



WORTHINGTON DIVISION OF POLICE

Memorandum

Integrity, Respect, Commitment, Honesty, Professionalism

To: Chief S Mylett *Sum*
From: Lt. Jeff Kubasek
Date: January 03, 2025
Subj: Use of Force Annual Review – 2024

Use of Force – 2024

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 a 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, 2024, through December 31, 2024, officers with the Worthington Division of Police were involved in twenty-nine (29) Use of Force incidents. All the incidents were reviewed and found to comply with the Use of Force policy (300).

Use of Force Incidents – 2023

Use of Force # Report Number	Date and Shift	Day	Incident or Offense	Number of Officers	Outcome	Policy Compliance
UF-01-24 24-0047	01-13-24 2 nd Shift.	WED	Person in crisis assault	4	Escort W/F/ HOSP	Yes
UF-02-24 24-0066	01-17-24 2 nd Shift	Saturday	Fight call, obstructing	2	Joint manipulation, Takedown W/M/FCJ	Yes
UF-03-24 24-0066	01-17-2 2 nd Shift	Saturday	Fight Call	3	Resistant handcuffing, takedown W/F/FCJ	Yes
UF-04-24 24-0089	01-25-24 1 st Shift	Thursday	Felony warrant	2	Resistant handcuffing, takedown W/F/FCJ	Yes
UF-05-24 24-0152	02-16-24 3 rd shift	Friday	Trespassing, Assault on a police officer	3	Resistant handcuffing joint manipulation, escort W/F/FCJ	Yes
			Continued			

Use of Force # Report Number	Date and shift	Day	Incident or Offense	Number of Officers	Outcome	Policy Compliance
UF-06-24 24-0210	02-29-24 3 rd Shift	Thursday	OVI, resisting arrest	2	Resistant handcuffing W/M/FCJ	Yes
UF-07-24 24-0216	03-01-24 2 nd shift	Friday	Assault	2	Resistant handcuffing, strikes, assist to ground B/M/Released	Yes
UF-08-24 24-0217	03-01-24 2 nd shift	Friday	Identity Theft	2	Balance disp, assist to ground, joint manipulation, resistant handcuffing B/M/FCJ	Yes
UF-09-24 24-0242	03-08-24 2 nd shift.	Friday	Agg Menacing	1	Resistant handcuffing, W/F/FCJ	Yes
UF-10-24 24-0305	03-26-24 2 nd Shift	Tuesday	Obstructing, warrant	2	Assist to ground, resistant handcuffing W/M/FCJ	Yes
UF-11-24 24-0372	04-13-24 2 nd shift	Saturday	Theft	2	Resistant handcuffing W/M/Released	Yes
UF-12-24 24-0450	04-30-24 2 nd Shift	Tuesday	OVI, Resisting Arrest	4	Joint manipulation, resistant handcuffing W/M/FCJ	Yes
UF-13-24 24-0453	05-01-24 3 rd shift.	Wed.	OVI, resisting arrest	3	Resistant handcuffing, joint manipulation, B/M/FCJ	Yes
UF-14-24 24-0600	05-31-24 2 nd shift	Friday	Felonious Assault	2	Assist to ground, resistant handcuffing W/M/FCJ	Yes
UF-15-24 24-0680	06-15-24 2 nd shift.	Saturday	Person in crisis	2	Resistant handcuffing W/M/Hosp	Yes
UF-16-24 24-0992	08-26-24 2 nd shift.	Sunday	Person In Crisis	3	Resistant handcuffing W/M/Hosp	Yes
UF-17-24 24-1010	08-29-24 2 nd shift	Thursday	Person in Crisis	1	List assist with medics W/F/Hosp	Yes

Use of Force # Report #	Date and shift	Day	Incident or offense	Number of officers	Outcome	Policy compliance
UF-18-24 24-1015	08-30-24 2 nd shift	Friday	DV, strangulation	2	Assist to ground B/M/FCJ	Yes
UF-19-24 24-1043	09-06-24 2 nd shift	Friday	OVI, obstructing	2	Assist to ground, resistant handcuffing W/M/FCJ	Yes
UF-20-24 24-1056	09-10-24 1 st shift	Tuesday	Person in crisis	1	Escort, joint manipulation B/M/ Hosp	Yes
UF-21-24 24-1136	09-29-24 3 rd shift	Sunday	OVI	1	Joint manipulation, pressure points W/M/Released	Yes
UF-22-24 24-1219	10-25-24 3 rd shift	Friday	OVI	2	Joint manipulation, takedown W/M/FCJ	Yes
UF-23-24 24-1236	10-28-24 2 nd shift	Monday	Felony warrant	2	Escort W/M/FCJ	Yes
UF-24-24 24-1292	11-09-24 3 rd shift	Saturday	OVI	3	Joint manipulations W/M/Released	Yes
UF-25-24 24-1296	11-09-24 2 nd shift	Saturday	Person in crisis	2	Resistant handcuffing W/F/Hospital	Yes
UF-26-24 24-1344	11-23-24 2 nd shift	Saturday	Suspicious person	2	Assist to ground, joint manipulations, strikes W/M/Released	Yes
UF-27-24 24-1416	12-16-24 3 RD shift	Monday	DV	3	Resistant handcuffing W/F/FCJ	Yes
UF-28-24 24-1416	12-16-24 3 rd shift	Monday	DV	3	Resistant handcuffing, escort W/F/FCJ	Yes
UF-29-24 24-1428	12-17-24 2 nd shift	Tuesday	Person in crisis	2	Resistant handcuffing W/F/Hosp	Yes

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

- Two (2) of the twenty-nine (29) use-of-force incidents occurred during 1st Shift.
- 19 (nineteen) of the twenty- nine (29) use-of-force incidents occurred during 2nd Shift.
- Eight (8) of the twenty- nine (29) use-of-force incidents occurred during 3rd Shift.
- Eight (8) of the twenty- nine (29) use-of-force incidents involved an intoxicated and/or drugged person.
- Eight (8) of the twenty- nine (29) use-of-force incidents involved a person in crisis (mental health).
- Three (3) of the twenty- nine (29) use-of-force incidents involved individuals with outstanding arrest warrants.
- Seven (7) of the twenty- nine (29) use-of-force incidents involved a suspect who had assaulted a person.

- 17% (5 of 29) of the use-of-force incidents involved an African American. This is a 47% decrease from 2023. There may be many factors that influenced this decrease. In 2024, officers trained in de-escalation, responding to mental health issues, veterans in crisis, crisis mitigation as well as scenario training.

Officer and Subject Injuries

Six (6) officers reported injuries during use-of-force incidents in 2024.

- An officer sustained a scratched hand and arm.
- An officer sustained a cut to their finger.
- An officer sustained a bruised elbow and knee.
- An officer sustained an injury to their finger
- Two (2) officers sustained a scratch to their hand

Two (2) suspects reported injuries during use-of-force incidents in 2024.

- A suspect sustained abrasions to the head.
- A suspect sustained scrapes to the face.

No injuries to officers or suspects were serious and were treated and released by medics.

Report Conclusions

While officers have thousands of citizens 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.

86% (25 of 29) 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.

62% (18 of 29) of the use of force incidents involve 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 2024, all officers were issued fifty-four (54) LEXIPOL Daily Training Bulletins (DTBs) directly related to the Use of Force. The Use of Force category is highlighted yellow. **(Figure A)**

On September 11, 2024, 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 2024 Use of Force Policy Acknowledgment sheet from PowerDMS is included in this report **(Figure B)**.

In 2024, 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 2025, the Patrol Support Officer/Training Officer will continue to train de-escalation and alternative tactics to using force to all officers. The training officer will also develop challenging real-life scenarios for scenario training.

All officers with the Worthington Division of Police are trained in Crisis Intervention Training (CIT). In keeping with this commitment, three new lateral officers hired in 2024 participated in 40-hour CIT training with their previous agencies. The commitment to crisis intervention training should continue with newly appointed officers in 2024. All sworn officers also completed the mandated CPT hours for responding to a mental health crisis, including courses on crisis mitigation, responding to mental health issues, veterans in crisis, and dementia and related disorders. Officers were required to complete 6 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: 2024 Use of Force Daily Training Bulletins (DTBs)

Report Date 12/9/2024
Reporting Period Start: 01/01/2024 End: 12/09/2024

POST ID	Lexipol		DTBs	Use of Force DTBs	Vehicle Operations DTBs	TOTAL TRAINING TIME
	LAST NAME	FIRST NAME				
OHIO	Predictable	Is Preventable				
	Agin	Keith		49	17	8.133
	Aisel	Micheal		54	18	8.967
	Altenburger	Isaac		54	18	8.967
	Anthony	Justin		54	18	8.967
	Babb	Elizabeth		49	17	8.133
	Biller	Blake		49	17	8.133
	Bradbury	Austin		54	18	8.967
	Bronein	Richard		50	17	8.167
	Earley	Steven		54	18	8.967
	Erhardt	Sherry		28	12	5.367
	Farmer	Jennifer		49	17	8.133
	Floyd	Tammy		52	17	8.500
	Geary	Jeremy		49	17	8.133
	Gebhart	Jon		54	18	8.967
	Ginikos	Michael		28	12	5.367
	Grile	Eric		42	16	7.200
	Harris	Ken		54	18	8.967
	Herman	Jeremy		49	17	8.133
	Holton	Michael		49	17	8.133
	Jones	Jeffery		54	18	8.967
	Kubasek	Jeffrey		54	18	8.967
	Lange	Jeff		54	18	8.967
	Lippolis	Richard		49	17	8.133
	Luoma	Steven		54	18	8.967
	Manning	Christopher		49	17	8.133
	Mcdonald	Douglas		54	18	8.967
	Moran	James		33	12	6.067
	Musa	Mostafa		49	17	8.133
	ONeal	Wayne		49	17	8.133
	Osborne	Krishea		54	18	8.967
	Raak	Tyler		28	12	5.367
	Rigano	Kevin		54	18	8.967
	Ross	Angela		54	18	8.967
	Smith	Andy		54	18	8.967
	Smith	Brian		54	18	8.967
	St. John	Damien		54	18	8.967
	Swenson	Gary		50	17	8.233
	Wigg	Michael		54	18	8.967

FIGURE B: 2024 Use of Force Policy Acknowledgement (LEXIPOL)

Report Date 12/9/2024
Reporting Period Start: 01/01/2024 End: 12/09/2024

Lexipol					
PREDICTABLE IS PREVENTABLE					
POST ID	Last Name	First Name	DTBs	DTBs	TOTAL TRAINING TIME
OHIO	Agin	Keith	49	17	8.133
	Aisel	Micheal	54	18	8.967
	Altenburger	Isaac	54	18	8.967
	Anthony	Justin	54	18	8.967
	Babb	Elizabeth	49	17	8.133
	Biller	Blake	49	17	8.133
	Bradbury	Austin	54	18	8.967
	Bronein	Richard	50	17	8.167
	Earley	Steven	54	18	8.967
	Erhardt	Sherry	28	12	5.367
	Farmer	Jennifer	49	17	8.133
	Floyd	Tammy	52	17	8.500
	Geary	Jeremy	49	17	8.133
	Gebhart	Jon	54	18	8.967
	Ginikos	Michael	28	12	5.367
	Grile	Eric	42	16	7.200
	Harris	Ken	54	18	8.967
	Herman	Jeremy	49	17	8.133
	Holton	Michael	49	17	8.133
	Jones	Jeffery	54	18	8.967
	Kubasek	Jeffrey	54	18	8.967
	Lange	Jeff	54	18	8.967
	Lippolis	Richard	49	17	8.133
	Luoma	Steven	54	18	8.967
	Manning	Christopher	49	17	8.133
	Mcdonald	Douglas	54	18	8.967
	Moran	James	33	12	6.067
	Musa	Mostafa	49	17	8.133
	ONeal	Wayne	49	17	8.133
	Osborne	Krishea	54	18	8.967
	Raak	Tyler	28	12	5.367
	Rigano	Kevin	54	18	8.967
	Ross	Angela	54	18	8.967
	Smith	Andy	54	18	8.967
	Smith	Brian	54	18	8.967
	St. John	Damien	54	18	8.967
	Swenson	Gary	50	17	8.233
	Wigg	Michael	54	18	8.967

FIGURE C: 2024 Use of Force Test Certificates (PowerDMS)

Use Of Force Test	Score	Username	First Name	Last Name	Start Time	Assigned Through
	100%	eric.grile@worthington.org	Eric	Grile	03/20/2024 10:23	Course 23-02 - 001
	100%	austin.bradbury@worthington.org	Austin	Bradbury	05/03/2024 09:45	Course 23-02 - 001
	100%	Jennifer.Farmer@worthington.org	Jennifer	Farmer	03/27/2024 07:50	Course 23-02 - 001
	100%	Tammy.Floyd@worthington.org	Tammy	Floyd	11/01/2024 12:18	Course 23-02 - 001
	100%	Jeremy.Geary@worthington.org	Jeremy	Geary	04/11/2024 22:22	Course 23-02 - 001
	100%	Jon.Gebhart@worthington.org	Jon	Gebhart	04/01/2024 03:40	Course 23-02 - 001
	100%	Mike.Holton@worthington.org	Mike	Holton	03/28/2024 15:21	Course 23-02 - 001
	100%	Jeff.Jones@worthington.org	Jeff	Jones	03/29/2024 08:41	Course 23-02 - 001
	100%	Jeffrey.Kubasek@worthington.org	Jeffrey	Kubasek	03/20/2024 12:42	Course 23-02 - 001
	100%	Jeff.Lange@worthington.org	Jeff	Lange	03/24/2024 04:06	Course 23-02 - 001
	100%	Emily.Lanzer@worthington.org	Emily	Lanzer	03/26/2024 06:38	Course 23-02 - 001
	100%	rich.lippolis@worthington.org	Rich	Lippolis	03/29/2024 08:31	Course 23-02 - 001
	100%	Steven.Luoma@worthington.org	Steven	Luoma	03/21/2024 08:39	Course 23-02 - 001
	100%	Douglas.McDonald@worthington.org	Douglas	McDonald	03/24/2024 04:08	Course 23-02 - 001
	100%	jimjamranch@msn.com	Jim	Moran	04/02/2024 11:30	Course 23-02 - 001
	100%	Keith.Agin@worthington.org	Keith	Agin	05/05/2024 06:43	Course 23-02 - 001
	100%	Mostafa.Musa@worthington.org	Mostafa	Musa	03/26/2024 04:02	Course 23-02 - 001
	100%	k9pepsie@gmail.com	Krishea	Osborne	03/21/2024 18:55	Course 23-02 - 001
	100%	Tyler.Raak@worthington.org	Tyler	Raak	03/28/2024 22:02	Course 23-02 - 001
	100%	Andy.Smith@worthington.org	Andy	Smith	03/23/2024 18:46	Course 23-02 - 001
	100%	Tige.StJohn@worthington.org	Tige	St. John	04/01/2024 21:31	Course 23-02 - 001
	100%	Michael.Aisel@worthington.org	Michael	Aisel	03/22/2024 21:32	Course 23-02 - 001
	100%	Gary.Swenson@worthington.org	Gary	Swenson	03/28/2024 08:27	Course 23-02 - 001
	100%	Isaac.Altenburger@worthington.org	Isaac	Altenburger	03/21/2024 19:39	Course 23-02 - 001
	100%	Justin.Anthony@worthington.org	Justin	Anthony	04/10/2024 07:56	Course 23-02 - 001
	100%	Elizabeth.Babb@worthington.org	Elizabeth	Babb	03/21/2024 08:29	Course 23-02 - 001
	100%	Blake.Biller@worthington.org	Blake	Biller	03/20/2024 17:16	Course 23-02 - 001
	100%	Richard.Brerein@worthington.org	Richard	Brerein	03/21/2024 09:34	Course 23-02 - 001
	100%	Michael.Ginikos@worthington.org	Michael	Ginikos	04/10/2024 00:53	Course 23-02 - 001
	100%	Angela.Ross@worthington.org	Angela	Ross	03/26/2024 00:11	Course 23-02 - 001
	100%	Michael.Wigg@worthington.org	Michael	Wigg	01/31/2024 07:24	Course 23-02 - 001
	100%	wayne.oneal@worthington.org	Wayne	Oneal	04/01/2024 09:36	Course 23-02 - 001
	100%	Kevin.Rigano@worthington.org	Kevin	Rigano	03/20/2024 16:58	Course 23-02 - 001
	100%	brian.smith@worthington.org	Brian	Smith	11/22/2024 15:21	Direct Assignment
	100%	ken.harris@worthington.org	Ken	Harris	11/23/2024 14:34	Direct Assignment
	100%	jeremy.herman@worthington.org	Jeremy	Herman	06/13/2024 20:45	Course 23-02 - 001