

Michigan Association of Chiefs of Police  
MICHIGAN LAW ENFORCEMENT ACCREDITATION PROGRAM



# **Onsite Final Report**

**Flint Township Police Department**

August 29-30, 2023

Team Leader: Lt. Matthew Ivory

Team Member: Sgt. Janessa Danielson

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

Flint Township Police Department  
5200 Norko Rd  
Flint, MI 48507  
(810) 600-3250

**Kevin Salter**  
Chief of Police

**Lt. Brad Wangler**  
Accreditation Manager

**Lt. Matthew VanLente**  
Accreditation Team Member

**Sgt. Michael Nemecheck**  
Accreditation Team Member

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

August 29-30<sup>th</sup>, 2023

**C. Assessment Team:**

1. Team Leader: **Matthew Ivory, Lieutenant**  
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2. Team Member: **Janessa Danielson, Sergeant**  
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**D. Community and Agency Profile:**

**1. Community Profile**

The Charter Township of Flint is located in Genesee County, Michigan, organized in 1836. Three major highways I-75, I-69, and US-23 intersect in the heart of the township, running

alongside Bishop International Airport, offering easy access for traveling, business and shopping. Flint Township boasts a population of 31,010. Flint Township is Genesee County's premier shopping district, home to Genesee Valley Center offering a wonderful shopping experience, with Birch Run Outlets and Historical Frankenmuth just 25 minutes away.

McLaren Hospital provides cutting edge technology in Proton Therapy Cancer Treatment offering extended care stay at McLaren's Hospitality House. Genesee Valley Bike Trail offers miles of walking, biking, or hiking for outdoor adventure linking to our Township Park. Baker College, Spring Arbor College and Northwood University are located in Flint Township. Mott Community, University of Michigan-Flint, Michigan State University Extension and Kettering are minutes away.

Flint Township was first organized on March 2, 1836. One year prior, the first settlers, Elijah Carman and his family, erected the first log cabin. Deacon Carman, as he was known by those who settled the township, held religious gatherings in his home and was a true pioneer, relying on hunting for food, tanning hides for clothing, and clearing dense forests for farming. He died in 1840 at the age of 40. His son, Reuben, later built the land into good farmland which he later named Carmandale.

The Carman family was closely followed by the Jesse Torrey family. In October of 1836, they settled on 400 acres and cleared the area to farm. This founded the Torrey settlement. Settlers who followed the Carman and Torrey families included other familiar names such as Dye, Utleigh, Bristol, Carter and Miller.

In 1837, Michigan Territory became a state. During the years that followed, many roads were laid and traveled in the area: Bristol, Atherton, Maple, Hemphill, Judd, Van Slyke, Linden, Torrey, Hill, Book, Jennings and Reid. The Fentonville Plank Toll Road was built in 1851 with a toll of one cent per mile. This road is now Fenton Road. Freight wagons traveled between Detroit and Flint on this road. One freight line was owned by Harry Farrow who lived on a farm that is now Bishop International Airport.

The first schoolhouse in Flint Township was built in 1878 on the banks of Swartz Creek on land owned by Jesse Torrey. Eventually 10 school districts were established within Flint Township. Many were one-room buildings centered in the heart of the various settlements. Flint Township incorporated as a Charter Township on July 17, 1978.

## **2. Agency Profile**

Flint Township Police Department is organized into three major areas: administration, operations, and support services. The police department is a full-service, 24-hour operation. Operational services include road patrol and community policing. Support services include Records, Investigations, and School Resource. Our lobby is open 24 hours a day, 365 days a year and is staffed with a Communications Operator. The department has an annual operating budget of over \$7 million for the current year.

Overall, the Flint Township Police Department has a staff of 55 employees. Sworn

personnel consists of the Chief of Police, two lieutenants, four patrol sergeants, one administrative sergeant, one detective sergeant, one school resource officer, one community resource officer, six detectives and twenty road patrol officers. Of our four civilian support staff, one is assigned to the Chief of Police, one is assigned to Records, one to Investigations and one to building/ fleet maintenance. We also employ eight Communications Operators and three transcriptionists, two property clerks, and one custodian.

### **3. Future Issues**

As with most police agencies across the country, the agency cited recruitment and retention as one of the biggest issues they are facing. The agency is work on this through recruitment at the police academy and community engagement projects. The agency currently has a sworn staff of 36 officers (budgeted for 38), however at their peak the authorized sworn staff was 45. The agency lost some positions due to budget issues years ago and is working toward getting back to that number, but with budgeting issues, it is tough.

The second issue identified is that of dealing with the transient population in the Township. The Township has a population of approximately 31,010 residents, but the daytime population swells to over 100,000. With its proximity to the City of Flint, the agency cites a lot of their crimes as being committed by citizens from outside of the Township.

### **4. CEO Biography**

#### **Kevin Salter – Chief of Police**

Kevin Salter has served as the Chief of Police for the Flint Township Police Department since 2018. Chief Salter leads a budgeted department of 38 sworn officers and 17 civilian support personnel.

Chief Salter has served the residents of Flint Township in a variety of positions since he began his career in 1999. They include: Patrol Officer, Community Policing Officer, School Resource Officer, Incident Response Team Member / Commander (SWAT), Detective, Patrol Sergeant, Detective Sergeant, and Lieutenant.

Chief Salter earned his Bachelor of Science degree in Criminal Justice from Ferris State University in 1993. He served 4 years in the United States Army, achieving the rank of Captain before being honorably discharged in 1998. Prior to Flint Township, he was employed as a Police Officer with the City of Montrose and Mount Morris Township Police departments. He also was a Road Patrol Deputy with the Lapeer County Sheriff's Department. Chief Salter is a graduate of the Northwestern University's School of Police Staff and Command - Class #376.

### **5. Accreditation Managers**

## **Lt. Brad Wangler**

Lieutenant Brad Wangler oversees the Administration/Investigative Division at the Flint Township Police Department. This division consists of 1 Detective Sergeant and 4 investigators dedicated to investigating Flint Township complaints. This unit also contains two plain-clothed investigators assigned to the Flint Area Narcotics Group (FANG) and the Genesee Auto Theft Investigation Network (GAIN).

Lt. Wangler has been in law enforcement since 2005 and has served with the Flint Township Police Department since 2009. Lt. Wangler has held a variety of positions in his career with the Flint Township Police Department including: Patrol Officer, Field Training Officer, FANG Detective, Patrol Sergeant, Administrative Sergeant, Detective Sergeant, Incident Response Team Member/ Commander, Patrol Lieutenant and Administrative/ Investigative Lieutenant.

Lt. Wangler studied criminal justice at Michigan State University and holds his bachelor's degree. Lt. Wangler is also a graduate of Northwestern School of Police Staff and Command, Class #432.

## **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 lines were active on August 30<sup>th</sup>, 2023, from 9:00 A.M. to 11:00 A.M. The phone lines were tested prior to the call-in session and found to be working. The following individuals participated during the call-in period:

*Mary Beth Seaward*

Mary Beth Seaward is a longtime resident of the Township. She described the police department as "wonderful." Seaward stated that she has had dealings with the officers for years and always looked at them in a positive light. Seaward stated that she volunteers to take care of the gardens around the department, which she used to handle with her husband until his passing. Seaward stated that she continues to do this service and frequently interacts with the officers while doing so. Seaward stated that she often attends Township Board Meetings and is grateful to Chief Salter for giving his report at every meeting. She spoke highly of Officer Chisa who is the department's community resource officer. She stated that Officer Chisa helped her install a security system at her house. Seaward stated that she has had a neighbor dispute on-going for some time and officers who respond are always respectful. Seaward stated that while

all places have room for improvement, she cannot think of anything that Flint Township PD needs to improve upon. She stated that the department needs more money to get more officers, but understands that is beyond the agency's control. Seaward stated that she fully supports the agency's efforts in obtaining MLEAC accredited status.

*Ryan Hagler – Resident of Flint Township*

Ryan Hagler is a resident of Flint Township and used to work in the security industry at Genesee Valley Mall. Hagler stated that in that capacity he had numerous interactions with the officers of the police department. Hagler stated that he has nothing but good things to say about the police department. Hagler stated that officers were always quick to respond to incidents at the mall. Hagler also recounted a recent incident involving a three-year-old child who was found wandering in his subdivision. Hagler stated that officers responded quickly, spoke with the child, and were able to keep her calm. Hagler stated that within a short amount of time, the officers were able to reunite the child with her family. Hagler stated that the department appears to be one of the best and holds high standards for their officers, always looking for the best candidates for the job. When asked about improvements, Hagler stated that he would like to see a little more patrol in the subdivisions for speed enforcement, but also knows that the officers are extremely busy. Hagler stated that one thing that sticks out in his head is the officers conducting ALICE training in 2018 with his security staff. Hagler stated that he believes the agency should be granted accredited status through MLEAC.

*Teresa Alexander – Business Owner*

Teresa Alexander owns a business in Genesee Valley Mall. Alexander stated that she has had numerous occasions to call Flint Township Police for help and they always respond in a rapid fashion. Alexander stated that she has nothing bad to say about the police department and cannot think of anything that they need to improve upon. Alexander stated that she supports the agency being granted accredited status through MLEAC.

*Rick Callahan – Assistant Principal at Carman-Ainsworth*

Rick Callahan stated that he is the Assistant Principal at Carman-Ainsworth High School in the Township. He stated that he also previously worked at the two elementary schools in the Township. Callahan stated that he has always worked closely with the school resource officers and Officer Chisa. Callahan stated that the police department frequently provides needed supplies to the children at the schools. Callahan stated that during COVID, the police department acquired and gave the school cases of PPE supplies. He stated that the agency does Adopt-a-Family every year and always attends school events. Callahan stated that the police department provides excellent service to the residents and schools of Flint Township. Callahan stated the only improvement to be made is having more man-power because the agency is shorthanded. Callahan stated that he wants to see the department grow. Callahan stated that the agency is deserving of full accredited status through MLEAC.

*Mildred Wint – Resident of Flint Township*

Mildred Wint stated that she has been a resident of Flint Township for the past 34-years. Wint stated that any time she has needed the police, the officers have been very responsive and helpful. Wint stated that she has worked closely with Officer Chisa on various community engagement projects and believes that Flint Township's National Night Out is one of the best. Wint stated she has reported suspicious activities to the police department on various occasions and they have always handled the issues. Wint stated that there are no areas of improvement for which she can think. Wint stated that she is in full support of the agency receiving MLEAC accreditation.

*Tim Jones - Executive Director of Genessee County Dispatch and retired Lieutenant FTPD*

Assessor Danielson spoke with Tim Jones. Mr. Jones said he worked for the Flint Twp PD for 33 years and retired in 2015 as a Lieutenant. Mr. Jones stated that the professionalism of the FTPD and how they interact with the community in crime prevention and community policing throughout the years is above and beyond. Mr. Jones also stated that "The Chief of Police and the accreditation team have done a great job and it has been fantastic watching them grow from the beginning of their careers to the leadership roles they now hold." Mr. Jones supports the accreditation efforts of the FTPD.

*Mike McDougall - Business Owner*

Assessor Danielson spoke with Mike McDougall. Mr. McDougall discussed the professionalism and community involvement of the FTPD. Mr. McDougall's business is involved in the National Night Out and Turkey Give Away Program. Mr. McDougall expressed his support for the department and their bid for accreditation.

*Lauren Goslee - Local Business Employee*

Assessor Danielson spoke with Lauren Goslee. Mrs. Goslee is a resident of Flushing but works for Serve Pro in Flint Township. Serve Pro built in the township in 2021. Mrs. Goslee has had contact with the FTPD during calls for service and states that they respond quickly and professionally. Mrs. Goslee discussed Officer Chisa and Sgt. Nemecheck regarding Shop with a Cop and National Night Out events and the great relationship the PD has with the community.

Mrs. Goslee discussed a disaster clean up that occurred prior to the accreditation period and Serve Pro's supportive working relationship they had with the FTPD during the incident. Mrs. Goslee stated that the FTPD are good with the community and she supports their accreditation efforts.

*Mary Dresbach - Director at Carman Senior Center*

Assessor Danielson spoke with Mary Dresbach. Mrs. Dresbach is the Director at Carman Senior Center. Mrs. Dresbach is appreciative of the department. She talks positively of their police response, crime prevention and community policing efforts. Mrs. Dresbach discussed Officer Chisa and his direct efforts to assist with all events at the senior center, including: Turkey Give Away and the centers garage sale. Mrs. Dresbach has only worked for the center for the last 18 months but is thankful of her relationship with the police department and is supportive in their accreditation efforts.

## **2. Correspondence**

The assessors did not receive correspondences via email regarding the reaccreditation process.

## **3. Media Interest**

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

## **4. Community Outreach Contacts**

There were no Community Outreach Contacts regarding the on-site.

## **5. Agency Ride-along/Dispatch Center Tour**

### *Agency Ride-along*

On 08/29/2023, Assessor Ivory conducted a ride-along with Officer Nate DeLong. Officer DeLong was professional, courteous, and engaged during the ride. Officer DeLong's uniform was well maintained and his patrol vehicle appeared to have been freshly cleaned. During the ride, Officer DeLong took Assessor Ivory on a tour of the entire township. He was knowledgeable about the township demographics. Officer DeLong pointed out the diverse socioeconomic areas of the Township. Officer DeLong discussed the relationship between patrol and command, speaking highly of it, stating that they work well together and the expectations are always clear.

During part of the ride, Officer DeLong took Assessor Ivory into a very rundown area of the Township, which encompassed a trailer park that he described as having been condemned by the Township. During the travels in the park, Officer DeLong noticed a resident who was standing outside one of the residences. He described the man as a known offender and drug user. Despite this being the issue, Officer DeLong took the time to stop and speak with the man. He was professional with the citizen, who described his vehicle being taken by a friend who was attempting to purchase the truck. Officer DeLong explained that it was a civil matter and he would need to address the issue through the court.

Officer DeLong was dispatched to one call for service during the ride-along, which

involved a male subject who was causing a disturbance at a local car rental company. Upon arrival to the call, Officer DeLong discovered the man walking down the street. He stopped his vehicle and engaged with the subject, who was visibly upset and verbally aggressive with Officer DeLong. Officer DeLong utilized proper officer safety tactics while dealing with the man and despite the man's demeanor, Officer DeLong attempted to deescalate the situation. Officer DeLong recognized that no crime had occurred and de-escalation was not working, so he disengaged from the contact and advised the man that he was free to leave.

At the completion of the ride-along, Officer DeLong assisted Assessor Ivory with re-accessing the police department.

#### *Dispatch Center Tour/Ride-Along*

Assessor Danielson participated in a ride-along with Lieutenant Brad Wangler and Sergeant Michael Nemecheck on Tuesday August 29<sup>th</sup>. The guided tour included the city limits, numerous residential neighborhoods and the business district. Lt. Wangler discussed the history of Flint Township, while Sgt. Nemecheck discussed the economic range of the community from low-income disadvantaged neighborhoods to high-end residential.

Lt. Wangler pointed out the commercial corridor and new construction that will add to the already bottle-necked roadways of the interstate. As members of the accreditation team Lt. Wangler and Sgt. Nemecheck are well-versed in the policies of the department and are invested in the future of the accreditation program.

## **F. Essential Services:**

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

#### Direction of Personnel

The Chief of Police has the sole authority to issue, modify, repeal, amend, revise, revoke, or approve any of the rules, written directives, policies, and procedures. The written directives were constructed in a logical manner with employee duties and responsibilities clearly defined, including constraints on employee actions and expectations. The agency uses PowerDMS which allows for the policy to be disseminated for review by staff prior to issuance.

#### Fiscal Control

The agency has a petty cash account which is balanced weekly, accounting for all incoming money and disbursements. Accounting is done by the Administrative Assistant to the Chief.

Communications Operators are allowed to accept fees and provide change when

necessary. A receipt is provided to the citizen, a copy of the receipt is attached to cash and placed in the cash register, which has limited access. All monies are then transferred to the Township Treasurer's Office by the Administrative Assistant.

### Internal Affairs

The agency will accept and investigate all complaints, even those made anonymously. Internal investigations are assigned to a command officer, who has the authority to report directly to the Chief of Police. The agency has a well-defined process from the receipt of a complaint through the final disposition and notification to the citizen.

During the assessment period the agency received:

Internal Investigations:     3  
Unfounded:                     3

### Analysis:

Sustained Internal Investigations by Division (3 Total):

0 -Patrol

Of the 3 investigations, all were initiated by the citizen complaint process.

All three complaints were unfounded, however one of the complaints did result in non-disciplinary counseling for the officer for unprofessional language (the complaint was for excessive force).

No training needs were identified beyond the current training plan. The agency uses training and counseling in lieu of discipline when appropriate.

### The Disciplinary Process

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 agency. 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 governed by a collective bargaining agreement. There were no grievances filed as a result of discipline during the assessment period.

### Organization

All sworn personnel take, sign, and subsequently abide by an oath of office to enforce the law and uphold the Constitution of the United States and the Constitution of the State of Michigan. All agency personnel acknowledge a code of ethics and receive ethics training every three years. Bias-influenced policing is strictly prohibited by the

agency. There is a clear definition for bias-influenced policing including the reliance on characteristics such as race, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, economic status, age, cultural group, disability or affiliation with any non-criminal group as the basis for providing differing law enforcement services or enforcement.

The agency 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. There were no harassment complaints filed during the assessment period.

The police personnel have structured unity of command. The Flint Township Police Department has a Chief of Police, who is supported by two Lieutenants and one Administrative Sergeant.

The agency has a Patrol Division, which is overseen by the Lieutenant. There are four patrol platoons, each having officers who are overseen by a Sergeant. The Administrative/Investigations sections are also overseen by a Lieutenant. There is one Detective Sergeant, four Detectives, a school resource officer, community resource officer, and TFO's assigned to the Flint Area Narcotics Group (FANG) and Genesee Auto-Theft Investigation Network.

The agency currently has 38 sworn personnel and 17 civilian staff members. The make-up of the agency consists of:

- 1 Chief of Police
- 2 Lieutenants
- 1 Administrative Sergeant
- 1 Detective Sergeant
- 4 Patrol Sergeants
- 28 Police Officers
- 17 Civilian Support Staff

Special assignments in the department are FTO, K9 Officer, Detective, FANG, GAIN, SWAT, School Resource Officer, and Community Resource Officer.

The agency also has access to supervisory personnel on a 24-hour basis. There is always an on-duty supervisor, however one of the two Lieutenants is always in an "on-call" status. In the absence of the Chief of Police, one of the Lieutenants is designated to act in the Chief's place.

#### 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 agency maintained all stored equipment in a state of readiness.

The wearing of body armor is mandatory for all sworn personnel, and there are additional requirements to wear body armor while engaged in pre-planned and high-risk operations. All sworn personnel are responsible for the maintenance of agency-issued equipment.

### Public Information

The agency has a comprehensive Media Relations Policy. One of the Lieutenants is the authorized Public Information Officer and the designated point of contact for the media, although all employees are encouraged to assist the media when needed. A well-defined process is in place for press releases. The agency utilizes social media for various activities, including community engagement and community awareness.

### 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 records bureau. Access is gained by key. The Chief of Police or authorized designee determines what personnel may have access. Juvenile records are kept designated as such in the Premier One records management system. Physical juvenile case files are appropriately labeled and locked within a secured records cabinet. There are extra security measures for non-public records in the system as well.

All freedom of information requests are handled by the agency's FOIA coordinator. 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. Newly sworn personnel are required to complete an extensive field training program which is defined by the San Jose Model of Field Training. Officers in field training rotate shifts and

assigned field training officers in an attempt to expose newly hired officers to all shifts. Field training officers are properly selected and trained through a documented process. The Chief of Police or authorized designee makes the final determination of selection of field training officers. The field training program is properly supervised by an assigned Lieutenant. Accreditation Managers have all received proper training in the job through MACP.

Newly promoted or personnel newly assigned to a specialty assignment receive training consistent with new responsibilities and tasks. The agency has a remedial training policy. During the assessment period no remedial training was conducted. 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 to accomplish the required training, review of material, and assessments. Annual/Bi-Annual training included firearms, less lethal weapons (Taser, OC Spray), de-escalation, defensive tactics, hazmat, blood borne pathogens, response to persons with mental disorder, first aid/CPR, emergency vehicle operations, cultural diversity, sexual harassment, domestic violence, and legal update.

The agency has a highly trained Incident Response Team (SWAT). Documentation of all training requirements was shown.

#### Authorization and Use of Agency Weapons and Ammunition

The Chief of Police is the authorizing authority for weapons and ammunition, including specialized weapons. The agency uses certified/qualified staff for armorer inspections, repair and replacement. Records of weapons are properly maintained with written guidelines for storage. The agency has a written procedure on removing unsafe weapons and provide a replacement if repairs could not be made that met accreditation standards. No firearms had to be red tagged during the assessment period. The agency provides use of force training, de-escalation, firearms, less lethal weapons and unarmed subject control, at the minimum, yearly. Training is provided by qualified instructors and proficiency must be demonstrated by the officer. A procedure for remedial training is in place for officers unable to qualify or meet minimum standards.

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

#### Personnel Benefits and Responsibilities

The agency has a written directive outlining the employee assistance program, line of duty death, and an employee collision and review process. The department uses a third-party vendor to provide initial assessment, critical incident review and additional services. All records are kept confidential. The EAP service does not provide data from voluntary services provided to members of the Flint Township Police Department.

The agency has a written directive for employee injury and exposure that was enacted in January of 2023. The directive covers notification of a supervisor and the designated forms to complete. A Lieutenant is responsible for documenting the cause of the injury and forwarding their findings to the Chief's office. Since the policy inception the department has had one officer injured and have not completed any changes to department policy, training or equipment and there were no instances of disciplinary action.

### Performance Evaluations

The agency has a process to complete performance evaluations for department personnel. Evaluations are completed semi-annually. Behavioral criteria are identified for each job function. There is an established rating scale. A review process is available for any employee who disagrees with their performance evaluation. Evaluators are trained in the use of performance evaluation. The agency just established a system for early warning system tracking. Previously the early warning system was tracked by the immediate supervisor. The new process is a digital monitoring of 10 incidents that will trigger a review. Employees exhibiting indications of benefiting from the Employee Assistance Program are referred for assistance.

### Promotion of Sworn Personnel

The agency promotional system is outlined in the Civil Service Rules approved by the Flint Township Commission. The testing consists of a written exam, an oral board and consideration is given by the Chief of police concerning experience and training. The Civil Service Commission sets the eligibility requirements. The Lieutenants position requires 5 years of police experience with the Flint Township Police Department and 2 years in the position of Sergeant.

Agency members who wish to apply for a special assignment must be off probation, proficient in current assignment, adapt to a varied schedule and commit to the length of the assignment.

### Recruitment of Sworn Personnel

The recruitment plan contains a clear statement that the agency operates as an equal opportunity employer. The plan is designed to recruit candidates that are a representation of the composition of the community the agency serves. The recruitment action plan involves activities to identify and hire the best qualified candidates. Such activity includes social media advertisements, community events and recruiting from local police academies. The recruitment plan has not been reviewed but is scheduled for triennial review by the Chief of Police or their designee in the next three-year period.

### Selection of Personnel

The agency has a process for the selection of full-time personnel. The agency selection process is done in conjunction with the Flint Township Civil Service Commission. The Chief of Police is responsible for the final selection of the candidate. Job postings are advertised to the public. The Civil Service Commission conducts the written and interview portions of the process and institutes a hiring list.

Candidates given a conditional offer of employment are subject to additional testing. The final offer of employment is subject to successfully passing psychological testing, background investigation, medical/fitness evaluation, drug testing, and MCOLES requirements.

#### Reserve Officers and Civilian Volunteers

Flint Township Police Department does not have reserve or civilian volunteers.

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

#### Arrest, Search and Seizure

The Flint Township Police Department is a full-service law enforcement agency with powers of arrest. Their written directives are in conformance with the US Constitution about arrest, search, and seizure.

FTPD has clearly written directives regarding warrantless searches and obtaining and serving search warrants. Their officers take custodial arrests directly to their police station for processing. All temporarily held arrestees are transferred to the Genesee County Jail until arraignment or release. They provide alternative care for an arrestee's dependents.

Strip and body cavity searches are not authorized by the Flint Township Police Department.

#### Interview and Interrogation

Flint Twp Police Department has established written directives regarding interviews and interrogations of victims, witnesses, and suspects, to include juveniles, that ensure the subject's constitutional rights are preserved. The department maintains three interview rooms. One as an interview room for use by victims, witnesses, and non-custodial suspect interviews. Two others are in more secure locations for custodial interviews and interrogations of suspects. All three rooms have video. Two of the three have audio equipment in place. The third room in the booking facility has bad acoustics and the audio is poorly recorded and therefore not used for interrogations. Audio and Video are automatically saved to a cloud-based system. All interviews are monitored by

investigative personnel to ensure officer safety. Officers may request assistance using their portable two-way radios.

### Use of Force

FTPDP's written directives restrict use of force to that which is reasonable under the circumstances to accomplish lawful law enforcement purposes. The directives call for medical treatment for injured persons and those who complain of injury following a use of force incident. FTPDP directives impose a duty to intervene on all officers if they witness another officer using inappropriate or excessive force, followed by a duty to report the same to their supervising officer. The department produced a detailed annual summary and analysis of their use of force incidents for the accreditation period.

FTPDP directives require that a report be filed whenever an officer uses any level of force which includes everything from Defensive Resistance up to and including lethal force. FTPDP officers are also required to file reports when they discharge a firearm, use a less lethal device or weapon, apply weaponless control and when an officer unintentionally discharges a firearm or CED.

The Flint Township Police Department written directives require a meaningful review of each use of force incident that determines if any issues were identified regarding policy, training, equipment, or disciplinary issues. Officers involved with a high-level use of force resulting in serious injury or death of any person are immediately placed on administrative leave pending a documented meaningful review of the incident.

The annual analysis from 2022 documented 38 use of force incidents out of 1502 recorded arrests and approximately 34,000 calls for service and 5,000 traffic stops. Lt. Matthew VanLente conducted the annual review and documented the need to combat complacency with a variety of training to keep officers mentally and physically sharp. There were only 4 minor injuries noted in the review (3 to offenders, 1 officer).

### Communications

The Flint Township Police Department utilizes the Genessee County Regional Dispatch Center for communications. They operate 9-1-1 PSAP / Dispatch Center and provide police / fire / EMS call taking and dispatch for the multiple jurisdictions in the County. Accessor Danielson toured the facility and spoke with two supervisors and the technology department. All 911 calls to the Genessee County Dispatch Center are automatically recorded. All recordings are preserved for at least thirty-one days. All dispatchers' consoles have immediate playback capabilities of 911 calls, nonemergency phone calls and radio communications. Their dispatchers are certified for Emergency Medical Dispatch. The dispatchers and call takers are supervised by Dispatcher Supervisors, and an Executive Director.

The FTPDP maintains a two-way radio system on the state MPSCS system. They capture required data elements from each call utilizing the Equature electronic recording

system. The investigative team has access to the Equature system to preserve recordings for investigative purposes. The Genessee County Dispatch Center maintains a backup generator that is tested by manufacturer recommendations on an annual full-load test conducted as part of their contracted annual maintenance.

### Field Activities

The FTPD policy authorizes officers to engage in motor vehicle pursuits within the guidelines provided in the written directive. The Township is 26 square miles and is surrounded by the cities of Flint, Swartz Creek, Burton, Mundy Twp, Clayton Twp, Flushing Twp, and Mt. Morris Twp.

The Flint Township Police Department recorded approximately 5,000 traffic contacts in 2022 along with thirteen (13) vehicle pursuits. A review of the annual summary and analysis reports prepared for 2022 showed that Flint Township Police pursuits ended with the arrest of the offender 9 arrests. Of those 9 arrests, 8 were conducted at the end of the pursuit while one was identified by the officer prior to termination and the arrest was conducted 1 month later.

Roadblocks, and/or intentional collisions may only be used to terminate a pursuit with limitations defined by policy. All intentional vehicle contact is considered a use of force. The FTPD requires training techniques used as a last resort.

Written directives establish protocols for dealing with mentally or emotionally impaired persons. FTPD prepares its officers for such encounters through initial training during the FTO period for new staff, and triennial refresher training. The refresher training was conducted during the assessment period.

The Flint Township Police Department fields a mobile video recording system in its patrol cars. Their written directives require officers to activate the recording system for any dispatched call, any citizen contact for investigative purposes, including, traffic stops, foot and vehicle pursuits. Officers are given the discretion to activate the system whenever they think it might be necessary. They have a retention system in place. FTPD implemented body worn cameras from Getac during the accreditation process.

The Flint Township Police Department has in-car computers in each patrol vehicle, accessible to each patrol officer. Their written directives address CJIS policies and user agreements, training and security. The computers are password protected and locked in secure mounts in the vehicles. The in-car cameras are remotely downloaded from the patrol car. The department mentioned slow internet speeds causing a delay in the downloading of videos.

The Flint Township Police Department allows foot pursuits and has written directives guidelines and procedures in place regarding them. Supervisors conduct a meaningful review of all foot pursuits. FTPD created a more in-depth meaningful review form for future pursuits to document the required data points.

Lt. Van Lente conducts the annual documented summary and analysis. The FTPD's annual summary and analysis reports they investigated ten pursuits during 2022. Five foot chases followed a vehicle pursuit, four were from in-progress crimes and only one was from a traffic stop. The implementation of body worn cameras in 2022 allowed for a more comprehensive review process for foot pursuits.

Agency personnel are required to wear seat belts when driving or riding in department vehicles, and use child restraints when transporting children.

The Flint Township Police Department has a written directive establishing guidelines and procedures for the management and use of the canine team. The directive requires canine teams to have adequate training and certification. The canine handler is responsible for daily care and feeding while the FTPD is required to provide equipment and food. The officer is responsible for maintaining a log documenting all deployment data, including; all use of force data, training, tracks, and searches.

#### Traffic Safety and Enforcement

The FTPD has applicable policies in place regarding motor vehicle stops, uniform enforcement, special classes of offenders, and direction and control of traffic. Traffic enforcement options include verbal warnings, citations, and arrests, when appropriate. All citations are documented in a written daily log by officers.

The department are proactive in traffic enforcement and in directed patrols utilizing the Office of Highway Safety and patrol grants.

#### Homeland Security/Critical Incidents

FTPD has incident command directives in place that cover the areas of Critical Incident Response, Command, Planning, Logistics, and Administration / Finance. FTPD utilizes the ICS for critical incidents. The ICS system has not been activated by FTPD during the accreditation period.

#### Police Canines

The Flint Township Police Department has a canine unit that currently includes one assigned officer and one dog. The canine is trained for locating narcotics, tracking, building searches and use of force. They train with other agency handlers four times a month for eight hours. During the accreditation period, the dog was not used as a method of force. The written directives comply with the standards.

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

#### Criminal Investigations

Flint Township patrol officers take the initial report. Patrol Officers conduct as much of the follow-up as possible and if further investigation is needed, then the case is forwarded to the Detective Bureau.

A policy is in place for eyewitness identification. Flint Township Police Department did not have any cases where a show-up or live line-up were used. Flint Township Police Department used a photographic line-up presentation. Instructions were provided and signed off on. A witness statement was completed.

### Crime Scene Processing

The Flint Township Police Department maintains detectives with advanced evidence collection training as well as a civilian evidence technician.

The Flint Township Department allows patrol officers to identify, preserve, and gather evidence from crime scenes. Processing of evidence is the responsibility of evidence technicians and property custodians.

### Storage of Evidence and Property

The Flint Township Police Department controls property through a records management system.

Appropriate policies are in place for property processing and evidence collection. The agency has a well-organized property room. Only the evidence custodian (Detective Sergeant) and the two back-up evidence custodians have access to the property rooms. The doors have key and swipe card access. There are numerous two-way lockers for officers to put larger pieces of evidence into along with smaller lockers in which evidence is placed and secured until the property officer comes in. The agency has an overflow storage area near the sallyport for larger items and long-term storage. Larger items that do not fit in lockers can be secured in a smaller garage area with a roll-up door. It was discovered on-site that the area, while primarily used for items that are not evidence, can be accessed by any command staff members. This was addressed on-site and given an applied discretion (see applied discretion section for further). The agency has separate, lockable rooms within the property room available for narcotics, valuable jewelry, guns, and money. The valuable items and large sums of money are locked in a safe.

Evidence that needs lab submission is sent to the Michigan State Police Lab. Appropriate policies for transmission and chain of custody are in place. Upon packaging an item, it is secured in a temporary locker.

The property officer will retrieve the items and transfer them to the long-term storage property room.

Time sensitive inspections, audits and inventories were conducted; No irregularities

were identified.

Appropriate policy is in place for the possession, transfer and destruction of property.

#### Juvenile Matters

The agency has established policies regarding juvenile status offenses, including runaway cases. The outlined policies ensure the protection of the juvenile's constitutional rights. The agency processes juveniles at their station and keeps them separated from adults. There was proof of compliance shown.

The agency has a policy on the safe delivery of newborns.

#### Special Investigations and Operations

The agency has policy in place which dictates procedure for special investigations and operations. Most special investigations are run by and through FANG.

The agency has established policies regarding unidentified adults and children, and the safe delivery of newborns.

There were no incidents where the agency needed to use Amber Alerts.

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

#### Transporting of Arrestees/Detainees/Prisoners

The Flint Township Police Department has established policy and procedure in place to include searching vehicles and subjects prior to transport. Subjects are secured in partitioned vehicles and seat belts are utilized in compliance with state law.

#### Processing of Arrestees/Detainees/Prisoners

The Flint Township Police Department maintains a processing area. Appropriate weapon control policies and procedures are in place. Policy does allow for arrestees to be restrained to fixed objects, but only by the wrist, unless expressly authorized such as in circumstances like restraining a prisoner to a bed in a hospital.

This area is monitored by closed circuit cameras. The agency does not have a Data Master machine on-site. An appropriate escape policy is in place and the processing area is secured by locked doors.

#### Holding of Arrestees/Detainees/Prisoners

The Flint Township Police Department maintains a secure holding facility with a processing area. The agency is capable of holding prisoners, but describes this process as almost never happening. The agency transports and lodges all offenders at either the Genesee County Jail or Flint City Lock-up. Lt. VanLente stated that the only time a prisoner would be held is in the event of the need for an interview, however even this is rare. Multiple holding cells are available to allow for separation of both females and juveniles.

Appropriate training and evacuation policy and procedures are in place. The written directive requires personnel be initially trained in supervision and care of detainees with refresher training every three years.

**G. Applied Discretion Compliance Discussion:**

This section provides specific information on those standards found to be in compliance after on-site adjustments were made. Adjustments may include modifying agency policies and directives, creating documentation and alteration of the physical plant. The agency had two standards held as applied discretions:

**4.3.3 a&b** - The large item overflow garage is accessed by a proximity card. The issue is that every supervisor in the department, including the chief, has a proximity card that will open that door. The garage itself generally does not contain evidence, however when it does, there is no process in place to restrict access to only property custodians. While on-site, it was discovered that there was a tagged bicycle in the garage, which despite not being evidence of a crime, was in fact a piece of property tagged into the system.

Action: While on site, the property custodian removed the bicycle from the garage and secured it into the long-term storage room. Recommendations were given to either use evidence tape on the garage when evidence is in there, or to remove access to the garage from everyone in the agency except for property custodians.

**1.10.1 h** – The standard requires guidelines for the secure storage of authorized weapons. The policy of the Flint Township Police Department is that equipment lockers will be locked when weapons are in the locker and officers are away from the locker. During the station tour, it was discovered that two lockers in the female locker room were unsecured. Upon further inspection, firearms were discovered in both lockers.

Action: While onsite, the lockers were secured and this issue was brought to the attention of the accreditation team, who stated they will be conducting a counseling session with the offending officers.

**H. Standards Noncompliance Discussion:**

The agency had 0 standard in noncompliance.

**I. Exit Interview with Chief Salter:**

Chief Salter stated that the accreditation process has been exhausting for his team, but they handled it with confidence. Chief Salter stated that the issues facing the agency are recruitment/retention and the transient population of the Township. Chief Salter stated that the agency is definitely understaffed from where they used to be and they are extremely busy with calls. Chief Salter described the desire to hire and retain highly qualified candidates for the positions of sworn officer, but further stated that they hold their standards in the highest regard and are not hesitant to release a recruit if they are not cutting it. Chief Salter stated that he believes obtaining MLEAC accreditation will just solidify the high standards that they already set for their personnel.

**J. 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. There were three waiver of standards verified during the on-site. The following standards were granted non-applicable waivers:

*Standard 2.6.1 Reserve/Auxiliary Officers Program*  
*Standard 2.6.2 Civilian Volunteer Program*  
*Standard 4.5.3 Using Confidential Sources*

**K. Employee/Officials Interviews**

*Lt. Matthew VanLente – Command Union President*

Lt. VanLente stated that he has been with the agency for twelve years and the command union president for one year. He stated that the unions have a great working relationship with Town Hall as well as with Chief Salter. Lt. VanLente stated that things can get somewhat contentious at contract negotiation time but no more so than anywhere else. When asked about the grievance process, Lt. VanLente stated that he does not recall the last time that a grievance was even filed, speaking to the good relationship between command and the rank and file. Lt. VanLente stated that he feels as if the Chief and the Township officials have an open-door policy and communication is good going in both directions.

*Officer John Chisa – Community Resource Officer*

Officer Chisa has been with the agency since 2003 and started in his current roll as

community resource officer in 2018. Officer Chisa stated that prior to taking on this role, the position did not exist. He stated that the department found there to be a need to have more community engagement, however the average road officer did not have enough time in the day to conduct such events due to the tremendous call volume. Officer Chisa stated that he now handles all of the community engagement, with assistance from other officers from time to time. All the events they do, such as Shop with a Cop, vacation house watches, security surveys, and their social media platforms are all coordinated by him. Officer Chisa stated that he gets to interact with the citizens in a way that brings him closer to the day to day needs of the people. Officer Chisa stated he is busy all the time, but that he does not mind and his role really serves a purpose. Officer Chisa provided a list of events to the assessment team that the police department does (discussed in Community Engagement). Officer Chisa closed with the idea that fully supports the broken windows theory of policing and believes that attempting to let people know that someone is watching is the best way to keep crime at bay.

*Karyn Miller – Township Supervisor*

Karyn Miller stated that she has been the Township Supervisor for Flint Township for fifteen years and a resident of the township for almost twenty. Supervisor Miller described the police department as highly functioning and as having extremely high standards, especially for new officers. Supervisor Miller stated that the agency is not afraid to release a trainee if they are not cutting it. She described the department as having integrity. When asked about the relationship between Town Hall and the Unions, she stated that it is typically good. She stated that contract negotiations are generally smooth, with neither side ever getting fully what they want. She stated that the police contracts have never gone to arbitration, which she believes is a sign of a good working relationship. Supervisor Miller stated that the police department is constantly busy, which she attributes to their close proximity to the City of Flint. One of the biggest issues she advised for the Township was the trash and blight which is growing. She stated that it would be nice to have the police resources to combat this problem, but again due to the agency being busy with priority calls, they do not have the time to handle these types of complaints. When asked about this, she stated that the agency needs more officers. Supervisor Miller stated that there are budget considerations to this problem. She said the police department's budget is approximately \$7.5 million with \$5 million coming from the general fund and the remainder coming from a public safety millage. Supervisor Miller stated that they just renewed the public safety millage in the recent past.

*Det/Sgt. Brett Cassidy*

D/Sgt. Cassidy has been with the agency for 14 years and been a Sergeant for six. Of that time, D/Sgt. Cassidy has been assigned to the Detective Bureau for five years. He serves as the supervisor of the Detective Bureau and the primary property custodian. D/Sgt. Cassidy described the DB operations and stated that two detectives are on call at all times. He stated that the detective position is not considered a promotion,

however the general road officer will assist and listen to detectives when they arrive on the scene of a major incident. He stated that while the spot is not permanent, most detectives spend many years in the assignment, however it is technically up to the Chief how long the assignment is given. D/Sgt. Cassidy spoke about the property and how it was recently overhauled. He showed pride in the running of the property room. We provided recommendations for the property garage issue and he appeared to understand the problem.

#### **L. Community Outreach and Engagement**

The agency conducts numerous community outreach and engagement projects throughout the year. These include:

- Safe Streets/Clean Streets: Initiative that brings numerous officers out on a monthly basis to tackle some of the blight in the Township. The last of which yielded over twenty large bags of trash being removed from the roads.
- Security Survey Services: Full assessment of security downfalls at various residences, businesses, and churches. This is designed to assist these members of the community with hardening the target against would be criminals.
- Lock It or Lose It: Crime prevention program offered in the more economically challenged areas. Food is provided and officers interact with the citizens.
- SCRAM: Security Registration and Mapping program that helps citizens connect their local security cameras to assist law enforcement with detection and investigation of crime.
- Adopt-A-Family: During Christmas, the agency adopts a family in need and provides them with food and presents.
- Thanksgiving Turkey Giveaway: The police department partners with a local philanthropist and gives away approximately fifty turkeys to families in need.
- National Night Out: Event sponsored nationwide to bring people together. Occurs in the lot of the police department, with officers serving hot dogs. There are kids' games, a dunk tank, and various prize giveaways.
- Shop With a Cop: Christmas Shopping with underprivileged families.
- Cars, Cops, and Coffee: Conducted in the parking lot of the police department. A local Corvette Club will be bringing cars out and Biggy Coffee is supply beverages for the citizens to enjoy while spending time with the officers.

#### **M. Summary and Recommendation:**

A thorough review of the files for compliance was conducted, supported by observations and interviews. It was determined that the agency was in compliance with all of the established accreditation standards, with exceptions noted. Accreditation through MLEAC is recommended.

Lt. Matthew Ivory, Team Leader  
Date submitted: September 10<sup>th</sup>, 2023

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

Program Director Ron Wiles  
Date: September 10, 2023