

MICHIGAN BLACK CAUCUS

MBC

LOCAL ELECTED OFFICIALS



Presented by the Michigan Black Caucus of Local Elected Officials

**RACE & LAW ENFORCEMENT
IN THE URBAN COMMUNITY**

MICHIGAN ASSOCIATION OF CHIEFS OF POLICE

Race & Law Enforcement In the Urban Community



Michigan Association of Chiefs of Police

THE MACP : HISTORY AND PURPOSE

- Founded in 1893
- To advance the science and art of police administration and crime prevention
- To foster police cooperation, unity of action, and exchange of information
- To bring about recruitment and training of the police profession
- To seek legislation to benefit the citizens of the state or law enforcement in general
- To develop and disseminate approved administrative and technical practices and promote their use in police work



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The MACP Law Enforcement Accreditation Program



What is Accreditation?

A program designed with consideration for the following goals:

- To establish and maintain standards that represent *current professional law enforcement practices*;
- To *increase effectiveness and efficiency* in the delivery of law enforcement services;
- To establish standards that address and *reduce liability* for the agency and its members.



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Commission on Accreditation for Law Enforcement Agencies

1979

IACP

NOBLE

PERF

NSA



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How does accreditation work?

The foundation of Accreditation lies in the voluntary adoption of standards containing a clear statement of professional objectives.



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What is the general process?

Participating agencies conduct a *thorough self-analysis* to determine how existing operations can be adapted to meet these objectives.

When the procedures are in place, a team of *trained assessors verifies* that applicable standards have been successfully implemented.



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What are Benefits of Accreditation?

1. Objective, outside **stamp of approval** earned through diligent internal and then external evaluation based on the Standards.
2. **Decrease** litigation and exposure.
3. Continual **self assessment** of the agency.
4. **Liability** costs.
5. Enhanced **knowledge** of written directives.
6. Broaden employee **perspective**.
7. **Public** confidence, increased effectiveness, credibility in government.



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What are the actual steps in the process?

There are five steps:

- **The Application Phase**
 - *Application, Fee*
- **The Self-Analysis Phase** - (Up to 24 months)
 - *Standard Compliance, Directives, Proofs, Mock*
- **The On-site Assessment Phase**
 - *Two Assessors, Two days, Verbal, Written Report*
- **The Commission Review/Decision Phase**
 - *Award*
- **The Maintaining Compliance and Re-accreditation Phase**
 - *Annual Reports*



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Michigan Law Enforcement Accreditation Commission

Police Members:

Chief James Blocker

Battle Creek Police Department

Chief Joel Jett

Alpena Police Department

Chief David Rahinsky

Grand Rapids Police Department

Chief Michael Reaves

Port Huron Police Department

Chief R. Blake Rieboldt

Marquette Police Department

Chief Lisa Sherman

Charlotte Police Department

Community:

Ms. JillAnne Bauer

Eastern Michigan University PSSC

Mr. Michael Bertha

MMRMA

Pastor James Friedman

Greater Christian Ministries

Mr. David Harvey

MCOLES

Mr. Mike Wendling

Michigan Prosecutors Association



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Departments in the Accreditation Process

Battle Creek PD

Port Huron PD

Benton Harbor PD

Rockford DPS

Bloomfield Hills DPS

Roseville PD

Farmington DPS

Sturgis PD

Farmington Hills PD

Taylor PD

Marshall PD

Traverse City PD

Mason PD

Westland PD

Mott Community

Wixom PD

College DPS

Wolverine Lake PD

Northville Township

U of M Flint

DPS



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What are the standards for accreditation?

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MICHIGAN LAW ENFORCEMENT ACCREDITATION PROGRAM



Standards Manual

Under the Direction of
THE MICHIGAN LAW ENFORCEMENT ACCREDITATION COMMISSION

June 2016 (1st Edition)



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What are the standards for accreditation?

The standards address:

- *The **Administrative** Function*
- *The **Personnel** Function*
- *The **Operations** Function*
- *The **Investigative** Function*
- *The **Arrestee/Prisoner Handling** Function*



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What are some areas the standards for accreditation address?

- **Use of Force, Authority and Jurisdiction**
- **Recruitment, Selection, and Promotion of Personnel**
- **Training, Discipline and Internal Affairs**
- **Patrol and Criminal Investigations**
- **Victim/Witness Assistance**



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What do the standards for accreditation address?

- **Traffic Operations**
- **Prisoner Transportation and Holding Facilities**
- **Records and Communications**
- **Collection and Preservation of Evidence**
- **Property and Evidence Control**



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Sample Standard

1.3 - INTERNAL AFFAIRS

1.3.1 Internal Affairs

A written directive requires the agency:

- a. To ensure that the person in charge of investigating employee misconduct or internal affairs function has direct access to the agency's Chief Executive Officer, with exceptions noted;*
- b. To accept and investigate all complaints against the agency or its employees, to include anonymous complaints;*
- c. To make a determination of disposition of all complaints;*
- d. Outline and stipulate the complaint process from receipt of the citizen's complaint through the complaint's closure and notification of disposition to the citizen.*
- e. To specify when an employee can be immediately suspended pending investigation and disposition;*
- f. To protect and maintain the confidentiality of all internal affairs records against the agency or employees in a secure area accessible only to personnel authorized by the agency's Chief Executive Officer; and*
- g. Requires the Chief Executive Officer or designee to complete a written annual analysis of all employee misconduct complaints and dispositions.*

Clarification Statement: *Confidentiality during the investigation is critical. The community must have confidence in the agency to conduct thorough, objective, and complete investigations on the conduct of an officer or agency employee. Dispositions may include sustained, unfounded, exonerated, policy failure, or not sustained.*



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Sample Standard

1.5.4 Bias Influenced Policing Prohibited

A written directive addresses bias influenced policing and, at a minimum, includes the following provisions:

- a. A clear definition of bias influenced policing;***
- b. A prohibition against bias influenced policing in all law enforcement encounters;***
- c. A requirement that investigations into possible bias influenced policing are conducted in accordance with Internal Affairs;***
- d. Corrective actions if bias influenced policing is found to have occurred; and***
- e. Training agency personnel in the impropriety of bias influenced policing, including legal requirements and sanctions at a minimum of every three years;***

Clarification Statement: *The discredited practice that is commonly referred to as Bias Influenced Policing is a longstanding criminal justice issue that needs to be addressed by every law enforcement agency in every jurisdiction. It is the sworn duty of every law enforcement agency and officer to protect the civil rights of all persons, and to safeguard the inalienable right to the equal protection of the laws.*

If a law enforcement officer were to rely upon a person's race, ethnicity, religion, or gender when making decisions and exercising law enforcement discretion, the result would be to undermine public confidence in the fairness and integrity of the criminal justice system, alienate significant segments of society, foster disrespect for law enforcement authority and the institutions of government, and ultimately erode public support for law enforcement efforts to investigate and deter crime.



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Sample Standard

3.3.3 Meaningful Review Required

The agency has a written procedure for a documented meaningful review of each use-of-force incident and any report or incident required by Standard 3.3.2.

Clarification Statement: *Use of Force should never be considered routine. Hence, the use of force review process should not be routine. The intent of the documented meaningful review is to determine whether policy, training, equipment or disciplinary issues need to be addressed. The meaningful review can be conducted by a supervisor, commanding officer, review committee, or the internal affairs function. The reviewing official should be one rank above the officer using force. If a command rank officer or the agency CEO uses force, the internal affairs function or a review committee should conduct the meaningful review. See Glossary of terms for a definition of meaningful review.*



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QUESTIONS?

THANK YOU!



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