

Michigan Association of Chiefs of Police
MICHIGAN LAW ENFORCEMENT ACCREDITATION PROGRAM



Onsite Final Report

Bloomfield Hills Department of Public Safety
May 7, 2024

Team Leader: Nathan Webster
Team Member: Matt McPhillips



MLEAC ACCREDITATION ON-SITE ASSESSMENT REPORT
BLOOMFIELD HILLS DEPARTMENT OF PUBLIC SAFETY
MAY 2024

A. Agency name, CEO, and AM:



Bloomfield Hills Department of Public Safety
45 E. Long Lake Road
Bloomfield Hills, MI 48304

Jeffrey Gormley
Director
jgormley@bloomfieldhillspolice.com

Dustin Lockard
Captain
Accreditation Manager
dlockard@bloomfieldhillspolice.com

B. Date of the On-Site Assessment:

Tuesday, May 7th, 2024

C. Assessment Team:

1. Team Leader: Nathan Webster, Captain
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Bay City, MI 48708
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(989) 892-8571
2. Team Member: Matt McPhillips, Sergeant
Chesterfield Township Department of Public Safety
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D. Community and Agency Profile:



1. Community Profile

The area now known as Bloomfield Hills was sparsely populated and consisted mostly of farmland and fruit orchards before becoming a city in 1932. In the early 1900s, the area that is now Bloomfield Hills was known as a popular spot for people touring northward in their new horseless carriages. It became a recreation area for the affluent population

to construct summer homes and cottages. In 1909, the Bloomfield Hills Country Club was founded to promote social intercourse, golf, and driving. Less than ten years later, the Bloomfield Open Hunt Club was founded as a place to hunt foxes and ride horses.

The city is approximately 4.7 square miles and is known for its rolling terrain, mature trees, and large estate-sized lots. Nearly 319 acres of the city consists of the Cranbrook Educational Community (a private school, art community, and home to two museums). Cranbrook was the brainchild of George Booth who purchased the land, an old farm, in the 1920s at a personal expense of 12 million dollars. Booth named the community after his father's hometown in England.

Through the heart of Bloomfield Hills runs Woodward Avenue (M-1). Woodward is one of the five main arteries (non-freeway) that run outward from downtown Detroit into the suburbs. Currently an eight-lane divided highway, it is still one of the busiest north-south thoroughfares in Metro Detroit.

Bloomfield Hills is the proud home to such landmarks as Christ Church Cranbrook, St. Hugo Catholic Church, The Roeper School, The Church of Latter-day Saints, Manresa Jesuit Retreat, and the Frank Lloyd Wright Affleck house.

Some notable residents of Bloomfield Hills throughout the years have been Gordie Howe (Professional hockey player), Aretha Franklin (Motown Singer), Roger Penske (Chairman of Penske Automotive Group), Bob Seger (rock singer), Elliot Estes (past President of General Motors), and George Romney (Governor of Michigan).



2. Agency Profile

In the mid-1970s, the city leaders began a bold initiative: creating a public safety department instead of separate police and fire departments. At that point, employees had to be trained to be firefighters or police officers. Today, the residents of Bloomfield Hills are protected by cross-trained staff who are firefighters, police officers, and medical first responders. This style of police

and fire management saves taxpayers the expense of funding two separate departments and ensures rapid response times with 24/7 coverage by a staff of highly trained professionals.

The Bloomfield Hills Department of Public Safety has an operating budget of approximately 7 million dollars. The Department is staffed by 25 full-time sworn personnel, four full-time dispatchers, and three part-time dispatchers. Our fleet consists of one Ladder Truck (109' stick), one Pumper, one utility vehicle (used for medical runs and assists on fire calls), six patrol vehicles, one detective car, one Chief's vehicle, and a training car.

Personnel assigned to operations work 12-hour shifts. During their tour, they spend eight hours on the road in the capacity of a patrol officer. As a patrol officer, their firefighting equipment is carried with them in their vehicle so that they are also prepared to respond to fire emergencies. The remainder of their day is spent on station duty. Station duty consists of doing chores, conducting/attending training, equipment maintenance, and doing special projects. Most importantly, they are on stand-by mode for fire and medical emergencies should they arise.

Members of our Department participate in Oak-Tac (an Oakland County-wide tactical group), SOCCIT (South Oakland County Crash Investigation Team), SOFIT (South Oakland Fire Investigation Team), and MABAS 3201 (a mutual aid response group to provide support to neighboring communities). Our Captains are members of a regional major case investigative team called MCAT (Major Case Assistance Team).



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Through pro-active policing, aggressive traffic enforcement, and fast response times, the residents of Bloomfield Hills enjoy low crime rates and a feeling of security that is provide by a dedicated force of men and women. This level of service makes Bloomfield Hills Public Safety a premier Department and the community a highly desirable and sought-after location

for residing, working, or playing. None of this would be possible without the support of our City leadership and the residents.

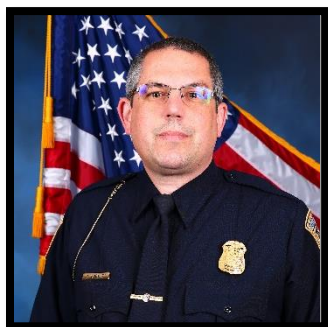
In 2023, Bloomfield Hills DPS responded to 8,115 calls for service, conducted 3,916 traffic stops, issued 1,628 citations, and affected 146 arrests. Bloomfield Hills typically enjoys a relatively low crime rate. The majority of the Department's calls for service are devoted to the service oriented model the Department prides itself on. The department is unique in offering programs to residents of the community that many other departments do not offer.

- House Watch Program Residents can provide information as to when they are leaving town and emergency contact information and officers will provide extra patrols and checks at their house while they are away.
- House Key Program Residents may provide a spare key for their house which is secured at our station. This spare key can be used by residents should they lock themselves out of their house or by department personnel in the event of an emergency
- Alarm Monitoring We provide 24/7 alarm monitoring via a dedicated computer program in our dispatch center free of charge to all residents. This format allows for very low response times to alarms due to removing the alarm company from the process.

Bloomfield Hills is known for its quiet secluded feel but right down the road from many amenities. Bloomfield Hills has long been and continues to be a sought after community to live and work in.



3. CEO Biography



Director Jeffrey Gormley

Director Gormley began his career in law enforcement in 1997 with the City of Mt Pleasant Police Department, and he served there as a Patrol Officer until the fall of 1998 when he was hired as a Public Safety Officer for the City of Bloomfield Hills. His goal and desire have always been to work for a fully merged public safety department responsible for all police, fire, and EMS services under one agency.

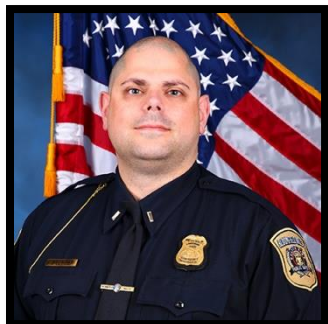
Before starting his full-time career, Director Gormley completed his dual Bachelor's Degree in Criminal Justice, emphasizing Law Enforcement and Fire Science Generalist at Lake Superior State University. This program of study included completing the Police and Fire Academy and earning his EMT certificate.

Director Gormley was hired by the Bloomfield Hills Department of Public Safety in 1998. Since then, he has served as a Public Safety Officer, Sergeant, Shift Lieutenant, Detective-Lieutenant, Captain, and Director of Public Safety. While serving over the last 27 years with Bloomfield Hills DPS, Gormley also served as a member of a multijurisdictional Special Response Team (SRU) responsible for Hazmat, High Angle Rescue, Trench Rescue, Field Training Officer, and Motor Officer. Director Gormley is a 2017 graduate of the Northwestern University School of Police Staff and Command. He was also a member of the multijurisdictional Major Case Assistance Team (MCAT), comprised of senior investigators from area Departments who solved cold cases, homicides, and major area crimes against persons.

Director Gormley also serves on the Troy Fire Department as a volunteer firefighter and currently holds the rank of Lieutenant. Director Gormley has been married to his wife, Elizabeth, for 23 years. They have two children, Thomas (18) and Leah (18), who are college students. Together, they all enjoy sports, travel, and fishing.



4. AM Biography

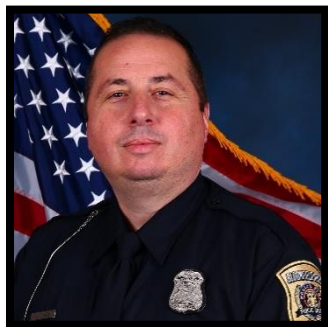


Captain Dustin Lockard

Captain Lockard began his life of public service in high school, joining the Troy Police Department and Troy Fire Department Explorer posts. After graduating from Troy High School, he joined the Troy Fire Department as a volunteer firefighter serving his hometown while completing his college degree, of which he is still a member today. During this time, he was also hired as a part-time Dispatcher for Bloomfield Hills DPS. After graduating from Oakland University with a Bachelor of Arts degree in Sociology with a specialization in Criminal Justice in 2004, Captain Lockard attended the Oakland Police Academy. After graduating from the OPA, he was promoted to Public Safety Officer in January 2006. Captain Lockard continued his studies, earning a Bachelor of Science in Information Technology and Security from Baker College and a Master of Science in Information Assurance from Walsh College. Captain Lockard has managed the City's IT infrastructure with this knowledge since 2008.

Captain Lockard was promoted to Sergeant in 2015 where he was second in command of a 24-hour platoon. Captain Lockard was promoted to platoon Lieutenant in July 2017 where he was responsible for operations and management of Platoon 3. In March 2023, he was promoted to Captain, overseeing Platoon 1, comprised of two 12-hour duty squads and 12 personnel. Captain Lockard also co-shares Department administrative and investigative duties with Captain Van Simaeys, who oversees Platoon 2. Captain Lockard is a certified Fire Instructor, Fire Officer II, and graduate of the Michigan State University School of Staff and Command (15th session.) After the untimely passing of Sgt. Steven Splan and several staffing changes, Captain Lockard was tasked with ensuring the Bloomfield Hills Department of Public Safety achieves re-accreditation. His attention to detail, dedication to the betterment of the Department, and project management skills made him a great choice.

Captain Lockard has been married to his wife, Christina, for 13 years. They have three beautiful children, two sons and a daughter, Colton (12), MacKenzie (6) and Bentley (3). Together, they enjoy family vacations, trips in their RV, relaxing at home, and participating in their children's activities.



Sergeant Matthew Affeld

Sergeant Affeld, a native of Royal Oak, MI graduated from Dondero High School in 1997. After graduating high school, he attended Oakland Community College, earning a criminal justice degree. In 2000, he was hired as a part-time dispatcher with Pleasant Ridge PD before being hired as a full-time dispatcher in the Village of Beverly Hills in 2002. While working at Beverly Hills, he received the Clyde Harnack scholarship to attend the Oakland Fire Academy, graduating in 2004. He then attended the Oakland Police Academy in 2005. Sgt. Affeld was hired by Bloomfield Hills DPS in 2006 as a Public Safety Officer.

Sgt. Affeld was promoted to Sergeant in 2021. Sergeant Affeld has served as a Field Training Officer and Fire Instructor. Sergeant Affeld is a certified traffic crash investigator and member of the South Oakland County Crash Investigation Team (SOCCIT). Sergeant Affeld currently serves as the FTO Supervisor and Quartermaster. He is a graduate of the Michigan State University First Line Supervisor program. Sergeant Affeld currently runs Squad 1 on the day shift, managing six personnel.

Sergeant Affeld is married to his wife, Jessica. Together, they have three boys: Aidan (15), Connor (13), and Chase (11). They enjoy traveling, cruising, and attending their children's activities in their free time.



Communication Specialist Gary Houghton

CS Houghton graduated from Center Line St. Clement High School in 1993. He started public service in 1995 when he was hired as a public safety dispatcher for Center Line DPS. CS Houghton was hired by Bloomfield Hills DPS in 2000 and has served as a training officer, LEIN Tac, and is responsible for managing our CJIS audits.

CS Houghton graduated from the Oakland Fire Academy in 2003 and joined Center Line DPS as a volunteer firefighter in 2005. He was promoted to Lieutenant in 2014, Captain in 2018 and Deputy Chief in 2020. He holds certifications in areas such as medical first responder, peer support, confined space rescue, rope rescue, and heavy machine rescue.

CS Houghton has been married for 19 years to his wife Nina. They have one son, Spence (17) who graduates high school this year. In their spare time they enjoy taking vacations and spending time as a family. Gary is an avid golfer and always looking for a good course to play.



5. Future Issues

Assessors met with Chief Gormley to discuss future issues. Chief Gormley stated that there are a few issues the agency is preparing for.

As with most police departments in the current climate Chief Gormley cited recruitment and retention as an issue. One of his concerns with this is that some of the surrounding comparable agencies are getting pay raises and incentives to work for them and they have lost employees to other agencies. He stated the City Commission is 100% supportive of the agency and they are working on some things to help close that gap outside the contract negotiations.

Another issue that lends itself to the recruitment issue is scheduling. They are thinking about going back to 24-hour shifts from their current 12-hour shift assignments. This will require agreements with the city, his staff, and the officers. He has the ability to place employees on shifts based on the agency's needs for skilled employees on different shifts. All employees are cross trained for police and fire duties, but some are stronger in the fire skill set and vice versa. He can assign people based on their strengths, so their shifts are balanced with skill levels.

The last issue he cited was succession planning. Chief Gormley has officer development as a goal to prepare officers for promotions and eventually taking over his position when he retires. There is an open sergeant position, but he has a limited number of people who are eligible to promote. He believes in the spirit of accreditation and wants to make sure this program does not fall by the wayside as it did before. Chief Gormley recognizes the importance of adhering to industry standards and best practices as a way to prevent problems and ensure the continuity of the agency's operations within the framework of the city administration's direction.

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.



The call-in session was held on May 7th, 2024 from 10a to 11a. The assessors received 4 telephone calls.

1. Telephone Contacts

Steve Yzerman – Resident

Assessors received a phone call from Steve Yzerman. Yzerman has been a Bloomfield Hills resident since 1998. Yzerman mentioned the community is small and close knit, and the department is small. He said he's gotten to know some of the officers and said they are good people, responsive, and the department overall is excellent. He noted he is not involved in the politics of the community, but mentioned having more officers would be one improvement to make. Some of the adjectives he used to describe the BHDPS staff are sincere, polite, attentive, and down to earth. He fully supports BHDPS getting accredited.

Vanidy Barbat – Resident

Assessors received a phone call from Vanidy Barbat, who is a current resident. She has two children who attend schools in the community, and she loves the department. Barbat stated she likes having the school resource officers around to check in on students, and they build relationships with the students. She stated that the BHDPS make people feel comfortable. Barbat has called on suspicious people or cars and has had good response times. Some of the adjectives she used to describe BHDPS are firm, nice, and having strong personalities. She fully supports them getting accredited.

Capt. Andy Satterfield – Troy Police Department

Assessors received a phone call from Andy Satterfield, who is a captain at the Troy Police Department, a neighboring jurisdiction. Capt. Satterfield stated he has worked closely with the BHDPS on both law enforcement and fire sides. He stated they have worked together through OakTac on training in Active Shooter and Mobile Field Force. Capt. Satterfield stated the BHDPS has a lot of good people, and he stated Chief Gormley is a solid leader who reaches out to help surrounding agencies and accepts help when needed. Capt. Satterfield said the process of accreditation has brought a few of the close agencies together to see each other's processes and set ups, especially when it comes to evidence and property management. Capt. Satterfield supports the BHDPS getting accredited and knows what that means since their agency recently went through the process and became accredited.



Christopher Furlong - Director of Security at Cranbrook

The director of security at the Cranbrook Institute called in to discuss the good relationship between Cranbrook and the Bloomfield Hills Department of Public Safety. Mr. Furlong discussed how the School Resource Officer assists them on a regular basis and has provided input and resources for this working relationship. Mr. Furlong talked about a quarterly meeting they conduct to coordinate upcoming concerns and issues. When asked how he would describe the Bloomfield Hills Department of Public Safety, Mr. Furlong stated, "Friendly, Thorough, an Accommodating Partnership with a community policing practice that builds relationships."

2. Correspondences

Assessors received 1 correspondence regarding the accreditation process:

From: Talha I <talha786@gmail.com>
Sent: Sunday, May 5, 2024 12:45 PM
To: Jeffrey Gormley <jgormley@bloomfieldhillspolice.com>
Subject: MLEAC

CAUTION: This message was sent from outside the City of Bloomfield Hills. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi-

I saw the notification regarding the accreditation process opening for comments from the general public on the official social media page. I am a resident of Bloomfield Hills, on the corner of Woodward and Square, and have lived here for around 5 years now.

My interactions and experience with the Bloomfield Hills Public Safety Department has been excellent. Once, when I was on vacation I saw through motion detecting cameras that someone tried to gain entry to my house. I called the public safety department and an officer was immediately present and made sure everything was alright and followed up with me afterwards. I feel much safer knowing that we have such a vigilant and responsive public safety department. If you have any further questions, please do not hesitate to contact me.

Thank you,
Talha Idrees



3. Media Interest

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

4. Community Outreach Contacts

DAVID HENDRICKSON – CITY MANAGER

On 05/07/2024, assessors interviewed David Hendrickson, who is currently the City Manager. Hendrickson is a former Public Safety Director of the BHDPS (2012-2016), who left that position for his current position.

Hendrickson stated he began the push for the department to become accredited during his tenure as Public Safety Director. He stated when he began his position after retiring from another agency, he thought there was room to improve on the policies and structure of the agency. He knows the accreditation process provides a best practices approach to managing a law enforcement agency, and he wants to set the agency up for future success. He stated Chief Gormley was made the chief partly because he has institutional and historical knowledge of the department and the community, and he is confident in Chief Gormley's ability to get this done. Hendrickson acknowledges there are personnel issues with retention and finding candidates. He and the city administration have been working on schedules, pay, and benefits to keep the department competitive. He would like to see the department improve their training to become the best employees for the residents of the city.

He fully supports BHDPS getting accredited.

SANDRA BARLASS – DIRECTOR OF HUMAN RESOURCES AND FINANCE

On 05/07/2024, assessors interviewed Sandra Barlass, who is the city finance director and treasurer in charge of the city payroll. She stated she did not know much about the MLEAC process and once assessors explained it in more detail, she was pleased with the department pursuing it. She discussed the financial outlook for the city as "strong." When asked about any Human Resource issues, she explained that while she is not involved in basic internal investigations, there have been no major issues that would rise to a HR level. When asked about the role the department plays in the community she answered, "Excellent relationship, best thing about city government. They have the most contact with residents and personal relationships." She appreciates the good working relationship the department has with the rest of the city government.



5. Agency Ride-along

Assessor McPhillips:

Assessor McPhillips went on a ride-along with Officer Kehn for approximately one hour. Officer Kehn has been with the Bloomfield Hills Department of Public Safety for seventeen years. Officer Kehn is currently the quartermaster overseeing the equipment. Officer Kehn serves as one of the motor officers and as a fire investigator.

During the ride along Officer Kehn showed Assessor McPhillips the boundaries of Bloomfield Hills and specifically the world renown Cranbrook Institute. It was very apparent throughout the ride along that the Bloomfield Hills Department of Public Safety has a strong community policing initiative. This community policing philosophy has been adopted by the officers and they are truly connected to the community. Officer Kehn demonstrated a solid understanding of the dynamics within the city.

The public safety officers appreciate the strong support of the community and city government. It was obvious that the mission of the Bloomfield Hills Department of Public Safety has created a positive environment for the public safety officers and their efforts to serve the community.

6. Community Involvement

The City of Bloomfield Hills is home to the Cranbrook Educational Community, which is a world renown campus for education, science and the arts. This campus takes up about 20% of the geography of the City of Bloomfield Hills. The Bloomfield Hills Department of Public Safety has a great working relationship with the school, and the school has made donations to the agency that has allowed them to purchase gear such as active assailant vests and FLIR cameras. Officers work with the school's security on criminal investigations and event planning, since many events on the campus draw hundreds or thousands of people. Although the agency does not participate in the planning of those events, they are kept informed of what's going on at the school should anything happen.

School Resource Officer

PSO Center is assigned to the liaison role between the Bloomfield Hills Department of Public Safety and the schools in the community. Through this role, PSO Center attends school functions and sporting events, assists and educates during fire drills, and conducts ALICE training (**A**lert, **L**ockdown, **I**nforn, **C**ounter, and **E**vacuate). PSO Center



is also responsible for speaking engagements throughout the community with residents and civic groups.



Community Events

Officers are very active in the community throughout the year with events for residents and youth groups. Residents can call and request a fire truck to come to their birthday parties or block parties. Throughout the year we host groups such as the scouts for station tours and fire safety talks.

The Bloomfield Hills Public Safety Department takes part in the Woodward Dream Cruise which is an annual event and draws thousands of people to the metro Detroit area.

F. Essential Services:

Chapter 1 – The Administrative Function:

Direction of Personnel

The Director of Public Safety has the sole authority to issue, modify, repeal, amend, revise, revoke, or approve any of the rules, written directives, policies, and procedures.



The written directives were constructed in a logical manner with employee duties and responsibilities clearly defined, including constraints on employee actions and expectations. The agency uses Power DMS which allows for the policy to be disseminated for review by staff prior to issuance.

Fiscal Control

Petty cash is handled by the city treasurer. All receipts, expenditures, and audits will be handled by the city treasurer and a quarterly review will be submitted by the treasurer. The Director of Public Safety or a Captain must sign off on all invoices after confirming the goods and services have been provided and invoiced correctly.

Internal Affairs

The agency will accept and investigate all complaints, even those made anonymously. Internal investigations are reviewed by a Captain and then assigned to a supervisor, who has the authority to report directly to the Director of Public Safety. The agency has a well-defined process from the receipt of a complaint through the final disposition and notification to the citizen. The Director of Public Safety completed a meaningful review of all internal investigations.

Disciplinary Procedures

The agency's written directive system details the rules, regulations, and expectations for employee conduct. Supervisors are permitted to apply training or counseling in lieu of punitive discipline. The agency has an appropriate appeal and grievance process in place with established timelines contained within its written directives. There were no occurrences of punitive discipline during the accreditation period.

Organization

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

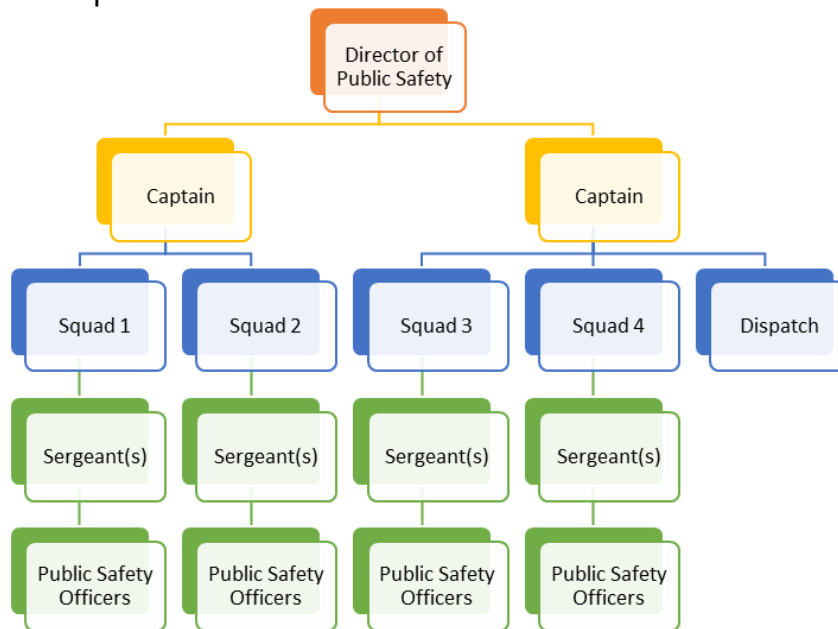
The agency prohibits unlawful workplace discrimination and harassment, including sexual harassment. The written directive outlines a proper reporting mechanism in the chain of command, including an alternate reporting process for any conflict of interest. The directive requires employees to report any type of harassment and requires investigations to be conducted in accordance with state law. There were no harassment complaints filed during the assessment period.



The police personnel have a structured unity of command. The Bloomfield Hills Department of Public Safety has a Director of Public Safety, two Captains, and six Sergeants.

The agency currently has 22 sworn personnel and 4 civilian full-time dispatchers, and three part-time dispatchers. The agency currently operates on a twelve-hour shift rotation.

The agency also has access to supervisory personnel on a 24-hour basis. In the absence of the Director of Public Safety, one of the two captains is designated to act in the Director's place.



Agency Equipment and Property

Each member is responsible for the safekeeping, serviceable condition, proper care, proper use, and replacement of agency property that has been assigned or entrusted to them. Intentional or negligent abuse or misuse of agency property may lead to discipline including, but not limited to, the cost of repair or replacement.

The wearing of body armor is mandatory for all members working in uniform and there are additional requirements to wear body armor while engaged in pre-planned high-risk operations. Members are responsible for the care and maintenance of their body armor. Body armor is replaced in accordance with the manufacturer's recommended replacement schedule or when its effectiveness or functionality has been compromised.



Public Information

The ultimate authority and responsibility for the release of information to the media shall remain with the Director of Public Safety. In situations not warranting immediate notice to the Director of Public Safety and in situations where the Director of Public Safety has given prior approval, his/her designee may prepare and release information to the media in accordance with policy and applicable laws regarding confidentiality.

Agency Records and Computers

The agency has a detailed written directive describing the field reporting system, including the approval of reports by supervision. The department controls access to agency records electronically with Courts Law Enforcement Management Information System (CLEMIS) passwords. The majority of all records are kept electronically. Some files are kept in paper form with access restricted to authorized personnel only. Access control of the building keeps unauthorized persons from viewing confidential material. All Freedom of Information Requests are handled by the Custodian of Records, FOIA Coordinator or the authorized designee and the agency abides by 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. Information technology and security for the agency is contracted through CLEMIS and Oakland County IT.

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. The agency has policies covering remedial training and requires that remedial training be documented in the member's training file. All training is documented and preserved in the Vector Solutions software program. Newly promoted personnel receive training needed to accomplish new assignments, responsibilities, and tasks. The FTO program is under the supervision of a captain.

The written directive for the selection of field training officers (FTOs) outlined a process for selection of potential FTOs, a position within the agency to oversee the field training program, and a list of required reports, evaluations, and responsibilities. The department requires a minimum of 4 weeks of field training prior to solo assignment and rotates trainee assignments to provide exposure to a variety of shifts, geographical areas, and FTOs. All personnel selected for assignment as an FTO are required to complete an MCOLES approved, 40-hour FTO course prior to being assigned.



Specific required annual training topics were properly identified in the written directive and proof of compliance was documented. Annual training topics included use of force policy training, firearms, hazardous material awareness, bias-influenced policing, and subject control/defensive tactics. Ethics training is provided every three years.

Authorization and Use of Agency Weapons and Ammunition

The Director of Public Safety is the authorizing authority for weapons and ammunition requirements, including both on- and off-duty weapons, mechanical force, enhanced mechanical force, and specialized weapons. A listing of approved on- and off-duty weapons is maintained. The agency uses certified/qualified staff for armorer inspections, repair, and replacement. Records of agency weapons are properly maintained with written guidelines for storage.

All sworn members are required to successfully meet the Michigan Commission on Law Enforcement Standards Active Duty Firearm Standard annually. Personnel are required to undergo training and proficiency assessment in less lethal weapons and unarmed subject control a minimum of every two years. All qualifications, training, and/or proficiency assessments are monitored by certified weapons or tactics instructors and are documented. If any member fails to meet minimum standards for training or qualification for any reason, including injury, illness, duty status or scheduling conflict, that member shall submit a memorandum to his/her immediate supervisor prior to the end of the required training or qualification period. Members who fail to meet minimum standards will be removed from field assignment and may be subject to disciplinary action and/or fitness for duty examination.

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. One employee was involved in a collision on duty. The accident had a meaningful review and was handled appropriately within policy. In the aftermath of the November 1991 Royal Oak Post Office shooting, the Oakland County Crisis Response Organization was founded. The Bloomfield Hills Department of Public Safety has a policy covering critical incident debriefing and utilizes this organization to provide critical incident and stress debriefings as well as referral for other resources to address officer needs and wellness. During this assessment period there were no employees that required assistance.



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. Evaluations are conducted on an annual basis for sworn and civilian staff.

The evaluation system has a clear appeal process, and no appeals of evaluations occurred during the assessment period. The system appears to be effective and consistent. 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 for promotion to sergeant includes a written test, interview, and seniority points. The promotional list is good for 18 months and the selection will be from the top three candidates based on points.

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 is maintained. The agency is dedicated to creating a workforce that is representative of the diversity of the community. The agency has implemented a sponsorship program to recruit and train new employees with the Oakland Police and Fire Academies. The Bloomfield Hills Department of Public Safety has 25 sworn and 6 non-sworn dispatcher positions. The agency currently has 3 openings for sworn personnel and plans to fill these in 2024.

Selection of Personnel

The agency has a complete written process for the selection of new full-time personnel, which includes a passing score on the National Criminal Justice Officer Selection Inventory exam administered by EMPCO, an oral board, a thorough background investigation, as well as a medical and psychological exam. The selection process includes oral interviews, examinations, and an executive interview. The Director of Public Safety will make the final decision on hiring.

Reserve Officers and Civilian Volunteers

The agency does not utilize any reserve or civilian volunteers.



Chapter 3 – The Operations Function:

Arrest, Search, and Seizure

The Bloomfield Hills Department of Public Safety is a full-service agency with arrest powers. The agency and its policies follow the United States Constitution concerning arrest, search, and seizure. The agency recognizes the foundation outlined in the Fourth Amendment.

Agency policy outlines the warrantless search exceptions and the need for a court-authorized search warrant, when applicable. The agency takes in-custody arrests directly to their temporary detention facility for processing, then usually either releases with a citation, or transports to the Oakland County Jail. Written directives thoroughly outline how officers are to proceed when an arrestee has dependents that need to be considered, both with them at the time of arrest, or if the dependent(s) are at a different location.

The agency only conducts strip searches when an arrestee is lodged and there is reasonable cause to believe the suspect is concealing a weapon, controlled substance, or evidence of a crime. The officer must obtain authorization from a supervisor prior to the search. The strip search must be conducted by a person of the same sex, in private in a place, which prevents the search from being observed by a person not conducting or necessary to assist with the search. Pursuant to a search warrant, body cavity searches are conducted by competent medical personnel.

Interview and Interrogation

The Bloomfield Hills Department of Public Safety has established procedures for compliance with contemporary criminal procedural requirements related to interviews, investigative detention interviews, and interrogations.

The agency has one dedicated interview room, which has audio and video recording capability. The agency requires the use of audio and video recording capabilities to record statements and confessions overtly or covertly consistent with state law. A recording is required for major felony interrogations. Officers have different means to summon assistance, if needed, including an emergency button in the room.

Use of Force

The Bloomfield Hills Department of Public Safety has use-of-force policies and procedures in place that meet the accreditation standards.



The Bloomfield Hills Department of Public Safety conducts an annual analysis of use-of-force incidents in accordance with accreditation standards. During the onsite, we discussed the content of the document and how it can better be used to collect data and be analyzed to find trends and/or patterns that could indicate training needs, equipment upgrades, and/or policy modification needs.

The agency participates in the DOJ/FBI National Use-of-Force Data Collection program.

Communications

The Bloomfield Hills Department of Public Safety handles its own dispatching with 24-hour coverage. The dispatchers also handle front desk duties. The dispatching system collects all relevant information to comply with accreditation requirements.

All 911 recordings are kept in storage and retained for a minimum of one year. The department has a backup generator onsite that will automatically engage, supplying power to the Communications Center to maintain operations. They also have a UPS that supplies power immediately from the time of a power outage to the time the generator starts. The generator goes through a weekly test and has a full load test yearly.

The dispatching system uses CLEMIS Computer Aided Dispatch systems. All Emergency Medical Dispatch is transferred and handled by Star EMS, whose dispatchers are trained and certified through the International Academy of Emergency Medical Dispatch (IAEMD).

Field Activities

The Bloomfield Hills Department of Public Safety policy allows vehicle pursuits by officers but only when the pursuit does not endanger innocent persons' lives, or the officers themselves. Officers must consider many factors when deciding to begin or continue with a vehicle pursuit, and officers and/or supervisors may terminate a pursuit. Roadblocks and stopping techniques are clearly outlined and permitted within the policy. An annual analysis is conducted for pursuits. In 2023 there were 4 pursuits where the officer terminated when the subject failed to stop, and 2 pursuits where the suspect crashed and was apprehended.

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



The Bloomfield Hills Department of Public Safety documents all foot pursuit incidents. Foot pursuits are allowed according to policy and officers base their decisions on whether to pursue on foot a fleeing suspect on the degree of risk to themselves or others. Several risk factors and restrictions on foot pursuits are listed in the policy. An annual analysis of foot pursuits is conducted, and during file review some changes were made to their Guardian Tracking system to capture all needed data. In 2023 there was 1 short foot pursuit initiated by officers after a driver ran from a traffic stop. It was found to adhere to policy and procedures.

The Bloomfield Hills Department of Public Safety has in-car computers available in each patrol vehicle, accessible to each patrol officer with password protection. The mobile data is saved by agency retention guidelines. The agency has video recording equipment in their police vehicles, but do not have body worn cameras. Officers wear microphones on duty to record audio during use of the in-car video. All videos follow the agency's retention guidelines. The system allows the viewing of the patrol unit's cameras in real time. Dispatchers and supervisors have the ability to log in and see the camera feed for officer safety and general supervision.

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

Traffic Safety and Enforcement

The Bloomfield Hills Department of Public Safety 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.



The department officers are proactive in traffic enforcement and participate in directed patrols. The agency has two Harley Davidson motorcycles used primarily for traffic enforcement during nice weather.



Homeland Security/Critical Incidents

The Bloomfield Hills Department of Public Safety has written directives for a critical incident system that complies with standards. They are also included with plans for any large-scale event within Oakland County. There were no critical incidents during the assessment period.

The agency has a special events plan in place, and already had a framework for the community's largest event, the annual Woodward Dream Cruise.

Chapter 4 – The Investigative Function:

Criminal Investigation

Officers take an initial report of the incident and follow up with it themselves as much as possible. If there are solvability factors present, a case can be forwarded to one of the two captains for follow up. The CLEMIS system is used to manage case status and assignments. A policy is in place for eyewitness identifications.

Crime Scene Processing

The agency has evidence technicians and crash investigators available 24 hours a day. If the crime scene involves more manpower, then available assistance from MSP or Oakland County Sheriff's Office is requested. The Oakland County crime lab or MSP Forensic lab is used for forensic analysis.

Storage of Evidence and Property

Appropriate policies are in place for property processing and evidence collection. There are lockers for officers to put large pieces of evidence into, along with smaller lockers in which evidence is placed and secured until the property officer can retrieve items. Appropriate policies for transmission and chain of custody are in place. Policies are in place and used properly for the use of contraband for training. During this accreditation period, the agency made some physical improvements to an area within the department for evidence processing after visiting other agencies. They felt this was an overall improvement to the way evidence is packaged and processed by officers.

All time-sensitive inspections, audits, and inventories were conducted with no irregularities identified. The Bloomfield Hills Department of Public Safety used someone from their city attorney's firm to conduct the annual representative audit. This person is from outside the agency, which only improves impartiality. Currently, the department has two captains who are the property custodians, and they are the only two employees who have access to evidence and property. A log is kept recording anybody who enters the property room and cameras are in place for monitoring of the area by the dispatcher. There is an extra level of security for valuables, drugs, and guns.



During the onsite, it was learned the agency has plans for some renovations to the evidence area. The evidence room shares a hallway with other rooms that belong to other city departments. While those employees cannot access evidence, improvements can be made to shore up the security of the area itself. Discussion about using solid wall coverings to keep the items out of view was had, along with making sure there were no void spaces large enough for a person to fit through. They also already have plans for an upgrade to their door access system, so everyone has individual key codes or electronic signals to show entry and exit data.

Juvenile Matters

The agency has established policies regarding juvenile status offenses, including runaway cases, unidentified adults and 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). The agency reports to the JJDP as required.

Special Investigations and Operations

The Bloomfield Hills Department of Public Safety has a special investigations policy, and the written directives comply with standards. During the assessment period, a special investigation into high end home invasion surveillance was conducted.

The agency has policies for using confidential informants, investigating adult and juvenile missing persons, and investigating unidentified persons, all of which complied with accreditation standards.

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

Transporting/Processing/Holding of Arrestees/Detainees/Prisoners

The Bloomfield Hills Department of Public Safety has established procedures for the transportation of arrested subjects, including searching vehicles before the beginning of each shift, before and following any transport, and securing 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 holding area from the officers' and the rear equipment areas. Safety belt use is required when transporting arrestees, detainees, or other subjects inside the patrol vehicle.



Processing of Arrestees/Detainees/Prisoners

All custodial arrests are brought to and processed at the Bloomfield Hills Department of Public Safety booking area. Sight and sound separation is in place. The agency has in place an emergency alarm to summon assistance, alerting the on-duty police dispatch. A sworn officer will be dispatched to respond without delay. The agency utilizes the Oakland County Sheriff Department jail.

Holding of Arrestees/Detainees/Prisoners

Policy is in place to prohibit weapons in the booking area, and lock boxes are available at the entrances to the holding facility to accomplish this objective. The agency has a secure detention garage (Sally Port) to allow for the secured transfer of prisoners from vehicles to booking. Detainees are visually inspected every 30 minutes. Should a detainee be determined to be at risk of suicide, checks are required every 15 minutes. There is a policy in place for training all personnel tasked with monitoring detainees and refresher training on a triennial basis. Should the need arise to interview an arrestee in custody, the arrestee may be escorted to a designated audiovisual recorded interview room.

The agency provides secure temporary holding cells for prisoners awaiting interrogation, arrest processing, transfer to another facility, arraignment, or other administrative procedures. They maintain custody of prisoners only until they are released or transferred to another agency or facility.

The facility has electronic surveillance equipment in place, and all persons in processing and held in the detention facility are under constant video monitoring by a dispatcher located outside of the holding area.

G. Applied Discretion Compliance Discussion:

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

There were no standards that required applied discretion.

H. Waivers of Standards:

This section provides specific information on those standards which qualify 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 an official agency letterhead, signed by the CEO. The following standards were granted non-applicable waivers:



Standard 1.98 Tactical Team Training
Standard 2.1.3 Off-Duty Employment
Standard 2.6.1 Reserve/Auxiliary Officer Program
Standard 2.6.2 Civilian Volunteer Program
Standard 3.5.9 Police Canines
Standard 6.1.1 – 6.4.2 Campus Security and Policing

I. Standards Noncompliance Discussion:

All standards were in compliance with MLEAC standards.

J. Future Performance / Review Issues:

The agency was well prepared for the onsite assessment, as evidenced by the absence of standards in noncompliance and lack of applied discretions. As with most police agencies, recruiting and retention remains an issue to navigate. They appear to have a plan in place to improve some working conditions to address this.

During the onsite, we discussed the fact that due to the nature of their city being mostly residential, and the make-up of the population, the agency has a low call volume for police activity. When future proof incidents occur, they need to maximize the number of standards they can prove at one time, along with ensuring incidents are handled as the written directives dictate.

The assessors made the following recommendations: Create a schedule for the inspection and maintenance of stored equipment. They mainly relied on employees reporting non-functioning or damaged equipment, which does not lend itself to constant readiness. Another recommendation was for them to go more in depth with the written analyses required by accreditation. The proofs were compliant, but discussion was had on data they may not be making full use of for their agency. The final recommendation was to move forward with plans they have for their property and evidence area. They currently are working to upgrade their entire building's security system, which includes state-of-the-art access technology. They also have plans for some structural improvements to the evidence room itself to make it more secure than it already is, including using solid walls instead of chain link fencing.

The Bloomfield Hills Department of Public Safety is a professional agency and was very friendly and accommodating to the assessors. The assessors appreciated the hospitality and enjoyed their visit.



MLEAC ACCREDITATION ON-SITE ASSESSMENT REPORT
BLOOMFIELD HILLS DEPARTMENT OF PUBLIC SAFETY
MAY 2024

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 complied with all of the established accreditation standards. Accreditation is recommended.

Nathan Webster, Team Leader
Date: June 7th, 2024

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

Ron Wiles, Accreditation Program Director
Date; June 7, 2024