

Michigan Association of Chiefs of Police
MICHIGAN LAW ENFORCEMENT ACCREDITATION PROGRAM



Onsite Final Report

Chesterfield Township Police Department

April 24, 2024

Team Leader: Patrick A. Beeman

Team Member: Adam Byrd

A. Agency name, CEO and AM:

1. Agency: **Chesterfield Township Police Department**
46525 Continental Dr.
Chesterfield TWP, MI 48047

(586) 949-2322
2. CEO: **Brian Bassett**
Director of Public Safety
3. AM: **Cpt. Brian McNair**
Accreditation Manager
4. AM: **Sara Lebron**
Accreditation Manager
5. AM: **Matthew McPhillips**
Accreditation Manager

B. Dates of the On-Site Assessment:

Wednesday, April 24, 2024

C. Assessment Team:

1. Team Leader: **Patrick A. Beeman, Deputy Chief**
Coldwater Police Department
57 Division St.
Coldwater, MI 49036

(517) 278-4525
2. Team Member: **Sgt. Adam Byrd**
Van Buren Township Police Department
46425 Tyler Rd.
Van Buren Township, MI 48111

D. Community and Agency Profile:

1. Community Profile

The Michigan State Legislature created Chesterfield Township in 1842 by passing Public Act 57. Long before this, Native Americans inhabited the land and waters. The Native Americans lived on the shores of Lake St. Clair and on the banks of the many rivers and streams. The marshes provided reeds for weaving into baskets and flat mats that, when stretched over sapling frames, made comfortable summer homes. The land provided food like wild berries, gourds, roots and leaves for teas and poultices. The lakes and rivers gave fish, waterfowl and turtles. High ground contained deer, beaver,

rabbits, lynx, bobcat, and even bear. Migratory birds of all kinds abounded as food and a source for colorful feathers used for trade and dress.

The most important harvest for the Native Americans was salt. Chesterfield contained salt springs whose brine, when evaporated, provided a trade good worth its weight in gold. The last two Native American reserves in Southeastern Michigan were located in Chesterfield Township. The Swan Creek people were the last to leave the idyllic land and water.

The French were the first Europeans to come to Chesterfield. As early as 1611, explorers and missionary priests came up the lake. They named it Lac du Ste Claire on August 12, 1687. Water was the mode of travel for all people living and passing through. The French adapted the canoes and bateaus of the native people. The voyagers also used sailboats for moving their collected furs. Some of the French settled on the land, built crude huts, gardened on plots, trapped valuable furs and made salt. They called their settlement "La Saline" known today as Salt River.

Early land claims show strip farms, familiar in France and Canada. The French legacy also includes an early dialect of language called "Sugarbush" named after the road traversing through the once sugar maple forests.

The British eventually gained control of the land. Many of the French pioneers stayed on their vested interests. Some had grants from the Native Americans, others from the French court. These were honored by both the British and later, the American Governments.

The British changed little. They took over the salt business. New merchants traded for furs and farm goods. The first military road was laid out, later to be built and named the Fort Gratiot Turnpike. Teams of oxen pulled new settlers through the marshes, woods and across fords of old native trails. The land was being permanently settled and cleared for the raising of corn, wheat and other grains. Sheep, cattle and chickens were raised for market.

The American Revolution gave independence to the colonies but the British retained control of the land that is now Chesterfield Township. They continued to protect their fur trade and enforced British laws over all residents, not leaving until after the War of 1812.

Change came after Michigan became a territory in 1805. Larger groups of immigrants made their way to the frontiers of Southeastern Michigan. Beside the Native Americans, French, English, Scots, Irish, German and Welsh families came to the frontier.

William Wampler surveyed Chesterfield in 1818. The first land claims were re-recorded as well as the land of new farmers. The Fort Gratiot Turnpike became a toll road. Those who used it paid for the upkeep and improvements. Side roads were laid out and

constructed, communities and settlements were formed. A township government was created in 1842. Schools, churches and homes were built out of boards instead of logs. There were saw and grist mills. The land was rich and the crops were good.

Alfred Ashley came to the water's edge and created the town of Ashley or Ashleyville, later to become New Baltimore. Other towns, some with post offices, appeared near the new railroads and turnpikes like Milton, Milton Depot, Chesterfield, Heart and East Union. This community development brought more people to the land as well as merchants and mill owners. The community became permanent with additional schools, churches, stores and shops.

The Inter Urban Electric Railway came from Detroit to Port Huron. Electricity was produced in a New Baltimore Plant. The IUR had stops at Chesterfield, Orra, Bay Court, and New Baltimore. People had rapid travel by land, called "hassle free commuting."

The beginning of large commercial freighter traffic began on the water, while resorts and families used the water for pleasure trips. The waters were still fished all year long and hunters came for the birds on the shore. The hot summers brought Detroiters to Chesterfield for the cool lake breezes.

People of all nations settled on the land named after the English Lord Chesterfield. What was the land of the Native Americans, trappers, hunters, and farmers boomed. New subdivisions with fine homes have been built. New churches, schools, shopping centers, and factories for light industry have located in the Township. Chesterfield is one of the fastest growing areas in Michigan.

As of the census of 2020 (SEMCOG 2023), there were 45,920 people living in Chesterfield Township. The racial makeup of the township was 82% White, 8% African American, 4% Hispanic, 0.5% Native American, .5% Asian, 0.5% Pacific Islander, 0.5% from other races, and 4% from 2 or more races.

There were 18,668 housing units, of which 14,561 were single-family homes. The median house value is \$258,200. Of the 18,668 households, 46% had children under the age of 18 living with them, 65.3% were married couples living together, 14.5% had a female householder with no husband present, and 15% were non-families. The average household size was 2.5.

Twenty-five percent of the population was under the age of 19, 13% from 20 to 29, 24% from 30 to 49, 24% from 50 to 64, and 14% who were 65 years of age or older. The median age was 40.7 years. The population is 52% females and 48% males.

The median income for a household in the township was \$89,219, about 20% higher than the Macomb County average of \$73,876. The per capita income for the township was \$42,099. About 6.7% of the population were below the poverty line, including 5% of those age 65 or over.

2. Agency Profile

The Chesterfield Township Police Department was formed over 50 years ago at the direction of Chesterfield Township elected officials. Prior to the creation of the Chesterfield Township Police Department, the township utilized elected constables who performed limited law enforcement activities throughout the township. The evolution of the Chesterfield Township Police Department was similar to other communities which recognized the need for a local police presence to serve the residents of Chesterfield Township during a crisis. This also included the creation of a central dispatch location for Police Fire and EMS requests by residents.

Over the years, the township has continually enhanced the capabilities of the police department, especially in the areas of technology and staffing. As the township has continued to grow, both in population and demands for service, the capabilities of the police department have grown meet these needs. Today the Chesterfield Township Police Department fields 46 officers and 20 support staff who offer a responsive service driven model of policing to the community. They encourage interagency collaboration with local, state and federal partners to enhance the police services they provide to the people who live and work in Chesterfield Township. The Chesterfield Township Police Department embraces modern policing standards and best practices.

3. CEO Biography

Brian D. Bassett, Director of Public Safety/Chief of Police



Brian Bassett, Director of Public Safety and Chief of Police for the Chesterfield Township Department of Public Safety, is responsible for overseeing all public safety operations, which include the administration and operations for both the police and fire departments. In this role, Director Bassett oversees police services, fire services, and the increasing demand by the community to perform additional functions while maintaining the ability to respond to an ever-changing criminal element and community growth. Under Director Bassett, the Department continues to provide a highly trained staff to the community with the ability to manage critical situations with advanced technologies to ensure the safety and well-being of the citizens of Chesterfield Township in an effective and efficient manner.

In his tenure with the Chesterfield Township Department of Public Safety, Director Bassett has overseen multiple renovations at the police department including a new parking lot, building renovations, a new Dispatch Center with the latest advancements in technology, and the creation of a new Cadet/Public Safety Aide program. At the fire department, he has overseen improvements to the fire vehicle fleet and an increase in firefighter personnel.

Director Bassett has over 25 years of public safety experience, with 14 of those years

being at the executive level. Before accepting the position with the Chesterfield Township Department of Public Safety, he served the City of Sylvan Lake as the Chief of Police. Prior to that, he served many years at the City of Southfield, during which he served in various units and assignments, ultimately retiring as Deputy Chief.

Along with his many years of experience, Director Bassett brings a wealth of knowledge to our department, having earned his Bachelor's Degree in Criminal Justice/Law Enforcement Administration from Wayne State University, he graduated from the FBI National Academy and Northwestern School of Police Staff and Command, and recently received his Master's Degree in Public Administration from Central Michigan University. He is currently the Immediate Past President of the Southeastern Michigan Association of Chiefs of Police, the Vice President of the Macomb County Association of Chiefs of Police, and an active member of the International Association of Chiefs of Police. In 2023, Director Bassett attended the Oakland Fire Academy, graduating with honors and is now a licensed firefighter.

4. Accreditation Team Biographies

Brian McNair – Captain (MACP Accreditation Manager)



As the Captain of the Chesterfield Township Police Department, Brian McNair is responsible for overseeing the administration of the department, including budget, personnel, training, grants, equipment, community planning, information technology, dispatch, records department, investigations, patrol and more. Captain McNair oversees equipment acquisitions, building renovations, and technology upgrades. He is the co-founder of the Friends of Chesterfield Police (501c3) and has successfully promoted the department's community outreach with the creation of the annual open house, citizens academy, and junior academy.

A Macomb Police Academy graduate, he has a Bachelor's of Leadership in Public Safety from Baker College, a Master's in Administration from Central Michigan University, graduated from Eastern Michigan University Police Staff and Command School Class #32, and attended the Police Executives and New Chiefs School through the Michigan Association of Chiefs of Police.

Captain McNair has been with the Chesterfield Township Police Department since 2003. During that time, past projects and responsibilities have included road patrol, traffic bureau, accident investigation and reconstruction, evidence technician, Community Relations Officer, FTO and CTO Supervisor, and directing a patrol unit. Before joining the Chesterfield Township Police Department, Captain McNair worked for Hazel Park Police Department as a police officer from 1999-2003.

Captain McNair is a Criminal Justice Adjunct Professor at Baker College and a Law Enforcement Adjunct Instructor at Macomb Community College Criminal Justice

Training Center. Captain McNair is or has been a member of numerous associations, boards, and clubs including, the Macomb Chiefs Association, Michigan Association of Chiefs of Police, International Association of Chiefs of Police, Michigan Association of Traffic Accident Investigators, Police Officers Labor Council Chairman, Fraternal Order of Eagles Aerie #2427, Loyal Order of Moose - Houghton Lake, and Sons of the American Legion – St. Helen.

Sara Lebron –MACP Accreditation Manager/Professional Standards

Administrative Assistant



Sara Lebron began her career with the Chesterfield Township Department of Public Safety records department in May 2018. In 2019, Sara was tasked with MLEAC Accreditation, revising department policies and procedures, implementing PowerDMS, gathering proofs of compliance, and played an active role in getting the department initially accredited.

In 2021, Sara was assigned to the Training and Professional Standards Office and provides direct support to the Captain and Lieutenants as needed. Sara also fills additional roles in department hiring, special event planning and new employee onboarding. Sara is a MLEAC Assessor, a certified accreditation manager

through the Daigle Law group and serves as the second vice president in the Michigan Police Accreditation Coalition.

Matthew McPhillips – Administrative Sergeant (Accreditation Team Member)



As the Administrative Sergeant for the Chesterfield Township Police Department, Sergeant Matt McPhillips assists the Administrative Captain with daily operations of the department. Sergeant McPhillips oversees the training and professional standards division, the communications center, the records department, and is responsible for the department's vehicles and building maintenance. He plays an active role with department community events, and community outreach groups and events that include Friends of Chesterfield Police (501c3) liaison, citizens academy, and the junior academy. He also coordinates the selection and onboarding of new employees, plays an active role in the MLEAC Accreditation, and is a MLEAC Assessor.

A Macomb Police Academy graduate, SGT McPhillips has a Bachelor's of Religious Education from Midwestern Baptist College, is a graduate from the Northwestern School of Staff and Command, attended Police Executives and News Chiefs School through the Michigan Association of Chiefs of Police, and will complete his master's degree in

December 2024.

Sergeant McPhillips has been with the Chesterfield Township Police Department since 2015. During that time, projects and responsibilities have included accident investigation and reconstruction, evidence technician, firearms instructor, active shooter instructor, and is a member of the Honor Guard. As a Sergeant, he has overseen the departments' chaplain program, training unit, professional standards unit, communication center, FTO/CTO program and department scheduling. He was elected to the command unit's union team with Police Officer Labor Council.

Sergeant McPhillips oversaw the departments' new parking lot project, is currently completing the communications center project, and will be overseeing the renovation of the departments' exterior. These projects are setting a new standard for the departments' community presence and professional law enforcement development.

5. Future Issues

Assessor Beeman spoke to Director Brian Bassett on the state of the department and future challenges. Director Bassett cited two primary challenges facing the department now and in the near future: smart growth and staffing.

Director Bassett said that their greatest challenge was smart growth. He explained that Chesterfield Township is growing rapidly, adding between 4,000 and 5,000 residents every year. He said the north end of the township is rural, and to build that out will require expanding capacity for police, fire, EMS and dispatch. Smart growth means they have to plan for new facilities, equipment, and manpower without exceeding the revenues generated by the Special Assessment District (SAD).

According to Bassett, public safety is funded exclusively through the SAD. None of the township's general fund revenues support public safety. This requires planning and forecasting both revenues and expenditures. Because the SAD is a fixed rate similar to a millage, they can project the expected revenue a new development will generate to help pay for needed public safety improvements. These may include capital outlays such as a new fire station or a police detachment on the north side of the township. He said they just spent \$2 million on a new fire truck. But they also recognize the need to increase their current staffing levels. CTPD currently has a minimum staffing of three officers on the road, and that must increase as the community grows.

Aside from growth, Bassett said they have challenges with retention and recruiting. As officers retire, CTPD is hiring to replace them, but they are also trying to grow the department at the same time. Bassett said they implemented a cadet program about a year and a half ago, and it has been a great program. The cadet program gives the PD a chance to look at people who may not have a traditional path into law enforcement. It allows the cadet to learn what policing is about, and it allows the department to get a look at potential future police officers. He said if the cadet does well, the department will pay them and send them through the police academy.

Bassett said the department has also been doing a good job of showing up where the people are: job fairs, police academies, etc. They are able to make offers to prospective recruits very quickly. According to Bassett, going to where the potential new recruits are has helped them in hiring.

Bassett said their latest contract is also an important aspect to the recruiting and retention challenge, being a good overall package. He said it is basically a pay raise and cleaning up some language, though he noted there are still other departments in their area that have higher pay.

Director Bassett explained that he is there to serve the team, the officers, and he expects them to serve the community. He acknowledged that he is not out there taking calls, they are, so his job is to support the officers and take care of them. He said he is trying to do better this year than he did last year, and his goal is to be better next year than this year.

According to Director Bassett, employee relations are going well and the unions have been very reasonable. The union leaders are advocating for their members, and that is the Director's job as well. They work together to take care of their people and get the mission done. He noted that there are no current grievances.

CTPD just initiated a peer support program for their officers. Bassett said he has never had that in his career, and is not sure how much it will be used, but experience tells him that personal issues impact job performance. The hope is that it can help the staff and if it does, it will be worth the effort.

6. Community Outreach

CTPD hosts an Open House that reportedly brings in thousands of people. They also conduct a Junior Police Academy (2-weeks). Every year the challenge is figuring out who to turn away because there is a lot of interest. They also run a Citizens Academy, they have officers in the schools, etc. Director Bassett said Chesterfield Township Police do a very good job of community policing and outreach. It is a part of the culture.

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 Wednesday, April 24, 2024, from 1:30 p.m. though 3:30 p.m. The phone line was tested and found to be functional. We received no calls during the call-in period, however we received numerous e-mails

containing public comments which are included below.

2. Correspondence

The assessors received 15 letters of support for the Chesterfield Township Police Department Re-Accreditation. The content has been reproduced below.

4/11/2024

I am writing on behalf of New Baltimore Fire Department to express our wholehearted support for the Chesterfield Township Police Department as they undergo their accreditation assessment process. We understand the importance of this accreditation in recognizing the department's commitment to excellence and professionalism.

Over the years, we have had the privilege of working closely with the Chesterfield Township Police Department through the Chesterfield Fire Department, and we have witnessed firsthand the dedication and high standards upheld by the police department. The professionalism and expertise demonstrated by the department's officers and staff have always been exemplary.

The accreditation process is a testament to the department's ongoing efforts to improve and enhance their services. We have no doubt that the Chesterfield Police Department will meet and exceed all standards set forth by the accrediting body, further solidifying their status as a leader in law enforcement.

As a neighboring public service agency, we are committed to supporting the Chesterfield Police Department in any way possible throughout this process. We are confident that the department will emerge from this assessment with the recognition it deserves.

Please do not hesitate to reach out to me if there is anything I can do to assist you during this time. We look forward to continuing our partnership and collaboration for the betterment of our communities.

Thank you for your service and dedication to excellence.

Jeff Stellman, Fire Chief
New Baltimore Fire Department

April 12, 2024

I am submitting a letter of support for the Accreditation Assessment for the Chesterfield Township Police Department. This accreditation will recognize the department's commitment to excellence and professionalism.

Over the years, our office staff, including myself have had the privilege of working

closely with the Chesterfield Township Police Department and have witnessed firsthand the dedication and high standards upheld by the police department. They have always been professional, and their expertise demonstrated by officers and staff is exemplary.

As Director Bassett indicated “The accreditation results in greater accountability within the agency, reduced risk and liability exposure, stronger defense against civil lawsuits, increased community advocacy, and more confidence in the agency’s ability to operate efficiently and respond to community needs.” I believe that Chesterfield Police Department will meet and exceed all 108 standards and will be in full compliance to receive such recognition. As a neighboring public service agency, we are committed to supporting the Chesterfield Police Department in any way possible throughout this process.

Please do not hesitate to reach out to me if there is anything I can do to assist you during this time. We look forward to continuing our partnership and collaboration for our communities and thank all of you for your service.

Anthony M. Wickersham
Macomb County Sheriff

April 12, 2024

I am writing to express our support for the Chesterfield Township Police Department as they undergo their re-accreditation assessment process. Their commitment to professionalism and their officers and staff is outstanding. Over the years, we have had the privilege of working closely with the Chesterfield Township Police Department and have always been impressed with the work they do and how they present themselves to the community and their staff.

The accreditation process is an example of their ongoing dedication to improving their service and standards. The Chesterfield Police Department will once again meet the expectations of the accreditation process emphasizing their goal to serve and protect the safety and peace for all citizens.

Please do not hesitate to reach out to me if there is anything I can do to assist you during this time. We are in full support of the Chesterfield Police Department during their progression towards their recertification.

Robert J. Shelide, Chief of Police
Shelby Township Police Department

April 12, 2024

I am writing this letter in support of the Chesterfield Township Police Department and

Director Brian Bassett, as they have demonstrated the ability to uphold the standards of the Michigan Law Enforcement Accreditation Commission (MLEAC) over the past three years.

For over 20 years our agency has relied on the Chesterfield Township Police Department for dispatch services, record management systems, and mutual aid to name a few. New Baltimore Officers and myself interact with the men and women of the Chesterfield Police Department on a daily basis. The command officers, patrol officers, detectives, dispatchers and cadets are professional in all aspects of the job.

In 2023, I took over as Chief of Police and one of the first people to reach out and offer support was Director Bassett. Director Bassett and his department has offered our agency valuable training opportunities, assisted with major cases and continues to be one of the leading law enforcement agencies around.

As the Chief of Police of the New Baltimore Police Department, I offer this letter as my support for the Chesterfield Police Department and I am happy to answer any questions you may have.

Randall D. Blackburn, Chief of Police
New Baltimore Police Department

April 12, 2024

I am writing this email in support of Chesterfield Police Department Re-Accreditation. CPD has been an amazing partner with the Anchor Bay School District and is always willing to help. From liaison support to threat assessments, CPD has shown that they are willing to work alongside the district to ensure safety and foster positive relationships. We are moving further and faster with their mission to support the community.

Thank you for giving me the opportunity to support the re-accreditation of Chesterfield Police Department. Together, we are making the community better!

Phil Latona, Principal
Anchor Bay Middle School South

4/12/2024

I hope this letter finds you well. As a Loss Prevention Officer at Home Depot, I am writing to express my sincere appreciation and support for the outstanding work and dedication exhibited by the Chesterfield Township Police Department.

In my role at Home Depot, I have had the privilege of collaborating with the law

enforcement professionals on numerous occasions. I have consistently been impressed by the professionalism, efficiency, and commitment to public safety displayed by the officers of the Chesterfield Township Police Department.

Their proactive approach to crime prevention and swift response to incidents have been invaluable to us in maintaining a safe and secure environment for both our customers and employees. Their willingness to go above and beyond the call of duty to ensure the well-being of our community has not gone unnoticed.

I have personally witnessed the positive impact of their efforts in deterring criminal activity and apprehending individuals engaged in theft and other unlawful behavior. Their vigilance and dedication to upholding the law serve as an inspiration.

I want to take this opportunity to express my gratitude for their partnership and unwavering support. The collaboration with our team at Home Depot has been instrumental in safeguarding our assets and promoting a culture of safety and security within our store.

On behalf of the entire Home Depot team, I extend a heartfelt thanks to the Chesterfield Township Police Department for their continued service and commitment to keeping our community safe.

Adam J. Green, Loss Prevention Officer
Home Depot

April 15, 2024

On behalf of the Chesterfield Township Fire Department, I would like to offer our ongoing support for the Chesterfield Police Department in their quest to become re-accredited with your organization.

Since 2017, our two departments have operated under one umbrella administratively in the quest for efficient service to our community. Even before that time, both the fire department and police departments have shared a common duty and great relationship. Not only at the street level but also at the top tier.

In the times of technological improvements, public opinions, and legal challenges, I have always known the Chesterfield Police Dept. to be up to date using good judgement and fiscal management in all of their decisions. Since joining the team in 2018 I have personally come to know and respect the entire team at our police department. With community outreach, education, dispatch services, special teams, traffic, marine, and detective bureau just to name a few of their many offerings.

Accreditation will only serve to improve their quality of service provided to Chesterfield. Thank you for the opportunity to offer my support for the Chesterfield Township Police

Department in this re- accreditation. If I may be of further assistance in this effort or if you have any questions, please do not hesitate to contact me directly.

Craig E. Miller BS, EFO, EMT-P, Fire Chief
Chesterfield Township Fire Department

April 15, 2024

I am writing this letter to show my support for the accreditation assessment for the Chesterfield Township Police Department. The accreditation of the Chesterfield Township Police Department will recognize their commitment to excellence and professional standards.

The Macomb County Prosecutor's Office, including myself, have a had a great working relationship with the Chesterfield Township Police Department. Due to this relationship, myself, and this office, have witnessed first-hand, the dedication and professional way the Chesterfield Township Police Department handles themselves publicly and professionally.

The residents of the Township of Chesterfield can be extremely proud of their police department and the high standard it achieves daily. The Chesterfield Township Police Department continues to provide excellent services to their community.

Please do not hesitate to reach out to me if there is anything I can do to assist you during this time.

Peter J. Lucido, Prosecuting Attorney
Macomb County

April 16, 2024

It is my pleasure to support the Chesterfield Township Department of Public Safety in its accreditation endeavor. The leadership at the department have excelled in taking the department to its highest level that we have seen in our 30 plus years of supporting and assisting. Led by Director Bassett, the department is one that is respected by its vendors and the community alike. The outreach the officers do within the community is impressive, and plays a big part to the support they receive back within the community. The open house interaction with the public is an amazing event that shows the respect and love the community has for the department. The support the department receives from the nonprofit group Friends of Chesterfield is terrific. The FOP meets throughout the year with police representatives to support the department in any way possible.

We are in our 85th year in the towing business and have supported the department for

at least 30 of those years. It is my opinion that the department is tremendously efficient and accessible. The handling of police towed vehicles and auctions is one example. While dealing with inventory of cars is not the most glamorous of police work, the department works efficiently and takes the process seriously. Lastly, the interaction with all members of the department, no matter the rank, is one that is based on professionalism and respect. Captain McNair is quick to address any questions or concerns that we or the public may have regarding the process.

The Chesterfield Department of Public Safety is highly deserving of this accreditation.

Regards,

Joel Ballor
Joe Ballor Towing Inc.

April 17, 2024

I am writing to you in support of the Accreditation of the Chesterfield Township Police Department. As a former accreditation manager for the Farmington Hills Police Department, I am well aware of the dedication and hard work necessary to achieve this recognition.

I have now worked for Macomb Community College for five years as the Director of the Criminal Justice Training Center and have had the pleasure to work with members of the Chesterfield Township PD. Under Chief Bassett's leadership, their agency and their members have displayed exemplariness in their dedication to providing superior services to their community. They have also become an integral part of our police training programs, with Chief Bassett serving on our Macomb Police Academy Advisor Committee.

Their dedication to the "best practices" standards set by the MLEAC will be just one more example of how Chief Bassett and his team have dedicated themselves to becoming accountable for providing outstanding services. Chesterfield Township residents can take great pride in their public safety, knowing their police department has committed to the highest level of professionalism in law enforcement.

Please accept my support of their MLEAC Accreditation.

Mike Ciaramitaro, Director
Criminal Justice Training Center
Macomb Community College

April 18, 2024

I am writing to show my support on behalf of the Clinton Township Police Department and to express our support for the Chesterfield Township Police Department as they undergo their re-accreditation assessment process. The Clinton Township Police Department understand the importance of this accreditation process and recognize the department's commitment to excellence and professionalism.

We have witnessed the dedication and commitment to the high standards upheld by the police department. The professionalism and expertise demonstrated by the department's officers and staff have always been exemplary.

The accreditation process is a testament to the department's ongoing efforts to advance, improve, and enhance their services to their community. We have no doubt that the Chesterfield Township Police Department will meet and exceed all standards set forth by the accrediting body.

We will continue to support the Chesterfield Township Police Department in any way possible throughout this process as well as on a daily basis to assist in our shared mission of excellence on public service. We are confident that the department will emerge from this assessment with the recognition it deserves.

Please reach out if there is anything I can do to assist during this time. We look forward to continuing our partnership and collaboration for the betterment of our communities.

Thank you for your commitment and dedication to excellence.

Dina Caringi, Chief of Police
Clinton Township Police Department

April 22, 2024

As a former Chesterfield Township police officer and longtime resident, it is with great enthusiasm that I extend my full support to the Chesterfield Township Department of Public Safety as it prepares for the on-site assessment by your commission. I have had the privilege of witnessing firsthand, the dedication and professionalism exhibited by the men and women of this law enforcement agency.

Additionally, on behalf of the Anchor Bay School District and Superintendent, Phillip Jankowski, we extend our utmost gratitude to the Chesterfield Township Department of Public Safety for their unwavering commitment to ensuring the safety and security of our educational community. With their dedicated presence, our schools receive daily protection for our valued staff and cherished students. Moreover, the invaluable contribution of a school resource officer further enhances the safety measures in place, fostering an environment conducive to learning and growth.

Under the leadership of Director Brian D. Bassett, the department has consistently demonstrated a proactive approach to addressing the needs of our community. From implementing innovative crime prevention strategies, to fostering positive relationships with residents through community policing initiatives, the department is committed to enhancing public safety and building trust and collaboration within our community.

As you conduct your assessment, we urge you to consider not only the department's policies and procedures but also the intangible qualities that make it truly exceptional: a steadfast dedication to community-oriented policing, a culture of accountability and transparency, and a desire to foster trust and collaboration with residents.

We extend our gratitude to you, the members of the MLEAC assessment team. Your thorough evaluation plays a crucial role in ensuring that our police department remains at the forefront of professionalism and excellence.

The Chesterfield Township Department of Public Safety has our full confidence and support as they undergo this important accreditation process.

Sincerely,

Amanda DePape, Director of School Safety
Anchor Bay School District

Phil Jankowski, Superintendent
Anchor Bay School District

April 22, 2024

I am submitting a letter of support for the Accreditation Assessment for the Chesterfield Township Police Department.

The Chesterfield Township Police Department has demonstrated their dedication to public service showcasing their solid work ethic and community engagement. I have had the privilege to work hand in hand with the men and women of the Chesterfield Township Police Department and have witnessed their enthusiasm, passion, and excellence.

Under the leadership of Director Bassett, and the men and women of Chesterfield Township Police Department, it is my opinion that the agency will meet and exceed all standards in the Accreditation Assessment process.

If you have any questions, please contact me at any time. Respectfully,

Jason G. Abro, Commander

Macomb County Sheriff's Office

April 23, 2024

I am writing in support of the Chesterfield Township Police Department as they pursue their reaccreditation process.

Our department has the privilege of regularly working with Chesterfield PD to implement community protection programs and to respond to and recover from disaster situations that affect the community. On every occasion that we have worked with them, I have found both their leadership and their officers to be models of professionalism and efficiency. Their expertise is evident, and their work exhibits the excellence that I'm certain the reaccreditation process will bear out.

The residents of Chesterfield Township are exceptionally well served by this commitment to excellence, which begins with Director Bassett and extends down through the entire organization.

Based on my work with them, I fully expect Chesterfield PD to meet or exceed all 108 standards set by the commission. If you would like to discuss this letter of support further, please do not hesitate to reach out to me.

Brandon Lewis, Director
Emergency Management and Communications
Macomb County Government

April 26, 2024

I am happy to submit a letter of support for the Accreditation Assessment for the Chesterfield Township Police Department. For the last 31 years, we have had the privilege of working in close partnership with the Department, command staff, and patrol officers. Their commitment to professionalism and dedication that their officers and staff show is outstanding. We frequently partner with the department on projects and initiatives to improve the lives of those within the township, and very much appreciate the departments commitment to community engagement, as well as multidisciplinary approach to building trust and support.

At Medstar, we recently underwent our 6th CAAS re-accreditation process, and appreciate the commitment that a department must maintain to receive such recognition. We fully support of the Chesterfield Township Police Department during their process of re-accreditation. I have no doubt that the department will meet and exceed all standards of the accreditation process, as they have always exemplified a dedication to serving and protecting the residents and visitors to Chesterfield Township.

Please do not hesitate to reach out if you have any questions.

Kolby Miller, President and Chief Executive Officer
meDstar Ambulance

3. Media Interest

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

4. Community Outreach Contacts

Brad Kersten – Chesterfield Township Supervisor

Assessor Beeman interviewed Brad Kersten, the Chesterfield Township Supervisor. According to Kersten, the police department is in a far different place than when he started as an officer 34-years ago. He said there has been a lot of investment in the department, they have grown with the community and are more professional now than in the past.

Kersten said the township is only 44% developed, and expanding daily with residential and commercial projects. Kersten explained that water and sewer service drives growth, and the township is investing in those areas. Chesterfield over the past ten years has transitioned from a farming community to more residential and commercial development. He said the freeway and the mile roads are good for both.

Kersten said the biggest area of investment has been technology, and he believes that will continue. Staffing is always important at the police department, and they would like to add two officers, but managing growth at the police and fire departments is always a challenge because they need to live within the constraints of the budget.

Among the staffing challenges, Kersten identified diversity of specialized units as the community grows, and maintaining adequate uniformed officers on the street. He explained that Chesterfield Township funds police and fire services through a special assessment district (SAD), which is a tax at 7.95 mills that funds the police and fire departments. By using a SAD, rather than a millage, the funding will always be there without the need for periodic renewal votes. The challenge is balancing department growth with available revenues from the SAD.

From Kersten's perspective, Chesterfield Township has one of the strongest communities when it comes to police-public interaction. He said the PD hosts an open house during police week where residents can meet the local officers. Kersten also pointed to the Friends of Chesterfield Police, a group made up of residents who assist and support the department, and raises funds for department initiatives. According to Kersten, CTPD has had very few confrontations with the community. He said the police have a community-based focus, rather than an aggressive approach.

Among the challenges faced by CTPD, Kersten noted staffing (turnover, recruiting and retention) and capital improvement (continued investment in technology and training) as being the most pressing. They are completing a new dispatch center and are beginning a renovation to the exterior of the building to address water infiltration into the structure.

Kersten said the township is open to scrutiny and feedback, and are fully supportive of the police department's accreditation efforts. He said he is confident the Chesterfield Township Police Department is a very professional organization.

Eric Meier – Patrol Sergeant

Assessor Byrd interviewed Eric Meier, a patrol sergeant on the night shift. Sgt. Meier has 26-years at CTPD. He spoke about the numerous opportunities he has enjoyed at CTPD to include evidence technician, tactical officer, and his role on the Macomb County multi-jurisdictional SWAT team. Sgt. Meier said that the staff bid for shifts every 6-months, which allows him to work with new people. Meier said that CTPD as a focus on working with the community.

As a sergeant, Meier explained that his focus has to remain on what is good for his officers, the staff, and the department. He likes the open communication channels and tries to foster that in his own team. He also appreciates the family atmosphere at the department. He said the younger officers have bought into the community policing concept, and they the department enjoys the support of the community. According to Meier, Chesterfield is growing, which requires a lot of outreach to stay in touch with the community while getting to know their client base.

Sgt. Meier said the department is facing some challenges, such as mixing different styles of policing based on when they started working at the department. He said he was on the job through the Rodney King years in the 1990's, through 9/11, until today. He said the newer officers sometimes don't know why they have to do certain things, or how major events have changed law enforcement over the years. He pointed out incidents that happen in other parts of the country affect CTPD locally.

With regard to employee relations, Meier said CTPD tries to deal with most things at the shift level. He said they have the ability to sit down and talk things out. Contracts are generally settled on time and the majority of officers are happy with the results. Employees seem satisfied.

Brenden Alexander – Patrol Officer and Union President

Assessor Beeman interviewed Brenden Alexander, who is a 6-year CTPD veteran and President of the officer's union. Prior to CTPD, Alexander worked for a year and a half at the Detroit Police Department. Alexander said he was from Chesterfield and had the opportunity to come back home to work for CTPD. He has a variety of assignments including field training officer, evidence technician, and MILO instructor.

Alexander said they have a young department, which he said is one of their challenges. To make his point, he said that he has 6-years with CTPD and is already number three on the seniority list. He said that he had to learn a lot quickly to be able to help train officers and, as an FTO, has already trained ten people. He said it takes time to teach someone the job. He attributed the rapid turnover to a hiring freeze for about eight years back in the mid 2000's. The result of that, Alexander said, was they now have a lot of people retiring all at once that they have to replace while, at the same time, trying to grow the department.

Alexander said one of the recruiting tools that has been working well is their Cadet program, which was started two years ago. He said the department can hire someone as cadet and see how they work. If they like the Cadet, they will sponsor them through the academy and promote them to patrol officer. The cadets take non-criminal reports and criminal reports with no suspects, they conduct park checks, and help out around the building. The cadets are high school graduates who are mostly going to school for a criminal justice degree and have an interest in law enforcement.

Alexander described some of the good things happening at CTPD, such as their community outreach efforts. He said that community policing is a big thing at CTPD, and they stress having a good relationship with the public. As an example, he said they do school checks, where officers walk through the schools and get to know the kids and faculty. This also allows the officers to learn the layout of the schools so they will have a better response in the event of an emergency.

From his position as union president, Alexander said that the union has a good relationship with the management team and Director Bassett. He said he can go see the Director if there are any problems to discuss, though he tends to run things up the chain of command. He said management is receptive to their concerns, and they take a problem-solving approach rather than going through the grievance process.

Alexander said that when their hiring freeze was in place, they did not have any pay increases. This put their pay among the bottom of their comparable cities. Recently they have started to move up, and they are becoming competitive with other agencies in the area. They have a bifurcated retirement system, with the older employees on a defined benefit pension based off of their best three year's total pay. He said the newer employees have a DB pension that is based on base pay, excluding overtime. Employees are eligible to retire after 25-years-of service.

Alexander said that if he could change one thing, it would be the multi-tiered retirement system. He said it is causing friction between the older staff and the newer staff because they receive different benefits. If it were up to him, he would get rid of the tier system and give everyone retirement health care.

In addition to their retirement plans, Alexander said employees may participate in a deferred compensation plan and a health savings account. He said the Township

makes an annual contribution to both accounts.

Matthew McPhillips – Administrative Sergeant

Assessor Byrd interviewed Sgt. Matthew McPhillips, who is an Admin Sergeant with responsibilities in dispatch, professional standards, and training. Sgt. McPhillips is also the vice-president of the Command Officer's Union.

Sgt. McPhillips said he came to law enforcement later than most, attending the police academy at the age of 44. He took the sergeant exam at 5-years. McPhillips said CTPD wasn't hiring for a long time, so when he came on board there were a lot of opportunities for special positions. He said he was promoted to patrol sergeant about a month before their last accreditation and was handed a spreadsheet with a list of proofs he needed to look out for. When he was selected for the administrative sergeant position, he was assigned to assist with accreditation.

Among his responsibilities, Sgt. McPhillips is the liaison for the Friends of Chesterfield Police. This organization started right after a police millage was defeated. They raised money for projects like the K-9 program, vet bills, and the junior academy. He said the Friends also raise money for community outreach and juvenile outreach, funded their first annual awards banquet, and so forth. To raise money, the Friends host fundraisers (hat sales, t-shirts, bowling, donations, etc.).

Sgt. McPhillips spoke about their "Be Careful" tags. These are door hangers that an officer can place on a vehicle or house when they find something unsecured, like a house with an open door. Their officers will stop to check things out, and will leave a "Be Careful" door hanger to let the residents know that they were there. He said this program encourages officers to get into the neighborhoods on the midnight shift.

Among the good things the department has going on, McPhillips said pay and benefits are good, they have no cost health insurance, and the township contributes to their HSA and 457 plans. He said the township board supports them, and they are a growing community. Sgt. McPhillips said the residents have a community policing expectation, so if they get an officer who doesn't want to shake hands and talk to people it will not be a good fit.

Sgt. McPhillips said there are no issues between the command union and senior management. He said they pay them well and let the sergeants run the shifts. He said they have no grievances, and the Director has an open-door policy if an issue comes up.

5. Agency Ride-along

Assessor Beeman participated in a ride-along with Officer Brenden Alexander. Alexander was well spoken and knowledgeable about the community he served. His pride in the department was evident.

Ofc. Alexander was driving a clean and well-maintained Chevy Tahoe patrol vehicle. The Chesterfield Police Department is housed in an old industrial building, which allowed the space for an indoor garage large enough to hold all of the department's vehicles inside, out of the weather.

Alexander's patrol unit was equipped with a patrol rifle with sound suppressor, a "go bag" containing extra magazines, flex cuffs, water bottles, granola bars, helmet, plate carrier, and tactical shield. Also present was a beaching kit that included a ram, Halligan tool and bolt cutters. Additional equipment included an AED, medical kit, lifesaving throw rope, stop sticks, PBT and portable fingerprint device. Alexander said he would normally have his evidence technician kit with him as well.

Alexander drove around various points of interest in Chesterfield. He pointed out they have 3-miles of shoreline along Lake St. Clair. Chesterfield is adjacent to Selfridge Air National Guard Base. According to Alexander, their officers have no problem getting on and off the base as they have a good working relationship with base personnel.

Alexander pointed out that they recently spent \$1.9 million updating their radio system and joining the MPSCS. He said it is easy to communicate with neighboring jurisdictions.

Housing stock in Chesterfield ranges from multi-million dollar homes along the waterfront to middle income homes and low income apartments. With the exploding growth, the township is rebuilding some of their roads. Alexander said that they have had about 10 subdivisions pop up in the last 5-years, with a lot of condos and multi-family developments. He said the north side of the township is still like living in the country as it is not very developed yet.

Alexander pointed out that the major roads through Chesterfield include I-94 and Gratiot. Gratiot is the main road through the township and is built up with factories, commercial / office space and retail businesses.

F. Essential Services:

Chapter 1 – The Administrative Function:

Direction of Personnel

The Director of Public Safety has the authority to issue, modify, repeal, amend, revise or approve agency written directives. 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 department's Mission, Vision and Values statements are reproduced below.

Mission – *The Chesterfield Police Department is committed to providing the highest quality of public service and crime prevention while maintaining the public’s respect and protecting the rights and dignity of everyone. We are dedicated to strong community relationships while providing a safe environment to enhance the quality of life for our citizens and visitors.*

Vision – *To promote and ensure a high quality of life and a uniquely desirable community identity by providing professional law enforcement services, developing strong collaborative problem-solving strategies with the community and by treating everyone with fairness, dignity and respect.*

Values – *Let it be recognized that the Chesterfield Township Police Department is made up of individuals with various backgrounds and experience who have joined together with the shared belief that the values expressed herein shall be conspicuous in all of our efforts to carry forth the mission of the organization.*

- P PARTNERSHIP Developing an everlasting PARTNERSHIP between Community and Police*
- O OATH Dedicated to the OATH of protecting and serving all people*
- L LOYALTY We recognize the importance of all Department members and Citizens, to treat each other with fairness, LOYALTY and respect*
- I INTEGRITY Maintain the highest degree of INTEGRITY, be responsible and accountable for our actions and decisions*
- C COOPERATION We believe that COOPERATION and teamwork will enable us to achieve all goals of this Department*
- E EXCELLENCE We are committed to EXCELLENCE in the performance of our duties*

Fiscal Control

The agency maintains a cash drawer for the payment of police reports, etc., and a confidential drug fund. The agency maintains a computerized cash receipting system that records initial balance, cash received, cash disbursed and ending balance for the cash drawer. The cash drawer is balanced on a daily basis. The drug fund is documented with a detailed ledger that is updated for each transaction. Receipts and records are maintained for each fund according to policy. The agency had four

quarterly proofs for each of the assessment years for both their cash drawer and drug funds.

The agency does not have a petty cash fund. Credit cards with clearly defined expense limits are issued to select personnel. Any purchase exceeding that spending authority must get prior approval of the township board.

Internal Affairs

The agency accepts and investigates all complaints, including anonymous complaints. Complaints are investigated by supervisors who have direct access to the Director of Public Safety. The agency's process for receiving complaints against employees and subsequent investigation is clearly established by agency directive. The complainant is notified of the disposition by Director at the conclusion of the process. Employee investigations are maintained in a secured file accessible only to those who have the authorization of the Director. The agency completes a written annual summary and analysis of employee conduct complaints and dispositions.

Disciplinary Procedures

The agency's written directive system details the disciplinary process and potential corrective action for all personnel. The agency has an appropriate appeal and grievance process in place with established timelines. During the three-year accreditation cycle, there was only one grievance filed, which involved the termination of an employee.

Organization

All sworn personnel abide by the Oath of Office. All agency personnel acknowledge a code of ethics. Bias-influenced policing is strictly prohibited by the agency. The agency's directives provide a clear definition of bias-influenced policing. The agency conducts initial training and annual training on the impropriety of bias influenced policing. The agency has completed a written annual meaningful review of agency practices and any corrective action taken.

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 all employees to report any type of harassment, even if they are not one of the actors. The agency investigates every complaint of unlawful workplace harassment.

Police personnel have a structured unity of command. In the Chesterfield Township Police Department, the Director of Public Safety / Chief of Police is supported by an administrative Captain and two operations Lieutenants. Additionally, the department fields a detective sergeant and four patrol sergeants. The agency maintains an organizational chart on a large magnetic white board in the executive offices. This

board outlines the structure of the department and includes magnetic business cards containing the names, ranks, photographs and assignments of personnel assigned to various roles within the agency.



The Chesterfield Township Police Department has a variety of specialty roles such as task force officers, K-9 officers, school liaison officers, cadets, dispatchers, etc. (Note that the authors have redacted task force officers and special teams from the organizational chart in the interest of operational security and officer safety.)

Agency Equipment and Property

Agency personnel are responsible for all equipment issued to them and to inspect equipment at the beginning and end of each tour of duty. A supervisor is to be notified of damaged equipment. 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.

The agency's written directives establish appearance standards to include clothing, uniforms, equipment and grooming.

Public Information

By policy, the agency's public information officer is the Detective Sergeant. The agency has a process for issuing press releases through the PIO. In the event that the Detective Sergeant is not available, specified individuals may release information to the media when there is a need to notify the public of an emergency or as necessary during an active investigation.

Media representatives are prevented from interfering with emergency operations and criminal investigations.

Agency Records and Computers

The agency has a detailed written directive system describing field reporting, supplemental reports, and the approval of reports by supervision. The department controls access to agency records electronically with records management passwords. The agency uses New World MSP LE for records management. 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 records are maintained in Guardian Tracking. Training course content is outlined and lesson plans are utilized. In-house instructors are properly trained and experienced. Newly 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 use of force, firearms, taser, Haz-Mat, bloodborne pathogens, bias-

based policing, ethics, etc. CTPD officers who serve on the Macomb County tactical team receive regular training and periodic readiness exercises in accordance with directives.

Accreditation managers and the agency CEO have attended training as required by MLEAC standards. The agency has written directives relating to military deployment of its employees, although they had had no occurrences.

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 from CTPD. The agency refers qualified former and retired officers to MCOLES for their annual firearms training and qualification.

CHAPTER 2 – The Personnel Function:

Personnel Benefits and Responsibilities

The Chesterfield Township Police Department offers an employee assistance program to all staff through Care Worklife Solutions and Ulliance Life Advisor EAP. The agency has procedures in place for a Line of Duty Death or Serious Injury, which they fortunately have not had to utilize during the accreditation period.

Directives specify that off-duty employment must be approved by the Director of Public Safety. The directive further specifies that personnel are subject to suspension or revocation of off duty privileges for violation of written directives. Among the approved off duty employment requests was one for an officer to appear in a commercial for a Chevy Tahoe police vehicle, and another to serve as an instructor at the Oakland Community College Police Academy.

Agency directives clearly specify employee and supervisory responsibilities in the event of a police involved motor vehicle crash and for employee injuries or exposures, to include a meaningful review of each incident, with a written annual meaningful review of employee collision beginning in the third year of the cycle.

Employees may be relieved from duty following traumatic critical incidents. Critical incident debriefings and professional referrals may be used as necessary, and employees have received stress recognition training. CTPD placed officers on administrative leave in year two pending a critical incident stress debriefing following a homicide investigation.

Performance Evaluations

The agency has a process to complete annual evaluations for department personnel. Written directives establish the behavioral criteria for evaluation as well as a rating scale. Employees receive a copy of their evaluations and the department has a procedure for appealing contested evaluations. Evaluators are provided training in the use of the performance evaluation.

The agency uses Guardian Tracking software for their Early Warning System which will identify behaviors that should be monitored. Supervisors investigate any triggers received from the software and document the results in the Guardian Tracking system. Referrals to the City's Employee Assistance Program may be made as warranted.

Promotion of Sworn Personnel

The agency has a written directive which outlines the promotional process for agency employees. The promotion process for sergeants and detectives involves a written test and an oral board. Promotions to the rank of lieutenant involve testing at an assessment center. Each participant in the promotion process may appeal the results or outcome. The resulting ranked eligibility list will remain in effect for one year. Newly promoted personnel are on probationary status for the first year in their new role.

Special assignments are posted along with the necessary knowledge, skills and ability required for the position. Employees are evaluated based on a set of selection criteria and undergo an oral board as part of the selection process. The length of the special assignment is specified in the written directive.

Recruitment of Sworn Personnel

The CTPD maintains a written recruitment plan which contains a statement that the agency is committed to equal employment opportunity. The police department has primary responsibility for recruitment of police staff. Among their recruiting efforts, they reach out to educational institutions and community groups and visit area police academies. Advertisements are also placed on websites, such as MCOLES, where job seekers commonly look for law enforcement postings. The plan is reviewed annually and revised as needed. CTPD also relies on their cadet program to attract candidates who have completed high school, and are often college students, as a way to introduce them to law enforcement careers.

Selection of Personnel

The agency has a written directive that describes the selection process for new employees. Background checks are conducted of all applicants, to include fingerprints for criminal history. The agency also contacts personal references, verifies driving record and status, and confirms a candidate meets eligibility requirements. Selected

candidates for sworn positions must pass psychological and medical screenings after receiving a conditional offer of employment. The agency reviews the Separation of Service Record of previously employed law enforcement officers prior to hiring, and they complete the separation of service record for officers who separate from the agency.

Reserve Officers and Civilian Volunteers

The cadet program at the Chesterfield Township Police Department, known as the Public Service Aid Program is authorized by policy. Cadets appear on the organizational chart under administrative staff. Selection criteria, training programs and duties are clearly delineated in the agency's directives. Cadet uniforms consist of polo shirts and cargo pants to differentiate them from sworn staff, and they are not authorized to possess, carry, or use any weapons while on duty.

The department has a directive regarding civilian volunteers in the role of Chaplain. The agency's written directives outline the selection criteria for volunteers as well as the Chaplain's duties and responsibilities, clothing, and required training.



Chaplain Mann speaking at the CTPD Open House in May, 2022.

CHAPTER 3 – The Operations Function:

Arrest, Search, and Seizure

The Chesterfield Township Police Department demonstrates exemplary adherence to legal and ethical standards in its arrest, search, and seizure procedures. Officers are thoroughly trained in constitutional rights and departmental policies, ensuring that all actions are conducted lawfully, with respect for individual rights and community trust.

The department's commitment to continual training and review processes fosters a culture of accountability and professionalism.

Interview and Interrogation

The Chesterfield Township Police Department maintains a high standard of integrity and professionalism in its interview and interrogation practices. Officers are skilled in advanced techniques that respect the rights of individuals while effectively gathering crucial information. The department's protocols emphasize transparency, voluntary participation, and the prohibition of coercive methods, ensuring that all interactions are conducted with fairness and respect.

Use of Force

The Chesterfield Township Police Department is committed to the judicious and restrained use of force, prioritizing de-escalation and the preservation of life. Comprehensive training programs equip officers with the skills needed to assess situations accurately and apply the minimum force necessary. The department's rigorous oversight and review mechanisms ensure that all use-of-force incidents are evaluated thoroughly, promoting accountability and continuous improvement.

Communications

The Chesterfield Township Police Department excels in maintaining clear, effective, and responsive communication channels both within the department and with the community it serves. Advanced communication systems and protocols ensure timely and accurate information exchange, enhancing operational efficiency and public safety. The department's dedication to transparency and accessibility fosters strong community relations and trust.

Field Activities

The Chesterfield Township Police Department demonstrates excellence in its field activities, emphasizing proactive community policing and engagement. Officers are trained to conduct their duties with a focus on crime prevention, problem-solving, and building positive relationships with community members. The department's strategic approach to field activities ensures a safe and supportive environment for all residents.

Traffic Safety and Enforcement

The Chesterfield Township Police Department is committed to enhancing traffic safety and enforcement through comprehensive education, engineering, and enforcement strategies. Officers employ data-driven approaches to identify and address traffic issues, ensuring the safety of all road users. The department's proactive initiatives and partnerships with community stakeholders contribute to a significant reduction in traffic-related incidents and promote safer driving behaviors.

Homeland Security/Critical Incidents

The Chesterfield Township Police Department is well-prepared to respond to homeland security threats and critical incidents with efficiency and precision. Through rigorous training, interagency collaboration, and robust emergency response plans, the department ensures a high level of readiness. The proactive approach to threat assessment and incident management underscores the department's dedication to safeguarding the community against all forms of critical incidents

CHAPTER 4 – The Investigative Function:

Criminal Investigation

The Chesterfield Township Police Department excels in criminal investigation, employing advanced techniques and technologies to solve crimes efficiently and effectively. Investigators are skilled and experienced, utilizing a meticulous approach to gather evidence, interview witnesses, and build strong cases. The department's emphasis on continuous training and professional development ensures that investigative practices remain current and effective, fostering a high rate of case resolution and community trust.

Crime Scene Processing

The Chesterfield Township Police Department sets a high standard in crime scene processing, employing precise and methodical techniques to preserve and document evidence. Crime scene technicians are highly trained in the latest forensic methods, ensuring that all evidence is handled with utmost care and integrity. The department's rigorous attention to detail and adherence to best practices in evidence collection significantly contribute to the successful prosecution of criminal cases.

Storage of Evidence and Property

The Chesterfield Township Police Department maintains exceptional standards in the storage of evidence and property. Facilities are secure and well-organized, with comprehensive inventory management systems in place to track and safeguard items. Policies ensure that evidence is stored in a manner that prevents contamination and loss, upholding the chain of custody and supporting the integrity of the judicial process. Regular audits and inspections further guarantee that storage practices meet the highest standards of accountability and security.

Juvenile Matters

The Chesterfield Township Police Department approaches juvenile matters with a focus on compassion, rehabilitation, and legal compliance. Officers are trained to handle juvenile cases sensitively, recognizing the unique needs and circumstances of young

individuals. The department collaborates with community resources and juvenile justice partners to provide appropriate interventions and support, aiming to redirect juveniles towards positive outcomes while ensuring public safety and legal adherence.

Special Investigations and Operations

The Chesterfield Township Police Department demonstrates exceptional capability in special investigations and operations, addressing complex and high-risk situations with precision and professionalism. Specialized units are equipped with advanced training and resources to tackle issues such as narcotics, organized crime, and critical incidents. The department's proactive and strategic approach to special investigations enhances public safety and fosters a sense of security within the community. Through continuous evaluation and adaptation of tactics, the Chesterfield Township Police Department remains a leader in handling specialized and emergent law enforcement challenges.

CHAPTER 5 – The Arrestee/Detainee/Prisoner Handling Function:

Transporting of Arrestees/Detainees/Prisoners

The agency's written directives establish procedures for transporting arrestees, detainees and / or prisoners. Officers are required to search their vehicles at the beginning of each shift as well as before and after transporting a prisoner. Prior to transporting a prisoner, officers are required to search them to ensure safety. Arrestees, detainees and prisoners are handcuffed. The agency's directive specifies that safety belts and child safety seats should be used when practical.

Officers routinely transport arrestees in patrol vehicles equipped with a cage separating the prisoner from the front seat or rear equipment areas. Further, the rear door controls are disengaged, so a person in the back seat cannot open the door or roll down the window, and the rear seat windows are covered with metal bars.

Processing of Arrestees/Detainees/Prisoners

Agency directives designate a room for processing arrestees, who must be escorted by a sworn officer during the booking process and any time the arrestee is not secured in a holding cell. Firearms lockers are provided before entering the processing and holding areas. Arrestees are not secured to fixed objects. Officers have access to their portable radios and emergency phones in the booking area to summon emergency assistance. The emergency phones merely need to be knocked off the hook to connect to dispatch. Escape prevention methods include secured doors that require both a key fob and an employee PIN number to open. A notice is posted on the wall next to the breath testing instrument reminding officers to turn off radios and cell phones when the instrument is in use.

Holding of Arrestees/Detainees/Prisoners

The CTPD maintains six holding cells for the temporary detention of arrestees. Four of these cells are designated for adult prisoners, one is designated for juveniles, and one may be used to house an arrestee during the booking process. Males, females, and juveniles are separated from each other. Directives are in place to ensure all arrestees are thoroughly searched upon entering the detention facility, and that arrestees are secured in designated locked holding cells. During the booking process, officers complete a computer entry to record the name and characteristics of the arrestee, the reason for custody, time and date of lodging and release, etc.

Arrestees are screened during the booking process for medical and mental health issues as well as medication. Persons who are ill or injured will be treated by ambulance, and shall be transported to a medical facility as necessary. In the event that the prisoner requires prescription medication (other than Naloxone), they are transferred to the Macomb County Jail. Booking records are preserved in accordance with Michigan records retention guidelines.

Agency directives establish protocols for weapon restrictions and emergencies. Access to arrestees is clearly defined. Protocols are in place to prevent arrestees from gaining access to weapons or escape. The frequency and timing of inmate checks is established by directive based upon suicide or other risks. Checks may be at 30-minute or 15-minute intervals, or constant face to face observation. The prisoner processing and holding areas of the department are under video surveillance, which is monitored by dispatch staff.

Agency personnel who supervise prisoners receive initial training, and refresher training at least every three years. Agency directives contain fire prevention, fire suppression and evacuation plans. Security and sanitation inspections of holding cells are conducted prior to placing a prisoner in the cell. Additionally, weekly inspections are conducted by the On-Duty supervisor, with records maintained in Guardian Tracking.

There were no arrestees being housed at the time of the on-site inspection. The holding and booking facilities were clean, orderly, and appeared well maintained.

CHAPTER 6 – Campus Security and Policing

The Chesterfield Township Police Department has received a N/A letter for Chapter 6 because it is not a college, university, or other campus law enforcement or campus security agency.

G. Applied Discretion Compliance Discussion:

This section provides specific information on those standards found to comply after on-site adjustments were made. Adjustments may include modifying agency policies and directives, creating documentation and alteration of the physical plant.

During this on-site, the agency had no standards in applied discretion.

H. Waivers of Standards:

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

Chapter 6 in its entirety - The Chesterfield Township Police Department has received a N/A letter for Chapter 6 because it is not a college, university, or other campus law enforcement or campus security agency.

I. Standards Noncompliance Discussion:

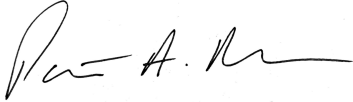
The agency had no standards in noncompliance.

J. Future Performance / Review Issues:

The Chesterfield Township Police Department manages accreditation with a team of employees, rather than a single Accreditation Manager. This will provide them with good continuity in their accreditation operations if one of the team retires or separates from the agency. Their recurring inspections, audits, and reporting are consistent, and they have updated their written directives to account for the changes in version 4 of the MLEAC Standards Manual. CTPD is on good footing to maintain their accredited status moving forward.

K. Summary and Recommendation:

Assessors conducted a thorough file review, supported by on-site observations and interviews. The Chesterfield Township Police Department was determined to be in-compliance with MLEAC accreditation standards, with waivers noted. Reaccreditation is recommended.

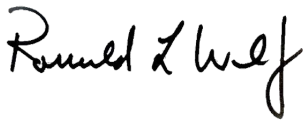


Patrick Beeman, Team Leader

June 7, 2024

Date

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



Ron Wiles, Program Director

June 10, 2024

Date