

Michigan Association of Chiefs of Police  
MICHIGAN LAW ENFORCEMENT ACCREDITATION PROGRAM



# **Onsite Final Report**

**Birmingham Police Department**  
**May 2, 2024**

**Team Leader: Kevin Cisler**  
**Team Member: Leah Bronson**



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



Birmingham Police Department  
151 Martin Street  
Birmingham, MI 48009

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Greg Wald  
Captain  
Accreditation Manager  
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**Accreditation Team Members**

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

Wednesday, May 2, 2024

**C. Assessment Team:**

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## **D. Community and Agency Profile:**

### **1. Community Profile**

Settled in the early 19th century, Birmingham has a rich history as one of Oakland County's first settlements. With names like Hunter, Pierce, and Willits, buildings and streets still bear the surname of these settlers some 200 years later. With many local communities transitioning to an agricultural economy after the Civil War, Birmingham harnessed the economic upturn and transitioned to a merchant community, which can still be seen in the downtown today.

Incorporated as a village in 1864 and a city in 1933, today, Birmingham is known as an upscale community with a vibrant downtown, having both retail and nightlife. The City operates under a commission-manager system of government to serve its 21,000 residents. During the working day, the city sees an influx of over 10,000 employees in various working capacities. The 4.73 square miles of city limits sit halfway between Pontiac and Detroit and have been called "home" by famous figures including actors Tim Allen and David Spade, soccer star Alexi Lalas, and many other businesspersons, athletes, actors, and politicians. Recreational amenities include 26 beautifully maintained parks, 2 municipal golf courses, a dog park, soccer fields, tennis courts, an ice rink, a skate park, baseball diamonds, wooded trail systems, Quarton Lake, bike paths, and more. The City of Birmingham remains an affluent Midwest staple and a desirable community to live, shop, work, and play.





## 2. Agency Profile

Dating back to 1825, the territory later known as Birmingham was home to one of Oakland County's first police departments, and the first homicide. A War of 1812 veteran, Imri Fish was boarding with the Utter family and was known to have epilepsy, which at the time was a label covering a variety of health issues from PTSD to dehydration. After killing his brother Eijah's horse, Imri murdered two of the Utter family members with an axe. A crime this malicious required the first ever documented Grand Jury. Requirements for jury selection were land-owning, white males. There were so few qualified men in the area that Imri's brother Elijah had to sit on the jury and convict him. Another resident generously donated a parcel of land so Mr. Utter could properly bury his deceased wife and daughter. This quarter acre became what is known today as Greenwood Cemetery, one of two in our city limits.

In 1846, Alanson Partridge was elected as the first town marshal. Besides protecting the village limits and investigating a chicken theft or two, Partridge did not have many responsibilities since crime was relatively non-existent. Because of this, residents did not feel it was necessary to pay for night watchmen. It was not until the late 1890s that Almeron Whitehead, founder of the Eccentric paper, donated \$1 a week for a larger police force. This expansion arose out of fear that a festival in Pontiac would bring the "wrong" crowd to Birmingham.

Fast forward to 1919, Birmingham had a police force of 3 men making about \$150.00 each a month. The department made headlines when Chief Homer Gaskill uncovered a nationwide mail fraud. In 1941, Birmingham was a city and the police department grew to 19 policemen. The department that serves Birmingham today reflects that of many 21st-century organizations that have evolved in an era of modern technology and advancements. Thirty-two sworn officers currently don the BIPD badge with honor, integrity, and respect. Pursuit-rated patrol vehicles are equipped with speed measurement radars, video cameras, night vision, GPS tracking, radios, rifles, body armor, breathalyzers, and mobile data terminals. Our officers carry semi-automatic handguns, tasers, and body-worn cameras. Detectives are equipped with software programs and state-of-the-art training and technology to enhance investigations as well as access to state and nationwide criminal tracking databases. Motorcycles have replaced mounted patrol, mountain bikes have become routinely utilized, and a therapy k9 wags her tail around city hall. While the appearance and capabilities have changed over the years, the mission of the Birmingham Police Department has remained the same: to provide a safe and secure community for those who live, work, and travel here.



### 3. CEO Biography

#### **Scott A. Grewe, Chief of Police**



Chief Grewe began his career with the City of Birmingham in 1999 after successfully completing his Bachelor of Science degree in Criminal Justice with a minor in Multi-Cultural Relations at Ferris State University. Chief Grewe also holds a Master's Degree in Public Safety Administration from the University of Virginia. During his tenure with the Birmingham Police Department, Chief Grewe held many titles as he moved through the ranks of our police department previously

serving as the department armorer, firearms and use of force instructor, field training coordinator, and investigations and road patrol supervisor. Chief Grewe also attended numerous trainings to prepare him for this role including the Law Enforcement Executive Leadership Institute, Michigan Police Executive Development Seminar, Michigan Association of Chiefs of Police New Chiefs School, Eastern Michigan University's School of Police Staff and Command, and is a graduate of the 283<sup>rd</sup> session of the FBI National Academy.

Since taking over in December of 2022, Chief Grewe has made numerous changes and enhancements to the department including prioritizing employee wellness, finalizing a contract with Birmingham Schools for a full-time School Resource Officer, spearheading an effort to effectuate change in state law through our elected officials regarding vehicle noise, modernized the department's annual report and updated the department's policy on appearance to conform with modern standards included options of a weight-bearing outer carrier vest for officer comfort and physical wellbeing.



#### 4. AM Biography

##### **Greg Wald, Captain / Accreditation Manager**



Captain Wald began his career with the Birmingham Police Department in May of 2000 after graduating from Ferris State University with a Bachelor's degree in Criminal Justice. Throughout his career, Captain Wald has held many roles including Field Training Officer (FTO), Motorcycle Officer, Motor Carrier Officer, Dispatch Coordinator, and Mountain Bike Officer. He is a graduate of Michigan State University's First Line Supervisor program and Eastern Michigan University's School of Police Staff and Command. In 2020 he was named Accreditation Manager, and in June of 2021, the agency was awarded accredited status. As Captain of the services division, he oversees budget, training, records, fleet, Community Resource Officer, parking enforcement, and accreditation.

#### 5. Future Issues

Assessors met with Chief Grewe and the accreditation team at the department to discuss future issues they are facing as an organization and community. Chief Grewe cited that one of his main concerns is the safety of the officers and staff of the police department in the current building they are in. There is public access to most of the police department and the employees of city hall. It was evident throughout our tour that the police department does have major security issues that need to be addressed immediately. This issue was addressed by assessors during the initial accreditation onsite. They were told this would be improved. A company was hired by the city to improve the building however after a costly study it was decided it would be best to eventually build a new police department away from the current site. Not only is the safety of personnel an issue, but this could put them at risk of future accreditation status. Assessors were advised by a city official that safety improvements have been budgeted for and this will be improved by the next accreditation cycle.

Another issue that Chief Grewe cited was that a large part of the city budget is taken up by infrastructure improvements when the police desperately need a new building as well



as some additional personnel such as another detective. Chief Grewe also cited the recruitment of qualified candidates as a current and future issue. The cost of putting a recruit through the academy has become the normal standard and there are added costs with it. This also fills a position that can't be used until the recruit is out of the academy and has completed the field training program. This issue is not unique to Birmingham PD, as agencies around the country are all facing recruitment issues.

Assessors enjoyed the time spent at Birmingham PD and were impressed with all levels of the staff and the professionalism they exhibit during their day-to-day operations. Residents and visitors can trust that the members of the Birmingham Police Department will serve with compassion, professionalism, and integrity, while always holding themselves accountable to their core values and the oath they have sworn to uphold.

## **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.

The call-in session was held on May 2<sup>nd</sup>, 2024 from 12:15 pm to 2:15 pm.

### **1. Telephone Contacts**

#### **Erika Bassett Resident/City Employee:**

Erika Bassett is a Birmingham resident as well as a city employee. She described the police department as "excellent, highly visible, professional, friendly, positive, and responsive." She stated that the police are always visible at community events and work on maintaining relationships with business owners. Ms. Bassett added that she appreciates how the department provides crime statistics to residents, for crimes such as larceny from vehicles, along with ways that residents can protect themselves from theft.

#### **Alex Bingham City Clerk**

Alex Bingham works as the Birmingham City Clerk. She stated that the police have been very helpful to the clerk's office. They provide security to her when she's delivering ballots and at other clerk functions. She described the department as,



“efficient, calm, proactive, resourceful, and collaborative.” Ms. Bingham supports the department’s goal of reaccreditation.

Gordon Davies Resident/Local Business Owner

Gordon Davies is a resident and owns Fiat Chrysler on Woodward Avenue. He stated that the dealings he’s had with the Birmingham Police Department have all been positive and they have worked together doing traffic studies. He described the department as “fair, thorough, and professional.” He supports their goal of reaccreditation.

Michael Wicker Principal of Seaholm High School

Michael Wicker is the principal of Seaholm High School, one of the two public high schools in Birmingham. He had very positive feedback regarding the recent addition of a full-time School Resource Officer (SRO). He stated the SRO has been building relationships between staff, students, and the police department. The department’s therapy dog Maple is also a huge hit with students. He stated the SRO provides ALICE instruction for staff, helps them with school security, participates in pep rallies, and provides information to the students. For example, the SRO recently met with all seniors and talked with them about consent, to provide them with the necessary information as they transition into adulthood and college. He described the department as “responsive and fun.” He further stated the department is very aware of the negative perception of the police and works hard to change minds. Mr. Wicker supports the goal of reaccreditation.

## 2. Correspondences

Assessors received 2 correspondences regarding the accreditation process:

**From:** Frank A Nastasi <nastasifa@troymi.gov>

**Date:** Tuesday, April 23, 2024 at 4:04 PM

**To:** Ron Wiles <Rwiles@michiganpolicechiefs.org>

**Subject:** Birmingham Police Department Re-accreditation

Dear Chief Wiles,

I am writing to provide feedback on the Birmingham Police Department as part of their re-accreditation process.



MLEAC ACCREDITATION ON-SITE ASSESSMENT REPORT  
BIRMINGHAM POLICE DEPARTMENT  
MAY 2024

First, I want to express my respect for Chief Scott Grewe and the entire Birmingham Police Department for their dedication to excellence in law enforcement. I have had the privilege of collaborating with Chief Grewe and his team, particularly through our joint efforts in the Special Investigations Unit (SIU).

The Birmingham Police Department's participation in our SIU has been instrumental in tackling complex criminal matters across our jurisdictions. Their commitment to cooperation, professionalism, and efficiency has significantly enhanced our ability to address various criminal activities.

The professionalism and expertise demonstrated by Chief Grewe and his officers are exemplary. Their adherence to the highest standards of law enforcement practices is evident in every aspect of their work.

I have the utmost confidence in the Birmingham Police Department's ability to meet and exceed the accreditation standards set forth by the Michigan Law Enforcement Accreditation Commission. Their dedication to professional excellence, collaboration, and community service is commendable and deserving of accreditation.

Thank you for considering my feedback. Please do not hesitate to reach out if you require any further information.

Sincerely,

Frank A. Nastasi

Police Chief

Troy Police Department

**From:** Brent LeMerise <BrentLeMerise@Madison-Heights.org>

**Date:** Wednesday, April 24, 2024 at 11:18 AM

**To:** Ron Wiles <Rwiles@michiganpolicechiefs.org>

**Subject:** Birmingham PD Re-Accreditation

MACP Deputy Director Ron Wiles,

Good morning, I hope all is well in your neck of the woods. I am writing today regarding the Birmingham PD re-accreditation. I understand the on-site assessors will be there next week, and this email is for the feedback portion of their re-accreditation.



Birmingham PD has a great reputation amongst its surrounding communities and Chief Grewe is a fantastic leader for their organization. They pride themselves on keeping their citizens safe while upholding professional police standards. As a participant in the accreditation process, I have had the opportunity to meet some of their command staff that manages their accreditation program and there seems to be department-wide buy-in regarding the process. As we know, this is a critical and difficult objective to achieve. I am confident your on-site assessors will be impressed.

Thank you for considering this email.

Regards,

Chief Brent LeMerise

Madison Heights Police Department

### **3. Media Interest**

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

### **4. Community Outreach Contacts**

#### Elaine McLain – Mayor City of Birmingham

Assessors interviewed the Mayor of Birmingham Elaine McLain. She has been on the city commission since 2021 and has been the mayor since November of 2023. Mayor McLain has a very positive outlook on the Birmingham Police Department. As a citizen she is very proud of the Birmingham Police because they follow the best practices, they are transparent, they are consistent, fair, relaxed, available, responsive, and respectful. They do not profile people and they all demonstrate those qualities from the top down.

She described her relationship with Chief Grewe as outstanding. Chief Grewe is very good at making himself available to meet with people who have concerns. He is able to take criticism and remains objective when dealing with somebody who is not. She has good communication with Chief Grewe and the officers she comes in contact with.



Mayor McLain does ride-along with officers so she has been able to see firsthand how they operate and interact with the public. She is impressed with how the department is proactive with traffic enforcement and how they remain calm and professional on calls.

The department participates in many community events that are well received by the citizens. Birmingham Police Department has recently added a School Resource Officer (SRO) to the public school district. This has worked out well and the officer has formed good relationships with the students and faculty. This brings a positive image of the police to the students. The department also has a CoRe Program that allows a mental health social worker to ride with an officer to respond to calls involving people who have mental health issues. Coming from a background in Psychiatric Nursing, she appreciates this.

One of the improvements she would like to see for the department is a better building and security for the police department. Money needs to be available to improve this. The infrastructure of the city needs improvement as well and it is hard to balance getting both done.

Mayor McLain is familiar with accreditation and fully supports the Birmingham Police Department in continuing with their accreditation status.

#### Jana Ecker – Birmingham City Manager

Assessors interviewed Birmingham City Manager Jana Ecker. She has been the city manager for one year and was the assistant city manager for two years. She has been familiar with the Birmingham Police Department for a long time as she has lived in the city for 23 years. Manager Ecker stated that she is aware of the security issues of the building that city hall and the police department are in. The city hired a firm to look into expanding the building but the proposal was too much for the city to pay at that time. They are now thinking the best solution would be to build a police department off the current site. She would like to make the current police department more secure until they are able to move off-site.

Manager Ecker has a very positive view of the Birmingham Police Department. They don't seem to have the issues that other police departments have. The officers also get along great with the bordering police agencies and work well with them. The officers get along well with each other and with the citizens of the community. She would like to eventually see more diversity within the department. The community has a positive view of the police as well. The Birmingham Police have a Co-Responder Program that allows a mental health professional ride along with an officer and respond to people with mental health issues. This program has been well received by the community.

Manager Ecker has a very good relationship with Chief Grewe and can talk to him about any issues that arise. The officers are involved in the community and the only



complaints against officers that she sees are when someone is given a parking ticket in a loading zone.

Some of the adjectives she used to describe the officers of the Birmingham Police Department are open, friendly, patient, community-minded, and compassionate.

Manager Ecker fully supports the Birmingham Police Department in continuing with their accreditation status.

### Paul Wells – Birmingham Fire Chief

Assessors interviewed Birmingham Fire Chief Paul Wells. Chief Wells has worked with the department for 26 years and mentioned there is great communication between his department and the police department. They train together on the Rescue Task Force and utilize a unified command model during major incidents. Chief Wells supports the police department's goal of reaccreditation.

### Officers Joshua Bouchard and Stefan Syts-Union Officers

Assessors interviewed Officers Joshua Bouchard and Stefan Syts who are the Union president and treasurer. They advised that the union has a good working relationship with the command staff. Resolutions are settled quickly and there are very few grievances filed. The ones that were filed were very minor.

They both expressed that they are very concerned about officer safety due to the lack of security in the Police Department Building.

They both believe in accreditation, and it has actually made it easy for the union. There seems to be department buy-in and very little pushback. They are a younger-aged department, and a lot of officers were hired when the department was already accredited.

They love the community, and the community loves them. The officers have a great relationship with the citizens of Birmingham.

Discipline is handed out fairly and appropriately. The officers have a good relationship with the command staff.





## 6. Agency Ride-along

### Assessor Cisler:

On 5/2/2024 from 12:15 pm to 2:15 pm Assessor Cisler rode along with Officer Stefan Syts. Officer Syts is an 8-year veteran of the Birmingham Police Department and currently works day shift from 7a to 7p. During the ride-along Officer Syts drove Assessor Cisler to different sections of the city such as the downtown business/social district, which is full of restaurants and shops, as well as the residential neighborhoods. He also showed Assessor Cisler the city borders and what jurisdictions they border. Officer Syts advised on average each officer takes 6 calls for service a shift. At the time there were 5 officers out on patrol.

He made a traffic stop for failing to yield to a pedestrian in the crosswalk and issued a citation. He advised that because there is so much pedestrian traffic they watch for those violations because that type of crash can cause serious injury and they want the people on foot to feel safe. He later made a traffic stop for disregarding a red light and gave a verbal warning. Officer Syts was very professional and polite when dealing with the traffic violators. He advised when not taking calls officers like to be proactive and enforce motor vehicle violations and make property checks.

During the ride-along, several different citizens on foot waved at the cruiser as it drove by. Officer Syts explained that Birmingham PD has a great relationship with the community and feels they receive positive support. Officer Syts was very knowledgeable of his department's operations, and he supports accreditation. The Birmingham Police feels like a family. He really enjoys working for Birmingham PD and advised the morale is very positive.

## 7. Community Involvement

Community policing is a very important component of the philosophy of the police department. Uniformed patrol officers are often assigned to patrol on foot, bicycles, and motorcycles. Patrol officers speak to citizen groups, businesses, and schoolchildren about traffic matters, drug abuse, babysitting safety, crime prevention, and other topics. Patrol officers frequently make appearances at block parties and other neighborhood activities to interact with the community.





The department also has a community resource officer who is an expert in personal safety, building safety, and active shooter response training. The community resource officer is available for presentations to community groups and specialty groups for a variety of programming. The department has a comprehensive system in place to address citizen concerns about speeding vehicles, especially in neighborhoods.

The department has a certified therapy dog, Maple. Maple assists individuals under stress, victims of crimes, special needs individuals, and the public in general as an ambassador of goodwill.

Agency officers operate an adopt-a-senior program consisting of all employees who volunteer time to assist resident seniors with a variety of services including lawn mowing, snow shoveling, shopping, and errands.



### CoRe Program:

In 2021 the Birmingham Police Department partnered with the Oakland Community Health Network (OCHN), and police departments from Bloomfield Township, Auburn Hills, and Rochester to provide two certified social work clinicians to co-respond to calls for service involving persons dealing with mental health or substance abuse crisis.

The CoRe Program continues to be a valuable asset to the Police Department providing a level of service for those experiencing a crisis they otherwise would not have.

When available, the social workers co-respond to calls that deal with someone in crisis. They also provide follow-up services to those individuals and their families.





## **WOODWARD DREAM CRUISE:**

Dream Cruise occurs on the third weekend in August and spans Woodward from Ten Mile to Fourteen Mile. Dream Cruise started in August 1995. It has been dubbed as one of the largest one-day car shows and brings people from all over the world. Even though it is a one-day event in August, citizens start “cruising” Woodward as soon as it gets warm.



## **F. Essential Services**

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

#### **Direction of Personnel**

The Chief of Police has the authority to issue, modify, repeal, amend, revise, and approve agency policies and procedures, general orders, and special orders. The agency policies were clear and understandable. The policies were constructed in a logical manner with employee duties and responsibilities clearly defined. The system is managed by Power DMS.

The agency’s mission is “to serve [the City of Birmingham] with Professionalism, Integrity, and Courage to protect life and property through compassionate and equitable police services.” The agency’s vision is to “continue working to make Birmingham the safest city in Michigan.”





## Fiscal Control

The agency has one cash account, which is the Alcohol, Tobacco, and Narcotic Sting Funds account. These funds are verified quarterly, or more as needed. The account has a ledger displaying all transactions, accounting for initial balances, cash received, and cash disbursed. Expenses exceeding established expense limits must be authorized by the Chief of Police or his designee.

## Internal Affairs

The agency accepts and investigates all complaints, including anonymous complaints. All internal investigation files are properly secured with limited access. Command staff are responsible for investigating allegations of employee misconduct. All complaints filed have a final disposition made by the chief of police, and the complainant is notified of the outcome.

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

2021: 3 internal misconduct investigations, 2 were sustained, 1 resulted in written reprimand; 1 citizen complaint which was unfounded.

2022: 5 internal misconduct investigations, 5 were sustained, 1 resulted in verbal counseling, 3 resulted in written reprimands and 1 non-sworn crossing guard was terminated; 3 citizen complaints, one was unfounded, one was not sustained, and one was sustained.

2023: 4 internal misconduct investigations, 4 were sustained, 1 resulted in verbal warnings and counseling, 1 resulted in additional training, 1 resulted in a written reprimand, and 1 was a one-month suspension; 6 citizen complaints, 4 sustained resulting in verbal warnings and counseling, and two were exonerated.

## Disciplinary Procedures

The agency has well-established policies and procedures that detail the rules, regulations, and expectations for employee conduct. The agency is well disciplined and has procedures to apply training and counseling in lieu of punitive employee discipline. Disciplinary action can include oral reprimand, written reprimand, suspension without pay, demotion, or discharge. The agency has a grievance procedure that is established



by the collective bargaining agreement. No grievances were filed 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. During the three-year reporting period, there was one complaint of workplace harassment that was fully investigated and not sustained, however, other policy violations were discovered.

Police personnel have a structured unity of command. In the Birmingham Police Department, the Chief of Police is supported by three captains and four lieutenants. One captain oversees Operations, one oversees Investigations, and one oversees Services.

The department currently consists of 34 sworn personnel, 11 dispatchers, and 11 civilian staff members. The department is organized into four divisions, Operations, Services, Investigations, and Auxiliary.

Sworn personnel consists of the Chief of Police, 3 captains, 4 lieutenants, 7 sergeants, and 19 officers. The police department is a full-service 24-hour operation. The Operations Division is divided into four patrol platoons, which work twelve-hour shifts. Each platoon is comprised of 1 lieutenant, 1 sergeant, and 4 officers. The Investigative Division is comprised of 1 captain, 2 detective sergeants, and three officers assigned to outside agencies and inter-local agreements – Oakland County Narcotics Enforcement Team (NET), Troy Special Investigations Units (SIU), and the Federal Bureau of Investigation (FBI). One of the detective sergeants is a general case detective and the other detective sergeant is the department's school liaison officer. The Services Division consists of 1 captain, and a services coordinator, which handles the department's budget, FOIA, and other administrative responsibilities. The Auxiliary Division is supported by a 15 member volunteer police auxiliary unit.



### Agency Equipment and Property

Agency personnel are responsible for the proper care of department property and any equipment that is assigned to them and 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 Operations Captain acts as the Public Information Officer and has the responsibility for public comments, oral or written, concerning the Birmingham Police Department. The policy establishes that the Public Information Officer or Command Officer will keep news media aware of police situations within established parameters and should establish a media staging area at major scenes.

### Agency Records and Computers

The agency has a detailed policy 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. There are extra security measures for non-public records. Records personnel handle all Freedom of Information requests (FOIA), 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. There were no breaches in security during the assessment period.

### Agency Training

The agency's 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, non-deadly force decision-making, Taser proficiency, Haz-mat, 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, repairs, and replacement. Records of weapons are properly maintained with written guidelines for storage.

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



### Personnel Benefits and Responsibilities

The agency has an established policy outlining an employee assistance program (EAP), 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 agency policy and procedure require all agency personnel to receive annual coaching and feedback sessions. The system includes directions 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 Operations Captain is responsible for administering the promotional process. The process includes a written test, an oral board review, an evaluation of service and performance, credit for years of service to the department, and credit for college education. Employees who have successfully completed the process are placed on an eligibility list, from which the Chief of Police can choose among the top three candidates. The list remains effective for 12 months from the date of publish.

### Recruitment of Sworn Personnel

The Birmingham 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 agency actively recruits new personnel through promoting activities that will increase the pool of applications such as attending job fairs, school programs, and public employment programs. The agency attends local police academies and other community events in an effort to continually seek out qualified applicants. The Birmingham Police Department has 34 sworn employees.

The recruitment plan is scheduled to be reviewed annually.

### 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 Office of the Chief of Police is directly involved in the interview and hiring process of new applicants.

### Reserve Officers and Civilian Volunteers

The agency operates an Auxiliary Police Unit. The responsibilities of the unit are to assist sworn officers in the discharge of their duties. Those responsibilities include crowd control, traffic control, patrolling city parks and other city properties, providing



security at local special events such as school events and other civic events, and reporting suspicious activities.

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

#### Arrest, Search and Seizure

The Birmingham Police Department is a full-service agency with arrest powers. The agency and its policies follow the United States Constitution in relation to arrest, search, and seizure. The agency recognizes the foundation set forth in the Fourth Amendment.

Agency policy outlines the warrantless search exceptions and the need for a court-authorized search warrant, when applicable. The 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 post bond or be arraigned, the detainees are transported to the 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 the same sex, in a private 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 Birmingham Police Department has established procedures for compliance with contemporary criminal procedural requirements related to interviews, investigative detention interviews, and interrogations.

The one designated interview/interrogation room is a weapons-free room. Officers and Detectives shall secure their weapons in a designated gun locker prior to entry. The designated interrogation room is located in the Detective Bureau. There is a gun lockbox outside the interview room. The interview room has audio and video recording capabilities which can be observed from the desktop computers. 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.

The table in the room is equipped with a push-button remote, secured underneath. When activated, this remote sounds an alarm to dispatch, the Chief's office, and the Service Captain's office. When interviewing a suspect, the interviewer shall sit as close as practicable to this remote.

### Use of Force

The Birmingham Police Department has use of force policies and procedures in place that meet the accreditation standards.

In 2021, the Birmingham Police Department responded to 20,022 calls for service. Out of these calls for service, there were eighteen (18) incidents where the use of force was required. This means 0.08% of all calls for service resulted in the use of force. Seven of the incidents (39%) involved a subject suffering from a mental health-related issue. The eleven (11) remaining incidents were the result of a suspect resisting officers.

In 2022, the Birmingham Police Department responded to 21,840 calls for service. Out of these, there were sixteen (16) incidents where force was required. Therefore, 0.07% of all calls for service resulted in using force. Seven incidents (47%) involved subjects suffering from mental health-related issues. The nine (9) remaining instances were the result of suspects resisting officers.

In 2023, the Birmingham Police Department responded to 22,712 calls for service. Out of these, there were twenty incidents where force was required. Therefore, 0.00088% of all calls for service resulted in using force. Seven incidents (37%) involved subjects suffering from mental health-related issues. Eleven of the subjects (58%) were intoxicated by a consumption of alcohol, controlled substance, or a combination of both. Five instances resulted from suspects resisting officers during investigation or arrest.

All incidents were within departmental policy, MCOLES standards, and state law.

No excessive use of force was found during any use of force review.

Birmingham PD participates in the DOJ/FBI National Use of Force Data Collection.





## Communications

The Birmingham Police Department maintains a dispatch center on-site in the building shared with City Hall. The assessment team toured the facility. All 911 recordings are kept in storage for a minimum of three years.

Telecommunicators can review at least the last seven days of recordings from the computer system. City Hall

has a backup generator onsite that will automatically engage, supplying

power to the Communications Center to maintain operation. The generator goes through a weekly test and has a full load test done annually. Proof of compliance for the reporting years was noted and observed.



The Communications Center uses Oakland County's Courts and Law Enforcement Management Information System (CLEMIS) Computer Aided Dispatch. Each dispatch station is set up for a dispatcher to perform all tasks. All Emergency Medical Dispatch (EMD) is handled by the Birmingham Communications Center. The Communications Center provides dispatch services for both the Birmingham Police Department and the Beverly Hills Police Department.

## Field Activities

The Birmingham 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 threat of a life-threatening 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.

In 2021, the Birmingham Police Department was involved in eight (8) vehicle pursuits and no foot pursuits.

In 2022, the Birmingham Police Department was involved in five (5) vehicle pursuits and one (1) foot pursuit.

In 2023, the Birmingham Police Department was involved in eleven vehicle pursuits (54.55% increase from 2022) and zero (0) foot pursuits (100% decrease from 2022).



Upon conclusion, it was determined that most incidents followed department directives, with minor violations noted. As a matter of procedure, Birmingham Police Officers are instructed not to pursue civil infraction traffic violations. As a result of the review, future training topics were 5 discussed and implemented to clarify observed minor violations and further develop officers' capabilities, decision-making, and safety when engaged in a pursuit.

The Birmingham Police Department documents all vehicle and foot pursuit incidents. A meaningful review is conducted for each vehicle and foot pursuit.

The Birmingham 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 WatchGuard 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.

### Traffic Safety and Enforcement

The Birmingham 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 Birmingham Police Department has written directives for a critical incident system that complies with standards.

During the accreditation period, this whole chapter was marked as non-occurrence. The department was not using the ICS System for their special events. They have since implemented ICS for all special events and not just for critical incidents and natural disasters.





## Police Canine

The Birmingham Police Department has a therapy canine unit that is used for social events, employee appreciation, and therapy. These dogs are not used for narcotics, tracking, or bomb-sniffing. All proper policies are in place for this unit. The policy and written directives are in compliance with accreditation standards.

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

### Criminal Investigation

The on-duty shift supervisor is responsible for screening all incoming reports and forwarding those reports that require follow-up to the Investigations Division. The investigations captain 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 assessors toured the facility with Captain Wald, Lieutenant Romanowski, and Officer Parades.

The Investigations Division is supervised by a Captain and consists of three detective sergeants and three officers assigned to outside agencies as part of inter-local agreements - Oakland County Narcotics Enforcement Team (NET), Troy Special Investigations Units (SIU) and the Federal Bureau of Investigation (FBI). Two of the detective sergeants are general case investigators, and one detective sergeant is the department's school resource officer.

The Investigations Division is responsible for all criminal, narcotic, and liquor investigations. All liquor license applications, employee background checks, educational seminars, and decoy operations to promote awareness and compliance regarding alcohol and marijuana laws are assigned to this division.

### Crime Scene Processing

The agency has crime lab personnel, detectives, and accident investigators available 24 hours a day. The agency has officers who represent the department as members of the



Southeast Oakland County Crash Investigation Team (SOCCIT). They work together with Auburn Hills, Bloomfield Township, Troy, and Bloomfield Hills when responding to fatal or serious traffic crashes.

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 well-organized property room. The property/evidence custodians are the Services Captain Greg Wald, and the Investigations Captain Chris Koch.

The door has card key access with video outside the door with recording access. There are several lockers for officers to put large pieces of evidence into, along with smaller lockers where evidence is placed and secured until the property officer can retrieve items. The agency has an offsite building that can also be used for a vehicle or large items that cannot be secured in the normal property room. The agency has a safe available within the property room for valuable or sensitive property such as guns, money, and drugs. 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 the property. During the tour, assessors noticed there was not an entry log kept for the property room at either location. This was quickly put into place by the accreditation team.

### Juvenile Matters

The Birmingham Police Department has established policies regarding juvenile status offenses, including runaway cases, unidentified adults and children, and the safe delivery of newborns. There were no incidents where the agency needed to use Amber Alerts.

The Birmingham Police Department recently added a School Resource Officer position at the beginning of the 2023 – 2024 school year. This position is fully funded by the school district and has been very successful. The SRO has an office at the high school but also handles all cases involving the other schools K-12.



## Special Investigations and Operations

The agency 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. If a complaint is determined by the investigations unit supervisor to require a specialized investigation, consideration and assignment may be given to involve a task force detective, outside agency, or a Birmingham detective.

The Investigations Division is supervised by a Captain and consists of two detective sergeants and three officers assigned to outside agencies as part of inter-local agreements - Oakland County Narcotics Enforcement Team (NET), Troy Special Investigations Units (SIU) and the Federal Bureau of Investigation (FBI).

The department has policies in place and follows proper de-confliction practices.

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

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

The Birmingham Police Department has established procedures for the transportation of arrested subjects to include searching vehicles prior to the beginning of each shift, prior to and following any transport, and the securing of arrested subjects in restraints during transport. Patrol cars have been modified so the door handles and windows do not operate, and a safety barrier separates the rear compartment.

Custodial arrests are brought to the Birmingham Police Department Holding Facility for processing. At the Birmingham Police Department Holding Facility, there is sight and sound separation for males, females, and juveniles. Custodial subjects enter through an exterior entrance of the facility; however, gun lockers are not available prior to entering the area. This prevents officers from securing their weapons prior to entering the facility from the outside. Officers may either secure their weapons in their patrol vehicles or they usually have an officer meet them in the facility where they can hand off their weapons and then have them secured inside a gun locker located inside the building but outside the booking facility. Having a secure garage and/or Sally port would comply with best practices for the safety and security of officers and prisoners. In addition, there is no secure interview room for personnel to use for in-custody interrogations. The only interview room is within the Investigative Division, which is one floor below the holding facility. In-custody prisoners are escorted through the Records Section and through a



public vestibule to access the interview room. The agency should consider renovations to the existing physical plant to provide a more secure and safe environment.

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.

Detainees held in the department holding facility are video-monitored at all times. If the detainee exhibits suicidal tendencies, officers make more face-to-face observations every 15 minutes or maintain constant contact with the detainee. Fire evacuation procedures are in place.

### **G. Applied Discretion Compliance Discussion:**

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

During this on-site, the agency had two standards in applied discretion:

#### *Standards 3.7.2 to 3.7.6 Homeland Security*

ISSUE: The agency has a policy but was not using the ICS System for special events such as dream cruise parades etc. Therefore they did not have proofs for this chapter. They did not believe this was an issue because it was not brought up during initial accreditation.

AGENCY ACTION: They have started to use the ICS System starting with their next events.

#### *Standard 4.3.2c Permanent Storage*

ISSUE: The agency did not have a log book for the evidence/property room and did not keep a log of who entered it and when.

AGENCY ACTION: An evidence/property room log book was made for the property room at the department as well as the offsite used for long-term storage and placed into service.





## H. Waivers of Standards:

This section provides specific information on those standards which qualified for waivers. Waivers are available to agencies when it is impossible to comply with a specific standard. A request to waive standard compliance must be made to the Michigan Association of Chiefs of Police Accreditation Program Director in writing, on an official agency letterhead, signed by the CEO. The following standards were granted non-applicable waivers:

*Standard 1.9.8 Tactical Team Training*  
*Standard 1.10.1 (d) Weapons and Ammunition*  
*Standard 2.6.2 Civilian Volunteer Program*  
*Standard 4.3.4 Security*  
*Chapter 6 Campus Security and Policing*

## I. Standards Noncompliance Discussion:

All standards were in compliance.

## J. Future Performance / Review Issues:

A formal authority for the reserve/auxiliary officer program through statute, local ordinance, or regulation should be clearly stated and defined. It is recommended that a city ordinance is adopted to cover this so that no legal issues arise should an incident happen involving a reserve officer.

The agency should consider physical plant renovations to correct safety concerns with the holding facility and with the apparent open access to the police department within the City of Birmingham City Hall. The police department is housed in the east portion of City Hall and there is no restricted access. The City of Birmingham should consider restricting access to City Hall and allowing entrance into the facility at only one door.

The ability to secure weapons before entering booking from the outside is strongly recommended. This could be done by possibly adding an enclosed entryway prior to entering the booking facility.





**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: May 14<sup>th</sup>, 2024

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

A handwritten signature in black ink, appearing to read "Ronald L. Welf".

May 16, 2024