

Michigan Association of Chiefs of Police  
MICHIGAN LAW ENFORCEMENT ACCREDITATION PROGRAM



# Onsite Final Report

The City of Dearborn Police Department  
August 24, 2023

Team Leader: Ryan Gagnon

Team Member: Robert Zaremba

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

Dearborn Police Department  
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(313) 943-2235

Issa Shahin  
Chief of Police

Lieutenant Leah Bronson  
Accreditation Manager

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

Thursday, August 24, 2023

**C. Assessment Team:**

1. Team Leader: Ryan Gagnon, Chief of Police  
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**D. Community and Agency Profile:**

**1. Community Profile**

The City of Dearborn was originally settled in 1786 and incorporated as a city in 1929. Dearborn is the eighth largest city in the State of Michigan, and the second largest city in Wayne County.

The city is more than just boundaries on a printed map. It is also defined by the sense of shared values among the 98,000 residents who call Dearborn home. Dearborn is a “big city with a small-town feel” which benefits from exceptional city services. The Dearborn Fire Department is proud to provide residents with the highest possible level of life, safety, and property conservation with some of the best response times in Michigan. The Recreation and Parks Department oversees the dozens of beautiful parks, pools, and splash pads, as well as the Ford Community and Performing Arts Center. The Center boasts a full-service Fitness Center, Swimming Pool, Gymnasium, Climbing Wall, the 1200-seat Michael A.

Guido Theater, Padzieski Art Gallery, and so much more.

Dearborn is home to one of the largest school districts in the State of Michigan. Dearborn Public Schools have over 20,000 students with programs from Early Childhood Development to Early College. Dearborn Public Schools is proud to have two buildings named by the U.S. Department of Education as National Blue Ribbon Schools.

While internationally known as the “Home Town of Henry Ford,” Dearborn is home to a diverse population, including one of the largest concentrations of Arab-Americans in the United States. The Arab American National Museum and Islamic Center of America are both located within the city and are considered national attractions. Dearborn is proud to be the home of the Henry Ford Museum of American Innovation and Greenfield Village, which have attracted millions of visitors from across the world.

Dearborn is a regional center for employment, healthcare services, higher education, shopping, and transportation; with outstanding cultural, environmental and visitor attractions. Dearborn hosts a broad range of corporations and businesses, big and small, including the Ford Motor Company, Eppinger, Carhartt, and AAA. The city has several business districts that offer cuisine from nearly every continent in the world. Recently, the west downtown district has been revitalized to pave the way for a new founded energy and entertainment.

The John D. Dingell Transit Center centrally located in the city is an intermodal hub serving both Amtrak and bus lines. Both modes of transportation attract commuters and various visitors from the region.

The University of Michigan – Dearborn and Henry Ford College call Dearborn home. Together, these internationally renowned schools draw students from across the world. In addition to the premiere educational institutions, Dearborn hosts a diverse community that travels to the city for employment.

Rich in diversity, the City of Dearborn demonstrates a welcoming perspective that can be found throughout the city’s vibrant and thriving residential and business communities.

## **2. Agency Profile**

The roots for the modern-day Dearborn Police Department developed in the early 1920s when Henry Ford constructed the Rouge Plant in what was then the City of Springwells. Further west and beginning in 1923, the Dearborn Township Police Department was headquartered in the Commandant’s Quarters of the former Detroit Arsenal at Dearbornville. The building provided a jail and booking desk area, and also a two-vehicle garage for the fire department. Fred E. Faustman served as both the police and fire chief during this period for the 14-man police force.

The city was incorporated in January 1929 after voters in the City of Fordson, one section of Dearborn Township, and the Village of Dearborn approved a plan to become the City of Dearborn. Both the City of Fordson and Dearborn Township had existing police departments, and those departments merged to become the Dearborn Police Department.

The first official post-consolidation of the Dearborn Police Department consisted of 73 uniformed officers and 14 plainclothes officers with Chief Carl Brooks at the helm. The Dearborn Police Department transitioned to the Fordson Police Department building at Michigan Avenue and Maple Street as the main precinct.

In 1932 the first radio cruisers went into service and Chief Brooks took the first dispatched radio run. This was accomplished through the Detroit Police Headquarters station on WCK. In January 1937, a transmitter and tower were installed near Dearborn's signal Bureau to serve the Dearborn Police and Fire Department. This state-of-the-art facility was outfitted with a teletype machine, telephones, transmitters and receivers. In the 1940's the first Women's Division was established in the Dearborn Police Departments to combat crimes against women and children.

Groundbreaking of the current Dearborn Police Department began on October 31, 1958. This building is still home to the Dearborn Police Department and the 19<sup>th</sup> District court. The Dearborn Police Department has continued to evolve throughout the years and has been at the forefront of innovations with technology, equipment, and training.

Currently the Dearborn Police Department is staffed by 189 full-time officers in the Patrol Division, Investigative Division, and Administrative Division, complimented by dozens of full-time and part-time employees. The Department has a dedicated Detective Bureau with Technical Investigations Unit, Youth Bureau, Narcotics Unit, Special Operations Unit, TAC Teams, Training & Development Unit, Traffic Safety Bureau, IT Unit, Crime Lab, Ordinance Enforcement, Animal Control, and Records Bureau. The Department also has specialty teams to include Special Weapons and Tactics (SWAT) Team, K-9 Unit, Crisis Negotiation Team, Explosive Ordnance Disposal Team (Bomb Squad), and a dedicated Peer-to-Peer Team.

### 3. CEO Biography



Issa Shahin was appointed in January of 2022, as the Dearborn, Michigan, Chief of Police. Additional 2022 appointments include joining the Michigan Commission on Law Enforcement Standards, the Department of Homeland Security's Faith-Based Security Advisory Council, and the Ford Motor Company Police Advisory Board. During his 25-year career with Dearborn Police, Shahin served the department in many roles, including the commanding officer of the Investigative Division, a captain in the Investigative and Patrol Divisions, and a lieutenant in the Critical Incident and Community Support Unit. Between 2009 and 2013 Shahin was a sergeant in the Tactical Patrol Unit, and an ATF task force officer. Issa Shahin earned a Bachelor of Science degree cum laude in political science and government, and a master's degree in homeland security and emergency management, from Eastern Michigan University (EMU). He is also a graduate of EMU's Police Staff & Command Executive Program. As leader of one of the largest police departments in Michigan, he strives to promote procedural justice, where officers and citizens alike are treated with dignity and respect, are given a voice, and can view their interactions with decision makers as neutral, transparent, and trustworthy.

#### 4. Accreditation Manager Profile



Leah Bronson is a Lieutenant with the Dearborn Police Department. She has a bachelor's degree in criminal justice from Wayne State University and a master's degree from Eastern Michigan University's School of Technology and Engineering. Lt. Bronson has been a police officer for over 20 years, 18 of which has been with the Dearborn Police Department. She served 12 years as a Detective. Currently, Lt. Bronson is in the Investigation Division, and she supervises the Crime Lab, Property Room, and Youth Bureau (made of 6 School Resource Officers and 1 Youth Bureau Sergeant). Her additional duties include being the Professional Standards Unit Coordinator responsible for conducting and overseeing all internal and citizen complaint investigations. She is also the Michigan Association of Chiefs of Police Accreditation Manager responsible for ensuring compliance with mandated standards to ensure law enforcement best practices are being followed within the Department. She is a co-chair for the Wayne County Sexual Assault Collaboration and is a member of the Wayne County Domestic Violence Fatality Review Team. Lt. Bronson is also a member of ALPACT (Advocates and Leaders for Police and Community Trust) as well as the Diversity, Equity, and Inclusion in Law Enforcement Roundtable.

#### 5. Future Issues

Chief Shahin is extremely proud of the men and women at the Dearborn Police Department and the extraordinary work that they perform daily. Recruiting had been a previous challenge, but it should be noted that of the 188 sworn staff that are approved in the budget, the department only has 2 or 3 vacancies at this time. This is an example of people seeking out an opportunity to work in Dearborn and is not the norm in many police departments in Michigan. It was evident from spending time in the department that assessors observed and felt a large family atmosphere within the agency. Staff are provided with the necessary training, equipment, and policies/procedures to perform their jobs and are trusted by the command staff to go out and perform every day.

The agency has made a shift recently of spending more time in the residential neighborhoods to address the needs of the people to solve problems, engage with citizens, and address traffic issues. This has gone a long way with the residents and the officers make an immediate impact where it matters to those who live in the city.

Some of the recent challenges that the police department is experiencing relate to auto thefts in the city. There has been a significant increase in auto thefts throughout southeast Michigan and Dearborn is no exception to this uptick in crime. The police department has been trying to address this with an auto-theft task force, but also evaluating other ways to deter these types of crimes.

Chief Shahin explained that the department remains fiscally responsible, but the budget can be challenging at times to properly staff the department and serve those who live, work, or visit the city. For example, the staffing of police officers in the department has

remained the same over the last 10 years, however, calls for service have increased by 20,000 from 10 years ago and the residential population of the city has increased by 15,000 residents. Chief Shahin has been challenged with providing the same level of service that people expect with the same number of staff, while there continues to be an increase in demand for service in the community.

Chief Shahin is committed to a positive work environment for his staff, where there is a culture and climate of a family atmosphere within the agency. This sets the tone for staff and has improved recruiting and retention of employees at the police department.

## **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 Thursday, August 24, 2023, from 9:00 a.m. to 11:00 a.m. The telephone line was tested, found to be functional, and four calls were received.

#### Sergeant Kaitlin Deslatte – University of Michigan Dearborn PD

Kaitlin Deslatte works as a Sergeant for the University of Michigan Dearborn Campus Police Department. Sgt. Deslatte stated that Dearborn PD has a great working relationship with the Campus PD. Sgt. Deslatte specifically highlighted Lt. Leah Bronson for her assistance with dating violence and sexual assault investigations as well as Cpl. Issa and the Special Events Team for their help keeping events safe. Sgt. Deslatte stated their police departments' on-going partnership and collaboration is extremely beneficial to the community.

Sgt. Deslatte fully supports the agency's efforts to remain accredited.

#### Hussein Saad – Resident

Hussein Saad has been a resident of Dearborn for 42 years and described Dearborn PD as "the best police department in the USA." Mr. Saad is proud of Dearborn PD's diversity and their community involvement. Mr. Saad stated the agency is always professional. Mr. Saad loves the Department's neighborhood patrols and stated that Dearborn PD is always willing to adapt and change to better serve the residents.

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

#### Abe Dakhlallah – Dearborn Public School District Employee

Abe Dakhlallah worked for Dearborn PD for approximately 8 years before beginning his current employment with the Dearborn Public School District. Mr. Dakhlallah stated he has nothing but great things to say about the police department. Mr. Dakhlallah described all of the School Resource Officers as great partners who are very involved

with any issues the School District needs help with and always have a positive attitude.

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

Mr. Ahmad Ballout – Mental Health Program Coordinator

Mr. Ballout is the program coordinator for the mental health program established within the Dearborn Police Department. He explained that he has been working with the department for the last 5 ½ years. He explained that he is lucky to work with such a progressive organization, who is willing to change with the times. The staff at the department are compassionate and kind to those they serve. He explained that the department is a model for what other departments should look like across the country. He had nothing but positive comments about the department and supports their efforts to be re-accredited.

## 2. Correspondence

Assessors did receive numerous correspondences from the community during the onsite assessment, which are contained below:

*I'M A NEARLY LIFELONG RESIDENT OF DEARBORN AND AM 74 YEARS OLD NOW.*

*I BELIEVE THE DEARBORN POLICE DEPARTMENT HAS ALWAYS BEEN A WELL-TRAINED, COMPETENT, AND EDUCATED DEPARTMENT. I ALSO BELIEVE IT'S ONE OF THE FINEST, IF NOT THE FINEST, POLICE DEPARTMENTS IN THE STATE OF MICHIGAN AND PERHAPS EVEN THE U.S.*

*ACCREDITATION IS CERTAINLY WELL-DESERVED WITHOUT QUESTION.*

*SINCERELY,*

*SUZANNE M. BOMAN  
6500 COLEMAN ST.  
DEARBORN, MI 48126*

*Good afternoon,*

*I would like to take this opportunity to commend the Dearborn Police Department for their commitment to serving the community. As a retired Commander with the Detroit Police Department, one of the most important aspects of policing is community engagement. The Dearborn Police Department sets the gold standard for community involvement. Leveraging technology by creating smart cities with community support is the wave of the future. Dearborn's innovation in creating safe spaces for community members to live, work, and play leads the way with the goal of making our region the safest in the country. We are looking forward to seeing what the Dearborn Police Department does next! Keep up the great work and thank you for your service!*

*Keeth Williams – Commander (Ret.)  
Industry Segment Advisor (Central Region)*

*FBINA #275*

*To whom it may concern,*

*I used the Dearborn PD for a parking lot security detail.*

*The team that we worked with to setup the detail was very professional and detailed.*

*The officers that they sent on the detail were even better. I was highly impressed with the cities officers and teams as a whole. Everything from billing to the actual detail was super simplistic.*

*I highly recommend the city of Dearborn Police Department.*

*Thank you!*

*Josh Morris | CEO | MMS  
Six Sigma Master Black Belt  
Detroit Quality Staffing | 5301 Oakman Blvd. | Dearborn, MI 48126*

*Hello,*

*I am one of the Campus Security employees at Divine Child. I have had multiple encounters with the Dearborn Officers at the Church and Schools. The Officers always respond quickly when I have called for them and the outcome or resolve from their presence has been nothing short of exceptional. Divine Child is very fortunate to work with the Dearborn PD. The Officers are always professional, friendly, and easy to converse with. Keep up the Great Work!!*

*Thank you,  
Phil Wengrowski*

*To whom it may concern,*

*I am writing to express my sincere appreciation and admiration for the exceptional work carried out by the members of the Dearborn Police Department. It is with great pleasure that I acknowledge the dedication, professionalism, and commitment to public safety exhibited by the officers.*

*In recent times, I have had the opportunity to witness firsthand the exemplary efforts of the department in maintaining law and order within our community. The tireless and selfless service provided by the officers has not gone unnoticed. Their prompt response to emergency situations, the swift and efficient handling of criminal cases, and their*

*commitment to community engagement have been truly admirable and commendable. The officers consistently demonstrate respect and courtesy in their interactions with the public, creating an environment of trust and confidence. Their ability to handle high-pressure situations with composure and compassion is a testament to their training and dedication.*

*I firmly believe that positive reinforcement is essential in recognizing exceptional work, and it is my hope that this letter serves as a testament to the outstanding efforts of your department.*

*Once again, I extend my heartfelt gratitude to the entire Dearborn Police Department for their unwavering commitment to ensuring the safety and security of our community. Your dedication and hard work serve as an inspiration to us all and have never gone unnoticed.*

*Thank you for your continued service.*

*Sincerely,*

--

*Safaa Elmessiri, CPRC  
Southeast Michigan Hope Not Handcuffs Regional Coordinator*

*Dear Chief Shahin*

*Henry Ford College would like to thank you for the great response and service that you have provided this year. The HFC Community counts on the quick response that we receive whenever there is an issue on campus. Your staff is also very responsive whenever we need special training for active shooter response or crime safety tips.*

*Thanks again for the great service to the community that your staff provides.*

*Sincerely,*

*Michael Ball*

*Greetings,*

*I am writing to extend my heartfelt support and gratitude to our local police department and its personnel. My name is Ahmad Ballout, I am the program coordinator for the quick response team at ACCESS and over the past 5 years, I have had the privilege of working closely with the dedicated officers of the Dearborn Police Department.*

*Throughout this period, I have had the opportunity to collaborate with officers at every level and have been consistently impressed by their commitment to service. It is not an exaggeration to say that their level of support goes far beyond what one would typically expect from a partnership. The Dearborn Police Department has truly set a standard that we hold up as a prime example of exceptional collaboration, one that we strive to share with other agencies.*

*The pivotal role that the department has played in the success of our program cannot be overstated. They have been instrumental in supporting and nurturing a program that focuses on aiding the most vulnerable members of our community. Through their efforts, we have been able to connect individuals with the necessary care and treatment they require. I am deeply appreciative of the professionalism, respect, and genuine care that the Dearborn police officers consistently demonstrate.*

*I consider myself incredibly fortunate to work in a city where such a dedicated and supportive police force exists. The opportunity to collaborate with the Dearborn Police Department has been an enriching experience, and I eagerly anticipate many more years of fruitful partnership and mutual support.*

*Thank you once again for your dedication to our community and for the positive impact you continue to make through your service.*

*Warm regards,*

*Ahmad Ballout*

*Coordinator, Public Health (ACCESS)*

*To whom it may concern,*

*As the Security Manager of Special Events for The Henry Ford, I am thoroughly pleased with the relationship we have with the Dearborn Police Department. The department supports us in numerous ways, to include supporting our daily operations, special events and any urgent or emergency matters that arise on our campus. Officers from the Dearborn Police Department are always courteous and professional with our staff and guests.*

*In addition to their daily presence, the Dearborn Police Department has provided key training for our officers, making our officers better prepared to mitigate the unique challenges we encounter as we serve more than 1.5 million guests each year.*

*The Henry Ford looks forward to maintaining this community partnership for the years to come.*

*Bill Yunker*

### **3. Media Interest**

The City of Dearborn Television met with assessors during the on-site meeting to obtain additional information about MLEAC and the accreditation process, which they intend to produce a short video for residents. There were no other inquiries from the media to assessors regarding the on-site.

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

##### Zaineb Hussein, Chief of Staff, Dearborn Mayor's Office

Ms. Hussein said that Dearborn is proud to have the best team ever as she described the various departments throughout the city. The Police Department is committed to the community, and it is better than it has ever been before. She expressed her gratitude for those who serve on the front line. The city administration has been very pleased with the department's direction to focus their community policing efforts in the neighborhoods and address problems in the city where they matter most. The department cannot do it alone and needs the partnership with the residents and businesses to be successful. Mr. Hussein explained that the department is fiscally responsible and mindful of the budget. They have done an excellent job in recruiting new police officers and building a culture to retain current employees. Ms. Hussein is supportive of the department's efforts to become re-accredited and is proud of this accomplishment.

##### Glenn Maleyko, Ph.D. – Superintendent Dearborn Schools

Dr. Glenn Maleyko has spent the last 28 years working in the Dearborn School District with the last 9 years as the Superintendent. Dr. Maleyko highlighted his relationship with the Police Department, which he described as full of trust. Dr. Maleyko is proud of the relationship the school district and the School Resource Officers have developed. He stated the SROs bring positive interactions to their students, teachers, and staff, and truly help to instill and promote confidence in and trust of the police.

Dr. Maleyko stated the SROs have been actively involved in training district staff and are always available to help in any way they can. Dr. Maleyko stated the Police Department is responsive to the District's needs in investigating threats and also in working to solve traffic related issues surrounding the schools. Dr. Maleyko appreciates the police department's willingness to help the district which has led to an open relationship to better serve the community.

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

##### Danielle Elzayat – Head of Health, Safety, and Security for the Dearborn School District

Daneille Elzayat is the head of Health, Safety, and Security for the Dearborn School District. Ms. Elzayat is also the founder of the Amity Foundation, a local charity that helps to identify and assist people in need. Ms. Elzayat described the police department as "amazing" and stated she is proud to partner with them.

Ms. Elzayat stated the police department is responsive, helpful, and always puts school safety first. Ms. Elzayat stated she always has an open line of communication with the police department and receives any type of support needed. Ms. Elzayat highlighted the SROs involvement in ALICE training and willingness to help the staff and students.

Ms. Elzayat stated Dearborn PD has a great reputation in the area as a police department that does things the right way. Ms. Elzayat stated she knows that Dearborn PD is always willing to partner, help, and assist to further develop their trust in the community.

Ms. Elzayat fully supports the agency's efforts to remain accredited.

Reverend Oscar W. King III, Resident and Pastor at Northwest Unity Baptist Church

Rev. King explained that years ago Dearborn had a reputation, particularly among African American residents of Detroit, that it was a place that you should not go and/or travel through. He had an opportunity to work with the previous administration as a chaplain in the department and continues to this day. He was pleasantly surprised that the positive work that is done by those who serve in the police department has helped to change the narrative about the city, as it is an inviting community, that welcomes all people regardless of their race or background. This is what he loves so much about the City of Dearborn. He has been impressed with the department's bold innovation and adapting to change in the community and seeking out better ways to serve. He has been impressed by Chief Shahin's leadership as he is willing to lead from the front, as was evident in a barricaded individual call at a hotel in the city. Chief Shahin also had an open-door policy and is willing to meet with anyone in the community. Rev. King had nothing but positive things to say about the department and is supportive of their efforts to become re-accredited.

**5. Agency Ride-along**

On Thursday afternoon, Assessor Zaremba rode along with Corporal Mark Farnham. Cpl. Farnham has worked for the Dearborn Police Department for 18 years, serving on the SWAT team and as a K-9 Handler. Cpl. Farnham was very courteous and professional. He demonstrated a thorough knowledge of the agency's policies and directives. He went to several key locations in the city, including city borders, prominent neighborhoods, businesses, parks, residential developments, and housing complexes. He was extremely knowledgeable and spoke highly of the agency, his coworkers and command. He explained the cultural diversity of the area and the various religious facilities.

Cpl. Farnham spoke highly about the Department's mission of getting back into neighborhood patrols, doing meaningful proactive police work, and promoting a positive culture. He was highly complementary of his agency and very supportive of Chief Shahin. Cpl. Farnham highlighted the agency's willingness to change staffing to address issues within the community and overall interest in providing the best service to their residents.

During the ride along, Cpl. Farnham responded to a possible UDAA, in which the vehicle had been mistakenly parked in a nearby parking lot. Cpl. Farnham showed great empathy while speaking to the upset vehicle owner and provided her with excellent service. Cpl. Farnham made two traffic stops and was cordial and professional when speaking to the drivers.

**6. Community Involvement**

School Resource Officers

The Dearborn Police Department has six full time School Resource Officers that serve 48 public, private, and charter schools. Dearborn is also home to the University of Michigan—Dearborn and Henry Ford College.



Neighborhood Police Officers



In 2023, four officers were selected to be Neighborhood Police Officers. Each officer is responsible for a section of the city and acts as a liaison between the community and the police. They handle non-criminal issues and address citizens' concerns with innovative solutions.

Culture of Charity

The Dearborn Police Department prides itself on its culture of charity. The Department participates in yearly events such as Goodfellows, Toys for Tots, Shop with a Hero, Homecoming and other events that assist residents in need. Each year, groups of officers voluntarily select local families to ensure everyone enjoys the holidays. The Dearborn Charities funds many additional events such as the annual Doug Lowe Golf Outing and the annual Sgt. Chris Hampton Memorial



**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 written directives, general order, and policy. Division and unit commanders may issue directives through memoranda or special orders that have bearing only on the specific functions or operations of their area(s) of responsibility.

The overall written directive system was clear and understandable. The directives were constructed in a logical manner with employee duties and responsibilities clearly defined. The rules and regulations outlined in an excellent manner the constraints on employee actions and expectations for behavior.

### Fiscal Control

The agency has several cash accounts: the cash register in the Records Division, a petty cash account in the chief's office, a flower fund for sending condolences to staff and relatives, and a cash fund in the narcotics unit for investigative purposes.

The cash drawer in the Records Division is balanced daily. The administrative assistant to the chief of police is the only person with access to the petty cash and flower fund in the chief's office and has the overall responsibility for ensuring that petty cash funds are used for legitimate law enforcement purposes. The account is reconciled regularly for its initial balance, cash received, and cash disbursed.

The narcotics unit supervisor oversees the narcotics cash fund. The account is reconciled monthly by the division commander. If the amount of cash needed exceeds the established expense limits, the chief of police or designee has the authority to authorize the expense.

### Internal Affairs

Supervisors are responsible for conducting investigations into allegations of employee misconduct and have direct access to the chief of police. The chief of police reviews the investigation and makes the final recommendation as to the imposition of any disciplinary measures after the employee has had the opportunity for a pre-disciplinary meeting.

The agency accepts and investigates all complaints, including anonymous complaints. All internal investigation files are properly secured with limited access. Regular audits of complaints are conducted to ascertain the need for changes in training or policy.

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

2020: 14 investigations, (9) resulted in improper conduct and (5) resulted in proper conduct.

2021: 8 investigations, (3) improper conduct, (1) unfounded, and (4) proper conduct.

2022: 19 investigations, (10) improper conduct, (9) proper conduct.

### Disciplinary Procedures

The agency's written directive system details the rules, regulations, and expectations for employee conduct. Supervisors have discretion to place employees on administrative leave when it is in the best interest of the individual or department. The agency has an appropriate appeal and grievance process in place with established timelines.

### 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, the Constitution of the State of Michigan, and the rules and regulations of the Dearborn Police Department. 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. The agency makes available to all employees, a harassment hotline for safe and secure lodging of complaints. The department investigated a complaint of sexual harassment in 2022, where the disposition was sustained, and the employee was disciplined for their actions.

The police personnel have structured unity of command. In the City of Dearborn Police Department, the chief of police is supported by three captains, who lead separate divisions: Administration, Patrol, and Investigations. The City of Dearborn Police Department currently has 188 sworn personnel. Personnel have access to supervisory personnel on a 24-hour basis; there is always a supervisor on-duty.

The department has a dedicated Detective Bureau, Narcotics Unit, Special Operations Unit, Tactical Teams, Training & Development, Traffic Safety Bureau, Crime Lab, Ordinance Enforcement, Animal Control, and Records Bureau. Specialty teams include SWAT, Crisis Negotiation Team, Bomb Squad, and Canine Unit.

Staff at the beginning of each shift are briefed as to the current activities within the city, provided with training, there is a free exchange of information, and they are given directions for their shift.

### Agency Equipment and Property

Agency personnel are responsible for all equipment issued to them and it is the responsibility of the employee to maintain all equipment in an operational state, as well as report any malfunctions, damage, or loss of equipment immediately to a supervisor. The wearing of body armor is mandatory for all sworn personnel, with additional requirements to wear body armor while engaged in pre-planned and high-risk operations.

### Public Information

By policy, a Public Information Officer (PIO) is the designated point of contact between media outlets and the department, and the chief of police is the primary PIO of the department. The chief of police reserves the right to delegate the responsibility of PIO to the commanding officer of a division, shift, bureau, or unit on a case-by-case basis. This responsibility may then be delegated to specific officers with approval from the chief of police.

The department recognizes the public's right to access public records and the media as a conduit to report on matters of public interest. The agency understands the importance of public and media assistance and cooperation maintains a cooperative approach by providing information to the news media in an impartial, accurate and timely fashion.

### Agency Records and Computers

The agency has a detailed written directive system describing field reporting, follow-up investigations, and the approval of reports by supervision. The department controls access to agency records electronically with records management passwords. Any hard copies of reports are stored in a file cabinet where only records staff have access. Juvenile records are kept separate, and there are extra security measures for non-public records. All Freedom of Information requests are handled by records personnel, and the agency abides by the state retention and disposal requirements in accordance with Michigan Statute and Records Management.

The agency has procedures to protect its central records. The data is stored and backed up electronically and is password-protected. Annual security audits and password audits were performed during the assessment period. There were no breaches in security during the assessment period.

### Agency Training

The agency training records are current and are being maintained in accordance with applicable retention schedules. Training course content is outlined, and lesson plans are utilized. In-house instructors are properly trained and experienced. New sworn personnel are required to complete an extensive training program. Officers in field training rotate shifts, as well as assigned field training officers, to expose newly hired officers to all shifts. Field training officers are properly selected and trained through a documented process. Newly promoted personnel receive supervisory and leadership training consistent with new responsibilities and tasks.

Annual training includes firearms, hazmat, use of force, legal update, blood borne pathogens, and stress recognition. Specialized training includes advanced crash investigations, field training officer, public information, evidence technician, school resource officer, detective, defensive tactics instructor, property officer, bomb technician, emergency management, hostage negotiator, range instructor, crime prevention and

community policing, narcotics, surveillance, TASER instructor, emergency vehicle operations instructor (EVO), and special weapons and tactics officer.

### 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.

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

### Personnel Benefits and Responsibilities

The agency has a written directive outlining an employee assistance program, line-of-duty injury and death circumstance policy, and an employee collision and review process. The agency uses a third-party provider for the Employee Assistance Program. The agency also has a comprehensive exposure control and reporting policy.

### Performance Evaluations

The written directive requires all agency personnel to receive annual performance evaluations. The system includes directives to raters regarding evaluation responsibilities and procedures on how to use the required forms. The evaluation system has a clear appeal process. The agency has an established early warning system.

### Promotion of Sworn Personnel

The promotional process is outlined in the collective bargaining agreements. The process includes a point system. During the promotional process, the CEO reviews the requisite qualifications for promotions when deciding on advancement of personnel. The CEO makes the final decision on all promotions.

### Recruitment of Sworn Personnel

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 has a desire to actively recruit the best possible police employees and the mission of recruitment is to locate, attract, and retain exceptional individuals from all backgrounds while promoting the Dearborn Police Department in a positive image. The recruitment plan is contained within a department general order/policy. It contains all the necessary information of a plan, but it is recommended to establish a stand-alone recruitment plan that can easily be adjusted from year to year, with updated goals and objectives.

The plan listed the following recruitment strategies: target employment advertisements toward a diverse audience, utilize social media outlets (YouTube, Facebook, and Twitter), broadcast local television advertisements, distribute job posters, and attend job fairs, community organizations, local police academies, and faith-based organizations.

The Dearborn Police Department has 338 employees which includes 188 full-time police officers. The agency's demographics as reported by the accreditation manager indicates the staff is 87.9% Caucasian, 7.4% African American, and 3.8% Hispanic. Currently, the department closely reflects the racial and ethnic make-up of the community.

### 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 selection process includes oral interviews, examinations, and an executive interview. The chief of police makes the decision on selection of new personnel.

### Reserve Officers and Civilian Volunteers

The agency has a vibrant Police Reserve Officer Program, Police Explorer Program, and Intern Program. The agency also deploys Community Emergency Response Team members, civilians who assist at special events and supplement enforcement activities.

The Reserve Police Officer Unit is comprised of volunteers who receive training through the Wayne County Regional Police Academy. Reserve Officers volunteer to assist the Police Department with many activities.

The Dearborn Police Explorer Post is comprised of young volunteers from ninth grade through the age of 21. Explorers attend weekly meetings and training. Active recruitment at area high schools and special events maintains the post's numbers.

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

### Arrest, Search and Seizure

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

Agency policy outlines the warrantless search exceptions and the need for a court-authorized search warrant, when applicable. The agency takes in-custody arrests directly to their temporary detention facility for processing. Breathalyzers for Operating While Intoxicated (OWI) arrests are also conducted at the detention facility. If arrested subjects are not able to make bond or be arraigned, the detainees are transported to Wayne County Jail.

The agency only conducts strip searches when an arrestee is lodged and there is reasonable cause to believe the suspect is concealing a weapon, controlled substance or

evidence of a crime. The strip search is conducted by a person who has obtained prior written authorization from the Desk Officer in Charge (OIC). The strip search must be conducted by a person of same sex, in private, and with the fewest number of personnel as necessary. Body cavity searches are conducted by a licensed physician or a nurse acting with the approval of a licensed physician, with a search warrant.

### Interview and Interrogation

The Dearborn Police Department has established procedures for compliance with contemporary criminal procedural requirements related to interviews, investigative detention interviews, and interrogations. The agency has three interview rooms located in detention and the Detective Bureau. All interview rooms currently have audio and video recording capability. The agency encourages the use of audio and video taping capabilities for the purposes of recording statements and confessions in an overt or covert manner consistent with state law. Recording is required for custodial interrogations related to major felony crimes.

### Use of Force

Dearborn PD officers used force 60 times in 2020, 72 times in 2021, and 68 times in 2022. These figures include officers pointing weapons at subjects based on the dangerous nature of calls. The agency completed a detailed review of the incidents for the evaluation period which made up only 0.09% of 69,145 calls for service in 2020; 0.09% of 77,624 calls for service in 2021; and 0.08% of 77,491 calls for service in 2022.

The agency conducts a thorough investigation for each Use of Force incident. In 2020, the meaningful review process led to two officers receiving written reprimands and remedial training for uses of force that were legally justified but found not to be in compliance with department policy. In 2021, the meaningful review process led to one officer receiving a written reprimand and remedial training. In 2022, the meaningful review process led to one officer being disciplined. Throughout the entire evaluation period, there were no incidents of excessive force being used.

The agency conducts a documented meaningful review of each use of force incident, including an annual, documented written analysis of all use of force incidents. The reviews were well structured and comprehensive. The Office of Training and Development utilizes the annual analyses to further develop the training and responses of the officers within the community. The agency participates in the DOJ/FBI National Use-of-Force Data Collection Program.

Future meaningful reviews should indicate whether policy, training, equipment, or disciplinary issues should be addressed.

### Communications

The Dearborn Police Department maintains a dispatch center off-site in the City Administrative Center Building. The assessment team toured the facility and spoke with the agency's supervisor regarding dispatch policies. All 911 recordings are kept in storage for a minimum of three years. Telecommunicator's can review the last seven days of recordings from the computer system. The Administrative Center Building has a back-up generator onsite that will automatically engage, supplying power to the

Communications Center to maintain operation. The generator goes through a weekly test and has a full load test done annually.

The Communications Center uses CLEMIS Computer Aided Dispatch systems. Each dispatch station is set up for a specific task, dispatchers move from station-to-station each shift so that each are trained and practiced on all tasks. All Emergency Medical Dispatch is handled by the Dearborn Communications Center. The Communications Center provides dispatch services for 11 police and fire departments, including Dearborn, Garden City, Wayne, Inkster, Westland, and Melvindale.

### Field Activities

The Dearborn Police Department policy allows for pursuits by officers who follow the established guidelines in the written directive. Roadblocks, boxing, pit maneuvers and/or intentional collisions are classified as deadly force. Roadblocks and boxing are only to be used in specific situations, which are outlined in policy, and with prior permission of a supervisor.

During 2020, there were 101 traffic pursuits; 61 were terminated by the primary officer, 22 were terminated by a supervisor; 7 ended with suspects stopping, and in 6 incidents, the suspect vehicle was disabled, or the vehicle crashed. During 2021, there were 137 traffic pursuits; 64 were terminated by the primary officer, 36 were terminated by a supervisor; 12 ended with suspects stopping, and in 23 incidents, the suspect vehicle was disabled, or the vehicle crashed. During 2022, there were 188 traffic pursuits; 86 were terminated by the primary officer, 70 were terminated by a supervisor; 12 ended with suspects stopping, and in 11 incidents, the suspect vehicle was disabled, or the vehicle crashed.

As a result of the meaningful reviews and increasing fleeing motorists, Supervisors have utilized in-car video from specific pursuits to conduct roll call training. First line supervisors have been proactive in conducting pursuit debriefs with individual officers and team debriefs after pursuit reviews. The department's Motor Vehicle Pursuits General Order was updated to further define roles and responsibilities and update pursuit prevention and intervention tactics. Assessors spoke with Chief Shahin who is constantly considering and evaluating the dangers of pursuits with the Department's efforts toward apprehending criminals.

The Dearborn Police Department has specifically trained Crisis Intervention Team (CIT) trained officers who respond to incidents involving mental health crisis. All officers receive mental health training in accordance with the standards. The department employs a full-time Social Worker who rides with a patrol officer to respond and officer assistance when applicable. The agency also employs two part-time co-responder civilians who respond and follow-up on every drug overdose to offer assistance.

The Dearborn Police Department has in-car computers available in each patrol vehicle, accessible to each patrol officer. The agency has video recording equipment in their police vehicles and body cameras using the WatchGuard system. The in-car videos are remotely downloaded when the patrol car pulls into the department's parking lot and body cameras while charging. All videos follow the agency's retention guidelines.

The Dearborn Police Department has a foot pursuit policy which complies with the standard. The Dearborn Police Department was involved in 32 foot pursuits in 2020, 26 foot pursuits in 2021, and 19 foot pursuits in 2022. All foot pursuits were subject to a thorough meaningful review. The Department uses the data collected to benefit training and development.

### Traffic Safety and Enforcement

The Dearborn 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.

### Homeland Security/Critical Incidents

The agency has a critical incident system in place, which includes command, operations, planning, logistics and fiscal responsibility. The agency utilizes the ICS system frequently for large scale events including protests, presidential visits, parades, and community meetings.

## **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. Instructions to witnesses for identification purposes were available and there were ample samples of properly constructed lineups.

### Crime Scene Processing

The agency has crime lab personnel, detectives, and accident investigators available 24-hours a day. The agency crime scene personnel are trained in latent fingerprint recovery and identification, photography and videography, crime scene sketching, collection and preservation of evidence, drug identification 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 chain of custody is appropriately followed and documented.

### Storage of Evidence and Property

Appropriate policies are in place for property processing and evidence collection. The agency has a large, well-organized property room. There is a separate room for narcotics and an offsite building nearby for large items. Only the property sergeant and civilian property/evidence employees have access to the room. The door has card key access with video outside the door with recording access. There are several lockers for officers to put large pieces of evidence into, along with smaller lockers in which evidence is placed and secured until the property officer can retrieve items. The agency offsite

building can also be used for a vehicle or large items that can't be secured in the normal property room. The agency has a large safe available for valuable jewelry, guns, and money. Evidence that needs lab submission that cannot be handled by the Dearborn Crime Lab is sent to the Michigan State Police Lab. Appropriate policies for transmission and chain of custody are in place. Policies are in place and used properly for the use of contraband for training. All time-sensitive inspections, audits and inventories were conducted; no irregularities were identified.

### 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 that met the criteria to use Amber Alert system. There are designated areas where juveniles can be placed for temporary holding or detention, with posted notices on their interview rooms that are not appropriate for holding juveniles. 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 that comply with accreditation standards.

### Special Investigations and Operations

The agency has a special investigations policy. The written directives are in compliance with standards. The agency is well organized in keeping records of information shared or received from other agencies. If a complaint is determined by the investigations unit supervisor to require a specialized investigation, it is assigned to the proper unit. The department has a SWAT unit comprised of officers from various positions to assist with high-risk situations.

Operational supervisors and detectives work together to keep each other informed regarding general investigations as well as special investigations or operations taking place. The department has a Narcotics Unit to investigate related crimes. There are also officers assigned to DEA, FBI, and MSP task forces. The department has policies in place and follows proper de-confliction practices.

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

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

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

Most custodial arrests are brought to the Dearborn Police Department Holding Facility for processing. At the Dearborn Police Department Holding Facility 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 salle port with lock boxes for weapons. Each cell is searched and inspected prior to and immediately after each use of a cell. Weekly inspections of all areas of the jail are documented on an inspection log. The written directive requires personnel to be initially trained in supervision and care of

detainees with refresher training every year.

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

**G. Applied Discretion Compliance Discussion:**

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

During this on-site, the agency had no standards identified as applied discretions.

**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:

*Standard 2.1.3 Extra Duty Employment*

*Standard 5.3.1 Temporary Detention Defined (securing to fixed objects)*

**I. Standards Noncompliance Discussion:**

The agency had no standards in noncompliance in regard to written directives and proofs.

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

The agency has done an outstanding job of maintaining their written directives and providing proof for all three years for each standard. While there were no standards identified as non-compliant or as applied discretions, assessors provided some recommendations to further enhance compliance in the future.

The agency had established an approval process for firearms and ammunition that can be carried both on-duty and off-duty. They do have a list of previously approved items, but it is recommended to attach the list in an appendix to the written policy, so employees will know ahead of time if a firearm or ammunition is approved before purchase.

The department complies with the standard of properly training newly selected or promoted staff in new assignments, but the proofs rely on outside vendor training for these positions. It is recommended that the agency document the current in-house training program that is established for these positions for documentation like the FTO program.

Future meaningful reviews should more clearly indicate the consideration of training and equipment needs. Current meaningful reviews show compliance at a base level, but a more specified area for documentation could lead to the agency identifying future issues or trends.

It is also recommended that accreditation managers, who are also assessors, become more involved in the accreditation process across the state to gain an insight into other communities/departments and how they operate. Ultimately, Dearborn PD can bring back innovative ways of doing business from others as well as share their expertise and experience with other departments.

The City of Dearborn should be extremely proud of the hard work that Dearborn PD has demonstrated throughout this reporting period to be recommended for re-accreditation. It should be noted that having zero applied discretions in the standards is very rare and something that should be celebrated. Well done!

**K. Summary and Recommendation:**

A thorough review of the files for compliance was conducted, as well as observations of compliance; and, after interviews were conducted, it was determined that the agency is in compliance with all of the established accreditation standards, with exceptions and waivers noted. Accreditation is recommended.

Ryan Gagnon, Team Leader  
Date: September 15, 2023

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

Ron Wiles, Program Director  
Date: September 18, 2023