

Michigan Association of Chiefs of Police
MICHIGAN LAW ENFORCEMENT ACCREDITATION PROGRAM



Onsite Final Report

**Clinton Township Police Department
July 15th and 16th, 2024**

**Team Leader: Kevin Cisler
Team Member: Mathew McPhillips**



A. Agency Name, CEO and AM:



The Clinton Township Police Department
37985 S. Groesbeck Hwy
Clinton Township, MI 48036
(586) 493-7800

Dina Caringi
Chief of Police

Preston Susalla
Captain
Accreditation Manager

Accreditation Team Members

Christian Madajczyk
Lieutenant

April Ireland-Ventimiglia
Administrative Assistant to the Chief

B. Dates of the On-Site Assessment:

Monday, July 15, 2024– Tuesday, July 16, 2024

C. Assessment Team:

1. Team Leader:



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2. Team Member:



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D. Community and Agency Profile:

1. Community Profile



Michigan was first explored and settled by the French beginning in the late 1600s. And while Detroit was officially settled in 1701, the history of Clinton Township began much later with the arrival of the Moravian missionaries who originated from what is now Saxony, Germany. These settlers, numbering just around 100, established their first settlement in what we call Clinton Township in 1783. They built Michigan's first inland road named Moravian Drive, which is still in use today. The Moravians called their home New Gnadenhutten meaning "Tents of Grace."

Clinton Township and the Clinton River were originally named Huron Township and Huron River when first established in 1818. The local Native Americans had called the river "Nottawasippe." However, both Huron Township and the Huron River were officially renamed to Clinton Township on July 17, 1824, as the first act of the first Michigan Territorial Legislature. The names were changed because of confusion arising from another Huron River which flows south of Detroit. Clinton was chosen to honor DeWitt Clinton, the sixth Governor of New York. Clinton's fame extended from the construction of the Erie Canal, and it was Clinton's legacy as a successful statesman that ultimately inspired Stevens T. Mason, Michigan's first Governor, to embark on the ambitious Clinton-Kalamazoo Canal project. Inadequate engineering coupled with the Panic of 1837 permanently halted progress on Mason's Canal shortly after it began. The remnants—appearing as a wide and shallow grassy ravine—are visible along Canal Road. Ironically, what is left of the canal very often acts as a catch basin for flood waters.

By 1900, the population of Clinton Township numbered only 1,824, with significant population growth occurring after World War II. Once a predominately agriculturally

based community, Clinton Township has evolved into a suburban landscape with many urban conveniences.

Today this dynamic community, covering 28.1 miles, has a population of 100,529, making Clinton Township the eighth largest municipality in the state, with residents of all income levels living in all types and sizes of homes. Clinton Township has everything from government-subsidized public housing to gated communities where rock stars live.

A large number of seniors are coming to Clinton Township for many reasons such as the fabulous senior center, and other designated senior housing.



Clinton Township has a number of doctors and top-notch health care facilities.

Beyond Partridge Creek there are plenty of gems found in this township worth checking out including the parks. The George George Park off Moravian Drive south of Cass Avenue offers the community a wonderful place to enjoy the outdoors. Others like Budd Park offer kayak rental on the Clinton River. The river offers opportunities to have additional parkland, such as Budd Park and the Glode Drain. The Civic Center is also a place to visit with recreation facilities including baseball diamonds, basketball, soccer and new pickle ball courts. The main branch of the Clinton Macomb Library connects to the civic center and is one of the best libraries in southeast Michigan. There are also trails for biking and walking, a historic village, a fabulous sled hill, and the Tomlinson Arboretum across the street with its 24 acres of native trees, flowers, and plants with a meandering path.

Supporting Clinton Township residents are five public school districts, and a big educational gem, the International Academy, which is listed as one of the top two high schools in Michigan each year. Clinton Township is also home to Macomb Community

College with its Performing Arts Center and 12 university centers including the Michigan State University Medical School, the MSU Extension, MISD, and Baker College.

2. Agency Profile

This overview presents The History and key aspects of the Clinton Township Police Department, highlighting its geographical scope, demographic challenges, commitment to public safety and community engagement, staffing and budgetary considerations, case statistics, the need for a traffic bureau, and specialized teams and partnerships.

In May 1964, the Clinton Township Board of Trustees organized its four constables into a Police Department and purchased their first police car for \$3,000. The constables patrolled the Township on weekends, focusing primarily on reducing traffic accidents.



By July 1965, the Board of Trustees approved the formation of a Volunteer Police Department. This new department consisted of 20 Auxiliary Officers, with James Walker appointed as Police Commissioner. The officers operated out of the Township Offices at 1129 S. Gratiot.

In November 1967, the residents of Clinton Township approved a tax increase to establish a

full-time Police Department. At midnight on April 1, 1968, the Clinton Township Police Department began full-time operations. The department included a Chief of Police, Jack Mast, along with 19 Police Officers and 22 Reserve Officers. They patrolled approximately 30 square miles, serving and protecting 40,000 residents from their police station at 34001 S. Gratiot.

In 1972, Police Chief Jack Mast resigned, and Robert Smith was appointed as the new Chief of Police. Three years later, in 1975, the Police Department moved to 22932 Rasch Drive.

Chief Robert Smith retired in 1996, and Alexander Ernst took over as Chief of Police. At that time the Clinton Township Police Department was a full-service department with 100 sworn officers, 12 civilian dispatchers, and 19 other civilian staff members. The department was divided into six divisions: Administration, Operations, Criminal Investigations, Support Services, Special Investigations, and Records. It handled approximately 45,000 calls for service each year.



A new police station was built in 2001, at 37985 Groesbeck



Geographical Scope

- Covers approximately 28.37 square miles in Macomb County, Michigan.
- Includes residential, commercial, and industrial zones, creating a diverse community.

Demographics

- Population exceeds 100,000 residents with a varied demographic profile.
- Continual population growth adds strain on existing resources.

Public Safety and Community Engagement

- Dedicated to community policing, building strong relationships with residents and businesses.
- Active community outreach programs: neighborhood watch, youth engagement, public safety education.

Staffing and Budget

- Budgeted for 95 sworn officers: considering increasing staff to 98 for the 2025/2026 budget year.
- Ideal staffing per FBI guidelines: 2 officers per 1,000 residents; currently operating with fewer than 1 officer per 1,000 residents since 2012.
- Population growth and commercial/transit population stress resources.
- Staffing history: 110 officers in 2009, reduced to 83 in 2013 due to revenue sharing cuts; special assessment millage increased staffing to 94 in 2013.
- Budget supports a 95th officer, partially funded by Clintondale Schools for a resource officer.

School Resource Officers

- Two officers at Chippewa Valley School, with the district covering half their salaries and benefits annually.
- One officer at Clintondale Schools, with the district covering half the salary and benefits annually.

Case Statistics

- Cases for Mr. Towner: 433 in 2021, increased to 728 in 2023.
- Detectives handled: 5,411 cases in 2021, increased to 5,634 in 2023.
- Misdemeanor submissions: 646 in 2021, increased to 948 in 2023.
- Felony submissions: 293 in 2021, increased to 343 in 2023.

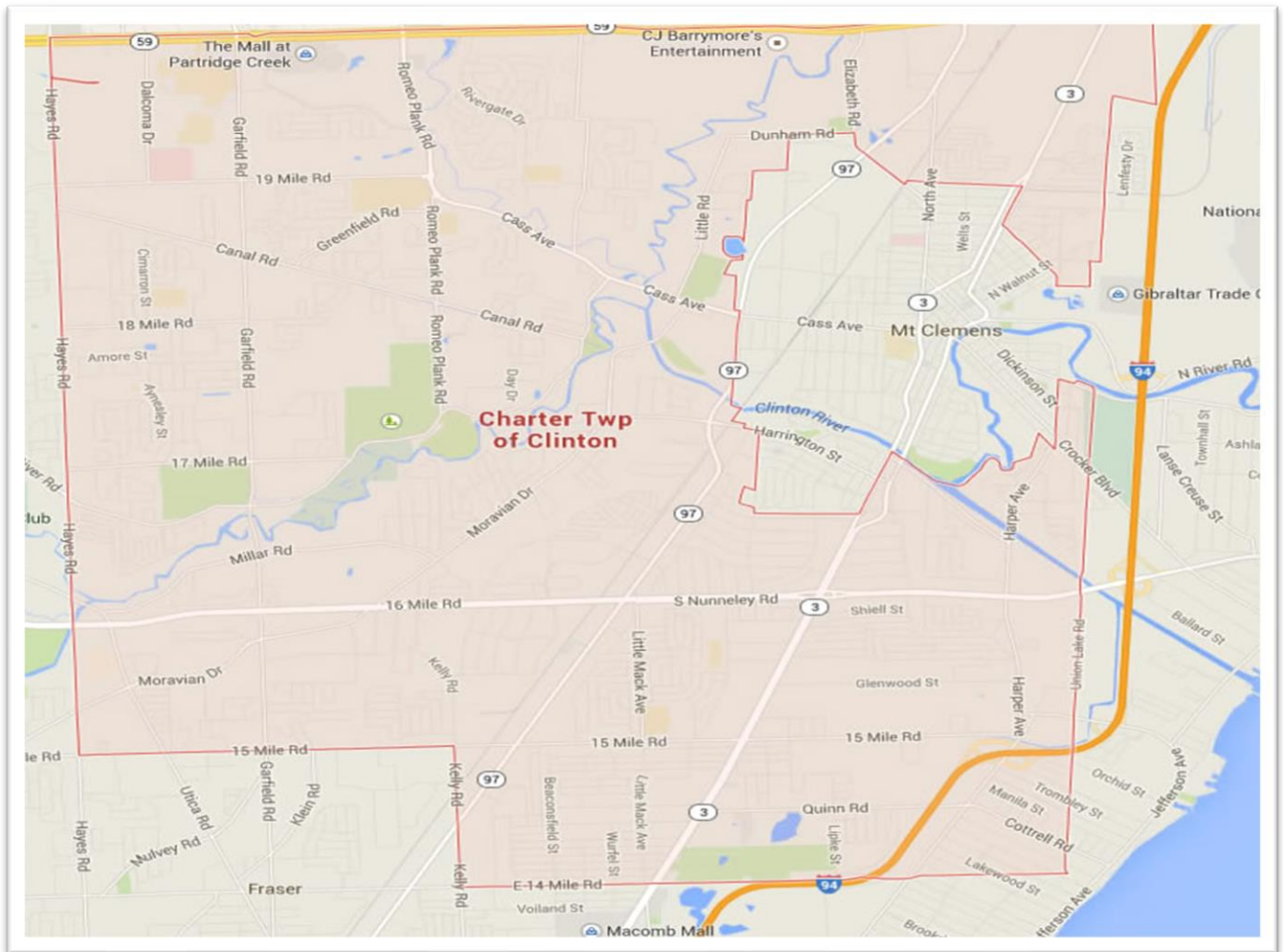
Traffic Bureau

- Need for a dedicated traffic bureau to handle traffic crashes, complaints, injury accidents, and hit-and-run investigations.
- Traffic statistics: 2,179 total crashes in 2021 (737 injuries, 9 fatalities); 2,052 crashes in 2023 (796 injuries, 9 fatalities).

Specialized Teams and Partnerships

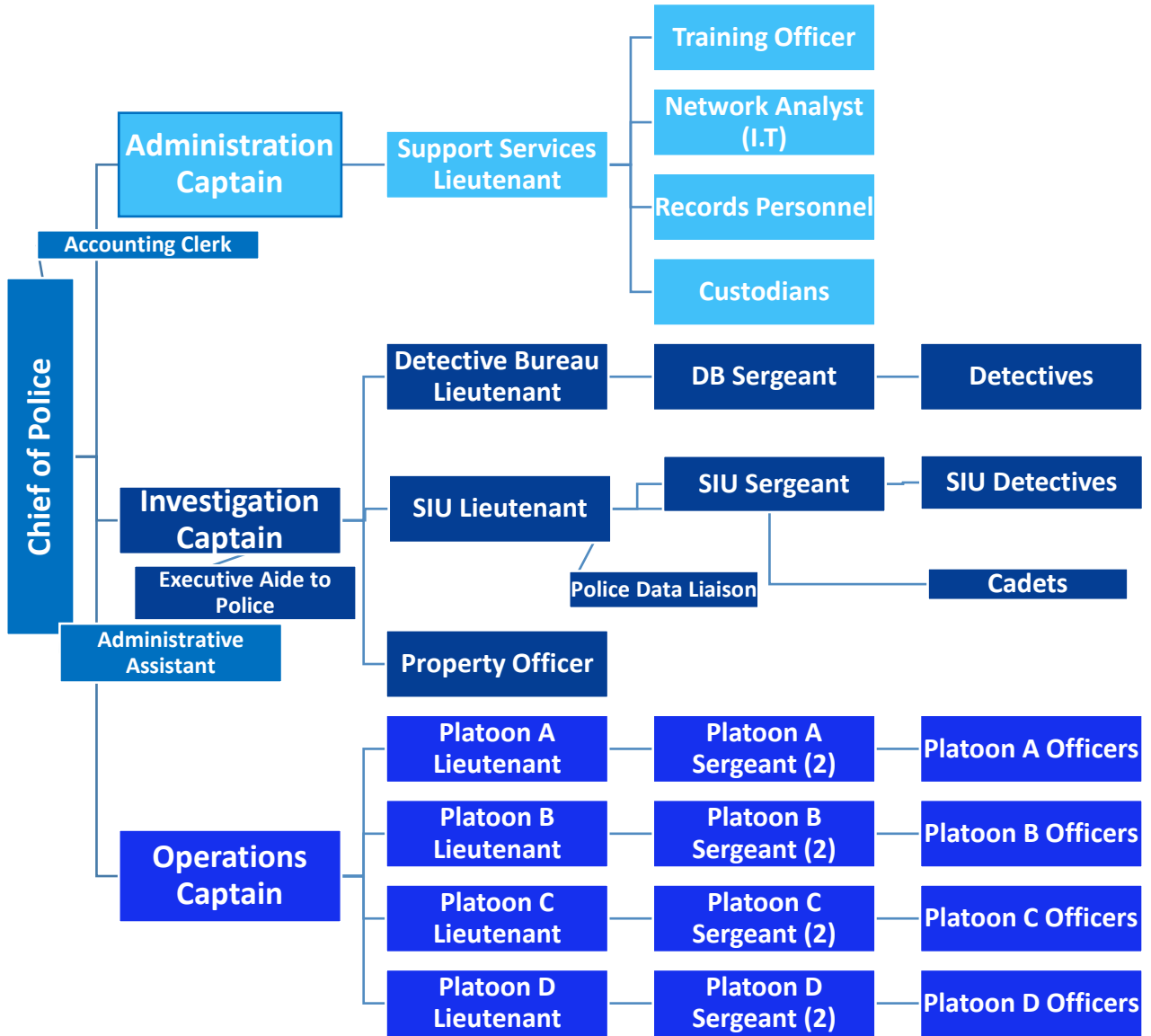
- Recognized for having the most talented Drone team in the county.
- Specialized personnel in areas such as Special Investigations, Major Crime Scene Investigation, Crisis Negotiations, SWAT, and more.
- Partnerships with Turning Point, Macomb County's Community Mental Health, Sexual Assault Response Team, CARE of Southeast Michigan, and other support services for employees and residents.

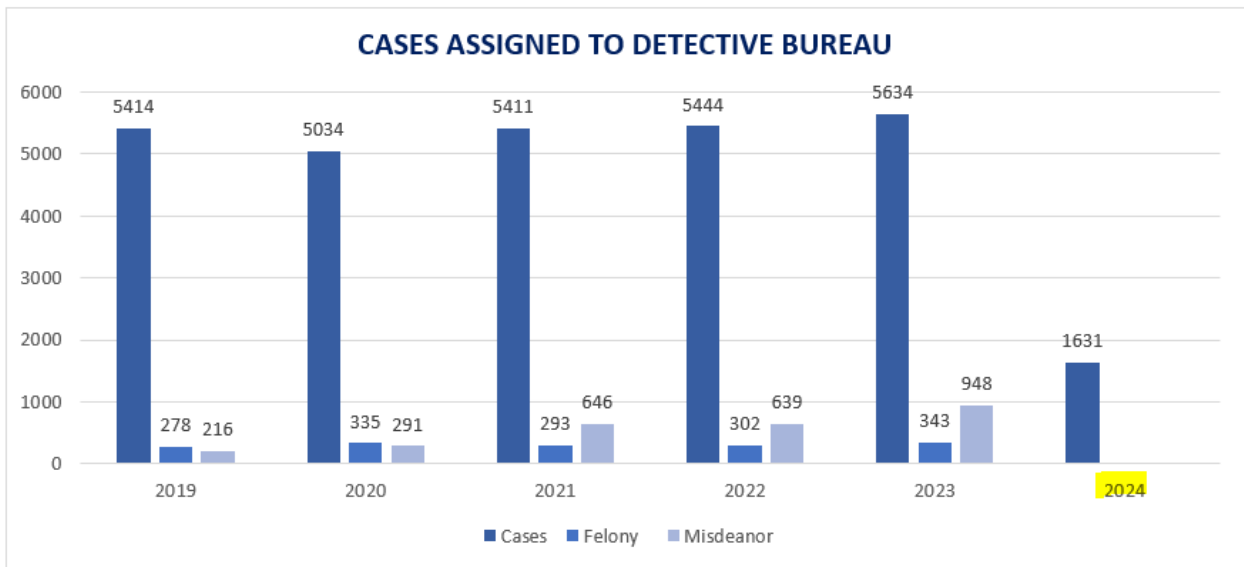
DEPARTMENT JURISDICTION



CHARTER TOWNSHIP OF CLINTON







*2024 (January – April)



Specialized Units

Detective Bureau

Detectives play a crucial role in the community by ensuring thorough and timely investigations of all assigned cases. They contact complainants or victims promptly, review each case meticulously, and conduct comprehensive investigations. This includes interviewing witnesses and suspects and completing all necessary reports and forms in a timely manner. Detectives also handle state and local warrant requests and keep up with their training to maintain proficiency in criminal investigations. They strive to present themselves professionally and uphold high standards in attitude, motivation, and job performance.



Bicycle Unit

The Bicycle Unit officers contribute to community policing by patrolling areas that are difficult to access by car, fostering direct engagement with the public. They meet performance standards, attend necessary meetings and training, and respond quickly to call-ins.

Their work promotes public safety, environmental sustainability, and positive community relations.

Canine Officers

Canine Officers, alongside their trained dogs, provide crucial services such as search and rescue, drug detection, and suspect apprehension. They adhere to department-wide standards, attend all meetings, and maintain certifications with nationally recognized associations every 24 months. Their role demands high standards in attitude, motivation, and job performance, and they must respond to call-ins swiftly.



Crisis Negotiators

The Crisis Negotiation Unit is a specialized division within our police department, focused on resolving high-stress situations peacefully. Our team of trained Crisis Negotiators handle hostage situations, barricaded individuals, and incidents involving suicidal persons. Using proven communication techniques, we aim to de-escalate conflicts and ensure the safety of all involved. The Crisis Negotiators are dedicated to

protecting lives, minimizing harm, and serving our community with compassion and professionalism.

Drone Operators



Drone Operators utilize advanced technology to assist in various law enforcement activities, including search and rescue, surveillance, and evidence collection. They meet performance standards, attend required meetings, and are certified in the use of drone equipment. Their prompt response to call-ins and high standards in attitude, motivation, and job performance ensure effective and innovative support for law enforcement operations.

Evidence Technicians



Evidence Technicians are pivotal in managing and processing crime scene evidence. They meet performance standards, attend necessary meetings, and are certified in using technical equipment required for their role. By responding promptly to call-ins and maintaining high professional standards, they ensure the integrity and accuracy of evidence handling.

Field Training Officers

Field Training Officers (FTOs) are responsible for training new recruits, ensuring they meet established performance standards.

They attend required meetings

and certifications, maintaining high professional standards. FTOs play a vital role in shaping competent and motivated law enforcement personnel, contributing significantly to the department's overall effectiveness.



Property Officer

The Property Officer oversees the custody, security, and disposition of all property handled by the department, including found, confiscated, evidence, recovered, unclaimed personal prisoner property and safekeeping items. They ensure secure storage and access only by authorized personnel, maintaining meticulous records and physical security. Regular inspections, audits, and inventories are conducted to ensure compliance with procedures and prompt disposition of items no longer needed for



evidence. The Property Officer also manages the lawful disposal or return of property, coordinates the destruction of contraband under controlled conditions, and handles the sale of unclaimed items. Additionally, they facilitate the transfer of property for departmental or township use, ensuring all legal and procedural requirements are met, thereby maintaining the integrity and efficient handling of all property in the department's custody.

Range Officers

Range Officers ensure that all department personnel maintain firearm proficiency. They meet performance standards, attend necessary meetings, and work on all qualifications and training sessions. They also participate in ongoing firearms training and skills updates, ensuring the highest standards in attitude, motivation, and job performance.



SWAT Team

SWAT Team members handle high-risk operations requiring specialized skills and equipment. They adhere to strict performance standards and operating procedures, including physical fitness and certification requirements. By maintaining high standards in attitude, motivation, and job performance, SWAT



members ensure they are prepared for critical incidents and emergencies.

School Resource Officers

School Resource Officers (SROs) enhance school safety and build positive relationships between students and law enforcement. They meet performance standards, attend required meetings, and maintain necessary certifications. When school is not in session, they assist the detective bureau. SROs also conduct student programs during the school year and summer, promoting safety and education.



Training Instructors

Training Instructors provide essential education and training within the department. They



meet performance standards, attend required meetings, and are certified to instruct various classes. They organize and run in-house training sessions, ensuring that all department members receive up-to-date and effective training, thus enhancing overall departmental performance.

Honor Guard

The Clinton Township Police Honor Guard, the longest-serving unit in Macomb County, has been a steadfast presence in the community for over 25 years. The Honor Guard is committed to honoring fallen officers and supporting their families through solemn ceremonies and memorial events.

Each year, the unit participates in the National Law Enforcement Officers Memorial events in Washington, D.C., where they perform key assignments, including the annual wreath-laying ceremony at the Tomb of the Unknown Soldier in Arlington National Cemetery.



Police Cadets

The Police Cadets at Clinton Township Police Department supports law enforcement efforts under senior officer supervision. Cadets assist in enforcing local and state laws while engaging with the community in non-criminal capacities. This role provides valuable

hands-on experience in law enforcement, fostering personal and professional growth within a supportive team environment. Cadets play a crucial role in community policing initiatives and enhancing public safety efforts across Clinton Township.



3. CEO Biography



Dina Caringi **Chief of Police – Biography**

Dina Caringi is the first woman to be sworn in as the Chief of Police for the Clinton Township Police Department. She began her law enforcement career with the Detroit Police Department's 9th precinct, where she patrolled the city for five years in the mid-1990s. After her tenure with the Detroit Police Department, Caringi joined the Clinton Township Police Department (CTPD), where she has served with distinction for 24 years.

Throughout her extensive career, Chief Caringi has gained a wealth of experience in various capacities. She has worked with the undercover drug unit, road patrol, and made history as the Township's first female lieutenant of the detective bureau. In addition, she has

ten years of experience as a use-of-force and firearms instructor and 13 years with the Crisis Negotiation Unit.

In a notable career milestone, Caringi was promoted to captain, becoming the first woman to reach that rank within the CTPD. She was assigned to oversee the patrol operations division. During a time of significant change and uncertainty within the department, particularly among many young officers, Caringi provided steadfast leadership and support.

In 2017, she furthered her education by attending Northwestern University's School of Police Staff and Command. She then applied and was accepted to Madonna University, where she graduated two years later with a degree in criminal justice. In 2023 she earned a graduate certificate in criminal justice leadership, also from Madonna University.

Chief Caringi was hired by the Clinton Township Police Department on October 30, 2000. Twenty-one years later, she was sworn in as the new Clinton Township Police Chief. Her career is marked by a dedication to public service, a commitment to professional development, and a pioneering spirit that has paved the way for future generations of women in law enforcement.



Preston Susalla
Administrative Captain, Accreditation Manager -
Biography

Captain Preston Susalla has been an integral part of the Clinton Township Police Department (CTPD) since 2002. He began his career as a Patrol Officer and has since held various critical positions within the department, including Detective, Patrol Sergeant, Support Services Lieutenant, and currently, Administrative Captain. His diverse skill set and commitment to the department are reflected in the numerous roles he has undertaken, such as Field Training Officer, Training Officer, Smart Moves Instructor, Bike Patrol Officer, Traffic Bureau Officer, Crisis Negotiator, Mobile Field Force member, ALICE Instructor, and Public Relations Officer.

Throughout his tenure, Captain Susalla has been instrumental in supervising key programs and units within the department. He has led the Field Training Program, Smart Moves Program, Bicycle Patrol Unit, Training Unit, and ALICE Program, ensuring that each operates effectively and meets the highest standards.

Captain Susalla's educational background includes a Bachelor of Business Administration degree with a major in diversity and leadership from Cleary University. He is also a distinguished graduate of the Northwestern University School of Police Staff and Command, which has further enhanced his leadership and administrative capabilities.

In his current capacity as Administrative Captain, Captain Susalla oversees several critical functions of the Clinton Township Police Department. These include managing the records bureau, vehicle fleet, police building maintenance, support services division, infrastructure projects, hiring process, and accreditation. His comprehensive oversight ensures the smooth operation and continuous improvement of the department's administrative and support functions.

Captain Susalla is a dedicated and accomplished leader within the Clinton Township Police Department. His extensive experience, commitment to professional development, and leadership capabilities have greatly contributed to the success and effectiveness of the department.



Christian Madajczyk
Support Services Lieutenant, Accreditation Manager
Biography

Lieutenant Christian Madajczyk is a dedicated and experienced member of our law enforcement team. Lt. Madajczyk began his distinguished career with the Detroit Police Department in 1999, where he served until 2007. During his tenure with the DPD, he was assigned to the fifth and ninth precincts, excelling in patrol operations and serving as a Crime Prevention Officer.

In 2007, Lt. Madajczyk joined the Clinton Township Police Department (CTPD). As a CTPD officer, he demonstrated his expertise as an Evidence Technician for eight years and contributed significantly as a member of the Major Crime Scene Team. His leadership skills were further recognized through his role on the Patrol Union Executive Board and his active participation in the Macomb County Mobile Field Force Unit. In March 2016, he was promoted to Detective, where he conducted thorough investigations of serious crimes, including armed robberies and homicides.

Lt. Madajczyk's exemplary service earned him a promotion to Sergeant in February 2018, where he took on the responsibility of road patrol. That same year, he became the Commander of the Department's 19-member Mountain Bike Patrol Unit, showcasing his versatility and commitment to community safety.

In the fall of 2019, Lt. Madajczyk was assigned to the Detective Bureau as a Detective Sergeant. In this capacity, he oversaw numerous major cases, ensuring justice and safety for our community. His leadership and dedication were recognized once again in May 2021, when he was promoted to the rank of Lieutenant and continued his impactful work in the Detective Bureau until September 2022.

Currently, as the Support Services Lieutenant, Lt. Madajczyk oversees several crucial areas, including the Records Bureau, building maintenance, fleet management, recruiting and hiring, traffic grants, and The Smart Moves Program. His leadership extends to his role as the President of the Clinton Township Command Officers Union, and he has played a pivotal role in the process of attaining MLEAC accreditation for the CTPD as a member of the Accreditation Team.

Lt. Madajczyk is a proud graduate of the prestigious Northwestern University School of Police Staff and Command, Class #513.



**April Ireland-Ventimiglia
Administrative Assistant to the Chief,
Accreditation Assistant - Biography**

April Ireland-Ventimiglia serves as the Administrative Assistant to Chief Caringi and the Accreditation Assistant at the Clinton Township Police Department. Joining the department in April 2018, she initially worked in the Records Bureau before transferring to the Chief's office in April 2022. She began her role in Accreditation in December 2022. April holds an Associate's degree in Business Administration and has found greater joy and fulfillment working for the Clinton Township Police Department than in any of her previous roles. She is dedicated to continuing her service with the department until retirement. April deeply values the department's impact on the community and the importance of maintaining Accreditation standards.

4. Future Issues

During the course of restructuring policies for accreditation, several tracking mechanisms were added. Standards such as an early warning system, foot pursuits, and employee equipment inventory, required the addition of tracking. The agency intends to obtain a digital personnel file type system to help with tracking. They are researching, Guardian Tracking, Frontline, and Benchmark, to determine which best meets their needs and to add in their new fiscal year April 2025.

The Chief of Police is scheduled to retire in June 2025. This will result in an internal candidate filling the position. This will cause a domino effect of promotions throughout the command staff. The agency has done a good job keeping up with recruiting by staying active in seeking candidates. For an agency the size of CTPD, recruitment will be a continuing issue that requires consistent attention and resources.

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 July 16th, 2024 from 10:00 am to 1:00 pm.

1. Telephone Contacts

Ken Papas - Deputy Chief Sterling Heights:

Deputy Chief of Sterling Heights Ken Papas called to see that he and his department work very closely with the Clinton Township PD. They have a very good working relationship. They have co-trained on Mental Health and have officers on the multi-jurisdictional narcotics unit together. The two departments often back each other on calls as well. He advised that Clinton Township PD is a great department and very professional. Some of the adjectives he used to describe CTPD were progressive, dedicated, steadfast, and reliable. He fully supports them in achieving accreditation.

Paul Sibley - Executive Director of Secondary Education:

Assessors spoke to Paul Sibley on the phone who is the Executive Director of Secondary Education for the School District. He that the schools work very closely with the 2 detectives who are assigned School Resource Officers (SRO) and they do an excellent job and have an excellent working relationship. The SRO's are very involved in the schools and have consultations with students and their families when needed. They document incidents in reports for the schools even if they are not criminal complaints. Some of the adjectives he used to describe the officers and staff of CTPD were responsive, supportive, and knowledgeable. He feels very fortunate to be able to work with the SRO's. He fully supports their accreditation process.

John Stroh - Resident:

Assessors spoke to John Stroh over the phone, and he stated that the Clinton Township PD is a fantastic department. He has had several interactions with officers and staff and he attends board meetings. He thinks it is a great group of officers and that "Captain Susulla Does a heck of a job!" He "thinks the world of them." Some of the adjectives he used to describe CTPD were very dedicated, professional, and disciplined. He fully supports the accreditation process.

Marc Rybinski - Deacon St Paul of Tarsus Catholic Parish:

Assessors spoke to Deacon Marc Rybinski who has been a Deacon at the St. Paul of Tarsus Catholic Parish for the past 11 years and grew up in Clinton Township. He also worked for Clinton Township PD from 1989 to 2010. He advised it was an excellent department to work for and continues to get better. Since he retired, he has had very positive interactions with the officers and staff. CTPD has been able to respond and continue to provide great service to the growing population of the township. They are a department of professional excellence. He fully supports CTPD getting accredited.

2. Correspondence

The assessors received 0 outside correspondence.

3. Media Interest

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

4. Community Outreach Contacts

Robert Cannon – Clinton Township Supervisor:

Assessors interviewed Bob Cannon the Clinton Township Supervisor. He has been the Township Supervisor for 24 years and it is currently his 40th year being on the township board. Mr. Cannon was very enthusiastic when talking about the Clinton Township PD. He said there is a fabulous relationship between the township and the police department. They have a great chief and great staff. He is hands-off and lets the command staff handle any internal issues and press releases. He has a very good line of communication between him and Chief Caringi. The community loves the police department and there is always a good turnout for community events. During events like fireworks, the bike patrol is out, and the officers promote safety. The CTPD is a beacon of security and trust. The people feel safe. He would like to get more officers, but money is a challenge because he has to balance it between all the township departments. The Clinton Township PD has a very proactive succession plan, and they seem to be promoting the right people.

Bill Smith – Human Resources Director Clinton Township:

Assessors interviewed HR Director Bill Smith. Mr. Smith has been the HR Director for 17 years. He advised that there is a good supportive relationship between the township and the police department especially since Chief Caringi and the new captains took over. He has excellent communication with Chief Caringi and can't think of anything that the PD could be doing better. He thinks there will be a smooth transition when Chief Caringi retires because of the succession plan that is in place. The community has a positive relationship with the police department. He is aware of the accreditation process and has seen some of the policy changes. He fully supports the CTPD getting accredited. Some of the adjectives he used to describe the department is professional and efficient.





Michael Vasilovski – Lieutenant Special Operations and FTO Commander:

Assessors interviewed Lt. Vasilovski and he enjoys working for Clinton Township PD and has been there for 10 years. His current assignment is the Lieutenant for the undercover and special operations. He also oversees the FTO program. They have a very good FTO program in place and the only challenge is sometimes getting FTO's with enough experience. The department maintains the chain of command and there is good communication between officers and command staff, as well as command staff and Chief Caringi. The department is a very young department due to a large number of retirements over the past few years. Before he was assigned to his current role there used to be arguments and disagreements between the detective bureau and special ops regarding lack of communication. He works very well with the detective bureau captain and lieutenant and the line of communication has been opened up. He believes in accreditation and thinks at first there was not much buy-in, but since Chief Caringi held a meeting explaining it there seems to be more that are in agreement with it.

Anthony Coppola – Captain Patrol Operations:

Assessors interviewed Captain Coppola and he is a 20 year veteran and enjoys working at Clinton Township PD. Some of his responsibilities include patrol operations, internal affairs, and public relations. Initially, he did not have much buy-in for accreditation but after attending the MACP conferences he started to understand the benefits and importance of it, and had a better understanding of the process. Now he does buy into it and sees the importance of it. One of the improvements he would like to see is more officers hired.

5. Agency Ride-along

Assessor Cisler:

On 7/15/2024 from 2:30 pm to 4:45 pm Assessor Cisler rode along with Officer Joe Biggers. Officer Biggers previously retired from the Detroit Police Department after 21 years and has been working for Clinton Township PD for 9 years. He is an instructor for firearms, subject control, and bike patrol, and helped implement the drone unit.

Officer Biggers currently works day shift patrol which is 6a to 6p. There is a 9-officer minimum assigned to patrol during a shift. The township is broken up into 7 districts plus a rover that patrols all of the districts. On an average day shift each officer responds to approximately 6 calls a shift. Officer Biggers advised that there is a great relationship between CTPD and the community. This was apparent as citizens waved while we passed by. When not responding to calls officers are proactive with traffic enforcement as well as patrolling populated areas such as parks to remain visible so that citizens feel safe.



The township is very diverse geographically as well as population. The patrol areas include residential areas such as neighborhoods, apartment complexes, trailer parks, condos, and retirement homes. There is an industrial section with factories as well as a large number of businesses that cover retail, restaurants, and services. There is a large mall that is in the township as well.

During the ride-along Officer Biggers was dispatched to 2 calls. 2 of them were check well beings. Both of the calls involved a subject down on the ground unresponsive. The first call he was disregarded prior to arrival because the subject walked away. The second one the first officer was already on scene and fire paramedics were performing life-saving measures due to possible alcohol poisoning. The subject eventually responded and was transported to the hospital.

Officer Biggers really enjoys working for Clinton Township PD. He advised everybody gets along with each other including the officers and the command staff. The community seems to be very appreciative and supportive of the CTPD.

In reference to accreditation, he thinks it is a good idea and a way of being proactive. He supports it and believes that most of the officers do now. At first, there was complaining and worry but Chief Caringi held a meeting and it explained it very well and he feels there has been more buy-in since then.

Assessor McPhillips:

Assessor McPhillips went on a ride-along with Officer Dysarczyk for approximately one hour. During the ride along Officer Dysarczyk explained to Assessor McPhillips the boundaries of Clinton Township. It was very apparent throughout the ride along that the Clinton Township Police Department has a strong community presence. Clinton Township has a broad spectrum of residential, commercial, and entertainment areas; that require their officers to utilize many different approaches to policing. Officer Dysarczyk demonstrated a solid understanding of the dynamics within the city.

While on the ride along Officer Dysarczyk responded to a health and safety for a young female that had left in a vehicle and called her doctor's office. Officer Dysarczyk was professional while speaking with family members, made contact by telephone with the female, convinced her to return back to her residence and was able to ensure she was ok and directed her to seek help as needed. These types of calls are on the rise and the Clinton Township Police Department has trained and equipped their officers well.

The Clinton Township Police Department has worked through many challenges and changes over the past few years. The officers are supported by a competent team of leaders within and without the department. Officers are accepting the accreditation process as they understand it more and see the benefits of it.

6. Community Involvement

Social Media Presence: Enhancing Community Connection and Public Safety

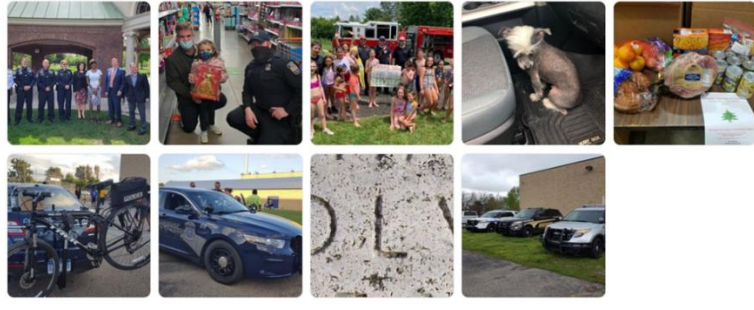
The Clinton Township Police Department actively utilizes social media platforms, including Facebook and Instagram, to strengthen community ties and enhance public safety efforts.

Facebook:

- With a robust following of 28,000 followers, the department's Facebook page serves as a vital communication tool.
- The platform is used to keep the community informed about important updates, publicize events, and share safety tips.
- Numerous cases have been successfully closed through citizen assistance, thanks to information shared on Facebook.
- One of the page's significant accomplishments includes reuniting lost dogs with their owners,



- Highlighting the department's commitment to community welfare.



Social Media Presence

Instagram:

- The newly created Instagram account has quickly garnered 239 followers and posted over 109 engaging posts.
- Instagram allows the department to connect with a broader audience, particularly younger residents, through visual storytelling.
- The platform is used to share behind-the-scenes glimpses of police work, highlight community events, and promote safety awareness.
- The active presence on Instagram helps build trust and transparency between the department and the community.

Overall Impact:

- Social media has proven invaluable for maintaining open lines of communication with the public.
- It plays a crucial role in crime prevention, community engagement, and public relations.
- The department's proactive use of social media ensures residents are well-informed and feel supported by their local law enforcement.

Through these efforts, the Clinton Township Police Department continues to foster a positive and collaborative relationship with the community, demonstrating the power of social media in modern policing.




Community Involvement

The Clinton Township Police Department is dedicated to fostering strong community relationships through a variety of engaging events and programs. We offer opportunities for residents to connect with officers, learn about law enforcement, and support important causes. Through these initiatives, they aim to build trust and enhance the quality of life for all community members.


- Battle of the Badges Charity Softball Game
- Battle of the Badges Chili Cook-off
- Care
- Goodfellows No Child Without a Christmas
- No Shave November
- Pigs 4 Wigs
- Police Read-Along Program


IN VALOR THERE IS HOPE



RICHARD VAURIS
End of Watch: February 19, 2001

Remembering RICHARD VAURIS


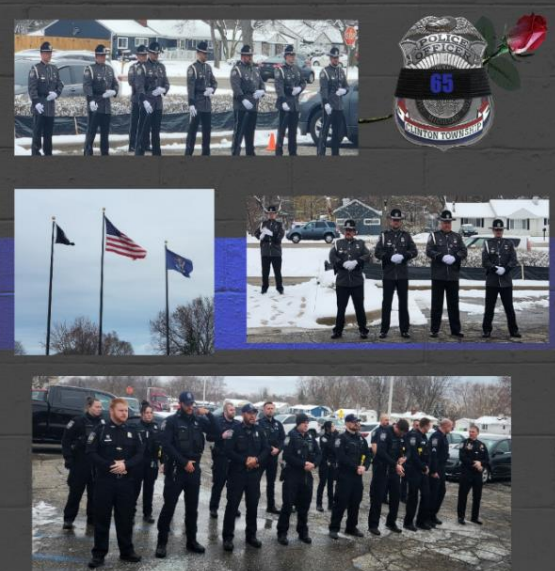


EOW: February 19, 2001 

Chief Fred Posavetz



End of Watch: March 22, 2021





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 mission of the Clinton Township Police Department is “To ensure the safety and security of the public through strong community partnerships and excellence in policing.” The agency’s vision is to accomplish its mission by “remaining in their partnerships with the community, enforcement of laws, training, and the implementation of new programs, advanced technology, and the commitment to excel as an organization.”

Fiscal Control

The agency maintains four cash accounts. There is a cash register that receives money from citizens for purchases such as FOIA. Each transaction is recorded via the register. The register is reconciled at the end of the day, leaving an initial \$50 balance for the following day. Interim bonds are also taken and transferred to the appropriate court. Monies are turned over to the township treasurer’s office weekly. These funds are verified daily through BS&A software program and a quarterly report is completed. The account has a ledger displaying all transactions, accounting for initial balances, cash received, and cash disbursed.

There is no petty cash. There is a confidential fund account managed by the SIU supervisor. The department has credit cards issued to its members for authorized purchases monitored by the department’s finance clerk.

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. The assigned investigator is delegated the authority of the Chief of Police for the purpose of directing the investigation. The investigator has direct access to the Chief of Police during the investigation.



During the 2023 Accreditation reporting period, the department had the following internal affairs and citizen complaint investigations:

2023: There were 28 internal investigations with 22 determined to be unfounded. Of the remaining 6 investigations that were sustained, they had the following disciplines: three were given suspensions with one reduced to a written reprimand upon grievance, two received written warnings/reprimands, and one resulted in department training.

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. There was one grievance over discipline, and it was reduced to a written reprimand.

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 accreditation reporting period, there was one complaint of workplace harassment that was fully investigated and could not determine the source, therefore department-wide training was conducted.

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

The department currently consists of 93 sworn personnel, nine civilian staff members, and three cadets. The department is organized into four divisions, Operations, Services, Investigations, and Auxiliary.



Sworn personnel consists of the Chief of Police, 3 captains, 7 lieutenants, 10 sergeants, and 72 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. The Investigative Division also has officers on Macomb Auto Theft, DEA, and School Resource Officer

Agency Equipment and Property

Agency personnel are responsible for all equipment issued to them or physically under their control. It is the responsibility of the employee to maintain all law enforcement-related equipment in an operational state and report any malfunctions, damage, or loss of equipment immediately to their supervisor. The wearing of body armor is mandatory for all sworn personnel, and there are additional requirements to wear body armor while engaged in pre-planned and high-risk operations. All sworn personnel are responsible for the maintenance of agency-issued equipment.

Public Information

Designated sworn staff act as the Public Information Officer (PIO). The PIO is the point of contact and directs the preparation of all media releases. In the PIO's absence the Investigations Commander or Administrative Commander acts as the Public Information Officer. The Chief of Police, Public Information Officer, Patrol Division Commander, Investigations Commander, Administrative Commander, or the officer in charge of the investigation may make news releases. By policy, the Clinton Township Police Department cooperates fully and impartially with authorized media personnel by assisting their efforts to gather factual public information pertaining to activities of the agency, as long as providing such information does not unduly interfere with agency operation.

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 Tyler Technologies New World System LERMS 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 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 and assigned field training officers in an attempt to expose newly hired officers to all shifts. Field training officers are properly selected and trained through a documented process. The field training program is properly supervised by a Lieutenant. Newly promoted personnel receive supervisory and leadership training consistent with new responsibilities and tasks. The agency has a remedial training policy. During the assessment period, the agency provided remedial training. No other training needs were identified during the assessment period.

Specific required annual training topics were properly identified in the written directive. The agency conducts mandatory training annually with each employee to accomplish the required training, review of material, and assessments. Annual training included firearms, hazmat, use of force, blood-borne pathogens, Taser, legal update, workplace violence, and vehicle pursuits. Agency-authorized in-service training focuses on any changes in case law affecting law enforcement, interview and interrogation techniques, crime prevention, emergency medical services, collection and preservation of evidence, and report writing. The agency has a tactical operations team that trains monthly throughout the year.

Authorization and Use of Agency Weapons and Ammunition

The CEO is the authorizing authority for weapons and ammunition, 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 remains in compliance with LEOSA requirements.

Chapter 2 – The Personnel Function:

Personnel Benefits and Responsibilities

The agency has a written directive outlining an employee assistance program, line-of-duty injury and death circumstance policy, and an employee collision and review process. In 2023, nine employees were involved in collisions on duty. The accidents were investigated, and reviewed, and appropriate action was taken. The agency uses a third-party provider for the Employee Assistance Program (EAP). All township employees have access to the service and in 2023, seven department employees utilized the service. Also, during the assessment period, there were no serious line-of-duty injury or death incidents. The agency has a comprehensive exposure control and reporting policy. Off-duty employment is allowed with approval from the CEO. Extra employment is



prohibited by policy. A Critical incident stress policy is in place and training was conducted by all sworn members.

Performance Evaluations

The performance evaluation system is new to the agency but has a well-defined purpose statement with established and defined criteria, scored on a rating scale. The system also includes directives to raters regarding evaluation responsibilities and procedures on how to use the required forms. The evaluation system has a clear appeal process. Training for evaluators is documented and the evaluations are maintained according to the department's retention schedule. Evaluations are conducted on an annual basis which corresponds with shift bids. Since this is a new policy, evaluations had not occurred prior to the onsite visit. Assessors requested proof of evaluations for January through June of 2024 as proof and one was provided.

The agency now has an established early warning system. At the time of the onsite assessment, the only proof provided was an email advising what behaviors to watch for and supervisor body cam reviews. Assessors requested that a system to record behavior be immediately put in place and it was. They were able to provide proof that a tracking mechanism was in place. They are planning on selecting a digital tracking system such as Guardian Tracker or something similar for the future.

Promotion of Sworn Personnel

The agency falls under the Civil Service Act 78 for administering the promotional process. The process includes a written test and an oral board review. Employees who have successfully completed the process are placed on an eligibility list. The Chief of Police is responsible for the department's role in administering the promotional process.

Recruitment of Sworn Personnel

The Clinton Township 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, social media, school programs, and public employment programs. The agency attends local police academies and other community events in an effort to seek out qualified applicants. The Clinton Township Police Department has 93 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 a Police Cadet Program. The responsibilities of the unit are to assist in departmental duties as outlined by the Chief of Police. The agency utilizes the cadet program to find qualified recruits to become sworn police officers. The agency does not have a reserve program.

Chapter 3 – The Operations Function:

Arrest, Search and Seizure

The Clinton Township Police Department is a full-service agency with full arrest powers. The agency and its policies follow the U.S. Constitution and the Constitution of the State of Michigan in relation to arrest, and search and seizure practices. The agency recognizes the foundation set forth in the Fourth Amendment.

Agency policy outlines the warrantless search exceptions and the need for a court-authorized search warrant, when applicable. The agency takes the majority of arrests directly to the Macomb County Jail for processing and housing. The agency does maintain a detention area which is monitored by a centralized camera system. Subjects arrested for Operating While Intoxicated (OW) are taken to the temporary holding facility for the intoxilyzer, mugshot, and fingerprints then transported to the Macomb County Jail. In-custody subjects are interviewed in this area as well. In the event there is an emergency officers may summon assistance via radio. For arrests, officers store their weapons in a wall-mounted safe before entering the weapon-restricted areas within the department.

The agency has a compressive policy regarding alternate care for the arrestee's dependents.

The agency has a good strip search and cavity search policy in place indicating when and where these types of searches are to be conducted, by whom, and by what authority. There were no occurrences of either type of search within this accreditation period.

Interview and Interrogation



The Clinton Township Police Department has established procedures for standards compliance with contemporary criminal procedural requirements related to interviews, investigative detention interviews, and interrogations. The agency has several interview rooms located on the premises. Interviews are monitored remotely by other officers via security cameras. Officers depend on their radio or cell phone to summon assistance if needed. All interview rooms have audio and video recording capability. The agency's written directive dictates that all custodial interviews/interrogations shall be recorded. Investigative officers are encouraged to use the agency's audio and video recording capabilities for purposes of recording statements and confessions in an overt or covert manner consistent with state law. The policy also indicates that no more than two officers will be inside an interview room during an interview/interrogation. In-custody interviews are held in the temporary holding facility and weapons are secured prior to entering. Officers have discretion whether or not they lock up their firearm before an interview/interrogation.

Use of Force

The agency has a comprehensive use of force policy that includes the use of reasonable force when force is used, applicable terms, criteria, and restrictions on the use of deadly force, and responsibilities. Assessors were able to review use of force reports generated during this assessment period. The reports were well-written and concise but thorough in their descriptive language. The initial report is completed by the involved officer and the report is reviewed and approved by their supervisor before it is sent to a higher-ranking officer for review. The use of force reporting form was updated in 2023 to include policy compliance and equipment upgrade recommendations.

The agency has a duty to intervene policy requiring the officer to intervene if they witness excessive force and immediately report it to a supervisor. A member of the administration is required to conduct a meaningful investigation of the incident.

The agency completed a detailed summary and analysis of the use of force incidents for 2023. The 2024 report will compare the prior year's use of force with the current evaluated year and show a thorough understanding of what's occurring in the agency as it relates to the community.

In 2023 there were 191 Use of Force Incidents:

- 127 involved the use of muscling/striking techniques
- 19 involved the display of the red dot or deployment of the taser
- 43 involved the display of a firearm
- 20 involved injuries to the suspect
- 11 involved injuries to the officer

The fact that 43 incidents involved the displaying of a firearm, ending in non-violent arrests, shows the officers were disciplined in the use of their weapons and are using them appropriately.



Of the 20 suspects injured 3 needed to go to the hospital to get checked medically but were released.

Of the 11 officers injured 2 went to the hospital. One needed stitches the other suffered a broken leg.

CTPD has begun training involving de-escalation, mental health awareness, ethics, and bias-based policing to coincide with the use of force.

During the calendar year of 2023, the response to resistance numbers appears to be normal compared to previous years.

Communications

The Clinton Township Police Department contracts with the COMTEC Macomb County Center. The Dispatch Center is a full-service dispatch authority and the operators are trained in emergency medical dispatching. Assessors were unable to view the facility due to maintenance issues, but Assessor McPhillips is familiar with the facility and has previously observed their procedures to see the steps taken in a medical emergency and the recommended charts used by dispatchers and call takers to render aid instructions over the phone while medical services are enroute. All recordings are kept in storage for a minimum of 90 days unless requested by the department for longer retention. Review of the recordings is limited to personnel with a legitimate and official need.

The Dispatch Center has a backup generator. The generator will automatically engage if the main power supply is lost thus supplying power to the Dispatch Center to maintain operations. The generator goes through a monthly and weekly function test. The Dispatch Center is equipped with a backup battery power supply system to bridge the gap between the power outage and when the generator begins to provide power. A full load test is conducted monthly.

Each dispatch station is set up identically, allowing dispatchers to move from station to station seamlessly. The Dispatch Center provides dispatch services for the Clinton Township Police Department and also dispatches for several other Macomb County agencies.

Field Activities

During the assessment period, there were several motor vehicle and foot pursuits within Clinton Township. The Clinton Township Police Department policy allows for pursuits by officers who must follow the guidelines appropriately outlined in the policy. All pursuits that were reviewed during this on-site were compliant with established department policy and procedures and conformed to the applicable accreditation standards. The agency does not allow roadblocks or forceable stopping.



The Clinton Township Police Department has in-car computers available in each patrol vehicle, accessible to each patrol officer. The agency also has body-worn cameras and in-car video recording equipment in their police vehicles. Each video is downloaded and retained for a designated time period unless there is some evidentiary value to the video and then it is kept until the disposition of the case. All other retention of video evidence follows the state retention guidelines.

Patrol officers are assigned to enforcement areas as part of an overall patrol enforcement and crime prevention strategy. The agency had a comprehensive policy on interacting with persons who have mental health issues or suffering a crisis. The agency has defined authorization and conditions for the use of their canine, including limitations.

The agency has a foot pursuit policy that was created during the assessment period, which complies with the standard. A written Pursuit Report Form was developed that includes a section for the supervisor's meaningful review. The written directive has a section that states that the reinstatement of a previously terminated pursuit is permitted at the discretion of a supervisor if conditions change.

The agency conducts shift briefings that include the free exchange of information regarding patrol activities and current neighborhood issues that need to be addressed. The briefing room itself is conducive to conducting effective roll call training.

Traffic Safety and Enforcement

The Clinton Township 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. Assessors observed several proofs of compliance with the standards in regard to the wearing of high visibility vests when working traffic details and crash investigations.

Homeland Security/Critical Incidents

The agency has a critical incident system in place, which includes command, operations, planning, logistics and fiscal responsibility. The agency has not had occasion to use the Incident Command System since the policy was issued. The agency has a developed policy for special events, which was used during a 2023 visit from former President Trump.

Chapter 4 – The Investigative Function:

Criminal Investigation

Officers perform preliminary investigations from initial contacts. The information is reviewed by a shift supervisor before being sent to the detective bureau for further review



before the case is assigned to a detective for follow-up and/or further investigation. Policies are in place for interviewing, interrogation, and eyewitness identification. The instructions to witnesses for identification purposes were available and there were examples of a properly constructed photographic lineup. The agency did not conduct a show-up or live line-up during this accreditation period.

Crime Scene Processing

The agency has detectives and officers trained in the collection of evidence available 24/7 and available to investigate a wide range of crimes including fatal or serious injury traffic crashes, homicides, arson, CSC cases, etc. The agency crime scene personnel are trained in latent fingerprint recovery, photography and videography, crime scene sketching, collection and preservation of evidence, and other forensic procedures.

Officers at crime scenes are trained to keep the crime scenes undisturbed unless a danger exists that the evidence will be lost or destroyed prior to the arrival of detectives and crime scene investigators. Appropriate and standard-compliant packaging requirements are in place and the chain of custody is appropriately followed and documented.

Storage of Evidence and Property

Robust policies are in place for property processing and evidence collection. The agency has a large, well-organized, and equipped property room. Access to the property room is appropriately limited to the property officers and the command officer in charge of them. There is a sign-in log for anyone entering the property room, including MLEAC Assessors during this on-site. Access to the property room is by fobs that are programmed for entry and information regarding access is recorded. The door is also key-locked with video outside and inside the storage areas. There are several lockers for officers to put large items of evidence/property into along with smaller lockers in which evidence is placed and secured until the property is removed by the property room officer for proper intake and storage. Extra security is in place for weapons, drugs, money, and precious metals.

The agency also has a large inside vehicle bay that can be secured to limit access in cases where a vehicle needs to be processed or for securing large items that cannot be secured in an evidence/property locker. These areas are also video recorded. There is a drug disposal policy in place to properly destroy drugs.

There are some items that come into the custody of the forensic laboratory that the agency is not equipped to process. In those cases, the items are sent to the Michigan State Police Crime Lab. This process is documented and items sent to the MSP lab are packaged according to MSP evidence packaging standards.

An appropriate policy for transmission and chain of custody is in place. The assessors were shown the procedure first hand from the collection of evidence from the



evidence/property locker to logging the item in the computerized evidence log. The item then went directly to the property room storage locker where the property room officer secured the item in its appropriate place in the property room.

Policies are in place for the proper notification of owners of property received and returned to them or to someone designated by the owner.

All time-sensitive inspections, audits, and inventories required by previous policy were conducted with the most recent inventory being done in July 2024. An audit was not conducted in 2024, as a result of a full inventory being done. No irregularities were identified. A policy was revised in September 2023 to perform inspections, audits, and inventories in compliance with standards.

Juvenile Matters

The agency has established policies regarding juvenile status offenses, including runaway cases, unidentified children, and the safe delivery of newborns. There were no incidents where the agency needed to use Amber Alerts or the Law Enforcement Information Network (LEIN). There are designated areas where juveniles can be placed for temporary holding or detention. Appropriate forms are used for the petitioning of juveniles to court. Parent notification policies and practices for the release of juveniles are present with appropriate documentation including time limits associated with juvenile processing and holding. Reporting requirements were also observed to comply with accreditation standards.

Special Investigations and Operations

The agency has a special investigations policy. The written directives comply with accreditation standards. The agency is well organized in keeping records of information shared with or received from another agency. The agency has appropriate deconfliction procedures in place.

Confidential informant policies and procedures are in place and evident in the documentation observed during the on-site.

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

Transporting/Processing/Holding of Arrestees/Detainees/Prisoners

The Clinton Township Police Department has established procedures for the transportation of arrested subjects, including 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.



The agency takes the vast majority of arrests directly to the Macomb County Jail for processing and housing. The agency does maintain a detention area which is monitored by a centralized camera system. The Clinton Township facility is a 72-hour holding area within police headquarters. There is sight and sound separation for males, females and juveniles. The facility is secure, and weapons are not allowed in the holding area. There is a secure jail garage with lock boxes for weapons. Policy forbids securing arrestees to the bench in the processing area, by any body part other than the wrist.

Before confinement, each prisoner is questioned regarding family, health, medical issues, and medication. Prisoners are also screened concerning their mental health status. Prisoners demonstrating evidence of thoughts of self-harm are afforded constant supervision until transferred to the appropriate facility. Face-to-face prisoner checks are conducted every thirty minutes for adults and 15 minutes for juveniles. The Desk Officer is also able to monitor prisoners via security cameras.

This screening and prisoner check information is recorded in the booking area.

The agency has an ample Evacuation and Hazard Protocol Policy that meets accreditation standards. A security check of an unoccupied cell is made for weapons and contraband prior to placing a prisoner in the cell. The releasing officer shall also check the cell upon releasing the prisoner.

Policy mandates all departmental personnel receive the appropriate level of training in lockup operation procedures. A security and sanitation check is made of the cell in the same manner.

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 7 standards in applied discretion.

Standard 1.2.1e Fiscal Control

ISSUE: There was no proof other than an email showing that there is a quarterly audit of the cash accounts.

AGENCY ACTION: After observing the process an audit and a balance is done weekly by the finance clerk. After further discussion, the agency will assign a command officer to do a documented audit quarterly. A proof of the weekly audit was added as a proof.

Standard 1.5.4f Bias- Influenced Policing



ISSUE: Due to wet ink and lack of passing time an annual meaningful review of bias-influenced policing was not completed.

AGENCY ACTION: A six-month meaningful review of bias-influenced policing was completed and submitted as proof that the standard is being followed and that it will continue to be so.

Standard 1.6.1 Storage and Accountability

ISSUE: There was a listing of only some of the equipment used as a proof.

AGENCY ACTION: A full inventory and list of all equipment was completed and added as a proof.

Standard 2.2.2 Annual Evaluations

ISSUE: Due to wet ink and lack of passing time annual evaluations were not completed.

AGENCY ACTION: A sixth-month evaluation was submitted as proof that the standard is being followed and will continue to do so.

Standard 2.2.3b Early Warning System

ISSUE: There was no formal early warning system in place. Behavior was monitored by supervisors reviewing body cams, but not in an organized system. A decision hasn't been made on which system to go with like a guardian tracking.

AGENCY ACTION: A temporary system was created and a proof was provided.

Standard 2.4.1d Recruitment Plan

ISSUE: Due to wet ink and lack of passing time an annual review was not completed of the recruitment plan

AGENCY ACTION: A sixth-month annual review was completed and submitted as proof that the standard is being followed and will continue to do so.

Standard 3.5.7o Foot Pursuits

ISSUE: Due to wet ink and lack of passing time an annual summary and analysis of foot pursuits was not completed.



AGENCY ACTION: A sixth-month summary and analysis of foot pursuits was completed and submitted as proof that the standard is being followed and will continue to be followed.

H. Waivers of Standards:

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

Standard 2.6.2 Civilian Volunteer Program
Standard 3.5.3 Roadblocks and Forcible Stopping
Standard all Chapter 6 Campus Security and Policing

I. Standards Noncompliance Discussion:

All standards were in compliance.

J. Future Performance / Review Issues:

The agency needs to hire a knowledgeable accreditation manager who can take on the role of gathering proofs and maintaining the program in conjunction with the Rossow Group. The accreditation team did an outstanding job but their plates are full with other duties due to the size of the department and how busy they are. Due to currently being stuck in a 5-year contract, they may miss out on potentially good candidates without having the flexibility of increasing wages to make them more comparable to competing agencies.

K. Summary and Recommendation:

The Clinton Township Police Department is a very professional and high-functioning police department. They have well-trained professional officers and command staff. Chief Caringi has an excellent succession plan in place that can be easily filled with talented young command staff. Information gathered from the interviews is that Chief Caringi and her command staff are very approachable, and a chain of command remains intact allowing for communication throughout the department. The officers work well together and provide an excellent service to a community that appreciates and respects them. The assessors appreciated their time with the staff and everyone they came in contact with. We felt very welcome. Although there is wet ink the assessors are confident



that the MILEAC standards will be followed and that the department will continue to not only embrace accreditation but flourish in it.

It is strongly recommended that the department obtains a digital personnel system, such as Guardian Tracking, to better track the early warning system and employee performance.

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 is in compliance with all of the established accreditation standards. Accreditation is recommended.

Kevin Cisler, Team Leader
Date: July 24th, 2024