

# MICHIGAN POLICE CHIEFS

OFFICIAL PUBLICATION OF THE MICHIGAN ASSOCIATION OF CHIEFS OF POLICE

SUMMER 2021



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BETTER WITH  
**BLUE**

ALMA PD RECRUITS THERAPY DOG





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MICHIGAN POLICE CHIEFS

SUMMER 2021. ISSUE 2



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**Chief Ronald L. Wiles**

**As professionals it is important that we take the time and put in the effort to learn, grow, and improve.**

The summer months are fast approaching and with each passing day we get closer and closer to some sense of normalcy. The Michigan Association of Chiefs of Police has been busy navigating multiple issues over the past several months to help ensure our officers, our departments, and our profession remains safe and strong.

This past February, we were able to safely hold our Winter Professional Development Conference. It may have looked a little different with safety measures and attendance limitations in place but the opportunity to have face-to-face presentations and the ability to meet with fellow professionals was not only appreciated but needed.

As I write this, preparation for our Summer Professional Development Conference is underway. There will still be some challenges with putting together a high caliber conference, but you can be sure that the MACP will do everything in its power to make sure it is safe and filled with excellent opportunities for professional development and networking. You can imagine the amount of planning and work that goes into putting together an event considering the quality and size of our Professional Development conferences. It certainly would not be possible without the efforts of our MACP staff. Thank you to our MACP Executive Director Bob Stevenson, Director of Professional Development Neal Rossow, and Executive Assistant Janeice Morrow for your dedication and hard work, it is truly appreciated.

As professionals it is important that we take the time and put in the effort to learn, grow, and improve. Law enforcement is a noble profession that is constantly changing. As leaders if we do not keep up with those changes we will certainly fall behind. It has long been a goal of the Michigan Association of Chiefs of Police to be a valuable resource and provide timely information that makes it easier for our members and their departments to be successful.

The MACP continues to play a significant role in the advancement of the law enforcement profession. Accreditation, Use-of-Force Data Collection, DOJ Use-of-Force policy certification, and Professional Development conferences are just a few of the areas where the MACP has led the way. The association and its members continue to build strong relationships and a significant presence on commissions and committees across the state. As we look towards the future, I would urge everyone to get involved with the MACP. We all play a role in helping to ensure that the high standards of our profession are upheld. Whether you are interested in sitting on the board, serving on a committee, becoming an accredited agency, or attending some of the professional development or training seminars, the MACP has opportunities for us to better ourselves, improve our departments, and advance our profession.

The Summer Conference is usually the time we swear in our new Board of Directors. This year the board will remain largely intact. We will however replace six long-time board members as they near retirement. I would like to thank our current Secretary/Treasurer Chief Curt Caid (Livonia), Representative Chief Rick Freeman (District 4 - Davison Township), Representative Chief Eric Marshall (District 5 - Paw Paw), Representative Chief Greg Long (District 6 - Walker), Representative Chief R. Blake Rieboldt (District 12 - Marquette), and Representative Chief James E. Craig (District 13 - Detroit) for their years of service as MACP board members. They have served our profession and our association with the professionalism that it expects and deserves. Congratulations on your upcoming retirements. We wish you the best in your future endeavors.

Lastly, thank you for everything you do for our profession. Please continue to pray for our officers as they continue to work hard to make a positive difference in our communities - Stay Safe! 🍀



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**Robert Stevenson**

It has now been a little over a year since the death of George Floyd at the hands of the Minnesota Police. While George Floyd was not the saint many are now making him out to be, he certainly did not deserve to be killed by Officer Derek Chauvin in an act that was condemned by the MACP and police agencies across the nation. The negative reaction to George Floyd's murder was intense, immense, and has been unrelenting.

First it was protests and civil unrest in numerous cities. Some of these protests turned into full scale riots which tragically led to injuries and deaths of both civilians and police officers. Next came the political ramifications at the local level with activists calling for the defunding of police, reorganization of police departments, civilian oversight boards and a call for change to police leadership. In too many cities, well respected chiefs were either fired or resigned due to public or political pressure. This included cities within Michigan. Then came the politicians, with all of their wisdom and criminal justice expertise, ushering in the "police reform" legislation.

At the federal level, H.R. 7210 – George Floyd Justice in Policing Act 2020, was introduced. Among other things proposed, this Act would ban choke holds, ban no-knock warrants, make it easier to prosecute police officers accused of misconduct, create a national police misconduct registry to prevent police officers who are fired or pushed out for bad performance from being hired by other agencies, enhance "pattern and practice" investigations of police departments by granting the Justice Department subpoena power and establishing grant programs for state attorneys general to conduct their own probes, and most importantly ban qualified immunity at the federal level. Numerous states across our nation have passed bills that include "police reform" measures. Some have banned state qualified immunity, required body cameras, reduced funding to their police, created duty-to-intervene laws, changed when fatal force can be used, and have even gone so far as prohibiting the police from enforcing minor offenses.

As we approached the May 25th anniversary date of George Floyd's death, pressure continued to build for Michigan to get involved in the police reform movement. The MACP was contacted by both Republican and Democratic leadership to talk about what we will call "police improvement" measures. Their goal was to give us a chance to give input and react to the legislation they were going to introduce. We gave our input and achieved some minor changes. On May 25th, Senate Bills 0473 - 0484 were very symbolically introduced on the one-year anniversary of the death of George Floyd. Some of this legislation is good, such as SB 0474, which tightens up the reporting to MCOLES on separation of service circumstances, SB 0475, which would prevent a revoked license for an officer who used excessive force that resulted in the death or serious bodily harm from being reissued, and SB 0483, which would cause a study to be conducted regarding officer recruitment, retention, job stressors, and public perceptions of police agencies and officers.

Some of the legislation is redundant and not needed. This would include SB 0478, that bans choke holds except in deadly force situations. This is the current Michigan standard under a ruling from the Federal 6th Circuit Court. SB 0479 would ban no-knock search warrants, which currently Michigan does not allow. Passage of these two bills is almost certainly assured. Then there are the bills that are extremely problematic. This includes SB 0481, which deals with use of force; SB 0482, that has some unrealistic training requirements; and, SB 0484, that pertains to body cameras. These will be the bills that we will be focusing on and working the hardest to improve.

Much credit must go to our Legislative Committee Chair, Director Todd Mutchler, Vice-chair David Kirk, our lobbyist Stephanie Johnson, current Wayne County Undersheriff Dan Pfannes (retired Chief), and MCOLES Executive Director Tim Bourgeois for all their work in trying to shape some of this legislation before it was introduced. Now that the legislation has been presented, it is imperative that all our MACP members become familiar with the legislation and become engaged with their local Representative or Senator. A Legislative Sub-Committee has been formed and we ask that you watch the MACP Forums for updates and potential calls to action. The next few months will be very interesting, and our success or failure may be directly tied to your willingness to be involved! ■

**Now that the legislation has been presented, it is imperative that all our MACP members become familiar with the legislation and become engaged with their local Representative or Senator.**





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Neal Rossow

Despite the continued challenges of the COVID-19 pandemic, we were fortunate to be able to hold our Winter Professional Development Conference in February in Grand Rapids. Everyone enjoyed being at the conference and interacting with other members of our profession. The Amway Grand Plaza was thrilled to have our business as were the businesses in downtown Grand Rapids. We were the first conference to be held in the area since early 2020. The feedback on the trainings was positive and our keynote speakers, John Enter and Paul Butler, were very well received by the conference attendees.

The Accreditation Program continues to grow. We currently have 87 agencies in the program and many more looking to begin the process in early 2021. There have been 34 agencies that have achieved accredited or reaccredited status. We are planning our Fall Accreditation Conference again in Mt. Pleasant in September 2021. Watch for further announcements and the exact dates on the home page of our website.

The Michigan Law Enforcement Accreditation Commission (MLEAC) met during the Winter Professional Development Conference on February 11, 2021. They granted accredited status to five new agencies. Congratulations to the Bay City Department of Public Safety, Muskegon Police Department, Traverse City Police Department, Western Michigan University Police Department, and the Zeeland Police Department on being awarded their original accredited status. Being awarded their reaccreditation were Northville Township Police Department, Novi Police Department, Portage Police Department, Port Huron Police Department, and Roseville Police Department.

On behalf of the MLEAC, I want to thank Chief Joel Jett, Alpena Police Department, for his leadership on the Commission and his dedication to the Accreditation Program. Chief Jett was one of the original members of the Commission, appointed when the MLEAC was created by the MACP Board of Directors in June 2016. He has served as the Chair for the last two years and worked tirelessly to improve law enforcement services in Michigan.

With the vacancies on the Commission created by the retirement of Chief Karianne Thomas and the resignation of Chief Joel Jett, the MACP Board of Directors appointed two new Commissioners – Chief Nicole Ford (Midland Police Department) and Director Nicholas Arnold (Portage Department of Public Safety). Both are dedicated police command professionals who are committed to law enforcement accreditation.

Chief Ford has been a law enforcement officer for 23 years and has been the police chief in Midland (an accredited agency) for what she calls this “most unique calendar year.” She is a trained assessor, a member of the MACP Training and Education Committee and a graduate of the Eastern Michigan University Police School of Staff and Command.

Director Arnold’s career spans 33 years of public safety experience and he currently serves as the Director of Public Safety-Police/Fire Chief for the City of Portage. The Police Division is accredited by CALEA and the MLEAC. The Fire Division is also accredited. He was the original CALEA Accreditation Manager for the Huntington Woods Department of Public Safety and has served as a CALEA Assessor. He is a graduate of Northwestern University Center for Public Safety Police School of Staff and Command and the FBI National Academy.

The MLEAC recently trained an additional 20 Commission Assessors to assist with onsite assessments for agencies seeking accredited status. The program has grown at such a rate that it has become challenging for the current number of assessors to keep up with the increasing demands. They are a dedicated group of police professionals who deserve our appreciation. I also want to extend our gratitude to their law enforcement agencies for allowing their personnel to conduct the Commission’s onsite and mock assessments on department time.

**The Accreditation Program continues to grow. We currently have 87 agencies in the program and many more looking to begin the process in early 2021. There have been 34 agencies that have achieved accredited or reaccredited status.**



We continue to be the Michigan Independent Credentialing Agency for the Department of Justice and the COPS Office Standards for Certification of Use-of-Force Policies since they announced the program in October 2020. We have about 400 agencies involved in the process with approximately 70 agencies still needing to provide some of the required information. The most common issues are:

- The policy is lacking clarity on the “prohibition of choke holds except for situations where deadly force is lawful.”
- Missing the MACP attestation letter or it lacks the signature of the CEO or the boxes are not checked for the principles, etc.
- Missing the ORI, EIN, or DUNS numbers required by the DOJ.

Please reach out to me at [nrossow@michiganpolicechiefs.org](mailto:nrossow@michiganpolicechiefs.org) with the subject line DOJ Certification for more information.

With the end of COVID-19 hopefully approaching, we are committed to returning to offering quality police training in addition to our conferences. As always, if you attend or learn of good training, please let me know. We hope to see you at the Summer “Professional Development Conference on June 27-30. 🍷

# Accreditation Manager Training

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# WHAT IS LERMA?

## Law Enforcement Records Management Association

BY ALICE BAKER

Police Records: every department has them, every department needs them, but what do most departments do with them? Many departments hire support staff, provide them with a copy of the Michigan Attorney General's Freedom of Information Act Handbook and a copy of the Michigan Retention and Disposal General Schedule 11 for local law enforcement agencies and count on the records staff to work their magic. Those who have worked or currently work in records will confirm that while both reference materials are truly fascinating reading, there are other resources available also.

I am here to offer your records staff an alternative; to link up with records personnel from law enforcement agencies all over the State of Michigan through the Law Enforcement Records Management Association (LERMA). When an issue arises within your Records Department, they can easily seek feedback from LERMA members who have either been in the same situation or a similar one. Laws and procedures for records are ever changing and it is difficult to stay on top of everything especially when department staff are tasked with so many other responsibilities. Being a LERMA member almost always assures that records staff will know of changes that are being introduced almost as quickly as they are being enacted.

LERMA was formed on December 10, 1993. The core group had a goal in mind to form an association that could bring records managers together to increase knowledge and establish more efficient office procedures, as well as staying abreast of the ever-changing laws and procedures for managing police department records. The benefits of the networking that LERMA offers caught on quickly with re-

cords departments. After several meetings, the first by-laws were drafted, and LERMA incorporated in 1994.

For the last 25 years, LERMA has been available to records staff at agencies throughout the state. In 2017, LERMA representatives worked closely with the Department of Technology, Management & Budget Records Management Services representatives to update the General Schedule 11 – Local Law Enforcement Agencies Retention and Disposal Schedule. This joint task was accomplished after much research and many discussion sessions within LERMA membership to determine what the most pressing issues were for records staff. LERMA then brought these suggestions to the Michigan representatives who worked diligently to address the issues. I am proud to say that the new Schedule 11 revisions were approved and took effect in 2018. Some of these changes included retention guidelines for newer technology such as body cameras and incorporated legislative changes impacting personnel records.

In 2020, LERMA boasted a membership representing 145 Michigan law enforcement agencies. Meetings are held throughout the state at various locations each year in February and May. Both meetings include amounts of time dedicated to at least one training topic.

A three-day conference is held each year in September where training is focused around topics that the members have requested. The Michigan State Police have advisors on the LERMA board and they are an invaluable resource, assisting in scheduling speakers and trainers. Between meetings, members can seek advice, vent, and even share success stories on the LERMA website. The site is monitored by LERMA officers and any member who submits a post will quickly re-

ceive information, assistance and positive feedback. Departments can take comfort in the fact that they are getting advice backed by years of experience in records management. Being a LERMA member almost always assures that you will be notified of changes that are being implemented and involved in the discussion about how these changes will affect your job.

Please take a few moments to go to our website at [www.lermainc.org](http://www.lermainc.org) which houses reference and resource materials ready and available for records staff to access. There is also a current listing of departments that are registered LERMA members. Mostly likely a department near yours is already on the roster and taking advantage of this great organization.

Due to the current COVID restrictions, training sessions are being held virtually. The LERMA board is currently seeking suggestions for the training topics that would most benefit our members. The 2021 LERMA conference has been scheduled at the Great Wolf Lodge in Traverse City for September 21-24, 2021. This three-day conference is a great way to meet people who understand the joys and frustrations which come with being on staff in a records department.

Chiefs, won't you consider putting your records staff in touch with LERMA? Annual dues are only \$60 per department. I can assure you that you will not find a better bargain for all the training, networking, and shared experience your staff will receive in return. Feel free to contact LERMA at (517) 284-3126 should you have any questions or concerns. We at LERMA look forward to meeting your hard-working records staff soon! 🍷

**Alice Baker is the Records Bureau Supervisor at the Wyandotte Police Department. She can be reached at [abaker@wyandottemi.gov](mailto:abaker@wyandottemi.gov).**





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# LIFE IS BETTER WITH BLUE

BY CHIEF KENDRA OVERLA





Sometimes you don't even realize that you need some support, but your dog knows.

Being a police officer has never been a particularly easy job. It certainly is not for the faint of heart, but we choose to serve every single day. We choose to become a member of this family. This family encompasses some of the most wonderful people you could ever meet, but it also shelters some pretty broken ones too. Coming out of the academy we are fit for duty physically and up for the challenges mentally, or so we think. But how long until you start to lose a little bit of yourself with the daily grind? When do you know you are not quite the same person you once were? We all grow and mature but for some this career choice or calling, as many would say, takes a toll.

A recent study published by the American Police Officers Alliance shared the follow-

ing: 1 in 4 officers have considered suicide and the majority of police officers face alcohol abuse, depression, and PTSD<sup>1</sup>.

You hear "it's okay to not be okay" often, but I do not think many of our peers truly believe it is okay to say it out loud. We share information about confidential counseling resources and mandate wellness physicals and trainings, but there must be more that we can do to show it really is "okay to not be okay." As I read an article about a local school implementing a therapy dog to assist with anxiety and overall mental health for staff and students, it seemed like an easy decision to make. Like most departments, we have staff in and out 24/7, so having a dog living at the police department could work.

Officers deserve far better than any of us can provide. There is always some piece of technology or some tool that

could make their days a bit easier, but we must keep a keen eye on those dollar signs. So, when you present an idea such as, "we should get a departmental dog," it takes some research and a lot of convincing. I knew this would not be an easy sell. I would first need research supporting what I already know to be true... dogs are good for you. But my opinion required backup from official sources. I found many articles supporting just how challenging police work is for your mental health. I contacted Valerie Thomas of Mindfulness Therapy Dogs, LLC as they were identified in the original article which I had read. While she had never worked with law enforcement before, she felt confident that this was a great idea. After getting the initial head nod from the Director of Public Safety, it was on to the next hurdle.

I would need the support of everyone in our department, including civilian em-



**Left and Above:** Blue checks out the best places for potty breaks before he snuggles with Officer Bussell's son. Blue loves our family members as much as we do!

**Opposite, Left:** Officer Mueller's grandmother and Blue have a conversation about the tastiest dog biscuits.

employees, for this to become a reality. If we were to get a dog and the police department is to be his/her home, we ALL have to be the caregivers. I know the members of our small department quite well, but I was not sure this would be a “slam dunk” with everyone. To my surprise, in discussing the proposal with staff, only one officer was not interest-

ed. I guess not everyone is a dog person — who knew? After staff input and approval from the City Manager, we moved forward with requesting funds through the Gratiot County Community Foundation. Valerie had a dog ready to be trained if we were able to secure funding in time. The grant was submitted and on November 5, 2020 we were

notified that we were awarded the funds to purchase our therapy dog. My first call was to Valerie to make sure that “our” dog was still available and, thankfully, he was. She sent me photos and said he had been named according to his collar color. As fate would have it, it just happened to be BLUE!

The process did not stop there. It’s not just simply “write a grant, get a dog, and everyone lives happily ever after.” There was still work that needed to be done. Just like adding a pet at home, this decision impacts our daily operations and our budget. The responsibilities of having Blue cannot simply rest on one person due to scheduling and the priorities of our jobs. Prior to getting Blue, we all committed to providing veterinary care, grooming, food, and miscellaneous pet care items. We coordinated training dates with Valerie for everyone in our department to have the basic training for commands and expectations in owning a therapy dog. This process went very well, and I think we were all extremely excited to welcome Blue to the family.

Blue’s initial arrival made for a couple of interesting weeks. While getting acclimated to life at the Alma Police Department, he also needed socialization and continued training. We all needed a minute to get used to our new “normal” and we have all adjusted well.

As of May 2021, Blue is 11 months old, and he has been with us since mid-January. We have given Blue his own space at the department, where he lives. A converted storage closet now houses his cot and dishes, along with an activity board. Staff are required to log Blue’s activity and feedings throughout the day. Blue is trained to ring a bell when he needs to go outside and, while he is a sweet dog, he likes to mess with us, and the bell is not always indicative of need. When no one is around, Blue is kenneled but otherwise he owns the place.

Blue has his favorite officers but he loves everyone. While we got Blue to support





our officers, he has found his way into the hearts of everyone he meets. This is especially true in the community. It is not unusual to have residents stop by when Blue is out for a break just to greet him and get a few pats in. The children in Alma are familiar with Blue from interactions at school. Blue has been a great partner to our Community Service Officer, Casey Mueller. Officer Mueller often takes Blue on adventures including regular visits to our schools. There is just something about a dog that sparks conversation and brings a calming effect to an anxious child.

Blue has also partnered up with Detective Jeff Hedrick and made his way to the Child Advocacy Center and our Prosecutor's office. It has been truly a blessing to see the impact Blue has had within our department and our community. The unexpected bonus has been the additional relationships we have been able to build utilizing Blue's unique training.

Blue's job is to provide emotional support to the officers of the Alma Police Department. The social and emotional support dog training has given him the skills to help staff in ways we may not ever realize. Some health benefits associated with therapy dogs are lowered blood pressure and heart rates, and the reduction of anxiety and depression. Now, I am sure some of you reading this are thinking this is soft and too touchy-feely. But if it is "okay to not be okay" then we must think outside of the box for our peers who may never believe those words. We must provide all available resources and for us, it meant bringing a dog into our family.

If you have further questions or are interested in learning more details about my research, sources, and/or our breeder contact, Valerie, please do not hesitate to reach out to me at [koverla@ci.alma.mi.us](mailto:koverla@ci.alma.mi.us). 🐾

**Kendra Overla has been the Chief of Alma Department of Public Safety since 2018. Before that she served the department as Lieutenant. She can be contacted at [koverla@ci.alma.mi.us](mailto:koverla@ci.alma.mi.us).**



**Above:** Blue visits our local schools with Community Service Officer, Officer Mueller.

**Opposite, Left:** Visiting our local schools with Officer Mueller and his son.

**Top, Left:** Blue is pictured here with Officer Hawkins' fiancé.

**Top, Right:** Officer Casey Mueller (left) and Sgt. Jake Gulick (right) posing with Blue



# FIRSTNET

## PROVIDING MOBILITY AND FLEXIBILITY FOR MICHIGAN LAW ENFORCEMENT

BY HARRY MARKLEY, SENIOR  
PUBLIC SAFETY ADVISOR FOR LAW  
ENFORCEMENT, FIRST RESPONDER  
NETWORK AUTHORITY

Technology is critical to the work of today's police force. Decades ago, we were celebrating the development of centralized databases and the advent of computer-aided dispatch systems. Now, agencies can use drones, thermal imaging, and other Internet of Things (IoT) devices to enhance police operations and make officers more efficient and safer on the job.

Mobile broadband technology is a key component of these advances. 4G LTE — and soon 5G — connections enable offi-

cers to access the same resources in the field as they would sitting at a computer in a police station. Gone are the days of having to return to the station to complete reports or upload video footage. And FirstNet — the only nationwide broadband network dedicated to public safety — provides officers the reliable broadband connection they need to operate on a daily basis or during any incident or emergency.

Police departments and sheriff's offices in Michigan are taking advantage of the secure, dedicated connection FirstNet offers. With FirstNet, they are experiencing the direct benefits of mission critical capabilities like priority and preemption,

which prioritize public safety traffic over commercial traffic, enabling first responders to communicate with minimal or no interruption — even when networks are congested. For agencies like the Grand Rapids Police Department and the Oakland County Sheriff's Office, FirstNet is making a difference and aiding officers in better serving their communities.

### GRAND RAPIDS POLICE DEPARTMENT

The Grand Rapids Police Department (GRPD) is a full-service police department under the leadership of Chief Eric Payne. The department serves the city of Grand Rapids, a largely urban area and home to approximately 200,000 residents. Units within the GRPD include the Special





Response Team, Vice Unit, Community Engagement Unit, and a Mounted Unit. They also run the city's emergency communications center, providing call-taking and dispatching services for the police and fire departments.

The GRPD subscribed to FirstNet in 2018, after experiencing capacity and coverage issues throughout the city. They decided it needed a resilient network that provided officers priority and preemption to remain connected through network congestion. The GRPD is using FirstNet in their everyday operations to effectively and efficiently serve the residents and visitors of Grand Rapids.

#### FIRSTNET INCREASES EFFICIENCY DURING CALLS

Captain David Schnurstein has been with the GRPD for more than 20 years. He has seen the technology needs of officers

**This connectivity enables officers to run queries and look up information in the field rather than calling it in to dispatch, making the response to calls more efficient.**

evolve and has played a crucial role in advancing communications for the department. Mobile broadband is central to his strategy.

The GRPD patrol cars have FirstNet-enabled routers, connecting the officers' mobile data terminals to the databases and resources they need. This connectivity enables officers to run queries and look up information in the field rather than calling it in to dispatch, making the response to calls more efficient. The computer also makes information readily available for officers to use across traffic citations or other police reports. This minimizes the amount of retyping information and saves officers

valuable time. The officers are also able to upload in-car and body-worn camera footage and digital evidence from the field using the FirstNet connection.

Captain Schnurstein explained the importance of having a stable LTE connection while on the job. "We have to have broadband data out there in the field. That's where the work is," he emphasized. "With that data connection, officers can review video, they can review reports, they can do anything they need to from the laptop in the vehicle and not have to be sitting in the station. Having reliable, high-speed, wireless internet access is pretty critical to that."



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USA Bio Care is donating \$500 to the Robert J. Turner Foundation for every crime scene remediation that a MACP member provides. Monies go to families of fallen Michigan Officers. Join the mission and help families by calling us when our services are needed.

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### FIRSTNET ALLOWS FOR GREATER FLEXIBILITY

After serving in various areas throughout the department, Captain Schnurstein understands the many ways that mobile broadband can benefit public safety. The GRPD is looking at using PTT on FirstNet to keep everyone connected, especially for undercover officers, management-level roles, or situations where a radio is impractical or inaccessible. “It affords you the ability, in a management or a command role, to be able to monitor what’s going on in your area of responsibility,” said Schnurstein. “You’re no longer dependent on being in range of your radio network. As long as you have an internet connection, you can hear that traffic and have some situational awareness beyond what someone’s calling and relaying to you.”

Captain Schnurstein also sees FirstNet enabling more flexibility for 9-1-1 services. More public safety answering points (PSAPs) are building backup centers in the event the main PSAPs facility is inaccessible. Captain Schnurstein believes advanced technology, infrastructure, and FirstNet will make it possible to have fewer pieces of equipment required in those backup centers, allowing call-taking and dispatching services to happen from anywhere.

### OAKLAND COUNTY SHERIFF’S OFFICE

The Oakland County Sheriff’s Office (OCSO) is the largest full-service sheriff’s office in the state. Led by Sheriff Michael

J. Bouchard, the agency provides contract police services to 365,000 residents in 15 cities, villages, and townships, provides support services to the entire county of 1.25 million residents, patrols 450 inland lakes, runs a full-service accredited forensic laboratory, oversees a 1,600-inmate jail, and operates several specialty units.

The OCSO subscribed to FirstNet in early 2018 to support its connectivity needs. Since then, the agency has used FirstNet to give deputies access to advanced capabilities that help them better serve and protect communities throughout Michigan. Lieutenant Steven Schneider has been with OCSO for more than 25 years. As the main IT liaison for the agency, he is responsible for all technology and related equipment for corrections, the crime lab, and patrol. Lieutenant Schneider said that FirstNet has enabled his agency to expand their use of technology to many different devices. “Every time something comes up where I need to have connectivity, I immediately look to FirstNet.”

### PUSH-TO-TALK ON FIRSTNET AUGMENTS RADIO COMMUNICATIONS

One of the initial ways the OCSO used FirstNet is for LTE push-to-talk (PTT) capabilities, enabling deputies to communicate at the push of a button from their smartphones. Lieutenant Schneider described using PTT as a way for deputies to save time and carry out their duties as efficiently as possible without tying up the radio or dispatch unnecessarily. Each

specialty unit and substation within the OCSO has a PTT channel for quick and easy communication within their group. PTT also provides a backup option in the event the agency’s land mobile radio system is unavailable, or if a deputy’s radio dies while in the field.

### FIRSTNET SECURELY TRANSMITS SENSITIVE DATA

The OCSO is also using FirstNet to support inmate services at the Oakland County Jail. Secure, state-approved applications are used on tablets with ruggedized cases to connect inmates to remote court proceedings, telehealth medical visits, and mental health services, such as evaluations by licensed psychiatrists, regular appointments and sessions, and competency evaluations by the state forensic center.

Security of the data is critical to the OCSO, as the tablets are used to transmit sensitive information. FirstNet is built with end-to-end encryption, user authentication, and round-the-clock monitoring to protect the data that first responders share and receive. Lieutenant Schneider explained that using the tablets on the FirstNet network gives them confidence their connection is secure and reliable. “The tablets are utilizing full LTE service,” said Schneider. “In doing so, we dedicate ourselves to high-speed communications, and we lose the lag time or some of the other interruptions you may have by utilizing Wi-Fi. This has worked out extremely well for us.”

### MOBILE SOLUTIONS PROVIDE COST SAVINGS

Lieutenant Schneider explained how FirstNet gives law enforcement agencies access to technology that enhances the way they perform their jobs. “There are a whole host of things I can do utilizing FirstNet that touches all the different areas of law enforcement,” he said. “We want to see our Deputies having that freedom and being able to utilize the technology in a fashion that is going to be more productive.”

To provide deputies with access to as many resources as possible, the OCSO



is exploring options to transform their in-vehicle computing options. The agency has launched a mobility project testing a vehicle docking system, enabling deputies to use their cellphones as a one-stop shop communications tools – from dispatching to accessing secure databases and more. This gives deputies the flexibility to access data while maintaining maximum mobility on duty.

While in their vehicles, the phone can be plugged into a dock and operate as a laptop. When they arrive on-scene, deputies and investigators can take the phone with them and securely access all the same databases, resources, and law enforcement-sensitive information as they would using mobile data computers fixed in patrol cars. As a dedicated network for first responders, FirstNet enables mobile access to this information via its reliable, secure, and prioritized connection for public safety users.

Transitioning to a mobile in-vehicle experience will give deputies more freedom while on patrol, allowing them to better serve their communities. These solutions will also provide a major cost savings to the agency. The OCSO estimates this could potentially save \$2,500 per car for 200 patrol cars – a total savings of \$500,000.

#### FIRSTNET IS BUILT FOR PUBLIC SAFETY

Law enforcement agencies are responsible for many tasks that extend beyond patrol. As officers and deputies face daily incidents and once-in-a-lifetime emergencies, FirstNet enables them to do their jobs more efficiently with a reliable, secure connection to the communications tools they need.

If you have questions or would like to get more information on how FirstNet can support state and local public safety, contact Kyle Richardson, Senior Public Safety Advisor for Michigan, at

Kyle.Richardson@firstnet.gov or (202) 510-8122.

Learn more about how FirstNet is transforming communications for law enforcement — sign up for our law enforcement newsletter and visit [firstnet.gov/police](http://firstnet.gov/police). Follow us on Twitter, Facebook, Instagram, and LinkedIn for the latest FirstNet Authority updates.

For information on FirstNet products and services, visit [FirstNet.com](http://FirstNet.com). 📱

Harry Markley is the senior public safety advisor for Law Enforcement. Harry joined the First Responder Network Authority (FirstNet Authority) after more than 30 years with the Phoenix Police Department. Harry started his career as a patrol officer and was promoted through the ranks to assistant chief of police. As assistant chief, Harry led the patrol division, the tactical response team responsible for crowd control, and the downtown operations unit responsible for all city sporting events. Contact Harry Markley at [Harry.Markley@firstnet.gov](mailto:Harry.Markley@firstnet.gov) or by phone at (571) 524-1853.

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# SPOTLIGHT PARTNER: SAIMA MOHSIN

## ACTING UNITED STATES ATTORNEY – EASTERN DISTRICT OF MICHIGAN

My name is Saima Mohsin and I have the honor of serving as the Acting United States Attorney (AUSA) for the Eastern District of Michigan. Our core mission is to protect the public, faithfully enforce the law, and seek justice for all. Headquartered in Detroit, the United States Attorney's Office for the Eastern District of Michigan is home to approximately 6.5 million people and covers 34 Michigan counties in the eastern half of the state. Our office is widely recognized for significant prosecutions involving international and domestic terrorism, violent crime, public corruption, environmental crime, financial fraud, drug trafficking, civil rights, and numerous other criminal and civil matters. We have branch offices in Flint and Bay City, and have a staff of more than 245 employees, including approximately 120 Assistant U.S. Attorneys (AUSAs).

I am grateful for this opportunity to introduce myself, describe the office's priorities, and highlight our ongoing efforts to strengthen the collaborative relationships we have with our state and local partners. When I immigrated to the United States with my family from Pakistan at age four, I never imagined I would one day serve as the District's chief federal law enforcement official. My journey as an immigrant is full of tales of sacrifice, struggle, and hard work tempered by the blessings of tremendous opportunity, kind, welcoming and helpful neighbors and friends, and the freedom to dream big. I embraced the core American values of a strong work ethic, a good education, and achieving with integrity. I fulfilled my dream of one day becoming an attorney when I graduated from Rutgers Law School in Camden, New Jersey in 1994.

As an immigrant, I am keenly aware of the devastating and crippling effects of lawlessness in nations rife with corruption. I

believe that adherence to the rule of law is the backbone of a civilized society and essential to preserve individual freedoms. My passion for protecting the public and upholding the rule of law led me to a career in criminal prosecution.

I began my professional career at the Manhattan District Attorney's Office under the legendary District Attorney Robert M. Morgenthau, who was the inspiration behind the television show, *Law and Order*. Crime rates in New York City in the mid-1990s remained among the highest in the nation. During my tenure as an Assistant District Attorney, I was on the front lines of an effort to reduce the high levels of crime in the city, and I saw first-hand how the cooperative relationship between the prosecutor's office and local law enforcement led to positive results.

In 1999, I joined the New Jersey Attorney General's Office, Division of Criminal Justice and turned my attention to organized crime investigations. As a Deputy Attorney General assigned to the Organized Crime and Racketeering Bureau, I investigated and prosecuted complex criminal organizations involved in human trafficking, kidnapping, murder, arson, extortion, prostitution, and fraud. I worked hand-in-hand with state investigators, police officers, and federal agents to disrupt and dismantle criminal enterprises using all available investigative tools. We used wiretaps, active cooperators, and undercover police officers, among other techniques, to identify the scope and breadth of the criminal activity, to discover the identity of the perpetrators, and to gather evidence. These cooperative relationships were essential to success. For instance, I spearheaded a complex three-year long state human trafficking investigation involving members of a transnational criminal organization.



In addition to uncovering evidence of violations of New Jersey State law, our investigation also developed evidence of the commission of crimes occurring beyond our reach in other states and in violation of federal law. We began to work collaboratively with federal law enforcement and the United States Attorney's Office in New Jersey. At the conclusion of our joint investigation, we realized that bringing federal charges was the best way to secure important evidence outside of our jurisdiction, hold all culpable defendants ac-



countable, and achieve the best outcome. The defendants in that case were convicted of serious felonies and received significant federal sentences.

In 2002, I joined the United States Attorney's Office and moved to Michigan. I served in the Violent and Organized Crime Unit, the Drug Task Force, and the General Crimes Unit. During the last 18 years I have handled a wide variety of complex cases and investigations, including offenses involving firearms, violence, drug trafficking, child exploitation and human trafficking, theft and fraud, sports bribery and corruption. I worked alongside numerous state and local law enforcement officers and many different federal agencies. These partnerships improved the likelihood of successful outcomes. I have many examples of these successes, but one recent case stands out. In that case, I prosecuted members of a violent motorcycle gang for violating the racketeer influenced corrupt organizations (RICO) law. Gang members had commit-

ted serious felony offenses in other states, but the local authorities had been unable to bring criminal charges in their jurisdictions. I worked closely with law enforcement officers in Arizona, Alabama, and Ohio, and used evidence they had gathered in their investigations to prosecute and convict these gang members for RICO violations in Michigan.

In 2018, I became the First Assistant United States Attorney (FAUSA) and served as the second-in-command and chief advisor to the United State Attorney, Matthew Schneider. I also oversaw the office's civil and criminal litigation, its appellate division, as well as all administrative operations. I became the Acting United States Attorney on February 2, 2021 when Mr. Schneider departed the office after the change in presidential administrations.

I have spent my career working alongside local, state, and federal law enforcement officers to prosecute criminals and protect the public. My experiences have

shown that forging strong state/federal partnerships make our communities safer. These partnerships lead to innovative crime prevention strategies, promote efficiencies, and enhance the public's overall confidence in the criminal justice system. Building these relationships requires leadership. Since 2018, our office has focused on expanding and strengthening our state/federal partnerships.

We committed AUSA resources to the Drug Enforcement Administration's newly constituted Organized Crime Drug Enforcement Task Force (OCDETF) Strike Force. The Strike Force is comprised of state and federal law enforcement officers and analysts, all co-located to investigate large sale drug trafficking and money laundering organizations. Our AUSAs actively participate in these investigations and provide real-time assistance to task force officers.

We successfully expanded our Project Safe Neighborhoods program through grant



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funding and other resources. Our office prosecutes significant firearms cases in collaboration with local law enforcement in Detroit, Saginaw, and now, Jackson, Michigan. Through Project Guardian, we secured grant funding to cross-designate a Jackson County Prosecutor as a Special Assistant United States Attorney. This will now allow us to prosecute Jackson County firearms offenses and gang activity in federal court.

Our office has forged a strong partnership with the Detroit Police Department (DPD). Our AUSAs participate in weekly GunStat meetings and in the innovative Ceasefire gang violence reduction program. We work collaboratively with the DPD and our federal partners to identify and prosecute individuals and gangs who are responsible for the violence in the city. In 2020, our office spearheaded two Detroit-based violence reduction initiatives: Operation Relentless Pursuit, and

Operation LeGend. During the six-month long Operation Relentless Pursuit, the United States Marshal Service apprehended 469 violent offenders who were fugitives from Michigan state courts. On July 29, 2020, the homicide rate in Detroit had increased by 32%, and non-fatal shootings had increased by 58% from 2019. We developed a strategy, launched Operation LeGend, surged resources, and worked with the DPD and our federal partners to successfully reduce violent crime in Detroit during the three month-long operation. Through Operations Relentless Pursuit and LeGend, we also secured more than \$2.4 million in grant funding for the Wayne County Prosecutor's Office, enabling that office to hire seven additional prosecutors to address the spike in violent crime.

Violent crime continues to rise in our cities and across the nation bringing unprecedented challenges to law enforcement.

We live in a time of increased mistrust of police and prosecutors, courts, and the criminal justice system as a whole. Fear, intolerance, and rage have polarized our nation, eroded confidence in our democratic institutions, and fueled violence. A proliferation of mass shooting incidents and hate crimes have terrified the public and minority communities who fear race-based victimization. In this increasingly fraught environment, we in law enforcement are called upon not only to combat violent crime and make our communities safer, but to improve perceptions of unfairness and inequality and help restore faith in rule of law. Together, we can meet these challenges with innovation, collaboration, and a renewed commitment to robust community engagement. Together, we can make our communities safer. ■

You can reach the United States Attorney's Office Eastern District of Michigan at (313) 226-9758.

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# ORGANIZATIONAL TRANSFORMATION IN POLICING

## INTEGRATING ANALYSIS WITH LAW ENFORCEMENT OPERATIONS

BY JESSICA DOCKSTADER; JAMES R. “CHIP” COLDREN, PH.D.;  
AND RACHEL JOHNSTON, PH.D., CNA CENTER FOR JUSTICE  
RESEARCH AND INNOVATION

Now more than ever, law enforcement agencies are engaging in comprehensive reviews of their administration and operations, particularly as they relate to community engagement, racial bias, diversity and inclusion. We suggest that a well-conceived integration of research and analysis with police operations and administrative expertise will give agencies the best chance at the organizational transformations they desire.

By integrating methodologically sound scientific research grounded with field operations analysis, local, county, and state

police organizations can achieve practical results that save lives, promote justice, and improve efficiency, trust, and accountability in justice system operations.

Cities such as Fayetteville, NC; Chicago, IL; Las Vegas, NV; Philadelphia, PA; Spokane, WA; Charleston, SC; Maricopa County, AZ; and Albuquerque, NM have all worked through comprehensive analyses of use-of-force incidents, traffic stops, civilian complaints, police shootings of civilians, and many other aspects of police operations and administration, to include community policing and engagement, with uniformly positive results. Through such analyses, they have improved their training, investigations, community engagement, internal and external accountability mechanisms, and procedural justice.





Agencies in Michigan have taken advantage of such organizational transformation. For example, the Flint Police Department reduced its firearm investigation backlog, enhanced its crime analysis capabilities, and re-structured its property room. Under a similar initiative, the Detroit Police Department enhanced its crime analysis capabilities and improved the effectiveness of domestic violence homicide investigations. The Lansing Police Department, and the Michigan State Police also enhanced the application of evidence-based practices in policing operations.

Hundreds of other police agencies across the country are working on a variety of capacity enhancement and organizational transformation projects pertaining to civilian complaint systems, use-of-force investigations, ambushes of police officers, predicting officer safety and risk of injury, police-led homicide support groups, community policing and community engagement, and more. It is critical to work collaboratively, to identify and analyze opportunities for growth with subject matter expertise and proven analytical strategies.

The Las Vegas Metropolitan Police Department (LVMPD) is another agency that received national recognition after working through organizational transformation regarding its use of force, civilian complaint, and community engagement practices; other law enforcement agencies across the country used it as a blueprint for reforming their own practices. For example, the Baltimore Police Department established a force investigation team, a model unit adopted by the LVMPD. In advance of their collaborative reform engagement, the Philadelphia Police Department began implementing various recommendations directly from the improvements in Las Vegas, to include posting investigation summaries online — an emerging best practice in transparency. The results achieved in Las Vegas have been hailed as a success by several independent sources.

As the result of an organizational assessment, the Charleston, SC Police Department (CPD) found strengths within the agency alongside a number of opportunities for the agency to ensure greater accountability and further improve community relationships. Recommendations for the CPD included addressing racial disparity in traffic stops, poor data-collection practices, imprecise use-of-force policies and professional standards, gaps in community engagement efforts, and weak accountability mechanisms. The CPD moved quickly to strengthen community engagement practices, reorganize staff for better professional development, institute culture and diversity training for every new officer, initiate community-oriented policing training for supervisors, upgrade the use-of-force reporting software, and more. Videos found at <https://www.cna.org/research/charleston> detail the CPD's continued efforts and engagement with both officers and the community to ensure the successful implementation and sustainability of these improvements.

**By integrating methodologically sound scientific research grounded with field operations analysis, local, county, and state police organizations can achieve practical results that save lives, promote justice, and improve efficiency, trust, and accountability in justice system operations.**

It is imperative to work with experienced researchers and practitioners from across the country, as well as experts in communications, criminal justice, racial bias analysis, and law enforcement operations while undergoing an organizational transformation. A strong team comprised of practice-oriented and academic researchers produces consistently objective and tailored reviews and assessments. They also can work with law enforcement agency leaders and line officers to review and validate the analysis.

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By working collaboratively with researchers, justice-system stakeholders, and community partners, your agency can transform through the following strategic steps.

### ASSESS THE ORGANIZATION

- Review policies (use of force, early intervention systems, internal investigations, community engagement, etc.)
- Conduct a technology assessment
- Review training plans and strategies
- Conduct assessments of community policing strategies

### COLLECT ORGANIZATIONAL DATA

- Survey officers and community members on procedural justice
- Interview department personnel
- Interview community members
- Interview city officials
- Observe training sessions, roll calls, and other operations
- Conduct ride-alongs
- Host community listening sessions
- Collect administrative or operations data on offenses, incidents, calls for service, etc.

### ANALYZE THE DATA

- Analyze traffic stops and field contacts
- Analyze use-of-force reports
- Analyze recruitment, hiring, and retention strategies
- Analyze deadly force investigations


### IMPLEMENT CHANGE

- Develop communication strategies, include social media
- Develop community surveys
- Develop community engagement strategies
- Mentor newly appointed Chiefs
- Revise policies and procedures
- Revise training curricula
- Provide subject expertise
- Provide peer-to-peer exchanges
- Provide training

The Fayetteville, NC, Police Department worked with an independent research organization to hold periodic community listening sessions throughout their assessment. These sessions helped to identify community members for interviews and issue areas to examine further. These community meetings not only provided the agency with an opportunity to hear directly from a larger sub-

set of the community, but also empowered the community to influence continued and sustained change.

An independent research organization will conduct comprehensive agency reviews in such areas as — technology, investigations, community engagement, crime analysis, and prosecutor collaboration — that combine objective data-driven analysis with subject matter expertise to deliver actionable, transparent, unbiased, achievable, and credible recommendations. If you are looking to transform your agency, improve operational strategies, or build stronger relationships with your community, or for more information about how CNA can help you and your agency, please contact:

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CNA Vice President and Director, Safety and Security  
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- Joseph B. Butcher  
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Jessica Dockstader is a Research Specialist with a background in psychology and officer safety. Ms. Dockstader currently works in the CNA Institute for Public Research Safety and Security Division, where she supports training, technical assistance, research criminal justice projects, and officer safety. Ms. Dockstader serves as project manager monitoring the effects of the COVID-19 pandemic on law enforcement agencies and as deputy project manager examining the impact of field training officers on law enforcement agencies and determining areas for improvement within the hiring, recruitment, and training process. She can be contacted at [dockstaderj@cna.org](mailto:dockstaderj@cna.org).

Dr. James R. “Chip” Coldren, Jr. is the Director of the Center for Justice Research and Innovation for the Safety and Security Division at CNA Corporation. He has more than 35 years of experience with research; program and policy evaluation; policy development; advocacy; development, coordination, and delivery of training and technical assistance; and justice system reform. Dr. Coldren serves as a project director, a Principal Investigator, and senior advisor and contributor on other CNA research projects. He can be contacted at [Coldrej@cna.org](mailto:Coldrej@cna.org).

Dr. Rachel Johnston works directly with law enforcement agencies, to guide analyses, share and document best practices, and evaluate program effectiveness. She has over 20 years of experience in policing organizations and policy, criminal justice systems reform, violence prevention, and justice systems collaboration. She can be contacted at [JohnstonR@cna.org](mailto:JohnstonR@cna.org).

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# STATE ASSOCIATION OF CHIEFS OF POLICE

BY CHIEF CLIFFORD A. BLOCK

Did you know that Michigan has a divisional seat at the table within the International Association of Chiefs of Police (IACP), giving you a voice that can be heard? More accurately, I should say we have two seats, more on that later. There is a division of the IACP called the State Association of Chiefs of Police (SACOP) with a history that dates back to the 1962 IACP Annual Conference. There, a small group of chiefs gathered to discuss forming a committee within the IACP for the state associations

of chiefs of police to assemble and discuss mutual concerns, interests and issues. The group grew and continued to meet at the annual conference for the next decade before being officially sanctioned as a committee by the IACP Board of Officers in 1972. In 1977, with the approval of a constitutional amendment, SACOP became an official division of the IACP.

The Division of State Associations of Chiefs of Police (SACOP) shall be established and operated in accordance with the IACP Constitution, rules, and ob-

jectives, and as an integral part of the Association. SACOP shall serve as a coordinating body between the separate state associations of chiefs of police and the membership of the Association not holding membership in such separate state associations. It shall be the responsibility of SACOP, through its officers, to disseminate the views and needs of the membership of the state associations to balance the Association membership in such matters as suppression of crime, officer safety and wellness, police equipment, highway safety management, communications systems, training, legislative issues and IACP resolutions/model policies, and other such matters as may become apparent and necessary from time to time. (IACP Rule & Policy Manual, December 2020, p. 67)

SACOP active members consist of three members from each participating state; the Executive Director of the state association, the current President of the state association, and one liaison, commonly a chief/director, named as the State Representative. Although there are up to three active members, each state only gets one vote. Annual dues are \$500 and your Michigan Association of Chiefs of Police (MACP) has been a participating member for at least the past twenty-five years. SACOP affiliate members consist of chiefs of multi-state, regional, or local Chiefs Associations and must be active/associate members of the IACP. The Smaller Department Section members are also SACOP affiliate members. SACOP affiliate members cannot hold office or vote. SACOP Division meetings are held twice a year, during the fall annual conference and the spring midyear conference.

Each state is assigned to one of four regions: Mountain Pacific, North Atlantic, North Central, or South. Michigan is one of forty-eight states participating in SACOP and one of thirteen states with-





in the North Central Region, which also includes the states of Ohio, Indiana, Illinois, Kentucky, Wisconsin, Missouri, Kansas, Nebraska, Iowa, Minnesota, South Dakota, and North Dakota. The executive directors and the state representatives have regularly scheduled conference calls and/or virtual meetings to share information, concerns, successes, and ideas. The executive directors from all participating states meet as a group, whereas, the designated SACOP state representatives meet according to region. Your North Central Region meets on the first Tuesday of the month. Although these meetings are held separately, there is opportunity to share and disseminate information during the regularly scheduled SACOP Executive Committee Meetings.

The SACOP Executive Committee meets on the first Thursday of the each month.

The active voting members consist of the General Chair and Vice Chair, Secretary/Treasurer, each of the four Regional Chairs, Immediate Past General Chair, the Smaller Departments Section Chair, SafeShield Chair, and the Executive Director Committee Chair. Michigan holds two of the eleven seats at this table. I have the honor of representing Michigan as the State Representative and the North Central Region as the Regional Chair and our very own Executive Director Robert Stevenson has the honor of holding the Executive Director Committee Chair position. We have the privilege to advocate for Michigan and each of the state associations within our respective groups.

Two committees and one section reside under the umbrella of SACOP to include the Executive Directors' Committee, the Smaller Department Section, and the SafeShield Committee. The Executive

Directors' Committee is comprised of the Executive Director from each of the state associations of chiefs of police. This committee meets twice a year in person and several other times per year virtually. This provides a critical opportunity to enhance our state associations through sharing ideas, emerging issues, training programs, presenters, conferences and accreditation resources. "The SACOP Executive Directors' Committee has directly benefitted the MACP in many ways," said Executive Director Robert Stevenson. "Among these include conference improvements, our Accreditation Program, the Byrne Jag grant to send chiefs to the IACP conference and providing a direct voice to the IACP leadership. The Committee is dedicated to helping each state association be the best it can be."

The Smaller Department Section was formed to serve as the collective voice of



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law enforcement executives with fewer than 50 officers or populations of 50,000 and fewer, which we all know represents most of the departments within the nation. This section addresses the unique needs of these agencies, provides a forum for the exchange of information, and advocates on behalf of these agencies with policy makers. The Smaller Department Section meets at least twice a year during the IACP annual

provided programs specific to officer safety at both the annual and midyear conferences as well as developed other initiatives to assist in creating a culture of safety. The more recently developed IACP Officer Safety and Wellness Symposium is an initiative which had its origin within SafeShield. The virtual symposium held in March had over 1000 participants. The SafeShield Committee is comprised of

## The IACP provides you one of the largest, most diverse, far-reaching platforms for your professional network.

and midyear conferences providing a platform to share ideas, issues, and network with other leaders facing similar challenges and successes. "The Smaller Department Section gives a voice to police chiefs in small and rural agencies within the IACP. Many times, membership in the IACP seems to be lost among the larger cities and departments. Small law enforcement agencies are the majority of departments in the United States. Having a section where every chief can be heard and can collaborate with others is an asset, especially during these trying times in our profession," said Smaller Department Section Chair Sean Marschke. Joining the Smaller Department Section is only an additional \$20 to your IACP membership. If you have questions about this section you can contact the Section Chair, Chief Sean Marschke at [marschkes@sturtivant-wi.gov](mailto:marschkes@sturtivant-wi.gov).

The IACP has long understood the importance of officer safety and the role and responsibility of police leaders regarding this topic. In 2002, the IACP created the SafeShield initiative with the goals of identifying problems and threats impacting officer safety and wellness and finding solutions that incorporate improved policies, training, equipment, and uniforms. In 2006, the IACP membership adopted the "A Vision for Officer Safety" SACOP resolution. This resolution embraced the SafeShield initiative philosophy and established that law enforcement leadership must create an environment where officer safety is a top priority. SafeShield has

IACP/SACOP members committed to officer safety and wellness.

The IACP staff is dedicated and have been incredible to work with in their support of SACOP. The IACP staff assists with many things including:

- Coordinating the SACOP initiatives with other divisions, committees, and sections within the IACP.
- Assisting with research funding and partnerships.
- Providing SACOP with the necessary amenities and personnel to facilitate meetings and provide operational support.
- Assisting with identifying emerging issues and coordinate and advocate for SACOP within those issues.
- Keeping each SACOP members informed via the *SACOP Update* weekly e-newsletter. The newsletter contains training opportunities, officer safety tips, articles on critical and timely issues, trends, and positive stories and the Pic of the Week.

The SACOP Executive Committee will be participating in a strategic planning session in 2021 under the direction of our General Chair Chief James Hicks. We are looking forward to this opportunity and believe it is long overdue. This will be a critical session as we develop goals and layout the roadmap as we chart the future of SACOP, during a very significant time in our profession. It is our goal to foster mutually beneficial communication from the

State Associations to the IACP and from the IACP to the State Associations. Recent critical engagement from SACOP included the use-of-force data collection efforts and the distribution of talking points for qualified immunity and use-of-force standards being proposed in police reform packages.

Those of you who are already members of the IACP understand the value of your membership. For those who are not, I strongly recommend that you consider joining. With a membership to the IACP you are investing in your career and the professional development of both you and your agency for less than \$200 a year, which many of your agencies may be willing to support. You will be joining an organization formed in 1893 that now has more than 30,000 members from over 150 countries and is a recognized leader in global policing. With your membership, you receive The Lead daily news briefings, the monthly publication of the Police Chief magazine, access to training in the new IACP Learn platform, access to the community forum, reduced rates to the most extensive law enforcement professional development, training, networking, and vendor shows in the nation, access to resources like model policies, training keys, publications and even discounted rates on travel, insurance and other services, just to name a few of the benefits. We all know the power of networking and the IACP provides you one of the largest, most diverse, far-reaching platforms for your professional network. Take advantage of what it has to offer.

Your Executive Director Robert Stevenson and I are honored and privileged to represent Michigan and we look forward to seeing you, hopefully in person, at an upcoming MACP/IACP/SACOP conference. Please feel free to contact us in the meantime. 🍀

**Cliff Block is the Chief of University Police at Saginaw Valley State University and former Chief of Police for the City of Midland with 28 years in law enforcement. He is a Past-President and remains active in the MACP with the Legislative Committee, the new Campus Public Safety Administrators Committee and is the Michigan SACOP Representative. He can be reached at [cablock@svsu.edu](mailto:cablock@svsu.edu).**





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# TRACK-KIT™

## MICHIGAN'S SEXUAL ASSAULT KIT TRACKING SYSTEM HELPS LAW ENFORCEMENT

BY MS. LORE A. ROGERS, J.D.

The statewide online tracking system for sexual assault evidence kits ("kits"), *Track-Kit*™, was implemented in 2018 to effectuate the 2014 Sexual Assault Kit Evidence Submission Act (SAKESA) and ensure that Michigan did not again experience stockpiling of untested kits at law enforcement agencies. SAKESA created 14-day deadlines for law enforcement to retrieve kits collected by healthcare or medical facilities and released by victims, and to deliver released kits to forensic science laboratories (labs) for testing.

*Track-Kit* allows healthcare, law enforcement, labs and prosecutors to track their own compliance with these deadlines. These users can set up notifications to alert them of upcoming deadlines. *Track-*

*Kit* also allows victims to track their own kit's progress through the criminal justice system.

The Michigan State Police (MSP) serves as the system administrator for *Track-Kit*, while the Division of Victim Services (DVS) within the Michigan Department of Health and Human Services (MDHHS) is responsible for monitoring healthcare, law enforcement, and lab compliance with the time frames enacted in the SAKESA, and for generating an annual report that reflects each agency's level of compliance with those time frames. The Compliance Project Coordinator creates this report from data entered into *Track-Kit*.

As of January 2021, a total of 4700 kits had been entered into *Track-Kit*, by healthcare, law enforcement or labs. As of

that same time frame, 408 (66%) of law enforcement agencies were registered, trained, and able to enter kit information into *Track-Kit*. The remaining 34% of law enforcement agencies are either not registered at all for *Track-Kit* or have not completed registration and training needed to enable them to enter kits assigned to them into the system.

When a law enforcement agency (LEA) is not registered to use *Track-Kit*, this creates significant challenges monitoring compliance and ensuring their timely delivery to labs for testing such as:

- Kits assigned by healthcare to a LEA that is not registered in *Track-Kit* are designated by healthcare in *Track-Kit* as going to a "non-participating law enforcement agency." When the LEA picks up the kit from healthcare, that

Figure A: Sample Law Enforcement Dashboard Showing Breakdown of Kits Awaiting Pickup from Medical Facility.





transfer cannot be entered into *Track-Kit*, because that LEA is not participating in *Track-Kit*. As a result, *Track-Kit* continues to reflect that kit as being at healthcare, awaiting pickup from law enforcement, even though it has been picked up by the LEA.

- A kit assigned to a non-participating LEA cannot be tracked again until it is received by a lab. At that point, the lab enters information into *Track-Kit* that it has received the kit from the non-participating LEA. However, there is no way to determine whether the kit was picked up in a timely manner from healthcare by the LEA and/or submitted in a timely manner by the LEA to the lab for testing.
- More importantly, kits picked up from healthcare by a non-participating LEA can become out of compliance with the law by sitting undetected at that LEA for an undetermined amount of time, without being submitted to the appropriate lab for testing.

By way of example, in January 2021, due to an unrelated issue, a kit assigned to a non-participating LEA came to the attention of the Compliance Project Coordinator in the DHHS DVS. After con-

firmed with the lab that this kit had not yet been received in the lab for testing, the coordinator reached out to the healthcare provider to find out whether the kit had been picked up by the LEA. Healthcare confirmed that the kit had been picked up by law enforcement in early March of 2020. Healthcare was also able to tell the Compliance Project Coordinator which LEA picked up the kit. After phone conversations with an officer at that LEA, the Compliance Project Coordinator learned that the LEA had in its possession at least 6 unsubmitted, untested kits, all of which had been collected and released for testing months earlier. None of them had yet been submitted to the lab for testing.

*Track-Kit* is a tool that can enhance a LEA's ability to manage and track its own compliance with SAKESA. When a LEA is registered in and using *Track-Kit*, this inter-

**The remaining 34% of law enforcement agencies are either not registered at all for *Track-Kit*™ or have not completed registration and training needed to enable them to enter kits assigned to them into the system.**

nal stockpiling of untested kits can easily be prevented. The LEA's assigned personnel can view charts in its own portal that quickly show when kits are nearing the deadline — and when they have passed the deadline — for pickup from medical facilities and for submittal to the lab. See figure A for an example of the data a LEA can quickly see about kits awaiting pickup from medical facilities when in *Track-Kit*. See figure B for the data about kits pending submission to a lab.

As well, the Compliance Project Coordinator for the state can see when a LEA has several kits that have passed the deadline and can reach out to that department to facilitate submission to the lab.

Some LEAs are small and do not conduct their own sexual assault investigations. Instead, they may have working agreements with other law enforcement agen-

Figure B: Sample Law Enforcement Dashboard Showing Breakdown of Kits in LEA Possession (Pre-Lab) and Status of Submission to Lab.



cies, such as the MSP or their county sheriff, to investigate sexual assault crimes and to handle the pickup and delivery of kits for testing. Those small agencies may never need to register to use *Track-Kit*. However, it will significantly reduce the likelihood of inadvertent stockpiling untested kits if all those LEAs that do investigate these crimes are participating in *Track-Kit*.

Registering with *Track-Kit* and getting users trained to enter kit information is a relatively simple process. The LEA can contact the administrator of *Track-Kit* via email at [MSP-SAEK@michigan.gov](mailto:MSP-SAEK@michigan.gov) requesting access to *Track-Kit*. The MSP administrator will email a data collection sheet to the LEA, with a one-page guide to filling out that sheet. The LEA completes the data collection sheet and returns it to the MSP. The MSP registers that LEA, sets up user accounts, and then notifies the

LEA and its users of their account settings and how to access the online *Track-Kit* tutorial. When the LEA users have completed the online tutorial, the LEA notifies the MSP that training has been completed and the MSP moves that LEA to “live” status in *Track-Kit*.

There is one issue that has been understandably frustrating for law enforcement officers using *Track-Kit*. An individual user’s log-in authorization is deactivated if they have not logged into the system for 60 days or more. This 60-day deactivation was a cyber-security requirement of the Michigan Department of Technology, Management and Budget, and cannot be changed by the system administrator. Both the MSP and the DVS recommend that officers registered in the system try to log in every 30 days to keep their accounts from being deactivated. Users whose accounts have been deactivated may contact

the MSP at [MSP-SAEK@michigan.gov](mailto:MSP-SAEK@michigan.gov) to request reactivation.

LEAs with questions are welcome to reach out directly to any of the following staff of the MSP or the DVS for assistance:

- Matt Opsommer, Michigan State Police, [OpsommerM2@michigan.gov](mailto:OpsommerM2@michigan.gov)
- Meg Higham, Division of Victim Services, [HighamM@michigan.gov](mailto:HighamM@michigan.gov)
- Lore Rogers, Division of Victim Services, [RogersL4@michigan.gov](mailto:RogersL4@michigan.gov) 📧

**Lore A. Rogers** is a staff attorney with the State of Michigan Domestic and Sexual Violence Prevention and Treatment Board in the Division of Victim Services, DHHS. Ms. Rogers’ vast experience includes previously working for 13 years as a civil trial attorney, then for the Sexual Assault Prevention and Awareness Center at the University of Michigan, the Domestic Violence and Sexual Assault Services Program at the YWCA of Greater Flint, and at Domestic Violence Project, Inc./SAFE House in Washtenaw County. She can be contacted at (517) 449-6052.





## WINTER PROFESSIONAL DEVELOPMENT CONFERENCE WRAP-UP FEBRUARY 10-12, 2021 | AMWAY GRAND PLAZA RESORT

Despite the many challenges of the COVID-19 pandemic, the MACP was able to successfully hold its Winter Professional Development Conference at the Amway Grand Hotel in Grand Rapids from February 10 – 12, 2021. Planned while the State of Michigan was still on a virtual lock down, we held our breath as the conference dates grew nearer. Bars, restaurants and inside dining were still prohibited. In addition, inside capacities were reduced. Near the end of January some restrictions were lifted, and our conference was an official go!

Some 225 registrants and 85 exhibitors attended the conference. Among highlights were the first-class professional development sessions that were held in a ball-room spacious enough to allow for social distancing, yet we were still able to interact with the instructors. Our social events were held outside, and many attendees enjoyed hotdogs, chili and popcorn while dressed in winter clothes on a 15-degree afternoon!

Ironically, the last business conference held at the Amway Grand Hotel was the MACP 2020 Winter Conference and our 2021 Conference was the first large event since the pandemic began in March of 2020. Employees were recalled from layoff and the Amway Grand staff was thrilled to have us back. They thanked us profusely for being leaders by showing that a conference could be safely held.

All agreed it was nice to finally meet again in person after a 12-month lockdown. Although the conference was smaller and had a different look and feel, it was great! 🇺🇸







WINTER PROFESSIONAL DEVELOPMENT CONFERENCE WRAP-UP  
FEBRUARY 10-12, 2021 | AMWAY GRAND PLAZA RESORT

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# NEW MEMBERS

## ACTIVE VOTING

Chief Richard H. Barry III.....Potterville Police Department  
 Chief Ronald M. Beggs ..... Riverview Police Department  
 Chief Dale Boulter ..... Hastings Police Department  
 Chief Destinee R. Bryce .....Stanton Police Department  
 Chief Kevin A. Callahan .....Prairieville Township Police Department  
 Chief Dave Centala.....Elk Rapids Police Department  
 Chief Matthew Klosowski-Lorenz .....Tawas City Police Department  
 Chief Marlon C. Lynch .....MSU Police Department  
 Chief William Nicholson ..... Orchard Lake Police Department  
 Chief Jay Niles..... Columbia Township Police Department  
 Chief Allen Sharrow .....Richfield Township Department of Public Safety  
 Director Kenneth Werenski .....Grosse Pointe Shores Public Safety

## ACTIVE

Sergeant Kristopher J. Ambrose ..... Marshall Police Department  
 Captain Shannon D. Bagley .. Kalamazoo Valley Community College Public Safety  
 Sergeant Joseph F. Balowski ..... Sumpter Township Department of Public Safety  
 Lieutenant Madou Bazzi .....Dearborn Police Department  
 Sergeant Josh Belanger..... Grand Blanc Township Police Department  
 Sergeant Michael Cracchiolo..... Redford Township Police Department  
 Sergeant John DeGroot..... Kent County Sheriff's Office  
 Sergeant Todd Gilbert..... Grand Blanc Township Police Department  
 Lieutenant Mike Giorgi.....Troy Police Department  
 Lieutenant Nathan Gobler .....Troy Police Department  
 Detective Sergeant Kirsten C. Goodspeed .....Manistee City Police  
 Sergeant Stacy Ann Hayne .....Livonia Police Department  
 Lieutenant Todd Johnson .....Metro Police Authority of Genesee County  
 Lieutenant Josh Jones .....Troy Police Department  
 Lieutenant Emily Kalman ..... Kent County Sheriff's Office  
 Sheriff Shawn Kraycs .....Crawford County Sheriff's Office  
 Lieutenant Matthew Kreft ..... Lansing Police Department  
 Sergeant Kenneth Losey.....Schoolcraft College Police Department

Sergeant Veronica Lyles.....Lincoln Park Police Department  
 Sergeant Robert Manar .....Novi Police Department  
 Captain Keith Mankel..... Walker Police Department  
 Sergeant Jennifer Mansfield ..... Redford Township Police Department  
 Lieutenant Matthew Mayes .....Schoolcraft College Police Department  
 Sergeant William T. McCoy ..... Grand Blanc Township Police Department  
 Sergeant Richard McQueen .....Schoolcraft College Police Department  
 Captain Bryan Muir..... Kent County Sheriff's Office  
 Sergeant Carla Murray .....Schoolcraft College Police Department  
 Captain Larry Perry .....Oakland County Sheriff's Office  
 ASICS John Pias..... Bureau of ATF  
 Lieutenant Jay M. Rendon .....Davison Township Police Department  
 Chief Karen Rivard .....Kalamazoo Valley Community College  
 Lieutenant Larry Schehr .....Troy Police Department  
 Officer Joe Sears ..... Auburn Hills Police Department  
 Lieutenant Frank Shuler .....Troy Police Department  
 Sergeant Adam G. Shulman ..... Canton Township Police Department  
 Captain Ellery Sosebee ..... Lansing Police Department  
 Accreditation Manager Barclay Stewart ..... Dundee Police Department  
 Sergeant Scott Theede ..... Grand Blanc Township Police Department  
 Captain Timothy Unangst..... Western Michigan University Police Department  
 Deputy Chief Jason Allen.....St. Clair Shores Police Department  
 Sergeant Kevin Gleesing ..... Portage Department of Public Safety  
 Assistant Chief Victor Green.....Kalamazoo Department of Public Safety  
 Captain Keith Mulder..... Holland Department of Public Safety  
 Sergeant Aaron Quinn ..... Grand Blanc Township Police Department  
 Sergeant Eric M. Rodgers.....Mott Community College Police Department  
 Lieutenant William Russell .....Lakeview Police Department  
 Sergeant David Scott..... Clawson Police Department  
 Sergeant Darren D. Smith ..... Escanaba Public Safety  
 Sergeant Craig Stepaniak .....Denton Township Police Department  
 Sergeant Andy Vainner .....Ann Arbor Police Department

# HIGHLIGHTS

## ACCREDITATION RECOGNITION



Congratulations to Port Huron on their accomplishment of Re-Accreditation from the Michigan Law Enforcement Accreditation Commission. Pictured from left to right: Capt. Brian Kerrigan, Assist. Chief Marcy Kuehn, Accreditation Manager Gale Kicinski, Chief Joseph Platzer, and Lt. Jason Barna



Congratulations Zeeland Police Department for achieving accredited status. Pictured left to right: Chief Timothy Jungel and Sgt. Kevin Cisler, Accreditation Mgr.

## MACP FLAG FLIES AT PRESIDENTIAL INAUGURATION

Michigan's Multi-Jurisdictional Mounted Police Drill Team and Color Guard was invited to participate in the Inauguration of President Biden. This is the 4th consecutive inauguration the team has been invited to attend and the second time the MACP flag has proudly been carried. Due to COVID-19, this year was a virtual event. The team was assembled and the file by was recorded and played later at the virtual inauguration.

The team is comprised of current and retired state, county, and local officers that perform at community events throughout Michigan and into Canada. The Team was formed and run by Lorenzo Veal, II who is pictured below with the commemorative Inaugural Law Enforcement Badge presented to Michigan officers participating in a Presidential Inaugural event.



## HIGHLIGHTS

**IN MEMORIAM: Retired Chief Ronald A. Fasbinder | Southfield | E.O.W. February 28, 2021**

Ronald Adam Fasbinder, a longtime resident of Cadillac, MI and Spring Hill, FL, passed away on Sunday, February 28, 2021, at the age of 90. Ronald was born on October 14, 1930 and he married Jacqueline Marie McGraw on June 27, 1953. The couple spent over 60 wonderful years together until her passing in 2015.

He began his law enforcement career working for the Detroit Police Department. He retired as Chief of Police of the City of Southfield where he started as a patrolman and progressed through the ranks to become chief, totaling over 30 years of dedicated service. Ronald was awarded life membership with the

MACP in June of 1993.

Ronald's greatest joy was spending time with his children and grandchildren. He also enjoyed golf, playing cards, and traveling around the world with his wife. He is survived by his children, grandchildren, and great-grandchildren. He was preceded in death by his wife and his daughter.

**IN MEMORIAM: Retired Chief Edward Paul Ostin | Birmingham | E.O.W. November 4, 2020**

Retired Birmingham Chief Edward Paul Ostin died on November 4, 2020 at the age of 82 after a hard-fought battle with cancer. Chief Ostin started his police career as a Junior Clerk with the Detroit Police Department and was subsequently hired as a Patrolman by the Birmingham Police Department on April 16, 1960. He worked his way up through the ranks being promoted to Detective in 1965, Sergeant in 1967, Lieutenant in 1972, and Acting Police Chief in 1977. On May 16, 1978, he was appointed Chief of Police for the City of Birmingham where he served until his retirement on May 31, 2000, having served over 40 years in law enforcement.

Edward was a life-long learner and attended Lansing and Oakland Community Colleges, Wayne State and Madonna Universities. He majored in Criminal Justice, with a minor in Police Administration. Chief Ostin was a 22-year member of the MACP and awarded

Life Membership. Additionally, he served his country as a member of the U.S. Naval Reserve.

Edward was married to the love of his life and best friend, Sharon Ostin for over 30 years. In retirement, they spent time at their homes on Torch Lake and in Peoria, Arizona. He was an avid outdoorsman who really enjoyed fishing and hunting. He possessed a great sense of humor and had an infectious laugh. He will be missed by all who knew him. Chief Ostin is survived by his wife, Sharon, his two daughters, three sons, six grandchildren and three great-grandchildren.

**IN MEMORIAM: Retired Chief Lyle Howard Reddy, Sr. | Cadillac | E.O.W. April 23, 2021**

Ret. Chief Lyle Howard Reddy, Sr., of Villa Rica, GA, passed away on Friday, April 23, 2021 at 86. He was a graduate of Cadillac High School and worked as a mechanic for the Wexford County Road Commission after graduation. In 1966, he joined the Cadillac Police Department and retired in 1991, serving as Chief of Police for 10 years prior to his retirement. He was a long-time member of the MACP and was awarded Life Membership.

In addition to his law enforcement career, Ret. Chief Reddy attended the FBI National Academy and served 12 years in the United States Naval Reserves. Lyle and his wife, Charlene, owned Charlene's Restaurant located in Cadillac, MI from 1989 until 1993. After selling the restaurant, Lyle and Charlene moved

to Bisbee, AZ where Lyle served as the Mayor of Bisbee from 2000 until 2002. Survivors include his wife, Charlene Suzanne (Kunkel) Reddy, four sons, one daughter, eleven grandchildren, nineteen great-grandchildren and numerous other relatives. He was preceded in death by his first wife, Sharon (Williams) Reddy, his brother, Larry Reddy, and his parents, Lawrence Howard Reddy and Mildred Theresa (Wheeler) Reddy.







#### IN MEMORIAM

Fred Alan Posavetz, 64, of Washington Township, Michigan passed away with his loving family by his side on Monday, March 22, 2021 at the University of Michigan-Ann Arbor Hospital after battling COVID-19. He will forever be loved and remembered as a husband, father, brother, uncle, friend, and long-time sworn member of the law enforcement profession.

Fred was born on June 15, 1956 in Detroit. He was a graduate of Detroit Pershing High School, attended Wayne State University and graduated with a Bachelor of Science Degree in Criminal Justice.

Fred's many achievements in law enforcement include graduating from the FBI National Academy Class 220, a member of the MI Chapter FBI National Academy Associates training curriculum, being a long-time member of the MACP, serving as President of the Macomb County Police Chiefs and a member of the Clinton Township Police Department Honor Guard. His biggest honor was serving the community of Clinton Township as their Chief of Police for 14 years.

Spanning a 41-year career with the Clinton Township Police Department, Fred joined the department in April 1980. He became the first K-9 Officer for the department in 1987, promoted to rank of Sergeant in March 1991 and Captain in July 1996. Filling many roles as Captain until April 2007, he was promoted to the position of Chief of Police, whereby he proudly served until his passing.

Fred lived and loved life to the fullest daily, enjoying it with the devoted company of his family and long-time friends, which were his top priority. He was an avid fan of the outdoors, lawn maintenance, sports, and his community. His family and friends simply describe Fred as committed, strong, courageous and always joyful.

Fred is survived by his loving wife Marsha, 2 daughters, 2 sons, his 2 stepchildren, along with several other family members. He was preceded in death by his parents.

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#### NEW CAMPUS PUBLIC SAFETY COMMITTEE

The MACP is excited to announce the formation of the Campus Public Safety Administrators' Committee. It demonstrates an awareness of issues unique to Campus Law Enforcement and Campus Public Safety and Security Departments. The committee and its online community forum will provide a much-needed platform for strengthening Campus Public Safety in Michigan.

There is already strong interest as evidenced by how quickly the committee seats were filled with a diverse group of members

bringing a wealth of experience to the table and a solid foundation in place to get this idea off the ground. The MACP has created a unique community on the MACP Forums site called the Campus Public Safety Administrators' Group. It will be a great resource for those interested or involved in Campus Public Safety and provides a great complement to the existing MACP Forums. This is an invite-only community. Please contact the Committee Chair, Lt. Douglas Wing at (734) 487-1222 or [dwing@emich.edu](mailto:dwing@emich.edu) for further information.

# HIGHLIGHTS

## CHIEF SCOTT PIKE RETIREMENT IMLAY CITY POLICE DEPARTMENT

Chief Scott Pike retired from the Imlay City Police Department where he served as Chief from March 2016 through April 2021.

Before coming to Imlay City, Chief Pike was a Police Officer for the city of Port Huron for over 25 years. During his time at Port Huron, he served as a Patrol Officer, Special Response Team member, Use-of-Force Instructor, Range Master, Armorer, Hazardous Materials/WMD technician, St. Clair County Drug Task Force member, Special Crimes Unit member, Detective, Patrol Sergeant, Administrative Services Sergeant and Patrol Lieutenant.

Prior to retiring from the Port Huron Police Department, he worked for the Lake Havasu City Police Department in Arizona as a Patrol Officer and Narcotics Detective. He was also a Reserve Police Officer for the Oak Harbor Police Department in Washington State. Before starting his law enforcement career, Chief Pike served in the United States Navy from 1980-1988 as a jet engine mechanic and Master-at-Arms.

Chief Pike earned a Master's Degree in Public Administration from the University of Michigan, a Baccalaureate Degree in Criminal Justice from Eastern Michigan University, and an Associate's



Degree in Criminal Justice from St. Clair County Community College. He is a graduate of the 249th Session of the FBI National Academy, Northwestern University School of Police Staff and Command, Central Michigan University Law Enforcement Executive Leadership Institute and the Macomb Community College Center for Police Management and Leadership Studies.

On behalf of the MACP, we express our gratitude for a long and distinguished career in law enforcement and wish Chief Pike the best in retirement.

## CHIEF JOHN SCHULTE GROSS POINTE SHORES

On January 26, 2021, Gross Pointe Shores Chief/Director of Public Safety John Schulte retired after 42 years of police service. John began his police career in 1977 when he joined the Grosse Pointe Park Police Department and attended the Detroit Metro Police Academy. While at Gross Pointe Park PD he served as a Patrol Officer, Sergeant, Lieutenant, Detective Lieutenant and Deputy Chief.

In 1986, he attended the Wayne County Regional Fire Academy and EMT School and the department was fully consolidated to Public Safety in 1988. While serving as Lieutenant, he initiated the Eastern Wayne County SWAT and served 10 years as the team's first Tactical Commander.

John retired after 32 years of service from Grosse Pointe Park in 2010 and was appointed Chief of Police/Director of Public Safety in Grosse Pointe Shores in 2011 serving both Wayne and Macomb Counties. Grosse Pointe Shores was the first fully consolidated public safety department in the nation, merging its police, fire and medic services in 1911.

John Schulte said, "I feel truly blessed and grateful to have worked



with so many professional and dedicated officers in my 42 years on the job. It is my hope that municipalities continue to honor and strengthen our most noble profession. In my retirement I will be traveling with my wife, playing more golf and looking for a part-time position. Something where I do not have to be in charge!"

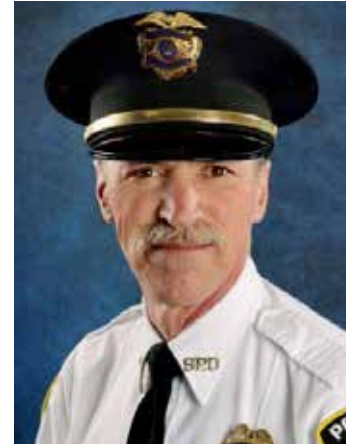
John has been married for 39 years to his wife, Colleen, and they have three children, Christian, Annie, and Kelly.

## CHIEF JOHN RILEY RETIREMENT CENTER LINE POLICE DEPARTMENT

Chief John Riley started his police career as a non-sworn police reserve officer for the Center Line Police Department in 1981. In 1986, he was hired by Center Line as a sworn Patrol Officer where he spent the next 20 years of his police career. John also served as Evidence Technician, Accident Reconstructionist, Detective, Patrol Sergeant, and Administrative Sergeant. In 2006, he retired as the Detective Sergeant. He was gone only two years before he was rehired by Center Line as the Director of Public Safety. In February 2011, he left Center Line to assume the Chief's position

in Sault Ste. Marie, Michigan. John served as Chief in Sault Ste. Marie until his final retirement on May 31, 2021.

John and his wife, Barbara, plan to enjoy a relaxing retirement on the front porch in the southern hills of Tennessee with many trips to visit their grandchildren.



## NCS GRADUATES



Row 1: Lieutenant Dave Gentner, Madison Township Police Department; Assistant Chief Matt Huber, Kalamazoo Department of Public Safety; Supervisory Special Agent Stephen Morse, Michigan Department of Attorney General; Lieutenant Rick Herren, Saginaw Township Police Department; Sergeant Thomas Smith, Huron Township Police Department; Lieutenant Brandon Hollenbeck, Auburn Hills Police Department; Lieutenant Chris Baldwin, Lansing Police Department; Captain David Malloch Michigan DNR – Law Enforcement Division; Special Agent Supervisor Jim Wood, Michigan Attorney General HCFD; Supervisory Special Agent Scott Shea, Michigan Department of Attorney General; Lieutenant Jordan Kobernick, Berkley Department of Public Safety; Chief Jay Rendon, Davison Township Police Department; Administrative Lieutenant Damon Knapp, Sturgis Police Department; Lieutenant Aaron Huguley, Southfield Police Department

Row 2: Director of Professional Development Neal Rossow, MACP; Administrative Sergeant Nicole Harris, Romulus Police Department; Sergeant Richard Burkart, Jackson Police Department; Lieutenant Terese Herrick, Monroe Police Department; Supervisory Special Agent Lorrie Bates, Michigan Department of Attorney General; Sergeant Chase Kobel, Howell Police Department; Lieutenant Wendie Collier, Detroit Police Department; Detective Lieutenant Tonya Laubscher, Midland Police Department; Captain Katherine Diehl, Lansing Police Department; Interim Deputy Chief Julissa Kelly, Hastings Police Department; Lieutenant Nathan Gobler, Troy Police Department; Sergeant Mike Nemecheck, Flint Township Police Department; Sergeant Mike Zorza, Waterford Township Police Department; Lieutenant John Gudwer, Escanaba Public Safety; Executive Director Robert Stevenson, MACP

Row 3: Lieutenant Larry Schehr, Troy Police Department; Assistant Chief Victor Green, Kalamazoo Department of Public Safety; Lieutenant Scott Jackson, Kalamazoo Township Police Department; Chief Steve Waltz, Shelby Police Department; Lieutenant Marc VanderStelt, Norton Shores Police Department; Sergeant Patrick Gray, Pittsfield Township Police Department; Sergeant Craig Francis, Waterford Township Police Department; Sergeant Matthew Hambright, Eastpointe Police Department; Director Joe Scheid, Coldwater Police Department; Lieutenant Matt Wolfe, Portage Department of Public Safety; Captain Paul Erickson, Dearborn Heights Police Department; Deputy Chief Rob Scholey, Charlevoix Police Department; Detective Sergeant Jason Hohner, Pittsfield Township Police Department



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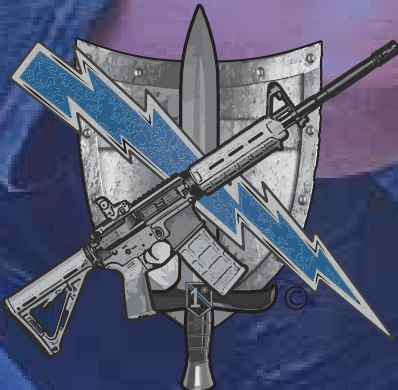
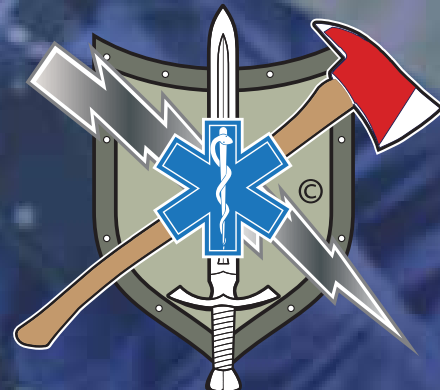
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