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MICHIGAN POLICE CHIEFS FALL 2019.ISSUE 3

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I am honored and humbled to represent you as the 2019/2020 President. Along with your Board of Directors, I am ready to work hard with all of you to better our profession.

In the coming year we will undoubtedly face many challenges, some new and some that reappear. With your continued support, the MACP will remain a leader in taking on the many issues that law enforcement faces.

I will use this opportunity to tell you that I am a firm believer in the MACP Accreditation Program and the National Use-of-Force Data Collection system. I know that all of you have heard many times how important both of these initiatives are, and yes, I am saying it again. In times such as we live in now, there can be no more important goals than to elevate our agencies’ performances and perceptions through achieving accredited status, and openly and honestly reporting use-of-force incidents. Agencies as small as mine (a whopping five people!) up to the largest in the state can benefit from undertaking the accreditation process. To be the most beneficial, accreditation cannot just be “achieved,” the agency must “live” by what the accreditation standards require. In doing this, we can continue to build public trust in our agencies. I hope if you have not done so, you will undertake this challenge at your agency.

The National Use-of-Force Data Collection system is yet another way that, as a profession, we can further build public trust. Honest and timely reporting will not only support the idea of transparency, but will also help law enforcement to combat the false narratives which may occur when there is a lack of factual information available for those who seek such information. I urge all of you who have not registered, please do so. It is quick and easy. Remember, if we as a profession do not choose to do it on our own, there are those in positions willing and ready to require it of us.

One thing that I have learned since becoming involved with the MACP, first as a district representative and now as your President, is the incredible amount of talent and expertise possessed by the leaders of the agencies throughout the state. I have also been impressed at the willingness of these leaders to assist each other when questions arise. It is cooperation and collaboration such as this that will continue to raise the level of service that our citizens will receive from our agencies.

In the coming year, I will work with Director Stevenson and the Executive Board to further grow the number of accredited agencies in our state, review and analyze our Strategic Plan and strive to have our state be a leader in the number of agencies that participate in the National Use-of-Force Data Collection system.

I look forward to hearing from all of you on how the MACP can best serve you, your agencies and your communities.

I hope this letter finds you, your family and your agency flourishing and well. Please continue to keep all the men and women who undertake this noble profession in your prayers and that they continue to keep us safe as well as return to their loved ones every day.
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As your Executive Director, I represent the Michigan chiefs at the State Association of Chiefs of Police (SACOP). SACOP is a division of the International Association of Chiefs of Police (IACP) and serves as the organizing body for the individual state associations of chiefs of police.

Additionally, I have been serving as the Chair of the SACOP Executive Directors Committee and the SACOP Executive Committee. I also serve on the National Incident-Based Reporting System and National Use-of-Force Data Collection implementation task forces. My involvement, at this level, has given me the opportunity to meet and interact with the IACP leadership and has provided me with a closer look behind the scenes to understand how the IACP operates. As a result, I have acquired tremendous appreciation for what the IACP does for our profession, its members, and our officers.

Currently, the IACP is conducting a “Plus One” Membership Campaign. The goal of this campaign is to have each current member bring one new member into the association. When current IACP President Paul Cell attended our Winter Professional Development Conference last February, he spoke of the importance of the Plus One Campaign. It’s not about raising additional revenue; it’s about adding to the clout of the IACP.

President Cell pointed out that the strength behind any association is in the number of individuals for whom they speak and the influence this allows them to exert. I use this to our advantage every time I testify before the legislature, when I preface my remarks by saying that I speak on behalf of the 1200 members of the Michigan Association of Chiefs of Police. It immediately gets their attention and lends credibility to our position.

With a membership of over 32,500 from 165 countries, the IACP is the world’s largest and most influential professional association for police leaders. It is dedicated to advancing the law enforcement profession on an international scale. President Cell has had numerous meetings with President Trump and U.S. Congressional leaders, where the opinions of the IACP have been sought and positively received.

The recently passed FIRST STEP Act is an example of what we (the IACP members) can accomplish. As originally proposed, this piece of legislation had some extremely objectionable content for those of us in law enforcement. The IACP was able to get a seat at the table and, over the next few months, was successful in getting many of our concerns addressed. The resulting piece of legislation is one which law enforcement could support. Ironically, it is the only bipartisan legislation passed to date under President Trump, and the IACP is credited with getting it ratified.

Some of the current legislative milestones on our behalf include: (1) the continued funding of the Byrne-Jag grant, (2) the reauthorization and funding of the Bulletproof Vest Partnership Act, (3) the opposition efforts to legalize, decriminalize, or classify as a medical substance any illegal drug—including marijuana, (4) the full funding of High-Intensity Drug Trafficking programs, (5) the expansion of background checks, as well as mandatory background checks for all firearms purchasers, and (6) the limitation on high-capacity ammunition magazines.

Besides lending your voice to professional law enforcement, there are many other reasons to join the IACP. These include receiving the Police Chief magazine (the leading periodical for law enforcement executives), a member discount for the IACP Annual Conference (the largest police educational and technology exposition in the world), access to model policies, training keys and other member-only resources.

I ask you to consider having your executive leadership staff join the IACP. It is an excellent way to expose the leaders of tomorrow to today’s issues and expand their professional growth. In closing, I highly encourage all of our membership to participate in the IACP “Plus One” Campaign. Now, more than ever, we need to be heard in the halls of Congress. Join us today!
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I am pleased to share that the recent MACP Summer Professional Development Conference offered great executive level training and fantastic opportunities to network with some of the best law enforcement leaders in Michigan. I want to thank all of you who submitted training suggestions for the conference. Your suggestions are a key part of the success of the training at our professional development conferences. I also want to thank the members of the Training and Education Committee for their hard work on the training agenda at the conferences.

The Michigan Law Enforcement Accreditation Commission met and approved accredited status for three police agencies. I want to take this opportunity to congratulate the Auburn Hills Police Department, the Grand Blanc Township Police Department and the Marshall Police Department for meeting the standards of the MLEAC and demonstrating their dedication to the improvement of police services delivered in their communities.

The Commission also approved the addition of two standards to the Standards Manual. A standard covering police canines, and their use by agencies seeking accredited status, was passed as police canines potentially represent a serious liability exposure for police departments.

Finally, those that attended the Winter Professional Development Conference had the opportunity to hear an exceptional presentation on leadership by Chief Dave Funkhouser. His presentation received one of the few standing ovations I have seen at an MACP conference. The good news is that we are bringing him back for a full day of leadership training on November 12, 2019 at the Trinity Church in Lansing. The class will be for Line Supervisors, Command Officers and any up and coming members of your department who will be the leaders of tomorrow.

Chief Funkhouser has the background and a style that allows him to present leadership issues in a unique way. He will cover topics such as officer wellness, positional leadership, situational leadership and other subjects that will enhance the leadership style of anyone in your agency. Registration is available at www.michiganpolicechiefs.org. Don't miss this opportunity for truly great training!
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Chief Funkhouser was the highest rated presenter at the 2019 Winter Conference!

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MEMORIAL CREATES PERMANENT PLACE TO HONOR MICHIGAN’S FALLEN LAW ENFORCEMENT OFFICERS
BY LIN EMMERT

For the past 26 years in the month of May, law enforcement officers, colleagues, families and friends gather on the steps of the Michigan Capitol during National Police Week to honor those officers killed during the past year and to honor all men and women who have ever worn the badge of a police officer in Michigan. Chairs are set up and a podium is placed on the first landing up to the Capitol and a heartfelt service is held in the evening dusk. Within an hour after the ceremony, the chairs are removed, the candles extinguished, the podium has disappeared and the flags are folded and put away. There remains no evidence of the service or the tribute paid to those officers who have served and paid the ultimate sacrifice. The front of the Capitol looks as it does every other day of the year. We wanted more than that.

Most survivors of law enforcement officers killed in the line of duty have been to the National Law Enforcement Officers Memorial in Washington, D.C., at least once. We were invited there the year our officer was honored at the Memorial Service on the lawn of the U.S. Capitol. Each fallen officer’s name was read aloud and we walked forward with our escort officers to place a flower in the Memorial wreath. We attended the Candlelight Vigil on the Memorial grounds, surrounded by the low walls where the names of 21,000 officers are engraved (the Vigil has now moved to the National Mall for additional space). We listened as the names of all the officers from the previous year and those newly discovered from many years past were read aloud. We wanted that in Michigan.

For officers who died in the line of duty more than 30 years ago, chances are that their families and co-workers have never attended services in Washington, DC. They have never seen their loved one’s name engraved on those walls and never felt the peace that comes from sitting within those walls on a quiet night. Many of the survivor families and co-workers who did attend services have never been able to return because of the distance and the cost. We needed something here in Michigan.

Michigan family survivors and law enforcement officers have long felt the need for a permanent reminder of the sacrifice given, a place where they and members of the general public could go on any given day to honor their heroes. A sense of permanence would validate the enormity of their sacrifice in protecting the citizens of this state.

Over the years, attempts were made to introduce legislation to build a Michigan

Lin Emmert, Chairperson of the Michigan Law Enforcement Memorial Commission, speaks at the dedication ceremony held on July 27, 2019 for the Michigan Law Enforcement Officers Memorial.
police memorial, without success. The legislative climate finally changed and Representative Larry Julian was able to introduce House Bill 5494, which received overwhelming support from his colleagues. On July 1, 2004, Public Act 177 was signed into law which established the Michigan Law Enforcement Officers Memorial Monument Fund. Commission members were appointed and meetings began in 2005. Fundraising commenced and the Memorial Site Dedication was held in 2006.

In 2018, the Michigan Legislature established a supplemental appropriation to move forward with the plans that were already in place. The Groundbreaking Ceremony was held in October, 2018, and construction started almost immediately.

The Memorial design features 10 “Sentinels” standing watch over the memories of those lost. The 4’ x 8’ brushed steel panels are lit from within. The location was known for years, yet it wasn’t until the many photographs started circulating that it was evident how appropriately the Hall of Justice serves as the perfect backdrop for this listing of those who served to enforce the laws of this state.

The Commission was guided through these last few pivotal years by long-time Chair Kathy Cole Brown and then Chair John Szczubelek. I was honored to take over the Chairmanship at the end of 2018 and was honored to be the one standing at the microphone on Dedication Day. I couldn’t have done it without the other Commissioners who served over the years, the guidance and support from the Michigan Department of Technology, Management & Budget and the continued guidance, support, and encouragement from law enforcement.

Years ago, the Michigan Law Enforcement Officers Memorial Commission wrote these statements of purpose and philosophy:

**Purpose**
To honor the officers who gave their lives;
To serve as a reminder of the nobility of this calling, and;

**Philosophy**
The Michigan citizens who have given their lives in the law enforcement line of duty are due special recognition for their sacrifice. The memorial is intended to empower and motivate survivors, active law enforcement officers and citizens alike through an unspoken message that celebrates the quiet strength, courage, humanity and compassion of this noble calling.

The Memorial completion has spurred interest and research into past line-of-duty deaths which may not have previously been reported. Deputy Marshal Charles Ring of Saginaw PD is the earliest recorded death, in 1864. Someone is now looking into an even earlier death.

After the Memorial Dedication on July 27, the chairs, the podium, and the stage were put away. But now, the survivors, law enforcement officers, and the general public have a permanent place to pay...
their respects, to remember and most importantly, to honor all officers—not only during National Police Week, but each and every day of the year. This Memorial, in all its beauty, will stand the test of time and serve as a reminder that the State of Michigan recognizes and values its law enforcement officers.

GRATITUDE TO THE MACP

Although the MACP was not given an appointment to the Michigan Concerns of Police Survivors (MLEOM) Commission, I have always felt like I represent you. My nomination is as “a survivor of an officer killed while on duty who served with a municipal police department of a municipality with a population of 500,000 or less.” (PA 177 of 2004).

The first MACP conference I attended was in 1995, when the MACP honored the sacrifice of my son, Grand Haven DPS Officer Scott Flahive. Since then, I have attended MACP conferences as an executive representative of the Michigan Concerns of Police Survivors. You have all kept us going when it seemed like the Memorial would never come to fruition. Thank you so much!

DONATIONS STILL NEEDED

The Memorial has been completed and donations are still needed to maintain and improve the park grounds. The names of additional officers from the past have already been submitted for inclusion on the panels; adding names is an expensive process because it requires removing one of the panels with heavy equipment to do the water-jetting process. An on-site guide for locating officers is needed. We would like to develop an educational component, possibly at the Library of Michigan, to educate the public about law enforcement and their sacrifices.

There is still room on the beautiful Donor Wall in the park and if you are interested in donating in memory of your officer, group, or company, please contact me at linemmert@hotmail.com. A plaque already in place that reads: “Michigan Association of Chiefs of Police.” This represents donations from the regional associations, as well as the MACP Board.

TO DONATE

- Online – go to www.mleom.org
- Credit card – call (517) 241-4083
- Checks/Money Orders – Make check out to Michigan Law Enforcement Memorial and mail to: Michigan Dept. of Technology, Management & Budget Law Enforcement Memorial P.O. Box 30681 Lansing, MI 48909-8181

Lin Emmert is Chairperson of the Michigan Law Enforcement Officers Memorial Commission and the only original commissioner still serving. Her son, Officer Scott Flahive, was shot to death by a jail escapee in Grand Haven on December 13, 1994. Lin became active with Michigan Concerns of Police Survivors, supporting other survivors and educating police departments on line-of-duty deaths. She lives in Leelanau County, where she’s looking forward to a slower pace of life now that the Memorial has been completed.
In May 2019, the Office of Michigan’s Public Safety Communications System (MPSCS) achieved a milestone of 100,000 radios on a single network. An achievement that state leaders and the FCC stated in the early 1990s would never occur on a single public safety Land Mobile Radio (LMR) network. At that time, the FCC was of the opinion that 20,000 radios on a single network was a more realistic number.

Almost 30 years later, the MPSCS has surpassed, by five times, what the FCC originally thought was possible. Since celebrating this achievement in June, almost 6,000 additional radios have been added to the network.

Another notable achievement is the number of first responder agencies utilizing a single statewide public safety communications system for day-to-day operations and their reliance on this proven system of voice communications for more than 1,900 agencies around our state.

In the 1980s, radio technology was slowly evolving and the size of the radios and antennas were prohibitively large in order to reach out to the remote repeater tower site. As the pace of technology evolution accelerated, agencies were already working together on dispatch solutions. It was only natural for agency leaders to look towards the future but new developments were occurring faster than proposal requirements.

LMR networks and a newly defined standard titled “Project 25” would now change the landscape and create a level of competition between vendors for radios that had truly never existed. The competition and complexity of the new technology revolution across public safety would include computers, networks, hand-held devices and a burgeoning market of software development to address the niche needs of public safety. As this technology revolution was occurring, public safety communications became more reliable and could reach further putting users on the street in contact with peers in a distant county or even an adjacent state. The public safety communications capabilities were seemingly limitless compared to what had been the standard for decades.

From the mid-1980’s to 1995 (when construction began on the first MPSCS tower site in Dimondale), much effort and education had been invested to ensure that a solid foundation would be in place for what we know today as the MPSCS.

Since that time, my predecessors made interoperability in public safety communications a statewide priority. They have never wavered from that mission and the MPSCS has been recognized around nation as a monumental success.

The MPSCS was the first statewide, standards-based, public safety communications network that more than 40 states would ultimately use as their model. And the momentum has remained strong nearly 25 years later.

The legislature saw great opportunity in the MPSCS and tasked the Michigan State Police, the agency we were once part of, with finding solutions to make the MPSCS available to all forms of public safety agencies in the state. That tasking was the catalyst that created our statewide public safety communications system that blankets all 83 counties with radio communications from the MPSCS. If we only identify the number of radios (105,834 and still growing) or the number of agencies (1,938 and growing), it would have no grand merit of recognition if it were not for the partnerships nurtured and developed over the past 24 years. Providing a robust solution is one thing, but having a partner that trusts the solution as well as the partnership helps it become a symbiotic relationship.

Our celebration is much greater than 105,834 radios; it is knowing that every first responder trusts that the tool they have on their hip, in their patrol car, or rig works when they expect it to and trusts that the men and women of the MPSCS are as passionate in their job serving all first responders in a similar capacity as you serve the citizens. It took more than just handshakes and conversations—the basis was built on establishing relationships with all of you to ensure that you know who we are and feeling confident that we are here for you. Although we may not get a chance to interact with each of you on a regular basis, we may be found
at your fraternal organization conferences and are always no more than just a phone call away.

The MPSCS has demonstrated the value of interoperability to our partner community, but not all of our elected leaders may be aware of the positive impact the MPSCS has had on your communities. We would hope that all of you would share proudly the successes that the MPSCS has provided with your elected officials so they may understand the resounding value in the partnership between your departments and the MPSCS. We need all of our elected leaders to understand what the MPSCS is and that emergency communications are considerably more than just a 911 call.

LMR users are simply using the public safety wireless highway of the MPSCS to transmit and receive information that the public needs. This is no different than the trucking companies using the trunk line roads to deliver goods and services for the citizens. The MPSCS has just completed a major infrastructure update at every MPSCS tower site and all connected 911 centers in the state. That update ensured that the MPSCS users will continue to communicate in a secure, reliable manner for many years to come. That update was most likely invisible to all the users of the MPSCS due to the very stringent and practiced routines and actions we take to ensure that first responders were less impacted as we upgraded each of the sites. We will continue to follow those same practices and routines for all the work we perform on the MPSCS to ensure we are recognizing the successes across the network and the state.

We never believed 10 years ago that we would reach a milestone of 100,000 radios and we will be kicking off a new program as we edge closer to our 25th Silver Anniversary in September 2020. We intend to acknowledge and celebrate users each month for 12 months from around the state and identify their usage of the MPSCS. Many forms of social media will be utilized this time. As we reach the pinnacle of our 25th Anniversary, we will be showcasing these partnerships, successes, and solutions that the MPSCS may have achieved for your department, region, county or other entity.

If you have an interest in highlighting your department’s usage of the MPSCS, please contact Jennyl Simon by email at SimonJ5@Michigan.gov. You can also find us on the web at https://www.michigan.gov/mpscs.

Bradley A. Stoddard is the Director of the Office of Michigan’s Public Safety Communications System and the Statewide Interoperability Coordinator, Department of Technology, Management and Budget. He can be contacted at stoddardb@michigan.gov or (517) 284-4101.
In states across the country, legislation is being put forth to change the current use-of-force standard (Graham v. Connor, 490 U.S. 386 [1989]) with more restrictive laws.

There is no question that the use-of-force standards are currently one of the most politically charged policies in the nation. Several use-of-force cases have been tried in our communities and in today’s public court of opinion. However, no matter where you stand on this issue, it is critical for our officers to be both educated on these latest trends in legislation and properly trained on the use of force so they can make the best decisions possible in high-pressure situations.

Strained Budgets

According to a 2018 report by the Bureau of Labor Statistics, “Police officers have a higher risk of incurring a work-related injury or illness than most other occupations. On average 115 police and sheriff’s patrol officers suffered fatal work injuries each year from 2003 to 2014. Another 30,990 nonfatal injuries involving days away from work were reported for police and sheriff’s patrol officers on average each year from 2009 to 2014.”

Training is a critical factor in helping agencies and officers understand and keep up with these many changes. However, funding for training is often the first line item to be cut in a budget. Without funding, many agencies struggle to properly provide their officers with the tools necessary to best equip them for their work. Officers are often put into the field before they have undergone a formal training course, frequently relying on common sense and instinct to best do their jobs.

Technology Can Help

Fortunately, computer and internet technology make training easier to offer to officers, even when their agencies are operating under tight budget constraints. While this is certainly not a one-size-fits-all solution, technology can aid in the sharing of crucial content, which can help officers with everyday decision making, particularly in high-risk situations.

Agencies across the country are becoming more advanced in leveraging technology to operate more efficiently. The power of the Cloud has been demonstrated time and time again in helping agencies better manage, distribute and track accountability for policy changes.

Cloud-based software solutions like PowerDMS, for example, are making it more efficient and effective to share crucial content, so agencies across the country can learn from each other, whether it is a best practice or a lesson learned.

Technology is also helping to make training more accessible to officers while on the job. Video is perhaps one of the strongest tools available today to help keep officers informed and learning on a daily basis. Video can be quickly understood and applied to real-life scenarios. According to Psychology Today, it has been proven that the brain can process video 60,000 times faster than it can process text.

Video is perhaps one of the strongest tools available today to help keep officers informed and learning on a daily basis. Video can be quickly understood and applied to real-life scenarios. According to Psychology Today, it has been proven that the brain can process video 60,000 times faster than it can process text.

Additionally, for agencies with budgets that are already stretched, this form of media is a great way to maximize training practices with limited funding. Training videos can be viewed together in the presence of a department supervisor or during a shift directly on the officer’s mobile phone, when there is downtime.

At the University of Central Florida, where I served as Chief of Police before retirement, on-demand videos are a recent addition to the agency’s training regimen. Brief videos, no more than 12 to 15 minutes long, are uploaded regularly to the police department’s online policy and training management system, updating officers and other personnel on new chang-
es in training or policies. The videos are then viewed at the officers’ discretion and signed off on within the system to confirm the training is complete.

Additionally, many agencies today are exploring the integration of video into hands-on learning to maximize its effectiveness. By leveraging captured video from a real-world use-of-force scenario, for example, agencies are able to incorporate a recent incident into tactical response training.

The video prepares officers with the proper mindset and makes it clear that the incident will be stressful, chaotic, and dangerous, and that no perfect plan exists. The hands-on training then creates the muscle memory needed for a tactical response in a high-pressure situation.

Similarly, new simulation technologies are being introduced to put officers in life-like scenarios so they can practice both decision-making skills and tactical response time.

Online training software is another technology tool being leveraged to help better equip officers for real-life scenarios. Agencies are able to create customized courses that officers can complete on their own time where there are fewer distractions. Similarly, they don’t need to be pulled away from their work or set aside specific days for agency-wide classroom-style training. Much like video, online training also frees up administrative man-hours. Administrators no longer have to coordinate employee schedules, find instructors for every training session or track down classroom space.

OFFICER LIABILITY
As the trend of criminalization for officers in use-of-force scenarios moves forward and standards become stricter, it is imperative that officers be aware of how these changes will affect them and the communities where they work. The more prepared we are as a profession, the better our ability to protect our officers and properly handle these high-pressure scenarios as they happen.

Agencies across the nation should have a strong understanding of the technology available to them today to help supplement their current communication practices and better inform officers, so they can perform to the very best of their ability—in any situation.


Richard Beary is the Chief of Police Emeritus at the University of Central Florida and past president of the International Association of Chiefs of Police. He currently serves as the strategic advisor for Orlando-based software company, PowerDMS. He can be contacted by email at bearygroup@gmail.com.
BY CHIEF DAVID ELLIS

As police officers, we hear all the time...don’t get complacent, stay focused and take care of yourself. We spend hours in agency offices and in our mobile offices (patrol cars). We are told by our family, our department, and especially our medical care providers of the importance of exercise, diet, lifestyle choices, and how to avoid medications. So the challenge becomes finding ways to incorporate all of this into something fun and inviting. Biking is the answer and it’s a great motivator.

First, exercise can be accomplished in the gym, on the road, on the trails, and at the parks. You can ride alone, together, with your family, and your fellow officers. It is relatively inexpensive and you can cover a lot of ground in a short period of time. Plus, it is easier on your body once you adapt to the seat. But, here is a secret—partner with some great organizations and create rides for all ages. I have been involved with the Police Unity Tour twice and this year we went to London, England to raise money for Care of Police Survivors. It is astounding how a large group of police officers and survivors can connect in the quest to raise awareness and money to support programs for the families of the ones who have died. Thus the slogan, “We ride for those who have died.”

When you commit to the program and the fundraising, that in itself, is an accomplishment. The training then becomes a desire to succeed, to ride as a group with a common goal, and to finish. I can tell you from experience that when you arrive at the finish line, it is an immense feeling of accomplishment and satisfaction. It is a group effort as well as an individual achievement.

The really big “feel good moment” is when you ride to the final stage at the Memorial Wall in Washington, DC or the National Arboretum in the UK and see all the family survivors cheering you on. It fills you with an overwhelming sense of happiness as well as tears. Just imagine over 2000 riders, two by two, pedaling through the memorial and you are a part of it, not as a spectator, but as a participant connected to something bigger. It is an emotional and indescribable feeling of joy as you cross the finish line.

The benefits of biking clearly outweigh the sense of being stuck in a rut, being stagnant and not giving back to a cause for police families everywhere. I challenge you to become involved and here are some suggestions to get you started:

• Get a bike...buy, borrow, but beware of those community “help yourself” programs.
• Start a bike club, or a group ride, and find a course or local route to use.
• If your department has a gym, get some stationary bikes for training during the winter months.
• Encourage your officers to get involved and support their time spent in training.
• Be willing to financially assist your officers in getting to DC or maybe even the UK.
• Use your department bike patrol for public relations.
• Buy them gear to use and to be visible while riding.

BIKING 101
• Challenge your officers to get out of their cars.
• Last but not least, set the example—you’re the leader.

Not everyone can make the trip to DC or to the UK and not every department can support these charitable rides with finances, time, or equipment. But even in your community, you can set the example for kids and adults to get out more, exercise, have fun and show them on a local level how to be proactive with lifestyle choices. You can hold a bike raffle or give away, offer free helmets and guidance, as well as bicycle safety classes. Many departments already participate in these things and we thank you for all that you do.

In the United States we have two organizations that ride into D.C., the Police Unity Tour (PUT) and the Law Enforcement United (LEU). The PUT raises money for the National Law Enforcement Officers

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Memorial while LEU raises money for Concerns for Police Survivors (COPS). Both have raised millions of dollars for these two great causes. In the UK, their program is for the benefit of COPS. They just completed their 7th year and their program continues to grow every year.

This year, 10 of us from Michigan flew to London and rode with the UK Tour. We covered about 180 miles in 3 days and had a great time interacting and socializing with our brothers and sisters in blue across the pond. Andrea Arrington, our MICOPS President and survivor, worked out the details for our trip and what a trip it was! We were able to assist in raising awareness and donations that totaled over 200,000 pounds (approximately $260,000 US). Eight, out of the ten of us, rented bikes and had no problems. The other two actually brought their own bikes. The food was good and the company was more than I expected. I was also able to meet William Parker, a young man who is a survivor. His father was killed when he was very young and he is now completing high school and hopes to go on to study accounting. He presented me with my finisher’s medal.

If you have an interest, there are some biking groups already formed in Michigan. Detroit Metro Group (east side), Michigan Police Unity Team (Lansing area), and I believe there is a group on the west side in the Grand Rapids area.

Nothing in life is easy, but biking is rewarding, especially after the ride.

David Ellis has been the Chief in Carson City since Oct 2014 and has supported and participated in PUT with the Michigan Police Unity Team. He has 34 years in Law Enforcement starting with St Louis PD, then serving 8 years with Marquette PD in the UP before returning to the lower peninsula and moving to Lansing PD where he retired as Det. Sergeant in 2014. Chief Ellis is a trustee with MI-C.O.P.S. and also a team member of SMMART. For additional information, feel free to contact Chief Ellis at (989) 438-1512 or David. ellis@carsoncitymi.com.
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The Prosecuting Attorneys Association of Michigan (PAAM) has approved an initiative to explore implementing the Domestic Violence Blueprint for Safety in other areas of Michigan to determine if this model could work across the state to improve our effectiveness in responding to domestic violence. Michigan law enforcement officers have always taken the lead on being proactive on investigating domestic violence crimes and prosecutors in Michigan look forward to continuing that partnership.

The Blueprint for Safety (the “Blueprint”) grew from conversations and consultation with victims of battering, community-based advocates, law enforcement and other system practitioners, defense attorneys, researchers, agency leaders, other community members, and local and national experts. The Blueprint also grew from a recognition that while there had been many improvements in the criminal legal system’s response to battering, the coordinated community response sometimes floundered under the realities of making change in such a complex system. The Blueprint is a coordinated justice system response to domestic violence crimes that helps this complex system respond more quickly, effectively and enhances the capacity to stop violence, reduce harm and save lives. The Blueprint was developed by Praxis International as a result of work done by Dr. Ellen Pence, one of the co-founders of the Duluth Domestic Abuse Intervention Project.

Conceived of by Dr. Ellen Pence, one of the co-founders of the Duluth Domestic Abuse Intervention Project and founder of Praxis International, the Blueprint was first developed and implemented in St. Paul, Minnesota. At the conclusion of a multi-year, in depth review and analysis of every aspect of how the criminal justice system responds to domestic violence, the Minnesota Legislature awarded a grant to the City of St. Paul to write a “blueprint” for city and county agencies responding to misdemeanor and felony assaults. Key to the successful development and implementation of the Blueprint was the involvement and commitment from the community based advocacy programs, law enforcement, the courts, and other service providers. In 2011, three additional communities joined St. Paul in successfully adopting the Blueprint for Safety: Duluth, Minnesota; New Orleans, Louisiana; and Shelby County/Memphis, Tennessee. Through a Department of Justice - Office on Violence Against Women (DOJ-OVW) demonstration initiative, these three communities tested the blueprint under different local conditions, including Duluth and its decades of experience with a coordinated community response to domestic violence.

The Blueprint looks at all the aspects of a coordinated community response to domestic violence with an ever present focus on how the overall criminal justice system response impacts victim safety and offender accountability. The Blueprint is a distinct blend of approach, documentation and process that together fully articulates the idea of a coordinated community response in a shared way of thinking about battering and domestic violence. The focus is to get everyone on the same page, under a common understanding of the dynamics of domestic violence that characterize battering, and focus on how to intervene most successfully. As a document, it is a set of written policies, protocols, and training memos drawn from templates that are based on research and best-known practice. It is also a process for shared problem identification and problem solving based on regular monitoring and adjustments to practice. While each agency writes its own policy and pro-

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**THE DOMESTIC VIOLENCE BLUEPRINT FOR SAFETY:**

**INCREASING SAFETY FOR VICTIMS AND ACCOUNTABILITY FOR OFFENDERS**

BY MATT WIESE

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The Marquette County Domestic Violence Blueprint for Safety Experience: Modeled after the approach taken in St. Paul, Minnesota, Marquette County received DOJ-OVW grant funding, and with support of core organizers from community based advocacy, law enforcement, the prosecuting attorney, and Praxis International a structured review process was developed and implemented that involved all agencies and multiple victim and advocate discussion groups. This broad effort resulted in a set of comprehensive policies, protocols, and related training memos, and the Blueprint as a collective policy was implemented in December, 2017. Federal funding was used to hire a countywide Blueprint Coordinator who works for the Prosecutor, and a countywide Blueprint Advocate who works for the Women’s Center. Over the last three years, the Blueprint Coordinator and Advocate worked tirelessly with all criminal justice partners from dispatch, to law enforcement responders and supervisors, prosecutors, magistrates, judges, probation and survivors of domestic violence to analyze how the system responds to these cases. Paramount to this effort was evaluating the experiences of survivors and how the system’s response impacts victim safety, offender accountability, and ultimately what things we can do as a community to reduce domestic violence.

Michigan as a Blueprint State? Michigan law already mandates written domestic violence response policies for all law enforcement agencies in the state. The act also specifies that law enforcement agencies shall consult with the prosecuting attorney and with an area shelter for victims of domestic violence in the development, implementation and training, and evaluation of policies. MCL 776.22. This required collaboration implies a coordinated community response to domestic violence which is exactly the focus of the Blueprint.

Michigan law has also changed recently to allow the prosecution to introduce other acts of domestic violence pursuant to MCL 768.27b. One key component of the Blueprint is to train law enforcement responders to ask the following questions: Do you think he/she will seriously injure you, or your children (why or why not?); How frequently does he/she intimidate, threaten or assault you? (Provide details); Have you ever been harmed or threatened with harm for trying to seek help? (details); and, Describe the time where you were most frightened by him/her (worst incident). These questions not only provide context for the violence, but also give the police and prosecution valuable other acts evidence that can be used to prove the case in court.

Michigan already utilizes many of the principles of the Blueprint. A broader adoption of the Blueprint could help us all to enhance these efforts and give us the ability to build stronger cases. It is my hope that our criminal justice partners in law enforcement will join us in exploring this initiative.

Matt Wiese served as an assistant prosecuting attorney in Marquette County from 1987-1997. From 1997-1999 he worked as a civilian contractor with the United States Marine Corps, Coordinated Community Response to Domestic Violence Project, and as a staff attorney with the Battered Women’s Justice Project. He returned as an assistant prosecutor in Marquette County in 2002 and has served as the Marquette County Prosecuting Attorney since January, 2012. Throughout his career he has specialized in prosecuting domestic violence, sexual assault, stalking, and other crimes of personal violence. He currently serves as the Vice President of PAAM Board of Directors. He can be contacted at mwiese@mqtco.org.
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Vehicle Contest Second Place Winner: Midland Police Department. Third Place Winner: Marquette Police Department
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Iron Mountain Police Department

Sergeant Stephen Lyons  
Trenton Police Department

Public Safety Officer James Prus  
Blackman-Leoni Township  
Department of Public Safety

Public Safety Officer Chandler Fryt  
Blackman-Leoni Township  
Department of Public Safety

Officer Peter Postma  
Jackson Police Department

Deputy Archie Wickham III  
Jackson County Sheriff's Office

Retired Officer David Renteria  
Jackson Police Department

Officer Christopher J. Smith  
Port Huron Police Department

Officer Andrew Lane  
Troy Police Department

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Officer Tyler Carpenter  
Jackson Police Department

Officer Patrick Rose  
Jackson Police Department

Sergeant Wesley Stanton  
Jackson Police Department

Mrs. Teresa Marie Alyea
AWARD RECIPIENTS

THE POLICE CROSS

The Police Cross is posthumously awarded to a law enforcement officer who lost his/her life in the performance of his/her duty under honorable circumstances.

MMRMA AND MICHAEL BERTHA RECEIVE SPECIAL RECOGNITION

The Michigan Municipal Risk Management Authority (MMRMA) and Michael Bertha were honored by the MACP Board of Directors at the 2019 Summer Professional Development Conference. Both were recognized with a special award for their long-term dedication to elevating the delivery of police services throughout the state of Michigan.

Executive Director Michael Rhyner accepted the award on behalf of the MMRMA. MMRMA is the largest insurer of police agencies in Michigan and has a Membership Services Division with dedicated staff members whose primary duty is to liaison with and assist police agencies.

Among MMRMA’s most innovative efforts are the Risk Avoidance Program and Certificate and Accreditation Program. Established in 1997, the Risk Avoidance Program, commonly referred to as RAP, provides grants to police departments and is designed to increase members’ awareness of loss control measures and to encourage innovation in loss control programs.

Some of the items acquired through RAP grants include; body cameras, AEDs, cell check systems, in-car cameras, video arraignment systems, stop sticks, bumper guards, vehicle GPS systems, emergency medical dispatch, thermal imaging cameras, and Tasers.

Started in 2016, the Certification and Accreditation Program (CAP) was added to support professional certification and accreditation programs. CAP and RAP grants have been instrumental in sending over 250 Michigan police chiefs and executives to the

Officer Fadi Shukur
Detroit Police Department
End of Watch: August 15, 2018

Chief Cliff Block, Executive Director Michael Rhyner, Mike Bertha, and Chief David Molloy
MACP’s week long Police Executives’ and New Chiefs School. In total, the Michigan Municipal Risk Management Authority has given out over $17 million in grants.

MMRMA has been dedicated to supporting the MACP. They support the Accreditation Program and have made advanced training possible for hundreds of the MACP’s new chiefs. Additionally, they are regular attendees at all of our conferences. Their sponsorships have been instrumental in allowing the MACP to bring in nationally renowned experts in the criminal justice field.

Michael Bertha spent his 25-year police career in Garden City, retiring as Deputy Chief in 2002. That same year, he started working for MMRMA as a risk consultant. Over the past 17 years, Mike has traveled the state extensively visiting police agencies. He is possibly the most widely known person in law enforcement executive circles. He has visited well over half of the municipal police departments and three quarters of the sheriff offices in Michigan.

Mike is very proactive and was responsible for the creation of the Taser Funding RAP grants. This program largely increased the number of departments that deployed Tasers. The results were a significant drop in uses of force, officer and suspect injury, and a dramatic reduction in use-of-force claims.

Mike is also in charge of the training that MMRMA offers. He organizes the bi-annual law enforcement joint committee meetings and has partnered with a company for specialized training to increase public and officer safety such as: Tactical Encounters for Police Officers; Rapid Deployment for Active Shooter; and Rescue Task Force.

In addition to his support of police agencies, Mike has been a huge champion and resource to the MACP. He has developed a course with instructions on Policy and Procedure, and teaches this topic twice a year at the Police Executives’ and New Chiefs School.

When the Accreditation Program was in the planning stages, Mike was among the first people we approached to get his insight, feedback, and support. Mike then took the program to MMRMA’s management, obtained their formal endorsement and secured the CAP Grant that would cover most of an agency’s fees.

Mike has continued to be involved with our Accreditation Program and serves as a Commissioner on the Michigan Law Enforcement Accreditation Commission. The Commission is charged with formal oversight of the Accreditation Program and awards accredited status to police agencies as well as adding, deleting, or modifying any of the standards. In addition, he continues to join the MACP in encouraging police agencies to pursue excellence and obtain MACP Accredited Agency status.

On behalf of the MACP, congratulations to the MMRMA and Michael Bertha on their well-deserved recognitions and thank you for your support of the MACP!
Law enforcement works with individuals coming from all walks of life. Many of these community members are affected by substance abuse, homelessness, or mental illness. In fact, 10 percent of police calls involve a person with a mental illness and police officers encounter mental health crises on a routine basis. To better understand the toll this takes on both the community and officers, it is important to discuss the history behind this issue.

In 1960, the United States was a country with a population of 150 million and had 600,000 treatment beds for those affected by mental illness. Today, the United States has a population of 330 million and less than 60,000 beds are available in treatment facilities. This drastic change in availability for mental illness treatment began to occur in 1955 when a massive deinstitutionalization movement began that transferred severely mentally ill people out of large-scale institutions. The belief at the time was that these institutions were inhumane to the mentally ill and that the use of new antipsychotic drugs would be an effective alternative to hospitals. However, these good intentions contributed to a mental health crisis, since many who were deinstitutionalized were left without access to medication or rehabilitation support services needed to live successfully in the community.

Today, the effects of deinstitutionalization are still with us. The largest providers of mental health services in the United States are our prisons and jails. In fact, the three largest facilities in the United States that treat mental illness are New York City’s Rikers Island Jail, the Cook County Jail in Chicago, and the Los Angeles County Jail.

The lack of mental health treatment options for those affected by mental illness is a societal failure that impacts us all. We continue to inflict harm on individuals who are affected by mental illness because of lack of community-based services and in-patient resources. The use-of-force challenges faced by the police in handling those affected by mental illness is a direct result of this failed public policy.

Approximately 25 percent of persons killed by police in the United States were affected by mental illness and the situations that confront the police in the United States are repeated throughout the world. To address this crisis, the International Association of Chiefs of Police has taken a stance to promote successful interactions between police officers and persons affected by mental illness through the One Mind Campaign.

The One Mind Campaign was designed to be simple and achievable in order to bring about positive change. To join the campaign, law enforcement agencies must pledge to implement four promising practices over a 12- to 36-month time frame.

The four components of the pledge include: establishing a clearly defined and sustainable partnership with a community mental health organization; developing a model policy to implement police response to persons affected by mental illness; training and certifying sworn officers and selected non-sworn staff in mental health first aid training or other equivalent mental health awareness course; and, providing crisis intervention team training. The first component is to establish a clearly defined and sustainable partnership with one or more community mental health organizations. These organizations provide the invaluable assistance of advocates, as well as insight into the local resources that are available. The next component to the pledge is to develop and implement a model policy addressing police response to persons affected by mental illness. If an agency does not have a model policy in place, the One Mind Campaign website provides a variety of resources and best practices that can assist in this process.

The remaining two components of the pledge involve training of the officers, as they are often the first responders to a mental health crisis. The first of these two components includes training and certifying 100% of an agency’s sworn officers (and selected non-sworn staff, such as dispatchers) in Mental Health First Aid. Mental Health First Aid classes may not be regionally available to all pledged agencies and the IACP will consider alternatives to this eight-hour class on a case-by-case basis. Finally, the last component of the
pledge is to provide Crisis Intervention Team training to a minimum of 20% of the agency’s sworn officers (and selected non-sworn staff, such as dispatchers).

The goal of the pledge is to unite local communities, public safety organizations and mental health organizations so that the three become “of one mind” and start working together, instead of independently of each other. A long-term goal of the pledge is to have these stakeholders collaborate to reduce incidents of use of force between the police and those affected by mental illness.

Eight Michigan agencies are currently participating in the One Mind Campaign, with the Midland Police Department having successfully completed the pledge. There is also an international presence within the One Mind Campaign, with the Casablanca Police, Morocco; Vancouver PD, Canada; Ontario Provincial Police, Canada; and the Virgin Islands Police having taken the pledge. Currently, a total of 509 agencies are participating in the One Mind Campaign. The involvement of these agencies cumulatively affects the training of approximately 100,000 officers. The campaign continues to grow and continually receives new confirmations of pledge completion. To date, over 60 agencies have been recognized for completing the pledge.

If your agency is not already participating in the One Mind Campaign, I encourage you to sign up. From major cities to small towns and villages around the world, social and public health challenges, by default, have become police matters. A healthy community requires hard work and a concerted effort by all stakeholders—governing bodies; medical partners; faith communities; community and nonprofit groups; and, of course, law enforcement. Without all these parties working together to address homelessness, provide substance abuse treatment and assist community members with mental illness, the goal of a healthy, flourishing community will not be obtained.

Louis M. Dekmar is the Immediate Past-President of the IACP and Chief of Police in LaGrange, Georgia.

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Chief Dave Jones began his career with the Kent County Sheriff’s Department in 1973 as a cadet. During his career with Kent County, he worked as a corrections officer, patrol officer and detective. He was the head of the Kent Area Narcotics Team and also held positions as a Crisis Negotiator, Property Room Supervisor, and Ethics and Defensive Tactics Instructor. He retired after 30 years of service with Kent County as a Patrol Commander.

Chief Jones then began his service with the City of Rockford in 2003 as the Chief of Police. He was instrumental in the reorganization of the City of Rockford police and fire services into a single public safety department.

In February of 2016, Chief Jones was asked to serve as the Interim City Manager in addition to the oversight of the public safety department. He served on the Board of Directors for the Grand Rapids Community College Police Academy, the Kent Career Technical Center Criminal Justice Department, the Kent County 911 Dispatch Authority and the Kent EMS Consortium.

In 2017, Chief Jones blazed the trail for his department to become the first accredited law enforcement agency in the state of Michigan. The Rockford public safety model is highlighted in the Michigan State University Program on Police Consolidation and is emulated by cities across the country.

Chief Jones firmly believes in community policing programs and has brought several outreach programs to the City of Rockford since his arrival. He studied Criminal Justice at Grand Rapids Community College and Kalamazoo Valley Community College. He is also a graduate of the Michigan State University Leadership Development Program.

Chief Jones retired in the fall of 2019 from the Rockford Department of Public Safety and is the longest serving Police Chief in Kent County.

We extend our congratulations to Chief Dave Jones, his wife Sandi, and his daughter Lindsay on his well-deserved retirement!
ACCREDITATION RECOGNITION

Congratulations to these four departments for achieving accredited status. They were each presented with their framed accreditation award during meetings with their local government officials. The MACP now has 19 departments accredited under its state accreditation program.

In the summer 2019 magazine edition, we incorrectly labeled one of our newly accredited agencies. We would like to apologize for the mistake and heartily congratulate Mott Community College Department of Public Safety on achieving their accredited status.
HIGHLIGHTS

KROGER ZERO HUNGER FOOD DRIVE
The MACP and the F.O.P. partnered with Kroger Michigan and Entercom Radio for the 1st Annual Kroger Zero Hunger Emergency Food Drive. The successful event occurred on July 27th and August 3rd with over 70 Police Officers, Michigan State Troopers and Oakland County Deputy Reserves participating by stuffing their patrol cars with donated food at 65 different Kroger Stores throughout Michigan. The food collected went to six local food banks within Michigan.

Thank you to all the police departments and police officers who participated this year and helped Kroger raise more than 328,088 pounds of food providing 273,406 meals! Rachel Hurst, Community Affairs Manager of Kroger Michigan, said, “I look forward to growing this incredible community partnership in 2020 with hopes of having a first responder on site at all 120 Kroger stores across Michigan.” We hope so too Rachel!

COFFEE WITH A COP
Grand Blanc Township Police Department is building relationships, one cup at a time with Coffee with a Cop. The community members can join their neighbors and police officers for coffee and conversation. The mission of Coffee with a Cop is to break down barriers between police officers and the citizens they serve by removing agendas and allowing opportunities to ask questions, voice concerns, and get to know the officers in your neighborhood.
UNIQUE SOLUTION TO A BIG PROBLEM

There were no budgeted funds available to replace old body cameras and broken in-car cameras. This was the problem facing the Napoleon Township Police Department. A chance meeting in February at the Daytona 500 led to an opportunity for the Napoleon Township Police Department and Chief Duaine Pittman to work with NASCAR team StarCom Racing parent company StarCom Fiber and their driver, Landon Cassill, to raise money for replacing old body cameras and in-car cameras for the department.

David Ducharme, global account manager Superior Essex came up with the idea to donate some of their sponsorship of the race-car to promote a GoFundMe™ page to help raise money for a camera replacement project for the Napoleon Township PD. The entire effort came from David’s desire to help the community and their police department. Every single person they met in the NASCAR universe has been nothing short of spectacular in their support for law enforcement, military and veterans!

Admittedly in the beginning, Chief Duaine Pittman had some reservations about how this would be perceived; however, once everything was set in motion, it turned out to be a fantastic program for the community and for law enforcement as a whole.

Using the Thin Blue Line turned out to be a great idea as well! The effort raised $15,643 for in-car and body cameras.

Chief Pittman is still in awe of the response from people in and outside the community. Two local businesses also donated $3000 and Aggies Sports Bar in Napoleon held a meet & greet event for driver Landon Cassill to sign autographs and hand out hats, t-shirts and hero cards. Team manager and former Daytona 500 winner Derrick Cope was also present at Aggies to assist with the effort.

The fundraiser netted around $8000. Upon learning of this, two StarCom Fiber executives present at the fundraiser stepped forward and told Chief Pittman that “You will hit your goal!” The Chief responded that we have done very well and appreciated the funds raised thus far. That is when StarCom CFO Bill Woelemann and CEO Michael Koehler surprised the Chief and told him that whatever funds you are short, StarCom will cover! Chief Pittman was completely floored by their generosity and needed a minute or two to gather his composure before he returned to thank Bill, Michael, and President Matt Koehler for their generosity.

It is truly amazing that a short conversation with an incredible human being can lead to something like this. But the story doesn’t end there. On August 6th, the Napoleon Township Police and Fire Departments were able to pass their first ever Police and Fire Operational Millage by a 68% margin. Chief Pittman feels strongly that the attention received by the fundraiser and the efforts of all involved made a huge difference in the support of the public safety millage.
K-9 FUND DONATION FROM CHARTER COMMUNICATIONS

On Monday, July 29th, 2019, during the Marquette City Commission meeting, the Marquette City Police Department received a significant donation. Corporate representatives from Charter Communications were on hand to present a check for $10,000 to the department. The money is for a K-9 unit in the near future as one current K-9, Scud, is close to retirement.

"In my company in my role, we deal with security matters every day so, it’s important especially when we need to partner with police, we may need them and there’s many times when they need us, so we support law enforcement’s efforts and this is a way to help keep the officers safe and keep the community safe as well," said Corporate Security Official for Charter Communications Jane Rhodes.

The money will be used to help pay for and train the next K-9 unit at the Marquette Police Department. Currently, there are two K-9 units, Scud (drug, defense and tracking) and Nitro (explosive ordinance).

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DeWolf and Associates has been recognized as a leader in providing training in the Field Training Officer concept since 1991. We have instructed members from over 400 separate agencies making us the right choice.

The Prosecuting Attorneys Association of Michigan (PAAM) has started an initiative to offer technical assistance, at no cost, to police departments that have tested their previously untested sexual assault kits. Due to the high cost of training personnel, coupled with excessive caseloads, it can be difficult to investigate these cases. PAAM is aware of these issues and is, in turn, offering no cost technical assistance to your department.

The no cost technical assistance includes review of cases, focusing on locating and approaching the victim, using victim notification protocols, effectively documenting the crime using micro-corroboration evidence, using forensic interviewing skills for both the victim and suspect, and working with prosecutors and laboratories. In addition, technical assistance can educate departments on how to incorporate victim advocates in the process, how to identify and use “similar act” cases to build cases, and other issues that may arise.

With the trainings of experts around the nation, including the NIJ, BJA, SAKI project, Dr. Rebecca Campbell, Russell Strand, Jim Hopper, and many others, we have developed a newer and different approach to investigate sexual assault which is very effective. This new approach is victim centered, offender focused, and achieves more involved statements.

PAAM has hired Anne Kanitra to provide technical assistance using the new approach. Kanitra has over 30 years experience in law enforcement and expertise in working sexual assault, domestic violence, and strangulation investigations. She has investigated cases throughout the state of Michigan and federally. After retiring as a D/Sgt. from Dearborn Police Department, Kanitra was the lead investigator at the Wayne County Prosecutor’s Office for the Wayne County Sexual Assault Task Force, tackling over 11,000 sexual assaults kits that were untested and backlogged. She assisted in hiring, training, writing policy and procedures, and investigating the cases for the task force. Currently, she is a trainer for PAAM, Michigan Commission on Law Enforcement Standards, and the Wayne County Regional Police Academy.

Kanitra will be reaching out to your department in the near future but in the meantime, please feel free to contact her with any questions that may arise at kanitraa1@michigan.gov or 734-751-3538.
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- Always treat the subject with dignity and respect
- Use empathy, sound reasoning, and logic to elicit the truth and do not make any promises of leniency or threats of harm or inevitable consequences
- Do not conduct interrogations for an excessively lengthy period of time
- Do not deny the subject any of their rights
- Do not deny the subject the opportunity to satisfy their physical needs
- Exercise special cautions when questioning juveniles or individuals with mental or psychological impairments

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