

Michigan Association of Chiefs of Police
MICHIGAN LAW ENFORCEMENT ACCREDITATION PROGRAM



Onsite Final Report

Farmington Hills Police Department
August 22-23, 2024

Team Leader: Richard Grillo

Team Member: Stacy Hayne

A. Agency Name, CEO and AM:

Farmington Hills Police Department
31655 West Eleven Mile Road
Farmington Hills, MI 48336
jking@fhgov.com
(248) 871-2600

Jeff King
Chief of Police

John Piggott
Assistant Chief of Police/Accreditation Manager

Richard Blendea
Captain / Assistant Accreditation Manager

Michael Connolly
Lieutenant/Assistant Accreditation Manager

B. Dates of the On-Site Assessment:

Thursday, August 22, 2024

C. Assessment Team:

1. Team Leader: Richard Grillo, Chief of Police
Meridian Township Police Department
5151 Marsh Rd, Okemos MI 48864
Okemos, MI 48864
grillo@meridian.mi.us
(517) 853-4804

2. Team Member: Stacy Hayne, Lieutenant
Livonia Police Department
15050 Farmington Rd
Livonia, MI 48154
stacy.hayne@livoniapd.com
(734) 466-2470

D. Community and Agency Profile:

1. Community Profile

Farmington Township began with small settlements throughout what is now known as the City of Farmington Hills. It was incorporated as a city in 1973 and is approximately 33.3 square miles. It is the second largest city in Oakland County. Farmington Hills utilizes a Council-Manager form of government and is governed by a City Council consisting of a mayor and six council members. The City Council appoints the City Manager who manages the day-to-day operations of the city.

Farmington Hills is a diverse community of nearly 84,000 residents located in Oakland County, the most prosperous county in Michigan. The city has earned the reputation of being a well-run, desirable place to live and work with award-winning police, fire, recreation programs, and public services.

Farmington Hills is a world-class business center that has positioned itself as a sustainable economic powerhouse. Farmington Hills has nurtured the growth of 3,500 businesses from start-ups to International Fortune 500 companies and everything in between. It's centrally located near three major highways, and it provides easy access to the entire Metropolitan Detroit region, including three international airports within a 35-minute drive.

Farmington Hills has been a traditional leader in the Southeast Michigan business community. From the development of the first business parks in the area to the pioneering of the open space neighborhood concept, Farmington Hills has been on the cutting edge of great development. The City's highly responsive government has created a stable, well-managed community in which to run a business and raise a family.

This Automation Alley community continues to see growth in industries of all sorts including alternative energy, biotechnology, financial services, and many other emerging sector businesses.

The Farmington Public School District has an exceptional academic record. The school system serves over 10,000 children and offers award-winning educational programs, as well as highly rated music and athletic programs. Students in the district consistently score above state and national averages on standardized tests and the district's International Baccalaureate (IB) program has received the highest endorsement possible, that of "World School". Farmington Hills is consistently ranked among the safest cities in Michigan and in 2020 had the lowest number of recorded crimes in its 47-year history. The quality of life enjoyed by residents and the advantages enjoyed by businesses are the reason why so many companies and families move here, stay here, and grow here. Farmington Hills boasts a high satisfaction rate among residents. A proactive and highly responsive City government helps ensure that residents receive excellent services and an array of affordable recreational and cultural programs for all ages in a safe environment.



Here are some interesting facts about Farmington Hills:

- 2nd largest city in Oakland County by population (84,000)
- 2nd largest city in Oakland County by area (33.3 square miles)
- 10th largest city in Michigan by population
- 14th largest city in Michigan by area
- It is home to 3,500 businesses
- More than 75 Fortune 500 companies have a presence in Farmington Hills
- It has 17 business parks with a total of 836 acres
- High-tech facilities and premier office space available
- Total employment of more than 57,000, including a vast, highly skilled technical workforce
- More than 12 nationally acclaimed colleges and universities are nearby
- Half of America's disposable income, half of the country's workforce, and nearly half of the total U.S. population are found within 500 miles of Farmington Hills





2. Agency Profile

The Farmington Hills Police Department is proud of its mission to provide superior police services without prejudice and partiality. The department employs 160 full and part-time employees and has an authorized strength of 115 sworn members making it the 2nd largest municipal police department in Oakland County and the 10th largest municipal police department in Michigan. The department is divided into three bureaus, the Administrative Bureau, Investigative Bureau and the Patrol Bureau. These three bureaus provide a full-service police department to the community which also includes the Farmington Hills Police Department Communications Section which is the largest municipal Public Safety Access Point (PSAP) in Oakland County. The PSAP serves the Farmington Hills Police Department, Fire Department, and the City of Farmington Public Safety Department.

The department has many specialized units and assignments to support our community. Within the department we have a dedicated Traffic Safety Section, School Liaison Officer Unit, K9 Unit, Training, Recruiting and Community Outreach Unit, Crime Prevention Section, Evidence Technician Unit, sUAV (Drone) Unit, Directed Patrol Unit, High-Risk Response Team and a full-service Investigative Division. The department also has personnel assigned to local and regional investigative task forces such as:

- Drug Enforcement Agency (DEA) - Detroit
- South Oakland Narcotic Intelligence Consortium (SONIC)
- Oakland County Sheriff's Office Narcotic Enforcement Team (NET)
- Oakland County Sheriff's Office Auto Theft Unit (ATU)
- Oakland County Sheriff's Office SWAT Team



The police department participates in many community events throughout the year and has made many community connections in the city to better serve all citizens.

Community Events

- Heroes and Helpers
- Special Olympics Torch Run
- Trunk or Treats
- Citizens Police Academy
- Youth Career Days
- Youth Turn Around Awards
- Student Mock Interviews
- Juneteenth Celebrations
- Muslim Community Center Volleyball / BBQ
- USMC Toys for Tots
- Farmington Area Goodfellows Holiday Food Drive
- ALICE for Schools and Houses of Worship
- Faith and Blue
- City / Police Department Open House
- Eid al-Adha Holiday Celebration
- Law Enforcement Appreciation Hockey Game

Community Connections

- ALPACT Community Group
- Farmington Youth Assistance
- Crime Prevention Advisory Commission
- Suicide Awareness for Everyone
- Call to Action Coalition
- Career Nights
- Youth Career Academy
- Multi-Cultural/Multi-Racial Commission
- Farmington Area Interfaith Association
- Farmington Hills Optimist Club
- Hope Not Handcuffs
- Farmington Hills Exemplar Club
- Citizens Police Advisory Committee
- Farmington Hills High Risk Response Team
- Families Against Narcotic / Comeback - Quick Response Team



HOPE
not HANDCUFFS

An Initiative Of
 Families Against Narcotics



Suicide Prevention Task Force
 Farmington Area

...let's talk about it.

COMEBACK
 POST OVERDOSE WELLNESS CHECK

OPTIMIST INTERNATIONAL

MCMR
 Multicultural Multiracial
 Community Council
 Farmington/Farmington Hills

YOUTH ASSISTANCE
 Farmington



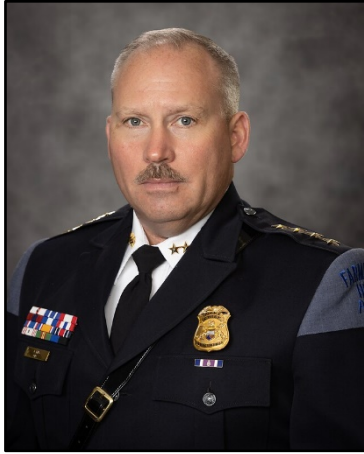
FARMINGTON AREA Goodfellows
 "No child or senior without a Christmas"
 31455 W. Eleven Mile Road Farmington Hills, MI 48336
 Year-round (248) 986-1111
 Fax (248) 986-1010



ALPACT
 ADVOCATES AND LEADERS FOR
 POLICE AND COMMUNITY TRUST



CEO Biography



Chief Jeff King began his law enforcement career with the Farmington Hills Police Department in May of 1995, as a Police Cadet. In 1996, he was selected to attend the Oakland Police Academy and upon graduation was promoted to Police Officer. He was promoted to Sergeant in 2008, promoted to Lieutenant in 2013, and in 2016 he was promoted to Commander. Later that year he was promoted to Assistant Chief. Chief King was appointed to the office of Chief of Police in January of 2020 following the retirement of Chief Charles Nebus.

As an officer, he served in special assignments including Community Police Officer, Evidence Technician, Pistol and Patrol Rifle Instructor, Defensive Tactics Instructor, Active Shooter Response Instructor, Small-Squad Tactics Instructor, Traffic Safety Investigator, School Liaison Officer, Investigator in the Directed Patrol Unit, and served as a member of the Department's Honor Guard Unit.

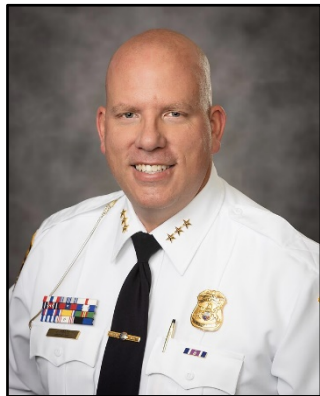
As a Sergeant he has supervised staff in the Patrol Division, Traffic Safety Section, and Honor Guard Unit. As a Lieutenant, he supervised a Patrol Shift, the Investigative Bureau, and the Police Service Aide, Field Training Officer and Evidence Technician Programs. As a Commander and Assistant Chief, he supervised the sworn and civilian staff of the Communications, Records, and Support Services Sections, along with the Training Unit.

Chief King has focused on community engagement and increasing the effectiveness and efficiency of the department, by improving numerous programs and operations within the agency. This includes administrative processes, policy development and implementation, grant management, technological advancements, and training programs. He spearheaded the department's program to equip all patrol and uniformed personnel with body-worn cameras and obtained a \$178,000.00 Federal DOJ grant supporting the program. Chief King developed the agency's Supervisory Training Program, instructed the entire agency in Fair and Impartial Policing Practices, and taught over 350 Police and Fire Command Officers from throughout Oakland County in Active Shooter Command Response and Civil Disturbance Incident Command for Oak-Tac.

Chief King obtained an associate's degree in law enforcement from Macomb Community College in 1995, a bachelor's degree in criminal justice administration from Concordia University in 2006, and a master's degree in leadership from Central Michigan University in 2019. He successfully completed Northwestern University's School of Police Staff and Command in 2012, the Michigan Association of Chiefs of Police's New Executive and

Chief's School in 2019, and the University of Southern Florida's National Diversity, Equity and Inclusion Program in 2021.

Chief King belongs to various professional and community organizations, including the international Association of Chiefs of Police, Michigan Association of Chiefs of Police, the Oakland County Association of Chiefs of Police, Southeast Michigan Association of Chiefs, Farmington Area Interfaith Association, Multi-Racial/Multi-Cultural Committee, Farmington Youth Assistance, Farmington Youth and Families, and Farmington Suicide Awareness for Everyone (S.A.F.E.). In his 29 years with the Farmington Hills Police Department, Chief King has received 35 departmental citations and awards, including being selected as the 2007 Police Officer of the Year.



Accreditation Manager

Assistant Chief John Piggott serves as the department's accreditation manager. He is a 28-year veteran of the department. He began his career in 1996 when he was hired by the department as a police cadet. He was promoted that same year to the position of police officer. Assistant Chief Piggott worked as a patrol officer in the Operations Bureau with additional duties as a member of the departments honor guard, as an evidence technician and a field training officer. In 2001 he was transferred to the departments Traffic Safety Section. While in this assignment he received extensive training in accident investigations and was recognized as an expert witness by the 47th District Court. In 2009 Assistant Chief Piggott was transferred to the Investigative Bureau where he served as a School Liaison Officer. In this position he created and implemented a Lock Down Take Cover program which was approved for the Farmington Public School District. In 2010 he was promoted to the rank of sergeant. As a sergeant in the Operations Bureau, he was tasked with oversight of the departments Honor Guard, Field Training Officers Program, and the Police Service Aide Program. In 2015 he was transferred to the Investigative Division where he became the sergeant in charge of the Squad A detectives. In 2016 Assistant Chief Piggott was promoted to the rank of lieutenant and was later recognized as the Farmington/ Farmington Hills Area Optimist Club Police Officer of the Year. As a lieutenant he continued to supervise the departments Honor Guard and the departments Evidence Technician Unit. In 2018 he was transferred to the Administrative Bureau where he worked as the Administrative Lieutenant. In early 2019 Assistant Chief Piggott was promoted to the rank of Commander (later changed to Captain) overseeing the departments Administrative Bureau and became the Accreditation Manager. Assistant Chief Piggott served as the Administrative Bureau Captain until July 19, 2021, when he was promoted to the rank of Assistant Chief of Police. Assistant Chief Piggott has received 46 departmental citations and awards over the course of his career. He holds an associate degree from Oakland Community College, a bachelor's degree from Grand Valley State University, and a master's degree from Madonna University. He is also a graduate of the Northwestern University School of Police Staff and Command.

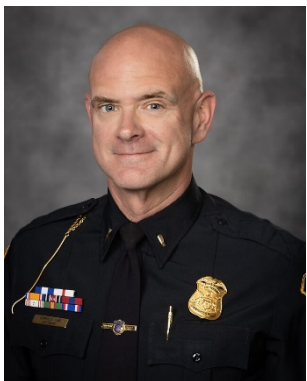
Assistant Accreditation Manager

Captain Richard Blendea serves as one of the department's Assistant Accreditation Managers. He is a 28-year veteran of the Farmington Hills Police Department. He began



his career in 1996 as a Police Cadet. He was promoted to Police Officer in 1997 where he worked in patrol, and assumed duties in the following areas, field training officer, firearms instructor, member of the police honor guard, and less lethal options instructor. In 2006 he was assigned as a task force officer at the Oakland County Sheriff's Auto Theft Unit. In 2010 Richard was promoted to Sergeant where he served in patrol and then as the Directed Patrol Unit supervisor until 2017. In 2017 he was promoted to the rank of Lieutenant and returned to patrol where oversaw the Field Training Officer program as well as the Police Service Aide program. Then Lieutenant Blendea was assigned as

the Operations Bureau Lieutenant where he supervised the Investigative Bureau, the Traffic Safety Section, and the Directed Patrol Unit. He was then assigned as the Administrative Bureau Lieutenant and lead the Records Section, Communications Section, Training Unit, Support Services Section and Crime Prevention Unit. He also assumed the role of Chief Range Officer. On July 19, 2021, Richard was appointed to the Rank of Captain in the Administrative Bureau. Captain Blendea has a bachelor's degree from Eastern Michigan University, a master's degree from Arkansas State University, and is a graduate of the Northwestern University School of Police Staff and Command.



Assistant Accreditation Manager

Lieutenant Michael Connolly serves as one of the department's Assistant Accreditation Managers. He is a 23-year veteran of the Farmington Hills Police Department. He began his career in 2001 as a Police Cadet. He was promoted to Police Officer in 2004 where he worked in patrol, and assumed duties in the following areas, field training officer, firearms instructor, evidence technician, and defensive tactics instructor. In 2008 he was assigned as a task force officer at Drug Enforcement

Administration. In 2017 Michael was promoted to Sergeant where he served in patrol. In 2020 he was promoted to the rank of Lieutenant and remained in patrol where oversaw the Field Training Officer program as well as the Police Service Aide program. Then in 2021 Lieutenant Connolly was assigned as the Administration Bureau Lieutenant where he supervised the Communication Section, Training and Recruiting Section, Records Section, and the Logistics Section. Lieutenant Connolly has a bachelor's degree from Madonna University, a master's degree from Arkansas State University, and is a graduate of the Northwestern University School of Police Staff and Command. Lieutenant Connolly also holds a graduate certificate in Diversity, Equity, and Inclusion from Cornell University.

Future Issues

Farmington Hills Police Department is well equipped to continue providing excellent service to the community as they have in the recent past. However, as the population of the community continues to grow, the police department is being asked to do more with less. The department has done an exceptional job in filling vacant positions but they could benefit from an increase in staffing levels. More officers would help with community engagement as well as traffic enforcement, investigations, and would allow the officers to keep a better work-life balance. The department is making a commitment to officer health and wellness and the addition of more officers will help the agency move toward this goal.

Remodels of the police department have allotted for better use of several areas throughout the building. However, there is very little room for expansion in areas such as the investigations unit. The space occupied by the investigations unit is currently at capacity with the design and any further growth in the unit will be stymied due to the lack of space. There is also concern regarding the security of the back lot. Civilians and officers park their personal vehicles in the back lot. Patrol vehicles are also parked in this area and the gas pumps are in the back lot. The only security in this area is a surveillance camera that can be monitored by the desk officer and the cadet. There have been multiple confrontations in the back lot in the past, including a subject who parked in the back lot and stated they intended to commit suicide by cop. The subject had a knife and officers were able to safely subdue them. Incidents such as this demonstrate a need for a barrier to keep the general public from accessing the back lot.

The department will also be challenged in the coming years with succession planning to ensure that staff are ready to take over key roles in the department when employees retire. By the year 2025 the entire executive command staff will be eligible to retire and by 2029 the entire command staff can retire. Chief King understands the need to develop staff through education, training, and job shadowing, to prepare staff to take over these key roles in the future.

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 22, 2024, from 10:00 a.m. to 12:00 p.m. The telephone line was tested, found to be functional, and four calls were received.

Mr. Joel Sloan

Mr. Sloan has been a resident of the community for the past 45 years and has been involved with the police department as a volunteer for the past 12 years. Mr. Sloan stated that the department is outstanding and well-trained and that the staff is great. He wants to commend them for the job that they do and absolutely recommends that they be re-accredited.

Mr. Mike Sweeney

Mr. Sweeney and family members have lived in Farmington Hills since 1968. Mr. Sweeney stated that he is a regular speaker at city council meetings and has an excellent relationship with the department. Mr. Sweeney recounted an incident earlier in the year where there were a large number of protestors that had gathered in support of Palestine during a city council meeting. The police department responded and Mr. Sweeney was impressed by how diplomatically the officers handled the protestors. Mr. Sweeney was also a recent member of the citizen's police academy and praised Officer Levin for how approachable and professional he was to citizens that he encountered during the ride-along. Mr. Sweeney was very complimentary of the Farmington Hills Police Department and recommends that they be re-accredited.

Ms. Kathryn Fishman

Ms. Fishman stated that she has been a resident of the community for the past 35 years. Although Ms. Fishman has never had a reason to contact the police department, she has heard from neighbors and friends that have all had positive interactions. Ms. Fishman stated that she feels safe in her community and that the officers are all polite, professional and quick to respond. Ms. Fishman stated that the Farmington Hills Police Department is the best in the country. She fully supports re-accreditation for the agency.

Mr. Roger Avie

Mr. Avie has been a long-time resident of the community and has nothing negative to say about the department. Mr. Avie recently attended the citizen's police academy and did a ride-along with one of the department's evidence technicians and was impressed by the thoroughness that was performed while processing a scene. Mr. Avie stated that the officers are very responsive, their response time is remarkable and the interactions that they have with the community are exceptional. Mr. Avie stated that he would like to see accreditation efforts continue because it speaks volumes as to the exemplary type of police department.

2. Correspondence

Three emails was received from citizens of Farmington Hills concerning the Accreditation Assessment and the Farmington Hills Police Department.

1. *To whom it may concern,*

I am writing to convey my heartfelt appreciation and respect for the outstanding efforts of the entire Farmington Hills Police Department. I take immense pleasure in recognizing the officers' dedication, professionalism, and unwavering commitment to public safety.

We have formed a partnership with the department for the Hope Not Handcuffs and Quick Response Team initiatives. These police programs aim to secure effective treatment for community members battling substance use disorder. They were implemented a few years back and have shown remarkable activity since. The team consistently updates me on chances to present at community events, which helps educate the community and reduce recidivism. Chief King has been notably eager and involved in organized town hall meetings and presentations, always ready to lend support.

Over the years, I have had the privilege of observing firsthand the exemplary efforts of the department in upholding law and order within the community. The officers' tireless and selfless service is highly commendable. Their prompt response to emergencies, swift and effective management of criminal cases, and unwavering commitment to community engagement are truly admirable. The officers consistently demonstrate respect and courtesy in their interactions with the public, fostering an environment of trust and confidence. Their capability to handle high-pressure situations with composure and compassion underscores their exceptional training and dedication.

I firmly believe that positive reinforcement is crucial in acknowledging exceptional performance. It is my hope that this letter serves as a testament to the outstanding efforts of the Farmington Hills Police Department.

Once again, I extend my heartfelt gratitude to the entire Farmington Hills Police Department for their unwavering commitment to ensuring the safety and security of the community.

Sincerely,

Safaa Elmessiri

Southeast Michigan Hope Not Handcuffs Regional Coordinator

- 2. I have the utmost respect and appreciation for the Farmington Hills Police Department. I have needed them on a few occasions and they have always been professional and very kind.*

They deserve to have the very best and I support them totally.

Anita Ramirez

- 3. To whom it may concern,*

Our family just wanted to say why the Farmington Hills Police Department means so much to us. So many reasons. First and foremost, your police department makes our family feel safe. We have lived in the city for many years and your officers are always

doing such a wonderful job. We have always had a quick response when needing them. They are also so respectful of us and the people in our community.

They have taken time out of their busy schedules just to talk with us and especially our son who has many disabilities. We love knowing that if we need them, they will always be there for us. Especially Chief King and Assistant Chief Piggot. Our family is kind of partial to these wonderful guys.

We do like everyone there and always keep them in our thoughts for safety. We don't know what we would do with out this police station and everyone who works there. Thank you for your time in reading this.

The Klouse Family(Tim, Robyn and Benjamin)

3. Media Interest

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

4. City Leadership Contacts

Assessor Grillo spoke to the following city leadership members by phone:

- Randy Bruce, Council Member
- Gary Mekjian, City Manager

Randy Bruce, City Council Member

Mr. Bruce has been a member of the Farmington Hills City Council for twenty years. Mr. Bruce has owned businesses in other cities and has worked for community mental health in other areas and he described the Farmington Hills Police Department as the most professional police department he has dealt with by far. He stated their officers and their administration makes good decisions and focuses on helping the community. Mr. Bruce has been on several ride-alongs over the years and they have left an impression on him. Mr. Bruce described one ride along where the officer he was riding with was called to a group of people impeding traffic at an intersection. A motorcyclist had been killed at this location a few days earlier and other motorcyclists showed up for an impromptu memorial which was blocking traffic. When they arrived, the officer found a spokesperson for the group and started a conversation. The officer made the decision to block off the street and allow the group to mourn their friend. Several other officers arrived to assist with traffic direction. Mr. Bruce stated he believes a lot of goodwill was achieved that night because of the officer's decision to block off the street.

Mr. Bruce stated the city council has a great relationship with Chief King. He described Chief King as being "everywhere, at every community event and all celebrations, building relationships and developing trust."

Mr. Bruce stated he “brags on the police all the time” because they provide excellent customer service and they truly want to care for people. He fully supports FHPD’s efforts for re-accreditation.

Mr. Gary Mekjian, City Manager

City Manager Mekjian was appointed city manager in February 2021, after serving many years as the director of the Department of Public Services. Mr. Mekjian stated the Farmington Hills community is very diverse and policing the community can be challenging given the makeup. Mr. Mekjian stated one of FHPD’s strengths is it’s transparency with the community. Mr. Mekjian stated Chief King leads by example and has always been transparent with him. Chief King keeps him apprised on things going on in the department which makes his job easier. He believes the police department is constantly looking to improve, takes complaints seriously, and puts the community’s needs first. He believes a police department can be a municipality’s best asset or worst liability. He stated the FHPD is “rock solid” and a leader in law enforcement.

Mr. Mekjian stated he is very familiar with the accreditation process and understands the importance of developing sound policies and keeping up to speed on national best practices. He fully supports FHPD’s efforts for re-accreditation.

5. Agency Contacts

Assessor Grillo spoke to the following members of the agency in person:

- Angie Konwinski, Dispatch Supervisor
- Det. Lt. Dominic Lauria, Command Officer’s Union President
- Detective Nathan Jordan, POAM President

Angie Konwinski, Dispatch Supervisor

Ms. Konwinski has been employed as a dispatcher for the past ten years and has supervised the unit for the past four years. They dispatch for the Farmington Hills PD as well as Farmington City Department of Public Safety. The dispatch unit consists of thirteen full-time dispatchers and three trainees. They dispatch approximately 10,000 fire and medic calls per year and approximately 40,000 police calls for service.

Ms. Konwinski stated the dispatch center is “very spoiled” by the administration of the police department. Chief King allowed the dispatch center to house an emotional support animal with the caveat that it not have any fur or feathers. They settled on a gecko which stays in a cage in the center and provides some comic relief to the employees. Ms. Konwinski used this as an example of how open Chief King is to the needs and wants of his employees. Because of this, she feels comfortable bringing up issues with the administration.

Ms. Konwinski stated she is neutral about accreditation because it didn’t change operations in the dispatch center at all.

Det. Lt. Domenic Lauria

Lt. Lauria has been employed by FHPD for 23 years, has command of the investigations unit, and is the Command Officers Union President, a position he has held for the past three years.

Lt. Lauria stated the union has an outstanding relationship with the administration. Chief King has an open door policy which makes him feel comfortable talking to him. Lt. Lauria will start conversations with Chief King and his administrative staff before going through a grievance process. Chief King will also talk to the unions about policy changes before enacting them and he seems to value their input. Lt. Lauria stated both Chief King and Asst. Chief Piggott are leaders by example.

Lt. Lauria stated morale is outstanding at FHPD. He stated in the recent past, it was difficult to get time off and many officers were burned out due to staffing limitations. Lt. Lauria stated Chief King enacted some common sense recruiting and hiring methods which led to an increase in staffing. Officers have more opportunities now for a work-life balance.

Lt. Lauria has worked at another agency in Michigan that did not have the commitment to community service like FHPD has. Lt. Lauria stated, "If someone calls asking for help, they will see a police officer and that officer will have a smile on their face."

Lt. Lauria feels accreditation is very important because it lets the community know FHPD is a professional agency using the best practices in law enforcement. He stated, "Accreditation is great, but re-accreditation is where the rubber meets the road."

Detective Nathan Jordan

Detective Jordan has worked for FHPD for over seven years. Before working at FHPD, he was a police officer in Phoenix, AZ for over eleven years. Det. Jordan stated when he moved to Michigan, he looked for an accredited agency to apply to. In Arizona, all agencies are accredited and he understands the importance of accreditation.

Detective Jordan believes the relationship between the union and the administration is good. He stated they don't always agree on everything, but disagreements are never disrespectful from either side and they can have productive conversations. Det. Jordan stated the administration has made many positive changes for the union members and the organization as a whole. He feels Chief King is open and approachable which leads to the ability to head off potential problems.

Det. Jordan stated morale is better than in the past but there is room for improvement. He and Chief King have discussed working on officer's health and wellness, especially mental wellbeing, during the next round of contract negotiations. He appreciates that Chief King wants this as well.

Det. Jordan stated the biggest challenge for FHPD right now is the schedule. The road patrol is currently on eight hour shifts with days off being chosen on a monthly basis in order of seniority. The schedule is so convoluted that they cannot find software that will fit their needs and they must use paper and pencil to keep track of the schedule. He stated

most officers will not know if they are working or not two weeks from now, which leads to a lot of strife off duty. It also leads to routine issues with coverage and forced overtime. The unions have discussed this issue and are working a solution to bring to Chief King.

Det. Jordan stated accreditation is a process of making sure the department has the best policies to coincide with best practices and he is proud of FHPD's status as an accredited agency.

5. Agency Ride-alongs

Assessor Grillo and Assessor Hayne both went on ride alongs during the assessment.

Traffic Officer Nick West

Assessor Grillo rode with Ofc. West for approximately an hour during his shift. Ofc. West started his career with a local department but left after one year and came to FHPD where he has worked for the past eleven years. Ofc. West is on the accident investigation team, is the crossing guard supervisor, is a Field Training Officer, and is currently assigned to the traffic division.

Ofc. West did not respond to any calls for service nor did he make any traffic stops. However, he did stop at a motorist assist with another officer involving a stationary vehicle in the left turn lane. He was also able to show me multiple houses of worship from many different religions throughout Farmington Hills. He also showed me several schools as well as areas where he frequently conducts traffic enforcement.

Ofc. West stated he loves working for FHPD because there is a lot of opportunity to do different things throughout one's career. There are many opportunities for special assignments and promotions and you do not have to be a patrolman for your entire career. Officers are also exposed to a wide variety of calls for service.

Ofc. West is also been impressed by the department's efforts to connect with the community. A newly formed community police officer position uses social media and other tools to keep the community informed. They also organize and participate in events such as Hike with a Cop, Fish with the Fuzz, volleyball tournaments at a mosque, and reading programs with kids in the community.

Ofc. West stated one of the biggest challenges facing FHPD is a shortfall in personnel. Ofc. West stated the organization is being asked to do more with less and additional staffing would allow the officers to have better community engagement, deliver better service, and will help officers with their work life balance. He also expressed concern about the lack of security in the back lot of the police department. Officer's personal vehicles as well as patrol vehicles are parked in the back lot. The back lot has no security and multiple times in the past there has been confrontation with members of the public in the lot as officers are walking to their cars at the end of the shift.

Ofc. West was driving a recently purchased Dodge Durango patrol vehicle which was outfitted specifically for the traffic team. Portable scales were in the back of the patrol vehicle to be used for commercial vehicle enforcement. Ofc. West stated it was challenging

purchasing patrol vehicles during the pandemic and, as a result, the fleet consists of Dodges, Chevys, and Fords.

Patrol Officer Alexander Aquiline

On Thursday afternoon, Assessor Stacy Hayne went on a ride-along with Officer Alexander Aquiline. Officer Aquiline has been employed by the Farmington Hills Police Department for approximately two years and is currently assigned to the day shift of the patrol division. Officer Aquiline had five years prior experience as a sworn officer at a local area department. Officer Aquiline stated that he was highly satisfied with his decision to pursue employment with Farmington Hills PD. He highlighted that the department offers multiple special assignment opportunities, including numerous county and federal task force or consortium assignments, which made it an attractive destination. Officer Aquiline stated that he greatly respects his coworkers, indicating that the men and women at the agency were one of the best parts of working for the department. He also expressed an appreciation of the high level of diversity within the community itself. Officer Aquiline stated that since coming to Farmington Hills, he has become a drone operator, a firearms instructor and an FTO and will become the next K-9 officer.

Officer Aquiline explained that patrol responsibilities are broken down into 8 geographic zones within the jurisdiction during the day shift and afternoon shift and 5 zones on the midnight shift. Zone assignments rotate daily with officer being assigned a zone during briefing. An evidence technician is always on duty and typically assigned to the central zone to provide quick response to any area of the jurisdiction where their services may be required. Officer Aquiline also stated that the patrol bureau is on eight hour shifts with the hours of 7a.m.-3p.m. for day shift, 3p.m.-11p.m. for afternoon shift and 11p.m.-7a.m. for midnight shift. There are also two officers currently assigned as night support that work from 7p.m.-3a.m.

During the ride along, Officer Aquiline showed the assessor the city borders, parks, general locations of major residential areas, apartment complexes and businesses. Officer Aquiline heard another officer call out that he was just rear-ended in hit and run crash in the area of 14 Mile and Middlebelt. Officer Aquiline self-dispatched to check on the officer and offer assistance. While speaking with the officer that was involved in the crash, Officer Aquiline went over a quick tutorial of the license plate readers that are equipped within the Axon patrol car dash cameras and how that could assist the officer in determining the exact vehicle that was involved in the hit and run crash.

During the ride-along, Officer Aquiline also backed another officer that was on a traffic stop and then conducted stationary radar on Orchard Lake Road.

F. Essential Services:

Chapter 1 – The Administrative Function:

Direction of Personnel

The Chief of Police has the sole authority to issue, modify, and approve agency written directives. However, the Chief's designee may issue or make modifications to policy during the Chief's absence. The agency has a written directive system. The overall written directive system was clear and understandable. The directives were constructed in a logical manner with employee duties and responsibilities clearly defined, including constraints on employee actions and expectations.

Fiscal Control

The agency maintains a cash account in the Records Bureau and investigative funds in the Operations Bureau. The Records cash drawer maintains a maximum of \$150 in it at any one time. This cash fund is utilized to provide change to customers paying for police reports, documents, FOIA's, etc. The money is counted, and transactions are reconciled at the end of every day. The money is then taken to the Treasurer's Office to be deposited.

The Operations Bureau, Investigations Division maintains investigative cash for drug buys, investigative tips, rewards, etc. This money is secured in a safe in the Investigations Division and is maintained by the Investigations supervisor.

Credit cards are issued to only necessary employees such as the command staff, canine handlers, and employees in the training division. Limits are put on the cards to ensure expenditures over \$999 cannot be completed.

The written directive indicates that monthly audits are conducted with both cash accounts. The agency is within compliance with this directive.

Internal Affairs

The Farmington Hills Police Department's professional standards are handled by the three Captains for their respective bureaus. Professional standards include the oversight of all internal investigations, citizen complaint investigations, use of force reviews, and vehicular/foot pursuit reviews. Authority is given to line level supervisors to investigate complaints and conduct initial reviews; however, the Chief of Police will assign investigations of serious or significant allegations of misconduct. All command officers have direct access to the Chief of Police to discuss ongoing investigations. The agency will accept and investigate all complaints, even those made anonymously. Upon completion of the investigation, a disposition is recommended to the Chief for approval/disapproval. Interoffice memos are used to keep the administrative staff apprised on the status of the investigations. The agency utilizes Guardian Tracking software to maintain professional standards records and collection of data.

In 2021 the agency investigated a total of 46 complaints, both from citizens and internally. In 2022, the agency investigated a total of 50 complaints, both from citizens and internally. In 2023, the agency investigated a total of 78 complaints, both from citizens and internally. The department is committed to investigating any and all complaints that come in, which the department believes is the most significant contributing factor to the volume of complaints that are formally addressed. They have also made it easier for a citizen to make a complaint through an online portal.

The agency did not identify a need to change policy, training or equipment needs. The agency uses training and counseling in lieu of discipline when appropriate.

The annual analysis revealed that proper records, reports, and tracking mechanisms were in place to identify employees who may need additional training or corrective action. The analysis is comprehensive and informative.

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 is well-disciplined and has procedures to apply training and counseling in lieu of punitive employee discipline. The agency has an appropriate appeal and grievance process in place with established timelines. There were no grievances in during this assessment period. Only the Chief of Police can authorize dissemination of agency disciplinary actions.

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. Bias-influenced policing is strictly prohibited by the agency. There is a clear definition for bias-influenced policing, including but not limited to race and ethnic status or characteristics. Several incidents were investigated where accusations of bias-influenced policing were made. In each incident, the complaints were unfounded.

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. There were no reports of workplace harassment during this assessment period.

The police personnel have structured unity of command at the Farmington Hills Police Department, which includes the Chief of Police who is supported an Assistant Chief of Police, along with (3) Captains, (6) Lieutenants, (16) Sergeants, and (88) Officers to complete the sworn staff of 115 employees. The agency also employees (1)

Communications Supervisor, (1) Records Supervisor, (4) Dispatch Supervisors, (1) Records Coordinator, (13) Dispatchers, and (24) Civilian full-time/part-time support staff, which totals 45 non-sworn staff. There is a total of 160 staff members of the department.

The agency also has access to supervisory personnel on a 24-hour basis; there is always a supervisor on-duty. In the absence of the Chief of Police, an Assistant Chief is appointed to act in the Chief's absence.

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. The department allows both internal and external vest carriers to be worn. All sworn personnel are responsible for the maintenance of agency-issued equipment. Department rules and regulations address uniform and grooming standards.

Public Information

The Assistant Chief of Police acts as the Public Information Officer (PIO) for the police department. The PIO is the point of contact and directs the preparation of all media releases. In the PIO's absence the Chief of Police will appoint a staff member to act as the Public Information Officer. The Chief or his/her designee may make news releases. By policy, the Farmington Hills 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, if providing such information does not unduly interfere with agency operations.

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 cabinets where only records staff have access. Juvenile records are kept separate, and there are extra security measures for non-public records. Freedom of information requests are handled by the Records staff 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 and assigned field training officers 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 supervisor. 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 patrol team to accomplish the required training, review of materials, and assessments. Annual training includes but is not limited to; use of force, de-escalation techniques, firearms qualification, vehicle operations, legal update, mental health, in-custody prisoner care, defensive tactics, blood borne pathogens, cultural diversity, etc. 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 assigns officers to the Oakland County regional SWAT team. The SWAT team members participate in training regularly. The department has an adequate written directive for military deployment and reintegration.

Authorization and Use of Agency Weapons and Ammunition

The CEO is the authorizing authority for weapons and ammunition, including specialized weapons. The agency purchased primary handguns, backup handguns, and patrol rifles for all sworn officers and these are the only firearms authorized to be carried on or off duty. The agency uses certified/qualified staff for armorer inspections, repair and replacement. Records of weapons are properly maintained with written guidelines for storage. Specific procedures for remedial training are listed for personnel who are unable to qualify. The written directive for LEOSA compliance are adequate.

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 (Henry Ford Enhance) for the Employee Assistance Program (EAP), which is run through the city and tracked through a response which simply shows the number of people using the program. Various employees used the program during the assessment period, however it is unknown how many of those were police employees. 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 duty employment is prohibited by policy.

Performance Evaluations

The performance evaluation system written directive was comprehensive and meaningful. Employees are provided a copy of the evaluation as demonstrated by their signature receipt. All evaluators receive annual training regarding the use of the evaluation form and how to properly evaluate employees. The evaluation system has a clear appeal process. Evaluations are conducted semiannually, which corresponds with shift bids/changes.

The agency has an established early warning system. Supervisors use the system consistently and effectively.

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. The agency has a defined process for selection of officers to specialty assignments. Training is provided to both newly assigned officers as well as newly promoted supervisors.

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 main desire of the agency is to locate, attract, hire, and retain highly qualified candidates. The agency is dedicated to creating a work force that is representative of the diversity of the community. Recruitment activities include outreach to the local police academies, community service organizations, schools, social media, and other media outlets.

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 CEO, the City Manager and Human Resources makes the final decision on selection of new personnel. The agency is in compliance with all rules and laws for certifying police officers through the Michigan Commission on Law Enforcement Standards.

Reserve Officers and Civilian Volunteers

The agency does not have a reserve police officer program. The agency does have a Chaplain program with civilian volunteers, who are properly trained and vetted by the department. The agency does not utilize a civilian volunteer program or civilian emergency response team.

Chapter 3 – The Operations Function:

Arrest, Search and Seizure

The Farmington Hills 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 arrests directly to the Farmington Hills Police Department jail lockup area for processing and housing. The detention area is monitored by a centralized camera system by front desk staff and by the shift supervisor and is also monitored in the Dispatch center. In the event there were an emergency officers may summon assistance by radio, or an emergency button located in the detention center. For arrests, gun lockers are available, and officers are required to secure weapons when an individual is brought in for a breath test, which is located in an interview room within the detention area.

The agency only conducts strip searches when an arrestee is lodged and pursuant to MCL 764.25a when authorized by the shift commander, who has been designated this authority by the Chief of Police. Strip searches must be conducted by a person of the same sex. Body cavity searches must be conducted by a licensed physician (or physician's assistant or nurse, under the direction and approval of a physician) with a search warrant.

Interview and Interrogation

The Farmington Hills Police Department has established procedures for standards compliance with contemporary criminal procedural requirements related to interviews, investigative detention interviews, and interrogations. The agency has three interview rooms located on the premises that have audio and video recording capability. Interviews are monitored remotely by other officers via security cameras. The policy indicates that the officer in charge of the case shall decide who will be present in an interview room during an interview/interrogation. The agency's written directive indicates that officers shall be aware and consider all legal mandates when recording an interview or interrogation consistent with state law.

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. 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 agency has a duty to intervene policy requiring an 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 review of all use of force incidents. If an officer were involved in an incident where a use of force resulted in serious injury or death, written directives specify that the Chief of Police or designee would remove the officer from active duty and place them on administrative leave with pay pending the investigation or review of the event. The agency reports use of force incidents to the National Use-of-Force Data Collection program in accordance with US DOJ and FBI guidelines.

There was a total of 269 use-of-force reports completed during the assessment period. 63 reports were completed in 2021, 80 reports were completed in 2022, and 126 reports were completed in 2023. The agency conducts a thorough investigation for each Use of Force incident, and the officers were found to be in-compliance with agency policies & procedures. The agency completed a detailed review of the 269 Use of Force incidents for the evaluation period which made up only 3.78% of 7,112 arrests and/or .19% of 140,144 calls for service where officers were dealing with the public.

Communications

The Farmington Hills Police Department maintains their own Public Safety Access Point (PSAP) for all emergency calls for service, police, medical, fire, and all after hours call for service. The PSAP also offers text-to-911 capabilities allowing members of the community to access the PSAP via text message when voice communication is not possible. The communication center provides full-dispatch services to the City of Farmington Hills as well as the City of Farmington on a contractual basis.

All dispatchers are Emergency Medical Dispatch Certified. ProQA software is utilized for screening and pre-arrival instructions on medical incidents occurring in Farmington Hills. Medical calls received for the City of Farmington are routed to a third-party ambulance company who provides pre-arrival instructions for that jurisdiction. The onsite team toured the facility.

The Communication Center has 5 available consoles with, when at full staffing, 2 designated stations for call takers, 1 designated station for police radio operation, 1 designated station for fire radio operation and 1 supervisor. The consoles are universally configured allowing all of the dispatch functions to be performed from any console in the center if needed. Radio equipment is maintained by Oakland County CLEMIS.

Field Activities

The Farmington Hills Police Department policy allows vehicle pursuits by officers but only when the pursuit does not endanger innocent persons' lives, or the officers themselves. Officers must consider many factors when deciding to begin or continue with a vehicle pursuit, and officers and/or supervisors may terminate a pursuit. Roadblocks and stopping techniques are clearly outlined and permitted within the policy.

The department provided annual analysis of both foot and vehicle pursuits for each year in the evaluation period. Vehicle pursuits resulted in no injuries incurred by suspects, victims or bystanders. One minor injury to an officer and a major foot injury to another officer occurred during a 2021 foot pursuit with no injuries occurring to suspects or bystanders. Zero injuries occurred during any of the foot pursuits in 2022. In 2023, one suspect suffered minor injuries in a foot pursuit. The data provided is as follows:

2021: 48 vehicle pursuits, average duration 48 seconds. 2 foot pursuits, duration 45 seconds.

2022: 54 vehicle pursuits, average duration 1 minute and 19 seconds. 12 foot pursuits.

2023: 57 vehicle pursuits, average duration 1 minute and 39 seconds. 17 foot pursuits.

Policies outline recognizing potential symptoms, tactics, and procedures to deal with people with mental illness or in mental health crisis, along with criteria for voluntary referral or involuntary custody. Training for all members regarding dealing with people in mental crisis is initially conducted when a new employee is hired as well as annually.

The agency mandates all vehicle occupants wear safety belts in all department vehicles, and they have child safety seats available for children or infants if needed.

The agency utilizes video recording equipment to include in car cameras and body worn cameras. Officers are required to record contact with individuals when they are in the performance of their duties. Retention of video recordings occurs in accordance with policy to assist with criminal and departmental investigation and meets minimum Michigan standards for scheduled retention.

The Farmington Hills Police Department maintains mobile data computers within their patrol vehicles in compliance with CJIS standards. Oakland County CLEMIS is responsible for the retention of all data pertaining to mobile computer usage.

Traffic Safety and Enforcement

The Farmington Hills 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. The written directive includes command, operations, planning, logistics and fiscal responsibility. The agency uses a well-drawn plan utilizes ISC forms outlining all aspects of the Incident Command System during this event and other significant community events. The agency is well equipped to handle all aspects of the Incident Command System in the event it is needed. Parts of the Incident Command System were utilized throughout the assessment period for events such as Farmington's 50th Anniversary Fireworks and planned protests.

Chapter 4 – The Investigative Function:

Criminal Investigation

Officers assigned to patrol are responsible for the initial investigation of incidents. If additional investigative resources are needed, the investigation is forwarded to the detective bureau. The bureau consists of two squads who focus on incident specific investigations. Incidents occurring at schools are assigned to the school liaison unit. Case screening is controlled by supervisors who review case reports and determine if the report should be forwarded to the detective bureau for follow-up investigation. Additionally, the agency has officers assigned to local and federal multi-jurisdictional task forces including: the Drug Enforcement Agency, South Oakland Narcotic Intelligence Consortium (SONIC), Oakland County Sheriff's Officer Narcotics Enforcement Team (NET), Oakland County Sheriff's Officer Auto Theft Unit (ATU), Oakland County Sheriff's Officer and SWAT Team.

The agency can suppress reports/investigations from unauthorized personnel by utilizing a password locking feature in the CLEMIS CLEAR report writing system.

A written directive is in place for eyewitness identification. The agency has completed photo lineups. The agency did not conduct a physical line-up or a show-up during this assessment period.

Crime Scene Processing

The agency has evidence technicians and investigators available 24-hours a day for crime scene processing and accident investigation. The agency's personal assigned to the evidence technician unit attend a two-week training course to become certified. Each patrol shift typically operates with an evidence technician on duty. The agency has access to the Oakland County Crime Laboratory and its personnel if additional resources or special technical capabilities are required. Laboratory analysis of collected evidence is conducted either by the Michigan State Police Crime Lab or the Oakland County Sheriff's Office Crime Lab.

Written directives are in place to ensure the proper identification, preservation and collection of evidentiary items by officers.

Storage of Evidence and Property

The Farmington Hills Police Department controls property utilizing the CLEMIS Property System offered by Oakland County. A visual inspection found the property room and processing area was generally neat and organized. The sergeant in charge of the property room is also the supervisor in charge of the Support Services division. The property room is secured via key access and alarmed with a third-party alarm system. There are also cameras outside of the property room that record anyone coming from or going into the property room. High value and sensitive items are double locked in a safe within the property room. Additional bulk storage is available in a separate secure building adjacent to the police department if required.

The property room is maintained by the Support Services sergeant and a police officer. All time sensitive inspections, audits and inventories were conducted in 2021, 2022 and 2023. However, the representative audit has been conducted concurrently with the semi-annual inspection each year. The representative audit only accounts for approximately 30 pieces of evidence each year and only one item of high value. The property room holds approximately 10,000 pieces of evidence. Assessors were advised to conduct the representative audit separate from the semi-annual inspection moving forward and that more items would need to be included in future representative audits, especially items of high value.

Juvenile Matters

The Farmington Hills Police Department has established policies regarding juvenile criminal and status offenses. The agency has the physical capabilities and requisite procedures outlined to identify juvenile offenders and hold a juvenile offender for a non-status offense if necessary using sight and sound separation. The outlined policies ensure the protection of the juvenile's Constitutional Rights, that the juvenile is only held with respect to custodial time limitations and that incidents resulting in the secure detention of the juvenile are properly reported in accordance with the Juvenile Justice and Delinquency Prevention Act (JJDP). There were no incidents where the agency needed to use Amber Alerts or the Law Enforcement Information Network.

Special Investigations and Operations

The agency has policy in place which dictates procedures for special investigations and operations. They use the Michigan MIDTA event de-confliction request form to announce surveillance, raids, and use of CI's. The detective bureau maintains confidential source records and funds for the payment of sources. Records of funds utilized for special investigations and/or payment of informants are maintained in a hard copy notebook that is secured within a safe.

Special operations, such as raids and surveillance, are guided by an operational ("raid") plan form that is completed prior to the execution of the operation. All personnel are briefed on the operational plan prior to execution to ensure clarity regarding the operation

and individual unit member responsibilities. The department utilizes proper procedures for HIDTA de-confliction prior to engaging in special operations.

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

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

Transporting of Arrestees/Detainees/Prisoners

The Farmington Hills 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. Their patrol vehicles are properly equipped with secure rear seats for prisoners.

Processing of Arrestees/Detainees/Prisoners

The agency does have a processing and holding facility for all arrestees, detainees, and prisoners. The agency had written directive detailing the processing of these individuals. The intake area was organized and had video surveillance of the whole holding area that was monitored by dispatch and the front desk staff. Physical and visual inspections of the prisoners are conducted every 30 minutes and every 10 minutes for persons who may be suicidal. The area is capable of holding male and female offenders separately as well as juveniles.

Holding of Arrestees/Detainees/Prisoners

The agency has good written directives detailing the use of Security, Evacuation/Hazards and Inspection Protocols. Employees receive training upon hire and every three years thereafter. Inspections are conducted monthly for sanitation and security by a lieutenant.

G. Applied Discretion Compliance Discussion:

Standard 4.3.5 Quality Control

ISSUE: The standard requires a semi-annual inspection of the property room is completed as well as an annual representative audit. Both of these are completed, however, they are completed at the same time. The Support Services Sergeant conducts the semi-annual inspection alongside a lieutenant from outside of the division who conducts the representative audit. Moving forward, the department will conduct these inspections and audits separately.

ISSUE: The representative audit includes approximately 30 items stored in evidence. The property contains nearly 10,000 pieces of evidence. The audit accounts for approximately 0.3% of all evidence held. Over the three year assessment period, only one item of evidence of high value was audited. The clarification statement indicates the representative audit should account for a high number of high risk items. FHPD will include more items and will also account for more high risk items in future representative audits.

H. Waivers of Standards:

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

*Chapter 6 – Campus Security and Policing
Standard 2.6.1 Reserve/Auxiliary Officers Program*

I. Standards Noncompliance Discussion:

None during this assessment period.

J. Future Performance / Review Issues:

The department has added members to their accreditation team in hopes of getting more people involved and invested in the process. This has led to more understanding and buy in from the rest of the department. However, it has also led to some inconsistencies in proofs and highlighting in the assessment. The department has done a great job of engaging more employees in the accreditation process but would benefit from streamlining the way in which data is entered into PowerDMS.

The agency has been accredited since June of 2018 and has completed their second re-accreditation cycle. As such, the majority of their written directives and practices meet the standards of the MLEAC Accreditation. There is no reason to believe future performance will be anything other than exemplary.

K. Summary and Recommendation:

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

Richard Grillo, Team Leader

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

Ron Wiles, Accreditation Program Director