

GRINNELL POLICE DEPARTMENT

2021 ANNUAL REPORT



MISSION

To protect and serve the community of Grinnell, providing a peaceful and safe existence, free from fear and with democratic values applied equally to all.

This annual report covers the numerous activities of the department, and includes materials such as crime statistics and initiatives that we utilize to deal with criminal activity. This report also provides an opportunity for 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.

<u>Table of Contents:</u>	<u>PAGES:</u>
STAFFING	3-4
CALLS FOR SERVICE & INVESTIGATIONS	5-11
TRAFFIC SAFETY	12-13
TRAINING	14
CRIME PREVENTION	15
POLICE PURSUIT REVIEW	16
BIA BASED POLICING	17-20
USE OF FORCE REVIEW	21-25
HIGHLIGHTS & MOVING FORWARD	26-27



STAFFING:

The Grinnell Police Department is currently staffed with **15 full-time members** (13 sworn police officers and 2 civilian staff members). In 2021 we lost Records Clerk Jan Phelps, who retired after serving the department for many years. Ofc. Jeff Criswell resigned and is now working for the Poweshiek County Sheriff's Office. Ofc. Ozzy Carrillo and Ofc. Holly Coogler were hired as basic officers and completed their Academy training at ILEA. Ofc. Jon Soubayi was also hired as a certified lateral officer from Nevada Police Department.

Of the 13 sworn members, staffing consists of: one (1) Chief of Police; one (1) Captain; three (3) Sergeants; seven (7) Patrol Officers; one (1) Narcotics Investigator.

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

Captain- 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/or oversight of department operations, Internal Affairs, Public Information Officer, Quartermaster, training, scheduling, jail administration, Property & Evidence operations, and Special Events.

Sergeant (3)

- **(1) Dayshift** - In addition to being responsible for first line supervision of officers assigned to our day tour, the dayshift sergeant also serves as our Crime Prevention Commander, Law Enforcement Intelligence Network Liaison, Fleet Maintenance, Traffic Safety, Arson investigation.
- **(2) Nightshift** –In addition to our two-night shift sergeants being responsible for first line supervision of officers assigned to the night tour, their collateral duties include: Department training, to include field training program coordination; Criminal investigation; tobacco and alcoholic beverage compliance, and Investigations Commander.

Patrol Officers- Seven (7) 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: firearms & training; defensive tactics; vehicle maintenance; vehicle nuisance abatement; Crime Prevention, community activities and school-based programs, bike patrol and animal control coordination.

Criminal Investigator

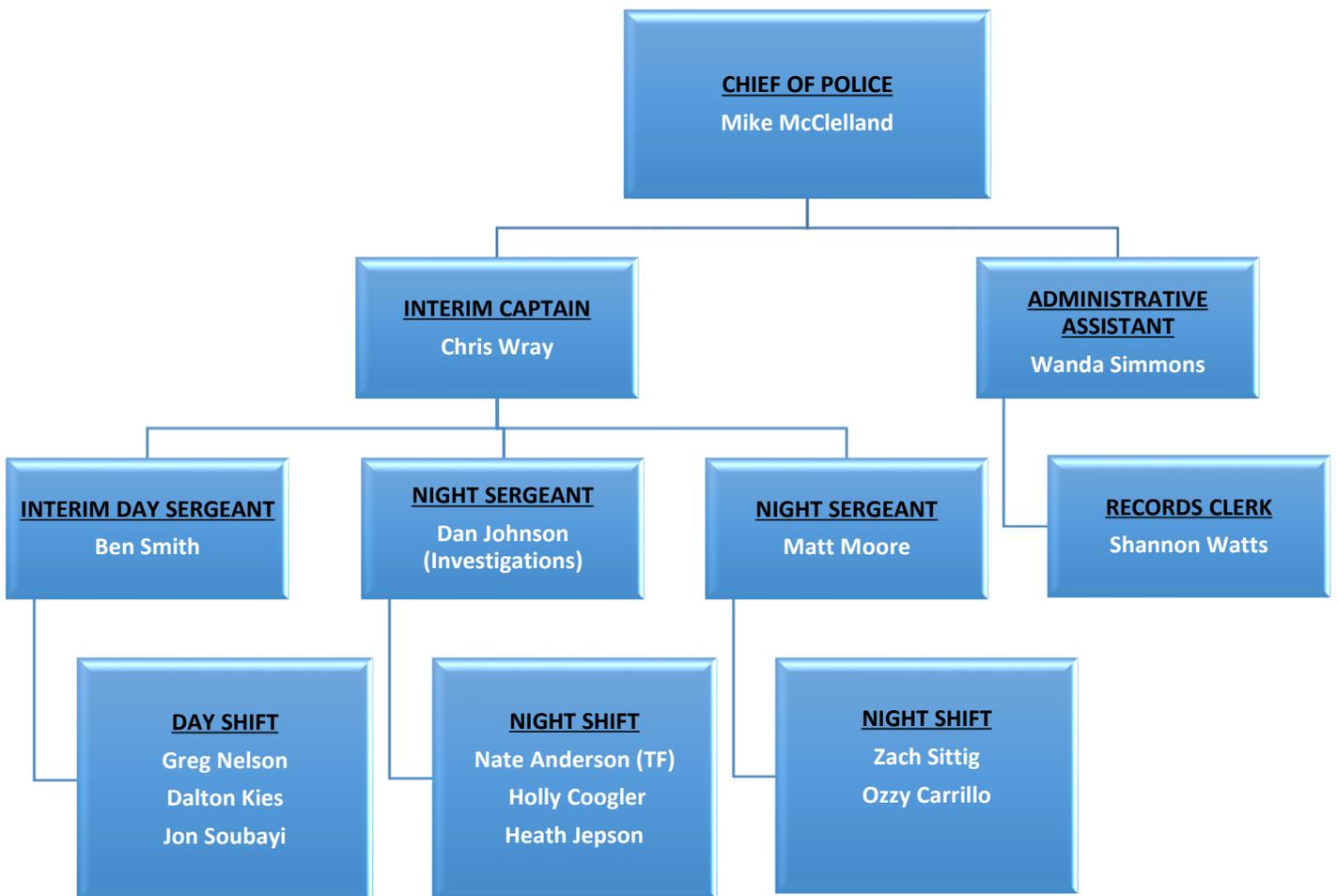
- In addition to their responsibilities as a dayshift patrol officer, our criminal investigator is responsible for the investigation of criminal activity and the processing of crime scenes.

Narcotics Investigator

- 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, as well as other vice related activity.

Civilians- non-sworn (2)

- Administrative Assistant –Responsible for assisting department administration with numerous office management tasks, to include: accounts payable and receivables; payroll; time accrual tracking and correspondence. The Administrative Assistant is also responsible for: management of the Property & Evidence function; management of in-car and body worn camera video; public record requests; liaison with Poweshiek County courts and County Attorney office.
- Records Clerk –Responsible for various records assignments as well as computer data entry. The Records Clerk is also responsible for: management and submission of our Uniform Crime Report; Grinnell Safety Committee representation; coordination of annual city safety training for the department; and Parking citation processing.



CALLS FOR SERVICE AND INVESTIGATIONS:

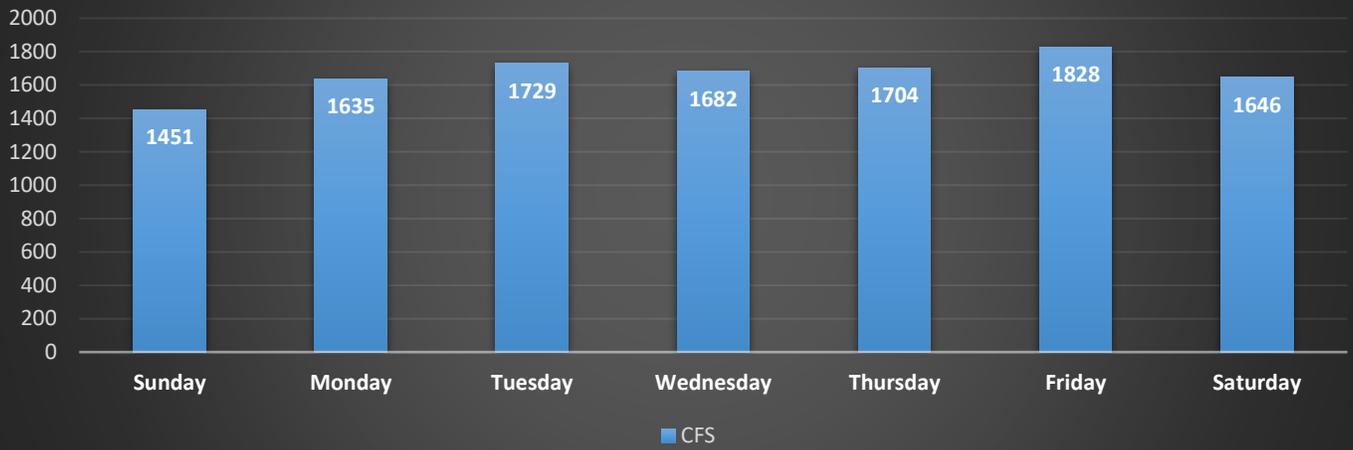
In 2021 we continued to experience criminal activity that requires a great deal of attention and expertise on the part of our officers. The statistical portion of this report was generated from our records management system. This system provides officers with access to department records while on patrol. This access includes the ability to: perform name and address history inquiries, complete reports and review calls for service and store statistical data for reporting. This system has also provided the department with the opportunity to go paperless as it relates to reports and documents associated with investigations.

In 2021 our officers responded to, or initiated, **12,111 calls for service**. This is a **7.1% increase** from 2020 and a **18.49%** decrease from 2019. Covid-19 most definitely had an impact on the number of calls for service we experienced in 2020, and we see a slight increase in 2021 as fears subsided. Student attendance at Grinnell College also impact these numbers, as the normal number of enrolled students is approximately 1700. For the first six months of 2021, Grinnell College had no students on campus due to Covid-19.

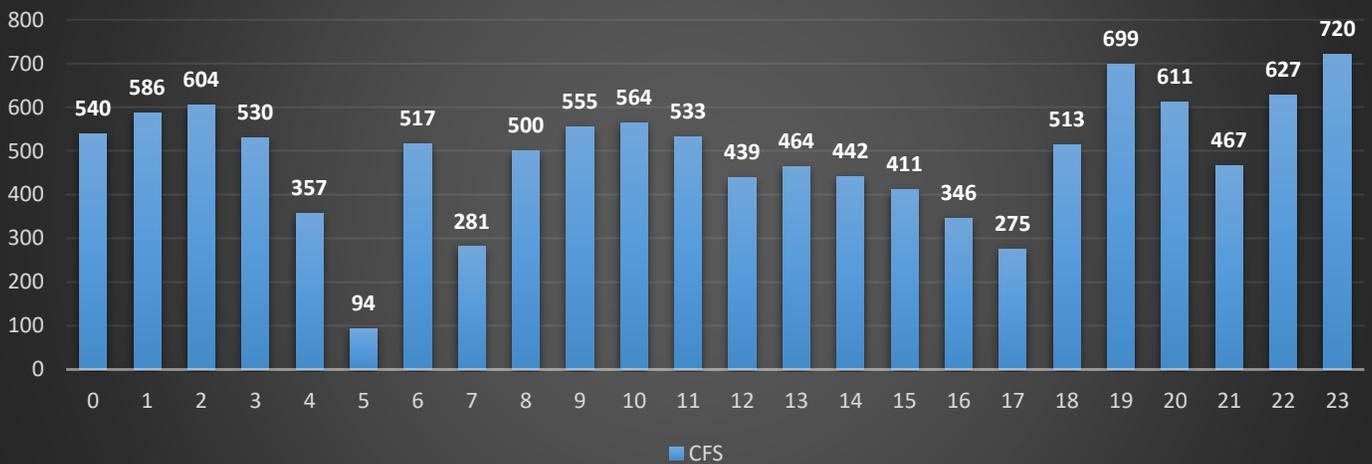
These calls for service include, but are not limited to: reports of criminal activity; motor vehicle crashes; traffic enforcement; assists to other agencies; medical and fire emergencies; alarm activation responses, business and property checks, and other service-related functions. It should be noted 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 in documenting our activities.



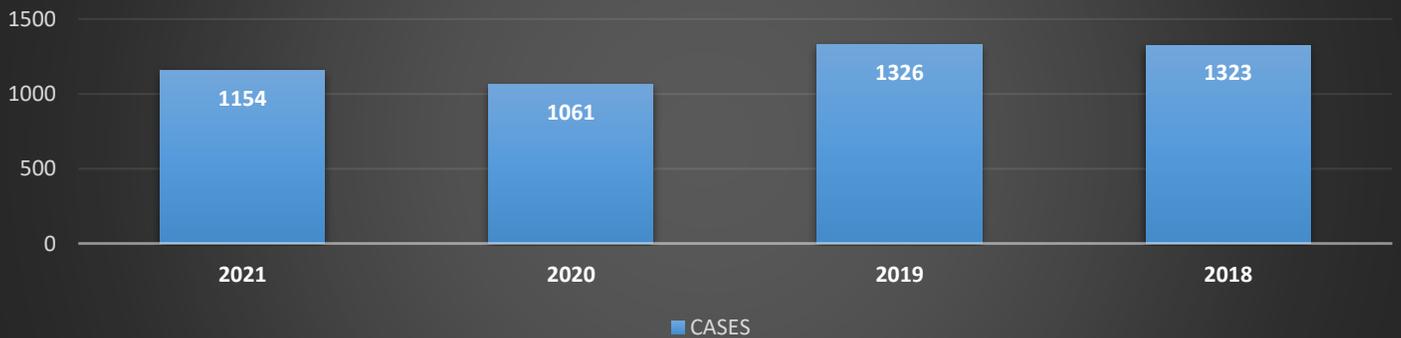
Calls For Service - Day of Week



Calls For Service- Time of Day

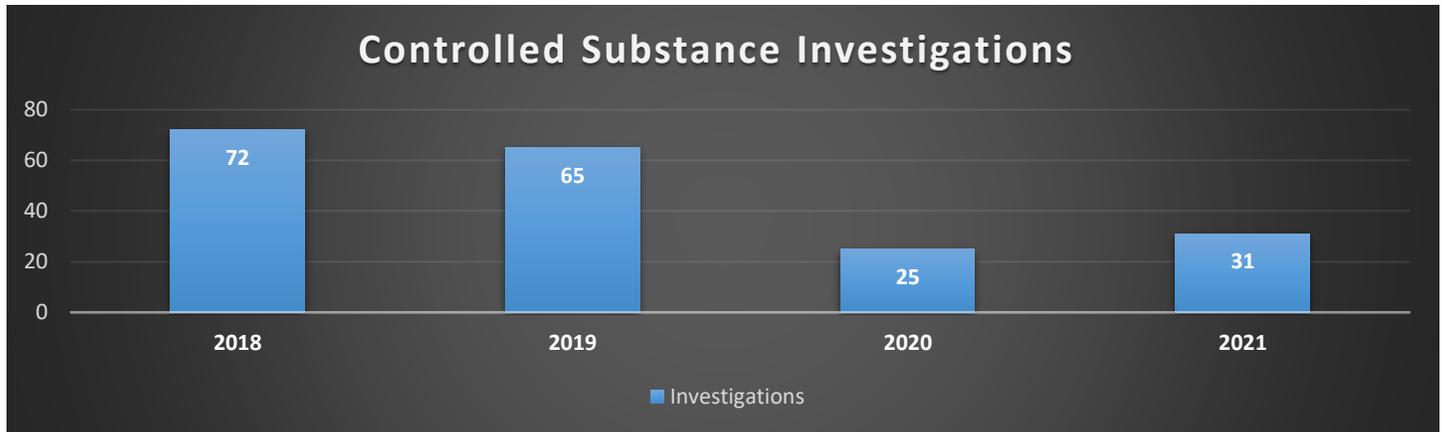


GPD - Cases Investigated

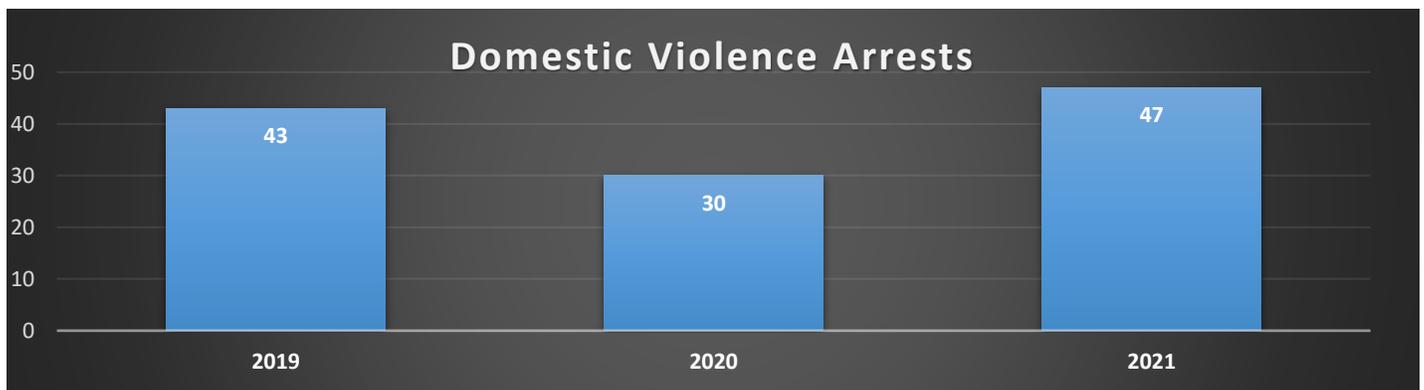


Of the 12,111 calls for service in 2021, **1,154** of those resulted in case reports being filed and investigated. This is an **increase of 8% from 2020** and 12.7% decrease from 2019.

In 2021, the Grinnell Police Department (**GPD**) handled **31** narcotics related investigations, compared to **25** in 2020. In the Fall of 2021, we assigned an officer back to the Mid-Iowa Narcotics Enforcement (M.I.N.E) Task Force East, in order to resume a more focused effort to address narcotic activity, and in particular the distribution of narcotics. Not only did Covid impact our proactive enforcement, but staff shortages as well. Priorities of having patrol officers available to cover calls for service negated the ability of our assigned Investigator to perform Task Force duties.



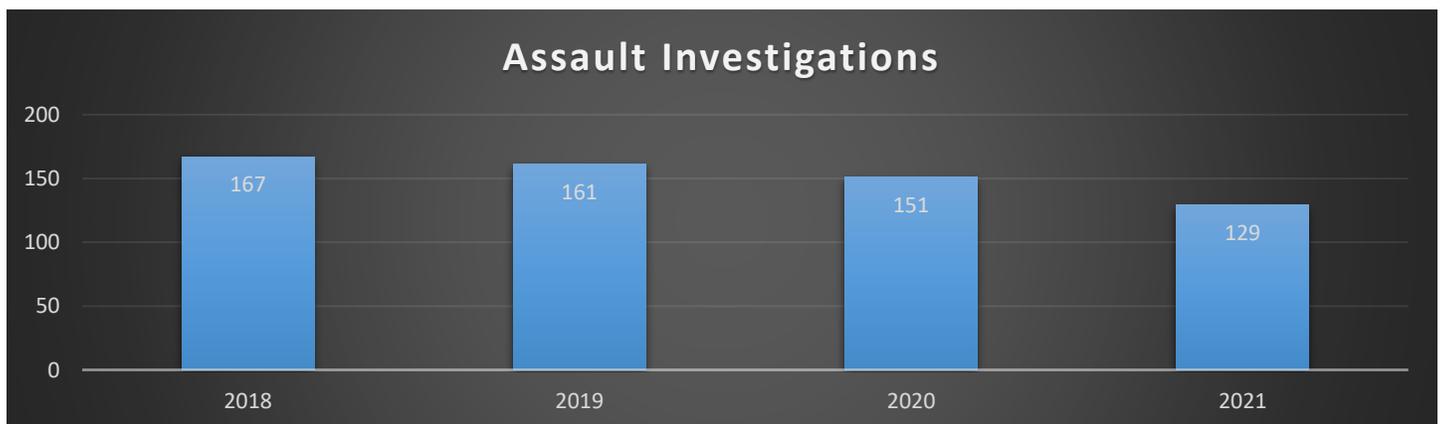
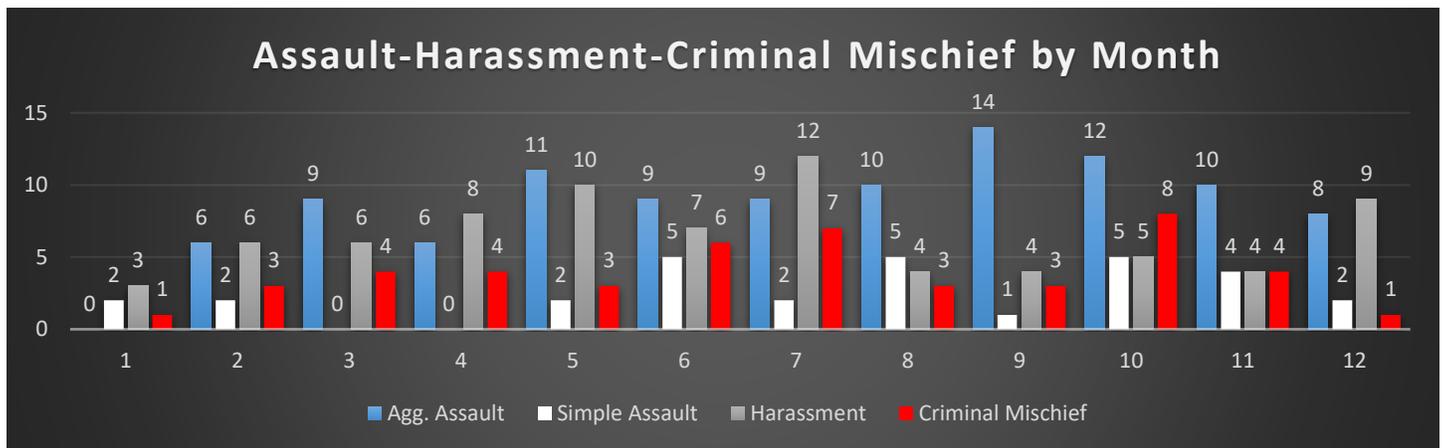
Domestic Violence continues to be a national problem, where it is estimated that, on average, nearly 20 people per minute are physically abused by an intimate partner. Grinnell continues to be not immune to this wave of violence, and the members of this department take an aggressive approach to this behavior, while working within the limits of the Iowa Domestic Abuse statute. In 2021 the GPD made **47** arrests from **118** reported Domestic Abuse calls for service, with **20** of those arrest for No Contact Order violations.



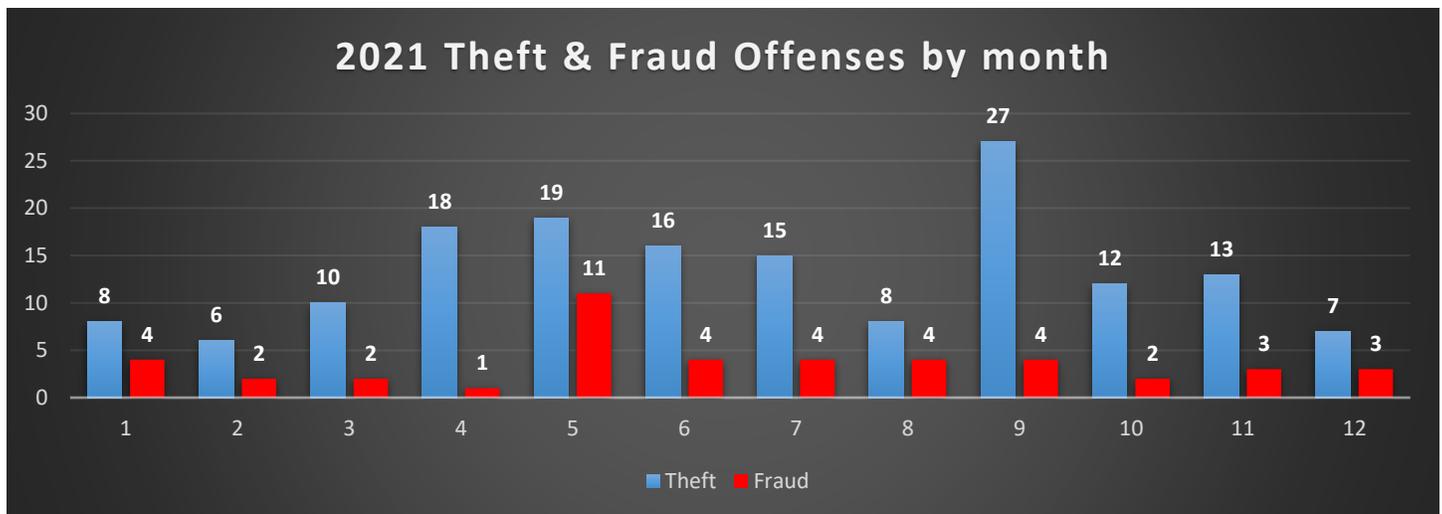
For those who need further assistance with a domestic abuse situation, the Iowa Coalition Against Domestic Violence (<http://www.icadv.org>) is a tremendous resource. For those experiencing domestic abuse within the city of Grinnell, our officers are here 24/7 to render assistance and provide victims with resource information.

Addressing quality of life issues is of particular focus for the police department in order to maintain what we enjoy here in Grinnell. Included in those **quality-of-life issues** are reports of disturbances (Fights; Neighbor disputes; Juvenile problems; Noise Complaints; Trespassing; Fireworks) and alcohol related events. In 2021 we responded to **536** disturbance and alcohol related calls for service, a slight decrease from 2020 which was 544.

Often times the root cause of a disturbance is alcohol consumption or controlled substance use, so 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 2021 the GPD investigated **129** instances of assault, **78** harassment complaints and **49** criminal mischief incidents. The GPD filed **35** criminal charges based off of these 256 incidents.



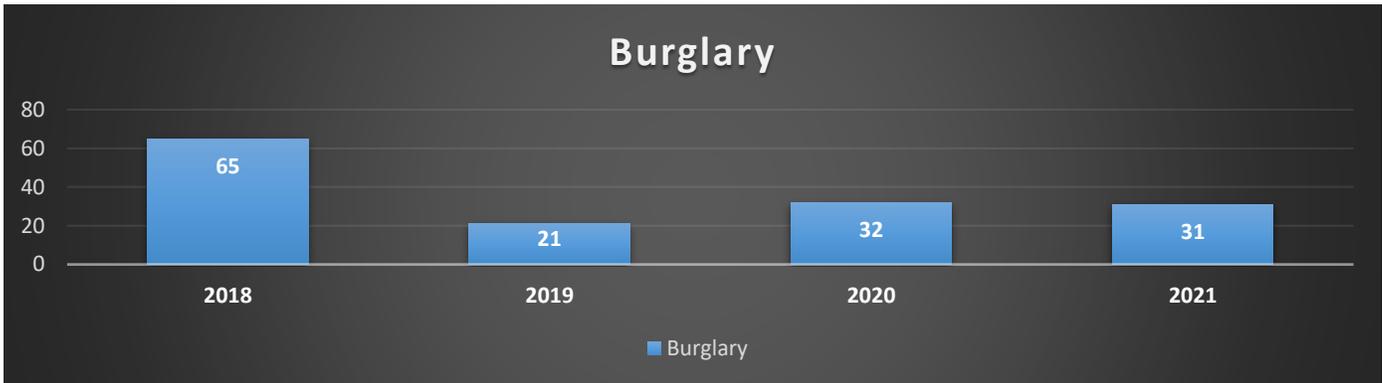
In 2021 the GPD responded to **146 reported thefts**, **10** cases of motor vehicle theft, and fraud & identity theft cases were at **44**. Often times the reporting party of a fraud is referred to another agency since the offense did not take place in Grinnell. As it relates to thefts, more often than not thieves are nothing more than opportunists. While the likelihood of eliminating theft is doubtful, the public can certainly minimize the risk of becoming a victim of theft by securing their homes and vehicles when not occupied, while also not leaving valuables out in plain view for all to see and remove. **34** of the 146 reported theft cases were theft from a vehicle. 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 important for our residents to remember, especially our elderly who are often times targeted, is that if it sounds too good to be true, it probably isn't. Likewise, true 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. **39** of our theft reports were from shoplifting, which continues to be a major problem at our local area Walmart.



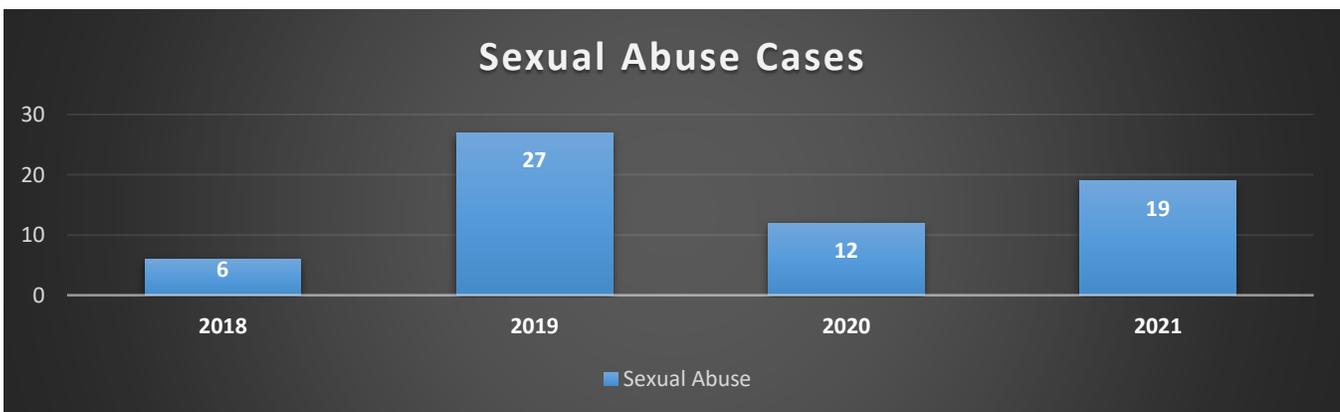
In 2021 the GPD investigated **31** cases involving an accusation of burglary. Historically speaking these burglaries are generally more attributed to vehicle and commercial properties. The highest number of reported burglaries was 99 in 2000. As with most property crimes, burglary suspects are often times opportunists. The vast majority of burglary suspects are not looking for confrontation, but instead looking to slip in and out without detection. They look for indicators of an unoccupied residence, unlocked vehicles and valuables left in plain sight, or vulnerabilities with a business such as no lights on during the evening hours, newspapers or mail not being taken in, cash being left in business registers, poor exterior lighting and possibly the lack of any video monitoring or alarm system. The burglar will also look for homes with overgrown bushes or poor lighting near entry points, which provides concealment. Leaving a residence, or vehicle, unlocked while unoccupied also does not help matters.

The public plays an incredible role in property crime prevention and identification. When a resident or business owner observes something that looks out of the ordinary, they are encouraged to contact the police department. The members of the GPD would much rather investigate a suspicious person

or vehicle, and determine that no criminal activity was taking place, instead of determining after the fact that someone had observed suspicious activity that turned out to be the suspect of a burglary or theft.



Aside from murder, sexual abuse cases are probably the most significant crime against person that an officer can be assigned to. In most instances these crimes, with 2021 being no exception, are committed by suspects who are known by the victim. In 2021 the GPD investigated **19** cases of alleged sexual abuse. Of these 19 cases, we encountered a number of instances where the victim was a juvenile and engaged in consensual intercourse. In these instances, the otherwise consensual act is considered sexual abuse because the victim has not reached the age of consent, which is generally 16.. The GPD encourages parents and guardians to have conversations with their children and educate them on such matters as age of consent. The Police Department is also working with the school district for information such as this to be included within appropriate curriculum.

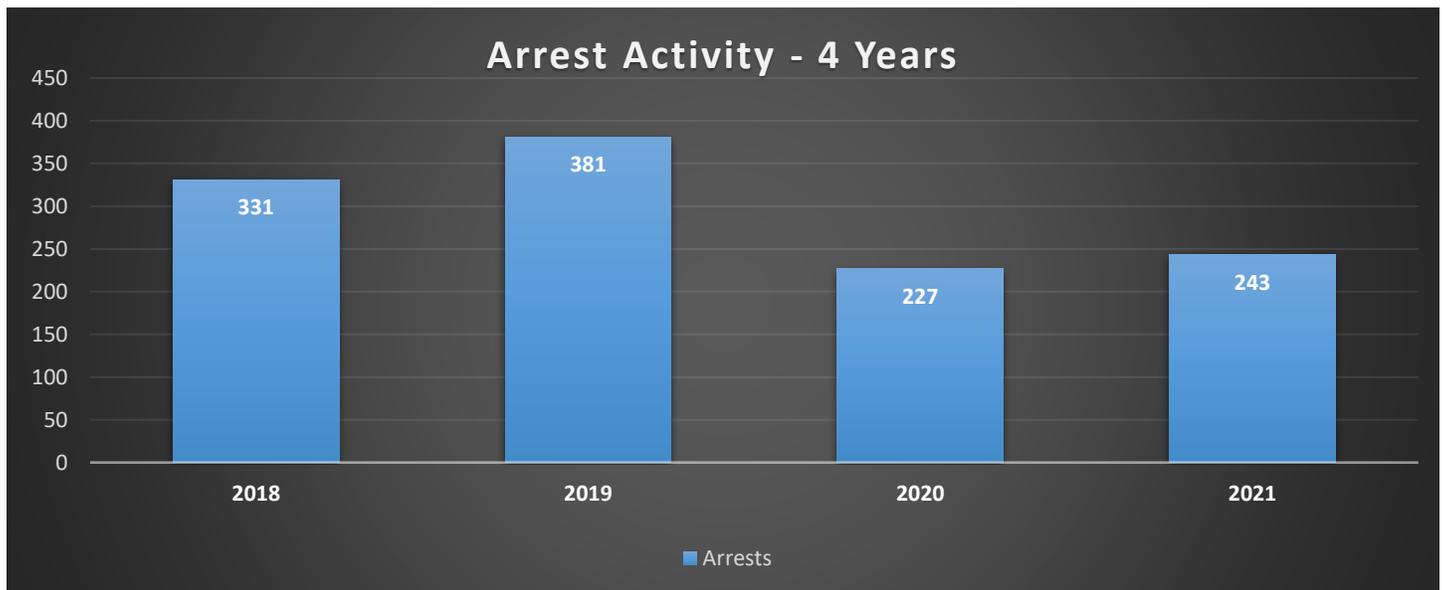


In 2021 Sgt. Dan Johnson was in charge of investigations, with Ofc. Ben Smith assigned as our criminal investigator. Our criminal investigators handled **50 investigations**, in addition to those cases assigned to the investigator as part of their daily patrol function. This is an increase from 38 in 2020. Of the 50 criminal investigations, **31** of those cases were cleared (**62% clearance rate**). An additional 13 cases were classified as unfounded-inactive, meaning that there were no further avenues of investigation available to either identify a suspect or gather enough evidence that rose to the level of

probable cause to make an arrest. This does not prevent the investigator from re-opening an investigation if information becomes available to identify a suspect and/or file charges. A vast majority of these unfounded-inactive cases are related to property crimes. The remaining 6 cases are considered to be Active-open cases, forwarded to another agency, or under prosecutor review.

In 2017 we began exploring the use of a case screening process, where weighted solvability factors are used to determine whether or not an investigation is followed up by an investigator. Our hope is at some point we will be able to transition our part-time criminal investigator role in to a full-time function. This would enable the department to take more of a pro-active approach to criminal activity while relieving officers assigned to patrol from prolonged investigations.

There were 243 arrests in 2021, an increase of 6.5% from 2020. Of those arrested in 2021, 25 were juvenile referrals to the Juvenile Court Officer, which is an increase from 20 in 2020. Among the charges levied against juveniles were alcohol possession violations, possession of a controlled substance and drug paraphernalia, assault and theft.

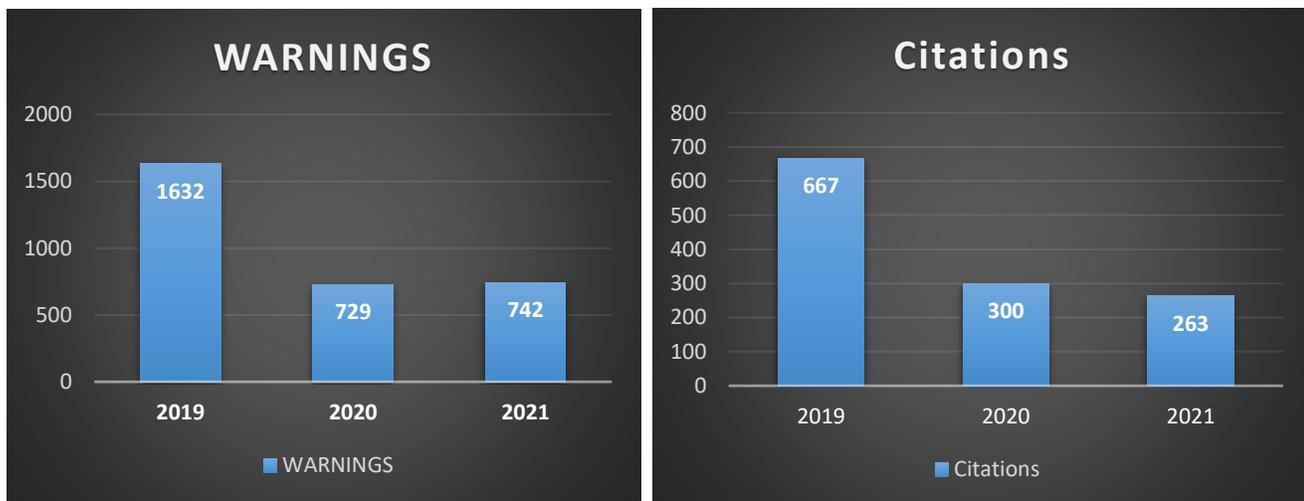


TRAFFIC SAFETY:

In 2021, GPD officers issued **263 citations (12% decrease from 2020)** and **742 warnings (a 1.75% increase from 2020)**. By using a combination of citations and warnings, officers are educating motorists on matters of traffic safety while taking enforcement action by stopping the motorist and providing them an opportunity to take 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 serious violations after the traffic stop takes place. These more serious traffic violations include driver's operating a motor vehicle with a suspended, revoked or barred driving privilege. In 2021 approximately **50** drivers were identified as being suspended, revoked, or barred. An additional **164** instances of a vehicle being operated without proof of financial liability (No Insurance) took place as the result of a traffic stop or accident.

Based on traffic studies conducted, coupled with areas identified by our officers for being prone to moving violations, our officers will conduct stationary radar and special enforcement activities to address these moving violations. In 2021 officers conducted approximately 318 stationary radar details and 325 special enforcement details.

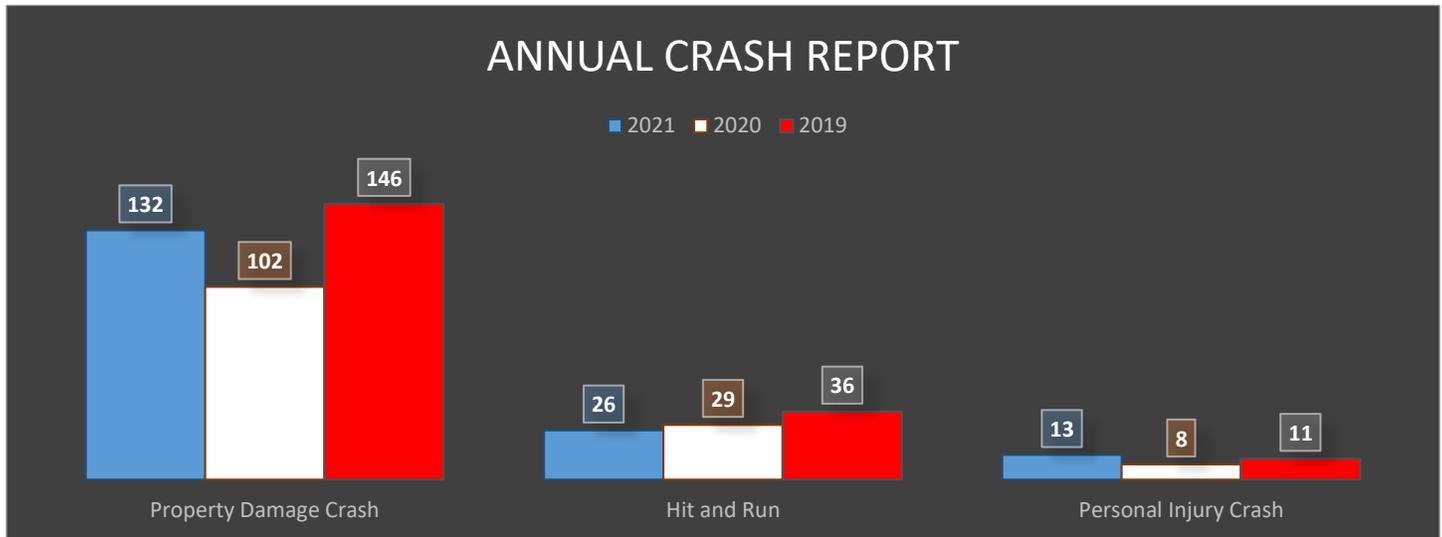


There was a 22.7% increase in property damage crashes in 2021, with **132** occurring. We also experienced a slight increase in personal injury accidents with **13** taking place. As well as **26** hit and run crashes in 2021, a decrease from 29 in 2020.

In an effort to address impaired and distracted driving, in 2021 we continued to receive grant funding from the Governor's Highway Traffic Safety Bureau, Iowa Department of Public Safety. This Special Traffic Enforcement Program (S.T.E.P.) grant has been awarded to us for a number of years. It is used for overtime during traffic enforcement projects around the holidays and other events where there is the likelihood of violations. It also provides for the purchase of equipment such as radar units or in-car video systems.

According to the National Highway Traffic Safety Administration (NHTSA), it is estimated that 29 people per day die in alcohol-impaired driving crashes nationally. NHTSA also

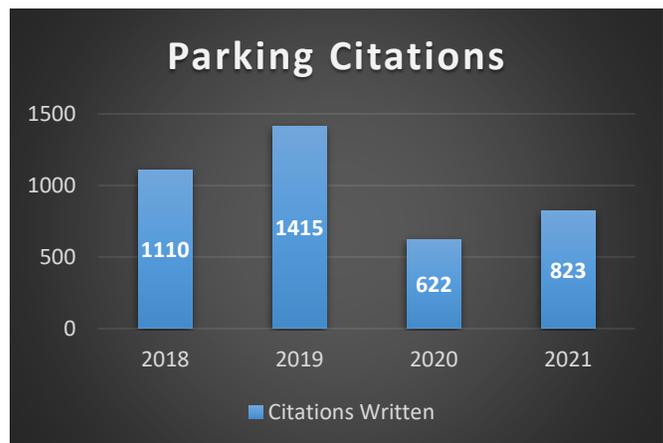
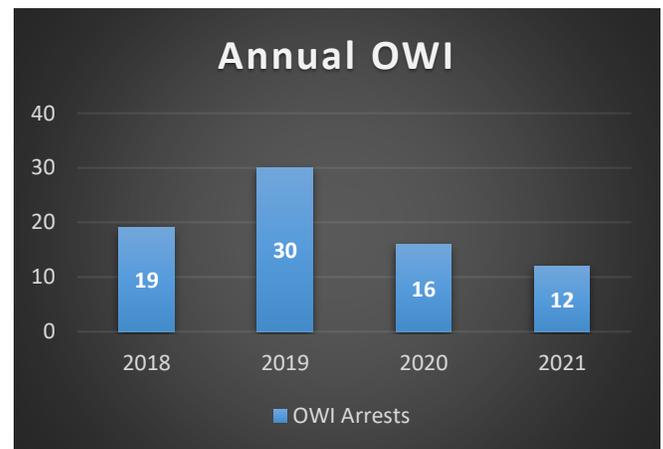
reports that, while traffic deaths related to impaired driving has fallen by one third in the last 30 years, 10,000 people a year are killed in drunk-driving crashes. The Center for Disease Control (CDC) also reports that marijuana use is increasing and 13% of those drivers operating a vehicle at night, or on the weekend, have marijuana in their system.



In 2021 **353** fatalities took place on Iowa roads, which is up from **334** in 2020, a five year high. In order to try and minimize these tragedies from occurring in Grinnell and the surrounding area, our officers are trained in the detection and apprehension of impaired drivers.

In 2020 our officers made **12** Operating While Intoxicated (OWI) arrests, which is down from 16 in 2020. The OWI offender is another example of a more serious offense being discovered off of that traffic contact for a moving or equipment violation.

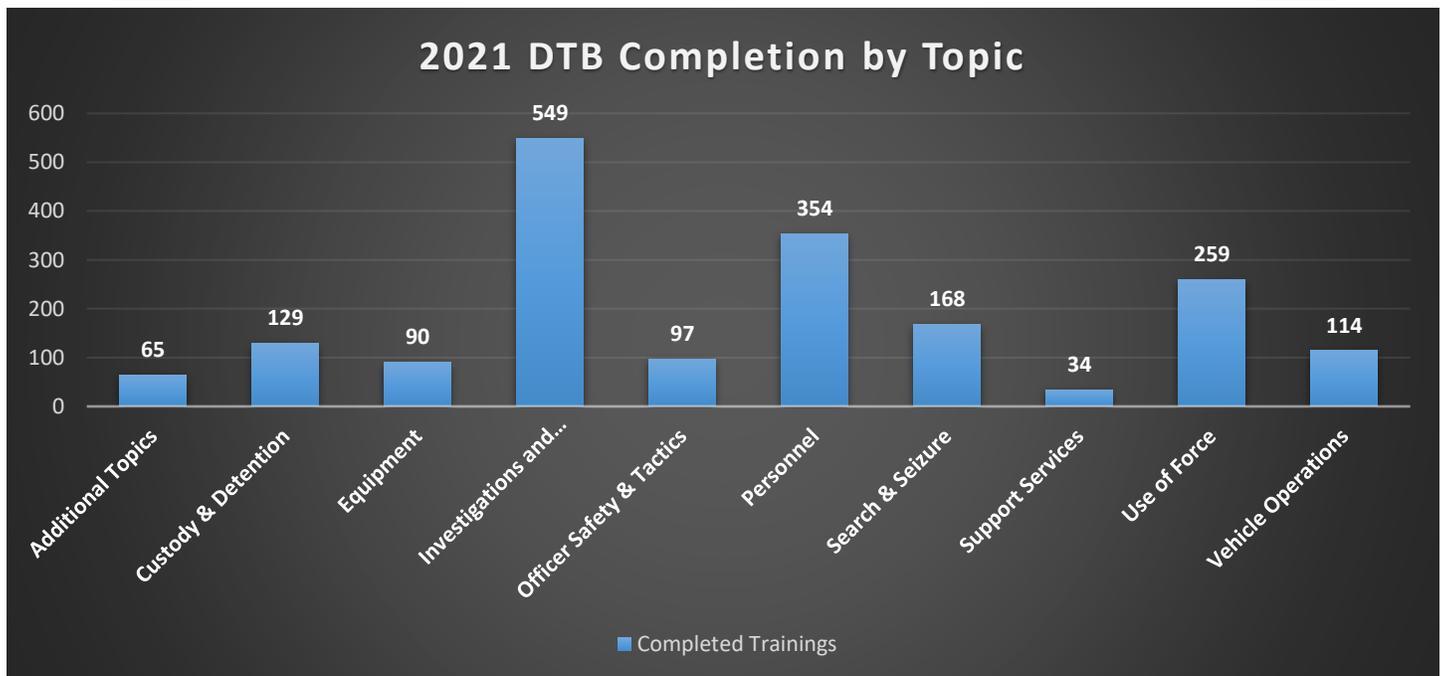
There were **823** parking citations issued in 2021, up from 622 in 2020. Parking violations can cause vision obstructions, jeopardize pedestrian safety (especially near schools, college campus and the downtown area) while also hampering snow removal efforts. Residents and visitors are encouraged to sign up for city notifications, such as when snow emergencies are declared.



TRAINING:

Training our personnel remains a priority for the police department. There are mandatory training requirements put in place by the Iowa Law Enforcement Academy in order to obtain, and maintain, police officer and instructor certifications. We continue to exceed those requirements by conducting both in-house training, utilizing our own instructors and local expertise, as well as sending officers and civilian staff to training at remote sites. For firearms training, GPD officers engage in both live fire and simulated exercises, which focus not only on their firearms proficiency but also tactical skills as it relates to tactical entry and building searches. We also incorporate monthly internet-based training, covering topics such as: mental health; sexual abuse; fair and impartial policing; implicit bias and de-escalation; Iowa law updates and workplace safety. Our in-service and internet-based training accounted for approximately **442 hours** of training in 2021. This is a slight increase from 423 hrs. in 2020. This type of training is vital for law enforcement and is often difficult to present in an online format. We also experienced staffing issues in 2021 that prevented us from sending members to training due to lack of coverage for patrol. Lastly due to the pandemic and Homicide investigation, our already reduced staff were stretched pretty thin and we've learned over the last several years that officer well-being is vital for health and safety on the job, and quite frankly it wasn't worth exhausting our staff even more to send them to additional trainings.

This training time does not include policy-based training, which was started in 2018. In the winter of 2017, the GPD completed a yearlong policy manual revision. The web-based policy manual currently used by the GPD, Lexipol, which is based on state and federal law along with industry best practices, incorporates Daily Training Bulletins (DTB) that officers are required to complete. Each DTB presents a scenario with a related policy question, followed by applicable policy review for the scenario and then a test question. In 2020 each officer reviewed approximately 1,859 individual DTB's, covering a variety of policy related topics.

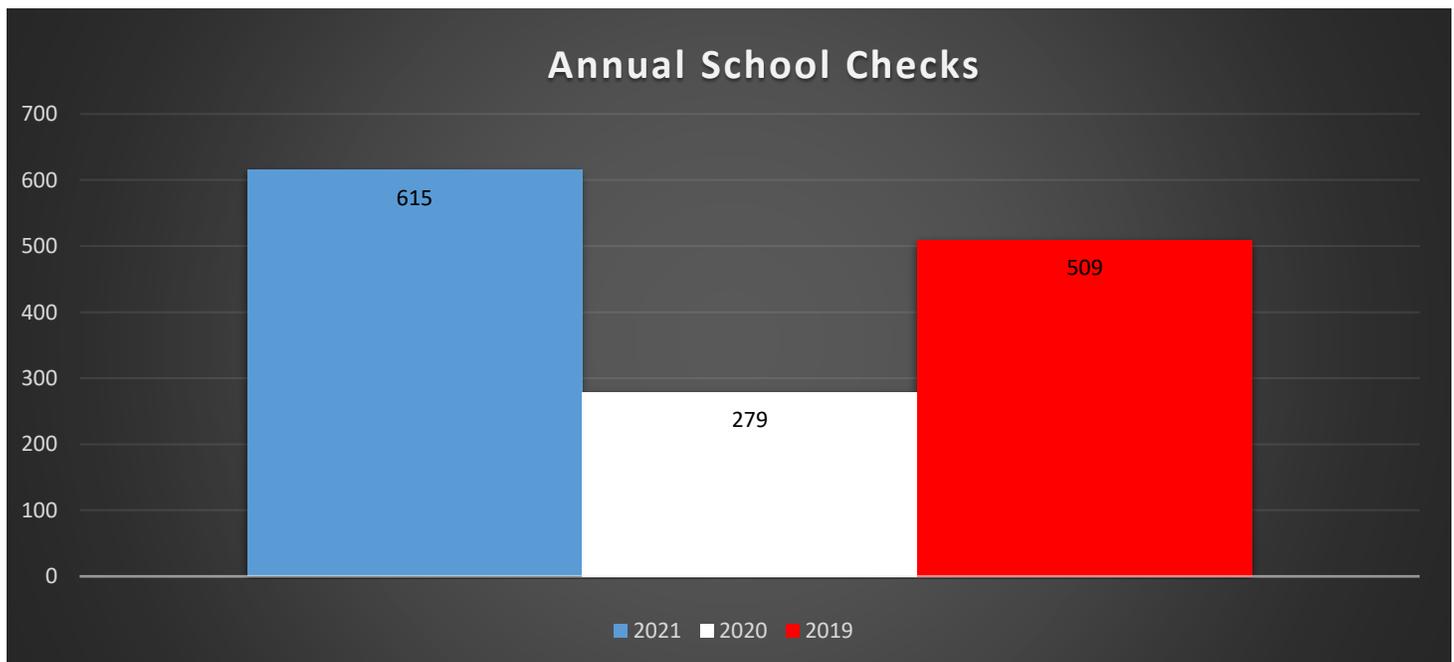


CRIME PREVENTION:

The Grinnell Police Department continues to work with the community in 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; Poweshiek County DVA/SAC Coalition; Grinnell Chamber of Commerce, and the Grinnell Ministerial Association. The programs provided by the Grinnell Police Department included, but are not limited to: Citizen & Teen Police Academy, National Night Out, A.L.I.C.E. training, Shop with a Cop & Coffee with a Cop.

Officers also strive to have a presence in the schools as part of their patrol activities. Officers will regularly visit Grinnell schools, depending on call and investigation volume, in order to interact with students and staff.

The Grinnell Police Department has a number of officers certified as A.L.I.C.E. (Alert, Lockdown, Inform, Counter, Evacuate) instructors. 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, as well as workers in an office environment, with options during an active shooter incident. Those interested in A.L.I.C.E training should contact Sgt. Chris Wray. Class duration is flexible, from 2-4+ hours depending on scenarios.



2021 POLICE PURSUIT REVIEW:

Upon review of Grinnell Police Department Policy 307-Vehicle Pursuits, no deficiencies were noted in 2021. The policy remains suitable in accordance to Iowa State Code, recent court rulings, and Grinnell Police Department general practices and procedures. As of the time of this review there are no suggested policy changes.

As shown in this below report there were 2 pursuits in 2021 involving Grinnell Police Units. One of those pursuits resulted in arrests. Neither of the pursuits resulted in injury or death to the suspects or officers. Neither pursuit involved a motor vehicle accident to either party involved. All pursuits were conducted in accordance to Grinnell Police Department policy and procedure. None of the pursuits from this review resulted in discipline or extra review.

1. Number of pursuits initiated	2	
2. Number of pursuits resulting in accidents	0	
3. Number of pursuits resulting in injuries (NO DEATHS)	0	
4. Number of pursuits resulting in death	0	
5. Number of pursuits resulting in arrest	1	
6. Number of vehicles in accidents		
a. Pursued vehicles	0	
b. Police vehicles	0	
c. Third party vehicles	0	
7. Number of people injured		
a. Pursued vehicles	0	
b. Police vehicles	0	
c. Third party vehicles	0	
d. Pedestrians	0	
8. Number of people killed		
a. Pursued vehicles	0	
b. Police vehicles	0	
c. Third party vehicles	0	
d. Pedestrians	0	
9. Number of people arrested	1	
10. Number of pursuits in which a tire deflation device was used or attempted	1	

2021 BIAS BASED POLICING REPORT:

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. It is the policy of this department to provide law enforcement services and to enforce the law equally, fairly, objectively and without discrimination toward any individual or group.

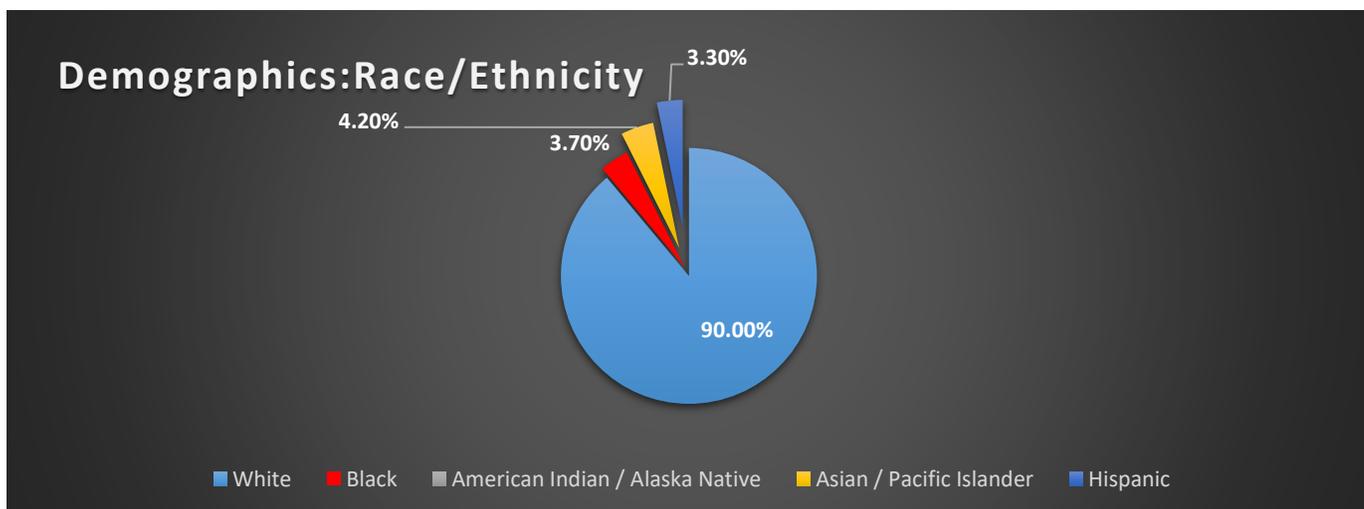
The purpose of this report is to initiate and document a review of the efforts of the department to provide fair and objective policing. The review should include public concerns and complaints received during the course of the reporting year, as well as an examination of the enforcement activity of the department in relation to race, gender and ethnicity.

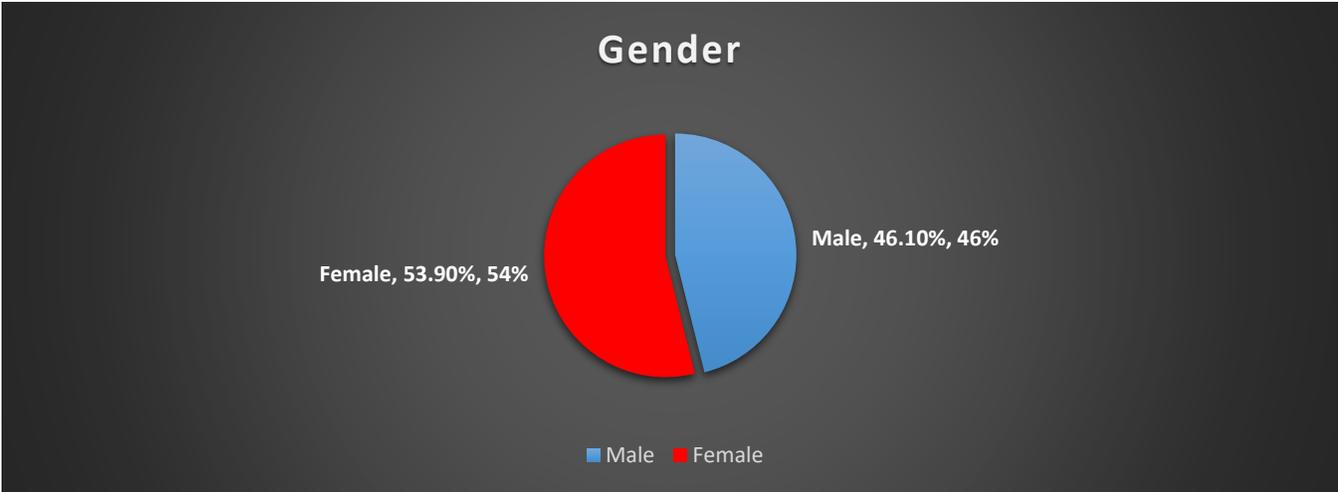
An inappropriate reliance on characteristics such as race, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, economic status, age, cultural group, disability or affiliation with any non-criminal group (protected characteristics) as the basis for providing differing law enforcement service or enforcement.

In 2021 there were no formal complaints or inquiries made to the Grinnell Police Department with regards to Biased-based Policing or any nexus to Biased-based Policing. Anyone who believes they observe or experience Biased-based policing are encouraged to report the incident to the Grinnell Police Department so the matter can be investigated and addressed as soon as possible.

The following data estimates were obtained from the United States Census Bureau from 2020:

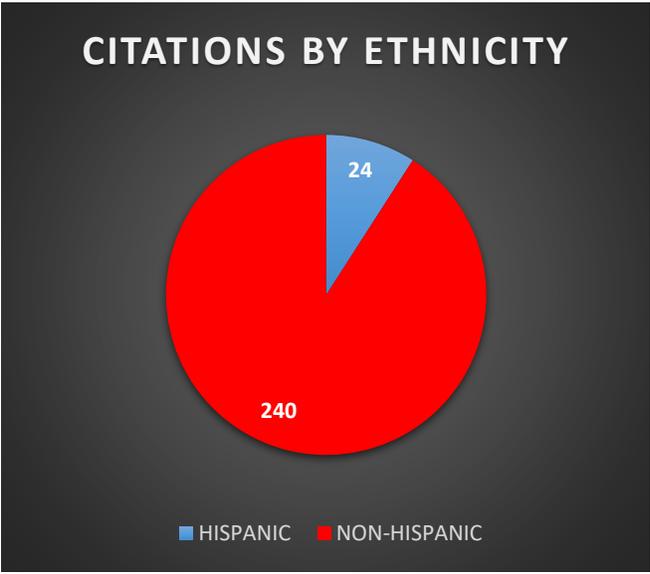
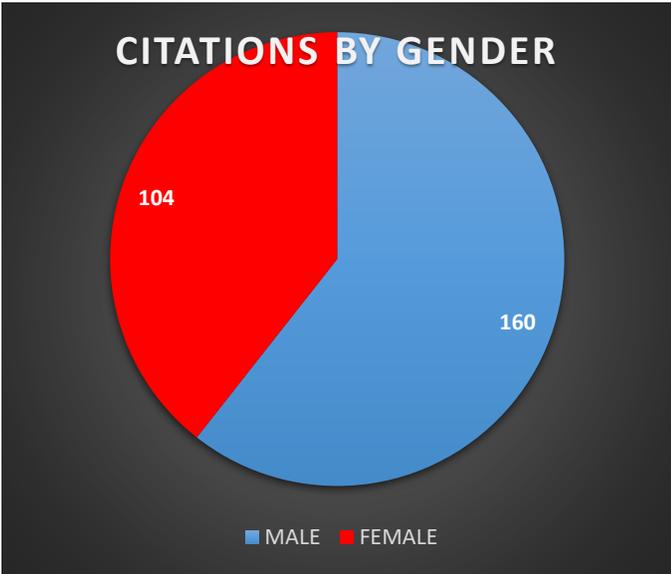
<u>Population</u> –	9,564	
• Female –	5,154	(53.9%)
• Male –	4,410	(46.1%)
• White –	8,204	(90%)
• Black –	337	(3.7%)
• American Indian / Alaska Native –	0	(0%)
• Asian/Pacific Islander –	382	(4.2%)
• Hispanic –	301	(3.3%)

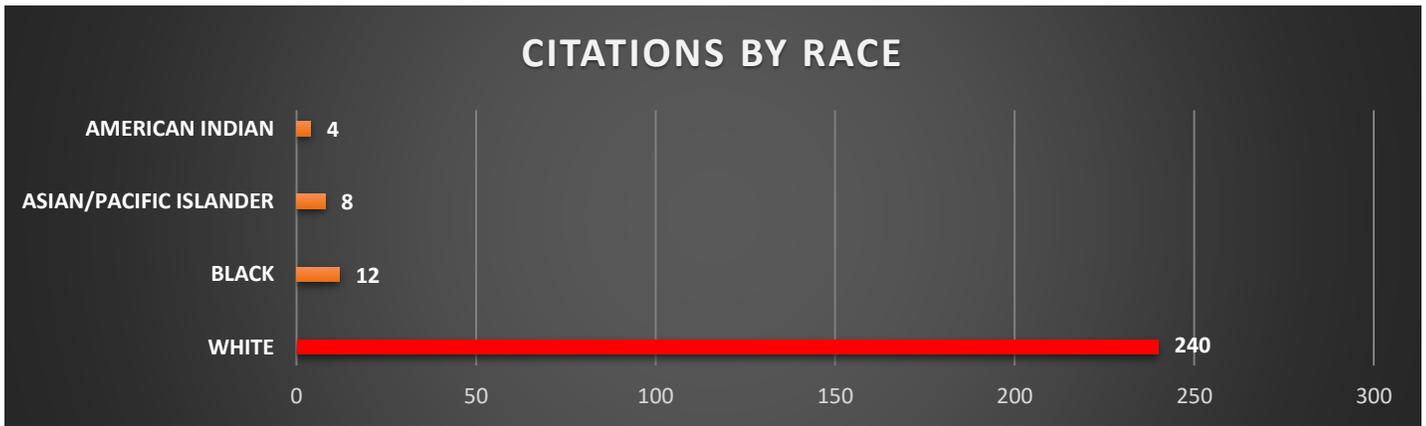




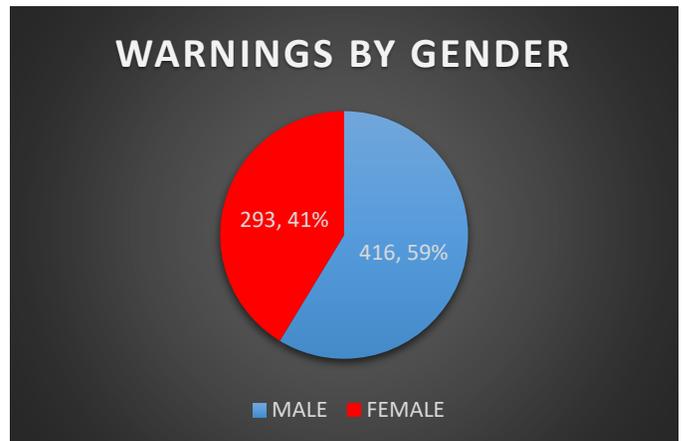
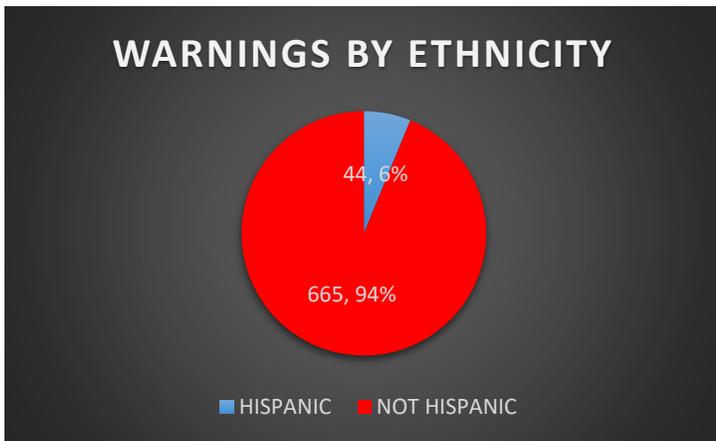
Enforcement Data

A. Traffic Citations: In 2021 Grinnell officers issued 264 traffic citations. Of those 264 citations, 60.6% were issued to Males while 39.3% were issued to females. The breakdown for race was as follows: White – 90.9%; Black – 4.5%; Asian/Pacific Islander – 3%; American Indian – 1.52%. As it relates to ethnicity, 90.9% were Not Hispanic while 9.09% were Hispanic.

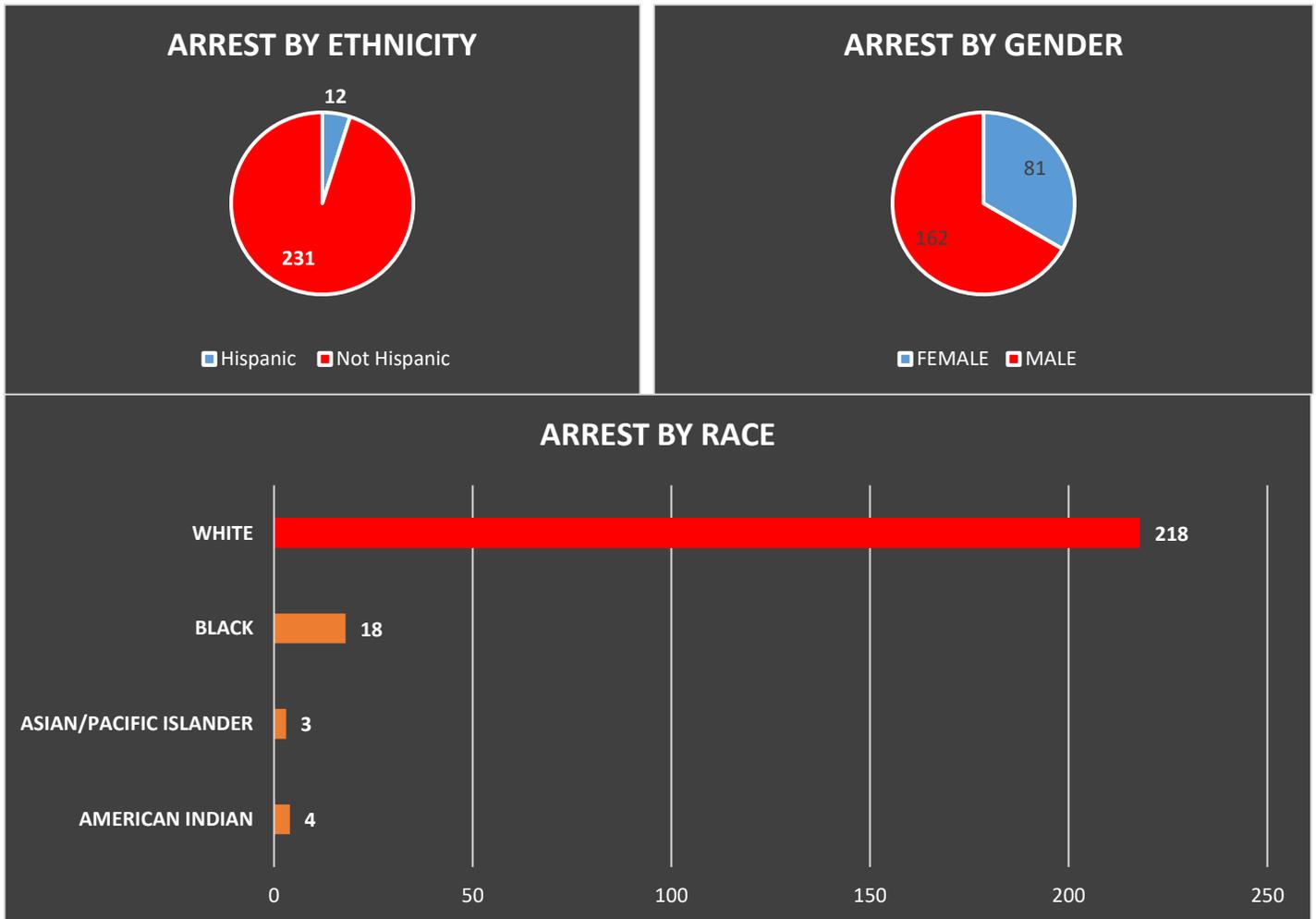




B. Traffic Warnings: In 2021 Grinnell officers issued 709 traffic warnings. Of those 709 warnings, 58.6% were issued to Males while 41.3% were issued to females. The breakdown for race was as follows: White – 96.7%; Black – 1.14%; Asian/Pacific Islander – 1.27%; American Indian - .56%. As it relates to ethnicity, 93.79% were Not Hispanic while 6.21% were Hispanic.



C. Arrest: In 2021 Grinnell officer's arrested 243 individuals. Of those arrests, 66.6% were Male while 33.3% were female. The breakdown for race was as follows: White –89.7%; Black –7.4%; Asian/Pacific Islander –1.23%; American Indian – 1.65%. As it relates to ethnicity, 95.06% were Not Hispanic while 4.94% were Hispanic.



In 2021 training related to Bias Based Policing included Daily Training Bulletins (Lexipol), Police Legal Sciences, and from the department policy system, on Bias Based Policing and Reasons for contact. The department also continues to research opportunities for in-service training on the subject of Bias-Based Policing as well as training outside of the department.

Supervisor responsibilities, as it relates to Bias-Based Policy under policy section 401.5, includes:

- Should monitor those individuals under their command for compliance with the policy and handle any alleged or observed violations, with prescribed documentation taking place;
- Should periodically review in-car and body worn camera video to ensure compliance with this policy, and document the review.
- Shall review the annual report and discuss the results with those they are assigned to supervise.

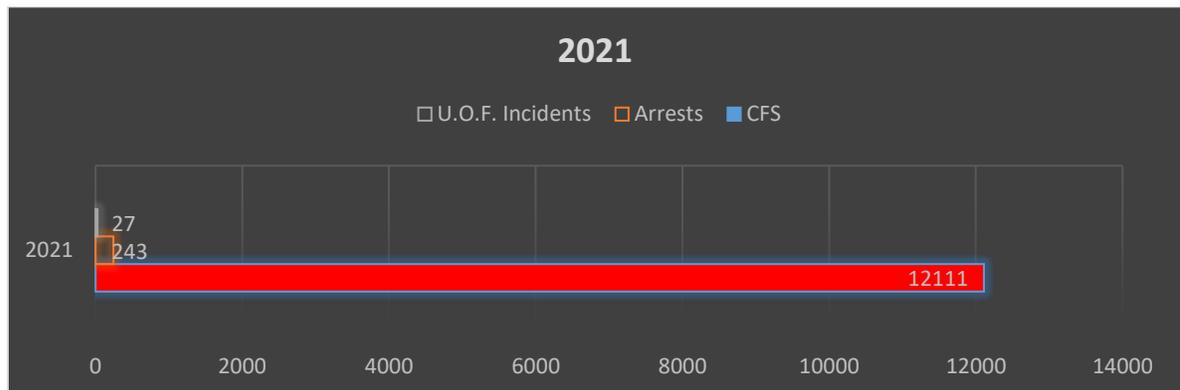
2021 USE OF FORCE REPORT:

The use of force by law enforcement personnel is a matter of critical concern, both to the public and to the law enforcement community. Officers are involved on a daily basis in numerous and varied interactions and, when warranted, may use reasonable force in carrying out their duties. Officers must have an understanding of, and true appreciation for, their authority and limitations. This is especially true with respect to overcoming resistance while engaged in the performance of law enforcement 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.

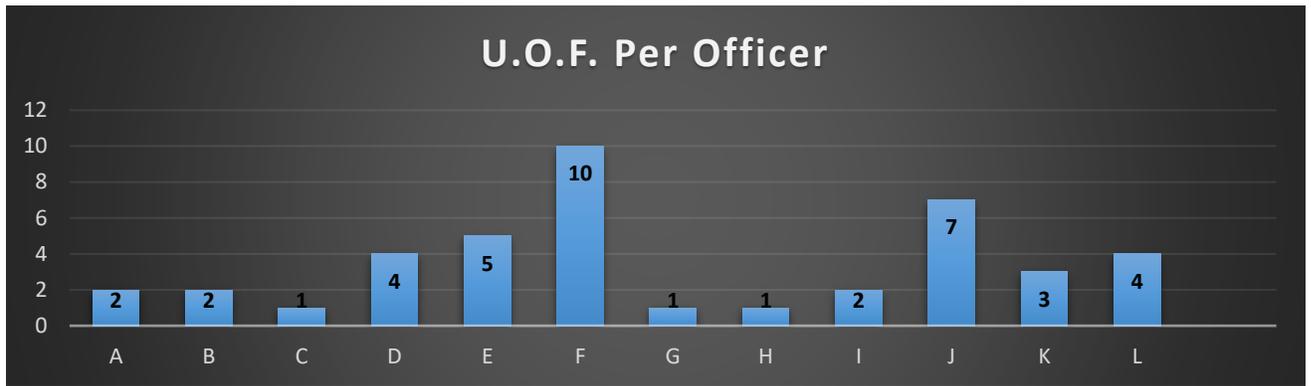
The purpose of the following report is to provide an annual synopsis of the Grinnell Police Department use of force statistics. This report provides us the opportunity to identify any trends in the use of force by department members. It also allows us to evaluate whether there is data that supports the need for training, equipment, or policy revision.

In 2021, there were **27** contacts with the persons that required officers to complete **42** separate **Force Management Reports**. For accuracy purposes the remainder of the report will use the **27** contacts with the public where force was used on a person.

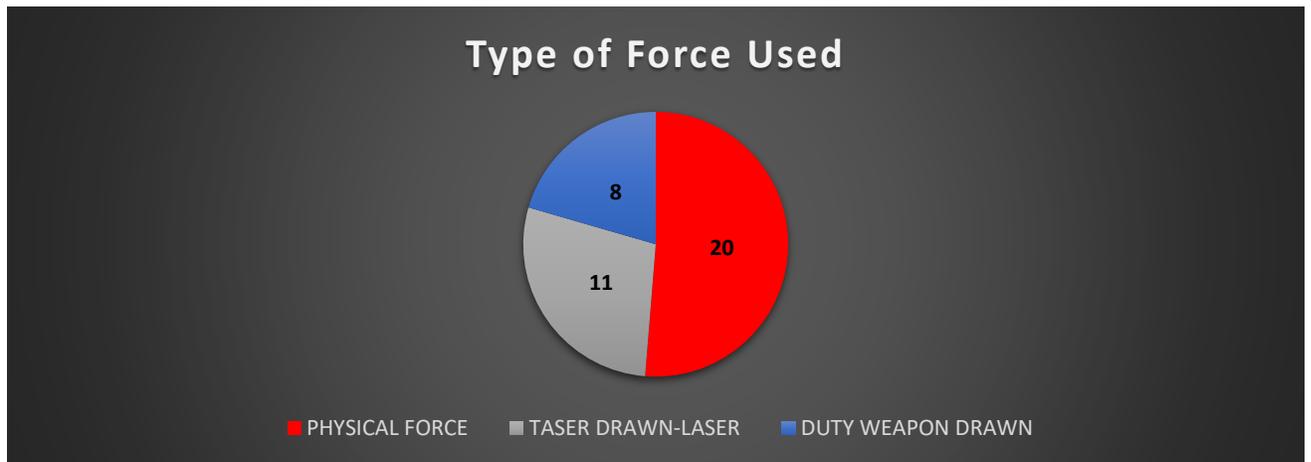
In 2021 Grinnell Officers responded to a total of **12,111 calls for service**. Of those calls for service, 243 resulted in an arrest. Of those arrests, 27 resulted in a Use of Force against a person or persons. Based on this data, **Grinnell Officers used force on .22% of calls for service and 11.1% of arrests.**



Most of these incidents involved more than one officer using reportable force. One officer was involved in 10 of the 27 incidents. This required the completion of 42 separate officer Force Management Reports, based on their actions.

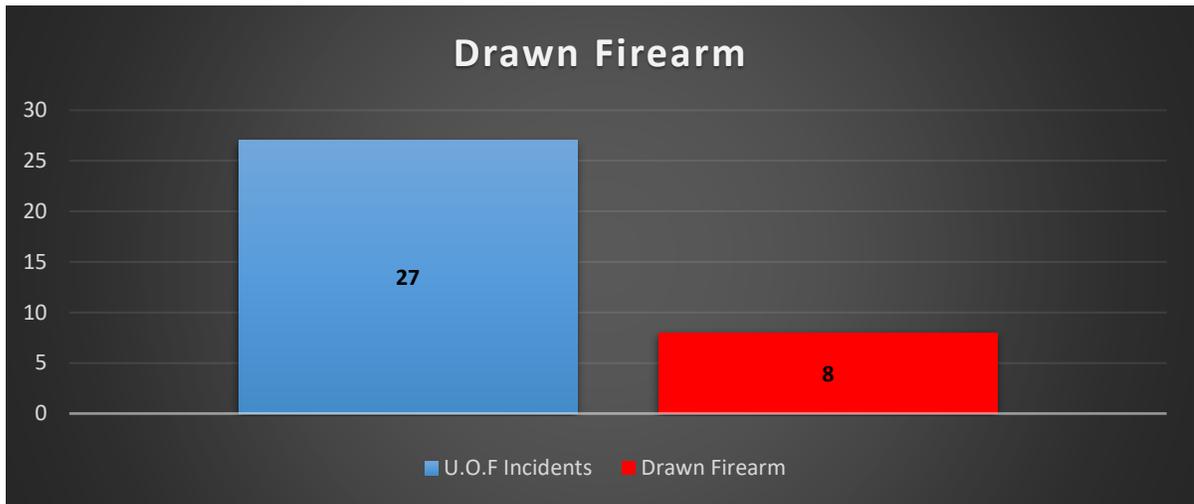


The use of “Physical Force”, (20), was the most common action taken by officers excluding verbalization. It’s expected that officers use verbalization in some form on every use of force application outside of circumstances where time does not permit the officer to do so. The other force options are listed in the table below. There were no deadly force applications by Grinnell Officers for this review period.

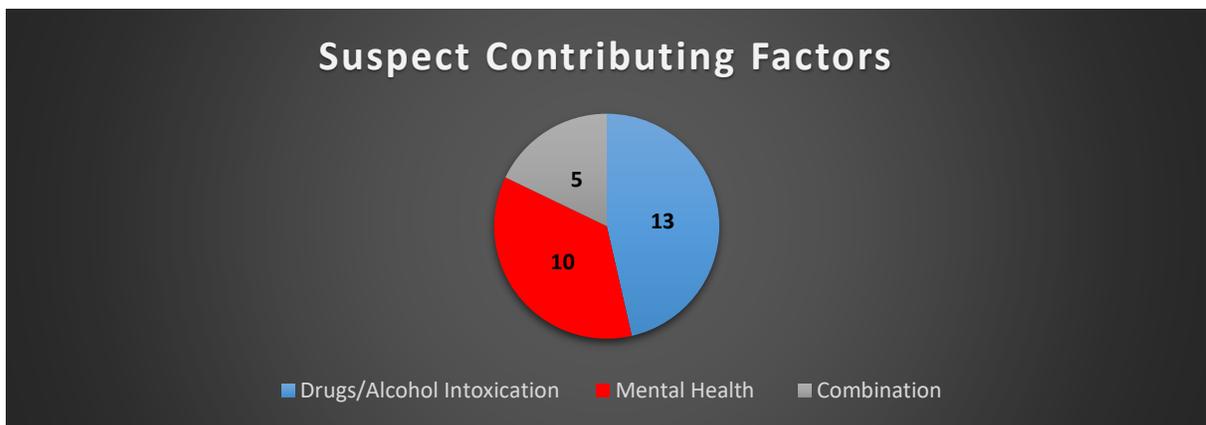


Officers used force primarily to effect an arrest or to subdue a combative subject. In incidents where officers encounter an individual who presents the potential to inflict serious injury or death against an officer or the public, it is necessary for that officer to engage that threat by producing their firearm. Some of these incidents may include but are not limited to: felony traffic stops; burglar alarms; the service of search warrants; calls referencing the use or possession of a weapon by a suspect; and active killers.

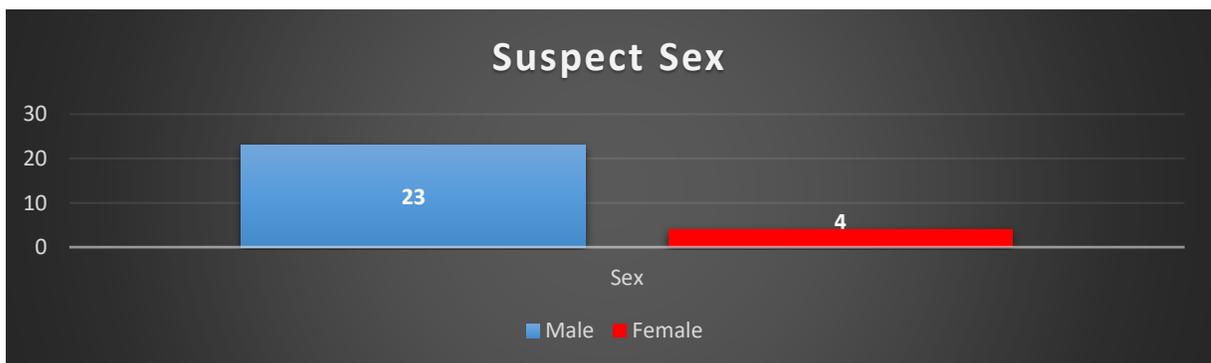
There were 8 instances where officers used constructive authority through the production of their firearm. A majority of the time the act of an officer producing their firearm is enough to safely take an individual into custody without further uses of force being necessary.



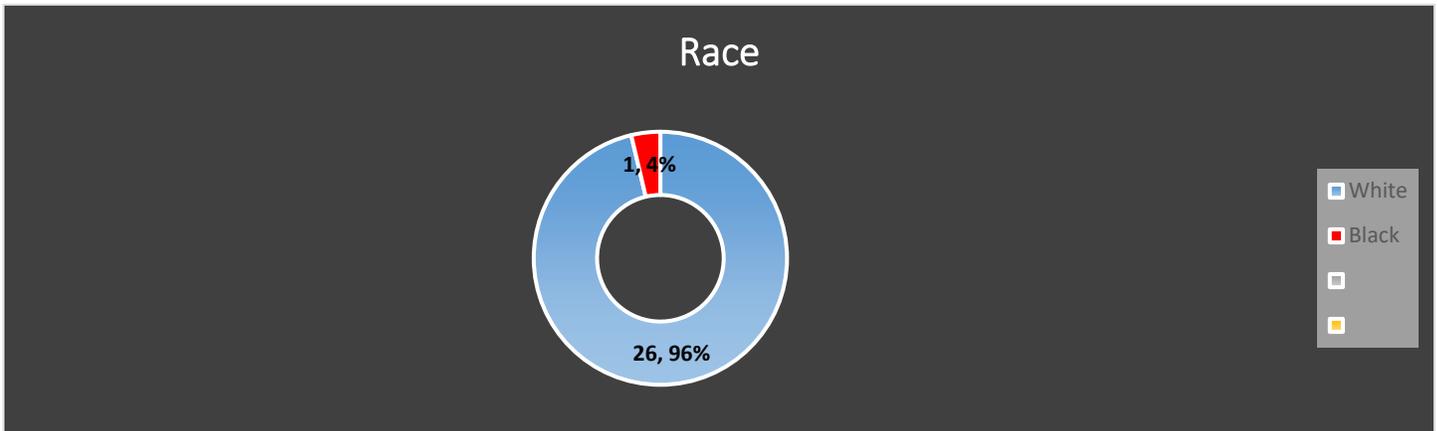
Of the 27 use of force incidents in 2021, 13 individuals involved were under the influence of an intoxicating substance, 10 were suffering from a mental health crisis or disorder, and 5 were experiencing a combination of the two. This is significant because a majority of our use of force incidents involve the above-mentioned factors. Unpredictability and likelihood to assault are variables that officers have to consider when dealing with the intoxicated or people experiencing mental health crisis.



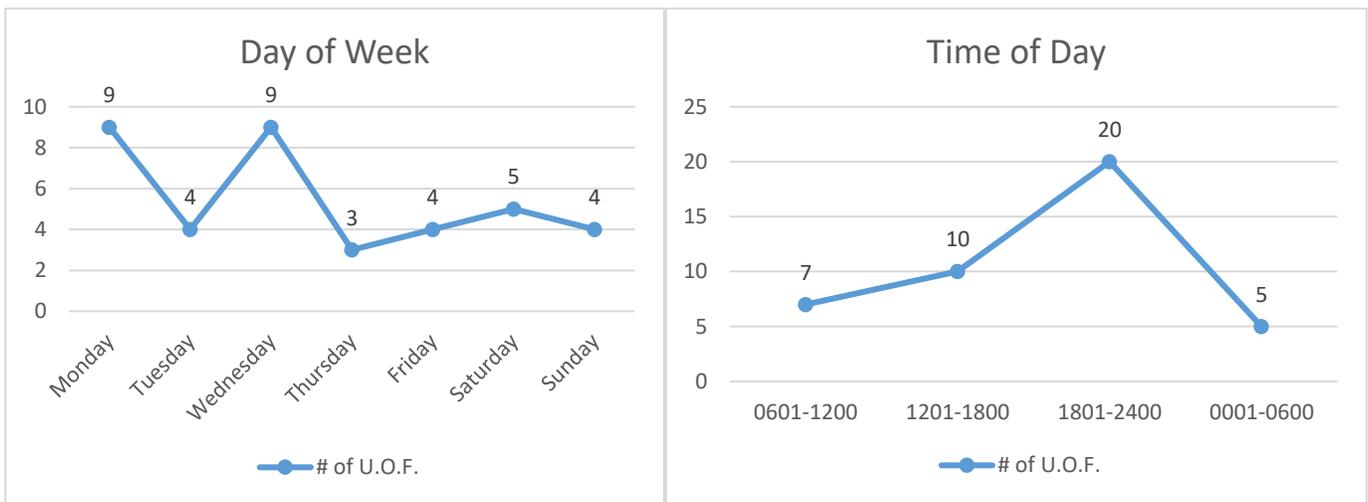
23 (85%) out of the 27 individuals subjected to force by an officer were male, while 4 (14.8%) were female.



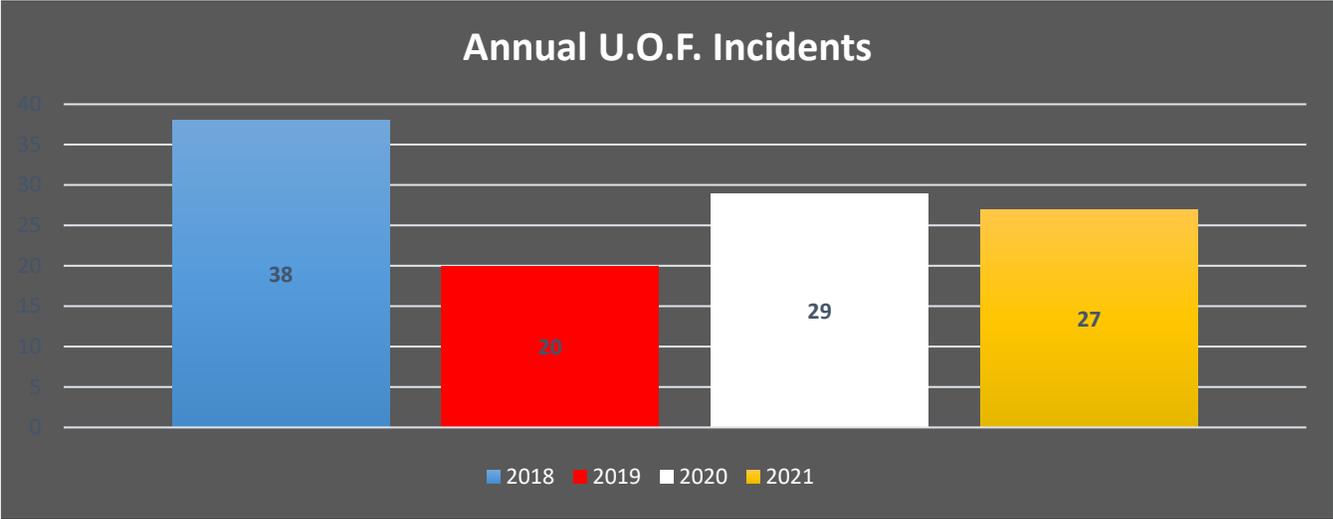
Out of those 27 individuals, 26 were White, 1 was Black. No other races or ethnicities were represented in this review period.



In relation to days of the week there were no significant trends. Monday –Wednesday had a total of 18 reportable uses of force and for the weekend, Friday – Sunday, having 13 in total. As far as time of day goes, the majority (20), of our reportable uses of force occurred between 1800-2400 hrs. The remaining were spread fairly evenly through the remainder of the 24hr day.



Upon reviewing the incidents for justification, I found no reason for concern. Officers are using the appropriate amount of force based on the circumstances encountered during the performance of their duties. It is evident our officers are only using force that is reasonable and necessary to accomplish their lawful objective. Each incident was found to be in compliance with Department Policy. The total number of incidents in 2021 (27) decreased by 2 from the previous year, 2020 (29). 2021 Use of Force incidents is perfect average of the previous 4 years, the table below also shows this.



In closing the number of Use of Force incidents is within reasonable expectations. This can likely be attributed to an increase in regular, defensive tactics, de-escalation, and mental health response training. None of our officers were involved in a disproportionate number of incidents. There is no indication of excessive force being used, and no indication force is being used based explicitly or implicitly on gender, sex, ethnicity or race. Each incident was reviewed and approved by a Supervisor, the Captain, and the Chief of Police.

ADDITIONAL 2021 HIGHLIGHTS AND PROGRAMS

- In 2020 the Michael Williams homicide impacted many facets of our community. In the wake of this tragedy our officers, along with members of the DCI, Jasper County Sheriff's Office, and Poweshiek County Sheriff's Office, overcame incredible adversity in order to quickly take the suspects into custody and restore a sense of security to our community. On November 16th, 2021, the extensive and exhausting investigation & prosecution came to an end when 12 jurors deliberated for only 2 hours and returned a verdict of guilty for Steven Vogel. Vogel was sentenced to life in prison for this horrific act.
- In 2021 the Grinnell Police Department responded to approximately **155** animal related calls for service. We work closely with the Animal Rescue League of Iowa who provides certified Animal Control Officers to assist with investigations. In 2020 we also began a partnership with the Poweshiek Animal League Shelter (PALS) with the handling of stray dogs in Grinnell.

MOVING FORWARD IN 2022:

With the completion of my first year as Police Chief, I observed and learned many things on how we operate as an organization both internally and externally. I first had to accept and embrace the criticisms of our profession, begin rebuilding trust with the community, prioritize strategies, and develop goals on how we will be moving forward as a police department serving its citizens. Next, I had to ensure I had the right people in the right positions to accomplish our mission. I found the following to be my priorities moving forward for the safety of the public and the well being of my officers and staff:

Community Policing: A continued collaboration with our community partners on public health, education, mental health, homelessness, drug and alcohol abuse, and other programs not traditionally part of the criminal justice system. We have to find ways to come together, pool our resources and tackle these difficult issues which will be difficult due to COVID.

Recruiting and Retention: We were unfortunate to lose a valued member of our team, Jeff Criswell, as he moved on to work for the Poweshiek County Sheriff's Office. Interim Sergeant Ben Smith recently completed a Command Climate Survey with our officers to see what their opinions and concerns are regarding our department and if they have everything they need on a daily basis. I took the results of this survey seriously and have begun making a plan going forward in order for us to retain our current officers and improve their work environment.

Policies and Training: I will continue to look at our current policies, procedures and training. De-escalation, implicit bias, systemic racism, procedural justice, peer intervention, mental illness, and crowd control all became the hot topics of the past year for police. We will have to find ways to conduct this training although it will cause considerable budget shortfalls and create staffing problems for us. Technology will definitely help, but additional resources from within the community will need to be identified and brought to the table. Crisis Intervention Training for all my officers is a high priority for me.

Accountability and Transparency: I need to ensure my officers understand the policies and laws that govern their conduct. It's not enough to have solid use of force policies unless the officers understand it, what they can and cannot do. I will hold my officers accountable for their misconduct by a progressive disciplinary model that is fair, timely, consistent, and providing due process. Sharing

data is an important function of our department. I will continue to release reports such as this one, along with our annual Bias based policing report, which shows our demographic engagements with the community.

Officer Wellness and Support: Mental health and wellness of our officers, and their families, is a top priority for me. The psychological and emotional consequences from performing their duties cannot be overlooked and they need to feel the commitment and support of the community they serve. We need to ensure our officers are physically, mentally and spiritual capable of doing their best each and every day.

Law Enforcement Mental Health Liaison- A significant portion of the calls for service my officers deal with on a daily basis deal with someone in mental health crisis, or with mental illness. In 2021 the Mobile Crisis Team was requested **53** times for calls related to someone in need of assistance. The response times for the MCT averages 90 minutes or so, which in most cases the incident is over and handled. It is being recognized throughout the country, as well as the Law Enforcement community, that police officers are not trained sufficiently, or equipped properly, to deal with these issues. We are currently developing a partnership between Grinnell and Poweshiek County law enforcement, the Grinnell Area Mental Health Consortium, Capstone Behavioral Health and CICS (Central Iowa Community Services), to employ a mental health practitioner to law enforcement officers. The practitioner would accompany officers on mental health calls, assist with de-escalation, provide follow-up resource referrals, reduce the need for repeat law enforcement calls and help coordinate further mental health response training of officers. Funding of this new position is our biggest challenge.

The challenges of the past year were difficult but we showed during times like these we are always willing to come together and persevere for each other. As you can see, a common theme in my goals above is community engagement. 2021 was a great year and we look forward to serving the community of Grinnell in the years to come.



Respectfully Submitted, Chief Michael A. McClelland