

Michigan Association of Chiefs of Police
MICHIGAN LAW ENFORCEMENT ACCREDITATION PROGRAM



Onsite Final Report

Lansing Police Department

December 6th & 7th 2023

Team Leader: Matt Kelleher

Team Member: Robert Zaremba

A. Agency Name, CEO and AM:

Lansing Police Department
120 W. Michigan Ave.
Lansing, MI 48933

Ellery Sosebee
Chief of Police
Ellery.Sosebee@lansingmi.gov
(517) 483-4606

Lieutenant Josh Traviglia
Accreditation Manager
Joshua.Traviglia@lansingmi.gov
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B. Date of the On-Site Assessment:

Wednesday December 6th, 2023, through Thursday December 7th, 2023

C. Assessment Team:

1. Team Leader: Matt Kelleher, Captain (Ret.)
Accreditation Manager
Howell Police Department
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2. Team Member: Robert Zaremba, Officer
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D. Community and Agency Profile:

1. Community Profile



Serving as Michigan's capital since 1848, the City of Lansing was incorporated in 1859 and operates under provisions of Public Act 279 of 1909, as amended (Home Rule City Act). The City incorporates 34.7 square miles and is located in Michigan's Lower Peninsula within the northwestern corner of Ingham County and the northeastern corner of Eaton County. The city occupies most of what had formerly been part of Lansing Charter Township and is located where the Grand River meets the Red Cedar River. It has also annexed adjacent tracts of land in Delta Charter Township and Windsor Township in Eaton County to the west, Delhi Charter Township in Ingham County to the south, and in DeWitt Charter Township in Clinton County to the north. The city also controls three non-contiguous tracts of land through 425 Agreements (conditional land transfer agreements) with Meridian Charter Township, Delta Charter Township, and Alaiedon Township. The City has 927 employees, operates over 365 miles of sanitary sewers, 239 miles of storm sewers and 184 miles of combined sewers, over 413 miles of roads, 113 parks, a District Court, and provides support for many human services and cultural events.

The City operates under a mayor/council form of government, where the Mayor serves as the chief executive of the City and is elected on an at-large basis to serve a four-year term. The City Council is the legislative and policymaking body of the City and consists of eight members. Four members are elected from four single-member districts, and four members are elected at-large. Members of the council serve staggered four-year terms. City Council sets policies, approves budgets, determines tax rates and adopts ordinances and resolutions to govern the city. The Council also confirms citizen volunteers to a number of boards and advisory posts.

Lansing is a mature core city with a population of 112,644 according to the 2020 census. The racial makeup of the City is 59% White, 24.2% African American, .6% American Indian and Alaskan Native, 5.3% Asian, 12.9% Hispanic or Latino, and 8.4% of two or more races. 10.9% of City residents are foreign born. There were 49,018 households in the City with the average household size being 2.3 persons. 28.7% of the City aged 25 years or more has a Bachelor's degree or higher. As of 2021, the median household

income was \$46,570, per capita income was \$25,939, and 21.8% of City residents lived at or beneath the federal poverty level.

The City of Lansing is the seat of the Michigan state government. The local economy is comprised of a diversified mix of business and industries. With Michigan State University, Davenport University, Western Michigan University Thomas M Cooley Law School and Lansing Community College, the region has a strong higher education presence. The metro Lansing region is also home to several national insurance company headquarters and healthcare services with two major hospitals in the City and a wide variety of technology firms. Manufacturing also has a strong presence, especially in the automotive and biotech engineering sectors, with two General Motors assembly plants and related facilities located in the City, including a Logistics Center and a regional stamping plant, automotive suppliers throughout the region, production of particle accelerators, and vaccine research and production. Within the City, major taxpayers and employers include, but are not limited to, the health care sector - Sparrow Health Systems and McLaren Health Care Corporation, manufacturing - General Motors, research sector - Emergent BioSolutions, Neogen Corporation, and Niowave, Inc., and financial services and insurance - Jackson National Life and AF Group. Lansing serves as the cultural center for the region. Recent major investments have continued to revitalize Lansing and power the local economy. These new projects range in size from large to small and will continue to make Lansing a great place that offers the benefits of a big city with the affordability and convenience of a small town.

2. Agency Profile



The Lansing City Charter was amended in 1893 to provide for a six-member nonpartisan Board of Police and Fire Commissioners. This took effect May 1, 1893, and paved the way for a formal Lansing Police Department. The Board of Police and Fire Commissioners appointed a City Marshal, a Chief of Police, a Captain of Police, and Policeman (Watchman). In this same year, the first Rules and Regulations book became effective. On August 3, 1893, John P. Sanford, at the age of 30, was appointed as the first Chief of Lansing. Also employed were one Captain, seven Watchmen, and two Jailors. The first City Hall was built in 1896 on the southeast corner of Ottawa and Capitol and became the first home of the Lansing Police Department.

The Lansing Police Department has evolved greatly from its humble beginnings over 130 years ago. Today the Department consists of an authorized strength of 212 sworn officers and 46 civilian staff for a total of 258 positions, and it operates a \$55 million budget as of FY2024. The Department enjoys great support from the community as evidenced by a 1.5 mill property tax millage that generated over \$3.8 million of the FY2024 budget for additional sworn officer positions; this 5-year millage has been passed by City residents multiple times since its inception in 2012. In addition, in 2022 Lansing voters also approved a 30-year millage to fund a \$175 million Public Safety complex that will include a brand-new Police Department building, District Court, and Jail among other additions.

Department Structure: The Department consists of 1 Chief of Police, 1 Assistant Chief of Police, 4 Captains, 10 Lieutenants, 31 Sergeants, 25 Detectives, 140 Police Officers, and 46 Civilian staff. The Lansing Police Department maintains 4 Divisions: Administrative, Patrol, Investigations, and Staff Services, each being overseen by a Captain. Internal Affairs, the Public Information Director, and the Assistant Chief report directly to the Chief of Police.



3. CEO Biography

Chief Ellery Sosebee was born in Ashley, MI. He began his nearly 25-year law enforcement career with the Meridian Township Police Department where he served from 1999-2002. He then started with the Lansing Police Department as a Patrol Officer where he worked a number of special assignments including serving on the Special Tactics and Rescue Team (S.T.A.R.T.), Honor Guard, the Civil Disturbance Unit/Special Events (CDU), and as a firearms instructor.

Chief Sosebee was promoted to Sergeant in 2012 where he worked in Patrol and the Property and Supply/Quartermaster Unit. He promoted to Lieutenant in 2015 where he served in Patrol as a shift Commander, the Executive Lieutenant, Internal Affairs, and as a Detective Lieutenant in Investigations. In 2019 Chief Sosebee was promoted to Captain where he served in both Patrol and Staff Services Divisions. In 2021 he was promoted to become the 20th Chief of Police in the history of the Department. Chief Sosebee has a bachelor's degree in criminal justice from Michigan State University (MSU) and is a graduate of MSU's School of Staff and Command. Chief Sosebee's police philosophy is forging partnerships and opportunities through Education, Encouragement, and Enforcement. Chief Sosebee has been married to his wife, Brianna, for 22 years. They have three sons aged 19, 16, and 13.

4. Accreditation Manager Profile



Lieutenant Josh Traviglia was born in Lansing, MI. He began his 14-year law enforcement career as a reserve Police Officer for the Williamston Police Department. In 2009 he started with the Lansing Police Department as a Patrol Officer where he was a Field Training Officer, Union Representative, LPD Mentor, and served on the Violent Crime Initiative (VCI). In 2018 he promoted to Sergeant where he served in Patrol and as a Detention Supervisor. In 2022 he promoted to Lieutenant and is currently serving in Staff Services. Lieutenant

Traviglia has an associate degree in law enforcement from Lansing Community College and a bachelor's degree in criminal justice from Ferris State University. Lieutenant Traviglia has been married to his wife, Anna, for nearly 13 years. They have a 7-year-old daughter and a 3-year-old son.

5. Future Issues

Like most police departments across Michigan and the country, LPD's largest issue remains staffing. LPD has a robust recruiting cadre headed by the Staff Services Sergeant that travels across the State to attract quality candidates. The department also has great feeder programs utilizing our LPD Explorer Post (volunteer, ages 14-21), and LPD Cadets (employed, ages 18-21). Both programs serve as vital recruiting, training, and retention tools for LPD to develop its next generation of Police Officers. LPD has experienced great results with these efforts, being able to hire 39 Police Officers/Recruits in 2023. Despite this success due to a large number of retirements, the Department is anticipating the need to hire at least an additional 25 officers in 2024. With such large numbers of officers to hire, LPD has resorted to a combination of attracting officers with previous police experience from other departments as well as sponsoring Police Recruits through the Mid-Michigan Police Academy. Vacancies, and large numbers of Recruits undergoing LPD's extensive Field Training Program, have placed a strain on all members of the Department who must do more with less. Despite these challenges, the Lansing Police Department remains an attractive agency for candidates with its ample Departmental resources, community focused philosophy, proud history, numerous opportunities for special assignments and promotions, and ability to work in Michigan's Capital City.

Chief Sosebee noted the future move to a new facility. The Lansing Department is expected to move into its new facility by the end of 2025. The new police facility will combine operations and headquarters into one building.

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, December 7, 2023 from 9:00 a.m. to 11:00 a.m. The telephone line was tested and found to be functional. The assessors received four calls.

Matt Crehan – Property owner in the City of Lansing

Assessor Kelleher spoke with Matt Crehan. Mr. Crehan has a duplex in Lansing. Mr. Crehan had property stolen out of it and called the Lansing Police Department. Mr. Crehan stated he could not get the police department to do anything and was told it was a civil matter. Mr. Crehan is upset with the police department as a result of his interaction with the department surrounding the stolen property complaint. Mr. Crehan was asked about any positive contact with the department. Mr. Crehan talked about a time he was changing a lock once and officers stopped to check on them. Mr. Crehan thought it was good the officers were concerned and making sure the property wasn't being broken into. Mr. Crehan stated he does not support accreditation because of how his report of stolen property was handled.

Elizabeth O'Leary – Human Resources Director for City of Lansing

Assessor Kelleher spoke with Elizabeth O'Leary. Ms. O'Leary is involved with the hiring process. Ms. O'Leary facilitates selection of personnel and assists with recruitment. The Human Resources department maintains payroll, retirement, and all areas of Human Resources for all city employees. The police department has requested documents from Human Resources to assist with the accreditation process. The department is doing a good job with policy and procedures along with equity inclusion. Ms. O'Leary supports the initiative of the police department to achieve accreditation.

Sam Brewster – Police Commissioner for Ward 2 for Lansing PD

Assessor Zaremba spoke with Sam Brewster. Mr. Brewster has spent several years working with the Lansing Police Department as a Neighborhood Watch Board member is a current member of the citizen Police Commissioner Board. Mr. Brewster commented that the agency has worked very hard to make sure the right processes and procedures in place to serve community. He highlighted the agency's communication with the public and their transparency with reports to the community as well as in monthly Police

Commissioner Board meetings, which include the Chief of Police, and are open to public. Mr. Brewster also stated the agency has made the complaint process very accessible to the citizens which he feels is important to transparency and a fair and open review process. Mr. Brewster is proud of the agency's community policing efforts and visibility. Mr. Brewster fully supports the agency's efforts to become accredited.

Elizabeth Sachs – Resident

Assessor Zaremba spoke with Elizabeth Sachs. Ms. Sachs is a resident of the city of Lansing PD and was involved in a private property pedestrian motor vehicle crash in 2019. Ms. Sachs was not pleased with the manner in which the crash was documented and stated that due to the improper documentation the responsible driver could not be prosecuted. Ms. Sachs stated she has family members in law enforcement and has a great respect for the profession, but was not satisfied with the agency's handling of this particular incident. Ms. Sachs fully supports the agency's efforts to become accredited.

2. Correspondences

The assessors received numerous email correspondences regarding the accreditation process which are contained below:

To whom it may concern,

I am writing to express my gratitude and appreciation for the Lansing Police Department.

I am lucky to live within the city limits in a quiet neighborhood that does not see a lot of the issues that I know the rest of the city does. Over the summer, my neighborhood was plagued by a man that was getting into all of our vehicles. It was the same man every time, always between the hours of midnight and 2 am. Sometimes the perpetrator would get into our vehicles, but he wouldn't take anything significant - so I never saw the need to contact the police. I don't think any of the neighbors called the police either, but they would post on the "neighbors" app. I know and understand how short staffed the Lansing Police Department is and I know there are much larger issues that happen within the city - so on top of nothing being taken, I didn't want to bother them with our neighborhood's issue that would likely resolve itself if we locked our vehicles.

One night, that same man took it a step further and walked around my entire house. I was worried he may have been "casing" my residence to break in at a later time. I live with my husband and newborn daughter, so this obviously made me extremely upset. I contacted LPD the next morning to tell them what happened, but knowing that nothing at my residence was tampered with and he did not try to get into my house, I figured there was not much they could do and I expected to be brushed off.

I was so happy to hear the compassion in their voice and they actually listened & empathized with me & my situation. They admitted they were wildly busy, but said they would send out a department wide email letting officers know of the situation that our neighborhood was facing. I got off the phone feeling better but, admittedly, still did not expect much.

I noticed for the next week, we had so many patrols through our neighborhood at all hours of the day and night. I still see officers on my video camera patrolling our neighborhood at night and it is 4 months later. To me, this shows they not only truly care about the neighborhoods they patrol, but they also actually care about us, the citizens, as a whole.

I know the Lansing Police Department are understaffed and overworked - but every interaction I have had with them (this incident as well as at gas stations or other places in the city) has been extremely positive. They talk highly of their department and they have a lot of pride wearing the uniform for the city of Lansing.

I am still so impressed and I wanted to take this opportunity to let my situation be known and taken into consideration.

Thank you,
Alina Johnson

December 6, 2023

To Whom it May Concern,

I am writing this letter on behalf of Quality Dairy and our gratitude towards the Lansing Police Department. Over the past year we as a company have been faced with several challenging moments. LPD is always quick to respond to any of our calls regarding robbery, break- ins, and thief to name a few. Their response has been vital in so many ways, easing our employees that help is there, as well as apprehension of criminals and products.

Without the help of the LPD, their quick response, attention to detail and partnership, Quality Dairy would not be as successful as we are.

Thank you

Diane Witt
HR/ Loss Prevention

Dear Michigan Law Enforcement Accreditation Commission,

During my tenure as the Lansing Police Chief (2013-2019) I had the honor and privilege to work with over 240 highly skilled and dedicated members of the Lansing Police Department (LPD). A high value was placed on a culture of accountability, ethics and integrity. Our toughest critics were ourselves as we expected nothing but the highest level of excellence from each other. We took great pride in being called the “Capital City’s Finest”.

Prior to my retirement, we had already started internal discussions about taking the next steps of achieving the highest level of accountability and excellence by attaining accreditation status at the state and national level.

For years, the Lansing Police Department invested time and resources in ensuring our policies and procedures meet “best practices” and national standards, however, we still needed to invest more resources to achieve that status.

Due to the leadership of now Retired Police Chief Daryl Green and current Police Chief Ellery Sosebee, I witnessed first-hand the transformation of LPD’s policies and procedures to ensure that all aspects of the organization and policing efforts were strengthened to meet or exceed national standards. Office of Audit, Risk and Compliance Institutional Ethics and Compliance Hannah Administration Building 426 Auditorium Rd., Room 10 East Lansing, MI 48824 Main: (517) 355-5030 Fax: (517) 432-1997
www.oarc.msu.edu MSU is an affirmative action, equal-opportunity employer. As the Ethics and Compliance Assistant Director for MSU, I also have the responsibility of managing the University Policy Management Program and website. With those responsibilities I work very closely with the day-to-day operations of policy management and creating a culture of compliance and accountability. It also has given me an opportunity to take a step back and evaluate LPD’s efforts and policies from a different lens.

In reviewing LPD’s policies and procedures, ethical standards and relationship with the Lansing Community, I fully endorse and validate LPD as an agency that is deserving of the Michigan Law Enforcement Accreditation Commission Accreditation status.

I’m proud of what the entire LPD Organization has accomplished over the past four years, and I know many in the Lansing Community are equally proud to call the men and women of the LPD the “Capital City’s Finest.”

If you need any additional information, please contact me.

Mike Yankowski
Retired Lansing Police Chief

Good afternoon,

I am writing this email to the MLEAC accreditation team to express my appreciation and gratitude to the Lansing Police Department. As the First District Task Force Section

Commander, I oversee three multi-jurisdictional narcotics teams that cover six counties. One of my teams is Tri-County Metro Narcotics Squad who is responsible for investigations in Ingham, Clinton and Eaton Counties. Tri-County Metro has a strong working relationship with the Lansing Police Department which has provided us significant benefits on many criminal investigations over the years. In 2020, the Lansing Police Department invited us to share office space. Tri-County Metro now shares an office with the Lansing Police Department's SOS team. This unique relationship allows for consistent, continuous collaboration and communication. This partnership has allowed us to de-conflict, to share information and provided us opportunities to work together on many criminal investigations. The benefits are countless! Chief Sosebee, Assistant Chief Backus and Lieutenant McNamara are all strong leaders who have welcomed us to their department and truly care about our success. I wish them all the best as they move forward with the accreditation process. Please contact me if you have questions or need any additional information. Thank you!

D/F/Lt. Marc Moore
Task Force Section Commander
Michigan State Police
7119 N. Canal Road Lansing, MI 48913

During my four years as Chief Information Officer for the City of Lansing I've been fortunate to work with many leaders in the Lansing Police Department (LPD). I'm excited that they are working toward accreditation, as I have personally witnessed their commitment to doing things the right way.

Our Information Technology (IT) Department has been working hand in hand with LPD to assist them in several areas including Records Access and Control, and Information Technology Security. We meet with LPD regularly to review and improve upon process and procedures and are always evaluating new tools to assist them.

We assist the department with their technical needs including their mobile computer systems used in the field, ensuring they meet CJIS requirements including password protection and other access restrictions.

I have witnessed firsthand the efforts that LPD puts into planning for large events and expected incidents. They are extremely thorough and showcase the vast knowledge and expertise the staff of LPD has.

Lansing Police Department puts a lot of time and effort into their training programs and the IT department has been happy to play a part in supporting technology that helps in their training.

Outside of my role in the IT Department, I have been universally impressed by the leadership of the LPD and the professionalism demonstrated by the sworn officers and staff I have interacted with. Overall, I can say that the Lansing Police Department is in excellent hands under the leadership of Chief Ellery Sosebee and Assistant Chief Rob

Backus. I value their leadership, professionalism, and character as leaders of the Lansing Police Department.

If you have any specific questions about my interactions with LPD, feel free to reach out.

Thank you,

Christopher Mumby

Chief Information Officer
Information Technology Department
201 N. Grand Ave. | Lansing, MI 48933

To Whom This May Concern,

I'm writing to express my appreciation for the Lansing Police Department (LPD), its officers, and the work they do within our community. I currently manage the security operations for Lansing's public utility, and we have several parcels and facilities within the City. We frequently call upon the LPD to assist us or to investigate crimes on our properties, and we have always found the partnership to be second to none, especially within the utility industry. We are fortunate to have such a strong relationship with the LPD and would sincerely hope that they will achieve this goal of accreditation.

Ryan Cressman, CPP

Manager, Security and Safety
Lansing Board of Water & Light
PO Box 13007 | Lansing, MI 48901

To whom it may concern:

I have worked with the Lansing Police as a person having responsibility at Sparrow Hospital in Lansing for over 25 years. I can say unequivocally that this agency understands our community and puts their efforts towards the most beneficial outcome. Having one of the largest trauma centers in the state, brings a lot of activity from surrounding communities outside of Lansing as well and the Lansing Police are very responsive to assist with calls that are not always theirs, but help to navigate to a successful conclusion. The communication from the City is also much approved in the last several years where events may impact the Hospital. The Chief and his team understand that we are one community, and his communication strategy strengthens that relationship.

If you have any questions, please reach out to me, via email or the contact information below.

Jerry Dumond
Director of Public Safety, Chief of Police Authority and K9
Sparrow Hospital

Good afternoon,

As one of the largest employers in the Lansing area with hundreds of electric and water utility employees and vehicles out and about the City every day, the Lansing Board of Water & Light (BWL) would like the Michigan Law Enforcement Accreditation Commission and the Michigan Association of Chiefs of Police to know that we have the utmost confidence in the abilities of the Lansing Police Department to serve and protect our community. The BWL's interactions with LPD at both the corporate and individual levels have always been of the highest professional standards, and LPD has always been there for the BWL whenever we have called upon them.

The BWL highly recommends the Lansing Police Department for the honor of Accreditation.

Thank you,
Dick Peffley
General Manager

To whom it may concern,

On July 14th, I was given the opportunity to ride along with Ofc. Glenn Briggs of the LPD on his daily patrol shift. The shift was mostly uneventful, but I quickly noticed that Ofc. Briggs was well known in the community by his being recognized by people he pulled over. His demeanor and professionalism when interacting with the public was exemplary. We responded to a call with 4 or 5 other units to an area that appeared to have a challenging relationship with police in general. I witnessed several interactions of the LPD with what could initially described as hostile city residents. In every instance, the LPD quickly diffused the discussions considerably and exhibited a considerable amount of self-control. The way that all of the discussions followed a similar pattern, I could tell that it was LPD training in action and not just witnessing a few officers that were good with people.

One person was taken into custody at this incident. I traveled with the officer and this person from the scene all the way though booking. Throughout the entire process, I was impressed with the patience and courtesy that the LPD treated this person. They made sure that he saw a family member take custody of his children, his neighbor take care of his dog, and that he had all the personal medications needed before he was taken from the site. I was in the background and it was clear that this was LPD SOP and not them just putting on an act for the ride along. I strongly recommend their accreditation and I would be happy to discuss my experience in greater detail.

Thank you,
Dan Wisinski

Dan Wisinski | River Caddis Development | Director of Construction

To whom it may concern,

Chief Sosebee and the LPD staff both sworn and civilian are a pleasure to work with.

The Sheriff's Office partners with LPD on many occasions to help protect our community. VCI, mutual aid, press releases, press conferences, investigations, Chief's meetings etc.

LPD has been integral in the 2023 success of our new (2022) Capital region integrated critical skills training (better known as CRICS). Scenario based, on duty training, trying to simulate best we can real life calls for service. All the while saving backfill OT that usually comes with 8 hours butts in seats training.

CIT, social workers etc.

ICSO and LPD have worked several cases in tandem over the past several years.

Chief Sosebee and his command staff are open, accessible, and willing to partner with other law enforcement agencies in the area to reduce crime and hold suspects accountable when prevention didn't work. Chief Sosebee (and his administration) on many occasions, one including me, are willing to work patrol with his team. True leadership in times of staffing shortages.

Being the police agency where the capital of the state sits simply presents unique challenges that most other agencies never have to deal with or even realize. They have been up to the challenge each and every time.

LPD partners with, listens to, and gets input from the community they serve to best tackle serving the community they so care about.

Having been thru a public safety millage, educating the community on the need for a new facility, and asking them to pay for it is simply tons of work on top of tons of work. No small feat, they did it right, it passed, and their new facility to come will simply allow LPD to better serve their community. Keep in mind more work on top of more work for many more years. Design, planning for move then moving, implementation etc is daunting on top of everything else there is to do. Once you moved, tons more work to be done, give about a year to 18 months post move to "settle in". With many law enforcement agencies already stretched thin, adding this work just stretches an agency even more. Great problem to have however.

SHERIFF SCOTT WRIGGELSWORTH

630 N Cedar St
Mason, Mi 48854

517-676-8205



[Website](#) | [Facebook](#) | [Twitter](#) | [Join our Family](#)

Good Afternoon,

I Am Writing To Give My Assessment Of The Lansing Police Department. I Have Had The Opportunity To Partner With LPD In Several Community Interactions Such As Gang Resistance Education And Training, Hospital Visits And Shop With A Cop! I Have Served On Several Hiring Boards And Currently I Am Active As Chaplain/Commissioner With Lansing Police Department! The Department Has Definitely Improved In It's Community Engagement And Continues To Increase Training For Officers As Well As Provide A Transparent Environment! There Is Increasing Accountability And Building Of Trust Between Citizens And Police! I Have Been Working With The Community And Lansing Police Department For 10 Years To Help Facilitate A Peaceful And Respectful Relationship.

Thank You!

Chaplain/Commissioner: Damon J. Milton
President: Greater Lansing Clergy Forum

I am pleased to learn that the Lansing Police Department sought to pursue accreditation. The Lansing Police Department is a professional organization that has voluntarily sought to adhere to the highest standards of police policies and practices for its residents and visitors. The men and women of the Lansing Police Department are amongst the best police officers in the country and have demonstrated the highest level of public safety for the City of Lansing and the surrounding counties. My experiences with the Lansing Police Department are incredibly positive and I know that the Department maintains a heightened system of police accountability and transparency when relating to its community.

I respect and support the Lansing Police Department and its accreditation pursuits.

Respectfully, Daryl Green

Daryl Green, PhD |Associate Vice President for Public Safety and Chief of Police
University Alabama Birmingham Police and Public Safety
PHB 215G2|1117 14th Street South
Birmingham, AL 35294-2130

UAB THE UNIVERSITY OF
ALABAMA AT BIRMINGHAM.

Hello,

My name is Jennifer Hatt and I reside and work in Lansing. I noticed the announcement about the LPD pursuing accreditation on LPD's social media pages. I wanted to provide my feedback. First let me say congratulations for taking on such a monumental task, but one that I think is vital. I work in education so I have limited knowledge in policing but it seems to me as a community member that standardized policies and procedures would lead to more transparency with the community and better policing overall. Having clear expectations is an important step in accountability and I am pleased to hear that LPD is allowing an outside entity to perform this process.

I want to share a personal experience of interaction with LPD officers. Back in October of 2018 my family had a crisis where my father had just gotten some troubling medical news and one morning we woke up to find him missing. After searching his room we found that his gun was missing as well and we were concerned that he was in danger of hurting himself. We contacted LPD and they responded right away. They were very patient with myself and my 84 year old grandfather as we were distraught. After searching our property they located my father who was unfortunately deceased and had taken his own life. The officer that informed us was very kind and showed empathy. At one point my grandfather was very upset and wanted to be with my father's body because he did not want him to be alone. One of the officers told my grandfather that he would stay with my dad, he promised he would stay with Scott and that he would not be alone, that he would stay with him as long as it took for the ambulance to come. This may seem like a small thing, something like using my dad's name, but it meant so much to my grandfather and to myself. They also called for a victim advocate to come to our house and meet with me. The victim advocate was extremely helpful, I was in shock and had no idea how to locate a bio clean up company or any of the next steps, they helped me through that whole process and I was so grateful for their assistance. I am embarrassed to admit I do not remember any of the officers names but I wish I did so I can thank them personally, they offered me kindness on what was the worst day of my life.

With that personal story in mind I know that the worst day of my life was just a normal Friday morning on the job for these officers who are exposed to repeated traumatic events. I'm not sure if access to mental health counseling or required mental health check ups are in any way part of the accreditation process but I would love to see more support for officer's mental health built into the procedures of the department. Healthy officers make better decisions in crisis situations, and that leads to more community trust. I think a department that makes clear they serve their officer's mental health would also attract the best candidates, as people want to work for an organization that supports their mental health and cares about treating trauma that they are exposed to in their work day.

In conclusion, I know that policing is complicated but I think that this accreditation process is a step in the right direction.

If you have any follow up questions for me I would be happy to respond.

Thank you for your time,

Jennifer Hatt

My two experiences with Lansing PD have all been less than pleasant experiences, and I have never been in trouble with the law. All of the times I needed them were due to things that happened to me and the PD was of little help.

#1 (in 2015 or 2016): When I lived in Autumn Ridge, they had a company come in to replace doors and windows. One of the workers stole my wife's prescription pain medicine. We called the police and they wouldn't even come out to take a report or question the workers (they were still there). They would only take a report over the phone and then it took me almost a week to get the actual report. This left my wife without her medication for that entire time. Think your police cared about this? Nope.

#2 (July 2023): At Jolly and Waverly, my wife and I were rear-ended by another vehicle. We waited over an hour for police to show up (with a police station less than a mile away). In the meantime, the other guy went and got about 7 of his friends to come over and walk around our vehicle, staring at us, yelling at us. We called police back four times as we were scared and it was taking a long time and were told each time that we just had to wait and unless they pulled out a gun, we were fine. This is absolutely insane to tell someone at that area of this city. We literally had two murders in this area just two nights ago. Then, the cop decided on his own that we had less than \$1,000 worth of damage and he would not write a report. Our damage ended up being over \$3,500 and because we had no information on the other person other than a very badly, unreadable card he filled out, we have no way of recouping our deductible. I have called back several times to speak to the police about getting this person's information so I can take legal action, but each time I am promised a call back and never get one.

The police in this city leave a lot to be desired. I see terrible behavior everyday from people, sometimes right in front of police and do not see any actual action. I do not believe the police in this city have the citizen's interest and safety in mind. They want to get away with doing the least amount of work. The only time they seem to give a damn is if someone gets killed.

At this point, I do not feel like I would even call police if someone was breaking into my home because why bother. I have a better chance at taking on the burglar myself because at least I showed up.

When I lived on the westside, at least the Eaton County police seem to care about the community. I cannot say the same for Lansing PD.

Scott Dietrich

Hi Officer Meaton,

Please find attached feedback letters from both ECAC and Faith Fellowship.

Thanks!

Kristy Hagarty

Program Specialist

Eastside Community Action Center

1001 Dakin Street | Lansing, MI 48912

On behalf of Faith Fellowship Baptist Church, I want to express our gratitude for the positive impact the presence of our community police officers have had in the Potter-Walsh Neighborhood.

Over the past months, we have observed a noticeable improvement in community-law enforcement relations, and your visible engagement in local events and responsiveness to community needs have not gone unnoticed. It's heartening to witness the positive interactions and collaborations that have resulted from your dedication.

While we appreciate the strides made in the Potter-Walsh area, we believe there is an opportunity for the Lansing Police Department as a whole to strengthen collaboration with local faith leaders. Specifically, we see a potential for a more concerted effort to address issues of gun and domestic violence. Collaborating with faith leaders could provide valuable insights and resources in addressing these critical challenges.

We look forward to continued positive changes and remain committed to working together for the betterment of our community. Thank you for your service and the opportunity to share our perspective.

Best regards,

Dr. Stan Parker, Senior Pastor

Faith Fellowship Baptist Church

Hello Officer Meaton,

I trust this email finds you well. I wanted to take a moment to express our appreciation for the impact the Lansing Police Department, and particularly you as the Community Police Officer for the Potter-Walsh Neighborhood, have had on our community.

Your visible presence in community events and your responsiveness to community needs have significantly improved the relationship between law enforcement and residents. It's heartening to witness the positive interactions and collaborations that have resulted.

As a community agency, we've observed a noticeable reduction in the stigma associated with law enforcement. Your approachability and commitment to community engagement have played a pivotal role in breaking down barriers and fostering a sense of unity.

The open lines of communication between the community and the police department have proven invaluable. Residents feel more empowered to share concerns, ask for assistance, and participate in initiatives that enhance safety and well-being.

Our collaborative events, whether they are focused on safety, education, or community building, have been more successful thanks to the active involvement of LPD. These partnerships are making a tangible difference in community dynamics.

Trust is fundamental to effective community policing, and your efforts have undeniably contributed to building trust within Potter-Walsh. Residents now view the police force as partners in the collective goal of creating a safe and supportive neighborhood.

We are inspired by the positive changes we've witnessed and are committed to continuing our collaborative efforts with the Lansing Police Department. If there are specific areas where we can further contribute or provide support, please don't hesitate to reach out.

Thank you once again for your dedication to the community. We look forward to a continued partnership that enhances the quality of life for all residents in Potter-Walsh and beyond.

Best regards,

Dr. Stan Parker

Executive Director, ECAC

My name is Alison (Ali) Peeler. My husband, Dan, and I have been residents of Lansing Michigan since October of 2021 at 220 Paris Ave. Our block is fraught with issues from red tagged homes harboring the homeless, drug dealing, sex workers, etc. Over the course of the last 2 years we have had multiple interactions with LPD seeking assistance with our "quality of life" issues. Most have been extremely unpleasant at best.

This issues goes to 1.5 Organization.

1.5.3 Ethics—

As Neighborhood Watch Block Captains my husband and I were never provided a code of ethics in writing. We were however found to be in violation of those "rules" and had our Neighborhood Watch taken away. OFC Anthony VandeVoorde made it his personal mission to discredit us within LPD, within our neighborhood, and within City of Lansing Code Enforcement. Even conspiring with CE Officer Larry Connelly to mark our address within the system that an officer is to accompany any CE employee due to a fabricated assault incident. Upon finding this out I insisted that official charges be filed so that the incident would be completely and fairly investigated. Both LPD and the City of Lansing refused to file charges or remove the flag.

A more current event is the attached police report. 1) the officer (Riley) made herself a witness and provided false information on the report. 2) the account of the events is documented in a fashion to support the LPD narrative not to get to the truth. LPD has a pattern of over utilizing their license to deceive. 3) Matthew Staples has threatened criminal charges as a result of this report to try to silence us.

Thank you,
Alison (Ali) Peeler
220 Paris Ave
Lansing Mi 48910

Chief Sosbee,

As we ponder this email, again it is guilty until proven innocent just like before. What prospective buyer did we even speak to? I spoke to an investor looking for information on the property. I informed the listing agents of the facts of that property and that they needed to be in the disclosures. You have appointed yourself judge and determined that we "harassed" them. This absolutely needs to be litigated. I hold a retainer agreement with Brenden Basiga and will fund it as soon as possible.

Does the City of Lansing as of this date and time certify that there are zero code violations at 218 Paris Avenue? Further, what is Dan Peeler being punished for? Being married to me? Do you have verifiable proof that he has engaged in any of the thing you accuse?

I will see this through. Publicly and loudly.

Ali Peeler

Subject: LPD Accreditation Review Comments/Feedback

Below is the LARA complaint mentioned in a previous email.

Begin forwarded message:

Subject: RE: BPL Allegation

Good morning,

Received, thank you.

After my review, I may reach out if I have any additional questions.

Best regards,

Kendra Stump

Regulation Agent
Bureau of Professional Licensing
Department of Licensing and Regulatory Affairs
(517) 732-1757

My name is Alison Peeler. My husband Dan and I live at 220 Paris Ave. We moved here in November of 2021. At that time our neighbor, Diane Petryk at 218 Paris Ave had recently abandoned her home. We soon learned that Ms. Petryk and her unkept property had been a problem to the block for 12 years. There is a long history of complaints to Lansing Code Enforcement.

Between November of 2021 and November of 2022 we made several complaints to code enforcement but Ms. Petryk was nowhere to be found. My husband and I watched water pouring into the basement of 218 Paris Ave multiple times. With no one living in or even checking on the property for a year, each time was just left unattended/unmitigated. Upon Ms. Petryks eventual return, it was found that pipes had burst causing more flooding. A property repeatedly flooding without proper cleanup and mitigation will mold.

In late July 2023, Ms. Petryk listed her home for sale with Berkshire Hathaway. This is one of many time she has tried to sell the property. I contacted them to let them know the facts of the property at 218 Paris Ave and inquire about disclosures. They chose to immediately pull the listing and not represent the property. Then Melissa Frielong with Keller Williams listed the property a few days later. I immediately reached out to Ms. Frielong via phone. She was not at all interested hearing what I had to say. I followed up with an email - Exhibit 1 - and escalated to her Manager, Paul Brown.

I then spoke with Mr. Brown on the phone. Mr. Brown could not have been any less interested in accurate disclosures. I then escalated to Mr. Brown's supervisor, Kim Dunham. She suggested that we meet and then never responded to me again. Review Exhibit 2 for this information and more.

In August a young woman with children made an offer on 218 Paris Ave. It was the day before the big storm that we had that caused a lot of flooding and tree damage. This woman came by without any real estate agents to see what had happened to the

property. Myself and the neighbor on the other side of 218 Paris Ave were out in her driveway chatting about the crazy weather. Her name is Ashley and has been contacted by LPD about this incident. She asked many questions about the history of the property. I provided her with all OFFICIAL documentation held by the City of Lansing on the known issues including the flooding. This is when it was confirmed that flooding had NOT BEEN DISCLOSED to her. In fact she specifically asked about basement flooding and was told "only a trickle" of water comes in. She had not been told at that time that 1) the roofing permit had failed final inspection and 2) the gas fireplace had never been permitted nor property inspected and a citation had been issued. All items that must be disclosed. Paul Brown and his team had been notified directly and repeatedly with official documents and also failed to ensure disclosures. See Exhibits 3 thru 7.

Since Ashley pulled her offer there was at least one other prospective buyer that had an extremely thorough inspection done. It revealed "so many issues" and "a toilet flushing into the crawlspace" that the buyer walked away. It is my understanding that none of the issues found in this inspection have been added to the disclosures on the listing. See exhibit 8 for the official disclosure form of what should be disclosed.

Please contact me with any questions or concerns.

Thank You,
Ali Peeler

Subject: LPD Accreditation Review Comments/Feedback

My name is Alison (Ali) Peeler. My husband, Dan, and I have been residents of Lansing Michigan since October of 2021 at 220 Paris Ave. Our block is fraught with issues from red tagged homes harboring the homeless, drug dealing, sex workers, etc. over the course of the last 2 years we have had multiple interactions with LPD seeking assistance with our "quality of life" issues. Most have been extremely unpleasant at best.

Below is an email string describing one such interaction and request for service. This goes to 1.3 Internal Affairs. The first complaint was handled by Investigator Mosby. It was an absolute sham from the beginning. I provided contact information for several residents on our block. Less than 4 were actually contacted and no dialogue about the actual issues took place. Only one pointed question was asked. "Have you ever heard OFC VandeVoorde disparage the Peelers". It is clear that a process was being followed to ensure an "Exonerated" would be reached. The second compliant went completely ignored even after multiple follow-ups.

Please do not hesitate to contact me for more information/documentation.

Thank you,
Ali Peeler
220 Paris Ave
Lansing MI 48910

517-599-6946

Begin forwarded message:

LT Pratl,

I am following up on the complaints (I have logged 2 separate complaints against Chief Sosebee) below. I am preparing a full statement on my experiences with LPD for the MLEAC review.

I am currently at 1.3 Internal Affairs. The first complaint was beyond inadequate and built to support LPD narratives only not the full truth. The second was completely ignored by you.

Just giving you an opportunity to circle back with me prior to my submission tomorrow.

Ali Peeler

Chief Ron Wiles,

I have reviewed the Standards Manual and determined that my situation with LPD violates:

1.3 Internal Affairs

1.4 Disciplinary Procedures

1.5 Organization

2.6 Reserve Officers and Civilian Volunteers

3.2 Interview and Interrogation

Would it be appropriate to send 5 separate complaints explaining each one? And to confirm, these must be submitted by COB (5:00 PM) today.

Thank you, Ali Peeler

To whom it may concern:

As the General Manager of Art's Pub in Lansing, Michigan, this letter is intended to share our full support for the Lansing Police Department. Running a restaurant can come with many challenges. At times, different situations have resulted in us having to call our local law enforcement to assist. When this has occurred, the Lansing Police Department has responded in a timely manner, and they have always handled these situations in a respectful and responsible way. I can also attest that we regularly see officers patrolling

our area which in turn makes our staff feel much more comfortable, especially when getting out late night.

We truly appreciate our officer's hard work and dedication. It is very clear that members of the Lansing Police Department have passion for what they do and truly care about the members of the Lansing community.

Amanda Vertz
(General Manager, Art's Pub)

3. Media Interest

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

4. Internal Department Interviews

Captain Matt Kreft – Staff Services

We interviewed Captain Kreft who discussed his involvement with staff services. Captain Kreft discussed the agency's hiring, selection for special assignments, and promotional processes. He emphasized the importance placed on transparency through all of their processes. Captain Kreft oversees recruitment and discussed the agency's desire to hire diverse employees, including veterans, to best represent the city's population.

Lieutenant Nate Osborn – Property / Supply Unit

Lieutenant Osborn handles audits, inventories and everything required for the property function. Lieutenant Osborn serves as the Detention Lieutenant. He assists with maintaining the alarms inside the jail area. Staff is trained in medical response and the Lansing Fire Department responds for medical issues inside the jail.

Lieutenant Sean Mills – Internal Affairs

Lieutenant Mills discussed the internal affairs function at the Lansing Police Department and the process of handling complaints and investigations. Lieutenant Mills assists in the completion of annual reports and meaningful reviews. The majority of Internal Affairs files are stored electronically and those in paper form are secured. The Internal Affairs function is supplemented by a citizen review board which provides a checks and balances system to ensure reviews are completed without bias.

Angelica Bašić – Records Access and Control

Angelica Bašić noted the agency uses Gov Q A for records. Ms. Bašić stated the agency receives approximately 1000 FOIA requests a month. The FOIA requests are assigned to analysts to complete.

Sergeant Corey Campbell – Training Unit

Sergeant Campbell discussed maintenance of the training records. The agency uses a computer program called LEFTA to manage training records for agency employees. The training unit is responsible for field training of newly hired officers. The agency had 17 new officers starting December 11th, 2023. This was going to be a challenge with the number of field training officers available. In addition to electronic records, the training office maintains a whiteboard to track new officer training and progress. Employees that want to attend specialized training can do so by submitting a request. The Lansing Police Department hosts specialized training throughout the year.

Jessica Martin, LMSW – Community Services Unit

We interviewed Jessica Martin, the Social Work Supervisor. Ms. Martin discussed the staffing for the unit which is allocated for (4) and is currently staffed by three social workers. Ms. Martin has a background in law enforcement. The unit completes welfare checks and assessments. The unit connects families with support and resources. The unit handles mental health situations and court ordered petitions. There have been approximately 1700 referrals for service in the past two years. The unit also responds to the jail and offers assistance to prisoners. Officers are able to submit a request for a social worker to assist them. In some instances, dispatch will contact the social workers directly. The long-term goal of the department is to staff an officer with a social worker. The unit provides mental health and crisis intervention training for agency members.

Lieutenant Michelle Spoelma – Community Service Unit

Lieutenant Spoelma oversees staffing for special events and officers assigned to the Community Services Unit. There are twelve (12) community policing areas which officers are assigned to. The unit has seven (7) of the positions within the unit currently filled. Lieutenant Spoelma advised major events involve working in conjunction with the fire department, medical personnel, the Parks and Recreation Department along with Ingham County Emergency Management.

Officer Sam Fearnaw and Officer Gino Tocco – CSI Unit

Assessor Kelleher met with Officers Fearnaw and Tocco, inside the CSI garage. Assessor Kelleher was given a tour of the facility. The Crime Scene Investigator position is a 10-year assignment. There is extensive training required for this position. The agency is budgeted for three positions and only two are currently filled. The CSI officers are on-call 24/7.

Lieutenant Shawn McNamara – Special Operations Section

Assessor Kelleher met with Lieutenant McNamara. Officers involved with undercover operations are issued money for special operations. The money issued is tracked on a ledger. For special operations, deconfliction is done with Tri-County Narcotics. There is a drug thread to deconflict criminal informants. A HIDTA form is completed for planned search warrants and takedowns. An operations plan is completed for search warrants. The unit does a lot of surveillance and uses vehicles along with pole cameras.

Sergeant Kyle Schlagel – Investigations

Assessor Kelleher interviewed Sgt. Schlagel. The Investigations unit is allocated for 28 detectives. The unit includes detectives from the Michigan State Police. Sergeant Schlagel discussed the many different investigative units within the department. As an example, the agency has a detective assigned out to the FBI for human trafficking. Sergeant Schlagel reviews cases and assigns them to the appropriate bureau of investigation.

5. Agency Ride-along

On Wednesday afternoon, Assessor Zaremba went on a ride-along with Officer Glenn Briggs. Officer Briggs has served with Lansing PD for six years as a road patrol officer, Drone Operator, Field Training Officer, Community Policing Officer, and Recruiter. Officer Briggs grew up in Lansing, still lives in Lansing and takes pride in serving his own community. Officer Briggs was very courteous and professional. He demonstrated a thorough knowledge of the agency's policies and directives. Officer Briggs spoke highly of the Lansing Police Department, his coworkers, and command.

During the ride-along, Officer Briggs responded to three calls for service, including a robbery that had just occurred, assisting an emotionally disturbed child, and an intoxicated subject in a grocery store.

On the robbery complaint, Officer Briggs deployed a drone to assist with a K-9 track of a possible suspect. Officer Briggs explained the importance of the agency's drone program and the benefits of greater officer safety and enhanced apprehension rates.

Officer Briggs was then dispatched to assist with an emotionally disturbed child. Officer Briggs showed compassion when speaking with the child and got down on the child's level. He took the time to both listen to the child and attempt to figure out the best outcome for the family. Officer Briggs discussed several different options for the family as well as area services that are offered and partnered with the agency.

Officer Briggs was then dispatched to an intoxicated subject at a grocery store. Officer Briggs spoke to the subject very respectfully and professionally. He discussed the various options for handling the call while attempting to pick the best and safest outcome for the individual and community. Officer Briggs demonstrated various areas of job

knowledge and technical skills to ultimately handle the situation.

Throughout the ride-along, I was able to observe Officer Briggs performing several different police functions. In each aspect of his job, Officer Briggs represented the Lansing Police Department very well and in accordance with the professionalism and qualities they expect from their officers.

6. Community Involvement

The Lansing Police Department Community Services Unit (CSU) consists of multiple individualized units under one umbrella. These diverse work groups include our 12 Community Police Officers (CPO), 1 Community Services Officer, 1 Community Services Sergeant, Volunteer Services, Police Chaplaincy, 4 Police Social Workers and the LPD Gang Resistance Education and Training (G.R.E.A.T.) Program. The Community service Unit, in addition to LPD patrol officers, attended 304 events in 2022. These events ranged from community meetings, to picnics, food distributions, festivals, athletic events, school district outreach, safety presentations, site security assessments, youth engagement, mental health, homelessness outreach, and many more. Large events the department assists with include Silver Bells in the City and the 4th of July Fireworks. The Community Services Unit is responsible for 111 neighborhood watches and 125 business watches and attended over 100 community meetings and events in 2023.

In 2019, LPD was the first Police Department in the State of Michigan to hire a Police Social Worker (PSW). As of 2023 the PSW Unit has grown to 4 authorized Social Workers (3 currently staffed) who conducted 2,062 Citizens Contacts, 36 responses for LPD jail detainees, 642 welfare checks, and had 714 referrals/intakes. The PSW Unit is a vital community engagement tool for the most vulnerable City residents, as well as other Persons in Crisis, who may be dealing with a variety of issues where enforcement of the law may not be the most appropriate solution.

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. The agency uses Power DMS for their written directive system and accreditation documentation. 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 cash accounts in Records, Property Supply Unit, Detention, Special Operations, and Forfeiture. All cash transactions are properly documented with receipts and ledgers and accounts are rectified internally and in cooperation with the City of Lansing Treasurer's Office and Finance Department. Personnel with access to cash accounts are identified in the agency's written directives. Audits are completed in accordance with the standards.

Internal Affairs

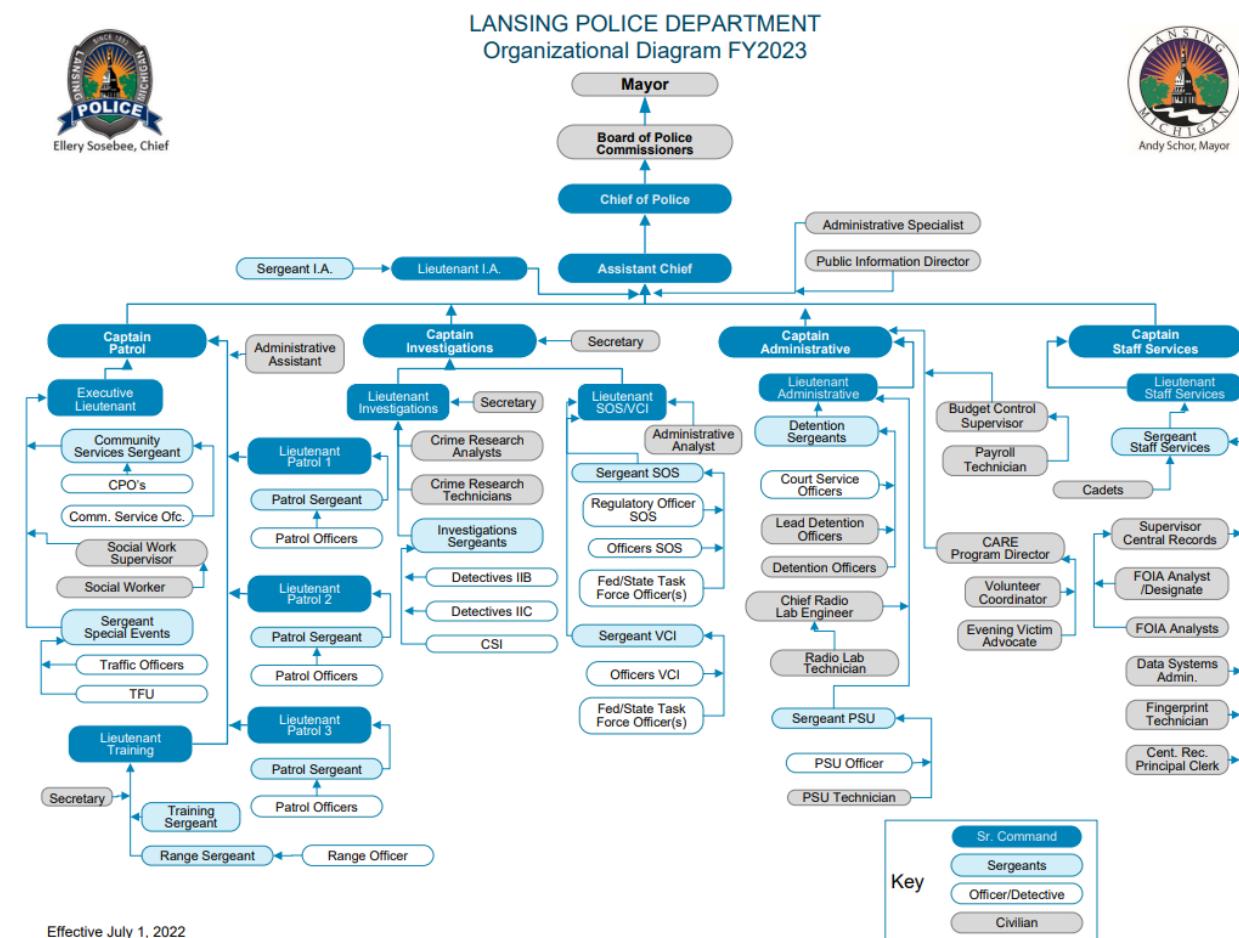
The Office of Internal Affairs is directly responsible for the investigation of alleged violations of Departmental rules of conduct, defects in Department policies or procedures, or civil and criminal complaints against Department personnel. The Office of Internal Affairs reports directly to the Chief of Police and has direct access to the Chief of Police. The agency accepts and investigates all complaints against the agency or its employees, including anonymous complaints. The agency also uses a civilian police review board, in conjunction with a civilian Commission Investigator who is not a department employee, to independently investigate complaints.

During 2022, the agency received a total of 34 citizen complaints. The civilian Commission Investigator conducted 10 investigations regarding citizen complaints. Out of the 34 citizen complaints, there were a total of 86 different allegations of rule of conduct violations with multiple officers. 6% of those were sustained while 38% were found to be unfounded.

Disciplinary Procedures

The agency's written directive system details the rules, regulations and expectations for employee conduct. The agency is well-disciplined and has procedures to apply training and counseling in lieu of punitive employee discipline. The agency's disciplinary procedure includes corrective actions which may include counseling, remedial training, probationary period, oral reprimand, written reprimand, restitution or fees, reassignment, suspension without pay, demotion, or termination. The agency has an appropriate appeal and grievance process in place with established timelines.

Organization



All sworn personnel take, sign and subsequently abide by an oath of office to enforce the law and uphold the Constitution of the United States, the Constitution of the State of Michigan, and faithfully discharge the duties of their position for the City of Lansing. All agency personnel acknowledge a code of ethics and receive ethics training. Bias-influenced policing is strictly prohibited by the agency. There is a clear definition for bias-influenced policing, including but not limited to race, ethnic background, gender, sexual orientation, religion, economic status, cultural group or any identifiable groups. The agency investigated one instance in which an employee sent a digital image and message with a racial slur. The agency properly investigated the incident which resulted in the employee resigning prior to discipline being rendered.

The agency also prohibits unlawful workplace violence, discrimination, and harassment, including sexual harassment, threats, physical attack or property damage. The directive requires employees to report any type of harassment and requires investigations to be conducted in accordance with state law. The agency had one instance in which an

employee reported a workplace harassment complaint against another employee. The agency properly investigated the incident consistent with Michigan law.

The police personnel have structured unity of command. The Chief of Police is supported by the Assistant Chief and four captains. The agency is organized into four bureaus: patrol operations, investigative operations, administrative operations, and staff services. The captains have direct operational control over their respective bureaus. Each patrol section is commanded by a lieutenant who reports to the captain. Patrol lieutenants are assisted by a sergeant.

Agency Equipment and Property

Agency personnel are responsible for all equipment issued to them or physically under their control. It is the responsibility of the employee to maintain all law enforcement related equipment in an operational state and report any malfunctions, damage, or loss of equipment immediately to their supervisor.

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

Public Information

The Chief appoints the department Public Information Director (PID). If the PID is not available, The PID or a supervisor may direct any employee to provide information to the media. The agency's written directives provide guidelines for releasing information to the media.

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. Juvenile records are kept separate, and there are extra security measures for non-public records. All freedom of information requests are handled by records personnel, and the agency abides by the state retention and disposal requirements in accordance with Michigan Statute and Records Management.

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

Agency Training

The agency has incorporated their training plan into their written directive. The 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. Field training officers are properly selected and trained. Newly promoted personnel receive training consistent with new responsibilities and tasks. The agency has a remedial training policy and has made use of it.

Specific required annual training topics were properly identified in the written directive. Annual training included but is not limited to: departmental policy and procedure changes, use of force, search and seizure, legislative and case law changes, pursuit and emergency run procedures, domestic violence response, felony stops, and sexual harassment.

Authorization and Use of Agency Weapons and Ammunition

The CEO is the authorizing authority for weapons and ammunition requirements. The agency uses certified/qualified staff for armorer inspections, repair and replacement. Records of weapons are properly maintained with written guidelines for safe and secure storage. The Agency maintains a list of all approved off-duty/secondary weapons and ammunition.

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, peer support team, and an employee collision and review process. During the assessment period, there was a serious line of duty injury which was handled in accordance with the agency's policy. There were no line of duty deaths. The agency also has a comprehensive exposure control and reporting policy. Outside employment or business activities of agency employees are prohibited unless specific approval is obtained from the Chief.

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 training regarding the use of the evaluation form and how to properly evaluate employees.

Promotion of Sworn Personnel

The promotional process is detailed in policy and collective bargaining agreements. The process includes selection criteria and all scored components of the process will be described prior to the process beginning. An eligibility list is created as defined by the written directive.

Recruitment of Sworn Personnel

The recruitment plan contains a clear statement that the agency is committed to equal opportunity. The stated goals and objectives for recruitment are clear and understandable. The agency has a recruiting team which continues to attend numerous events.

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.

Reserve Officers and Civilian Volunteers

The agency does not have a reserve/auxiliary officer program. The agency does utilize volunteers for its Chaplain program and its Retired Senior Volunteer Program (RSVP). The agency does maintain a very detailed written directive pertaining to selection, duties, uniforms, and training of volunteers.

Chapter 3 – The Operations Function:

Arrest, Search and Seizure

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

Lansing PD has clear written directives regarding warrantless searches and obtaining and serving search warrants. Whenever a search warrant is contemplated, the Special Tactics and Rescue Team (START) Commander or on call START Supervisor is notified. START is utilized for search warrants when a completed matrix score dictates the use of START. Officers take custodial arrests directly to the Lansing Police Department Detention Facility for processing and housing. Fingerprints and photographs are handled at the LPD Detention Facility. A report is completed for all arrests utilizing the Lansing PD records management system. Lansing PD has established guidelines for arrests involving Foreign Nationals, person of limited capacity, limited English and sight or auditory impairment. The agency has an established written directive on the care of an arrestee's dependents.

Strip and body cavity searches are only authorized when an officer has reasonable cause to believe the arrestee is concealing a weapon, controlled substance, or evidence of a crime and must be approved by a Command Officer. An additional step is required in the event of a body cavity search as officers must first secure a search warrant. Body cavity searches may only be conducted by a licensed physician, physician's assistant, licensed nurse, or registered professional nurse acting with the approval of a licensed physician.

Interview and Interrogation

The Lansing 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. Designated interview rooms are located in both the Operations Center and the Detention Center. The department maintains four interview rooms located within the secure area of the operations building. An additional two interview rooms are available inside the Detention Center at Police Headquarters. Recording equipment is present in the interview rooms. Weapons are not permitted within the interview rooms inside the detention Center. Weapons are secured in lock boxes. Duty weapons are permitted inside the interview rooms within the Operations Center. Interview rooms inside the Operations Center can be monitored by the Detective Bureau. Interview rooms inside the detention center can be monitored by detention staff.

Use of Force

Lansing PD's written directives restrict any use of force to that which is reasonable, based on the totality of the circumstances, and otherwise consistent with the Michigan and United States Constitution, and current law. The written directives require an officer to intervene if they observe an excessive response to resistance from another officer. Deadly force is authorized only when the officer has an honest and reasonable belief that deadly force is necessary to prevent the imminent death of or imminent great bodily harm to the officer or another individual. Further, the directives call for medical treatment if apparent or requested, following the use of force. Supervisors are required to complete a meaningful review of use of force incidents. The department produced a documented annual summary of their use of force incidents for the assessment period.

Lansing PD directives require that an incident report and a use of force report be filed whenever an officer uses force which includes everything from de-minimized force up to and including lethal force. The exception is for compliant hand-cuffing or the officer is moving a subject without physical resistance exhibited. Lansing PD officers are also required to file reports when an officer unintentionally discharges a firearm or CEW. If the use of force involves death, the officer(s) involved must complete a report. Reporting is handled in accordance with Outside Agency Reporting and Police Employee Involved Critical Incident.

A meaningful review is done on all use of force incidents. The Division Captain or any department member, may initiate the complaint/discipline process for any incident believed to be an unreasonable use of force.

Any employee whose action(s) or use of force results in death or serious physical injury, during the course of their official duties, will be placed on either Administrative Duty or Leave.

The Lansing Police Department participates in the National Use-of-Force Data Collection.

Communications

The Lansing Police Department utilizes Ingham County Central Dispatch. The Ingham County Radio System provides talk groups to allow public safety agencies to communicate with one another. The dispatch center records and stores information from each incident and/or call-for-service. The Lansing Police Department has procedures for interagency communication and circumstances requiring notification of a supervisor.

Dispatch recordings are stored for one year. Requests for copies of 911 recordings are sent to the FOIA contact person at Ingham County Central Dispatch.

Ingham County Central Dispatch uses ProQA software for providing EMD services. The dispatch center staffs qualified personnel in Emergency Medical Dispatch. Ingham County Central Dispatch maintains a back-up generator to power dispatch and communication equipment. The generator is tested annually under a full load.

Field Activities

Lansing Police Department written directives describe guidelines for non-emergency and emergency call response. Lansing PD written directives authorize officers to engage in motor vehicle pursuits when they have a reasonable belief the individual(s) in the offending vehicle is involved in a serious felony or crime of violence, or when a police officer reasonably believes a violator poses an immediate threat to the safety of the public or other police officers. The Lansing Police Department had 15 vehicle pursuits in 2022. The written directives require a meaningful review to be completed for each pursuit. The Lansing Police Department allows for the use of roadblocks and other forcible stopping techniques with the approval of a supervisor. A written report and a command review is required for all incidents of forcible stopping. The Lansing Police Department currently does not permit the use of Tire Deflation Devices. The agency is looking at new products, the handheld Piranhas as well as remote deployed systems, as future vehicle tire deflation devices.

Written directives establish protocols for dealing with mentally or emotionally impaired persons. As part of their initial training, Lansing PD requires department members to receive training in crisis intervention skills and interacting with persons experiencing a mental or behavioral health crisis. All department members receive training triennially.

The Lansing Police Department maintains an in-car video system as well as body worn cameras with Axon. Officers are required to activate the video systems during contact with the public. The written directive requires the system to be activated on any calls involving vehicle pursuits and emergency runs. Supervisors may review body worn camera and mobile video at their discretion. All recordings are maintained for 30 days. Digital evidence that is relevant to a formal investigation against an officer is retained for a minimum of three years. Release of stored digital multimedia evidence to the public is subject to the requirements of FOIA.

Lansing PD maintains mobile data computers in their patrol cars. Their written directives address FBI/CJIS policies and user agreements, training and security. The computers are password protected and the directive requires the vehicle to be locked when not in use.

The agency has a foot pursuit policy. All foot pursuit incidents require a meaningful review conducted by the officer's supervisor. The Lansing Police Department had not completed an annual report due to a newly enacted procedure. The agency plans to complete an annual report at the end of 2023.

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

The Lansing Police Department uses Canine Teams to assist in the prevention and detection of crimes or to assist in locating evidence. Canine unit members are required to be certified on an annual basis. The canine handler is responsible for the canine 24 hours a day, 7 days a week. The canine handler is responsible for completing a detailed report each time that a canine is utilized.

Traffic Safety and Enforcement

The Lansing Police Department has written directives pertaining to motor vehicle stops, high risk stops, uniform enforcement, special classes of offenders, and direction and control of traffic. Officers are directed to request the appropriate level of backup to assist depending on the situation encountered. Traffic enforcement options include written warnings, citations, and arrests.

Homeland Security/Critical Incidents

The Lansing Police Department maintains an Emergency Operations Plan. Lansing PD has incident command directives in place that cover the areas of Critical Incident Response, Command, Operations, Planning, Logistics, and Fiscal Responsibility.

Chapter 4 – The Investigative Function:

Criminal Investigation

Incident reports are reviewed by a supervisor and then assigned to the appropriate person. Unacceptable reports are returned to the officer for revisions or corrections. Cases are managed using the RMS case management system. The Lansing PD has a written directive for eyewitness identification. During a criminal investigation, patrol officers should use victim / witness statements or video / photographic evidence to properly identify an accused person. Officers should not conduct a show-up when probable cause for an arrest exists or an excessive amount of time has passed. A post presentation interview is completed to have the victim / witness show their selection and confidence.

Crime Scene Processing

Lansing PD has access to qualified personnel, 24/7 to provide crime-scene or traffic crash investigation. Additional resources are available from the Michigan State Police and FBI Evidence Response Team.

Written directives are in place to ensure that evidence is properly identified, preserved, processed, and documented. The agency has procedures identifying the proper way to package and submit evidence. Evidence gathering techniques include scene photography, latent print development and physical evidence collection. The Lansing Police Department has specialized personnel to include Crime Scene Investigators, Crime Scene Technicians, Accident Investigator, and the Capitol Area Dive Team.

The submission of evidence to the lab must be in accordance with Michigan State Police guidelines.

Storage of Evidence and Property

All evidence and property must be tagged and entered into the Property Management System at the end of the employee's shift, unless other arrangements have been approved by a supervisor. Lansing PD has procedures in place for the handling of valuable or sensitive items. Extra precautions exist for the handling of biohazardous property. The agency makes a reasonable attempt to notify the owner of the property and the status of that property. Evidence transferred in the field from one person to another must be documented. The Lansing Police Department follows Michigan standards for disposal. Unless there is an assigned investigator, the officer tagging in the evidence is responsible for its disposition status until the conclusion of any criminal prosecution.

Lansing PD has a designated evidence custodian, as well as two alternates. The assessors spoke with the evidence custodians and were given a tour of the evidence storage areas. The two alternate custodians include a sergeant and an officer. These positions rotate as a three-year assignment.

Access to evidence or property is restricted to authorized personnel only. Evidence and property is secured in storage lockers. Firearms, currency and valuables are stored in a separate locked area inside the Permanent Storage Repository. Blood, Urine and DNA are stored in an evidence refrigerator. Items that are too large to be properly secured in the evidence lockers are secured in the Bicycle Intake Room located in the basement of Headquarters. Flammable items are stored in a secure building at the Lansing Police Department range. In the event temporary storage areas are at capacity, Property and Supply Unit personnel are contacted. All employees tagging evidence are required to ensure the lock is properly secured on the locker.

The conversion of contraband for department use may require approval from other involved agencies such as the DEA, Prosecutor's Office, as well as secondary approval by the Chief of Police.

The agency complied will all required inspections, inventories, and audits. There was a change in property room staff during the assessment period and a complete inventory was completed as a result.

Juvenile Matters

The Lansing Police Department has written directives pertaining to juvenile offenders. Juvenile offenders are not held at the Lansing Detention Center unless they are completely isolated to prevent any verbal, visual, or physical contact with any adult detainees. Juvenile offenders held for criminal offenses or under Family Court Apprehension Orders are placed in a cell with both doors locked. After a juvenile is booked, the youth center is contacted to determine if they will hold the juvenile. If a juvenile has been detained more than 5 hours while awaiting parent response, a supervisor is notified to arrange transport by an officer of the juvenile to his/her residence. Juveniles are afforded the same constitutional rights as adult offenders.

Special Investigations and Operations

The Lansing Police Department has procedures to handle special investigations for criminal activity associated with illegal weapons, controlled substances, money laundering and corrupt practices in government and businesses. Lansing PD coordinates with other agencies when applicable. Terrorism-related intelligence that requires immediate attention is forwarded to the appropriate agency. The agency requires the submission of a Michigan HIDTA deconfliction form prior to the execution of a search warrant when conducting undercover buys, buy-busts, reverse buy-bust, or takedown operations. The agency has procedures in place for conducting raids and surveillance. Lansing PD uses confidential informants and requires completion of a confidential informant agreement. Lansing PD has procedures for working with confidential informants, including maintaining a record of each informant and protecting their identity. The agency does not use juvenile informants for weapon or narcotic investigations.

Lansing PD has written directives regarding missing persons (juvenile or adult) and unidentified persons (living or dead), as well as safe delivery of newborns.

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

Transporting/Processing/Holding of Arrestees/Detainees/Prisoners

The agency has established policy and procedure in place to include searching vehicles and subjects prior to transport. Subjects are secured in vehicles with modified rear compartments and exterior mount seat belts are utilized in compliance with State law.

Processing of Arrestees/Detainees/Prisoners

The agency maintains a processing area. Appropriate weapon control policies and procedures are in place. Policy allows arrestees to be secured to a fixed object only as a

method of last resort. The area is monitored by visual and audio surveillance. Alarm systems are present should employees need to summon assistance. Policy and signage is in place regarding electronic equipment prohibited during breathalyzer. An appropriate escape policy is in place and the processing area is appropriately secured.

Holding of Arrestees/Detainees/Prisoners

The agency maintains a secure holding facility with a processing area and holds prisoners on a short-term basis. Multiple holding cells and areas are available to allow for separation of both females and juveniles. Face-to-face checks are completed and documented. Video surveillance is also utilized for constant prisoner monitoring. 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. Fire suppression systems are in place and drills are conducted.

G. Applied Discretion Compliance Discussion:

Standard 3.5.7 Foot Pursuits

ISSUE: The standard requires an annual documented summary of all foot pursuit incidents and a written annual analysis of all foot pursuit incidents in the aggregate taken together. The agency provided a partial foot pursuit analysis. The agency noted having a foot pursuit procedure for the first time in July 2023. The agency began the accreditation process in 2020. The agency was not tracking foot pursuit data prior 203 and does not have the ability to do so. The partial data analysis provided did not include an analysis or trends of foot pursuit data from previous years.

AGENCY ACTION: The agency will complete a full annual report at the end of 2023. Future annual reports will include an analysis of foot pursuits.

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 waiver:

- *Standard 2.6.1 Reserve/Auxiliary Officers Program*
The agency does not have a reserve/auxiliary officer's program.

I. Standards Noncompliance Discussion:

The agency had no standards in noncompliance during the on-site assessment.

J. Future Performance / Review Issues:

The agency was well prepared for the onsite assessment, as evident by the absence of standards in noncompliance.

Assessors gave the advice of increasing the length of time property room custodians serve in their assignment to decrease the number of property/evidence inventories resulting from reassignment. Additionally, the recommendation was made to increase the length of assignment for the training unit due to the time commitment needed to learn the position.

Assessors recommended creating a succession plan for the accreditation manager's role for the future.

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 of the established accreditation standards, with excepted waivers noted. Accreditation is recommended.

Matt Kelleher, Team Leader
Date: December 20, 2023

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

Program Director Ron Wiles
Date: December 22, 2023