispanic	325	214	89%
Hispanic Latino, Any Race	22	10	5%
Black Non-Hispanic	18	6	4%
Other	7	1	1%
TOTAL	372	231	

RACE	TOTAL CITATIONS		PERCENT
	<i>MALE</i>	<i>FEMALE</i>	
White Non-Hispanic	160	108	85%
Hispanic Latino, Any Race	20	4	8%
Black Non-Hispanic	12	7	6%
Other	3	1	1%
TOTAL	195	120	

The following table reflects arrest data for CY 2024. This data includes subjects who were arrested but cited and released.

RACE	ARRESTS		PERCENT
	<i>MALE</i>	<i>FEMALE</i>	
White Non-Hispanic	124	71	84%
Hispanic Latino, Any Race	15	4	8%
Black Non-Hispanic	7	3	4%
Other	4	4	3%
TOTAL	150	82	232

The following table reflects field contact data for CY 2024. The data includes calls for service that officers were dispatched to or self-initiated. The data does not include incidents involving traffic stops or arrests since this data is already covered in this administrative review and only involves subjects coded as suspects, warned, cited, or defendants.

RACE	FIELD CONTACTS		PERCENT
	<i>MALE</i>	<i>FEMALE</i>	
White Non-Hispanic	199	103	89%
Hispanic Latino, Any Race	14	6	6%
Black Non-Hispanic	11	4	4%
Other	2	2	1%

In CY 2024, all sworn officers received training in biased issues, including training content on legal aspects. In 2025, all department members, whether sworn or civilian, will receive training in biased issues since all department personnel can have service contact with the public.

In 2025, based on a review of our method for capturing use-of-force data and documenting administrative review of these incidents, the department will begin utilizing a new software platform for documenting officer use-of-force incidents. This platform will provide the department with an improved incident analysis capability while enhancing the administrative review process for these incidents.

Based on this administrative review of department policy, practices, traffic and field contacts, arrests, citizen complaints, and officer responses to resistance, and aside from the new reporting software platform, I also found nothing to suggest that corrective measures are required for policy, department operations, or individual members.

The following table reflects the use of force incidents for CY 2024, broken down by the specific type of force used, complaints generated internally or externally, and injuries sustained from the use of force by the subject. Remember that multiple types of force can be used on a resistant subject based on several factors, including the effectiveness of the initial or subsequent type of force utilized. It should be noted that four (4) of the use of force incidents involved juveniles. In keeping with policy, the custodial arrest of a juvenile only occurs under conditions where there is no guardian to take custody of the juvenile or in matters where the offense charged necessitates placement in a youth detention facility.

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino, Any Race		Other		TOTAL
	Male	Female	Male	Female	Male	Female	Male	Female	
Use of Force Breakdown	7	3	2	1	1	0	0	0	14
Firearm									
• Discharge Only	0	0	0	0	0	0	0	0	0
• Display Only	0	0	2	1	0	0	0	0	3
Taser									
• Discharge Only	0	0	0	0	0	0	0	0	0
• Display Only	4	0	0	1	0	0	0	0	5
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	0	0	0	0	0	0	0	0	0
Physical Only	7	3		1	1	0	0	0	12
Non-Fatal Injuries –	3	0	0	0	1	0	0	0	4
Fatal Injuries	0	0	0	0	0	0	0	0	0
Officer Injuries									2
Total Use of Force Arrests	6	0	0	1	1	0	0	0	8
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

USE OF FORCE REVIEW

Purpose and Scope

Annually, the Grinnell Police Department conducts an analysis that identifies the types of encounters that resulted in a use-of-force incident while also identifying incident trends or patterns as they relate to the make-up of subjects involved and injuries sustained by either the subjects or officers involved in these incidents. The analysis also examines the impact of these incidents on policies, practices, equipment, and training.

Department Policy – Use of Force

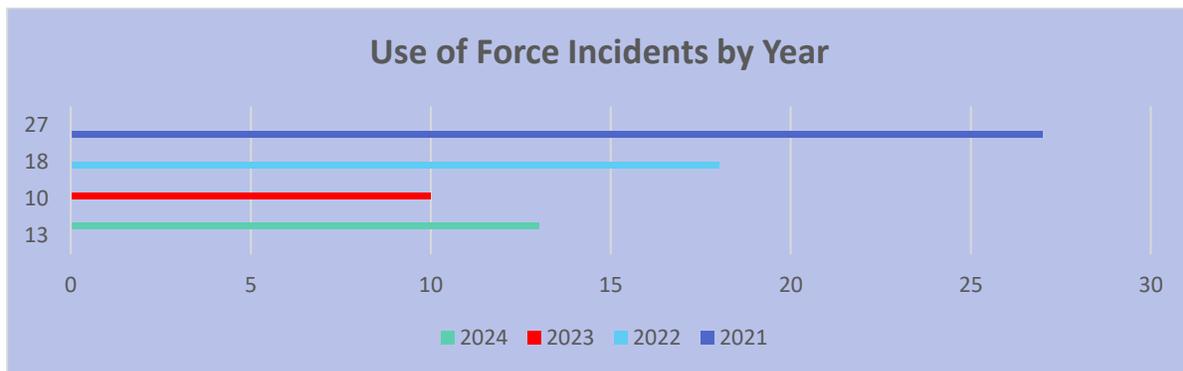
The use of force by our members is of critical concern to the public and the law enforcement community. Officers are involved daily in numerous and varied interactions and, when warranted, may use reasonable force in carrying out their duties.

The Grinnell Police Department recognizes and respects the value of all human life and dignity without prejudice to anyone. Vesting officers with the authority to use reasonable force and to protect the public welfare requires monitoring, evaluation, and careful balancing of all interests.

Analysis

In 2024, Grinnell Officers responded to 8,924 calls for service. Of those calls for service, 232 resulted in an arrest. The force was used during 13 incidents and applied to 14 individuals from these contacts. A use-of-force application takes place when an officer uses physical techniques or tactics, chemical agents, or weapons against another. This would include an officer’s display of a firearm. Based on this data, Grinnell Officers applied force in <1% of calls for service and 5.1% of arrests.

The use of physical techniques and tactics was the most common force application. Officers are expected to use verbalization, in some fashion, on every use of force application outside circumstances where time does not permit the officer to do so. The use of verbalization took place with each of these incidents. There are also times when more than one officer may have to use more than one type of force application (i.e., Physical tactic and Taser) to bring a situation under control. There were no deadly force applications by Grinnell officers in 2024.



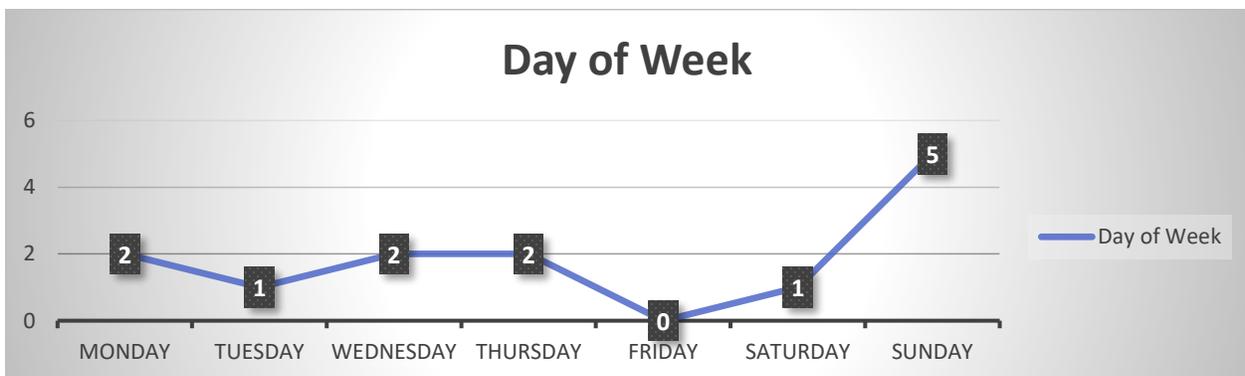
Types of Encounters by Date and Time

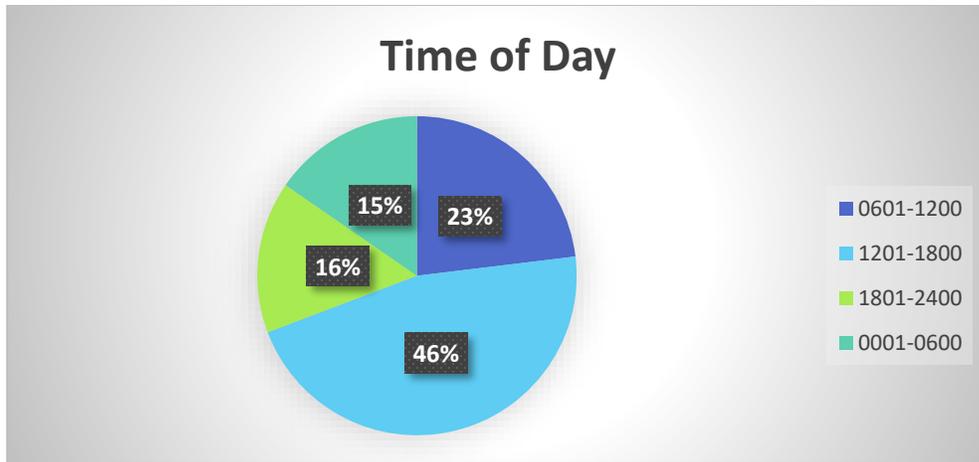
INCIDENT TYPE	INCIDENT DATE	INCIDENT TIME	DAY OF WEEK	LOCATION
Vehicle Pursuit	4/7/2024	3:14 PM	SUNDAY	ROADWAY
Disturbance	7/3/2024	8:40 PM	WEDNESDAY	RESIDENCE
Domestic	7/10/2024	2:06 PM	WEDNESDAY	RESIDENCE
Warrant Arrest	7/18/2024	7:03 PM	THURSDAY	HOSPITAL
Suicidal	8/19/2024	2:52 PM	MONDAY	RESIDENCE
Suspicious Persons	9/8/2024	5:11 PM	SUNDAY	RESIDENCE
Theft	9/15/2024	2:05 PM	SUNDAY	BUSINESS
Disturbance	10/1/2024	2:00 PM	TUESDAY	SCHOOL
Harassment	11/4/2024	12:20 AM	MONDAY	RESIDENCE
Vehicle Pursuit	11/7/2024	12:55 AM	THURSDAY	HIGHWAY
Suicidal	11/17/2024	12:00 PM	SUNDAY	ROADWAY
Mutual Aid OWI	11/23/2024	11:49 PM	SATURDAY	HOSPITAL
Disturbance	12/8/2024	10:57 AM	SUNDAY	RESIDENCE

Trends or Patterns Related to Location, Day of Week, or Time of Day

Regarding the location of use of force incidents, 46% took place at a residence, while the remaining locations were almost evenly distributed among businesses, streets, and healthcare facilities. For 2024, 54% of our use of force incidents occurred during the Monday- Thursday window, while 46% occurred during the Friday- Sunday period. This is a change in pattern, as we have generally experienced a higher percentage of force incidents during the Friday- Sunday period. While the weekend days accounted for a lower rate of incidents, Saturday had the highest percentage of force incidents, with 38%.

Regarding time of day, 69% of our use of force incidents occurred between 6:00 AM and 6:00 PM, while the remaining 31% occurred between 6:01 PM and 6:00 AM. The percentage of use-of-force incidents during the day is consistent with prior reporting years, with 60% occurring during the 6:00 AM to 6:00 PM time frame in 2023.

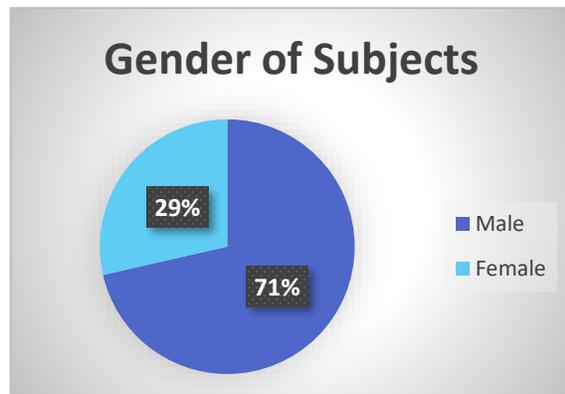
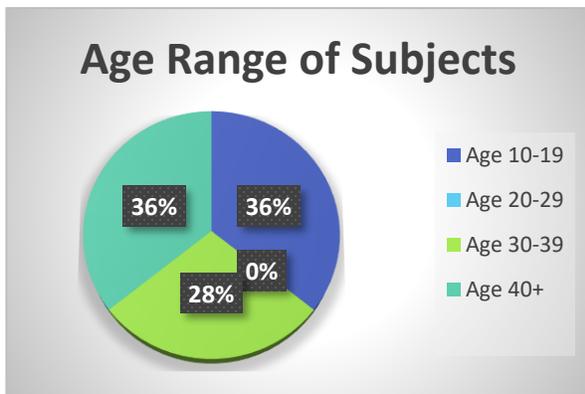




Trends or Patterns Related to Race, Age, and Gender

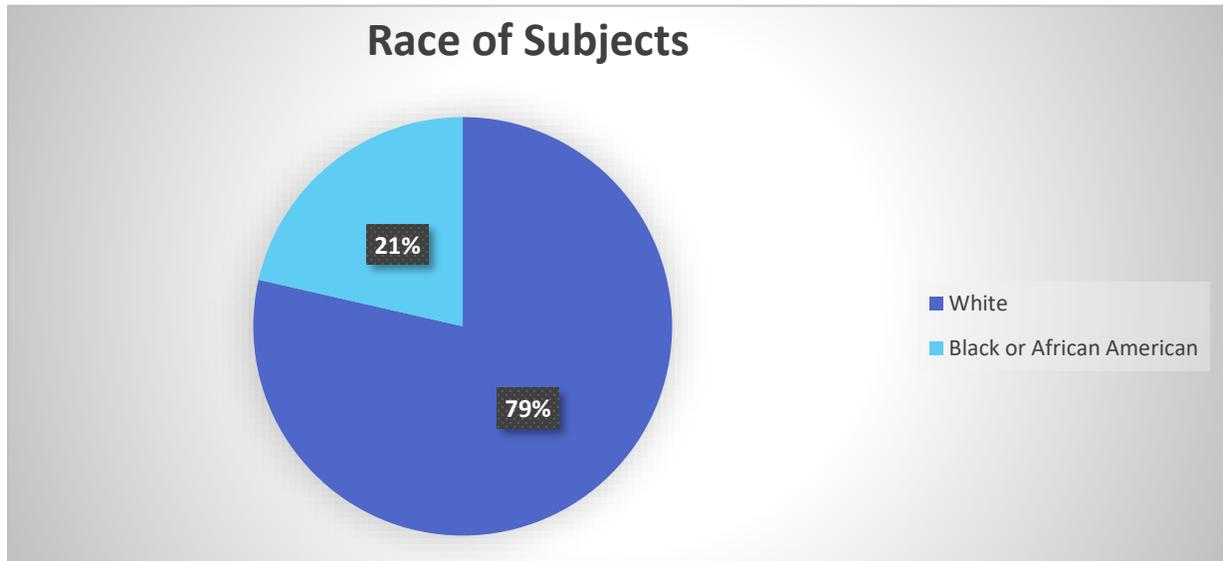
According to the analysis, the most likely offender requiring the use of force was a male. As seen in previous years, this continues to be the pattern, with male subjects accounting for most of our force incidents.

The youngest person involved with a force application was 13, while the oldest was 50. The 40+ and 10-19 age ranges accounted for 72% of the use of force applications, while we experienced no incidents involving the 20-29 age range, compared to 2023 when this age range accounted for 20% of the incidents. The trend for the 40+ age group continues to account for a higher percentage of force incidents. In 2023, this age group accounted for 40% of the incidents. For the 10-19 age group, we experienced an upward trend from 2023, when this group accounted for 20% of our force incidents.



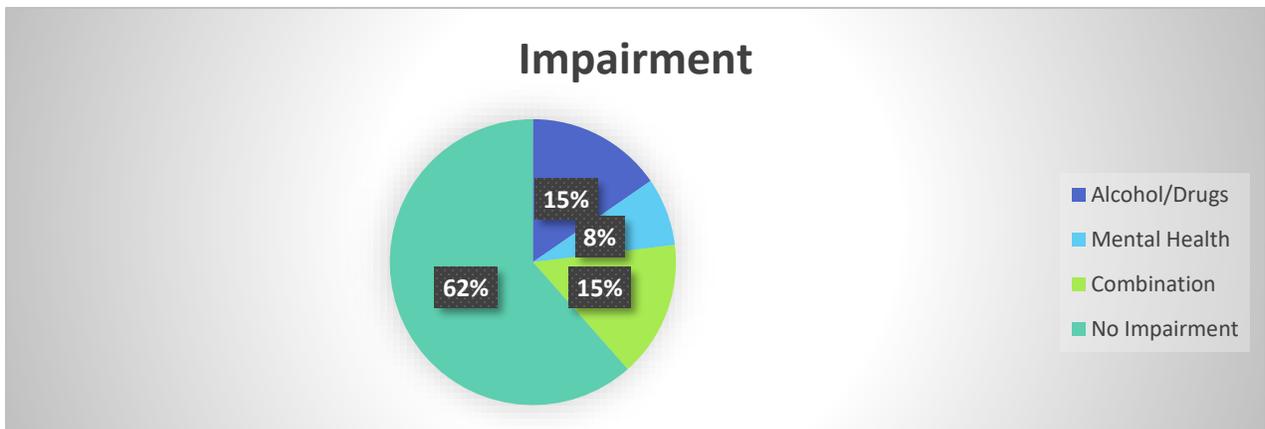
Of the 14 subjects involved in the use of force for 2024, 11 subjects were White, while 3 subjects were Black or African American. The higher application of force against White offenders is consistent with prior years. In 2023, all 10 subjects were White, while in 2022 and 2021, the percentages were 89% and 93%, respectively. While there is no identifiable trend or pattern to require further review, the department will continue to monitor this statistic through our administrative use of force reviews and our early warning system program. As we review the

documents related to administrative reviews and the triggering of the early warning system, we receive a better overall picture of trends and potential issues.



Impairment and Mental Health

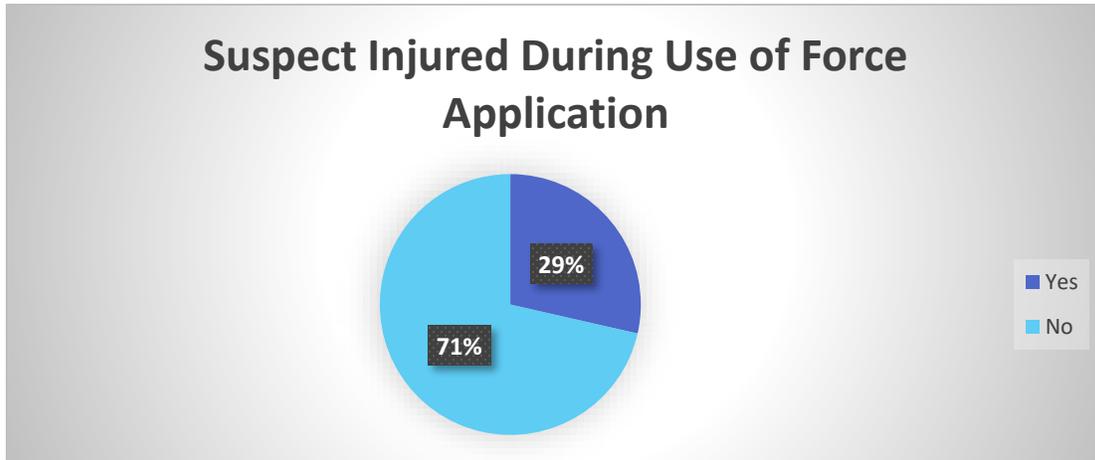
Of the 13 use-of-force incidents in 2024, 2 individuals were under the influence of an intoxicating substance, one was suffering from a mental health crisis or disorder, and two were experiencing a combination of the two. This is a significant decrease from previous years since, historically speaking, most of our use-of-force incidents involve the abovementioned factors. In 2023, we experienced subjects with the above-mentioned factors in 70% of the incidents. Unpredictability and likelihood of assault are variables that officers must consider when dealing with the intoxicated or people experiencing mental health crises.



Trends or Patterns Resulting in Injury

As noted at the onset, officers do not take the use of force lightly and only seek to use force to overcome the resistance being encountered safely. Of the 14 subjects involved in a use-of-force application in 2024, 4 sustained minor injuries after the use of force. None of the injuries required hospitalization, and nothing was noted to suggest a negative trend related to subject injuries.

Department policy is that when a subject is injured or complains of an injury, medical assistance is requested to evaluate them. Whether the subject receives medical treatment is at the subject's sole discretion unless such injuries or other conditions prohibit the subject from making an informed decision. Our findings for this year do not suggest any trend or pattern that would raise questions or require further review.



As an agency, we strive for no injuries in the workforce, but we cannot control the outcome during these dynamic incidents. In 2024, two officers received minor injuries during force incidents. The injuries did not result in hospitalization or loss of work time.

Impact of Findings on Policies, Practices, Equipment and Training

After a careful review of each use-of-force incident, coupled with an analysis of these use-of-force incidents collectively, there is nothing to suggest that a shift in training or equipment is required. As a department, we continually strive to provide our members with sufficient training, particularly training that addresses high-risk, low-frequency events such as the application of force. In addition to in-service training, the department continues to provide policy-based training to members through our policy manual system. In 2023, officers received approximately 323 policy-based scenarios based on our use of force policy.

While nothing indicates that policy change should occur based on this analysis, our less lethal weapons policy was updated in 2024 to mandate the frequency in which officers receive in-service training on less lethal weapons. Officers will be required to receive annual training in using their electronic control device (Taser), while biennial training will take place using their baton, OC spray, and beanbag shotgun.

Based on a review of our method for capturing the use-of-force data and documenting administrative review of these incidents, in 2025, the department will also begin utilizing a new software platform to document officer use-of-force incidents. This platform will provide the department with an improved incident analysis capability, with accompanying Early Warning System activation for an officer's use of force incidents, while improving upon the administrative review process for these incidents.