



Hamburg Township Public Safety Department

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RICHARD DUFFANY, DIRECTOR OF PUBLIC SAFETY



TO: Hamburg Township Board
FROM: Chief Richard Duffany
DATE: January 29, 2026
RE: 2025 Annual Review & Analysis

Introduction

The following report is a best practice as identified by the Michigan Law Enforcement Accreditation Commission (MLEAC) and is required by department policy to be submitted on an annual basis. The report is designed to summarize and analyze the following activities during 2025:

- Administrative investigation of complaints of misconduct.
- Agency practices related to biased-based policing.
- Employee involved collisions.
- Employee injuries and exposures.
- Use of force incidents.
- Vehicle pursuits.
- Foot pursuits.

The report serves to further the department's mission by accurately and transparently presenting data as part of the meaningful review process. While this report provides data and analysis on the number of incidents in each area, it is also used to identify trends and evaluate the need for additional training, equipment and/or policy revisions.

Internal Affairs-Employee Misconduct Annual Review 2025

Throughout 2025, officers responded to over 4,200 dispatched calls for service, made over 21,800 self-initiated calls for service and initiated 1,442 traffic stops. The department received four informal citizen complaints but did not receive any formal citizen complaints. In addition, one internal investigation alleging policy violations was initiated by a supervisor.



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It is the policy of the Hamburg Township Public Safety Department-Police Division (HTPD) to continuously strive to improve the quality of police services provided to the citizens of Hamburg Township through an objective procedure of handling complaints against department personnel.

- Through this process, citizen confidence in the integrity of the department and its personnel can be achieved and maintained. It is the policy of the department to investigate all citizen complaints alleging employee misconduct in a fair, objective and thorough manner.
- It is the policy of the department to investigate all complaints diligently while ensuring that all employee rights as set forth in the U.S. Constitution, current state and federal law, as well as applicable collective bargaining agreements are strictly protected.

Complaints of misconduct are typically handled by the Deputy Director of Police, although some complaints are handled by shift-level supervisors. Reported employee misconduct is investigated even if a formal complaint is not desired, or the reporting person wishes to withdraw the complaint. The lack of a formal complaint from a citizen does not preclude the imposition of disciplinary or corrective sanctions in appropriate situations. Upon conclusion of an internal investigation, an investigator's report is prepared and forwarded to the Director of Public Safety.

Upon receipt of the investigator's report, the Director of Public Safety reviews the investigative report and makes one of the following determinations:

Not Sustained – The investigation failed to disclose sufficient evidence to support the allegation(s), the investigation proved that the allegation is false and did not occur or the investigation revealed that the acts complained of were lawful, justified and proper.

Sustained – The investigation disclosed sufficient evidence to support the allegation(s) made in the complaint.

Final authority and responsibility for determining the disposition of a complaint rests solely with the Director of Public Safety.

Of the four informal complaints received in 2025, one was received through email and three were



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called into the police department. These complaints were all investigated by the Deputy Director of Police and each complainant declined to upgrade their concerns into a formal complaint.

The four informal complaints that were received throughout 2025 covered a wide range of allegations. The first complainant advised that he was upset that charges were approved against his son for domestic assault. The complainant was not accusing the responding officers of lying but stated that the report may not be factually accurate due to inaccurate statements made by the 911 caller. After reviewing the report and body-worn camera footage it was determined that the officers properly documented the information as it was relayed to them. The complainant appreciated the review process and did not want to file a formal complaint. All policies were followed and the incident was handled appropriately by the officers.

The second complainant advised she called to report a break-in at her home that allegedly occurred during the past 2 to 3 weeks. Complainant continued by stating two male officers responded to her residence in the daytime hours and refused to file a report for her. The incident was described as a civil issue and there were no calls for service at the listed address around the time she described. Records had shown that officers had not had contact with the complainant within the past year let alone in the 2 to 3 weeks. It was concluded that the reported incident never occurred and was unsubstantiated.

The third complainant came into the office to question the actions of an officer that were made on a traffic stop the previous night. The situation was explained to her why those specific actions were taken and that the officer was following instructions issued by the Michigan Secretary of State. The complainant was understanding after the meeting and did not want to pursue a formal complaint. In-car and body-worn camera videos were reviewed and showed that the officer was professional and did not violate any policy.

The fourth complainant alleged that while seeking information on a civil issue the responding officer was not being truthful with him. Upon review of the phone conversation the officer was professional, truthful, and cordial. The complainant was advised of the findings, decided to retract his formal complaint and thanked the dept for looking into the matter.

All four of the informal citizen complainants were given information and the opportunity to file a formal complaint but they all declined to do so.

The 4 citizen complaints are down from 7 received in 2024 and up from 3 received in 2023. The



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analysis revealed that the informal complaints were initially filed because either the complainant needed additional information to understand the officers' actions or acted out of emotion due to the outcome not being favorable to them.

As for the one supervisor-initiated policy violation investigations in 2025, it was initiated due to punctuality, attendance and statements made during the investigation. The investigation resulted in punitive discipline for the officer involved.

A meaningful review was conducted in each allegation of the aforementioned employee complaints and policy violations to examine possible issues with officer performance, policy, equipment, and training to ascertain any need for changes in those areas. Body-worn cameras continue to be extremely helpful in the review of allegations as they provide much more detail than in-car cameras alone. With regard to employee complaints and policy violations:

Policy- No policy change recommendations were identified due to the complaints filed in this section. Policies are reviewed and updated as needed throughout the year.

Training- No training issues identified. Supervisors have been following the updated citizen complaint policy.

Equipment- No equipment issues identified. Officers have been properly utilizing bodycams.

Discipline/Corrective Action- Issued on the one internal supervisor-initiated investigation.

Biased Influenced Policing Review 2025

It is the policy of HTPD to protect the fundamental rights of all citizens to equal protection under the law and not to engage in practices which foster unequal treatment of citizens such as bias-influenced policing or racial profiling. Every member of this department is required to perform his/her duties in a fair, impartial and objective manner.

Officers have an affirmative duty to protect the Constitutional rights of all citizens, especially the fundamental rights of equal protection under the law and to be free from unreasonable searches and seizures.



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Officers are expressly prohibited from engaging in any practices which foster unequal treatment of citizens such as bias-influenced policing or racial profiling.

Officers are required to treat all people, regardless of individual demographics or status in a case (suspect, victim, witness, etc.), with dignity and respect at all times. All department personnel are required to be trained in the impropriety of bias-influenced policing, including legal requirements and sanctions each year. The 2025 review revealed:

Policy- No issues were identified.

Training- All department personnel received training in Fair/Impartial Policing and Ethics in 2025.

Equipment- No equipment issues identified. Officers have been properly utilizing body-worn cameras.

Discipline/Corrective Action- No complaints were received in 2025 that indicated or inferred any form of bias or racial profiling. No such complaints were received in 2024.

Employee Collision Review 2025

Two property damage accidents involving police units occurred in 2025. One unit struck a deer that entered the roadway directly in front of it and the officer was unable to avoid a collision, causing structural damage to the passenger side of the vehicle. The officer was found to be not at fault.

The second collision during night shift in a poorly lit parking lot. The officer was driving through an unfamiliar parking lot, assisting a neighboring jurisdiction, and ran over a raised curb separating the public parking from the bus lanes. The impact was minor and not severe enough to set off the accident sensor. The raised area was difficult to see on video, adding to the validity it would have been difficult to notice to someone unfamiliar with the area. The officer was found at fault but warranted no discipline other than a verbal counseling.

The two employee involved collisions were down from three collisions in 2024. The analysis of the employee involved collisions did not reveal a clear-cut pattern related to the crashes other than it was an officer who recently was assigned to night shift after a long stint on day shift.



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Policy- No issues were identified.

Training- No training issues were identified.

Equipment- No equipment issues were identified.

Discipline/Corrective Action- No discipline/corrective action was issued in the one deer-vehicle accident and the second collision resulted in counseling of the officer.

Employee Injury / Exposure review 2025

No employee injuries were reported in 2025, down from two in 2024. Analysis of this did not show a pattern or a reason for the improvement other than the incidents in 2024 could be described as freak accidents

Policy- No issues were identified.

Training- No training issues were identified.

Equipment- No equipment issues identified.

Discipline/Corrective Action- None.

Use of Force Incidents 2025

The department reviews all use of force incidents involving officers. An uninvolved supervisor is required to complete a thorough meaningful review when force is used at a level higher than routine handcuffing and/or verbal direction. This review is used to evaluate policy compliance, identify any training needs, equipment concerns/improvements, along with any policy changes that may be identified and when appropriate discipline/corrective action.

The department recognizes and respects the value and special integrity of each human life. Officers are instructed that use of force shall never be considered routine. Department members shall use only objectively reasonable force to overcome resistance while affecting a lawful arrest, bringing an incident under control or protecting the public in the lawful



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performance of duty. The use of unreasonable, unnecessary or excessive force, and/or the failure to provide medical treatment following the use of force is unacceptable.

Each officer of the department has an affirmative duty to safely intervene in instances where the circumstances are such that the officer should reasonably conclude that another officer is using inappropriate, unreasonable or excessive force on a person, in violation of department policy or any state/federal law.

Use of Force in 2025

There were 8 documented use of force incidents during 2025. Subjects were charged with a criminal offense in five of the incidents. The three remaining incidents involved subjects who were experiencing a mental health crisis where an officer intervened to provide medical or mental healthcare and officers determined it was in the person's best interests not to seek any criminal charges.

Michigan law states that a law enforcement officer may take an individual experiencing a mental health crisis into protective custody using that degree of force which would be lawful if the officer effecting an arrest for a misdemeanor without a warrant. In taking the individual into protective custody, a law enforcement officer may take reasonable steps to protect themselves.

In six of the incidents, subjects displayed "Passive/Active Resistance" as defined by our policy. The other two incidents rose to the level of subjects using "Active Aggression" against officers.

Outside of officer presence/verbal direction, officers utilized only compliance controls in seven incidents, and a combination of physical controls and intermediate tools in one incident. For the incident where an intermediate tool was used, one Taser was used with probe deployment immediately obtaining an effective result of neuromuscular incapacitation (NMI).

All incidents where force must be utilized in response to resistance or aggression have the possibility of injury to both the subject and officer(s) involved. No officers reported being injured during the use of force incidents.



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Review of Use of Force Incidents 2025

MLEAC requires a meaningful review to be conducted on every use of force incident. The meaningful review is an individualized assessment of the incident that evaluates whether policy was followed, whether discipline is warranted, whether additional training is required, if equipment changes are recommended, and whether a change in policy is recommended. A meaningful review is conducted by an uninvolved supervisor. Each incident is additionally reviewed up the chain of command with the final determination on whether the use of force was justified is made by the Director of Public Safety.

In 2025, HTPD officers arrested 194 subjects for criminal offenses and handled 55 calls to assist individuals that were experiencing a mental health crisis where 36 were taken for voluntary/involuntary commitments. As mentioned, there were 8 use of force incidents during these 249 contacts and none of these instances resulted in a determination that the force used was inappropriate, excessive, or unjustified.

An analysis of the 2025 use of force incidents revealed that in the 2 incidents where officers were subjected to active aggression (assaults), officers were justified in using more force, but deemed it was not necessary. In the last incident, intermediate controls were justified because of the subject's sudden threat to assault officers, which endangered not only the officers but also innocent bystanders. The review also showed that when appropriate and safe to do so, our officers used good tactics that provided subjects an opportunity to deescalate, which is reflective of the training, professionalism and patience of our officers.

The 8 use of force incidents in 2025 increased from the previous year's 7 documented use of force incidents. The primary reason for this increase cannot be pinpointed to one determining factor. Department personnel continue training to improve handling incidents where individuals are suffering from a mental health crisis. Officers continue to demonstrate the willingness to take the time to talk with individuals, when safe to do so, in an attempt to avoid a physical confrontation.

Active aggression incidents have dropped from recent years. The active aggression committed against officers in 2025 is solely because of the subject's actions and not because of any change in our officers' tactics. No amount of training can prevent unprovoked attacks, however, our



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officer's response to these was consistently professional and done according to training provided.

Policy- The year-end analysis did not identify the need for any policy revisions.

Training- A review of the 2025 use of force incidents illustrated the importance of continued training with our partnering law enforcement agencies, this continued training will improve the response and coordination to similar situations. With the addition of more state training funds and additional training requirements, officers can take a deeper dive into training to become more effective in those areas.

Equipment- The department continues to explore better mounting solutions for body-worn cameras as they tend to occasionally fall off during active use of force situations.

Disciplinary/Corrective Action- The year-end analysis did not identify any incidents that required disciplinary/corrective action.

Vehicle Pursuits / Roadblocks and Forcible Stopping 2025

Historically, the department has a low number of vehicle pursuits. It is the policy of the department to pursue violators of the law and to use all reasonable means of apprehension to that end.

It is also the policy of the department to protect all people and property to the greatest extent possible while engaging in the apprehension of criminal suspects. Vehicular pursuits of fleeing suspects are inherently dangerous and pose substantial risk to the public, officers, and suspects.

Therefore, it is the policy of the department to conduct vehicle pursuits using reasonable tactics, in conformity with all current state and federal statutory and case law, to minimize the risks associated with vehicle pursuits.

Analysis of Vehicle Pursuits 2025

MLEAC requires a meaningful review that must be conducted on every vehicle pursuit or when roadblocks or forcible stopping tactics are utilized. Stationary roadblocks are prohibited by department policy. The meaningful review is an individualized assessment of the incident that evaluates whether policy was followed, whether discipline is warranted, whether training is



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required, if equipment changes are recommended and whether a change in policy is recommended.

A meaningful review is done by an uninvolved supervisor. Each incident is additionally forwarded up the chain of command with the final determination made by the Director of Public Safety.

In 2025, the department participated in 4 vehicle pursuits. One of these pursuits ended due to a successful P.I.T maneuver by the initiating officer and the driver was apprehended without further incident. A second pursuit ended from the successful deployment of Stop Sticks with the suspect vehicle coming to a stop and the driver was taken into custody without further incident. The two remaining pursuits ended without any intervention when the suspects pulled into their respective residences and were taken into custody without further incident.

As a comparison, HTPD participated in 8 vehicle pursuits in 2024. While there are several variables that factor into the number of vehicle pursuits that a department gets involved in, it is widely mentioned among the suspects that they did not figure we would chase them if they fled. This mentality from the suspects directly correlates with the publicity given to the restrictive pursuit policies of other law enforcement agencies outside of Livingston County. This translates into suspects believing that they can flee from officers without being pursued. Additionally, agencies within Livingston County work as a team during most vehicle pursuits thus increasing the numbers of pursuits that HTPD gets involved in.

Policy- All 4 pursuits were determined to follow policy.

Training- Stop-Stick® training was conducted in 2024 and 2025 as a refresher/initial training for officers.

Equipment- No issues were identified with equipment. The used Stop Sticks were replaced after being used.

Discipline/Corrective Action- The year-end analysis did not identify any disciplinary issues or patterns of improper actions during pursuits warranting any corrective action.

Foot Pursuits 2025

The purpose of the foot pursuit policy is to establish a balance between protecting the safety of



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the public and police officers during police pursuits on foot and law enforcement's duty to enforce the law and apprehend suspects.

Foot pursuits are inherently dangerous police actions. The safety of department members and the public is the primary consideration when determining whether a foot pursuit should be initiated or continued.

HTPD officers did not participate in any foot pursuits during 2025, this equals the amount of foot pursuits in 2024.

Analysis of Foot Pursuits 2025

Policy- No changes in policy have been deemed necessary at this time.

Training- No additional training was required.

Equipment- No equipment issues were identified during the annual analysis.

Discipline/Corrective Action- No disciplinary issues were identified.

Conclusion

As indicated, this annual report is required by MLEAC for accreditation and is now required by department policy. I feel that this report is extremely beneficial as our department strives to be transparent in our actions not only with the Board but with the community that we serve. Please feel free to contact me any time if you have any questions or want any additional information.

Respectfully,

A handwritten signature in black ink, appearing to read "Richard Duffany".

Chief Richard Duffany
Director of Public Safety