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## CONTENTS

**MICHIGAN POLICE CHIEFS**

**WINTER 2019.ISSUE 1**

### FEATURES

<table>
<thead>
<tr>
<th>Page</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>10</td>
<td>An Overview of Michigan Regulation and Taxation of Marihuana Act</td>
</tr>
<tr>
<td>14</td>
<td>Becoming a Drug Endangered Children Alliance State</td>
</tr>
<tr>
<td>16</td>
<td>U.S. Customs and Border Protection Resources for Local Partners</td>
</tr>
<tr>
<td>19</td>
<td>Estate Planning for Police Officers</td>
</tr>
<tr>
<td>20</td>
<td>EMDR: Utility in Law Enforcement Stress and Trauma</td>
</tr>
<tr>
<td>24</td>
<td>Winter Professional Development Conference Preview</td>
</tr>
<tr>
<td>28</td>
<td>10 Tips for Reducing e-Distraction</td>
</tr>
<tr>
<td>30</td>
<td>Opioids Behind the Wheel</td>
</tr>
</tbody>
</table>

### DEPARTMENTS

<table>
<thead>
<tr>
<th>Page</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>04</td>
<td>President’s Message</td>
</tr>
<tr>
<td>06</td>
<td>Director’s Message</td>
</tr>
<tr>
<td>08</td>
<td>Accreditation News</td>
</tr>
<tr>
<td>34</td>
<td>Member News</td>
</tr>
<tr>
<td>44</td>
<td>Supporting Members</td>
</tr>
<tr>
<td>46</td>
<td>Advertiser Index</td>
</tr>
</tbody>
</table>
I hope this finds you and your families enjoying an excellent start to 2019. The holiday season and the start of a new year are perfect times to reflect on the many blessings we have in our lives. The blessings of family, good health, friendships, the brave men and women in our departments; along with a litany of other life treasures we often take for granted.

As I reflect back on the many accomplishments of our Association, the one I am particularly proud of is the establishment of our State Accreditation Program. It seems like yesterday when the Michigan Law Enforcement Accreditation Commission was founded in June 2016. In just one year, we bestowed full accreditation to our first member police department in June 2017.

I would like to congratulate the chiefs and directors from the 10 MACP member agencies who have earned state accreditation through the Michigan Law Enforcement Accreditation Program in the past two years. I applaud you and your vision, your accreditation manager, and the subject matter experts throughout your respective organizations for not only making the commitment to this endeavor, but also for accepting the challenge of ensuring your policies, procedures, and professional codes meet the highest standards of the accreditation process.

It is also an honor to report we have an additional 41 association member police agencies throughout Michigan currently engaged in the accreditation process, with six additional member agencies scheduled to receive full law enforcement accreditation at our Winter Professional Development Conference. I believe this is something we, as police executives, should all be proud to celebrate and share.

Often times a chief or director will ask what I believe the #1 benefit is of working towards accreditation. My answer quite simply is this—as the chief executive, you are committed to changing your agency, making it better, and leaving it more professional and prepared than you found or inherited it. When I think of the change process you experience in accreditation, I am reminded of a quote by George Bernard Shaw, “Progress is impossible without change, and those who cannot change their minds cannot change anything.”

By earning accreditation from the Michigan Law Enforcement Accreditation Program, you and your team voluntarily demonstrate your commitment to professional excellence in law enforcement. The standards used to substantiate our accreditation award are based upon current trends in thinking and the professional experience of law enforcement practitioners, researchers, and experts. By achieving this high recognition, you are telling your community members, department members, and elected leaders that you and your organization are committed to enhancing your operations in dozens of professional facets. Most importantly, I believe accreditation establishes an enhanced level of trust and accountability between your organization and the community members you faithfully and bravely serve.

So, as we gather at our annual Winter Professional Development Conference, I would ask you to reflect on what you can do to make your organization better. If you are seriously committed to leaving a legacy of leadership and a commitment to excellence, I would strongly encourage you to explore the many benefits of our Michigan Law Enforcement Accreditation Program.

As your 2018–2019 President, I remain committed to enhancing our Association and all member agencies. If there is ever anything I can do to assist you or any member of your team, please do not hesitate to contact me. In closing, please join me in praying every day for all of our officers, deputies, troopers and agents as they work bravely to protect our communities and keep us safe.
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As I began writing my column for this edition (which was going to be about all the great features of our website), the festive, pre-Christmas mood in our office suddenly turned somber. The deaths of two Chicago police officers had just been posted on the Officer Down Memorial Page. Police Officers Conrad Gary and Eduardo Marmolejo died on December 17th after being struck by a train while engaged in a foot pursuit of a suspected armed subject. Both were young officers who left behind wives and children. They became the 144th and 145th police officers killed in the line of duty in 2018 and the 2nd and 3rd Chicago officers killed in a foot pursuit last year.

It was upon hearing this news that I decided to change my article topic from website features to the dangers of foot pursuits. My passion for this topic began on January 17th, 2011, when one of my officers, Larry Nehasil, was shot and killed while engaged in a foot pursuit. Of the 145 police officers killed in the line of duty in 2018, 12 were engaged in foot pursuits. To put that in perspective, nearly 10% of the police officers killed in the line of duty in 2018 were engaged in foot pursuits.

Officers Gary and Marmolejo most likely stepped into the path of that speeding train because their bodies reacted to the well documented “flight or fight response” (also known as “acute stress response”). It is where your body reacts by locking onto the threat directly in front of you, causing your peripheral vision to decrease, also commonly known as tunnel vision. I cannot help but wonder if they ever received training regarding and warning them of this phenomenon. Have your officers?

The circumstances of the other officers killed in foot pursuits in 2018 were wide-ranging. The first Chicago officer killed during a foot pursuit in 2018 had pursued an armed subject alone into a stairwell. Others were killed while chasing a suspect into an alley, into a house, fleeing a traffic stop, and running from a crime scene. In some of these incidents, the officer had advance notice that the suspect was armed and in others, it was probably a complete surprise. I wonder if their departments had a foot pursuit policy. Does yours?

It is well documented that foot pursuits are inherently dangerous for our officers. Fleeing suspects are often also injured. It should be no surprise as they are already exhibiting active resistance by fleeing. When apprehended, many suspects continue to resist and are likely to be injured doing so. The same is true for many of your officers and my main concern is having your officers survive the foot pursuit uninjured.

Gordon Graham has a simple saying, “that nearly every bad outcome is predictable and thus preventable.” It is predictable that some criminals will flee and our officers will pursue them. The question is how to prevent, or lessen, the likelihood of injury to our officers during these pursuits? We join the IACP in their belief that a foot pursuit policy is the answer.

The Michigan Law Enforcement Accreditation Commission stipulates a foot pursuit policy as one of the required standards for accreditation. The necessary elements of such a policy are listed within standard 3.5.7 in the Accreditation Manual, found under the “Accreditation” tab on our website.

If you have not already done so, please review this standard. Sample foot pursuit policies can be obtained from any of the Michigan accredited agencies or the IACP. Make 2019 the year that your agency institutes a foot pursuit policy to manage the inherent risks of a foot pursuit.
Research shows that police officer occupational stress is directly related to higher rates of heart disease, divorce, anxiety, alcohol abuse, and depression. Robertson Research Institute’s “Protect the Protectors” program is a proven solution with long-term benefits that addresses the root of the problem – brain chemistry. Partnering with first responders since 2016, the program has reported significant improvement in health, performance, and relationships. We’re here to help. Learn more at robertsonresearchinstitute.org

CONSIDER THIS A WARNING.
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The Professional Development section of the MACP has been very busy these last few months. As soon as the Summer Professional Development Conference was over, the planning began for the upcoming Winter Professional Development Conference in February 2019 in Grand Rapids. I would like to thank all of the MACP members who sent in training ideas—your suggestions were excellent. I would also like to take this opportunity to thank the Training and Education Committee for their dedication and time reviewing the suggestions and developing a great training agenda for the 2019 Winter Professional Conference.

Our law enforcement accreditation program continues to grow and currently has over 40 departments involved in various stages of the accreditation process. After the commission meets in February, we are expecting to have 16 fully accredited law enforcement agencies in Michigan. The leaders of those agencies should be applauded for their commitment to professionalism and commended for understanding the value of the accreditation program. As described by Chief Charles Nebus of the Farmington Hills Police Department, “The accreditation process is a source of pride for the entire department. It demonstrates each police officer’s commitment to superior policing and professional 21st century policing standards. The two-year accreditation process helped the department to review and improve policies, training, efficiency, and effectiveness.”

At the risk of sounding like a broken record, I challenge our police leaders to become involved in the accreditation process. While a number of agencies have already committed to the accreditation process, we have had representatives from over 100 departments attend our Accreditation Manager Training. There are over 60 agencies that understand the value of the accreditation process, but they have not yet applied. A common response from those agencies is that they are “getting ready to get ready” to enter the process. I would urge those 60 agencies to apply and get the “clock ticking.” My experience is that most agencies who continue to prepare for the process will never “get ready” because the preparation gets placed on the back burner. The law enforcement accreditation process represents a significant step towards improving the law enforcement services to the communities you serve and is well worth the time and effort to achieve.

Finally, I want to extend our appreciation to former Chief Mike Reaves for his dedicated service to the Michigan Law Enforcement Accreditation Commission. When the Commission was being formed, Mike volunteered to become part of the program. He was appointed as one of the original commissioners and was elected by the body to be the first Accreditation Commission Chairperson. He was chief of the Port Huron Police Department at the time and quickly applied to be one of the first agencies involved in the accreditation process, receiving their accredited status in February of 2018. Mike has demonstrated his commitment to improving law enforcement services in Michigan and his dedication to the citizens of the State of Michigan. Thanks again Mike and good luck with your new endeavor.

See you in February at the 2019 Winter Professional Development Conference!
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AN OVERVIEW OF MICHIGAN REGULATION AND TAXATION OF MARIHUANA ACT

BY KENNETH STECKER AND KINGA GORZELEWSKI CANIKE

On November 6, 2018, Michigan became the first state in the Midwest to legalize recreational marihuana. It now joins nine other states, the District of Colombia, and Canada who have all passed similar laws. The new law went into effect on December 6, 2018 and is officially called the Michigan Regulation and Taxation of Marihuana Act (MRTMA). Though the new law will need to work its way through the legal system, the following article provides a brief overview on what is currently stated in the law.

THE ACT ALLOWS THE FOLLOWING

- Allows a person, 21 years of age or older to possess, use or consume, internally possess, purchase, transport, or process 2.5 ounces or less of marihuana, except that not more than 15 grams of marihuana may be in the form of marihuana concentrate. Section 5.1(a).
- Allows a person 21 years of age or older to possess, store, and process not more than 10 ounces of marihuana and any marihuana produced by marihuana plants cultivated on the premises and cultivate not more than 12 marihuana plants for personal use, provided that no more than 12 marihuana plants are possessed, cultivated, or processed on the premises at once. Section 5.1(b).
- Allows a person to assist another person who is 21 years of age or older. Section 5.1(c).
- Allows a person to give away or otherwise transfer without renumeration up to 2.5 ounces of marihuana, except that not more than 15 grams of marihuana may be in the form of marihuana concentrate, to a person 21 years of age or older, as long as the transfer is not advertised or promoted to the public. Section 5.1(d).

WHAT IS PROHIBITED

- Operate, navigate, or being in physical control of any motor vehicle, aircraft, snowmobile, off-road vehicle, or motorboat while under the influence of marihuana;
- Transfer of marihuana or marihuana accessories to a person under the age of 21;
- Any person under the age of 21 to possess, consume, purchase or otherwise obtain, cultivate, process, transport, or sell marihuana;
- Separation of plant resin by butane extraction or another method that utilizes a substance with a flashpoint below 100 degrees Fahrenheit in any public place, motor vehicle, or within the curtilage of any residential structure;
- Consuming marihuana in a public place or smoking marihuana where prohibited by the person who owns, occupies, or manages the property, except for purposes of this subdivision a public place does not include an area designated for consumption within a municipality that has authorized consumption in designated areas that are not accessible to persons under 21 years of age;
- Cultivating marihuana plants if the plants are visible from a public place without the use of binoculars, aircraft, or other optical aids or outside of an enclosed area equipped with locks or other functioning security devices that restrict access to the area;
- Consuming marihuana while operating, navigating, or being in physical control of any motor vehicle, aircraft, snowmobile, off-road recreational vehicle, or motorboat, or smoking marihuana within the passenger area of a vehicle upon a public way;
- Possessing marihuana accessories or possessing or consuming marihuana on the grounds of a public or private school where children attend classes in preschool programs, kindergarten programs, or grades 1 through 12, in a school bus, or on the grounds of any correctional facility; or
- Possessing more than 2.5 ounces of marihuana within a person’s place of residence unless the excess marihuana is stored in a container or area equipped with locks or other functioning security devices that restrict access to the contents of the container or area. Sections 4.1(a) – 4.1(i).

MUNICIPALITY’S ROLE

- Allows municipalities to limit the number of marihuana establishments within their boundaries or prohibit them altogether. Municipalities may also adopt other ordinances regulating marihuana establishments within their boundaries. Section 6.1.
- Allows individuals to petition to initiate an ordinance to provide for the number of marihuana establishments allowed within a municipality or to completely prohibit marihuana establishments within a municipality. Section 6.1.

MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS ROLE

Implements the act, including developing a process for state licensure and writing rules for administering the act for the following licenses:
• Marihuana retailer;
• Marihuana safety compliance facility;
• Marihuana secure transporter;
• Marihuana processor;
• Marihuana microbusiness;
• Class A marihuana grower authorizing cultivation of not more than 100 marihuana plants;
• Class B marihuana grower authorizing cultivation of not more than 500 plants;
• Class C grower authorizing cultivation of not more than 2,000 plants. Section 9.1.

LANDLORD/EMPLOYER RIGHTS
This act allows a person to prohibit or otherwise regulate the consumption, cultivation, distribution, processing, sale, or display of marihuana and marihuana accessories on property the person owns, occupies, or manages, except that a lease agreement may not prohibit a tenant from lawfully possessing and consuming marihuana by means other than smoking. Section 4.1 4.

This act does not require an employer to permit or accommodate conduct otherwise allowed by this act in any workplace or on the employer's property. This act does not prohibit an employer from disciplining an employee for violation of a workplace drug policy or for working while under the influence of marihuana. This act does not prevent an employer from refusing to hire, discharging, disciplining, or otherwise taking an adverse employment action against a person with respect to hire, tenure, terms, conditions, or privileges of employment because of that person's violation of a workplace drug policy or because that person was working while under the influence of marihuana. Section 4.1 3.

CIVIL/CRIMINAL PENALTIES
Section 15 of the act provides as follows:
A person who commits any of the following acts, and is not otherwise authorized by this act to conduct such activities, may be punished only as provided in this section and is not subject to any other form of punishment or disqualification, unless the person consents to another disposition authorized by law:
This act does not prohibit an employer from disciplining an employee for violation of a workplace drug policy or for working while under the influence of marihuana.

1. Except for a person who engaged in conduct described in sections 4(1)(a), 4(1)(b), 4(1)(c), 4(1)(d), 4(1)(g), or 4(1)(h), a person who possesses not more than the amount of marihuana allowed by section 5, cultivates not more than the amount of marihuana allowed by section 5, delivers without receiving any remuneration to a person who is at least 21 years of age not more than the amount of marihuana allowed by section 5, or possesses with intent to deliver not more than the amount of marihuana allowed by section 5, is responsible for a civil infraction and may be punished by a fine of not more than $100 and forfeiture of the marihuana.

2. Except for a person who is engaged in conduct described in section 4, a person who possesses not more than twice the amount of marihuana allowed by section 5, cultivates not more than twice the amount of marihuana allowed by section 5, delivers without receiving any remuneration to a person who is at least 21 years of age not more than twice the amount of marihuana allowed by section 5, or possesses with intent to deliver not more than twice the amount of marihuana allowed by section 5:

   (a) for a first violation, is responsible for a civil infraction and may be punished by a fine of not more than $500 and forfeiture of the marihuana;

   (b) for a second violation, is responsible for a civil infraction and may be punished by a fine of not more than $1,000 and forfeiture of the marihuana;

   (c) for a third or subsequent violation, is guilty of a misdemeanor and may be punished by a fine of not more than $2,000 and forfeiture of the marihuana.

3. Except for a person who engaged in conduct described by section 4(1)(a), 4(1)(d), or 4(1)(g), a person under 21 years of age who possesses not more than 2.5 ounces of marihuana or who cultivates not more than 12 marihuana plants:

   (a) for a first violation, is responsible for a civil infraction and may be punished as follows:

      (1) if the person is less than 18 years of age, by a fine of not more than $100 or community service, forfeiture of the marihuana, and completion of 4 hours of drug education or counseling; or

      (2) if the person is at least 18 years of age, by a fine of not more than $100 and forfeiture of the marihuana.

   (b) for a second violation, is responsible for a civil infraction and may be punished as follows:

      (1) if the person is less than 18 years of age, by a fine of not more than $500 or community service, forfeiture of the marihuana, and completion of 8 hours of drug education or counseling; or

      (2) if the person is at least 18 years of age, by a fine of not more than $500 and forfeiture of the marihuana.

4. Except for a person who engaged in conduct described in section 4, a person who possesses more than twice the amount of marihuana allowed by section 5, cultivates more than twice the amount of marihuana allowed by section 5, or delivers without receiving any remuneration to a person who is at least 21 years of age more than twice the amount of marihuana allowed by section 5, shall be responsible for a misdemeanor, but shall not be subject to imprisonment unless the violation was habitual, willful, and for a commercial purpose or the violation involved violence.

ALL OTHER LAWS

All other laws inconsistent with this act do not apply to conduct that is permitted by this act. Section 4.1 5.

Please consult your local prosecutor before adopting practices suggested by reports in this article. The court decisions in this article are reported to help you keep up with trends in the law. Discuss your practices that relate to these statutes and cases with your commanding officers, police legal advisors, and the prosecuting attorney before changing your practices in reliance on a reported court decision or legislative changes.

Kenneth Stecker and Kinga Gorzelewski Canike, Traffic Safety Resource Prosecutors, at (517) 334-6060 or e-mail at steckerk@michigan.gov or gorzelewskik@michigan.gov.
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IS MICHIGAN READY?
BECOMING A DRUG ENDANGERED CHILDREN ALLIANCE STATE

BY JULIE A. KNOP

On November 1, 2018, Michigan officially became a Drug Endangered Children (DEC) alliance state. The National Alliance for Drug Endangered Children (National DEC) is a national training and resource center for states, tribes, and local communities addressing the impact of substance abuse on children.

Incorporating the DEC approach into all aspects of law enforcement takes leadership, vision, commitment, perseverance, a broader perspective, and the creation of local alliances that have proven to be very effective in making sure drug endangered children do not fall through the cracks of our criminal and child welfare systems.

The DEC approach is inherently a community policing approach under which law enforcement works closely with other disciplines and agencies to create effective solutions to the risks faced by children exposed to drugs and its related violence and abuse.

National DEC brings disciplines such as law enforcement, child welfare, teachers/school personnel, medical, court/judicial personnel, treatment/service providers, and others together to better identify children at risk or in need of help, implement strategies and promising practices, and institutionalize efforts for long term needs.

Since its inception in 2006, National DEC has worked with thousands of professionals across the country to develop training programs that provide tools for reducing the risks of abuse and neglect of children.

The DEC approach is inherently a community policing approach under which law enforcement works closely with other disciplines and agencies to create effective solutions to the risks faced by children exposed to drugs and its related violence and abuse.

Since its inception in 2006, National DEC has worked with thousands of professionals across the country to develop training programs that provide tools for reducing the risks of abuse and neglect of children.
in drug environments. We hope that this guide is another tool to help that mission.

It is intended to be a practical road map on how to take the knowledge we have about the risks faced by drug endangered children and to identify ways that we all can work more effectively together to reduce those risks. This guide incorporates the collective experience of law enforcement professionals from across the country who have helped create and participate in local DEC alliances which they firmly believe have significantly improved efforts to protect children in their communities.

Twelve professionals from across the state in the field of child abuse and neglect were certified as National DEC trainers. This initiative is spearheaded by the Michigan State Police and works collaboratively with many organizations dealing with child abuse. The trainers are available to come to your area and speak to your leaders regarding implementation and training. They are also available to train your law enforcement professionals along with others on the DEC approach. There is no charge for this training. Together we can protect Michigan’s children and provide protection and services that enhance their paths in life.


Julie Knop is the Director of the Child Abuse Unit at the Prosecuting Attorneys Association of Michigan. They provide training on child abuse topics to thousands of professionals each year, specializing in Forensic Interviewing. For more information, please check their website at michigan-prosecutor.org.


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U.S. CUSTOMS AND BORDER PROTECTION RESOURCES FOR STATE AND LOCAL PARTNERS

BY DAVID HAMPTON

At U.S. Customs and Border Protection (CBP), the mission is to safeguard America’s borders, protecting the public from dangerous people and materials while enhancing the nation’s global economic competitiveness by enabling legitimate trade and travel. Although the CBP is the largest component of the Department of Homeland Security, with over 60,000 employees, it still relies on state, local, and tribal law enforcement partners to assist with preserving the nation’s security. Through partnerships with local law enforcement, the CBP enhances its collective capabilities to detect and interdict threats before they reach our communities.

The CBP maintains a large presence in Michigan, with multiple ports of entry along the Great Lakes. The state is also home to three of the CBP’s major operational components: Air and Marine Operations, U.S. Border Patrol, and the Office of Field Operations. These components have assisted local law enforcement in many ways, from providing aerial support during search and rescue missions to U.S. Border Patrol supporting law enforcement agencies tracking a fugitive. Due to their respective jurisdictions’ proximity to the CBP and the northern border, Michigan police chiefs have access to a vast array of resources such as training, intelligence and information sharing, grants, and laboratory and forensic services.

The CBP offers a variety of resources to Michigan police chiefs to help their departments carry out their public safety and homeland security responsibilities. It is important to note these resources are not exclusively reserved for jurisdictions situated directly on the border. The CBP recognizes that homeland security threats—such as human traffickers and transnational criminal organizations—do not end at the border. Consequently, resources are made available to all partners.

TRAINING

The CBP’s Border Patrol Training Academy provides free training to law enforcement partners at its headquarters in Artesia, New Mexico and, when resources permit, local partners’ facilities. The Border Patrol Training Academy’s courses provide officers with unique skill-sets that may not be offered locally due to resource constraints.

The following exportable courses, which can be administered locally, include:

- [Course 1]
- [Course 2]
- [Course 3]
• Below 100: This program concentrates on the use of safety equipment and enhanced situational awareness. The initiative serves as an instrument to improve operational practices and enhance officer safety.

• Individual First Aid Kit/Tourniquet: An eight-hour program to provide skills and tools to treat traumatic field injuries.

• Survival Spanish: A 40-hour course to teach basic Spanish communication skills needed to perform fundamental tasks by law enforcement officers to include, but not limited to, vehicle stops, armed encounters, domestic response and first aid.

• Tactical Medical/Combat Casualty Care: This 40-hour program deals with the three stages of combat medical care—hot zone, warm zone, and cold zone—and features combat lifesaving techniques, scenario-based active shooter training in various environments, and other practical law enforcement scenarios.

Other courses include honor guard training, use of weapon-mounted lights, peer support programs and vehicle interdiction (provided at Artesia, New Mexico location only).

The CBP can also assist local police departments with canine training programs. The CBP has trained over 450 of its operational canine teams to detect fentanyl and other forms of contraband (e.g., firearms, narcotics, currency).

INTELLIGENCE AND INFORMATION SHARING
The CBP’s intelligence enterprise provides analyses on a variety of topics including counterterrorism, counterintelligence, alien smuggling, narcotics trafficking, transnational criminal organizations and illicit trade. One mechanism for sharing intelligence locally is through integration and regular collaboration with the Detroit Border Patrol Sector’s Intelligence Unit at Selfridge Air National Guard Base. This unit generates targets of interest, provides analytical support, and generates intelligence assessments utilized to increase visibility for its operational components and partners in the region. Through this integrated approach, the CBP is able to maintain awareness of criminal organizations that exploit the international boundaries of the United States as part of their daily procedures. The unit provides visibility, from an intelligence standpoint, to the Detroit Sector command staff, state, local, and other federal agencies, as well as serves as a medium for communicating with the Border Patrol’s Northern Border Coordination Center. The center serves as the Border Patrol’s central information intake and coordination framework, addressing current and emerging threats along the U.S./Canada border.
Focusing primarily on countering terrorism and illicit criminal networks, the framework serves to strengthen risk-informed, intelligence-driven law enforcement efforts by promoting operational integration and collaboration with domestic and international partners. In addition to sharing information through local personnel, the CBP disseminates sensitive and often involves collaboration between law enforcement agencies and associations at the local, state, and federal level. For example, the CBP collaborated with the multiple federal executive branch agencies (e.g., Department of Justice) and 24 law enforcement associations to create “Fentanyl: The Real Deal,” a video for first responders who may handle fentanyl. The video addresses factual inaccuracies associated with handling fentanyl and provides recommendations for treatment if an officer is inadvertently exposed to the substance.

Finally, on a national level, the CBP’s Laboratories and Scientific Services hosts a Scientific Trends Online Network Exchange call through the High Intensity Drug Trafficking Area program for the purposes of exchanging drug trend information among law enforcement partners, drug chemists, toxicologists, medical examiners and coroners.

**GRANTS**

The purpose of the Department of Homeland Security’s $85 million Operation Stonegarden is to support joint efforts to secure the United States’ borders along routes of ingress from international borders. Under the operation, participating law enforcement agencies on or near an international border, including bodies of water, are eligible to receive grant funding that can be used to pay for equipment, overtime, training, and other allowable expenses in accordance with the operation’s regulations. In general, law enforcement agencies supporting U.S. Border Patrol operations that are located in counties situated directly on the border (referred to as “Tier 1” entities), those that are adjacent to counties situated on the border (Tier 2), and those adjacent to the latter counties (Tier 3), are eligible for Operation Stonegarden funding.

**LABORATORY AND FORENSICS ASSISTANCE**

The Laboratories and Scientific Services Directorate is the CBP’s forensic and scientific arm, providing forensic and scientific testing in the area of trade enforcement, weapons of mass destruction, intellectual property rights and narcotics enforcement. The directorate’s Chicago laboratory, which includes Michigan, provides traditional forensic support services, such as illicit narcotic analysis and latent print examination to law enforcement agencies. Additionally, the Chicago laboratory has the capability to enhance, authenticate, duplicate and recover video and audio recordings for its law enforcement customers. The Chicago laboratory also has the expertise and equipment to perform digital media extraction and analysis on a wide variety of electronic devices. If needed, the directorate can provide Tier 3 level support to include advanced forensic unlocking capabilities and device repair to other law enforcement agencies. Although priority is given to the CBP and other federal law enforcement agencies, the directorate may provide forensic assistance to local law enforcement agencies.

**BUILDING PARTNERSHIPS AND REQUESTING THE CBP’S ASSISTANCE**

The CBP values the role of local law enforcement partners in preserving homeland security and looks forward to future opportunities for partnership. Police chiefs with questions about CBP operations, policies, or programs are encouraged to contact the Intergovernmental Public Liaison office at cbp-intergovernmental-public-liaison@cbp.dhs.gov.

In addition to answering questions about resources, the liaison can connect agencies with CBP leadership (e.g., Border Patrol sector chiefs, Office of Field Operations directors, and Air and Marine branch directors) in their area, so local partners can establish contacts and relationships prior to emergencies. The CBP looks forward to collaborating with Michigan police departments to protect the people of Michigan and the United States.

David Hampton is Law Enforcement Branch Chief of the CBP Intergovernmental Public Liaison Office. He can be contacted at cbp-intergovernmental-public-liaison@cbp.dhs.gov.
ESTATE PLANNING FOR POLICE OFFICERS: A CALL TO ACTION

BY BRANDON GRYSKO

Platinum musician Prince died in 2016, leaving a multi-million-dollar estate and no will. Just two years later, Aretha Franklin also passed away without a will. Although both artists commanded powerful voices in life, sadly, in death, neither has any say in what happens to his or her legacy. You might be thinking, “Where’s he going with this in a police magazine?” This is a brief introduction to estate planning along with a call to action. As you read along, reflect on yourself, your family, and everything you have worked hard and sacrificed for. By the end, I hope you understand that—if you take action—your voice can do what those megastars’ voices never could.

“Estate Plan” is a broad term, but generally it is used to describe a strategy that provides for various personal and financial matters both before and after death. What is right for one person may not be right for another, which is why there is a variety of legal options available in preparing an Estate Plan for you and your family. If you choose to do it all yourself (which I strongly advise against), you need to become an expert on the Estates and Protected Individuals Code, MCL 700.1 to 700.8206—it is only 200 pages of light statutory reading!

There are so many issues involved in drafting a comprehensive Estate Plan. For example, someone with minor children may want to consider naming a guardian and conservator for their children, which is allowed under MCL 700.5202. If you have a special-needs child, you will require additional consideration, both in terms of who you want to provide care for the child and how you structure your Estate Plan. Unmarried couples have unique issues, so one must not assume that a long-term partner is automatically entitled to a share of your property.

An “estate” includes much of the property of a deceased person. If someone dies without a will, Michigan law—rather than the person’s wishes—mandates how property is distributed. It would be nice to have a say in what happens to the property that you worked hard to acquire, or that may have been passed down to you by your parents or grandparents. Are you willing to leave that decision up to the government?

Police officers have concerns that the general civilian population may not necessarily think about, such as: who makes medical and financial decisions if they become incapacitated? Under MCL 700.5501, an officer could appoint a power of attorney for financial matters and MCL 700.5506 allows an officer to appoint a “patient advocate” for medical-type decisions. An officer who has not appointed someone to make these decisions runs the risk of leaving it up to the courts to determine guardianship for care and custody (see MCL 700.5303) and conservatorship for financial matters (see MCL 700.5401). Having powers of attorney prepared now will prevent your family from potentially having to go to court to sort those matters out during a highly stressful and emotional time.

Police officers deserve the peace of mind that comes from knowing that their family’s personal and financial affairs are in order before hitting the streets. A study of police officers in Buffalo, New York found that the life expectancy of the average officer was significantly lower than that of the average American. Officers face not only the inherent risk of line-of-duty death, but also an overall reduced life expectancy.

As a former police officer, I recall hearing many times the old adage, if you fail to prepare, you’re preparing to fail. That saying is just as applicable to estate planning as it is to range training or defensive tactics. An officer’s job requires incredible sacrifices. Officers and their families deserve to have a voice. You may not feel the need for an Estate Plan right away. But when you take the initiative to prepare for that unforeseeable and unfortunate event, you and your family will have peace of mind in knowing that you created an Estate Plan to address your wishes and concerns.

Brandon Grysko is an attorney for the law firm of Fausone Bohn where, among other things, he serves as an assistant city attorney working on police issues. He also represents private clients in areas like labor and employment law, and commercial law. Before becoming an attorney, Brandon was a Livonia Police Officer for over six years. Brandon can be reached at (248) 912-3240 or bgrysko@fb-firm.com.
We have all likely heard the saying, “some things you just cannot unsee,” and based on our work with law enforcement officers who have been exposed to horrific scenes and critical incidents, it is safe to say that especially rings true for this population. “Mental toughness” is one of the most important, but often times the most overlooked, part of policing. Reaction times need to be sharp and gears shifted quickly. When an officer has experienced a one-time traumatic event, or if he or she has a lifetime of traumatic memories, some individuals can suffer from symptoms of Post-Traumatic Stress Disorder; nightmares, flashbacks, cognitive errors and other negative manifestations. Much like a file cabinet, our brain is the file cabinet for our memories. When a document is incorrectly filed at work, it can create havoc when attempting to locate it. And sometimes, when a traumatic memory is incorrectly filed in our brains, that memory becomes frozen or stuck in the brain—which is an entirely different type of havoc if this memory is triggered by reminders.

DEFINING THE PROBLEM
When memories are incorrectly filed in our brains, they can create an array of interpersonal and psychological problems in an individual’s life. When these memories are activated, even in unconscious process, the long lasting negative effects can interfere with the way a person interprets the world and the people around them. Most of us can close our eyes and visualize a colleague or fellow officer who has been impacted by the traumatic scenes they have encountered. Effective coping mechanisms to deal with interpersonal stressors, our environments and change are no longer effective. This has a negative effect on personal and professional productivity and deeply impacts an individual’s sense of self. When a person is negatively impacted by their trauma history, a number of symptoms may emerge:

- **Intrusive Thoughts:** Flashbacks, upsetting nightmares or recurrent distressing memories.
- **Avoidance:** Staying away physically from the location of the traumatic event or refusing to talk about it.
- **Negative Changes:** Developing a sense of hopelessness about the future, adopting a more negative outlook, spotty memories, feelings of detachment or a lack of engagement with people and activities previously enjoyed.
- **Emotional Reactions:** Being easily startled, increased hyper-vigilance, self-destructive behaviors, impacted sleep patterns, inability to concentrate, overwhelming guilt, and/or increased irritability.

When these symptoms arise, an individual is considered to be at higher risk for ending their career prematurely, suicidal thoughts and increased mental health conditions.

OPTIONS AND EVIDENCE-BASED PRACTICES
Eye Movement Desensitization and Reprocessing (EMDR) emerged as a treatment modality over 30 years ago and is now accepted as a treatment of choice by numerous mental health departments and trauma organizations. No one can explain exactly how any form of therapy works, especially from a neurobiological perspective. However, EMDR can be described as targeting unprocessed (or incorrectly filed) memories that trigger negative emotions, sensations or beliefs, and allowing the brain another opportunity to “digest” and reorganize them into the correct file folder within your brain.

EMDR has been extensively researched and proven effective for the treatment of trauma.

FROM THEORY TO ACTION
EMDR can seem both mysterious and intimidating, so let’s take a minute to clarify what it looks like.

**STEP 1: GETTING TO KNOW ONE ANOTHER**
It is important that before some of the challenging work of EMDR can be addressed, you and your clinician must have a positive
relationship. It can often take a couple of sessions to determine if your therapist will be a good fit for you and for them to garner a realistic expectation of how EMDR may help you.

STEP 2: MANAGING YOUR EMOTIONS
Being able to connect to positive emotions is very important, both in day-to-day life and for EMDR. If coping with your emotions or feeling stable on a daily basis is a challenge for you, your therapist will work with you to increase your ability to cope and feel stable before proceeding with EMDR processing. Other items addressed in this stage should include identifying who will be your support network through this process.

STEP 3: PICKING AND CUING YOUR TARGET MEMORIES
You and your therapist will trace back to a memory that is connected to the issue you want to resolve. For instance, if you are having panic and anxiety issues, the therapist will guide you in thinking back to the earliest time you felt that intense anxiety.

Once it has been determined what issue to work on first, the therapist will help you to call up the target memory. This will sometimes involve bringing up the memory in detail, using descriptions from the five senses.

The therapist will help you to identify:
• what emotions and body sensations it elicits;
• how upsetting it is to you on a scale of 0 to 10; and
• any negative belief about yourself that is attached to it.

STEP 4: PROCESSING THE NEGATIVE EXPERIENCE
During this step you will experience bilateral stimulation, which will always involve a practice that alternates between the left and right side of your body. It may be tapping, following finger movement, buzzers and earphones. During this active process you let your mind wander, and your brain will start moving and firing the neural pathways that are associated with the memory you are targeting. Your job is simple, go wherever your thoughts lead you.

By stimulating both the right and left side of the brain EMDR allows your brain to process information in a way that is similar to what is achieved in a REM sleep cycle. By allowing your brain the opportunity to make creative connections and by not judging or trying to control your thoughts, you allow your brain the oppo-
tunity to digest the targeted negative experience in a way it was unable to do the first time it was experienced.

**STEP 5: REDUCING YOUR DISTRESS**
EMDR processing continues until the distress around the issue reduces to a self-reported 0/10. The number of sessions this may take depends on each individual person and their unique memories. It is quite common to see an issue initially rated as a 10/10 be reduced to a 0/10 in a few sessions. Other times, it may take longer. Remember, what is essentially being done in this process is rewriting neural pathways.

**STEP 6: CREATING A POSITIVE BELIEF**
Once the upset is down to a 0, the therapist will ask what you now believe about yourself as it relates to the original issue. These could include beliefs such as, “I did my best” or “I have sound judgment.” The therapist will do some sets of bilateral stimulation with you until that belief feels as strong as it can be. Where there used to be distress and a negative belief, there will now be a positive belief about yourself and your abilities.

**STEP 7: SCANNING FOR REMAINING TENSION**
Once the positive belief is as strong as it can be, the therapist will ask you to check your body for any remaining tension. Sometimes your body can continue to hold onto negativity after your mind has released it. The therapist will do sets of bilateral stimulation with you until your body feels clear of tension.

**SHARE THE NEWS**
While this information may seem mysterious, hokey or unrealistic to some of us, there has been an emerging trend that we have observed around several departments in Michigan. When EMDR works for officers, they are willing to talk about it! It is becoming a regular occurrence for an officer to, in an unsolicited fashion, begin telling a group of fellow officers how significantly their life has improved since pursuing wellness by EMDR. In a field that has been shrouded by “mental toughness,” this willingness to share is remarkable to witness. As we continue to head down a path of increased acceptance toward emotional wellbeing and overall health and wellness, EMDR certainly has a role in the lives, livelihood and sustained resilience of our officers.

Sara Eklove, LMSW, SAP is the CEO of ENCOMPASS and leads the Backing the Badge Local Law Enforcement Support Team. Sara received her Master’s Degree in Social Work from Western Michigan University and has over fifteen years of experience in a variety of social work settings. Sara has developed and delivered initiatives designed to provide specific support to law enforcement customers. Sara is also a Substance Abuse Professional.

Steve Darling, LPC retired from the Michigan State Police in 2013. He worked at several locations throughout the State of Michigan in different capacities including 8 years with Behavioral Science as a law enforcement counselor. After retirement, Steve was hired as a consultant to assist in re-organizing a security department for a large healthcare corporation. Steve’s passion for working with police officers and their families drew him back to the counseling profession. Steve holds a Master of Arts Degree in Counseling from Western Michigan University. Steve is also a certified EMDR clinician and provides 1:1 support for Backing the Badge clients.

---

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• Jail/ Corrections
• Miscellaneous
• Police Captain
• Police Officer/Public Safety Officer

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## WEDNESDAY, FEBRUARY 6

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>9:00am – 9:50am</td>
<td>National Use-of-Force Date Collection: In or Out?</td>
</tr>
</tbody>
</table>
| 10:00am – 12:00pm | **KEYNOTE PRESENTATION:** CLEAR Steps to Improved Officer/Community Interactions  
John Bostain: President, Command Presence, LLC |
| 12:00pm – 6:00pm | Exposition                                                            |
| 2:00pm – 2:50pm | Sexual Assault Evidence Kits Tracking System                           |
| 3:00pm – 4:00pm | Future Role of Law Enforcement in Roadway Safety                       |

## THURSDAY, FEBRUARY 7

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>9:00am – 12:00pm</td>
<td>Using Technology to Defend Lawsuits Against Officers and Departments</td>
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## FRIDAY, FEBRUARY 8

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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</table>
| 9:00am – 12:00pm | **KEYNOTE PRESENTATION:** Transformational Leadership through Personal Growth  
Chief David Funkhouser: City of Kiel Police Department, Wisconsin |
EXHIBITORS

Accident Support Services International Ltd.
All Traffic Solutions
Allie Brothers, Inc.
Alpha Consulting Group
Armor Express
Arrowhead Upfitters, Inc.
AT&T
Axon
BACKING the BADGE
Bates Footwear
Benchmark Analytics
Beresford Company
Berger Chevrolet
BIS Digital, Inc.
Blauer Manufacturing
Blue360 Media
Brite
Brother Mobile Solutions
Business Watch International (U.S.) Inc.
C. S. Trojan & Associates, Inc.
Canfield Equipment
Cardiac Science Corp.
Carrier & Gable, Inc
Center Mass, Inc.
Century Driving Group, LLC
CLEMIS
Close Quarters Tactical
CMP Distributors, Inc.
Core Technology Corporation
Critical Response Group
Cruisers, Inc.
Datalux Corporation
DataWorks Plus
Dee Pietila Department Composites
Deer Creek Technologies
Digital Ally, Inc.
ecoATM
Elbeco, Inc.
Eleven 10, LLC
Emergency Vehicle Conversions
Empco, Inc.
EMU Center for Regional & National Security
EnablePoint False Alarm Software
Enterprise Fleet Management
Equature
Federal Signal
Flying Cross (Fechheimer Brothers Company)
Galeana’s Van Dyke Dodge Galls
Getac Video Solutions
Gorno Ford
Great Lakes Segway
Guardian Tracking
Havis, Inc.
Horace Small
Huron Valley Guns
I.T. Right, Inc.
IdentiSys, Inc.
In Stock Marketing
Intermotive Vehicle Controls
Island Tech Services
ITC
JDS Technologies, Inc.
Judicial Services Group
Kentwood Office Furniture
Kiesler Police Supply
Kustom Signals, Inc.
L3 Mobile-Vision, Inc.
Laser Technology, Inc.
LeadsOnline, LLC
Leica Geosystems, Inc.
LENS Equipment
Leonardo/ELSAG
Lexipol
LexisNexis Risk Solutions
Mackinac Partners
MACNLOW Associates
McGraw Morris P.C.
MDHHS- Injury & Violence Prevention Section
Michigan Humane Society
Michigan Municipal Risk Management Authority
Michigan Operation Lifesaver
Michigan Police Equipment
Michigan Search & Rescue
Michigan State Police
Michigan State University School Of Criminal Justice
Michigan’s Public Safety Communications System
Mid Michigan Emergency Equipment
Motorola Solutions
MPH Industries
National Child Safety Council
National Hospitality Institute
Nightlock
NOAR Technologies
Nye Uniform
Olivet College
On Duty Gear, LLC
Pace Scheduler
Panasonic
Personnel Assessment Systems
PM AM Corporation
Point Blank Enterprises
PowerDMS
Printek, LLC
Pro Comm, Inc.
Pro-Tech Sales
PRO-VISION Video Systems
PSO Sales, LLC
Radarsign, LLC
Ray O’Herron Company, Inc.
Recon Power Bikes
Redstone Architects, Inc.
Remington Law Enforcement
Resideo Technologies
Richardson Business Solutions
Ring
Robertson Research Institute
Safety Vision
Samsung
Schueler, LeFond and Associates
Sequioa Financial Group
Signature Ford-Lincoln
SoundOff Signal
Sprint
Stalker Radar
Street and Lot
SymbolArts
Tele-Rad, Inc.
The 227 Project
The Lock Out Company
Transportation Improvement Association
Tyler Technologies
University of Michigan-Dearborn
Vance Outdoors, Inc.
VarTec, LLC
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As a law enforcement executive, the demands for your time and attention come from all directions. Some of the major sources of distractions come from smartphones, computers and e-mails which are all supposed to make your job a little easier. The following checklist suggests some best practices that may help reduce your overall distraction and e-distraction.

1. Set special notifications/sounds for your most important e-mailers, phone callers and texters. Don’t get distracted by everything coming in, but only by the most important things/people.

2. Check the rest of your inputs (e-mail, voicemail, documents, e-docs, etc.) on a time-based regimen throughout the day that you decide is right for you and your job.

3. When transitioning between active projects/activities/events, make a note of what you need to do next on the FIRST THING before giving your full attention to the NEXT THING. This allows you to easily remember where you left off when you come back to it.

4. Related to that, if you get an unexpected phone call or “drop in” visitor, make a quick note of what you need to do next before giving them your full attention on their matter.

5. Own your phone and apps rather than letting them own you. Manage your settings and notifications to turn off the incessant “blinging” and push notifications from your apps and devices. Observe which apps are bugging you the most and silence or delete them!
Put your productivity apps (e-mail, calendar, contacts, documents, task list, notes app, etc.) on the desktop of your device. Make it easier to be focused and productive. Conversely, bookmark your most distracting apps so that you check their content when it is convenient for YOU.

Limit your exposure to social media. Evidence shows that those who frequently check social media are more anxious and/or depressed and less productive. Block or delete people/organizations that are too intrusive and/or negative.

Also, consider reducing your social media channels. Pick one or two apps to use as your primary apps. The more social media apps/tools you use, the more time you will waste trying to keep up with everything and everyone.

Consider a clutter clean-up. If you often find yourself looking for stuff on your desk or in your office, your clutter may be killing your productivity. Similarly, consider reducing clutter in your e-mail inbox. The less you have in your inbox, and the better organized you have your saved e-mails, the easier it will be to be efficient when managing your inbox.

Set up hands free driving tools on your phone so that it announces phone calls, including who is calling and gives you the option to answer or ignore until later. Don’t be a statistic. (3,000 deaths per year and more than 30,000 injuries in the U.S. alone are due to distracted driving!).

If you own your phone, your device, your software and your email...you will own your attention!

Randy Dean, MBA, is the author of the recent Amazon.com e-mail bestseller, Taming the E-mail Beast. He is a popular speaker and trainer on time, project, e-mail, device, and distraction management. You can learn more about him and his programs at www.randalldean.com.
FEATURE

OPIOIDS BEHIND THE WHEEL
NOT WHAT THE DOCTOR ORDERED
The dangers of opioids go beyond their high potential for abuse. Opioid use, both legal or not, is spilling over onto Michigan roads and creating a public safety threat to motorists. As opioid use has increased in our state, so have the dangers they pose on the road because of their potential to impair one’s ability to safely operate a vehicle.

Like many other states, Michigan has seen a surge in opioid use in recent years. In 2017, Michigan doctors wrote out 9.7 million prescriptions for opioid drugs. That amounts to 1.2 billion units of opioids—enough to give every Michigan resident about 127 opioid pills.

State data also shows that opioids are prescribed at a higher rate than any other drug category. Between 2012 and 2017, 7.5 million Michigan residents were prescribed a controlled substance. That is almost three-quarters of the state population. Of those 7.5 million residents with prescriptions, 85 percent were prescribed at least one opioid medication.

In addition to people having more access to prescription opioids, more are getting behind the wheel after using potentially impairing drugs, including prescription opioids. In 2015, the National Highway Traffic Safety Association (NHTSA) issued results of its latest National Roadside Survey (NRS). The survey was conducted in 48 states to test for the prevalence of alcohol and/or drug use (illegal and legal) in drivers.

The 2013-2014 NRS showed a decreasing trend in alcohol use in drivers. Only 1.5 percent of nighttime weekend drivers had breath alcohol concentrations (BrAC) of .08 grams per 210 liters of blood or higher. That is an 80 percent drop from 1973, the first year NHTSA conducted the study.

However, the NRS revealed a different trend for drug use in drivers. The survey focused on drugs that can impair driving ability, including prescription and over-the-counter medications. Drivers testing positive for medications went up from 3.9 percent in 2007 to 4.9 percent in 2013-2014. Overall drug use in drivers increased from 12.4 percent in 2007 to 15.1 percent in 2013-2014.

In addition to the NRS, NHTSA also tracks national data on drug use in drivers killed in car crashes. It is called the Fatality Analysis Reporting System (FARS). In 2016, FARS data revealed that 54.3 percent of fatally-injured drivers were tested for drugs. Of those tested, 10.7 percent were known to have been positive for opioids. The most frequent opioids found in these drivers were oxycodone (OxyContin), hydrocodone (Vicodin), morphine, fentanyl, and methadone. Furthermore, opioid-positive fatally injured drivers went up from 679 or 17 percent in 2006 to 1,064 or 19.7 percent in 2016.

Opioids, also commonly referred to as opiates, are natural or synthetic chemicals that interact with opioid receptors on nerve cells, releasing chemicals in the body. This interaction is what makes opioids very effective at pain management, the primary reason doctors prescribe them. Other side effects of opioid use include euphoria, drowsiness, and sedation. In high doses, opioids may cause respiratory depression and death. Examples of opioids include heroin, morphine, codeine, oxycodone (OxyContin), hydrocodone (Vicodin), fentanyl, methadone, and buprenorphine (Suboxone).

2. Id.
3. Id.
5. Id.
6. Id.
Currently, one of the best tools to deal with the issue of drugged driving is to be trained to recognize this impairment so that these drivers can be stopped before they seriously injure or kill others.

Law enforcement and prosecutors face many challenges when dealing with drugged driving cases, including those dealing with prescription opioids. Some of these challenges are related to how the public perceives the issue of drugged driving, such as:

- That drugged driving is not a crime;
- That drugs, especially prescription medication and medical marijuana, make people better drivers;
- That there is no law prohibiting drugged driving; and
- That police cannot detect and arrest them if their driving is impaired due to ingesting a drug or drugs.

In Michigan, there are two programs developed by NHTSA to train officers and prosecutors to more effectively deal with the issue of drugged driving. These programs are (1) Advanced Roadside Impaired Driving Enforcement (ARIDE) and (2) the Drug Evaluation and Classification (DEC) Program.

ARIDE teaches officers general knowledge on drug impairment. During this two-day training, officers must show that they are proficient in administering Standardized Field Sobriety Tests (SFSTs). The focus is on recognizing drug impairment so that an officer knows when to call in an expert for an additional investigation.8

That expert would be a Drug Recognition Expert (DRE), an officer with advanced training in drug impairment. These officers must successfully pass the DEC Program, which involves two weeks of classroom studies followed by one week of hands-on training with individuals who have ingested drugs. DRE officers are trained to conduct a 12-step evaluation to determine whether (a) an individual is impaired by drugs and (b) what category of drug or drugs is causing that impairment.9

Currently, there are approximately 137

9. Id.

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DRE-trained officers in Michigan. Thirty-eight prosecutors have also attended the two-week school in order to better present drugged driving cases to a jury.

DRE officers are trained to recognize drugs that can affect the central nervous system and impair a person’s normal faculties. In the DRE world, these drugs are broken down into seven drug categories. All opioids, including those prescribed by a doctor, fall under the Narcotic Analgesics drug category. Signs that DREs look for in drivers impaired by these drugs include some of the following indicators:

- Depressed reflexes
- Droopy eyelids
- Drowsiness
- Dry mouth
- Facial itching
- Inability to concentrate
- Slow, low, raspy speech
- Slow deliberate movements

In Michigan, taking a drug that was prescribed by a doctor is not a defense to an impaired driving charge. Under our law, driving while impaired by a prescription opioid may be charged either under the Operating While Intoxicated [MCL 257.625(1)] or Operating While Visibly Impaired [MCL 257.625(3)] statutes as an intoxicating substance.

There is no “per se” level of impairment for intoxicating substances under our law. Therefore, it is very important that officers do a thorough investigation and establish evidence of impairment in all three detection phases—Vehicle in Motion, Personal Contact, and Pre-Arrest Screening. If the case goes to trial, officers must be prepared to explain to a jury why that individual was impaired due to their medication.

Currently, one of the best tools to deal with the issue of drugged driving is to be trained to recognize this impairment so that these drivers can be stopped before they seriously injure or kill others. Drugged driving is a serious issue and unfortunately one that is not going away anytime soon. Law enforcement officers are at the forefront of the battle to keep our roads safe from impaired drivers.

For more information on this article and PAAM training programs, contact Kenneth Stecker or Kinga Gorzelewski Canike, Traffic Safety Resource Prosecutors, at (517) 334-6060 or e-mail at steckerk@michigan.gov or gorzelewskik@michigan.gov.

Please consult your prosecutor before adopting practices suggested by reports in this article. Discuss your practices that relate to this article with your commanding officers, police legal advisors, and the prosecuting attorney before changing your practice.

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NEW MEMBERS

ACTIVE VOTING
John Michael Blair .................................................. City of Taylor
Ralph Lloyd Godbee .......................................... Detroit Public Schools Community District
Calvin Higgins, Jr .................................................. Federal Reserve Police Department
Michael A. Odette .................................................. City of Burton Police Department
Adam Ottjepka ........................................................ Cadillac Police Department

ACTIVE
Brian Bahlau .......................................................... Michigan State Police
Gary Crandall .................................................. St. Clair Shores Police Department
Milton Cuevas .................................................. Clinton Police Department
Nicole Ford .......................................................... Flat Rock Police Department
Troy Gilleylen .......................................................... Battle Creek Police Department
Joel Grahn .......................................................... Metro Police Authority of Genesee County
Scott D Hanley .................................................. Pokagon Tribal Police Department
Keith Harper .......................................................... Rochester Police Department
Gerald Harris .................................................. Davison Township Police Department
Richard Hopper .................................................. Taylor Police Department
Nathan House .................................................. Essexville Public Safety Department
Stephen Jacobs .................................................. Oakland County Sheriff Department
Chris A Kelenske .................................................. Michigan State Police
James Knittel .................................................. University Of Michigan-Dearborn Public Safety
Nick Lentine .................................................. Redford Township Police Department
Michael K Mertens .................................................. New Baltimore Police Department
Brian Miller .................................................. Auburn Hills Department of Public Safety
Michael Parker .................................................. Petoskey Department of Public Safety
Michael Pettyes .................................................. Fraser Department of Public Safety
Brent S Pirochta .................................................. Brighton City Police Department
Justin J Poupore .................................................. Hannahville Tribal Police Department
Cecil Queen .................................................. Ferris State University School Of Criminal Justice
Mark Warnick .................................................. Grosse Ile Police Department

HIGHLIGHTS

ACCREDITATION RECOGNITION
Congratulations to two departments that were recently approved for State Accreditation by the Michigan Law Enforcement Accreditation Commission. Farmington Hills Police Department and Farmington Department of Public Safety were presented with their framed accreditation award during meetings with their local government officials.

Both agencies are proudly displaying their accreditation status with the MACP’s new vehicle stickers. The MACP now has 10 departments accredited under its state accreditation program.
**HIGHLIGHTS**

**DREAM TO REALITY – MICHIGAN’S LAW ENFORCEMENT OFFICERS MEMORIAL**

After nearly 15 years of hoping, planning, and fundraising, the Michigan Law Enforcement Officers Memorial will begin its journey from dream to reality.

The groundbreaking ceremony took place on October 18, 2018 at the Veterans Memorial Park adjacent to the Hall of Justice in the Capitol complex in Lansing. The monument, which will be known as the “Sentinel,” will be constructed of 10 stainless steel panels which will be etched with the names of nearly 600 of Michigan’s fallen officers. The panels will be illuminated from the interior so that visitors, day or night, will be able to view the officer’s name, agency, and end-of-watch date.

Many dignitaries were in attendance, including Gov. Rick Snyder, Lt. Gov. Brian Calley, public safety officials, and surviving family members of officers who died in the line of duty, to celebrate and bear witness to the dirt being removed to make way for the Sentinels new home. The MACP’s Executive Director Robert Stevenson was also present and pleased to see this come to fruition as the MACP has been actively involved in donating their time and funds to help make this memorial finally become a reality.

Governor Snyder said in a statement, that the “constant reminder of sacrifice is a wonderful, lasting tribute to the heroes we lost and the families who lost their loved ones.” And, in June 2019, families, friends, colleagues, and Lansing visitors will have a beautiful monument known as the “Sentinel” to visit and pay tribute to those law enforcement officers who paid the ultimate sacrifice in the line of duty protecting the citizens of Michigan.
MEMBERNEWS

HIGHLIGHTS

SHERIFFS’ AND MUNICIPAL MEMORIAL ASSISTANCE RESPONSE TEAM

Congratulations to the latest graduates of the Sheriffs’ and Municipal Memorial Assistance Response Team. We are grateful you will be there to honor our fallen brothers or sisters should the unfortunate need arise.

CONGRATULATIONS TO THE FALL 2018 POLICE EXECUTIVES’ AND NEW CHIEFS’ SCHOOL GRADUATES!

Row 1 (left to right): Ret. Chief Neal Rossow, MACP Dir. of Professional Development/Accreditation Program Director; Deputy Chief Steve Gonzalez, East Lansing Police Department; Lieutenant Troy Gilleylen, Battle Creek Police Department; Chief Kendra Overla, Alma Police Department; Executive Sergeant Heather McDonald, University of Michigan – Flint Department of Public Safety; Sergeant Meachy Proby, University of Michigan – Flint Department of Public Safety; Deputy Commissioner Robert Ahrens, Warren Police Department; Lieutenant Brian Kerrigan, Port Huron Police Department; Captain Stephanie Morningstar, Kentwood Police Department; Ret. Chief Robert Stevenson, MACP Executive Director

Row 2 (left to right): Chief Michael Farley, Lake Angelus Police Department; Lieutenant Michael Parker, Petoskey Department of Public Safety; Captain Nick Lentine, Redford Township Police Department; Staff Sergeant Brian Blomstrom, Greenville Department of Public Safety; Sergeant James Basso, Saline Police Department; Sergeant David Fogo, Howell Police Department; Sergeant Jason Grimmett, New Buffalo Police Department; Assistant Special Agent in Charge Edward Dabkowski, Bureau of ATF; Lieutenant Albert Carter, Royal Oak Police Department; Lieutenant Ellery Sosebee, Lansing Police Department

Row 3 (left to right): Sergeant Brent Prochta, Brighton City Police Department; Deputy Fire Chief Andy Studwick, Sturgis Department of Public Safety; Deputy Director of Operations Scott Grzewski, Blackman-Leoni Department of Public Safety; Detective Lieutenant Gary Crandall, St. Clair Shores Police Department; Lieutenant Nathan House, Essexville Department of Public Safety, Chief Jeremy Burch, Quincy Police Department; Lieutenant Michael Wedding, Hampton Township Police Department; Director Adam J. Ottjepek, Cadillac Department of Public Safety; Lieutenant Andrew Satterfield, Troy Police Department; Lieutenant Chris Annetta, Royal Oak Police Department

Row 4 (left to right): Sergeant Labrit Jackson, Romulus Police Department; Patrol Sergeant Michael Mertens, New Baltimore Police Department; Chief Kevin Salter, Flint Township Police Department; Chief Michael Odette, City of Burton Police Department; Sergeant Matt Kelleher, Howell Police Department; Lieutenant Brian VandenBrink, Portage Department of Public Safety; Deputy Chief Paul Anglim, Grandville Police Department; Lieutenant Timothy Andre, Ferndale Police Department; Deputy Chief Ryan Monroe, Roseville Police Department; Chief Timothy Jungel, Zeeland Police Department

36 WINTER 2019
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**HIGHLIGHTS**

**CHIEF JAMES BERLIN RETIRES FROM ROSEVILLE**

Chief James Berlin, a 36-year veteran of the Roseville Police Department, retired at the end of 2018. He was the youngest officer hired by the department, rose through the ranks to become Chief and upon his retirement, the longest serving city employee.

Chief Berlin was a product of the Roseville Community Schools and went on to study at Macomb Community College and Eastern Michigan University (EMU). James is a graduate of the EMU School of Staff and Command and the 230th Session of the FBI National Academy, where he was elected as the third section class representative. He served as President of the Macomb County Association of Chiefs of Police and District 3 Representative for the Michigan Association of Chiefs of Police (MACP) from 2016-2018.

During his law enforcement career, Chief Berlin served with pride in every area of policing, from traffic enforcement to undercover narcotics to junior road supervisor. From junior road supervisor, he rose through the ranks to Chief of Police, taking the reins of the department in May 2012.

Chief Berlin was committed to making the Roseville Police Department an integral part of the community it serves, ensuring community inclusion and outreach was a bellwether of his administration. Under his leadership, the Roseville Police Department became the 6th agency in the state to become accredited by the MACP.

Chief Berlin enjoys spending time with his wife of 21 years and being active in a myriad of school and extracurricular activities with his 15-year-old daughter.

**DIRECTOR ETUE RETIRES FROM MICHIGAN STATE POLICE**

Col. Kriste Kibbey Etue began her career with the Michigan State Police (MSP) 1987 as a member of 101st Trooper Recruit School. She was first assigned to the Brighton Post and then the Coldwater Post. In her 32 years of service, she has served at every rank in the department from trooper to colonel.

While serving at the Brighton Post, Colonel Etue was named First District Trooper of the Year. In 2000, while serving as a DARE officer in the Prevention Services Section of the Special Operations Division, she received the MSP Distinguished Service Award for her involvement in the development and implementation of the Teaching, Educating and Mentoring (TEAM) School Liaison Program.

In 2002, she was promoted to Inspector of the Emergency Management and Homeland Security Division, and then to Captain in 2003, where she was responsible for the management and administration of statewide emergency management and homeland security programs. At that time, she was one of only six female state emergency management directors in the country.

On January 9, 2011, Colonel Etue was appointed to serve as Director of the MSP by Governor Rick Snyder. Colonel Etue was the 18th Director in the 101-year history of the MSP and MSP’s first female Director. In her capacity as Director, she also served as State Director of Emergency Management and as Michigan’s Homeland Security Director.

Colonel Etue is a longtime member of the Michigan Association of Chiefs of Police and served on the Board of Directors. Colonel Etue also served on the Executive Committee of the International Association of Chiefs of Police (IACP) and as an Advisor-At-Large to the IACP State and Provincial Division, working to advance the profession of law enforcement.

Colonel Etue is the daughter of Barbara Kibbey and the late Robert Kibbey, a retired Michigan State Police lieutenant.
CHIEF GARY G. MAYER RETIRES FROM CITY OF TROY

Chief Gary Mayer announced his retirement as of November 1, 2018. Chief Mayer first served as a Police Officer in 1978 for the City of Grosse Pointe Farms, before joining the Troy Police Department in 1979, where he rose through the ranks and in 2009 was appointed Chief of Police for the City of Troy. During his career, he served as a member of the Special Response and Directed Patrol Units, the Troy Tactical Support Team, the Southeast Oakland County Curtail Auto Theft, and the Oakland County Narcotics Enforcement Teams. In 1988, Chief Mayer was awarded Police Officer of the Year for activities involving the Curtail Auto Theft Unit.

Chief Mayer earned a Bachelor of Science Degree in Criminal Justice and a Masters of Liberal Studies. He is a graduate of both the Northwestern University School of Police Staff and Command and the FBI National Academy.

Chief Mayer’s numerous professional affiliations include: Troy Community Coalition, Executive Board Member (Past President); FBI National Academy Associate, Michigan Chapter (Past President); Oakland County Association of Chiefs of Police (Past President); CLEMIS Advisory and Oakland County Grant Allocation Committee Member; Oakland County Tactical Response Coordinating Group (Co-Chair); CLEMIS OakWin Policy and CLEMIS Computer Aided Dispatch Committee (Past Chairman).

He is a member of the International Association of Chiefs of Police and joined the Michigan Association of Chiefs of Police (MACP) in 2000 and has been a key instructor of the course “Building a Successful Team” at the highly acclaimed MACP Police Executives’ and New Chiefs’ School.

Gary and his wife Linda have been married for 41 years, have three children, and are blessed with five grandchildren.

The MACP is very appreciative of Chief Mayer’s contributions to the Association and wish him a long and happy retirement.

CHIEF BRIAN RUSSELL RETIRES FROM DEWITT TOWNSHIP

Chief Brian Russell retired on December 4, 2018 from the DeWitt Township Police Department, ending his 38½ years of service in law enforcement.

Chief Russell began his career in law enforcement at the age of 19 when he joined the Oxford Police Department as a cadet officer. He graduated from the Oakland Police Academy in 1981 and worked as a part-time police officer and full-time dispatcher until a full-time police officer position opened up.

After 18 years with the Oxford Police Department, Brian left to become the Chief of Police in Buchanan, Michigan where he served from 1998 to 2005. Entering the 3rd phase of his law enforcement career, Brian became the Chief of Police in DeWitt Charter Township where he served from 2005 until his retirement in 2018. Chief Russell enjoyed firearms (and still does today) and was a firearms instructor with all three departments.

Chief Russell has been a member of the MACP since 1996 and served as the Mid-Michigan District President from 2011-1018.
IACP BELL LEADERSHIP IN POLICE AVIATION AWARD

The Michigan State Police (MSP) Aviation Unit was recognized for its mission focus and customer service approach of deploying manned and unmanned aircraft through a multi-pronged approach.

The MSP made it easier for troopers and officers to request assistance and reduce response time, by redistributing its personnel and aviation assets throughout the state, while at the same time adopting a regional policing model that built relationships with local police agencies, fostering air-to-ground integration and cooperation.

The IACP/Bell Leadership in Police Aviation Award recognizes public safety individuals and agencies that exemplify excellence in airborne law enforcement operations for both manned and unmanned aircraft operations in the law enforcement community. The award emphasizes initiatives that enhance general safety operations, accident prevention programs, and the efficiency and effectiveness of airborne law enforcement.

STURGIS DEPARTMENT OF PUBLIC SAFETY PRESENTS AT THE IACP CONFERENCE

Geoff Smith, Director of Public Safety, and Ryan Banaszak, Deputy Police Chief of the Sturgis Department of Public Safety, presented Active Killer Training for Schools at the IACP Conference in Orlando, Florida.

The City of Sturgis and Sturgis Public Schools have joined forces and taken measures to be proactive and at the forefront of active shooter/active aggressor trainings. They have developed and implemented a unique program that includes response training to disarm and attack an active aggressor and have educated the entire district on these techniques.

Director Smith remarked, “We received many questions, compliments, and new ideas to think about for this very important subject matter. It was an honor to present at the MACP Winter Conference in 2017 and then IACP in 2018.”
IN MEMORIAM: Retired Chief James L. Marks | Mackinac Island | E.O.W. December 5, 2018

Chief Marks began his career as a police officer with the Northville City Police Department and retired as a sergeant after 25 years. Following his retirement, he served as the Chief of Police with the Mackinac Island Police Department for seven years. He later worked as the resource officer at Collins Elementary in Roscommon. The children at the school adored him and always greeted him with a hug. Jim was currently working for the Markey Township Fire Department as an EMT.

Jim was a talented woodworker who made beautifully crafted end tables, benches, cutting boards, jewelry hangers, and shelves, which he often gave as gifts to his family and friends. He enjoyed traveling and visiting the casino. Throughout the years, he had many faithful companions and his favorites were a black lab named Midnight and his current furry companion, Magnum.

Jim is survived by his beloved wife Nancy Marks; his son, Robert Marks; his stepchildren, Brian (Maggie) Andrews, Deanna (Rick) Perfetto, Julie (Mark) Smith, and Katrina Raymor; and 11 grandchildren and 3 great grandchildren. Jim cherished the time spent with his family.
IACP Recognizes Brownie Troop from Girl Scouts of Southeastern Michigan

The International Association of Chiefs of Police (IACP) Environmental Crimes Committee recently recognized Brownie Troop #71729 from Girl Scouts of Southeastern Michigan, for their efforts in supporting the children of Flint during the water crisis.

The Bloomfield Township Police Department, working in cooperation with the IACP, was proud to present Brownie Troop #71729 with their Letters of Recognition from the IACP Environmental Crimes Committee. “These young ladies displayed courage, innovation, initiative and compassion for their fellow Michigan children. As police executives, we are honored to recognize their desire to create a better world through their actions,” said Captain Dan Edwards, pictured here with the Troop.

The members of Troop #71729 organized a book drive and collected over 200 books after hearing about the water crisis and how the tainted water was adversely affecting the children of Flint. They learned about the negative effects of unclean water on brain development in children and how reading can counteract these effects. Along with the book drive, the girls also wrote letters to Governor Snyder advocating for the people of Flint.

Congratulations to Troop #71729 for their efforts and well-deserved recognition!
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