

TROY POLICE

*USE OF FORCE, TRAINING & HIRING,
COMMUNITY POLICING*



Governor Whitmer's Proposed Policy Reforms for Michigan



Ban windpipe chokeholds/blockage.



Further limit use of no-knock warrants.



Require "duty to intervene" policies.



Classify false, racially motivated 911 calls as a hate crime.



Require in-service training for all law enforcement officers to maintain licensure.



Audit law enforcement agencies to ensure accurate reporting of violations of law or improper use of force.



MDHHS recommendations & training for responding to situations involving people with mental illness.



Ban Chokeholds / Windpipe Damage

GOV. WHITMER'S PROPOSED POLICE REFORMS FOR MICHIGAN

Troy policy prohibits “chokeholds” in all situations except where:

- *Lethal force is authorized &*
- *Other options have been exhausted*

All officers are trained in proper defensive tactics and dangers of positional asphyxia.

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Further Limit No-Knock Warrants

GOV. WHITMER'S PROPOSED POLICE REFORMS FOR MICHIGAN

- Used very rarely by Troy PD and only when it is deemed safer
- Must be authorized by a judge or magistrate
- Most warrants are written in-conjunction with the Oakland Co Prosecutor's Office

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Duty to Intervene

GOV. WHITMER'S PROPOSED POLICE REFORMS FOR MICHIGAN

Troy officers are held to the highest standard of professional conduct.

These policies set a higher standard beyond just "duty to intervene."

Effective August 2020, the "duty to intervene" is specifically required by policy.

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Classify false, racially-motivated 911 calls as a hate crime.

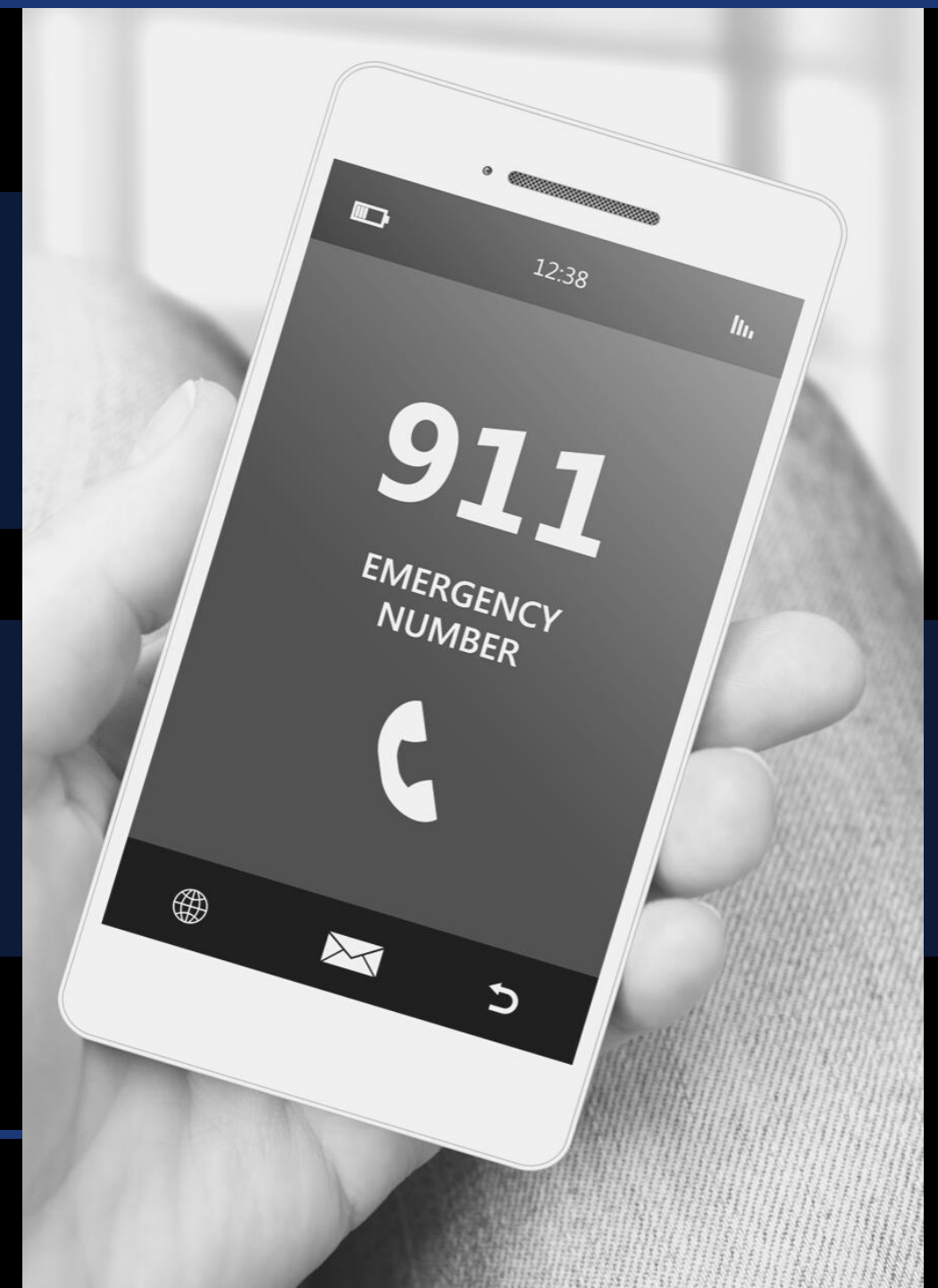
GOV. WHITMER'S PROPOSED POLICE REFORMS FOR MICHIGAN



Investigative Section completes a comprehensive and professional investigation of each case.



If evidence of a hate crime is present, appropriate charges would be recommended to Prosecutor's Office.



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Require in-service training for all licensed law enforcement officers.

GOV. WHITMER'S PROPOSED POLICE REFORMS FOR MICHIGAN

TPD ALREADY FAR EXCEEDS STATE MANDATED TRAINING

- The Training Section is dedicated full time to ensuring Troy officers are knowledgeable and skilled.

TRAINING INCLUDES MANY TOPICS SUCH AS:

- Safe Driving Techniques & First Aid
- Legal Updates
- Firearm Qualifications
- Fair and Impartial Policing
- Mental Health & Autism
- Communication and De-escalation

MINIMUM OF 40 HOURS OF IN SERVICE TRAINING PER YEAR.

- By the ten year mark, most Troy officers have completed over 1000 hours of training in addition to formal education and prior experience.

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Audit Law Enforcement Agencies

to ensure they are accurately reporting violations of law or improper use of force.
GOV. WHITMER'S PROPOSED POLICE REFORMS FOR MICHIGAN

Troy PD will gladly comply with an MCOLES audit.



Every use of force involving a Troy officer is already thoroughly investigated



We compile and review this data yearly and address any emerging trends.

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MDHHS Recommendations & Training for Responding to Situations Involving People with Mental Illness

GOV. WHITMER'S PROPOSED POLICE REFORMS FOR MICHIGAN



Troy Officers are already trained in the proper response to situations involving people with mental illness and/or disability



We will gladly comply with best practices from MDHHS.

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Additional Proposed Police Reforms for Michigan

PERSONNEL PROPOSALS

- *Incentive programs for officers to live where they work.*
- *Require retention of disciplinary records resulting from violations of law or improper use of force.*

PARTNERSHIP & COMMUNITY ENGAGEMENT

- *Invest in programming that connect police and community leaders.*
- *Invest in community relationship programs to break down barriers between police and communities.*

PREVENTION & ACCOUNTABILITY

- *Require independent investigations of all shootings and use of force that result in death of unarmed civilians.*

Personnel Proposals

GOV. WHITMER'S PROPOSED POLICE REFORMS FOR MICHIGAN

Incentive Programs for officers to live where they work:

- Most TPD officers live in Troy or surrounding area

Require retention of disciplinary records resulting from violation of law of improper use of force:

- No objection to this requirement

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Partnership & Community Engagement Proposals

GOV. WHITMER'S PROPOSED POLICE REFORMS FOR MICHIGAN

Invest in programming that connect local law enforcement and community leaders while breaking down barriers between police and communities.

- TPD hosts 200+ events a year, attended by 30,000 people
- Dedicated Community Services Unit
- We partner with many community organizations, houses of worship, local and regional groups
- We look forward to any support and investment the state provides

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A photograph of a police car's roof with red and blue emergency lights flashing. The background shows a city skyline at dusk or dawn.

Prevention & Accountability

GOV. WHITMER'S PROPOSED POLICE REFORMS FOR MICHIGAN

Require independent investigations of all shootings and use of force that resulted in death of unarmed civilians at the hands of law enforcement.

TPD already does this.

Officer involved shootings or similar incidents are investigated by an outside agency and reviewed by the Oakland Co Prosecutor's Office.

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VALUES, STANDARDS & POLICIES



HIRING PROCESS

Follows Act 78 to ensure fairness and equitability.

Thorough background investigations are preformed on the top candidates. Information collected includes:

- *Educational History*
- *Work History*
- *Financial History and Credit Check*
- *Driving History*
- *Personal References and Neighbors Check*
- *Criminal Background*

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A close-up photograph of the side of a dark-colored police vehicle. The words "TROY POLICE" are prominently displayed in large, white, block letters with a yellow outline. Above this, the word "DEPT" is partially visible in a smaller font. The vehicle's surface is reflective, showing some blurred background elements.

HIRING PROCESS

Background investigations are exhaustive and can take several months.

Many candidates do not pass.

A psychological exam is required prior to employment, as well as for promotions and certain special assignments.

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INITIAL TRAINING FOR NEW OFFICERS

COMPLETE STATE CERTIFIED POLICE ACADEMY

- Pass Troy PD's rigorous hiring process
- Attend two week in-house training from TPD training officers

PASS 16 WEEK FIELD TRAINING PROGRAM

- Must be completed regardless of previous police work experience.

ON PROBATION FOR ONE YEAR

- With monthly reports from their supervisor on continued progress.
-

TROY POLICE TRAINING REQUIREMENTS

1400
HOURS

**OF TRAINING
WITHIN THE FIRST
YEAR OF HIRE**

40
HOURS

**OF TRAINING ARE
REQUIRED AT A BARE
MINIMUM EACH YEAR
FOR EVERY OFFICER**

1000
HOURS

**OF ADDITIONAL
TRAINING HAVE BEEN
COMPLETED BY THE
10 YEAR MARK BY
MOST OFFICERS**

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USE OF FORCE

TPD adopts the "force continuum" model dictated by MCOLES

Every use of force incident is:

- *Thoroughly documented & investigated*
- *Reviewed through the chain of command*
- *Personally reviewed by the Chief of Police*

Tactics used by officers are routinely found to be LESS than legally justified.

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USE OF FORCE REVIEW

2019

Citizen Contacts 90,000+

Calls for Service 45,180

Arrests 2,371

Use of Force 17

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USE OF FORCE REVIEW

2019

17

**USE OF FORCE
INCIDENTS**

2018

19

**USE OF FORCE
INCIDENTS**

2017

12

**USE OF FORCE
INCIDENTS**

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DISCIPLINE & COMPLAINTS

- *All complaints are reviewed by multiple supervisors including Chief of Police*
- *Anyone can file a complaint*
- *Use of progressive discipline model*
- *Tracking system for complaints*
- *Single infraction can result in termination if egregious enough*

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COMMUNITY POLICING

Troy PD has a dedicated Community Services Unit that has existed in some form for more than 20 years. However, community policing is done by **EVERY** officer that works for Troy PD.



*Problem Solving
Approach*



Relationships



Transparency



Community Events



Social Media



*"Area"
Assignments*

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OFFICER WELLNESS

Work / Life Balance

- *Officers normally work a 40 hour week*
- *Variety of schedules depending on assignment*
- *Extra duty details are generally voluntary, but not always*

Help is available when needed

- *Informal peer assistance*
- *Free employee assistance program*

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USE OF FORCE, TRAINING & HIRING, COMMUNITY POLICING

Questions?

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