

Michigan Association of Chiefs of Police
MICHIGAN LAW ENFORCEMENT ACCREDITATION PROGRAM



Onsite Final Report

The City of Battle Creek Police Department
January 18, 2019

Team Leader: James Myers

Team Member: David Livingston

A. Agency Name, CEO and AM:

The City of Battle Creek Police Department
34 North Division
Battle Creek, MI 49014
jblocker@battlecreekmi.gov
(269) 966-3375

Jim Blocker
Chief of Police

Brad Wise
Accreditation Manager

B. Dates of the On-Site Assessment:

Thursday, January 10, 2019 – Friday, January 11, 2019

C. Assessment Team:

1. Team Leader: James Myers, Detective
Portage Department of Public Safety
7810 Shaver Road
Portage, MI 49024
myersj@portagemi.gov
(269) 324-9248
2. Team Member: David Livingston, Lieutenant
Mott Community College Department of Public Safety
1401 East Court Street
Flint, MI 48503
david.livingston@mcc.edu
(810) 235-5667

D. Community and Agency Profile:

1. Community Profile

Battle Creek, Michigan is a city located in southwest Michigan. The city is located where the Battle Creek and Kalamazoo Rivers converge. Battle Creek was named for an encounter that occurred in 1824 between two Potawatomi Indians and government land surveyors. The following year settlers returned and the area was officially settled in 1831. The settlement of Battle Creek grew and incorporated into a city in 1859.

The city gained early fame during the late 1800s and early 1900s as the home of the Battle Creek Sanitarium. Founded by Dr. John Harvey Kellogg, it was a destination for those with physical ailments.

Kellogg's brother, W.K. Kellogg, worked for him at the sanitarium. It was here that he inadvertently discovered what we know today as "Corn Flakes." Due to the demand, W.K. built a factory in Battle Creek and began to mass-produce Corn Flakes. This led other individuals, including C.W. Post, to begin to produce cereal, earning Battle Creek the nickname "the Cereal City." Both Kellogg's and Post Cereals still maintain plants in Battle Creek. Their legacy continues with areas of the city and streets named after the Post and Kellogg families. Battle Creek is home to the W.K. Kellogg Foundation, which funds projects worldwide with its \$7.3 billion dollar endowment.

Battle Creek was a major stop on the Underground Railroad used by fugitive slaves to escape to freedom in Michigan and Canada. It was the chosen home of noted abolitionist Sojourner Truth after her escape from slavery.

Currently, the City annually hosts "The World's Longest Breakfast Table" and the World Hot Air Balloon Championships.

Battle Creek has four public school districts within its boundaries, Battle Creek Public Schools, Harper Creek Public Schools, Lakeview Public Schools, and Pennfield Public Schools. Kellogg Community College is also located in the City of Battle Creek.

The top employers in Battle Creek are Denso Manufacturing, Hart-Dole-Inouye Federal Center, Bronson Battle Creek Hospital, Kellogg Company, and Kraft Food Post Division.

According to the United States Census Bureau, the City of Battle Creek has a total area of 43.73 square miles of which 42.61 square miles is land and 1.12 square miles is water, making Battle Creek the third largest city in Michigan by area, and one of only three incorporated municipalities in the state over 40 sq. miles in size. Approximately 60% of the city's land is developed. Of the undeveloped land, 38% is zoned agricultural, 26% is zoned general industrial, 17.5% is zoned residential, 16% is the Fort Custer Army National Guard Base/Industrial Park, and 2.5% is zoned commercial.

As of the census of 2010, there were 52,347 people, 21,118 households, and 12,898 families residing in the city. The population density was 1,228.5 inhabitants per square mile. There were 24,277 housing units at an average density of 569.7 per square mile.

The racial makeup of the city was 71.7% White, 18.2% African American, 0.7% Native American, 2.4% Asian, 2.7% from other races, and 4.3% from two or more races. Hispanic or Latino people of any race were 6.7% of the population.

There were 21,118 households of which 33.6% had children under the age of 18 living with them, 37.1% were married couples living together, 18.5% had a female householder with no husband present, 5.5% had a male householder with no wife present, and 38.9% were non-families. 32.6% of all households were made up of individuals and 12.1% had someone living alone who was 65 years of age or older. The average household size was 2.41 and the average family size was 3.04.

The median age in the city was 36.3 years. 26.1% of residents were under the age of 18; 9% were between the ages of 18 and 24; 25.9% were from 25 to 44; 25.5% were from 45 to 64; and 13.4% were 65 years of age or older. The gender makeup of the city was 47.9% male and 52.1% female.

As of 2017, the median household income was \$48,069 and median home price \$113,000.

The City of Battle Creek operates as a commission/manager form of government with an appointed City Manager and elected City Commissioners. The City manager oversees the day-to-day operations of the city, manages staff operations, recommends the annual budget and makes policy recommendations to the commission.

2. Agency Profile

In 1900, the City Council authorized the formation of the Battle Creek Police Department. The department consisted of nine officers and Chief William Farrington. Four years later the department published its first "Manual and Rules and Regulations of the Police Department of the City of Battle Creek."

The Battle Creek Police Department was housed at 34 North Division from 1916 until 1971. A new station was built at 20 North Division to replace the outdated and crowded facility. During this time, there was great divisiveness between the officers and the administration and city officials. An outbreak of "blue flu" hit and officers became unavailable. A disciplinary issue further caused dissention and 45 officers failed to report to work. An ultimatum was given for the officers to return or be terminated. The officers refused to return to duty and were terminated.

Change came to the department again in 1982. A merger occurred between the City of Battle Creek and Battle Creek Township. This merger also meant the merger of the two police departments.

In 1995 Bedford Township, an adjoining jurisdiction, disbanded their police department and contracted with the City of Battle Creek to provide police services to the township. This contract added an additional 36 sq. miles to the patrol area.

The station at 20 North Division served the department well, but by 2017, it could not adequately house the department and meet its needs. A new station was approved and constructed at a cost of \$15.5 million. It was constructed at 34 North Division, the site of the original Battle Creek Police Department.

The department currently staffs 110 sworn officers and 20 civilian employees with an operating budget of \$18.6 million for the fiscal year 2018/19. The Calhoun County Consolidated Dispatch Authority provides dispatching for the police agencies in Calhoun County. Officers responded to over 56,000 calls for service in 2018.

The department is comprised of the following divisions:

Patrol Division includes:

Patrol	Bicycle Patrol
Downtown Patrol Assignment	Training Unit
Bronson Battle Creek Hospital Assignment	Emergency Response Team
Gang Suppression Unit	Warrant Officer
Highway Interdiction	Animal Control
COPS	Crisis Intervention Officer
School Liaison Officer	Police Training Officer
Vehicle Inspections Officer	Telephone Response Unit
Community Services	Emergency Services
K-9 Unit	

Investigations Bureau that includes:

Detective
Fusion Center
Special Investigation Unit
Fugitive Team
Bomb Unit
Forensic Laboratory
Evidence Unit
Quartermaster
Crime Technicians
Emergency Services

An emphasis has been put on training and the department has experienced an unprecedented amount of training over the past three years. The department now conducts its own training from qualified in-house instructors in areas such as Emergency Vehicle Operations, Use of Force, Active Shooter, SWAT Training, Implicit Bias, Fair and Impartial Policing, and Trauma Informed Response to Sexual Assault and Domestic Violence. The department has begun to train surrounding agencies in Emergency Vehicle Operations, Active Shooter, and Use of Force. The Emergency Response Team is now responsible for training all SWAT/ERT snipers within the 5th District.

The department includes a seven-member bomb unit, four canines, and a five officer Gang Suppression Unit that work closely with the Special Investigations Unit and Fusion Center.

The department added a Fusion Center in 2016. The Fusion Center is the information clearinghouse for the Battle Creek Police Department. They monitor daily crime trends, link the appropriate stakeholder to community concerns, respond to actionable intelligence, and work to open communication lines between local law enforcement and community partners.

The Fusion Center is comprised of members of the Battle Creek Police Department, Juvenile Probation, CPS, Summit Pointe, MDOC Parole and Homeland Security. They

also work hand in hand with our Community Services office. They understand that their job is to build relationships and to work diligently to make the community safe.

The department has started several new programs during the past three years which include:

Lethality Assessment Program

Handle with Care (informing school when child has been exposed to police at an incident)

Re-established the Chaplin Program

Outreach to the Burmese Community

Crisis Intervention

Mental Health First Aid

Midnight Basketball

MACP Accreditation Process

Implemented a new policy manual

Career Development Guidance

Shop with a Cop

Coffee with a Cop

3. CEO Biography

Jim Blocker is the 18th Chief of Police for the Battle Creek Police Department. Having served within the Battle Creek Police department for 22 years in various capacities:

- Patrol Officer
- Community Police Officer
- SWAT team
- Detective
- Executive Officer

Boards and Committees:

- Vice Chair on the Summit Point Board
- Battle Creek Y Family Center Executive Board Chair
- Grace Health Board
- Michigan Association of Chiefs of Police Accreditation Commission

Military History:

- MAJOR in the US Army, serving in the Michigan Army National Guard
- Currently assigned as an Executive Officer for the 210¹¹¹ MP BN.
- Multiple tours of duty serving in: South America, Egypt, Latvia and two combat tours in Iraq and Afghanistan.
- Earned two Bronze stars, two Army Commendation Medals, three Army Achievement Medals, the NATO ribbon and the Combat Action Badge.

Education:

- Master's Degree in Public Administration from Western Michigan University
- Bachelor's Degree from Cornerstone College
- Graduate of the Senior Management Institute for Police-Boston University and the Police Executive Research Forum
- FBI National Academy
- Executive Fellow for the Police Foundation , Washington, D.C.
- Several US Army command courses, including the Red Team Leaders Course.

4. Future Issues

The Battle Creek Police Department's staff is highly educated and extremely dedicated to the community. The CEO is most proud of the fact that the staff will not settle for the status quo. Everyone in the agency is always improving themselves and the organization. Employee wellness is a priority. The agency provides a designated space for staff to exercise for physical fitness. Chief Blocker considers himself a life-long learner, and the agency has taken on this same philosophy. The agency intends to continue its community-orientated mindset.

Chief Blocker stated the most challenging issue is hiring. Between January 1, 2019 and December 31, 2020 the agency will have 24 sworn members eligible for retirement. This will put a strain on hiring and the training unit. The agency has a close relationship with Kellogg Community College as one of their retirees runs the police academy. The agency is also looking for candidates who possess good interpersonal communication skills and .

The CEO has a comprehensive succession plan. Newly promoted supervisory staff have attended leadership development seminars and training sessions. All command staff are highly educated and well prepared for advancement. The CEO is dedicated to maintaining best practices and to keeping up with the rapidly changing issues facing policing in America.

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 Friday, January 11, 2019, from 9:00 a.m. to 11:00 a.m. The telephone line was tested, found to be functional, and eight calls were received:

Danielle Kostrab – System Manager for Bronson Sexual Assault Services (269) 245-3925

Danielle Kostrab has been with Sexual Assault Services for 20 years and was recently promoted to System Manager. The agency provides counseling for victims and their families, assistance during any legal process, services of sexual assault nurse examiners, operates a Child Advocacy Center to provide services for child rape victims and offers education and training to professionals and the general public. Kostrab stated she is very pleased with the agency as they are community partners with a strong working relationship with its detective bureau. Kostrab explained that a few years ago all the detectives were trained in the neurology of trauma for sexual assault victims. This was well received by the agency. Detectives participate in monthly case reviews. Kostrab advised they support each other well. One thing Kostrab would like to see is an annual update to the officers on the services her agency provides.

Kostrab fully supports the agency's effort to become state accredited.

Brett Weiss (269) 962-5213

Brett Weiss is currently the manager of the Kellogg Community College Police Academy. Weiss recently retired from the Battle Creek Police Department after 25 years and was in charge of the Crime Lab when he left. Weiss explained that the police department employees are great and professional. With regards to his new position and relationship with the agency, Weiss said the agency gets first hand knowledge of the cadets as there are several officers who instruct at the academy. Weiss stated the Chief has even come out to run with the cadets. Weiss explained the agency works cooperatively with the academy and provides various resources like equipment and manpower for such activities as mock interviews and scenario days. The SWAT team has done training on campus and the academy has shared its skid car for agency training. The one thing Weiss would change with the department was the lab; this had already happened with the construction of the new police department. Weiss said the old lab was in dire need of replacement. Now everything in the lab is new and there are many upgrades.

Weiss fully supports the agency's efforts to become state accredited.

David Gilbert, Assistant Prosecuting Attorney for Calhoun County

David Gilbert has been an assistant prosecuting attorney for the past six years. Prior to that he served as a defense attorney since 1995. Mr. Gilbert indicated he believes the City of Battle Creek Police Department is a well run organization and they have improved greatly under the leadership of Chief Blocker in the area of establishing and building a good working relationship with the prosecutor's office. The police department is

comprised of very good officers and he has not seen any cases of abuse of power within the police organization. The police department is very professional and the officers treat people with dignity. The community involvement of the police department is special. They host trunk or treat for Halloween and they provide a 'Shop with a Cop' program for underprivileged children in the city during the Christmas Holiday. He has noticed an increase in officers getting out and speaking more with the citizens and trying to establish good relationships with them. Mr. Gilbert said Chief Blocker is also very involved in the community and has reached out to area churches and the local chapter of the NAACP. He has participated in discussions to nip gang shootings; during Chief Blocker's tenure, he has seen gang homicides decrease from 12-13 per year to about two per year.

Mr. Gilbert is in complete support of the Battle Creek Police Department's effort to become state accredited.

Sarah Lincoln, Circuit Court Judge (269) 969-6502

Sarah Lincoln is a Circuit Court Judge for Calhoun County and has been on the bench for the past four years. Prior to that she was an assistant prosecuting attorney in the county for 14 years. As a judge she has experienced the professionalism of the Battle Creek Police Department in a number of areas including obtaining warrants, serving subpoenas, testifying in court proceedings and the improved quality of their reports. The warrant preparation of the Detective Bureau is excellent. She rarely finds mistakes in the preparation of affidavits and officers are very good at explaining issues that may come up in the course of securing a warrant. All tabulation returns are returned to the court in a timely manner.

Overall, her view of the police department has improved greatly since Chief Blocker has been in command. She believes the department has become more professional, they handle problems better and they have improved in the area of establishing more open lines of communication throughout the community. She is impressed with the department and the level of professionalism they currently possess.

Judge Lincoln fully supports the agency's efforts to become state accredited.

Blake Prewitt, Superintendant with the Lakeview School District (269) 565-2401

Before Chief Blocker took over the Battle Creek Police Department, Lakeview Schools did not have a School Resource Officer (SRO). Now, they have a very good officer who was handpicked by the department to work in the schools. The SRO has been well received by faculty, staff and students. The SRO has helped to improve school security through the proper training of security personnel, particularly in the area of lockdown drill training. The SRO has helped to improve relations between police and students by engaging with the students on both a personal and professional level. The students have been able to put a face with the badge.

Mr. Prewitt said he gets along well with Chief Blocker and the police response has been incredible. The police department, under Chief Blocker, has been very good to work with.

He enjoys working with the police department and feels they are doing all they can to keep our students and staff safe.

Mr. Prewitt wishes the department well in achieving state accreditation status. He believes they deserve that recognition.

Kim Carter, Superintendant for Battle Creek Public Schools (269) 965-9470

Ms. Carter said she has a good working relationship with Chief Blocker and also with the school SRO. She meets regularly with Chief Blocker and some of their discussions center on establishing diversion programs for students who may have had contact with police. The school district and police department collaborate together to work for student success.

The SRO engages students on a daily basis, welcoming them to school in the morning and making sure they get safely to their bus or to their vehicle after school. There is a definite improvement in the overall relationships between police and students. The police department and school district are both involved in a program called BC Vision. BC Vision is a grass roots organization creating more opportunities for positive changes and interactions between the police and the community.

Since Chief Blocker took over the leadership of the police department there has been a noticeable increase in better relationships with the community. I am impressed at how collaborative the Battle Creek Police Department is. The department as a whole, and Deputy Chief Grafton in particular, have been helpful in redesigning of the high school.

Ms. Carter is on board for the accreditation of the Battle Creek Police Department.

James McKernan, CEO of Bronson Battle Creek Hospital (269) 207-0276

Mr. McKernan is a citizen of the City of Battle Creek. The hospital has a contract with the Battle Creek Police Department for two full time police officers who provide 20 hours of coverage at the hospital, particularly near the emergency room where most calls for police service are requested.

Overall, Mr. McKernan believes the Battle Creek Police Department is an excellent organization, particularly under the leadership of Chief James Blocker. The relationships between the police department and citizens has greatly improved. He sees police engaging the public more than they did before and, as a result, sees a marked improvement in the reduction of assaults against hospital employees. He is delighted with the police service his hospital receives. The police response is outstanding. The police department provides safety training to security staff and hospital staff on a regular basis, including active shooter training.

A recent survey of hospital staff members showed an overall improvement in the perception of safety at the hospital. Officers tased an individual at the hospital and staff

members were delighted that the action was taken because it showed the public that the police were going to keep people safe in a hospital setting.

Mr. McKernan is fully supportive of the Battle Creek Police Department's efforts to become an accredited police agency.

Ross Simpson, Battle Creek Resident and owner of Clara's Restaurant (269) 274-0127

Mr. Simpson is an entrepreneur within the City of Battle Creek and said the police department is "fantastic". Officers are courteous, professional and offer great service. He described Chief Blocker as a top notch person who is a great communicator and an impressive guy. Mr. Simpson indicated the police department has been very impressive lately. The department does a very good job of informing the public of any planned road closures and handle traffic during events in a very efficient and professional manner. The police department has provided good response to panhandlers that have, in the past, frequented certain areas of the city, particularly around his restaurant. Outdoor video cameras were installed by his restaurant to help discourage panhandling and other disruptive activity the area. The police department sent an IT person to assist Mr. Simpson in the placement of the video cameras in order to provide a more effective use of the equipment.

For the future, Mr. Simpson indicated he spoke with Chief Blocker about the possibility of incorporating drones in the police department and setting up drone pods in strategic locations throughout the city.

Mr. Simpson is very pleased with the Battle Creek Police Department and likes the fact they are going the extra mile to achieve accreditation status through the State of Michigan.

2. Correspondence

The assessors received six email correspondence regarding the accreditation process:

Item #1

*From: Edward Nelson <ednelson0309@yahoo.com>
Date: Wednesday, January 9, 2019 at 6:12 PM
To: Neal Rossow <nrossow@michiganpolicechiefs.org>
Subject: battle creek police dept*

Mr. Rossow

I can't see how the police dept. in Battle Creek should be accredited when the officers don't do their job as they should. I have personally watched people running red lights in front of an officer while he was sitting next to me at a light he never made an attempt to stop the vehicle. I also just last Friday was following an officer and he was behind a towing service vehicle with no lights on the rear of his vehicle except brake lights. If they

were doing their job correctly why are so many vehicles running around Battle Creek with windows so dark you can't see anyone in the drivers seat or the passenger side of the vehicle.

Item #2

*From: JUDI JONES <jucajo44@aol.com>
Date: Monday, January 14, 2019 at 4:45 AM
To: Neal Rossow <nrossow@michiganpolicechiefs.org>
Subject: ACCREDITATION...BATTLE CREEK POLICE DEPARTMENT*

Mr. Rossow,

My name is Judith C. Jones. I have been a resident of Battle Creek since February 17, 1962. I am married, we raised five children, have twelve grandchildren, and six great grands. I have been in many volunteer organizations and groups, with church, schools, and community, beginning in 1968 and throughout the following years.

Most of my volunteer time has been in connection with law enforcement, with the courts and our police department.

The majority of my time has been spent with a particular organization. I am an extremely proud graduate of the Battle Creek Police Department Citizen's Police Academy, class of 1998, and a continually active member of the alumni. Through the years I have often had interaction with our police department.

I had definitely planned to take part in the arbitration part of community comments. An unexpected end of the week family emergency, took priority. This may not be important information for this process, but I felt strongly to at least add my feelings about our police department. In a few words, I have ALWAYS been a proud supporter of our officers, through many chiefs, and ranks. In my personal opinion, Chief Jim Blocker, and Deputy Chief Jim Grafton, are doing an outstanding job with all aspects of the department. In conversations with many people, living in Battle Creek, other Michigan cities, and people from other states, I rank My department among the very best. Sorry I could not participate.

Thank you,

Judi Jones 269-965-1658

Item #3

*From: Doug Shortridge <missblackie@aol.com>
Sent: Friday, January 11, 2019 12:32 PM
To: Jessica L. Vanderkolk
Subject: Traffic Enforcement, Vehicles traveling with one Head Lite Inoperative*

Email sent from outside of the City of Battle Creek. Use caution before clicking links/attachments.

Typical Example, Driving from Helmer Road to Arlens Trucks Stop 4647 West Columbia Ave. which is 2.4 miles I met 4 Vehicles with one head lite out, on any given night it is about the same. Motor Cycles with a LED Head Lite where the guy can see for 92 miles and you are temporally blinded unless you cup your hand over your eyes or pull down your Sun Visor. I have yet to ever see a vehicle pulled over by the Police for one Head Lite being out. With one head lite coming at you is it a car or Motor Cycle?

If it is blinding you then you know it is a LED on Motor Cycle...U asked for the Public Input...

Sincerely,
Doug Shortridge
117 Cameron Dr.
Battle Creek, Mi. 49015

Item #4

*From: Jeff Breedlove <jeffbreedlove@sbcglobal.net>
Sent: Saturday, January 5, 2019 5:27 PM
To: Jessica L. Vanderkolk
Subject: Comments*

Although I recently moved just outside the city I had been living in the city for the past 15 years. I feel very strongly about a few points that I want to mention. I believe the Battle Creek police department does an excellent job with community involvement.

- 1) each neighborhood planning council has a police officer assigned to them. We get updates on crime and what's being done in the neighborhoods.*
- 2) I saw Chief Blocker and Major Grafton went to an event the Urban league put on last year to help discussion and racial healing. They contributed to the discussion and I felt their presence was helpful.*
- 3) there is a video that went viral last year of a police officer playing basketball with some local kids. This is fantastic for creating trust in the community*
- 4) recently officer Brice coordinated a clean up at a local park in our neighborhood. He got a bunch of the explorers to come out also. And they did a great job. also I want to mention officer Brice helped locate some stolen packages for me last year and caught the theives. I was so grateful for that!*
- 5) Chief Blocker was also part of the "can I get a witness" that was put on by commissioner Lynn Ward Gray. I thought he was very insightful and contributed to the discussion.*
- 6) Chief blocker also goes on the radio routinely to give updates on what's happening in the community. This is also appreciated.*
- 7) Kelly Dillman and Sergeant Rabbit have been getting neighbors together to help improve neighborhoods. Kelly has been very motivating. And she has helped inspire some neighbors to get together to put a dog park in Battle Creek, which is happening. I am sure there are other instances but these are some of the ones that stand out the most for me at the moment. there will always be a few naysayers. But I believe the majority of us see the good things that are happening and really wish for it to continue.*

overall I'm very happy with our police department and I believe we are very lucky to have these fine folks here in Battle Creek.

*Jeff Breedlove
Battle Creek*

Item #5

*From: Mary Lou Ramon <hercules31@att.net>
Sent: Tuesday, January 8, 2019 2:23 PM
To: Jessica L. Vanderkolk
Subject: Fw: BCPD and Use of Military Tactics Wrong Way to Operate*

----- Forwarded Message -----

*From: Mary Lou Ramon <hercules31@att.net>
To: publicinput@battlecreekmi.com <publicinput@battlecreekmi.com>
Sent: Tuesday, January 8, 2019, 2:14:02 PM EST
Subject: BCPD and Use of Military Tactics Wrong Way to Operate*

I want to relay a recent incident with the Battle Creek Police Department in my neighborhood that should not have happened and that everyone on the Police force from the Chief on down is justifying.

About a month ago I was startled in the evening, after dark, by a loud explosion which sounded like it came from out in front of my home where my car was parked in a curb cut. I immediately went outside to my front porch and could see about 8 police cars, mostly Battle Creek police cars and two state police cars, parked along the street across the street from my house. Most of them were parked to the left in front of a 4 unit apartment building. This is an apartment complex with 98 properties, mostly 4 units, some duplexes, with a scattering of 6 single family houses like mine. We have a total of 225 occupied single family units throughout these 3 streets with roughly 562 children and approximately 35 veterans with Post Traumatic Stress Disorder living here.

What I saw going on across the street was a police van with about 8 officers getting out of it in full body armor and carrying assault rifles. This was out in front of that 4 unit building. There were also several officers without body armor wandering around the front and back yard with flash lights apparently searching for something.

I immediately called dispatch and asked to speak with whomever the command officer was and while I was waiting for a call back managed to call the property owner to let him know what was going on in case he didn't already know. By that time the front door was open to the middle right unit and officers were entering that apartment.

I was at first told by someone I know in the police department that this was a 'training session' between the state police and the Battle Creek police department. This was later denied by the command officer when he finally returned my call. He stated to me that they were searching for a 'dangerous person'. And that they had used a Non-Lethal Flash Bang device to 'make their officers feel safe'.

That night I also contacted the Police Chief who promised to at least look into the matter.

I later learned the truth. The person residing at that apartment was on strict conditional State probation. His name is Dangelo Pitts and he lives at 105 S. 23rd Street. As part of his probation he must 'Authorize a search of his residence if Field Agent has cause'. And that night he was not arrested because he wasn't doing anything wrong other than sitting at home watching TV. So this was indeed a police 'training session'

I told both the command officer and the Chief that in my 50 years of living in this complex, no police officer, including those conducting drug raids or searching for fugitives, had ever once fired a shot in here; not once. And neither the Chief or the command officer were phased by my comments.

As a result of this incident, that same night, I received calls from around 40 of our tenants stating that they were giving notice and moving out of this complex because they no longer felt safe living here. And the majority of the children living here were petrified to walk to school alone because they were afraid some bad guy would jump out of the bushes and shoot them. The Veterans I later spoke with told me they were paralyzed with fear at the time of this incident too.

I also learned later from the property owner that they exploded this device by attaching it somehow to the door knob of Mister Pitts apartment and blowing it out of the door and then proceeded to kick in that same door causing the door frame considerable damage and wrecking the door so that it had to be replaced. Because of the force of this explosion and the stupidity of the way it was used it could have easily injured any small child standing inside that apartment near that door! So this is not exactly a 'Non-Lethal' device!

This explosion was so loud it was also heard by several people I know that live at least 2 miles outside of this neighborhood. It should not ever be used inside a densely populated residential neighborhood.

But since the majority of Battle Creeks newly hired police officers have just come directly from the military and because of the Chief having strong current military ties none of them seems to think there is anything wrong with them using these types of military combat tactics inside this city. They in fact just used that 'Flash Bang' device about two nights ago in another densely populated residential neighborhood because a man with a gun would not come out of a residence; instead of waiting him out or talking him out as one would expect them to do. I'm quite sure that got him out quicker but at what cost to the rest of the people living there? And the police wonder why not many citizens living in Battle Creek trust them!?

These new hires also have no clue as to civil law whatsoever and have wrecked havoc in this neighborhood when it comes to rental unit evictions. They have told several landlords that they have no right to survey and secure their rental properties when the landlord has found the unit open to trespass; which landlords in Michigan most certainly do have the

right to do. And they once told a tenant who was being evicted, who had already paid the first months rent and security deposit and signed a lease with a new landlord on another apartment somewhere else and who had already surrender the key to the unit they were being evicted to to the landlord that this former tenant had the right to break into that unit because the eviction time frame had not elapsed! This is completely false. Once the key is surrendered, not mater the time frame, the tenant has no right to their former apartment and certainly would be illegally breaking and entering that unit at such a point in time.

The bottom line is that these new hires under the supervision of the currant command officers, with the Chief supporting their actions, is not good police work. This is not some foreign country they are at war with. This is a city struggling to make it financially with both good and some not so good citizens residing here paying taxes which pay their salary.

*Mary Lou Ramon
Former Ward 1 City Commissioner
110 23rd Street South
Battle Creek, MI 49015
(269) 274-3078*

Item #6

On 1/8/19, 2:08 PM, "Thomas Cobb" <thomascobb7@gmail.com> wrote:

In reference to the public comment survey:

The Battle Creek Police Department is doing an excellent job for our community. They handle their positions with responsibly in a very professional, fair, safe manner, and with careful consideration for all parties involved. The departments policy's and procedures to include operations, support and management is excellent.

Thank you for your service,

*Thomas Cobb
71 Lynwood Drive
Battle Creek,mi*

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 scheduled for the assessors during the on-site.

5. Agency Ride-along

On Thursday evening, Assessor James Myers rode along with Officer Clay Hoggard. Officer Hoggard went to several key locations in the city, city borders, prominent neighborhoods, businesses, residential developments and housing complexes.

Officer Hoggard is a newer member of the agency, but came with a few years experience in Jackson, MI and a military background. Officer Hoggard talked about the passion he has for helping people. Officer Hoggard currently works the Post Addition area. Officer Hoggard seemed very attached to his community, was very knowledgeable in the workings of the police department, and spoke highly of the agency, his coworkers and the command staff.

During the ride-along, Officer Hoggard made police-citizen contact with a male subject who was outside an apartment building with his cat. Officer Hoggard made conversation and built rapport with the subject who then provided some information about what had been occurring in the area recently. Officer Hoggard encouraged the subject to contact the police department if necessary and they would be happy to respond and address any issues. He was very respectful in dealing with subject.

Officer Hoggard conducted one traffic stop during the ride-along. The violator had failed to wear his seatbelt which Officer Hoggard observed while at an intersection. Officer Hoggard was professional during the contact. During the traffic stop, Officer Hoggard used the mobile computer terminal to review previous contacts with the vehicle and driver. Officer Hoggard later added his contact to the RMS to assist other officers in the future. Officer Hoggard decided to issue a verbal warning. The driver was on his way to Pizza Hut with his young child for pizza. Officer Hoggard was very kind and demonstrated compassion towards the driver and child in the back seat.

6. Community Involvement

The Battle Creek Police Department is commitment to Community Oriented Policing and is dedicated to enhancing community connections between neighbors, and the officers that serve them. Through partnerships with businesses, organizations, and citizen groups the Battle Creek Police Department strive to provide programs for residents and especially children to enhance their quality of life in the Battle Creek Community.

A Neighborhood Planning Council has been established in each neighborhood in the City of Battle Creek. An officer who patrols the Planning Council's district is assigned to that Neighborhood Planning Council. Their role is to attend the monthly meetings, provide crime statistics, present programs such as crime prevention, and help organize and participate in neighborhood events.

Some of the programs currently supported by the Battle Creek Police Department are: Citizens Police Academy, Police Explorer Program, Be Safe Battle Creek – Byrne Grant Initiative, Police Athletic League (partner: New Level Sports), and Midnight Youth-Basketball Program (partners: YMCA, Battle Creek Community Foundation, New Age Cool People).

The Battle Creek Police Department also organizes community events such as Halloween Trunk or Treat, National Night Out, Stuff the Truck-Toy Drive, and many more.

Recently the Community Outreach & Engagement Liaison (COEL) position was created. The COEL works collaboratively with residents, community partners, BCPD and other city departments to address issues that affect residents. The COEL also develops programs that will benefit the Battle Creek community. The Bureau of Justice Assistance, as part of the Be Safe Battle Creek - Byrne Grant Initiative, funds this position. The COEL is unique within the City of Battle Creek, as it is the first time a civilian has worked within the police department in an attempt to bridge the gaps between communities & law enforcement.

A Community Engagement Coordinator (CEC) was also created. The objective for the Community Engagement Coordinator is to help improve perception and enhance communication within the community, targeting groups that are underrepresented. The CEC focuses on educating community members through the development of programs like the Citizens Police Academy to help create more informed citizens, debunk myths about law enforcement, and open the lines of communication between civilians and officers.

The agency also has reestablished a police chaplain program. The program promotes positive relationships between law enforcement officers and the community. It also gives officers a viable resource in times of crisis.

F. Essential Services:

Chapter 1 – The Administrative Function:

Direction of Personnel

The Chief of Police has the sole authority to issue, modify, and approve agency written directives. However, the Inspector may make minor modifications to policy that do not affect organizational procedures or practices. The agency uses Lexipol for their written directive system. The overall written directive system was clear and understandable. The directives were constructed in a logical manner with employee duties and responsibilities clearly defined, including constraints on employee actions and expectations.

Fiscal Control

The agency has one cash account in the Records section. The records supervisor is in charge of reconciling the cash drawer every Friday. The drawer is counted down by the

supervisor and another records employee. The register details are printed and sent to Finance with the money in excess of \$45. Finance then sends a receipt back to records indicating what was received. There is no petty cash account. Instead, the agency utilizes a Procurement Card or P-Card for purchases. There is no provision for exceeding the established expense limits for petty cash. The petty cash account is reconciled monthly, and the Records cash drawer is reconciled weekly.

Internal Affairs

The Office of Professional Standards Inspector is responsible for the internal investigation function of the agency. The agency will accept and investigate all complaints, even those made anonymously. Based on the seriousness of the complaint, the Inspector may choose to assign the complaint to the employees supervisor. Complaints that involve potential suspension or termination are investigated by the Inspector. Upon completion of the investigation, the complainants are forwarded to the Office of Professional Standards where they are reviewed, recommendations made, and forwarded directly to the Chief of Police.

During the 2018 assessment period, 12 internal investigations were conducted; seven Department Inquiries and five Citizen Complaints. Of the five Citizen complaints, four were unfounded and one the officer was exonerated. Of the seven Department Inquiries, five were sustained, one was exonerated and one is still open pending review. The agency did not identify a need to change policy and did not identify any training needs. The agency uses training and counseling in lieu of discipline when appropriate. The annual analysis recommended that supervision continue to monitor and take corrective action on any identified early warning triggers and to continue emphasizing ethical decision-making during mandatory training sessions.

Disciplinary Procedures

The agency's written directive system details the rules, regulations and expectations for employee conduct. Supervisors have discretion to place employees on administrative leave when it is in the best interest of the individual or department. The agency is well-disciplined and has procedures to apply training and counseling in lieu of punitive employee discipline. The agency has an appropriate appeal and grievance process in place with established timelines. There were no appeals and no grievances filed in matters of discipline or corrective action; however, there were three grievances filed regarding alleged violations of the labor agreement, all of which were resolved. Only the Chief of Police can authorize dissemination of agency disciplinary actions.

Organization

All sworn personnel take, sign and subsequently abide by an oath of office to enforce the law and uphold the Constitution of the United States, the Constitution of the State of Michigan and the rules and regulations of the Battle Creek Police Department. 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, mistreatment of individuals based on ethnic background, national origin, gender, sexual orientation/identity, religion, economic status, age, cultural group, or any other identifiable characteristics.

The agency also prohibits unlawful workplace discrimination and harassment, including sexual harassment. The written directive outlines a proper reporting mechanism in the chain of command, including an alternate reporting process for any conflict of interest. The directive requires employees to report any type of harassment and requires investigations to be conducted in accordance with state law. Every employee completes a written harassment policy acknowledgement every six months, which reaffirms understanding of expectations outlined within the policy. There was one reported incident of workplace harassment during the assessment period.

The police personnel have structured unity of command. In the City of Battle Creek Police Department, the Chief of Police is supported by a Deputy Chief. The City of Battle Creek Police Department currently has 110 sworn personnel with an authorized sworn staff of 112 along with 20 support personnel. There are three patrol lieutenants in Operations who supervise nine patrol sergeants and 48 patrol officers, seven of which are corporals. There are also four cadets and 22 explorers. Investigations Division include a major, detective lieutenant, detective sergeant, and 12 detectives. There is also a sergeant in charge of the fusion center. The Office of Professional Standards has an inspector and training sergeant. Emergency Services is run by an inspector. There is a sergeant in charge of the Gang Suppression Unit and Special Investigations Unit. Community Services has a sergeant and two coordinators. The agency operates under the Calhoun County Consolidated Dispatch Authority (CCDA) for its Public Service Answering Point (PSAP). The CCDA receives all 911 calls for service and dispatch calls for service for public safety in Calhoun County, including the City of Battle Creek, Michigan. The agency also has access to supervisory personnel on a 24-hour basis; there is always a supervisor on-duty. In the absence of the Chief of Police, an acting Chief is appointed from the senior command staff.

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 of Police or designee directs the preparation of all media releases. Once approved for distribution, media releases for large incidents or press conferences are forwarded to the City of Battle Creek Communications Manager for dissemination to all media outlets. For everyday incidents, the Shift Lieutenant or Sergeant will utilize Nixle

and send that information to the media outlets. Although it is the primary responsibility of the City of Battle Creek Communications Director to interact with the media, other members of the Battle Creek Police Department are encouraged to assist members of the media. By policy, the Battle Creek Police Department cooperates fully and impartially with authorized media personnel by assisting their efforts to gather factual public information pertaining to activities of the agency, as long as providing such information does not unduly interfere with agency operation.

Agency Records and Computers

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

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

Agency Training

The agency training records are current and are being maintained in accordance with applicable retention schedules. Training course content is outlined, and lesson plans are utilized. In-house instructors are properly trained and experienced. New sworn personnel are required to complete an extensive training program. Officers in field training rotate shifts and assigned field training officers 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 makes the final determination of selection of field training officers. The field training program is properly supervised by a sergeant. Newly promoted personnel receive supervisory and leadership training consistent with new responsibilities and tasks. The agency has a remedial training policy. During the assessment period, 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 with each patrol team to accomplish the required training, review of material, and assessments. Annual training included firearms, hazmat, use of force, blood borne pathogens, Taser, incident command, and ethics. Agency-authorized in-service training focuses on any changes in case law affecting law enforcement, interview and interrogation techniques, crime prevention, emergency medical services, collection and preservation of evidence, and report writing. Members of the agency assigned to tactical operations (Emergency Response Team

(ERT), Bomb Squad, and K-9) train at a minimum of 16 hours a month to ensure operational readiness.

Authorization and Use of Agency Weapons and Ammunition

The CEO is the authorizing authority for weapons and ammunition, including specialized weapons. The agency uses certified/qualified staff for armorer inspections, repair and replacement. Records of weapons are properly maintained with written guidelines for storage. The written directive regarding ammunition did not indicate that the agency's CEO authorized all ammunition used in law enforcement activities.

Chapter 2 – The Personnel Function:

Personnel Benefits and Responsibilities

The agency has a written directive outlining an employee assistance program, line-of-duty injury and death circumstance policy, and an employee collision and review process. Eight employees were involved in collisions on duty. Each were investigated, reviewed, and appropriate action taken. The agency uses a third party provider for the Employee Assistance Program (EAP). All city employees have access to the service and it is kept confidential how many police department employees utilized the service during the assessment period. Also during the assessment period, there were no serious line of duty injury or death incidents. The agency has a comprehensive exposure control and reporting policy. The agency allows personnel to utilize the exercise room during break times. Off duty employment is allowed with approval from the CEO. Extra employment is prohibited by policy.

Performance Evaluations

The performance evaluation system has a well-defined purpose statement with established and defined criteria, scored on a rating scale. The system also includes directives to raters regarding evaluation responsibilities and procedures on how to use the required forms. Training for evaluators is documented and the evaluations are maintained according to the department's retention schedule. An amendment was made to the evaluation form to include an area for employee comments and acknowledgement the employee received a copy of the evaluation in December 2018. Evaluations are conducted on a semi annual basis in March and September which corresponds with shift bids. The first scheduled evaluation is March 2019 therefore no proofs of the current form are available. All agency personnel (sworn and non-sworn) performance evaluations were represented in the files. The evaluation system has a clear appeal process, and no appeals of evaluations occurred during the assessment period.

The agency has an established early warning system. Supervisors use the system consistently and effectively. No employees were identified as needing assistance during the assessment period.

Promotion of Sworn Personnel

The promotional process is outlined in the collective bargaining agreements. The process includes a point system. During the promotional process, the CEO reviews performance evaluations, training, and other requisite qualifications for promotions when deciding on advancement of personnel.

Recruitment of Sworn Personnel

The recruitment plan contains a clear statement that the agency is committed to equal opportunity. The stated goals and objectives for recruitment are clear and understandable. The agency has a desire to increase agency diversity; however, the recruitment of qualified personnel based on the agency's minimum standards has become difficult. The agency is dedicated to creating a work force that is representative of the diversity of the community. The department is primarily Caucasian. Sworn staff includes 86 males and 11 females, eight African-American males and two African-American females, one Arabic female and one Hispanic female. Recruitment activities include outreach to the local police academy, community service organizations, schools, and other media outlets. The plan is due to be reviewed in July 2019.

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. Background investigations are conducted by an outside entity as are the medical and psychological exams. The agency uses an active cadet program in an effort to mentor and recruit new personnel and to increase diversity. The selection process includes examinations, panel interviews, and an executive interview. The CEO makes the final decision on selection of new personnel.

Reserve Officers and Civilian Volunteers

The agency does not have a reserve program; however, they have an active volunteer program, Police Explorers, and a volunteer chaplain program. The Police Explorer program provides experience to young people interested in pursuing a career law enforcement. The explorers are very active and the program is extremely successful.

Chapter 3 – The Operations Function:

Arrest, Search and Seizure

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

Agency policy outlines the warrantless search exceptions and the need for a court-authorized search warrant, when applicable. The agency takes arrests directly to the Calhoun County jail for processing and housing. Battle Creek Police have an area in their new police building used exclusively for providing Data Master (breathalyzer) tests for Operating While Intoxicated (OWI) arrests. These detention areas are monitored by a centralized camera system. There are three emergency alarm buttons nearby in the event there were an emergency. Department policy dictates that an additional officer is always present during OWI processing. For arrests, officers presently utilize the trunk of their police vehicles to store their weapons before entering the weapon restricted areas within the department. The agency just moved into the new facility and are awaiting the arrival of weapons lockers (February 2019) for areas just outside the detention areas including the sallyport area.

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

Interview and Interrogation

The Battle Creek Police Department has established procedures for standards compliance with contemporary criminal procedural requirements related to interviews, investigative detention interviews, and interrogations. The agency has several interview rooms located on the premises including a 'soft interview' room. The interrogation rooms are monitored by another detective in an adjoining room who has the capabilities of activating an emergency alarm. All interview rooms have audio and video recording capability. The agency's written directive indicates that investigative officers are encouraged to use the agency's audio and video taping capabilities for purposes of recording statements and confessions in an overt or covert manner consistent with state law. The policy also indicates that no more than two officers will be inside an interview room during an interview/interrogation.

Use of Force

Assessors were able to review several use of force reports generated during this assessment period. The reports were well written and concise in nature but thorough in their descriptive language. The initial report is completed by the involved officer and the report is reviewed and approved by their supervisor before it is sent to a higher ranking officer for review. The report indicates whether additional training is needed or if the officer acted within policy guidelines. The agency conducts a thorough internal affairs investigation for each use of force incident. The incidents viewed involved a shooting, the use of a taser and a strike to the common peroneal nerve motor point. All incidents were justified with no recommended changes to policy or procedure. In the case of the fatal shooting where the officer was found to be justified, the officer was appropriately placed on paid administrative leave during the investigation process which was conducted by another agency and submitted to the prosecutor's office for their review.

The agency completed a detailed review of the use of force incidents for the evaluation period. The report went into detail outlining the past five-year history and shows a thorough understanding of what's occurring in the agency as it relates to the community.

Communications

The Battle Creek Police Department has contracted with the Calhoun County Dispatch Center for about the past twenty years. The County Dispatch Center is a full service dispatch authority and the operators are trained in medical emergency dispatching. Assessors were able to view the facilities and see the steps taken in a medical emergency and the recommended charts used by dispatchers and call takers to render aid instructions over the phone while medical services are enroute. All recordings are kept in storage for a minimum of sixty days unless requested by the department for longer retention. Review of the Tapes are limited to personnel with a legitimate and official need.

The Dispatch Center has a back-up generator that was observed on-site. The generator will automatically engage if the main power supply is lost thus supplying power to the Dispatch Center to maintain operations. The generator goes through a weekly function test. According to the facilities Assistant Director there has never been an interruption in service when the power supply has been switched from the main power supply to the generator. The Dispatch Center is equipped with a backup battery power supply system to bridge the gap between the power outage and when the generator begins to provide power. The Assistant Director indicated there is a full load test done on the generator twice per year. However, the Assistant Director was only able to supply assessors with a document indicating the last full load test was only showed testing at a 76% capacity. The Assistant Director is going to meet with the contractor in charge of maintaining the generator to make sure proper testing and documentation is done according to the accreditation standard.

Each dispatch station is set up identically, allowing for dispatchers to move from station to station seamlessly. All emergency medical dispatch is immediately transferred to area Emergency Medical Services working the area. The Dispatch Center provides dispatch services for several communities in the Battle Creek area.

Field Activities

During the assessment period, there were several motor vehicle and foot pursuits within the City of Battle Creek. The pursuits originated from minor traffic violations, to drug enforcement initiatives. The Battle Creek Police Department policy allows for pursuits by officers who must follow the guidelines appropriately outlined in the policy. The agency employs stop sticks as a method to terminate vehicle pursuits. Training in the use of stop sticks is conducted when an officer is first hired with the agency and retraining takes place with the use of stop sticks during Emergency Vehicle Operations training. Nineteen officers are currently trained to employ the Pursuit Intervention Technique (PIT) maneuver used to stop fleeing vehicles. The remainder of the department is currently scheduled to complete PIT training by June 2020. All pursuits that were reviewed during

this on site were compliant with established department policy and procedures and conformed to the applicable accreditation standards.

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

Patrol officers are assigned to enforcement areas as part of an overall patrol enforcement and crime prevention strategy, designed through analysis of data provided by a crime analyst that works in the Fusion Area. The Fusion Area is an area within the battle Creek Police Department that was created to assist in the sharing of information and resources from various organizations and agencies including state, local, and federal agencies who work together to solve problems. This is a concept unique to Battle Creek where Homeland Security, for example, works with local organizations to assist in improving quality of life issues with residents and also provides support for local law enforcement agencies in a variety of ways including resource management. As a result, occurrences of gang related homicides, robberies and larcenies have decreased dramatically over the past several years.

The agency has a foot pursuit policy that was created during the assessment period, which complies with the standard. The written directive has a section that states that the reinstatement of a previously terminated pursuit is permitted at the discretion of a supervisor if conditions change.

On Thursday afternoon, Assessor James Myers attended a patrol briefing. There was a free exchange of information regarding patrol activities and current neighborhood issues that needed to be addressed. The briefing room itself is new and the layout is conducive to conducting effective roll call training.

Traffic Safety and Enforcement

The Battle Creek Police Department has applicable policies in place regarding traffic violation enforcement, enforcement options, offenders, and traffic direction and control. The directive establishes procedures to conduct motor vehicle stops, including high-risk stops. The enforcement options include warnings, citations, and arrest when appropriate. Assessors observed several proofs of compliance to the standards in regard to the wearing of high visibility vests when working traffic details and crash investigations. Assessor James Myers also observed a traffic stop during a ride along which was appropriately handled by the officer.

Homeland Security/Critical Incidents

The agency has a critical incident system in place, which includes command, operations, planning, logistics and fiscal responsibility. The agency uses Incident Command System

strategies effectively while working several events throughout the year including their annual Field of Flight Air Show and Balloon Festival which is a major event the police department has successfully worked for a number of years.

Operational plans based on the Incident Command System were prevalent during reviews of drug raids or other high risk operations conducted by special operations operatives. After action reports were evident and documented in detail with the exception of debriefings. Assessors were advised that although debriefings routinely took place following a critical incident they realize they were not documented as well as they should be. Assessors were told that future debriefings following critical incidents will be better documented in future after action reports.

Chapter 4 – The Investigative Function:

Criminal Investigation

Officers perform preliminary investigations from initial contacts. The information is reviewed by a shift supervisor before being sent to the detective bureau for further review before the case is assigned to a detective for follow-up and/or further investigation. Policies are in place for interviewing, interrogation and eyewitness identification. The instructions to witnesses for identification purposes was available and there were ample samples of properly constructed lineups observed during this accreditation on site.

Crime Scene Processing

The agency has detectives, crime scene investigators and trained laboratory specialists available 24/7 and available to investigate a wide range of crimes including fatal or serious injury traffic crashes, homicides, arson, CSC cases, etc. The agency crime scene personnel are trained in latent fingerprint recovery, AFIS identification, photography and videography, crime scene sketching, collection and preservation of evidence, and other forensic procedures. These investigators have available to them a state of the art forensic crime lab for processing evidence.

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

Storage of Evidence and Property

Robust policies are in place for property processing and evidence collection. The agency has a new, large, well-organized and equipped property room and forensic laboratory. Access to the property room is appropriately limited to the property officer, her assistant and the command officer in charge of them. There is a sign-in log for anyone entering the property room, including MLEAC Assessors during this on-site. Access to the property

room is by fobs that are programmed for entry and information regarding access is recorded at an off-site location. The door is also key-locked with video outside and inside the storage areas. There are several two-way lockers for officers to put large items of evidence/property into along with smaller lockers in which evidence is placed and secured until forensic laboratory technicians remove the property, log the property, then place the property/evidence in the property lockers accessed by the property room officer for proper intake and storage.

The agency also has a large inside vehicle bay that can be secured to limit access in cases where a vehicle needs to be processed or for securing large items that cannot be secured in a evidence/property locker. These areas are also video recorded. The agency has a large safe available for valuable jewelry and money. There is a secure area where weapons are stored. There are two areas within the property room where drugs are kept. One area for bulk items and items destined to be destroyed and the other area for smaller drug items. There is a drug disposal policy in place to properly destroy drugs. The agency uses a local crematorium for the incineration of these items.

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

An appropriate policy for transmission and chain of custody is in place. The assessors were shown the procedure first hand from the collection of evidence from the evidence/property locker, to logging the item in the computerized evidence log. The item was then distributed to the appropriate forensic lab area for follow-up processing before going directly to the the property room storage locker where the property room officer retrieves the item, logs it as accepted and secures the item in its appropriate place in the property room.

All time-sensitive inspections, audits and inventories were conducted with the most recent inventory being done within the past six months when all property was removed from the agency's old property room (building) and placed in the new building's property room. No irregularities were identified. There were no changes in the property custodian during this assessment period.

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

Juvenile Matters

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

are present with appropriate documentation including time limits associated with juvenile processing and holding. Reporting requirements were also observed that comply with accreditation standards. The agency has several new child car seats available for use as needed.

Special Investigations and Operations

The agency has a special investigations policy. The written directives are in compliance with accreditation standards. The agency is well organized in keeping records of information shared with or received from another agency. The agency has appropriate deconfliction procedures in place. The agency utilizes a wide range of technological advances to aid them in their special investigations including smart boards and video links. Operational supervisors and detectives work together to keep each other informed regarding general investigations as well as special investigations or operations taking place.

The agency hosts a major event each year called the Field of Flight Air Show and Balloon Festival. The operational plans for this event are very inclusive with all sections of the agency involved in the policing of this event identified with a chain of command plainly outlined in the operational plan. Incident Command areas of responsibility are identified in the documentation and execution of the event planning.

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

Battle Creek Command has access to a couple of areas within their new building that will provide more than adequate access for working as an effective Emergency Operations Center during critical incidents. One area is located on the first floor of the police department building in the Community Room. The other area is on the second floor next to the Fusion Center where the department has access to a wealth of information and resources from a variety of agencies on the state, federal and local levels. They can also access representatives from several local community organizations.

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

Transporting/Processing/Holding of Arrestees/Detainees/Prisoners

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

All custodial arrests are lodged at the Calhoun County Jail. The Battle Creek Police Department has a processing area where arrestees can be given a breathalyzer test prior to being transported to the Calhoun County Jail. The processing room is equipped with

an emergency button that sounds an alarm throughout the entire department indicating there is an emergency in the processing area. It is also practice to have two officers in the processing room during processing. There is a secure sally port where lock boxes for weapons will be installed once they arrive. Access to the processing room is controlled by key fob. Officers have the ability to secure arrestees to the bench in the processing area.

G. Applied Discretion Compliance Discussion:

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

During this on-site, the agency had two standards in applied discretion.

Standard 2.2.1. Evaluation System

ISSUE: The evaluation form did not include a section for employee comments and acknowledgement that the employee received a copy of the evaluation. This issue was identified during the mock assessment.

AGENCY ACTION: The form was amended. Evaluations occur at shift bid in March and September therefore the change is yet to be fully implemented.

Standard 3.4.6 Back-up Generator

ISSUE: The written directive included provisions for a full load test at least once per year. The Assistant Director of the Calhoun County Dispatch Center indicated that full load testing is done twice per year yet was not able to produce documentation to that effect. The only documentation provided showed a test at only 76% capacity.

AGENCY ACTION: Assessors were convincingly provided with details from the Calhoun County Dispatch Center that future testing of the back-up generator with full load capacity will be conducted and properly documented by the provider during each calendar year moving forward.

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

Standard 5.3.1 Temporary Detention

Standard 5.3.2 Security Protocols

Standard 5.3.3 Training
Standard 5.3.4 Evacuation/Hazard Protocols
Standard 5.3.5 Inspections

I. Standards Noncompliance Discussion:

The agency had no standards in noncompliance.

J. Future Performance / Review Issues:

During the tour of the evidence room it was noted some drugs are kept in the general evidence area due to the quantity of drugs taken in by the department. Although the standard does not require or imply that each evidence/property item classified as requiring an extra level of security, have its own separate secure area, best practice is that the drugs be kept together and require enhanced security measures.

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 the 4 exceptions and waiver noted. Accreditation is recommended.

James Myers, Team Leader
Date: January 18, 2019

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



Program Director Neal Rossow
Date: January 18, 2019