

Michigan Association of Chiefs of Police  
MICHIGAN LAW ENFORCEMENT ACCREDITATION PROGRAM



# Onsite Final Report

The University of Michigan - Flint  
June 7, 2018

Team Leader: Joseph P. McDonnell

Team Member: Matthew Silverthorn

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

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Director of Public Safety

Heather McDonald, Sergeant  
Accreditation Manager

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

Wednesday, May 6, 2018 – Thursday, May 7, 2018

**C. Assessment Team:**

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**D. Community and Agency Profile:**

**1. Community Profile**

In 1970, the North Central Association of Colleges and Schools accredited what was then called Flint College. In 1971, the U-M Board of Regents officially changed the name of the institution to the University of Michigan-Flint.

In the late 1970s, the university began moving to property in the heart of downtown Flint, building a riverfront campus of modern buildings and amenities for its growing student population. In 2006, the university finally became a residential campus in 2008 when 300 students moved into the First Street Residence Hall.

Today, some 8,600 students are enrolled at UM-Flint. An ever-growing number of these students are international students, currently hailing from approximately 40 different countries

## **2. CEO Biography**

Raymond D. Hall graduated from Northern Michigan University in 1985 where he earned a Bachelor's Degree in Criminal Justice. He successfully completed the Northwestern University School of Police Staff & Command, an intensive 12 week upper management training program, and was elected class president. He earned a Master's Degree in Public Administration from Western Michigan University.

Director Hall began his career with the University of Michigan-Flint Department of Public Safety (DPS) in February of 2012. Before joining the University of Michigan-Flint DPS team, he served as a patrol officer for the Lansing Police Department before being promoted to the rank of Sergeant and serving as a road patrol supervisor. He was promoted to the rank of Lieutenant in 1998. In 2002, he was promoted to the rank of Captain and was assigned as the North Percent Commander. He has also served as the department's Special Operations Commander, Special Tactics and Rescue Team Commander, and he was responsible for supervising the Detective Bureau.

In 2007, Director Hall led a task force homicide investigation involving a serial killer who paralyzed an entire community during the summer of 2007. Following an intense investigation, Hall and his team of investigators successfully identified and charged the perpetrator responsible for the crime spree. The perpetrator was subsequently convicted and sent to prison.

In addition to his investigative contributions, Director Hall also made significant administrative contributions to the Lansing Police Department. He was assigned to the budget team and was faced with the possibility of significant layoffs during a financial crisis in 2006-07. Hall was instrumental in developing a Volunteer in Policing program which would allow the department to leverage civilian personnel who would monitor the information desks, answer phones and take front desk complaints. The volunteers would enforce parking violations and patrol the Lansing River Trail. The program remains a very cost effective and valued service for the Lansing Police Department. Director Hall led the effort to deploy the Urban Safety Corp in Flint.

Director Hall is a member of numerous professional law enforcement organizations including the Michigan Association of Chiefs of Police and the Mid-Michigan Association of Chiefs of Police. Director Hall also serves as an adjunct criminal justice professor with Ferris State University.

In his 6 years of service with the University of Michigan-Flint Department of Public Safety and his 25 years of service with the City of Lansing, Director Hall has received numerous awards and citations.

### **3. Future Issues**

The University of Michigan-Flint Department of Public Safety facility suffers from overutilization of space resulting in a fragmented work area. This could have a negative impact on control and accountability; including a threat to the safety of employees.

The facility lacks adequate access control for a public safety building. Briefing is conducted in an area that is accessible to the general public. This creates serious security concerns for public safety employees. The facility also lacks a general public area or lobby for a citizen to comfortably wait for assistance without giving the citizen access to the administrative office area or operations area of the facility.

Because of the limited space in the facility, dispatch and a bike team occupy offices in separate facilities. The decision to locate both of these functions in their respective locations is not strategic for improved efficiencies. The locations were selected because of limited space.

#### **E. Public Information Activities:**

Public notice and input are cornerstones of democracy and MLEAC accreditation. This section reports on the community's opportunity to comment on their law enforcement agency and to bring matters to the attention of the commission that otherwise may be overlooked.

#### **1. Telephone Contacts**

The public telephone line was active on Thursday, June 7, 2018 from 9:00 a.m. to 11:00 a.m. The telephone line was tested, found to be functional, and 4 calls were received.

##### **Ron Wiles – Grand Blanc Township Chief of Police**

Mr. Wiles was extremely complementary of the public safety department. He described all of its members as providing public safety services with the highest degree of integrity. He credited Public Safety Director Hall as having the "highest standards" in leadership.

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

##### **George Hakim – U of M Flint Director of Facilities & Operations**

Mr. Hakim described the public safety agency as "nothing but top notch." He described them as being responsive to calls for service with customer service being a top priority. He added that the agency is committed to keeping the campus a safe environment for the students and others on the campus and that "the results speak for themselves." He described Director Hall as having "a solid leadership image."

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

Paul Tennes – Lieutenant – Northville Township Police Department

Lt. Tennes stated that when his department was preparing for their MACP assessment, U of M-Flint Accreditation Manager Sgt McDonald not only managing the accreditation process for her agency, but assist him and other agencies earn accredited status.

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

Theresa Stephens-Lock – Mott Community College Department of Public Safety Chief

Chief Stephens-Lock emphasized the close working relationship between the two departments and between her and Director Hall. Chief Stephens-Lock mentioned the active shooter training that the two departments have participated in together, which she found beneficial.

Chief Stephens-Lock also commented on the close interaction working on an annual Halloween party and Touch-A-Truck event.

Chief Stephens-Lock fully supports the agency's efforts to become state accredited

**2. Correspondence**

The assessors received no copies of correspondence regarding the reaccreditation process.

**3. Media Interest**

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

**4. Community Outreach Contacts**

Beth Manning – Human Resource Director

Ms. Manning stated that Director Hall and his staff "manage things quickl" when incidents occur or issues arise. This has created a secure climate not only for her staff but everyone who might be on campus. She described a very positive working relationship between her office and the officers and command officers labor association.

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

Kathyren Bylenga – Student Conduct & Community Standards Director.

Ms. Bylenga was quick to state that she was very proud to work with the Public Safety Department. She described members as being very well trained and very responsive to requests for any type of service.

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

### Susan Borrego – U of M-Flint Chancellor

Ms. Borrego reported that as Chancellor, she regularly works with Director Hall and expressed support of the state accreditation process. She stated that it is important not just for the Public Safety Department, but important for the whole university.

She stated that she has worked at several other universities/colleges and described Director Hall as “hands down the best chief to work with”. She stated that he is always relationship building and is very engaged in the campus and the Flint community. She added that his leadership qualities have filtered down to his employees.

Ms. Borrego was emphatic when she reported that the officers are involved across the campus and they have demonstrated great performance.

Ms. Borrego fully supports the agency’s effort to become state accredited.

## **5. Agency Ride-along**

Assessors had the opportunity to take a ride along with Officer Mark Walker. Ofc. Walker showed a vast knowledge of the workings and flow of students on the campus. He was able to point out areas of specific concern that the department emphasizes patrol and their attention. Ofc. Walker took us out into the downtown area of Flint and showed us some of the activities he participates in as a member of the Flint Urban Safety Corp. in partnership with the United Way of Genesee County. Ofc. Walker was able to point out several buildings that he has organized and participated in boarding up to increase the safety of the local community.

Ofc. Walker also took us on a tour of the River Village Apartments which is located just off campus. Ofc. Walker has set up a small library of children’s books where children of the area can borrow books to take home and read. During the summer, Ofc. Walker also conducts sessions where he reads to the children at the clubhouse. Ofc. Walker is an example of how the department serves the community on and off campus.

## **6. Community Involvement**

Community involvement is clearly on the forefront of the law enforcement efforts of the Public Safety Department. The department’s Safe Ride Program is a very proactive way to help ensure the safety of the students, faculty, and staff. The program drives students to and from the local downtown area to locations on campus. A report of escorts provided by the department as June 7, 2018 reflects 6,967 escorts, with an average of 584 per month, 135 per week, or 20 per day. There is little doubt that this program has prevented incidents that may have occurred if students had walked unescorted through the city.

The agency also offers additional service delivery programs that include:

- Mountain Bike Patrol
- Rape Aggression Defense Trainers (RAD)
- School Resource Officer (SRO)
- Community Connections Officer
- IT Security Access Control Specialist



The Department of Public Safety's strategic community policing approach to public safety has received local and national recognition. The Department of Public Safety's Urban Safety Corps and policing efforts that include River Trail Watchers, blight elimination and community building has resulted in significant drops in crime in the targeted area. Unlike many community policing programs, this Department of Public Safety led effort was measured by researchers at the University of Michigan and Michigan State University.

The Department of Public Safety has hosted a *Stop the Silence* 3-on-3 Basketball tournament for five straight years and this fall will be the 7<sup>th</sup> Annual Flint area *Touch-A-Truck*. Those community events are designed to enhance a sense of community and to build mutual respect and trust between the police and the Flint community.

Students and visitors have access to Emergency Blue Light Phones located throughout the campus to report an emergency.

The UM-Flint Department of Public Safety an annual report to comply with the Jeanne Clery Disclosure and Campus Security Policy and Crime Statistic Act.

## **F. Essential Services:**

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

#### **Direction of Personnel**

The Director of Public Safety has the sole authority to issue, modify, and approve agency written directives. 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

A Business Administrator and a Clerk Associate are the only UM-Flint Public Safety employees who are authorized to receive checks from outside sources. The Business Administrator forwards all checks to the Cashiers Office for Deposit. The UM-Flint Department of Public Safety does not receive or disperse any cash funds.

### Internal Affairs

Director of Public Safety/Chief of Police is responsible for the internal investigation function of the agency. The Executive Sergeant has overall responsibility for the Internal Affairs function and has the authority to report directly to the CEO. Complaints may be initiated in person, over the telephone, or in writing, either internally or externally. Anonymous complaints, or complaints filed by individuals who wish their names to be held in confidence, are also accepted for investigation. The CEO makes final determinations of all internal complaint investigations. All internal investigation files are properly secured with limited access.

Any complaint made against an employee regardless of severity, is assigned as an internal investigation. During calendar year 2017, 38 investigations were conducted. Thirty-five originated internally. There was one excessive force complaint that was determined to be unfounded and there were no bias based policing complaints.

The agency completed an annual analysis of all employee misconduct complaints and dispositions. In review of this standard, the assessment team agreed with the analysis that the number and the nature of complaints were negligible.

### 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 or grievances filed in matters of discipline or corrective action.

### Organization

The Department of Public Safety is a professional, full-service law enforcement agency with the responsibility to provide police services to the campus community 24 hours a day and 365 days a year. 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 U of M-Flint Department of Public Safety. 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. There were no reported incidents of workplace harassment during the assessment period.

The Director of Public Safety/Chief of Police is supported by one lieutenant who leads all sections within the agency. The lieutenant is assisted by an executive sergeant. There is one detective. The 5 sergeants supervise 3 shift teams of officers. The agency has 10 sworn public safety officers, 6 safety officers and 6 communications officers. The agency also has a secretary, administrative assistant, business administrator and “ITS” security technology specialist who reports to the Public Safety Director.

#### 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 Director of Public Safety/Chief of Police or designee directs the preparation of all media releases. The agency has specific and detailed information release guidelines. The agency works closely with the Flint Police Department to receive relevant information that could impact campus safety/security. Therefore, UM-Flint Public Safety will publish news releases from Flint area incidents that may impact the campus.

#### 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 file cabinets where only the administrative support personnel, the Director, Lieutenant and Executive Sergeant 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 FOIA Office and the agency abides by the state retention and disposal requirements in accordance with Michigan Statute and Records Management.

### Agency Training

The Lieutenant will oversee maintenance and updating of individual employee training records following their participation in training programs. The training function maintains and updates records for each training course hosted or sponsored by the Department. UM-Flint DPS records an employee's participation in training programs to ensure that the training records are current and obtainable when needed and to maintain employee training records.

A course content or lesson plan is required for each training course conducted or hosted by UM-Flint DPS. All in-service training instructors will be trained and qualified in their field of training prior to providing in-service training to UM-Flint DPS or outside law enforcement agency employees.

All civilian employees receive orientation training relative to their specific job assignments and functions. This training is coordinated by the Administrative Services Group and is conducted by incumbents in similar positions within the Department.

All sworn employees receive training regarding Department policies, procedures, rules, and regulations that will be addressed as part of the Field Training and Evaluation Program. All police officers must complete the Department's Field Training and Evaluation Program prior to assuming a patrol field assignment.

Specialized training is provided for those positions, assignments and functions that require training beyond basic law enforcement or support duties. Supervisors have the responsibility of coordinating the delivery of all Roll Call training for their respective shifts. Planning, developing and presenting of such training is coordinated with the Lieutenant.

The agency provides for initial and annual refresher training in awareness level hazardous materials for those employees who, in the course of their normal duties, may encounter an emergency involving hazardous materials.

### Authorization and Use of Agency Weapons and Ammunition

The CEO is the authorizing authority for all weapons and ammunition used. This applies to both on and off-duty. Personally owned handguns carried off-duty must be approved by the Director. Before an officer is authorized to carry a department-approved weapon, they must successfully complete the required training and proficiency testing as called for in the Use of Force Training and Weapon Proficiency policy and be issued, read and understand the Use of Force: Authorized Weapons and Use, Use of Force Reporting, and Use of Force Training and Weapon Proficiency policies.

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

### Personnel Benefits and Responsibilities

The University Faculty and Staff Counseling and Consultation Office, FASCCO, serves as an Employee Assistance program offered to provide support and assistance to University staff and faculty in resolving personal or work related concerns. Through a range of sensitive and innovative services, FASCCO seeks to enhance the emotional health, well-being and job performance of members of the university community. By providing confidential and professional counseling, coaching, training and consultation services to staff, faculty, retirees, benefit-eligible adult dependents and departments, FASCCO helps individuals develop and foster strengths and resiliency to enhance their personal and professional lives.

### Performance Evaluations

All agency personnel receive documented annual 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. 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. The system is active and vibrant. Supervisors use the system consistently and effectively. No employees were identified as needing assistance during the assessment period.

### Promotion of Sworn Personnel

The Director is responsible for the administration and oversight of all processes associated with promotions within the Department, including, but not limited to, developing, coordinating, publicizing, administering, and reporting all elements of the process and maintaining security of promotional materials.

A written assessment is used to identify the candidates' knowledge of job-related areas. The written test may be administered by either the Department or an external vendor. An oral interview of each eligible candidate is conducted; along with a second interview with the Director. There is also a review of employment history to consider the areas of supervisory ability, job performance, productivity, and work history, disciplinary action and other relevant information.

### 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 plan was implemented in April 2018. A triennial review will occur in the future to review the plan and measure progress towards the plan goals and objectives.

### Selection of Personnel

The agency has a complete written process for the selection of new full-time personnel, which includes a thorough background investigation, as well as a medical and psychological exam. The agency uses an active cadet program in an effort to mentor and recruit new personnel and to increase diversity. The selection process includes panel interviews, examinations, and an executive interview.

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

### Arrest, Search and Seizure

The agency is a full-service agency with arrest powers. The agency and its policies follow the U.S. Constitution in relation to arrest, search and seizure. 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 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 person conducting the strip search does so only under written authorization by the on-duty command officer in charge who has been designated this authority by the chief of police. The strip search must be conducted by person of same sex. Body cavity searches are conducted by a licensed physician (or nurse, under the direction of and in the absence of the doctor), with a search warrant.

### Interview and Interrogation

The agency has established procedures for compliance with contemporary criminal procedural requirements related to interviews, investigative detention interviews, and interrogations. The agency has one interview room located on the premises that have audio and video recording capability. The audio/video equipment is automatically activated when someone enters the room. The room was equipped with a table and three chairs. It was otherwise clean and free of any objects that could be used as a weapon.

### Use of Force

Two use-of-force reports were completed during the assessment period. The agency conducts a thorough internal affairs investigation for each use-of-force incident. The two incidents involved empty hand tactics, and the officers were found to be in compliance with agency policies. If an officer was involved in an incident which resulted in serious injury or death, or a violation of the law or internal policy of the agency occurred, the chief would suspend the officer from active duty with pay pending the investigation or review of the event.

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. The agency had 69,168 citizen contacts with only two use of force complaints.

### Communications

The agency has their own communications center for all emergency calls for service and all after-hour calls for service. The onsite team toured the facility and spoke with the agency's telecommunicator regarding dispatch policy.

The Communications Center has a back-up generator onsite that will automatically engage, supplying power to the Communications Center to maintain operation. The generator goes through a weekly test. The Communications Center is equipped with an Uninterruptible Power Supply (UPS), which is designed to bridge the gap between the power outage and when the generator provides power.

### Field Activities

Pursuits are authorized as a last resort when the police officer reasonably believes the person being pursued has committed or attempted to commit a violation of the law; however, pursuits must be limited to only the most critical of circumstances wherein it is reasonable to believe that the escape of the person(s) could result in the death or serious injury of another person. Pursuits are prohibited for civil infraction or misdemeanor offenses.

During this accreditation cycle there were no vehicle pursuits. However, the agency did complete an annual summary and analysis in review of their policy or training needs.

On Thursday afternoon, assessors attended the patrol briefing. There was a free exchange of information regarding open cases being investigated and current neighborhood issues that needed to be addressed

### Traffic Safety and Enforcement

The agency has applicable policies in place regarding traffic violation enforcement, enforcement options, offenders, and traffic direction and control. The directive establishes procedures to conduct motor vehicle stops, including high-risk stops. The enforcement options include warnings, citations, and arrest when appropriate.

### Homeland Security/Critical Incidents

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

UM-Flint Emergency Alert is a mass, urgent notification system, comprised of a variety of methods by which the University, without undue delay, will notify students, faculty, and staff of an active major campus emergency:

- Text message (SMS) to cell phones
- Voice message to cell or landline telephones
- Email
- Public Address / Fire Alarm Systems
- Social Media

When a DPS incident commander, or designee, confirm there is a significant active emergency or dangerous situation impacting the public safety of the campus, an urgent notification will be sent without undue delay through the UM-Flint Emergency Alert system. Initial confirmation by DPS may occur by observation of a police or security officer, multiple witness telephone calls, alarms activating in the DPS Communications Center or a confirmed report from another emergency responding agency (such as the National Weather Service, the fire department, ambulance, hazardous materials response team, FBI, County Public Health, etc.).

Examples of activations may include:

- When a person actively shooting a weapon is threatening campus.
- When a bomb threat is confirmed.
- When a tornado warning is issued for the county.
- When a major hazardous material spill is impacting a large portion of campus.
- When UM-Flint administration declares an emergency reduction in operations or delay in opening.

UM-Flint Emergency Alerts adds to the array of communication methods used during campus emergencies, such as building alarms and public address announcements.

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

### Criminal Investigation

Officers follow up on their own investigations during their work shift, depending on the severity of the complaint. Once an officer is on their days off, the complaint is reassigned to someone else. The on-duty sergeant reviews each complaint and sends the ones that need follow-up to the detective. The detective considers solvability factors when screening cases for follow-up assignment. A policy is in place for eyewitness identification.

### Crime Scene Processing

The agency has detectives and state police accident investigators available 24 hours a day. The agency's personnel assigned to the detective bureau are trained in latent fingerprint recovery, photography and videography, crime scene sketching, collection and preservation of evidence, and other forensic procedures. Officers on scene are trained to

not disturb, touch or handle physical evidence unless a danger exists that the evidence will be lost or destroyed prior to the arrival of detectives.

#### Storage of Evidence and Property

Appropriate policies are in place for property processing and evidence collection. The agency has a well-organized property room. There are several lockers for officers to put evidence into and secured until the property officer comes in. The agency has two safes available for valuable jewelry and money. Appropriate policy for transmission and chain of custody is in place.

All time-sensitive inspections, audits and inventories were conducted; no irregularities were identified. There was no change in the property custodian during the assessment period.

#### 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).

#### Special Investigations and Operations

The agency has a general investigations policy and a special investigations policy. The written directives are in compliance with standards. The agency is well organized in keeping records of information shared with or received from another agency.

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

#### Transporting/Processing/Holding of Arrestees/Detainees/Prisoners

The agency 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 brought to the Genesee County Jail. There is sight and sound separation for males, females and juveniles. The facility is secure, and weapons are not allowed in the holding area. There is a secure jail garage with lock boxes for weapons.

#### **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 one standard in applied discretion.

*Standard 3.3.2 Written Report Required*

ISSUE: Written directive did not require a written report when firearm discharged to euthanize an animal.

AGENCY ACTION: The written directive was amended to include the requirement.

**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 standard was granted non-applicable waiver:

*Standard 1.2.1 Fiscal Control – The agency does not receive or disperse any cash funds.*

*Standard 1.9.8 Tactical Team Training – The agency does not have a tactical team nor does an employee participate as a member of a joint tactical team.*

*Standard 2.1.3 Extra-Duty Employment – The agency does not allow extra duty employment.*

*Standard 2.6.1 Reserve/Auxiliary Officer Program – The agency does not have a Reserve/Auxiliary Program.*

*Standard 2.6.2 Civilian Volunteer Program – The agency does not have a civilian volunteer program.*

*Standard 3.5.6 Mobile Data Computers – The agency does not use mobile data computers.*

*Standard 5.2.1 Processing Procedures – The agency does not have a processing room and all prisoners are processed by Genesee County personnel.*

*Chapter 5.3 Arrestee/Detainee/Prisoner Function – The agency does not have a temporary detention room/area.*

**I. Standards Noncompliance Discussion:**

The agency had no standards in noncompliance.

**J. Future Performance / Review Issues:**

The agency had a stellar on-site assessment. The agency clearly understands the purpose and process of accreditation. There were no identified future performance issues related to the accreditation process.



**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. The agency's leadership and officers clearly understand that a strong relationships of mutual trust between police agencies and the communities they serve are critical to maintaining public safety and effective policing.

Accreditation is recommended.

Joseph P. McDonnell, Team Leader  
Date: June 14, 2018

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

Program Director Neal Rossow  
Date: June 15, 2018