



WORTHINGTON DIVISION OF POLICE

Memorandum

Integrity, Respect, Commitment, Honesty, Professionalism

To: **Chief Stephen Mylett**
From: **Lt. Michael Holton**
Date: **January 13, 2026**
Subj: **Use of Force Annual Review – 2025**

Use of Force – 2025

Policy Overview

The use of force by law enforcement personnel is a critical concern, both 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.

Officers must have an understanding of, and true appreciation for, their authority and limitations. This is especially true with respect to overcoming resistance while engaging in law enforcement duties.

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

Policy 300 - Use of Force – The policy governs officer use of force and provides guidelines to ensure officers only use the degree of force that is reasonable to effectively bring an incident under control while protecting the safety of officers and others. Officers are permitted to use force to:

1. Protect the officer, the individual, or others from immediate physical harm.
2. Restrain or subdue an individual who is resisting or evading arrest.
3. Bring an unlawful situation safely and effectively under control.

Officers are required to report the use of force when a subject's actions, or threatened actions, require the officer to respond with a control tactic or weapon. Officers' physical response to actions such as resistant handcuffing, balance displacement, joint manipulations, and escort positioning are considered reportable use-of-force incidents regardless of if the individual complains of injury.

Policy Compliance

When involved in a use-of-force incident, officers with the Worthington Division of Police must complete and submit a Use of Force report. A supervisor reviews each report to determine if the use of force and the officer's actions were within policy (Use of Force – 300).

Annually, the Chief of Police and/or designee directs a documented review and analysis of the Division's Use of Force incidents to minimally include policy suitability, policy compliance, and training needs.

From January 1, 2025, through December 31, 2025, officers with the Worthington Division of Police were involved in twenty (20) Use of Force incidents. All the incidents were reviewed and found to comply with the Use of Force policy (300).

Use of Force Incidents – 2025

| Use of Force # Report Number | Date and Shift | Day | Incident or Offense | Number of Officers | Outcome | Policy Compliance |
|------------------------------|------------------------------------|-------|---------------------|--------------------|---|-------------------|
| UF-01-25 25-0215 | 03-06-25 1 st Shift. | THURS | Disorderly Conduct | 3 | Joint manipulation, resistant handcuffing W/M/FCJ | Yes |
| UF-02-25 25-0233 | 03-11-25 2 nd Shift | TUES | OVI | 2 | Joint manipulation, resistant handcuffing W/M/FCJ | Yes |
| UF-03-25 25-0263 | 03-18-25 2 nd Shift | TUES | Warrants | 2 | Joint manipulation, resistant handcuffing B/M/Released | Yes |
| UF-04-25 25-0291 | 03-26-25 2 nd Shift | WED | RSP | 3 | Assist to ground B/M/FCJ | Yes |
| UF-05-25 25-0308 | 03-29-25 2 nd shift | SAT | Obstructing | 1 | Joint manipulation, resistant handcuffing W/M/FCJ | Yes |
| UF-06-25 25-0443 | 05-01-25 2 ND Shift | THURS | DV Investigation | 3 | Joint manipulation, resistant handcuffing W/M/FCJ | Yes |
| UF-07-25 25-0443 | 05-01-25 2 nd Shift | THURS | OVI | 2 | Joint manipulation, resistant handcuffing W/F/Released | Yes |
| UF-08-25 25-0484 | 05-14-25 3 rd Shift | WED | CPD Felony Stop | 1 | Resistant handcuffing B/M/Released | Yes |
| | | | CONTINUED | | | |

| Use of Force # Report Number | Date and shift | Day | Incident or Offense | Number of Officers | Outcome | Policy Compliance |
|------------------------------|------------------------------------|------|-------------------------------|--------------------|---|-------------------|
| UF-09-25 25-0611 | 06-10-25 2 nd shift | TUES | DV Investigation | 5 | Assist to ground, strikes, joint manipulations W/M/FCJ | Yes |
| UF-10-25 25-0710 | 07-07-25 2 nd shift | MON | Intoxicated Person | 3 | Assist to ground W/F/FCJ | Yes |
| UF-11-25 25-0747 | 07-15-25 1 st shift. | TUES | Theft | 2 | Assist to ground B/M/FCJ | Yes |
| UF-12-25 25-0925 | 08-29-25 2 nd Shift | FRI | Fight | 1 | Assist to ground, B/F (JUV)/Released | Yes |
| UF-13-25 25-0925 | 08-29-25 2 nd Shift | FRI | Fight | 2 | Assist to ground B/F (JUV)/Released | Yes |
| UF-14-25 25-1082 | 10-02-25 3 rd Shift | TUES | Person in Crisis | 4 | Joint manipulation, resistant handcuffing B/M/FCJ | Yes |
| UF-15-25 25-1212 | 10-31-25 3 rd shift. | FRI | OVI &, Resisting Arrest | 2 | Assist to ground, Resistant handcuffing, joint manipulation, strikes, pressure points W/M/FCJ | Yes |
| UF-16-25 25-1283 | 11-19-25 2 nd shift | WED | Forgery | 2 | Assist to ground, resistant handcuffing B/F/FCJ | Yes |
| UF-17-25 25-1344 | 12-06-25 3 rd shift. | SAT | Suspicious Person | 1 | Resistant handcuffing B/M (JUV)/Released | Yes |
| UF-18-25 25-1423 | 12-29-25 3 rd shift. | SUN | DV | 4 | Joint manipulations, assist to ground B/M/CDR | Yes |
| UF-19-25 25-1427 | 12-29-25 2 nd shift | SUN | Hit Skip | 1 | Resistant handcuffing W/M/Hosp | Yes |
| UF-20-25 25-1443 | 12/31/25 2 nd shift | WED | Fight | 3 | Joint manipulations B/M/FCJ | YES |
| | | | END | | | |

Key of Terms

- **FCJ:** Franklin County Jail
- **CDR:** Juvenile Detention Center
- **HOSP:** Medical facility

- **Resistant Handcuffing:** This occurs when an arrestee refuses to place their hands behind their backs at an officer's request. In response, the officer may have to assist the arrestee in placing their hand(s) behind their back to be handcuffed.
- **Assist to Ground:** Officers assist actively resistant subjects to the ground to gain control and handcuff.
- **Joint Manipulation:** The officer used joint manipulation of the resistive arrestee's hand and wrist to gain compliance and control while effecting an arrest.
- **Balance Displacement (DISP):** Officers displaced resistant subjects' balance to the ground to effect an arrest and apply handcuffs.
- **Escort:** Officers held onto the subject's arms while moving them to the cruiser for transport.
- **Strike:** An application of force typically to a large muscle mass area to assist with gaining control of resistant subjects. Strikes could be from legs, hands or objects.
- **Pressure points:** Application of force to specific points to gain compliance.

Overview of Use of Force Incidents

- Three (3) of the twenty (20) use-of-force incidents occurred during 1st Shift.
- Eleven (12) of the twenty (20) use-of-force incidents occurred during 2nd Shift.
- Four (5) of the twenty (20) use-of-force incidents occurred during 3rd Shift.
- Nine (9) of the twenty (20) use-of-force incidents involved an intoxicated and/or drugged person.
- Two (2) of the twenty (20) use-of-force incidents involved a person in crisis (mental health).
- One (1) of the twenty (20) use-of-force incidents involved individuals with outstanding arrest warrants.
- Six (6) of the twenty (20) use-of-force incidents involved a suspect who had assaulted a person.
- 55% (11 of 20) of the use-of-force incidents involved an African American. This is an increase from 2024. Five (5) of the eleven (11) uses of forces were resistant handcuffing which is a very low type of force that generally results in no injuries to the arrestee or officer.

- In 2025, officers trained in de-escalation, responding to mental health issues, veterans in crisis, crisis mitigation as well as scenario training. Officers were also trained on a new TASER platform and participated in scenario based training,

Officer and Subject Injuries

Three (3) officers reported injuries during use-of-force incidents in 2025.

- An officer injured their wrist.
- An officer bruised a knee.
- An officer injured their shoulder.

Three (3) suspects reported injuries during use-of-force incidents in 2025.

- A suspect sustained a bloody nose.
- A suspect sustained scrapes to the face.
- A suspect sustained scrapes to the fingers running from officers.

There were no serious injuries to officers or suspects, and all were treated and released by medics.

Report Conclusions

While officers have thousands of citizen contacts each year, some of these contacts result in officers having to use force to accomplish a lawful objective. Any citizen contact may escalate into a use-of-force incident; however, use-of-force incidents comprise a very small percentage of police interaction with the public.

88% (16 of 20) of the use-of-force incidents involved subjects under the influence of drugs and/or alcohol, were experiencing a mental health crisis, committed assault, or had warrants for arrest. These types of calls for service have a higher probability of use of force.

55% (10 of 20) of the use of force incidents involves officers engaged in resistant handcuffing, balance displacement, and escort positioning. These tactics indicate officers using a low level of force to accomplish lawful objectives when controlling resistant subjects.

Training Recommendations

This review aims to identify use of force trends for employing risk reduction tactics, minimizing injuries, establishing training objectives, and reducing liability. During 2025, all officers were issued fifty-four (47) LEXIPOL Daily Training Bulletins (DTBs) directly related to the Use of Force. **(Figure A)**

On August 28, 2025, the Use of Force policy 300 was issued to all officers to review and acknowledge. All officers read and electronically acknowledged the Use of Force policy

300 via PowerDMS. A copy of the 2025 Use of Force Policy Acknowledgment sheet from PowerDMS is included in this report **(Figure B)**.

In 2025, a use of force test was administered to all officers. All officers were to successfully answer all questions on the test. A copy of the Use of Force Test Certificate is included in this report **(Figure C)**.

Division standards require that all officers qualify with their duty handguns at least twice per year. During the qualification process, the firearms instructor(s) reviews the division's Use of Force policy with officers. Additionally, officers participated in scenario-based use-of-force training so that officers could think about their options when faced with a use-of-force situation. Officers were required to complete 4 hours of training.

For 2026, the Patrol Support/Training Officer will continue to train de-escalation and alternative tactics to use of force to all officers. The training officer will also develop challenging real-life scenarios for scenario training. Officers will also participate in subject control training administered by in-house OPOTA certified instructors.

All officers with the Worthington Division of Police are trained in Crisis Intervention Training (CIT). In keeping with this commitment, one new lateral officer hired in 2025 participated in 40-hour CIT training with their previous agency. The commitment to crisis intervention training should continue with newly appointed officers in 2025. All sworn officers also completed the mandated CPT hours for use of force, including courses on BCI Lethal Use of Force and Officer Involved Shooting (OIS) investigations, critical thinking in Use of Force situations, and the legal foundations of Use of Force, in which officers were required to complete 3 hours of training.

It is recommended that an annual review of the Use of Force policy and issuance of Daily Training Bulletins (DTBs) continue to address the Use of Force. Additional training can be accomplished through roll call training, scenario-based training, and legal updates that address the use of force.

Review of Policy and Procedure

The Worthington Division of Police rewrote its Policy and Procedures Manuals in 2019-2020 utilizing LEXIPOL, LLC. As such, the previous Use of Force policy was updated and issued to all officers in 2020, 2021, and 2022 to meet the standards of the Ohio Collaborative Law Enforcement Agency Certification Program and comply with Presidential Executive Order 13929 (the Executive Order on Safe Policing). Due to this recent update, there are no policy updates recommended at this time.

FIGURE A: 2025 Use of Force Daily Training Bulletins (DTBs)

1/5/2026

Start: 01/01/2025 End: 12/31/2025

| <u>Last Name</u> | <u>First Name</u> | <u>Use of Force DTBs</u> | <u>TOTAL DTBs</u> |
|------------------|-------------------|------------------------------|-------------------|
| Aisel | Micheal | 47 | 269 |
| Altenburger | Isaac | 47 | 269 |
| Anthony | Justin | 47 | 268 |
| Babb | Elizabeth | 47 | 268 |
| Biller | Blake | 47 | 269 |
| Bradbury | Austin | 47 | 268 |
| Brorein | Richard | 47 | 268 |
| Earley | Steven | 47 | 269 |
| Erhardt | Sherry | 25 | 164 |
| Farmer | Jennifer | 47 | 268 |
| Floyd | Tammy | 47 | 269 |
| Geary | Jeremy | 47 | 269 |
| Gebhart | Jon | 47 | 269 |
| Ginikos | Michael | 47 | 268 |
| Harris | Ken | 47 | 269 |
| Herman | Jeremy | 47 | 269 |
| Holton | Michael | 47 | 269 |
| Jones | Jeffery | 47 | 269 |
| Kubasek | Jeffrey | 47 | 269 |
| Lange | Jeff | 47 | 269 |
| Lippolis | Richard | 47 | 268 |
| Luoma | Steven | 47 | 269 |
| Mcdonald | Douglas | 47 | 268 |
| Moran | James | 47 | 268 |
| Musa | Mostafa | 47 | 268 |
| Mylett | Steve | 42 | 246 |
| ONeal | Wayne | 47 | 268 |
| Osborne | Krishea | 47 | 269 |
| Raak | Tyler | 47 | 269 |
| Ross | Angela | 47 | 269 |
| Smith | Andy | 47 | 268 |
| Smith | Brian | 47 | 269 |
| St. John | Damien | 47 | 269 |
| Swenson | Gary | 47 | 268 |
| Wigg | Michael | 33 | 215 |

FIGURE B: 2025 Use of Force Policy Acknowledgement (LEXIPOL)

| First Name | Last Name | Job Title | Location | Document name | Revision Date | Signature Status | Signature Time |
|------------|-------------|------------------------|----------|------------------|---------------|------------------|---------------------|
| Andy | Smith | Officer | | 300 Use of Force | 2025-08-28 | Signed | 2025-08-28 16:40:06 |
| Angela | Ross | Officer | | 300 Use of Force | 2025-08-28 | Signed | 2025-11-05 21:45:03 |
| Austin | Bradbury | Officer | | 300 Use of Force | 2025-08-28 | Signed | 2025-10-15 14:56:50 |
| Blake | Billier | Officer | | 300 Use of Force | 2025-08-28 | Signed | 2025-09-21 13:39:34 |
| Brian | Smith | Officer | | 300 Use of Force | 2025-08-28 | Signed | 2025-09-03 13:06:55 |
| Douglas | McDonald | Officer | | 300 Use of Force | 2025-08-28 | Signed | 2025-09-25 09:32:48 |
| Elizabeth | Babb | Officer | | 300 Use of Force | 2025-08-28 | Signed | 2025-09-02 07:34:55 |
| Ethel | Vernon | Operations Support Ma | | 300 Use of Force | 2025-08-28 | Signed | 2025-09-03 11:16:24 |
| Gary | Swenson | Officer | | 300 Use of Force | 2025-08-28 | Signed | 2025-09-04 13:27:04 |
| Isaac | Altenburger | Officer | | 300 Use of Force | 2025-08-28 | Signed | 2025-09-24 20:46:49 |
| Jeff | Jones | Officer | | 300 Use of Force | 2025-08-28 | Signed | 2025-09-26 10:37:10 |
| Jeff | Lange | Officer | | 300 Use of Force | 2025-08-28 | Signed | 2025-09-04 00:52:28 |
| Jeffrey | Kubasek | Lieutenant | | 300 Use of Force | 2025-08-28 | Signed | 2025-10-01 12:08:11 |
| Jennifer | Farmer | Officer | | 300 Use of Force | 2025-08-28 | Signed | 2025-11-27 15:08:14 |
| Jeremy | Geary | Officer | | 300 Use of Force | 2025-08-28 | Signed | 2025-11-26 21:28:18 |
| Jeremy | Herman | Officer | | 300 Use of Force | 2025-08-28 | Signed | 2025-10-30 01:56:13 |
| Jim | Moran | Reserve | | 300 Use of Force | 2025-08-28 | Signed | 2025-08-30 10:07:43 |
| John | Bailey | Officer | | 300 Use of Force | 2025-08-28 | Signed | 2025-11-10 15:07:54 |
| John | Strawser | Support Services Techr | | 300 Use of Force | 2025-08-28 | Signed | 2025-09-22 21:23:07 |
| Jon | Gebhart | Officer | | 300 Use of Force | 2025-08-28 | Signed | 2025-09-07 08:28:18 |
| Krishea | Osborne | Reserve | | 300 Use of Force | 2025-08-28 | Signed | 2025-09-10 17:30:36 |
| Ken | Harris | Officer | | 300 Use of Force | 2025-08-28 | Signed | 2025-09-29 02:32:11 |
| Meghan | Zhang | Support Services Techr | | 300 Use of Force | 2025-08-28 | Signed | 2025-11-12 07:49:48 |
| Michael | Ginikos | Officer | | 300 Use of Force | 2025-08-28 | Signed | 2025-08-28 21:55:12 |
| Michael | Wigg | Officer | | 300 Use of Force | 2025-08-28 | Signed | 2025-10-06 15:16:31 |
| Micheal | Aisel | Officer | | 300 Use of Force | 2025-08-28 | Signed | 2025-08-31 17:27:21 |
| Mike | Holton | Lieutenant | | 300 Use of Force | 2025-08-28 | Signed | 2025-08-28 16:11:24 |
| Mostafa | Musa | Officer | | 300 Use of Force | 2025-08-28 | Signed | 2025-11-18 06:12:21 |
| Rich | Lippolis | Reserve | | 300 Use of Force | 2025-08-28 | Signed | 2025-09-17 10:20:30 |
| Rich | Lippolis | Reserve | | 300 Use of Force | 2023-08-22 | Signed | 2024-09-11 12:04:28 |
| Richard | Brorein | Court Liaison Officer | | 300 Use of Force | 2025-08-28 | Signed | 2025-09-02 09:43:33 |
| Steve | Earley | Court Officer | | 300 Use of Force | 2025-08-28 | Signed | 2025-08-28 17:49:01 |
| Steven | Mylett | Chief | | 300 Use of Force | 2025-08-28 | Signed | 2025-12-04 09:30:56 |
| Steven | Luoma | Officer | | 300 Use of Force | 2025-08-28 | Signed | 2025-09-29 03:53:46 |
| Tammy | Floyd | Officer | | 300 Use of Force | 2025-08-28 | Signed | 2025-11-03 08:27:24 |
| Tige | St. John | Sergeant | | 300 Use of Force | 2025-08-28 | Signed | 2025-09-02 13:44:42 |
| Tyler | Raak | Sergeant | | 300 Use of Force | 2025-08-28 | Signed | 2025-09-12 18:10:36 |
| Wayne | Oneal | Sergeant | | 300 Use of Force | 2025-08-28 | Signed | 2025-09-16 15:10:19 |

FIGURE C: 2025 Use of Force Test Certificates (PowerDMS)

| Use of Force Policy Test | | | | |
|--------------------------|------------|-------------|------------------|--------------------|
| Score | First Name | Last Name | Start Time | Assigned Through |
| 100% | Jennifer | Farmer | 12/17/2025 17:04 | Course 23-02 - 001 |
| 100% | John | Bailey | 11/13/2025 15:39 | Course 23-02 - 001 |
| 100% | John | Bailey | 11/10/2025 15:09 | Direct Assignment |
| 100% | Wayne | Oneal | 09/16/2025 15:07 | Course 23-02 - 001 |
| 100% | Steven | Mylett | 07/29/2025 12:36 | Course 23-02 - 001 |
| 100% | Michael | Ginikos | 05/23/2025 01:54 | Course 23-02 - 001 |
| 100% | Tyler | Raak | 03/06/2025 23:01 | Course 23-02 - 001 |
| 100% | Steven | Luoma | 02/27/2025 10:43 | Course 23-02 - 001 |
| 100% | Michael | Wigg | 02/23/2025 06:21 | Course 23-02 - 001 |
| 100% | Gary | Swenson | 02/18/2025 09:20 | Course 23-02 - 001 |
| 100% | Jim | Moran | 02/17/2025 15:13 | Course 23-02 - 001 |
| 100% | Tammy | Floyd | 02/17/2025 09:05 | Course 23-02 - 001 |
| 100% | Richard | Brorein | 02/17/2025 08:57 | Course 23-02 - 001 |
| 100% | Justin | Anthony | 02/13/2025 06:52 | Course 23-02 - 001 |
| 100% | Blake | Biller | 02/12/2025 15:56 | Course 23-02 - 001 |
| 100% | Douglas | McDonald | 02/12/2025 01:11 | Course 23-02 - 001 |
| 100% | Ken | Harris | 02/09/2025 23:44 | Course 23-02 - 001 |
| 100% | Kevin | Rigano | 02/09/2025 23:36 | Course 23-02 - 001 |
| 100% | Micheal | Aisel | 02/08/2025 16:07 | Course 23-02 - 001 |
| 100% | Mostafa | Musa | 02/08/2025 08:38 | Course 23-02 - 001 |
| 100% | Blake | Biller | 02/06/2025 13:42 | Course 23-02 - 001 |
| 100% | Austin | Bradbury | 02/06/2025 11:41 | Course 23-02 - 001 |
| 100% | Steve | Earley | 02/04/2025 19:17 | Course 23-02 - 001 |
| 100% | Jeffrey | Kubasek | 02/04/2025 13:54 | Course 23-02 - 001 |
| 100% | Elizabeth | Babb | 02/04/2025 10:52 | Course 23-02 - 001 |
| 100% | Rich | Lippolis | 02/03/2025 20:19 | Course 23-02 - 001 |
| 100% | Mike | Holton | 02/03/2025 14:47 | Course 23-02 - 001 |
| 100% | Jeff | Jones | 02/03/2025 10:11 | Course 23-02 - 001 |
| 100% | Angela | Ross | 02/03/2025 02:14 | Course 23-02 - 001 |
| 100% | Jeff | Lange | 02/03/2025 02:11 | Course 23-02 - 001 |
| 100% | Tige | St. John | 02/02/2025 19:05 | Course 23-02 - 001 |
| 100% | Krishea | Osborne | 02/02/2025 14:07 | Course 23-02 - 001 |
| 100% | Isaac | Altenburger | 02/02/2025 13:34 | Course 23-02 - 001 |
| 100% | Jeremy | Herman | 02/02/2025 00:34 | Course 23-02 - 001 |
| 100% | Brian | Smith | 02/01/2025 13:21 | Course 23-02 - 001 |
| 100% | Jon | Gebhart | 02/01/2025 09:13 | Course 23-02 - 001 |
| 100% | Steven | Mylett | 01/30/2025 10:11 | Direct Assignment |
| 100% | Jeremy | Geary | 01/20/2025 15:57 | Course 23-02 - 001 |
| 100% | Long | Huynh | 01/09/2025 08:17 | Course 23-02 - 001 |
| 100% | Long | Huynh | 01/07/2025 08:03 | Direct Assignment |