

Michigan Association of Chiefs of Police
MICHIGAN LAW ENFORCEMENT ACCREDITATION PROGRAM



Onsite Final Report
Initial Accreditation
Troy Police Department



December 13, 2023

Team Leader: Heather Bromley
Team Member: Louis Keele



A. Agency Name, CEO and AM:



Troy Police Department

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Frank A. Nastasi

Chief of Police

Andrew Satterfield

Administrative Captain
Accreditation Manager

B. Dates of On-Site Assessment:

Wednesday, December 13, 2023

C. Assessment Team:

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D. Community and Agency Profile:

1. Community History

The earliest recorded land purchases in what was known as Troy Township occurred in 1819. A couple of years later, a settlement known as Troy Corners was established because Johnson Niles bought 160 acres in the region. The area is currently the north-central area of Troy. In 1827, Troy Township was established. In 1955, Troy was officially incorporated primarily to prevent border cities from taking more land.

It was named after Troy, New York, and the ancient Greek city of Troy, as many early settlers, as in much of Michigan, originated from New York.

The Troy Historic Village, located at the corner of Livernois and Wattles, is a fully interactive historical museum chronicling the stages of Troy's progression from its first settlers to the City it has become today. Stroll the charming grounds of the five-acre Troy Historic Village. The fully furnished buildings include a log cabin (1840), Greek revival Caswell House (1865), one-room Poppleton School (1877), print shop, wagon shop, town hall, church and parsonage, general store, and Niles-Barnard House (1837). Recurring events for adults and seniors include monthly Thursday Teas history talks and Constitution Cafe discussion series. Blacksmithing classes are available for beginners and returning students. Programs for families include monthly preschool story time with Cheddar the Mouse, Trick or Treating on the Green (October), and Christmas in the Village (December). Hands-on history programs are bookable year-



round for scouts, homeschools, families, and other groups. The Troy Historic Village offers onsite school field trips and History to You outreach programs. The Village is available to rent for weddings, parties, meetings, and other private events.

2. Community Profile

Troy is located in Oakland County in the U.S. state of Michigan. A northern suburb of Detroit, Troy's location in the heart of Oakland County, only 22 miles (35 km) north of downtown Detroit, boasts easy access to I-75, I-696 and M-59. The City offers residents and businesses a tremendous competitive advantage, including attractive neighborhoods, excellent schools, prime shopping and employment opportunities. As of the 2020 census, the city had a population of 87,294, making Troy the largest community in Oakland County, and the 13th-most-populous municipality in the state.

Troy has become a business and shopping destination in the region. Troy's retail and dining options are world class. The nearly 1.5 million square foot Somerset Collection offers a shopping utopia for residents, area workers, and visitors alike. The City's spectrum of shops and restaurants is as diverse as the City's population, with cuisine and goods representing every corner of the globe. The Troy City Center project at 888 W. Big Beaver Road includes a mix of office, residential, retail, and restaurant uses in an easily accessible walkable environment, adding to the vitality of the Big Beaver corridor.

Troy is a city where families and businesses thrive, and it has been recognized for its excellent quality of life for many years. In 2023, Livability named Troy the 10th best place to live in the U.S. and No. 1 in Michigan; WalletHub named Troy one of the Best Small Cities in America; and Troy was listed as the second healthiest city in Michigan. Troy continues to receive top rankings for attracting and retaining entrepreneurial firms in studies by the University of Michigan-Dearborn School of Management. The FBI Uniform Crime Report statistics continues to rank Troy as one of the safest cities in Michigan.

The Troy School District is A+ rated and recognized nationally for excellence in academics and fine arts education. Troy is a highly educated city with about 61% of its residents holding a bachelor's degree or higher. Troy has unsurpassed city services, is consistently ranked as one of the safest cities in Michigan, and has one of the lowest tax rates in Oakland County. Its strategic location puts residents and visitors within easy reach of a wide variety of recreational opportunities, including its 1,000 acres of parkland, two golf courses, nature center, historic village, dog park, trails, and a variety of lakes and streams. Its new ice rink will open in 2024.

Culture & Recreation

The City is home to a vibrant and diverse international community, with 83 different languages spoken in Troy homes and 31% of the population speaking a language other than English at home. About 27% of Troy's residents are foreign born. More than 200 foreign-based companies, the most in Oakland County, have had great success here in Troy because of the extensive resources and locational advantages we offer.

The Troy Nature Society oversees the educational programs and activities of the Stage Nature Center. The Stage Nature Center and Troy Farm are located on a 100-acre preserve. The Nature Center features an interpretive building with classrooms, live reptile and amphibian exhibits, observation bee hive, children's nature area, mastodon dig site, wildlife viewing area, and research library. Visitors can walk two miles of trails



through meadow, forest, marsh, and river areas. The public can also view the Society's five rehabilitated owls in their large enclosed habitat. The Troy Farm features two historical barns and garden plots for residents.

The 127,000-sq.-ft. state-of-the-art complex includes the Recreation offices, fitness center, dance/aerobics studios, gymnasium, aquatics facility, locker rooms, meeting rooms and banquet facilities, teen room, preschool and senior areas. Rent a room for a party or meeting, or purchase a recreation pass for complete access to fitness facilities. Common areas are open to all.

Religion

Troy is home to more than 50 Houses of Worship from Catholic, Protestant, Greek Orthodox, Romanian Serbian, Korean Methodist, and the Bharatiya Hindu Temple. The Greek Orthodox Archdiocese of America Metropolis of Detroit is headquartered in Troy.

Parks

City of Troy Parks include a variety of amenities and a mixture of open space, woodlands, rivers, lakes and recreational facilities. Troy has two 18-hole golf courses, putting green, soccer fields, ball diamonds, disc golf courses, shore fishing, outdoor exercise equipment, tennis courts, basketball courts, pickleball courts, natural and paved walking pathways, play structures and swing sets, a skate park, picnic areas and pavilions. In early 2024, the new ice rink will open in the Civic Center area.

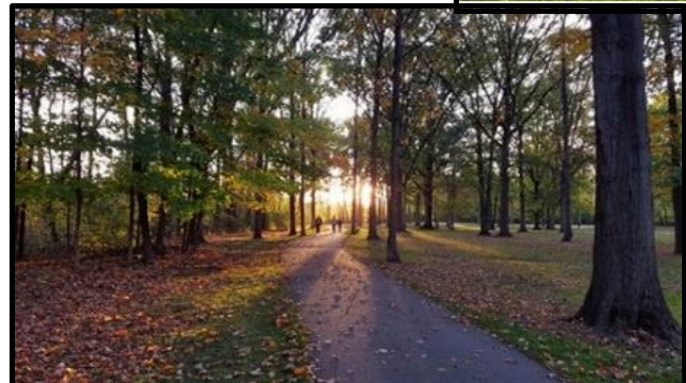
List of Neighborhood Parks:

- Beach Road Park
- Beaver Trail Park
- Phillip J. Huber Park
- North Glen Park
- Redwood Park
- Robinwood Park
- Schroeder Park
- Sylvan Glen Lake Park



List of Community Parks:

- Boulan Park
- Brinston Park
- Firefighters Park
- Donald J. Flynn Park
- Jaycee Park
- Jeanne M. Stine Park
- Milverton Park
- Raintree Park
- Sylvan Glen Lake Park
- Troy Skate Park





Economy



Somerset Collection

Troy is a thriving center of business, particularly in the automotive and financial sectors, and is home to a number of major companies. Troy has the second-highest cumulative property value in Michigan, second only to Detroit. Troy is home to the Somerset Collection, featuring more than 180 stores, a skywalk, and the Oakland Mall. The PNC Center (Top of Troy) is the City's tallest building, with offices for PNC Financial Services, as well as many other major companies. Bank of America and Flagstar also maintain major operations centers in Troy.

Major companies

List of Michigan companies located in Troy:

- Altair Engineering
- Anchor Bay Entertainment
- Bank of America (major center)
- Behr America
- Canadian National Railway (Traded as Grand Trunk Western)
- Champion Homes
- Corewell Health
- CredentialCheck
- Dayco
- Delphi
- DuPont Automotive
- Entertainment Publications
- Flagstar Bank
- iCONMA LLC
- HTC Global
- Inteva Products
- J. D. Power and Associates
- Kelly Services
- The Kresge Foundation
- Magna Powertrain
- Mahindra
- Meritor
- Molina Healthcare
- North American Bancard



*The PNC City Center (Top of Troy)
is the tallest building in the City*



- Plastic Omnium
- Plex Systems
- Rexair
- RHK Technology, Inc.
- Saleen Special Vehicles
- SAE International
- Sonic Alert
- Specter Werkes/Sports
- SRG Global
- STANLEY Black and Decker
- Syntel
- Tata Consultancy Services (TCS)
- ThyssenKrupp USA
- Tyler Technologies
- ViSalus
- The Woodbridge Company (US Headquarters)
- Ziebart



Altair Engineering is one of the largest companies in Troy with a market cap of \$5.745B as of Nov 2023

Government

The City of Troy operates under the Council-Manager form of government. Voters elect six members of Council and the Mayor for terms of four years. An elected member of the City Council shall not serve more than three terms as Councilperson. The Mayor shall not serve more than two terms as Mayor. Any service greater than two years plus one month shall constitute a term. They serve on a part-time basis and act as the legislative branch of government with the responsibility of formulating Municipal Policy. The Council enacts Ordinances, approves the City budget and appoints the City Manager who serves as Chief Administrative Officer of the City.

The current mayor is Ethan Baker, who was elected to a second four-year term on November 7, 2023. The City Council appointed Mark Miller as the City Manager, who manages the day-to-day operations of the City. The City Manager is professionally trained in Municipal Administration. He is appointed on the basis of ability, and responsible for the day-to-day administration of the City Government. He appoints all department directors, submits the proposed budget to the City Council and enforces all City Ordinances.

The City of Troy and City of Clawson on its southern border compose Michigan's 41st District for State Representative. The district is currently represented by Sharon MacDonell in the State House since 2022, and in the state Senate by Mike Webber, since 2022. On the national level, Troy is part of the 9th district, represented by Senator Gary Peters, and part of the 11th district, represented by Congresswoman Haley Stevens.



3. City Demographics

2020 Census

As of the census of 2020, there were 87,294 people, 33,822 households, and 24,300 families living in the City. The population density was 2,609.9 inhabitants per square mile (1,007.7/km²). There were 34,953 housing units at an average density of 1,044.9 inhabitants per square mile (403.4/km²). The racial makeup of the City was 62.2% White, 4.0% African American, 0% Native American, 27.3% Asian, 1.2% from other races, and 5.1% from two or more races. Hispanic or Latino residents of any race were 2.2% of the population.

There were 33,822 households, of which 35.4% had children under the age of 18 living with them, 60.1% were married couples living together, 8.3% had a female householder with no husband present, 3.4% had a male householder with no wife present, and 28.2% were non-families. 23.2% of all households were made up of individuals, and 10.1% had someone living alone who was 65 years of age or older. The average household size was 2.56 and the average family size was 3.05.

According to the 2020 census, the median income for a household in the City was \$104,132. The per capita income for the city was \$51,209. About 5.1% of families and 7.2% of the population were below the poverty line, including 6.7% of those under age 18 and 6.1% of those age 65 or over.

The median age in the city was 43.9 years. 20.7% of residents were under the age of 18; 8.8% were between the ages of 18 and 24; 32% were from 25 to 44; 28.6% were from 45 to 64; and 19.7% were 65 years of age or older. The gender makeup of the city was 50.5% male and 49.5% female.

Population Based on							
Race		2020 Census		Percentage of Population			
White		54,299		63%			
Black		3,484		4%			
American Indian		150		0%			
Asian		23,805		27%			
Other		1,097		1%			
Multiple		4,459		5%			
Educational Level Attainment - Age 25 or Older							
Based on 2020 Census							
High School Graduates		56,171		95.90%			
Bachelor's Degree or Higher		36,665		62.60%			
Fiscal Year			Median Income				
Ended 30-Jun	Estimated Population (1)	# of Households (1)	Per Household (1)	School Enrollments (2)	Median Age (1)	Unempl. Rate (1)	
2013	82,853	33,063	\$ 85,685	12,438	41.8	7.4	
2014	83,270	33,182	\$ 84,325	12,591	41.8	5.9	
2015	83,319	33,233	\$ 85,797	12,563	41.8	4.4	
2016	83,181	32,002	\$ 87,269	12,731	41.8	3.5	
2017	83,181	32,002	\$ 87,269	12,878	41.8	2.5	
2018	85,584	30,812	\$ 85,027	13,034	41.5	2.8	
2019	84,547	31,674	\$ 93,017	13,043	42.2	2.8	
2020	83,881	31,368	\$ 97,048	12,989	43.0	4.0	
2021	87,294	32,961	\$ 101,882	13,172	42.4	2.9	
2022	88,239	33,311	\$ 104,132	12,527	42.1	3.8	

(1) U.S. Bureau of Labor Statistics

(2) Trou School District

(1) U.S. Bureau of Labor Statistics

(2) Troy School District



4. Agency History and Profile

Troy of the past was a stable farming community with a very low crime rate and very little traffic. Nevertheless, by the 1950s, there was a growing desire for the Township to have its own police department so that response times would be short when emergencies did occur.



The Troy Police Department traces its history back to the July 1952 hiring of Chief David Gratopp and Patrolman Willard Schwandt, who patrolled what was then Troy Township.



In November 1952, the Department added a third officer, Patrolman Eugene Sackner. In 1955, Troy incorporated and the Police Department began to grow, both in size and in scope of operation to meet the needs of the rapidly changing and growing city.

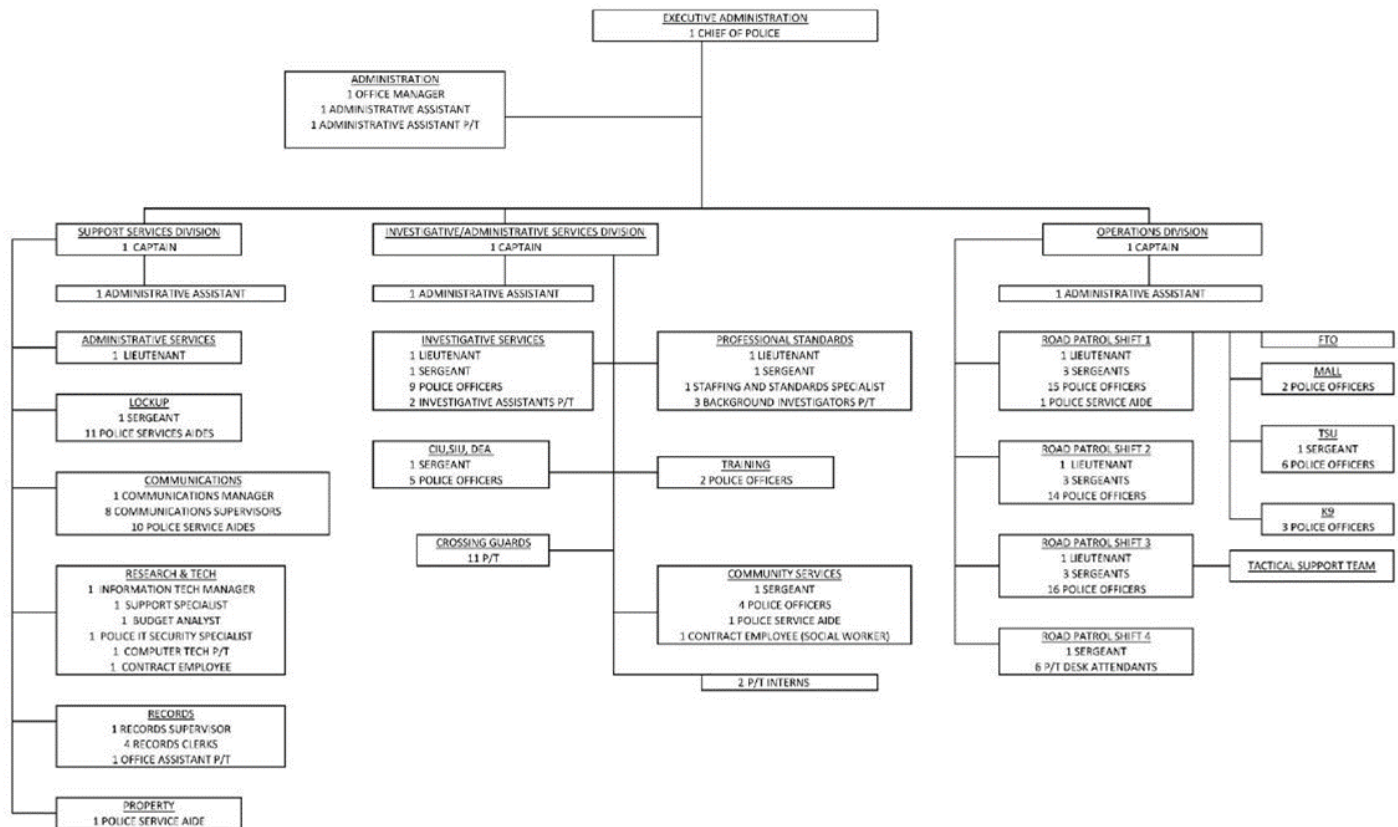
Today, the Troy Police Department is a full-service agency of 117 sworn officers, 35 non-sworn and 16 civilian personnel serving a population of more than 88,000 residents. The Department enjoys an outstanding reputation within the community as well as with other law enforcement agencies.







Organizational Chart



1 CHIEF OF POLICE
3 CAPTAINS
6 LIEUTENANTS
16 SERGEANTS
91 POLICE OFFICERS
1 COMMUNICATIONS MANAGER
8 COMMUNICATIONS SUPERVISORS
26 POLICE SERVICE AIDES
1 OFFICE MANAGER
4 ADMINISTRATIVE ASSISTANTS
1 IT MANAGER
1 SUPPORT SPECIALIST
1 POLICE IT SECURITY SPECIALIST
1 RECORDS SUPERVISOR
4 RECORDS CLERKS
1 BUDGET ANALYST
1 STAFF AND SUPPORT SPECIALIST
167 TOTAL FULL TIME



Department Functions

Office of the Chief of Police/ Professional Standards Section

- Prepares and administers the Department budget
- Coordinates and administers grants
- Directs the planning, organization, coordination, and review of department operations
- Establishes, evaluates, and reports on department goals
- Develops, implements, and evaluates department policies and procedures
- Works with the City Manager and department heads on city plans and projects
- Serves as a liaison with law enforcement and community groups
- Manages emergency operations and homeland security functions
- Conducts Internal and Pre-employment Investigations
- Develops, schedules, and presents department training
- Manages and disseminates social media
- Facilitates problem-solving projects
- Conducts background investigations on liquor license applicants, gun registration, and other city-mandated licensing and permits
- Manages and directs the Tactical Support Team, Crisis Negotiation Team, and Oakland County Hazardous Material Response Team
- Coordinates with Oak Tac Training
- Consortium to manage and direct small squad tactics, active shooter, and school safety training exercises

Investigative/Administrative Services

- Investigates reported crimes and suspected criminal activity
- Conducts undercover investigations and criminal surveillances
- Gathers collates, and disseminates information regarding criminal activity
- Administers criminal and narcotics forfeiture actions
- Provides specialized narcotics trafficking and arson investigations
- Serves as liaison with other law enforcement agencies
- Conducts forensic examinations of electronic devices
- Participates in multi-jurisdictional investigative efforts
- Conducts investigations relative to child welfare, abuse and neglect
- Serves as liaison with local, state, and federal prosecutors and courts
- Coordinates and maintains management information systems and conducts research and planning
- Coordinates purchase and maintenance of department vehicles
- Implements crime prevention programs
- Coordinates school crossing guards
- Investigative/Administrative Services (cont.)
- Coordinates school crossing guards
- Coordinates chaplain programs



- Facilitates the volunteer citizen on patrol program
- School Resource Officer
- Coordinates the PD involvement in community charity-based events in conjunction with city civic groups

- Conducts tobacco compliance checks and smoking lounges compliance checks
- Somerset Liaison Officer
- Plan, coordinate, staff, and execute large scale special events occurring in the City of Troy

Operations Division

- Establishes working relationships with people in the community to facilitate quality policing and problem solving
- Operates motor and foot patrol by uniformed and plain clothes officers for the general maintenance of law and order
- Provides immediate response to emergency situations and provides specialized law enforcement response to tactical situations
- Investigates traffic crashes, facilitates traffic education programs, responds to complaints of neighborhood traffic problems
- Participates in multi-jurisdictional South Oakland County Crash Investigations team
- Utilizes K9 Unit for drug searches, missing persons, and tracking criminals
- Processes major crime scene/Evidence Technician Unit
- Conducts liquor compliance inspections by plain clothes and uniformed officers

Support Services Division

- Maintains records of police calls for service
- Processes Freedom of Information (FOIA) requests and court discovery requests
- Responsible for property and evidence retention, inventory, and destruction of weapons and narcotics
- Lodges, cares for, and transports prisoners
- Manages the Public Safety Answering Point-receiving and dispatching calls for service for Police, Fire, and EMS for the cities of Troy and Clawson
- Coordinates and maintains management information technology systems and conducts research and planning
- Manages impounded vehicles
- Manages the Michigan Association of Chiefs of Police Accreditation Standards
- Oversees Police Capital Improvement Projects
- Disseminates media information/Public Information Officer
- Conducts safety education classes for youth groups

Training Section

Overview

- Troy PD Training Section is responsible for the development, planning, coordination, scheduling, and implementation of all Department training programs
- Maintains training records, the firing range, training facilities, and all equipment assigned to training

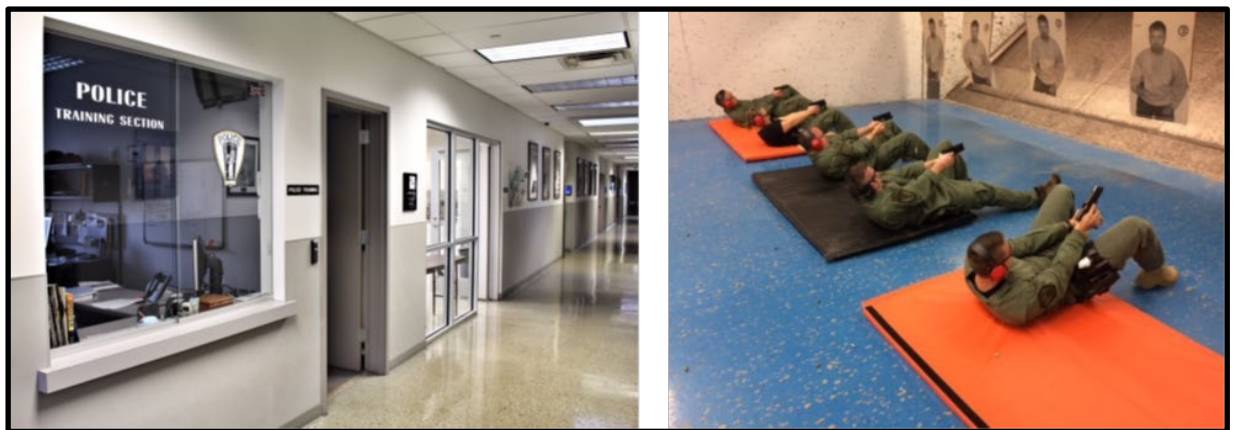


- Staffed by one lieutenant, one sergeant, two officers, and one administrative assistant
- Troy PD hosts numerous events at the state-of-the-art training facility
- In return for hosting, they receive free seats in the training



Philosophy

- Well-trained police employees are capable of delivering high-quality police service while providing for the safety of the public and themselves through their comprehensive knowledge and proper utilization of equipment, operating procedures, and policy.



Tactical Support Team

Overview

- Highly trained and extremely motivated special weapons and tactics unit within the Troy Police Department
- Team consists of one lieutenant, two sergeants, and ten police officers who have completed Basic SWAT School
- Many hold instructor certifications in various special operations disciplines; four of the team members are cross-trained as tactical snipers
- Maintain daily functions as patrol officers and carry all specialized equipment with them
- Required to maintain a high level of physical fitness and must pass a demanding physical qualification yearly



- Participate in monthly firearms training, scenario-based training, and tactical planning
- Provide in-house tactical training and create instructional programs
- TST assisted federal law enforcement, DEA, with warrant service within the City of Troy
- Also assisted Road Patrol in several critical incidents, all resulting in peaceful outcomes



Crisis Negotiations Team

The Troy Police Department, Crisis Negotiation Team (CNT) has been in place for decades. They work with the Tactical Support Team during critical incidents. The CNT consists of five members and a team leader. The team members receive specialized training, providing the tools necessary, when they are called upon to respond to a crisis situation. The CNT could be utilized to assist during a hostage situation, a suicidal subject incident, a dangerous barricaded person or other incidents requiring a specialized response. Each member of the CNT is assigned a primary role in the police department. This includes assignments to the Operations, Community Service, Traffic Safety and Administration sections. When the situation arises, the team is activated and responds to the scene whether on or off duty. The Crisis Negotiation Team works to keep the situation calm, building a rapport with the subject, concentrating on bringing the situation to a peaceful resolution. The CNT utilizes a myriad of technology, cutting edge training and an abundance of patience to assist in the operation.

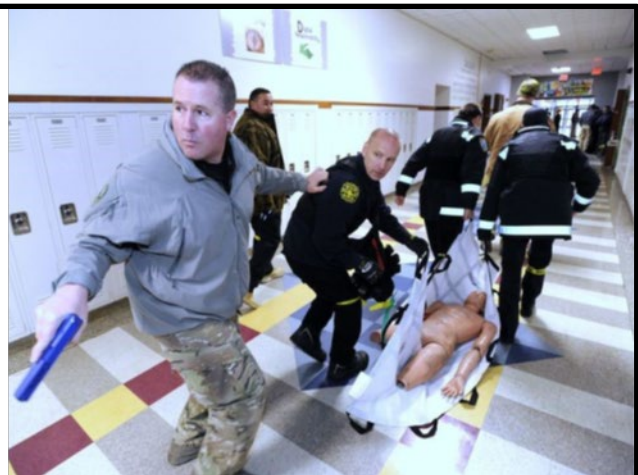




Oakland County Tactical Training Consortium (OakTac)

Overview

- The Troy Police Department is a member of OakTac
- Troy Police annually partners with OakTac to hosts the North American Active Assailant Conference
- Established in 2009 to prepare Oakland County in the event a major incident required a mutual aid response
- Consists of 40 agencies that uniformly train and exercise using shared resources to strengthen overall preparedness capabilities
- 97% of population within Oakland County is protected by member agencies
- Organized into two main disciplines: Mobile Field Force and Active Assailant Response
- Mobile Field Force prepares for and mitigates threat incidents involving civil disorder
- Active Assailant Response outlines how to achieve a coordinated and effective incident response to mass casualty events including criminal acts, terrorist attacks, and large-scale emergencies
- Supported by the Urban Area Security Initiative Grants, OakTac has secured funding for training, exercises, equipment, supplies, and other resources





Oakland County Hazardous Materials Response Team (OCHMRT)

The Troy Police department has a Sergeant and a Police Officer assigned to the OCHMRT. OCHMRT is a public safety special operations response team providing Hazmat and weapons of mass destruction emergency response to 30+ communities in Oakland County, Michigan. Membership includes 40 hazmat technicians, specialists, and police officers from multiple participating fire departments, police departments, and public safety agencies. The team is sponsored and funded by the Oakland County Fire Mutual Aid Association (MABAS Division 3201). The hazmat team serves as a Regional Response Team (RRT) for the State of Michigan, providing Statewide response for major hazmat/WMD incidents, when requested by the Michigan State Police. The Troy Police department has a Sergeant and a Police Officer committed to the team for call-outs and training.



Troy Police Pistol Team

The Troy Police Department's Pistol Team was organized to participate in the annual Michigan Police Shoot Governor's Cup. Pistol teams from police departments all over Michigan come together every year in Jackson, Michigan to participate in this event. After tryouts, the 10-member team practice diligently to hone their skills, becoming expert sharpshooters. The Troy Police Department Pistol Team has taken 1st place in their division, every year since 2001. The Governor's Cup has been on display in the Troy Police station for over 20 years. Beating out the best of best from police departments all over Michigan is an accomplishment on its own. Accomplishing this for over 20 years in a row is an incredible feat.



The team was awarded the Governor's Cup for Class A, which includes police departments with 100-499 employees. The annual event is sponsored by the Michigan Association of Chiefs of Police (MACP). The tradition dates back to its inception in 1928, which began at the Michigan State Police Headquarters in East Lansing. The purpose of this event is to encourage marksmanship by Michigan peace officers. The Governor's trophies have been awarded in each of four classes since 1949.



Criminal Information Unit

The Troy Police Department has two detectives assigned to their Criminal Information Unit (CIU). CIU serves as Troy Police Department's central repository for criminally related intelligence information. CIU's mission is to provide assistance to operational units in technology-based investigations, to conduct forensic examinations on digital evidence, and to collect and provide analytical analysis of criminal activity and major perpetrators.

Special Investigations Unit

The Special Investigation Unit (SIU) is assigned to the Investigations Division and is a specialized undercover and surveillance investigation team. SIU often works high profile felony cases that require covert means of investigation. The team is a mutual aid cooperation consisting of one Troy Police Sergeant as the supervisor, one Troy Police detective, and one detective from the Bloomfield Township Police Department, the Royal Oak Police Department, the Birmingham Police Department and the Auburn Hills Police Department. SIU often partners with the Federal Bureau of Investigation, Drug Enforcement Administration Task Force, U.S. Marshalls and other federal agencies.



Oakland County Narcotics Enforcement Team

The Troy Police Department currently has one detective that is assigned to the Oakland County Sheriff's Department's Narcotics Enforcement Team (NET). The team is a mutual aid unit consisting of participating Oakland County police departments and the Oakland County Sheriff's office. NET focuses on illegal narcotics activity within Oakland County utilizing undercover tactics and investigations.



Drug Enforcement Administration Task Force Officers (DEA)

The Troy Police Department currently has one detective assigned to the DEA as a task force officer. The detective assists the DEA with investigations of major illegal drug activity affecting Southeast Michigan. The task force consists of other participating police departments at the direction of the DEA. The investigations typically include undercover operations, covert surveillance techniques, and advanced technology to advance the cases.



Federal Bureau of Investigations (FBI) Violent Crimes Task Force

The Troy Police Department currently has one detective assigned to the FBI Violent Crimes task force to assist in the apprehension and prevention of major violent crimes occurring affecting South East Michigan and the State of Michigan.





South East Michigan Cyber Fraud Task Force (SEMCFTF)

The Troy Police Department currently has one detective assigned to the SEMCFTF. The detective assists the SEMCFTF in preventing, detecting, and mitigating complex cyber-enabled financial crimes, aiming to arrest and convict the most harmful perpetrators. The task force is staffed with special agents, technical experts, and forensic analysts operating with the Cyber Fraud Task Force (CFTF), Digital Evidence Forensic Labs (DEFL), and State, Local, Tribal, and Territorial (SLTT) task force officers trained through the Secret Service National Computer Forensic Institute (NCFI).



Major Case Assistance Team Investigations

The Troy Police Department is a member of the Major Case Assistance Team (MCAT), which is committed to resolving complex criminal cases by assisting their member agencies involved in major criminal investigations by providing additional trained personnel and equipment. A member of MCAT is a law enforcement agency that has jurisdiction within the State of Michigan and that has geographical boundaries that lie totally or partially within the County of Oakland.



Member agencies and associate members include Auburn Hill Police Department, Birmingham Police Department, Bloomfield Hills Public Safety, Clawson Police Department, Rochester Police Department, Royal Oak Police Department, Oakland County Sheriff Office – Rochester Hills, and FBI-Troy (Gangs & Violent Crimes Task Force).

Operations Road Patrol

The Road Patrol section of the Operations Division, often referred to as the “Backbone” of the Police Department, is vital to the organization. Functional 24 hours a day, seven (7) days a week, 365 days a year, operating with three 10-hour overlapping shifts. Day shift, Afternoon shift, and the Midnight shift. Troy Officers will be on the streets regardless of the weather.

The number one goal of the Road Patrol is to ensure public safety by using a data-driven approach to crime trends, aggressively enforcing impaired driving violations, and training officers to perform specialized assignments. The primary function is responding to calls for service, detecting and preventing crime, and often times conducting initial crime scene investigations and interviews. Officers are tasked with enforcing state and federal.

laws, city ordinances, and traffic laws. They are the most visible part of the Police Department and typically have the most contact with the general public, enjoying a working relationship with the residents and businesses to facilitate problem-solving and increase the quality of life in the City of Troy. Officers perform motorized and foot patrols by uniformed and plainclothes officers; we strive to deter, detect, and suppress crime trends by using overt and covert patrols and saturation patrols for problem areas. The Road Patrol Officers respond to a broad range of emergency situations, which include in-progress crimes, traffic crashes, medical emergencies, and other public safety concerns. We train for and be prepared to respond to tactical situations such as active shooter, barricaded gunman, and acts of terrorism.



Officers conduct traffic enforcement, investigate traffic crashes and fatalities, and respond to and remedy neighborhood-specific traffic complaints while providing education to citizens, schools, and businesses in a crime prevention effort.

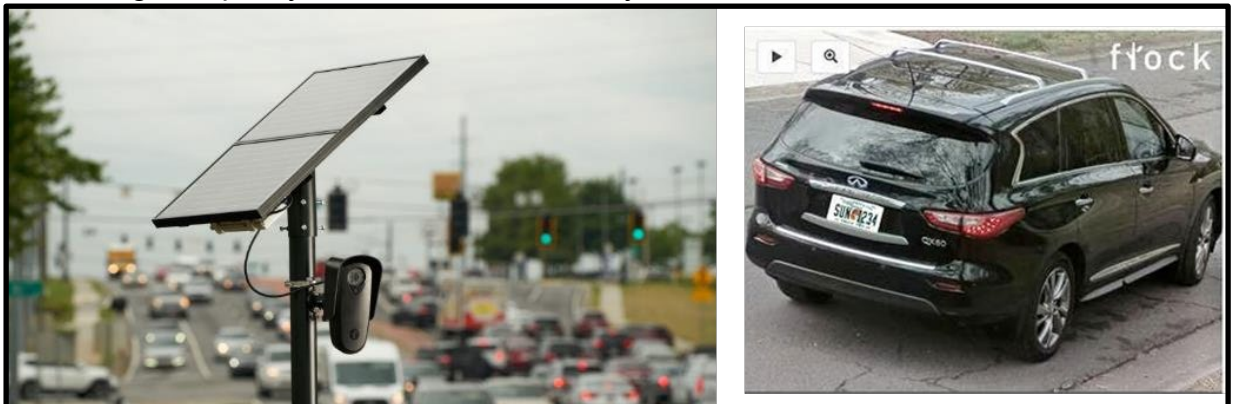


Flock Safety Cameras

The City of Troy Police Department has recently implemented the Flock, Automated License Plate Reader camera system (ALPR). This system is capable of monitoring for wanted vehicles, in addition to using Vehicle Fingerprint Technology. This is capable of capturing the vehicle make, color, type, state of the license plate, vehicles with missing plates, covered plates, paper plates, and over 20 unique vehicle details like roof racks and bumper stickers.

The Police Department placed 25 cameras in strategic locations throughout the city. The in-car video camera in each patrol vehicle is also equipped with these ALPR cameras. The system is monitored from the Communications Center, receiving alerts when a camera locates a wanted vehicle. The Mobil Data Computer inside the patrol car is capable of these alerts as well. A digital application also allows for monitoring alerts via a smartphone or tablet.

In the short time Troy Police have been utilizing this system, the positive results have been quite impressive. Several stolen vehicles have been recovered, resulting in arrests and recovered property. Missing and overdue motorists have been located. Just recently, in California, A serial killer was apprehended with the assistance of ALPR's. This technology is another tool on the officer's gunbelt to assist the Troy Police in enhancing the quality of life in the community.



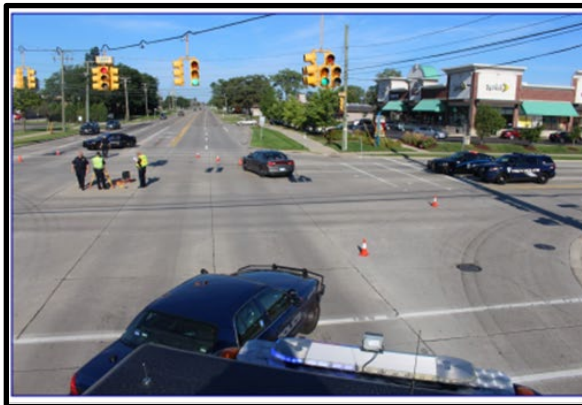


Traffic Safety Unit



The Troy Police Department Traffic Safety Unit (TSU) utilizes a Traffic Safety Specialist to focus efforts on traffic enforcement and education. They perform all the duties of patrol officers but also those required of traffic safety specialists, including Forensic mapping, Advanced crash reconstruction, Occupant kinematics, and Crime scene photography. Three TSU officers are trained Commercial Motor Vehicle Officers. Several TSU officers are members of the South Oakland County Crash Investigation Team (SOCCIT) on call to respond to serious injury crashes. Along with Troy, SOCCIT members include Auburn Hills, Bloomfield Township, Bloomfield Hills, Birmingham and

Clawson. The Traffic Safety Officers can be easily recognized while driving the silver Ford Explorer or white pickup truck.



Troy Drone Unit



The Troy Drone Unit has ten pilots, consisting of one Lieutenant, three Sergeants, and six Officers. This Drone Unit is only used for limited investigatory purposes and to protect the lives and property of citizens in full compliance with applicable laws and Federal Aviation Administration (FAA) regulations. The Unit is limited to authorized missions such as Public safety/life preservation (e.g., barricaded suspects, hostage situations, active shooter, etc.), disaster response, crime scene evidence collection, over-watch of large events, search and rescue missions, hazardous spills, training, assisting other agencies, and search warrants.



K-9 Unit

The Troy Police Department K-9 Unit consists of three highly-trained, nationally certified teams. A team is comprised of one dog and a police officer handler. The Department assigns each team a specially equipped patrol vehicle.

Dogs selected for K-9 duty are professionally bred, German Shepherds. Each must pass an extensive veterinarian screening prior to being placed into service. In addition to regular patrol duties, the teams track criminal suspects or lost persons, search buildings, locate evidence or lost articles, and detect narcotics.

K-9 Unit demonstrations are available to community organizations, schools, youth groups, or civic groups.



Evidence Technician Unit

The Evidence Technician Unit (ETU) consists of eight specially trained officers under the leadership of one sergeant who, in addition to regular patrol duties, is responsible for recovering and processing crime scene evidence. The ETU employs many of the latest technological advances, including digital photography and alternate light source trace evidence identification.

Evidence Technicians respond directly to crime scenes in specially equipped vehicles. The Evidence Technician's duties include:



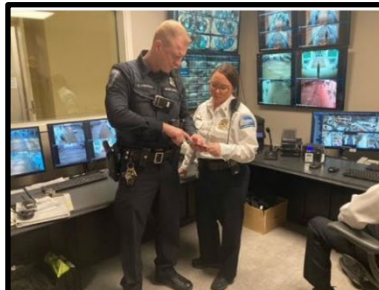
- Identifying, collecting, and preserving trace evidence
- Locating and preserving fingerprints
- Documenting crime scenes through still photography, video, diagrams, and drawings
- Utilizing computer programs to generate facial composite drawings
- Field testing suspected illegal drugs



Somerset Collection Retail Liaison Officers

The Troy Police Department provides two dedicated police officers to the Somerset Collection Retail Mall.

The Somerset Collection is one of the largest stakeholders in Troy and is a destination location for the area. The Retail Liaisons work closely with the Somerset Collection Security Staff to create a safe shopping experience.



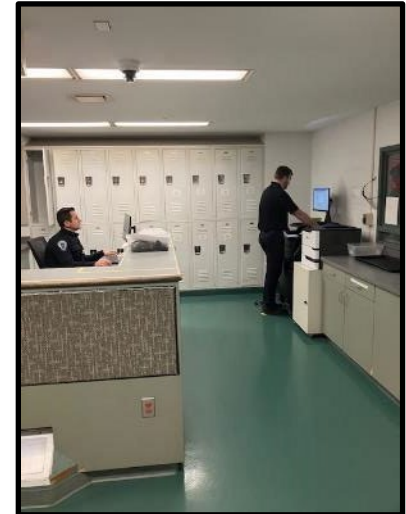
Directed Patrol Unit

The Directed Patrol Unit (DPU) is assigned to the Operations Division and consists of four police officers and one Sergeant. The unit works together oftentimes in a plain clothes capacity and a varying type schedule. DPU addresses crime trends within the city, works special event details, and conducts compliance checks concerning alcohol, tobacco, massage parlors, and other concerns.



Lockup Section

The Troy Police lock-up facility is staffed by 1 Police Sergeant and 13 police service aides responsible for searching, booking, fingerprinting, and continuous in-person monitoring of prisoners. The lock-up staff serves as an integral part of the public safety process. The Lockup facility has eight (8) cells and can lodge approximately 30 prisoners at one time. Lockup is staffed in-person 365 days a year / 24 hours a day, with a minimum staffing level of two employees. Usually, one or more additional employees are on duty during statistically busier times. In 2022, lock-up service aides processed over 1,200 custodial arrestees brought in by Troy or Clawson officers.



Communication Section

The City of Troy Police / Fire Communications Center is a state-of-the-art facility within the Troy Police Department complex. The facility is staffed 24 hours a day, seven days a week, by highly trained and motivated Police Department personnel. These personnel handle over 34,000 emergency and 9-1-1 calls yearly and over 100,000 non-emergency calls and inquiries. The Communications Center staffing consists of a Communications Manager, eight (8) Communications Supervisors, and ten (10) Dispatchers. Together these skilled professionals provide call-taking and dispatching services for the residents



of the City of Troy and the City of Clawson, Michigan. The purpose of the Police Department Communications Center is to provide expertise in handling communication functions and to establish a continuity of procedures. Through these professional methods of operation, the Communication Center can provide the Police Department and citizens with the maximum degree of safety.

Responsibilities of the Communications Center include receiving requests for Police, Fire, and Emergency Medical services from both the residents for whom they serve and those commuting and working in the City of Troy and Clawson. Personnel act quickly and logically to dispatch emergency units to scenes that require immediate attention. Along with handling emergency calls, Communications personnel also handle routine requests from citizens needing basic information or assistance with non-emergency incidents.

To provide the most accurate and expedient service to its citizens and other Police Department personnel, all of the Communications staff are trained in the most advanced law enforcement equipment available, including Computer Aided Dispatch (CAD), Courts, and Law Enforcement Management Information System (CLEMIS), Enhanced 9-1-1 call retrieval systems (E911), Law Enforcement Information Network (LEIN) and computer-based radio communication systems.



Chaplains

The City of Troy is fortunate to have a strong religious presence, boasting an eclectic group of religious bodies and faith groups. The Troy Police Department has teamed with some of these religious groups to form the Troy Police Chaplain Program. Made up of four volunteer Chaplains, the team may be called upon to provide spiritual support and encouragement to officers and their families who seek their guidance. They might assist



officers when delivering death notifications. They may act as liaisons between the police and other faith group or citizens. The Police Chaplains are called upon to deliver the Invocation at ceremony's, and other gatherings. Police Chaplains have provided great comfort to officers and their families during times of crisis, sickness, injury or loss of a loved one. The Police Chaplain Program is an invaluable part of our organization.



Troy Police Honor Guard

The Troy Police Department's Honor Guard was formed to perform official remembrance of law enforcement professionals who have passed in the line of duty. The Honor Guard is trained for drill and ceremony, flag presentations, and funeral details and is utilized for certain events that require a dignified display and presentation of the nation's flag. The Honor Guard uniform is designed and fitted to military-type specifications for a polished appearance. The current Troy P.D. Honor Guard consists of 14 sworn officers, including several members from the Sergeant and Lieutenant ranks. Members of the Honor Guard also operate a 501c3 charity to give financial support to the families of Law Enforcement Professionals in the state of Michigan who have passed in the line of duty.



Community Relations

The Community Services Section is responsible for community outreach as well as crime prevention efforts.

The School Resource Officers, Community Services Officers and Public Information Officer all work together as part of the Community Services Section. The Troy Police Department



hosts 200+ events a year, attended by more than 30,000 people. We partner with many community organizations, houses of worship, local and regional groups.



Types of Activities



- Safety with Strangers
- "Choose Wisely" (presented to 4th graders)
- "Got Caught" (presented to 5th graders)
- Personal Safety and Scams
- House of Worship Safety
- Internet Safety
- Workplace Safety
- Active Shooter Response
- Team
- Prom & Graduation Safety
- Shop with a Cop
- Honor Guard Charity Golf Outing
- Special Olympics Torch Run
- Touch a Truck Event
- Citizens Academy
- Hope Not Handcuffs / Quick Response Team - Narcotic Overdose





Community Service Section - School Resource Officers

The Troy Department has three dedicated School Resource Officers (SRO). The SRO acts as a liaison between school staff, students, parents and the Troy Police Department. SROs also handle police matters that involve students. Duties include taking police reports, investigating criminal matters that occur in the schools, classroom presentations and attending school events. The SROs are assigned to 26 schools within Troy.





5. Agency Mission, Vision & Values

Mission Statement

It is the mission of the Troy Police Department to enhance the quality of life in our community by forming partnerships that provide for the protection of life and property and maintain the peace through police service.

Vision Statement

We strive to accomplish the Department's mission by forming partnerships with residents, businesses, community groups, governmental agencies, and private organizations. We will utilize problem solving and creativity to enhance community livability. We will empower our employees to exercise leadership to achieve our mission.

Core Values

These values reflect the principles, qualities and standards upon which our rules, orders, policies, goals, and operating philosophy are based. Although we may need to balance them, they are non-negotiable and we will never ignore them.

Integrity: We value ethical conduct, honesty, and truthfulness. We do what is right, pursuant to law and ethical standards, whenever we make decisions, engage in actions, or refrain from taking action.

Respect: We value human life, safety, and the dignity of people and commit ourselves to treating all people with compassion, respect, and concern. We shall strive to maintain public trust by conducting ourselves in an unbiased, fair and impartial manner.

Laws and the Constitution: We believe in the principles embodied in the Constitution and recognize the authority of federal, state, and local laws. We respect and protect the rights of all citizens and treat all persons fairly and without favoritism.

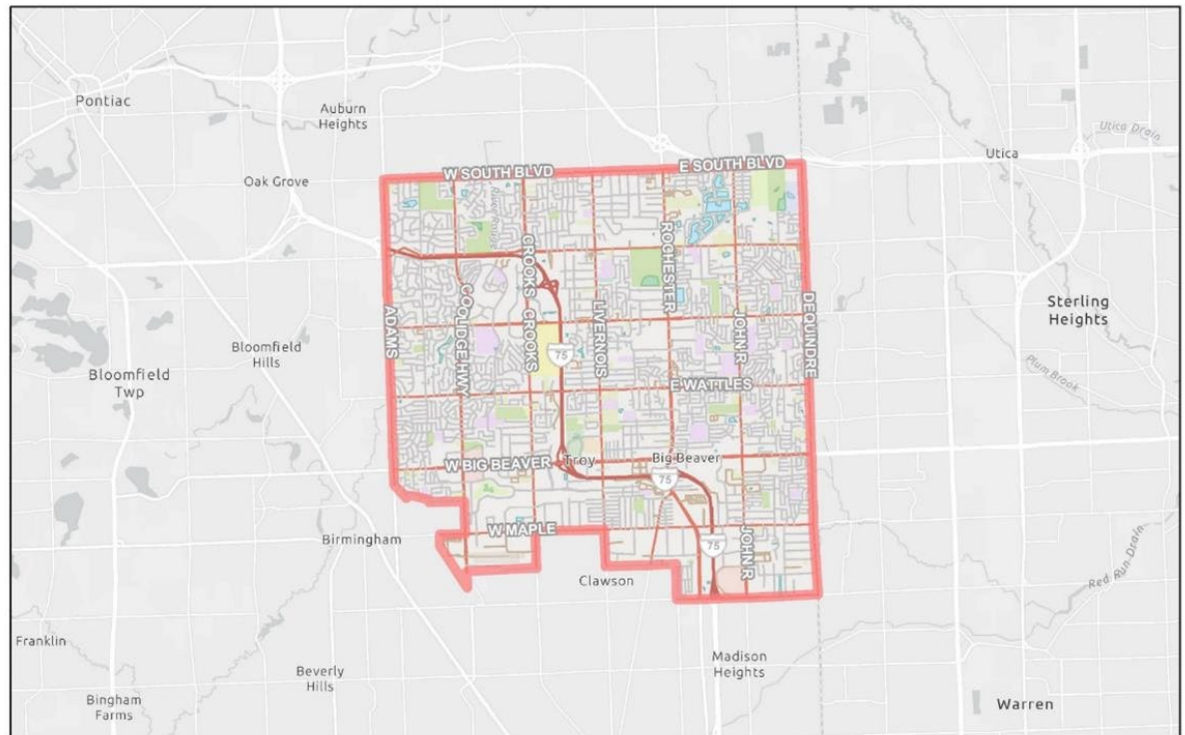
Accountability: We are accountable to each other and to the citizens we serve. Therefore, we will strive to understand community values and expectations, and will communicate responsibly, openly, and honestly among ourselves and with the community.

Problem Solving: We listen to complaints and the explanation of problems with empathy and sensitivity, and work with citizens to resolve the underlying causes of crime, disorder, and disruptions of the public peace.

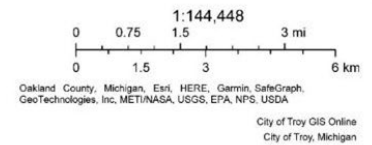
Professionalism: We acknowledge the duties and responsibilities of our chosen profession, we demonstrate the specialized knowledge and skills we possess, and we commit ourselves to fulfilling our duties and responsibilities by utilizing our knowledge and skills in a manner that benefits our community.



6. Agency Composition - Troy Police Department Jurisdiction



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Troy Crime Statistics - Performance Indicators

PERFORMANCE INDICATORS	2020/21 ACTUAL	2021/22 ACTUAL	2022/23 PROJECTED	2023/24 BUDGET
OWI Arrests	172	197	210	250
Alcohol Compliance Inspections	314	535	538	540
Group A Crimes Occurring	2328	2246	2600	2700
Group A Crimes Arrests	678	606	650	700
Group A Crime Clearance Rate	29.1%	27.8%	27.0%	28%
Directed/Selective Traffic Enforcement Details	365	449	450	450
Hazardous Traffic Citations	1622	3848	5500	5700
Non-Hazardous Traffic Citations	566	402	500	550
License, Title, Registration Citations	792	1454	1500	1500
Commercial Motor Vehicle Violations	801	368	550	550
Traffic Crashes	2002	1953	2700	2800
School Safety Checks	859	2761	2650	2800
Request for Ambulance with Officer	1762	1851	1500	1600
Online (Web Based Reports Taken)	258	398	400	400



Notes on Performance Indicators

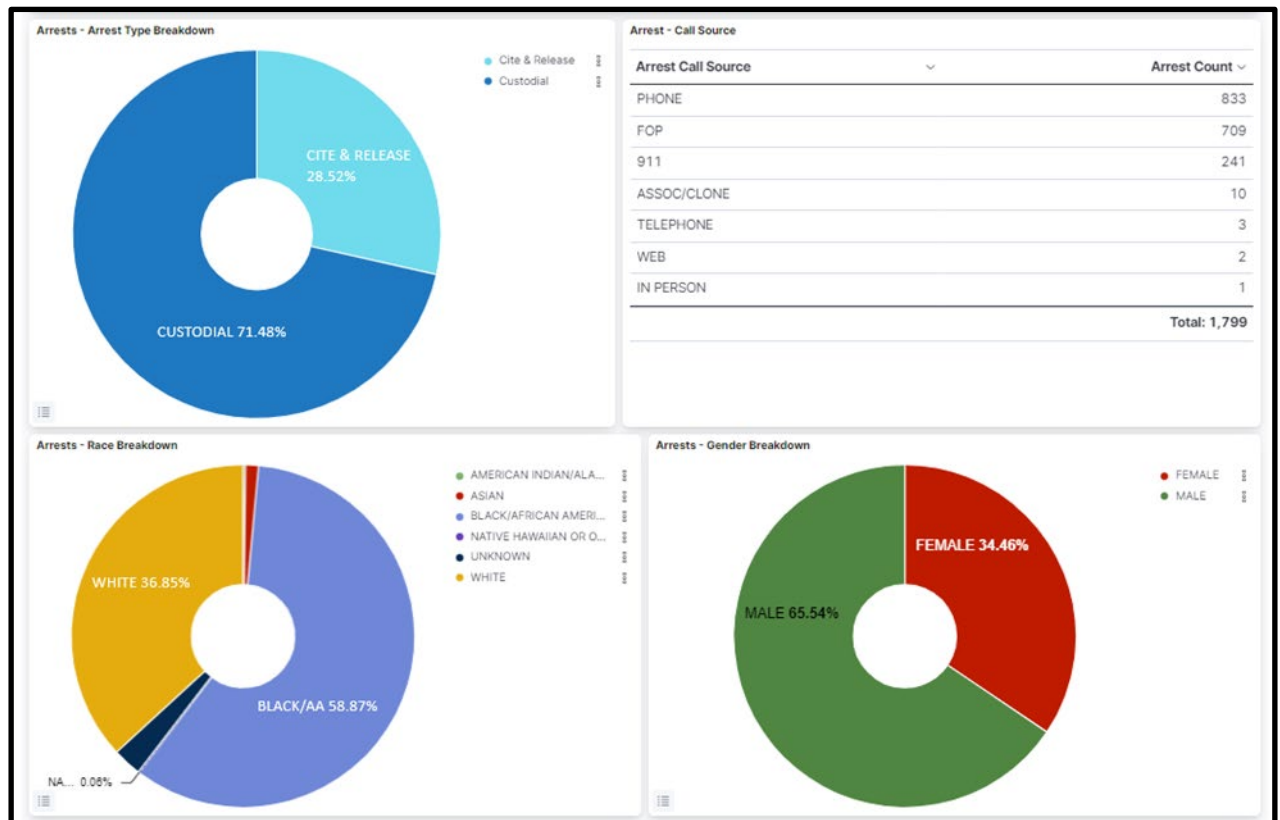
- Covid-19 shutdowns and staffing reductions reduced the 20/21 categories of OWI arrests, Alcohol Compliance Inspections, traffic crashes, and all citations. As staffing increases and Covid-19 protocols are decreased it's predicted that numbers should rise in those categories.
- The 2020 U.S. Census for the City of Troy showed an increase in population which is predicted to affect ambulance requests and an increase in several categories.
- School safety check numbers are increasing because of data becoming more accessible through CLEMIS.

Calls for Service for 2022:

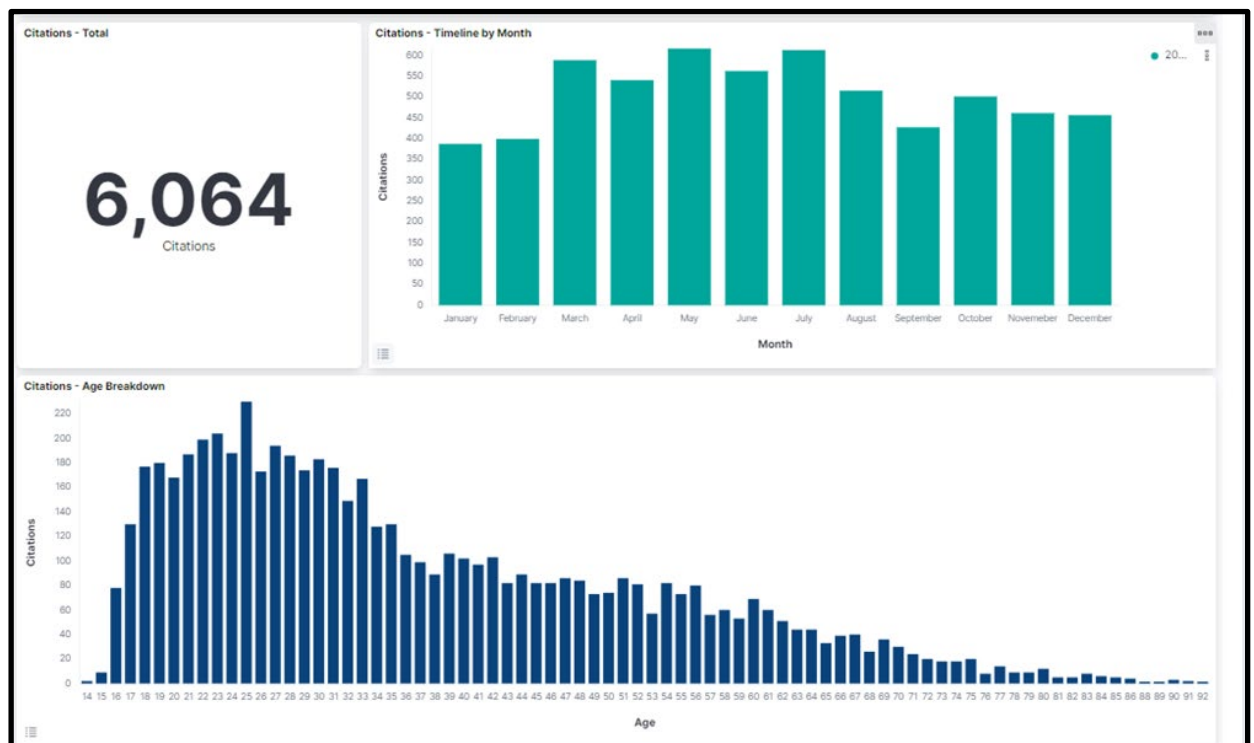


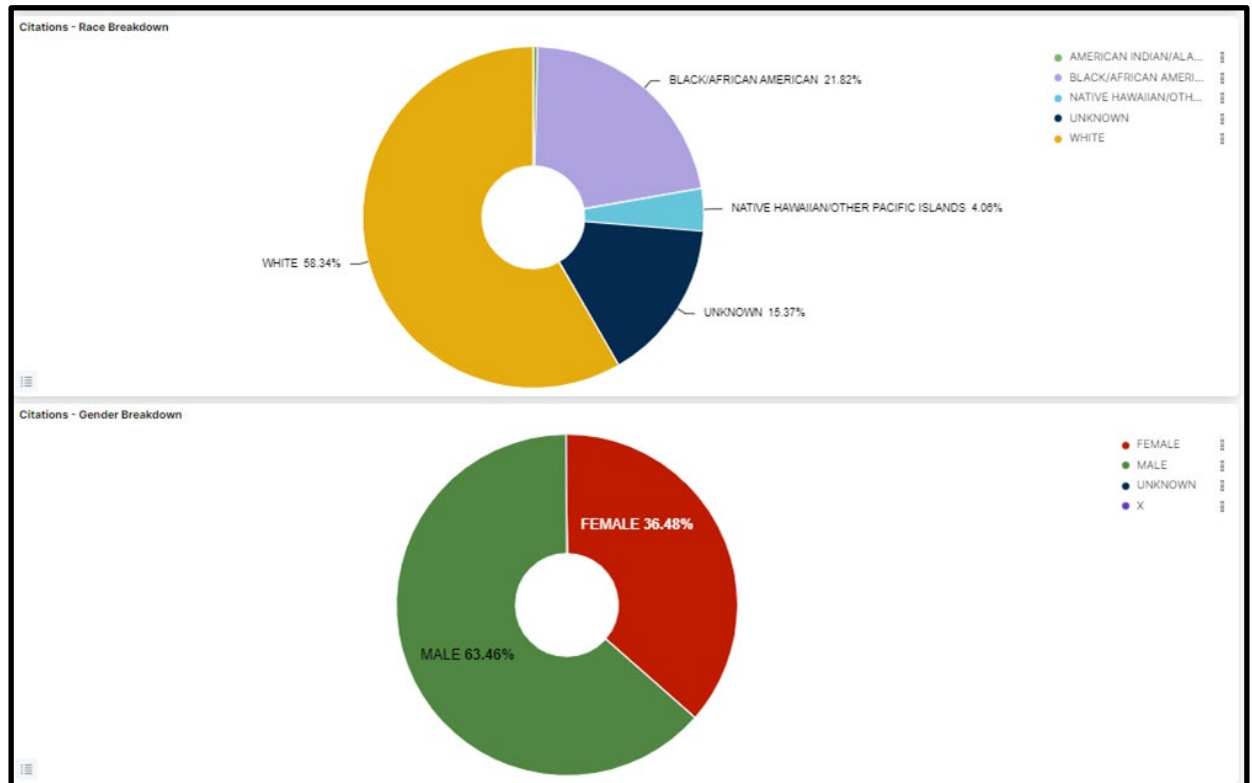
Arrest Summary for 2022:





Citation Summary for 2022





7. CEO Biography



Frank A Nastasi

Hired: September 16, 1996

Duties: Chief of Police

In October 2018, the Troy Police Department promoted Frank Nastasi to the position of Chief of Police. Chief Nastasi began his law enforcement career in 1993 at the Hazel Park Police Department, where he worked until 1996. At that point, he was hired by the Troy Police Department. Throughout the years, he was assigned numerous positions within Troy PD as he worked through the ranks. Chief Nastasi was promoted to Sergeant in 2009, Lieutenant in 2012, and Captain in 2017. He has worked as a Division Commander, Road Patrol Supervisor, and Criminal Investigations Supervisor. Chief Nastasi served as a proud member of the Troy Police Honor Guard. He also served as a defensive tactic instructor, firearms instructor, and as both an operator and commander of the Tactical Support Team.

Chief Nastasi holds a Bachelor's Degree from Colorado State University. In 2016, he graduated from the FBI National Academy in Quantico, Virginia. Chief Nastasi has also successfully completed the Northwestern University School of Police Staff and Command program and the Michigan Association of Chiefs of Police Executive Leadership School.

Chief Nastasi has been a past member or is a current member of numerous associations and boards, including FBINAA Curriculum Committee, Oakland County Grant Allocation Committee, Oakland County Tactical Response Consortium, Michigan Municipal Risk Management Authority, Troy Community Coalition, Public Safety Answering Point Committee, Joint Terrorism Task Force (JTTF) Committee, the



Narcotics Enforcement Team (NET) Advisory Board, Macomb Police Academy Advisory Board, International Association of Chiefs of Police, Michigan Association of Chiefs of Police, Oakland County Association of Chiefs of Police, and Southeast Michigan Association of Chiefs of Police.

Chief Nastasi is committed to the Mission Statement of the Troy Police Department, which reads, *"It is the mission of the Troy Police Department to enhance the quality of life in our community by forming partnerships that provide for the protection of life and property and maintain the peace through police service."*

8. Accreditation Manager Profile



Andrew Satterfield

Hired: October 13, 1997

Duties: Police Captain

Administrative Captain/Accreditation Manager

Andy Satterfield began his career in public service by enlisting in the US Army at 17. He served ten (10) years in a Military Police unit and received an Honorable Discharge in 2001.

Satterfield was sworn in as a Troy Police Officer in 1997 and, through the course of his career, was selected as a

Background Investigator, SWAT team Operator, SWAT Sniper, Firearms Instructor, Defensive Tactics Instructor, Chemical Munitions Instructor, Evidence Technician, Honor Guard, Mountain Bike Team, Directed Patrol Unit, and Detective in the Special Investigations Unit.

Satterfield was promoted to Sergeant in 2012 and supervised the Honor Guard, Evidence Technicians, and Sniper team. 2014 he was selected as the Sergeant in the Training and Professional Standards section. Satterfield was promoted to Lieutenant in 2017. He expanded his responsibility in Professional Standards as he managed Training, Internal Affairs, Emergency Management, Licensing, Background Investigations, Recruiting, Hiring, and Promotional Processes. He was assigned as the project manager on numerous capital projects.

In July 2019, Satterfield was promoted to Captain and oversaw the Operations Road Patrol Division for the next two years, including three patrol shifts: a Traffic Safety Unit, a Directed Patrol Unit, a Field Training Program, K9, a Haz Mat team, and an Honor Guard. In 2021, Captain Satterfield was chosen to lead the Support Services division, which consists of the Dispatch Center, Jail, Property Room, Information Technology, Records Bureau, Budget Analyst, and oversight of all capital projects. Captain Satterfield was named the Accreditation Manager in August 2021 for the department's initial accreditation. Satterfield has received numerous commendations and awards throughout his career, including three "Chief's Awards."

Captain Satterfield resides in Troy with his wife and two teenage children. The Satterfield's actively volunteer with Troy Schools, Troy Rotary Club, Troy Nature Center, Firefighters' Kids Christmas, Shop with a Cop, Special Olympics Law Enforcement Torch Run, Troy Daze Festival, and the American Lung Association Firefighter Fight for Air Climb.

Captain Satterfield holds a Bachelor's Degree in Criminal Justice from Ferris State University, a Master's Degree in Administration Leadership from Central Michigan University, and is a Graduate of Northwestern University's School of Police Staff and Command. Captain Satterfield is also a volunteer Troy Firefighter, serving in this



position for 18 years. In an effort to improve public safety recruiting and retention, Captain Satterfield partnered with the Troy Community Foundation and established a First Responder Scholarship Endowment. The scholarship financially supports Troy citizens entering the public safety profession and programs supporting public safety and the children of current Troy first responders.

9. Executive Team

Police Lieutenant David Quaiatto



Hired: February 6, 1989

Duties: Administrative Lieutenant

David attended Sterling Heights High School in Sterling Heights, Michigan. He received his Associate's Degree in Criminal Justice from Macomb Community College and is a graduate of Northwestern University's Center for Public Safety School of Police Staff and Command. His father worked as a Troy Police Officer for 25 years, retiring in 1995. David always dreamed of following in his father's footsteps. Those dreams came true in 1989 when David joined the Troy Police Department as a Police

Service Aide. David rose the ranks to his current position as a Police Lieutenant. He likes to say, "A Quaiatto has been behind the badge in Troy for over 50 years!"

David worked in the Lockup, Communications, and Road Patrol and as an investigator in the Special Investigations Unit. He has been a member of the Crisis Negotiation Team, currently serving as Team Leader. He has been involved in the Field Training Officer program, becoming the FTO Coordinator. He has been involved in the Police Chaplain program, a Firearms Instructor, a Use of Force Instructor, a Rules and Regulations Revision Committee, and an Award Committee, and is currently on the Accreditation Team. David was named as the Command Officer of the Year in 2015. Besides his duties, David has served as a member of the Executive Union Board for over 25 years, holding positions in the Police Officers and Command Officers Associations.

In his off time, David enjoys spending time with his family, gardening, woodworking, and "tinkering." David enjoys the family-like atmosphere at the Troy Police Department and has made many lifelong friends along the way.

Police Sergeant Daniel Langbeen



Hired: March 5, 2001

Duties: Lockup Sergeant

Daniel Langbeen was raised in Sterling Heights and graduated from Ferris State University in 1999. After graduation Daniel started his law enforcement career in with Macomb County Sheriff's Office. In 2001 he was hired by Troy PD and attended the Oakland County Police Academy. He has been assigned to the Traffic Safety Unit, Special Investigations Unit, Oakland County Narcotics Enforcement Team, and the Directed Patrol Unit. Daniel has also been a Field Training Officer and was promoted to Sergeant in 2017. He currently oversees the

Lockup Section and Property Room. In 2021, he was a graduate of the Northwestern University Staff and Command Class. In his spare time, Sgt. Langbeen enjoys spending time with his family and coaching youth baseball.



Roland Gungab, CPA



Hired: May 2, 2022

Duties: Budget Analyst

Besides his assistance with accreditation, Roland manages large purchases, grant applications, and capital projects and researches crime statistics. Before joining the Troy Police, Roland was a financial controller for six years. He has been a licensed CPA since 2012, which included work in fraud investigations and forensic accounting, conducting compliance audits, and writing audit reports -mostly for nonprofit organizations and the Social Security Administration.

Roland earned his bachelor's degree at Michigan State University and has been a resident of Troy since 1980. Roland also served as a US Army Drill Sergeant and was honorably discharged in 2000.

10. Future Issues

The Troy Police Department remains focused on providing law enforcement services to enhance the quality of life in their community. Like many law enforcement agencies across Michigan, they continue to work diligently on recruitment, hiring, and retention. The following recruitment videos are one component of their efforts.

- Police Service Aid Recruiting Video ([HERE](#))
- Police Officer Recruiting Video ([HERE](#)) and ([HERE](#))
- Police Officer Lateral Transfer Recruiting Vide ([HERE](#))

E. Public Information Activities:

Public notice and input are cornerstones of democracy and MLEAC accreditation. This section reports on the community's opportunity to comment on their law enforcement agency and to bring matters to the commission's attention that otherwise may be overlooked.

1. Telephone Contacts

There were three (3) calls during the open call period.

- **Resident / TPD Civilian Volunteer** - The caller is a resident of Troy and a former civilian volunteer. He expressed a desire for the agency to renew the program. He expressed that the agency is a great department and has enjoyed working with them for several years.
- **Chief Kellie Bauss – Clawson Department** -Assessor Keele spoke with Chief Bauss, who stated she is very satisfied with her agency's working relationship with Troy Police. Clawson Police has a contracted service agreement with Troy for communications and lodging; she advised that they are always attentive to their needs and easy to work with. Her experiences with Troy have been positive; the officers are always professional, and she gets along well with her officers. Clawson is a much smaller agency than Troy and offers limited services. However, Troy is always available to them for mutual aid, crime scene handling, and K9 services. They host many meetings and training for the MCAT. Chief Bauss added that her agency is accredited and has no doubt Troy will maintain the standards necessary to remain accredited going forward.



- **Mike Kerr – Resident / Retiree** - Assessor Keele spoke with Mike Kerr, who advised that he is a 50-year resident of the City of Troy and retired from the PD after 31 years. He was excited that Troy was going through the accreditation process and wanted to call in and express his opinions on the PD. Kerr stated that Troy Police maintains the highest professional standards in all of Oakland County; the officers are well-trained, professional, and courteous. The department spends a great deal of time and effort in community engagement. He is still active with the Troy Community Coalition and Youth Assistance programs, and the Officers are very involved and active with these initiatives. He spoke of a recent incident wherein he received a public alert for a dangerous armed subject in the vicinity and, while speaking with others in neighboring communities, found they were not and were quite upset about the lack of sharing information. He took great pride in the fact that “his” police department had made the proper notifications to their residents. Kerr stated he would never live anywhere, but in the City of Troy; he raised his family here and plans to stay; he “loves” being a resident. A number of his neighbors know he retired from the department and will always come to him with compliments regarding their professionalism and compassion after having police contact. When he was employed with the department, they were constantly told by command, “Treat the community as you would like your family treated.” This still holds true today, and the officers continue this long-standing order of compassion. He does not doubt that they will achieve accredited status and maintain such in the future.

2. Correspondence

The accreditation team received the following written correspondence:

- **Det. Sgt. Jody Horne; Accreditation Manager, Clawson Police Department**
Having been through the accreditation process, I have a strong understanding of the requirements to become an accredited agency. I have no doubt that Troy PD will not only meet the requirements but exceed them. During my entire almost 19 years with my department I have worked alongside the Troy Police Department on a daily basis. They have provided us with professional dispatch and jail services for most of my career.
- **John Monkowski; City Resident**
I have lived in Troy for 49 years and appreciate the safety our officers have provided. Thank you for what you do.
- **Lt. Michael Connolly, Farmington Hills Police Department**
The Troy and Farmington Hills Police Department have enjoyed a strong working relationship between our two agencies for years. As law enforcement partners, we routinely share intelligence on current crime trends and criminal activity affecting both of our communities. Our investigative consortiums like SONIC (South Oakland Narcotics Intelligence Consortium), Oakland County NET, Auto Theft Unit and DEA have always worked closely with our partners at the Troy Police Department. In addition, our two agencies will “share” our command officers to participate in each other’s promotional processes as members of their evaluation Oral Boards. This shows confidence between our agencies to allow each other play a role in selecting the next generation of leadership through the promotional process.
- **Director Jeffrey Gormley City of Bloomfield Hills Public Safety Department**
I have worked for the City of Bloomfield Hills Public Safety since 1998 and currently am the Director of Public Safety. During my tenure, I have participated directly and indirectly with the Troy Police Department on many different teams, projects, and levels. I have served on Task Force Teams organized and operated out of Troy



Police. They have consistently demonstrated and continue to show the best operating principles. The Troy Police always provide excellent management and oversight of any program I have observed them manage. Their participation and support of local police agencies are welcomed and appreciated. They give the Troy community tremendous service.

I support them in becoming an accredited community.

- **Chief Scott A. Grewe; Birmingham Police Department**

I am happy to see that the Troy Police Department is in the final stages of obtaining accreditation status. I have worked at the Birmingham Police Department for 25 years and have had close relationships with several members of Troy PD and worked closely with them on active incidents and criminal investigations. The Troy Police Department is and always has been a professional organization utilizing best practices to provide police services to their community.

Additionally, they have been a leader in bringing together agencies for cooperative agreements to investigate criminal activity and we currently have an officer assigned to their Special Investigations Unit (SIU). SIU has helped to reduce crime by targeting known criminals, thereby helping us to provide a safer community for all our residents.

I fully support the Troy Police Department becoming an accredited agency as they continue to be a leader in the law enforcement community and are truly "The City of Tomorrow Today."

- **Captian Greg Wald; Birmingham Police Department**

I am writing in support of the Troy Police Department being awarded accredited status. In my 23 years with the Birmingham Police Department, I have had numerous interactions with members of the Troy Police Department and have always found them to be very professional in the execution of their duties. More recently, in my administrative role, I have had the pleasure of working with leadership members in the Troy Police Department on overlapping projects and other matters, and have found them to be very helpful and knowledgeable.

Additionally, my wife is a forensic science teacher at Troy High School and interacts with members of Troy Police Department often, including department evidence technicians and SRO's doing presentations. She, and her students, are always impressed with how Troy PD members conduct themselves. Personally, I know my wife and the entire Troy community are in good hands with the Troy Police Department.

- **Chief Elvin B. Barren; City of Southfield Police Department**

The Southfield Police Department has coordinated with the Troy Police Department on several occasions. For example, on Thursday, August 24, 2023, a report was filed with our agency. The victim was kidnapped in Pennsylvania by her ex-boyfriend and held against her will for several days. The victim had family in Southfield and fled to our city to file a report after convincing her ex-boyfriend to let her go. The suspect continued calling / threatening the victim and stated that he was on his way to Southfield to kill her.

Officers determined that the suspect, who is originally from Detroit established residency in Pennsylvania, however the suspect was employed in Troy. Southfield detectives reached out to Troy PD for assistance. Troy PD conducted surveillance on the suspect's place of employment, and he was arrested without incident upon completion of his working day, while walking to his vehicle.



In addition, Troy PD also assisted Southfield detectives with placing a tracking device on a vehicle that was used during multiple UDAA's. The collaboration led to arrests.

- **Chief Brent LeMerise; Madison Heights Police Department**

Over the years, Troy PD and Madison Heights PD have had a great working relationship. I can think of many times that Troy has supported us in a situation requiring mutual aid, even before the request for assistance. Troy PD is known for its professionalism and high quality of service. Striving to become accredited will no doubt be achieved by Chief Nastasi and his staff, as they have already been employing many of the best practices in law enforcement. As a neighboring agency, we will continue to support them as they have us.

- **Lt. Nicole Thompson; Oakland University Police Department**

I am sending this email to discuss positive interactions I have had with the Troy Police Department, specifically Communications Manager Sam Kalef and their mental health co responder Ken Stein who I have directly worked with collaboratively.

First, I will tell you that Troy PD is an organization that many police departments, ours included, look at to model a lot of our police operations, policies, procedures, training etc. from. They are always a leader in the law enforcement field and always willing to offer assistance and guidance when their peers at other agencies reach out and ask for their help. Recently, I worked with Sam Kalef as a co-facilitator for a mock active shooter scenario exercise that included multiple agencies. Sam is always professional, knowledgeable, and approachable when interacting with him. During our discussion we discussed a recent upgrade to our department radios, and he learned that our department needed to test a new piece of radio equipment to determine if we needed to order this equipment for our entire department to purchase. He offered to allow us to utilize Troy PD's radio equipment to test out prior to purchase and even dropped them off on his own time prior to his scheduled shift. This is just one example of how Sam and other members of the Troy PD go above and beyond to help their peers at other police agencies. I am confident that any time I call this department I will get any assistance requested.

Secondly, Troy PD is one of the few agencies that have the co-responder model for mental health response and I recently worked with Ken Stein to locate one of our Oakland University students who resides in the city of Troy and Ken was able to promptly make contact with the student who was in crisis, offer resources and assistance and called me with an update within an hour of calling and requesting assistance. Troy PD is a leader in the field when it comes to this new concept of co-response for mental health. From what I hear they have had incredible success with this program, and I know a lot of police departments in this area will be looking to their program model to imitate in the near future. This program demonstrates the commitment that Troy PD has to the citizens they serve.

As stated earlier Troy Police Department's professionalism, forward policing practices and overall service to both their citizens and their peers is very evident in their day-to-day policing practices. I have never had a negative experience when collaborating with these dedicated professionals and I am happy to share the positive experiences that I have had when collaborating with their team.



- **Mary Ann Gallina, City Resident**

I have been a resident of Troy for the past 31 years. I have always supported the Troy Police Department. They have always been professional, communicative, respectful and quick to respond to all requests our family has had.

Thank you for taking my opinion into consideration for the Troy Police Department's accreditation.

- **Judi – City Resident**

I had fallen and hurt my ribs. I was okay until late at night and I couldn't breathe. we called 911 and the police came first then an ambulance for me. The 2 officers reassured me and made me comfortable. I had never needed to contact anyone before so naturally I was scared. With their calmness and compassion, the fear was gone. They were great.

- **Facilities Manager Silas Wagner; Penski Vehicle Services**

As a facilities manager of an industrial complex in the city of Troy I have had the pleasure of dealing with Troy Police officers and Fire personnel . They have always been professional and responsive to our needs . They make it easier and make me comfortable to do business in the city of Troy.

- **Unnamed Email Sender**

The Troy police dept is amazing and goes beyond the call of duty to embrace the community and their needs.

- **Chief Ryan Gagnon; Auburn Hills Police Department**

I have had the privilege to work with many members of the Troy Police Department over the years, as our community borders them to the northwest. I commend the Troy Police Department for voluntarily going through the accreditation process and having a third-party organization come in to assess their policies and practices. Troy PD has set a standard of excellence in Oakland County for others to follow. Our department has worked closely with them as we are joint members of the Major Case Assistance Team, Southeast Oakland County Crash Investigation Team, and we have a member of our staff on the Troy Special Investigations Unit. Troy PD has taken the lead and/or supervised many of these initiatives over the years and for this we are grateful. They understand the need to develop partnerships, share resources, and work together to keep our communities safe.

I also commend them for developing a mental health co-response program in their community. They understand the need of meeting people in crisis where they are at. By bringing in a full-time mental health clinician to co-respond to people in crisis, provides the best possible resources for people, ultimately reduces hospitalizations, reduces the repetitive calls for service, and provides appropriate follow-up ultimately to reduce the need for law enforcement intervention in the future. They have committed "all in" to this initiative and for that they should be commended.

Here at the Auburn Hills Police Department, we value their continued partnership, professionalism, and leadership. I have never experienced any instances where their staff, policies, or procedures have been in violation of the standards established by the MLEAC. I fully support their efforts as they are no doubt worthy of becoming an accredited agency in the State of Michigan.

3. Agency Roll Call

Sgt. Keele sat in on the afternoon shift briefing of incoming officers. It was a typical briefing and equipment assignment as prescribed in the proofs and station tour. The interaction between the officers and commanders present seemed very cordial and comfortable. The Sergeants (Sollars & Bowers) ran the roll call and provided officers



with updated information and area hot spots/information regarding specific locations and incidents. Lt. Clark was present and provided some additional information regarding administrative matters. Equipment was logged, and each officer received a written correspondence regarding the information passed along and area assignments prepared before the shift briefing.

4. Agency Ride-along

Assessor Keele conducted a ride-along with Officer Joe Mouch, who has been employed with Troy Police for 17 years. He also grew up in the community, and his father was a long-time volunteer firefighter with the city, allowing him access to public safety. Officer Mouch got to know many of the police officers while growing up.

Officer Mouch gave the assessor a city tour, including the borders and shopping districts. The city has many commercial and office buildings, contributing to a larger traffic and population during the daytime hours. The city has many restaurants and retail facilities, including 2 large malls (Somerset Collection and Oakland Mall). Each facility has a standing detail of officers to accommodate the high rate of retail fraud, embezzlement, etc., and provide high visibility. From “Black Friday” through New Year, those details are bolstered due to the holiday shopping season. Troy has a small airport and train station with complicated, large, congested highways and several residential neighborhoods ranging from moderate to high-end. He spoke about an extremely large apartment complex and a mobile home community, an example of the diversity throughout the city. Regarding the population, he advised that it, too, is very diverse, with varied degrees of economic income and cultures.

Officer Mouch advised that the patrol operations work 10-hour shifts, providing overlap between the shifts. The shift minimum on days is 6 patrol officers and 2 sergeants; however, a fully staffed shift would be 8 patrol officers and 3 command (Lt. & Sgt.). In addition to that, there are additional traffic units and mall detail units scheduled during operating hours.

The typical shift can vary greatly depending on the day of the week and weather events. Officer Mouch is the evidence technician for the shift and advised that this allows him to be assigned as a “city-wide” car. On some days, they are met with several larceny from autos (or something of that nature) that will drastically impact his calls for service because he investigates each of those scenes. Other days may be quiet, with the typical run volume including mental health calls, domestics, and ambulance runs. Assessor Keele inquired about what was considered an “ambulance run,” he advised that Troy does not maintain a staffed fire department. All the firefighters are volunteers with a staffing level of 30 per station (6 stations in total). Therefore, they do not respond to medical calls. Alliance Ambulance staffs 2 SUVs with Medical First Responders by contract throughout the city, and they, along with a police officer, respond to medical calls. Alliance Ambulance Service will provide an ambulance staffed with an EMT or Paramedic if transport is required. The fire department only responds to fires, accidents, or other hazards as required.

There were no calls for service handled by Officer Mouch during the short ride-along period, nor did he cause any traffic stops. Officer Mouch was very professional and friendly. The assessor and officer spoke briefly about the accreditation, and the officer understood the need and desire to obtain accreditation. He acknowledged the hard work the accreditation team has put in and thinks it is good for the department overall.



5. Agency Service Program Highlight CORE Co-Responder

Nationally, as many as 1 in 4 adults suffer from some diagnosable mental health disorder. With over 200 mental health-related illnesses, it's quite difficult for an average police officer to deal with every incident effectively.

In 2022, the Troy Police Department partnered with the Oakland County Health Network and created a civilian position to assist with incidents involving mental health-related subjects. Ken Stein was selected as the Troy Police Department's community-oriented recovery and empowerment mental health co-responder (CORE Co-Responder).



Ken holds a Bachelor's Degree in Criminal Justice and a Master's Degree in Social Work. He is currently working on a Doctorate in Education. Ken is a certified Firefighter I & II, certified EMT, and trained in critical incident debriefing and de-escalation.

Ken often responds with officers to calls that might require his expertise. Officers can also make referrals to him, allowing for follow-up with individuals needing resources. Ken has a vast network of resources and contacts that can help to accommodate treatment or housing for individuals. His work effectively takes much of the burden from the officers and has reduced the frequency of return calls regarding the same subjects.

The City of Troy Police Department is fortunate to have Ken, one of just six Oakland County Mental Health Co-Responders, working directly within a police department.



F. Essential Services:

Chapter 1 – The Administrative Function:

Direction of Personnel

The Chief issues all official orders. The agency uses Power DMS for its accreditation documentation, which includes its written directive system. The overall written directive system was clear and understandable. The directives were constructed logically, with employee duties and responsibilities clearly defined, including constraints on employee actions and expectations.



Fiscal Control

The agency maintains six (6) cash accounts: a confidential informant account, a drug forfeiture account, a directed patrol unit account, a lockup/communications account, a records section petty cash account, and a records section walk-up counter case drawer. All required procedures and reviews are in place.

Internal Affairs

Internal Affairs is the responsibility of the Staff Insections Section and derives its authority from the Chief. The agency accepts and investigates all complaints against the agency or its employees, including anonymous complaints. A Division Commander may assign complaints to supervisors for investigation or may turn a complaint over to the Staff Inspections Section based on evaluative investigative level factors.

A supervisor may relieve an employee from duty if it appears that such action is in the agency's best interest. Immediate notification to the Executive Duty Officer is required, and they will notify the Chief. The individual relieved and the relieving supervisor will report to the appropriate Division Commander on the next business day at 0900.

Internal Affairs	11 IAs	2 sustained	9 Exonerated/Unfounded
Pursuits	43 PRs (21 in 2021)	5 sustained policy violation	38 Proper Conduct
Staff Inspections	34 SIs	8 sustained	26 closed/ proper
Supervisors Accident Report	49 SARs	21 sustained	28 proper /ODI
Use of Force	18 UFs	1 sustained	17 closed as proper / 4 other violations for not using BWC
Total	156 SIs	37 Sustained	119 closed/proper
Grievances	1 GR	Approved	
GR-22-01	Grieving Not receiving a 5% pay increase for CTO	MAP	Approved

The Disciplinary Process

The agency's written directive system details the rules, regulations, and expectations for employee conduct. The agency is well-disciplined and has procedures to apply training and counseling in lieu of punitive employee discipline. The agency's disciplinary procedure includes corrective actions for minor complaints, which include verbal warnings and notice of infractions. The agency has an appropriate appeal and grievance process in place with established timelines.

Organization

All sworn personnel take, sign, and subsequently abide by an oath of office to enforce the law and uphold the Constitution of the United States and the Constitution of the State of Michigan and



faithfully perform the duties of police officer for the City of Troy. All agency personnel acknowledge a code of ethics and receive ethics training. The agency strictly prohibits bias-influenced policing. There is a clear definition for bias-influenced policing, including but not limited to race, color, sex, sexual orientation, religion, national origin, age, disability, marital status, height, weight, arrest record, gender identity, or any other irrelevant basis. Allegations will be investigated in accordance with Internal Affairs directives.

The agency is committed to a harassment-free work environment and will not tolerate discrimination. The directive requires employees to report any type of harassment and requires investigations to be conducted in accordance with state law. The agency forwards all complaints to the Human Resources Department of the City of Troy to investigate all allegations of workplace harassment and discrimination, including sexual harassment.

The police personnel have a structured unity of command. Three Captains support the Chief of Police. The Troy Police Department is organized into three primary Divisions: Support Services, Investigative/Administrative Services, and Operations.

The Captains have direct operational control over their assigned divisions. The Operations Division Commander leads road patrol assignments, mall assignments, traffic services, K-9 operations, and the tactical support team. The Investigative/Administrative Division Commander leads investigations, crossing guards, professional standards, emergency response and preparation, training, community services, and interns. The Support Services Division Commander leads administrative services, lock up, communications, research and technology, records, and property.

The Troy Police Officers Association represents the officers, and the Troy Command Officers Association represents the supervisors. In the absence of the Chief, an Executive Officer (Captain) will take charge of agency operations.

Agency Equipment and Property

Agency personnel are responsible for all equipment issued to them or physically under their control. The employee is responsible for maintaining all law enforcement-related equipment in an operational state and reporting any malfunctions, damage, or loss of equipment immediately to their supervisor. Section/Unit/Team supervisors are responsible for equipment assigned to their respective units.

Wearing body armor is mandatory for all sworn personnel, and there are additional requirements to wear body armor while engaged in pre-planned and high-risk operations. All sworn personnel are responsible for the maintenance of agency-issued equipment.

Public Information

The Chief designates personnel as the department's Public Information Officer (P.I.O.). The PIO will normally authorize media releases. Although it is the primary responsibility of the Public Information Officer to interact with the media to release information, PIOs, shift commanders, division commanders, and the Chief may prepare press releases on an as-needed basis. The Chief approves all details before release.

Agency Records and Computers

The agency has a detailed written directive system describing field reporting, follow-up investigations, and the approval of reports by supervision. The department controls access to agency records electronically with records management passwords. There are extra security measures for non-public records. All freedom of information requests are handled by records



personnel, and the agency abides by the state retention and disposal requirements in accordance with the Michigan Statute and Records Management.

The agency has procedures to protect its central records. The data is stored and backed up electronically and is password-protected. Annual security audits and password audits were performed during the assessment period. There were no breaches in security during the assessment period. The agency has in-house IT personnel. The agency records management system is CLEMIS.

Agency Training

The agency has a well-formulated training unit. Agency training is hosted at the agency's training center. They have an operational training plan. The training records are current and managed in Guardian Tracking while retained by applicable retention schedules. Training course content is outlined, and lesson plans are utilized. In-house instructors are properly trained and experienced. New sworn personnel are required to complete a defined training program. Field training officers are properly selected and trained. Newly promoted personnel receive training consistent with new responsibilities and tasks. The agency has a remedial training policy and has made use of it.

Specific required annual training topics were properly identified in the written directive. Annual training includes, at minimum, firearms, tasers, defensive tactics, chemical irritants, and bloodborne pathogens.

Authorization and Use of Agency Weapons and Ammunition

The Chief is the authorizing authority for weapons and ammunition requirements, including specialized weapons and knives. The agency uses certified/qualified staff for armorer inspections, repair, and replacement. Records of weapons are properly maintained with written guidelines for storage.

Chapter 2 – The Personnel Function:

Personnel Benefits and Responsibilities

The agency has a written directive outlining an employee assistance program, a line-of-duty injury and death circumstance policy, an employee collision and review process, and response protocols for critical incidents. During the assessment period, there were no serious line of duty injury or death incidents.

Off-duty outside employment or business activities of agency employees are prohibited unless specific approval is obtained from the Chief or designee. Extra duty is prohibited.

Performance Evaluations

All agency personnel receive documented annual performance evaluations managed in Guardian Tracking. The performance evaluation system has a well-defined purpose statement with established and defined criteria, scored on a rating scale. Guardian Tracking for performance evaluations is outlined in city-bargained-for contracts under agreed-upon memorandums of understanding. This affects both sworn and civilian personnel.

Promotion of Sworn Personnel

The promotional process is detailed in the policy. A contract company facilitates the process, and written testing comprises a civil service exam and the facilitation of an oral board.

The process includes selection criteria, and all scored components are described in the written directive. An eligibility list is created as defined by the written directive.



Recruitment of Sworn Personnel

The recruitment plan clearly states that the agency is committed to equal opportunity. The stated goals and objectives for recruitment are clear and understandable.

Selection of Personnel

The agency has a written process for selecting new full-time personnel, which includes a thorough background investigation and a medical and psychological exam. The initial selection process includes submitting an application, a written exam, an oral board interview, and a background investigation. A conditional offer is made to the successful candidate(s) before a psychological or medical screening.

Reserve Officers and Civilian Volunteers

The agency does not have a reserve police officer unit. The agency has an active Chaplin program.

The agency does have a civilian volunteer program. This program includes many opportunities for citizen volunteers, including assisting visitors of the police lobby, assisting with the Citizens Police Academy, volunteering to staff events, and being civilian stewards of the Troy Police Department. The program has paused since COVID operations and will slowly reintegrate into daily operations.

Chapter 3 – The Operations Function:

Arrest, Search and Seizure

The Troy Police Department is a full-service agency with arrest powers. The department and its policies follow the US Constitution in relation to arrest, search, and seizure. The agency recognizes the foundation outlined in the Fourth Amendment. Department policy outlines the warrantless search exceptions and the need for a court-authorized search warrant when applicable. The agency has policies and procedures in place that govern warrantless searches, searches with warrants, arrests, and strip/body cavity searches. The proofs in the files show that the agency complies with accreditation standards. If an arrestee has a dependent with them, the agency has a procedure in place for alternate care.

The agency houses in-custody arrests directly at the Troy Police Department for detention. The Troy Police lock-up facility is staffed by 1 Police Sergeant and 13 police service aides responsible for searching, booking, fingerprinting, and monitoring prisoners. The Lockup facility has 8 cells and can lodge approximately 30 prisoners at one time. Lockup is staffed 365 days a year / 24 hours a day, with a minimum staffing level of two employees. There are usually one or more additional employees on duty during statistically busier times.

Interview and Interrogation

The agency has three interview rooms that have audio/visual CCTV. The rooms contain the necessary equipment to hold interviews and are set up to allow only a minimal number of people in the room. The agency adheres to legal standards for adult and juvenile interviews/interrogations, including Miranda rights when in custodial interrogation situations. Staff conducting interviews/interrogations can summon assistance via portable radio.

Use of Force

The agency has the duty to intervene written into policy. Any unnecessary, inappropriate, unreasonable, or excessive use of force will result in immediate action taken by an officer to intervene and report it to a command or supervisory officer immediately. The agency has written



policy on the use of deadly force, restrictions on deadly force, weaponless subject control, and less lethal devices. The agency requires written reports to be filed in cases of force being used. Uses of force are documented, and a meaningful review is conducted on each use of force by a commanding officer. No uses of force were found to be out of compliance during the assessment period. An annual summary and meaningful review were conducted and documented for the assessment period.

The agency participates in the DOJ/FBI National Use of Force Data Collection Program. Proofs in the files show that the agency complies with accreditation standards.

Communications

The Troy Police Department maintains a full PSAP for two agencies (Troy and Clawson) where all emergency calls, including medical, fire, and all after-hour calls for service, are routed. However, medical calls are re-routed to a private service because TPD Dispatch Center employees are not certified as emergency medical dispatchers.

On December 13, 2023, the onsite team toured the communications facility located at the police station and spoke with the communications manager regarding dispatch policy and procedures. The Dispatch Center has multiple backup generators (diesel and natural gas) observed on-site. The generators will automatically engage if the main power supply is lost, thus supplying power to the Dispatch Center to maintain operations. Should the gas-powered generator fail, a battery-powered generator will supply power for several hours. The generators go through a weekly function test. The department's generator is tested at full-load capacity at least once a year, documented in a maintenance provider report.

Each dispatch station is set up identically, allowing dispatchers to move from station to station seamlessly. All emergency medical dispatch is immediately transferred to the area Emergency Medical Services Dispatch Center.

All recordings are kept in storage for a minimum of 90 days unless requested by the department for longer retention. Review of the audio tapes is limited to personnel with a legitimate and official need. All recordings are retained in compliance with retention schedules and standards.

Field Activities

The agency responds to both non-emergency and emergency calls for service. Motor vehicle and foot pursuits are allowed if they follow the criteria outlined in department policy. During the accreditation cycle, the city had several motor vehicle and foot pursuits. The pursuits originated mostly from traffic violations.

The department has a review process for each occurrence, and an annual analysis is conducted. For 2020, there were 43 vehicle pursuits. Five of the pursuits were found to have policy violations, and counseling or discipline was conducted for officers found to violate agency standards. No officers were injured. All foot pursuits were within policy.

The agency trains staff on interactions with people with mental illness; triennial refresher training is required. In 2022, the Troy Police Department partnered with the Oakland County Health Network and created a civilian position to assist with incidents involving mental health-related subjects. He often responds with officers to calls that might require his expertise. Officers can also make referrals to him, allowing for follow-up with individuals needing resources. He has a vast network of resources and contacts that can help to accommodate treatment or housing for individuals. His work effectively takes much of the burden from the officers and has reduced the frequency of return calls regarding the same subjects.

The agency deploys both in-car cameras and body cameras. There are procedures in place to secure recordings for evidentiary purposes.



Officers use the CLEMIS/TALON system on mobile laptops. CLEMIS is recognized as complying with accreditation standards regarding mobile data computer systems.

Traffic Safety and Enforcement

The Troy Police Department has applicable policies in place regarding traffic violation enforcement, enforcement options, offenders, and traffic direction and control. The directive establishes procedures to conduct motor vehicle stops, including high-risk stops. The enforcement options include warnings, citations, and arrest when appropriate. TPD also utilizes a Traffic Safety Unit that performs all the duties of patrol and those specific to traffic enforcement and safety, including commercial vehicle enforcement. Troy has members assigned to the South Oakland County Crash Investigation Team (SOCCIT) on call to respond to serious injury crashes. Assessors observed proof of compliance to the standards in regard to the wearing of high visibility vests when working traffic details and crash investigations. No traffic stops were observed during the assessor ride-along.

Homeland Security/Critical Incidents

The agency has a critical incident system in place, which includes command, operations, planning, logistics, and fiscal responsibility. The proof provided was for a large-scale, high-profile community and law enforcement event, the Annual Active Assailant Conference and the plan was complete, thorough, and utilized the critical incident response system.

Chapter 4 – The Investigative Function:

Criminal Investigations

Officers perform preliminary investigations from initial contacts. A shift supervisor reviews reports before being further reviewed by the Investigations Unit. If the Investigations Unit Sergeant feels the case should be assigned to a detective, they will assign it for case follow-up and/or further investigation. Policies are in place for interviewing, interrogation, and eyewitness identification.

Assessors met with the investigative Lieutenant and Sergeant, who were able to answer all investigative questions related to policy. They provided details on how cases are assigned and how to ensure thorough investigation and case management. Secured/restricted physical and electronic files were observed and found to comply with standards and written directives. Photo lineup and show-up written directives were compliant with the standard, with accurate documentation of eyewitness identification statements.

In addition to general investigations, Troy is involved in several specialized units.

Criminal Information Unit

The Troy Police Department has two detectives assigned to our Criminal Information Unit (CIU). CIU is Troy Police Department's central repository for criminally related intelligence information.

Special Investigations Unit

The Special Investigation Unit (SIU) is a specialized undercover and surveillance investigation team. SIU often works on high-profile felony cases that require covert means of investigation. The team is a mutual aid cooperation consisting of one Troy Police Sergeant as the supervisor, one Troy Police detective, and one detective from the Bloomfield Township Police Department, the Royal Oak Police Department, the Birmingham Police Department, and the Auburn Hills Police Department.



Oakland County Narcotics Enforcement Team

The Troy Police Department currently has one detective assigned to the Oakland County Sheriff's Department's Narcotics Enforcement Team (NET). The team is a mutual aid unit comprising participating Oakland County police departments and the Oakland County Sheriff's Office. NET focuses on illegal narcotics activity within Oakland County, utilizing undercover tactics and investigations.

Drug Enforcement Administration Task Force Officers (DEA)

The Troy Police Department currently has one detective assigned to the DEA as a task force officer. The detective assists the DEA with investigations of major illegal drug activity. The task force consists of other participating police departments at the direction of the DEA.

Federal Bureau of Investigations (FBI) Violent Crimes Task Force

The Troy Police Department currently has one detective assigned to the FBI Violent Crimes task force to assist in the apprehension and prevention of major violent crimes.

Crime Scene Processing

The agency operates with at least one evidence technician on every shift. There are eight trained evidence technicians under the leadership of a Sergeant. This allows the agency to have 24-hour coverage for crime scene processing. The agency adheres to evidence collection and processing procedures.

Patrol officers are trained to keep the crime scenes undisturbed unless a danger exists that may destroy or compromise evidence before the arrival of detectives and crime scene investigators. Appropriate and standard-compliant packaging requirements are in place, the chain of custody is appropriately followed, and documented items submitted to the lab are done with transaction receipts.

The agency has detectives and crime scene investigators available 24/7 to investigate a wide range of crimes, including fatal or serious injury, traffic crashes, homicides, arson, sexual assault, etc.

Storage of Evidence and Property

Evidence is packaged and labeled. There are several two-way lockers, including large-sized ones, for officers to secure large items of evidence/property until the evidence technicians can remove the property, log the property, and then place the property/evidence in the property lockers. Once secured, the property room manager only accesses the lockers for proper intake and storage.

The property/evidence room was well organized and neat. There were separate/secure areas for sensitive and high-value items. The evidence room has a limited electronic access system, video monitoring, and locks. There is garage space for any vehicles that may need to be held for evidence. Garage access is restricted to evidence personnel, and the bay door is locked to prevent access from the outside. This area can temporarily store larger items that cannot fit into temporary evidence lockers. The agency is keeping up with quality control measures for the property/evidence function.

Juvenile Matters

The agency has established policies regarding juvenile status offenses, including runaway cases, unidentified children, and the safe delivery of newborns. There were no incidents where the agency needed to use Amber Alerts or the Law Enforcement Information Network (LEIN). There are designated areas where juveniles can be placed for temporary holding or detention, with glass doors and windows providing full visibility to officers while they process their paperwork. Appropriate forms are used for petitioning juveniles to court. Parent notification policies and



practices for the release of juveniles are present with appropriate documentation, including time limits associated with juvenile processing and holding. Reporting requirements were also observed to comply with accreditation standards.

Special Investigations and Operations

The agency has a special investigations policy. The written directives comply with accreditation standards. The agency is well organized in keeping records of information shared with or received from another agency. The agency has an appropriate deconfliction procedure in place.

The agency has policies and procedures for handling adult and juvenile missing person complaints. The agency also has a policy to handle newborns' safe delivery should an incident arise.

Chapter 5 – The Arrestee/Detainee/Prisoner Handling Function:

Transporting of Arrestees/Detainees/Prisoners

The agency has established policies and procedures, including searching vehicles and subjects before transport. Subjects are secured in vehicles with modified rear compartments, and seat belts are utilized in compliance with State law.

Processing of Arrestees/Detainees/Prisoners

The agency has a processing area where arrestees are fingerprinted and photographed and can be given a breathalyzer test before being secured within their holding facility. The processing room has a telephone, prep radio, and emergency panic button that sounds an alarm indicating an emergency in the processing area. There is a secure sally port where lock boxes for weapons are installed and available for securing weapons before entering the processing room. Access to the processing room is controlled via keyless entry.

Holding of Arrestees/Detainees/Prisoners

The Troy Police Department lock-up facility is staffed by one (1) police sergeant and 13 police service aids responsible for searching, processing (fingerprinting/photographing), and monitoring prisoners. Prisoners are not left unattended at any time. The agency has an eight (8) room holding facility, which can simultaneously lodge up to 30 prisoners. Sight and sound separation are affected for men/women.

Juvenile cells are located in another area near patrol operations and are always under constant audio/video and in-person monitoring. There is male/female sight and sound separation, as needed. In-custody juveniles are not left unattended at any time.

Lockup is staffed 365 days/year and 24 hours/day with a minimum staffing level of two employees present at all times. The cells are arranged in a horseshoe around a fully windowed central control room. There are eleven (11) emergency panic buttons throughout the temporary holding facility. Alarms are audible and alert in the Communications Center. Usually, one or more additional employees are on duty during statistically busier times. Staff conducts in-person holding cell checks every thirty minutes upon a bell ring, and each checkpoint is certified with a key fob. In addition to constant in-person monitoring, the area is under constant video and audio monitoring in the control room with a backup in the Communications Center.

The agency has a process for area inspections and effecting an evacuation in emergencies. Staff are trained in the supervision and care of detainees.

G. Applied Discretion Compliance Discussion:

The agency had no (0) standards in applied discretion.



H. Waivers of Standards:

This section provides specific information on those standards which qualify for waivers. Waivers are available to agencies when complying with a specific standard is not possible. A request to waive standard compliance must be made to the Michigan Association of Chiefs of Police Accreditation Program Director in writing, on official agency letterhead, signed by the CEO. The following two (2) standards were granted non-applicable waiver and certified on-site as such:

- ***Standard 2.1.3 Extra Duty***
The agency does not allow extra duty employment.
- ***Standard 2.6.1 Reserve/Auxiliary Officers Program***
The agency does not have a civilian volunteer program.

I. Standards Noncompliance Discussion:

The agency had no (0) standards found to be noncompliant.

J. Future Performance / Review Issues:

There were no performance issues identified and no future performance issues to document.

K. Agency Recommendations:

The current on-site assessment of the Troy Police Department revealed the agency has a strong history of organizational and operational leadership in service to their community. Their hard work and dedication to agency advancement in effecting industry best practices is evident.

The agency is well positioned to continue to align long-standing agency written directives with current practices. The agency was provided clear direction to fine-tune written directives with clear and concise standards language while establishing an ongoing review process to support compliance.

L. Summary and Accreditation Recommendation:

A thorough review of the files for compliance and observations of compliance were conducted. After interviews, it was determined that the agency complied with the established accreditation program standards, with the exceptions and associated waivers noted. Accreditation is recommended.

Heather A. Bromley

Louis Keele

Heather Bromley, Team Leader; Louis, Keele, Team Member
Date: January 4, 2024

Reviewed and approved to be scheduled for a hearing before the MLEAC.

Program Director Ronald Wiles, Date: January 5, 2024