

Michigan Association of Chiefs of Police  
MICHIGAN LAW ENFORCEMENT ACCREDITATION PROGRAM



# **Onsite Final Report**

**Madison Heights Police Department  
December 3, 2024**

**Team Leader: Kevin Cisler**

**Team Member: Robert Zaremba**



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

Madison Heights Police Department  
280 West Thirteen Mile Road  
Madison Heights, MI 48071

Chief of Police  
Brent LeMerise

Chief of Police  
[brentlemerise@madison-heights.org](mailto:brentlemerise@madison-heights.org)  
(248)837-2729

Jordan Rieck  
Lieutenant  
Accreditation Manager  
[jriek@madison-heights.org](mailto:jriek@madison-heights.org)  
(248)-837-2749



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

Tuesday, December 3, 2024

**C. Assessment Team:**

1. Team Leader: Kevin Cisler, Lieutenant  
Zeeland Police Department  
29 W Main Avenue  
Zeeland, MI 49464  
[kcisler@cityofzeeland.com](mailto:kcisler@cityofzeeland.com)  
(616)-772-9125
2. Team Member: Robert Zarembo Sergeant  
Bloomfield Township Police Department  
4200 Telegraph Road  
Bloomfield Hills, MI 48302  
[rzarembo@bloomfieldtp.org](mailto:rzarembo@bloomfieldtp.org)  
(248)433-7755

## D. Community and Agency Profile:

### 1. Community Profile

Originally part of Royal Oak Township, Madison Heights was incorporated as a city by popular vote on January 17, 1955, and chartered on December 6 that same year, becoming the tenth city government in southern Oakland County. At that time, the 7.2 square mile City was the second largest in South Oakland County. The first City Hall was located at 26305 John R Road, the former township offices. On April 5, 1963, a new municipal building was constructed which is on the present location at 300 West Thirteen Mile Road. The Police Station presently located at 280 W. Thirteen Mile Road was constructed in 1991.



The Madison Heights City motto is "Creating Community" and it's well deserved. Just under 29,000 people call Madison Heights home and enjoy the many benefits of living in a full-service and forward-thinking community. Ideally located at the juncture of I-75 and I-696 in the metropolitan Detroit region, Madison Heights offers singles, families, and businesses easy access to all that the community has to offer. Residents of Madison Heights are served by two primary school districts, Lamphere and Madison. Madison Heights is also home to Bishop Foley Catholic High School, a private school, and Four Corners Montessori Academy, a public charter school. Madison Heights is home to small businesses as well as more than 100 major companies. There are more than 1,300 commercial and industrial businesses and services within the city's 7.2 square miles.

As of October 2024, Police (budgeted for 52 sworn personnel) and Fire services are nearly fully staffed and equipped with the latest gear to protect residents and businesses. The Police Department maintains a good relationship with other city departments, creating a sense of unity. The City's twelve parks, jogging/walking/bike paths, numerous festivals, a 36-acre wooded Nature Preserve with 2,400 square foot Nature Center log cabin as well as a county water park and dog park ensure that recreational opportunities abound for all ages and enthusiasts.



## 2. Agency Profile



Prior to Madison Heights becoming a City in 1955, police services in the area were provided by the Royal Oak Township Police Department and before that the Oakland County Sheriff's Department. When the City of Madison Heights was incorporated in 1955, some police officers of Royal Oak Township were sworn in as City Police Officers. The first police station was housed at 26337 John R and was shared by the courts. Robert Earl

Richardson was the first Chief of

Police when the city was chartered in December 1955. The current chief of police, Brent LeMerise is the 13<sup>th</sup> police chief for the department.

By 1960, the department had grown to 29 members and as a result, the police station was moved to 26305 John R. It remained there until 1968 when a municipal complex was built near 13 Mile and John R. By 1977, the Department had grown to 70 sworn. In 1991 the Police Department moved to its current location at 280 W 13 Mile Road.

Currently, the Police Department is authorized for 52 sworn officers, 10 civilian dispatchers (Police Service Aids), 4 clerical staff, 15 reserve officers, one animal control officer, and 2 part-time animal shelter assistants. The Madison Heights Police Department consists of a Uniform Patrol Division, a Detective Bureau, a Special Investigations Unit, a Community Engagement and Recruitment Team (C.E.R.T), a Quick Response Team, and an Auxiliary Services Unit. Located within the Uniform Patrol Division are a Canine Unit, a Bicycle Unit, a Motor Carrier Enforcement Unit, and an Accident Investigation Team. All these components of the Police Department interact together as a team to proactively address problems within the community.



### 3. CEO Biography – Chief Brent LeMerise



Chief Brent LeMerise graduated from Macomb Community College with an Associate's Degree in Criminal Justice in 2000, and he attended the Macomb Police Academy in 2001 as a pre-service candidate. He was first hired at the Grosse Pointe Woods Department of Public Safety in 2002 at which time he attended and successfully completed the Macomb Fire Academy. In 2003, he began his career at the Madison Heights Police Department.

During his time at Madison Heights PD, he has held the ranks of Road Patrol Officer, Detective Officer, Road Patrol Sergeant, Detective Sergeant, Road Patrol Lieutenant, Deputy Chief, and now Chief. Additionally, he has been assigned as a Hostage Negotiator, FTO Supervisor, FTO Commander, and Accreditation Manager. Chief LeMerise prides himself on being a transformational leader while incorporating the newest technologies and ideas to better serve those under his command.



#### Deputy Chief Jeff Filzek

Deputy Chief Jeff Filzek began his career in Law Enforcement in 1999 when he was hired by the Madison Heights Police Department. He has held the ranks of Patrol Officer, Road Patrol Sergeant, Road Patrol Lieutenant, and Deputy Chief. Additionally, he has been assigned as an Evidence Technician, Accident Investigator, FTO Supervisor, FTO Coordinator, Quick Response Team Coordinator, and Recruitment Team Commander. Deputy Chief Filzek oversaw the implementation of the Quick Response Team and continues to have an integral role in combating drug overdoses, and creating partnerships between Law Enforcement Agencies and FAN.

#### 4. Accreditation Manager Biography- Lieutenant Jordan Rieck



Lt. Rieck began his career with the Madison Heights Police Department in 2013. Lt. Rieck spent his first 5 years on Road Patrol. During this time, he was a Field Training Officer, Firearms Instructor, Defensive Tactics Instructor, and SWAT Operator on the Southeast Oakland Swat Team. In 2018, Lt. Rieck was promoted to Detective and assigned to the Madison Heights Special Investigations Unit where he operated in an undercover capacity for almost 5 years specializing in Narcotics and Prostitution Investigations. In 2022, Lt. Rieck was promoted to Sergeant and assigned to Afternoons Command on Road Patrol. As a Sergeant, Lt. Rieck was a Field Training Supervisor, Quick Response Team Coordinator, Recruitment Team Member, and Range Instructor. In 2023, Lt. Rieck was promoted to his current rank of Lieutenant. Lt.

Rieck is currently assigned to Afternoons Command where he commands 2 Sergeants, 8 officers, and 3 dispatchers. His secondary duties include Accreditation Manager, Community Engagement Recruitment Team Commander, Quick Response Team Coordinator, and Traffic Enforcement Detail Coordinator. Lt. Rieck is recognized as an expert witness in Narcotics and Human Trafficking.

#### 5. Future Issues

The assessors met with Chief LeMerise to discuss potential future issues that the department will face. Recruitment of qualified candidates and the retention of experienced staff is the primary future issue for the Madison Heights Police Department. Chief LeMerise mentioned that Deputy Chief Filzek is on a Key Employee Incentivization Program (KEIP) for two years and will then retire. Some of the other experienced command staff will be eligible to retire in the next three to five years. Succession planning will be critical to the continued success of the department's leadership development. The agency has a plan and training of the next potential commanders is occurring.

Chief LeMerise also stated that maintaining the budget with constant inflation and cost of living increases is another potential future issue.



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

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.

### **1. Telephone Contacts**

The public telephone line was active on Tuesday, December 3, 2024, from 12:00 p.m. to 2:00 p.m. The telephone line was tested and found to be functional, and two calls were received.

#### **Joe Jarbo – Amoris Market**

Mr. Jarbo is a local business owner of Amoris Market. He said he loves the Madison Heights Police Department. He stated his customers also respect the police department and appreciate seeing them in his store. Mr. Jarbo commented that Madison Heights Police officers always conduct themselves professionally. He further stated that he recognizes their efforts toward community policing. Mr. Jarbo said he takes every chance he can to brag about the Madison Heights Police Department.

Mr. Jarbo fully supports the agency's efforts to remain accredited.

#### **Joe Keys – Correct Car Care**

Mr. Keys is a local business owner of 31 years in the City of Madison Heights. Mr. Keys stated the Madison Heights Police Department is wonderful and does a great job. He stated that he really appreciates officers stopping by to check in on him and his business, especially in the evening hours. Mr. Keys commented that he had nothing bad to say about the police department.

Mr. Keys fully supports the agency's efforts to remain accredited.

### **2. Correspondences**

The assessors did not receive any correspondences regarding the accreditation process:

### **3. Media Interest**

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



#### 4. Community Outreach Contacts

##### Melissa Marsh – Madison Heights City Manager

City Manager Melissa Marsh has been the Madison Heights City Manager for six years. Mrs. Marsh stated that there is a good relationship between her and the administration of the police department which has gotten even better in the last couple of years. There is good communication between her and Chief LeMerise. The city council and the city in general have a good relationship with the police department. She also stated that the Madison Heights Police Department has a good relationship with the community. She values their services and tries to support their needs. She was involved in helping the department get the renovations they needed as well as a wage increase. She also proactively advocated for a wage increase for the PSA's. Mrs. Marsh describes the Madison Heights Police Department as reliable and trustworthy.

Mrs. Marsh fully supports the agency's efforts to get re-accredited.

##### Roslyn Grafstein - Mayor

Roslyn Grafstein is the Mayor of Madison Heights and is a big supporter of the police department. She doesn't have any complaints about them. They do a very good job. She has noticed they are working on more community events. She has noticed that the residents of the city are happy with the police services. Mayor Grafstein has gotten positive feedback on the newly implemented CORE Program that teams up Mental Health Clinicians with police officers to respond to people in a mental health crisis. She described the officers as professional, respectful, friendly yet authoritative.

Mayor Grafstein fully supports the agency's effort to become re-accredited.

##### Tim Hirst – School Resource Officer (SRO)

Officer Tim Hirst is the SRO for the Madison Heights Police Department. This is a new position that started in August of 2023. Officer Hirst is currently assigned to Lamphere Public High School. He also spends time in the elementary and middle schools. Lamphere Public School District has seen the SRO program as a success and has requested to add another SRO to the school district. Officer Hirst has spent the majority of his career as the Juvenile Services Detective and it seemed like a natural fit for him to become the SRO. He has a deep passion for providing guidance to troubled youth and has been able to be a positive role model to kids who don't have one. He handles all cases involving students. This has also formed a great relationship between the Lamphere School District and the police department.

Accreditation has been going well since they first got accredited. The department currently has high morale and there is a good relationship between the officers and the command staff.



Lieutenant David Koehler-Detective Bureau Supervisor, Command Union President

Lieutenant Koehler currently oversees the Detective Bureau. He is also the Command Union President. Lt. Koehler stated that there is a good relationship between the command staff and the officers. The morale is good and there is good communication with the administration. There is a good relationship between the unions and the city.

Sabrina Fallone – OCHN CoRe Social Worker

Sabrina Fallone is a social worker employed by the Oakland County Health Network and assigned as a Co-Responder for Madison Heights, Hazel Park, Royal Oak, and Ferndale Police Departments. Ms. Fallone and another social worker share the workload of the four departments. Madison Heights began using the CoRe program in September of 2024. Ms. Fallone stated she is busy but is passionate about the work she is doing. Ms. Fallone stated that the Madison Heights Police Department has been extremely welcoming and supportive of the CoRe program from the administration down to the patrol officers.

Dave Thayer – Police Service Aide, Madison Heights Police Department

Dave Thayer has been employed with the Madison Heights Police Department for 29 years as a Police Service Aide and the Dispatch Coordinator. PSA Thayer is the MHPOU Union President and has served on the Union Board since 2007. PSA Thayer stated that the union and administration have an excellent relationship with very open communication. He stated that the current administration is focused on correcting behavior through not only discipline but also coaching and mentoring. PSA Thayer acknowledged that Chief LeMerise and Deputy Chief Filzek seem to be focused on taking care of the people of the agency and are building a great culture and police department. He stated that the Chief helped the agency obtain retention bonuses and raises that were instrumental to staffing levels and he feels the department is on an upward trend. PSA Thayer spoke very highly of the Madison Heights Police Department.

Jeffrey Filzek – Deputy Chief, Madison Heights Police Department

Jeffrey Filzek has been employed with the Madison Heights Police Department for 24 years and currently serves as the Deputy Chief of Police. Deputy Chief Filzek highlighted the agency's good culture and morale. Deputy Chief Filzek described Chief LeMerise as innovative and credited his work with the original and ongoing accreditation process as a breath of fresh air for the department that helped update the agency and get it moving in the right direction. Deputy Chief Filzek stated he has a great relationship with the Chief and is proud of the work they are doing for the department and truly believes in what they are doing. The agency is young due to turnover and Deputy Chief Filzek wants to set the department up for success in the future leaving a legacy of good leadership behind him. Deputy Chief Filzek described the agency's leadership as solution-oriented. He is



extremely satisfied with the increasing diversity of the agency and believes the agency is benefiting from the sharing of different viewpoints and experiences.

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

On Tuesday afternoon, Assessor Cisler rode along with Officer Jacob Greenway. He was very enthusiastic, courteous, and professional. He showed a genuine interest in accreditation and would like to get more involved with it. He has worked for the Madison Heights Police Department for two years and loves working there. The morale is high and he enjoys the officers and command staff he works with. There are a lot of opportunities for him in the future and he plans on staying there for the rest of his career. He especially appreciated that during two recent tragic events involving the death of a newborn and a five-year-old, the command staff set up a debrief for those officers involved to attend. This helped them deal with the emotions of the tragedies. It makes the officers feel like the command staff is looking out for them and making sure they are getting the mental health care needed when dealing with those types of calls.

He went to several key locations in the city, including city borders, prominent neighborhoods, businesses, motels, schools, and parks. There is a good professional relationship with the bordering agencies such as Royal Oak, Troy, Sterling Heights, Warren, and Hazel Park.

Officer Greenway explained that a lot of the calls for service they are dealing with recently are break-ins of local businesses, larcenies, and stolen cars.

Officer Greenway currently works the day shift which is 7a-7p. There are usually 5 to 6 patrol units during a shift. During his shift, he averages between five to twenty calls for service. He stated that they are a very proactive police department and that when not taking calls they are actively seeking traffic violations and performing property checks. He was well aware of the high crime areas and issues with human trafficking. He made several property inspections of the low-rent motels where human trafficking is occurring. The city is very culturally diverse and densely populated. It is made up of commercial, industrial, and residential districts. Officer Greenway explained that the community residents and business owners appreciate the police department. This was evident while on patrol because several citizens stopped to wave when the patrol car drove by.

Officer Greenway showed assessor Cisler the equipment that is carried in the patrol car as well as the modified secure backseat.

During the ride along Officer Greenway made one traffic stop for a violator disregarding a red light and ended up giving a verbal warning. He also answered a Civil Complaint involving a customer who was not satisfied with an oil change. The customer and owner got into an argument. Officer Greenway was able to give the customer advice and send him on his way. During his interaction with the two parties, he was polite and respectful.

## 6. Community Involvement

Community Policing may be defined as a philosophy, which proposes altering the relationship between the police and citizens by addressing community problems and improving the quality of life. The operational premise of this is to work in collaboration with the community in developing long and short-term solutions to neighborhood problems and building communicative bridges with both our residents and our business community. The Madison Heights Community Outreach programs include:

- Community Engagement and Recruitment Team (C.E.R.T)
- Bike Rodeo and Police Station Open House
- Bike Raffle and Bike Helmet Give Away
- Boy Scouts & Girl Scout Badges
- Citizen Awards
- Citizen Academy
- Drug Take Back Program
- Easter Basket Give Away
- Face Addiction Now
- Halloween Trunk or Treat
- Hope not Handcuffs
- Alice Presentations
- Police vs Fire Annual Softball Game
- Crime Commission
- Quick Response Team (QRT)







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

### Direction of Personnel

The Chief of Police has the authority to issue, modify, repeal, amend, revise and approve agency written directives, general orders, and policy. The deputy chief has the authority to issue policies and procedures. 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 is to enhance the quality of life and eliminate the fear of criminal activity within the community. The department is a progressive organization devoted to maintaining citizen satisfaction and cooperation. The mission statement recognizes the agency's responsibility to maintain order while affording dignity and respect to every individual.

### Fiscal Control

The agency has three cash accounts: Petty Cash, Records, and Special Investigations. The Records cash account is reconciled bi-weekly. There is also a quarterly accounting of all three cash accounts. The Chief of Police is the only person with access to petty cash and has overall responsibility for ensuring that petty cash funds are used for legitimate law enforcement purposes. The accounts are reconciled for initial balances, cash received, and cash disbursed. The Chief of Police takes an accounting of the petty cash funds monthly. All of the accounts are audited at least quarterly. In the event that the amount of cash needed exceeds the established expense limits, by policy, the Chief of Police has the authority to authorize the expense.

### Internal Affairs

The agency accepts and investigates all complaints, including anonymous complaints. All internal investigation files are properly secured with limited access. The Chief of Police bears the final responsibility for the professional standards of the department as well as the direction and administration of the citizen complaint process. The day-to-day responsibility for internal affairs rests with the Deputy Chief of Police.

During the three-year reporting period, the department had the following internal affairs investigations:

- 2021: 9 investigations – 4 substantiated and 5 unfounded.
- 2022: 24 investigations – 15 substantiated and 9 unfounded.
- 2023: 20 investigations – 9 substantiated and 11 unfounded.

All complaints were thoroughly reviewed and investigated including considerations for policy and training changes.



### Disciplinary Procedures

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

### Organization

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 also 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.

Police personnel have a structured unity of command. In the Madison Heights Police Department, the Chief of Police is supported by one deputy police chief, four lieutenants, and ten sergeants.

The Madison Heights Police Department currently has 51 sworn personnel and 10 dispatchers, called Police Service Aids (PSA). Personnel have access to supervisory personnel on a 24-hour basis. The department has a dedicated detective bureau with assigned supervisors and detectives. The agency has its own Special Investigations Unit (SIU). The SIU unit is staffed by a sergeant and one officer. The agency has a reserve officer program, a canine program, a crime prevention bureau, a School Resource Officer (SRO), a bicycle unit, an accident investigation team, and a motor carrier enforcement unit, as well as, a motorcycle unit.

### Agency Equipment and Property

Agency personnel are responsible for all equipment issued to them and it is the responsibility of the employee to maintain all equipment in an operational state, as well as report any malfunctions, damage, or loss of equipment immediately to a supervisor. 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

By policy, the Chief of Police has the ultimate responsibility for public comments, oral or written, concerning the Madison Heights Police Department. Accordingly, the Chief of Police is advised of any releases being made to the media beyond the scope of the daily routine crime beat information made available to local newspaper reporters.

The detective bureau lieutenant is the agency's designated Public Information Officer (PIO). The lieutenant will write press releases and the chief or deputy chief will approve the releases.

The 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

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

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, mental health awareness, Haz-mat, bias-based policing, and use of force.

### Authorization and Use of Agency Weapons and Ammunition

The CEO is the authorizing authority for weapons and ammunition requirements, including specialized weapons. The agency uses certified/qualified staff for armorer inspections, repair, and replacement. Records of weapons are properly maintained with



written guidelines for storage. The agency has a written directive pertaining to the issuance of LEOSA compliant identification cards to qualified former and retired officers.

## **Chapter 2 – The Personnel Function:**

### Personnel Benefits and Responsibilities

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. The agency also has a comprehensive exposure control and reporting policy.

### Performance Evaluations

The written directive requires all agency personnel to receive annual performance evaluations. 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

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 the advancement of personnel. The CEO makes the final decision on all promotions.

### Recruitment of Sworn Personnel

The Madison Heights 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.

The goal of the Madison Police Department is to provide police service, through quality personnel representative of the community. The agency is connecting with minority groups and other protected classes to recruit qualified candidates. Objectives include promoting activities that will increase the pool of applicants by attending job fairs, public law enforcement displays, school programs, and general public employment programs, as well as, distributing information to recruitment sources.

The agency has created a Community Engagement and Recruitment Team to assist with the recruiting needs of the department. Members of the Recruitment Unit are motivated, creative, energetic, and willing to provide input on the agency's recruitment plan. The following activities are utilized by the Recruitment Unit in an effort to achieve the department's recruiting goals: contacting police academies, colleges, and job fairs for recruiting appointments, preparing speeches, Power Point presentations, flyers, and



handouts, being familiar with positive agency attributes such as specialized positions, promoting the department by posting on social media sites, and conducting community events.

The Madison Heights Police Department has 68 employees which includes 51 full-time police officers. The demographics as reported by the accreditation manager indicate the staff is 81% Caucasian, 7% African-American, and 4% Hispanic. There are 5 sworn female police officers.

### Selection of Personnel

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. The Chief of Police makes the decision on selection of new personnel.

### Reserve Officers and Civilian Volunteers

The agency has a vibrant and active reserve officer program. The unit is comprised of 12 volunteers who serve at high school athletic events and community events. The reserve officer's written directive includes language for training proficiency to the same standards as licensed officers of the department.

The agency also has an active chaplains program. The Police Chaplain Program is recognized by the leaders as a vital component of a department's response to employee stress and wellness. Police chaplains serve as an important resource to officers, civilian employees, their families, and the community. The chaplains provide care, compassion, counseling, and guidance when requested. There are currently four chaplains that the police department utilizes, each with various experiences and expertise (i.e. youth counseling, domestic violence counseling, etc.).

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

### Arrest, Search, and Seizure

The Madison Heights Police Department is a full-service agency with arrest powers. The agency and its policies follow the U.S. Constitution and the Constitution of the State of Michigan in relation to arrest, and search and seizure practices. 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 agency takes in-custody arrests directly to their temporary detention facility for processing. Breathalyzers for Operating While Intoxicated (OWI) arrests are also conducted at the detention facility. If arrested subjects are not able to make bond or be arraigned, the detainees are transported to Oakland County Jail.



The agency only conducts strip searches when an arrestee is lodged and there is reasonable cause to believe the suspect is concealing a weapon, controlled substance or evidence of a crime. A person who has obtained prior written authorization from a supervisor conducts the strip search. The strip search must be conducted by a person of same sex, in private in a place, which prevents the search from being observed by a person not conducting or necessary to assist with the search. Pursuant to a search warrant, body cavity searches are conducted by competent medical personnel.

### Interview and Interrogation

The Madison Heights 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 in the Detective Bureau near the Youth Bureau. There is also a soft interview room for victims and survivors with a couch table and coloring books. No in-custody suspects are interviewed in any of these three rooms. No suspects are interviewed in the soft interview room. There is also a custodial interview room located in the temporary detention facility, which complies with the standards.

The interview rooms have audio and video recording capabilities. The agency encourages the use of audio and video recording 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 assistance by using a radio, or cell phone or by yelling for help. They are also required to advise another investigator to monitor the interview using the live surveillance video that can be monitored from a desk. While using the custodial interview room all weapons must be secured prior to entering the detention facility. While using the non-custodial interview room investigators and officers shall retain their duty weapons while using these rooms but must be aware of its location at all times according to policy.

### Use of Force

During 2021, the Madison Heights Police Department was involved in twenty-six (26) reported "use of force" incidents. Of the twenty-six (26) reported incidents, six (6) resulted in minor injuries including "Temporary Effects from Taser", "Bruise, abrasion, scratch, burn", or "Complaint of Pain/Strained Muscle." None of the injuries were severe enough to admit the subject to the hospital. Furthermore, none of the uses of force resulted in discipline and all were within the Madison Heights Policy and Procedure guidelines (deemed justified).

During 2022, the Madison Heights Police Department was involved in thirty-nine (39) incidents in which use of force occurred. There were eighty-eight (88) total use of force entries completed in Guardian Tracking, meaning eighty-eight (88) officers self-reported use of force, many of them for the same incident. There was an increase from thirteen

(13) incidents from 2021 to 2022, however, the improved technology and ease of reporting may be responsible for the same increase. As noted in the Employee Misconduct Analysis, observed public defiance exhibited toward officers may also be noted as an additional reason for the increase

During 2023, the Madison Heights Police Department was involved in forty-five (45) incidents in which use of force occurred. There were one-hundred and two (102) total use of force entries completed in Guardian Tracking, meaning one-hundred and two (102) officers self-reported use of force, many of them for the same incident. There was an increase of six (6) incidents from 2022 to 2023, however, the improved technology and ease of reporting may be responsible for the same increase. As noted in the Employee Misconduct Analysis, observed public defiance exhibited toward officers may also be noted as an additional reason for the increase.

The agency conducted a meaningful review of each incident.

### Communications

The Madison Heights Police Department maintains a dispatch center on-site within the department. The assessment team toured the facility and spoke with the agency's supervisor regarding dispatch policies. All 911 calls to the Madison Heights Police Dispatch Center are automatically recorded electronically via the Equature Recording Software. All recordings are preserved for at least a thirty-one (31) day period. All Police Support Aides (PSA) or dispatcher consoles have immediate playback capability of 911 calls, nonemergency phone calls, and radio communications.



The Madison Heights Police Department maintains an emergency backup generator to provide power to dispatch/communications equipment (radios and telephones). In the event of a power outage, the back-up generator will automatically switch on. The generator self-tests every Thursday and a full capacity/load test is conducted by the DPW annually.

The Communications Center uses the Courts and Law Enforcement Management Information System (CLEMIS) Computer Aided Dispatch. Each dispatch station is setup for a dispatcher to perform all tasks. All Emergency Medical Dispatch (EMD) is handled by the Madison Heights Communications Center. The Communications Center provides dispatch services for both the Madison Heights Police and Fire Departments.



The Communications Center monitors surveillance video of the entire department and has a clear view of the prisoner cells.

### Field Activities

The Madison Heights Police Department policy allows for vehicle pursuits by officers who follow the established guidelines in the written directive. Roadblocks, and/or intentional collisions may only be used when there is the threat of a violent felony. Roadblocks and boxing are only to be used in specific situations, which are outlined in the policy, and with prior permission of a supervisor.

During 2021, the Madison Heights Police Department was involved in twelve (12) motor vehicle pursuits. Of these twelve (12) pursuits, seven (7) were self-terminated by the officers, three (3) resulted in arrest, and two (2) were assisting another agency pursuing a fleeing vehicle. One of these assists only involved the deployment of Tire Deflation Devices (TDD) and the other was terminated after that jurisdiction had enough vehicles in the pursuit to allow our Department to terminate. There were no deaths caused from any of these pursuits. One (1) police officer was injured due to a traffic crash. Due to the circumstances, the injury was considered not preventable. The officer healed well and has returned to full duty.

During 2022, the Madison Heights Police Department was involved in nine (9) motor vehicle pursuits, a decrease in three (3) motor vehicle pursuits from 2021. Of these nine (9) pursuits, seven (3) were self-terminated by the officers, two (2) were terminated by supervision, and four (4) were not terminated, but resulted in an arrest. In two (2) of the self-terminated pursuits, the subject was later arrested. Tire Deflation Devices (TDDs) were twice during Department pursuits and twice during pursuits initiated by another agency; all uses of TDDs were justified. There were no deaths caused by any of these pursuits and only one (1) subject was injured during a pursuit (minor injuries to an armed robber). No police officers were injured during any motor vehicle pursuits. During the year, several other vehicles fled from officers during traffic stops but officers did NOT pursue those vehicles due to policy restriction.

During 2023, the Madison Heights Police Department was involved in seven (7) motor vehicle pursuits, a decrease in two (2) motor vehicle pursuits from 2022. Of these seven (7) pursuits, two (2) were self-terminated by the officers, two (2) where the suspect vehicle was lost by the pursuing officer and three (3) were not terminated and resulted in arrest. In one (1) of the self-terminated pursuits, the subject was later located and arrested. Tire Deflation Devices (TDDs) were not used during Department pursuits and once (1) during pursuits initiated by another agency; all uses of TDDs were justified. There were no deaths caused by any of these pursuits and no injuries. No police officers were injured during any motor vehicle pursuits. During the year, several other vehicles fled from officers during traffic stops but officers did NOT pursue those vehicles due to policy restriction.

A meaningful review is conducted for each vehicle pursuit.



The Madison Heights 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 Axon system. The in-car videos are remotely downloaded when the patrol car pulls into the department's parking lot and body cameras while charging. All videos follow the agency's retention guidelines.

The Madison Heights Police Department allows foot pursuits and has written directives guidelines and procedures in place regarding them.

The Madison Heights Police Department was involved in seven (7) foot pursuits during the calendar year 2021. Six (6) of these foot pursuits ended with the capture of the fleeing subject. Force was used before, during, or after four (4) of the foot pursuits, and only one (1) subject was injured when they complained of minor ankle pain from jumping out of a moving vehicle to flee officers. All the foot pursuits, and subsequent uses of force, were reviewed and deemed justified by the administration.

The Madison Heights Police Department was involved in ten (10) foot pursuits during the calendar year 2022, an increase in four (4) from 2021. All the foot pursuits ended with the capture of the fleeing suspect. Subjects ran from officers for a variety of reasons: one (1) was to escape protective custody, one (1) was for a civil infraction, four (4) were for misdemeanors, and four (4) were for felonies. Force was used before, during, or after seven (7) of the foot pursuits, which may be an expected and necessary action to safely end a foot pursuit. Three (3) subjects were injured as a result of the foot pursuit: one subject refused treatment, and the other two (2) were treated and released by the hospital with a clearance for incarceration. There were no officers injured during a foot pursuit. Every foot pursuit was deemed justified by the administration.

The Madison Heights Police Department was involved in nine (9) foot pursuits during the calendar year 2023, a decrease of one (1) from 2022. All but one (1) foot pursuit ended with the capture of the fleeing suspect. One (1) foot pursuit was terminated by the on-duty supervisor due to the totality of the circumstances. Subjects ran from officers for a variety of reasons: Six (6) were for misdemeanors, and three (3) were for felonies. Force was used before, during, or after two (2) of the foot pursuits, which may be an expected and necessary action to safely end a foot pursuit. No subjects were injured as a result of the foot pursuit. There were no officers injured during a foot pursuit. Every foot pursuit was deemed justified by the administration.

A meaningful review is conducted for each foot pursuit.

### Traffic Safety and Enforcement

The Madison Heights 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.

The department officers are proactive in traffic enforcement and participate in direct patrols. The officers engage in community policing activities such as foot patrols, school walkthroughs, business contacts, and community events.

### Homeland Security/Critical Incidents

The Madison Heights Police Department has written directives for a critical incident system that complies with standards. The agency utilizes the Incident Command Structure (ICS) for critical incidents and community events. There were no critical incidents during the accreditation cycle that ICS was used. An event plan is in place for each special event.

### Police Canine

The Madison Heights Police Department has a canine unit that currently includes one assigned officer and a dog. The canine and handler are trained for locating narcotics, tracking, building searches, and use of force. The canine is also used for community events and friendly walk-throughs of schools. They train with other agency handlers four times a month for eight to ten hours. During the accreditation period, the K-9 Unit responded to 194 K-9 specific calls for service. The K-9 Unit arrested 73 felonies and 74 misdemeanors, The dog was used in one apprehension but did not bite any suspects during the accreditation period. The written directives comply with the standards.



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

Criminal InvestigationThe on-duty shift sergeant is responsible for screening all incoming reports and forwarding those reports that require follow-up to the Detective Bureau. The Detective Bureau Commander (Detective/Lieutenant) or his/her designee reviews each report and assigns the report to the appropriate investigator. The investigator determines if additional resources are needed to fully investigate the incident. The CLEMIS system is used to manage case status and assignments. A policy is in place for eyewitness identification. The Detective Bureau is responsible for follow up on all criminal cases, investigations, and employee background checks,





### Crime Scene Processing

The Madison Heights Police Department has evidence technicians, detectives, and accident investigators available 24 hours a day. When an evidence technician processes a crime scene, the evidence is collected and brought back to a secure evidence processing room. The evidence is then processed and placed into a temporary storage locker before a property room custodian places it into the evidence room.

### Storage of Evidence and Property

Appropriate policies are in place for property processing and evidence collection. The agency has a primary and secondary property custodian who has keys and access to the evidence storage room.

The assessors toured the evidence storage rooms. 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. Once the evidence is logged using the CLEMIS property system the custodian is notified that there is property to be placed in the evidence storage room.

A secure garage that is used for recovered vehicles and larger items may be processed for evidence. Evidence that needs lab submission is sent to the Oakland County Crime Lab or the Michigan State Police Lab.

All time-sensitive inspections, audits, and inventories were conducted; no irregularities were identified. Assessors toured all the areas of property storage. The assessors interviewed the property custodian. She is organized, has an advanced knowledge of the CLEMIS property system, and follows department policy concerning property and evidence.

### Juvenile Matters

The Madison Heights Police Department has established policies regarding juvenile status offenses, including runaway cases, unidentified adults and children, and the safe delivery of newborns. One officer is assigned to the Youth Bureau which is a division of the Detective Bureau. The officer primarily deals with all juvenile matters and cases and assists with victims who are juveniles. The Youth Bureau Officer is also involved in community events. There was an active Amber Alert during the accreditation period.

### Special Investigations and Operations

The Madison Heights 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 its own Special

Investigations Unit (SIU) that investigates vice crimes such as narcotics, prostitution, human trafficking, and other crimes. A Detective Sergeant who reports directly to the Chief of Police supervises the SIU. The unit has two detectives/officers assigned. The detective/officer assignment is considered a minimum two-year rotating assignment with a maximum of five or six years. Exceptions may be made by the Chief based on performance.

SIU primarily investigates human trafficking, which has been increasing in recent years. The City of Madison Heights has several low-rent motels where human trafficking is primarily taking place. Confidential Informant (CI) information is kept securely in the computer and in a locked file cabinet. Every CI is assigned a number and is referred to by their assigned number in record keeping. The agency has a de-confliction policy.

The SIU also works with Common Ground, which assists victims and survivors of human trafficking with finding shelters, homes, and resources that they may need. The SIU also works closely with other agencies that investigate human trafficking under a countywide task force called Michigan Ops Team Investigating Human Trafficking. Three Oakland County Prosecutors are assigned to handle human trafficking cases.

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

### Transporting/Processing/Holding of Arrestees/Detainees/Prisoners

The Madison Heights 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 securing of arrested subjects in restraints during transport.

Custodial arrests are brought to the Madison Heights Police Department Holding Facility for processing. At the Madison Heights 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 to be initially trained in the supervision and care of detainees with refresher training every year. Fire evacuation procedures are in place.



Detainees held in the department holding facility are monitored by video 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 Compliance Discussion:**

This section provides specific information on those standards found to be in compliance after on-site adjustments were made.

There were no applied discretions.

**H. Waivers of Standards:**

This section provides specific information on those standards which qualify 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 an official agency letterhead, signed by the CEO. The following standards were granted non-applicable waivers:

*Chapter 6 Campus Security and Policing*

**I. Standards Noncompliance Discussion:**

All standards were in compliance.

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

The assessors enjoyed their time with the Madison Heights Police Department. The agency was well prepared for the onsite assessment, as evidenced by the lack of applied discretions and non-compliance. The consensus of the staff that were interviewed is that the department has high morale and the command staff is moving in a progressive direction. Some of this is attributed to how well accreditation has been followed over the last three years. There is a department-wide buy-in and high standards are expected. Although discipline does occasionally occur there have not been any grievances in over four years. The command staff approaches discipline as a way to correct behavior rather than punish it.

During their initial accreditation, Brent LeMerise was the accreditation manager as a Lieutenant. Chief LeMerise was able to successfully transition the accreditation responsibilities over to Lieutenant Rieck whom he gave credit to for making the re-accreditation a smooth and improved process. Chief LeMerise hopes to maintain the high morale throughout the department and realizes that with experienced command staff able to retire in the next few years how important it is to have a successful succession plan. He would like to incorporate more coaching, mentoring, and job shadowing as part of the succession plan to potential successors of the higher ranks.

If the department continues to be progressive and is able to keep the right people involved in the accreditation process their next accreditation will again be smooth. The



Madison Heights Police Department is an example of how accreditation has improved the operations and practices of a department.

**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 of the established accreditation standards. Accreditation is recommended.

Kevin Cisler, Team Leader  
Date: December 10 2024

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

Program Director Ron Wiles  
Date: December 13, 2024

