

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 motif, a central star, and the text 'GRINNELL POLICE' and 'EST. 1854'.

GRINNELL POLICE DEPARTMENT **2025 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

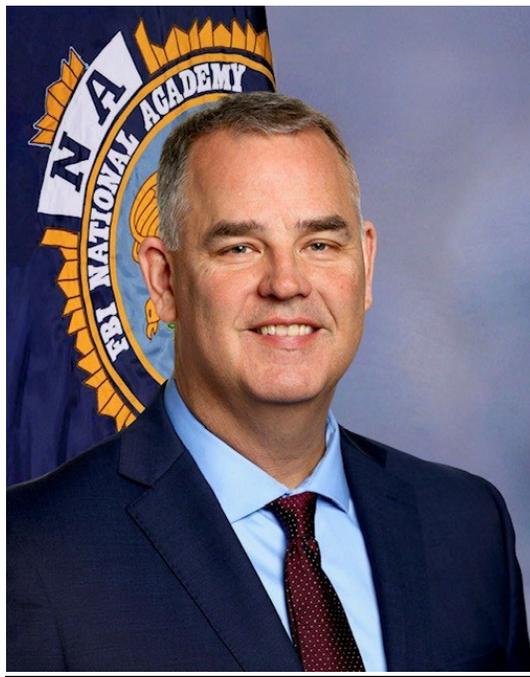
Integrity- Trustworthiness, Honesty, Ethical Standards and Fairness

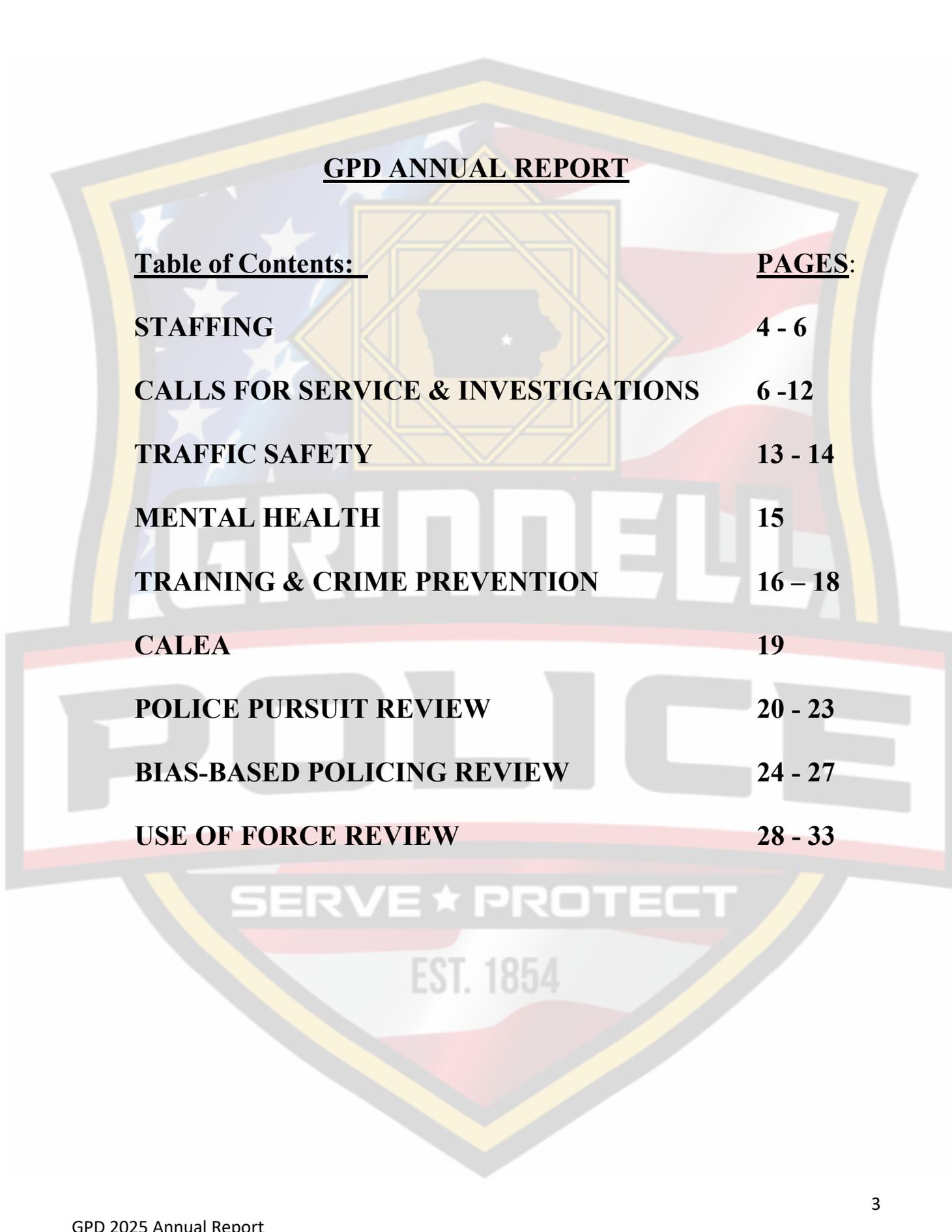
As required by the City of Grinnell ordinance, Chapter 35.06(9), I respectfully submit this annual report covering the department's numerous activities over the last 12-month period. It includes materials such as crime statistics and initiatives we utilize to address criminal activity. It also allows 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 background of the page features a large, semi-transparent watermark of the GPD badge. The badge is shield-shaped with a yellow border and contains a map of Louisiana, stars, and the text "GRINNELL POLICE" and "SERVE ★ PROTECT EST. 1854".

GPD ANNUAL REPORT

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STAFFING

The Grinnell Police Department has **13 full-time members** (9 sworn police officers, four non-sworn civilian staff, 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, Investigations, Quartermaster, training, scheduling, jail administration, Property and Evidence Operations, and Special Events.

Sergeant Matthew Moore and Dalton Kies

- (1) *Dayshift (Vacant)*– 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, and Peer Support Coordinator.

Officers: *Greg Nelson, Ty Strawser, Sean Carlock, Paul Chamberlain, and Kevin Rusler.*

Patrol Officers (4 **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- (Cpt. Dan Johnson)

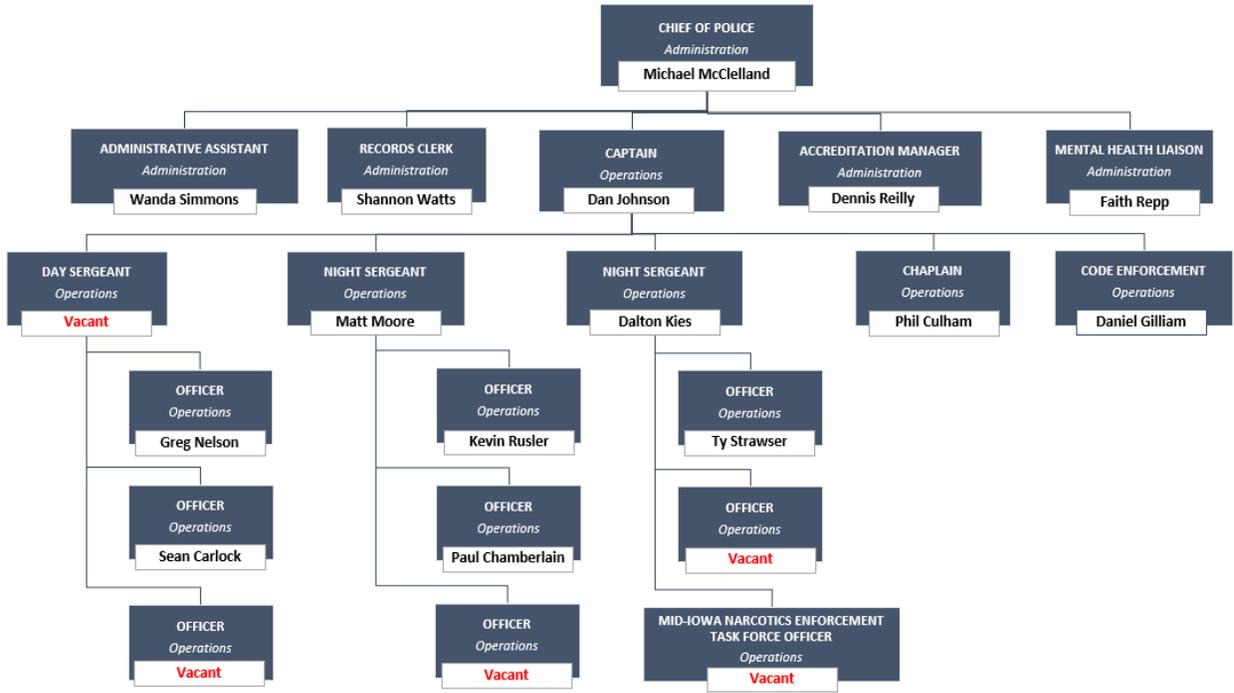
- In addition to their responsibilities, criminal investigators are responsible for investigating criminal activity, processing crime scenes, collecting evidence, and filing cases/charges to the Poweshiek County Attorney’s Office for prosecution.

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)

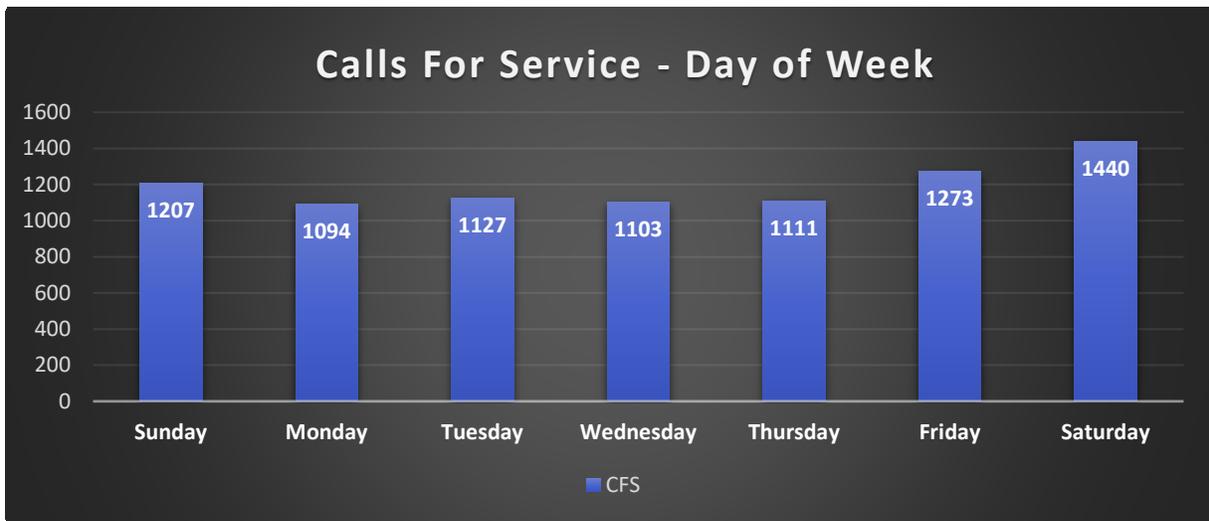
- *Evidence Custodian/ Administrative Assistant Wanda Simmons* – Wanda assists department administration with numerous office management tasks, including accounts payable and receivables, payroll, time accrual tracking, and correspondence. She is also responsible for managing the Property & Evidence 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, responding to public inquiries, maintaining manuals and records, and processing Parking violations.
- *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 the 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 reduce pressure on first responders, emergency departments, and the criminal justice system by providing trauma-informed crisis intervention during active, low-intensity behavioral health calls for service and by advocating for appropriate community and public safety resources.
- *Code Enforcement Officer Daniel Gilliam* - Daniel is responsible for ensuring compliance with City codes, ordinances, and regulations that impact the safety, health, and quality of life within the community. His role involves conducting inspections, investigating complaints, and taking appropriate enforcement actions to address code violations and ensure consistent enforcement, leading to increased compliance. Daniel also represents the department as a liaison for the Grinnell Safety Committee.
- *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, applies best practices to agency directives, and ensures CALEA compliance.



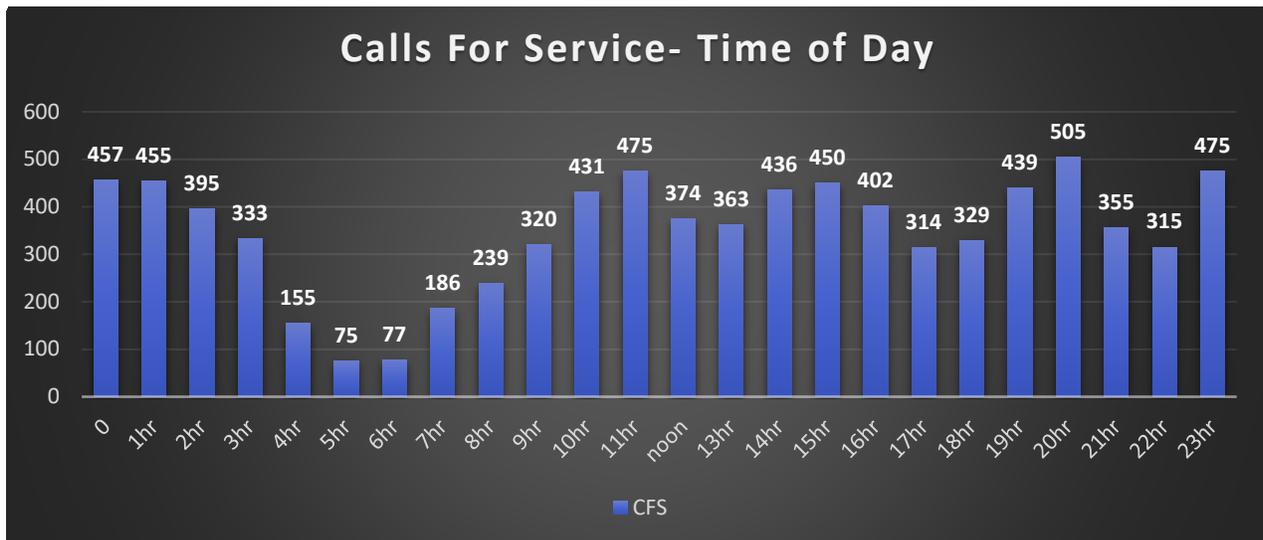
CALLS FOR SERVICE AND INVESTIGATIONS

In 2025, our officers responded to or initiated **8,355 calls for service**, a **6.3% decrease** from 2024.

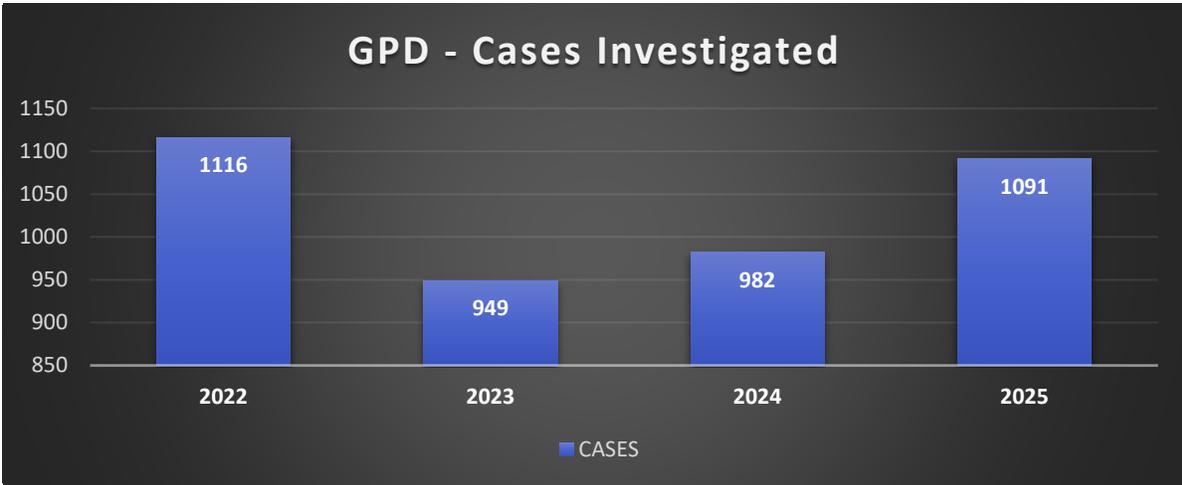




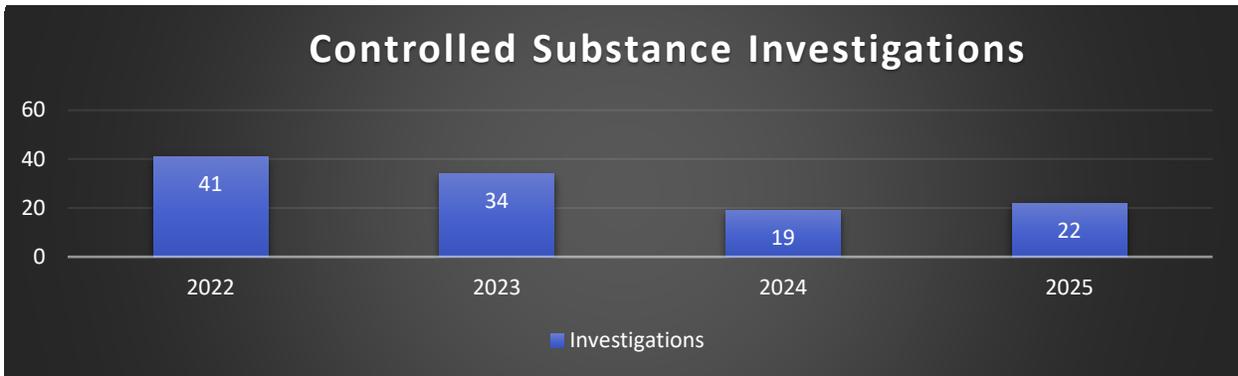
These calls for service include, but are not limited to, reports of criminal activity, motor vehicle crashes, traffic enforcement, assistance to other agencies, medical and fire emergencies, alarm activation responses, business and property checks, and other service-related functions. These numbers are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



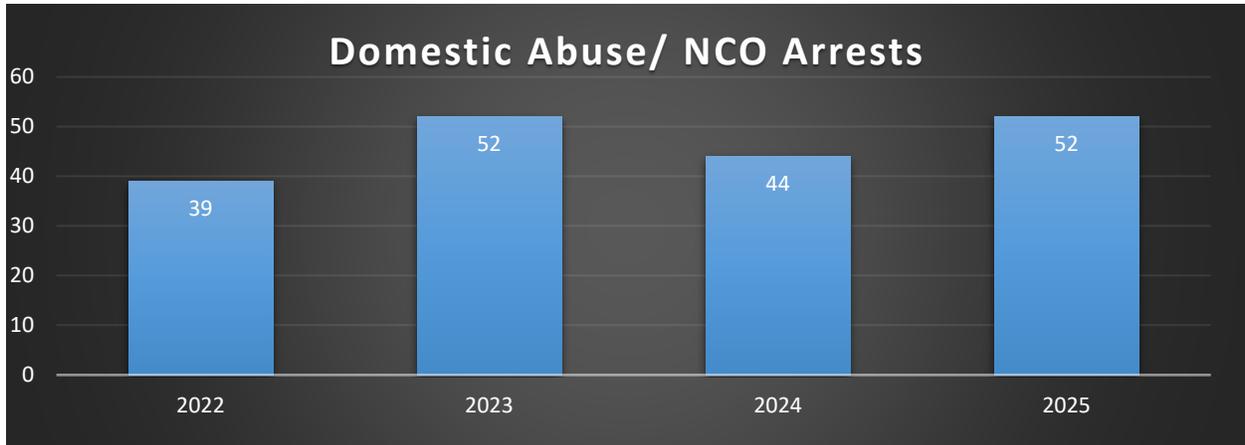
Of the 8,355 calls for service in 2025, **1091** resulted in case reports being created and investigated, an **increase of 11.10% from 2024**.



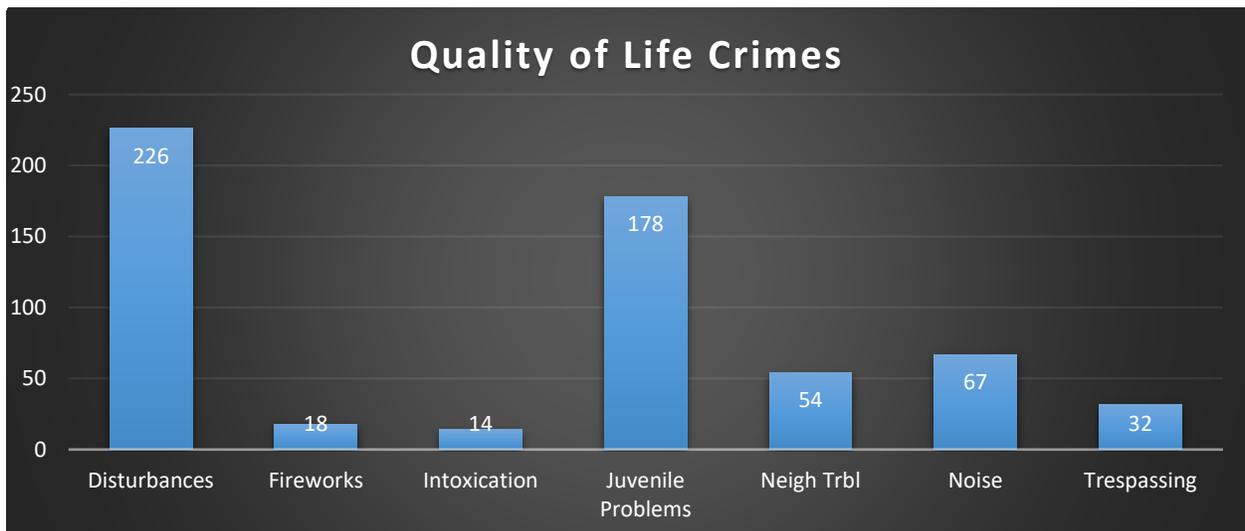
In 2025, the Grinnell Police Department (GPD) handled **22** narcotics-related investigations, compared to **19** in 2024. In 2025, due to staffing shortages, we did not have an officer assigned to the Mid-Iowa Narcotics Enforcement (M.I.N.E.) Task Force East to support a more focused drug enforcement effort. The priority of having patrol officers available to cover calls for service prevented our assigned investigator from performing task force duties.



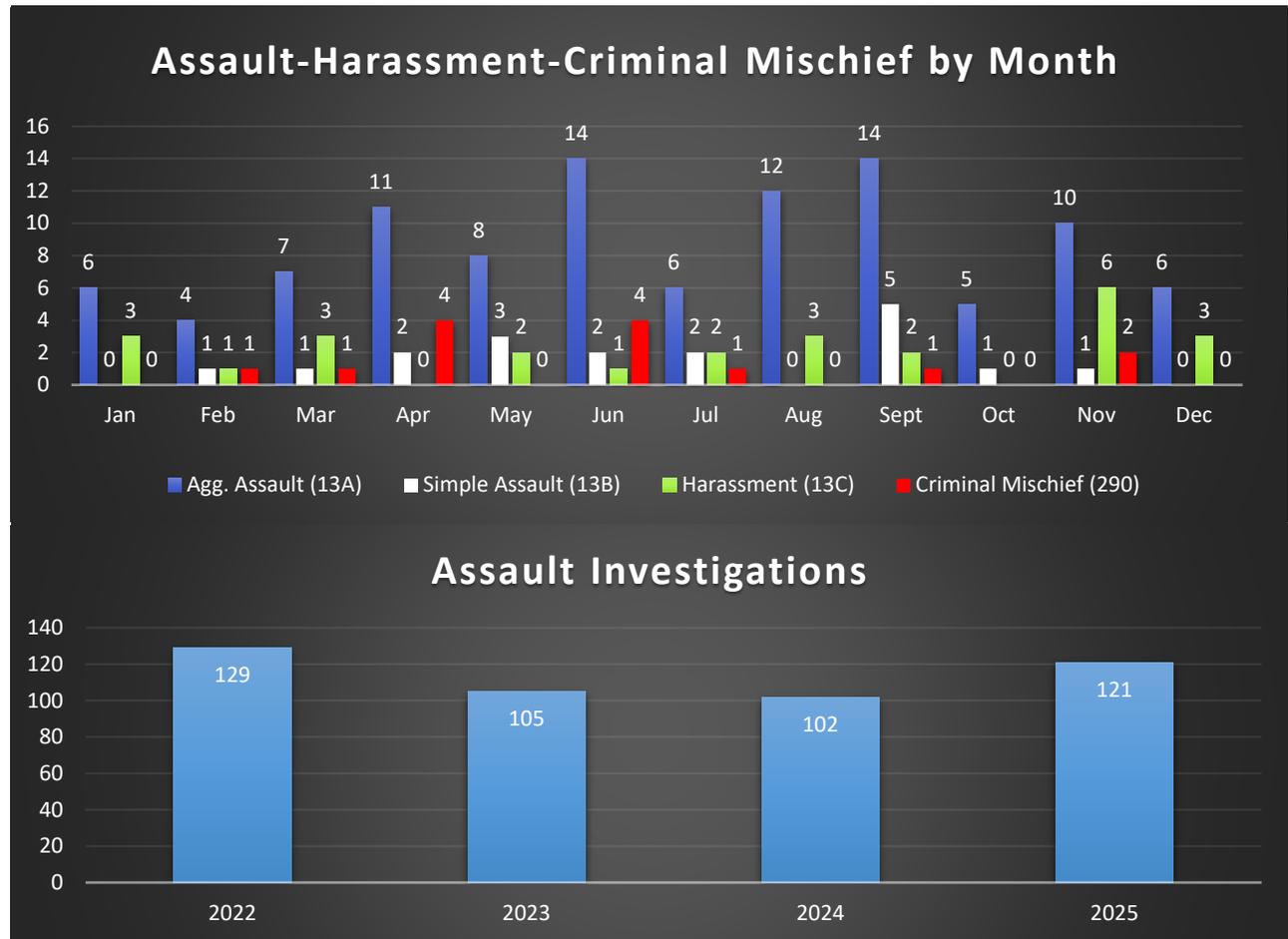
In 2025, GPD made **14** arrests from **52** reported Domestic Abuse/ No Contact Order (NCO) calls for service. For those who need further assistance with a domestic abuse situation, the Iowa Coalition Against Domestic Violence (<http://www.icadv.org>) is a tremendous resource.



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 2025, we responded to **589** disturbances and alcohol-related calls for service.

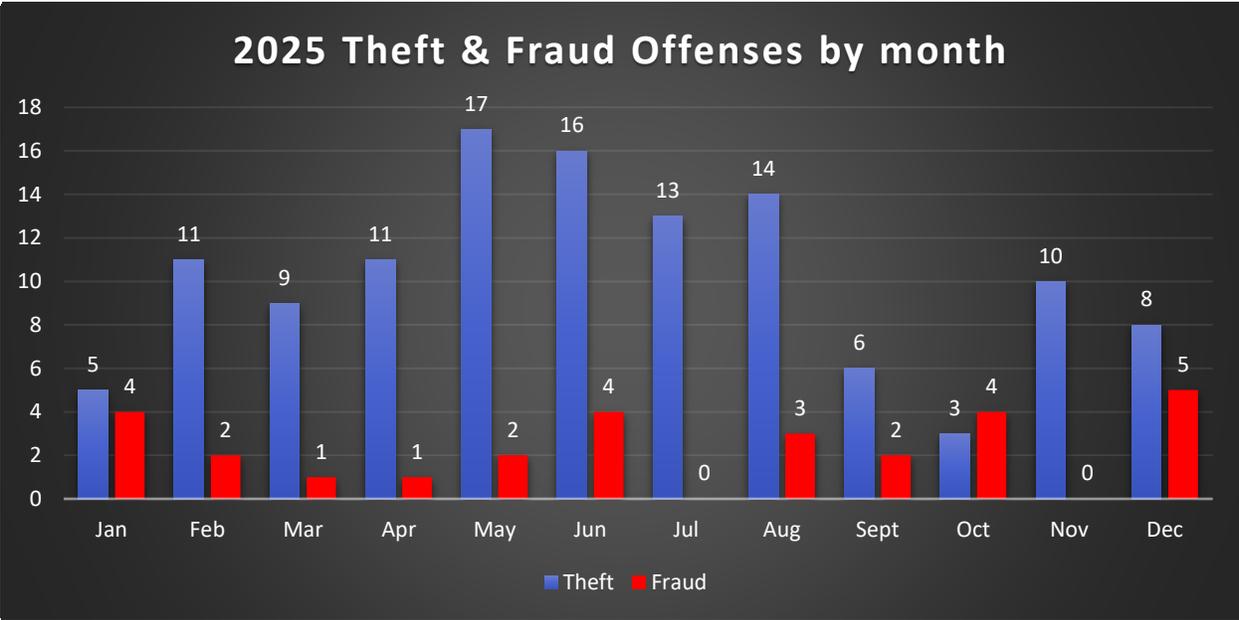


Often, the root cause of a disturbance is alcohol consumption or controlled substance use. Hence, a prompt response is necessary to minimize the potential for these incidents to mushroom into something more serious, such as assaults, criminal mischief, and harassment. In 2025, GPD investigated **121** instances of assault, **26** harassment complaints, and **14** criminal mischief incidents.

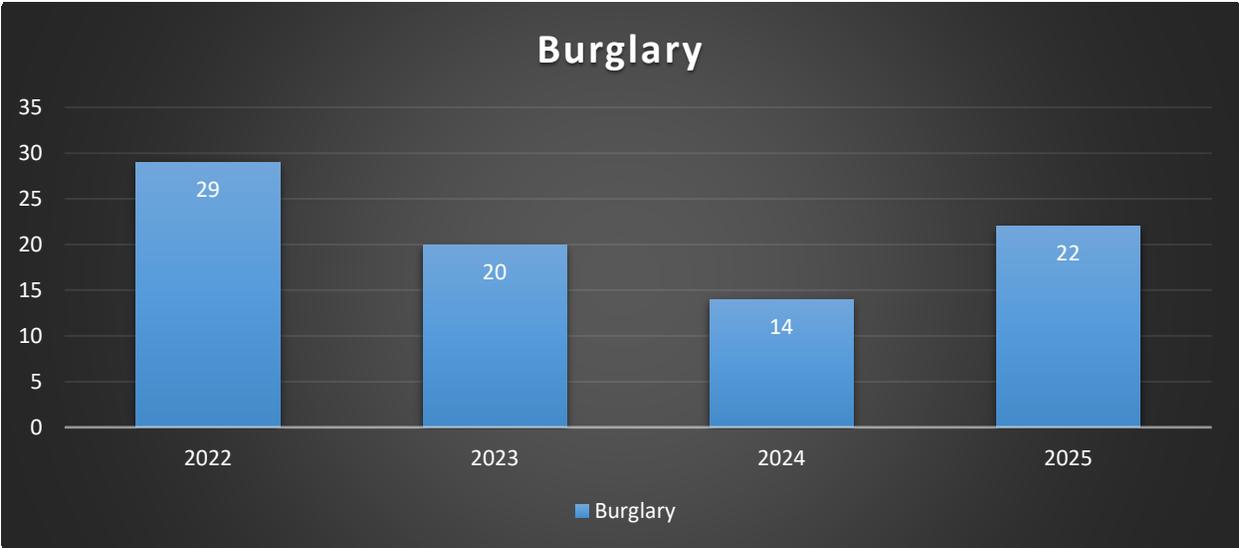


In 2025, GPD responded to **151 reported thefts**—41 cases of shoplifting, 26 from a building or vehicle, 46 miscellaneous thefts, and 7 cases of motor vehicle theft. Fraud/Scam and identity theft cases were at 28.

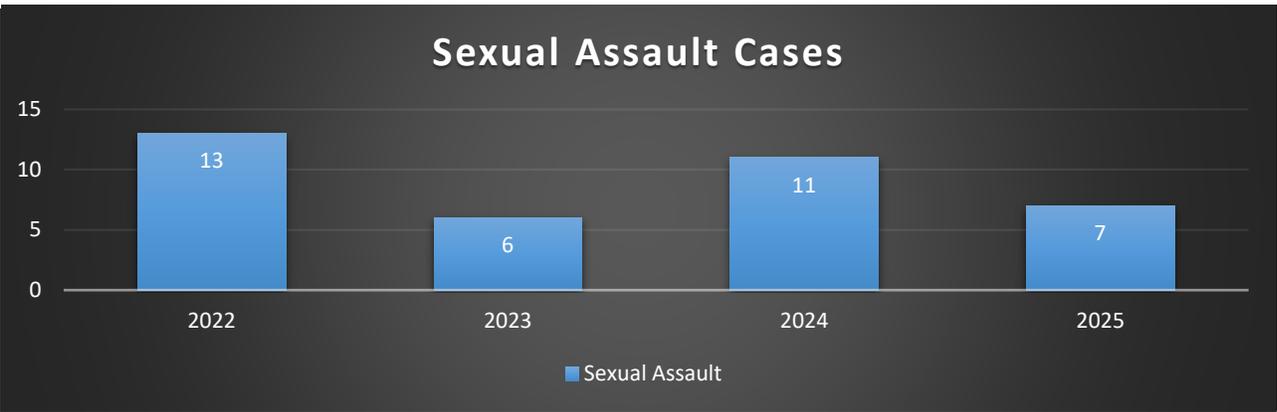
Instances of identity theft and deception schemes often involve persons outside the United States, which makes investigation difficult. What is essential for our residents, especially our elderly, who are often targeted, to remember is that if it sounds too good to be true, it probably is. Likewise, when an entity makes a phone call demanding payment, further research is required. We are also working with our retail partners to help prevent retail theft or aggressively pursue it.



In 2025, the GPD investigated **22** burglary-related cases. Historically, these burglaries have been attributed to vehicles and commercial properties.

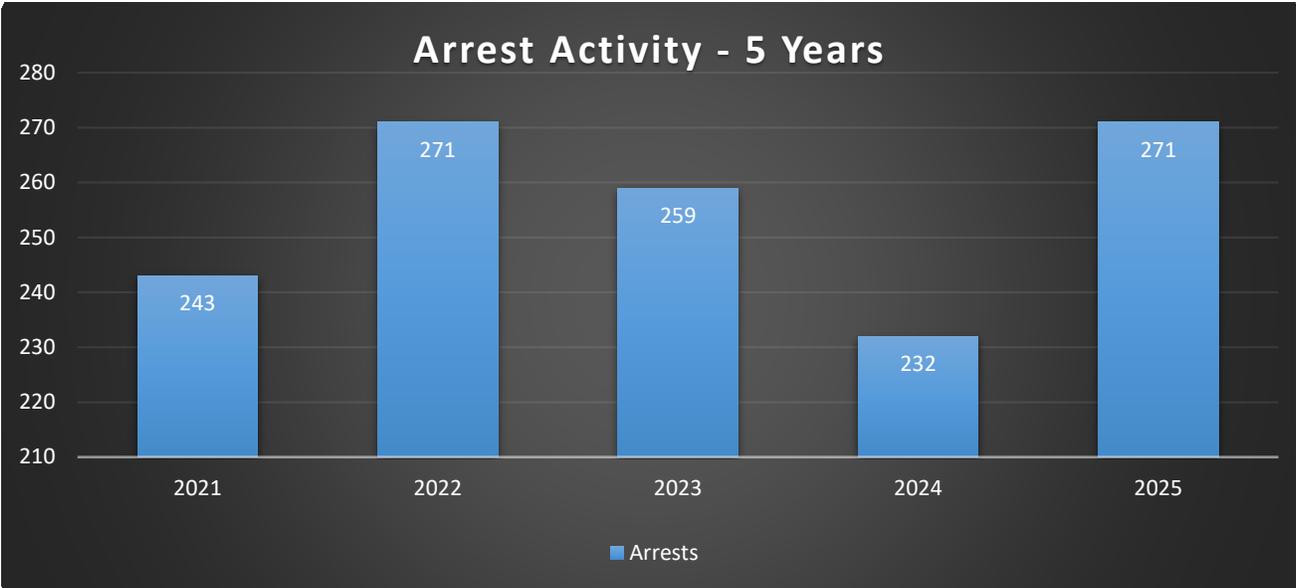


Aside from murder, sexual assault cases are probably the most serious crime against a person that an officer can be assigned to investigate. In most instances, these crimes, with 2025 being no exception, are committed by suspects the victim knows. In 2025, the GPD investigated **7** cases of alleged sexual assault.



In 2025, Captain Dan Johnson oversaw all criminal investigations, handling **84** of them. Of the 84 criminal investigations, **60** were cleared (**71.4% clearance rate**), with four still active. **18** cases were cleared exceptionally due to the application of a warrant, prosecution decline, transfer to another agency, or the victim’s refusal to cooperate, with the two remaining cases inactivated or unfounded.

There were **271** arrests in 2025, a **16.8%** increase from 2024. Of those arrested in 2025, **46** were referred to the Juvenile Court Officer. Among the charges levied against juveniles were alcohol/tobacco possession violations, criminal mischief, possession of a controlled substance and drug paraphernalia, assault, and theft.



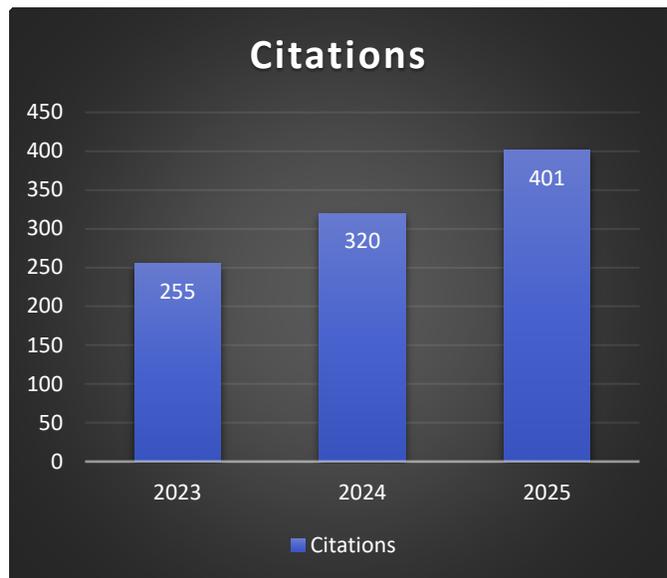
TRAFFIC SAFETY

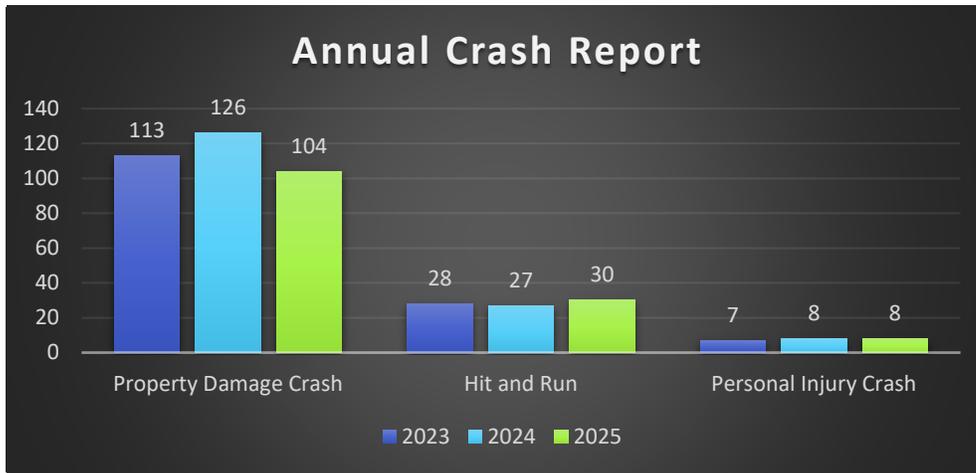
In 2025, GPD officers issued **401** traffic citations (25% increase from 2024) and **644** warnings (6.8% increase from 2024). Using a combination of citations and warnings, officers educate motorists on traffic safety while taking enforcement action by stopping the motorist and providing them with 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 led to a motor vehicle stop, officers will identify more serious violations after the stop. These more serious traffic violations include drivers operating a motor vehicle with a suspended, revoked, or barred driving privilege.

In 2025, approximately **45** drivers were identified as having a suspended, revoked, or barred driving privilege. An additional **155** instances of a vehicle being operated without proof of financial liability (No Insurance) occurred during traffic stops or accidents.

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 violations. In 2025, officers worked on approximately **71** static radars and **30** special traffic enforcement details.

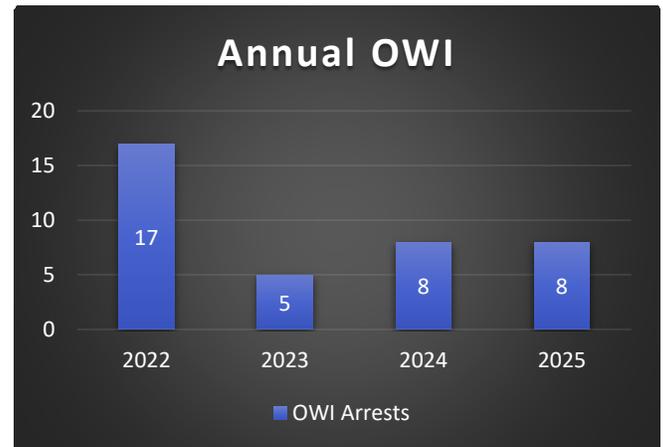




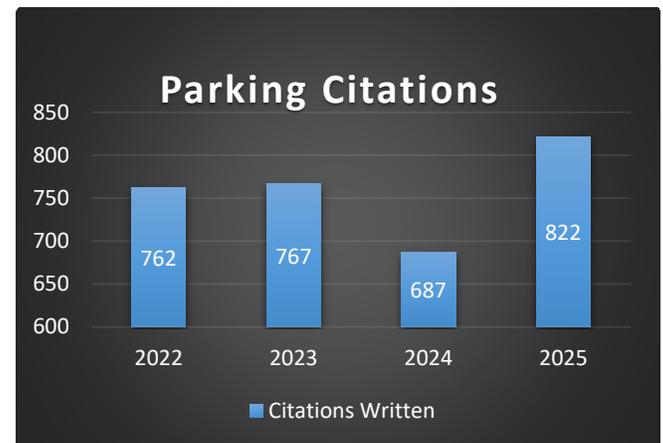
There was a slight decrease in property damage crashes in 2025, with **104** occurring, **8** resulting in personal injury, and **30** hit-and-run crashes.

In 2025, **259** fatalities occurred on Iowa roads, down from **351** in 2024. Our officers are trained to detect and apprehend impaired drivers to minimize these tragedies from happening in Grinnell and the surrounding area.

In 2025, 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 2025, **822** parking citations were issued. Parking violations can obstruct vision, jeopardize pedestrian safety (especially near schools, college campuses, and downtown areas), hamper the flow of emergency vehicles, and snow removal efforts. Residents and visitors are encouraged to sign up for city notifications, such as when snow emergencies are declared.

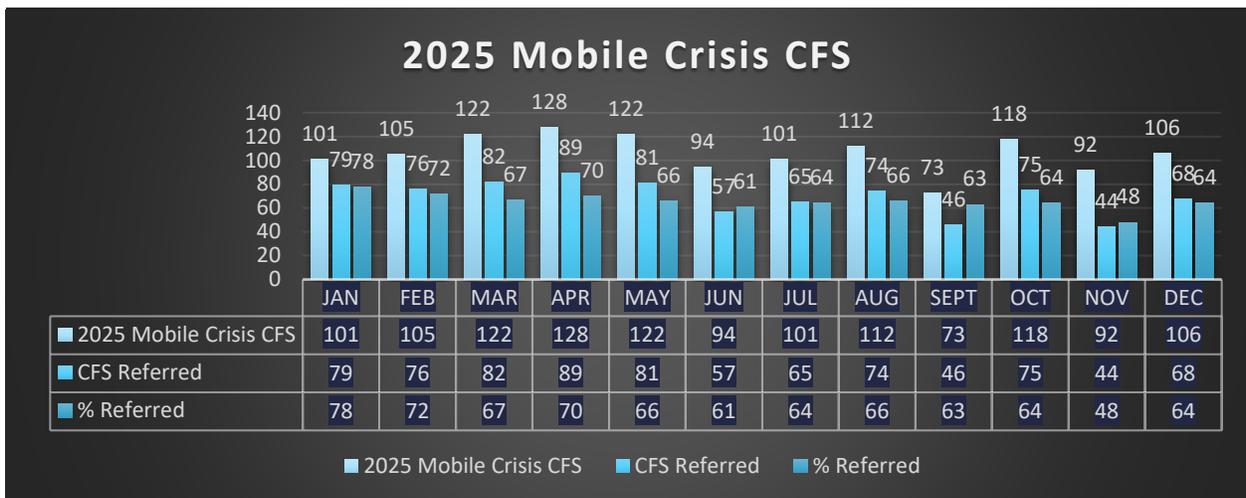


MENTAL HEALTH LIAISON PROGRAM

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 2025, the GPD handled **1277** mobile crisis incidents.

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



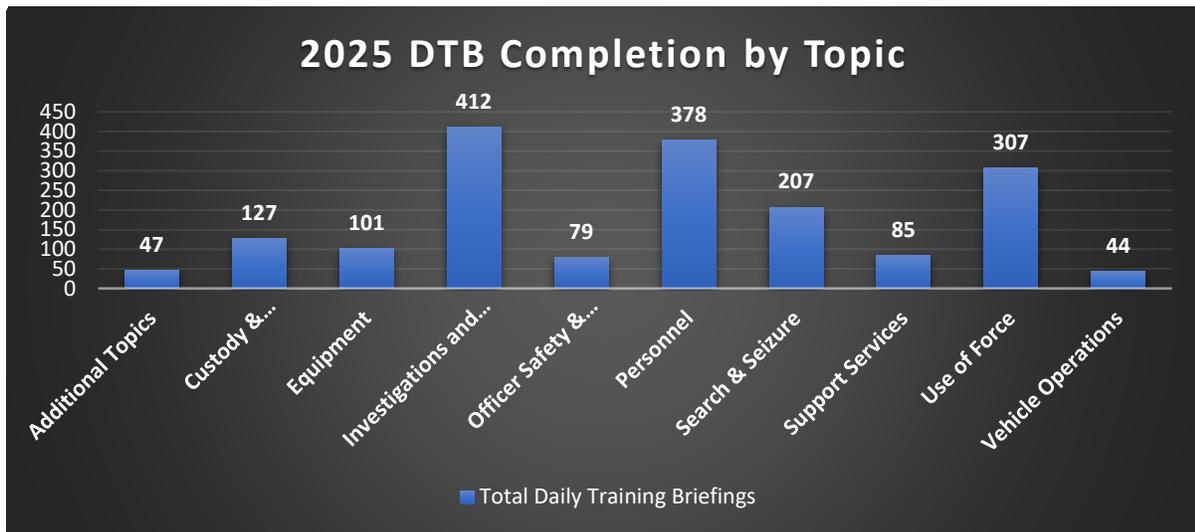
The nature of these calls can include welfare checks, domestics, public assistance, juvenile problems, suicide, and, in some cases, ambulance calls with trauma-related follow-up that was needed. Occasionally, thefts or property damage are traumatizing in nature, and the reporting party needs additional assistance regarding mental health concerns following the initial crime. Each case can be reviewed on a case-by-case basis 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 the impact she is making in the community through follow-up care with each case/client. Each case varies in the amount of follow-up required based on the complexity of each call. Follow-ups could include, but are not limited to, the following communications and 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. The Iowa Law Enforcement Academy has mandated training requirements for obtaining and maintaining 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 on 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 CALEA standards, 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 2025, our personnel reviewed approximately **1,787** individual DTBs, covering various policy-related topics.



CRIME PREVENTION & COMMUNITY ENGAGEMENT

The Grinnell Police Department continues working with the community on crime prevention programs and community engagement. It is critical to the 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, including the JPK/Mental Health Consortium, Poweshiek County Healthy Choices, the Grinnell Chamber of Commerce, the Grinnell Alliance, 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. 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.





DARE

2025 was another fantastic year for our 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 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.”



Commission on Accreditation for Law Enforcement Agencies (C.A.L.E.A.)



The Grinnell Police Department is proud to announce that in 2025, it was successfully accredited by the Commission on Accreditation for Law Enforcement Agencies (CALEA), a significant national recognition that reflects the department’s commitment to professional excellence, accountability, and high-quality service to the Grinnell community.

CALEA accreditation is a voluntary and rigorous three-year process that evaluates a law enforcement agency against hundreds of nationally recognized standards covering areas such as use of force, training, supervision, policy development, evidence handling, community engagement, transparency, and officer safety. Agencies pursuing accreditation must demonstrate not only that sound policies are in place, but also that those policies are consistently followed and regularly evaluated. This process was overseen and managed by our department's CALEA Accreditation Manager, Dennis Reilly, a former Grinnell Chief of Police.

Accreditation by CALEA signifies that the Grinnell Police Department:

- Operates under clear, professional, and up-to-date policies
- Trains personnel according to recognized national standards
- Emphasizes risk reduction, accountability, and ethical policing
- Maintains systems for ongoing review and improvement

For residents of Grinnell, CALEA accreditation offers important assurances:

- Improved public trust and transparency, through documented and consistent practices
- Professional, fair, and impartial policing guided by clear standards
- Enhanced officer preparedness and safety, which directly improves public safety
- A department committed to continuous evaluation and best practices

For more information about CALEA accreditation, visit www.calea.org

ANNUAL VEHICLE PURSUIT REVIEW

Purpose and Scope

The Grinnell Police Department Vehicle Pursuits policy defines a vehicle pursuit as: “An attempt by one or more law enforcement officers to apprehend a suspect in a motor vehicle who, having been given a visual and audible signal to stop, fails to yield or uses high-speed driving or other evasive tactics (e.g., driving off a highway, turning suddenly) in an attempt to avoid arrest.”

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, as required by policy. The administrative review aims to determine whether the pursuit was conducted in accordance with policy and to identify any training needs.

In 2025, the Grinnell Police Department was involved in 4 vehicle pursuits.

Policy Complaint Pursuits: 3
Policy Deviations: 1
Average Duration: 2 minutes
Primary Initiating Factors:

- 3 Reckless operation of a motor vehicle before law enforcement contact
- 1 Traffic Violation

Outcomes:

- 2- Officer terminated pursuit
- 1- Supervisor terminated pursuit
- 1- Crash involving suspect vehicle only

Charges:

- 2- Warrants issued for the arrest of drivers

Analysis and Compliance

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 pursue is not taken lightly. It requires officers to consider many factors, individually and collectively, when deciding to engage in or continue a pursuit.

When balancing the risk of a pursuit with the need to apprehend the suspect, officers shall consider:

- a. The seriousness of the known or reasonably suspected crime committed by the suspect and the threat to the safety of the public if the suspect remains at large.
- b. The elapsed time since commission of the crime, such as the armed taking of a motor vehicle. Acts such as this are clearly a violent felony that presents a public safety threat. However, as time elapses for crimes such as this, the likelihood of the suspect still controlling the forcibly taken vehicle diminishes with time. Unless officers have articulable, reasonable suspicion to believe that the suspect is still present in the vehicle, vehicles located 12 or more hours after the robbery should be considered a stolen motor vehicle for purposes of this policy.
- c. Whether the identity of the suspect is known with enough certainty to enable apprehension at a later time.
- d. The speed of the vehicles relative to the conditions of the area, such as the population density, amount of vehicular and pedestrian traffic (e.g., school zones), time of day, and road and weather conditions.
- e. The pursuing officer's driving capabilities, familiarity with the area, and quality of radio communications with the dispatcher/supervisor.
- f. The nature of the pursuing unit (e.g., marked vs. unmarked) and its speed and performance capabilities in relation to the fleeing vehicle (e.g., performance motorcycle).
- g. Whether there are other persons in or on the fleeing vehicle and their relationship to the situation (e.g., passengers, co-offenders, hostages).
- h. Whether the pursuing unit 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.
- i. The availability of other resources, such as air support or vehicle locator/deactivation technology.

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, the administration carefully reviewed each of the 4 pursuits in 2025 and found 3 to comply with policy and 1 to be in violation, prompting an Internal Affairs investigation.

- **02/01/25:** This pursuit occurred late in the evening after the officer observed a white pickup truck with a headlamp out and without properly displayed license plates. The vehicle fled from the officer, violating numerous traffic laws, reaching speeds of 75mph in a residential area. The suspect vehicle entered a park, lost control, and struck a tree. The driver fled the scene on foot, leaving a female passenger behind. The driver was identified and later arrested for this incident. This pursuit was reviewed and found to be out of compliance with current pursuit policies, leading to an Internal Affairs investigation and formal discipline.
- **08/15/2025:** This pursuit occurred late in the evening after the officer observed a pickup truck without properly displayed license plates. The truck made several maneuvers to elude the officer's attempt to stop it. The officer found the truck in front of a residence, unoccupied, with the engine still running. No arrests were made in this incident because the driver could not be identified.
- **08/19/25:** This pursuit occurred in the early morning hours when an officer observed a white vehicle without properly displayed license plates. When the officer attempted to stop the vehicle, it sped away at a high rate of speed. The officer discontinued the pursuit.
- **11/16/25:** This pursuit occurred in the early morning hours when the officer observed a UTV side by side being driven recklessly in an area where pedestrians were present outside of a bar. The UTV ignored the officer's lights and siren and fled, violating numerous traffic laws through a residential area. The officer identified the UTV driver and discontinued the pursuit. The driver was later arrested for this incident.

Policy Update & Review

In 2025, the Grinnell Police Department updated its pursuit policy to include discretionary restrictions, meaning officers have limited discretion to engage in a pursuit based on the circumstances.

Justification for engaging in a vehicle pursuit must be limited to what reasonably appears to be the facts known by officers at the time a decision is made to engage in such pursuit. Facts unknown to officers at the time the pursuit is initiated, no matter how compelling, cannot be considered in later determining whether engaging in the vehicle pursuit was compliant with this policy.

- a. Officers are authorized to initiate, engage, and/or participate in a vehicle pursuit when:
 1. 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, and
 2. There is reasonable suspicion to believe that the fleeing suspect has committed, has attempted to commit, or is attempting to commit a violent felony as defined in this policy, and
 3. Failure to immediately apprehend the suspect presents an imminent threat to the public based on the suspect's criminal actions.

- b. There may be exceptional situations, apart from the above requirements, where intervention is warranted to protect the public from a driver who poses an imminent egregious hazard to the community, such as when a vehicle is being operated recklessly before any officer intervention. These situations are rare, and the key question for officers is whether pursuing the suspect makes the situation better or worse. If officers can use tactics to safely stop the vehicle and end the reckless driving, that may justify taking such action. Continuous assessment of the situation is critical, and a driver's behavior in these exceptional situations can change quickly. Officers must be prepared to disengage if the driver responds to police intervention by driving more dangerously.
- c. Pursuits are prohibited for the following types of offenses:
 - 1. Property offenses;
 - 2. Misdemeanor offenses;
 - 3. Traffic offenses, unless an exceptional situation exists as described above.
- d. A driver who is failing to yield as defined in this policy, but is not taking evasive actions, would not constitute a vehicle pursuit until such time the evasive action element is met.
 - 1. Continuing to follow a vehicle being driven in this manner is permitted for a short time so the officer can obtain needed information about the vehicle (e.g., license plate, make, model, and color) and its occupants (e.g., physical descriptions) to take enforcement action later (e.g., file a citation or apply for an arrest warrant). Once the officer has such information and the vehicle has failed to yield and passed safe locations to do so, the officer should discontinue the attempt to stop the vehicle and pursue alternative enforcement measures unless the officer develops a reasonable suspicion that the driver was involved in a violent crime and presents an imminent threat to the community.

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 may also be subject to bias. During CY 2025, the department did not initiate any asset forfeiture proceedings.

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

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

The following tables reflect traffic stop data for CY 2025. It should be noted that the numbers represented could include one or more citations/warnings given to an individual during a single incident.

TRAFFIC WARNINGS

RACE	TOTAL WARNINGS		PERCENT
	<i>MALE</i>	<i>FEMALE</i>	
White	373	236	94.5%
American Indian or Alaska Native	2	1	.46%
Black or African American	11	4	2.3%
Asian	9	8	2.6%
TOTAL	395	249	644

ETHNICITY	TOTAL WARNINGS		PERCENT
	<i>MALE</i>	<i>FEMALE</i>	
Non-Hispanic	376	235	94.8%
Hispanic or Latino	18	14	4.9%
Unknown	1	0	.15%
TOTAL	395	249	644

TRAFFIC CITATIONS

RACE	TOTAL CITATIONS		PERCENT
	MALE	FEMALE	
White	213	146	91.5%
American Indian or Alaska Native	3	0	.76%
Black or African American	15	2	4.3%
Asian	11	2	3.3%
TOTAL	242	150	392

ETHNICITY	TOTAL CITATIONS		PERCENT
	MALE	FEMALE	
Non-Hispanic	216	137	90%
Hispanic or Latino	26	13	9.9%
TOTAL	242	150	392

The following table reflects arrest data for CY 2025. This data includes subjects who were arrested but cited and released.

ARRESTS

RACE	ARRESTS		PERCENT
	MALE	FEMALE	
White	158	93	92.6%
American Indian or Alaska Native	0	1	.36%
Black or African American	13	3	5.9%
Asian	0	3	1.1%
TOTAL	171	100	271

ETHNICITY	ARRESTS		PERCENT
	MALE	FEMALE	
Non-Hispanic	163	94	94.8%
Hispanic or Latino	8	6	5.1%
TOTAL	171	100	271

The following table reflects field contact data for CY 2025. The data includes calls for service to which officers were dispatched or self-initiated. The data does not include incidents involving traffic stops or arrests, as these are already covered in this administrative review and only involve subjects coded as suspects, warned, cited, or defendants.

FIELD CONTACTS

RACE	FIELD CONTACTS		PERCENT
	<i>MALE</i>	<i>FEMALE</i>	
White Non-Hispanic	146	77	
Hispanic Latino, Any Race	7	2	
Black Non-Hispanic	11	3	
Unknown/ Not Specified	9	5	
TOTAL	173	87	260

In CY 2025, all sworn officers received training on bias-related issues, including legal aspects. In 2025, all department members, whether sworn or civilian, received training on bias issues, as all department personnel may have service contact with the public.

In 2025, based on a review of our method for capturing use-of-force data and documenting administrative reviews of these incidents, the department began using a new software platform to document officer use-of-force incidents. This platform provides 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, field contacts, arrests, citizen complaints, officer responses to resistance, and, aside from the new reporting software platform, I found nothing to suggest that corrective measures are required for policy, department operations, or individual members.

The following table reflects **(16)** use-of-force incidents for CY 2025, broken down by the specific type of force used, whether complaints were generated internally or externally, and injuries sustained by the subject. Remember that multiple types of force can be applied to a resistant subject, depending on several factors, including the effectiveness of the initial or subsequent force used.

It should be noted that four **(4)** of the use-of-force incidents involved juveniles. In keeping with policy, a custodial arrest of a juvenile occurs only when there is no guardian available to take custody of the juvenile or when 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	10	5	0	0	1	0	0	0	16
Firearm									
• Discharge Only	0	0	0	0	0	0	0	0	0
• Display Only	2	1	2	0	1	0	0	0	4
Taser									
• Discharge Only	0	0	0	0	0	0	0	0	0
• Display Only	3	0	0	0	0	0	0	0	3
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	1	0	0	0	0	0	0	0	1
Physical Only	5	4	0	0	0	0	0	0	9
Non-Fatal Injuries –	2	1	0	0	0	0	0	0	3
Fatal Injuries	0	0	0	0	0	0	0	0	0
Officer Injuries	5	0	0	0	0	0	0	0	5
Total Use of Force Arrests	9	4	0	0	0	0	0	0	13

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, as well as incident trends or patterns related to the makeup of subjects involved and injuries sustained by either subjects or officers. The analysis also examines the impact of these incidents on policies, practices, equipment, and training.

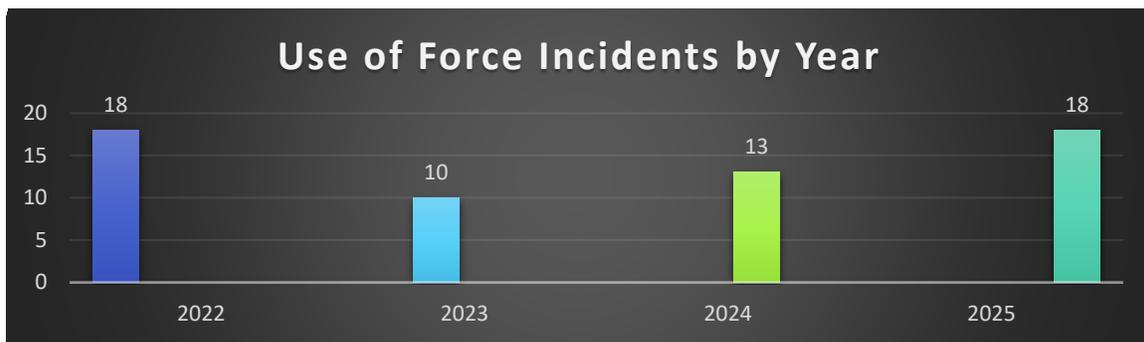
Department Policy – Use of Force

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 2025, Grinnell Officers responded to **8,355** calls for service. Of those calls for service, **271** resulted in an arrest (17% increase). Force was used during **18** incidents and applied to **16** 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 **6.6%** of arrests. By comparison, in 2024 the department recorded force applications in **5.1%** of arrest situations; however, that year also saw **17%** less 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 2025.



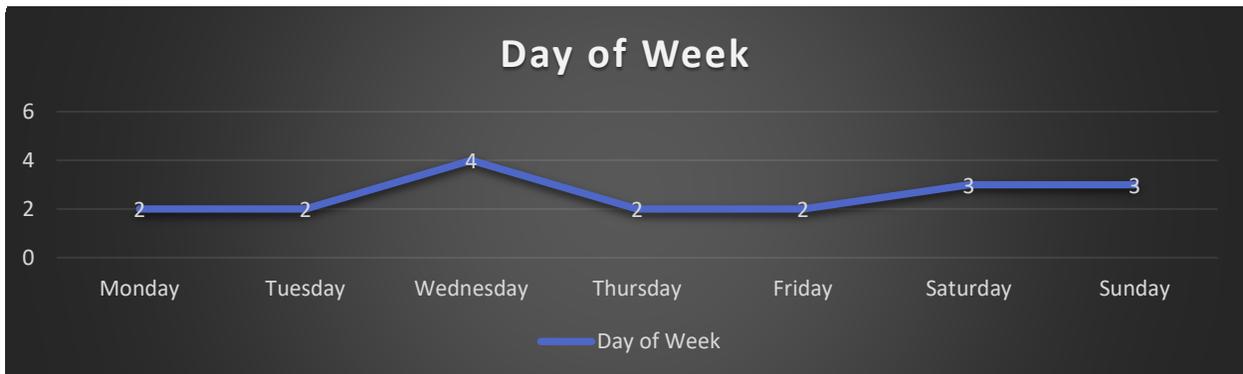
Types of Encounters by Date and Time

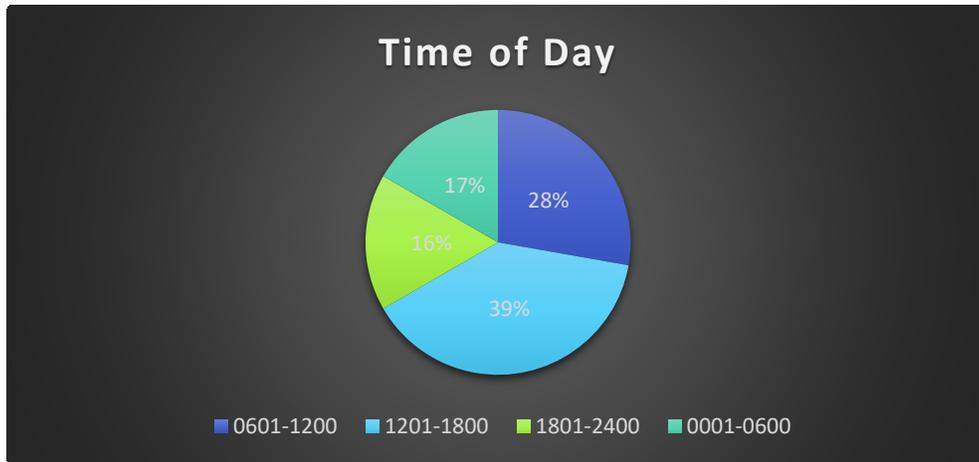
INCIDENT TYPE	INCIDENT DATE	INCIDENT TIME	DAY OF WEEK	LOCATION
WANTED PERSON	1/19/25	8:41 PM	SUNDAY	RESIDENCE
PURSUIT	2/1/25	9:25 PM	SATURDAY	CITY PARK
DISTURBANCE	3/12/25	5:26 PM	WEDNESDAY	ROADWAY
WANTED PERSON	4/20/25	4:10 PM	SUNDAY	RESIDENCE
TRAFFIC STOP	5/30/25	12:32 AM	FRIDAY	ROADWAY
WANTED PERSON	6/8/25	11:33 PM	SUNDAY	RESIDENCE
DISTURBANCE	6/11/25	3:10 AM	WEDNESDAY	RESIDENCE
DISTURBANCE	6/20/25	4:25 PM	FRIDAY	RESIDENCE
THEFT	7/23/25	12:45 PM	WEDNESDAY	ROADWAY
THEFT	7/23/25	12:50 PM	WEDNESDAY	BUSINESS
THEFT	7/24/25	10:29 AM	THURSDAY	BUSINESS
DISTURBANCE	8/5/25	11:39 AM	TUESDAY	RESIDENCE
DISTURBANCE	8/5/25	12:00 PM	TUESDAY	RESIDENCE
WANTED PERSON	9/4/25	2:01 AM	THURSDAY	RESIDENCE
DISTURBANCE	9/15/25	12:02 PM	MONDAY	RESIDENCE
DISTURBANCE	9/20/25	8:49 PM	SATURDAY	BAR
SHOOTING	10/11/25	7:30 AM	SATURDAY	ROADWAY
WANTED PERSON	10/20/25	4:11 PM	MONDAY	RESIDENCE

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

Regarding the location of use-of-force incidents, **56%** took place at a residence, while the remaining locations were distributed almost evenly between businesses and roadways.

For 2025, **56%** of our use-of-force incidents occurred during the Monday- Thursday window, while **44%** 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 & Sunday alone accounted for **33%** of all force applications. Regarding time of day, **61%** of our use-of-force incidents occurred between 6:00 AM and 6:00 PM, while the remaining **39%** occurred between 6:01 PM and 6:00 AM.

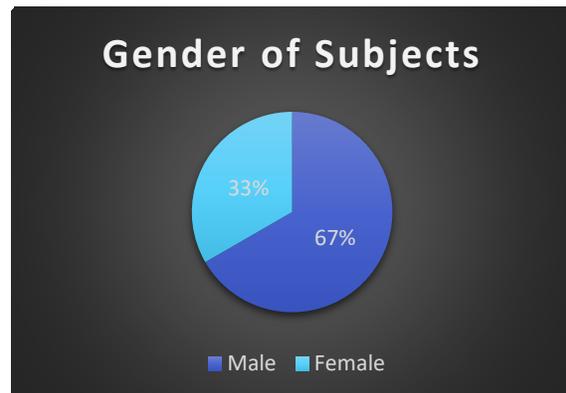
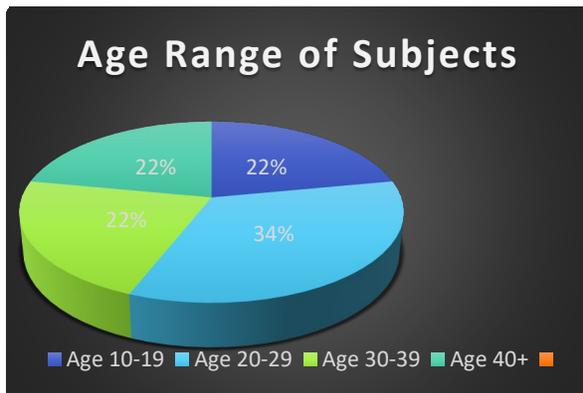




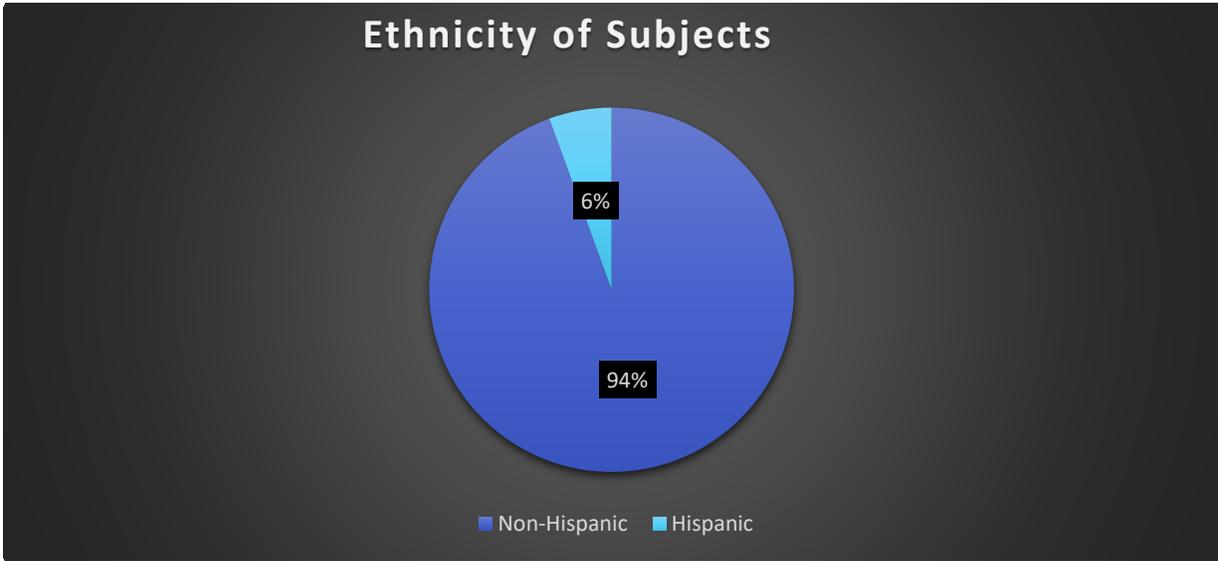
Trends or Patterns Related to Race, Age, and Gender

According to the analysis, the most likely offender requiring the use of force was a male, accounting for **12** of the 18 applications. As seen in previous years, this continues to be the pattern, with male subjects accounting for most of our force incidents.

Subject ages ranged from 15 to 55 years old. The 20-29 age group represented the largest proportion of incidents at **34%**, while the remaining three age groups each accounted for **22%** of force applications. In 2025, we did not experience any use of force applications in the 20-29 age group.

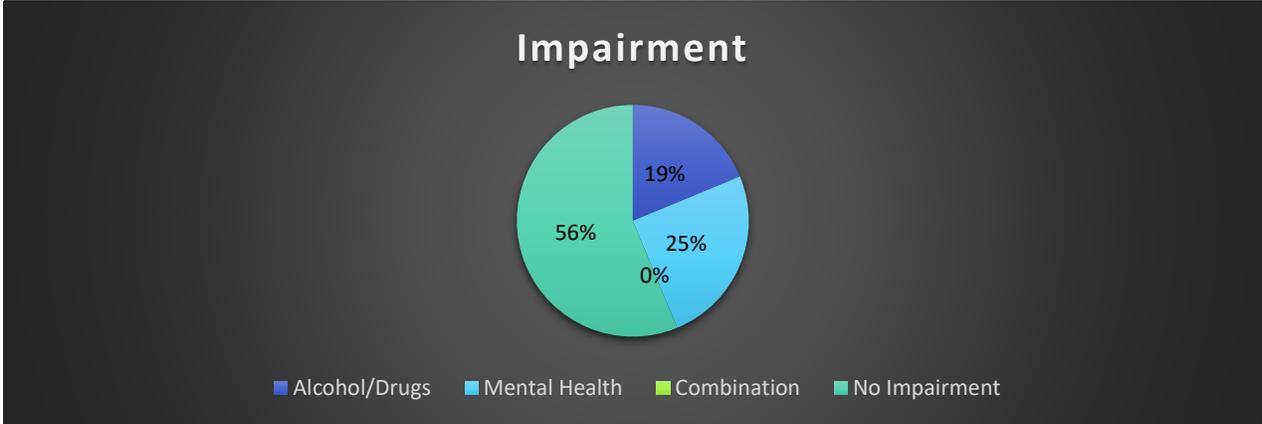


Of the 18 use of force applications involving 16 individuals, all subjects were classified as **White**, with one subject additionally identified as Hispanic by ethnicity. This distribution is consistent with prior years, during which White subjects have comprised most individuals involved in force applications. The review did not identify any trends or patterns suggesting disproportionate impact or the need for additional inquiry.



Impairment and Mental Health

Of the 16 use-of-force incidents in 2025, **3 individuals (19%)** were under the influence of an intoxicating substance, and **4 individuals (25%)** were experiencing a mental health crisis or disorder. Unlike previous years, no incidents were identified as involving a subject who was simultaneously experiencing a mental health crisis and under the influence. In comparison, 38% of 2024’s force applications involved one or both of these contributing factors, compared to 39% in 2025. The unpredictability and increased likelihood of assault associated with intoxication or mental health crises remain important considerations for officers during these encounters.

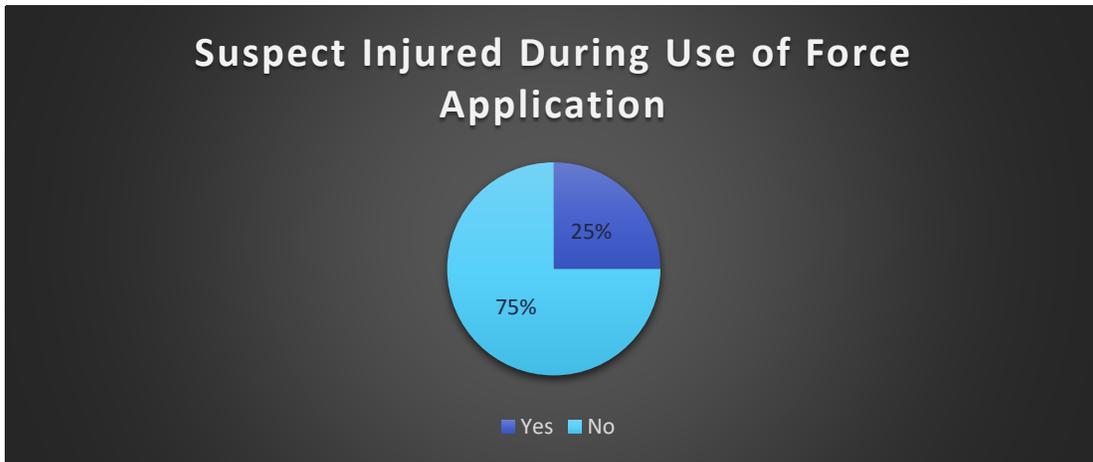


Trends or Patterns Resulting in Injury

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 16 subjects involved in a use-of-force application in 2025, **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 2025, four 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.

While nothing indicates that policy change should occur based on this analysis, our less lethal weapons policy was updated to mandate the frequency with 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 began 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.

The comprehensive review of all 2025 use-of-force incidents, including incident type, location, time of occurrence, subject demographics, contributing factors, officer and subject injuries, and administrative outcomes, revealed one incident that was found to be out of policy. The matter was addressed through the department's established administrative review and corrective processes.

Aside from this isolated case, the analysis identified no trends or patterns suggesting systemic concerns or the need for additional action by the department. All other incidents were within policy, appropriately documented, and consistent with prior years. The department's ongoing training, policy-based instruction, and enhanced documentation and early warning systems continue to support effective oversight and reinforce our commitment to safe, accountable, and professional policing.

2025 YEAR IN REVIEW

