



HUMAN RELATIONS
COMMISSION

TROY HUMAN RELATIONS COMMISSION

Thursday, October 15, 2020, 6:30 p.m.

Troy Senior Citizens Center, 134 N. Market Street

(Meeting also available via Zoom

Meeting Id: 830 4352 7945)

AGENDA

- I. Call to Order M. Major
- II. Roll Call S. Brown
- III. Approval of September 17, 2020 Minutes M. Major
- IV. Committee Reports
 - a. Inter-group Relationships Advisory Committee
 - b. Education and Outreach Committee
 - c. Employment Challenges Committee
 - d. Community Relations Committee – Lack of Quorum
- V. Proposal to Combine Committees M. Major
 - a. Inter-group Relationships with Community Relations
 - b. Education and Outreach with Employment Challenges
- VI. Approval of Record Retention Schedule M. Major
- VII. Presentation Shawn McKinney
Patrick Titterington
 - a. City of Troy Law Enforcement
- VIII. Schedule of Future Presenters
- IX. Public Comments (Three Minute Time Limit per Person)
- X. Adjourn M. Major

Next Meeting October 29, 2020, 6:30 p.m. to 8:00 p.m., Troy Senior Citizens Center

MINUTES OF HUMAN RELATIONS COMMISSION

A regular session of Human Relations Commission was held on Thursday, September 17, 2020, at 6:30 p.m. at Troy Senior Citizens Center.

Members Attending: Feltner, Fong, Holycross, Kniceley, Major, Phillips, Severt
Mr. Major noted that Ms. Johnson resigned effective immediately

Presiding Officer: Chairman Marvin Major, Sr.

Others Attending: City Staff
Kathi Roetter (Troy Chamber of Commerce)
Melissa Kleptz (The Troy Foundation)
Citizens

CALL TO ORDER: The meeting commenced at 6:30 p.m. by Chairman's call to order.

ROLL CALL: Roll call was conducted by Ms. Holycross. Members Atkins, Brown, Hudson, and Keller were absent.

MINUTES: Upon motion of Ms. Holycross, seconded by Mr. Severt, the September 3, 2020 minutes were approved by the Commission unanimously having no corrections or additions to these minutes.

PRESENTATIONS: Grant Kerber, City of Troy Law Director, explained and answered questions on Commission Duties, Public Meeting Laws, Social Media Policy, and Record Retention Schedule. He added that the draft of Record Retention Schedule and Operating Guidelines with changes made were included in the meeting packet for the Commission to review and consider to adopt if the Commission members did not have corrections or additions to the documents.

Ian Ridgeway, Miami County Board of Elections Deputy Director, gave presentations and answered the Commission members' questions regarding Voter Registration, Absentee Ballot, and Poll Workers. In his presentation, Mr. Ridgeway explained the voting rights of homeless people, felons, convicts, and those who are on probation. He also talked about how polling locations are determined and the Miami County Board of Elections' outreach efforts to increase voter participation.

COMMITTEE REPORTS: Community Relations, Education and Outreach, and Employment Challenges Committees gave brief reports of their Committee meetings. The Community Relations Committee and Employment Challenges Committee meeting minutes were approved by the Commission members unanimously and are attached to these minutes.

OTHER: Upon motion of Mr. Severt, seconded by Mr. Major, the amended Operating Guidelines were approved by the Commission unanimously, having no corrections or additions to the document. The Commission decided to discuss and adopt the Record Retention Schedule at the next HRC meeting.

SCHEDULE OF FUTURE PRESENTERS: The Commission decided to invite Chief of Troy Police, Shawn McKinney, and City of Troy Public Service and Safety Director, Patrick Titterington, to the next Commission meeting.

The meeting was scheduled on October 1, 2020 at 6:00 p.m. at Troy Senior Citizens Center.

PUBLIC COMMENTS: No public comments were provided.

There being no further business to be discussed, the meeting adjourned at 8:11 p.m.

Minutes of Community Relations Committee

Human Relations Commission

The meeting of Community Relations Committee was held on September 9, 2020, at 6:08 p.m. at Troy Senior Citizens Center.

MEMBERS ATTENDING: Holycross, Keller, Major Sr., Phillips

OTHERS ATTENDING: City Staff

The meeting commenced at 6:00 pm

ROLL CALL: Roll call was conducted by Ms. Holycross. Members Atkins, Brown, and Hudson were absent.

COMMITTEE MEMBER UPDATES: Ms. Holycross shared with the Committee the information about the exhibit, Troy Women: Ahead of the Vote, at Troy Hayner Cultural Center. The exhibit celebrates the 100th anniversary of the ratification of the 19th amendment to the United States Constitution and tells Troy women's stories, including minority females, who contributed to the suffrage movement. Ms. Holycross also mentioned that Chris Manning, Executive Director of Overfield Tavern Museum, is working on the project on African Americans' history in the City of Troy.

Mr. Keller noted that he has obtained the list of organizations from Troy Chamber of Commerce and United Way, and plans to work with Ms. Holycross to develop a combined list of organizations with whom the HRC wants to partner.

INITIATIVES:

1. Social services structures, programming, and outreach efforts
 - Developing a "tool box" of resources for city and community use
 - Legal Aid
 - Mr. Keller and Ms. Holycross will be working on the list of organizations.
 - Municipal and Common Pleas procedures and practices
 - The Committee members decided to find out who to contact to gather more information on the topic.
 - Creating Crises Intervention Team (CIT)
 - Ms. Holycross noted that Crises Intervention Team already exists, and the Committee should suggest the Commission to invite CIT team to discuss how HRC can help CIT to expand.
 - Trauma/mental health assistance
 - Dorothy Crusoe from Tri-County Board of Recovery and Mental Health Services was decided to be listed as a potential presenter at one of the future HRC meetings.
 - Financial Aid
 - Was decided that Financial Aid should be one of the initiatives of Education and Outreach Committee.
 - Inviting MLK group to one of the HRC meetings
 - Community events (2-4 per year) to provide inclusive environment and education for attendees
 - National Night Out for the community as a whole
 - The Committee members expressed interest in finding ways to support this event.
 - Story Telling
 - Town Hall Event
 - Treasure Island Park and Prouty Plaza were mentioned as potential places to hold the event.
 - Festival of Nations
 - Ms. Phillips offered to reach out to the Festival of Nations Committee to learn how the HRC can support this event.
2. Street, building and statue names
 - The Committee plans to explore the ability to establish honorary streets. Suggested names were: Perlema Sewell, Lucile Weet, Charles Ross, Charles Sharett, and Nineveh. The Committee also discussed giving several neighborhoods, such as Hollywood, Slab, and Lake Shore, historical significance/honorary plaques. Ms. Holycross offered to do more research regarding streets, buildings, and statues.
3. Increased awareness about HRC
 - Presence with updates on Troy website and social media to invite new community members to increase diversity
 - More customer-friendly and easily accessible webpage
 - Utilizing the City's social media platforms to share information
 - The Committee is working with the City Staff.
 - Recommending Elected Officials/City Leaders not to use social media sites to avoid creating public discussions on the posts they share.
 - Creating flyers to be mailed/distributed
 - Filming short video about HRC Members and their mission
 - Ms. Brown is working on the outline of the video to be reviewed with the City Staff and approved.
 - Gaining attention from National News Channels
4. Creating budget proposal to be submitted to the City
 - Mr. Major offered to create budget proposal which will include funds needed for flyer creation and distribution, and the other Committee budget needs as well.
5. Clear and firm guidelines on discrimination
 - Mr. Major noted that the draft is ready and he plans to reach out to Law Director to discuss it.

NEXT MEETING: Wednesday, September 30, 2020, at 6:00 p.m. at Troy Senior Citizens Center.

The meeting adjourned at 7:24 pm.

Minutes of Employment Challenges Committee
Troy Human Relations Commission

The meeting of the Employment Challenges Committee was held on Wednesday, September 16, 2020, at 6:00 pm at Troy Senior Citizens Center.

MEMBERS ATTENDING: Sharrie Brown, Kane Feltner, Sonia Holycross, Caroline Kniceley, Todd Severt.

OTHERS ATTENDING: City Staff

ROLL CALL: Roll call was conducted by Ms. Brown. All members were present in person except Ms. Kniceley who attended the meeting via zoom. Mr. Hudson and Ms. Johnson were absent.

INITIATIVES: Mr. Severt suggested to narrow down the initiatives. He added that HRC is an advisory board, and at the end of the year, it is important to show Mayor and Council the progress they have made. Mr. Titterington noted that according to the ordinance (ORD. 19-82. Passed 11-15-82), the HRC has to submit an annual report of its activities to Mayor and City Council at the end of the year.

The Committee members discussed how to start working on the initiatives. Mr. Severt recommended starting to identify issues and think about the results they would like to see.

The Committee members discussed five initiatives:

1. Workforce Development: (work with Tracy Moser, Bryan Sexton and Clopay HR director to learn about and discuss recruitment, hiring and retention practices that result in a diverse workforce).
2. Job Preparation and Location: (work with Job Center in Miami County, OhioMeansJobs, WIA, UVCC HS and Adult programs, Edison CC, Sinclair CC, maybe other post-secondary training and educational programs to explore and connect and share viable pathways that result in employment for our diverse population).
3. TRIPOD Challenge: (work with representatives in the fields of childcare, transportation and housing to increase options for potential employees and connections among agencies and with potential candidates within Troy).
4. ERN: (to explore expansion of this program of services for Troy citizens interested in being employed--to coach/support their employment journey: Connect with Tony Trapp, Apprenticeship Coordinator at UVCC HS program and Chief Simmons-Troy FD re: the apprenticeship program).
5. Amenities of Troy/Recruitment: (work with Troy Development Council, Chamber of Commerce, Troy Main Street, Social Media for City of Troy, Troy Recreation Department, Miami County Parks District to thoughtfully and intentionally showcase Troy's diverse attractions, venues and activities for the purpose of appealing to diverse potential Troy-based applicants and residents).

To narrow down the initiatives and identify priorities, the Committee members decided that their initiative list should be as follows:

1. Workforce Development
 - Inviting local companies, such as Hobart Brothers, Conagra, and Clopay, to learn about their employee recruitment, hiring, and retention practices.
 - Working with Job Center in Miami County, OhioMeansJobs, Adult programs, Edison CC, Sinclair CC, and maybe other post-secondary training and educational programs to explore and connect and share viable pathways that result in employment for our diverse population.
 - Expanding Employer Resource Network.
 - Utilizing existing agencies and available resources.
2. TRIPOD Challenge
 - Finding out information regarding childcare from Troy Chamber of Commerce and Troy Development Council.
 - Familiarizing with existing housing, childcare, transportation studies done in Troy, and identifying organizations in the city who are already working on those issues.
 - Advising Mayor on more studies needed regarding TRIPOD if the Committee's outreach determines that more information is necessary to find ways to increase the quality of life in Troy.
3. Amenities of Troy
 - Working with the City of Troy and the local organizations to thoughtfully and intentionally showcase Troy's diverse attractions, venues, and activities to appeal and attract future potential residents and employees of the city.

Next Steps/Plans of Action:

- a) Inviting representatives from Hobart Brothers, Clopay, and Conagra to speak to the HRC in October regarding their diversity statistics, diversity-focused recruitment, hiring and retention practices.
- b) Asking the HRC's peripheral group members from either Troy Chamber of Commerce, Troy Development Council, or the Troy Foundation to attend the next Committee meeting to discuss recent developments regarding the TRIPOD challenge.

Next meeting is scheduled for October 7, 2020, at 6:00 pm at the Troy Senior Citizens Center (134 N Market St, Troy, OH).

The meeting was adjourned at 7:24 pm.

Inter-Group Relationships Advisory Committee

Troy Human Relations Commission

Monday, September 21, 2020, 6:00 p.m.

Location: Troy Senior Citizens Center

(Zoom Meeting Id: 876 5247 9213)

ROLL CALL

Present: Jon Keller, Todd Severt, Sonia Holycross, Loretta Phillips, Marvin Major, Sr., City Staff.

Absent: Tre Hudson and David Fong

INITIATIVES

Ms. Holycross moved to hold initiative 1, Law Enforcement, until the Human Relations Commission meets again with Police Chief, Shawn McKinney, on October 1, 2020. Mr. Severt seconded the motion and the Committee members approved.

1. Law Enforcement:

- a. Legal documentation of rules & regulations for the police department; and the CBA or Contract between the City Police Department and the City of Troy.
- b. Names of all employees & which county they live in; and policy specific to residency requirements.
- c. Individual Police Officer Personnel records- for full term of employment
- d. Individual Records of arrest made by sworn personnel, disaggregated by race
- e. Individual records of complaints made against sworn personnel, disaggregated by race
- f. Community Involvement programs
- g. Policing Practices – patrol schedules and philosophies, are police patrolling the neighborhoods they live in or grown up in?
- h. Use of Force Policy/Continuum: i.e., Chokeholds, knee to neck, permissible, etc.?
- i. Sworn personnel training requirements/Continued education and professional development.
- j. End qualified immunity
- k. Reopen any deadly use of force cases in the last 30 years, correct any mistakes of our past.
- l. Citizen's review board, to meet, review, & investigate all police misconduct cases.
- m. Ketamine by EMT, is it legal or authorized here?
- n. Mental health evaluations, E.g., PTSD
- o. Additional Vacation allowance, E.g., teachers
- p. Require drug screens after each use of force incident
- q. Law Enforcement budget

2. Local election process: After hearing Ian Ridgeway, Miami Board of Elections Deputy Director, speak to the Human Relations Commission, the Inter-group Relationships Advisory Committee would like to make the following recommendations

- a. Getting marketing materials and voter registrations in regards to felon voting, Domestic Violence victims, E.S.L., 17-year olds and overall voting eligibility out to agencies and organizations that can reach the demographics mentioned.

- b. Building more intentional relations with the jails in regards to voter education and registrations
- c. Having onsite accessibility to ESL and other language ballots and the ability to allow voters to read the new voter boxes in their perspective languages instead of listening.
- d. Having the return postage already covered (Free) for returning ballots ensuring all socioeconomic classes can return their ballots.
- e. Consideration of having poll sites in all areas such as L.C.C., Churches, ensuring everyone can walk to the polls to vote
- f. Having mail boxes in more areas to ensure all can get their ballots in as well especially if they have no polling site in walking distance

The Committee members agreed that these are good recommendations and realize that they can only advise to the Mayor to ask the City Council and or the Board of Elections to make the changes based on the HRC's recommendations. Mayor Oda asked how will the recommendations be submitted to her. Mr. Severt and Mr. Major clarified that the Committee would report the list to the Commission, and the HRC will compile a larger list of initiative to be presented to Mayor. Mr. Keller wanted to clarify that it is too late to make recommendations regarding 2020 voting election process due to timing.

3. 2020 budget: Ms. Holycross and other Committee members asked for clarification from Mr. Major in regards to why the budget was selected as an initiative for Inter-group Relationships Advisory Committee. Mr. Severt noted that City Budget is on the City Website and everyone has an access to it. Mr. Major noted that the budget initiative is related to the HRC wanting marketing materials to bring awareness of HRC in the community. Mr. Titterington clarified the budget process. Since the Committee is asking for a small amount Mr. Titterington said it shouldn't be an issue. Mr. Major noted that 10,000 yearly would be more than enough to allow the Commission to accomplish its goals. Mr. Titterington said funds for HRC budget could be drawn from the general budget accounts as long as it doesn't exceed a statutory limit which has to go to City Council to be approved. Mr. Titterington asked for a ball park number. The Committee agreed on 10,000 yearly. As for money for City Staff training, Mr. Titterington noted that it can come from the departments as they already have allocated funds for training. The Committee agreed that this initiative should remain on Community Relations Committee initiative list.

OTHER: Mr. Major asked about having meetings at the police station, but since it is not easy to arrange due to the public accessibility, the Committee discussed taking a tour at Police Department. City staff clarified that taking a tour will not be an issue if it is posted to make public aware and as long as HRC business is not discussed.

Mr. Major was inquiring about the Ordinance that he has written and would like direction as to how the city wanted to receive it. He submitted an email to Grant Kerber, Law Director. Mr. Titterington mentioned that Law Director has seen some of it on Google drive and the Committee agreed that the Ordinance should go back to the Human Relations Commission to be approved or adjusted to solicit the Commission members' input. The ordinance is for hate speech and threatening speech. Mr. Major wanted to ensure the formatting is correct about how it should be received. Salome said this is also for the Community Relations committee. Mr. Titterington clarified that Mr. Major was asking a procedural. He added that the submittal doesn't have to be formal, Law Director will review it and guide the HRC through the process. Mr. Severt made a motion to hold on proceeding on Initiative 3 until or unless the Committee finds a need to bring it back. Mr. Keller seconded the motion and the Committee approved

Next Meeting is October 19th at 5:30 pm at Troy Senior Citizens Center.



RECORDS RETENTION SCHEDULE (RC-2)– Part 1

See instructions before completing this form. Must be submitted with PART 2

Section A and Section B must be filled out and signed by local government before submission to the State Archives

Section A: Local Government Unit

CITY OF TROY, OHIO

HUMAN RELATIONS COMMISSION

(Local Government Entity)

(Unit)

(Signature of Responsible Official)

(Name)

(Title)

(Date)

Section B: Records Commission

See ORC 149.38 – ORC 149.412 for Records Commission information

Records Commission

937-335-1725

100 S. MARKET STREET

TROY

45373

(Telephone Number)
MIAMI

(Address)

(City)

(Zip Code)

(County)

To have this form returned to the Records Commission electronically, include an email address:

I hereby certify that our records commission met in an open meeting, as required by Section 121.22 ORC, and approved the schedules listed on this form and any continuation sheets. I further certify that our commission will make every effort to prevent these records series from being destroyed, transferred, or otherwise disposed of in violation of these schedules and that no record will be knowingly disposed of which pertains to any pending legal case, claim, action or request. This action is reflected in the minutes kept by this commission.

(Mayor)

Records Commission Chair Signature

Date

Section C: Ohio History Connection - State Archives

Signature

Title

Date

Section D: Auditor of State

Signature

Title

Date

Please Note: The State Archives retains RC-2 forms permanently. It is strongly recommended that the Records Commission retain a permanent copy of this form

Section E: RECORDS RETENTION SCHEDULE (RC-2) – Part 2

See instructions before completing this form.

(Local Government Entity)

(Unit)

(1) Schedule Number	(2) Record Title and Description	(3) Retention Period	(4) Media Type	(5) For use by Auditor of State or LGRP	(6) RC-3 Required by LGRP
HRC-1-2020	Applications for Membership	If appointed, 2 yr. After term ends; if not, 2 yr. after rec'd	Paper & electronic		<input type="checkbox"/>
HRC-2-2020	Appointment Related Letters	2 years after term ends	Electronic		<input type="checkbox"/>
HRC-3-2020	Oaths (Filed with Auditor)	Permanent	Paper		<input type="checkbox"/>
HRC-4-2020	Meeting Packets	3 Years	Electronic		<input type="checkbox"/>
HRC-5-2020	Committee Packets	Min 1 year, and then until of no adm. value	Electronic		<input type="checkbox"/>
HRC-6-2020	Meeting Minutes	Permanent	Electronic		<input type="checkbox"/>
HRC-7-2020	E-Mail	Until of no administrative value	Electronic		<input type="checkbox"/>
HRC-8-2020	Committee Minutes/Reports	3 years	Electronic		<input type="checkbox"/>
HRC-9-2020	Reports/Recommendations	3 years	Paper & Electronic		<input type="checkbox"/>
HRC-10- 2020	Complaints/investigation documents	5 years	Paper & Electronic		<input type="checkbox"/>
HRC-11- 2020	Correspondence/notes	Until of no administrative value	Paper & electronic		<input type="checkbox"/>
HRC-12- 2020	Membership Rosters	3 years	Electronic		<input type="checkbox"/>
HRC-13- 2020	Messages: phone, cell, text, paper	Until of no administrative value	Paper & electronic		<input type="checkbox"/>
HRC-14- 2020	Operating Guidelines & amendments	Permanent	Paper & electronic		

Section E: RECORDS RETENTION SCHEDULE (RC-2) – Part 2

See instructions before completing this form.

(Local Government Entity)

(Unit)

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Section E: RECORDS RETENTION SCHEDULE (RC-2) – Part 2

See instructions before completing this form.

(Local Government Entity)

(Unit)

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See instructions before completing this form.

(Local Government Entity)

(Unit)

(1) Schedule Number	(2) Record Title and Description	(3) Retention Period	(4) Media Type	(5) For use by Auditor of State or LGRP	(6) RC-3 Required by LGRP
					<input type="checkbox"/>



TROY POLICE DEPARTMENT
REPORT TO COUNCIL
JULY 2020

	Previous Month	Present Month
Misdemeanor Arrest	160	142
Felony Arrest	14	25
Number of Calls	1914	1804

PARKING			
Type	Written	Paid	Amount
Parking Violations	95	78	2090.00

VEHICLE INFORMATION			
	Miles Driven	Gas Consumed	Average M.P.G.
Patrol Cars	19744	1941.4	10.2
Un-marked Vehicles	4827	318.3	15.2
Total	24571	2259.7	10.8

FORMAL COMPLAINTS:
0

USE OF FORCE:
6

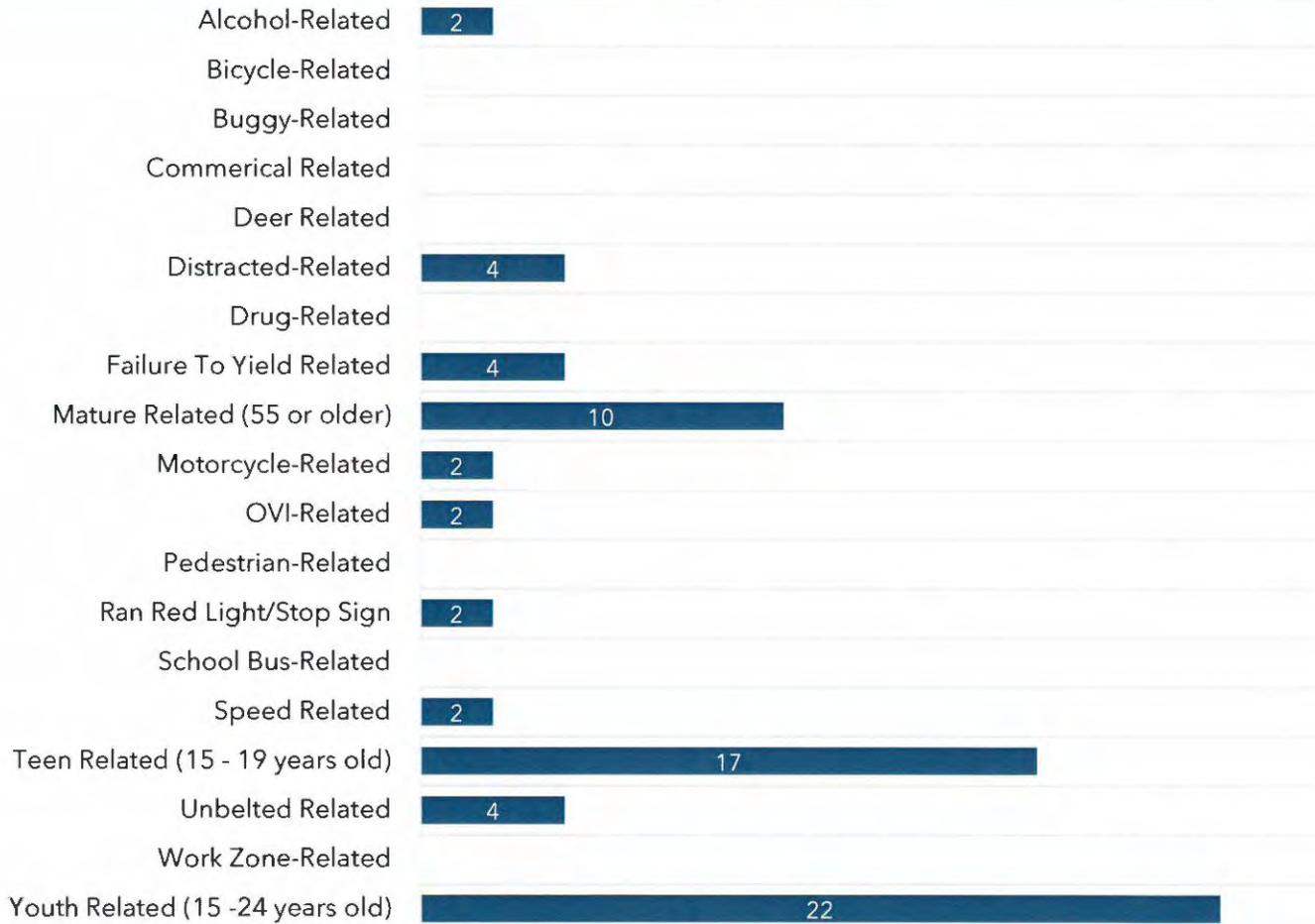
Traffic Stop Demographics			
Race/ Sex	Total Traffic Warning	Total Traffic Citation	% of Warnings
Black Male	8	0	100
Hispanic Male	4	2	66.66
White Male	47	41	53.41
Black Female	3	0	100
Hispanic Female	3	0	100
White Female	43	26	62.32





TROY POLICE DEPARTMENT ACCIDENTS AND ANALYSIS JULY 2020

CONTRIBUTING CIRCUMSTANCES



SEVERITY OF ACCIDENT	
Minor Injury	3
Injury Possible	4
Property Damage Only	31
Total	38



DAY OF WEEK						
Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
8	2	9	10	4	4	1

TIME OF DAY				
Time	%		Time	%
12-12:59 AM			12-12:59 PM	13.2
1 - 1:59 AM			1 - 1:59 PM	13.2
2 - 2:59 AM	2.6		2 - 2:59 PM	2.6
3 - 3:59 AM			3 - 3:59 PM	7.9
4 - 4:59 AM			4 - 4:59 PM	5.3
5 - 5:59 AM			5 - 5:59 PM	10.5
6 - 6:59 AM	2.6		6 - 6:59 PM	10.5
7 - 7:59 AM	5.3		7 - 7:59 PM	2.6
8 - 8:59AM			8 - 8:59PM	7.9
9 - 9:59 AM	2.6		9 - 9:59 PM	2.6
10 - 10:59 AM	10.5		10 - 10:59 PM	
11 - 11:59 AM			11 - 11:59 PM	



TROY POLICE DEPARTMENT
REPORT TO COUNCIL
AUGUST 2020

	Previous Month	Present Month
Misdemeanor Arrest	142	92
Felony Arrest	25	25
Number of Calls	1804	1858

PARKING			
Type	Written	Paid	Amount
Parking Violations	128	68	2090

VEHICLE INFORMATION			
	Miles Driven	Gas Consumed	Average M.P.G.
Patrol Cars	19208	1903.3	10.1
Un-marked Vehicles	4366	269.2	16.2
Total	23574	2172.5	10.9

FORMAL COMPLAINTS:
0

USE OF FORCE:
6

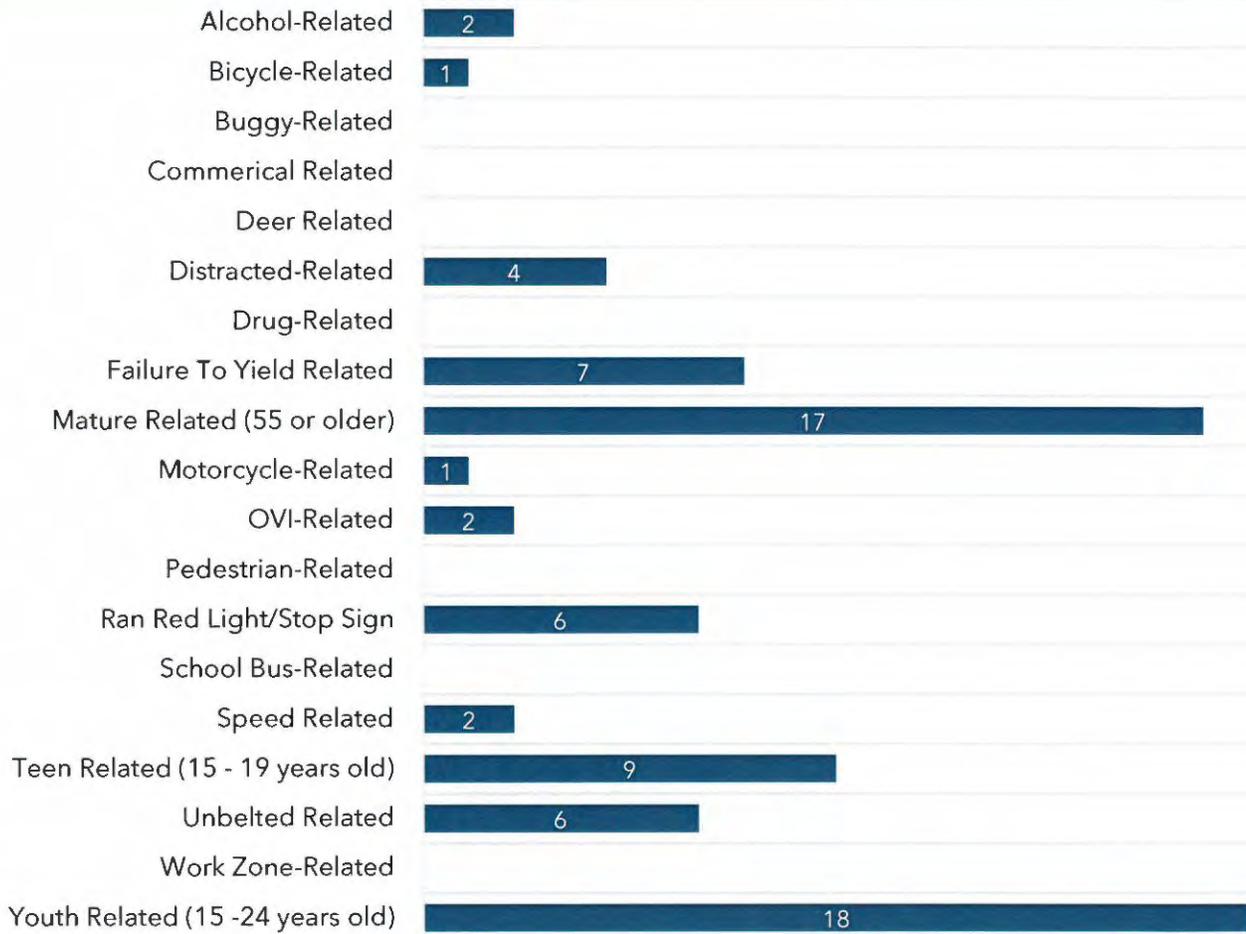
Traffic Stop Demographics			
Race/ Sex	Total Traffic Warning	Total Traffic Citation	% of Warnings
Black Male	12	1	92
Hispanic Male	1	1	50
White Male	98	49	40
Black Female	4	3	57
Hispanic Female	0	1	100
White Female	49	38	56





TROY POLICE DEPARTMENT
ACCIDENTS AND ANALYSIS
AUGUST 2020

CONTRIBUTING CIRCUMSTANCES



SEVERITY OF ACCIDENT

Minor Injury	1
Injury Possible	3
Property Damage Only	42
Total	46



DAY OF WEEK						
Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
5	7	6	7	7	3	11

TIME OF DAY				
Time	%		Time	%
12-12:59 AM			12-12:59 PM	8.7
1 - 1:59 AM	4.3		1 - 1:59 PM	15.2
2 - 2:59 AM			2 - 2:59 PM	6.5
3 - 3:59 AM			3 - 3:59 PM	10.9
4 - 4:59 AM			4 - 4:59 PM	8.7
5 - 5:59 AM			5 - 5:59 PM	2.2
6 - 6:59 AM	4.3		6 - 6:59 PM	2.2
7 - 7:59 AM	4.3		7 - 7:59 PM	
8 - 8:59AM			8 - 8:59PM	7.4.39
9 - 9:59 AM	4.3		9 - 9:59 PM	2.2
10 - 10:59 AM	6.5		10 - 10:59 PM	2.2
11 - 11:59 AM	8.7		11 - 11:59 PM	4.3

List of Potential Presenters	Company/Position	HRC Meeting Date
Lauren Karch	City of Troy Communications Coordinator	
Civil Service Commission	City of Troy	
Michael Moore	Troy City Schools Director of Curriculum and Instruction	
Chris Piper	Troy City Schools Superintendent	
Zulaikha Pennyman	Dayton Public School	
	Troy Christian High School Student Government	
	Troy High School Student Government	
	State Board of Education	
Matt Simmons	Troy Fire Department	
Jeff Erwin	Conagra	
Heidi Jones	Marion Matters	
Tracy Moser	Hobart Brothers	
Bryan Sexton	Clopay	
Andrea Keller	Troy Main Street	
Charles Kessler	Job and Family Services	
	Tri-County Board of Recovery and Mental Health Services	
Sarah Baker	Miami County Transportation	
Jenny Fox	Childcare Choices	
Jim Taylor	Miami County Continuum of Care	