

MICHIGAN POLICE CHIEFS



OFFICIAL PUBLICATION OF THE MICHIGAN ASSOCIATION OF CHIEFS OF POLICE

WINTER 2022

CIRCLE OF GIVING

QUIETLY CARING FOR FAMILIES
OF FALLEN OFFICERS

WINTER PROFESSIONAL DEVELOPMENT CONFERENCE
FEBRUARY 9-11 | GRAND RAPIDS



RISK

MICHIGAN MUNICIPAL
RISK MANAGEMENT
A U T H O R I T Y

*MMRMA & MACP:
Partners in Excellence*

Providing comprehensive liability & property coverage
and superior risk management services
to Michigan public entities since 1980

www.mmrma.org • 800-243-1324

CONTENTS

MICHIGAN POLICE CHIEFS

WINTER 2022.ISSUE 1



FEATURES

- 10 911 Looks to Private Technology for Solutions
- 14 BOL Calls in Michigan
- 18 A Circle of Giving
- 22 Field Training and Evaluation Process
- 24 Winter Conference Preview
- 26 Illicit Trade: A Growing Threat to Michigan
- 30 Successfully Obtaining the Truth
- 32 Stress Management in Public Safety: The Supervisor's Role
- 36 Kratom & Driving

DEPARTMENTS

- 04 President's Message
- 06 Director's Message
- 08 Accreditation News
- 38 Member News
- 44 Supporting Members
- 46 Advertiser Index

On the cover: Van Buren Township DPS Honor Guard render honors during the funeral of Officer Michael Krol. Photo taken by: Lisa Smith, Ret. MSP



Chief Ronald L. Wiles

Professional law enforcement is needed across the state. When there are questions or people are in need, they turn to law enforcement for answers and help.

As I write this, we are a few days removed from the tragedy that occurred in Oxford. I, like all of you, offer my heartfelt condolences to the families, students and staff at Oxford Community Schools and the entire Oxford community. I also offer my sincere thanks and appreciation to Chief Solwold and his team at the Oxford Police Department, the Oakland County Sheriff's Department, and the other responding agencies for their quick actions, professionalism, and outstanding work during this very difficult and challenging time.

As a profession, we are always trying to improve and seek ways to make our departments better and our communities safer. I don't know if we can ever be fully ready or prepared for what we will face, but we can always be willing to serve and do so while upholding the highest standards. It isn't just okay to be in this profession, it's necessary. Professional law enforcement is needed across the state. When there are questions or people are in need, they turn to law enforcement for answers and help. As communities across the state continue to try and reconcile the events of what happened that day, our residents will need the continued strength, commitment to service, and the resiliency of its law enforcement to feel safe and secure. The Michigan Association of Chiefs of Police and its membership are willing to provide assistance and support in any way we can.

Our 2022 Winter Professional Development Conference is fast approaching and, as in previous years, will offer a fantastic slate of presentations, vendors, and networking opportunities. This year we have scheduled professional development opportunities in: Walking with the Wounded – a presentation to raise awareness of the struggles associated with officers injured in the line of duty, Law Enforcement Brain Health – a presentation that will focus on the impact of cultural events and the issues that must be addressed to keep our officers healthy and safe, FOIA Basics – a presentation addressing FOIA basics to help agencies avoid the pitfalls of administering their process, Find 'em, Hire 'em, Keep 'em – a presentation that will provide agencies a template to give them a competitive edge when seeking highly qualified candidates, and Reinvesting in Traffic Safety Post 2020 – this presentation focuses on implementing safe and effective traffic safety strategies that will save lives in a post-2020 world. The MACP is committed to providing important growth opportunities for our members and these are just a few of the presentations that will be available. A list of professional development opportunities can be found on the MACP website/forums.

The accreditation program continues to grow. In October, we were notified that the MACP was awarded a \$99,760 federal grant to support enhancing our current law enforcement accreditation program. This funding will help raise professional standards through accreditation and keep communities safe. To date, over forty (40) agencies have successfully earned full accreditation status and recently the 100th agency signed up to begin the process. Accreditation marks a significant professional accomplishment that ensures our police agencies are following the best state and national police practices.

As we get ready to kick off a new year, I hope you can take a minute to reflect on the past year and all that we have accomplished. I'm proud of the Michigan Association of Chiefs of Police and our members across the state. We've faced and overcome some challenging times, but most importantly, we did so by holding ourselves to the high standards that our profession expects and deserves. Thank you for your enduring support of the MACP and the professionalism, honor, and integrity with which you represent our chosen profession.

Lastly, please pray for our officers as they continue to work hard to make a positive difference in our communities – Stay Safe! Happy New Year! 🍀



M500



M300

V300 & M500

CATCH THE CRITICAL DETAILS

M500

- WIRELESS VIDEO UPLOAD
- READ LICENSE PLATES FROM UP TO 40 FEET AWAY
- FOOTAGE SECURELY ENCRYPTED

V300

- 12 HOURS SHIFTS
- WIRELESS UPLOAD
- DETACHABLE BATTERY



Motorola Solutions, Inc.
500 West Monroe Street, Chicago, IL 60661 U.S.A.
motorolasolutions.com

MOTOROLA, MOTO, MOTOROLA SOLUTIONS and the Stylized M Logo are trademarks or registered trademarks of Motorola Trademark Holdings, LLC and are used under license. All other trademarks are the property of their respective owners.
© 2021 Motorola Solutions, Inc. All rights reserved. 12-2021



Robert Stevenson

It is often said the more things change, the more they stay the same. This may be true in some professions, but it certainly does not apply to law enforcement. If there is one lesson I have learned in my 47-year police related career, it is that we are constantly changing. What we did in the 1970's, we don't do today and what we are doing today, we won't be doing 50 years from now.

Perhaps the biggest change today is the intersection of policing and politics. During my tenure as police chief, the politics that I and most chiefs dealt with were at the local level. Our goal was to keep the mayor, city council, city managers and township officials informed and satisfied. Politics at the state level rarely affected how we performed our jobs.

When I became the Executive Director of the MACP, my politics expanded from the local level to the state/federal level. Seldom were the issues related to police tactics or how we performed our jobs. This began to change in the post-Ferguson era and has dramatically increased since the murder of George Floyd.

For more than a century, the adjudicator for permissible police actions and tactics was the State or Federal Supreme Court system. Landmark cases such as *Tennessee v. Garner*, *Mapp v. Ohio*, *Graham v. Connor*, and others defined what was permissible relating to issues such as use of force, searches and qualified immunity.

Today, states across the nation have been proposing and passing legislation under the guise of **police reform** that will affect how we carry out our duties. Banning no-knock warrants, choke holds, pretext traffic stops and other tactics that are constitutionally legal under certain circumstances are now being prohibited by state law.

Perhaps most alarming has been the attack on qualified immunity by both state legislatures and Congress. Several states have banned or limited qualified immunity for their police officers. At the federal level, H.R. 1280 – the George Floyd Justice in Policing Act (which will end qualified immunity) is stalled in the Senate. But, it is technically still alive, despite the Supreme Court re-affirming the doctrine of qualified immunity in two cases in October 2021.

Our lobbyist, Stephanie Johnson, and our Legislative Committee provide many opportunities for us to exert political influence. Local Chiefs of Police Associations can also positively affect state legislation. However, this is dependent upon the willingness of police chiefs to establish relationships with their local legislators and offer input.

A recent case demonstrates this point. In July, the Lenawee County Chiefs Association met with a Representative who was a proponent of House Bills 4670-73, which would have deconstructed Michigan's Truth in Sentencing. Despite their unanimous opposition and that of the MACP, the Michigan Sheriffs' Association, Attorney General Dana Nessel, the Prosecuting Attorneys Association of Michigan, and victim's rights groups, the Representative still testified in favor of the bills. The bills were narrowly reported out of committee and onto the House floor.

The MACP sent a letter of opposition to the Representative, reiterating our position and asked that the Representative put the wellbeing of crime victims and public safety ahead of convicted criminals. Every media outlet in Lenawee County was to be copied on the letter. The Representative was put on notice that we intended to widely distribute it in Lenawee County. Within hours, the Representative contacted the MACP for a discussion. Distribution of the letter has been placed on hold and the MACP was assured that the bills would not come up for a vote.

This is just one example of why today's police professionals must embrace change and become politically active on a much wider scale. If we do not, those outside of the law enforcement profession will dictate how we do our jobs. And I am quite certain we may not like their direction or decisions. ■

Local Chiefs of Police Associations can also positively affect state legislation. However, this is dependent upon the willingness of police chiefs to establish relationships with their local legislators and offer input.



LaFontaine MUNICIPAL FLEET



GMC



RAM

DODGE

WHAT WE DO FOR YOU



PROUDLY SUPPORT
OUR POLICE OFFICERS



WE SERVICE **ALL**
MAKES & MODELS



BODY SHOP &
COLLISION CENTERS



MUNICIPAL FINANCING
OPTIONS AVAILABLE

CONTACT US TODAY

Michelle Deacon

Municipal Fleet Manager

833-921-3547

MDEACON@LAFONTAINE.COM



Kim Martin

Municipal Sales Professional
KMARTIN@LAFONTAINE.COM

Drew Wresinski

Municipal Sales Professional
DWRESINSKI@LAFONTAINE.COM





Neal Rossow

On behalf of the MLEAC, I want to personally thank the retiring Chief Paul Tennes of the Northville Township Police Department for his dedication and service to the Michigan Law Enforcement Accreditation Program.

The law enforcement accreditation program continues to grow. The Berkley Public Safety Department became the 100th law enforcement agency to enter the accreditation process, bringing the total to 103 participating agencies. At the completion of the February meeting of the Michigan Law Enforcement Accreditation Commission (MLEAC), there will be 44 fully accredited police agencies in the state...a significant professional achievement. There will also be 14 agencies who will become reaccredited after their initial three-year accreditation period expired.

The Standards Manual will be undergoing a thorough review starting in January. A select committee of experienced assessors, accreditation managers, and commissioners will be conducting a comprehensive, line-by-line review of the standards. We believe some mandates such as use-of-force de-escalation guidelines, a subset within a current standard, may be expanded to become an individual standard. There are also some topics, such as reporting officer separation to MCOLES, that may become a new standard. This project may take a few months so if you have any suggestions, please forward them to my email at nrossow@michiganpolicechiefs.org.

There have been some preliminary discussions with Director Jeff Troyer, Chair of the State 911 Committee (SNC), to begin work on a Communications Center Accreditation Program. That program would have a separate commission with its own set of standards and bylaws. Plans are to give compliance reciprocity to some overlapping standards between the MLEAC program and the new Communications Center Accreditation Program. The plan would also include standards that are currently being used by the SNC for communication center audits. We hope to meet with the combined subject-matter expert and select committee to begin work on the project early in 2022. Feel free to reach out to me if you have suggestions for this new program.

I attended a meeting of AccredNet in Charleston, SC. AccredNet is a federation of state law enforcement accreditation entities, which provide guidance, advocacy, and support to advance law enforcement accreditation at the state level. They promote excellence in policing through standards that reflect state and national professional best practices. The members voted to consider changing their bylaws to increase advocacy of state accreditation programs. Far more police agencies are accredited by state commissions than by the Commission on Accreditation for Law Enforcement Agencies (CALEA), the national organization. Harry Delgado, of the New Jersey Association of Chiefs of Police, is truly the reason we have state accreditation here and was elected the first chairman of AccredNet. I have the honor of being the first treasurer of AccredNet.

On behalf of the MLEAC, I want to personally thank the retiring Chief Paul Tennes of the Northville Township Police Department for his dedication and service to the Michigan Law Enforcement Accreditation Program. He has been a tireless advocate for the program and is a skilled and experienced Commission assessor. He always volunteered his time, and that of his department, to help other agencies navigate the accreditation process. We wish him good luck with his future endeavors and are hopeful he can remain part of the program.

We are offering monthly Accreditation Manager Training and if you are thinking about entering the program, I suggest you send everyone who will be part of the process. This is especially critical for the chief executive of the police agency. It is important that they understand the process and the extent of the work involved in achieving **Accredited Agency** status.

And, as always, if you are **“getting ready” to get ready** to enter the program, **YOU WON’T**. Sign up and get the clock ticking! It will improve the delivery of law enforcement services throughout the state. 🍀



If you're experiencing traffic-related problems and concerns, we have a dedicated team of experts who can help with just about any situation. We specialize in working with local traffic safety departments.



ANDERSON, ECKSTEIN & WESTRICK, INC.
CIVIL ENGINEERS - SURVEYORS - ARCHITECTS

51301 Schoenherr Road, Shelby Township, MI 48315
586.726.1234 | www.aewinc.com

ARCHITECTURAL & ENGINEERING DESIGN *- including -* TRAFFIC SOLUTIONS FOR FIRST RESPONDERS



We're designing facilities that help you manage the many unique challenges facing today's First Responders. Safety and security for police personnel, civilian staff, the public, and prisoners are vital components of the solutions our experienced team provides Law Enforcement clients.

**Put our team of expert
Professionals to work for your
Community's First Responders!**

AS PUBLIC SOLUTIONS FACE CHALLENGES, 911 LOOKS TO PRIVATE TECHNOLOGY FOR SOLUTIONS



BY MICHAEL CHIME

Scanning the news today, it is easy to be overwhelmed by mentions of supply chain congestion, inflation, and

COVID-19. Somewhat lost amidst this flood is a massive slash in proposed funding to 911 in the latest versions of the new government spending bill. The currently proposed \$470 million represents some stark realities. According to the International Wireless Communications Expo (IWCE), while that number “would

more than double the 911 funding previously provided by the federal government for 911 purposes,” it is less than 5% of the initially proposed \$10 billion.

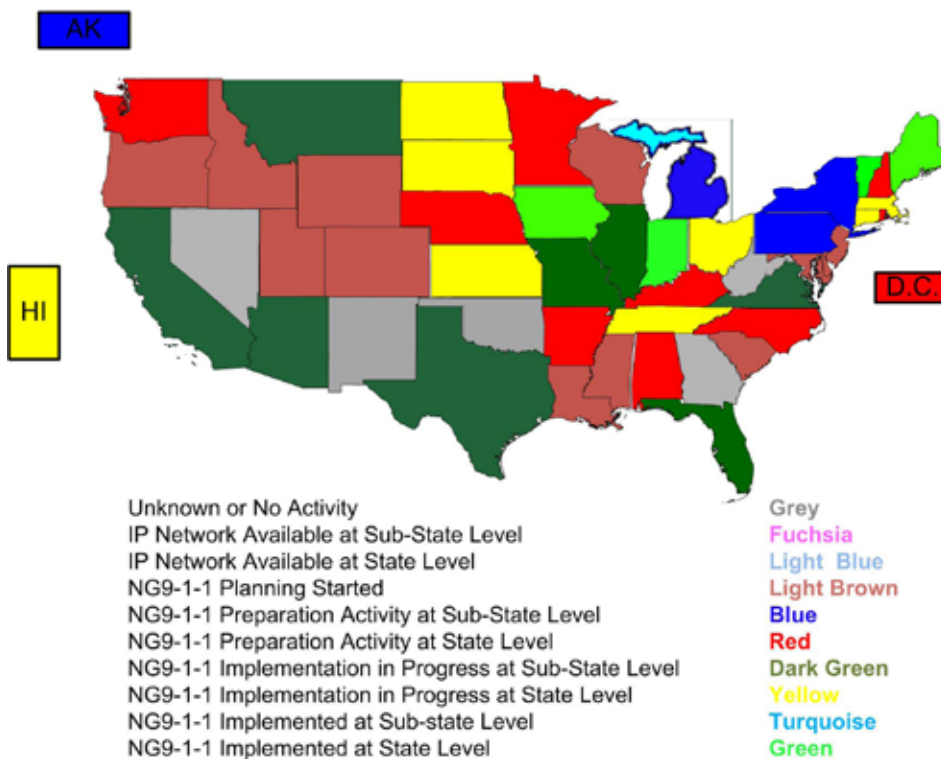
Even more frustrating is that the original number still falls short of the projected \$9.7 - \$12.5 billion needed to overhaul 911 infrastructure over a 10-year period, according to a 2018 estimate from the National Highway Traffic Safety Administration (NHTSA). Margaret Harding McGill’s recent piece for Axios indicates that some industry advocates believe these estimates to be as high as \$15 billion.¹

The disconnect between what is needed and what has been given represents a longstanding underemphasis on improving emergency services in the United States. Desire from industry leaders to upgrade outdated technology is not new. These reconciliation cuts demonstrate the lack of priority historically given to Public Safety Answering Points (PSAPs) nationwide. They also highlight a stark difference in understanding between those that are in the emergency community and those that are not. This is in part due to a broad lack of education around what our emergency systems require.

The 911 professionals are responsible for aiding and assisting Americans during some of their most vulnerable moments. The technology they are able to deploy is still decades behind what the everyday consumer enjoys. Where 85% of Americans now own and use smartphones, our 911 systems are built as if they are receiving calls from landlines. Dispatchers are often left to hastily jot down handwritten notes that lose detail as they are quickly passed down the line of communication to first responders. As a result, valuable, life-saving data and information is lost due to the lack of advanced technology.

The National Emergency Number Association (NENA) identified the need for “Enhanced 9-1-1” in 2000. In 2002, the US Department of Transportation began researching NG911 and by 2004 had launched their NG911 initiative. The initial proposal focused on establishing a plan for nationwide transition and adoption of a 911 system that was “capable of using voice, data, and video transmission from different types of communication devices and sharing this digital informa-

Transitional NG9-1-1 Progress by State



1. <https://www.axios.com/congress-decimates-911s-digital-upgrade-845c5730-d1b2-4478-b32d-9d980793570d.html>

tion among 911 call centers and emergency responders.”² From this point forward, NG911 has moved at what could be kindly referred to as a glacial pace.

No meaningful progress was made toward implementation until 2009 with the release of design and transition plans. In 2011, the first NG911 activity standards were published. Not until 2018, when the NHTSA published its NG911 cost study, did we know the full scope of how expensive the transition might be. A year later, in August 2019, a measly \$110 million in grants was distributed across states for further development despite the 2018 cost study recommending billions more.

As of today, only 11 of the 50 states have the capability to use NG911 technology to process voice calls (i.e., are fully operational). Ten states are in the process of

Despite the promise and idealism inspired by an idea as vast in scope and scale as it is, it has gotten bogged down and lost amidst political and technological waves. It seems clear that, in the short-term, the necessary funding will not be provided at the federal level. Without funding, centers must look for alternative technologies to fulfill next-generation 911 capabilities. These solutions can be found in the private sector.

implementation and the remaining 29 are either seeking proposals, have only adopted an initial plan, or have not provided any data regarding progress at all.

Nearly 20 years after the idea for NG911 was developed, we have barely more than 20% of states that are fully NG911-capable. This only means that the sys-

tems are available for utilization, not that they are deployed on an active basis.

Despite the promise and idealism inspired by an idea as vast in scope and scale as it is, it has gotten bogged down and lost amidst political and technological waves. It seems clear that, in the short-term, the necessary funding will not be provided at

2. https://www.nena.org/page/NG911_Project



the federal level. Without funding, centers must look for alternative technologies to fulfill next-generation 911 capabilities. These solutions can be found in the private sector.

Our team recently exhibited at the IWCE Connecting Critical Communications Expo which showcased a number of emerging and established companies in the emergency communications arena. Of note, multiple large corporations, including Verizon, AT&T, and L3Harris, sponsored the event, highlighting the attention that the industry is currently garnering.

In a survey run by IWCE, 53.9% of public safety respondents said that they plan to purchase new 911 or Next-Gen 911 software in the next five years. Currently, a variety of privately developed 911 solutions exist in the market. AT&T is nearly done building out a public-safety broadband network, FirstNet, that is meant to be “the first high-speed, nationwide wireless broadband network dedicated to public safety.” Some companies’ successes have fundamentally altered nationwide 911 capabilities. The most notable private

technology developments address:

- Caller location
- System resiliency
- Gunshot detection
- Advanced warning for citizens
- License plate detection for vehicle related incidents

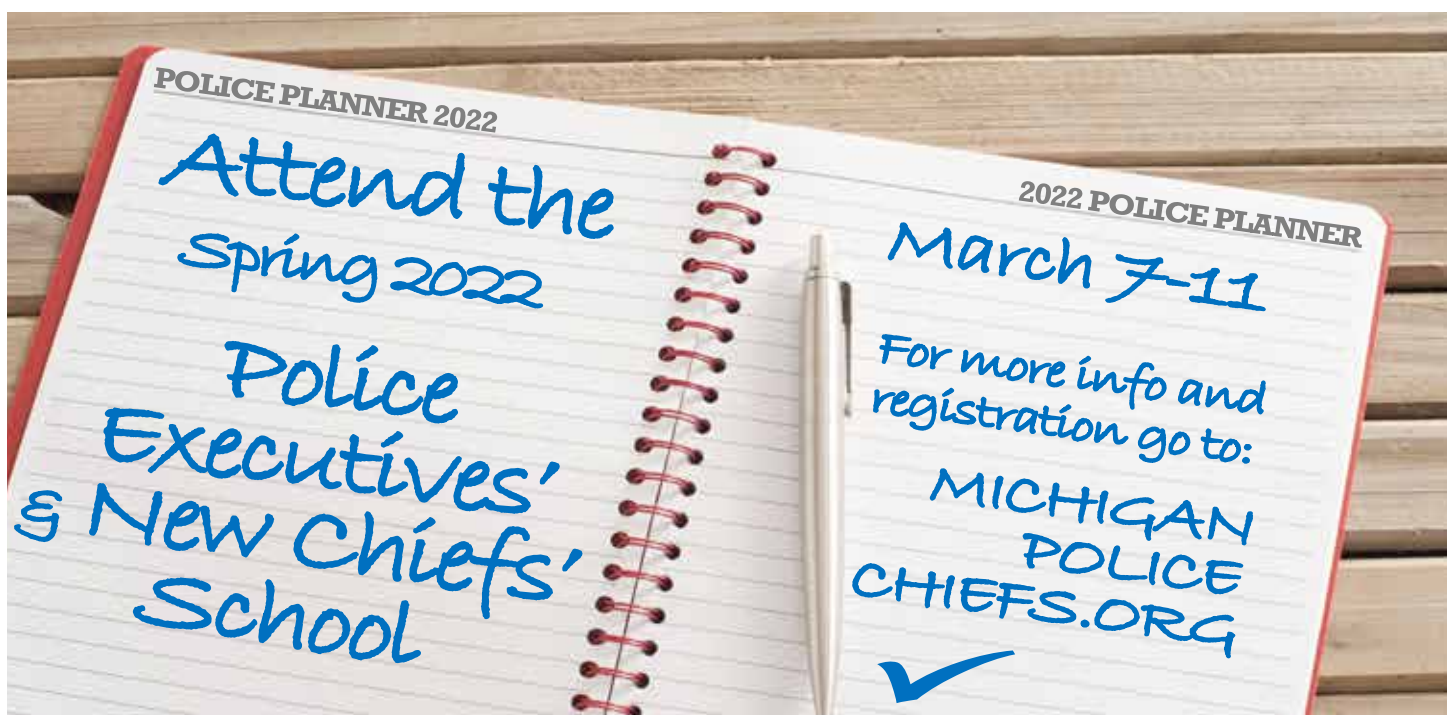
Caller location went from an unsolved mystery to an essential technological development for centers in under 10 years. The proliferation of 911 calls caused by COVID-19 highlights the need for greater system resiliency to respond to increased volume. Elsewhere, new technology mirrors many of the core functionalities of NG911. This includes enabling the ability to send photos, videos, and other advanced data.

Where the government has been bogged down by red tape and a lack of funding, the private sector has been buoyed by significant venture capital funding and a mandate to grow quickly. Rather than the slow rip-and-replace mechanisms required to transition to NG911, privately developed software is often designed to easily integrate or sit alongside existing systems.

Where NG911’s implementation time horizon can be multiple years, a private solution can be in place within weeks to months. As a result of these mechanisms, and despite slow progress at the government level, adopted software has pushed emergency communications forward.

The next few years will be key in determining the future of 911 technology. As NG911 progresses and private solutions continue to play a role, the importance of interoperability will increase. Industry leaders will need to further facilitate educating the public on the challenges that emergency professionals face on a day-to-day basis. As the understanding and appreciation for 911 grows among citizens, it will become easier to drive change; change that can help save millions of lives in communities around the country. ■

Michael Chime is the CEO of Prepared, an emergency communications startup that he co-founded while studying and playing football at Yale University. Prepared aims to harness the power of existing technology to maximize public safety for individuals and communities around the country. Their website is preparedapp.com. Michael Chime can be contacted at michael@preparedapp.com.



CENTER MASS

PREPARING MICHIGAN LEO'S FOR THE STREET AND THE COURTROOM FOR 25 YEARS

2022 TRAINING SCHEDULE

MCOLES Registered for 302 Funds

COURSE OFFERING	DATES	LOCATION	CAPACITY	PRICE
Basic Police Sniper School	April 11-15, 2022	Commerce Twp., MI	20	\$799
Advanced Police Sniper School	April 20-21, 2022	Commerce Twp., MI	20	\$399
Police Sniper Instructor School	April 25-29, 2022	Commerce Twp., MI	20	\$899
Police Sniper Instructor RE-CERT	April 29, 2022	Commerce Twp., MI	10	\$199
Patrol Rifle Instructor School	May 2-6, 2022	Commerce Twp., MI	20	\$899
Patrol Rifle Instructor RE-CERT	May 6, 2022	Commerce Twp., MI	10	\$199
Designated Marksman School	May 17-18, 2022	Commerce Twp., MI	20	\$399
Firearms Instructor School	May 16-22, 2022	Sumpter PD, MI	20	\$999
Firearms Instructor RE-CERT	May 22, 2022	Sumpter PD, MI	10	\$199
North American Active Assailant Conference (NAAAC)	August TBA, 2022	Troy, MI	3,000	\$175
National Patrol Rifle Championships & Training	August TBA, 2022	Commerce Twp., MI	200	\$99



WE SAVE LIVES

CENTERMASSINC.COM • 800-794-1216 • CENTERMASS@CENTERMASSINC.COM

BOL CALLS IN MICHIGAN

WHAT LAW ENFORCEMENT NEEDS TO KNOW



BY KINGA CANIKE AND
KENNETH STECKER

In Michigan it's common for operating while intoxicated investigations to begin with a 911 call. These calls are commonly referred to as "be on the lookout" or BOL calls. This year the Michigan Supreme Court (MSC) published an important case on investigatory stops that involve BOL calls. It is very important that law enforcement be familiar with this case as it will impact how they handle investiga-

tory stops based on BOL calls. In *People v. Pagano*, the MSC had to decide whether a police officer had legal grounds to stop a vehicle to investigate a possible drunk driver based on information provided by an anonymous caller to 911.¹

In July 2016, a person called 911 to report what they believed was a possible female drunk driver. The caller provided the make, model, color, and license plate, as well as the direction in which the vehicle was traveling. Other information relayed by the caller was that the female was outside of her vehicle, that she was yelling at her children, "appearing to be obnoxious," "appear[ing] to be intoxicated," and that the caller believed the female's intoxication "was causing her behavior... with the children."² This information was conveyed through dispatch and within

30 minutes a Huron County law enforcement officer observed a vehicle matching the description. The officer followed the vehicle for a short period to corroborate that it matched the description provided by dispatch and then made an investigatory stop. The officer did not witness any traffic violations in the short period of time he followed the vehicle. The female driver was eventually arrested for and charged with operating while intoxicated with a child passenger and open intoxicants in the vehicle.³

In district court, the defendant argued that the traffic stop was unlawful and that any evidence obtained because of the stop should be suppressed. The court held a hearing in which the officer testified to the stop. No other evidence was admitted, including the recording of the

1. *People v. Pagano*, Case No. 159981, Decided on April 22, 2021.

2. *People v. Pagano*, Case No. 159981, Decided on April 22, 2021 (Zahara J. concurring opinion) at 2.

3. *Pagano* at 2.

911 call. The district court sided with the defendant and ultimately the issue went up to the state's highest court.⁴

In its analysis, the MSC first stated that the proper legal standard for determining the legality of a brief investigative traffic stop is reasonable and articulable suspicion to believe that a person may be engaged in criminal activity. This inquiry is fact specific and decided on a case-by-case basis. Further, the MSC held that an anonymous tip may be reliable enough for an investigative stop if sufficiently corroborated.⁵

Applying this analysis to the facts in this case, the MSC ruled that the officer did not have the reasonable and articulable suspicion required to make an investigatory stop based on the information pro-

vided by the anonymous caller. The MSC held that an anonymous tip must not only reliably identify the vehicle involved, but it must also be reliable in its description in the suspected criminal activity. In this case, the MSC found that what the anonymous caller described was nothing more than a hunch that the defendant may be intoxicated, which does not amount to reasonable and articulable suspicion.⁶ Justice Brian Zahra stated in his concurring opinion, "[b]eyond these facts, the officer's testimony tells us nothing more about why the caller or the officer suspected that defendant was driving while intoxicated."⁷

When dealing with investigative stops that involve BOL calls, it is important to also discuss the United States Supreme Court case of *Navarette v. California*.⁸ In

Navarette, an anonymous caller to 911 reported that she was run off the road by a vehicle. The caller gave dispatch the make, model, color, and license plate number of the vehicle involved, as well as the direction in which the vehicle was heading and the mile marker where this had occurred. This information was put out by dispatch and approximately 18 minutes later a California Highway Patrol officer observed a vehicle matching the description. The officer stopped the vehicle despite not witnessing any erratic driving himself. Thirty pounds of marijuana were recovered from the trunk bed, and both driver and passenger were subsequently arrested.⁹

The Supreme Court of the United States (SCOTUS) ruled that the 911 call contained sufficient indicators of reliability.

4. Id. at 2-3.

5. Id. at 4-5.

6. Id. at 5-6.

7. Pagano (concurring opinion) at 2.

8. *Navarette v. California*, 572 US 393; 134 S Ct 1683; 188 L Ed 2d 680 (2014).

9. Id. at 395.



EMPCO is proud to be the EXCLUSIVE testing vendor for the MACP.

Participating agencies now have the ability to advertise open entry-level positions
on the Empco website for FREE.

We offer more than just entry-level exams!

Assessment Centers, Oral Boards, and Written Exams can help you promote
highly qualified leaders within your agency.

To learn more, contact us at (248) 528-8060 or info@empco.net.

ty for the officer to be able to rely on the caller's version of the facts. Therefore, the officer had the required reasonable suspicion to justify the traffic stop to further investigate a possible drunk driver.¹⁰ Justice Clarence Thomas, who wrote the opinion, stated as follows: "[a] driver's claim that another vehicle ran her off the road, however, necessarily implies that the informant knows the other car was driven dangerously."¹¹

Here lays the key difference between these two cases. Unlike in *Navarette*, the caller in *Pagano* reached the conclusion that the defendant may have been intoxicated because the defendant was yelling at her kids and acting obnoxious. The MSC held this was "little more than a conclusory allegation of drunk driving, which is insufficient to pass constitutional muster."¹²

In *Navarette*, the reasonable suspicion that the defendant may have been driv-

ing under the influence was based on the 911 caller's description of being run off the road, a driving behavior the SCOTUS held was strongly correlated with drunk driving.

Based on the ruling in *Pagano*, it is imperative now for law enforcement responding to a BOL call that may involve a possible drunk driver to have sufficient information to support a lawful investigatory stop. That information includes not only a reliable description of the vehicle but also the specific driving behavior associated with drunk driving. A great resource that lists these common drunk driving behaviors that was also referred to by the *Navarette* court is the *Visual Detection of DWI Motorists* put out by the National Highway Traffic Safety Administration.¹³ It is a list of driving patterns strongly correlated with drunk driving in which all law enforcement officers involved in impaired driving investigations should be familiar.¹⁴

In conclusion, BOL calls are an important tool in helping investigate potentially dangerous drivers. The *Pagano* decision should not deter law enforcement from moving forward on these calls. It is only a reminder to always make sure that there is reasonable suspicion to support the traffic stop. Justice Zahra reminds us of this when he wrote in his concurring opinion as follows: "[e]ven so, I encourage citizens to continue to report their suspicions of drunk or impaired driving, urge police officers to remain vigilant in protecting our state's highways, and implore prosecutors to use all available evidence to ensure that an accurate and complete record is developed."¹⁵ ■

Views expressed in this article are those of the authors. Please consult your prosecutor, local counsel, or commanding officers if you need any further guidance on anything discussed in this case or before changing procedure. For more information on the Prosecuting Attorneys Association of Michigan Traffic Safety Training Program, contact Kenneth Stecker or Kinga Gorzelewski Canike at steckerk@michigan.gov or canikek@michigan.gov.

10. Id. at 398-399.

11. Id.

12. *Pagano* at 7.

13. *Navarette* at 402.

14. <https://www.nhtsa.gov/sites/nhtsa.gov/files/808677.pdf>

15. *Pagano* (concurring opinion) at 5.

Thinking of retiring for the first, second, or third time? Have we got a deal for you!

Learn how you can:

- Keep in Touch with the Police Community
- Pay Lower Fees
- Continue to Receive our Magazine
- Explore our Special Retiree Forum

Please contact MACP at:
517.349.9420 or michiganpolicechiefs.org





DeWolf and Associates provides training courses for those who are assigned to train and evaluate the new probationary officer and those who are directly involved in the administration, implementation and managing Field Training Programs.

DeWolf & Associates offer courses designed to meet the needs of agencies and their members for the implementation of their Field Training Programs through competent, quality, state-of-the-art instruction. All of our associates possess expertise in the areas of management and education.

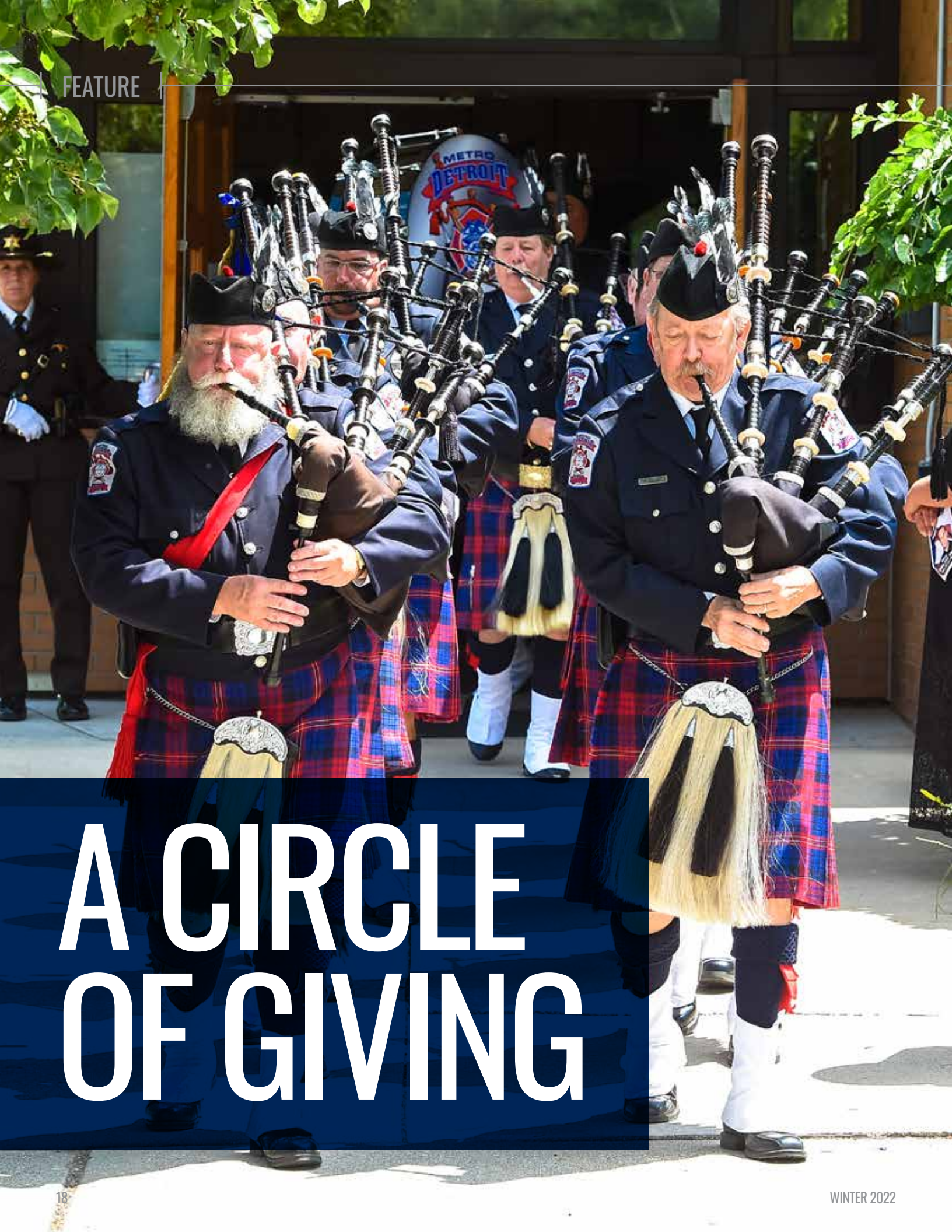
Our core subject matter areas include:

- Communications Training Officer
- Corrections Training Officer
- Field Training Officer
- Investigator Mentoring Program
- Supervision / Management of the Training Program
- First-Line Supervision
- Leadership Skill Development
- Discipline and Disciplinary Interviews
- Public Information Officer - PIO

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

www.DeWolfFTO.com "Earned. Never Given."

- Public Safety Training & Consulting -
P. O. Box 793 * Bloomfield Hills, MI 48303 * Info@DeWolfFTO.com
Tele / Fax (248) 828 - 8055



A CIRCLE OF GIVING



BY DAN FOLEY

Around 2006, in the middle of planning my first honor guard training school to be hosted in Wyandotte, MI,

I found myself in need of some specialized, technical information which would help me to properly host this training program. After several inquiries, I was put in contact with the Detroit Wilbert Vault Company and, subsequently, Wilbert Funeral Services, Inc.

The Wilbert Corporation, whose history dates back to the 1880's, and their current 192+ licensees throughout the United States and Canada, make them the industry leaders in burial vaults and supplies to the mortuary industry.

Wilbert manufactures the finest burial vaults available, and while most would never know, many of our nation's leaders, celebrities, and sports greats are interred in a Wilbert vault. And so, a simple inquiry back in 2006 began my relationship with this amazing, genuinely compassionate, and caring company.

Wilbert Funeral Services, Inc (WFSI) and their licensee, Detroit Wilbert Vault Company, began taking a vested interest in the honor guard training I was coordinating, and consequently, the Sheriffs & Municipal Memorial Assistance Response Team (SMMART), who coordinates the line-of-duty death funerals for Michigan's fallen law enforcement officers.

Around 2011, WFSI reached out to me to help them develop a program to assist the families of fallen first responders to be implemented across North America and Canada. I was honored to assist. Following this conversation, the Wilbert's First Responders Program

came to fruition. At no cost to the family, the program provides a customized stainless steel burial vault (or urn/vault if cremation has been chosen) as well as graveside burial arrangements to any law enforcement officer, fire fighter or EMS technician who dies in the line of duty.

It is truly rare in today's world that you can find anyone who wants to give for the right reasons without expecting *anything* in return. And yet, here is WFSI generously and nobly supporting the families of fallen first responders in their darkest hour.

To date, the First Responders Program has served the families of approximately 1,103 first responders nationwide and has provided for 33 law enforcement

law enforcement officers commemorating each family's loss.

In 2002, WFSI created the Wilbert Foundation with a focused goal of caring for children suffering from sickness, trauma, grief, and death. This foundation supports The Pediatric Chaplains Network and hospitals nationwide with grants, funding and supplies and is approaching an estimated \$860,000 in monetary and product contributions.

In early March 2020, Terry Whitlock, Sr. Vice President of Licensee Products & Services at Wilbert Vault, asked how first responder line of duty deaths from or related to COVID were being handled. At that time, much was unknown as this pandemic was in its very early stages. It

“The most truly generous persons are those who give silently without hope of praise or reward.”

– Carol Ryrie Brink

families in Michigan. In total, WFSI and their licensees have donated a total of \$1,225,000 in burial benefits to first responder families.

I can attest, firsthand, that a gift of this nature provided to the family at the time of death can accomplish many things:

- It offers the grieving family considerable relief during the funeral planning process.
- It assists the grieving family financially as this benefit is provided at no cost.
- It offers comfort in knowing their loved ones will be properly cared for at the time of burial (or cremation) in a Wilbert product of the finest quality.

Since 2006, WFSI has attended National Police week in Washington, D.C. and has presented 2,764 custom-framed lithograph art prints to the families of fallen

would be months before the Public Safety Officers Benefits would officially cover deaths attributed to COVID (August 2020) and at that time, WFSI made a commitment to contribute.

In March 2021, WFSI inquired as to where they could direct a monetary donation of \$100,000. After considerable thought, the First Responders Children's Foundation (FRCF) based out of New York was recommended and WFSI was placed in touch with Bob Stanberry (retired Hudsonville, MI Chief of Police) the Chief of Staff for FRCF.

For more than 20 years, FRCF has been quietly and diligently working behind the scenes to care for the children and families of fallen first responders. Grants to the families who are enduring financial hardships, college scholarships, educational activities and programs that bene-

fit children or the communities in which they reside are supported. FRCF also provides hardship grants, personal protective equipment, and hotel accommodations to first responders working the front lines during the pandemic. And lastly, the FRCF offers to pay for the funeral expenses for any law enforcement, fire or EMS employee killed in the line of duty.

FRCF has cared for the children and families of our fallen in all 50 states. However, with Bob Stanberry's Michigan ties and presence, we have had the opportunity to experience their kindness and generosity firsthand.

In 2020, Michigan police departments, fire departments and hospitals received desperately needed PPE equipment during the height of the pandemic when supplies were incredibly scarce and 374 grants were issued to Michigan first responder families experiencing fi-

nancial hardship, including 145 grants to Michigan law enforcement officers.

In 2021, FRCF supported the annual SMMART Honor Guard training by donating many items for students attending the program. In December 2021, MICOPS received a shipment of several pallets of toys from FRCF to be distributed to children attending their annual Christmas Luncheon on December 5th in Lansing, MI, as well as a monetary donation to offset the cost of the luncheon. This gift offered comfort and joy to the children of Michigan's fallen heroes during Christmas, and financial support for MICOPS, the organization that supports their families.

THE CIRCLE OF GIVING

In law enforcement, rarely do you see or experience such genuine, heartfelt generosity...and for the right reasons. In our profession, we operate under a code of conduct, morals, ethics, and character

that must be above all others. Because of this, you are always on guard as donations frequently come with a **catch**.

These are two organizations whose goals are to quietly care for the families of our fallen first responders at their worst possible moment, and beyond. It is my honor and privilege to be associated with WFSI and FRCF.

Please consider supporting Wilbert Funeral Services, Inc., The Wilbert Foundation, and the First Responders Children's Foundation as they continue in their efforts to help so many others in need. For more information, please visit www.wilbert.com/giving-back and <https://1strcf.org/about>. 🇺🇸

Daniel R. Foley is a retired 27-year veteran of the Wyandotte Police Department in Michigan. He serves as the Memorial Affairs/Honor Guard Coordinator and Instructor for the Sheriffs & Municipal Memorial Assistance Response Team (SMMART) and is an Advisor for the National Law Enforcement Officers Memorial Fund/BJA. He can be contacted at Axelf63@wyandotte.org or (734) 365-3577.



**2022 TAHOES ARE ORDERED &
AVAILABLE FOR PURCHASE!**



RESERVE YOUR TAHOE TODAY!

**BERGER CHEVROLET HOLDS THE
STATE OF MICHIGAN AND OAKLAND
COUNTY CONTRACTS FOR 2021 &
2022 CHEVROLET VEHICLES.
THIS OFFER IS EXTENDED TO ALL
MUNICIPALITIES IN MICHIGAN.**



We support our Law Enforcement Officers-Thank you for your service.

BOB EVANS – DIRECTOR OF MUNICIPAL SALES

(616) 575-9629 | BEVANS@BERGERCHEVY.COM | WWW.BERGERCHEVY.COM

THE FIELD TRAINING AND EVALUATION PROCESS



BY BRUCE A.
SOKOLOVE

Michigan's H.B. 5522 and its H-2 substitute could very well jumpstart law enforcement recruitment, retention, and training heading into 2022. Unprecedented resignations and early retirements have placed incredible strain on departments attempting to return to authorized sworn personnel levels.

Showcasing an agency's comprehensive on-boarding and Field Training and Evaluation Process can be a game-changer for attracting new acquisition **and** lateral transfer personnel. Agencies never get a second opportunity to make a positive first and lasting impression, attracting the brightest and best in these exceptionally competitive times.

FIELD TRAINING UNITS TO THE RESCUE

Utilization of Field Training Officers as cross-trained background investigators (including competency-based interviewing and detection of deception training) during mandatory qualified applicant ride-alongs afford prospective candidates with an up-close view of the department and community served, as well as a better insight into whether the agency is a good fit. The focus must be on securing career-focused personnel, not those simply looking for **a job**. The agency also gains an invaluable look at the candidate from roll call to the shift's close, particularly interpersonal communication and spontaneous engagement skills. A written end of ride-along synopsis on a computer or table, without grammar or spell check, serves as a very useful literacy skills assessment. Writing samples are assessed with Microsoft Word's extensive tools and the free online *Flesch-Kincaid Grade Level Readability Calculator*.

Both will minimize candidates slipping through who lack literacy block and tackle skills. Field Training Officers and First Line Shift Supervisors should not have to substitute as English teachers.

When new hires enter the Field Training and Evaluation Process portal, the paramount focus is on building a better and more self-reliant police officer by continuing where the Michigan Commission on Law Enforcement Standards Basic Certification Curriculum and college studies left off. It is not a glorified ride-along, but an ample opportunity to connect the curriculum with agency and community law enforcement standards and expectations. Field Training is not checking boxes, but rather ensuring uncompromised execution of the mandatory Training Tasks leading to solo patrol certification, timely feedback, and enhanced coaching.

The job becomes a content-valid test to ensure first quality law enforcement services. To the probationer, the Field Training Officer is the department's role model. It is imperative that the Master Police Coaches (aka Field Training Officers) walk the talk. Field Training Officer candidates must be thoroughly screened to insure they possess the requisite communication skills and the patience necessary to build a better cop.

The Daily Observation Report becomes an interactive game film during the shift. Probationers need guidance, not grades, marks, or scores. Performance assessment is measured against the Uniform Method of Task Execution in the Training Tasks, thereby eliminating subjectivity. The probationer's seniority, or the lack thereof, is an irrelevant (and unlawful) performance criterion. Accordingly, a lateral candidate's performance assessment is in comparison with the same Uniform Method of Training Task Execution crite-

rior of persons fresh from Basic Training/Certification.

The Field Training and Evaluation Process was never intended to hold adult learners hostage. Any early release option for lateral candidates should focus on the execution of the requisite training tasks. Report-based and tactical response role-playing can substitute for actual call handling when shift activity does not afford ample opportunity for training task execution and certification. The bottom line is ensuring that the Field Training and Evaluation Process has had sufficient opportunity to view the candidate consistently performing at acceptable performance standards. The best-case scenario is that the lateral candidate's prior service will successfully compress the Field Training and Evaluation Process timeline requirements in a fraction of the time. There are no guarantees other than the Field Training and Evaluation Process serving as a viable safety net to guard against compromised street performance.

Agencies cannot afford to place the Field Training and Evaluation Process on automatic pilot. Patrol shift supervisors and command staff are the lynchpins that hold the process together with ongoing review of the probationer's performance. Their involvement is the quality assurance that the Field Training Officers compressively utilize the various instructional and coaching tools (e.g., commentary driving, scenario-based verbal testing, tactical response role playing, report-based role playing, drive-bys, onboard navigation, etc.). Talking is **not** training.

Accordingly, command staff must be thoroughly familiar with Field Training and Evaluation Process protocols. The active involvement of shift supervisors and command staff enhances the indispensable team building by sending an

unmistakable message that stripes, bars, and stars are part of a viable team focused on organization development.

The weekly face-to-face meetings with the Field Training Officers and probationers focus on progress to certify training tasks, review of problem-oriented proactive patrol plans focused on hot spot areas when not addressing calls for service. Qualitative self-initiated field activity is evidenced in the number of contacts in high-crime areas ranging from porch pirates, smash and grabs from vehicles, checking on crime victims, proac-

Over his 19 years with the Minneapolis Police Department, he racked up seventeen misconduct complaints and was involved in four on-duty shootings or other fatal encounters.

Yet, despite an ever-thickening personnel file, Chauvin continued to serve as a Field Training Officer, even mentoring one of the two probationers who first interacted with Mr. Floyd outside of a south side convenience store during his arrest. In body camera footage, it was revealed that Step V (“just released to solo patrol”) probationer J. Alexander

requisite training, feedback, and coaching tools. Agencies would be well served to have each probationer reflect and provide feedback after a few months of achieving Step V (solo patrol certification) on two essential questions:

- How did the Field Training and Evaluation Process best prepare you for your current duties?
- If you could wave the magic wand, what would you modify and why?

Constant review and updating of the Probationary Officer Manual (aka, “Rook Book”) is essential or the process los-

Field Training is not checking boxes, but rather ensuring uncompromised execution of the mandatory Training Tasks leading to solo patrol certification, timely feedback, and enhanced coaching.

tive traffic enforcement in high crash areas, and sex offender check-ins, to name a few of the critical functions of patrol operations. Preliminary case building is also enhanced which minimizes supervisory review and kick-back for revision.

The care and feeding of the Field Training Unit is imperative. Inadequate ratios of Field Training Officers to probationers can cripple any agency’s attempt to **do it right**. Field Training Officer burn-out created by non-stop training assignments, pressures to handle and clear calls for service coupled with the pressures to clear probationers for solo patrol certification results in disincentives to serve in the position. In some agencies, the lack of incentives (pay, additional benefits, training, etc.) creates turnover and the dearth of sufficient interest to serve in the position.

The criterion for Field Training Officer selection came under deep focus following the death of George Floyd in Minneapolis on May 25, 2020, when it was revealed during the trial and subsequent conviction of former Minneapolis Field Training Officer Derek Chauvin.

Kueng, referred to Chauvin as “sir.” The other probationer, Thomas Lane, followed Chauvin’s direction to stay put after he asked whether Floyd should be repositioned as they pinned him to the ground before he lost consciousness and died. The two terminated Step V probationers go to trial in Hennepin County in March 2022.

Gordon Graham, J.D., America’s premier risk manager, says it best that “...*predictable is preventable*.” A well-managed Field Training and Evaluation Process can significantly reduce citizen complaints and lawsuits. Agencies can properly invest in the comprehensive training to certify probationers for solo patrol entrustment or pay the heavy price later in retention of substandard personnel.

Quality control assessments are essential to ensure that the goals and objectives of the Field Training and Evaluation Process are being attained. The weekly face-to-face meetings between the primary Patrol Shift Supervisor with the Field Training Officer and probationer provide an ongoing assessment of their relationship but also the utilization of the

es its effectiveness and credibility to address contemporary law enforcement challenges. An adequately administered Field Training and Evaluation Process is a literal safety net for the agency and the community it serves. There should be no hidden agenda but simply the objective of *building a better self-reliant police officer with minimal need for direct supervision*. ■

Bruce A. Sokolove (Coach Sok) is the President of Field Training Associates. He earned a Bachelor of Arts degree from the Massachusetts College of Liberal Arts and a Master of Science degree in Police Administration from Michigan State University.

Coach Sok served as a Police Officer in North Adams, Massachusetts, and the City of Ann Arbor Police Department in Michigan. He served as the Administrative Assistant to the Office of the Chief of Police. Coach Sok additionally served as the Executive Officer – Patrol Commander and Undersheriff of the Washtenaw County Sheriff’s Department (Ann Arbor, MI). He is a past president of the Michigan State University’s School of Criminal Justice National Alumni Advisory Board and was inducted into MSU’s **Wall of Fame** in 2011. In addition, he served on the International Association of Chiefs of Police Task Force on Re-Entry of Law Enforcement Personnel Returning from Combat Operations. He is an Executive Board member of the **Badge of Life**, a nonprofit 501(c)(3) organization with the mission of promoting wellness for law enforcement personnel and proactively reducing the incidence of police suicide. Coach Sok can be contacted at Coachsok@police-fieldtraining.com.



Tuesday, February 8

10:00 am - 12:00 pm

MLEAC Hearings

1:00 pm - 3:00 pm

MLEAC Commission Meeting

3:00 pm - 4:00 pm

MiPAC Meeting

Wednesday, February 9

8:00 am - 6:00 pm

Registration Open

8:30 am - 9:00 am

Opening Session - MACP

9:00 am - 12:00 pm

KEYNOTE PRESENTATION: Walking with the Wounded: Leadership, Organization and Peer Response to Life-Changing, Line-of-Duty Injury

Lt. Andy Sutton (Ret.)

Sgt. Bob Bemis (Ret.)

The Wounded Blue

12:00 pm - 6:00 pm

Exposition Open

1:00 pm - 1:50 pm

Law Enforcement Brain Health, Moods and Behaviors - Essential and Revolutionary Ways to Keep your Officers Healthy and Safe

Dr. Joel Robertson

Robertson Research Institute

2:00 pm - 2:50 pm

Metabolic Disease and Officer Wellness: The Health Crisis Impacting Law Enforcement Professionals and One Chief's Story

Chief Jerrod Hart

Saline Police Department

3:00 pm - 3:50 pm

Cutting Edge Updates on International Smuggling and How it Impacts Your Community

Hernan Albamonte

Philip Morris International

4:00 pm - 5:00 pm

MMRMA Meeting

4:00 pm - 6:00 pm

Exhibitor/Attendee Reception

Thursday, February 10

8:00 am - 3:00 pm

Registration Open

9:00 am - 12:00 pm

Exposition Open

9:00 am - 9:50 am

"That'll Cost Ya!"

Matt Heins; MI Municipal League

Audrey Forbush; Plunkett Cooney, PC

10:00 am - 10:50 am

The Special Needs Population: Holistic Considerations to Maximize Departmental Effectiveness of Interactions with LE Personnel

Dr. Stephanie Zoltowski

Spectrum Training Solutions, LLC

11:15 am - 12:00 pm

Exhibit Prize Drawings

Must be present to win

1:00 pm - 1:50 pm (Concurrent Session)

Clarifying Misrepresentations About Law Enforcement Interrogation Techniques

Joseph Buckley

John E. Reid & Associates

1:00 pm - 1:50 pm (Concurrent Session)

What Process is Due? A Look at Due Process in Public Employment

Ryan Fantuzzi

Kirk, Huth, Lange and Badalamenti, PLC

2:00 pm - 2:50 pm (Concurrent Session)

FOIA Basics for Police Agencies

Lori Hinkley

Michigan State Police

2:00 pm - 2:50 pm (Concurrent Session)

Updates to the Michigan Vulnerable Adult Team's Protocols

Scott Ehlfeldt

Prosecuting Attorneys Association of MI

3:00 pm - 4:00 pm

Reinvesting in Traffic Safety Post - 2020: Civil Unrest and COVID

Chief Brett Railey (Ret.)

The Digital Decision

5:00 pm - 7:00 pm

Attendee Reception

Legislators-of-the-Year Presentation

Friday, February 11

9:00 am - 12:00 pm

KEYNOTE PRESENTATION: Find 'Em, Hire 'Em, Keep 'Em: Why Culture Counts

Rick Taylor

Command Presence

12:00 pm

Conference Concludes



Department Composites

Photo Promotions LLC

Your Police Department



20



Big Boss



Other Big Boss

21



Beautiful



Master



Composite



With



All



Individuals



From



Your



Police



Department



All



Photography



Taken



At



Your



Location

Dee Pietila
d.pietilaphotos@gmail.com
248-508-1884

**WE ARE THE BEST AND MOST EXPERIENCED
DEPARTMENT COMPOSITE MAKERS IN MICHIGAN**

PHOTOGRAPHY IS DONE AT YOUR LOCATION
\$17.00 PER INDIVIDUAL, MAY VARY, SEE CHART BELOW



We've photographed over
24,000
Officers in Michigan.

**Proud Supporters of
MACP & MSA**

**PLEASE HELP
BY SUPPORTING US**

248-508-1884
d.pietilaphotos@gmail.com



THANK YOU FOR YOUR CONTINUED SUPPORT!

ILLICIT TRADE: A GROWING THREAT TO MICHIGAN



BY KRISTIN REIF

The global pandemic has been a challenge for Americans from every walk of life, but an under-recognized phenomenon has been its impact on law enforcement. Nationally, violent crime increased by five percent¹ from 2019 to 2020 and Michigan has the 10th highest violent crime rate in the nation. Efforts to combat crime are typically centered locally, as police chiefs know all too well. But the root causes of crime are frequently global in nature, with illicit trade serving as a driving monetary force for many local crimes.

This is a particularly big challenge for Michigan. While most Americans picture border states as being located in the American southwest, Michigan is home to one of our nation's busiest international borders. The border crossing, between Detroit and Windsor, Canada alone, sees more than 13,000 trucks and 25,000 automobiles driving through on a single day. This border is responsible for more than \$206 billion in international trade annually, but it also leaves Michigan vulnerable to bad actors.

In 2020, Michigan officials alerted the public that over a three-month span, more than 150,000 bottles of wine were illegally shipped into the state,² hurting small retailers and diverting tax revenue

from communities that desperately need the funding. Just a few months ago, more than 600,000 counterfeit N95 masks³ were seized at a warehouse in Detroit – a reminder that contraband often takes the form of more than just illicit drugs and tobacco. In fact, one of the backbones of Michigan's economy, the automotive sector, loses an estimated \$3 billion a year⁴ due to service parts counterfeiters.

What's misunderstood by many is that smuggling and the sale of counterfeits are not victimless crimes. On the contrary, these crimes are inextricably tied to more nefarious crimes. Criminal organizations like gangs, cartels or even terror groups such as Al Qaeda use seemingly less harmful crimes like selling knock-

1. https://www.thecentersquare.com/michigan/how-the-violent-crime-rate-in-michigan-compares-to-other-states/article_48e837fe-48b4-5143-a6e0-859396ba1573

2. [https://www.fox47news.com/news/local-news/nearly 130,000 bottles of wine illegally shipped to Michigan \(fox47news.com\)](https://www.fox47news.com/news/local-news/nearly-130,000-bottles-of-wine-illegally-shipped-to-michigan-fox47news.com)

3. <https://www.clickondetroit.com/news/defenders/2021/10/01/more-than-622000-counterfeit-n-95-masks-seized-before-reaching-metro-detroit-hospital/>

4. <https://www.usait.org/states/michigan/>



off sneakers or counterfeit cigarettes — which costs Michigan taxpayers more than \$200 million per year⁵ — to fund their more nefarious and evil crimes like terrorism, human trafficking and drug smuggling.

Michigan knows all too well the horrible consequences of this criminal behavior. Twelve counties in Michigan have been labeled as high-intensity drug trafficking areas⁶ by the Office of National Drug Control Policy. Furthermore, Michigan had the seventh-most deaths in the country from cocaine with 768 fatalities in 2018. The state also ranks 7th in the U.S. in human trafficking cases,⁷ reporting 1,871 cases since 2007.

Being a border state poses unique challenges for Michigan, but much of illicit trade is also happening state-to-state. Last year, more than \$150,000 in drugs⁸ — including more than 1,100 grams of heroin and nearly 300 grams of lethal fentanyl — were seized by law enforcement officials after two Michigan residents failed to move the deadly narcotics across state lines to Ohio.

While the fentanyl epidemic is new, these cross-border illicit actions are not. Michigan is actually home to one of the most infamous illicit trade schemes in our nation's history. Twenty years ago, Operation Smokescreen⁹ brought together local law enforcement with federal officials to break up an illegal tobacco network. In that case, criminals were buying cigarettes in North Carolina, where tobacco taxes were cheaper, and re-selling them in Michigan. The profits from this effort were then being used to fund terrorist operations by Hezbollah.

These examples are evidence of good police work, but we know that more help is

During the past two years of the coronavirus pandemic, the shadowy network of black-market profiteering has exploded.

needed. It is estimated that illegal trade is a \$2.2 trillion a year industry,¹⁰ but it's impossible to know for sure. While corporations are required to publish quarterly income statements, criminals do not. What we do know is the problem is getting worse.

During the past two years of the coronavirus pandemic, the shadowy network of black-market profiteering has exploded. The online sale of counterfeited goods has skyrocketed nearly 40 percent since January of 2020¹¹ as criminals took advantage of the supply chain breakdowns and intense consumer demand.

The criminal organizations that operate on the black market are clever. They use a wide range of devious and constantly changing techniques to evade law enforcement. Their rapid ability to establish new revenue streams through innovation is highly effective and often underestimated.

Without greater coordination, this criminal activity will continue to spread. That's why we have to fight back.

COALITION BRINGS TOGETHER PUBLIC AND PRIVATE SECTORS TO COMBAT ILLICIT TRADE

Last year, Philip Morris International brought together leaders in the public and private sectors to form a new coalition — United to Safeguard America from Illegal Trade (USA-IT). USA-IT is uniting government and law enforcement leaders from the federal, state and local level with leading experts from companies and trade associations. Our mission is to

better educate and coordinate efforts to combat illegal trade.

USA-IT is partnering with organizations like the Michigan Association of Chiefs of Police so we can better understand the problems facing local law enforcement and identify ways we can help. For example, one frequent comment we have heard from law enforcement is the challenges of cross-jurisdictional crimes. Even when an illicit trade network is identified, it can be a nightmare for police to coordinate with prosecutors on where and how to take it down. This is one area where greater coordination between local, state and federal officials can be productive.

In addition, law enforcement training sessions like the one we will hold at this year's 2022 Winter Professional Development Conference hosted by the MACP, will give us an opportunity to bring together officials from around the state and share critical information on the many ways in which criminals engage in low-risk, high-reward black market profiteering.

Overall, expanding access to quality training for law enforcement agencies at every level will be essential. So, as Michigan's leaders and decision makers continue to build out training curriculums for law enforcement officials, they should consider adding programs that focus on identifying the signs of illegal trade and the many forms of crime connected to the black market.

5. <https://www.usait.org/states/michigan/>

6. <https://www.usait.org/states/michigan/>

7. <https://www.usait.org/states/michigan/>

8. <https://www.abcfonyourside.com/news/local/three-arrested-after-140000-worth-of-heroin-fentanyl-and-marijuana-seized-by-oshp>

9. <https://www.atf.gov/our-history/operation-smokescreen>

10. <https://www.washingtonpost.com/brand-studio/wp/2021/11/16/united-to-safeguard-america-from-illegal-trade/>

11. <https://www.washingtonpost.com/brand-studio/wp/2021/11/16/united-to-safeguard-america-from-illegal-trade/>

USA-IT is also focusing on training for individuals in the private sector as well. Last year, the coalition conducted a training session for a Michigan trade organization representing liquor license holders. This industry has a long history of being plagued by alcohol smuggling, so they are taking responsible steps to ensure that their members and customers can better recognize the signs of illicit alcohol.

While training sessions are one critical tool in combatting illicit trade, there is not a single solution or stakeholder alone who can solve this problem. Today's world is increasingly interconnected, and as new technologies emerge, we must be cognizant that these will sometimes pose new opportunities for criminals.

One example of this is the growth in organized retail theft. It is easier than ever to sell things online, including shoplifted items. While large-scale 'smash and grab' thefts at high-end outlets attract headlines, the problem is equally significant for small town pharmacies and retail stores. Criminal networks will of-

ten employ teams of thieves to steal vast amounts of small items, which are then re-sold online for big profits.

Fortunately, Michigan has been a leader¹² in combating organized retail theft, having passed a law in 2013 that makes it a felony. That type of leadership can set an example for other states and communities now battling the problem, underscoring the importance of working together on these issues.

MOVING FORWARD TOGETHER LOCALLY AND NATIONALLY

To implement meaningful long-term solutions against illegal trade, organizations like USA-IT will be critical in helping to build a comprehensive national strategy. In December, USA-IT held its first national summit that brought together experts from around the country to discuss illicit trade.

One of the summit's panelists was Dr. Jay Kennedy from Michigan State University's School of Criminal Justice and Center for Anti-Counterfeiting and

Product Protection. Dr. Kennedy joined panelists in discussing how illicit trade finances terrorist organizations. Other discussions at the summit centered on the challenges facing law enforcement, and how public-private partnerships can help.

In addition to bringing people together and sharing information, USA-IT is also working to develop a set of public policy recommendations. We believe more effort is needed to help streamline and improve many of the laws regulating today's marketplace.

Moving forward, USA-IT will continue to work closely with state and local law enforcement officials, who remain our nation's greatest assets in the fight against illegal trade. Together, we will work hand in hand to help the men and women in blue stay one step ahead of criminal organizations and eradicate their illegal operations.

To learn more about USA-IT and our continuing efforts, please visit our website at www.usait.org. 📍



**DESIGNED, ENGINEERED,
AND MANUFACTURED
IN MICHIGAN**

As proud as we are of this, we are even more proud of the people and the place that makes this happen. Are you attending the Winter Conference? Our facility is located just 15 minutes away from the Amway, we'd love to show you around! To schedule a tour, email Matt at mdriy@soundoffsignal.com.

**SoundOff
Signal**

[soundoffsignal.com](https://www.soundoffsignal.com)

Kristin Reif is a Director of External Affairs at Philip Morris International. Her responsibilities include domestic engagement to combat the national security threats created by the illicit trade of tobacco and the vast criminal enterprises funded by this trade. Her work is focused on fostering cooperation with Congress, federal agencies, military, and law enforcement officials to take action against a vital source of funding for terrorist and transnational organized criminal networks that is cloaked by a web of secret, and ever evolving, financial networks. Widely acknowledged as an expert in her field, Ms. Reif speaks regularly at Congressional and international Parliamentary forums, academic institutions, think tanks, media conferences and briefings for global security leaders. She has led hundreds of trainings around the globe for international organizations and across all levels of law enforcement in the United States, including Homeland Security Investigations, Customs and Border Protection and the Federal Bureau of Investigation's Joint Terrorism Taskforce. Prior to her current post, she served as PMI's Director of Illicit Trade Prevention for Latin America and Canada, where her efforts in support of law enforcement contributed to the single largest anti-illicit tobacco takedown in North American history.

12. <https://www.wxyz.com/news/while-retail-thefts-skyrocket-across-the-nation-metro-detroit-hasnt-seen-a-spike>

Seeking Nominations!

All applications and required supporting documents are to be received by the MACP Office on or before the deadlines listed on each form.

Life Membership	Youth Scholarship	Awards & Citations
Qualifications*: <ul style="list-style-type: none">• Honorably retired from police service• Applying within one year of Active-Voting, Active, or Associate member classification• Recommended by the Board of Directors	Open to any graduating High School Senior*. <i>Applicants must secure a sponsor that is the head of an agency and an MACP member.</i>	Honoring heroic acts that occurred the previous year*. <i>Award Categories:</i> <ul style="list-style-type: none">• Police Cross• Police Medal of Honor• Police Medal of Valor• Distinguished Service Medal• Citizen's Medal of Valor• Presidential Medal• Purple Heart Medal

**Complete rules, submission guidelines, and application forms will be available on our website: www.michiganpolicechiefs.org starting February 2022.*



Public Safety's Technical Solutions

**Serving the Public Safety Community
Since 1968**

visit our site at www.clemis.org

SUCCESSFULLY OBTAINING THE TRUTH



BY ENRIQUE GARCIA AND PAUL FRANCOIS

As Chiefs you often need to get your officers and detectives trained in modern investigative techniques. Meticulous investigations require relentless work and preparation, and great investigators create opportunities for success. Current best practices suggest that you should consider the following points to ensure success in “obtaining the truth” when investigators conduct follow-up interviews.

PREPARATION

Always prepare mentally for the unexpected, especially when you are the on-call investigator. Try not to be discouraged as new developments emerge – as they inevitably will. Stay focused on your game plan. After all, when you investigate an unsolved crime, your witness or victim could be the suspect, accomplice, or co-conspirator. Control the chaos that may be occurring at the scene by remaining calm, delegating preliminary investigative tasks, and by giving clear instructions to field personnel.

SAFETY FIRST

Think safety first for yourself, the officers, the victims, the witnesses, the suspects, and the public. Our personal experience reveals that many officers do not pat search people before interviewing them. This could have dire consequences if you’ve sized someone up incorrectly. Think about ways you could obtain permission to do a quick pat down and/or search of personal property (backpack, purse, bag) prior to interviewing people to ensure everyone’s safety.

KNOWLEDGE IS POWER

Be sure to stay current on case law, investigative protocols, and agency policies and procedures.

HAVE A POSITIVE MINDSET - BUT PREPARE FOR CHAOS!

Play to win – morally and ethically. You wear the white hat in this scenario – we must be beyond reproach in all our investigative and interviewing practices. We’re the good guys! Professional athletes visualize success – you should too with your investigations and interviews.

INVESTIGATIVE STRATEGY

Do a full-court press on every case and frontload your investigations. Don’t take shortcuts and you will be amazed with your results. Be relentless, thorough, and creative about solving cases.

REMEMBER THE GOAL

Our goal in interviewing is simple and pure: Obtain the TRUTH from everyone. Have an open mind and remember anything is a possibility – anyone can be a suspect. We must effectively and efficiently solve cases. People are counting on us to uncover the truth.

ON-CALL CASES

When you are the on-call investigator and you get the big one, take a deep breath and proceed slowly. You set the pace at which things happen. Don’t get caught up in the madness. Take a macro, not micro view of the incident. Quickly gather information and do the following:

- Before you begin formal interviews, do work-ups (records management systems, criminal records, open source/social media) on suspects, victims, witnesses, associated vehicles, associated addresses, and anyone associated to the suspect. Consider asking your resources (Records Unit, 911 Communications Center, Crime Analysis Unit, Crime Prevention Unit,

other officers) for help with this task. Depending on the amount of work-ups involved, delegating this task will free up a tremendous amount of time which will reduce your stress, give you a sense of control, and allow you to focus on other investigative tasks to quickly and efficiently solve or close the case.

- Ask arresting officers: Did the suspect submit or resist arrest? Is the suspect under the influence of drugs or alcohol? What is the suspect’s demeanor – cooperative, remorseful, agitated, upset, etc.? Did the suspect make spontaneous statements? Did anyone read the suspect his/her Miranda Rights? If so, how did he/she respond? Hopefully, patrol has not done this, but as the investigator you need to know.
- Ask transport officers the same questions as arresting officers above. Also, if a victim was taken to a hospital for medical treatment, hopefully a patrol officer responded as well. Call the officer at the hospital and determine the victim’s condition. Ask if the victim made any statements. If possible, direct the officer to ask the victim clarifying questions.
- Delegate and ask others for help. Consider the following resources available to you: patrol officers/deputies, detectives, community service officers, police service technicians, records personnel, communications personnel, probation officers, parole agents, social workers, media, community groups, faith-based organizations, confidential informants, and other law enforcement agencies.
- Visit the crime scene and consider expanding it. Ensure a log officer has been assigned at the crime scene. Canvass for evidence and collect any items potentially associated with the incident. Look for commercial or residential surveillance videos, citizen cell

phone recordings, vehicle mounted video cameras, motorcycle helmet video devices (GoPro), etc.

- Canvass for witnesses and give officers clear instructions on what information to obtain. For example, officers should not tell someone who answers the door what they are investigating. Instead, officers should always ask, “Do you know why we are going door-to-door in your neighborhood?” This is an excellent open-ended question that will provide meaningful insight as to what the person saw or heard about the incident. We find that officers often tell the person what they are investigating (home invasion, burglary, shooting, stabbing, etc.) and follow it up by asking, “Did you see or hear anything?” This makes it easy for the person to respond negatively, thus resulting in poor canvass information gathering. Make sure you:

- Document the biographical information of each person contacted and who lives with them. Determine who else is currently home. If other residents are home, ask to speak with them and obtain their statement.
- Always obtain the names and as much contact information of the additional residents so they can be contacted subsequently at home, work, or cell phone.
- If other residents are not home, ask what time they left or what time they normally leave. You never know if the resident who left earlier saw something or knows something that can help solve the case.
- Ask if they own or rent the property. Obtain landlord information – another source of information you can use.
- Follow-up with landlord to determine who is on the rental/lease agreement. Ask them what they have heard and what they know about the incident.
- Look for audio/video camera equipment on the perimeter of the residence or building being canvassed. Ask about these even if none are seen.



- Ensure evidence is collected at the scene.
 - Photograph and videotape the crime scene.
 - Obtain copy of surveillance camera footage.
 - Make a sketch and note where all evidence was located.
 - Consider collecting the following from the victim: photos, clothing, DNA swab (to eliminate the victim from the DNA collected at the scene), other evidence depending on crime type.
 - Consider collecting the following from the suspect: photos, video, clothing, DNA swab, blood/urine sample, breathalyzer, gunshot residue.
 - Consider obtaining the following from officers: A brief verbal overview of their involvement, action taken, statements obtained, photos/video of officer, body-worn camera footage, and transfer evidence. This is important since the officers have not had time to write their reports and you probably won't receive them until the following day.
 - Personally review all evidence collected by others.
 - Request written and audio copies of all incoming 911 calls and Dispatcher communication, and personally review it.
- Ensure everyone associated with the investigation is interviewed: family, friends, neighbors, current and former co-workers, current and former girlfriends/boyfriends, enemies, etc.

This is not an all-inclusive list, but it should be enough to get your officers thinking about being prepared and creating opportunities for success when investigating major crimes. ■

Enrique Garcia is a retired sergeant from the San Jose Police Department with almost 29 years of law enforcement experience. He worked in Patrol, Field Training, Sexual Assaults, Homicide, Robbery, and Media Relations. Enrique is a recognized Interview & Interrogation subject-matter expert for the State of California P.O.S.T. Commission.

Paul Francois is a retired lieutenant from the San Jose Police Department with 29 years of law enforcement experience. His previous assignments include Patrol, Physical Child Abuse Unit, Sexual Assault Investigation Unit, Field Training, and Research and Development.

Enrique Garcia and Paul Francois are the co-founders of Third Degree Communications, Inc. and can be contacted at (408) 766-1909.



STRESS MANAGEMENT IN PUBLIC SAFETY THE SUPERVISOR'S ROLE



BY REX M. SCISM

There's no shortage of articles, classes, and books about leadership. In public safety, however, no leadership discussion is complete without addressing how to effectively handle stress in the workplace. We all know the work law enforcement officers, firefighters, and correctional officers do is stressful by definition. And we face stress at home, too—sometimes more so because of our chosen profession.

We routinely take stress for granted and simply chalk it up to the cost of doing business. But what are the *unintended*

consequences of stress? Can we do anything about it? Is it possible to live a stress-free life? Before we can answer these questions, we need to define what stress really is.

Stress is the body's nonspecific response to any demand placed on it. It can manifest with either positive or negative results. According to this distinction, many stressful events fail to threaten us, and instead provide pleasurable challenges. Stress is a dynamic condition where we are confronted with an opportunity, demand, or resource related to what we desire. There are also occasions where stress threatens something we deem valuable.

We react to tangible, physical stress-

ors as well as those created by symbolic or imagined threats or pleasures. And to make matters worse, the effects can vary widely, depending on our culture, personal experiences, mood, and circumstances at the time of the event. Generally, we influence the nature of stress through our ability to control and anticipate events in our normal environment. Placing us in an abnormal environment with an unanticipated event will have the greatest impact and leave the most persistent aftereffects.

SOURCES OF STRESS

On-the-job stress costs American companies over \$300 billion a year in health-care, absenteeism, poor performance, and turnover.¹ Our performance can be disrupted by relatively low levels of stress. There are physiological, psycho-

1. University of Massachusetts (UMASS), Lowell (2021). Financial Costs of Job Stress. [Online]. Accessed 5/28/21 from: <https://www.uml.edu/research/cph-new/worker/stress-at-work/financial-costs.aspx#:~:text=Job%20stress%20is%20estimated%20to, costs%2C%20absenteeism%20and%20poor%20performance>.

logical, and behavioral symptoms associated with unchecked stress. It can also impact our ability to positively interact with others. Dr. Andrew Bernstein notes how “Stress doesn’t come from your boss, your kids, your spouse, traffic jams, health challenges, or other circumstances. It comes from your thoughts about your circumstances.” In other words, stress is what we make of it. Moreover, studies have also found that stress is contagious. Whether at home or at work, humans can detect stress in others, which raises levels of the stress hormone cortisol, which can ultimately lead to a host of health problems.

In law enforcement, stress can give us a tactical edge. It can also destroy us if we don’t learn how to effectively control it and mitigate the impacts of negative stress. In public service, traditional sources of stress include environmental, organizational, and personal factors.

- **Environmental factors** is a broad category that involves stress from economic or political uncertainty, technological changes, and even lack of social support. Most of these factors are external and largely out of the control of both our personnel and the organization.
- **Organizational factors** include task and role demands, scheduling, policy, and leadership. Among public safety personnel, we see most stress evolving from within the organization itself. Much of this can be attributed to occupational demands, which commonly involve work overload and immense responsibilities that come with the job.
- **Personal factors** are dependent on an individual’s internal coping mechanisms and support structure. Family or economic problems, personality, individual resilience, and work vs. non-work activity conflicts all create opportunities for stress.

THE SUPERVISOR’S ROLE

Supervisors generally have little input or control over many of the things that create stress within the organization. However, it’s possible to *mitigate the impacts* within your area of responsibility by staying in tune with what your people desire and need. Although it’s possible to provide relevant input and move to change the organizational climate when an opportunity arises, much of how we handle organizational stress is grounded in our frame of mind. The things that stress us the most are largely out of our control. Consider the following when you work to identify problems in the workplace that can lead to stress among your subordinates:

- **Examine the workplace** – Conduct a down-and-dirty analysis and find the root causes of stress among your subordinates. Chances are, having open communication and a forum for hearing them out will alleviate much of their trepidation.
- **Believe in and live the organizational mission** – This means more than simply knowing the agency mission statement. Be the role model your subordinates expect, manage your own stress effectively, and direct your efforts toward the work at hand. Believe it or not, work can be therapeutic and is a good distractor from issues largely out of our control.
- **Encourage communication** – Be open with your subordinates, hold regular meetings, and expect prompt notification any time problems arise. Most problems within the workplace evolve through lack of communication.
- **Push autonomy down** – Allow your subordinates to grow and take on additional responsibilities that enhance their ability to do the job. This also creates an atmosphere that instills confidence. Lacking confidence creates more opportunities for stress, especially in young or less experienced

employees.

- **Care about your people** – This should go without saying but it’s easy to get caught up in our day-to-day business, especially in a fast-paced public service profession. Take time to check in with your people. Develop *relationships grounded in trust* and *recognize when they need some extra help*.

FIVE STEPS FOR REDUCING STRESS

None of us are immune from the impacts of stress. This profession creates myriad challenges from both a personal and professional standpoint, therefore, it’s imperative that frontline leaders implement and encourage effective stress-reduction strategies. Simply put, we must *manage our stress effectively* so we can perform efficiently. *Resilience* is the key, and we must also remember that an individual’s ability to handle stress depends on a variety of factors, including support system, mental discipline, environment, personality, and major life events.

It’s impossible to eliminate the stressors that plague us, but we can increase our stress-coping abilities and institute a personal action plan for wellness. Consider these five steps: ²

1. **Identify stress triggers** – Take inventory of the events or circumstances that cause stress in your life. Are you constantly tensing up when talking to a particular person when on-duty? Are you and your spouse frequently arguing about the same subjects, such as childcare? Do you feel like you never have enough time? Just bringing awareness to what causes stress starts the process of exercising control over it.
2. **Tackle your stress triggers** – Take a piece of paper and write down the things that cause you the most stress. Next, place a checkmark by those items you can personally do something about. Chances are, most items on your list won’t have a

2. Mayo Clinic (2021). Coping with stress: Workplace tips. [Online]. Accessed 5/28/21 from: <https://www.mayoclinic.org/healthy-lifestyle/stress-management/in-depth/coping-with-stress/art-20048369>

checkmark—meaning there is little you can personally do to resolve the problem. In those instances, work toward reshaping how you feel or think about the problem to place it in proper context. Learning to let go of what you can't control takes time, but it means your list of stressors will eventually become shorter.

3. **Sharpen your time management skills** – Both within the workplace and at home, it always seems like there's not enough time in the day. Set realistic goals for yourself, adequately prioritize tasks, and protect time you've set aside to accomplish personal and professional goals and objectives.
4. **Keep the proper perspective** – Remember that you're not in this alone. Talk with your family members, peers, and supervi-

sors. Sometimes another point of view will help reshape your thinking and offer alternatives that alleviate stress. Take breaks and have an outlet that prevents burnout. Take care of yourself – eat right, exercise, and don't let stress conquer your personal wellbeing.

5. **Know when to get help** – Sometimes stress can be overwhelming. The consequences of unchecked stress, especially in public safety, can be catastrophic. In 2019, 234 law enforcement officers *killed themselves*, followed by another 154 in 2020; in 2019, 114 firefighters took their own lives—and these reported numbers are generally accepted to be lower than the actual rate of suicide.³⁴ Seek assistance in times of need and ensure you monitor subordinates and colleagues so you can help when nec-

essary. Take advantage of employee assistance programs (EAPs) or *other agency provided wellness resources* and encourage others to do the same.

Stress is inevitable, but how we react to it doesn't have to be. Stress management is critical to a long, successful career in public safety. As leaders, we owe it to ourselves and those we supervise to do everything we can to mitigate stressors for ourselves and others. ■

Rex M. Scism is a 32-year law enforcement veteran. He currently serves as a training developer for Lexipol. Rex is also a public safety consultant and instructor with more than 20 years of instruction experience in the public safety, private sector and academic communities. He frequently lectures on public safety topics around the country. Rex holds bachelor's and master's degrees in Criminal Justice and is a graduate of the FBI National Academy's 249th Session. To get in touch with Rex Scism, please contact Mashaal Ryan, Lexipol Partner Marketing Specialist, at (469) 731-0825.

3. Blue H.E.L.P. (2021). Officer Suicide Statistics. [Online]. Accessed 5/28/21 from: <https://bluehelp.org/the-numbers/>

4. Powers K. (9/23/19) Firefighters are heroes, but who's watching out for them when it comes to suicide? The Daily Times. Accessed 5/28/21 from: <https://www.delmarvanow.com/story/life/2019/09/23/firefighter-suicide-mental-health-culture-maryland-delaware-virginia-salisbury/1300515001/>

Honor & Benefits



Feb. 22, 2022

Hosted by the Sheriffs' and Municipal Memorial Assistance Response Team

When a first responder dies, a leader must decide how it will be classified and treated by the agency. An incorrect classification can have far-reaching and long-term effects for the family, agency, and community.

This class examines the relationship between HONOR and BENEFITS.

**For more info and to register go to:
michiganpolicechiefs.org**





JOHN E. REID & ASSOCIATES, INC

Protecting the Innocent & Identifying the Guilty

Visit www.reid.com for your training needs

John E. Reid and Associates began developing interview and interrogation techniques in 1947. THE REID TECHNIQUE OF INTERVIEWING AND INTERROGATION® is now the most widely used approach to question subjects in the world. The content of our instructional material has continued to develop and change over the years. John E. Reid and Associates is the only organization that can teach the current version of our training program on THE REID TECHNIQUE®.

Interviewing & Interrogation Classroom Training Opportunities

THE REID TECHNIQUE ON INVESTIGATIVE INTERVIEWING AND ADVANCED INTERROGATION™ Course is being held in the following areas. For police officers to receive POST credit they must sign a service training course roster and provide their MCOLES number.

MARCH 22-24, 2022 Detroit, MI
APRIL 12-14, 2022 Lansing, MI
MAY 10-13, 2022 Portage, MI
MAY 17-20, 2022 Clinton Township, MI

Virtual Trainings

* **THE REID TECHNIQUE OF INVESTIGATIVE INTERVIEWING AND POSITIVE PERSUASION®** training program will consist of three primary topics: Behavior Symptom Analysis, The Behavior Interview and The Seven Steps of Positive Persuasion. Video footage of real interviews are used in this course. The Zoom Virtual Training course is 6 hours (1-Day).

***HIRING THE BEST®** will consist of interviewing techniques and strategies that will significantly enhance your ability to identify high-risk applicants before they become problem employees. The virtual training course is 3 hours.

The reviews are outstanding for our zoom trainings:

- 98% of the respondents are very likely or likely to recommend the training to a colleague
- 97% say the training met their expectations
- 97% rated the instructor's presentation Excellent/Very Good
- 93% rated the course Excellent/Very Good
- "...This should be taught in every academy."
- "One of the best training sessions I have been a part of. I was invested the entire time."
- "The instructor was engaging and kept the class interesting and as a student, I felt involved the whole time."
- "I love it! So incredibly helpful and informative."
- "We thoroughly enjoyed the training and are planning on re-adjusting how we conduct pre-employment interviews moving forward."

Online Training Videos

Online training videos are 60-90 minutes and come with a study guide. You can access the program as many times as you like over a 30-day period. There's an optional exam at the end you can take and you will receive a certificate of completion. Topics Include:

- THE REID TECHNIQUE® for Child Abuse Investigations
- THE REID TECHNIQUE® for Human Trafficking Investigations
- THE REID TECHNIQUE® for Pre-Employment Interviewing Strategies
- THE REID TECHNIQUE® for Telephone Investigative Interviews
- THE REID TECHNIQUE® for Patrol Officers
- THE REID TECHNIQUE® for School Administrators

FOR TRAINING VISIT

WWW.REID.COM / 800-255-5747

KRATOM AND DRIVING: A DANGEROUS COMBINATION



BY KENNETH STECKER AND KINGA CANIKE

Most everyone knows the dangers of drinking and driving, but recent headlines have put the spotlight on another danger on our roads – kratom and driving.

Mitragyna speciosa is an evergreen tree native to Thailand and Southeast Asia. Its leaves and an extract made from its leaves are commonly referred to as kratom. Kratom can be used in various ways. Its leaves can be chewed or crushed into a powder. The powder can be used to make tea or packaged as capsules. Kratom extract can be mixed into liquids for consumption.¹

Kratom's effects vary depending on how much a person ingests. In lower doses, kratom is known to be a stimulant.² In higher doses, those effects are opioid-like or sedative.³ Kratom has been used for many purposes including opioid withdrawal, pain relief, and to treat depression and anxiety.⁴ However, research is inconclusive as to whether kratom has any health benefits.⁵

The American Kratom Society, which

strongly promotes the use of kratom, estimated that there were over 15 million kratom users in the United States in 2019.⁶ Kratom is not federally scheduled as a controlled substance even though the Drug Enforcement Administration has listed it as a drug of concern.⁷ Some of these concerns stem from the fact that lack of regulation results in varying quality and purity among kratom products.⁸ Six states have made it illegal, and there is pending legislation in other states to either criminalize or regulate it to some degree.⁹ Here in Michigan, kratom continues to be legal and therefore readily accessible.¹⁰ It is sold on the internet and at gas stations and headshops around the state.

Common kratom side effects include the following:

- Dizziness
- Drowsiness
- Hallucinations and delusion
- Depression
- Breathing suppression
- Seizure, coma, and death¹¹

These side effects, which can last up to five hours, make the combination of kratom and driving very dangerous.¹² This is where Michigan Public Act 543, which went into effect in 2013, comes into play. Public Act 543 states in pertinent part as follows:

“Sec. 625. (1) A person, whether licensed or not, shall not operate a vehicle upon a highway or other place open to the general public or generally

accessible to motor vehicles, including an area designated for the parking of vehicles, within this state if the person is operating while intoxicated. As used in this section, “operating while intoxicated” means any of the following:

(a) The person is under the influence of alcoholic liquor, a controlled substance, or other intoxicating substance or a combination of alcoholic liquor, a controlled substance, or other intoxicating substance.

(25) As used in this section: (a) “Intoxicating substance” means any substance, preparation, or a combination of substances and preparations other than alcohol or a controlled substance, that is either of the following: (i) Recognized as a drug in any of the following publications or their supplements: (A) The official United States pharmacopoeia. (B) The official homeopathic pharmacopoeia of the United States. (C) The official national formulary. (ii) A substance, other than food, taken into a person's body, including, but not limited to, vapors or fumes, that is used in a manner or for a purpose for which it was not intended, and that may result in a condition of intoxication.”¹³

Because kratom falls under the category of “intoxicating substance,” a person violates this law only when he or she operates a motor vehicle while under the influence by an intoxicating substance.¹⁴

1. Id.

2. <https://jaooa.org/article.aspx?articleid=2094342>

3. Id.

4. <https://www.cbsnews.com/news/kratom-poison-control-calls-soared-in-recent-years/>

5. <https://www.mayoclinic.org/healthy-lifestyle/consumer-health/in-depth/kratom/art-20402171>

6. https://www.americkratom.org/images/Kratom_Population_2019.pdf

7. <https://drugabuse.com/blog/trading-dependencies-theres-nothing-mild-about-a-kratom-addiction/>

8. <https://www.cbsnews.com/news/kratom-poison-control-calls-soared-in-recent-years/>

9. https://speciosaguide.com/kratom-legality-is-kratom-legal-in-my-state/#Is_Kratom_Legal_in_Michigan

10. Id.

11. <https://www.mayoclinic.org/healthy-lifestyle/consumer-health/in-depth/kratom/art-20402171>

12. Id.

13. MCL 257.625, et al.

14. MCLA 257.625 (1)(a)



Here in Michigan, kratom continues to be legal and therefore readily accessible.

Michigan Criminal Jury Instruction 15.3 defines “Under the influence” as follows:

“Under the influence of [alcohol / a controlled substance / an intoxicating substance] means that because of [drinking alcohol / using or consuming a controlled substance / consuming or taking into (his / her) body an intoxicating substance], the defendant’s ability to operate a motor vehicle in a normal manner was substantially lessened. To be under the influence, a person does not have to be falling down or hardly able to stand up. On the other hand, just because a person has [drunk alcohol or smells of alcohol / consumed or used a controlled substance / consumed or used an intoxicating substance] does not prove, by itself, that the person is under the influence of [alcohol / a controlled sub-

stance / an intoxicating substance]. The test is whether, because of [drinking alcohol / using or consuming a controlled substance / consuming or taking into (his / her) body an intoxicating substance], the defendant’s mental or physical condition was significantly affected and the defendant was no longer able to operate a vehicle in a normal manner.”¹⁵

During an impaired driving investigation, if a police officer has probable cause to believe a driver is under the influence of kratom, that driver can be arrested. To establish probable cause that a driver may be under the influence of kratom, the officer should look for the general indicators of kratom. According to a 2018 study in the *Journal of Analytical Toxicology*, some of these general indicators may in-

clude “leg tremors, continual clenching fingers and hands, fidgety and exaggerated movements, slurred and rapid speech, and dilated pupils.”¹⁶ In addition, a Drug Recognition Expert-trained (DRE) officer should be called to evaluate any suspect who may be under the influence of kratom or any other controlled or intoxicating substance.

We have a responsibility for road safety in Michigan, and as we go forward, we need to continue to reassess our efforts to combat the dangers on our roads. One way we can make a difference is by making sure those drivers under the influence of kratom are kept off Michigan roads. 🍀

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.

15. https://courts.michigan.gov/Courts/MichiganSupremeCourt/criminal-jury-instructions/Documents/HTML/Criminal%20Jury%20Instructions-Responsive%20HTML5/index.html#t=Criminal_Jury_Instructions%2FCrim_Jury_Ch_15%2FM_Crim_JI_15_2_Operating_While_Intoxicated_OWI.htm

16. <https://academic.oup.com/jat/article/42/7/e65/4989296>

NEW MEMBERS

ACTIVE VOTING

Chief Timothy Ames Erie Township Police Department
 Chief Keith M. Bancroft Somerset Township Police Department
 Captain Kasey Dobbyn Essexville Department of Public Safety
 Chief Warren Head Yale Police Department
 Chief/Dep. Dir. John Hutchins Grosse Pointe Farms Dept of Public Safety
 Chief Ronald B. Keck, Jr. Hudson Police Department
 Chief Todd McMichael Village of Cassopolis Police Department
 Chief John Poe Luna Pier Police Department
 Chief Aubrey Sargent MI Attorney General

ACTIVE

Captain Rodney Anderson Lansing Police Department
 Lieutenant Brandon Bliss Mt. Pleasant Police Department
 Sergeant Chris Boulter Saline Police Department
 Sergeant Michael Collier Portage Department of Public Safety
 Det. Sergeant Steve Colosky Flushing Police Department
 Captain Anthony Coppola Clinton Township Police Department
 Dep. Chief Jake Davis Trenton Police Department
 SSA Joseph Dixon, Sr. US Justice Department/DEA
 Lieutenant Michael Gerald Center Line Department of Public Safety
 Lieutenant Nicholas Godwin Port Huron Police Department

Commander Scott Grewe Birmingham Police Department
 Sergeant Jake Guenthardt Little Traverse Bay Band of Odawa Indians
 Dep. Director Paul Houhanisin Farmington Department of Public Safety
 Sergeant Larry Juday Nottawaseppi Huron Band of the Potawatomi
 Dep. Chief Richard Kummert Westland Police Department
 Captain Jeffrey L. Lillard Western Michigan University
 SSA James A. May MI Attorney General
 SA Sam Miller MI Attorney General
 Officer Daniel Miller Walled Lake Police Department
 Captain Randall Miller Berrien County Sheriff's Office
 Captain Vernal Newson Detroit Police Department
 Lieutenant Danny Phillips Bloomfield Hills Dept of Public Safety
 Undersheriff Mark Pietras Lake County Sheriff's Office
 Lieutenant David Quaiatto Troy Police Department
 Lieutenant Chris Rowley Northville Township Police Department
 Training Sgt. Francis A. Rugg Huron Potawatomi Tribal Police Department
 Sergeant Christopher Sederlund South Lyon Police Department
 Commander Issa Shahin Dearborn Police Department
 Lieutenant Preston Susalla Clinton Township Police Department
 Lieutenant Erik Tilli West Bloomfield Twp Police Department
 Lieutenant Dale Young West Bloomfield Twp Police Department

HIGHLIGHTS

IN MEMORIAM: Chief Ken Borieo | Walled Lake | E.O.W. October 24, 2021

Chief Ken Borieo passed away suddenly on October 24, 2021 in Naples, FL at the age of 82.

After graduating from high school, Ken joined the U.S. Marine Corps and proudly served his country as a Marine. In 1961, he began his career in law enforcement with the Detroit Police Department (DPD), where he spent the next 26 years. After retiring from DPD, he embarked on a new adventure as the Chief of Police in Walled Lake, Michigan. During his long law enforcement career, Chief Borieo earned his bachelor's degree from Mercy College of Detroit.

He was very passionate about the law enforcement community and was an active member of the Oakland County Sheriff's Association and the Southeast Chiefs' Association. Ken was also a member of the Michigan Association of Chiefs of Police

for 34 years and was awarded Life Membership for his significant contributions to the Association.

Upon his final retirement in 1995, Ken enjoyed the next 26 years living in Naples, Florida, his idea of "paradise."

Ken is survived by his wife of 57 years, Karen and his two daughters, Shannen (Daniel Kuzia) and Andrea (Brent Arnold) and a granddaughter Isabella (Bella) Kuzia, who was the light of his life for the last 19 years.



HIGHLIGHTS

DIRECTOR MICHAEL PRINCE RETIREMENT

After a 42-year career in public safety, the last 18 years as Director of the Office of Highway Safety Planning (OHSP), Michael Prince retired effective January 1, 2022. His career with OHSP began in 1990, where he served as program coordinator in the areas of Community Traffic Safety Programs, Police Traffic Services, Impaired Driving Programs, and as coordinator of the Secondary Road Patrol Program.

Mr. Prince was appointed executive director of OHSP in 2003. He served as the Governor's Highway Safety Representative, chaired the Governor's Traffic Safety Advisory Commission, served on the Federal Relations Committee, and was a member of the Michigan Truck Safety Commission.

Prince previously served the Michigan State Police as Public Affairs Director (2001-2003), Director of the Hazardous Materials Training Center (1999-2001), and as Public and Governmental Affairs Officer for the Emergency Management and Homeland Security Division (1996-1999).

Prior to entering state service, Prince spent 10 years as a po-



lice officer and community services coordinator for the Lansing Township (1983-90), Eaton Rapids (1981-83), and DeWitt Township (1980-81) police departments. He holds a Bachelor of Arts degree from Spring Arbor University in Human Resource Management.

In retirement, Mike plans on enjoying time with his family, doing some traveling and photography, and being active in the local community.

KENT COUNTY AGENCIES PARTICIPATE IN TOY EXPRESS

On Tuesday, December 7, the Kent County First Responder Community partnered with First Responders Children's Foundation (1stRCF) to provide some holiday cheer for the patients at Helen DeVos Children's Hospital as part of 1stRCF's Toy Express program. More than 500 toys were delivered in a caravan of emergency vehicles from sixteen different Kent County agencies to the front doors of the hospital. This event was a natural extension of the local Silent Observer **Project Night Lights** program where first responders surround the hospital on the second Wednesday evening of each month to show support for the patients by activating their emergency lights. The children then utilize flashlights to shine back at the responders. Due to current COVID protocols, the first re-



sponders were unable to have direct contact with the patients. The toys were distributed by hospital staff.

HIGHLIGHTS

POLICE COMMISSIONER BRUCE SMITH RETIREMENT

Police Commissioner Bruce Smith retired from Grosse Pointe Woods Department of Public Safety after serving 44 years in law enforcement.

Commissioner Smith began his career in July 1977 as a Detroit 7th Precinct patrol officer. In June of 1981, he was hired as a police officer at the newly formed Romulus Police Department. Working in a new police department had unique challenges, which gave him the opportunity to develop and grow in ways he never thought possible.

In June of 1983, Commissioner Smith left Romulus PD to work as a public safety officer at the Oak Park Public Safety Department. Oak Park is a fully cross-trained public safety department where all officers are fully trained police officers, firefighters, and medical first responders. Although he was not sure about the fire-fighting part of the job, within the first year, he fell in love with both firefighting and the medical responsibilities of the work. He was promoted through the ranks and became Director in 2004. He retired from Oak Park in 2006 to become the Chief of Police at the Chesterfield Township Police Department. During his 9-year tenure, he was instrumental in upgrading the industrial building that housed the department into a fully functional police building.

In February of 2015, he accepted a position as the Public Safety Director at the Grosse Pointe Woods Department of Public Safety. In July of that year, he assumed the role of City Administrator/Police Commissioner.



Commissioner Smith's decision to retire in December after more than 44 years of service was bittersweet. Serving in law enforcement has been a privilege and one that he learned never to take for granted.

He served on the Executive Board of the MACP for seven years as a District Representative and was a member of the Legislative Committee. He was a member of the Southeast Michigan Police Chiefs Association and served as President from 2012-2013. He was a member of the Macomb County Police Chiefs' Association and served as their president in 2012-2013. Bruce was also a member of the IACP, the Oakland County Police Chiefs' Association, and the Wayne County Police Chiefs' Association.

Congratulations to Commissioner Bruce Smith on a well-deserved retirement and thank you for your service to the MACP and to the law enforcement profession.

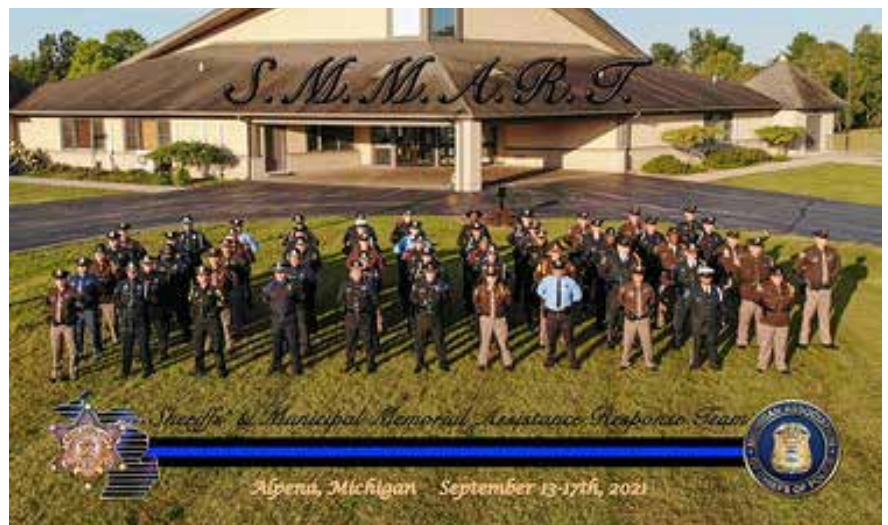
CONGRATULATIONS TO THE FALL 2021 S.M.M.A.R.T. SCHOOL GRADUATES!

Save the Date

S.M.M.A.R.T. TRAINING
AUG. 29 — SEPT. 2, 2022
 ALPENA, MICHIGAN

REGISTRATION OPENS
 MARCH 14, 2022

MICHIGANPOLICECHIEFS.ORG



CONGRATULATIONS TO THE FALL 2021 POLICE EXECUTIVES' AND NEW CHIEFS' SCHOOL GRADUATES!



First Row: (from left to right) Sergeant Larry Juday, Nottawaseppi Huron Band of Potawatomi Tribal Police; Deputy Chief Jim Bostock, Grosse Pointe Park Department of Public Safety; Lieutenant Shane Russell, Southfield Police Department; Detective Lieutenant Scott Malace, Saginaw Township Police Department; Lieutenant Matthew Kreft, Lansing Police Department; Lieutenant Shanda Starks, Detroit Police Department; Captain Vernal Newson, Detroit Police Department; Chief Keith Bancroft, Somerset Township Police Department; Captain Rodney Anderson, Lansing Police Department; Captain Tonya Leonard-Gilbert, Detroit Police Department; Supervisory Special Agent Joseph Dixon, United States Justice Department – DEA; Chief Kevin Mihailoff, Mt. Morris City Police Department; Chief Michael Veach, Mt. Morris Township Police Department; Chief Keith Mankel, Walker Police Department.

Second Row: (from left to right) Chief Timothy Ames, Erie Township Police Department; Lieutenant Nicholas Godwin, Port Huron Police Department; Deputy Director Paul Houhanisin, Farmington Department of Public Safety; Chief Jay Niles, Columbia Township Police Department; Deputy Chief Renee Veldman, Grandville Police Department; Interim Chief of Investigations Aubrey Sargent, Michigan Attorney General; Special Agent Sam Miller, Michigan Department of the Attorney General; Deputy Chief Timothy Unangst, Western Michigan University Police Department; Lieutenant Frank Shuler, Troy Police Department; Lieutenant Jeremy Stubbs, Auburn Hills Police Department; Chief Cory Lipar, Manton Police Department; Lieutenant Corey Haynes, Davison Township Police Department; Captain Randall Miller, Berrien County Sheriff's Office; Lieutenant Mike Giorgi, Troy Police Department; Lieutenant Brian Humphrey, Westland Police Department.

Third Row: (from left to right) Chief William Nicholson, Orchard Lake Police Department; Undersheriff Mark Pietras, Lake County Sheriff's Office; Sergeant Christopher Mandoka, Nottawaseppi Huron Band of Potawatomi Tribal Police; Sergeant Francis Rugg, Nottawaseppi Huron Band of Potawatomi Tribal Police; Chief Allen Sharrow, Richfield Township Police Department; Chief Kevin Callahan, Prairieville Township Police Department; Sergeant James Rich, Saginaw Township Police Department; Deputy Chief Mark Neumann, Huron Township Police Department; Lieutenant Preston Susalla, Clinton Township Police Department; Lieutenant Nicholas Mixon, Clinton Township Police Department; Lieutenant Anthony Coppola, Clinton Township Police Department; Commander Scott Grewe, Birmingham Police Department; Lieutenant Christopher Rowley, Northville Township Police Department.

Mark your calendar

Summer 2022 Professional Development Conference

Shanty Creek Resort, Bellaire, MI

Register at michiganpolicechiefs.org



HIGHLIGHTS

ACCREDITATION RECOGNITION

Congratulations to these eight departments for achieving accredited status. Each department was presented a framed accreditation award certificate during meetings with their local government officials. The Michigan Law Enforcement Accreditation Program now has 103 departments under its state accreditation program.



Birmingham PD

Pictured from left to right: Officer Gina Moody, Commander Scott Grewe, Chief Mark Clemence, Sgt. Michael Romanowski, Lt. Greg Wald, Commander Michael Albrecht.



Chesterfield Twp PD

Pictured from left to right: SRO Amanda DePape, Acting Chief Ken Franks, Captain Brian McNair and Professional Standards Assistant Sara Lebron



Monroe PD

Pictured from left to right: Lt. Terese Herrick, Captain Tyler Dickerson, Chief Charles McCormick, and Captain J.D. Wall.



Newaygo PD

Pictured from left to right: Sgt Lloyd Walerczyk, Chief Georgia Andres, Mayor Ed Fedell and City Manager Jon Schneider.



Northville Twp PD

Pictured from left to right: Sergeant Dan Jones, Sergeant Josh Pike, Professional Standards & Training Officer Kristen Romac, Lieutenant Christopher Rowley, Chief Paul Tennes, Accreditation Manager Lisa Cupp, Lieutenant Patrick Reinke, Lieutenant Mike Burrough, D/Sergeant Matt Mackenzie.



Romulus PD

Pictured from left to right: Captain Damian Hull, Accreditation Manager, and Chief Robert Pfannes.



Sterling Heights PD

Pictured left to right: Chief Dale Dwojakowski, Captain Kenneth Pappas.



Warren PD

Pictured from left to right: Union President Mike Sauger, Commissioner William Dwyer, Captain Bill Reichling, Deputy Commissioner Robert Ahrens, Captain Christian Bonnet.

Accreditation Manager Training

March 15, 2022




Register at michiganpolicechiefs.org

Please show your appreciation for the support of these companies by considering them first whenever you are in the market for new products or services.

Absolute Exhibits, Inc.
Since October 2020

Actron Integrated Security Systems, Inc.
Since December 2020

Allie Brothers Uniforms
Since February 2013

AMK Services
Since September 2020

Anderson, Eckstein, & Westrick, Inc.
Since May 2019

Arya Group, LLC
Since September 2021

Benchmark Analytics
Since March 2019

Berger Chevrolet
Since June 2021

Business Watch International (U.S.), Inc.
Since June 2013

Center Mass, Inc.
Since April 2016

Central Michigan Univ.
Since June 2020

CLEMIS
Since December 2013

CMP Distributors
Since February 2021

Comcast
Since January 2019

Command Presence Training
Since August 2017

Core Technology Corporation
Since March 2014

Critical Response Group
Since August 2017

C.S. Trojan & Assoc., Inc
Since December 2013

CZ-USA
Since August 2021

Dee Pietila Department Composites
Since November 2015

DeWolf and Associates
Since January 2015

Electro Serve LLC
Since April 2021

EMU Center for Regional & National Security
Since December 2012

Empco, Inc.
Since February 2013

Enterprise Fleet Management
Since February 2018

EVC, LLC
Since January 2017

Fiat Chrysler Automobiles
Since September 2019

FirstNet Built with AT&T
Since May 2021

Galeana's Van Dyke Dodge
Since April 2018

Getac Video Solutions
Since August 2018

Gorno Ford
Since June 2015

Harold J. Love & Assoc.
Since March 2021

HEI WIRELESS
Since January 2021

ITC Holdings
Since June 2015

John E. Reid and Associates, Inc.
Since March 2017

Kentwood Office Furniture
Since May 2015

Kirk, Huth, Lange & Badalamenti, PLC
Since May 2021

LaFontaine Chrysler
Since May 2021

LeadsOnline, LLC
Since June 2013

Leica Geosystems
Since August 2018

Lexipol, LLC
Since December 2015

Louka Tactical Training
Since May 2013

MACNLOW Associates
Since December 2013

Macomb Community College Criminal Justice Training Ctr.
Since August 2016

McGraw Morris PC
Since December 2012

Michigan Municipal Risk Management Authority
Since December 2015

Michigan Police Legal Advisor Group
Since March 2020

MSU School of Criminal Justice
Since March 2014

Midwest Public Safety
Since May 2021

Motorola Solutions
Since September 2012

National Hospitality Institute
Since December 2012

Nightlock
Since December 2015

NOAR Technologies
Since August 2018

Nye Uniform Company
Since October 2014

Olivet College
Since September 2017

OnStar
Since December 2012

PM AM Corporation
Since May 2016

PowerDMS
Since December 2015

Premier Security Solutions
Since August 2021

Printek, LLC
Since June 2015

Professional Police Training
Since March 2014

Rebound
Since May 2018

Robertson Research Institute
Since May 2018

Samsung
Since June 2018

SAS Institute
Since January 2021

Security Credit Union
Since August 2019

Sequoia Financial Services
Since September 2012

SewardHenderson PLLC
Since August 2020

Shanty Creek Resorts
Since December 2013

Shield Leadership Institute
Since May 2019

SoundOff Signal
Since April 2021

Tele-Rad, Inc.
Since October 2012

The 227 Project
Since January 2017

The Rossow Group
Since May 2014

Thin Blue Line USA
Since December 2019

Third Degree Communications, LLC
Since October 2021

T-Mobile
Since December 2019

Transportation Improvement Assn.
Since June 2013

Tyler Technologies
Since December 2019

USA Bio Care
Since February 2020

Virtual Academy
Since November 2017

Zoll Medical Corporation
Since October 2020

NEW SUPPORTING MEMBERS

For more information regarding these companies
and all MACP Supporting Members, visit
www.michiganpolicechiefs.org.



SAMSUNG

**Michigan Association of Chiefs of Police
& Michigan Sheriffs' Association**

Present

Crisis!

Are You Ready?

Don't let 30 years of hard work get destroyed in 30 Seconds.

This timely and highly entertaining presentation offers actionable keys to swaying internal and external perceptions during a negative event.

Join Anthony Huey, President of Reputation Management, LLC, a highly-rated international speaker, well known for his communications expertise. His 25-year career includes tenures as a news reporter, senior editor, crisis management specialist, media relations consultant and executive speech coach.



**Tuesday
Feb. 15, 2022**

9 am — 4 pm

\$165 per Person

(Includes Lunch)

Register at:

(302 funding approved)

**michigan
police
chiefs.org**



2021-22 BOARD OF DIRECTORS

PRESIDENT

Chief Ronald Wiles, Grand Blanc Township

FIRST VICE PRESIDENT

Chief Larry Weeks, Eaton Rapids

SECOND VICE PRESIDENT

Chief Kyle Knight, Harbor Springs

THIRD VICE PRESIDENT

Chief Bryan Ergang, Kalamazoo Township

SECRETARY-TREASURER

Chief Jon Gale, Norton Shores

IMMEDIATE PAST PRESIDENT

Chief Terrence A. McDonnell, Harbor Springs

DIRECTORS

Chief Alan M. Maciag, Northville • District 1

Director Matt Koehn, Berkley • District 2

Director Paul Myszenski, Center Line • District 3

Chief Michael Odette, Mott Community College • District 4

Chief Julian J. Allen, Covert Twp • District 5

Chief Matt Messer, Holland • District 6

Director Kevin Lenkart, Owosso • District 7

Chief Anthony A. DeGiusti, Ypsilanti • District 8

Chief Georgia Andres, Newaygo • District 9

Chief Donald Mawer, Frankenmuth • District 10

Chief Todd Woods, Mackinaw City • District 11

Chief Brett J. Botbyl, Menominee • District 12

Chief James White, Detroit • District 13

Colonel Joseph Gasper, Michigan State Police • District 14

STAFF

Robert Stevenson, Executive Director

Janeice Morrow, Executive Assistant

Karah Senn, Administrative Assistant

Neal Rossow, Director of Professional Development & Accreditation Program

Stephanie Johnson, Lobbyist

MAGAZINE STAFF

Jill Stevenson, Managing Editor

Melissa Travis, Graphic Designer

© 2022 by the Michigan Association of Chiefs of Police. All rights reserved. No part of this publication may be reproduced in any form or by any means, electronic, mechanical or otherwise without prior written permission from the publisher.

Michigan Police Chiefs is the official magazine of the Michigan Association of Chiefs of Police (MACP). The MACP does not assume responsibility for statements of fact or opinion made by any contributor. Comments made by individuals may not reflect the official position of the MACP. Acceptance of publication of articles, advertisements, products and the services does not indicate endorsement of the same by the MACP, and the MACP assumes no responsibility for their accuracy.

Michigan Police Chiefs is published tri-annually with original member content. Do you have an interesting law enforcement story, research paper, member news photos or field scenes? Submit them to info@michiganpolicechiefs.org. For advertising opportunities, please call 517.349.9420.



ADINDEX

Anderson, Eckstein & Westrick, Inc. 9
www.aewinc.com

Berger Chevrolet 21
www.bergerchevy.com

Center Mass 13
www.centermassinc.com

CLEMIS 29
www.clemis.org

Dee Pietila 25
d.pietilaphotos@gmail.com

DeWolf & Associates 17
www.DeWolfFTO.com

Empco, Inc. 15
www.empco.net

John E. Reid & Associates, Inc. 35
www.reid.com

LaFontaine 7
www.lafontaine.com

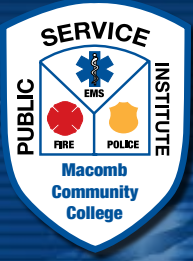
Macomb Community College 47
www.macomb.edu/PSI

MMRMA 2
www.mmrma.org

Motorola Solutions 5
www.motorolasolutions.com

Signature Ford 48
www.signaturefordfleet.com

SoundOff Signal 28
www.soundoffsignal.com



MACOMB COMMUNITY COLLEGE Law Enforcement Training

Basic Police Academy – Advanced Training – Largest Indoor Firearms Range in State
Use-of-Force Simulator – Search and Rescue Simulation – Advisory Board of Police Chiefs



For the veteran officer

Law enforcement is always evolving, and Macomb's Public Service Institute can provide your officers with the advanced training they need to protect and serve your communities.

For the new cadet

Our Basic Police Academy prepares cadets to protect and serve through a rigorous course of study and hands-on skills-training. You can be confident that recruits are instructed in the most advanced training environment and are instilled with the knowledge, skills, and information to serve with the highest level of integrity and professionalism.



For the community

Macomb's Public Service Institute, the Macomb Police Academy and its faculty are committed to:

- Ethical conduct
- Departmental and personal integrity
- Professionalism
- Respect for community needs



Contact us today for more information

586.498.4060

CJTC@macomb.edu



Macomb
Community College

Education • Enrichment • Economic Development

Discover. Connect. *Advance.*SM

www.macomb.edu/PSI



MICHIGAN ASSOCIATION OF CHIEFS OF POLICE

3474 Alaiedon Parkway, Suite 600
Okemos, MI 48864
www.michiganpolicechiefs.org

Presort Standard
U.S. Postage
PAID
Lansing, MI
Permit No. 1096



Signature Auto Group
 |  LINCOLN **OWOSSO PERRY**

CALL US FOR YOUR VEHICLE FLEET NEEDS!

Bill Campbell | Fleet Government Sales Manager

P: 888.92.FLEET | F: 517.625.5832

www.signaturefordfleet.com | bcampbell@signatureautogroup.com