

Michigan Association of Chiefs of Police  
MICHIGAN LAW ENFORCEMENT ACCREDITATION PROGRAM



# **Onsite Final Report**

## **Re-Accreditation**

**Plymouth Township Police Department**

**July 18, 2025**

**Team Leader: Louis Keele**

**Team Member: Corey Wilson**

**A. Agency Name, CEO and AM:**

Plymouth Township Police Department  
9955 N. Haggerty Road  
Plymouth, MI 48170  
(734) 354-3232

James H. Knittel Jr.  
Chief of Police

Assistant Chief Daniel Kudra  
Accreditation Manager

**B. Date of the On-Site Assessment:**

Thursday – July 10, 2025

**C. Assessment Team:**

1. Team Leader: Lieutenant Louis J. Keele  
Van Buren Township Police  
46425 Tyler Rd.  
Van Buren Township, MI 48111  
[lkeele@vbtmi.gov](mailto:lkeele@vbtmi.gov)  
(734) 699-8907
2. Team Member: Lieutenant Corey Wilson  
Brownstown Police Department  
23125 King Rd.  
Brownstown, MI 48183  
[cwilson@brownstownpolice-mi.org](mailto:cwilson@brownstownpolice-mi.org)  
734-675-1300

**D. Community and Agency Profile:**

**1. Community Profile**

Plymouth Township is in Wayne County and is a suburb of Detroit. Plymouth Township is a vibrant community featuring high quality of life, great neighborhoods, and stable growth. Located 20 minutes from Ann Arbor and 30 minutes from Detroit, bordered by major highways, Plymouth Township provides ready access to key attractions and transportation hubs. Plymouth Township has a good combination of retail, industrial and residential and prides itself on being a “bedroom community”. Plymouth was settled in 1824 and became a township on April 12, 1827, by a legislative act of then Governor Lewis Cass. The first meeting of the Plymouth Township Board was conducted on May 25, 1827, at the home of John Tibbits. Judge Witherell of Detroit came to the township to administer the Oath of Office to the first elected officials.

Plymouth later became a Charter Township on April 19, 1977, which allowed for greater protection from annexation attempts and improved taxing controls. Plymouth Charter Township is governed by a seven-member board of trustees. The top elected officials include a township supervisor, township clerk and township treasurer.

Plymouth Township may be known as a suburban community; but over the years, several nationally known businesses such as Amazon, Bosch, Johnson Controls, Tower Automotive, Brembo, and Webasto call Plymouth Township Home.

According to 2023 American Community Survey estimates, Plymouth Township has a population of approximately 27,549 residents. The median household income is \$110,089, the per capita income is \$61,574, and the poverty rate is approximately 4%. The township is served by the Plymouth-Canton Community School District and is home to several public, charter, and private educational institutions.

## **2. Agency Profile**

The Michigan constitution of 1850 required that each township elect at least one, but not more than four, constables. In Plymouth Township's early years, police services were provided by constables, the Michigan State Police, the City of Plymouth Police Department, and the Wayne County Sheriff's Office. This changed in 1983 when the township hired its first police chief, Carl F. Berry.

The original police station was located at 42350 Ann Arbor Road and was in service from 1985 until 2006. The township municipal buildings were moved in 2006 to the current location at 9955 N. Haggerty Road. The Police Department shares the property and building with the township hall.

Currently, the Police Department is authorized 33 sworn officers, 1 Civilian Operations Director, 11 civilian police service aides, and 3 clerical staff. The Plymouth Township Police Department consists of a uniform Patrol Division, a Detective Bureau, a Communications Unit, a Records Unit, assigned officers that work with a DEA Task Force, and a Homeland Security Investigations Task Force. Select officers participate in accident investigation, evidence processing, SOT, and mobile field force. All these components of the Police Department work together to proactively address problems within the community.

The Plymouth Township Department prides itself on the quality of its employees. It is the department's belief that providing its personnel with the opportunity to participate in planning, decision making, and quality service delivery will result in a safer community with citizens who have an enhanced quality of life. The Plymouth Township Police Department is dedicated to the efficient, effective, and satisfactory delivery of police service. Police personnel are encouraged to utilize their knowledge of the community and their profession to identify public safety problems and quality of life issues.

## **3. CEO Biography**



James H. Knittel, Jr. graduated from Madonna University in 2001 with a bachelor's degree in criminal justice. Chief Knittel is scheduled to complete his master's degree in criminal justice/public administration from the University of Michigan-Dearborn in May 2025. Chief Knittel is a graduate of the Drug Enforcement Administration's Drug Unit Commanders Academy held in Quantico, Virginia.

Chief Knittel began his law enforcement career with the Farmington Hills Police Department in September 1987 as a police cadet and graduated

from the Oakland Police Academy in 1989. Throughout his career, Chief Knittel took on many roles including field training officer, narcotics/surveillance officer, detective, and detective sergeant. The last 10 years of his career at the Farmington Hills Police Department, Chief Knittel also served as a Drug Enforcement Administration (DEA) Group Supervisor.

In February 2018, Chief Knittel retired from the Farmington Hills Police Department and accepted a sergeant's position at the University of Michigan-Dearborn Department of Public Safety. He was promoted to Police Captain in August 2018 and Deputy Police Chief in May 2019. Chief Knittel was hired by the Plymouth Township Police Department to serve as the Chief of Police in May 2022.

Chief Knittel has been an instructor at two regional police academies. He has taught felony traffic stops and night exercises at the Oakland Police Academy, and night exercises at the Washtenaw Police Academy.

Chief Knittel is very active in the Plymouth Township community and served on the Plymouth Township Public Safety Commission during 2015-2016. Chief Knittel leads the volunteer First Responder Team at Our Lady of Counsel Catholic (OLGC) Church in Plymouth Township. Chief Knittel has coached youth football and boys/girls' basketball at OLGC. Chief Knittel is an active member of the Knights of Columbus in Livonia.

#### **4. Accreditation Managers Profiles**

Daniel Kudra graduated from Lake Superior State University in 2000 with a bachelor's degree in public safety. During his time at Lake Superior State, Assistant Chief Kudra also completed the basic police academy. Assistant Chief Kudra started his law enforcement career at PTPD in October of 2000. In 2015, he successfully completed the Northwestern University School of Police Staff & Command, an intensive 12-week management training program.



Assistant Chief Daniel Kudra

During his career at PTPD, Assistant Chief Kudra has held the positions of Patrol Officer, Patrol Sergeant, Patrol Lieutenant and Assistant Chief of Police. He has also performed several other duties for PTPD, such as Field Training Officer, Bloodborne Pathogen and CPR Instructor, Training Coordinator, Fleet Manager, Awards Committee Chair, COAM Union Treasurer, Recruitment & Hiring Team Leader, Accreditation Team Member, Accreditation Manager and

Assistant Chief Kudra is an active member of the community and participates in several community events. He serves on the Board of Directors for the Plymouth Community United Way, which supports numerous charities and community service organizations in the area. In addition to being on the Board of Directors of the PCUW, he is a member of the Diversity Equity and Inclusion committee as well as the Strategic Planning Committee. Assistant Chief Kudra is also a member of the Rotary Club of Plymouth.

The Rotary club is an international organization involved in projects to promote literacy, peace, clean water and health initiatives both locally and around the world.

In February of 2022, Assistant Chief Kudra was promoted to his current position and took over as the Police Department's MLEAC Accreditation Manager. Assistant Chief Kudra has worked diligently to move the agency forward in the accreditation process. Assistant Chief Kudra also serves as an MLEAC On-Site Assessor, assisting other law enforcement agencies through the accreditation process.

Lt. Ryan Krebs graduated from Lake Superior State University in 2001 with a Bachelor of Science Degree in Criminal Justice and minors in Loss Control and Corrections. After



*Lieutenant Ryan Krebs*

graduating from LSSU, Lieutenant Krebs attended the Lake Superior State University Police Academy. Lieutenant Krebs started his law enforcement career with Plymouth Township in November of 2001. In 2018, Lieutenant Krebs graduated from the Northwestern School of Police Staff and Command, Class 432.

During his career with Plymouth Township, Lieutenant Krebs has held the positions of Patrol Officer, Detective, Patrol Sergeant, and is currently the Patrol Lieutenant. During Lieutenant's Krebs time as a patrol officer, he served the department as a Field Training Officer and was on the Western Wayne County Mobile Field Force. While Lieutenant Krebs served in the Detective Bureau he was assigned as the liaison to the middle schools in Plymouth Township. Lieutenant Krebs was a

Teaching, Educating, and Mentoring instructor and completed hundreds of presentations to the 6th, 7th, and 8th. During Lieutenant Krebs service in the Detective Bureau, he received specialized training in Forensic Interviewing of Children, and he specialized in investigating crimes against children. Further, while a Detective, he volunteered as a Property Room Officer and served in that role until May of 2022. In his off-time, Lieutenant Krebs is actively involved in Novi Youth Baseball League where he volunteers as a head coach for the 9U and 12U baseball teams.

Cynthia Fell, ENP RPL is currently the Civilian Operations Director for the Plymouth Township Police Department where she has been employed for 21 years. Cynthia graduated from



*Civilian Operations  
Director Cynthia Fell*

Wayne State University in 2004 with a Bachelor of Arts in Psychology and a Bachelor of Science in Criminal Justice. She also graduated from Wayne State University with a Master of Arts in Employment and Labor Relations in 2011. Cynthia graduated from EMU School of Police Staff and Command Executive Leadership Program in October of 2024.

Cynthia began her career with Redford Township police department in 2002 as a dispatcher/jailer and worked with Redford until hiring with Plymouth Township in 2004. Cynthia has overseen the rewrite of the communications and records training programs, managed a complete dispatch remodel, organizes/chairs the CWW PSAP Manager meetings, and is a committee member on the APCO Editorial committee, NENA Non-Conventional Means of contacting 911 committee, and the Michigan State Police Certification Sub-committee.

Cynthia is a member of the National Emergency Number Association (NENA), the Association for Public Safety Communication Officials (APCO)- where she serves as the State of Michigan Secretary, and the Michigan Communications Directors Association (MCDA). Mrs. Fell is also an instructor at the Oakland Community College Dispatch Academy.





*Sergeant Michael Fritz*

Michael Fritz is currently a patrol supervisor for the Plymouth Township Police Department where he has been employed for the last 21 years. Michael graduated from Madonna University in 2001 with a Bachelor of Science in Criminal Justice and is a graduate of the Wayne County Regional police academy (11-02).

Michael began his career with the City of Plymouth Police Department in 2003 as a patrol officer until 2004 when he was hired by the Plymouth Township Police Department. Michael had been a Field Training Officer (FTO) from 2008 until his promotion to Sergeant in 2020. In 2023 Michael graduated from EMU's Staff and Command.

## **5. Future Issues**

Political Governance and Departmental Priorities – The agency has shown impressive operational excellence and a strong commitment to meeting accreditation standards. To ensure continued success, it's essential for political leadership and the police department to collaborate closely. By sharing public safety goals, aligning budgets, and supporting each other strategically, the agency can stay ready and maintain its accreditation well into the future.

Chief Knittel spoke very favorably regarding his relationship with the Township board. Both he and Supervisor Curmi spoke of the challenges presented with maintaining outstanding police services and the needs with the constraints of the budget. The Board and Chief Knittel are committed to addressing these challenges for the success of the organization. Overall, the public perception of the Plymouth Township Police Department is fantastic, this was evident in the community outreach and public interviews.

Flock Camera System (LPR) – The addition of Flock Safety cameras represents a proactive and innovative step forward for the Plymouth Township Police Department in enhancing public safety and investigative efficiency. These license plate recognition cameras provide real-time data that can assist in locating stolen vehicles, identifying suspects in criminal investigations, and supporting Amber or Silver Alerts. By expanding the department's technological capabilities, Flock cameras serve as a force multiplier, allowing officers to respond more effectively, deter criminal activity, and build stronger community trust through timely and data-driven policing efforts. The agency has identified this as a useful tool and hope to utilize them in the future.

Secure Employee / Prisoner Area - The Plymouth Township Police Department's parking lot is located adjacent to a wooded area that directly borders a public strip mall, creating substantial safety risks for officers and detainees due to concealed approach possibilities.

Although the Michigan Association of Chiefs of Police (MACP) MLEAC Accreditation Program does not establish a specific standard for this scenario, it advocates best practices in line with its criteria. It is therefore strongly recommended that the lot be secured with fencing to eliminate concealment threats and enhance safety for both department personnel and individuals in custody.

## **E. Public Information Activities:**

### **1. Telephone Contacts**

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 attention of the commission that otherwise may be overlooked.

The public telephone line was active on Wednesday, July 10, 2025, from 11:00 a.m. to 12:00 p.m. The telephone line was tested, found to be functional, and ten calls were received.

#### Pamela Stopper – Resident

Pamela Stopper is a 42-year resident of Plymouth Township. Mrs. Stopper states, "the entire Plymouth Township Police Department is great." Mrs. Stopper states that she has been a widow for nearly 20 years. She states that when her husband passed, the officer stayed with her the entire time, making sure she was ok and assisting her through the initial process. Mrs. Stopper states that to this day, this same officer contacts her often, checking to see how she is doing. She states that during COVID, this same officer would call her weekly to check on her well-being. She states that she is forever grateful to this officer, now Assistant Chief, Dan Kudra. She states, "I would not have made it without Dan."

Mrs. Stopper stated she loves all the community outreach the department performs. She loves Coffee with a Cop, officers being assigned to HOAs, and all the other community outreach programs the department is involved in. Mrs. Stopper states that the public perception throughout the community of the Plymouth Township Police Department is "Great! Everyone loves them!"

Mrs. Stopper fully supports the agency's effort towards reaccreditation.

#### Tom Petros – Cigar Liquor Emporium

Tom Petros is the owner of Cigar Liquor Emporium at 5 Mile and Beck. He states he has owned his business in Plymouth Township for seventeen and a half years and is happy to be in Plymouth. He states he appreciates the police department and they are "Perfect." Mr. Petros states he has had a couple break-ins over the years and the department's response has always been great. Mr. Petros states he wanted to call in to simply say how much he appreciates the department.

Mr. Petros fully supports the agency's effort towards reaccreditation.

#### Chief of Police Jason Wright – Van Buren Police Department

Chief Wright called in stating Plymouth Township Police Department is very engaged in the Western Wayne Consortium; they send resources, help, and anything else needed, anytime requested. Chief Wright states the Plymouth Township Police Department is "a very professional agency."

Chief Wright fully supports the agency's effort towards reaccreditation.

Katie Moore – Resident

Katie Moore states that she has been a resident of Plymouth Township her entire life (50 years). Ms. Moore states she just wanted to call in to give praises to the department, stating “they are doing great.” She states their community presence is great and the department has great interactions with residents.

Ms. Moore fully supports the agency’s effort towards reaccreditation.

Kim Crova – Resident

Kim Crova states she has been a resident since August, 2011. She states the Plymouth Township Police Department is “Top Notch.” Ms. Crova states she especially wants to recognize Officer King. She states there is a large problem with traffic on Beck Road. Ms. Crova states “Officer King monitors this area with so much diligence, it’s incredible.” She states speeders are a big problem in this area and Officer King is always out there addressing this problem.

Ms. Crova states, “Chief Knittel is a leader among leaders.” She states when she sees Chief Knittel out at events, he doesn’t identify himself as a Chief, he blends in with all his officers. She states Chief Knittel sets a different tone for the police department, a positive tone for the Township. Ms. Crova states she sees Chief Knittel out in the community, handing candy out on Halloween, at Coffee with the Chief, and many other community events. Ms. Crova states Chief Knittel is very accessible and is “the real deal.”

Ms. Crova fully supports the agency’s effort towards reaccreditation.

Victoria Waters

Ms. Waters is a 25-year resident of Plymouth Township and speaks very highly of their professionalism and involvement with the public. She stated that Plymouth Township has a low crime rate and she remains impressed with their response, investigations and capabilities. She has always found the officers to be very approachable and friendly. Although she has never needed to utilize police services, she has observed them and their interactions with the public at events. Waters added that their professionalism is even more evident since Chief Knittel has taken office.

Amy Burns

Ms. Burns lives in the Township and wanted to express her opinion of the interactions she has witnessed with the police department. She spoke favorably of their overall performance stating that she feels they do an “amazing” job. She knows them to be responsive and capable at their duties and feels comfortable living in the Township because of them.

Burns spoke of the department’s involvement in the community, specifically on “Halloween” where the officers patrolled the neighborhoods and interacted with the kids trick or treating in a very positive manner.

Ms. Burns stated that she just wanted to call in and thank the department for what they do and that she feels the department is under great leadership in Chief Knittel.



### Joe Crova

Mr. Crova indicated that he is a resident of Plymouth Township and described them as a “fine” police department. He added that he is a retired police officer of many years and currently is employed as a court officer.

With his experience he has found them to be very proactive, they address the needs of the community and are very active in the public relations. They seem to very capable at their duties of enforcing the laws and maintaining safety within the community.

He added that he would recommend them for re-accreditation status.

### Margaret Godi

Maragret Godi is a 28-year resident of Plymouth Township and was complimentary of the work she has witnessed by the police department. As others, she spoke extensively regarding the community engagement that she has witnessed with the officers at events and even during routine patrols. They are extremely approachable and friendly whenever she encounters them. She resides in a very busy part of town and sees the officers patrolling frequently.

Godi advised that she has had the opportunity to observe the kids interacting with the School Resource Officer on many occasions and feels this is one of the best programs offered. The kids genuinely enjoy the officer’s presence and playful nature which she feels fosters a better relationship with society as a whole.

### Dawne Stopper

Stopper advised that she is a Senior Human Resource Manager at a large company within Plymouth Township and has had several opportunities to work with the officers under various situations. She has always found them to be very knowledgeable in their duties and capable of handling the calls for service when requested. The officers always present themselves as professional, competent, respectful and prepared.

Stopper added that she would recommend them for re-accreditation without hesitation.

## **2. Correspondences**

No correspondences were received before or during the assessment.

## **3. Media Interest**

There were no inquiries from the media to assessors regarding the on-site.

## **4. In Person Interview**

During the On-Site four in person interviews were scheduled from 1:00 p.m. through 2:30 p.m. with various members within the organization and community.

### Jason Hayes – Plymouth Township Police Detective Sergeant

D/Sgt Hayes has been with the Plymouth Township Police Department for 23 years. He began his career as a dispatcher, got hired as a patrol officer and has continued to move up the ranks to a Sergeant. He has been assigned to patrol, a Michigan State Police Task Force, and a DEA Task Force. While in the patrol union, he was the POAM President for 5-6 years and is currently the COAM Vice-President.

D/Sgt Hayes states the relationship with the public is great. He states “We offer a great product.” He states morale is up and their equipment is up-to-date. D/Sgt Hayes states the relationship between the unions and the department are good; the relationship between the department and the Township are good, as well.

D/Sgt Hayes states the initial perception of accreditation within the department was a bit skeptical, but over time, accreditation has been accepted and supported. He states accreditation provides “a good checklist” of how things should be done. D/Sgt Hayes states the Chief is “present and supportive” and that “the culture is changing in a good way.”

D/Sgt Hayes states the one improvement he would like to see is increasing personnel.

#### Chuck Curmi – Plymouth Township Supervisor

Township Supervisor Chuck Curmi has been the Supervisor for 7 months, but has been a township trustee since 1992. He states he has a good relationship with the police department. He states, “I can talk to them, they can talk to me.” He states the Plymouth Township Police Department is “more of a civilian force, not so militaristic, which is good for our residents.” Supervisor Curmi states the public perception, among the residents of Plymouth Township, of the police department is “very positive, the police are well respected.” Supervisor Curmi states Chief Knittel is “very visible and active.”

Curmi stated that he is committed to maintaining the level of service while being fiducially responsible for the residents. He makes efforts to balance the two adding that the department is competent and “good at what they do”.

Township Supervisor Curmi fully supports the agency’s effort towards reaccreditation. Lara

#### Katschor – Human Resource Manager

Plymouth Township does not have an “in-house” human resource department, they contract their human resources through a private company by the name of “ECTOHR”. Lara Katschor serves as the primary HR Manager for Plymouth Township.

In this position she has had the opportunity work closely with the Township administration and police department members since 2018. Lara advised that the relationship between the Township and police department is very healthy and cooperative. The police administration is very fair and consistent when it comes to discipline and other contractual discussions.

The scope of her work includes employee relations, employee benefits, leaves, payroll, hiring / interviewing / recruiting, contract language changes and interpretations, retiree benefits, FMLA, and other typical HR related situations to include consulting on items such as discipline. It is rare that she needs to intervene in any disciplinary decisions because the department approaches these issues very methodically, logical and consistent. The documentation is always solid and thorough which lends itself to scrutiny very favorably.

Another task that she is often involved in is the Employee Assistance Programs offered through the Township and specifically through the public safety. The police administration is extremely knowledgeable and versed in the programs, more so than other places she has observed through her work in the human resource industry. She added that the police department is a pleasure to work with and she cherishes the relationship she has with them and the township administration.

Lara is not surprised that they are currently an accredited agency and feels very confident that they should be considered for re-accreditation.

#### Chaiman Paul Gill and Board Member Sukhpal Dhillon – Sikh Foundation

Both members represent the Sikh Foundation who have a large facility of worship (Gurwara) located within Plymouth Township. Both men spoke very excitedly and fondly of their relationship with the Plymouth Township police department. They previously had a respectful relationship from a far, as with most entities over the years. However, after an attack on a temple in Wisconsin in 2012, they contacted the Plymouth Township Police and opened dialogue regarding safety measures and obvious concerns for their parishioners.

This began a long and intimate relationship with the department that is now cherished by both. The foundation began contracting police services during their Sunday worship services wherein an officer is assigned to their campus for the duration of services. This has fostered a great relationship between them. AC Kudra specifically has engaged in a working relationship assisting them with site surveys and assessments leading to several suggestions and implementations regarding security concerns and vulnerabilities on the campus.

Above the working relationship, both men spoke of the personal interactions of the officers and parishioners while they are on the campus. The children love seeing and interacting with officers which has changed the typical perception often associated with law enforcement.

On the rare occasions that police have been called to the facility for criminal behavior they have always presented themselves as competent, capable, respectful and professional. They are always prepared to handle the situations in front of them to include the occasional prosecution.

The foundation hosts an annual banquet where local dignitaries are invited to dine and partake in a symposium addressing many aspects of public safety and other issues concerning their congregation. Chief Knittel and AC Kudra are always more than willing to participate and provide valuable information and discussion with them including mental health and addiction issues during the last event.

The relationship is going so well that they are looking to contract with the police for other services outside of worship such as during weddings and other highly attended events at the foundation.

### **5. Agency Ride-along**

On Thursday afternoon, Assessor Wilson rode along with Officer Jackson Chalmers. Officer Chalmers has been with Plymouth Township Police Department for 7 years. He is a Field Training Officer, a firearms instructor, an OC instructor, and a Defensive Tactics instructor. Officer Chalmers is also a member of the Western Wayne Mobile Field Force.

Officer Chalmers spoke of the great relationship the department has with the community. He states the multiple community outreach programs the department is involved with really provides for positive interactions with the public. He states the public is “very supportive” of the police department. Officer Chalmers states the initial impression of accreditation was skeptical, but he has found that accreditation provides guidelines and resources that make the job easier and safer.

Officer Chalmers went to several key locations in the township, including township borders, prominent neighborhoods, business, churches, and parks.

During the ride along, Officer Chalmers was upbeat and energetic. He responded to one call of an open emergency line through a vehicle emergency call system. Officer Chalmers had a non-emergency response, which was appropriate. He checked the area, surrounding businesses, and roadways. Officer Chalmers came across a female subject on a bridge performing an unknown action. As the patrol unit approached, the female began to walk away. Officer Chalmers conducted himself very professionally with the subject and took all necessary officer safety steps. Ultimately, the subject was conducting environmental work, monitoring the water depth of the river below.

## **6. Community Involvement**

During the on-site and conducting interviews, it was very apparent that Plymouth Township Police are extremely involved in community engagement efforts. The citizens who called in made it very clear that this was an integral part of the success within the department and the efforts are greatly appreciated. The efforts and results of these initiatives cannot be understated, below are just a few of the many programs they actively engage in all year.

It is the opinion of the assessors that this department sets a milestone for successful community relations and these efforts should continue. There is a true pride in the heritage and affection expressed from the citizens and the officers which is a direct result of the community engagement. Plymouth Township Officials partner with the Police Department to ensure the success of these programs and it is recommended that this continues to foster and grow.

- No Shave November. Participating officers pay \$50 and the collected money is donated to a charity.
- Coffee with a Cop by coordinating with a local coffee shop to host the event. The agency has future plans to have this as a monthly activity.
- First Step Giving Tree. This is linked to a domestic violence shelter. Department members pick a paper ornament with a requested item, and these are given to residents of the shelter during the Christmas holiday.
- First Responders Food Drive involving a local Kroger store. Officers are present at the Kroger store and try to fill a patrol car with donated food. The food is then donated to a local food pantry.
- Little Library at the front entrance of the Police Department. This idea was brought to the agency by one of its dispatchers. The dispatcher has been influential in getting members of the department to donate books. The books are available free of charge and can be picked up by anyone.

The agency also maintains three speed trailers and takes requests from residents regarding speed complaints. A list is maintained based upon requests and needs. After a period of time, the agency can provide the resident who reported the complaint with speed data captured from the speed trailer.

## **F. Essential Services:**

### **Chapter 1 – The Administrative Function:**

#### Direction of Personnel (1.1)

The chief of police has the authority to issue, modify, repeal, amend, revise, and approve agency written directives, general orders, and policy. The overall written directive system was clear and understandable. The directives were constructed in a logical manner with employee duties and responsibilities clearly defined. The rules and regulations outlined in an excellent manner the constraints on employee actions and expectations for behavior.

The agency's mission includes being professional law enforcement leaders, being knowledgeable and unbiased, being responsive to community requests, and maintaining a community-oriented policing effort. The mission statement also includes honoring professional integrity, providing quality service, and being a progressively structured law enforcement agency seeking continuous improvement to aggressively solve community problems through teamwork.

#### Fiscal Control (1.2)

The agency received a waiver for fiscal control standards because there are no cash accounts at the department. All cash transactions are conducted at the Township Treasurer's Office.

#### Internal Affairs (1.3)

The agency accepts and investigates all complaints, including anonymous complaints. All internal investigation files are properly secured with limited access. Based on the severity of the allegation, the complaint will either be handled by the Office of the Chief of Police or forwarded to a section supervisor for investigation. If the complaint involves allegations of corruption, criminal misconduct, sexual harassment, or serious violations of the agency's general orders, the complaint is forwarded to the Office of the Chief of Police.

These types of complaints will be investigated by the chief of police or designee or forwarded to an appropriate outside agency.

The Plymouth Township Police Department investigated eight (8) complaints regarding officer conduct in 2022. Of the eight (8) internal investigations, two (2) involved staff members that are no longer working for the police department. Further, of the eight (8) internal investigations, four (4) involved a specific officer. Additional training time was dedicated to that officer when it was warranted, and to date there has been no reoccurrence of past policy violations.

In 2023 there was one (1) internal investigation which stemmed from an officer not properly searching a prisoner and contraband was entered into the secure area. Additional training was utilized to avoid future occurrences.

There were two (2) internal affairs complaints in 2024, both were unfounded after complete investigations.

Department policies and training practices were reviewed and there were no recommended changes related to citizen complaints. There were no policy changes related to internal

investigations and it appears proper records, reports, tracking, and training mechanisms are in place to identify trends and issues.

#### Disciplinary Procedures (1.4)

The agency's written directive system details the rules, regulations, and expectations for employee conduct. Supervisors have discretion to place employees on administrative leave. The agency has an appropriate appeal and grievance process in place with established timelines. There were no grievances during the assessment period.

#### Organization (1.5)

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. All agency personnel acknowledge a code of ethics. Bias-influenced policing is strictly prohibited by the agency. There is a definition for bias-influenced policing, including prejudicial decisions affecting individuals in classes protected by federal and state law.

The agency prohibits unlawful workplace discrimination and harassment, including sexual harassment. The written directive outlines a proper reporting mechanism in the chain of command, including an alternate reporting process for any conflict of interest. The directive requires employees to report any type of harassment and requires investigations to be conducted in accordance with state law. There were no reported incidents of harassment during the assessment period.

The Plymouth Township Police Department currently has 31 sworn personnel and 11 Police Service Aids (PSA) / dispatchers, as well as civilian records staff. Personnel have access to supervisory personnel on a 24-hour basis. The department has a dedicated Detective Bureau with an assigned supervisor and two detectives; one SRO and one assigned to a task force (DEA) outside of the agency.

#### Agency Equipment and Property (1.6)

Agency Sergeants and the Communications/Records Supervisor are responsible for maintaining agency equipment in accordance with the standard and in a state of operational readiness. The equipment is properly stored, accessible and inspected for proper operation frequently. The wearing of body armor is mandatory for all sworn personnel, with additional requirements to wear body armor while engaged in pre-planned and high-risk operations.

#### Public Information (1.7)

The Chief of Police or designee directs the preparation of all public comments and media releases. The Chief of Police or designee will contact the patrol lieutenant or other designated command officer to arrange for, and assist with, any press conferences dealing with the Plymouth Township Police Department's activities or operations. It is the responsibility of the patrol lieutenant or the chief's designated command officer to interact with media.

The public information policy prohibits media access to areas or locations, which could interfere with law enforcement operations. The agency understands the importance of public and media assistance.



### Agency Records and Computers (1.8)

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. The agency uses Oakland County's Courts and Law Enforcement Management Information System (CLEMIS) for records management. Any hard copies of reports are stored in a file cabinet where only records staff have access. There are extra security measures for non-public records. Records personnel handle all Freedom of Information requests, and the agency abides by the state retention and disposal requirements in accordance with 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.

### Agency Training (1.9)

The agency training records are current and are being maintained in accordance with 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 an extensive training program. Officers in field training rotate shifts. Field training officers are properly selected and trained through a documented process. Annual training includes firearms, legal update, Haz-mat, blood-borne pathogens, bias-based policing, defensive tactics, less lethal weapons, use of force and LEIN / CJIS requirements.

The agency understands the importance of training, not only in the mandatory subjects as defined by the accreditation standards but further in officer development and proper conduct. Training provides the backbone of a successful organization and Plymouth Township invests in that success by ensuring adequate and appropriate training objectives are met. Effective training helps minimize liability and injury during high stress encounters and highlights professionalism on daily contact. Both were obvious during the assessment.

### Authorization and Use of Agency Weapons and Ammunition (1.10)

The CEO is the authorizing authority for all weapons and ammunition requirements, including specialized weapons. A comprehensive list of the authorized weapons and ammunition has been established and maintained by the agency. 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 (2.1)**

The agency has a written directive outlining an employee assistance program, line-of- duty injury and death circumstance policy, and an employee collision and review process. The agency uses a third-party provider for the Employee Assistance Program. Interviews established that the program is understood, encouraged, and utilized within the police department.

### Performance Evaluations (2.2)

The written directive mandates all agency personnel receive a performance evaluation three times a year. The system includes directives to raters regarding evaluation responsibilities and procedures on how to use the required forms. The evaluation system has a clear appeal process. The agency has an established early warning system.

### Promotion of Sworn Personnel (2.3)

The promotional process is outlined in the collective bargaining agreements. During the promotional process, the CEO reviews the requisite qualifications for promotions when deciding on advancement of personnel.

The written directive includes a listing of necessary skills, knowledge, and abilities for selection of sworn personnel to specialty assignments. Written tests and oral interviews are conducted on an as needed basis when promotional test is warranted. The contract allows for discretion in this area.

### Recruitment of Sworn Personnel (2.4)

The Plymouth Township Police Department actively participates in the recruitment of sworn personnel. The agency is taking steps to attract qualified applicants. The recruitment plan contains a clear statement that the agency is committed to equal opportunity. The stated goals and objectives for recruitment are clear and understandable.

### Selection of Personnel (2.5)

The agency has a complete written process for the selection of new full-time personnel, which includes a thorough background investigation, as well as a medical and psychological exam.

### Reserve Officers and Civilian Volunteers (2.6)

The agency does not utilize reserve officers or civilian volunteers. Waiver issued by MACP, verified through on site.

## **Chapter 3 – The Operations Function:**

### Arrest, Search and Seizure (3.1)

The Plymouth Township Police Department is a full-service agency with arrest powers. The agency and its policies follow the United States Constitution in relation to arrest, search and seizure. The agency recognizes the foundation set forth in the Fourth Amendment. Agency policy outlines the warrantless search exceptions and the need for a court authorized search warrant, when applicable. The Plymouth Township Police Department operates a holding facility. The facility is used for temporary detention.

Persons arrested or detained for a felony may be strip searched with the written authorization from a command officer; restrictions for misdemeanor or civil infractions listed in the written directives. By policy, strip searches shall only be conducted by a person of the same sex as the prisoner being searched.

### Interview and Interrogation (3.2)

The Plymouth Township Police Department has established procedures for compliance with contemporary criminal procedural requirements related to interviews, investigative detention interviews, and interrogations.

The agency has two non-custodial interview rooms located near the front entrance. These rooms are also used for the temporary holding of juveniles. No in-custody suspects are interviewed in any of these three rooms. Since their initial assessment, the agency has equipped these rooms with audio and video recording equipment.

There is a custodial interview room located in the detention facility, which complied with the standards. The custodial interview room has audio and video recording capabilities. The agency encourages the use of audio and video taping capabilities for purposes of recording statements and confessions in an overt or covert manner consistent with state law. Recording is required for custodial interrogations related to major felony crimes. Investigators can summon for assistance by using a radio, cell phone or by calling for assistance. The in-custody interview room is monitored by the dispatch center. While using the custodial interview room, investigators can lock their weapons in gun lockers.

### Use of Force (3.3)

In 2022, The Plymouth Township Police Department reported they responded to 11,965 dispatched calls for service. There were (30) reported incidents in which use of force was required. When compared to 2021, the amount of use of force incidents increased by (7), but the calls for service also increased by 1,322.

The agency conducted a meaningful review of each incident. Of the (30) reported incidents, none of the incidents resulted in injuries to officers or the suspect. Of the (30) incidents, none of them resulted in discipline and all were within the Plymouth Township Policy and Procedure guidelines.

In 2023, The Plymouth Township Police Department reported they responded to 15,820 dispatched calls for service. There were (30) reported incidents in which use of force was required. When compared to 2022, the amount of use of force incidents stayed the same, but the calls for service increased by 3,855.

The agency conducted a meaningful review of each incident. Of the (30) reported incidents, none of the incidents resulted in injuries to officers or the suspect. Of the (30) incidents, none of them resulted in discipline and all were within the Plymouth Township Policy and Procedure guidelines.

In 2024, The Plymouth Township Police Department reported they responded to 17,862 dispatched calls for service. There were (15) reported incidents in which use of force was required. When compared to 2023, the amount of use of force incidents reduced by 50%, but the calls for service increased by 2,042.

The agency conducted a meaningful review of each incident. Of the (30) reported incidents, none of the incidents resulted in injuries to officers or the suspect. Of the (30) incidents, none of them resulted in discipline and all were within the Plymouth Township Policy and Procedure guidelines.

### Communications (3.4)

The Plymouth Township Police Department maintains a dispatch center on-site within the department. Plymouth Township also provides dispatch for the City of Plymouth. The assessment team toured the facility and spoke with the agency's supervisor regarding dispatch policies. All recordings are preserved for at least a 60-day period.

Communications personnel have the capability of immediate playback of recorded telephone and radio conversations in the event the original conversation was unreadable or could not be understood. In the event of a power failure, the Plymouth Township Police Department maintains an emergency generator which will automatically engage, supplying power to the communications center to maintain operations. Emergency backup power supplies are tested on a weekly basis via a self-test mode on the generator.

For medical emergencies, the Plymouth Township Police Department Communications Center requires emergency lifesaving and first-aid instruction over-the-telephone to be transferred to Huron Valley Ambulance service, where trained personnel have access to approved emergency medical guidelines and materials. Such transfers take place only after necessary information is obtained for the immediate dispatch of Fire Department personnel.

### Field Activities (3.5)

The Plymouth Township Police Department policy allows for vehicle pursuits when the subject(s) and vehicle are wanted for committing a violent felony and are an imminent threat. Roadblocks, and/or intentional collisions may only be used in situations where deadly force is justified. Roadblocks and boxing techniques are not permitted.

During 2022-2024, the Plymouth Township Police Department was not involved in any vehicle pursuits.

All agency personnel receive entry level training on dealing with emotionally impaired persons. Refresher training is provided at a minimum of every three years. All personnel required to complete refresher training have completed the training.

The Plymouth Township Police Department has in-car computers available in each patrol vehicle, accessible to each patrol officer. The agency has video recording equipment in their police vehicles and body cameras using the Safe Fleet Mobile System. The in-car videos are remotely downloaded when the patrol car pulls into the department's parking lot. Body cameras are downloaded when placed into a charging station in the equipment room. All videos follow the agency's retention guidelines.

The Plymouth Township Police Department allows foot pursuits and has written directives guidelines and procedures in place regarding them. In 2022, the Plymouth Township Police Department had (1) foot pursuit, an increase from 2021 when they had no foot pursuits. In 2023, the Plymouth Township Police Department had (5) foot pursuits, a significant increase from 2022. In 2024, the Plymouth Township Police Department had (1) foot pursuit, a significant decrease from 2023. Policies and training practices were reviewed and there were no recommended changes. A meaningful review was conducted for each foot pursuit.

The Plymouth Township Police Department does not maintain a police canine unit. The department uses canines from surroundings agencies through mutual aid.

### Traffic Safety and Enforcement (3.6)

The Plymouth Township 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.

Officers are required to wear high-visibility safety apparel when acting as a traffic regulator and are required to wear their reflectorized vest when directing traffic, investigating traffic crashes, handling lane closures, obstructed roadways, disasters, or performing other traffic related duties as a safety precaution

### Homeland Security/Critical Incidents (3.7)

The Plymouth Township Police Department has written directives for a critical incident system which complies with standards. Since their initial accreditation, the agency has implemented the use of a department operational plan form which is clear, concise, and addresses all required standards.

## **Chapter 4 – The Investigative Function:**

### Criminal Investigation (4.1)

The on-duty shift supervisor is responsible for screening all incoming reports and forwarding those reports that require extensive follow-up to the detective sergeant. Other minor investigations are assigned to patrol officers. The detective sergeant reviews and assigns investigative reports to the appropriate investigator to conduct follow-up investigations.

### Crime Scene Processing (4.2)

The Plymouth Township Police Department has detectives and accident investigators available 24-hours a day. An on-duty supervisor will respond to the scene to determine whether patrol officers or evidence technicians should process the scene. All evidence collected will be submitted to the evidence room as soon as possible, but prior to the end of the submitting employee's shift.

### Storage of Evidence and Property (4.3)

Appropriate policies are in place for property processing and evidence collection. The agency has a primary and secondary property custodians who have access to the evidence storage room. The patrol lieutenant maintains the key to access the drug/money/jewelry vault and the gun lockers. The temporary storage room, which is located across from the evidence storage room, has lockers that can be locked after property is placed in them.

All evidence must be entered into the Plymouth Township Police Department's report writing computer system. The property custodian removes the item(s) from the temporary storage lockers as soon as possible and checks the item(s) to the property room.

All time-sensitive inspections, audits and inventories were conducted; no irregularities were identified. Assessors toured all the areas of property. The property room and the evidence processing areas were clean and in good order.

The door to the property and evidence room has key access. Since the initial accreditation, the agency has installed cameras in the property and evidence rooms. Additionally, during the station tour, when assessors entered the evidence room, Assistant Chief Kudra did document who was entering on a log, however the actual people entering did not sign the log. It is recommended to have all people entering the evidence room personally sign the log. Since the initial accreditation, the agency did address the evidence/property storage of bicycles, which was an applied discretion. The bicycles that are stored are secured to the rack via a chain and lock, and the entire rack is now enclosed with fencing.

#### Juvenile Matters (4.4)

The Plymouth Township Police Department has established policies regarding juvenile status offenses, including runaway cases, unidentified adults and children, and the safe delivery of newborns.

#### Special Investigations and Operations (4.5)

The Plymouth Township Police Department has a special investigations policy. The written directives comply with standards. The agency is well organized in keeping records of information shared or received from other agencies. The agency has a detective assigned to the US Drug Enforcement Agency. Recently the detective assigned to the Homeland Security task force was promoted; the agency plans to fill that vacancy. The detective sergeant maintains a record of complaints received regarding vice, drug, or organized crime that are investigated by Plymouth Township detectives or referred to other agencies or task forces. The detective sergeant is responsible for providing quarterly updates of all investigative activities involving vice, drugs, and organized crime control to the Chief of Police.

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

#### Transporting/Processing/Holding of Arrestees/Detainees/Prisoners (5.1)

The Plymouth Township Police Department has established procedures for the transportation of arrested subjects to include searching vehicles prior to the beginning of each shift, prior to and following any transport, and the securing of arrested subjects in restraints during transport. Custodial arrests are brought to the Plymouth Township Police Department Holding Facility for processing. At the Plymouth Township Police Department holding facility, there is sight and sound separation for males, females, and juveniles.

Inside the facility, each cell is searched and inspected prior to and immediately after each use of a cell. Weekly inspections of all areas of the jail are documented on an inspection log. The written directive requires personnel be initially trained in supervision and care of detainees with refresher training every year. Fire evacuation procedures are in place.

Detainees held in the department holding facility are video monitored at all times. If the detainee exhibits suicidal tendencies, face-to-face observations are made every 30 minutes. Video surveillance of the holding facility is constant within the dispatch center.

**G. Applied Discretion**

There were no applied discretions during this assessment period.

**H. Waivers of Standards:**

This section provides specific information on those standards which qualified for waivers. Waivers are available to agencies when it is impossible to comply with a specific standard. 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 standards were granted non- applicable waiver:

Standard 1.2.1 Fiscal Controls  
Standard 2.6.1 Reserve/Auxiliary Officers Program  
Standard 2.6.2 Civilian Volunteer Program  
Standard 3.5.3 Roadblocks and Forcible Stopping  
Standard 3.5.9 Police Canines  
Standard 4.5.3 Using Confidential Sources  
Chapter 6 Campus Security and Policing

**I. Standards Noncompliance Discussion:**

All standards are in compliance.

**J. Future Performance / Review Issues:**

The Accreditation team did a wonderful job and were very easy to work with during the file review and on-site. It was suggested that for future assessments that they take a closer look at the file maintenance in Power DMS to ensure that highlights and anchors are properly affixed to the proper sections and subsections. Not an area of over concern, just an observation for a smoother assessment in the future.

**K. Summary and Recommendation:**

A thorough review of the files for compliance was conducted, as well as observations of compliance; and, after interviews were conducted, it was determined that the agency was in compliance with all established accreditation standards.

Louis Keele, Team Leader  
Corey Wilson, Team Member  
Date: July 18, 2025

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



Matthew Silverthorn  
Accreditation Program Director  
Date: July 22, 2025