





# Table of Contents

## Introduction & Department Overview

Introduction	5
Mission, Vision & Values	6
Organizational Structure	7
Accreditation & Certification	8
Executive Team	9-10
<u>Awards &amp; Recognition</u>	11 - 16
<u>Patrol Services</u>	17 - 22
Calls For Service	17
Community Centered	18
Patrol Services: Service Driven & Community Focused	19
Traffic Safety	20
Public Safety Answering Point	21
Community Partnerships & Support	22
<u>Investigative Services</u>	23 - 29
Investigative Services Overview	23
Computer & Electronics Forensics	24
Community Service Officer	25
School Resource Officers	26
Records Bureau	27
Data Analyst	28
Crime Statistics	29
<u>Professional Standards &amp; Training</u>	30 - 31
<u>Annual Reviews</u>	32 - 37
<u>Essential Services Complex</u>	38
<u>Closing Message</u>	39



# Introduction



Northville Township Residents,

I'm pleased to share with you the 2023 Annual Report for the Northville Township Police Department. The annual report cover is a picture mosaic of the men and women who protect and defend Northville Township, as well as photos of dozens of community outreach activities and training sessions these professionals accomplished in addition to their regular duties. I am extremely proud and privileged to be part of such a dedicated crew, and I ask you to join me in acknowledging all they do to keep this community safe and secure. An interactive version of the cover is available online which will allow viewers to click on each cell to view these photo in full.

Following are some highlights from 2023:

**Accreditation** - The Accreditation Team successfully completed requirements for the December on-site assessment by the Michigan Law Enforcement Accreditation Commission to examine all aspects of the Northville Township Police Department's policies and procedures, management, operations, and support services.

**Drone Program** - Also in 2023, a supervisor, two police officers and two public safety officers completed training in support of the implementation of an Unmanned Aircraft System for the police department that will provide additional technology to increase officer safety and improve response times in critical situations.

**Completion of a Five-Year Strategic Plan** - The community-driven plan aligns the changing needs of the community, our goals, tactics and strategies with a purpose-driven, performance-oriented and principles-led approach to ensure effective and efficient delivery of safety services to the community.

**School Safety** - Last year, we added an additional school resource officer assigned to Northville Public Schools. We also established a school safety committee consisting of district representatives, police and fire personnel to maintain a regular cadence of open dialogue with school administrators to ensure a safe and secure learning environments for students in the district.

**Mental Health Partnership** - In 2023, we were again successful in our application for the Byrne Justice Assistance Grant to continue to our partnership with Hegira Health to provide professional mental health resources in the field when officers are unable to petition an individual for treatment.

In closing, I want to thank you for the trust and support you have extended to the Northville Township Police Department. We will continue to do everything possible to protect our residents and their families, business owners and civic organizations who have chosen Northville Township as a place to live, work and play.

Sincerely,

Scott J. Hilden, Director of Public Safety / Chief of Police



# Mission, Vision, Values

## **CORE PURPOSE**

WORKING FOR A SAFER COMMUNITY

## **MISSION**

We will provide safety and support to Northville Township while upholding individual rights and protections guaranteed by the Constitution.

## **VISION**

We deliver exceptional police services through our commitment to best practice standards, continuous improvement and partnerships; working for a safer community.

To be the safest community in our demographic.

## **VALUES**

SERVICE  
TRUST  
RESPECT



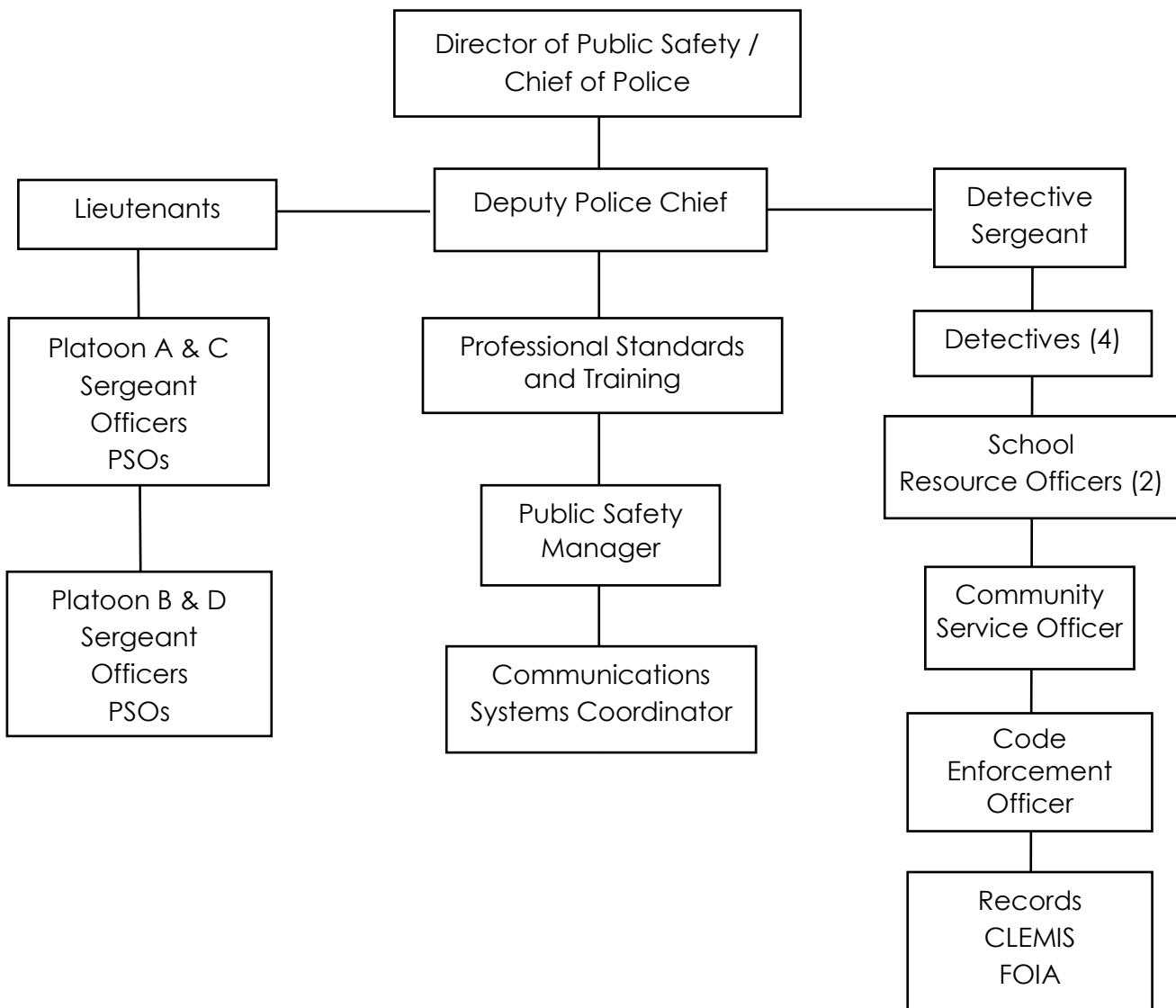
# Organizational Chart

The Northville Township Police Department is part of a nominally consolidated Department of Public Safety. This allows resources to be leveraged for efficiency and shared with the Northville Township Fire Department. These resources include public safety communications, records management, technology and administrative support.

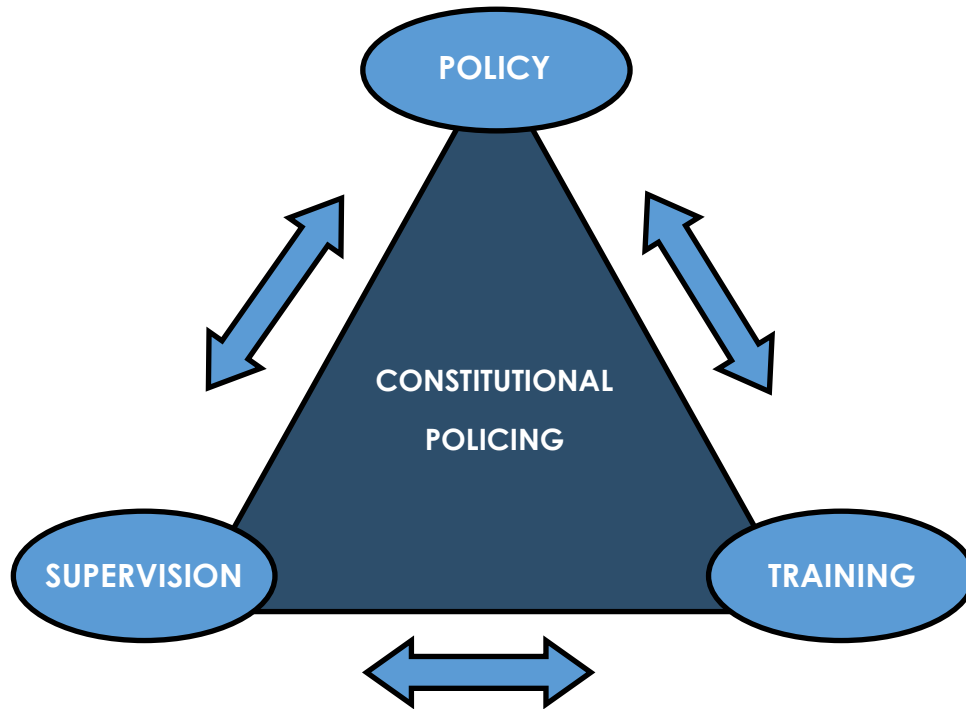
Effective January 1, 2024, Scott Hilden serves as the Director of Public Safety and the Chief of Police.

As a full-time law enforcement agency, our focus is on comprehensive service delivery. Our agency uses data analysis to strategically manage resources in response to community needs and crime control, based on defined goals and objectives.

The organization is divided into two divisions, Patrol Services and Investigative Services. Both divisions are supported by an administration which oversees agency objectives, budgeting, policy development and training.



# Accreditation & Certification



The Northville Township Police Department is entrusted to uphold individual rights guaranteed by the Constitution of the United States of America, the Constitution of the state of Michigan, laws created by our elected bodies and those established through the judicial system. These frameworks provide the foundation for professional policing in our community.



As an agency committed to continuous improvement, we support our belief in Constitutional Policing through the implementation of processes guided by independent best practices. These are communicated through policies which we support through training to establish competency, and then supervise to ensure accountability of our practices. We recognize trust in processes is gained through transparency and independent verification.



This belief has led our agency to voluntarily participate in the Michigan Law Enforcement Accreditation Commission (MLEAC) program requiring compliance with 108 standards. The agency was the first organization in Wayne County to be accredited in 2017 and completed the three year re-accreditation cycle in 2023. Verification by the team that the Northville Township Police Department meets MLEAC's "best practice" standards is part of an ongoing process for accreditation, a highly prized recognition of law enforcement professional excellence. The MLEAC accreditation program has been recognized for its value with more than 100 departments in the State of Michigan involved.



To further support this process, the organization began the self-assessment process for International Accreditation in the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA) Advanced Law Enforcement program and CALEA Public Safety Communications program. The Advance Law Enforcement program has 461 standards to comply with and the Public Safety Communications program has 208 standards for dispatch centers. The Northville Township Police Department was the first department in the state of Michigan to receive MLEAC re-accreditation, CALEA Advanced Law Enforcement Accreditation and CALEA Public Safety Communications Accreditation.





# Police Department Executive Team



Director Hilden joined the Northville Township Police Department in December 2021. In his previous role, he served as Chief of Public Safety and Emergency Manager at Washtenaw Community College. Prior to that, Director Hilden spent 24 years with Canton Township Public Safety, most recently as Deputy Chief of Police, where he supervised a team of 82 officers in the patrol division.

His work history includes assignments as a school resource officer, in crime analysis, community relations, special event planning and management, the records bureau and in-service training. Bringing people together is his specialty.

Director Hilden has a bachelor's degree in Criminal Justice from Michigan State University. He earned a master's degree in Liberal Studies from Eastern Michigan University with an emphasis on police supervision and management, and attended EMU's School of Police Staff and Command.

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Deputy Chief Matthew MacKenzie has served Northville Township since 2002 in various roles, including prior assignments as the detective bureau supervisor, school resource officer and SWAT team leader. He works closely with the chief of police as they intensify efforts to achieve department goals, launch new initiatives and increase community engagement. Deputy Chief MacKenzie is a firearms instructor and field training supervisor, and has completed multiple FBI development courses, as well as FEMA Emergency Management training.

- B.S. in Psychology and Sociology from Central Michigan University
  - Master's degree, Organizational Leadership and Administration, Concordia University
  - Michigan State University School of Staff and Command
- 



Lt. Michael Burrough has served Northville Township since 2005. Lieutenant Burrough is a Watch Commander in the Patrol Division and manages the agency's Emergency Management, Communications & Technology, as well as members assigned to the Mobile Field Force.

- M.S. Organizational Leadership & Administration, Concordia University
- B.A. Criminal Justice Administration, Concordia University
- FBI National Academy
- Eastern Michigan University School of Police Staff & Command



Sgt. Derek Brighton joined the Northville Township Police Department in 2021 and was promoted to sergeant in 2022. Prior to joining Northville Township, he spent five years with the Livonia Police Department. He earned a full ride football scholarship to Bowling Green State University.

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Lt. Patrick Reinke has served Northville Township since 2008. Lieutenant Reinke is a Watch Commander in the Patrol Division and manages the Evidence Technician Program, Traffic Safety, and Fleet & Special Service Vehicles.

- B.S. Criminal Justice Administration, Grand Valley State University
- Michigan State University School of Police Staff & Command
- Michigan Law Enforcement Accreditation Commission Team Leader



Sgt. Daniel MacArthur has served Northville Township since 2004 in various roles, including prior assignments as the traffic crash reconstructionist, field training officer, motor officer, SWAT rappel master & breacher team leader. Sergeant MacArthur is a veteran of the US Army and previously served five years with a previous police agency. Sergeant MacArthur is a patrol supervisor and manages the agency's UAS drone unit and police motorcycle unit.



# Police Department Executive Team



Lt. Christopher Rowley has served Northville Township since 2013. Lieutenant Rowley is a Watch Commander in the Patrol Division and manages the Field Training Officer Unit, Behavioral Health Unit, Property & Evidence Management and is a member of the Accreditation Team.

- B.A. Criminal Justice Administration, Grand Valley State University
- Masters of Public Administration, University of Michigan
- Michigan State University School of Staff and Command



Sgt. Todd Seipenko has served Northville Township since 2019. Prior to joining the NTPD, he had a 25-year career with the Plymouth Township Police Department, most recently as a patrol sergeant. He is currently a patrol supervisor, a Field Training Officer, a member of the Behavioral Health Unit and the Property & Evidence Management and Accreditation teams.

- B.A. Criminal Justice Administration, Olivet College
  - Northwestern University School of Staff and Command
- 



Lt. Joshua Pike has served Northville Township since 2016. Lt. Pike is a Watch Commander in the Patrol Division and manages the Weapon Systems Unit, Honor Guard Unit, Uniforms & Equipment, High-Liability Incidents & Training and the Awards Committee.

- B.S. Criminal Justice Administration, Madonna University
- Eastern Michigan University School of Staff and Command



Sgt. Tony Dang has been a member of Northville Township since 2018. He currently holds the position of a first-line supervisor under Lt. Pike on the Charlie Shift. Throughout his time here, Sgt. Dang has taken on multiple roles, including Field Training Officer, Firearms Instructor, Defensive Tactics Instructor and Honor Guard Team Member.

- B.S. Criminal Justice, Madonna University
- 



Lisa Harrison joined the Northville Township Police Department in 2018 as a Public Safety Officer/Dispatcher. In 2019, she was promoted to Public Safety Manager where she handles administrative responsibilities for both the police and fire departments. In 2020, she took on an additional role as the Accreditation Manager for the police department which received triple accreditation status in 2021 through CALEA Advanced Law Enforcement, CALEA Communications and MLEAC.

Lisa worked at the 35th District Court in Plymouth as a Deputy Court Clerk for 14 years prior to coming to Northville Township. Her role as a Deputy Court Clerk consisted of scheduling in-custody video arraignments, warrant entry and courtroom disposition entry.

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Police Associate Andrea Puchalsky joined the Northville Township Police Department in 2023. She provides administrative support to the police chief, deputy chief and department staff. Prior to joining the department, she held various positions in public relations and journalism.

- Associate Degree from Henry Ford Community College
- Kellogg Management Institute Executive Leadership Program



# Awards & Recognition

## Director's Recognition Award

Officer Brown has gone above and beyond the call of duty, enforcing the law and fostering meaningful relationships with Northville schools staff, students and parents. His dedication to building trust and rapport within our community has been exceptional. He has become a school community member and is beloved by all. There has been no shortage of compliments from parents, students, and staff about Officer Brown's impact on the schools.



**Ofc. Brown**

Officer Brown's approachability, compassion, and genuine care have made him a trusted ally for the young minds he serves and the educators who work hard to prepare our children for the future. Whether listening to a troubled student, leading informative sessions on safety, or collaborating with school administrators to develop proactive security measures, Officer Brown's impact resonates throughout our schools.

Moreover, Officer Brown's involvement extends far beyond his role as a law enforcement officer. He generously dedicates his time to coaching football, mentoring student-athletes in Michigan and Ohio, and instilling in them the values of teamwork, discipline, and sportsmanship. Through his guidance on and off the field, Officer Brown helps shape the character and resilience of our youth, leaving an indelible mark on their lives.

As an educator, Officer Brown embodies the principles of community policing. He utilizes his expertise to educate our students on important topics and life lessons. His engaging and informative sessions empower our students with knowledge and foster a deeper understanding and respect for the law. He has broken down the barriers between our young adults and the police community.

## Officer of the Year Award

Officer Lewis started working for the Northville Township Police Department in March 2018. He has been a tremendous asset to our department. His initiative, work ethic and performance has been observed and acknowledged by his supervisors and peers. During the 2023 calendar year, he led the patrol division with the highest number of traffic stops and second-most citations issued.



**Ofc. Lewis**

Officer Lewis currently serves as a Field Training Officer and Firearms Instructor. He investigates all of his assigned calls for service thoroughly and completely. He was recently selected for assignment to the department's Detective Bureau. His positive attitude and willingness to assist others has earned him a fine reputation at our department. Co-workers know they can rely on him to offer advice or assistance when needed.

Being a good Field Training Officer is no easy task. He has to practice empathy while ensuring training objectives are being met. He has to account for the safety of not only himself, but the recruit assigned to him. The role of a Field Training Officer is pivotal in shaping the future of our department, and Officer Lewis has executed these responsibilities while earning high praise from his supervisors and co-workers alike.



# Awards & Recognition

## Life Saving Awards



**PSO Burnett**

On April 19, 2023, PSO Burnett received a 911 call from a resident of Cedarbrook Senior Living stating that his wife was choking on food. PSO Burnett provided Heimlich instructions to the caller until first responders arrived on scene.



**Ofc. Livadic**

Upon arrival, Officer Livadic found the patient actively choking and began to perform the Heimlich maneuver and back slaps. The patient eventually began to breathe normally on her own and was able to be sat in her chair. Nursing staff of the facility entered the room and were able to force the patient's mouth open and remove the food in her throat.

Because of the swift actions of PSO Burnett and Officer Livadic, the patient did not need to be transported to the hospital for any further treatment. The teamwork of a dispatcher, officer and nursing staff in this case resulted in a positive outcome for the patient.

On Oct. 3, 2023, the Northville Township Police Department received a 911 call from a resident of Cedarbrook Senior Living stating that his wife was choking on a peanut butter and jelly sandwich. PSO Hollingshed provided Heimlich instructions to the caller, but this had no effect on the patient and she became unresponsive. PSO Hollingshed provided CPR instructions to the caller until first responders arrived to help.

Upon arrival, Officer Bachand found the patient unresponsive and began to take over CPR from the caller. Shortly after, Officer Sellenraad arrived and began assisting with chest compressions while Sgt. MacArthur applied the AED to the patient.

The Northville Township Fire Department arrived on scene and was able to utilize suction to remove the airway obstruction. The patient was transported to the hospital for further treatment but was breathing on her own by the time she departed from the scene.

The comprehensive team approach requiring efforts from a dispatcher, officers, and paramedics resulted in a positive outcome in this case. The resident was later discharged from the hospital with no adverse effects.



**PSO Hollingshed**



**Ofc. Bachand**



**Ofc. Sellenraad**



**Sgt. MacArthur**



# Awards & Recognition

## Certificate of Merit



**Lt. Rowley**



**Sgt. Seipenko**



**Ofc. Prieskorn**



**Ofc. Foster**



**Ofc. Johnson**



**PSO Engebretson**



**PSO VanHulle**

On Aug. 27, 2023, the Northville Township dispatch center received multiple 911 calls for a structure fire at the Northridge Apartment complex. PSO Engebretson and PSO VanHulle worked quickly and diligently to dispatch both Northville Township police units and fire units as well as mutual aid from neighboring fire departments.

When Lt. Rowley, Sgt. Seipenko, Officers Prieskorn, Foster, and Johnson arrived on-scene, they immediately ran into the building to evacuate residents. They went apartment to apartment to ensure that all occupants made it out safely.

Thanks to the heroic actions by these officers, all residents were evacuated with no injuries. The officers put the lives and safety of others before their own by entering a burning building. PSO Engebretson and PSO VanHulle worked together to coordinate a multi-agency response and ensured all police and fire units received pertinent information as quickly as possible. In addition, PSO Engebretson activated the department drone to view hot spots that were not visible to personnel on the ground.

Lt. Rowley, Sgt. Seipenko and Officers Prieskorn, Johnson and Foster have also been awarded the Medal of Valor by the Michigan Association of Chiefs of Police for exceptionally meritorious conduct involving exemplary courage, great risk and danger to their personal safety.

## Community Service Award



**CSO Domzalski**



**Max**

CSO Domzalski fully encompasses what this award represents. Since his appointment to the Community Service Officer position, CSO Domzalski has gone above and beyond what is expected for the position. CSO Domzalski is very family-oriented and this transcends into his work ethic. He is constantly helping families in need with an enthusiasm that creates many smiles and happiness.

CSO Domzalski is well known within the Northville Township community due to his proactive approach to helping students in the schools and residents in the community. He understands the importance of maintaining positive relationships with both the community and his coworkers. CSO Domzalski and his trusty sidekick, Max, have been a dynamic duo since becoming partners in 2022.



# Awards & Recognition

## Certificate of Appreciation



**Sgt. MacArthur**



**SRO Brown**



**SRO McFadden**



**Sgt. Jones**



**Det. Norlock**



**Ofc. Key**



**Ofc. Sellenraad**



**Ofc. Urbano**



**Ofc. Lewis**



**Ofc. Conrad**



**Ofc. Micek**



**Ofc. Prieskorn**



**Ofc. Domzalski**



**PSO Bingham**



**PSO Blackmore**

On Oct. 5, 2023, the Northville Township Police Department received a call from Hillside Middle School stating that they received a strange call from a juvenile informing them that a student brought a gun to school. PSO Bingham and PSO Blackmore immediately dispatched Northville City police officers to the school and contacted the Northville Township School Resource Officers to assist with the investigation.

Det. Sgt. Jones and Det. Norlock began assisting Northville City officers by completing a search warrant for the phone number identified by the school. Phone company records identified an address in Indianapolis, IN, registered to the phone. Detectives contacted the police agency in that jurisdiction to conduct a check at the residence to obtain further information on the threat. It was discovered that two juveniles were left home alone and were making prank calls to schools they found online.

While detectives were investigating the source of the threat, SRO Brown and SRO McFadden responded to the school to assist with the lockdown procedure. All additional officers listed above responded to all Northville area schools to ensure the safety of students and faculty. PSO Bingham and PSO Blackmore fielded multiple calls from concerned and scared parents and disseminated all appropriate information as well as directions to pick up students at Hillside Middle School.

The comprehensive team approach requiring efforts from dispatchers and officers from multiple police agencies resulted in a positive outcome in this case. Charges were sent to the Wayne County Prosecutor's Office for the two juvenile suspects.



# Awards & Recognition

## Commendations



**PSO Engebretson**

On Aug. 27, 2023, PSO Engebretson was monitoring the Township Hall security cameras when she observed a vehicle pull into the lot and park next to the USPS mailbox. While monitoring, she observed a male subject exit the vehicle and begin to take items out of the mailbox.

Officer Johnson was also watching the camera footage and promptly left the station heading towards Township Hall. PSO Engebretson advised Officer Johnson and other responding units that the vehicle was seen leaving eastbound from the lot towards Sheldon Road.



**Ofc. Johnson**

Officer Johnson observed a vehicle matching the description of the suspect vehicle and initiated a traffic stop. All three suspects were arrested and the case was turned over to the United States Postal Service for federal charges.

By communicating and working together as a team, these three subjects were taken into custody without incident and multiple pieces of stolen mail were recovered.



**Lt. Pike**



**Ofc. Hernandez**

On Sept. 26, 2023, Northville Township resident Heather Cordova dialed 911 to report suspicious activity she observed in her apartment complex. The caller stated that she believed a group of individuals may have been trying to steal a vehicle. The information she provided to dispatch was quickly relayed to responding officers.

Lt. Pike and Officers Livadic, Hernandez and Khattar responded to the area and were able to locate a suspect vehicle observed by Heather Cordova. A traffic stop was initiated and four suspects involved were taken into custody for attempting to steal a vehicle.



**Ofc. Livadic**



**Ofc. Khattar**

Thanks to the quick action of Heather Cordova and thorough investigation conducted by the responding officers, four suspects were taken into custody without incident and charges were brought forth by the Wayne County Prosecutors Office.



# Awards & Recognition

## Academic Achievement Awards



**Lt. Pike**



**Lt. Reinke**



**Lt. Rowley**

Lt. Pike graduated from the Eastern Michigan University School of Police Staff and Command, which provides a combination of remote and classroom upper-level college instruction in several core or mandatory blocks of classes. The major topics of study include Management and Management Theory, Grant Writing, Human Resources for Law Enforcement, Budgeting, Staffing Allocation and Homeland Security.

Lts. Rowley and Reinke completed Staff and Command executive leadership programs at Michigan State University. The Michigan State University School of Staff and Command is committed to building capacity of Michigan law enforcement organizations through the development of staff and command personnel within those organizations.

## Civilian of the Year Awards

**John McPherson** started working for the Northville Township Police Department in April 2015. Over the course of his career at Northville Township, PSO McPherson has helped thousands of callers through various emergency situations. His calm and collected tone always puts callers at ease during high stress incidents.



In 2022, PSO McPherson was notably recognized for his role during what was originally called in as an active threat at a nearby mental health facility. PSO McPherson stayed on the phone with the 911 caller and helped her remain calm during this traumatic event while also dispatching multiple first responders to the scene. Every year there is nothing but the highest praise from his co-workers about his work ethic and his desire to help others in a time of need. His peers and supervisors have viewed John as a tremendous asset to the communications center.

**PSO McPherson**

Prior to his career at Northville Township, PSO McPherson served as a Reserve Officer for the Redford Township Police Department and then at the Northville Township Police Department. Outside of work, John dedicates his days off to spending time with his wife and four children.

On Sept. 26, 2023, Northville Township resident **Heather Cordova** dialed 911 to report suspicious activity she observed in her apartment complex. The caller stated that she believed a group of individuals may have been trying to steal a vehicle. The information she provided to dispatch was quickly relayed to responding officers.

A Northville Township lieutenant and officers responded to the area and were able to locate a suspect vehicle observed by Heather Cordova. A traffic stop was initiated and four suspects involved were taken into custody for attempting to steal a vehicle.

Thanks to the quick action of Heather Cordova and thorough investigation conducted by the responding officers, four suspects were taken into custody without incident and charges were brought forth by the Wayne County Prosecutors Office.





# Patrol Services: Call For Service

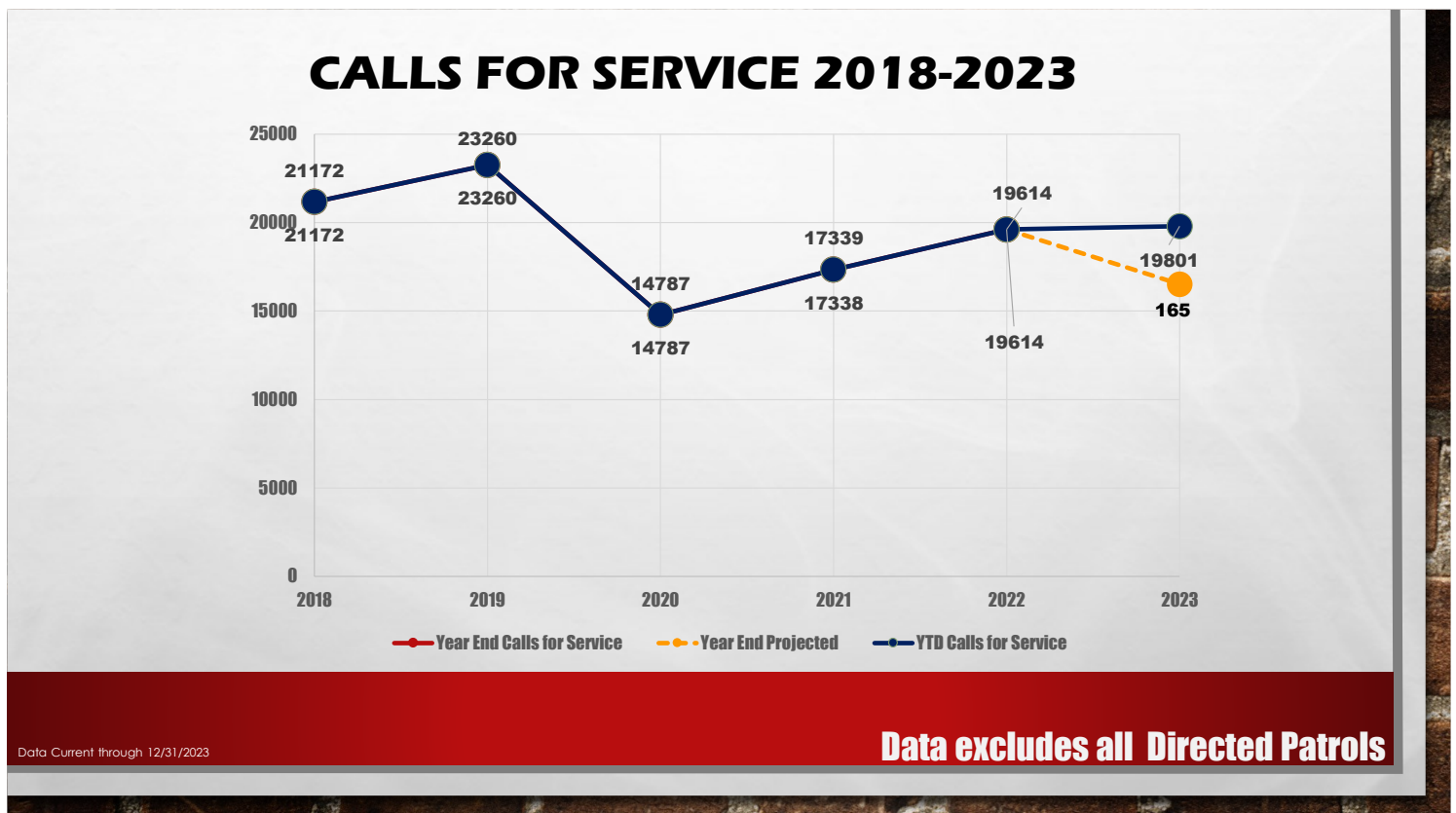
The Patrol Services division consists of four police lieutenants, four police sergeants, 17 Police Officers and 12 civilian Public Safety Officers. Patrol Services is responsible for proactive patrol and response to criminal and non-criminal service calls. Four squads provide continuous service to the community utilizing a 12-hour shift model.

## Services Provided:

- Proactive Patrol
- Initial Criminal Investigations
- Traffic Safety
- Crime Scene Processing
- Active Threat Response
- Community Engagement & Education
- Behavioral Health Intervention

## Mutual Aid Utilized From Other Agencies:

- Canine - Area departments if one is on duty
- Tactical Team - MSP ES Team - Full time team
- Bomb Squad - MSP Northville Lab
- Aviation - Area department MSP or OCSO helicopter
- Crime Lab Response - MSP Northville Lab
- Accident Investigation & Reconstruction - MSP Civil Unrest - Western Wayne Mobile Field Force



Since 2017, the organization has placed an increase emphasis on accounting for officer activity and calls for service from the community. This allows for the analysis of data to assist in the accountability of achieving community expectations and organizational goals.



# Patrol Services: Community Centered

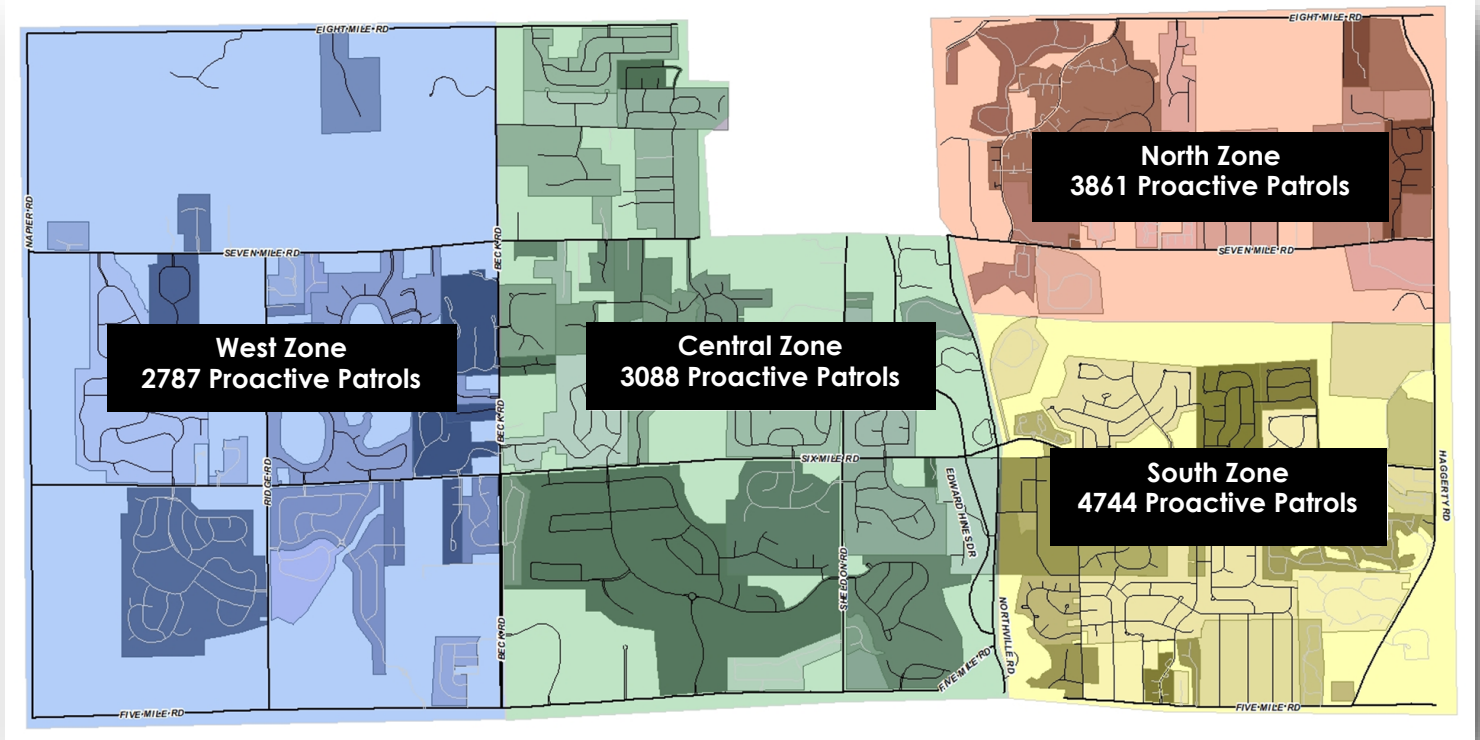
Community policing emphasizes working with neighborhood residents to co-produce public safety. Consistent with best practice recommendations from the President's Task Force on 21st Century Policing, Northville Township Police Officers are assigned to the same patrol zones for six months periods. This reinforces authentic and routine engagement through proactive patrols in each zones. In total, our officers conducted 14,480 proactive patrols in 2023, as outlined in the map below.

## **WEST TEAM**

Lieutenant Joshua Pike  
Sergeant Tony Dang  
Phone: (248) 349-9400  
[Email Joshua Pike](#)

## **CENTRAL TEAM**

Lieutenant Patrick Reinke  
Sergeant Daniel MacArthur  
Phone: (248) 349-9400  
[Email Patrick Reinke](#)



## **NORTH TEAM**

Lieutenant Christopher Rowley  
Sergeant Todd Seipenko  
Phone: (248) 349-9400  
[Email Christopher Rowley](#)


## **SOUTH TEAM**

Lieutenant Michael Burrough  
Sergeant Derek Brighton  
Phone: (248) 349-9400  
[Email Michael Burrough](#)



# Patrol Services: Service Driven & Community Focused

The involvement of individuals residing in each neighborhood is vital to the successful prevention and solving of crime in our community. As such, the Northville Township Police Department is seeking your assistance in an investigation.



If you happen to have information relating to a \_\_\_\_\_ incident that occurred on \_\_\_\_\_

OR

you have a recording from an exterior home video system or a video doorbell on \_\_\_\_\_

please reach out to the Northville Township Police Department as soon as possible.

PLEASE CONTACT:

\_\_\_\_\_ Officer / Detective

\_\_\_\_\_ E-mail

\_\_\_\_\_ Phone Number

Property crimes have a significant impact on our community. To support property crime reduction, in 2023 we implemented a program called Partners in Your Safety. During the year, the Police Department hosted Partners In Your Safety meetings at various locations throughout the Township. This crime prevention partnership brings together law enforcement, residents and businesses to promote problem solving and create safer neighborhoods. It revolves around education, including learning how to identify and report behaviors that are suspicious. The program encourages the community to become an extra set of eyes and ears for the department.



In addition, a recent initiative launched by the Detective Bureau features door hangers providing residents with contact information if they have information regarding a specific incident and date in their area, in case they have information that can help the police department with an investigation.



During the 2023 holiday season, the Northville Township Police Department launched "Operation Max's Vault," named for the Department's support dog. The service allowed residents to ship packages to the Police Department during the holidays to thwart efforts by porch pirates to steal unattended valuables. Under the program, the Police Department held items for up to five days until residents could pick up their packages after showing proper identification.

## Enhancing Communications with Northville Township Residents

Strong relationships of mutual trust between police agencies and the communities they serve are critical to maintaining public safety and effective policing. A frequent cadence of crime prevention and safety messages through social media and other communication channels is a critical element in building this trust. In 2023, the Northville Township Police Department continued to build on this strategy by launching the *Chief's Briefing*, a monthly message with tips and information focused on the types of incidents commonly seen in our community.

**Scan the QR Code below and select "Police Department" to subscribe to our email newsletter.**



# Patrol Services – Traffic Safety

Traffic safety is an established agency objective to reduce injuries and property damage in our community. In 2023, there were 513 vehicle crashes in Northville Township. Approximately 39% of these accidents were caused by rear-end collisions and 17% were the result of single vehicle incidents.



## Top 5 High Frequency Intersections 2018-2022:\*

1. Eight Mile & Haggerty
2. Six Mile & Haggerty
3. Eight Mile & Beck
4. Beck & Six Mile
5. Beck & Five Mile

\*Data source reports lag by one year.

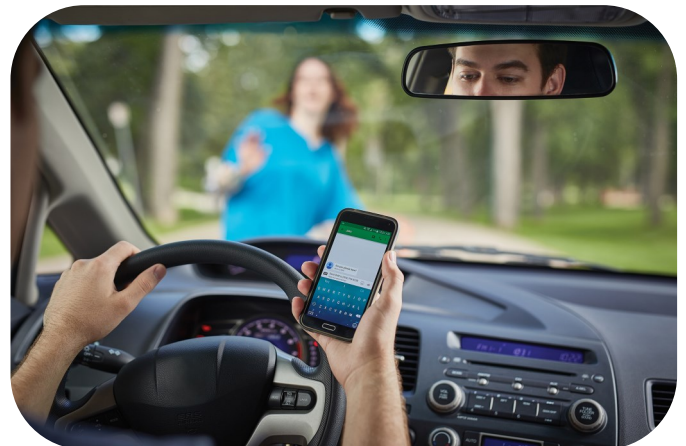
Historical crash data is reviewed on a monthly basis to determine high frequency crash locations. Officers are deployed strategically through monthly action plans to enforce or provide a visual presence for deterrence. These locations are supported by high visibility signage and technology to engage drivers.

A recent focus for the Northville Township Police Department has been enforcement of laws related to distracted driving. Under the new law, a driver cannot hold or support a phone or other device with any part of their hands, arms, or shoulders.

Even if a cell phone or other device is mounted on the dashboard or connected to a vehicle's built-in system, a driver cannot use their your hands to operate it beyond a single touch.

As a result, drivers cannot manually do any of the following on a cell phone or other electronic device while operating a vehicle:

- Make or answer a telephone or video call.
- Send or read a text or email message.
- Watch, record, or send a video.
- Access, read, or post to social media.
- Browse or use the Internet.
- Enter information into GPS or a navigation system.



# Patrol Services - Public Safety Answering Point



Northville Township operates a Public Safety Answering Point (PSAP) which receives emergency and non-emergency calls for Northville Township and the City of Northville. The center is operated by civilian Public Safety Officers (PSOs) who are recognized by the state of Michigan as Certified Telecommunicators. These highly trained professionals are typically the first public safety employees the public encounters during an emergency. PSOs are tasked with balancing a need to multi-task the use of multiple technology platforms to dispatch emergency resources, while also utilizing unique interpersonal skills to provide early intervention during medical emergencies and life safety incidents. In addition, PSOs have collateral duties to process and monitor prisoners held at the Northville Township Police Department.

The PSAP is guided by several best practice benchmarks from the National Emergency Number Association (NENA) and the National Fire Protection Association (NFPA).

The NFPA establishes a benchmark of 90 seconds from the time an emergency call is answered and evaluated for the appropriate resources, and notification is provided to emergency resources.

NENA establishes a benchmark that 90% of 911 calls will be answered within 10 seconds.

NENA 911 Answer Time	Northville Township Average 911 Answer Time in 2023
90% < 10 seconds	98.37%
NFPA Standard for processing emergency calls	Northville Township Average Processing Time in 2023
90 seconds	62.6 seconds



2023 Northville Township Non-Emergency Phone Calls	City of Northville Non-Emergency Phone Calls	911 Emergency Calls	Total Calls Processed
19,439	4,881	9,827	33,749



# Patrol Services: Community Partnerships & Support



Based on the consistent presence of law enforcement in communities, we are often the first source of intervention in a mental health crisis. We recognize early intervention for such incidents may prevent a crisis from escalating and officers from having to use force. Our agency committed to taking a more proactive role to provide service in mental health incidents. The NTPD partnered with Hegira Health to provide professional mental health resources in the field when officers are unable to petition an individual for treatment.



NTPD has supported its commitment to mental health response by establishing best practice processes and through valuable partnerships. This was solidified in 2020 with the International Association of Chiefs of Police One Mind campaign. This comprehensive program requires Crisis Intervention Team and Mental Health First Aid training for employees to support our response. Our agency was the first in Wayne County to complete the One Mind initiative.



First Step is an organization in outer-Wayne County which provides comprehensive services for victims of domestic and sexual violence. In 2020, NTPD became the fourth department in Wayne County allowing access for First Step to work within our facility to provide resources to the community. We made 150 referrals to First Step in 2023.



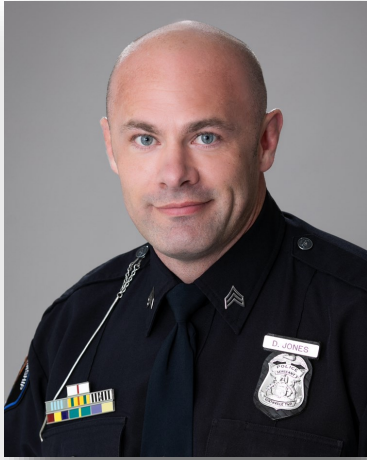
In the early 2000s, Growth Works took the initiative to support Wayne County and the surrounding communities, all while continuing to develop new social services offered to youth and families. A premier provider of social services for youth and families, Growth Works created and adopted a full menu of youth and family counseling and support services, maintaining innovative programs to help address growing concerns about substance abuse, chemical dependency, and family issues in the courts.



NTPD recognizes mental health support is required not only in our community, but within our organization. Public safety professionals are exposed to traumatic incidents and stressors throughout their careers. This can have an adverse impact on our employees professional and personal lives. More law enforcement officers die by suicide each year than are killed in the line of duty. To provide support, the department created a behavioral health team. This consists of employees who are certified in peer support and critical incident stress management. These employees are supported by external mental health professionals who provide additional resources in a confidential environment. Employees also have access to comprehensive services through an Employee Assistance Program.



# Investigative Services: Overview



Det. Sgt. Dan Jones' law enforcement career spans 17 years, having served Northville Township since 2007. In his current role, he is responsible for the management of Investigative Services. This includes supervision of the internal Detective Bureau, Records Bureau, Ordinance Enforcement, Community Service Officer, School Resource Officers and Technology Unit.

- B.S. Criminal Justice, Eastern Michigan University
- Eastern Michigan University School of Staff and Command
- MACP Police Executives and New Chiefs' School

The Detective Bureau is responsible for dedicating resources to investigations in order to bring them to a successful conclusion. The Detective Bureau is comprised of full-time internal detectives and detectives assigned to external task forces. Task forces act as a force multiplier and are continually evaluated to determine which partners best serve the needs of our community.

## Investigative Services

- Detective Sergeant
- Four Detectives
- Certified Forensics Computer Examiner-Michigan State Police ICAC Task Force
- FBI Violent Crimes Task Force
- Multi-Jurisdictional Investigative Team
- Two School Resource Officers
- Community Service Officer

Offense	2023 Count	2023 NTPD Clearance Rate
Criminal Sexual Conduct	11	55%
Robbery	3	N/A
Aggravated Assault	15	73.3%
Arson	0	N/A
Burglary	21	46.6%
Larceny	147	8%
UDAA	30	8.3%
Retail Fraud	37	45%

Local Investigations	823
State Warrants Submitted	63
Local Warrants Submitted	74
Search Warrants Obtained	88
*Cases Closed	489

\* Cases closed totaled 2,230 for the entire Police Department; 489 for the Detective Bureau alone



# Investigative Services: Computer and Electronics Forensics



Det. Justin Norlock oversees activities for the Northville Township Police Department related to the ever increasing presence of technology in criminal investigations over the past decade. We have now entered an era where digital evidence has a presence in almost every modern day crime.

Through Det. Norlock's efforts, the Northville Township community receives the benefits of training, equipment and peer review from other forensic examiners to support investigations. Our relationship with this multi-jurisdictional task force gives us access to a magnitude of investigative resources and investigators from local, state and federal agencies who specialize in cyber-crime and crimes against children.

Forensic Investigations	65+
Investigative Hours	900+

Det. Norlock has more than 15 years of investigative training with the last four years focused on computer and electronic forensics that was provided by private corporations, the Federal Bureau of Investigations, and the International Association of Computer Investigative Specialists.

As a part-time member of the Michigan State Police Internet Crimes Against Children forensics task force, he works with local, state and federal partners within the region. These resources have been utilized in Northville Township to support a wide range of investigations to include school threats, child exploitation, child sexually abusive materials, fraud, network intrusion, eavesdropping and assaults. For example, Detective Norlock has conducted more than 85 forensic examinations of electronic devices during Northville Township criminal investigations in 2023 alone.

A large majority of Det. Norlock's equipment has been provided by the United States federal government. As an example, in early 2020, Northville Township's digital forensic position was sponsored by the United States Secret Service to attend a 5-week Basic Computer Evidence Recovery Training course at the National Computer Forensics Institute. Completion of this training also provided Northville Township with forensics equipment valued at approximately \$30,000.

A 2023 milestone was the addition of forensic software and training to download information from a vehicle's infotainment system. Modern vehicles are complex networks of highly integrated electronic systems that generate and store massive amounts of information. Therefore, vehicles hold a vast amount of data that can be used to uncover critical information during an investigation and help determine what happened, where it occurred, and who was involved, that has the potential to change the course of an investigation.





# Investigative Services: Community Service Officer



Officer Andrew Domzalski is the Northville Township Community Service Officer (CSO). This position provides support for crime prevention, community engagement and enhances public safety partnerships. The CSO serves as a liaison to promote awareness, educate, train and serve as a law enforcement resource to the community, ensuring harmonious partnerships while supporting the agency's goals and objectives. He attends community events and homeowner's association meetings, frequents local businesses and partners with the public schools to identify and engage in problem solving. He provides a visible and reassuring presence while developing new methods for positive community engagement.



Officer Domzalski is accompanied by his partner, Max, a Golden doodle who received special training to perform as the department's therapy dog. He is there to offer comfort, aid and support to anyone who would like it. In times of crisis, particularly during violent or traumatic events, he reduces anxiety. When people spend time with him, they often relax and talk more about what they witnessed, regardless if they are adults or children. This helps with the investigation.

- B.S. Criminal Justice, Madonna University
- Crime Prevention Through Environmental Design
- Crime Prevention for Religious Institutions
- Crisis Intervention Team Instructor
- Certified Trauma Service Specialist (ATSS)
- Youth & Adult Mental Health First Aid
- Certified Workplace Violence & Threat Specialist

**Crafting With A Cop**



**Faith and Blue**



**Toys For Tots**



**Pancakes & PJs**



**March is Reading Month**



In 2023, there were nearly 200 community engagement events comprising meetings and presentations with homeowners' associations, the PTA, Michigan Law Enforcement Outreach, Partners in Your Safety, Boy / Girl Scouts, senior presentations and Northville CARES, as well as events at New Hope Center for Grief, Crafting with a Cop, Hope for the Holidays and dozens of additional initiatives to foster positive police relations in the Northville Township community.



# Investigative Services: School Resource Officers



Officers Michael Brown and Robert McFadden are Northville Township School Resource Officers assigned to the six public schools in the area throughout the school year. The objective is to be visible within the school communities and build relationships with students and staff while deterring crime and student misconduct.

These officers promote positive interactions with students while being a role model. They also work with staff to establish a safe and secure learning environment by providing emergency response training, and support for mandated school safety drills and emergency operation planning. He also acts as a department liaison on the Northville CARES advisory committee and with the Northville Youth Network.

## Degrees & Certifications:

- Eastern Michigan University bachelor's degree in Criminal Justice
- National Association of School Resource Officers (Advanced & Basic)
- Michigan State Police Teaching Educating and Mentoring
- ALICE Active Threat Instructors
- Crisis Interventions Team
- Youth Mental Health First Aid
- RAD Defensive Tactics
- MIOSHA Threat Assessment Training

Engagement by Location	2023
Moraine Elementary	55
Winchester Elementary	118
Ridge Wood Elementary	227
Meads Mill Middle School	117
Northville High School	534



# Investigative Services: Records Bureau

Melissa Sullivan and Michael Galunas are the Northville Police Department's Records Clerks. It is their responsibility to process records requests for the Police and Fire departments to include:

- Freedom of Information Act (FOIA)
- Criminal Discovery & Subpoena
- Records Checks for other Law Enforcement Agencies
- Incident Reports
- Licenses To Purchase Firearms
- Sex Offender Verifications
- Notary Services



Police Department (PD) FOIA	161
Fire Department (FD) FOIA	51
Discovery & Subpoena Orders	97
Reports Processed for Purchase	360
Internal PD Request for Records	101
Internal FD Request for Records	25
Northville City PD Requests for Records Including Video / Audio	18
Law Enforcement / Government Agency Requests for Records	344
Licenses to Purchase Firearm Issued	30
Pistol Sales Records Entered	569
Clearance Records	15



# Investigative Services: Data Analyst



Communications Systems Coordinator Elizabeth McCormick has served the community since 2002. As a certified crime analyst, she has a collateral duty to process, analyze and report crime data to external stakeholders. Internally, her analysis is used to recognize historical trends which occur in the community. Externally, she reviews crime trends in the region for their impact on Northville Township.

- Certified Crime & Intelligence Analyst, California State University
- Law Enforcement Intelligence Unit Certified Crime & Intelligence Analyst
- Certified Crime & Intelligence Analyst California Department of Justice

The Federal Bureau of Investigation Uniform Crime Reporting (UCR) program was founded in 1930 and provides statistics for use in law enforcement. The UCR program reports crime data obtained through the National Incident-Based Reporting System (NIBRS). Incident data is reported to NIBRS/UCR through each state's reporting system. In Michigan this is known as MICR.



Michigan Incident Crime Reporting (MICR) is a comprehensive, NIBRS-certified program that tracks information for over 65 different data elements related to more than 100 offense file classes, or incident types. All of these incidents are separated into offenses classified as Part A - Part F groups. Part A & Part B are the only offenses reported to the state.

Part A offenses are considered more serious/significant than the Part B offenses. Examples of Part A offenses include Murder, Criminal Sexual Conduct, Kidnapping, Assaultive Crimes, Fraud, Weapons Offenses and Theft Crimes.

Part B offenses include, but are not limited to: Obstructing Justice, Operating While Intoxicated, Trespassing, Motor Vehicle Hit & Run, Disorderly Conduct and certain Dog Law violations.

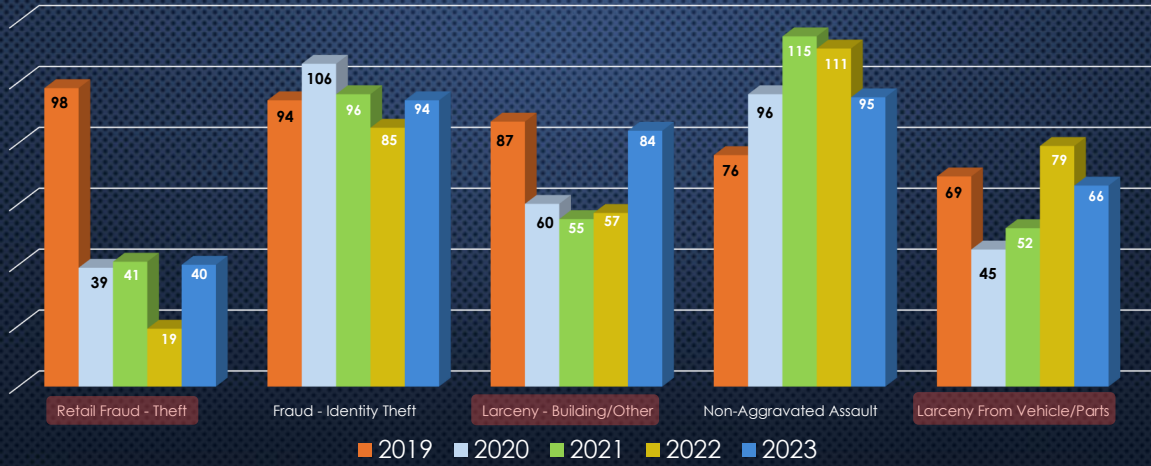
The UCR crime categories, which are tracked on a national level and often used to complete "Safest City" surveys, only include eight incident types: Murder, Forcible Rape, Robbery, Aggravated Assault, Burglary, Larceny, Motor Vehicle Theft, and Arson.

Northville Township's crime data is submitted to MICR via the Courts and Law Enforcement Management Information System (CLEMIS), our records management system, and verified quarterly. MICR then transmits the data to NIBRS, ultimately being compiled by the FBI and reported out annually in the Crime in the United States publication.



# Crime Statistics

## TOP PART A CRIME COMPARISON 2019-2023



Targeted area as an agency goal

YEAR	2019	2020	2021	2022	2023
PART A CRIMES	713	631	683	667	691

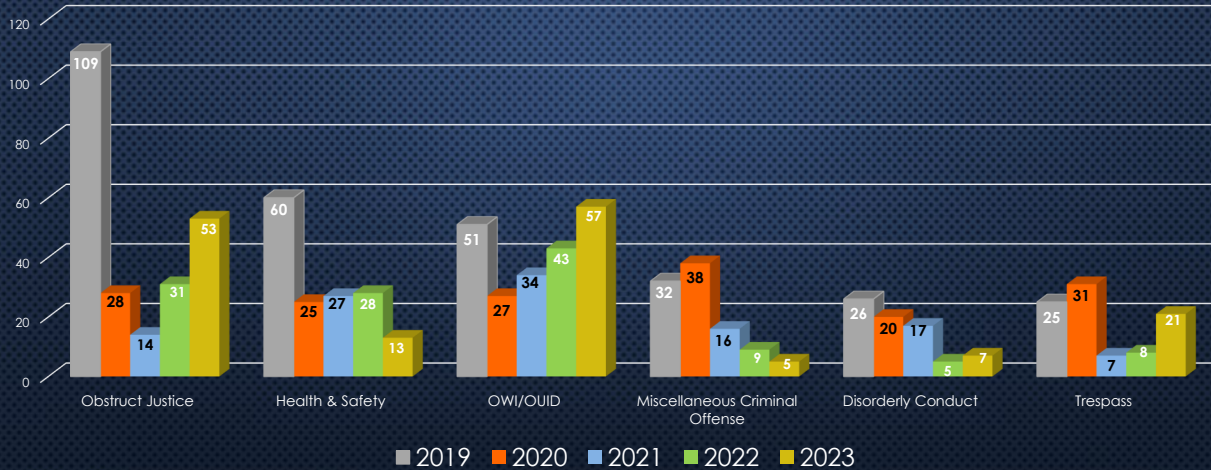
Up 3.6% over 2022 YTD

Data Current through 12/31/2023

### PART A CRIMES INCLUDE OFFENSES SUCH AS:

- Animal Cruelty
- Fraud
- Retail Theft
- Narcotics Violations
- Larceny
- Weapons
- Homicide
- Sexual Offenses
- Robbery/ Burglary
- Assault
- Motor Vehicle Theft

## TOP PART B CRIME COMPARISON 2019-2023



YEAR	2019	2020	2021	2022	2023
PART B CRIMES	355	193	162	177	216

Up 22% over 2022 YTD

Data Current through 12/31/2023

### PART B CRIMES INCLUDE OFFENSES SUCH AS:

- Family Abuse Neglect
- Liquor Offenses
- Obstruct Justice (Warrants)
- Disorderly Conduct
- Trespass Violations
- Miscellaneous Criminal Offenses
- Juvenile Runaway
- Health & Safety (Dog laws, Furnish Tobacco to Minor, etc.)



# Professional Standards & Training: Overview



Officer Kristen Romac is our Professionals Standards & Training Officer. Officer Romac has served as a veteran trainer for the agency and is a member of the International Law Enforcement Educators & Trainers Association. In her role, she evaluates agency processes, practices, training and employee recruitment to ensure they align with the law and recognized external best practices. She earned a Bachelor of Science degree in Sociology from Eastern Michigan University as well as the following certifications:

## Use of Force Instructor Certifications:

- Firearms - Pistol & Shotgun
- Less Lethal Weapons - Master Taser Instructor
- Defensive Tactics - FRG Pressure Points & Control Tactics

## Trainer Certifications:

- Field Training Officer

Professional Standards & Training conducts monthly reviews related to high liability areas and presents during the monthly COMPSTAT meeting with the leadership team. Annually, the Professional Standards & Training Officer will conduct reviews of the following areas:

- ◆ Use of Force
- ◆ Citizen Complaints
- ◆ Injured Employees
- ◆ Assaulted Employees
- ◆ Biased Policing
- ◆ Employee Involved Vehicle Crashes
- ◆ Intentionally Failing to Stop in Vehicle
- ◆ Intentionally Failing to Stop on Foot



# Professional Standards & Training: Continuous Improvement

Our focus on continuous improvement recognizes training will be guided by agency standards and transfers policies into practices. Our department completed approximately 6,000 hours of in-person, online and/or virtual training to include:

## Internal Department Training:

- Taser Recertification
- Mental Health Awareness & First Aid
- Prisoner Processing & Restraints
- Fair and Impartial Policing: Implicit Bias Recertification
- Use of Force – Defensive Tactics & De-escalation
- MILO Use of Force Training Simulator
- Active Threat Response
- Training Comprised of Tactical First Aid, CPR, Officer Down, Immediate Threat Elimination and Force on Force drills
- Hazmat Training
- Firearms Qualifications
- CPR/AED Recertification
- Emergency Management & Missing Person Scenario
- 24 Hours of Legal Update

## External Certifications:

- Force on Force SIMS Instructors
- Rifle Instructors
- Handgun Armorer
- HFRG - DT Instructor Training
- Reid Advanced Interviewing
- FTO Update
- FTO School
- Covert Surveillance School
- Police Mountain Bike Certification
- ARIDE
- SFST Refresher
- Small Unmanned Aircraft Systems (Drone)
- Police Motorcycle Training Certification



Forcible Entry



Drone



Active Shooter Drills



CPR



# Professional Standards & Training - Annual Review

An annual review of the use of force activities, policies and practices has been conducted and found that from January 1, 2023, through December 31, 2023, there were 26 incidents involving force. Three of these incidents involved two or more subjects with the total of subjects that force was utilized on being 30.

The early warning/intervention tracking of these incidents in the documents the date, case number, officer, officer level of response, sergeant review, use of force committee review, sex/race of subject, number of subjects and whether or not the officer or subject were injured.

It was discovered that out of the 26 incidents, three occurred between midnight and 6 am, four between 6 am and noon, five between noon and 6 pm and 14 between 6 pm and midnight.

There have been 74 applications of force used by officers in response to suspects' actions or resistance. The level of response to these incidents are shown below. There was one reported injury to a PSO and three reported injuries to suspects. Injuries consisted of a small cuts to a wrist, complaint of wrist pain and complaint of hip/leg pain.

Type of Officer Response	Number of Applications	Percent of Total Applications	Reported Subject or Officer Injuries
Point a Firearm	39	52.27%	0
Soft Empty-Hand Techniques	32	43.24%	3
Hard Empty-Hand Techniques	1	1.35%	1
Display Taser	2	2.7%	0

**Out of the 30 total subjects, the below chart displays them broken down by gender and race:**

Total Male	26	86.66%
Total Female	4	13.33%
Total Caucasian	21	70%
Total African American	9	30%

**The types of incidents where force has been utilized are:**

Type of Resistance/Response	Total Number of Incidents	Total Number of Subjects
High-Risk Traffic Stop	3	4
Mental Health Emergency	3	3
Passive Resistance	3	3
In progress or Potentially Armed Subject	10	13
Active Resistance	5	5
Attempt to Disarm/Point Firearm	2	2





# Professional Standards: Use of Force Annual Review

An annual review of the use of force activities, policies and practices has been conducted and found that from January 1, 2023 through December 31, 2023, there were incidents involving force. Four of these incidents involved two or more subjects with the total of subjects that force was utilized on being 24.

The early warning/intervention tracking of these incidents in the command folder documents the date, case number, officer, officer level of response, sergeant review, use of force committee review, sex/race of subject, number of subjects and whether or not the officer or subject were injured.

It was discovered that out of the 17 incidents, three occurred between midnight and 6 am, six between 6 am and noon, four between noon and 6 pm and four between 6 pm and midnight. There have been 44 applications of force used by officers in response to suspect's actions or resistance. The level of response to these incidents are shown below. There were no reported injuries to any officer/PSO/subject.

Type of Officer Response	Number of Applications	Percent of Total Applications	Reported Subject or Officer Injuries
Point a Firearm	22	50%	0
Soft Empty-Hand Techniques	16	36%	0
Hard Empty-Hand Techniques	3	6.8%	0
Display Taser	3	6.8%	0

**Out of the 24 total subjects, the below chart displays them broken down by sex and race.**

Total Male	20	83%
Total Female	4	16.66%
Total Caucasian	13	54%
Total African American	11	45.8%

**The types of incidents where force has been utilized is:**

Type of Resistance/Response	Total Number of Incidents	Total Number of Subjects
High-Risk Traffic Stop	2	4
Mental Health Emergency	2	2
Passive Resistance	1	1
In progress or Potentially Armed Subject	2	5
Active Resistance	10	12

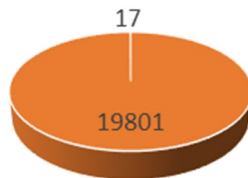


# Professional Standards: Use of Force Annual Review

Administrative reviews of each use of force incident found the applications of force were consistent with department standards, state and federal law regulating these practices. The Use of Force Committee also reviewed each incident and language in reports are continuing to improve. Continued discussion with officers and our legal advisor on the terms "muscling" and "display firearm" occur during department training to ensure reporting is consistent. Detailed report writing training will continue into 2024.

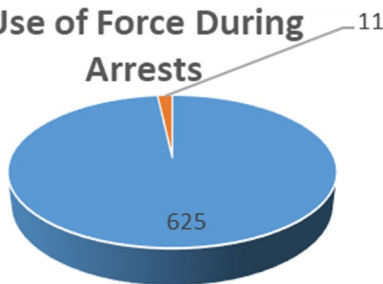
The agency's calls for service and arrests totals are listed below.

### CFS Resulting in Officers Using Force



NTPD responded to 19,801 CFS in 2023. Force was used in 17 of those calls for service, or .85%.

### Use of Force During Arrests



NTPD made 625 arrests in 2023 and force was used in 11 of those incidents, or 1.7%. (Three remaining incidents were either mental health emergencies or an arrest wasn't made).

\*\*CFS data does not include directed patrols.

The agency identified three officers through the early warning/intervention tracking for use of force. Reviews of the incidents did not identify trends requiring intervention, a need for remedial training or corrective action.



# Professional Standards: Citizen Complaints Annual Review

In 2023, the Northville Township Police Department received, processed and investigated 16 citizen complaints. This is consistent with the past three years in which the agency averages approximately 17 complaints. The complaints were received via U.S. mail, emails, in person and by phone.

The 16 investigations involved specific allegations related to service, policy/practice, driving, conduct, harassment and profiling. The total number of allegations received within the 16 investigations was 47. The outcome of these investigations is as follows:

Disposition of Investigation	Total Allegations
Founded	6
Unfounded	28
Unfounded / Resolved	12
Founded / Resolved	1

In 2019, there were 12 citizen complaints filed and 4 were determined to be founded. One complaint was resolved with no further action leading to 58% of complaints being unfounded. In 2020, there were 16 citizen complaints filed with four determined to be founded; 75% of complaints were determined to be unfounded. In 2021, there were 18 citizen complaints filed with zero determined to be founded, one complaint was founded in part, and 94% of complaints were determined to be unfounded. In 2022, there were 19 citizen complaints filed with one determined to be founded, four determined to be founded in part and 73% of complaints determined to be unfounded.

In 2020, the agency began a more comprehensive analysis. This reviewed the independent allegations within a complaint. In 2023, there were a total of 47 allegations. The chart above shows that out of the 47 allegations, 40 of them were either unfounded or unfounded/resolved. The chart below breaks these allegations down even further to account the specific type of complaint filed.

Type	Allegations	Founded	Unfounded	Founded / Resolved	Unfounded / Resolved
Service	4	1	0	1	2
Conduct	15	4	11	0	0
Profiling	1	0	0	0	1
Service /Conduct	15	0	11	0	4
Service/Profiling/Conduct	3	0	0	0	3
Service/Response	2	0	0	0	2
Driving	4	1	3	0	0
Conduct/Profiling	3	0	3	0	0

Of the 47 allegations investigated, the disposition rate was found to be 1% founded, 59.5% unfounded, 25.5% unfounded/resolved and >.5% founded/resolved. Two citizen complaints resulted in verbal counseling, two resulted in training and one resulted in written counseling.



# Professional Standards: Citizen Complaints Review

The gender of the complainants was summarized as 64.7% male and 35.2% female. The race of the complainants was summarized as 70.5% white, 23.5% black/African American and .5% being Asian. This analysis was enhanced to review the gender and race of each complainant as shown below. A review of this data does not identify any significant trends inconsistent with the gender and race of our service population.

Race of Complainant	Gender of Complainant	Occurrence(s)
Black / African American	Female	1
Black / African American	Male	3
White	Female	5
White	Male	7
Asian	Male	1

Citizen Complaint Reviews are conducted for the following reasons:

1. **Accountability:** It's essential for maintaining public trust and ensuring accountability that law enforcement agencies thoroughly investigate complaints against their officers. This helps demonstrate that they take concerns seriously and are willing to address any misconduct.
2. **Quality Control:** Investigating complaints allows police departments to assess the performance and conduct of their officers. By identifying any patterns of behavior or systemic issues, they can implement corrective measures and training to improve the quality of policing.
3. **Fairness and Justice:** Investigating complaints ensures that citizens have a means to seek recourse if they believe they've been mistreated by law enforcement. It's a mechanism for upholding principles of fairness, justice, and the rule of law within society.
4. **Community Relations:** Demonstrating a commitment to addressing citizen complaints can help build trust and positive relationships between the police and the community they serve. This is crucial for effective law enforcement and community safety.

Overall, investigating citizen complaints is an integral part of ensuring that police departments operate ethically, lawfully and effectively within their communities.



# Professional Standards: Biased Policing Review

The Southeast Michigan Council on Government (SEMCOG) identifies the race and Hispanic origin of the population of Northville Township as 71.4% White, 18.3% Asian, 3.3% Multi-racial, 3% Black and 3.5% Hispanic. Northville Township is located in the suburbs of the metropolitan Detroit area. SEMCOG identifies the race and Hispanic origin of Southeast Michigan as 64.3% White, 20.7% Black, 5.1% Asian, 4.2% Multi-racial and 5% Hispanic. The data is based on 2020 census.

In 2023, the Northville Township Police Department responded to 34,281 calls for service in the community. This included citizen contacts involving 6,331 traffic stops and 625 arrests. Data associated with citizen contacts from traffic stops and arrests are shown below:

Citizen Contact	Male	Female	Unknown
Traffic Citation – 2,456	1,564 (63.7%)	892 (36.3%)	0
Traffic Warning – 4,040	2,379 (58.8%)	1,635 (40.5%)	26 (<1%)
Arrest 625	414 (66%)	211 (33.8%)	0

Citizen Contact	White	Black	Asian	American Indian/Alaskan Native	Pacific Islander	Unknown
Traffic Citations – 2,456	1,793 (73%)	517 (21%)	131 (5%)	6 (<1%)	0	9 (<1%)
Arrests – 625	322 (51.5%)	2282 (45%)	19 (3%)	1 (<1%)	0	1 (<1%)
Traffic Warnings – 4,040	2,823 (69.8%)	943 (23%)	231 (6%)	2 (<1%)	0	41 (<1%)

In 2023, civilian and sworn employees recertified in Fair and Impartial Policing training for implicit bias put on by an outside company called Spectrum Training Solutions. The training coordinator assigned a training on Police One titled, *Diversity in the Workplace*, which all employees completed October 2023.

The agency received three citizen complaints of profiling in 2023 associated by a field contact. The first was received via phone and the complainant wanting to initially get his vehicle released from impound. After being advised it's on hold, he wished to file a complaint against the officer who stopped him, citing three allegations, one of which was the officer stopped him due to his race. The second complaint was received via an online complaint form and was reference the complainant stating the he feels the officer stopped him and pulled him over based on his race. The third complaint was received in person and both occupants of the vehicle wanted to file a complaint against the officer who stopped them, citing three allegations, one of which was the officer stopped them due to their race. The complaints were processed and investigated in accordance with department policy. All three complaints were investigated and the dispositions were unfounded, with two of them being resolved to citizen's satisfaction.



# New Essential Services Complex

The Public Safety Headquarters building on Six Mile Road is nearly 50 years old, and its layout and infrastructure require continual investment. It has become increasingly challenging to keep the aging building up to date because of the rising costs to operate and maintain the existing location.

As a result, work is underway for a new complex situated on a 15-acre parcel in what is now the 350-acre Legacy Park. In addition to the new police station, a second fire station will be built to improve response time in the northeast portion of the Township. The Township's current fire station at 45745 Six Mile Road will remain in use once the new station opens. A Public Works garage at the site will replace the Township's current Public Works facility on Beck Road. The new facilities combined will measure approximately 96,000 square feet.

The Essential Services Complex is slated for completion in 2025.



# Working For a Safer Community

In conclusion, I am pleased to share the results of our efforts in 2023, as well as all the behind-the-scenes work of our police force. In addition to our patrol operations, extensive action planning, departmental training, criminal investigations and analyzing data constitute much hard work that is necessary for the prevention of crime and readiness in times of crisis. Hopefully, our annual report has provided some insight into the dedication and discipline of the Northville Township Police Department personnel who serve our community every hour and every day of the of year.

Scott J. Hilden

Director of Public Safety / Chief of Police









